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OCTOBER, 1939

Vol. 8

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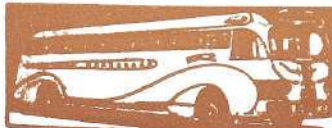
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The State Employee

VOL. 8

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Number 7

Annual Report of President

Unity of thought and expression marked the annual meeting October 3rd when a host of members of the Association crowded the hearing room in the State Office Building, Albany, to hear President Charles A. Brind, Jr., read his annual report; to offer and adopt resolutions, and to hear the report of the Board of Canners.

Of many important features of the address one of the most important was President Brind's desire that the public be informed immediately of the services of State employees and the return which the taxpayer receives from the State government for his tax dollar.

The President's address follows:

"Again I have the honor to render a report representing the completion of another historic year in the annals of the Association of State Civil Service Employees, a strenuous year—one fraught with much trial and tribulation, but one in which the prestige of the Association has climbed to the highest level attainable for an association of its kind. Its unity, its cohesion, its strength of purpose, its calm and collected strategy has again greatly enhanced its reputation. It is the largest organization of State employees in the United States and Canada. Last year its membership increased from 19,000 to nearly 30,000, and represents an increase since my tenure of office of some 18,000 members.

"Last year at this time I pointed out that the leading aim of the Association was to complete the plans for the group life insurance and to put the same into force and effect. If the Association had no other value than this, I am confident that it is rendering a great service to the employees of the State. Over 25,000 employees are participants. The plan has now been in effect since June and over

\$60,000 worth of claims have been paid. In some of the instances I have personally known that the money received was a godsend to the beneficiaries. I am exceedingly happy over the success of this Association plan. Many of your members burnt the midnight oil in bringing this about, and those who benefit certainly owe them a vote of gratitude.

"While I am on the subject of insurance, I must also mention the group accident and health. This was a successful plan put into effect two or three years ago. This year the coverage was broadened and opportunity given to many of our employees in the institutions to become associated with this plan at a more reasonable figure. This has resulted in an increase of several thousand subscribers and inures to the benefit not only of the plan itself but to those other individuals who are connected with it.

Budget Discussed

"It is not my intention in this report to devote much time to the budget situation, which was the most serious problem which the Association had to meet during the last year. The position of the Association and of State employees was made known to the legislators and to all who would listen in factual terms. It is to be regretted that the weight of those facts was not sufficient to save many employees their positions, who had been in the service for years, or to prevent the loss of salary adjustments under the Feld-Hamilton Law, the loss of the time service in the institutions, and the various other adjustments which were planned in the Governor's budget.

"The biggest job of the Association, far transcending anything else, is to overcome the misunderstandings of those who know little of State service concerning the return which

the taxpayer receives, measured if you will in dollars and cents, from the State government—a misunderstanding which has been translated into criticising mail which has fallen on the desk of every legislator. It is an appalling fact that the general public does not know what, if any, taxes are being paid to the support of State government itself and what benefits are received therefrom. If the Association does nothing else this year but tear asunder this veil of ignorance, misunderstanding and in some instances wilful lack of information which exists, it has, in my opinion, accomplished a tremendous forward step.

The "Bogey Man"

"To put it into plain language, the Association's job is to get the facts to the public that State employees on an average now receive and have received less salary than is paid for similar service in private industry and less salary than is paid by the Federal and local governments for the same service. The Association must point out that the State government receives no tax from real estate and that the 'bogey man' of hidden taxes contributes very little to the State government. There are thousands and thousands of people in the State of New York who pay absolutely nothing to obtain the roads over which they ride, the police protection, health protection, the institutional protection, which the State government gives. It is these facts and many others which must be disseminated, and the individual members of the Association should not leave this job entirely to your officers and committees. Each member should take it upon himself to familiarize himself with facts, figures and information and tell his

(Continued on page 124)

President's Report

(Continued from page 123)

neighbors and friends. It is useless telling each other about these things. The facts must be disseminated to the general public. If this is not done, then the lot of the State employee is hopeless. During the last Legislature the term 'pressure groups' was extensively used and misused. This Association has never to my knowledge used any improper or unfair methods to present its case. It has the legal and moral right to present facts, and the presentation of such facts in an orderly way should not be repulsed under the cover of a barrage of invective. The employees of the State, because they are admitted to service after competitive examination and because they must necessarily be the leaders in almost all walks of life, should receive the respect, the devotion, the help and kind criticism of the general public.

"The Association has one principal medium of distribution and that is the magazine. We have striven this year to improve this publication in every way and we will continue so to do. I think the membership will agree that the appearance and the content have shown the result of our efforts. We now print and distribute 32,000 copies of the magazine. We use two and one-half tons of paper for every issue. The last edition cost the Association over \$1,100. The editorial board solicits any help that the membership will give. We want news from all over the State. We like pictures of interesting matters connected with the State service. We want all the members to feel that they have a part in the editing of this magazine.

Headquarters Busy

"Do you know that we distributed nearly half a million sheets of paper containing bulletins concerning the activities of our Association last year? The amount of mail handled was tremendous. Headquarters has been expanded until now I think the members may feel proud of the fact that they have a place that is truly representative of the size and influence of the group to which they belong. The filing, the paper work in issuing membership cards, in making changes of addresses, in keeping the mailing list straight for 30,000 people during the year is in itself a job. The Association must maintain a duplicate set of records of those

participating in the group life and accident and health insurance. Not only must the Association check the complete State payroll every two weeks, separating the group life and the accident and health, but we also must note whether the insured is a member of the Association. Both policies are group policies issued only because of the efforts of the Association and to it. Only members of the Association may participate in either insurance.

"The program of the Association, irrespective of who is serving in the President's chair, will continue on several fronts to complete jobs still undone. The Association certainly hopes and expects that the increments and other adjustments suspended last year will be forthcoming this year. No stone will be left unturned by the entire membership that the salary adjustments admittedly necessary and long overdue should be forthcoming. We have every reason to suspect that the cost of living next year will be greatly enhanced due to war conditions in Europe. The record indicates that fewer people are unemployed at this time than have been unemployed in a good many months. The Legislature should have every reason to reinstate its salary plan which it adopted almost unanimously two years ago.

Feld-Hamilton Law

"The Feld-Hamilton Law is the creation of the Association. It is without question the most outstanding piece of legislation which State employees have had in their behalf. It, however, only applies to certain groups and there are many employees not yet covered by it. It will be the continued aim of the Association to broaden this statute that all employees of the State may be entitled to its benefits. In this connection we have one specific problem to solve and that has to do with commutation and other similar adjustments alleged to be accorded the employees in our institutions. The Director of the Budget is at present making a survey of this matter and the Association committees have offered such assistance as they can give to the Director of the Budget in order that some policy may be determined upon which will eliminate the present discrimination between individuals and between institutions in this field.

"The Association rejoices that the eight-hour day which it sponsored

originally against overwhelming objection, but which finally came to pass, already is in effect in the majority of instances. There are still some places where the benefits of this law must be accorded and the Association works with that end in view. The Association is glad that the canal workers are able now to enjoy a six-day week. We are happy to have been of some assistance to this group in this matter.

Association Publications

"I wish the time were sufficient to discuss a great many of the accomplishments and hopes for the future in this report. It has been our practice to publish a pamphlet known two years ago as 'Loyalty' and last year as 'Unity,' which contains our program in full. We will undoubtedly again edit and make available such a publication.

"Particularly I would like to point out that the officers, committees and counsel have had under consideration and have helped many of our scattered groups of employees and individuals in hundreds of ways. It has not been my policy to shout from housetops about each and every thing that is done. Department heads and other officials in the State service cannot have any confidence in a group which is prepared to throw the searchlight of publicity upon occasional mistakes, misunderstandings and manifest errors which your committees have pointed out and rectified.

"The Association has done much to help members in giving them all kinds of advice, legal and otherwise, during the year. Many hundreds of books have been bought by headquarters for members at discounts not available elsewhere with no income accruing to the Association.

