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THE STATE EMPLOYEE

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A PERSONAL MESSAGE

To State Civil Service Employees:

Many requests have come to me to make personal visits to State institutions and bureaus throughout the State to speak upon Association matters. Because my duties as a State employee make this impossible, I am outlining in some detail in this issue of THE STATE EMPLOYEE the facts as to the way the Association carries on its business and as to the character and scope of its activities.

Please understand that the essential value of the Association is not interfered with in any way by inability to make personal visits to the various groups. It is entirely feasible to do everything that should be done through constant contacts with Association representatives throughout the State and, of course, much expense is eliminated. As you know, many of the greatest and most successful

enterprises are conducted entirely through local representatives with a strong central organization.

Your Association is now one of the strongest organizations of public employees anywhere to be found, and it needs only the unselfish support of workers for its program and the strength of a united membership to assure complete success. Please understand that every member has the high duty of loyalty to the Association and I urge all State employees everywhere to take an especial interest this year and bend every possible effort toward the strengthening of our All-State-Employee-Association—Your Association.

W. F. McDONOUGH, President.

PRESIDENT ROOSEVELT

This Association congratulates Governor Roosevelt upon his selection by the people to become the leader of the Nation. President-elect Roosevelt is a firm believer in civil service principles, and in the dignity of public service. At the last annual dinner of the Association he said:

"It is true that under the law, and probably under the law in the days to come, the actual scale of salaries or wages paid by the State ought to approximate very nearly the scale that is paid on the outside—not for the general run of private employment, but for the more intelligent private employment. What is even more important, however, is that the State of New York should maintain requirements as to conditions of work not on the average scale, but on a higher standard—a standard that all of the private employees of the

State can look up to and take as theirs."

He is a firm believer in organized effort and helped in the organization of Federal employees when in President Wilson's cabinet. In a communication to the President of this Association, he commended its work highly, stating:

"Your Association has rendered a distinct service to the State as well as to its own membership, and I wish you to know that I appreciate thoroughly the constructive and helpful attitude taken by the Association."

The Association wishes President-elect Roosevelt God's blessing as chief executive, and the fullest measure of happiness throughout all of the years to come.

REMINDER

THIS IS AN OFFICIAL REMINDER THAT MEMBERSHIPS FOR 1933—NEW AND RENEWALS—ARE NOW IN ORDER. THE OFFICERS OF THE ASSOCIATION ASK THAT YOU MAKE DECEMBER OF THIS YEAR FAMOUS FOR THE GROWTH IN MEMBERSHIP OF YOUR ASSOCIATION. THIS IS A CRITICAL TIME FOR SALARIED EMPLOYEES. STATE EMPLOYEES ARE WHOLLY DEPENDENT UPON THIS, THEIR OWN STATE ASSOCIATION—COMPOSED WHOLLY OF STATE EMPLOYEES AND DEVOTED WHOLLY TO STATE EMPLOYMENT PROBLEMS—FOR HONEST AND INTELLIGENT PRESENTATION OF THEIR SIDE OF EVERY SALARY, PENSION, OR OTHER PROBLEM. SUPPORT YOUR ASSOCIATION NOW

NOT ONLY WITH YOUR OWN MEMBERSHIP, BUT INFORM YOUR FELLOW WORKERS OF THE IMPORTANCE OF LOYAL SUPPORT. OFFICERS AND COMMITTEES ARE WORKING HARD FOR YOU; ENCOURAGE THEM BY YOUR MEMBERSHIP—AND SERVE YOURSELF AND ALL STATE EMPLOYEES BY MAINTAINING A 100% STATE-WIDE STATE-EMPLOYEE ASSOCIATION. MEMBERSHIP COSTS ONLY \$1 FOR ENTIRE YEAR; IT'S THE SIZE OF MEMBERSHIP THAT COUNTS, NOT THE DUES. JOIN NOW, TODAY. NEW MEMBERS BECOME MEMBERS FOR BALANCE OF THIS YEAR AS WELL AS ALL OF 1933.

