



THE STATE EMPLOYEE

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“A Civil Service Governor”



GOVERNOR HERBERT H. LEHMAN

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—New York Times

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A Civil Service Governor

His Excellency, Herbert H. Lehman, Governor of the State of New York, is readily and happily recognized as the present era's outstanding champion of civil service principles and practices.

His defense of the system of making appointments to positions in the civil departments of government according to the merit and fitness of the individual ascertained as far as practicable by competitive tests, is popular with all citizens who nurture unselfish and patriotic conceptions of the functions of government. It is sometimes doubtful if the ordinary citizen understands how important this fair play system is to his boys and girls who are now or soon may be seeking means of honorable livelihood. They must hope for employment on the basis of their character and ability, whether it is private or public. It is certain that they cannot compete successfully on any other basis in private work. In fairness to them, and in fairness to the various State services being attempted by the people themselves through their government, they should not condone different standards for entry or advancement in public service. To assure this the civil service system exists in public employment. The following editorial from the New York Times of May 28th, 1934, under the title "A Civil Service Governor," is a gratifying testimonial to a great Governor:

"At the close of every legislative session the Governor's desk is fragrant with the odor of those 'roses which grow over the party wall' in the shape of bipartisan efforts to open one bureau or another to the spoilsmen. Attempted legislation of this character, common enough in ordinary times, seems especially prolific in times of stress. 'Emergency' is a word to conjure with in circles seeking exemptions of various kinds from the normal processes of personal recruitment, and even charity is made to cover its due quota of sins against the merit system. Spoils legislation of this insidious character always places a heavy responsibility on the Governor, at once a party man and an elected

official called upon to ignore those narrowly partisan considerations which are in conflict with public policy.

"We have had courageous defenders of the merit system in the Executive Mansion at Albany, but none who met the test more staunchly than Governor Lehman. Throughout the session just closed, and since, he has used his veto right and left on objectionable bills designed either to breach the protecting walls of the civil service or to turn it into a vested interest. In the case of the Kleinfeld bill, creating the State Liquor Authority, and originally including a patronage grab of the most unblushing character, he went so far as to warn the leaders in advance that if they insisted on their '200 snoopers' he would disapprove the measure. Balked in that attempt, the politicians tried at the last moment to cover into the service without examination hundreds of provisional appointees of the various liquor boards, State and local. This manoeuvre also was thwarted by the Governor. The memorandum published yesterday accompanying his veto of the Burchill bill, authorizing the exemption of the 126 clerkships in the New York City Municipal Court, contains another ringing defiance of the spoilsmen.

"So much for defense. Much remains to be done to build up the service. Governor Roosevelt, while frequently supporting the merit system when it was under attack, turned his back on the Re-classification Act of 1932, which would have gone a long way to bring about needed improvement. Some changes have been effected during the intervening months through cooperation between the State Civil Service Commission and the Director of the Budget. After a careful survey, the commission recently recommended the inclusion in the competitive service of over a hundred positions heretofore exempt from examination. Adoption of this proposal, which now awaits the Governor's approval, would give merit and fitness a more assured footing than ever in the State service."

Legislative Institution Survey

One of the leading Congressmen of the State of New York writing to the Association this year stated: "I did not suppose that anybody in the State of New York was working more than eight hours a day. It is a surprise to me to know that it exists anywhere in the State service."

The twelve-hour day in institutional service is at variance with every logical social and economic advance during the past thirty years. This Association has consistently urged the wisdom and the humanity inherent in providing a shorter day and normal home conditions for every worker in public and private service. It has put forward the plan of a maximum eight-hour day to replace the twelve-hour day, not only as a relief measure to the workers affected, but also as a sound permanent unemployment relief proposition as well. No one with understanding or vision can honestly believe that so long as any people retain a semblance of freedom they will find it either a profitable or good social practice to work long hours, increasing thereby the difficulty or impossibility of their neighbors obtaining any work whatever.

Governor Lehman has expressed again and again his sympathy with the shorter day for institutional employees. He has not provided in his budget for the plan because he has faced ever since his entry into the Governorship a financial condition requiring the utmost of caution and the maximum of frugality in expenditure. He has been frank in his statements and in his refusal to adopt the eight-hour day proposal with an added expenditure of at least four million annually while facing a budget deficit. Others have not been so frank. They have given the matter a good deal of lip service, have beclouded the conditions with varied statements as to costs, excited fears among employees that the meager salaries now paid might be still lessened, and painted pictures which would make the work seem especially easy and attractive and intimated that the employees were lucky to have jobs under any circumstances. What they have actually put forward is the theory that exploitation of labor and lower standards of living were justifiable for certain classes of employees if by such means the State could save money. It is the old

unworthy doctrine of selfishness as carried into many capitalistic enterprises and which has been so thoroughly exposed and discredited by the recent economic upheaval. No human institution can endure except it be founded upon a high regard for human dignity and continuous progress toward higher and better things for mankind.

The employees and the good citizens who backed the maximum eight-hour day proposals embodied in bills introduced at the suggestion of this Association, saw those bills left unvoted upon in the labor committees of the Legislature. In failing to progress this legislation the members of the Legislature stopped the clock of progress for another year at least.

At the earnest request of this Association, when it became apparent that the shorter hour bills would fail, the Legislature took action that promises hope for this cause of the institution employees. It provided for a legislative study of the working conditions, hours of service, compensation and living conditions of the employees of all State institutions for the purpose of presenting recommendations for improvement in employment conditions along progressive and humane lines.

The resolution was presented in the Senate by Senator Michael J. Kernan, of Utica, the introducer of the Association bill which would have provided \$2,000,000 for the adoption of the maximum eight-hour day covered in Senator Thomas C. Desmond's bill. Assemblyman Fite of Dutchess Co. introduced a companion appropriation bill in the Assembly. The resolution was passed in the Senate and concurred in the Assembly, where it was ably fostered by Assemblyman Harold C. Ostertag, of Wyoming Co., the champion of the shorter day bill in the Assembly.

The four legislators mentioned have been sincere and earnest supporters of this reform.

The resolution follows in full:

"By Mr. Kernan: Whereas, A condition exists in the institutional service of the State of New York under which thousands of employees are required to work twelve (12) hours each day, and

"Whereas, Many of these employees, both single and married, are required to live within the in-

Continued on Page 6



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Stability and Salaries

The humble public servant faces a responsibility to zealous, painstaking and intelligent work that lifts his reward high above the bickerings of the auction block. This Association carefully surveyed the economic situation throughout last year and plotting reliable charts and curves felt justified in seeking a restoration of salary cuts and increments. The upward cost trends of November did not continue, however, and upon this ground we failed to convince the Governor or the Legislature that they would be justified in restoring incomes to previous levels. Except as lack of construction funds may force decreased work and consequent layoffs in the State Departments affected, the great body of State civil service employees have been assured through budget appropriations a continuance of their present work and salaries through another fiscal year. They may also feel certain that should the business improvement which is so anxiously prayed for by all materialize, there will be strong sentiment for increased income early in 1935. Conversations with financial authorities of the State leave little doubt as to this.

State workers did not suffer the severe salary losses experienced by many Federal employees who were reduced through furloughs and otherwise to as much as 28%. Fortunately, too, the salaries of those drawing less than two thousand dollars were held intact. The distressing financial condition of New York City brought further decreases in the pay of employees there, and what was still worse the

loss of work entirely to many.

