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Worker Organization Must Be Intelligent

Is labor to disregard fundamental human laws for a false and fleeting moment of success? No catastrophe however great ever upsets the principles of fair play and unselfish cooperation. The depression brought the sudden realization that the right arm of society and of business, the working man, was so unorganized as to present a liability to recovery and to national welfare. But when the worker organizes and exerts his strength it must be for the common good.

All of society is vitally interested in worker organization—the capitalist, the worker, and the people as a whole acting through their government. "Woe to him that is alone for when he falleth he hath no one to lift him up." Disorganization of workers and lack of cooperation between capital, labor and the government is worse than inefficiency, it is degradation. It is an economic and political transgression of sound social action.

It is an alarming disregard of all experience to say that government has nothing to do with business. Government as an employee of labor is an ever present example of good or evil practice with reference to the outstanding problem of business and capital. Business is continually asking for guidance as to the right answer to the question. "How shall we deal with the human beings who make our factories, mines and farms yield wealth and prosperity?" England, as a government outstanding among nations, has made the selection and treatment of its own governmental workers a first consideration and has made a success of the matter.

Within the last two years, the State of New York has taken the most progressive steps in dealing with its own employees taken since 1883 when it adopted the civil service system. We refer to the abolition of the discreditable twelve-hour day and to the enactment of the Feld-Hamilton law. These great improvements were sponsored by organized State workers. They would not be on the statute today and the State would be in the deplorable position of having to defend overlong hours of work and lack of any comprehensive salary plan at a time when sensitive labor situations would make such a defense a grave matter indeed but for the constant

Greatest Campaign Ever

Your Association is getting its 100 per cent Membership Campaign for 1938 in full swing. Greater interest and enthusiasm in Association membership prevails than ever before. Hundreds of members have already paid, in advance, their dues for the coming year. Hundreds of new memberships have been received. Headquarters has not in any previous year received as many requests for membership applications.

The Albany Office of the Division of Employment of the State Department of Labor was the first unit to register 100 per cent membership for 1938. Campaigns are being conducted in practically every State office, department and institution throughout the State. Membership support in good proportion has been received from countless offices and institutions never before heard from. There are very few units of State Government from Niagara Falls to Montauk Point which have not joined the great 1938 membership parade.

Throughout the State Education Department in Albany a very thorough but simple plan is being used with good results in an effort towards 100 per cent membership. The roster of employees of the Department has been divided into lists of employees of the separate divisions or branches. A membership committee has been appointed, composed of one wide awake employee from each division. Each committee member is supplied with applications and with a list of the employees of his division, and is made responsible for the membership of the employees on his list. This method relieves a single representative of the burdensome membership work in the larger departments and institutions, and where used has been most successful.

The President of the Association, the Counsel and the Executive Secretary have a long schedule of road work ahead in answer to numerous requests for appearances and talks before local groups.

The Association has without doubt enjoyed the greatest advance enrollment of any workers' group in the United States during many years. Last year over 5,000 work-
Pres. Brind’s Remarks at N. Y. C. Dinner

Speech of President Charles A. Brind, Jr., at Testimonial Dinner of the N. Y. C. Chapter, October 9th

Now if I told you everything that I had in my mind that I would like to say to you tonight, I am afraid it would be way into the wee hours of the morning. But this is no place for us to boast about what our Association has done in the past, and it is not serious enough for me here tonight to go into the things that we plan to do in the future.

We had an annual meeting last week in Albany. We went over both the past and the future. They will all be incorporated in the next edition of our State Employee. I hope you will read them over, and if you have any comments or any suggestions to make, let us have them. But I do want to say this: It is important to discuss for just one moment our present position in the way of organization.

All over the country there is a great furor to organize. They tell me there are over 40,000,000 people who are unorganized, and consequently there is a great demand in all parts to organize. What a field for the professional organizer! What promises! Anything to get joiners.

In the midst of this turmoil stands your Association, founded in antiquity. I guess we can say “antiquity” because it goes back as far as 1910. Through the years, this Association has been functioning, quietly but effectively, because we have been above bickering; because we have stood for sound principles; because we only endorse programs after due and careful consideration; because we have always sought to be reasonable. We have only sought those things we deemed improvements that are fair and just.

