



# THE STATE EMPLOYEE

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



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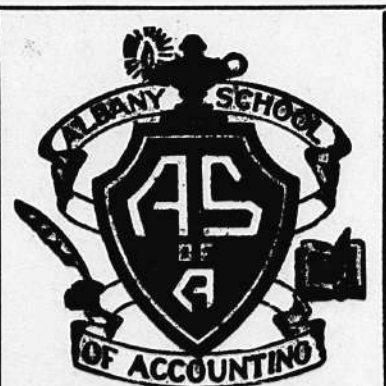
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THE STATE EMPLOYEE is published monthly except April and July. Publication office 2 Norton St., Albany, N. Y. Editorial and executive offices, Room 156, State Capitol, Albany, N. Y. 10c a single copy, \$1.00 per year. Entered as Second-class matter 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

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VOL. 4.

FEBRUARY, 1935

NO. 2.

## Abolition Month — February, 1935

This is the Year of our Lord, 1935. We reflect. Genius and skill have aided social advancement and brought many blessings throughout the centuries. The inherent will of human beings to battle for social justice for all has surged forward effectively again and again, netting at least a limited measure of political progress. The best that can be said is that humanity is going forward very slowly. However, though the ever present divine discontent may smoulder long under repressive millstones it will find release finally.

New York State stands out among political units of the nation

as it has always done, the leader in educational, economic and industrial pursuits. The 1934 Legislative manual shows the assessed value of real and personal property for the State for 1933 as \$28,281,820,550.00, and the ordinary State government tax receipts as \$274,626,230.00. So much for wealth.

Despite its progressiveness in matters relating to many matters the State has lagged with reference to the establishment of reasonable hours of work for thousands of its own workers in the hospital, prison and social welfare institutions maintained by the State. The story of its upwards of 7,000 em-

ployees of the State employed on a twelve hour or longer schedule has been told very often. The living conditions of many of these workers would be greatly improved by provision for a maximum eight hour day and wages sufficient to enable them to establish normal family life in their communities. The business of the State would be correspondingly improved, as every cent expended in salaries of the present and the additional workers required for a maximum eight hour day would be spent among the merchants and professional and skilled workers of

*Continued on Page 10*

## Promotions in State Service

By Beulah Bailey, *President*

Today when it is so difficult to procure salary increases, the only means of advancement in state service is by promotions. Section 16 of the Civil Service Law states that "vacancies in positions in the competitive class should be filled, so far as practicable, by promotion from among persons holding positions in a lower grade in the department."

The law is clear in its statement but possibly the reason that so many positions today are filled from an open competitive list rather than a promotion list is due to the interpretation of that clause "so far as practicable." Let us take a hypothetical case, but a case which is too many times true. There is a vacancy in a bureau; the bureau chief writes a memo to the Department head stating the vacancy and

the fact that it is not practicable to fill the position by promotion and will the Department head request certification from an open competitive list, or if there is no such list in existence, may a provisional appointment be made and later an examination given to establish such a list. Does the Department head look into the matter that it is not practicable to fill the vacancy by promotion, or does he just O. K. the memorandum? When the time comes for approval by the Civil Service Commission do they look into the matter or do they carry out the request of the Department head as a routine matter?

Why was not promotion advisable? Probably the reason is that all the people in the Bureau are doing their work well. Who could

take better care of the time records than Sally Jones? Why, it used to take a man and two assistants to do the same work! How foolish to upset the routine work of the office by moving everyone up, taking them out of their own little niche and possibly trying to put them into one in which they will not fit so well, at least not for some time. It would be much less disturbing to fill the vacancy from the open list. The intent of the law in regard to promotions is clear. The weakness lies in its application.

Those in charge of personnel must make special efforts to develop contacts with subordinates and to have periodic reviews of personnel, so that people will not be stuck in one job for life just because they are

*Continued on Page 11*

## Restoration of Salaries and Increments

The Association has followed up its conference with Governor Lehman and its requests for restoration of salaries and increments and time service with additional proof of the need of these. Since the conference several large employers in private lines, the Delaware and Hudson Railroad Co. and the United States Steel Co. have announced restoration of salaries. The charts on cost of living increases, furnished the Governor, are being utilized by the Salary Committee to correctly inform groups of citizens interested. There is considerable optimism that the Governor's budget which will go to the Legislature February 1st will recognize our appeal.

Mr. Duskis of the Labor Department, New York City Office Building, called at headquarters recently with a small delegation of workers, and together with Secretary McDonough visited Director of the Budget Weber and reiterated the appeals of this Association for the restoration of salaries, increments and time service. Mr. McDonough also made a strong plea for attention to provision for abolition of the long day in State institutions in view of the apparent sympathy of the present Legislative Committee now studying the matter. Through the courtesy of Director Weber the visitors from New York City were later introduced to Governor Lehman.