"It will be observed from the report of the Treasurer that the Association is still solvent and that notwithstanding the great demands placed upon the exchequer last year due to the budget situation in the way of printing, postage, committee meetings and many other incidental expenses, the treasury has over a thousand dollars to the good at the end of the year. There has been much talk among the membership of a possible increase in dues. Any additional money coming from this source could be used very well in improving the size and content of

(Continued on page 137)

The Story of State Government

It will be evident to our readers that this magazine has made steady improvement in its contributions of interest to our members and to the general public. Beginning in the November issue, a new series of feature articles is planned under the general title "The Story of Government." The increasing complexity of the activities in the various departments of State Government and the growing need for accurate information regarding services to the people of the State, indicate a valuable purpose to be served by the series.



A. K. GETMAN

A. K. Getman, chief of the Bureau of Agricultural Education, State Department of Education, and a member of the Editorial Board of this magazine, under whose direct supervision the series of articles on "The Story of Government" will be presented in future issues of *The State Employee*.

The American way of life is greatly enhanced when the aims, costs and achievements of our public services are understood and discussed, both by the employees and by the people who pay the bills. Tolerance and

good will are born of accurate knowledge. So comprehensive are the functions of the modern State government that it is extremely difficult for the individual to gain a working perspective of the enterprise as a whole.

Series Endorsed

The efficiency of any public or private service is stepped up when executives and employees alike have a grasp of the total structure and its functioning parts. Equipped with this knowledge, each individual is better able to perform his part intelligently and to carry his share of responsibility in improving the service of the group with which he is intimately associated.

The series has the hearty endorsement of many leaders in State service. It is planned to secure a contribution from the head of each of the State Departments of Government or from someone designated by him to indicate the aims, nature, scope and accomplishments of the functioning services of that department to the people of the State. Each article is to be approximately 3,000 words in length and will be illustrated by graphs, charts, maps, and selected photographs. Each story will be primarily descriptive in character and will be prepared in a style similar to the featured articles of the *Readers' Digest*. The popularity of such a magazine as the *Readers' Digest* and of such recent volumes as "Mathematics for the Million," "Outline of History," "Story of Philosophy," and "Science Today and Tomorrow," is clearly traceable to the accurate condensation of pertinent facts, processes, and practical uses of materials and ideals in these fields.

It is the hope of the staff of the Magazine to secure a unity of approach in the several articles that will emphasize a popular appeal. At the close of the series it is planned to bring all of the articles together as a composite booklet for the use of members as well as for the use of the general public.

New Officers for 1940

The Board of Canvassers which took nearly two hours to complete the task of canvassing and counting the ballots for the purpose of electing officers and members of the Executive Committee at the annual meeting, was appointed at the September 26th meeting of the Executive Committee.

Wayne B. Soper, Department of Education, was chairman of the Board. Other members were Albert Stevens, Department of Labor; Leonard Requa, Department of Social Welfare; Janet Macfarlane, Department of Mental Hygiene, and Jacob LaGrange, Department of Agriculture and Markets.

The report of the Board of Canvassers showed Mr. Brind returned to office unanimously, the incumbent now serving his fifth consecutive term. Others returned were: Vice-President, Charles L. Campbell, Department of Civil Service; Secretary, Mary H. Ahern, Department of Education, and Treasurer, Earl P. Pfannebecker, Department of Tax.

The Executive Committee announced by the Board following the count of the ballots is composed as follows:

William F. McDonough, Department of Agriculture and Markets; Charles W. Swim, Department of Audit and Control; Elizabeth Staley, Department of Banking; Linda J. Wharton, Department of Civil Service; Arthur S. Hopkins, Department of Conservation; Mary A. Austin, Department of Correction; Wayne B. Soper, Department of Education; John T. Higgins, Executive Department; Clifford C. Shoro, Department of Health; Davis L. Shultes, Department of Insurance.

Also John W. Henry, Department of Labor; Francis C. Maher, Department of Law; Patrick J. McCormick, Department of Mental Hygiene; William Hunt, Department of Public Service; Edward J. Ramer, Department of Public Works; William C. Hinckley, Department of Social Welfare; Harold J. Fisher, Department of State, and John A. Cromie, Department of Taxation and Finance.

Delegates at Annual Meeting

All chapters were represented at the annual meeting. It was these elected delegates, chosen locally, who proposed many of the resolutions which brought to the attention of the meeting as a unit the vexatious problems of the Association as a whole and in its many and widely-located departments and bureaus.

Among delegates and officers present were: J. Earl Kelly, President, New York City Chapter; Milton Schwartz, Chairman, Legislative Committee, New York City Chapter; William McKernan, President, Buffalo Chapter; Andrew Mulligan, President, Syracuse Chapter; Leslie S. Wood, Delegate, Rochester Chapter; A. H. VanAuken, President, Utica Chapter.

James McKiernan, President, Central Islip State Hospital Chapter; Mrs. Alice Murtaugh, President, Wassaic State School Chapter; Mrs. Ruth C. Stedman, President, Rome State School Chapter; Albert Chick, President, Letchworth Village Chapter; Fred Walters, Delegate, Middletown State Hospital; Wilfred Denno, Delegate, Attica State Prison Chapter; James Douvarjo, President, and Captain Dunn, Delegate, Auburn State Prison Chapter; Joseph Lennon, President, Westfield State Farm Chapter; Claude Bigelow, Delegate, Dannemora State Hospital Chapter; Guy E. Meeker, President, Elmira State Reformatory Chapter; Viola Dimmick and Harry Firtz, Delegates, West Coxsackie Chapter; Joseph Blackwell, President and Clarence Packman, Delegate, Napanoch State Institute Chapter; Isador Frankel, Delegate, Woodbourne State Institute Chapter; Stanley Maxson, Delegate, Hermann Biggs Hospital Chapter, Ithaca; Paul Swartwood, President, State College of Agriculture at Ithaca Chapter; Ralph G. Conkling, President, Warwick State School Chapter.

Life Claim Paid



James McKiernan, representative of the Association at State Hospital, Central Islip, hands a check to the beneficiary of a deceased member of the group life insurance plan

John McDonald, President, John Livingstone, Vice-President and Mrs. Lucy Baumgras, Secretary-Treasurer, Association of Employees of Department of Mental Hygiene; Charles McBreen, Rockland State Hospital, Members Executive Committee of above Association; Herman Redmond, St. Lawrence State Hospital, Ogdensburg, George Cantzlaar, Utica State Hospital, Frank Fetter, Delegate from Dist. 8, Department of Public Works; William Hanson, Delegate, Waterford State Shop Chapter; Frank McGovern, President, Waterford Canal Floating

Plant Chapter, and Joseph McMahon, Delegate, State School, Industry.

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Com. Osborne Addresses Foresters

You are all—or nearly all—technical men, representing many different states, representing many different types of governmental set-up. Some of you are heads of a Forestry Department directly under the Governor. Some of you are executive officers under Forestry Commissions. Others are chiefs of Forestry Divisions within Departments of Conservation. But you all are, or else you represent, the professional, technical, chiefs of governmental efforts in forestry in your various states.

Here in New York, as you doubtless know, we have a department of conservation in which there is a Division of Lands and Forests, a Division of Parks, a Division of Fish and Game and a Division of Water Power and Control. You will agree that, in a state the size of New York, all those make up into quite a department. And one would say that the man at the head of it had a tremendous job on his hands. Theoretically I suppose he has. But after six years I can say that I have not found it hard; on the contrary I have found it the greatest possible fun. The answer lies chiefly in one fact: the existence in the department, in all its divisions and bureaus, of properly trained, fairly remunerated, adequately protected, civil servants.

If I were to choose a title for what I am going to say in the next five minutes it would be: "Conservation and Civil Service."

I can speak impartially. I have said I was not a technical man. Only by courtesy do I belong to the Civil Service—as a member of the non-competitive group.

If Governor Lehman had been defeated last fall, I unquestionably would have gone into the discard also. But with all my considerable vanity I cannot honestly see that the disappearance of myself and my deputy commissioner would have been in the least catastrophic to the department or to the cause of conservation in New York. And this would have been true even though our successors in office had been admittedly less capable, less interested, less conscientious than we.