We have waxed strong. We do not introduce legislation aimed at the moon. We do not introduce legislation unless we have a reasonable expectation of passing it. We do not like to keep legislation dangling forever to build up a cause for inducing membership in our Association. So that today, ladies and gentlemen, we have an Association of 15,000 members, the largest State Civil Service Association consisting wholly of State Employees in the United States, and I think probably in Canada also.

We have more enterprises, socially and economically, than any other Civil Service Association. We go into group insurance. We publish a magazine. We serve you continuously. We bombard you with bulletins. We have an able counsel always ready to assist you. We have committees that look after your interests in all types of legislation, and those committees and my fellow colleagues, I want to say to you, serve patiently, carefully, and without any compensation at all in the hope of building up the proper kind of merit system of Civil Service.

One of the nice things in the past year has been the perfect cohesion, the wonderful connections that I have had with State employees all over the State of New York, and I have had no better cooperation from any chapter than this very chapter located right here in the City of New York. The response, the help that this group here has given me, has given the State Association, has been so marvelous, that I am only too happy at this time to express to you my personal appreciation and the personal appreciation of all State Civil Service employees for your thorough cooperation. Your President has always been available. Earl Kelly—His praises have already been sung tonight. I do not need to mention the chairman of this wonderful dinner—certainly a marvelous turnout.

Now, on the subject of organization, just let me finish with one more thing. Remember, this is your own organization. It has no other interests. It consists only of State employees. It has no other interests except yours. It spends all its money for you. It pays no officers. It has no entangling alliances. It is entitled to come first in your consideration of membership in any association. Now we are gathered here tonight in commemoration of the enactment of the Feld-Hamilton Career Bill. The Standardization Board has been in service. Its duties, I understand, have been completed on October 1st. We do not yet know the findings of that Board, yet I am confident that every one of you ultimately, if not immediately—and by “immediately” I mean the 1st of July—will benefit both financially and with a degree of contentment that you as Civil Service employees have never had before. The headaches of the department heads, I think, are gone as far as the personnel service of the State is concerned. Discrimination and favoritism, as far as the employees are concerned, are also gone. True, it may be necessary to make some minor changes in our bill. I have already felt that it will be necessary for us that we should go to the Legislature this year and ask for some kind of a committee to be set up in conjunction with the Civil Service, a bureau perhaps, a department or a division, or whatever you call them, in that department to take care of the many problems that have arisen in connection with classification.

There is no doubt that there are many individuals now not properly classified, and it would be necessary, I think, and very desirable that there should be some person responsible, and responsible only for the proper reclassification or classification of those of you who are not properly classified—a proper place where, if you feel you are not classified, you can take your claims and receive full consideration. Classification now is extremely important, because upon your title depends your salary.

Another thing I think we can well do. You know that it was not possible, much as all of us would have desired to have it, to bring each individual immediately up to his minimum. But under that same law, new entries into the service must be appointed at the minimum, and under the present terms of the bill, it may well be that we who have served many years may be receiving moneys under the increment, but the new appointee may come in at a greater salary than ours. I shall favor legislation next year—and I hope we shall have full support on it—legislation which will say that in a case where any indi-
What Title?

When this Association made its epochal analysis of State Civil Service employment conditions in 1929, it was amazed even in the light of known individual experiences to find the hodge-podge of titles descriptive of duties which existed throughout the service. Multitudinous events and individuals contributed throughout many years to bring about absurd inequities in titles with consequent unfairness in remuneration. Thousands of honest, industrious workers were herded into blind alleys—making promotion uncertain or impossible. Without willful intent the State was virtually robbing many workers of pay fairly earned, and sapping initiative and enthusiasm from practically every branch of the service.

Of all the beneficial activities of recent years the classification of State positions by the Legislative Committee under the able leadership of Hon. Everly Hutchinson was the most constructive as to civil service administration. Viewed now in a saner atmosphere than that of the period of politically inspired attacks upon reclassification legislation in 1932 and 1933, and with due appreciation of many shortcomings of the classification, the merits of correct and uniform title classification of positions is apparent to all.

When the Temporary Salary Standardization Board began their work under the terms of the Feld-Hamilton Law last summer they were brought face to face with the fact that correct classification of positions is a primary essential of any career service plan. The fact that the State Civil Service Department was neither equipped nor manned to deal adequately with classification and reclassification during the years prior to the Legislative reclassification nor since reclassification was never more sadly obvious than when the Board and the Association’s committees began their work.