Association headquarters is the center of visiting groups from all parts of the State and of many communications showing the growing recognition on the part of employees of the need for a central headquarters and united action in securing favorable executive, legislative and administrative attention to State employee matters. All State employee matters are settled in Albany by the Governor, the Legislature, the Civil Service Commission, the Director of the Budget, or administrative officers, and State employees can expect

little thought to their problems unless they are presented in an orderly, united way. Association headquarters are open every day, the year around. The Governor has indicated strongly his desire that employees submit their plans in a united way.

Thousands of memberships have already been received, and hundreds are coming in each day, indicating the confidence and high esteem in which Association efforts are held. Some groups are already enrolled 100% for 1935. It is doubtful if any organization in the country receives such fine voluntary support on the part of its membership as does this Association. It is truly a case of all for one and one for all; a great cooperative effort that deserves success.

## Governor Lehman Acts Quickly

Governor Lehman did not hesitate to act quickly when the provision in the Mortgage Authority Bill making possible the appointments of certain officers without regard for civil service law was brought to his attention. This Association last year hailed Governor Lehman as a Civil Service Governor, and the outstanding champion of the merit system and of efficiency in governmental functioning. He is standing on honest ground when he lays aside the personal and political pressure so hard for many to resist and faces squarely the responsibility that is above all other considerations, namely, the highest welfare of the State. This he never fails to do. When mortgage legislation was up last year the Association was obliged to take serious exception to disregard for civil service in one of the measures.

Great praise is due Hon. H. Eliot Kaplan of the Civil Service Reform Association for his watchfulness in the case of this bill, and the good efforts he is constantly putting forth for the protection of civil service principles.

## A Meeting With Highway Group

Mr. R. M. Howard, Buffalo; Mr. T. J. Cobey, Poughkeepsie; Mr. John Jahn, Albany; Mr. E. W. Dayton, Babylon, Mr. E. E. Stickney, Binghamton; Mr. T. F. Nicols, Hornell; Mr. Fred Koerner, Rochester; Mr. J. H. Hendricks, Watertown, Mr. J. McKeon, Syracuse; Mr. F. F. Ringrose, Utica called at headquarters of the Association on January 14 and conferred with Secretary McDonough relative to matters of interest to all employees. The questions relating to need for State and Federal appropriations to care for highway and other public improvements in order that the State may cope with the apparent needs, were discussed and plans were made to bring the matters to the attention of proper officials. The Committee met with Commissioner Brandt on January 15th. The matter of an enforced furlough in the engineering force of the Department of Public Works in view of depleted funds brings again to the fore the wisdom of attention to stabilization of work and the great loss to the State in sacrificing for even a short period the services of the highly efficient force of engineers which has been built up in this Department throughout a number of years. It is probable that there does not exist in any private or public agency in the world such a well trained, experienced and thoroughly competent personnel as that of the New York State Department of Public Works. Their achievements in New York road building and in other departments of public construction are outstanding. All State employees are urged by this Association to write to their representative in Congress urging that a liberal appropriation for public works in this State be supplied so that the services of this engineering group be not lost at any time to public service. Governor Lehman should also be appealed to the end that needed State appropriations may be forthcoming.

## State Employees Launch Their Local Chapter

"Headed by Rufus Jarnagin as Executive chairman and Henry Seilheimer as executive secretary, a strong organizing committee of the Association of State Civil Service Employees has been working for the past several weeks to perfect the formation of a Buffalo chapter of the State association. Several meetings have been held and on Wednesday noon a total of 387 had been reported as having joined out of a total eligible list of 1,054 persons.

The formation of the local chapter signifies, not a new organization parallel to the present state association or separate from it, but a new method of functioning which will bring the membership into closer relationship with one another in the various districts. In the past, the contact of the individual member with the association has been through the headquarters at Albany. It is now believed that sub-division of the general body into local chapters will enable the Association to serve its purposes more efficiently.

Formation of the local chapter will enable state employees to conduct social and other local enterprises, to participate if the members desire it, in such general civil service activities as the proposed Erie County Civil Service Forum, and to take action on matters which concern civil service employees at this end of the state, but which do not concern the membership in the state as a whole."

The Buffalo chapter is the second to get under way, New York City being the first to organize locally under the new plan. No additional fee is required for membership in the local chapter.

The foregoing is an excerpt from the Civil News of Buffalo. A temporary committee has been appointed for Utica to set up a chapter there and it is hoped that similar chapters will soon be formed in Rochester, Syracuse and other large centers. These local chapters with eventual representation on the state-wide executive committee, will greatly tend to strengthen our association and make it truly state-wide.