The answer to that paradox is the New York State Civil Service. For we have in this state a civil service

system really worthy of the name. It is not a "phoney" as are so many so-called civil service set-ups—state and municipal. I do not mean to imply that New York is the only state with a proper civil service system. I know there are others. But from all accounts our system is generally considered one of the best; and from what I have heard there are many states where conservation today is more troubled by political interference than is the case here. I won't go into the details of our system except to say that all heads of divisions and bureaus and all their chiefs, and most of their minor, subordinates are in the competitive class: examinations are honestly held; civil service employees are really protected against discharge except for good and sufficient cause. The courts in their interpretation of the civil service law have put teeth into it so that any department head is taking his official life in his hands, if he attempts to discharge a civil service employee in the competitive class without good reason.

By granting security of that kind and by paying reasonable salaries, government can today obtain the services of pretty nearly the best men in any field of human endeavor. And that I believe is what has happened in New York during the last twenty-five years—particularly in the Conservation Department. Commissioners of both political faiths have come and gone; the permanent trained technical staff has carried on; and where the old-timers have had to drop out they have been replaced by properly trained successors. In changes of administration they have largely seen to it that there was a continuity of policy.

And that is why I know that even if I were as good a department head as I would like to be and even if I knew my eventual successor were as bad as he might conceivably be, I would not have any very grave fears for the future of my department or of official conservation in this state—that is, not so long as the present civil service system remains intact. The head of the department can give it punch and style; he can help its morals; he can assist greatly in the matter of public relations; he can help in legislation and with budget

matters. And so on. In point of fact the positive good he can do is almost limitless. But so long as our civil service system continues as it is, the positive harm a commissioner can do—be he politician or not—is very strictly limited.

So to those of you whose states may be be-devilled with undue political interference in conservation in the present or who may fear it in the future, my advice is not to spend your time on trying to get conservation out of politics at the top. Get it protected from politics in its middle and from there on down as far as you can. A sound civil service system will do that.

That conservation (or any other governmental activity) will ever be entirely divorced from politics is an idle dream. It never will be because politics after all is "the science of government." In a democracy we are certain to get all kinds of government—good, bad and indifferent. What we should strive for is to place conservation as well as other governmental activities in a situation where it and they can benefit most from wise political leadership and be harmed the least by unwise political leadership. A sound civil service system is, I believe, the most important factor which will conduce to that end.

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Your Taxes and

An Address Delivered Over Radio Station WGY by T. N. HURD

Department of Agricultural Economics and
Farm Management, College of Agriculture,
Cornell University, Ithaca, New York

Editor's Note: The Association is an organization of taxpayers. Each of its members, like every other taxpayer in the State of New York, is anxious to see to it that there is no waste or extravagance in State government.

We are presenting herewith a clear and convincing statement as to tax facts presented by a highly respected economist of the Cornell University staff.

It is desirable that Association members take an active community interest in taxation and that they make it a point to speak informatively at local gatherings in order that everyone may be honestly informed. Last year there was a great deal of misinformation presented to the public, the reaction to which was a legislative cutting of State expenditures.

The article by Mr. Hurd shows how small a part of the taxes paid in this State goes for State service. This information should be valuable in bringing about economy in local government where eighty-five per cent of the tax money is spent.

There are many things more pleasant than taxes that we might talk about today. But we are all so vitally concerned with taxes and the cost of government that I think we should give more thought and consideration to these matters. Not so long ago I heard President Thomas of Clarkson University at Potsdam, New York, refer to taxes as "the penalty of civilization." Before we continue, let me repeat that definition: Taxes are "the penalty of civilization." Remarkable progress has been made during recent years in giving us comforts, conveniences and services which were undreamed of a century ago. These have meant larger governmental expenditures and thus higher taxes.

It seems to me that we often lose sight of the fact that we citizens receive a great deal for the taxes which we pay. This morning, for example, I drove 150 miles over a paved State highway from Ithaca to Schenectady. We, as taxpayers, helped pay for that road. At this moment the youngsters in your family are in school—yes, in a school which you as taxpayers help to support. And there are many other services such

as police protection, fire protection, health protection, and the care of the needy which we as taxpayers receive from our units of local government and for which we pay taxes.

Those of us who pay taxes—and, of course, that includes every one of us—are interested in getting as many governmental services as possible for the lowest possible cost. We know that during the past twenty years the cost of government and consequently the taxes which we pay have increased enormously. Furthermore, because of unfavorable economic conditions we have all found taxes more difficult to pay, particularly during the past ten years. There has been much interest in cutting taxes and costs of government. Most of us as taxpayers don't know where these cuts can be made or how they can be made. And I am sorry I am not going to tell you during this brief talk where reductions should be made. I am going to try, however, to give you some facts about taxes in New York that may help you understand the problem and may possibly help you decide what should be done.

When we speak about government in New York we are talking about a vast enterprise. In New York State today we have about 10,000 different units of local government. There are 62 counties, 932 towns, 59 cities, 554 incorporated villages, and more than 8,000 school districts. Each of these units has its appointed or elected officials, each has the power of taxation, and each provides one or more services for us, the citizens of the State. And don't forget that you are a part of your local government. Every one of us is a part of our school district and our county. In addition we may be a part of our city government. If we live outside a city we are not only part of our school district and county government but we are also part of our town government and may also be within an incorporated village.

But how about the cost of this government? Well, if you will hold tightly to your chair I'll tell you: The total taxes raised for State and local government in New York in the year 1937-38 were one and one-third billion dollars—that means one

and one-third with nine zeros behind it. Expressed on a per capita basis, it means that the taxes raised for all units of government in New York State last year were \$98 per person. And expressed another way it means an average of \$150,000 per hour, or about \$4,000,000 per day. Just think of that: Four million dollars have been raised in New York State since yesterday noon at this time, to pay the costs of running our State and local government.

Probably you are wondering where this money came from and what it was used for. Here's the answer as briefly as I can give it to you. Almost 800 million dollars or about three-fifths of the total came from local property taxes, and most of the other two-fifths came from taxes that were collected by the State. In that connection, it is important to keep in mind that all the property taxes which are levied by our towns, counties, school districts, cities, and villages, are collected and spent locally for local purposes. Furthermore, it is important to remember that the State collects no general property tax. Every cent of taxes collected by New York State comes from other kinds of taxes such as income taxes, gasoline taxes, corporation taxes, motor vehicle fees, inheritance taxes, beverage taxes, and so on. New York State had a general property tax for many years, but none has been levied since 1928. A general property tax was considered in the last session of the Legislature but it was not approved.

There are some persons who believe that all of the money collected by the State is spent for strictly State purposes, that is, for the direct expenditures for State departments, State institutions, and so on. This, however, is not true. More than one-half of the money collected by New York State in the year 1937-38 was paid to towns, counties, school districts, cities and villages as State aid, or as State-shared taxes. On many of the State taxes such as the income tax, the gasoline tax, motor vehicle fees, and the beverage tax, a specified proportion is paid directly to localities. In addition to these shared taxes, the State also pays large sums as State aid, principally for schools

Where They Go!

and relief. Last year in New York, for example, State aid for schools amounted to 123 million dollars, or about 30 per cent of the total State expenditures. State aid for relief was less than one-half of this amount, and State aid for highways was about five million dollars.

If we add these amounts for State aid and the amounts for shared taxes to the amounts raised locally as property taxes we find that our units of local government in New York are spending about \$1,100,000,000 each year, leaving for the so-called "overhead" items of State expenditures less than \$200,000,000. In other words, our units of local government spend or administer about 85 per cent of the total cost of government, and the State spends the other 15 per cent or about one-sixth for the purposes of general State government. It seems to me that our conclusion from this information must be that if we want reduced costs and lower taxes we cannot overlook the large proportion of the total cost of government which is spent by our units of local government.

I wish it were possible for us fully to discuss the income and expenditures of our counties and towns and school districts so that you could see more clearly your local problems. Quoting more figures would only confuse you, I believe, so I shall give only these few summary statements about the income and expenditures of our units of local government. For the average of all rural areas, about one-third of the tax dollar goes for schools, one-third for town purposes, and one-third for county purposes. On the average, more than one-half of the income of our rural school districts comes from State aid. In many districts, State aid is several times greater than the locally collected school property tax. On the average, rural towns get about two-thirds of their income from the local property tax and about one-third from State aid and shared taxes. Three-fourths of all the money that rural towns spend goes for highways and relief. In rural counties, almost two-thirds of the income is from the county property tax and the remainder comes mostly from the State.