Nothing in the whole scheme of work planning, of salary planning, or of promotion planning is so vital to assuring adequate and like pay for like duties as is the fair and equitable appraisal of the duties and responsibilities of each position in the service. Without this sound background salary scales however honestly sought are impossible, and hopes of high morale through fairness in promotion are shattered on a thousand rocks of disappointment and despair.

Your Association has pledged itself to seek such financial aid for the Civil Service Department that that Department may establish a classification unit in the Department to function in correcting misnomers in titles and assure adequate, equitable compensation for State workers.

The effect of proper classification of positions with consequent fairness in matters of pay and promotion is very great indeed as to efficiency of the whole service. We believe that any large employing jurisdiction that lacks a sound classification unit is powerless to improve the character of its service. The Committee on Administrative Management of which Louis Brownlow, Charles E. Merriam and Luther Gulick were members, reported as to their survey in Federal departments: “Good personnel may admittedly be very ineffective if placed in an organization framework that is structurally unsound. Emphasis upon good personnel should not be allowed to minimize the emphasis that properly should be given to sound organization. Both problems are of major importance, and in fact interlock.” In this connection it is pertinent to quote the very lucid sentiments of the Chief of Staff of the U.S. Army in one of his yearly reports: “The unflinching formula for production of morale is patriotism, self-respect, discipline, and self-confidence within a military unit, joined with fair treatment and merited appreciation from without. Though it can survive and develop in adversity that comes as an inescapable incident of service, it will quickly wither and die if soldiers come to believe themselves the victims of indifference or injustice on the part of their government, or of ignorance, personal ambition or ineptitude on the part of their military leaders.” What is true of the military is true of the civil branch of service in this human matter.

Buffalo Employees Hospitalization Plan

A group of State employees in the State Office Building, Buffalo, have entered the Group Hospitalization Plan offered by the Hospital Service Corporation of Western New York, a plan similar to that sponsored by the Associated Hospital Service of the Capitol District, in which a large number of State Employees in the Albany area have participated for the past year.

Association members in Western New York who may be interested in the splendid opportunities offered by such a plan, should contact Mr. H. M. Gregory, Division of Parole, Room 301, State Office Building, Buffalo, who is the collection agent designated for the group.

The next group of State employees to enter the plan offered by the Hospital Service Corporation of Western New York, will be on January 14th. Interested employees should, therefore, secure all information from Mr. Gregory, and complete all arrangements before January 14th, making at least a quarterly payment by that date.

Another group of State employees in the Albany area entered the Hospitalization Plan sponsored by the Associated Hospitals Service of the Capitol District on November 18th. Over 700 State Employees in the Albany area are availing themselves of the protection offered by this plan.

The Association’s call for expansion of the Civil Service Department so that it may meet the everyday needs of recruitment, of adequate and equitable salaries, of a fair career service promotion plan, of adjustment of employee appeals in cases of dismissals and as to any fixed standards of work, are proposals salutary for the State and for the worker. We must press these improvements as great immediate needs. Your Association is proud to lead in the program for these sound and progressive advances as it was proud to foster and work for the eight hour day, the Feld-Hamilton law, and the many other gains already attained for State workers. We ask the united support of every worker.
Civil and Otherwise

By Caduceus

Some of us gaffers who try occasional promotional examinations find that the real Terror of the Test is the necessity of writing for four or five hours with pen and ink. Couldn’t the C. S. Commission permit us to tote noiseless typewriters into the examination room, affixing, if necessary, our thumb-prints on each answer page along with the usual symbol number?

It has always been our luck to draw questions like: “Outline the history of the world from Noah to the New Deal. (Time allowed for this part of the examination, two hours.)” We are good (Oh Yeah? —Editor) but not that good.

One of the crack income tax auditors in the Utica district explained, diplomatically, to a young physician that costs of his medical education could not be deducted in his return. “But,” protested the doc, “this is an injustice to me. My only means of making a living is by medical practice. Other men have various means—some tradesmen can even turn to digging ditches when necessary.” Our auditor was too tactful, he confesses, to point out that it was conceivable that even a doctor might do fair work at dredging.

