



THE STATE EMPLOYEE

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



OFFICIAL INSIGNIA
ADOPTED BY THE ASSOCIATION

Submitted by
ROGER H. STONEHOUSE, State Education Department

★
Enjoy a **4 STAR HOTEL**
 in New York
 ★



1400 large rooms... each with bath (*tub and shower*) servidor and radio.

Single from \$2.50

Double from \$3.50

Special Rates for longer periods

Send for Booklet C

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

★ *for DINING*... 3 fine restaurants to choose from—coffee room, tavern grill, main dining room.

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

★ *for QUIET SLEEP*... Our 32 stories of fresh air and sunshine assure you quiet comfort at all hours.

Breakfast from 30c Luncheon from 65c
 Dinner from 85c

JOHN T. WEST, Manager

Hotel **LINCOLN**

44TH TO 45TH STREETS AT 8TH AVENUE - NEW YORK

ELM DAIRY

Pasteurized Milk and Cream
 Chocolate Milk

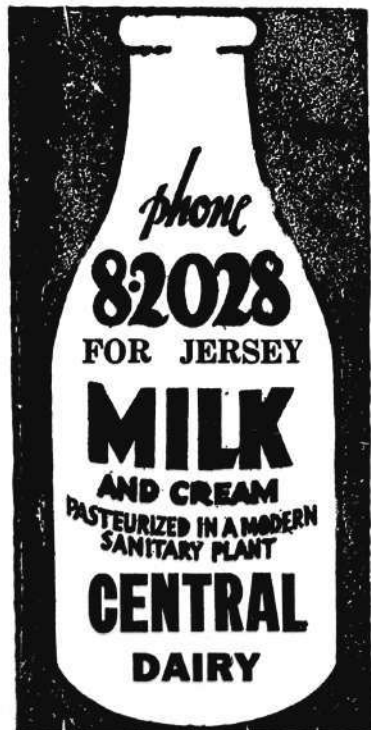
179 ELM STREET

Phone 3-2026 Albany, N. Y.

STATE OFFICE BUILDING

CIGAR and CANDY
 STAND

C. D. GROVER, Prop.



MILDRED ELLEY BUSINESS SCHOOL

Specializing in
 Secretarial and Business
 Courses and
 Business Machines

**SPECIAL
 NIGHT SCHOOL
 COURSES**

for Young Men
 and Women

\$5 A MONTH

Register Now!

227-229 QUAIL STREET

Cor. Hudson Ave.

Albany, N. Y. Tel. 2-1694

Send for Catalog



Engraving and Printing
 Wedding Invitations
 and Announcements
 Personal and Family Christmas
 Greeting Cards, Stationery
 and Gifts

34 MAIDEN LANE ALBANY
 3 Doors below North Pearl Street

**NO NEED TO BUY AN
 INSTRUMENT**

Free Practice ANYBODY
 CAN LEARN
**Popular
 Music in
 20 Lessons**

WINN SCHOOL

has kept this promise in Albany
 for 18 years on Piano, Guitar, etc.
 392 Clinton Ave. Ph. 3-3546

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

THE STATE EMPLOYEE

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

Editor, BEULAH BAILEY
Business Manager, JOSEPH D. LOCHNER

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



W. F. McDONOUGH, *Secretary*
JOSEPH D. LOCHNER, *Business Secretary*

OFFICERS

VOL. 3.

NOVEMBER, 1934

NO. 9.

The New President's Message

In being elected President of this Association of State Civil Service Employees, I have a deep sense of responsibility and a genuine feeling of personal limitation. I can never be to the Association what the former President has been. To him we owe the incentive which made us what we are. But in his position as Secretary, the new administration will have his cooperation, his counsel, as well as that of the incoming Vice President, Treasurer and Business Secretary. In addition I am looking for and know I will receive the cooperation of not only committee members, and department representatives, but every member of the Association throughout the State. It will take the combined efforts of us all to make our program a reality, a program which I hope will make us better public servants to the State we serve.

The program is threefold, first to do all in our power to strengthen and upbuild the civil service based on merit and fitness; second, to improve the conditions of the service and third to improve ourselves.

In the first category falls the upbuilding of the civil service system, the need for classification, promotion based on merit and fitness, and the safe-guarding of civil service rights. In the second category is the eight-hour day in the institutions, the restoration of time service, the adjustment of salary schedules to meet advancing living costs, and the protection of the retirement system. In the third

Continued on Page 5

The Annual Meeting

The most important feature of the 1934 annual meeting of the Association which occurred in the State Office Building on the evening of October 2nd was the choosing of new officers for the Association year beginning on that date. Miss Bailey, advancing from the position of Vice President to the position of President, speaks to the entire membership of the State in a message printed on another page of THE STATE EMPLOYEE.

The reports as to membership and as to finances showed the best conditions that have thus far existed in the history of the Association. Despite large expenses as a result of the tremendous amount of publicity and news service supplied to members and in connection with advancement of the program, and the purchase of equipment for headquarters amounting to over \$1,000, the treasurer reported a larger balance than last year. This report, broken down as to major items, is printed on another page.

The Counsel to the Association, Hon. Charles J. Tobin, reported upon legislative activities and reviewed action on each of over sixty bills introduced in the Senate and over forty in the Assembly, during regular and special sessions. These bills related to State employment in one or more particulars, and the activity of the Counsel and Legislative, retirement and salary committees, with regard to them was of great importance to civil service welfare.

Dr. Frank L. Tolman, newly elected Vice President, and well-

Continued on Page 10

Organization

Address Delivered by Dr. Arvie Eldred, Secretary of the New York State Teachers' Association, at the Annual Meeting of the Association of State Civil Service Employees, October 2, 1934.

After listening to the President's report, and the report of Dr. Tolman, I feel rather as if I were Bringing Coals to New Castle. Anything I might have said, they have said in far better shape than I can.

I am reminded of a story which is old, and yet in a way is the text for the remarks that I want to make. I dare say that every one in this room has heard it. Down south there was an old negro coachman who was very skillful with his whip, and his master was very proud of this coachman's skill. The coachman could take his whip while sitting on a high seat, and take a fly off the horse's ear without touching the ear. One day they were going along and the master saw a hornet's nest in the tree. He said to the coachman, "Let me see you flick that hornet's nest off the tree." "I wouldn't dare do that, sir", the negro answered. The master asked him why, and he said, "They is organized".