Almost three-fourths of the money spent by rural counties in New York goes for highways and relief.

During this brief discussion we have talked about your tax dollar and where it goes. Here are the important points which we have discussed:

1. There are more than 10,000 units of local government in New York.
2. Total taxes for all government in New York State last year amounted to one and one-third billion dollars.
3. About 60 per cent of this came from property taxes.
4. The State does not levy or collect a State property tax.

5. Of the total cost of government, about 85 per cent is administered or spent by our units of local government.

6. Highways and relief make up about three-fourths of the expenditures of rural towns and counties.

As citizens of our State and as a part of our units of local government, we have a vital interest in taxes and costs of government. Each of us should take it upon ourselves to obtain more of the facts concerning our State and local government, in order that we may carry out more effectively our responsibilities and obligations. There are some countries in the world today where citizens do not have the privileges which we enjoy. Unless we fulfill our obligations as citizens there is no assurance that we shall continue to enjoy these privileges.



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Resolutions Adopted

Many resolutions were offered and adopted at the annual meeting. Some of these were received with considerable applause. These resolutions were for the restoration of increments, extension of the Feld-Hamilton Law, extension of the eight-hour day to all employees concerned, commutation and all unsolved or unsettled problems of the Association.

Resolutions submitted and adopted are printed herewith:

New Members

BE IT RESOLVED, that eligible State employees who join the Association after this date as new members shall be admitted to full membership for the balance of this year and all of the year 1940.

Extension of Feld-Hamilton Law

WHEREAS, the Feld-Hamilton Law does not cover positions the salaries for which were fixed by statute prior to the adoption of the Career Law, and

WHEREAS, the salaries established by law for these positions, such as prison guards, mental hygiene institutional employees, are inadequate,

THEREFORE BE IT RESOLVED, that the Legislative Committee and counsel of the Association confer with representatives of the various groups affected for the purpose of repealing the statutes providing the present salary grades, so that such groups may be adequately compensated under the provisions of the Feld-Hamilton Career Law.

Increase in Commutation

WHEREAS, due to insufficient budgetary appropriations, many employees of State institutions still fail to receive commutation payments to which they are legally entitled, and

WHEREAS, this Association has during the past three years been particularly successful in its appeals to secure increased funds for this purpose,

THEREFORE BE IT RESOLVED, that the Association again appeal to the Governor and to the Legislature for their help, to make certain that increased appropriations are accorded to State institutions to make full payment of commutation allowances to all employees eligible.

Oppose Further Salary Increase Moratorium

WHEREAS, this Association drafted and sponsored the Feld-Hamilton Law and has been instrumental in securing other salary adjustment and equalization measures; and

WHEREAS, the provisions of such law have been enacted with the approval of both the Republicans and the Democrats and have been indorsed and approved by all executives in the State service and by many associations and bodies not connected with the State service; and

WHEREAS, the Legislature at its last session saw fit because of reasons of econ-

omy to curtail the operation of this statute (and other statutes providing for salary adjustments) through the enactment of a moratorium which by its express terms was to last but one year; and

WHEREAS, the cost of living has greatly increased and business conditions are improving,

THEREFORE BE IT RESOLVED, that this Association, consisting of 30,000 members and representing all the employees of the State, does hereby strenuously oppose any further moratorium on earned salary increments and instructs its officers to use every just and equitable means at their disposal to secure for employees the long overdue adjustments called for in the Feld-Hamilton Law, Mental Hygiene Law, Correction Law and other similar statutes.

Extension of Competition Class

WHEREAS, less than half of the total number of State employees have been appointed as a result of competitive examination, despite the clear mandate of the Constitution; and

WHEREAS, many of the thousands of State employees in the non-competitive and labor classes have accepted appointment under such classifications in good faith, and have been performing capably the duties of positions for which modern personnel methods make competitive examinations practicable; and

WHEREAS, this Association of State Civil Service Employees has long advocated extension of the competitive class by the reduction of the number of positions in the exempt, non-competitive, and labor classes, so that entrance into, and promotion within the classified Civil Service of this State will be open to all on the sole basis of merit and fitness; and

WHEREAS, the State Civil Service Commission has at last declared that the time is opportune for such extension of the competitive class and intends to make such progress in this direction as its limited means will allow;

THEREFORE, BE IT RESOLVED, that this Association of State Civil Service Employees heartily endorses the immediate extension of the competitive class and reduction of the number of exempt, labor and non-competitive positions; and

BE IT FURTHER RESOLVED, that this Association prays such extension of the competitive class shall be so effected as not to prejudice the rights of employees now faithfully serving; and

BE IT FURTHER RESOLVED, that this Association urge that any necessary appropriations be made available to the State Civil Service Commission to enable such extension of the merit system to proceed promptly and to completion.

Continuance of Classifications

WHEREAS, this Association drafted, sponsored and was successful in having enacted into law the Feld-Ostertag Law, which established the Classification Division in the State Civil Service Department; and

WHEREAS, the work of the Classification Division is so essential to the establish-

ment of like titles for like work, equal pay for equal work, to the extension of the fair principles embodied in the Feld-Hamilton Law to thousands of State workers, and to the extension of the competitive Civil Service classification in State service;

THEREFORE, BE IT RESOLVED, that this Association expend every effort to guarantee the proper functioning of the Classification Division through the securing of any necessary appropriations for its efficient administration.

Protection for Non-Competitive Employees

WHEREAS, thousands of State employees in the non-competitive class serve the State faithfully for long periods; and

WHEREAS, many of these employees are in positions which long heretofore should have been placed in the competitive class; and

WHEREAS, employees in this classification may be dismissed from the service, without cause or without being presented with any reason, or given an opportunity to defend themselves, except in the Department of Mental Hygiene;

THEREFORE, BE IT RESOLVED, that our Association sponsor legislation in the forthcoming session of the Legislature which will provide that any State employee in the non-competitive class who has served continuously for a period of six months, be given the same protection in case of dismissal as is now accorded to employees in the competitive class.

Increased Civil Service Appropriations

WHEREAS, this Association has consistently urged the Governor, the Legislature and other budgeting authorities of the State that sufficient funds be appropriated to the Civil Service Department to enable that department to adequately act as the official personnel agency for State service; and

WHEREAS, this organization was instrumental in securing legislation providing for examination fees for prospective Civil Service employees;

THEREFORE BE IT RESOLVED, that an appropriation equivalent to the revenue realized from examination fees in addition to the present appropriation be made available to the Civil Service Department to enable that agency to fully carry on its work.

Eight-Hour Day

WHEREAS, numerous employees working in State institutions and elsewhere in State service are still working in excess of eight hours a day, and

WHEREAS, the State has established a maximum eight-hour day for industry, and WHEREAS, many business concerns have voluntarily adopted a five eight-hour day week, and found the results advantageous,

THEREFORE BE IT RESOLVED, that this Association sponsor legislation to establish a maximum eight-hour day law for all State workers now working longer hours, and

at Annual Meeting

BE IT FURTHER RESOLVED, that our Association make proper requests to the budgeting authorities so that any necessary appropriations may be anticipated in the budget to place the shorter working hours in effect for the aforementioned groups.

Sick Leaves for Institutional Employees

WHEREAS, fair minimum sick leaves are a recognized necessary part of any efficient employment system, and are adhered to by most State departments, and

WHEREAS, no uniform sick leaves are accorded employees of Mental Hygiene institutions, many of such employees being "docked" for time-off sickness, even when no replacement is made, and the salary is therefore returned to the State, and

WHEREAS, at the recent annual meeting of the Association of Employees of the State Department of Mental Hygiene, resolution was adopted that a committee representing that organization confer with the Commissioner of Mental Hygiene, Dr. Tiffany, concerning the establishment of fair and uniform minimum sick leave rules for employees of Mental Hygiene institutions.