Represented on the committee are members from practically all of the sub-divisions of state activities in Buffalo. The committee consists of the following persons: Rufus Jarnagin, Bureau of Rehabilitation, executive chairman; Henry Seilheimer, Department of Taxation and Finance, executive secretary; Willard Tillman, State Conservation Department; Dr. A. S. Dean, State Department of Health; Charles R. Waters, Department of Public Works; Mary Herbster, Public Service Commissioner; George W. Elson, Department of Social Welfare; George Dise, State Banking Department; Joseph M. Ryan, State Liquor Authority; James P. Cotter, State Department of Law; Joseph Dworzanowski, Superintendent of Building; William G. Schoenwetter, State Department of Labor; William Jordan, Division of Factory Inspection; Fred Dopp, Division of Employment Bureau; Theodosia Hewlett, Division of Labor Junior Replacement; Leon D. Spink, Department of Agriculture and Markets; Dr. Woodward Claris, Department of Agriculture and Markets; Harry G. DuPress, State Parole Board; John Keating, State Insurance Fund; Frank P. Johnston, State Education Department; Fred Slaper, Steward State Hospital; Dr. Burton Simpson, State Cancer Laboratory; Dr. Harry Rockwell, State Normal School, and George Unger, Niagara Frontier Park Commission.

### Utica Chapter

In line with the organization of employees throughout the State, a committee has been appointed at Utica to organize all State Employees located in the Utica Area into a chapter of this Association. Mr. A. H. Van Auken of the State Employment Service, 210 Columbia St., Utica, has been appointed temporary Chairman of a committee which consists of ; Roscoe C. Griffith, Utica State Hospital; Fred J. Graff, State Tax Dept., 210 Orinskany St., East Utica; and William J. O'Brien, Dept. of Public Works, 109 N. Genesee St., Utica.

### 100 Per cent Support

From time to time as reported to Headquarters, notice of the attainment of 100% membership support for 1935 in the various groups of State employees will be carried in this magazine.

To date the following groups support the Association by 100% membership:

Finger Lakes State Park Commission, Ithaca, the representative of which is W. J. Mitchell.

Niagara State Reservation, Niagara Falls, the representative which is Michael F. Senf.

Agriculture and Markets Dept., Rochester, the representative of which is H. S. Duncan.

Rehabilitation Bureau of State Education Dept. in Rochester, the representative of which is Leslie W. Wood.

Rehabilitation Bureau in Syracuse, the representative of which is D. J. Cavanaugh.

Doubtless other groups have already attained 100% membership for 1935 and these groups should so notify Headquarters so that they may be placed on this list.

### New York Chapter

Through the energetic work of the new President of the New York City Chapter, Mr. John Ferguson, and the Organization's new Representative, Miss Marjorie I. Hirsch, this Chapter has greatly increased its membership and expects to continue to grow.

It has established Service that will be of special value to Civil Service Employees, in view of the fact that there is no office of the Civil Service Commission in the New York City State Office Building.

Civil Service Employees seem to have awakened from their previous lethargy and indifference, and as is true in other fields of endeavor the Employee is looking to organized effort to help improve his condition. We are looking forward for a great year in both directions.

MARY J. JOHNSEN,  
Secretary.

## Why Stop Learning?

The very rapidly changing social and economic conditions of life today require a continuous plan of "studying and learning" if one is to live with any satisfaction to himself. Through knowledge one gains a better means of control on the conditions of life, a fitness to become more intelligently a planner of one's own destiny. This adjustment is never a completed process, for so rapid is the progress of science and of knowledge that unless we make effort to learn apace, we soon cease to be educated at all. So it is that there is now such emphasis on the necessity for continuing the educational process through life. As Dorothy Canfield Fisher asks in her very stimulating book of the same title, "Why Stop Learning?"

The acquiring of knowledge enriches life in many ways. It may make us more useful in our occupations or more intelligent as citizens; it may serve to develop personal power and character, to widen our interests and understanding and thus bring us to greater enjoyment of life.

It may be argued that "life itself is the greatest teacher" and certainly there is no gainsaying the fact that Experience brings with it wisdom and skill. But this undirected, trial and error method of gaining knowledge is a slow, painful process. As Henry Ford has so wisely observed, "the great trouble with the school of experience is that the course is so long that the graduates are too old to work."

There is here in Albany in the Albany Center of New York University an excellent opportunity for anyone to continue his educational interests. The Center, established this fall by the Civil Service Employees Association in cooperation with New York Uni-

versity offers the only university extension courses in Albany. No prerequisites are required, only an active interest in the subject.

It is aimed eventually to have the Center offer facilities for study in any subject in which the adults of the Capitol district show interest. The program offered at present is varied, although embracing only twelve courses. Some courses which do not require a knowledge of the first term's work for intelligent understanding of the work following are open to new students the second semester. Registration takes place the week of January 28th at Room 155, State Capitol. Information may be had at any time by telephoning Miss Slattery, Resident Secretary of New York University, 3-4610.

The following courses are open to new students for the second term.

**General Art**—This is open to both inexperienced and experienced art students. Class is divided into groups and comment and instruction given as the abilities shown require.

**Business English**—Remedial English grammar exercises, essentials of letter writing—reports—are some of the subjects to be covered.

Both **Elementary and Advanced Interior Decorating**.