GOVERNOR LEHMAN

With his usual high sense of responsibility to deal with public problems in a definite, business-like way, Governor Lehman placed himself squarely on record as to important policies affecting civil service in a letter to the President of this Association under date of October 18, 1932, excerpts from which are quoted below:

I know that you are aware of my deep interest in what concerns the Civil Service and other employees of the State of New York, who have rendered, in my opinion, excellent service to the State. I cooperated with you and other interested parties in legislation affecting the classification of the civil service employees. I have repeatedly given public expression to my deep interest in the subject.

I believe that the State should adopt a sound compensation plan for all its workers. While we cannot close our eyes at this time to the economic situation confronting the State, I believe that every possible and practical method of economy should be exhausted before we proceed to reduce salaries. In other words, I believe that a salary reduction should be invoked only as a last resort.

With regard to the retirement fund, I have favored and will continue to favor the strict carrying out of all obligations of the State to its employees.

I believe in the upbuilding of the Civil Service Department. I shall be very glad to give careful consideration to the representations of the civil service employee of the State.

This is a time when one of the great purposes of this Association—that of promoting the highest possible degree of individual and collective efficiency—will appeal more than ever to employees. Cheerful, willing cooperation on the part of each employee in carrying on with increased vigor and economy the essential services of government entrusted to his care, will make easier and more certain the success of Governor Lehman's administration during a particularly trying period in State history.

Mindful of the interest and good will manifested by Governor Lehman toward civil service employees on so many occasions, this Association takes especial delight in pledging loyal cooperation in every way. It is pleasing to recall again, as we have done at previous times, that it was Governor Lehman's encouraging words at the annual dinner of this Association in 1928 that inspired the renewed activity of the Association leading to its tremendous growth and influence in State service matters.

LOYALTY TO STATE SERVICE IS EXPRESSED BY MEMBERSHIP IN THIS ASSOCIATION

Successful accomplishment follows quite certainly where men and women devoted to common purposes work unselfishly together. State civil service employees stand out as a group which may easily pool their interests and work unitedly and harmoniously for the attainment of those ideals which mean so much to the State and to themselves. State civil service workers serve a single master—the State; they are chosen for service under the same plan; they work under laws made by the State Legislature; and they receive their salaries from the State Treasury. No other large group of public employees is so closely united in common interests as is the State group. Here is a splendid opportunity for combined effort in one organization of at least 20,000 men and women devoted to the same high purposes in public service. What power for mutual good and generous endeavor lies in such a union! Here is a call to be helpful, to be constructive, to be generous in useful cooperation through joining with unselfish fellow workers—keen men and women in your own group who work not for themselves but for the betterment of the entire service. Here is an association that in a short time has stirred the imagination and the enthusiasm of over nine thousand, five hundred of New York State civil service employees; that has won the admiration of the leaders in every branch of State government; and that has been the model for like purely state-employee organizations in California, Ohio and other states. The thought in every loyal State employee's mind should be not "What can I get out of my association?" but rather "What can I put into it that will make it stronger, better, more useful to society?"

This Association is the only State-wide association composed exclusively of State employees in this State that is devoting itself wholly to state employee matters. It is a source of gratification that New York State civil service employees do not see fit to ally themselves to groups whose interests lie in outside affairs and also that they have seen the wisdom of united effort through one State employee organization.

All who have had experience with organized efforts in this State know that the Governor, the members of the Legislature, or the various departments and divisions of government do not wish to be annoyed with uninformed, divided groups wasting everybody's time and energy. Little sympathy is enlisted from intelligent men in special groups that cannot work out their problems in a businesslike, common-sense way and present them with a united voice.

This Association, by constant attention to the interests of State employees and by enlisting the help of those most familiar with State employment needs, has grown in membership, in character of service and in influence, to be the leading all-state-employee organization in the United States.