THEREFORE BE IT RESOLVED, that the President is hereby authorized to appoint a State-wide committee representing Mental Hygiene institutions, which committee shall confer with the Mental Hygiene Association committee and officials of the Mental Hygiene Department so that any necessary steps to assure the establishment of such rules for these employees will be taken promptly.

"Civil Service Day"

WHEREAS, it is apparent to all thoughtful men that the supreme need of the United States and its sub-divisions today is that public servants be chosen solely upon the basis of their character and fitness as ascertained by true merit system tests open to all citizens without regard to race, religion or political affiliation, and

WHEREAS, the truth of Theodore Roosevelt's statement that the merit system is in its essence as democratic and American as the common school system itself, is becoming more and more apparent;

THEREFORE BE IT RESOLVED, that in the interest of a broader knowledge of the merit system and a wider appreciation of its value to good government, we earnestly request that Governor Lehman designate as Civil Service Day May 4, 1940, in commemoration of the first Civil Service Law of the State, signed upon that date in 1884, and urge upon civic bodies and citizens generally that they give thought to the support of merit system principles in local, State and national public service.

Transfer and Field Allowances

WHEREAS, State workers are frequently transferred from one part of the State to another, and the transportation of self, family and effects involves substantial expenditures which are caused but not borne by the State, and

WHEREAS, field employees of the Department of Public Works continuously incur expenses in line of duty which are not reimbursed by the State, although field allowances are provided by the Public Works Law,

THEREFORE BE IT RESOLVED, that this Association consider legislation and appropriations to provide that if a permanent employee is transferred at the direction of the supervisor to work in another part of the State, that he will be reimbursed for the reasonable expenses of transporting self, family and effects to assume his duties in the new location, and

BE IT FURTHER RESOLVED, that this Association call upon officials of the Public Works Department and budgeting authorities to determine and arrange for the payment of reasonable field allowances to employees of that department.

Temporary and Provisional Appointments

WHEREAS, in the past few years temporary and provisional appointments to State service have steadily grown in number; and

WHEREAS, the continuance of such practice defeats, to a marked extent, the purpose of the merit system,

THEREFORE BE IT RESOLVED, that this Association urge upon the Civil Service Commission that strict observance of the Statute, in respect to temporary and provisional appointments, be adhered to.

Publicity Program

WHEREAS, employees, citizens and taxpayers of the State generally have scanty knowledge of the multitudinous services rendered them through State government; and

WHEREAS, such citizens are equally uninformed concerning the comparative cost of such services; and

WHEREAS, there is the same lack of information concerning revenues of various State departments;

THEREFORE BE IT RESOLVED, that this Association undertake a publicity program, using its magazine, The State Employee, the radio, the public press and other means at its disposal, to publicize the services and revenues of the various State agencies.

Retention of Public Works Employees

WHEREAS, we are a group of State architects and engineers employed in the Department of Public Works who have been separated from State service in the past through suspensions due to lack of appropriations, and we have reason to believe that we may again be separated due to the same cause,

THEREFORE BE IT RESOLVED, that we therefore respectfully request that this Association take action through petition to the Legislature, or otherwise, to have those employees who may be suspended maintained in their present positions by means of additional appropriations, or transferred to other departments at their

present salary in any capacity in the State service for which they may qualify; and

BE IT FURTHER RESOLVED, that this action take place as soon as possible to avoid any necessity for suspensions.

55-Year Retirement

BE IT RESOLVED, that our Association sponsor in the forthcoming session of the Legislature a measure to provide for retirement at age 55, upon the completion of thirty years' service with the State, without additional cost to the employee.

Five-Day Week

WHEREAS, the five-day working week has become increasingly popular in private industry, benefiting the health and welfare of employees,

THEREFORE BE IT RESOLVED, that the Association study the possibilities of the eventual establishment of the five-day week in State service.

Commutation Amendment

WHEREAS, many employees of Mental Hygiene Institutions who live away from the institutions cannot be granted commutation allowances due to the fact that living accommodations are available at the institutions, although in many cases the available accommodations are unsuitable and unsatisfactory,

THEREFORE BE IT RESOLVED, that this Association seek an amendment to the Mental Hygiene Law so that the institution superintendent will not have to certify that living accommodations are not available so that the employees may live outside the institutions and be paid commutation allowances.

Delay of Salary Checks

WHEREAS, salary checks due certain permanent employees of the Department of Public Works and the Division of Placement and Unemployment Insurance are overdue many days practically every pay day,

THEREFORE BE IT RESOLVED, that this Association confer with the officials of these two State agencies and with the Department of Audit and Control to determine the causes for the delays, and plan some procedure so that permanent employees may receive their salary checks when due.

Appreciation of Leadership

WHEREAS, the 1939 Legislative sessions proposed, considered and in several instances enacted legislation adversely affecting and directly attacking the Civil Service system, and

WHEREAS, the enactment of the "lump sum" budgetary appropriations, the enactment of the law suspending in the main the increments provided by the Feld-Hamilton and Feld-Ostertag Acts, the reduction in the Governor's proposed appropriations and the elimination of many Civil Service positions, were all part of such legislation adversely affecting Civil Service and directly attacking the merit system, and

(Continued on page 137)

Association Representative

At the invitation of the Ohio State Employees Association, William F. McDonough, Past President, and Chairman of the Legislative Committee of this Association, on Thursday, October 12th, spoke before a distinguished gathering of Ohio officers and employees at Columbus, Ohio. Mr. McDonough said in part:

"Man can point to many impressive triumphs in his march toward a satisfying civilization. He may be justly proud of his attention to the accumulation of knowledge, his mastery of medicine and hygiene, his wizardry of invention and industrial development. But it seems to me that he must pause in self-reproach when he contemplates his limited success in the field of government and his often unsuccessful efforts to promote more fully the pursuit of happiness.

"I am sure that his failure is not due to lack of high conceptions of human justice or ignorance of the science of government, but rather to a weakness in methods of selecting his leaders and the workers needed to carry out the mandates of the people as contained in the laws of political units. In other words, the unholy influence of selfish men and the shortcomings of mediocre men in public positions have jarred the sensitive scales of progress in government. By this I offer no reflection upon the many, many great statesmen and the innumerable civil employees in every age who have borne not only the burden of achieving progress but also the burden of the inefficient workers foisted upon public service in one way or another.

"I submit that this situation should be corrected. I believe sincerely that the means of correction are at hand and have been at hand, though unappreciated, for years. I suggest that the merit system of dealing with personnel in government, coupled with a true regard for the moral responsibility resting upon the people as employers to assure their workers decent standards of living, offers the real solution of very important problems of government.

"What is the nature of this plan which has been disregarded in so many jurisdictions and is yet so vital

to our well being? It is as simple to understand as the other great boons to mankind. It is easy to comprehend the importance of an educational system that inculcates respect for one's neighbor and love of the higher attributes, and that opens the door to the mysteries and values of spiritual and material resources. It is easy to comprehend the need for constitutional government if only on the ground that fair, written laws are more certain than human minds of different generations. And, if we face realities and admit that no matter how good a law or a statute may be, it can live and be serviceable to society only through intelligent human action, then we can appreciate the merit system in public employment. The merit system is invaluable to government because it insists upon the recruitment of public servants upon the basis of their individual characters, and abilities measured by appropriate tests.

"It says the worker shall be fit for his job of working for all of the people. It asks what a man knows, not who he knows. It gives an equal chance to all citizens to qualify for service in their own government, regardless of race, religion, or political affiliation. It is by its very nature destructive of the false theories advanced by certain European rulers and in fact it seems certain that neither Hitler nor Stalin nor Mussolini could qualify as to efficiency and certainly, in my opinion, they could not as to character.

"In 1883, in the State of New York, a great Republican who was later to become President, Theodore Roosevelt, and a great Democrat who was also later to become President, Grover Cleveland, joined hands to pass America's first civil service law. Said Theodore Roosevelt: 'The merit system of making appointments in public work is in its essence as democratic and American as the common school system itself.'

"Said Cleveland: 'The civil service system is abundantly justified by the fact that it leads in the direction of good government.'