That is the whole point. You are not going to get anywhere in any line of business today, whether it is school teaching, state service, politics or business unless you are organized. We are living in an age of organization. The time for one person fighting the battle alone is gone. If we read the history of the country we know that the country was developed by rugged individualism. I don't

Continued on Page 8

Constructive Civil Service Pledges

For several years it has been customary for the State Employee to carry messages from the gubernatorial candidates in regard to their attitude toward the problems in which we as civil service employees are so vitally interested.

The following letters were received by the Association from Governor Lehman and Honorable Robert Moses:

Governor Herbert H. Lehman Democrat

"I am in receipt of your letter of October 16th asking me to set forth my views on certain questions relating to the civil service in the State. Because of my long service in the State government, I believe that you and your associates are familiar at first hand with my official record in civil service matters, as well as my great desire to strengthen the merit system in government wherever possible. My actual record in office during the past six years discloses better than all else my stand in civil service. I am glad, however, to restate my views. I shall take up your questions seriatim:

No. 1 Question: Strengthening of the Civil Service Department as the employment agency of the State?

Answer: I have at all times used every effort to strengthen the merit system both in State and local government. I shall continue to do so. I am sending you herewith, for your information, a booklet which covers my record on legislation on different subjects. I would refer you to pages 113 to 124 inclusive, which set forth in detail my views and accomplishments in connection with civil service matters. You may use any part of this that you desire. (Our June 1934 issue carried a resume of the 1934 civil service bills vetoed by Governor Lehman, bills which would have been most detrimental to the service.)

No. 2 Question: A sound classification system.

Answer: I favor a sound classification system.

No. 3 Question: A person on the Civil Service Commission who is experienced in civil service work?

Answer: As no vacancies have occurred on the Civil Service Commission since I became Governor, I have made no appointment. When any vacancy occurs I shall expect to fill it with someone experienced in civil service matters.

No. 4 Question: Restoration of the deferred increments in the State institutions and a fair salary scale for State employees?

Answer: I favor the restoration of salary increments and the return of salaries to their normal amounts at the earliest possible moment. The suspension of statutory increases in compensation to officers and employees of the State was made in 1932 and 1933, not on recommendation of the Governor but on direct action by the Legislature after the budget had been submitted. I of course have always favored a fair salary scale for employees.

No. 5 Question: A shorter working day in the institutions?

Answer: I am in favor of shortening the number of working hours in our institutions as quickly as the State can afford the cost of additional employees and their adequate and proper housing.

No. 6 Question: Safeguarding of the pension system?

Answer: I have in every way sought to safeguard the pension system for civil service employees. You will recall that in 1932 the Legislature withheld the annual contribution for prior service due to the Retirement System, amounting to \$1,571,558.36. As a result of this legislative action the full contribution was not paid by the State into the Fund. As a matter of fact, you will recall that the Legislature even tried to foist this contribution as an additional charge on the civil service employees, but failed in their attempt to do this. In the first budget that I submitted after becoming Governor, I resumed payment of the full annual contribution by the State to the Fund, and this year,

in addition thereto, I approved an additional \$157,155.89, as the first of ten installments to make up for the omission of the 1932 Legislature.

No. 7 Question: Substitution of relief workers for civil service employees in State service?

Answer: So far as I know the State has never substituted any relief workers for civil service employees regularly employed. When relief workers have been employed it was exclusively for the purpose of giving employment to those in need of work, and only on activities which would not have been undertaken in any circumstances in the ordinary course of events. There has never been any replacing of regular civil service workers by relief workers, nor would I countenance that for a minute."

Hon. Robert Moses Republican

"You have asked me certain questions with reference to the State civil service.

As to my general attitude towards civil service, I refer you to my record. I have been studying, writing about, advocating and administering improvements in civil service for more than twenty years. I wrote a book on civil service for a doctor's degree. I have helped to reorganize and administer civil service commissions in several jurisdictions. I have worked on reclassifications of employees in the federal, state and city governments. I was employed by the National Federation of Federal Employees as advisor and counsel in connection with the federal reclassification.

I have practiced civil service principles for years as an administrative officer. I believe in these principles. I do not believe in political interference with the civil service. I believe in the extension of civil service to all but a few executive and policy-determining positions, and I believe in promoting people in the civil service to these positions wherever possible. I am in favor of the ex-

Continued on Page 5

Pledges

Continued from Page 4

tension of present government activities under civil service auspices, but I am opposed to attempts to put the government into fields which ought to be run by private enterprise, and more specifically, I am absolutely opposed to the building up of great reservoirs of patronage in connection with new, untried and unworkable government enterprises. I am for building up and perfecting the present civil service before taking on new activities. I am for making the government a model employer before it attempts to tell private employers how to conduct their business.

Specifically, I favor a sound system of classification. I do not think that the act vetoed by Governor Roosevelt was a sound one for a number of reasons. I believe in a skeleton classification instead of one which is larded with adjectives leading to endless controversy. I believe that the budget making agency must determine what jobs are needed to do the work in hand and that the Civil Service Commission must recruit and promote personnel, and that therefore the full cooperation of both of these agencies is essential to the success of a classification system.

I am in favor of representation of the employees on the reclassification agency, but I am not in favor of providing by law that one or more of the State Civil Service Commissioners must be representatives of civil servants. I think this is an unnecessary and undesirable restriction on the governor's appointing power, and that it would mean nothing in practice.

I am in favor of improving the machinery of the State Civil Service Commission and giving it the necessary resources to do its work of examination, investigation and promotion properly. I believe that it lacks these facilities at the present time.

I am in favor of the abolition of the long working day in institutions as soon as the State can afford to add the necessary personnel to make this possible.

I am in favor of restoration of salary reductions and increments

as soon as it can possibly be done, and the maintenance of fair salaries for State employees.

I am, of course, for the maintenance of the stability of the State Retirement System, but I believe that no pension should exceed \$4,000 or \$5,000.

I regard it as unfortunate that relief workers are doing work which in a good many cases should be done by civil service employees, but it is only fair to say that this is a necessary evil at the present time. I believe that the State should gradually put into the budget, beginning immediately, a proportion of the needed permanent positions now filled by relief workers. I believe that the real hope of better State government lies primarily with its regular employees, and that it is the task of executives to give every encouragement to the permanent staff so that they may have a constant interest in their daily work, so they may look forward to advancement on the basis of merit and fitness, so that they need have no fear of political or personal interference, so that they may have full scope for their enterprise, and so that they may look forward with complete confidence to a secure old age."