**Modern Literature**—Survey of English and American novel and drama from 1895 to the present.

**Psychology**—A brief review of the first term's work will be given at the beginning of the second semester.

**Better Speech and Public Speaking**—Permission to take these courses will be given new students who have sufficient background to be able to carry the work successfully.

## Civil Service Progress in New York City

From Annual Report of Mayor La Guardia on his administration, 1934.

The efficiency of the Civil Service is the efficiency of the city government. With general public support and under Commissioner James Finegan's guidance, the Civil Service Commission has at last been receiving a deserved amount of attention. The attack on the exempt or political position has continued; 125 positions involving many jobs, are now competitive. Civil Service employees can now be promoted as a result of honest examinations. No politician can pull a string to change the result. This has involved technical changes. For instance, physical examinations, which were formerly a fearful and wonderful secret process are now mechanically openly recorded in the presence of the applicant, as well as the examiner, and the irregularities suspected to have taken place in the past are now impossible. Mental tests, re-devised, are fairly given and fairly marked. Employees will do the work they are hired for, so that a \$3,000 policeman will not be assigned to do a \$1,200 clerk's job.

If the Civil Service is ever intimidated or corrupted, the whole structure breaks down. We have commenced to make that service a real career. To paraphrase Napoleon, every civil service employee has in his pocket a Commissioner's appointment. Career men are at the head of the Police, the Fire, Corrections, Health and Dock Departments. Other career men hold commanding deputyships and commissions in Sanitation and other departments. The Civil Service of New York is at last becoming what it ought to be; the permanent career staff of government. If nothing else has been done, this would make the past year's work worth while.

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## Essay Contest

At a recent meeting of the Executive Committee of the Association, it was decided by unanimous vote to conduct an essay contest open to students in colleges and universities and high schools of the State, and to Boy and Girl Scouts of the State, with an award of \$25.00 to the successful contestant in each of the four groups—college or university; high school; and Boy Scout, and Girl Scout organizations.

The Education Committee of the Association, Dr. Istar C. Haupt, Chairman, will have charge of the details of the essay contest. That Committee announces that plans for the contest are crystallizing rapidly. The subject of the essay will be "The State Civil Service System." It was decided to set the opening date at February 4, 1935, which is the beginning of the new term in most schools, and the closing date at April 1, 1935, so that it may be possible to announce the results before the end of the school year. Announcements will be sent to the Principal of every high school in the State and to all of the Scout Leaders and the Deans of all the colleges in the State. The Education Committee further decided that the minimum length should be two hundred words and the maximum length three hundred words. Further details will be announced as the contest progresses.

This contest will arouse tremendous interest in the merit system in the minds of many who will soon become citizens of the State, and will likewise attract the attention of fathers and mothers to the inherent value to their children resident in the fair play principle of employment which is an underlying virtue of the civil service system.

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## Legislative Bills of Interest

### Senate Intro. No. 53

**Senator Desmond**—amending Labor Law providing no State employee shall work more than 48 hours a week or more than 6 days a week, including employees on public works.

**Similar bills introduced in Senate by Senator Hanley and in Assembly by Assemblyman Oster-tag.**

**Senate Intro. No. 57—Senator Desmond**—Amends Sec. 112, Correction Law, so as to limit hours of guards and other uniformed employees in State Prisons and reformatories to eight hours a day for six days, at least one day a week to be a day of rest.

**Similar bill introduced by Senator Garrity.**

**Senate Intro. No. 189 and Assemblyman Lavery—Assemb. Intro. No. 143.**

**Senate Intro. No. 124—Senator Feld**—Amending Labor Law to require one day rest in seven for various workers including State and municipal workers.

**Senate Intro. No. 77—Senator McCall**—Provides applicant for examination for positions in competitive class must be citizen of United States and have been a resident of State for two years immediately preceding date of examination.

**Senate Intro. No. 102—Senator McCall**—Provides that if a member of retirement system has been discontinued from the State service by reason of the transfer to federal government of the office in which such member was employed, or if on or after December 1st, 1933, an individual member changes his employment and is employed by the federal government, such person shall be a member of the State retirement system while he remains in the employ of the federal government, paying upon basis of his federal salary.

**Assembly Intro. No. 175—Mr. Helfand**—Prohibits holding civil service examinations on the Sabbath or other religious holy days, with exceptions covering those not interested in certain holy days or where similar tests are open

at other times to those observing holy days.

**Senate Intro. No. 108—Senator Wojtkowiak**—Opening up until January 1, 1936, opportunity to elect to contribute on basis of retirement age of 55.

The Legislative Committee of the Association, together with Counsel, is closely scrutinizing all bills introduced and will take such action favorable or unfavorable as the bills merit with relation to the benefit of State service and State employees.

Legislation by the Civil Service Commission to clear up the situation with respect to legality of titles now in use in view of recent court decisions is also being considered with Counsel DeGraff of this Association.