"Since these first two civil service pioneers many other good men have

raised their voices for the merit system. And because it is a real asset to good government, our optimism tonight is justified, and whether adopted in full in our day or not, this honest plan is certain to become eventually, wherever civilized men and women would find peace and happiness, the very cornerstone of good government.

"Let me tell you very briefly how much merit system we have in New York.

"We have had written into our State Constitution since 1894 this fundamental provision:

"Appointments and promotions in the civil service of the State and of all the civil divisions thereof, including cities and villages, shall be made according to merit and fitness to be ascertained, so far as practicable, by examinations which, so far as practicable, shall be competitive.

"Now, what part has the employee organization played in this development of the merit system and good government in New York State? My opinion might well be considered biased, and therefore I quote to you the opinions of two great Governors—one now the President of the United States, and the other our present four-term Governor. Said President Roosevelt: 'I say to you frankly and freely that I hope you will continue to organize, always holding fast to your ideals and insisting upon intelligent leadership.' And Governor Lehman, frequently praising the Association, has stated: 'You have made my task more enjoyable and much easier during the years I have spent as Governor, and I wish the Association continued success and growth in the future for the good of the State of New York.'

"New York State employees first organized in 1910, and they then said: 'This Association is organized to extend and uphold the principle of merit and fitness in public employment, to maintain and promote efficiency in public service, and to advance generally the interests of the Civil Service Employees of the State of New York.'

"To that objective, they have been true, and from a mere handful of members they have grown to a membership today of 30,000 workers.

Visits Ohio Employees

"Throughout many years petty Governors and legislators discouraged them and the merit principle was often forgotten. It was the need for strength to fight a good fight that more than anything else inspired the leaders and the workers. We within the service knew the needs of the service. We outlined those needs in yearly programs, and we kept everlastingly at the legislative and executive and administrative branches of government. We knew we were right, and we kept our powder dry. We had important basic laws; what we needed was to have them applied. We knew that positions must properly be classified before any appropriating group could employ equity in salaries. So we propounded this truth again and again and we finally in 1930 and 1931 secured a legislative survey of the service, costing over \$100,000. We knew that we must have work honestly evaluated and we fought for a salary standardization board and the Career Service Law with its fixed salaries and increments. We battled for an eight-hour day for some 18,000 workers in our State institutions, and in 1936 the twelve-hour day was abolished.

"We have examined and urged or disapproved hundreds of bills annually affecting some angle of personnel administration. We urged upon the grounds of the importance of health to good work, and we secured what we deem fair and liberal vacation and sick-leave rules. We have fostered educational efforts upon the part of workers to improve their work and their opportunities for advancement. Our Association proposed and secured in 1921 the retirement system to which I have referred. We have taken an active part in all public activities that have had for their purpose a better State service.

"Out of the mill of experience with public employee organizations, I would leave these particular thoughts with you:

"Dedicate your association first to the welfare and progress of your State service and of merit system principles.

"Select leaders who have unselfish vision and who will hold fast to the

purposes of your group, regardless of any pressure which may be placed upon them.

"Do not pay your officers or members of committees. Unless there is a sufficient number of your members who will sacrifice time and devote talent freely and without reward, you cannot place your pleas upon a plane sufficiently high to command public respect or the support of the public officials who must help you.

"Do not form alliances with other employee groups. Scorn those groups that victimize with outrageous dues and job-seeking officers and that thrive upon the discontent they purposely create. Divided workers destroy any true progress for workers. Hold fast to common sense and you will find that you are walking step by step with other honest employee organizations in private fields. We in New York have had to insist that there was no place in a service already efficiently organized to serve its members for the so-called national public workers C.I.O. unit, and we intend to maintain that attitude toward all new groups.

"Maintain absolute neutrality as to political parties. Our experience has been that intelligent legislators of both parties are equally helpful, and that we must as an organization never take sides at any time. We condemn without mercy proposals adversely affecting the merit system or employee welfare, and we praise unstintingly any proposals which are good, no matter what party espouses them. We must always remember that as public servants we are fighting for the eternal principle of good and honest government, and for a personnel of integrity and efficiency selected in a fair play way without regard to race or religion or political allegiance. We do not believe there is any Democratic way of building a bridge or Republican way of administering a public program, but that there is an American way under which the dignity of man demands public regard for establishment of the highest known standards of living for every worker. We believe that legislators are in duty bound to support us in this and to

set a good example as responsible parties in the State's role as an employer of labor.

"Establish headquarters and employ a sincere, hard-working business secretary or manager and a good lawyer who will interest himself in the merit system as a public good. If you find the right men they can act as contact men with your Governor and Legislature, to assist in presenting your proposals for civil service and working condition improvement in a helpful way.

"Print a live monthly magazine, and preach the doctrine of unity of employees and of devotion to your program and particular projects, and inspire your membership.

Cultivate the friendship of citizens, leaders of organizations, public officials, the press, wherever you find honest sympathy with progressive thought and seek support of merit system principles.

"Constant vigilance is the price of liberty. While the main problem of civil service employees everywhere is to popularize support of the merit system, the gains which have been made must be safeguarded. In New York State our Association has had to contend with the boldest sort of political selfishness in both major parties at times in the Legislature. Fortunately, the support of Governor Lehman, whom civil service employees and the press have called 'A Civil Service Governor,' has brought prompt veto of spoils legislation as well as approval of favorable bills.

"Again I emphasize the unselfish solicitation by organized employees of the aid of progressive leaders in executive, legislative and administrative departments, as a means to advance civil service ideals. After all, each of these is a public servant also, and united interest is logical and constructive. Invite these progressives to sit with you at your gatherings and to speak publicly in aid of your programs. Soon others in all departments of government will be giving aid. And here is a place where the type of association officer and committee member is vitally important. They must be able to impress those with whom they confer as to their sincerity and unselfishness.

(Continued on page 134)

Representative Visits

(Continued from page 133)

"The writer of the Atlantic Prize Book, 'Land Below the Winds,' telling about the climate of Northern Borneo, describes it as warm and humid, and adds that there is never anything in the air to cause a person to throw out his chest and say 'How invigorating!' We who understand the merit system believe it is responsible, figuratively speaking, for an air conditioning of the political atmosphere so potent that all citizens may throw out their chests and enjoy the inspirational uplift inherent in the honesty and integrity and fair play which it creates. We believe it has within it the germ to make all governmental functioning so effective that justice and happiness may become the commonplace instead of the unusual.

"The merit plan does not look upon any citizen as a plain citizen, but upon each as a sovereign citizen both as to his right to good service and as to his right to serve. It comprehends that if a citizen wishes to serve in public work he shall not be prevented by any dealing from the bottom of a political deck, but in open, fair competition with his fellows.

"Plato, that philosopher of long ago, pleading that the best should serve the state, and Christ expounding that 'he who would be the greatest among you must be the servant of all,' were visioning a merit system in public employment just as surely as the unselfish of this day who ask for clean and efficient government. And, in closing, let me emphasize the need for each member of your association to sense that he is a vital spark in lighting the way of the merit plan.

"Woodrow Wilson, that idealist-statesman of more recent times, once said: 'There are battles which it is just as hard to go into and in which it is just as hard to stay as the battles of arms. But, if a man will but stick and think never of himself, there will come a time of grateful recollection when men will speak of him not only with admiration but with that which goes far deeper, love and affection.'

"Such is the kind of battle in which the leaders of your association are engaged, and each civil service group of public employees wherever

located is fighting on behalf of the merit system in every other jurisdiction. This militancy makes natural opponents of all of the forces of political selfishness, from that of the ward leader who wishes a job for his nephew to a generous Congressman who insists that he pass out the jobs in national government as a reward for party subserviency. We must try to win all groups to see the fairness of our position. We have the certainty that we are standing for the best interests of our neighbors and of our nation; that we have the moral support of great statesmen of the past and of the present; that we have proven our case in improved public service in vast public undertakings where civil service rules already have been applied, and above all, we have that interior faith that right eventually prevails. I plead with you in closing to give the maximum of help to the upbuilding of your organization and the maximum of loyalty to your leaders.

"I congratulate you upon your fine association and its splendid spirit, and I thank you sincerely for your kindness and your courtesy to me on this, the occasion of my first visit to your great State."