State civil service employees have long recognized that stability of employment comes first in importance. To prevent the loss of the positions and consequent livelihood of State employees has been a first concern of this Association. Governor Lehman early in his administration adopted the policy that only when there was no work to do and as a very last resort because appropriated funds were gone must there be dismissals among State workers. Many employees of departments where heavy construction work has been going on for years and for which departments appropriations were not made for continued work, lost their positions completely or were demoted during the past two years. This is the sad toll in State service of the worst depression America has ever experienced.

There is full appreciation of the splendid budget making and wise planning of Governor Lehman and his administration, and of the Legislature, as a means of assuring the credit of the State government and thereby making possible the needed public services and the employment and income for the great mass of civil service workers.

There is also recognition of the fact that unemployment insurance for salaried and wage earning men and women is something more than an academic question. There is need for stability of income for the salaried millions of our citizens. Unemployment insurance seems a just and moral thing, and an economically sound means of preservation of the home and school and social institutions necessary and useful to life at its best.

Recognition of Faithful Service

Governor Lehman did the civil service system another great service on May 19th, 1934, when he signed the Robinson bill providing that whenever a person holding a position in the competitive class of the State civil service is, through no fault of his own, reduced in class, rank or salary grade, the reduction shall be made in the inverse order of original appointment in the service. The bill further provides that in such case he shall have his name entered upon a preferred list together with those who may have been separated from the same or similar position, so that he may have preferential status with respect to his reinstatement. The present law gives this status for a period of two years for those who are separated from the service. This bill extends it to four years from the date on which a person is separated from the service and grants this same right also to those who have been demoted. In signing it the Governor wrote "This bill is equitable and sound in its provisions. It recognizes long and faithful services of our members of the civil service, and I am pleased to give executive approval to it."

This bill was suggested to the Legislature by this Association. Great credit is due to Assemblyman James R. Robinson, of Ithaca, who secured its early approval in the Assembly, and to Senator Ogden J. Ross, of Troy, who urged it strongly in the Senate. It is a fair measure and entirely in line with good employment practice.

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Meeting a Challenge With a Programme

Positive action to make the State's employment system entirely satisfactory to appointing officers, and to secure the full cooperation of every State department with the State Department of Civil Service, must be taken if the will of the people is to be served and the highest and most efficient type of public service is to be maintained. "So much for defense" says the New York Times in speaking of recent sustaining of civil service principles by the Governor, and adds: "Much remains to be done to build up the service".

This Association points out to executive, legislative and administrative heads that the State's employment system is in vital need of strengthening and development. Governor Lehman has stated in no uncertain words that he desires the Constitution and the basic civil service law observed fully, and Attorney General Bennett has pointed out anew and clearly what that law is. The administration is properly pledged to full support of the civil service system in the interest of clean and efficient State government.

From the broad standpoint of social welfare generally, and particularly with regard to the welfare of the salaried and wage earning citizens who make up at least eighty per cent of the general population, New York State government is bound to give the gravest and wisest consideration that it is possible to accord to setting up sound and humane employment practices. The State cannot lag; it must lead.

The civil service system is the State's system of employment. In

efficiency, honesty and economy it cannot be lax; it must be progressive.

This Association, on behalf of State employees and citizens generally, has directed the attention of the Governor to these facts. This statement of the program of the Association is in fact but a reiteration of adherence to its ideals and its purposes.

The Association asks that a close study be made of the tremendous amount of State work performed, its high character, the history of the low basic scales that have maintained over many years, the trends in private employment over many years and at present, the facts as to standards of living and costs of living, the fundamental need of business prosperity and the futility of planning for such if salaried and wage earning people are not able to buy and to consume, and in the face of the facts to make a definite part of State planning the restoration of salaries, the restoration of increments, and the general revamping of salary schedules so that they will do justice to the worker, the work he performs, and living costs and standards.

The Association asks that positions be properly classified so that each job shall be appraised fairly in its relation to every other job in the service and that a rational promotion plan will apply with premiums for good service and a consequent high return to the State from the initiative and good morale thus engendered. The approval of the classification rules now before the Governor is essential.

The Association asks for abolition at the first possible moment of the twelve hour day in institutional service. It suggests also that the time is here to note the economic value in a rearrangement of the weekly hours of departmental employees so that the degree of expense and inefficiency readily perceived in the Saturday morning period will result in making the established departmental week from Monday to Friday inclusive. The action of the New York Power and Light Corporation in establishing such a schedule for its thousands of employees seems wholly rational and in the interest of economy.

The Association submits that vacation and sick leaves are not a gift

to the employee but a wise investment by the State. Good health, which is served by such leaves, is necessary to good work. The human body needs rehabilitation; the vacation period is a rehabilitation period and its value should be as great as its length. Per diem workers need rest and rebuilding of health as much as other workers. Their salaries are not so high that they should lose them when the State is benefiting by the vacation leave required. The vacation with pay is one of the best investments any business, private or public, makes throughout the year.

The Association believes that the State Civil Service Department is undermanned and underfinanced. Practically every criticism of the Department's functioning is traceable to lack of funds and personnel. The Civil Service Department is the employment agency of the State departments and offices. Hundreds of appointing officers or advisors to appointing officers must be served with hundreds of workers qualified and experienced to do practically every task in the catalogue of human activities. The appointing officers seek workers because they have responsibility under the laws to get something done which the people want done. They must find the employment agency alert, efficient and always ready to meet their needs. They should not have to make provisional appointments and they should not be allowed to do so except from lists furnished by the State's duly constituted employment agency. The policy of making provisional appointments of persons not certified by the Civil Service Department is wholly opposed to honest civil service principles. It is difficult to conceive how such a plan could ever have been even suggested as proper let alone followed to such an extent as it has been.

The Association urges that there is great need that the functions of

the Civil Service Department, the Division of the Budget and the Department of Audit and Control, as they relate to personnel matters should be closely coordinated so as to give honest thought and consideration to rates of pay for new and old positions and to consistency between promotion as to rank and volume of work and promotion in salary. Synchronization of classification and compensation plans should be readily possible as without a flexibility beyond that now provided in the itemized budget, great injustice is often done by reason of legal or technical barriers.

The Association submits that in establishing qualifications for positions the employees through a personnel committee should be permitted to suggest their ideas for consideration by the appointing officer and the Department of Civil Service. This is felt to be entirely proper and wholly constructive inasmuch as the employees are especially well informed concerning public employ and they are patriotically interested in upbuilding the service.

The Association suggests that examinations should be held more frequently for all positions, and that eligible lists should be canvassed at intervals by the Civil Service Department to the end that when appointing officers are supplied with candidates for any position they shall be active candidates for the position. This would be a great aid to appointing officers.

The Association urges complete cooperation between the appointing officers and the Department of Civil Service in the matter of selection, appointment and retention of employees, and further urges that the Department of Civil Service be so manned that it will be prepared for prompt action with appointing officers in the questions of reclassi-

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The Association Acts Again

The prime purpose of this Association is the unselfish one of improving day by day and year by year, the quality of State service. Every day there are new demands upon government. The people are gradually but intelligently appraising those needs of society which can best be secured through governmental action.