A retirement bill to provide possibility of withdrawal from the 55 year plan by those wishing to do so will be introduced, as will one permitting hospital employees or others to transfer to the State system.

## Join or Renew TODAY!



# Committee Appointments — 1935

## Special Committees Appointed by the President in Addition to the Executive Committee General Committee

Miss Helen O'Neill, Joseph Burgess, Miss Evelyn Patton, Charles W. Swim, James Dillon, Miss Nina Foran, Miss May Fitzgerald, Miss Olive E. West, Miss Grace E. Keck, J. J. Bergin, C. F. Blanchard, Mr. Cottrell, J. C. Federick, R. J. Keays, F. T. Wallace, W. D. Bauer, Miss Helena Grimm, Edward S. Davis, J. Somers, Mrs. Lila Papen, Miss Eveleine Leisk, Miss Margaret Flood, Mrs. E. S. Ford, Stephen A. Smith, Jr., John T. Higgins.

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 Miss A. V. Hamilton, St. Sch., Wassaic  
 Miss E. L. Tharp, St. Hospital, Willard

*Continued on Page 9*



## Committees

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## The Civil Service System or Demoralization of Government

Every day that passes brings a closer scrutiny of public acts by the citizen of intelligence and patriotism. No longer is there that indifference which marked the days of easy living. Millions are being spent and thousands of new workers are entering the employ of the Federal Government. The more government activity grows and the more people there are who receive their livelihood from the government through government employment, the more necessary it is in the interest of actual preservation of government itself that fair play of the highest type prevail in the selection of public workers.

The assurance of merit and fitness on the part of public employees is only one attribute of the civil service system. Of as great importance is the fact that every citizen has under this employment system a fair and equal chance to serve his or her country, state, city or county. This is one of the reasons that Theodore Roosevelt said that the civil service system was as American as the public school system itself. With an efficient civil service system in operation it isn't a case of uncles or aunts, nephews or nieces, sisters or brothers, sons or daughters of appointing officers; it isn't a case of friends of the political boss or adherents of a political party; it isn't a case of what church you belong to, or from

what race you may have sprung. It is a case of a fair and equal chance for every boy or girl, every man or woman, rich or poor, who has the ability to measure up to the requirements of the job that is to be done.

What a contrast this fair play system presents to the patronage plan which demands party or personal obligations, favors one young man or young woman over another, and rests upon the qualification "Who do you know?" and not "What do you know?"

And by what stretch of the imagination do political leaders think that they can gain strength by this favoritism? Let's be fair about this thing and give the system its rightful place in our political party life. Nothing does more to bring success to any party than to be successful in its administration of public affairs. The United States government and no other government is at this time strong enough to withstand the partisan politics that thrives on patronage. It is a case of either giving up the patronage or demoralizing the government. We do not think there will long continue any citizen who is bold enough to gamble in this way with the Nation's well-being.

The times, and the logic of the civil service system in public employment, demand that this system be utilized in the manning of every public enterprise.

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## Abolition Month February, 1935

*Continued from Page 3*

the State, and in the upbuilding of social, educational, and religious institutions with which these State servants are affiliated.

The very apparent social and economic reasons for the abolition of the longer than eight hour day will remain as ample justification for the shorter day and the employment of the necessary number of citizens of the State to establish a maximum eight hour day.

However, there is another sound and convincing reason brought to the fore at this time with the thought and planning for economical adjustments affecting former salaried citizens now faced with long continued unemployment, and in dealing with which situation the State as well as the National and local governments have been called upon to appropriate immense sums. It is now fairly well understood that unemployment is chronic as well as epidemic in character. To the sum of \$20,000,000 originally appropriated for expenditures by the Temporary Relief Administration in 1931, further grants have been made by the State of \$5,000,000 under Chapter 567, Laws of 1932, a bond issue of \$30,000,000 voted in November 1932; a bond issue of \$60,000,000 voted in November, 1933, and a bond issue of \$40,000,000 voted in November, 1934. This makes a total of \$155,-

000,000. There has seldom if ever been heard even a suggestion that the expenditure of unemployment relief funds should not be as far as humanly possible, for constructive, desirable, work. The establishment of a maximum eight hour day in State service is a constructive and moral work. Obviously, the citizens of the State will pay, eventually, the cost of all of the unemployment relief whether it is by direct budgetary grant or bond issues. The point that has not been stressed by those directing or fostering solution of the unemployment problem is that by diverting only the comparatively small sum of \$5,000,000 or less each year to the employment of the additional help required to establish a maximum eight hour day in State institutions the relief side of the financial problem would be solved in the case of at least 16,000 citizens and good employment and social practices would prevail instead of the socially and economically out-of-line long day, now in vogue. Surely the people of the State would understand the additional appropriation necessary to abolish the twelve hour or longer day if it was explained to them in the logical way outlined above, and if it was shown that it does not entail an additional expenditure. Relief expenditures would be reduced by that amount. There is no mystery to it—all citizens are paying for unemployment relief—why not pay for services rendered,

why not pay living wages to four thousand additional workers who in turn would support sixteen to twenty thousand through their family ties, and simultaneously bring a healthful and efficient employment policy into play?