In the Motor Vehicle Bureau one of the men who had acquired the malaise known as “athlete’s foot” received from his friends at least a dozen formulae for treatment. One, which he adopted, concerned, in part, the rite of sprinkling gasoline lightly into his shoes. He reports great improvement and claims, further, that he is getting over 100 miles to the gallon, even in heavy traffic.

Editor’s Note: Several employees recently recommended a question box for their magazine. We attempted this before, but members failed to supply the ammunition in the way of questions. How about it, do you want a question box?

My Amanuensis

By William J. Night, State Dept. of Education, Syracuse

She can take a note in shorthand
And can type my letters too,
She can search the musty files
For the record to review.

She can greet the surly caller
In a manner all her own,
That disarms his rising anger
And restores his patience flown.

When my memory is faulty
And a name I can’t recall,
She will give the word I’m seeking
That my prestige may not fall.

When a problem grave confronts me
And her counsel I would take,
With a wisdom born of women
A decision she will make.

If there’s shopping that’s required
And a gift I must procure,
I can always trust her judgment
If of my choice I would be sure.

If the load of care seems heavy
And of troubles I must speak,
I can safely voice my grievance
As her sympathy I seek.

She requests no special favors
And for praise she’ll never ask,
She’s content to just be helpful
In her daily humble task.

By Frank Dux

State Institute, Napanoch

Poor, homeless, lost little Mutt,
Tries to be game though heart-broken, but;
He knows he’d be welcomed by a man with a heart
He’d like with children at play take part.

He’s willing to learn his master’s wish,
Will suffer abuse as part of his dish.
Will not complain when the going is tough,
To be near his idol is quite enough.

He may be shaggy, dirty and soiled
But the heart within him is not spoiled.

His master may deserve contempt and scorn
By his poor little Mutt he’ll be not forlorn.

There is much that man could learn from a dog
To prevent his assuming the ways of a hog.
Now if a lost little Mutt happens your way,
Try to be decent and call it a day.

Editor’s Note: If you are an AMATEUR PHOTOGRAPHER, let’s see some of your work, it might be worthwhile to place in your magazine.

Editor’s Note: Tell us what you think the coming FASHIONS will be.
State employees are urged to give special consideration to this directory, arranged alphabetically, of business and professional firms and to patronize those listed herewith. When patronizing them, mention that you saw their advertisement in THE STATE EMPLOYEE:

**BEAUTY SHOPS**

Lido Beauty Salon
Specializing in Permanent Waves
Soapless Oil Shampoo and Wave $5c
106 No. Pearl St., opp. Strand Theatre
Telephone 4-3218

**GREETING CARDS—KODAKS**

Kodak finishing 2c per print, any size roll.
Lawyer's, 39 Maiden Lane, formerly
106 State St.

**CURTAINS AND VENETIAN BLINDS**

The Curtain Shop
Curtains—Spreads—Draperies
25 So. Pearl St. — Tel. 3-4534
Discount to State Employees

**ELECTRICAL APPLIANCES**

Champagne's Radio Store
Radio — Frigidaire — Electrical
Appliances
41 Beaver St. — Tel. 3-5417
Expert Repair and Service

**FLOOR COVERINGS**

Clark Carpet Co.
Floor Coverings Specialists
112-114 No. Pearl St., Albany
Phone 5-3418

**JEWELERS**

John A. Began & Co., Jewelers
Diamonds, Watches, Jewelry. Expert
Watch Repairing, Temporary Address,
518 Broadway. Phone 3-0566.

**KODAKS**

F. E. Colwell
& Co.
Kodaks and Photographic Supplies
35 Maiden Lane, Albany

**MUSICAL**

Modern Music Shop
and Studios
86 No. Pearl St. — Tel. 3-8500
The latest popular sheet music, player
rolls and records.
Band and orchestra instruments.
Instructions on all musical instru-
ments.

**OPTICIANS**

Louis J. Berben
Dispensing Optician
35 Maiden Lane — Phone 3-0566
3 Doors Below No. Pearl St.

**PAINTS, WALL PAPER**

Sherwin-Williams
Paint and Wall Paper Headquarters
480 Broadway — 324 Central Ave.
Albany, N. Y.

**PICTURE FRAMING**

Capital Glass Co.
Attractive modern mouldings and
frames at reasonable prices
355 Central Ave. — Phone 5-9711

**STAMP EXCHANGE**

U. S., Br. Col. Foreign Singles, Blocks,
Sheets, Rarities. Finest stock in north-
ern N. Y. Approvals—want list filled.
61 Columbia St., Albany.