Recently what appears to be an organization "racket" has been reported in progress at several State institutions. Organizers in no way connected with this Association are apparently seeking the dues of State employees for other organizations. State workers will be quick to see the folly of participating in the problems and difficulties of other groups to the serious neglect of their own problems. It is of the greatest importance that State employees are not misled into divided effort at a time when the old adages of "In union there is strength" and "If we do not hang together we will hang separately" mean so much. This Association is anxious and willing to aid city and county employee organizations and other salaried and wage earning groups in every proper way. State employees can best aid these groups by one hundred percent support, membership and otherwise, of their own State Association. Get in touch with the representative of this Association in your institution or department, your institution or department head, or direct with headquarters of the Association, Room 156, State Capitol, Albany, and learn all of the facts before you waste money or effort in any of the "rackets," whether organization or of other kinds. We have no paid organizers. This is a cooperative Association run without profit to anyone and for the common good of all State employees. It is wholly directed by working State employees.

THE PURPOSES AND WORK OF THE ASSOCIATION

Every State employee has a direct interest and part in every activity of The Association of State Civil Service Employees of the State of New York. It is dedicated primarily to extending and upholding the principle of merit and fitness in public employment, to maintaining and promoting efficiency in public service, and to advancing the interests of State employees. Those who understand the everyday facts of living and the close relation which every act of the individual bears to his work, appreciate that day in and day out accomplishment of a worthwhile sort does not have its source in the dollars and cents pay envelope but in the deep moral sense inherent in good men and women to achieve the highest degree of efficiency and to give generous measure of fidelity in every service they perform. To them the dignity of life demands qualities of courage, integrity, and generosity. For the information of new members or employees who may not know of the structure and of the activities of the Association, these are here outlined briefly:

The activities incident to the program to which the Association is dedicated, as noted below, are directed by a general committee composed of one member from each of the eighteen state departments. This committee is further aided and enforced by committees dealing directly with civil service department matters; retirement fund matters; budget and salary matters; legislation; educational activities; recreational activities; program and work; and of special committees as the needs require. There is also appointed yearly a

special advisory committee with a member in every office, institution and bureau wherever located throughout the State. The State Hospital Association is represented by a special committee of five persons who meet with the other committees on all important matters. Altogether the advice and guidance in employee matters of over a hundred and fifty leaders among state employees is represented on the Committees of the Association.

The officers, consisting of President, Vice President, Recording Secretary, Financial Secretary and Treasurer, are all state employees. Aside from the Financial Secretary who receives a percentage of the dues for his work in keeping records of members—a very considerable job—and the Recording Secretary who receives \$100 per year, the officers receive no pay for their services. This group act as the executive division of the Association. This cooperative, good will arrangement, whereby in the Association the workers are served by their fellow workers without the disturbing factor of money reward, makes for the highest type of unselfish service.

The Association, through the courtesy of the executive heads of State government, are accorded the use of a room in the State Capitol in which the business of the Association is transacted and where the records and files are kept. So great is the work of the Association that an office assistant is employed throughout the year. The salary paid at present is \$1200 per annum. The vast amount of correspondence incident to progressing the program of the Association and in taking up the various matters presented by the members throughout the State necessitates at times the employment of special office help. The President has devoted practically all of his evenings and holidays to the work of the Association for the past three years. There is not a single matter in which employees are interested in a legislative, civil service, budgetary, social or citizen way that is not acted upon by the President and the Association's attitude made known clearly and distinctly to those concerned. Hundreds of special statements, including wire and letter communications to Association representatives, and news items and circular letters are prepared by him and distributed throughout each year.

The Association now employs special Counsel. Employees were exceedingly fortunate in obtaining the aid of Hon. Charles J. Tobin, one of the leading attorneys of the State and a nationally known expert on taxation and public affairs. An honorarium of \$200 per month is paid to the Counsel.