What does this mean to civil service? It means that the personnel whom the people select to do their work will be more and more carefully scrutinized and measured for their fitness, and that once they are enrolled as public workers they must be constantly alert to keep abreast or ahead of the demands which will be made upon them.

What of the opportunity of the man or woman in civil positions to enter new and broader fields of public service? Surely they have exceptional opportunity for self-improvement and for advancement to higher positions.

Encouraged by the success of the educational work initiated by the Association in Albany and New York, the Executive Committee of the Association on May 18, 1934, appropriated \$400 for the making of a careful survey of educational needs of the service in departments and institutions of the State and the development of a program adapted to meet those needs. The Committee on Education is composed of William C. Smith, State Education Department; Frank L. Tolman, Library Extension; William E. Hannon, Legislative Library; Dr. Istar Haupt, Dept. Civil Service; Miss Beulah Bailey, State Tax Dept., and W. F. McDonough, President of the Association.

Dr. Robert T. Hill, formerly Chief of Teachers' Certification Bureau, State Education Department, and since active in adult educational research work, will assist the Committee in the study of the situation and in planning a definite State-wide program. This is a work in which all State employees are vitally interested and in which the whole-hearted cooperation of all is requested.

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Legislative Institution Survey

Continued from Page 3

stitution under living conditions which may not be conducive to normal home and family life, and "Whereas, Very many citizens are now unemployed, and such unemployment requires vast expenditures on the part of the State along relief lines; therefore, be it

"Resolved (if the Assembly concur), That a joint legislative committee be and is hereby created to consist of three (3) Senators to be appointed by the Temporary President of the Senate and three (3) members of the Assembly to be appointed by the Speaker of the Assembly to make a study as to the working conditions, hours of service, compensation and living conditions of the employees of all State institutions for the purpose of presenting recommendations for improvement in employment conditions along progressive and humane lines, such committee to report its findings together with recommendations to the Legislature on or before the first day of February, 1935, and that such of the recommendations as would be pertinent to the budget making authorities of the State be presented to the Governor as of the first day of October, 1934; and be it further

"Resolved (if the Assembly concur), That the sum of ten thousand (\$10,000) dollars or as much thereof as may be required be hereby appropriated from the contingent fund of the Legislature for the expense of such committee, payable on the audit and warrant of the Comptroller in the manner provided by the legislative law."

The matter of a full and complete and effective study is now largely up to State employees in State institutions — Mental Hygiene, Correction, Social Welfare or other groups. They know the facts and they must get them to the Committee. This Association will be in constant contact with the study. The scope outlined in the resolution is broad enough to include all matters that relate in any way to employment matters affecting any class of workers. The Association asks that you write at once fully and clearly as to your opinions of needed improvements, as to conditions which you believe should be corrected, and give your own plans in detail for improvements.

Every letter received will be treated in entire confidence, and

the facts laid before the Committee. We will use your name or not just as you wish. It must be understood, however, that every statement must be entirely true and exact. This is not a snooping expedition but a wholly honest and out in the open attempt to give to State authorities charged with the establishment of employment policies and the expenditure of funds an exact, scientific, practical, clear-cut picture of institutional life from the standpoint of the men and women who do the work of the institutions. Give this matter your immediate thought and let us have your free, frank, honest statement. It will be turned over to the committee, and, if you desire, without any reference to you or your name, your identity remaining a confidential record in this Association.

Retirement Age

Under the provisions of the Crawford Bill, Senate Introductory No. 924, signed by Governor Lehman on May 19th, civil service employees may be continued in service up to age seventy-eight, if the State Civil Service Commission, by special resolution in each case, certifies to the pension commission that such continuance of service would be advantageous to the public service by reason of the expert knowledge and special qualifications of the employee.

This measure gives civil service employees practically the same status in this particular as judges, justices or elective officers holding their offices either by election or appointment to fill vacancies, appointees of the Governor, and some other special groups.

Retirement Bills Approved

By F. B. Holmes,
Executive Secretary,
State Retirement Fund

The following bills, relative to retirement allowances, were approved by the Governor. Chapter Nos. are given:

Senate Intro. No. 123, Print No. 125 became Chapter 199 of the Laws of 1934, and amends the New York City System relative to definition of present teacher.

Senate Intro. No. 899, Pr. No. 988 became Chapter 307 of the Laws of 1934, amends the Mental Hygiene Law Relative to administration.

Senate Intro. 924, Pr. No. 1021 became Chapter 737 of the Laws of 1934, amends the New York State Employees' Retirement System Law, allowing retention in service to age seventy-eight.

Senate Intro. No. 1378, Pr. No. 1969 became Chapter 831 of the Laws of 1934, and opens the doors for membership with credit for prior service to January 1, 1935.

Assembly Intro. No. 12, Pr. No. 1994 became Chapter 832 of the Laws of 1934, which opens the doors for the New York City Employees' Retirement System.

Assembly Intro. No. 881, Print No. 916 became Chapter 100 of the Laws of 1934, amends the Prison Retirement Law relative to administration.

Assembly Intro. No. 1965, Pr. No. 2665, which amended slightly subdivision 3 of Sec. 61, became Chapter 358.

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The lack of complete balance in our economic and social life resulting in loss of work and loss of living incomes for individuals or groups is the unsolved problem outranking every other question in the world today. The direful effects touch practically every heart with a certain anxiety and discouragement. State employees in the Division of Architecture to the number of about one hundred will lose their positions on July 1 next because the State's construction program seems now too limited to permit their retention. Perhaps some unforeseen development may occur to offer help.

These employees are in the competitive class and it is required under civil service law that they be dismissed in the order of seniority in the service. Doubtless occasions will arise where errors will occur in applying this law. If there be any such they must be corrected. The same rule now applies under act of this year's legislature to cases of demotion in the competitive class. These are fair provisions and recognize the age-old principle of preference for faithfulness in service.

Dean Ordway

The death of Dean Samuel H. Ordway, of New York City, President of the Civil Service Reform Association, and a former Civil Service Commissioner, caused sincere sorrow among his many friends. His work in directing citizen attention to the value of civil service was a distinct public service. The seeds which he sowed so well were similar to those sown by Carl Schurz in private life and Theodore Roosevelt in public life. A good man has gone; there is responsibility upon every citizen to continue his work.

Political Affiliations

There is no reason why a civil service employee should not belong to any political party he wishes nor is there any reason why he should not contribute as other citizens to the upbuilding of the party organization of his choice. Party loyalty is not incompatible with civil service principles. What is wrong, what is incompatible, what is condemned is that party affiliation of any sort or character should gain favor or advancement for the civil service worker. Entry to public service and all advancement therein should be solely upon basis of merit and fitness.

The McNaboe bill approved by Governor Lehman provides that appointing officers shall not interrogate civil service applicants as to their political loyalties. It is a just bill and will add further to honest respect for the civil service system.