Way back in 1931, the Counsel for this Association, J. S. Carter, and the Legislative Committee of the Association, prepared a bill to abolish the twelve hour day in State service. It was introduced in the Legislature of that year, at the request of the Association, by Senator Thomas A. Desmond. Agitation for this reform began many years previous to the introduction of this measure. It was the hope of its early champions that administratively at least the plan would be begun.

This bill was reintroduced in 1932, 1933 and 1934, and it has been introduced again in the present legislature of 1935. Last year several other bills along the same line, and urged by the Association, some of them carrying appropriations, were introduced. Also, last year, this Association presented to Senator Michael J. Kernan and Assemblyman Harold Ostertag a legislative resolution which was finally adopted, calling for a study of hours of work and employment conditions in State institutions. This Committee will report to the Legislature on February 1 of this year, and with their recommendations will doubtless come an outline for necessary legislation. It seems certain that the Committee will be favorable to the abolition of the long day.

A review of the bulletins and files of this Association, shows thousands of communications including news items, letters, wires, and articles in the Association's official magazine urging the abolition of the long day. A review of committee meetings shows long hours spent with executive, legislative and administrative heads seeking support and advancement of the proposal. In the Association issue of March, 1931, part of a long appeal reads: "The Association believes that the abolition of the long day is not only sound in a business sense but that it

*Continued on Page 12*

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## Promotions in State Service

*Continued from Page 3*

doing that job well. If they have not mental ability sufficient to advance, that is another matter, but no one should be penalized for efficiency.

Could we go one step further? Must promotions be limited to Departments or could there be a state wide list? The Civil Service Commission under paragraph 2 of Rule XIV has the right to set up such a list. "Promotion shall be limited to employees of a department or to those serving in any duly established bureau or branch office of a department, but when deemed practicable, the Commission may admit to an examination for promotion to any position, persons holding similar positions in other departments."

A new bureau or division is to be set up. In many instances the beginning salaries of a new division are at a higher rate than salaries in long established bureaus. Could not a state wide promotion list be used first, and then an open competitive list? It would seem that such a list could be set up at the same time the open competitive examination is given. Use the list as a basis for a promotion list for the state employees taking it, and for an open competitive list for all others. This would still further carry out the intent of the law that original appointment shall be made to the lowest paid positions. It might not be fair to ask that the last clerk examination be used as a basis for a double list, as such an announcement should be made in advance, giving every state employee who would be benefited by such an examination an incentive to take it.

A few of the Department heads are taking active steps to encourage the personnel at this time by making promotions on a department wide base. This is a decided advantage over the Bureau promotions, especially in the very small bureaus where without the department wide system "you are in for life." Department wide promotions and frequent promotion examinations will have the tendency to keep everyone mentally alert. May all department heads and the Civil Service Commission cooperate in making the promotion lists what they should be, and then may they use them.

The Commission of Inquiry on Public Service Personnel says in their January report.

"The transfer of employees from position to position, and even from department to department, is bound up with the promotion system. It is essential in the training process particularly in dealing with the recruits for the administrative service, as we know from the practice of the larger private businesses. It is a splendid instrument also for discovery. Many a man of the finest capacity does not prove his worth in his first or second assignment.

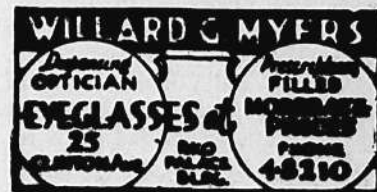
A regularly organized system of promotion, maintained by the chief executives through a properly established personnel office, thus performs three indispensable services: first it makes the service attractive to promising young men who will not enter an employment which is known not to give the opportunity of advancement based on proved merit; second, it results in an energetic staff by displacing the stagnant atmosphere of a stationary service; and, third, it brings to the top positions men who combine energy with knowledge of public administration, rather than partisans, amateurs, or men, with or without energy, who do not know the public service. From the standpoint, therefore, of the establishment and maintenance of a career service, the promotion system is indispensable."

## The "Steward's List"

Appointment to the position of Steward, Syracuse State School, of a candidate who did not qualify under the last examination for this position, has led to the filing of a request for review of approval of appointment by the Civil Service Commission.

Thousands of workers in institutions look forward to the position of Steward as the reward for good and faithful work in the other institution positions leading up to this one. None are so well qualified to care for the duties involved as are the men and women who by constant every day tasks and by special preparation through long years in the institutions fit themselves carefully and zealously. Many such are on the present eligible list. Why was this list not used?

That an error occurred in this instance seems wholly apparent. Doubtless this will be corrected by the Commission. Attorney De Graff is handling the matter with the Commission.