Message

Continued from Page 3

category the providing of educational opportunities for all State employees so that we may not only be better prepared to serve but more able to understand the complexities of government both economic and social.

The carrying out of this program is only possible through complete organization. Your incoming officers, your committees pledge themselves to carry on this program, and to serve you to the best of their ability. The success of their efforts depends upon you, your cooperation, your membership in the Association.

BEULAH BAILEY

President.

The Solvency of the Retirement System

By FRANKLIN B. HOLMES

The New York State Retirement System is just as solvent as is the State of New York, and the reason for this is that in 1919 and 1920, when the law was being written, one of the members of the Pension Commission insisted that there should be written into the law the stipulation that the Retirement System could invest its money only in such securities as the State could invest its money in. Therefore, if the State has its securities in county, city, town and village bonds, and the New York State Retirement System, which is unique in this feature, has its investments in county, city, town and village bonds, it is as solvent as is the State of New York. Since the investment of your money in these securities began we have not lost one cent. Everything has been paid to date.

In 1932 some of the members of the Legislature thought that one year could pass without making a contribution to the Employees' Retirement System, which is a corporation and to which the State has agreed to contribute each year. The deficiency contribution for the year 1931 in the 1932 appropriation bill was stricken out by some of the leaders in the Legislature. The total of it has never been appropriated since that time. It was attempted in 1933 but no one agreed to it. This year they agreed to put in 10% of the amount that was not appropriated in 1932 for the year 1931, and in that way in ten years the appropriation for the year 1931, which was stricken out, will be caught up. And to provide such appropriation for last year, the regular request to the Legislature for the year 1933 and 1934, was increased to in such part take care of the deficiency not taken care of in any other way.

The assets as of June 30, 1934, are \$814,000 cash and bonds \$58,000,000. The distribution is, Annuity Savings Fund thirty-two million, and Pension Accumulation Fund twenty-seven million. The Annuity Savings Fund is that fund which carries all of our contribu-

Continued on Page 14

Onward To Better Things

*Report of the Retiring President, W. F. McDonough,
at Annual Meeting, October 2, 1934*

In laying aside the duties and responsibilities of the Presidency of the Association of State Civil Service Employees of the State of New York, I wish to review briefly the work of the period included in the five terms of that Presidency, namely, October, 1929, to October, 1934.

Let me remind you that in October, 1929, your Association while alive and alert to the very great needs of employees, was not organized to meet those needs, and that a reorganization actually took place at that time. The brilliant prior history of the Association, which began in 1910, recording as it does the activities resulting in valuable attention to the preservation of civil service principles in the face of hostile political groups, in directing attention to the inadequate salary scales during the war, and in having adopted the retirement system is proof enough of the early spirit of civil service workers and a reminder of the fine work done by the leaders of the Association up to the time of the 1929 reorganization.

It was apparent to all that the first need of effective effort in 1929 was a progressive program for the improvement of State service and of employee conditions, and the second need a strong, state-wide organization to carry out such a program. In October 1929, the Association had a membership of about 600 and a treasury balance of \$817.44.

In 1929, the status of State employee morale was deplorable. Instead of open frank discussion and treatment of employment problems there was what might be termed star-chamber secrecy in civil service and budget making, and efficiency-destroying, helpless, criticism on the part of workers. I hold the upbuilding of morale among State workers that has occurred by reason of the activities of this Association, despite the difficulties of the depression and the distressing conditions in private employment, as an outstanding

achievement, and one that has been of tremendous importance to the people of this State and to organized employees everywhere. In 1929, the New York State employee was the victim of as unintelligent treatment of the worker's best interests as could be found to exist in any private or public system. He had absolutely no voice as to his conditions of work, no recognition as an important part of State government, and no effective means of expressing himself publicly or privately. He was the man with the hoe—as pathetic a figure as poet or sculptor ever formed. He was bullied on the one hand, and deceived on the other. During ten years of constant advance in economic and social welfare among salaried and wage earning people generally, he was truly the forgotten man. He might easily have been the inspiration of President Roosevelt's fight for important human rights. So completely forgotten was he that when his position was appraised by this Association it was found that his living income was millions short of that accorded to other workers, his standards of living correspondingly impaired, and that the older-than-the-old-deal-long-day of service still survived among more than eight thousand employees. Favoritism and special privilege, a mockery of fair play, was prevalent in promotions by reason of neglect in classification of positions. Here was the great State of New York in the position of having what might be termed serious lack of a just or honest or decent program of treatment of its own employees—those upon whom depended the carrying on of the day in and day out work of State government. The petition of the Association addressed to the Governor of the State in December, 1929, recited these conditions and asked for improvement. It was the voice of a mere handful of workers, and it was a begging petition because that is what unorganized workers must always do. They

cannot ask boldly that what is right shall prevail; they must petition with all the lack of dignity that goes with their weakness.

Immediately after that petition and following at least a partial appreciation of their own position among the workers of the nation, State employees began to take an interest in State-wide organization. State officials and the public at large began to take note of the situation. The Legislature of 1930 passed and the Governor approved four measures which took cognizance of the salary situation. One of these appropriated \$250,000 which went in increases of \$100 to competitive workers drawing less than \$1,800 per year. One provided increases for prison guards, amounting to \$216,871. One gave to hospital employees additional time service and commutation allowance of \$466,000, and to social welfare workers \$94,000. The State Police were given \$170,000 in salary increases, and personnel service items in the Division of Parole of \$209,000 and in the Department of Public Service, \$215,800 were added. Although incomplete and a pitifully inadequate acknowledgment of the salary problem they were nevertheless a substantial recognition of organized effort.

The appeals of the Association, through its own paper, the public press and public meetings were bearing fruit. The Governor of the State when the distressing conditions were brought to his attention, in a special message to the Legislature, deplored them and described them as chaotic and urged a thorough survey.

And the Legislature of 1930 laid the way for the improvement of civil service throughout the present and coming years, as a result of appropriating what eventually amounted to \$100,000 to study civil service classifications and conditions throughout the service. All this occurred as the direct re-

Continued on Page 7

Onward to Better Things

Continued from Page 6

sult of organized efforts of this Association.

The Association is proud of having sponsored and secured the adoption of the amendment to the Civil Service Law during the present year providing that demotions must be made in order of seniority. This makes it possible, through adoption of a comprehensive plan by the Civil Service Department, to assure complete justice in both demotions and layoffs where such may become necessary. The Association must foster such improvement.