**STATIONERY**

C. W. Lewis
Office Supplies
91 North Pearl Street
Tel. 4-3615

**UNIFORMS**

Doyle's Uniform Shop
Nurses' Uniforms, Maids' Uniforms,
Smocks for Men and Women. Broadway
Arcade. Phone 4-8520.

**WINES & LIQUORS**

Winchell & Co., Inc.
Wine and Spirit Merchants
59 State St., Albany
Prompt City Delivery — Phone 4-6510

W. R. C. Chapter Elects

The Annual Meeting and Election of Officers of the W. R. C. Home
Chapter of the Association was held
in the Assembly Hall at the Insti-
tution, Monday evening, November
15th.

Miss Louise E. Reed was unani-
mously elected to succeed C. F. Gil-
day to the office of Local Secretary,
in charge of all activities of the
Chapter.

To assist her, both an Executive
and a Membership Committee were
formed. The Executive Committee
is as follows: Miss Reed, Chair-
man, Helen Fingar, Ruth Munyan,
and C. F. Gilday, advisory member.
The Membership Committee is com-
posed of Donald Mills, Chairman,
Kathryn A. King, and Stuart Hold-
ridge.

The next annual meeting will be
held November 15th, 1938, and will
be a combination of business, dinner
and entertainment.
The Reorganized State

DEPUTY COMMISSIONER. In the absence of the Commissioner, the Deputy Commissioner is clothed with his powers and duties. As indicated by the chart, all activities of the Department except research will clear through the office of the Deputy Commissioner, who will be aided by three new officers to be known as Associate Commissioners of Education. The Deputy and the Associate Commissioners would constitute the cabinet of the Commissioner and with him will correlate and integrate the work of the several divisions and bureaus of the Department.

LAW DIVISION. The Law Division, under the general supervision of the Deputy Commissioner and Counsel, prepares papers and briefs, argues and tries cases in which the Board of Regents and officers of the Department are involved; prepares memorandums for the Commissioner in appeal cases; conducts proceedings for removal of school officers; prepares school law bulletins and legislative bills relating to educational matters; advises district officers relative to school taxes and appropriations of money for school building purposes, issuance and valuation of bonds; examines contracts for instruction and transportation; advises in all cases relating to enforcement of professional laws and assists the boards of examiners in the several professions relative to trials of practitioners for revocation of licenses; considers applications for, passes upon questions of law relating thereto, and prepares the charters for action by the Board of Regents.

ASSOCIATE COMMISSIONER. The Associate Commissioner, listed at the left-hand side of the chart, supervises the work of three Assistant Commissioners. The Assistant Commissioner for Instructional Service has a large program. He is concerned with elementary and secondary schools. Six divisions, two of them new, are brought under his supervision and comprise elementary education, secondary education, school administrative service, examinations and testing, health and physical education, and school buildings and grounds. Each of these divisions is composed of two or three bureaus each, either existing or planned. This official initiates such policies and procedures to insure a unified service from the divisions under his control and which will tend to bring into a close relationship the separate and clear-cut functions of each. Nursery schools and other early childhood education; programs of study in elementary schools, field service to public and private elementary schools; secondary education on the junior and senior high school levels and its curriculum development; and instructional supervision; rural education; school attendance; radio and visual aids in education; school examinations and testing; medical service; health education; and the surveying of school building needs and the planning and construction of new schools are all part of the multitudinous and complex duties of the present associate commissioner and his heads of divisions and bureau chiefs.

ASSISTANT COMMISSIONER FOR TEACHER EDUCATION. The Assistant Commissioner for Teacher Education, as the title implies, administers the Education Law in relation to teacher training institutions and the licensing of teachers for service in the public schools.

ASSISTANT COMMISSIONER FOR VOCATIONAL AND EXTENSION EDUCATION. The Assistant Commissioner has under him a division of vocational education that will embrace industrial and technical education, agricultural, business, and home economics education, and employees and members training service to various types of business, commercial, and labor organizations.

The other division of vocational education deals with educational work among adults, including literacy tests for new voters, supervision in the field of public libraries and library extension service. Reporting directly to the Assistant Commissioner for Vocational Education is the Bureau of Guidance, which organizes and supervises guidance programs in public schools; the Bureau for Physically Handicapped Children, which performs an educational service to the physically handicapped children of the State; and the Bureau of Rehabilitation that retains the vocationally handicapped, over the age of 16, who have received their disability as a result of accident, disease, or birth.