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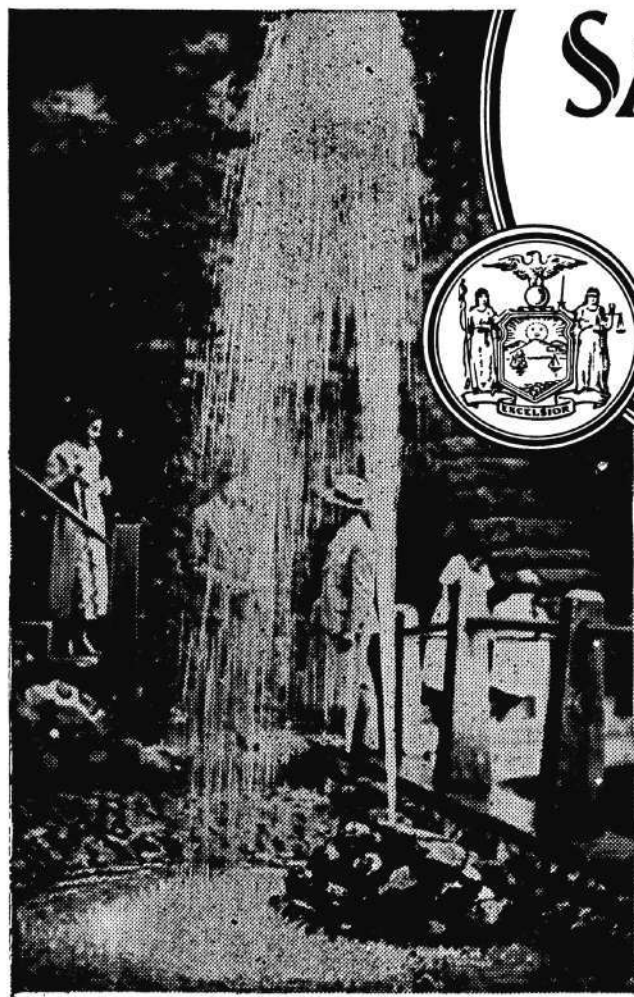
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Chronological Resume of Important Association Activities

The following list of activities is given only to point out somewhat in detail the tremendous opportunities for service of a progressive, alert organization of State employees. It answers in brief the question: "What can an Association do?" It must be wholly and clearly understood that this brief resume does not give in any way the real picture of the amount of hard, tedious, cumbersome work required of officers and committees and counsel and headquarters and accomplished in dozens of committee meetings, in countless conferences, in gathering and studying facts, precedents, statutes, statistics and multitudinous documents in order to present in intelligent and effective ways the broad program of improvement of State service and of employment conditions. Can you as a State employee conscientiously find one reason for failure on the part of any employee to support the organized efforts of this Association?

Oct. 4—Annual Meeting of Association at Albany at which 17 amendments to its Constitution were passed, including new provision whereby each member votes in the annual election of officers; abolition of the office of Financial Secretary, with this work to be done in Association Headquarters, thereby strengthening the central headquarters

of the Association.

Oct. 4—Announcement of The Institute, as the Educational Center for all State employees located in the Capital District, affiliated with the Extension Center of Syracuse University. Classes opened Sept. 18, 1933. This project was initiated by the Association.

Oct. 4—Active efforts to obtain uniform sick leave periods for workers.

Oct. 4—Appointment of Hon. Charles J. Tobin, a leading attorney of the State, as Counsel and Advisor of the Association for 1933-34.

Oct. 6—Purchase of multigraph for use in headquarters. All printing of Association literature except The State Employee is now done in Association headquarters.

Oct. 19—Association urges by letter all State employees in Albany to contribute generously to the Albany Community Chest.

Oct. 23—October issue of The State Employee issued. 20,000 copies distributed free to employees, libraries, press, etc.

Nov. 8—Plea by letter to Governor urging establishment of 8-hour day in preparation of his budget.

Nov. 16—Issuance of Association booklet, "Cost of Living and Price Trends and Their Relationship to Salaries Paid Employees of the State of New York." This booklet was sent to members of the Legislature, to State officials, Chambers of Commerce, Libraries and political, social, industrial and citizen organizations.

Nov. 20—Association urges State Employees in New York City by letter to contribute generously to Citizens' Family Welfare Committee of the City of New York.

Nov. 29—Association urges Civil Service Commission to utilize civil service eligible lists to find

needy persons for filling of vacancies under the C. W. A.

Dec. 2—Special plea to Budget Director asking for consideration of the maintenance of financial status of employees.

Dec. 7—Plea to members of Budget Advisory Committee calling attention to improved financial condition of State, increase in cost of living, etc., and asking their consideration to restoration of the cuts of State employees' salaries.

Dec. 17—December issue of The State Employee. 20,000 copies distributed free to employees, libraries, press, etc.

Dec. 20—Filed Brief with Budget Director Weber in defense of titles as appearing in the budget.

Dec. 22—Conference of Salary Committee with Governor at which time the matters of Salaries, 8-Hour Day, Retirement System, Sick Leaves, Demotions, Classification, Promotions, Vacations and the more complete functioning of the Civil Service Dept. with reference to consideration of appeals of individuals and groups of employees were discussed.

1934

Jan. 1—Letter to Governor disclosing destructive recommendations of Budget Advisory Committee as to salaries, time service and increments, curtailment of State work, education and suggested lowering of quality of food for inmates of State institutions.

Jan. 15—Appeal made to Mayor Thacher for consideration of parking space to be available for use of State employees.

Jan. 18—Bill introduced in Senate by Senator Desmond at request of this Association calling for establishment of 8-hour day in State institutions.

Jan. 19—Letter sent to members of Congress from New York State urging their moral support for the establishment of an 8-

hour day in institutional service.

Jan. 20—Letter to members of Legislature urging that in action on the New York City Economy Bill they consider maintenance of fair and adequate scales of pay.

Jan. 24—Bill introduced by Mr. Ostertag in Assembly by request of this Association calling for establishment of 8-hour day in State Institutions.

Jan. 29—Urged Civil Service Commission consideration of inclusion of competitive class benefits for non-competitive class of civil service under proper regulations.

Jan. 29—Bill introduced in Senate by Senator Ross and Assemblyman Robinson by request of this Association prohibiting demotion of employees out of rank acquired by seniority.

Jan. 30—Letter to members of Congress from New York State urging upon them the necessity of federal moneys being appropriated to carry on a construction program in this State.

Feb. 8—January-February issue of The State Employee issued. 20,000 copies distributed free to employees, libraries, press, etc.

Feb. 23—Copies of shorter hour of work bills pending in Legislature sent to representatives at institution accompanied by letter.



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Feb. 23—Letter to members of Legislature citing increases in cost of food and quoting B. C. Forbes' thirty favorable developments in business improvement, all tending to raise cost of living.

Feb. 27—Legislative hearing on Eight-Hour Day Bills. C. C. Colesanti, President of the Association of Mental Hygiene Department Employees, President McDonough, and Counsel Charles Tobin of this Association, as well as representatives of various institutions appeared and argued in favor of the principle of the 8-hour day.

Mar. 8—Annual Dinner of the Association held in the Hotel DeWitt Clinton. Attendance, 426. Governor and Mrs. Lehman and State Officials attended. Warden Lewis E. Lawes and James Gheen were the principal speakers.

Mar. 9—Telegrams to representatives of institutions asking their opinion as to feasibility of 48-hour week in lieu of an 8-hour day.

Mar. 19—Caused introduction of bill permitting State Hospital employees to enter State Retirement System.

Mar. 21—Caused introduction of bill to extend time of entry into Retirement System.

Mar. 24—Association protested inclusion in the Pitcher Milk Control Bill of clause which permitted employees to be appoint-

ed to State service exempt from Civil Service examinations.

Mar. 27—Association filed brief with Senator Byrne as Chairman of the Judiciary Committee favoring change of the constitutional provision as to special preference to veterans.