The Legislative Committee now surveying State institutional service for the purpose of securing the abolition of the long day, adequate salaries, and better living conditions for State workers was inspired by this Association and Senator Kernan and Assemblyman Ostertag are giving the study excellent attention.

This Association recognizes the great moral questions involved in present day problems and is concerned with wise economy and thrift in government expenditures to the end that the credit of the State and of the Nation shall be ever strong and sound. We recognize that the maintenance of the Republic itself is bound up with such wise public control as will make liberty synonymous with equality of opportunity for both the investor of money and the investor of labor. There is economy of the truest sort in wise personnel administration in public service.

I do not need to remind you of the very obvious fact that it was your organization, speaking in the private and public councils of your State government, that defeated the efforts of those who sought selfishly to lay off large numbers of State workers in 1932 and 1933, and to decrease the salaries of low paid employees to a mere subsistence level.

The extent of salary cuts was limited to the minimum applied anywhere and this through the efforts of your Association. There

was then and is at present no other State-wide group speaking solely in defense of State workers.

There is not the slightest doubt but that the retirement system is one of the greatest assets of State employment. Neither can there be the slightest doubt but that if employees had not remained alert during the past few years their retirement system would have been destroyed by the selfishness of organized groups seeking as always to prey upon labor. So persuasive were these groups that the legislature yielded in 1932 to withholding a part of the State's pledged financial support of the retirement system.

There is in existence through the files of official papers published by this Association since December, 1929, a complete record of the constant activities and many advances attained for State workers through the years up to the present time. I will not refer to the thousand and one individual efforts all entailing long and arduous work, engaged in by your officers and committees to bring honor to the State and good to the employees throughout this time. The building up of contracts with executive, legislative and administrative heads, the building up of confidence on the part of those groups and upon the part of the thousands of employees spread throughout the State, the establishment of efficient employee headquarters at the seat of State government, the arrangement of facts and arguments to support the policies advocated by the Association, the work of informing the public and employees through a creditable magazine, the warding off of the reactionary attacks upon public employees and the improvements they had brought about, are all constructive, necessary, vital advancements made through your organization.

It should not be felt that the raids of greed or of reaction will not again present themselves to make constant vigilance a necessity. There is only one shield against such and that is complete organization and intelligent action. President Roosevelt, in addressing this Association in February, 1931, said; "Almost every advance that has come to the workers of the

United States, and, after all over ninety percent of all the population belong in the workers class, nearly every advance that has come in the way of higher standards of living, higher standards of wages, has come through organization, and don't you forget that." The New Deal is successful and it will remain successful just as long as it recognizes as it now does the vital part which the welfare of salaried and wage earning people, acting through good and sound organizations, have in the maintaining of this Nation. The old order of neglect of workers and of working conditions, typical in New York State government before the advent of organized effort, is the historic proof of the need for full and active organized demonstration of ability to assist with economic, political and social problems on the part of the over ninety percent of the population. Salaried and wage earning groups must be recognized in future side by side with banking and business, and obviously State employees and other public workers need organization for proper expression as do other groups.

I want to call particular attention to the importance of the Association's central headquarters to the success of Association efforts, and to make known to the members generally the good service rendered by the Business Secretary, Joseph D. Lochner, known to most members by his name only. His hard, painstaking and unselfish efforts to build up and promote the welfare of the Association during the past three years have been a substantial aid to the good strides forward that have been made. His loyalty to the work is outstanding, but his untiring efforts in caring for the immense volume of work which falls to headquarters to handle including correspondence, conferences, special bulletins, regular publications, news items, all membership matters, mimeographing, multigraphing and addressographing, and the countless details incident to constant contact with every branch of State government have entailed a character of service to State em-

Continued on Page 14

Organization

Continued from Page 3

mean to say that rugged individualism is gone, but it is rugged individuals working together that is going to accomplish more. For instance, we are living in an age of big business. What makes big business? — the combination of small businesses! Show me the business today that is successful, and I will show you the business that is highly and successfully organized. It is the same way with any social organization. Take your church; the church that is pulling and hauling—one pulling one way and one pulling another—is the church that is on the eve of downfall. The same thing is true in political parties. The political party in any section that is organized, has a program and ability to carry out that program, is the political party that is going to succeed to the power; and they are going to stay in power, as we know, just as long as they carry out their plans and protect their organization.

We know there is a stigma that comes with organization. We are getting it just now—the teachers' groups worse than you are. I have not heard about vicious lobbying of State employees in any of the hearings called in the Legislature as I have about the vicious teachers lobbying, but you will get it if you come back for revised salary schedules, or to have your cuts restored, or anything else which will protect you and the work which you are doing for the State. Grover Cleveland said he admired some people for the enemies they made, and I think we have got to admire the group which I represent and the group which you represent here for some of the enemies we have made.

I have been closely associated with people in the State service all of my life, and I have never found in my experience people more devoted to their task than the people in the State service and the people engaged in the school room. I can see a very close relationship between the State employees and the teachers. The school teacher is working for the public in the same way as is your group. Now, they

look upon school teachers as having a soft job, with short hours, easy work and excessive pay. The public generally put State employees in the same category. I dare say that we all have to accept that stigma until we can get the people to realize that we are doing a worthwhile job.

The teachers have been criticized because of salary schedules. Perhaps you all know how this salary schedule came about. Back in the time of former Governor Smith—back in 1919, it was impossible to get qualified men and women to go into the schools, and I dare say if we looked over the records of State service at that time, the chances are that the Civil Service Commission could not find highly qualified men and women to go into the State service. The pay was so small that it was impossible for the right kind of people to live on it, and, therefore, we got the minimum salary schedule.

Mr. Tolman spoke of the taxpayers. I have heard them say that we could just as well get rid of about one-half the people on the State payroll, and half the teachers on the local payrolls, and the State service and the schools would not suffer. Any one who makes any such statement simply shows his absolute ignorance of the facts.

I think the work that your association has done here during the past three or four years, and the studies that you have made and the reports that you have given out, have gone a long way towards placing your case before the public, and I think I am safe in saying that you have a kindlier feeling toward you now on the part of the public than you have ever had before. How have you been able to do that? Only through the work of your organization. As your President read in his report, you have 10,800 members scattered all over this State from Montauk Point to Buffalo. It is absolutely impossible to bring all that crowd together at once and, therefore, you have to have your officers and your committees, but before your officers and committees can func-

Continued on Page 9



*You asked
for a real band*

...and here it is

**EDDIE LANE'S
glamorous music**

at DINNER
every evening from 6 to 9.
at the SUPPER DANCE
Thursday, Friday and Saturday
nights from 10 o'clock
to closing.