HIGHER AND PROFESSIONAL EDUCATION. The second Associate Commissioner has charge of higher and professional education. In addition to the fields of education covered by his title, he has general supervision of the State Museum, the State Library, and Archives and History.

The chart indicates the growing number of professional boards coming under the division of professional education, as well as the bureau entrusted with the examinations of the candidates for the professions. Four of the professional boards, it will be noted, have secretaries while the Division acts as a clearing house for the others. State colleges in various branches of education are

Continued on page 15
Chapter Pres. Schwartz Speaks

Speech by Milton Schwartz, President of New York City Chapter, Delivered at Testimonial Dinner, October 9, 1937

Your Excellency, Mr. Toastmaster, Honored and Distinguished Guests, State Employees, Ladies and Gentlemen:

On behalf of the New York City Chapter of the Association of State Civil Service Employees, it is my extreme pleasure to greet and welcome you here tonight. This occasion marks the celebration of the enactment into law of the Feld-Hamilton Salary Career Act. This is an occasion of thanksgiving and expressions of our gratitude to those staunch friends of Civil Service, His Excellency, the Governor, Senator Feld and Assemblyman Hamilton.

This occasion also marks the first social gathering ever held in the metropolitan area by this Association or by this Chapter. I cannot conceive of a more appropriate occasion for our first social gathering than the present celebration and testimonial to our guests of honor.

The Feld-Hamilton Salary Career Bill, in my opinion, is the greatest step forward in the improvement of the merit system since the enactment of the Civil Service Law. The Act provides equal pay for equal work. Under its provisions, advancement and salary increases will be based on merit alone and on no other consideration. Meritorious service will be rewarded. Salary inequalities will be corrected to a major extent. This will make happier and more contented employees, improving their efficiency, and thereby improving the efficiency of the State Government.

I say to you with all the emphasis at my command, that the Salary Career Bill and legislation of a similar nature could never have been enacted into law if we did not have public officials of the type of His Excellency, Senator Feld and Assemblyman Hamilton, who have faith in and believe in the principles of the merit system in State government. His Excellency's record on Civil Service is too well-known to require any comment from me. Nothing that I can say will in any way add to his splendid record. Governor Lehman, you have been called, truly, a Civil Service Governor. We know that you watched with keen interest the progress of the Salary Bill through the legislative houses. We also know that when this bill was placed on your desk, after it had passed both houses, that you gave it your careful consideration to determine whether under its provisions the Civil Service system would be improved; to determine whether the merit system would be enhanced. Your conclusions in this respect were evidenced when you signed the bill making it law.

Governor Lehman, on behalf of Civil Service employees, I express to you their gratitude for your support of the Salary Bill.

One of the first things necessary in order to have our proposed bill enacted into law was to find a member of each house of the State Legislature who was sympathetic to Civil Service and who would sponsor our bill. That was an easy task. The legislative records of Senator Feld and Assemblyman Hamilton are matters of common knowledge.

I recall just a few months ago that I attended a dinner given to Senator Feld by the City Civil Service employees, among whom were numbered hundreds of school teachers, policemen and firemen. Senator Feld, the State Civil Service employees pay their tribute to your splendid legislative record and to the hard fight you put up in the Senate in support of this measure which now bears your name. The State Civil Service employees will be ever grateful to you for the consideration you have shown to them.

Unfortunately, Assemblyman Hamilton could not be with us this evening because of his ill health. He has asked Assemblyman Ostertag to represent him, and while Assemblyman Ostertag is pinch-hitting, he can stand on his own feet as a champion of the cause of Civil Service. He is well known for his sponsorship, among other things, of the Eight-Hour Day for institutional employees.

Assemblyman Ostertag, will you convey to Assemblyman Hamilton the gratitude of all State employees for his consistent efforts in behalf of Civil Service legislation and for his support of the Career Bill which bears his name. Will you also express to him the wish of every State employee that he be quickly restored to good health.

I want to thank the chairman of the dinner committee, Mr. Charles J. Conklin, and the members of the dinner committee for their hard work and for the excellent results achieved this evening.