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The Front Cover

The cover of this month's issue is a unique photograph made by Walter J. Schoonmaker, Assistant State Zoologist. Using a telephoto lens, Mr. Schoonmaker lay behind a brush ambush for hours to get just the view he wanted. For years he had hoped to get such a picture.

The subject! Yes, that's important, too. It is a pair of woodchucks awaiting the return of their mother with a bit of vegetable food, all they eat.

Mr. Schoonmaker has been connected with the State Museum for many years and is a specialist in wild life photography. The artist-naturalist is widely known for many articles in magazines and newspapers and is frequently heard on the lecture platform. He has under preparation a book on Rensselaer County mammals.

With Dr. Irving A. Conroe, Director of the Division of Higher Education, State Department of Education, Mr. Schoonmaker has formed the New York State Nature Association, Inc., which has been incorporated by the Board of Regents with Mr. Schoonmaker as President.

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Public Workers' Jobs Secure

An overwhelming majority of the two hundred thousand persons now working for 11,000 political subdivisions in New York State will not be forced to take examinations should their jobs be placed under Civil Service, according to Assemblyman Emerson D. Fite, chairman of the recently-appointed Legislative Commission on the Extension of the Civil Service to Counties, Towns, Villages, and School Districts.

Assemblyman Fite said that feeling among the members was strong for such a measure. "I am making this statement," he said, "to put an end to the worrying, which I understand is widespread among those 200,000 workers throughout the State. Not only would it be a very costly process to try to give examinations to these men and women, but at the same time it would force the entire machinery of the State to a virtual standstill."

The Merit Extension Commission, established by the Legislature at its past session, is instructed to report on February 20, 1940. After these positions are brought into Civil Service, all further vacancies will be filled from lists established by competitive examinations.

W. Earl Weller, director of the Rochester Municipal Research Bureau, was directed by the Commission at its meeting to make a test survey of eight counties—Broome, Chautauqua, Franklin, Monroe, St. Lawrence, Schoharie, Suffolk and Westchester—Assemblyman Fite reported. He has already begun gathering material in Monroe County, where Rochester is located.

"We have asked Mr. Weller to take all necessary time in making this survey," Fite continued. "This is very important work, probably even more important in the years to come than we realize now."

Besides Assemblyman Fite, who represents Dutchess County in the State Assembly, officials of the Merit Extension Committee are Senator Karl K. Bechtold of Rochester, vice-chairman, and State Civil Service Commissioner Howard P. Jones, secretary. Mr. Fite and Mr. Bechtold were chairmen of the Civil Service Committees in the Assembly and Senate respectively.

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Others on the committee are Senators William H. Hampton and Joseph D. Nunan, Assemblymen John A. Devany, Jr., and Edmund R. Lupton; Charles A. Brind, Jr., President of the Association of State Civil Service Employees; William P. Capes, secretary of the Conference of Mayors; H. Eliot Kaplan, executive secretary of the National Civil Service Reform League, and Frank C. Moore, secretary of the Association of Towns.

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FICTION

Escape, by Ethel Vance, pseud.
Little. \$2.50.

In the dangerous act of helping a fine, vibrant, warm-hearted woman escape the German prison hospital where she awaits execution, a prison doctor and an American-born Countess find exquisite relief in escaping the mental bondage imposed by the government. An engrossing novel of brilliantly sustained suspense.

The Priory, by Mrs. D. W. Fry.
MacMillan. \$2.50.

While rich in comic character and situation, lights and shadows mingle as they do in life, in this attractive English story of a deteriorating estate and the heterogeneous assortment of people connected with it in one way or another.

The Reader is Warned, by J. D. Carr. Morrow. \$2.

Original and exciting mystery story skillfully written by an expert.
Rouge Male, by Geoffrey Household. (Atlantic Monthly Press bks.) Little. \$2.

Captured in an incriminating situation near the mountain retreat of a certain foreign dictator, a wealthy English big game hunter escapes more dead than alive. Back in England he turns into a solitary hunted animal and his attempts to elude the dictator's secret agents are traced in a tale more thrilling than a detective story.

Star Spangled Virgin, by Du Bose Heyward. Farrar. \$2.

The vagaries of "Noodeal," as offered by its emissaries from Washington to the Negroes on one of the Virgin Islands are hilariously presented in a satiric comedy.

Uncle Fred in the Springtime, by P. G. Wodehouse. Doubleday. \$2.

The action of this fast and furious comedy is touched off by the ludicrous and apparently inextricable situations in which Lord Emsden and some of the younger members of his set find themselves. It takes the unscrupulous "Uncle Fred" to bring things to a jovial conclusion.

NON-FICTION

Birchland, by Joran Birkeland. Dutton. \$2.50.

An American woman of Norwegian descent writes in a pleasant, effortless manner of a pilgrimage to Norway to visit her relatives, of the Norwegian way of living and of the spirit of Norway.

The Chinese Are Like That, by Carl Crow. Harper. \$3.

The author writes amusingly and appreciatively of the Chinese "mode of life and attitude of mind." His shrewd comments, based on personal observation, range in topic from such attributes as adaptability, perseverance, tolerance, ribaldry and love of beauty, to the subjects of business competition, sanitation, fuel economy, the servants' "squeeze," and hours of work.

Country Lawyer, by Bellamy Partridge. (Whittlesey House pub.) McGraw. \$2.75.

Actual incidents taken from a half century of the widely-ranging practice of an upstate New York country lawyer. The author, son of the lawyer, recreates, with easy felicity and humor, various aspects of small town life and character.

I Know an Island, by R. M. Lockley. Appleton-Century. \$3.

An English ornithologist's experiences in restoring a house on a long uninhabited Welsh island, banding and studying birds, and visiting other islands as far north as Iceland. Delightful reading.

We Didn't Ask Utopia, by Harry Timbres and Rebecca Timbres. Prentice-Hall. \$2.50.

In June, 1936, a brilliant and gallant young American doctor, a Quaker, went to Russia to fight malaria, and later his wife and children joined him. Their family letters and diary are revelatory of the intimate, homely details of everyday life, of the conduct and character of the Russian people and of their own fine character, and comprise a "fundamental contribution to a real comprehension of the Russia of today."

Which Way America? by Lyman Bryson. (Peoples's Lib.) Macmillan. 60c.

Democracy in the United States, fascism in Germany and Italy, communism in Russia—what are their basic beliefs and what is their effect on an individual's freedom? Clear, fairminded, informal answers to these questions are given in this useful, explanatory discussion.

Books at Discount

The Association has for several months now been purchasing the latest fiction, biography, travel, science and other books at a considerable saving to members.

This new service to members has been taken advantage of in increasing proportions during the past few weeks. Several reading clubs have been organized at institutions and elsewhere.

If you are interested or contemplate the purchase of a book, whatever kind, first direct an inquiry to the Association, Room 156, State Capitol, Albany, and get a quotation. The savings will surprise you.

New
Members

MAY NOW

JOIN

— FOR —

1940

Secure an Application

from Association

Headquarters

Room 156

STATE CAPITOL

ALBANY

President's Report

(Continued from page 124)

the magazine. How the Association functions with a dollar a member is a marvel to the President. However, by exercising economies we have managed to accord the membership the whole gamut of services at the minimum contribution and I do not recommend that the dues be increased at this time.

"In closing I wish to thank most sincerely my close associates who have assisted me continuously throughout the year, giving wholeheartedly and unstintingly of their time and efforts. I wish to express my earnest appreciation to the committees, the presidents and officers of chapters, and other representatives in the great work that they themselves have done and also for the continued loyalty and support which the Association has certainly received at every turn."