COCKTAILS
on the Mezzanine
from 4 to 7
every afternoon

The
DE WITT CLINTON

a KNOTT hotel

•Albany



**HURD'S
WATCH SHOP**
Good Work
Moderate Prices
Quick Mail Service

17 Steuben St. Room 15

TROY MADE 2 NDS
and SAMPLES
SHIRTS
LODGE and FISHER
102 NORTH PEARL ST.

Organization

Continued from Page 8

tion, they have got to have the support of everybody in the field.

I dare say, Mr. President, that you run up against the same things that the Teachers Organization has. Occasionally we find some groups who don't agree with what the President and the committees have done. They think you have acted unwisely, and they simply bite off their noses to spite their faces and they either threaten to or actually do get out of the organization. A person really interested in the service which he is performing will not do that sort of thing. It is only through loyal, organized effort that we are going to get anywhere. I am saying to your people, as I say to the teachers not only in our State but other states, that the things which your officers do will not always meet 100 per cent approval from the entire membership. You have selected those officers and committees, and they are doing what they think to be the best thing for the group as a whole.

You speak of civil service. I wonder what would happen to this state and government, or to any other state government if upon a decided political overturn every person employed in that government were thrown out and they tried to man it entirely with new people. There would be absolute chaos, and it is for the good of the State service and for the good of the State that we have built up our civil service laws. Those employees that are not classified cannot give their best services if they are in fear of losing their jobs because of some political overturn. So I say that one of the biggest jobs which you have before you is to improve and strengthen your whole idea of civil service.

I believe that everybody in the New York State civil service should be organized. Just how you are going to get them to join, I don't know, but I hope the time will come, and come soon, when not 99 per cent of the civil service people will be members of your organization, Mr. President, but 100 per cent.

The report that your retiring President gave tonight showing

the work done since 1929 cannot be matched by any other organization that I know of. Since this depression period the increase in your membership shows that the people in the State service apparently are satisfied. We of the teachers group have found a most effective way of setting up our organization, and that is by having the smaller communities organize and hold meetings, then by having delegates come from these smaller communities to our annual conventions, and there form our policies that guide the running of the association. We know that we could not run in any other way, except to set up our small units and work from those units out into the regular State association.

As I say, the people who are opposed to public education would like to see our organization go to pieces. The people who are opposed to the work that you are doing here in the State service would be only too glad to see your organization disintegrate. They know that as long as you people hold together, you are going to protect the service and you are going to gain the rights and privileges that belong to your people. The minute you do disintegrate, all those things are gone that you have built up. You are only going to keep them by standing together.

There is just one other thought, and that is that you will get the support of the public if you will take the public into your confi-

dence. I know if the public knew the hours of labor that you people put in, your fitness for your job, the way that you are improving yourself in the service, then the public would be with you, and so my appeal to you is that, more than you have in the past, you use publicity, the kind that goes out to the taxpayer. Give him all the facts, and you will find that his attitude is entirely different.

We teachers found we had to let the people know what the schools were all about, and what kind of education we were giving to their children. In other words, we had to give an accounting to the public, and if we have had any success the past three or four years in defending our educational program, it is because we have taken the public into our confidence.

I feel that it is the same way with any organization, whether it is the political, church, social or business organization. What do they do first? They try to sell the work that their organization is doing to the public. So I advise you people to put on a drive and get more than 30,000 employees in this State service interested in this organization to the extent that they would join it. Then if you have 30,000 people scattered all over this state, all interested in improving the whole status of the Civil Service, take the people who are paying the bills into your confi-

Continued on Page 11

The Friendly Doorway

DINING HALL and LOUNGE

1 Columbia Pl.—North End of Eagle Street

Extends a special and cordial invitation . . . to all State Officials, Associates and Employees . . . to become regular patrons of the Distinctively Different Meeting and Eating Place.

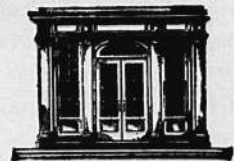
LUNCHEON 11:30 to 2:30

Food Excellent — Prices Lowest — Service Best

In Co-operative Fire Insurance Building, 1 Columbia Place, head of Eagle Street, opposite Court House. Come north on Eagle Street which leads directly to the Friendly Doorway.

Tables Reserved
for Parties of
Four (4) or More
Phone 5-9379

Try the Round
Table for a Party
of Ten (10) from
Your Department



The Annual Meeting

Continued from Page 3

known champion of the cause of civil service employees as Chairman of the Salary Committee for several years, delivered a thoughtful address upon civil service and compensation matters. Dr. Tolman will be active in the work planned as to salary matters during the coming year.

Report on educational activities was presented by W. C. Smith, and Dr. Saunders of New York University spoke briefly upon the Albany Educational Center of that University established in Albany through the efforts of the Association.

A full outline of the work of the Association during his Presidency since 1929 was submitted by W. F. McDonough, and is printed on another page of this issue.

Dr. Arvie Eldred of the State Teachers' Association was the guest speaker and his address printed in this magazine should give new impetus to organized efforts on the part of State civil service employees.

For the first time before an Association audience, Director Franklin B. Holmes, of the State Retirement Fund, detailed the facts as to the solvency of our State retirement system. His talk is also included elsewhere in this issue. Mr. Holmes is always interesting and instructive, and his assuring statements are particularly welcome at this time in view of the many press articles appearing relative to pension systems in other jurisdictions.

Civil Service Ruling

Under Chapter 737, Laws of 1934

The State Civil Service Commission at meeting on September 20, 1934, adopted the following:

The Attorney General having ruled that even if the Civil Service Commission makes the certificate as provided in the amendment, all other conditions of subdivision 2 of section 62, relating to continuance in service, must be met, and that the application for continuance in service must be made while the member is in active service and prior to the date of his required retirement, the following procedure is hereby prescribed:

1. Applications for retention of a member of the Retirement System must first be made to the State Comptroller by the head of the department in which the member is employed, and copy filed with the Civil Service Commission.