It is evident, of course, that the honorarium in itself is not attractive to men of Mr. Tobin's ability or experience. He was prevailed upon to take up the work of advising the Association solely because of his one time connection with the State service and his broad interest in public matters. Other public spirited men of high standing have expressed a willingness to help the State employees in like manner. This is evidence of the high standing which the Association holds as an aid to State upbuilding and of the good character which it has maintained through many years.

So much for the actual advisory and executive organization of the Association. What does it endeavor to accomplish? No individual or organization can get anywhere without a definite program. The Association has a very definite program for 1933, and followed this course in many successful past accomplishments such as the establishment of the retirement fund, the development of good civil service practice, and favorable salary adjustments.

Civil service laws and regulations and their administration are under constant surveillance. Activity is directed to assuring fairness in arranging minimum qualifications for entry into service, justice in appointments and promotions, veteran preference, etc. **Contrary to the vicious misinformation spread by certain groups opposed to good civil service and to this Association, the Association has at all times urged that the Civil Service Commission lay aside arbitrary academic requirements and permit all who, by whatever scholastic or other means have made themselves sufficiently proficient, to perform the duties involved in the particular position for which examination is held. This is a cardinal principle of democratic government. Every citizen is entitled to serve the State whose moral, mental and physical possessions fit him for the work required to be done. The Association has fought long and consistently for an analysis of the duties and responsibilities and consequent uniform qualification requirements for every position in the service so that uniformly fair treatment may prevail**

for every worker doing like work whether he be in Albany, New York, Buffalo or the smallest town in the State. Here again enemies of the civil service system and of this Association have raised the bugaboo of "reclassification" and by ballyhoo and misrepresentation are seeking to frighten and disturb civil service employees in what is apparently part of an organization membership "racket". The civil service department at the direct request of Governor Roosevelt has begun the work of the arrangement of every position in the service on a sound, honest duties-responsibilities basis. The Director of the Budget, Mark Graves, wrote uniform titles for this plan into the budget law last year for the great majority of departmental positions and that law was signed by Governor Roosevelt. The plan is now in practical operation. Any legislation required this year will be proposed by Governor Lehman's administration. So well is the work now being handled by the Civil Service Department that little if any new law will be required. Governor-elect Lehman was one of the first men in public life to urge that classification of positions on basis of the duties and responsibilities and the paying for the work on such basis was essential to the welfare of the State and the welfare of the employee. To anyone who knows even the first principles underlying civil service operation it is obvious that there can be no effective civil service system anywhere that does not have an accurate and uniform description of every position in the service with uniform titles suited to the positions. The New York State Civil Service Commission having had only a semblance of such a foundation for many years, has eagerly embraced the present executive and legislative support and has built up the internal machinery necessary to establish effectively uniformly fair requirements and titles and make possible honest and worthy promotion and compensation, and consequent good will throughout the service. The Association is proud to have had a part in promoting the welfare of employees in this important particular. Only those wholly erroneously informed could possibly place any credence in the absurd statements which have been made that this Association has not worked in season and out to build up fair and adequate compensation schedules. In 1929 the Association took the initiative in a bold program to force recognition of the deplorable lagging of State compensation. It succeeded in having over a million dollars added to the payroll of State employees in that year. It did not boast of this accomplishment because it knew that State employees were underpaid by at least four millions and that there were the gravest of inequalities in payment for thousands of positions in the service. There is not the slightest doubt but that the Association would have secured a complete proper adjustment of salaries had not the business depression developed.