A. ROBELOTTO

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Resolutions Adopted

(Continued from page 131)

WHEREAS, the State officers, counsel and executive members of this Association, in their efforts to defeat these proposals did prepare, publish and distribute a pamphlet entitled "Facts and Figures With Respect to State Salaries and the Truth About the Tax Dollar," which set forth clearly and concisely the fallacy of the so-called economy program; and also did prepare, publish and distribute a pamphlet entitled "Sabotage of the Merit System" in opposition to the lump sum budget, and

WHEREAS, this Association by and through its leaders aided and assisted in the successful outcome of the lawsuit entitled "People of the State of New York, Plaintiff, Against Morris S. Tremaine, as Comptroller of the State of New York, Defendant," wherein the Legislature's "lump sum" budget was declared unconstitutional, and

WHEREAS, the officers, counsel and executive members displayed intelligent leadership, moral courage and a genuine interest in Civil Service; gave of their time, efforts and services, without stint and without selfish interest in order to combat and defeat these vicious legislative proposals, now therefore

BE IT RESOLVED, that we, the members of the Association of State Civil Service Employees of the State of New York, express to our State officers, executive members and counsel, our approval and appreciation of the work done by them, our confidence in their leadership, our knowledge of the herculean efforts put forth by them, and our satisfaction in the knowledge that they did all that could be done, and did it well.

Class Graduated

The Hudson River State Hospital School of Nursing graduated a class of fifteen persons September 15th. Florence E. Muzyka and Francis J. Case were awarded prizes.

Other graduates who were presented with diplomas were Edith Paltridge, Mildred Bernadette Card, Valeria Ann Sudol, Dorothea Eleanor Langabeer, Jean Marie Martin, Jean Collins, William Thomas Carey, Matthew Joseph Crotty, Henry Patrick Gilleran, Edward Lawrence Dahowski, Kevin Patrick Rogan, Robert Burton Tillman and Leonard William Peluso.

New Chapter Formed

The proposed Chapter Constitution submitted by members of the Association at Woodbourne State Prison has been approved. This Chapter henceforth will be recognized as an official unit of the Association.

There is an advantage to be gained in buying clothing now. It is expected that prices will advance from 5 to 10 dollars a suit due to European conditions.

This store will not advance prices of present stock until replacements are necessary.

\$25 to \$65

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Report of Treasurer

The following is a digest of the financial report of the Association submitted by Treasurer Earl P. Pfannebecker at the annual meeting, October 3rd: Balance on hand October 4, 1938..... \$14,492.08

Receipts, October 4, 1938–October 3, 1939

Membership Dues	\$29,085.70	
Advertising in The State Employee.....	1,701.68	
Interest, National Savings Bank	107.23	
Interest, City & County Savings Bank	99.53	
Old Checks, written off by direction of the President	55.76	
		31,049.90
Total Receipts		
Total to be accounted for.....		\$45,541.98

Accounted for as Follows

Expenditures

Printing of The State Employee, bulletins, pamphlets and other material	\$ 9,979.05	
Office supplies and stationery, including paper, envelopes, mimeograph, multigraph and addressing machine supplies and repairs.....	1,667.10	
Postage	2,739.00	
Telephone and telegraph services	584.69	
Legislative Index service	112.00	
New office equipment, including typewriter, filing cabinets, receipt register and stencil cabinet	527.54	
Expenses of officers, representatives and all committees, including traveling expenses	3,087.80	
Newspaper clipping service	56.40	
Surety bonds, officers and employees	47.50	
Employees' Annuity Policy, to be refunded by deductions from salary	352.10	
Complete renovation of Headquarters office	337.30	
Checking account maintenance charge.....	6.90	
Radio time and recording of same regarding budget legislation	54.50	
Miscellaneous expenses including postoffice box rental, advertising commission, expressage, liability insurance, etc.	196.00	
SALARIES:		
Counsel	3,000.00	
Executive Secretary	2,507.88	
Office employees	3,624.29	
		28,880.05
Total expenditures.....		
Cash balance, October 3, 1939.....		16,661.93
		\$45,541.98

Deposited as Follows

National Commercial Bank & Trust Co.	\$ 5,992.59
National Savings Bank	5,429.34
City & County Savings Bank	5,040.00
Manufacturers Trust Co., New York City.....	200.00
	\$16,661.93
Total.....	

The above is a summary of the complete report submitted which recorded every receipt and expenditure during the Association year just closed, and the accounting records of the Association now await the audit of the Auditing Committee, of which Owen E. Maxwell is Chairman. The financial statement was accompanied by affidavits sworn to by officials of the banks as to the balances of Association funds which they had on deposit.

We Welcome "The Leader"

Civil Service in New York State redounds today from the outstanding success of the Civil Service Leader, weekly newspaper that in the short space of one month has come to take a commanding position among government employees.

The first issue appeared September 19th, and immediately the new publication caught on. It was quite evident that the Civil Service employees in New York State had long been in need of just such a publication.

Estimates place the circulation of the Civil Service Leader, in four issues, at the 50,000 mark. This has increased with each issue, and the limit is not as yet in sight.

In policy, the new publication has fulfilled the hopes that were placed in it. Significant organizations of Civil Service employees in the State have found its columns open to them, both for news and for expression of points of view.

The Association has made a special arrangement with the publishers of the new paper whereby members are entitled to a yearly subscription of \$1 instead of the usual \$2 rate. We are pleased to note that many members have taken advantage of this offer. They have all expressed gratification at this opportunity, and their action should convince those who have not yet subscribed that they should do so without delay. The offer has been extended. The back cover of this issue includes a subscription blank.

The Civil Service Leader is that rare combination of an attractive publication which gives complete information of the field. Its job news has been unquestionably accurate.

H. Eliot Kaplan, executive secretary of the National Civil Service Reform League, whom we all know as one of the foremost Civil Service experts in the country, is contributing a questions-and-answers column. This service, so necessary for those in the field, has become so successful that Mr. Kaplan's mail-box is constantly swamped. However, he invites all Association members to write in their queries. Mr. Kaplan is contributing editor of The Leader.

Publisher of the paper is Jerry Finkelstein, who is outdoing the success that was his when he was Civil Service editor of the Daily Mirror.

LAST CALL!

... for ...

NON-MEDICAL Group Life Insurance

AFTER NOVEMBER 1, 1939, The Travelers Insurance Company reserves the right *to require Medical Examination* of State employees hired on or before August 1, 1939, who fail to file application for the Group Life Insurance before November 1, 1939. Employees whose employment commences after August 1, 1939, have three months in which to apply before medical examination will be required. *Application must be made while the employee is actively employed.*

Applications for the Life Insurance may be secured from Association Representatives or from Headquarters.

FILE YOUR APPLICATION BY NOVEMBER 1st

at

ASSOCIATION HEADQUARTERS

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

A SPECIAL ARRANGEMENT FOR ASSOCIATION MEMBERS!

The **CIVIL SERVICE LEADER** is happy to announce that, by special arrangement with Charles A. Brind, Jr., members of the Association of State Civil Service Employees may still subscribe for the next 52 issues at the special introductory rate of \$1. The regular price is \$2, or 5c per copy at your favorite newsstand.

This Offer Has Been Indefinitely Extended!

Each Tuesday, the **CIVIL SERVICE LEADER** describes the latest ASCSE activities, as well as those of other significant civil service groups. The **CIVIL SERVICE LEADER** interprets the latest news affecting civil service, as soon as it comes from the commissions, legislatures, and courts. The **CIVIL SERVICE LEADER** brings you complete news of

civil service exams (federal, state, city) as soon as they are announced:

- PROMOTIONS
- SAMPLE QUESTIONS
- CERTIFICATIONS
- REQUIREMENTS
- EXAM KEYS
- PROGRESS OF EXAM RATINGS
- FUTURE EXAMS
- OTHER VITAL NEWS

VOTE NOW

Who Is Your Choice for 1940?

The ballot below is provided for Civil Service employees who want to take part in a sampling of Civil Service sentiment on the question of 1940 presidential choices.

1. Do you favor a third term for President Roosevelt?
2. If not, which of the following will you vote for?

Bruce Barton	Paul V. McNutt
Thomas E. Dewey	Lloyd C. Stark
James A. Farley	Robert A. Taft
John Nance Garner	Arthur H. Vandenberg
Cordell Hull	(Others)
Fiorello H. LaGuardia

Simply fill in this ballot and mail it to Straw Poll Editor, **CIVIL SERVICE LEADER**, 99 Duane Street, New York, N. Y. You need not sign your name.

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Civil Service LEADER

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JERRY FINKELSTEIN, Publisher
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H. ELIOT KAPLAN, Contributing Editor

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New York, N. Y.



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