2. Such application will be considered by the Civil Service Commission only if made prior to the date of compulsory retirement, and only after the Civil Service Commission has received from the Comptroller a statement showing:

(a) Age of the member whose retention is sought

and the date of compulsory retirement if extension is not granted. (The Commission will accept the Retirement System's record as to age if same is unquestioned, but may in its discretion require other proof of age.)

(b) That the member is physically fit to continue in service, as determined by the Retirement System's medical examiners.

3. In connection with the application for retention in service, the head of the department shall submit to the Civil Service Commission a brief showing:

(a) Present title and salary of the member, with record of prior service.

(b) Duties of the member in present position, with information as to his expert knowledge of and special qualifications for performing same.

(c) Certificate that he deems it advantageous to the public service to retain the member, rather than to make a new appointment, with reasons.

JOIN WITH YOUR FELLOW EMPLOYEES
in this, your State Employee Association, Now
10,785 Strong — Use Membership Application
on Page 15.

LOUIS J. BERBEN

Dispensing Optician

Oculists' Prescriptions Filled at Reasonable Prices

Broken lenses replaced. Only first class lenses and frames used.

34 Maiden Lane Phone 5-2535

FLOWERS
Birthdays Should Be Remembered . . .
. Anniversaries MUST!

40-42 MAIDEN LANE
ALBANY, N. Y.



PHONES
3-4258 — 3-4259

Bonded Member of Florists' Telegraph Delivery Association

Organization

Continued from Page 9

dence and there is no power on earth can stop you. You could raise this State service up to a level that could not be equalled in any other state in the union.

I think we have been fairly successful in getting the parents interested through our Parent-Teachers Association, and we have had the active support of the Federation of Labor. I have no hesitation in saying, and you will agree with me, as you read over the plank of the Federation of Labor's platform in regard to education, that there is no more forward looking organization in this country today toward education than the American Federation of Labor, and I think the same thing could be said about their attitude toward people in the State service, toward right working conditions, right hours, right salaries, etc.

Now there is the American Legion—that is one great organization, and the League of Women Voters is another. I have found the women of the League intensely interested in vital things. One of the vital things to their minds is the State service, and there are many ways in which your organization could work together with them. Organization after all is to build up your machinery so that you have everybody interested, and the people are willing to back the officers and the committees that they select. All of us are working for the benefit of the state, and if we are willing to cooperate with all the organizations that have that same purpose, then we are going to go ahead and we are going to make the Empire State a far better state than it is and by far the best state in the Union.

Mr. President, if there is any way in which our organization can cooperate on those things on which we agree with your organization, we will be only too glad to do it.

How Dues Are Spent

The following financial report was submitted by Frank O. Bauer, Treasurer of the Association:

Balance on Hand, October 3, 1933.....	\$6,276.79
Receipts during period:	
Dues	\$10,785.00
Advertising in Magazine.....	1,320.80
Interest	75.44
Total Receipts	12,181.24
Total	\$18,458.03
Expenditures:	
Printing	\$2,796.22
Stock for Multigraph.....	328.13
Mimeographing	64.10
Office Equipment:	
Multigraph and Supplies.....	405.24
Elliott Addressing Machine.....	501.02
Underwood Typewriter	85.05
Office Supplies	86.96
Telephone	150.50
Telegraph and Messenger Service.....	190.71
Postage	701.00
Second Class Mailing Permit.....	225.00
News Clippings	37.85
News Service and Reports.....	12.00
Legislative Index.....	125.00
Surety Bonds.....	37.50
Advertising Fees.....	155.60
Expenses of Annual Dinner.....	200.00
Expenses of:	
Officers and Standing Committees.....	1,343.37
Hospital Committee.....	252.67
Education Committee.....	252.03
Salaries:	
Business Secretary.....	1,582.50
Counsel	1,558.00
Temporary Office Help.....	575.00
Tax on Checks.....	3.52
Total Expenditures	11,669.18
Balance on Hand, October 2nd, 1934	\$6,788.85

The above statement is only a summary of the complete report submitted which recorded every receipt and expenditure during the past year. The Auditing Committee of the Association, of which Owen E. Maxwell is Chairman audited the accounts and records of the Treasurer prior to the meeting and approved them. The financial statement was accompanied by affidavits sworn to by the officials of the various banks as to the balances of Association funds which they had on deposit.

CHARLEEN Cuisine Par Excellence

184 WASHINGTON AVE.

(Opp. Harmanus Bleecker Hall)

Club Breakfast
Lunch 40c-50c

Dinner, 50c-75c
Also a la Carte

STUDIO of SPEECH

HELEN B. CAREY

Corrective Speech — Radio Diction — Adult Acting Group

ALBANY, N. Y.
688 Morris St.
2-4670

SCHENECTADY, N. Y.
208 State St.
4-7903

A Milk Message

By

Commissioner Charles H. Baldwin,
State Department of Agriculture
and Markets

The campaign to inform truly as to the great food product milk, now being conducted by the Department of Agriculture and Markets under authority of a law of the State, is an economical, business-like effort to give correct information concerning a product in which all of the people of the State are interested from two very important standpoints.

First, the intensive advertising of many food products during recent years has served to a degree to divert thought from some really staple foods upon which humanity has and always must depend for physical well-being. When the truth about milk, as one of these staple products, is kept in the foreground, its continued and increased consumption is certain to follow.

New York State farms produce the finest milk to be obtained anywhere. In other words, this natural, staple, indispensable food is at the doorstep, so to speak, of every family within the State. Without attention to the subject of our food requirements, we are apt to go unwisely afield like the Persian countryman who sought eagerly throughout the world for diamonds which had he searched as well there would have been found in abundance in his own backyard. Milk facts should save us from being fascinated or beguiled by attractive statements into using products of minor importance to our health and over-expensive for our pocket books.

Secondly, New York State's milk industry, in addition to aiding substantially in safeguarding the family budget by reason of the economy present in the use of milk and cream, is also of tremendous importance to general State welfare through the maintenance of sound financial and social conditions in the great rural areas, the employment of thousands of our citizens in the fields of production, transportation and distribution, and in supporting State government so

that it may carry on the worthwhile projects in which you as State employees are so vitally interested.

I am glad to speak to my fellow State workers, men and women, through the medium of their own magazine, and to urge their complete cooperation in this State venture to make known the truth as to the very great importance of milk and thus to bring about the desired good results possible through the greater use of milk by all citizens.