At the present time, the Association is doing everything possible to maintain the present scales of pay under severe attacks from many sources. It has met all such attacks with statements of fact. It has no connection or sympathy with senseless criticism or useless ballyhoo tactics adopted by certain groups professing to be the friends of State employees. A special salary committee was formed early in the year and has held more than thirty meetings, has appeared before and presented to the Governor's Citizen Advisory Committee on Budget Economies complete data and incontrovertible evidence to show that State employees by reason of past lack of attention as to compensation are even at this time largely underpaid and has urged right treatment of the State salary question upon official and public attention in every possibly way. The Association's Special Salary Committee, particularly the chairman, Dr. Frank L. Tolman, has rendered the employees of the State a remarkable and outstanding service in the preparation of the booklet—"Facts About Salaries Paid State Employees in New York State". Dr. Tolman contributed his talents and time without remuneration of any kind to this and other highly helpful acts in the interest of employees. The booklet and the recent issue of The State Employee which also dealt with salary, retirement fund and other important activities, cost your Association for printing alone over fifteen hundred dollars. This is mentioned only to show the great activity of your representatives on employee matters and the need for the cooperation of all employees through 100 per cent membership support in order to bear the operating expenses from dues of only one dollar a person each year. However,

these small dues are sufficient so long as the thousands of employees give their membership aid. There is much more of importance attaching to membership than the dollar. The backing of thousands of workers throughout the State is of inestimable value in its effect in executive, legislative and administrative quarters in promoting employee interests. Singly the employee is seldom heard; collectively even his whispers become important.

The Association has a special committee devoted to all legislation. There is every likelihood that there will be much legislation directed against civil service and pensions this year. Strong groups of bankers, manufacturers, real estate dealers, and various business and trade organizations are intent upon reduction of State functioning by way of reduction of financial support, without due regard for the value of the services performed. The State Retirement Fund now has a deficit appropriation of over a million and a half. This must be made up by the next administration if the Retirement Fund is to be preserved in its entirety. The Association has a special committee devoted to this, and there is much detail work involved in seeing that nothing is left undone which should be done.

For the past two years the Association has spent much time and money in seeking to have adopted an eight-hour day in institution service. It has supported legislative bills designed to care for the uneconomic and unsocial policy of long hours in State service. The Association is not willing, however, that this wrong be corrected by another wrong of wage reductions in exchange for a shorter day. The employees effected could not stand lower income. With the thousands being spent for unemployment relief there is hope that a wise policy may be evolved that will bring the shorter day into State service without sacrifices too great to bear. The abolition of the seven-day week is also a part of the Association program.

The Association will defend in every way the statutory salary schedules of institution employees. They are so moderate in character as to preclude the thought of change, unless to a higher basis. In this work for the obviously sounder social and economic policy inherent in the shorter day and week the Association is careful to point out to employees the need for patience and for good will in progressing our program. The State must be financially able to correct the present system before it can take action. A comprehensive study of a long time program for the building of homes for institution workers upon a plan that would make for normal, happy family life is to be urged upon the incoming administration and legislature.

The Association has a committee on education which is functioning in various ways, including the direction of valuable correspondence and other self-improvement courses in which many State employees have enrolled. All of these activities are carried on by the State workers appointed to the committees without outside assistance. The Association urges strongly that individual workers take advantage of every present means to fit themselves for greater efficiency and responsibility in public service.

A local recreational committee is active in Albany, and, in cooperation with the physical education department of the City Board of Education, is doing some splendid work in bringing to State employees needed health attention. Hundreds of employees are benefiting through this Association activity. The local Hospital Associations are well known for their social and athletic activities and this Association wishes it were possible to adopt some plan to serve all of its members along health lines. On account of the distribution of members throughout the State, however, more than local attention here and there is not feasible.

The summer vacation camp established last summer under the direction of the Association furnished vacation privileges in the heart of the Adirondacks at the low charge of \$12 per week to a considerable number of members. It is hoped to improve conditions another year at least 50 per cent. The great first cost of the camp which was met entirely from the receipts during the summer prevented expenditures for food and conveniences which should be possible another year.