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## Abolition Month —February, 1935

*Continued from Page 10*

offers an investment in social betterment that would repay the people of the State far beyond any monetary cost". In the March, 1932, issue, we find: "We believe that the time is fast approaching when human considerations will come first in the matter of financial appropriations both by public and private business. There can be no good reason, as has often been stated before, for the merciless twelve-hour day when thousands of workers cannot obtain a chance to earn a living". As part of the Association's campaign to gain recognition of this paramount question and to secure passage of needed legislation in 1932, a mass meeting was held in Chancellor's Hall, Albany, on March 1, 1933, at which Senator Desmond and President McDonough spoke strongly in favor of the abolition of the long day. At a hearing held by the joint Legislative Labor Committees in the Assembly Chamber during the 1934 Legislative, Mr. Colesanti, of the Association of Employees of the Mental Hygiene Department, Mr. McDonough and Counsel Tobin of this Association, Senator Desmond and many others pleaded for a reporting and passage of the maximum eight hour bills. Groups of employees in the hospitals, prisons and other institutions, and many individual employees have done valiant work in seeking favorable attention to the matter. The Association's special committees in conferences with the Governor have never failed to stress the need for this reform.

Now we have come to another Legislature. The problem is yet unsolved. We have not lost ground. We have made important gains. There is no connection between the fact that only seventy years ago on February 1, 1865, the Thirteenth Amendment to the Constitution abolishing slavery in this country was proposed to the several states by the 38th Congress, except that it indicates how until comparatively

recent times the intolerable social condition of slavery was allowed to flourish among a people supposedly far advanced along the way of brotherly love. And the abolition of slavery was fought bitterly by those who feared the cost of its abolition. Material values loom large today. There is still on the part of many, a misty, hazy, uncertain evaluation of the really important things of life. Many people cannot yet readily decide whether to hope that the waters will not rise or to build their houses upon a firm foundation, whether to eat a present full dish of pottage today or to share it so that they too may share tomorrow, whether to be happy in indifference and trust to chance or to work harder that everyone may have a fair measure of contentment and happiness throughout the years.

We propose February, 1935, as Abolition Month—that it shall be dedicated to the abolition of the long day in State service. The Governor of this State does not oppose the principle underlying the abolition of the long day. The Legislature has not opposed it—they have failed to act upon the bills that have come up in the past. They have never voted either in Senate or Assembly upon the proposal. Is not this the year to raise our State employment practices a little higher and to go

forward wisely and happily, by abolishing forever the long day from State service? This is an appeal to every State worker in every State institution in the State, to every State employee wherever he may be located, and to every organized group of workers within and without State service, to appeal directly by letter, telegram, petition and in person to Governor Lehman and to each individual member of the Legislature asking that they take immediate steps to abolish the long day. And, every man and woman has some friend outside their own particular circle. To these, to your pastors, to those in educational and health circles, to the leaders of your local press, to your merchants and professional and skilled neighbors who will all benefit by the plan, and to your clubs and societies we ask that you speak intelligently and informatively and secure their mediation with the Governor and with members of the Legislature. Do this at once. Make this February a present-day successful Abolition Month! Your Association through its officers, committees, counsel and headquarters will do its part. February is Abolition Month!

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## Looking Ahead

By W. F. McDonough

*Note—The comments which will appear in this column from time to time have not all been passed upon by the Association. Members of the Association are asked to comment upon any new proposals made and their letters or a synopsis of same will be published as far as space will permit.*

### THE MILLSTONE

Education has been described as "the eternal debt of maturity to childhood and youth." Because the majority of human beings are still groping in the twilight of civilization there is failure to understand that in education plus religion lies the solution of every social and economic and political ill.

It may be useless at this time to propose an educational plan which would require compulsory attendance at recognized classes of instruction of every male up to the minimum age of 22 and of every female up to the minimum age of 20, with necessities for students and parents, when such are not possessed by them, guaranteed by the Government. This may seem impracticable, nevertheless in the opinion of the writer it constitutes the salvation of social, political and economic freedom for the future.

We have been drugging ourselves for years with the empty phrase "free education". We have advanced little beyond the creeping stage so far as education is concerned. Education is not free to the great mass of young people except as to the three R's and that type of education suffices only for children's needs. It does not meet the needs of present or future manhood and womanhood. What a crime that without tremendous sacrifice, often at the expense of the robust health required for the work of living, only the rich can enjoy the fruits of knowledge.

Consider what it would mean to have every youth instructed in matters of health, political and economic freedom, given a knowledge of natural resources and the ways to utilize these fully to serve human needs, and taught to de-

velop the natural senses for the highest possible appreciation of the beautiful and of the spiritual things of life. Picture every father and mother coming to the establishment of home life, educated, trained for life's work, ready to rear their own families intelligently and along practical ways? Consider the consternation of the political shyster and the industrial profiteer dealing not with a million understanding citizen workers, but with seventy-five million! Is there any other way to future freedom or happiness? No, emphatically no! Either we make education compulsory and provide abundantly to make it universal throughout the Nation, and also give every encouragement to religious and to actively functioning sound moral and social institutions or we stumble along as we have done during many centuries but with increased suffering and travail as time goes on.