Insignia Contest

This magazine's cover carries the Insignia adopted by the Association as its official insignia. This work of art was submitted by Roger H. Stonehouse of the State Education Department. Honorable mention goes to Mr. Theron F. Crossman of Utica State Hospital for insignia submitted by him. The Committee selecting the insignia was for some time in a quandary as to which of the two was the more appropriate. The reason for the final decision was due to the words "We Serve". The committee agreed that this phrase was most appropriate for this Association, the members of which located throughout the State, serve the State and its citizens day in and day out. If space permitted, we would carry copy of the insignia submitted by Mr. Crossman. Mr. Stonehouse is to be congratulated upon his most valuable contribution, as is Mr. Crossman whose attempt to supply a suitable insignia is most appreciated. The \$10 prize goes to Mr. Stonehouse, and honorable mention to Mr. Crossman.

Albany Educational Center

The Albany Center of New York University is a reality; 365 students are registered and tuition paid. Eleven subjects are being given. The original prospectus provided for twenty-one. Ten were dropped as there was not sufficient registration. The ones dropped were probably the ones most needed. But being merely humans, the luxuries of life have a greater appeal than the necessities. Who would not prefer Modern Literature to Business English, or Interior Decorating to Shorthand. However, Accounting, Statistics, Better Speech, and Business Law are holding their own with the applied arts.

We appreciate the interest and cooperation of the Governor and the Department heads in the Center, especially that of the Superintendent of Public Works, and the Superintendent of the State Office Building. Without the use of the Hearing Rooms, and without the 4:30 closing privilege for employees once a week, there could be no extension work.



CLASS FORMING

Albany School of Accounting, Inc.

50 North Pearl St., Albany, N. Y.

JOHN J. MAGILTON, C. P. A.
Director

WRITE FOR LITERATURE
Night School Only



COAT OF ARMS OF THE STATE OF NEW YORK

FOR THEIR GREATEST GOOD, NEW YORK STATE
URGES ITS PEOPLE . . . MEN, WOMEN, AND
CHILDREN . . . TO ESTABLISH NOW THIS BASIC
HABIT OF HEALTH, HAPPINESS, AND LONG LIFE:

Drink More MILK

A QUART A DAY FOR EVERY CHILD
A PINT A DAY FOR EVERY ADULT

THIS is Milk Month . . . so designated by the Governor and the Legislature of the Sovereign State of New York. A period when every agency for the betterment of health, for the promotion of well-being, urges you to get acquainted *personally* with milk . . . to test its *magic* through the 31 days of October.

If you had the time, or the inclination, to delve into dietetics, to study the relation of Nature's Finest Food to health, happiness, and long life, you would need no urging. You would go to milk as steel goes to the magnet, as bees go to the flower, as plants lift their heads to the life-giving sun.

Milk contains the greatest assortment of nutritive substances of all single food-materials. It constitutes the foundation upon which an adequate diet can most safely and most easily be constructed. And it is the greatest food-bargain you can find.

This is Milk Month. An excellent time to learn what milk will do for you. Pour a glassful, ivory and cool. Tip it. Sip it. Savor its country freshness, brimming with the goodness of clover-sweet pastures, of unsullied sun, of crystal brooks. Let it seep into your system to fortify your body against the assaults of winter, to help you recapture your youth—in new spirits, new mental and bodily vigor.

THE STATE OF NEW YORK

Better Things

Continued from Page 7

ployees which it is difficult to evaluate.

The committees of the Association constitute as unselfish a body of men and women as ever engaged in organized effort. I wish to give due praise to my fellow officers and to say to the membership body they may well feel confidence and pride in those who have served them freely and so well.

The counsel to the Association for the past two years, Hon. Charles J. Tobin, has won the regard and praise of all who have had the pleasure of working with him, and has rendered admirable service on behalf of the Association.

Your Association faces a new year with the largest membership in its history—10,785, and a treasury balance of \$6,788.85. But best of all it will face the new year with a sound and progressive program important to State and to employee welfare. The job of State employees as to organization accomplishment, is but just beginning. They have a call to duty to State service and to their own advancement that cannot fail to inspire all who have pride and patriotism to unselfish activity through their present finely established Association.

Above all things I urge upon this Association as the outstanding civil service group in the whole country, especially by reason of the civil service provision in their state constitution, to be alert, to be strong, to be constantly active to see to it that the civil service system is not defiled by direct raids upon it or by the more dangerous subtle attacks which may be made under the cover of emergency or other harmless appearing garbs. And it is of vital importance, that civil service administration keep pace with the demands of State service both as to improvement of methods and practices as well as by the adoption of new laws and rules where these may be desirable.

The merit system is more than a guarantee of a good and efficient body of public servants. It is not only a guarantee of economical and

efficient performance of public duties, it is a guarantee of fair play for every boy and girl advancing to the duties and responsibilities of work, and to every man and woman who is able to work, that they shall have an equal opportunity to enter public service on the only honest basis known—character and fitness to serve in public service. When properly administered, the civil service system makes impossible the loathsome intolerance inherent in political, racial or religious prejudices and favoritism. Too often citizens overlook or are indifferent to the fact that the setting aside of the civil service principles of the constitution result in the glorification of religious, racial and political intolerance and bigotry. No boy or girl has a chance, and men and women are mere pawns, when such prejudices prevail. The civil service system provides the only intelligent, just, equal way of getting a job in public service. Abraham Lincoln said that the Republic could not exist half slave and half free. Neither can civil service be efficient or patriotic if it is half political, half merit; half religious, half merit; or half racial and half merit.

It is idle to talk of careers in public service unless we are willing to recognize the fundamental rule that promotion on basis of merit and fitness goes hand in hand with selection and appointment to public service on this basis. From the bottom to the top, with the exception of positions occupied by elected officials, all positions in State service should be open to the rank and file of civil service workers who should be able to compete for them through orderly promotion, and any other method is contrary to the Constitution and treason to civil service principles. The feeling that the civil service administration is not perfect is no excuse for the breaking down of the basic law of the State. It is a challenge to upbuild and strengthen civil service law and rules and administration so that they will meet every employment need of the State.

NOTE—The remainder of the retiring Presidents' report will be carried in the December, 1934, issue.

Retirement System

Continued from Page 5

tions until required to pay our retirement allowances. The Pension Accumulation Fund carries contributions of state, cities, towns and villages.

Our receipts last year were six million as contributions from members of the Retirement System and about six million from municipalities. The interest received was \$2,500,000 on our investments. We had miscellaneous receipts of two million. Disbursements were as follows: Interest \$2,122,000; Death benefits, \$365,000; Contributions withdrawn, \$795,000; Loans about \$2,000,000; and Securities Purchased about \$11,000,000.