Mar. 27—Bill introduced in Senate by Senator Kernan at request of this Association appropriating \$2,000,000 for establishment of 8-hour day.

Mar. 30—March issue of The State Employee issued. 20,000 copies distributed free to employees, libraries, press, etc.

Apr. 3—Bill introduced in Assembly at Association's request by Mr. Fite, appropriating \$2,000,000 for establishment of 8-hour day.

Apr. 17—Letter to members of Legislature calling attention to restoration of salaries of employees of forty-six large cities and of Federal Government and in many large private industries.

Apr. 14—Letter to members of Legislature calling attention to increases in cost of living and asking consideration of restoration of salaries.

Apr. 11—Urged Legislature's disapproval of Bernhardt bill excluding women from civil service of this State.

Apr. 15—Association urged inclusion in supplemental budget appropriation of time service and increments for employees of institutions.

Apr. 17—Bill introduced in Senate by Senator Baxter by request of this Association appropriating \$5,000,000 for contingency fund to be used in case of rising costs of living.

Apr. 21—Letters to Governor and Legislature protesting Nunan Bill, which exempted appointees to Alcoholic Beverage Control Board from Civil Service examinations.

Apr. 24—Adoption by Legislature of resolution requiring a legis-

lative committee to investigate into hours of work, conditions of work, compensation and living quarters of employees of State institutions with report to Governor and the next Legislature.

Apr. 25—Letters to Governor and the Legislature protesting Kleinfeld Bill which exempted appointees to positions in the permanent Alcoholic Beverage Control Division from civil service tests.

Apr. 25—Association total membership for 1934 exceeds 10,000 mark.

May 7—Briefs filed with Governor protesting approval of bills appropriating special grants to certain beneficiaries of deceased State workers as discriminatory and opposed to sound pension practice. Briefs also filed on other measures of interest to civil service workers.

May 9—Heads of Departments requested to urge upon Governor uniform restoration of vacations and hours of service in effect in 1932.

Without Boasting

This Association is made up of working State employees and is run entirely by working State employees. Modesty does not permit one's boasting about oneself. But facts may be stated without reserve. The fact which we wish to state emphatically in this brief paragraph is that, using all proper measuring gauges and all honest comparisons, your Association has rendered and is rendering to New York State service and to New York State employees day by day the most outstanding degree of service anywhere rendered to memberships of similar organizations in any field of human endeavor.

Have you done your part—have you your 1934 membership card?

The Association promises its members that their officers and committees will work unselfishly in their behalf. It promises that they will always stand for the principles and practices that in their wisdom and intelligence and with all available information present, seems to them are best. It does not and cannot promise to raise wages, shorten hours, or gain privileges of any kind. It carries reasonable requests along these and other lines to the people as represented by the executive, legislative and administrative heads of State government. It presents these requests clearly and honestly and speaks unitedly for its thousands of members. No State employee can doubt that if the improvements for which he hopes are to be secured they can be secured in any other than a united way, and he must realize that success depends upon the righteousness of the cause and the loyalty of the membership that thus speaks unitedly. This Association has been remarkably successful in building up a genuine respect for employee needs and employee unity. It is proud of its record of achievement. We repeat that we are not boasting; just stating the facts.

Have you as a State employee done your part—have you your 1934 membership card?

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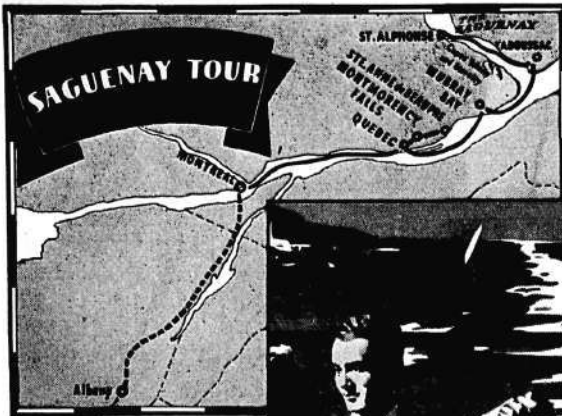
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The Merit System Upheld

In his message vetoing the "spoils system" bill of Senator Joseph A. Nunan, Jr., Senate Introductory No. 1909, which was denounced by this Association and all groups interested in fair play for the men and women and the youth of the State, Governor Lehman sets forth again in no uncertain words the fact that the Constitution of the State must not and cannot be violated to consummate political or other discrimination in the selection of public workers. Let us hope that this sound and fearless rebuke of the frequently recurring attempts to selfishly limit equal opportunity to qualify for public service will find ready support on the part of citizens of all political parties, all religions and all races.

The Governor's message states: ". . . In my radio address to the people on the subject of liquor control legislation, delivered on April 2, 1933, I insisted that the control of the entire liquor traffic should be kept free from politics and I stated in that speech that all employees should be under civil service law.

"In accordance with the direction of the Legislature contained in the basic law, the Civil Service Commission undertook the survey of the qualifications required for positions in the State, county and city boards. Thereafter the Civil Service Commission announced competitive examinations for the various positions. Examinations have been held. More than 3,600 persons have taken them. It should be noted that the employees of the various boards were permitted to take the examinations. Lists of the eligible persons are soon to be promulgated.

"This bill, which is now before me, seeks to amend the basic law so as to provide that the executive officers, assistants, inspectors and employees of the State Alcoholic Beverage Control Board and of the county and city boards who by reason of their unique experience and knowledge gained in the formation and the carrying out of the policies of alcoholic beverage control, who have been in the employ of the board since its organization, and, up to and including January 1, 1934, because it is deemed practicable, shall all be appointed to their respective positions to the com-

petitive class of the Civil Service without examination.

"It is apparent on its face that this proposed amendment is a complete reversal of the intent of the Legislature as expressed in the basic law. Furthermore, it contravenes the constitutional provision that appointments and promotions in the Civil Service of the State and of its civil divisions shall be made according to merit and fitness to be ascertained as far as practicable by competitive examinations.

"This proposed change in the law would permanently cement hundreds of existing employees into the competitive civil service. They would be incorporated into the competitive civil service without fulfilling the requirements that entitle them to be members of the service and without proving their qualifications and fitness through competitive examination.

"This bill would be unfair and discriminatory. It would be unfair to all the persons who have taken the examinations and, on the basis of these examinations, await with right their appointment to positions under Civil Service. Furthermore, it would be unfair in that it would disregard existing general lists carrying names of some 6,000 persons eligible for clerical positions. There can be no question that, now that examinations have been held, it would be extremely unjust to favor those who have been employed and are employed by the various boards as temporary employees.

"In conclusion, the enactment of this bill into law would surely be detrimental to the morale of the Civil Service. It would seriously affect the integrity of the whole merit system of the State. It would violate my strong insistence that the regulation of alcoholic beverages be dissociated completely from politics or from any kind of favoritism. The administration and enforcement of the law should be discharged by those who have proved their qualifications and fitness in open competitive tests."