Hundreds of letters are received each month from individual members asking about civil service, retirement and other service matters. These are handled as expeditiously and as helpfully as is possible. Many matters which it would be largely impossible for the individual to handle are taken up by the Association with the civil

service department, the budget division, the legislature, and the Governor, as well as with individual departments. Not all of these are settled to the employee's satisfaction or to the satisfaction of the Association, but the employee is assured that the Association spares no effort to secure the best possible attention to every request directed to it. We have not the time to write many or long letters to our members, much as we should like to do this where it might clear up matters more fully. It is hoped that employees will understand this and that the great goal to work for as an organization is to have employment matters so soundly and fairly provided for in fixed procedure, with due recourse for proper appeal, that cause for individual complaints will not occur.

The Association secured this year the approval by both of the major political parties of party platform assurances highly pleasing to those interested in employment welfare. Party candidates for the Governorship were also advised of employee needs and their responses were printed in The State Employee of October-November.

No medium of the Association serves employees so well as does the monthly bulletin—The State Employee. Recently the President received the first issue of a like bulletin published by the State employees of Ohio. The State Employee stands alone as the voice of the New York State worker. Its object is constructive attention to all State service matters. The State Employee and special statements upon every pertinent State subject, including the recent remarkable booklet of salary facts, are not only sent to employees but are also sent to every library in the State, to newspapers, to various civic and trade organizations, and to private citizens in order that the State employee's side of all questions in which employees have a part will be better understood by the citizen and taxpayer.

This is only a brief review of the many activities of your Association in dealing with matters of vital importance to State employees. It is certain that no Association can accomplish more for State employees than this Association is attempting to do. Its past success has been entirely due to the character of the men and women employees who have been attracted to membership and to active work upon committees. The more such workers enroll and advise with regard to policies and projects and help in carrying them out, the greater will be the scope and effectiveness of the Association's service to the State and to the individual employee.

These are critical times. The State service is only as important as the people decide it shall be. The better the services are along every line the more the people will support these services. The higher the esteem for State service the greater will be the dignity and the influence of the State worker. The State employee's opportunity to advance the general welfare is wholly in the way of increased loyalty, enthusiasm, efficiency and cooperation.

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ADULT EDUCATION ACTIVITIES OF THE EDUCATION COMMITTEE

William C. Smith, Chairman

Many of the State Employees have taken advantage of various activities listed in the Association's educational program. Few of the members realize the great educational opportunities offered by the various public and private institutions both here and elsewhere in the State.

As a result of the publicity given by the committee in the last STATE EMPLOYEE many responses were received, showing a wide variety of interests. About half of these were for correspondence courses in technical subjects.

A large group was interested in the study of State and Federal government both by correspondence and in groups, meeting in New York City, Albany, Syracuse, Poughkeepsie and Buffalo. There is every reason to believe that before long many groups will be at work on this phase of improvement alone. Since the questions uppermost in the minds of many were "Taxes and the Cost of State Government," it seemed wise to start with that phase, so the first lesson was sent out to cover that. With the basic text "We and Our Government," have been sent to each student, the Analysis and Summary of Appropriations for Expenditures by the Executive Department, by Mark Graves, Director of the Budget, who has kindly consented to act with a special committee to cover this course.

Much interest has also been shown in the study of "High Lights of Modern Knowledge," "Current Novels," "The Ten Books of All Time," Shakespeare's Plays and groups in all of these have begun work.

New groups may be started at any time. The Committee suggests that in institutions where there are large groups of employees, the students interested in any study, should consult with their fellow workers with whom they might form a group since a number studying together would tend to sustain the interest in any subject.

THE STATE EMPLOYEES RECREATIONAL CLUB, INC.

Every State employee is doubtless familiar with the Lake Meacham Vacation Camp conducted by the State Employees Recreational Club, Inc., a protege of this Association. The camp was organized under the direction of a Committee made up of the following members of this Association:

Webster J. Birdsall, Chairman
Stephen A. Smith, Jr., Treasurer
Charles A. Brind
Arthur S. Hopkins
John T. Higgins

The Club looks forward to greatly improved conditions at a similar camp venture next year because of better financial condition of the Club Treasury.