Every person of voting age now contributes nine cents a day to our frightfully insufficient educational system. And to ignorance, and its children, crime, waste and inefficiency this same citizen pays a vast toll of many billions throughout the years.

### THE LITTLE HOUSE

Some weeks ago there was a good deal of attention directed to the presentation of a small type of family dwelling which could supply the needs of a normal married couple intent upon filling its every nook and corner with usefulness and happiness. Mrs. Roosevelt dedicated such a house in the center of the metropolis of this State. A family house easily becomes a real home.

"A house is made of rafters, of beams and stones and piers; A home is made of loving deeds that last a thousand years."

There is nothing so pathetic in the whole of present problems as the long streets of houses, thousands of them, in our cities, side by side, crowding each other and crowding out sunshine and fresh air and health. The home of today should be the single family home with a garden, a lawn and an outlook that will inspire hope and accomplishment.

Decentralization of industry, the spreading out of our centers of population over the broad expanses of unused countryside is a vital and fundamental need to permanent recovery planning. The

*Continued on Page 14*

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## Looking Ahead

*Continued from Page 13*

cheapening of cost of houses, the distribution of home labor saving devices, and the wider use of electric power offers a field that would stimulate business enterprise as nothing in the past has ever done.

This subject is of interest to many State workers, as has been pointed out frequently by this Association, because of the opportunity for the State of New York to inaugurate a home building policy for institution workers, the cost of which could be amortized through moderate rentals over many years. The land is already possessed by the State. It would be a wise and profitable investment. All that is needed is vision and will.

## DOCTOR AND HOSPITAL NEEDS

Recently a \$1,120 per annum 22 year old clerk in the State service visited a physician for a complete physical examination. He had been losing weight and was fearful of some organic trouble. The physician presented a bill of \$30 and the hospital where he was taken by the doctor for an hour's stay charged for X-rays and fluoroscopic examination \$23 more. The doctor could find nothing wrong but prescribed a tonic.

Another State employee is in debt for \$700 hospital and doctor's bills incurred within a year on account of home illness.

Very many citizens struggle through life the debtors of doctors and hospitals. Medical science, among the greatest of human blessings, often leaves behind as the aftermath of a successful treatment of bodily ills, an unbearable mental worry over debts, or at least a shadowing of accomplishment and happiness through a whole lifetime.

A suggestion: Could not large bodies of State workers or other employed persons contribute to a general fund a fixed health insurance deposit monthly for themselves and their dependents, the resulting fund to be used for doctor and hospitalization fees? Three thousand workers in the Al-

bany area making a contribution of \$25 yearly would make available a fund of \$75,000, sufficient to employ expert doctors and care for many necessary operations.

The plan is as practicable and sensible as any cooperative plan ever suggested. A silly objection to this sound release from a possible lifetime of economic misery is that one must have his own particular physician. So long as people are ignorant enough to hold fast to superstition and fear they will reject wise plans for foolish ones.

Let intelligent workers give thought to this idea, and more than thought—get back of it, and let small monthly payments free them of illness worries. Co-operative action will solve the problem.

## Civil Service and Milk Control

Effective February 1, 1935, employees of the Milk Control Division of the Department of Agriculture and Markets will be required to be drawn from eligible lists furnished by the Commission to the appointing officer. On account of the newness of the type of work being done, open competitive examinations will be necessary for several positions of a technical nature, for milk account examiners, milk account auditors, and milk control investigators. Until examinations are held and lists established the employees will occupy provisional status.

## Credit Union

For some time the Association has been considering the establishment of a credit union to serve State employees as to loans at reasonable rates. Recently a group of employees in the State Office Building at Albany organized a credit union under the provisions of the Federal Loan Act.

The Association is anxious that State employees be protected against loan sharks in making any emergency loans which they require. They may well give serious consideration to cooperative loan plans of the type of credit unions which would afford them opportunity for any needed loan without the payment of usurious rates.

Further announcement with reference to the Albany credit union will be forthcoming following a more thorough investigation by the Executive Committee of the Association.

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## N. Y. U. Courses

### Page 6


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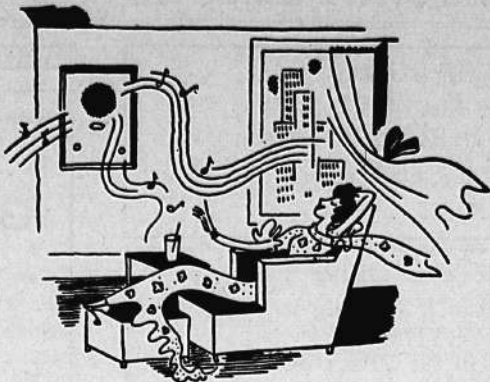
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