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Saving Municipal Civil Service

Through sacrifice and struggle the people of America have waged continual battle for fair play in getting employment and in maintaining good working conditions. Whatever the method of selection followed in private enterprise—and there has always been the greatest anxiety to have a system that would give credit for merit and fitness even to the point of long apprenticeship at times—the State of New York and all public jurisdictions have proven beyond the question of a doubt that the very welfare of the people depends upon the civil service system of selection as provided in the constitution and the basic law of the State. The many attempts, therefore, to deprive the ordinary citizen of equality of opportunity for appointment in all branches of public employ have rightfully incensed good people everywhere. The legislative attempt to amend the charter of the City of New York to make it possible to disregard merit and fitness in the appointment to clerical positions in the municipal courts of New York, was met promptly and fearlessly by Governor Lehman with an executive veto. It is another victory for civil service principles won single handed by Governor Lehman, and civil service employees who know most of the worth of civil service principles, and citizens whose only opportunity for fair play in securing public employment depends upon that system, are duly grateful for this strong defense of the merit system as it applies to municipal matters. The Governor's message on the bill follows:

"This bill amends the Greater New York Charter so as to place the clerks, deputy clerks and assistant clerks of the Municipal Court in the exempt class of the civil service.

"The proposal covered by this bill is not new; it has been the subject of much controversy for many years. There is no sound reason why the clerks, deputy clerks and assistant clerks of the Municipal Court of the City of New York should be in the exempt class. Similar positions throughout the State, in the Supreme Court and in the City Courts, are filled through com-

petitive civil service examinations. Experience has definitely proved the practicability of holding competitive tests of fitness for such positions. Competitive examinations in other courts have produced an efficient and competent personnel.

"This bill contravenes the spirit of the State Constitution which requires that appointments and promotions in the civil service shall be made according to merit and fitness, to be ascertained as far as practicable by competitive examinations. It violates the vital principle of merit through civil service.

"A bill similar to this was vetoed in 1931 and 1932 by my predecessor in office, Governor Franklin D. Roosevelt.

"The bill is disapproved."

Congratulations to C. C. S. A.

This Association welcomes to the society of organized public workers the new organization made up of New York City Employees—The Competitive Civil Service Association. That the leadership is progressive and unselfish is evidenced by the public statements which have already appeared concerning its purposes and also by the excellent first issue of its official magazine.

State civil service employees are gradually sensing real pride in their own closely knit and harmonious organization with its active officers, committees, counsel and well equipped headquarters at the seat of State government. City employees in so large a jurisdiction as the City of New York have great need for similar organization. This Association, the only State-wide all-State-employee organization, extends to the New York City organization every good wish and the assurance of active cooperation in all efforts toward the upbuilding of public service and the common good of public workers.

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Armistice Day

November 11, the date which recalls the return of peace to the peoples of the earth in 1918, has been made a public holiday for the citizens of New York State. Assemblyman John P. Hayes, of Albany, sought this recognition of Armistice Day for many years and together with many veterans and others recently witnessed the signing by Governor Lehman of his bill establishing November 11 as a Legal Holiday.

Guy Campbell, of Orangeburg State Hospital, the local representative of this Association, was also one of the early proponents of the proposal, having introduced a resolution favoring such action at the State Encampment of Veterans of Foreign Wars in 1927. For pacifist and militant, the day has a significance that sobers, yet breathes of hope. Unless this special marking of Armistice Day arouses unselfish patriotism and brotherly love it will not satisfy those to whom it meant so much sixteen years ago or those who urged legal memorialization.

City and County Groups to Meet

The association of city and county civil service employees will meet in Rochester on June 23. This association is not affiliated with city and county groups for the reason that those workers must take up their personnel problems with their local city councils or boards of aldermen or boards of supervisors, and not with the Governor or State Legislature. Only where city charter or special acts are involved must they come to the Legislature. There are over a hundred city and county units with local civil service regulation. New York City alone has approximately 100,000 local employees, and they also have their own retirement system, as well as local civil service commission.

Obviously it would be unwise for State employees to engage in local civil service disputes or interfere with policies of these various political entities.

Organized State employees have always given full cooperation to local civil service groups in their efforts to improve their service and their working conditions. State employees must, however, maintain carefully their own independence of action and their freedom from any suggestion of partisan politics. There is a great field for work and for improvement in State civil ser-

vice and in working conditions of the State civil servant, and there is opportunity for a high type of loyalty to the Association devoted to improving State civil service. There can be no confusion about this if there is to be successful organization work.

Yours is the only all-State employee, state-wide organization in New York State. It is the only organization of civil service employees that functions one hundred per cent for State workers, is made up one hundred per cent of State workers, and maintains permanent and active headquarters in the State Capitol throughout the 365 days of the year. As city and county civil service employees have need for organization, so have State civil service employees, and as they are loyal to their organization so must you as a State employee be loyal to yours.

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Unwise Proposals

The first drafts of various bills as introduced at this session of the Legislature were drawn, with reference to personnel requirements, with a disregard for the double civil service safeguards set up by the people of the State through Article 5 of the State Constitution providing for selection of Civil Servants on basis of their merit and fitness as revealed by practical tests, and establishing a State Department of government clothed with the power to act as the employment agency of all departments of government.

The first Milk Control Bill introduced this year was similar to the Nunan Bill, vetoed by the Governor, in that it would have "cemented" into civil service, without qualifying tests the employees of the temporary Milk Control Board. Organized employees and the Civil Service Reform Association protested this disregard of the Constitution, and the Senate Committee on agriculture, headed by Senator Byrne, amended the bill, recognizing Civil Service Law and requirements.

The permanent Alcoholic Beverage Control Bill, as first introduced exempted hundreds of investigators and other employees from civil service examinations. Again the Association and other like groups acted promptly, and the Governor and other leaders favorable to the civil service brought about a revision leaving out the objectionable "spoils" feature.

The Mortgage Authority Bill, Senate Introductory No. 1963, provided that all positions, not of a clerical character, be filled without regard to the civil service provisions of the Constitution. The plea in this case was made that the bill was in the emergency class although the work under this measure would have continued for five years. This feature of the bill was strongly protested. However, this bill was not passed by the Legislature and therefore no revision was obtained.

It is pleasing to report that the constant vigilance of this Association, ably supported by the Civil Service Reform Association and many private citizens, was successful in securing in the case of these measures proper recognition of civil service principles so vital to the efficient operation of State government.

Under date of May 11, Attorney General Bennett in rendering an opinion to the Department of Civil Service as to the provision in the Milk Control Law, relating to qualifying examinations, pointed out plainly the provision of the Constitution, the able Court of Appeals decision of Judge Cardoza upholding completely the necessity for practical, open competitive tests of fitness, and the statements of the Governor in his veto of the Nunan Bill, referred to in another part of The State Employee, to support his contention that appointments to these positions must be according to constitutional requirements.



Attorney General
JOHN J. BENNETT
Whose Recent Rulings on Civil
Service Questions Have Won
Him Wide Acclaim

Attorney General John J. Bennett presented an excellent case for civil service in this opinion, and it is to be hoped that as a result of this, together with the overwhelming legal opinion and the moral justice of giving a fair deal to all citizens in qualifying for public service, the raids on civil service in the cause of politics, religion, race or other discreditable prejudices will be barred henceforth in the State of New York.

The purpose of every attack upon the civil service system is readily traced to political, religious, racial or personal intolerance. Honest men do not fear open, fair, intelligent competition. No citizen is so lowly as not to

have the right of fair opportunity to qualify for any position in the public service.