We have 3,349 retirements on our payrolls as of June 30, 1934, of which 1440 are State retirements and 1909 county, city, town and village retirements. The payroll for June 1934 was \$192,273 which indicates an annual payroll of some \$2,307,000. Of the 1440 State retirements only nine receive over \$5,000 retirement allowance; only 34 receive over \$3,000; only 45 receive over \$2,500; only 76 receive (and these are all inclusive) over \$2,000; only 131 receive over \$1,500; only 267 receive over \$1,000; only 661 receive over \$500 and 779 or 54.9% receive less than \$500 retirement allowance. These 779 range from 5 cents a month up to \$41.66 a month. The lower sums go to those with short periods of total service.

In contrast to the solvency of the New York State Employees Retirement System, there are many local systems which are insolvent. A good many of the local police and firemen would be glad to be covered by the State System, and many are doing so.

*After You Have Tried Others
For Real Value
Try*

HOTEL CAPITOL

GREEN ST. OFF STATE

TAP ROOM

FARLEY'S

An Old Name
 at an Old Location
 next old Leland Opera House

Extra Special Luncheons
 25c—35c—50c

Finest Wines and Liquors

TOM — FRANK — DICK

Furniture ... Lamps ... Fabrics

Charles H. Van Note & Son
 GIFT ARTICLES

144 Washington Av. Albany, N. Y.



**Jewelry & Watch
 REPAIRING**
Cash FOR GOLD
 45 MAIDEN LANE
 DIAL 4-1521

STEPHEN A. CARR
 3-4151

INSURANCE

112 STATE ST. Albany, N. Y.

WILLARD G MYERS

Dispensing
 OPTICIAN
EYEGASSES at
 25
 CLINTON Ave.

Prescriptions
 FILLED
**MODERATE
 PRICES**
 PHONE
 4-8210
 RKO
 PALACE
 BLDG.

GREETINGS *from Home*

● There are many reasons why folks from upstate New York prefer the Hotel Lexington. It's convenient...New...Modern...Economical.

● But most important of all is the friendly, homelike hospitality. Manager Charles E. Rochester to greet you (he formerly was manager of the Van Curler in Schenectady). Even a copy of your home town newspaper under your door.

● Next time you're in New York try the Lexington. Room rates as low as \$3 a day.



CHARLES E. ROCHESTER
 YOUR HOST

HOTEL LEXINGTON

48TH STREET AT LEXINGTON AVENUE • NEW YORK

CHARLES E. ROCHESTER, Manager

Direction National Hotel Management Co., Inc., Ralph Hitz, President • Ritz-Carlton, Atlantic City, Book-Cadillac, Detroit, Netherland Plaza, Cincinnati, Van Cleve, Dayton.

PRIVATE PARTIES
 . . . by Appointment

Phone 4-2247

The Cottage • "Where Friends Meet to Eat"

276 STATE STREET

ALBANY, N. Y.

PRINT NAME ABOVE PLAINLY

RESIDENCE

WORK ADDRESS

DEPT. EMPLOYED

TITLE

INSTITUTION OR DIV.

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, 1935—\$1.00.....

\$.50 of dues covers year's subscription to "The State Employee"

**Use
 This
 Blank
 Today**

Your Representation in Association Councils

Many departments having failed to file their report of election of their representative on the important Executive Committee made up of one employee representative from each department, and in order to carry out fully the intent of the Constitution of the Association to have the Association truly representative of the wishes of its members, it has been decided to offer further opportunity to each member of the Association to choose by ballot the representative of his or her respective department for the coming year. The representatives of the eighteen various State departments thus chosen will be the duly elected Executive Committee. Under the Constitution in cases where the members within a department fail to elect a representative for the Executive Committee, the Executive Committee is empowered to make the selection.

In line with the election of officers for 1935 by popular ballot supplied through the official magazine sent to all members, we believe members should select directly the representative on the Executive Committee and thus enable the Association to function democratically in a complete sense.

Employees are urged to use the ballot supplied herein. The success of the Association depends to a great degree upon the personnel of the Executive Committee. The duties of the Executive Committee, as stated in the Constitution are as follows:

"Article VIII, Section 2. The Executive Committee shall establish the general policies of the Association, and shall have power and authority to transact all business pertaining to the Association not otherwise provided for in this Constitution and By-Laws or the will and purposes of the Association as expressed by its members in regularly conducted meetings of the Association."

Numerous meetings of this Committee are called during the year,

and many on brief notice when immediate action on important issues involving Association action is necessary. Members are urged to bear this in mind and to select their representative from among their membership residing in Albany or vicinity. It should be wholly possible for employees wherever located throughout the State to keep in close contact with such representative.

The State hospital group are at present represented in all important councils of the Association through the following committee appointed by President Colesanti of the Mental Hygiene Association:

- John Livingstone, Chairman, Hudson River State Hospital.
- J. A. McDonald, Rochester State Hospital.
- Herman Redmond, St. Lawrence State Hospital.
- F. J. Keating, Central Islip State Hospital.
- R. C. Griffith, Utica State Hospital.

The present members of the Executive Committee and the depart-

ments which each represents are listed below. Blank space is provided to write in the name of the representative desired.

W. J. Birdsall—Agriculture and Markets.

(Not eligible for reappointment)

R. B. Haner—Audit and Control.

Elizabeth Staley—Banking.

Emily Kearney—Civil Service.

Charles Probes—Education.

Samuel Viner—Executive.

Arthur S. Hopkins—Conservation.

Mrs. C. P. Farrington—Correction.

Clifford Shoro—Health.

Dr. H. M. Pollock—Mental Hygiene.

Carl D. Taylor—Public Service.

Wm. R. Arnold—Public Works.

W. C. Hinckley—Social Welfare.

Harold Fisher—State.

John A. Cromie—Tax.

James Wendrem—Insurance.

John W. Henry—Labor.

F. C. Maher—Law.

Envelopes containing ballots should be marked "Ballot", and should also bear signature or membership card number of member.

OFFICIAL BALLOT

To Select Representative on Executive Committee

Department

I vote for

Name or membership card No.

This ballot to be considered must be delivered or mailed so as to reach Association Headquarters, Room 156, State Capitol, Albany, N. Y., before 6:00 P. M. November 9th.