Chairman Birdsall, reporting at the recent Annual Meeting, said:

"I am very glad to report to you, as the representative of a committee appointed by your President last summer for the purpose of determining the feasibility of a plan advanced by Commissioner Morgenthau to provide a summer camp for state employees, and if found practicable to act in the establishment and conduct of such an enterprise. It is a happy occasion for the reason that I can report to you that the camp established at Lake Meacham proved successful, both financially and recreationally.

"Although the early outlook, from a business standpoint, was none too good, the optimism of your General Committee and officers and the advancement of \$1,000 by your Association prompted the formation of the State Employees' Recreational Club.

"The camp was opened the first week in July under the capable directorship of Mr. E. O. Hoffman, Principal of the Nott Terrace High School, Schenectady, ably assisted by Mrs. Hoffman. The directors of the Club feel that the success achieved is due largely to the efforts of Mr. Hoffman and his associates. There was an average weekly attendance of thirty-four. Fifty-four employees paid for membership in the Club. The Club has been able to return the \$1,000 loaned by your Association, and now has in its own name property worth in excess of \$900.00 plus a small cash balance.

"A meeting of the members of the Club will be held in the near future for the election of directors and other pertinent business. All members of this Association who are interested in the development of the State Employees' Recreational Club, Inc., will be most welcome at this meeting. Certainly there are unlimited opportunities for the development of recreational facilities on a cooperative basis that would prove most worth while."

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ASSOCIATION FINANCES AND MEMBERSHIP

The annual meeting on October 4th, 1932, was the occasion for receipt and acceptance of very favorable reports as to financial conditions and as to membership. A summary of the report of the Treasurer, Frank O. Bauer, shows:

Balance on Hand, October 6, 1931.....	\$6,016.40
Receipts, Oct. 6, 1931, to Oct. 4, 1932:	
Dues (Less 10% paid Financial Secy.)..	\$8,698.50
Interest	66.21
Advertising	43.50
	<hr/>
	\$14,824.61
Disbursements	6,969.78
	<hr/>

Balance on Hand, October 4, 1932..... \$7,854.83

The disbursements are entirely for office assistance, printing, supplies, and general expenses. A detailed list of all bills paid was made part of the Treasurer's report.

William J. Pierce, financial secretary, reported a total of 9,665 employees enrolled as members during the Association year. This is the largest membership in the history of the Association.

It will be obvious to all that while a membership of 9,665 is pleasing and encouraging, there are still thousands of workers who, through lack of proper information, withhold the unselfish cooperation indicated by membership in the Association.

1933 promises to be the big year in Association effort and accomplishment. There is no employee who can afford to be without membership or without lending active help to the Association's program.

SENATOR BYRNE OPENS ASSOCIATION BASKETBALL LEAGUE

State Senator William T. Byrne, of Albany, evidenced real pleasure in officiating at the inauguration of the Association's Interdepartmental Basketball League on the evening of November 30th. The Senator, in a brief address, congratulated the Association upon its progressive attitude toward all employee matters. He then tossed up the first ball, starting league play for the season.

PASS "THE STATE EMPLOYEE" ALONG

This issue tells of Association activities and aspirations in considerable detail and should be carefully read by every State worker. There are not enough copies for all employees. The Association keeps its dues low and necessarily practices economies in printing and distribution. When you have finished reading every article in the magazine, hand it to a fellow worker or to an interested citizen.

HELP NOW WITH YOUR MEMBERSHIP FOR 1933!!!

PATRONIZE YOUR FRIENDS

Everyone who advertises in this magazine helps to make possible a vital need of every organized group a periodical devoted to their welfare and one that correctly informs as to pertinent needs. Your Association is growing in membership, in responsibility and in influence. It needs this magazine to contact its widely distributed membership. **Will you not help to increase the number of our advertisers? It is good business for them to advertise in THE STATE EMPLOYEE. Let us hear from you with at least a small ad from your local merchant. The rates are reasonable—**

1/16 page.....	\$ 5.00
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