There is no suggestion in the application of the civil service system that men and women should not retain their party loyalty. It is time to urge that decent respect for the political party loyalty of the thousands of civil service employees and the political party loyalty of the thousands of citizens who are upon civil service lists awaiting employment, demands that they be not discriminated against in party councils or party favor simply to take care of selected individuals or groups.

There is no value to a political party in discrimination of this sort. The greatest asset of any political party is the efficient and respected public servant member of that party. Civil Service does not interfere with honest political party loyalty, but, on the contrary, it brings respect and renown to it.

Meeting A Challenge

Continued from Page 5

fication of positions or expediting promotions and justice thus be done to the efficient and industrious employee. Every sound classification plan must contain such provisions as will make promotion in orderly line on basis of merit and fitness and faithful service possible without needless examinations.

The Association urges that merit and fitness of probationary appointees be the subject of close study and inquiry by both the appointing officer and the Department of Civil Service to the end that no permanent appointments be made which are not wholly to the advantage of the service. The probationary period is really a part of the examination itself, and it should be so regarded in every case.

The Association submits that it would be in the interest of sound and economical administration, and in line with good employment practice, to have a representative of the State civil service employees present at meetings of the Governor's cabinet when matters affecting the personnel are to be discussed. Such a representative would present from a wealth of experience and of close contact with State functioning, constructive suggestions as to ways and means for improving the service, not obtainable from any other source.

The Association has had under careful consideration every criticism made of the functioning of the Civil

service system and it finds justice in such only in so far as the Civil Service Department is not supplied with law or rules, is not manned to act fully or promptly, or where there is not a fair degree of cooperation displayed on the part of the appointing officer with a view to its best interest of the work of the State as a whole. The Civil Service Department was set up to serve the personnel needs of all administrative departments; for all departments and services, and under all circumstances. Obviously the appointing officer must work with the Civil Service Department and not independently or against, as it would sometimes appear is the case. Obviously, the appointing officer must have a very large part in setting up the qualifications for the position, and in selecting the person to do the work after the eligible list has been submitted to him. Certainly the appointing officer should exercise his due responsibility in not retaining beyond the probationary period any one who is unfit. With even a fair degree of common sense and honest cooperation there is every reason why the Civil Service Department should be as successful with all positions as it is with the great majority.

The common expression of some appointing officers that civil service is all right for clerks and stenographers, but that they must use their own discretion with other positions is disrespectful of the facts proven over fifty years and subscribed to by as sound business and professional men as ever selected personnel for private or public employment.

Let us get away from subterfuge and chicanery, and go all the fruitful way in building up the efficiency of the State's employment system and in establishing that fine spirit of cooperation, and plan of working together that should prevail always.

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The Right Thing To Do

For a number of years, the custom has prevailed in this State to make legislative grants to beneficiaries of certain officers or employees of State government who were able to secure legislative attention to the point of the introduction and approval of special bills carrying such appropriations. All beneficiaries of deceased State employees could not expect to be so fortunate as to have individual bills presented on their behalf; therefore, many very worthy cases passed unnoticed. Because of the impracticability of revising the retirement system to make such grants in each case, if this policy of legislative grants were just, but more because the policy seemed unjustifiable from a sound retirement plan standpoint, this Association has vigorously assailed such special and privileged grants on every occasion. Each year the Pension Commission has pointed out the lack of fairness in the plan, and has strongly suggested that the grants were wholly unconstitutional.

It remained for Governor Lehman to point out the moral issue involved, and also to call attention to the unfairness of reducing the incomes of working employees and of seeking to reduce tax burdens and at the same time to give to certain individuals, grants from the treasury of the State beyond what the established retirement systems indicated should be allowed. His message is worthy of particular note because of the just way in which he deals with questions involved in legislative bills which it would be much easier and pleasanter to treat in the affirmative than with disapproval, if he was not mindful of the sacred responsibility to hold to the right attaching to every servant of the people whether in high or low position. Governor Lehman's message with reference to the special grant bills follows:

"In these days the State has had to reduce the salaries of its employees, and, as the result of the enforced curtailment of activities, to discharge some of its employees. In these days the State has had to suspend mandatory salary increases. On account of the economic conditions, the taxpayer has found it more difficult and more burdensome to meet the normal load of taxation.

"Four of the bills contemplate

that the State and the City of New York should pay to the widows of deceased justices of the Supreme Court the balance of the justices' yearly salary had they lived until the close of the year.

"The deceased justices of the Supreme Court were all eligible for membership in the State Employees' Retirement System and in the New York City Employees' Retirement System. In three of the instances, the judge was a member of both systems. In the other case, the judge apparently determined upon his own volition that it was not to his interest to join the retirement system.

"The widows of the judges who were members of the two retirement systems have already been paid large sums of money. Each of them obtained \$7,500 as a death benefit from the State Retirement System and \$10,000 from the New York City Retirement System. In addition, they were paid the amounts contributed by the judges to the Systems, together with interest thereon.

"More specifically, in one instance there has already been received by the beneficiary a total of \$36,701.23 which, with the additional benefits of \$18,750 provided by this legislation, would make a grand total of \$55,451.23. In another case, there has already been received by the beneficiary a total of \$35,792.63 which, with the additional benefits of \$18,750 provided by this legislation, would make a grand total of \$54,542.62. In a third case, there has already been received by the beneficiary a total of \$32,655.78 which, with the \$15,120.94 provided by this legislation, would make a grand total of \$47,776.72.

"One of these bills appropriated from the State Treasury the sum of \$9,892.50, which represents the balance of the annual compensation which would have been earned by a former judge of the Supreme Court acting as official referee had he continued to live until the end of the year. In this case the person has served a full term on the Supreme Court and then retired in 1909. In 1919 he was appointed an official referee for life and he continued to serve until his death on January 4, 1933.

"These measures are designed to fit special cases. Moreover, the officials involved were paid very substantial salaries. The approval

of these bills would not be fair to the large body of other State employees who have also worked diligently and faithfully in discharging their duties and, in most cases, at very moderate salaries.

"Therefore, although I realize my predecessors in office approved bills of this nature, I believe that with the conditions existing today with respect to State employees and the finances of the State, there would be no justification whatsoever for the approval of these bills at this time."

Bills Which Failed

The bulletins of the Association issued frequently throughout the legislative session referred to various bills of interest to State employees not mentioned in special items in this issue. Among those which were disapproved was a bill granting extension of time for State institution employees to join the State retirement system. This was introduced at the request of the Association, but opposed by the Pension Commission as increasing cost to the State.

The Bernhardt Bill to make impossible future employment of both husband and wife in State service, opposed by this Association as discriminatory, was defeated.

The Brownell amendment to the constitution proposal which would have limited present constitutional

preference to disabled veterans was defeated.

The Hanley bill giving preference in retention in service to nurses and detailing methods of assuring preference now granted to veterans and volunteer firemen under the civil service law was vetoed by the Governor.

This Association has consistently opposed all preference in appointment or promotion in civil service, veteran or otherwise, as at variance with the right of all citizens to qualify in open competition and on basis of merit and fitness solely for every job in public service. This right belongs to the citizen. Preference of any kind is unfair to the young men and women who yearly become of age and who should have the right of every generation to qualify for public work upon the basis of their character and their ability. This Association has been in friendly contact at all times with representatives of the various veterans groups interested in veteran legislation, and has given support to all programs for National appropriations for hospitalization and rehabilitation of veterans.

Representatives of veterans organizations who understand the serious menace to the integrity of public service inherent in unsound measures, are giving greater thought to the responsibility of their organizations in this matter.

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State Planning and Employment

By ELMER C. LAWTON,

State Department of Public Works

It is very gratifying to know that a State Planning Board has been appointed by Governor Herbert H. Lehman. The purpose is to supply an orderly, balanced and appropriate plan for State development based upon the merits of each project and its capacity for the greatest benefit to the present and prospective population.

The probable development of a long-range program of public works is important to State employees. Such a program will have a tendency to stabilize or guide in a rational manner the various activities of the State and to coordinate them as among the various State departments.

The recent session of the Legislature, by resolution, established a committee for the purpose of making a state-wide survey of road and traffic conditions to assist it in determining its future policy as to distribution of traffic on streets, roads, highways, etc. This committee is to ascertain the facts with regard to volume, character and distribution of traffic on streets and on primary, secondary and tertiary roads in the State.

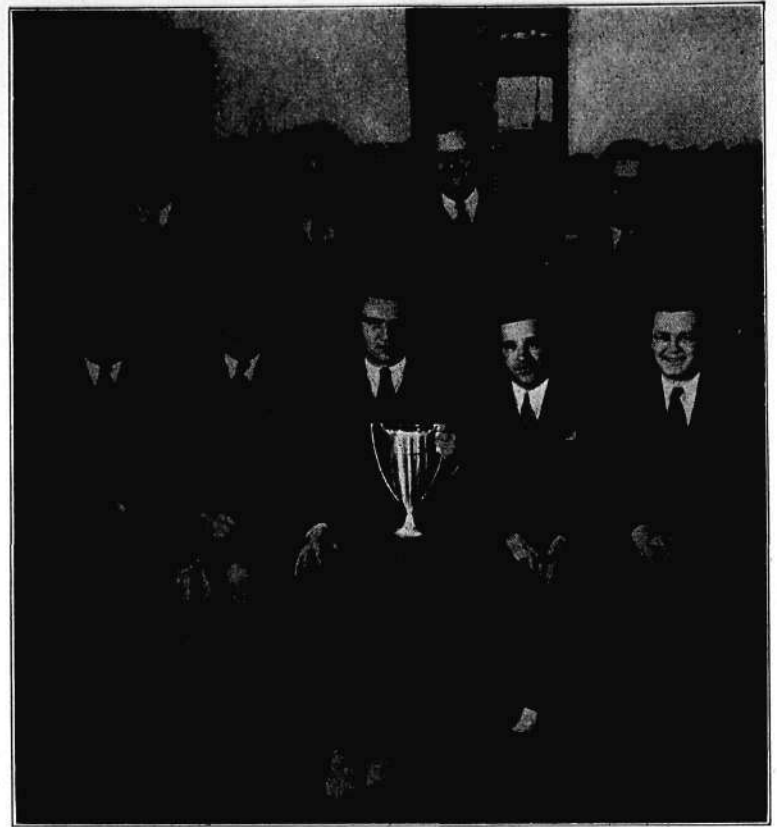
In conjunction with this study, it is proposed to make an economic survey of the State, with particular reference to sources of highway and other revenues.

Among other objectives, it is provided that this committee shall formulate a complete highway and rebuilding policy for the State and its subdivisions and make appropriate recommendations as to means of financing same. It is probable, therefore, that a sound program will be formulated with particular reference to the highway transportation of the State.

It will be noted that one of the objectives of both of these bodies is to recommend a rational program for future State development. The benefits of a long time development program to the State and to employees generally can hardly be over-estimated. Maximum economy can only be obtained through an orderly expenditure of public funds in a predetermined manner. From the standpoint of the employee, particularly in the Department of Public Works, under such planning, tenure of employment may be reasonably forecast. Such assurance will improve morale and stimulate to greater efforts on behalf of the State.

Due to the necessity of curtailing State expenditures for public works, the employees of the Department have been confronted with the probability of curtailment of employment. Last year this unfortunate situation was greatly alleviated by a grant of approximately \$22,000,000 for highway construction from the Federal Government. Every effort is being made to obtain similar aid this year for highway construction. While it is hoped and expected that a grant may be obtained for this year, the amount of it is as yet undetermined. The effect on the status of employment, therefore, cannot be estimated until a final determination is made by the Federal Government. Assuming, however, that it is a minimum of \$5,000,000 (one-fourth of last year's allotment) and adding thereto the \$3,000,000 supplemental maintenance appropriation to repair the extensive needs of the Highway System, and the added work necessary to obtain information for long-range planning, the prospects of employees of the Department of Public Works are considerably better than they appeared to be a month or so ago.

Association Team Wins City Tournament



Front, left to right, Harold Tucker, John Heilman, James Lockman, Capt., Leo A. Stitt, Joseph Rourke.

Rear, left to right, Harry Powers, Joseph Anderson, William Bissell, Charles Buckley.

A Direct Mailing System

The matter of establishing a direct headquarters-to-member-mailing-system to assure receipt by each member of all issues of THE STATE EMPLOYEE and other communications, thus keeping those State employees located throughout the State fully advised at all times of the many activities of their Association in connection with employee matters, is being given serious consideration by the Executive Committee. The cost for printing and distribution of THE STATE EMPLOYEE and the many bulletins and letters sent to representatives of the ASSOCIATION in every office and bureau from Buffalo to Long Island, the maintenance of year around headquarters, the employment of counsel, and the many general expenses as cited in financial report for last year, indicate how careful must be the budgeting of dues so small as one dollar per year.

The cost of needed equipment for a direct mailing system, postage for the mailing

of various communications direct to over 10,000 members throughout the year, and the current supplies necessary to such a task would be considerable. However, it is believed that the plan should be put into effect. A larger membership, which would not bring much additional overhead costs but which would bring total receipts to a point where the direct mailing system could be supplied, would answer the question in the affirmative and without delay.

The present June drive for new members will give opportunity to employees to assure establishment of such a desirable system as well as give your Association much greater strength and influence. If each present member would get but one additional member, the result would be phenomenal. While every member may not be able to do this, a great many could easily do so. Let us have your loyal cooperation at this time, and secure a new member for your Association.

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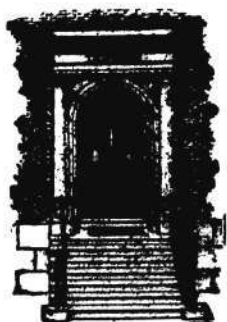
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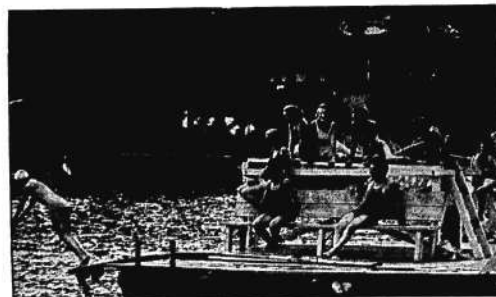
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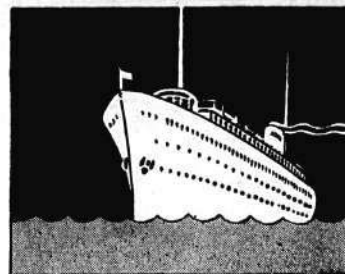
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