I am indebted to the members of my executive board and to those who supported me, for their whole-hearted cooperation and unselfish devotion to me and to this Association. I deeply appreciate the honor conferred upon this Association and this Chapter by the presence of so many distinguished guests. I do hope that the presence of so many department heads will mark the beginning of a better understanding between them and the State employees. To each and every one present I wish a most enjoyable evening.

Greatest Campaign

Continued from page 3

ers paid their dues before the new year began. This is the spirit of progressiveness which gives life and vigor to State employee unity and loyalty. The greatest State in the Union and the greatest State Civil Service organization in the Union are fitting, and this supremacy in 1938 is already assured.

In response to hundreds of requests from State employees for information concerning the many phases of the Association, and to aid representatives in their present campaign to familiarize State employees with the organization continuously functioning for their welfare, the Association has just issued a sixteen page booklet, entitled "Loyalty," which explains in detail its progressive program and services, its work and accomplishments.

Volunteer your assistance to your local representative of the Association in its present efforts towards 100 per cent membership. Join and renew your membership today.
The merit system must be a fact if it is to benefit fully the State and the civil service employee. That is the reason that this Association places among its foremost proposals for the new year the extension of the competitive class to all proper positions in State service.

Only those who indulge in the futile pastime of burying their heads in the sands of sloth can disregard the direct mandate of the Constitution that all appointments and promotions in the civil service of the State shall be made according to merit and fitness to be ascertained by competitive examinations; the limitation that this course should be practicable is a part of this direction and is obviously fair. Will any one familiar with selection of workers venture to say that an eligible list for attendant in State Hospitals for instance could not be established as the result of a competitive examination? And the same query could be propounded a hundred times in connection with thousands of positions filled with entire disregard of constitutional direction. What of the rights of citizens under this same constitution to compete fairly for these positions? Why should nearly 20,000 positions be filled without regard for the merit system when that system has been made a constitutional plan for all of the people? What of the stability of employment, or the preservation of pension and other rights of many of the thousands of employees in the so-called non-competitive, labor, and exempt classes? These workers toll side by side with an actual minority of workers chosen through competitive examination—chosen in the constitutional way—and therefore having rights of tenure and retirement, not always assured to non-competitive, exempt or labor positions.

Theodore Roosevelt, a great statesman and a pioneer champion of the merit system declared that system to be as necessary as the public school system itself. He visualized the public school system as serving fully, and he did not, we may be certain, foresee a half-way civil service plan.

This Association has pointed out the vital threat to the merit system in a vast array of positions wholly unprotected as to political and other influences, and the disastrous effect upon morale and efficiency of work existing in a failure to accord equality of opportunity in promotions, and stability of work, such as is inherent in the flagrant disregard of constitutional provisions referred to. The Association feels that the time is here when the Civil Service Commission must meet the problem squarely and if it is unequal to the task of selection of workers upon the basis prescribed that it should so inform the Governor and the Legislature and ask for the relief needed. The Association has already pointed out to the Commission the many positions now classified as non-competitive, exempt or labor which it feels should be covered in the competitive class. It does not suggest that there are not some positions properly classified outside the competitive class. It does state emphatically that there are thousands of positions which are now improperly without that classification.

Members Receive
Over $100,000

Over $100,000 has already been paid out to more than 1,000 policyholders under the Association's group plan of accident and sickness insurance. Now that winter is here, illness are becoming more prevalent and many hundreds of Association members may be sick or injured, as they were last winter. Join our group plan and receive monthly benefits during your disability. Send your application in today. Over 5,000 members are already enrolled in this low cost—full coverage plan.

Your Association receives no financial benefit from this plan; it is sponsored only that you and your associates may secure adequate protection at rates one-third to one-half as much as an equivalent individual policy.

Applications sent in between now and December 25th, need not be paid for until February 3, 1938. Send in your application now. Investigate into this splendid plan today.
President Brind's Remarks

Continued from page 4

individual is receiving less than the minimum, and it becomes necessary to appoint a new individual into that department under that title, that the appointee receive the salary of the incumbent and that the incumbent receive the minimum that he is entitled to under the statute.

Now I say that this bill establishes the principle that, as I view it, is the most important part of the whole transaction, the principle of a Salary schedule that an employee is entitled to the minimum, entitled every year to the increment and finally reaching his maximum, and then with another opportunity, through promotion, to start in at a higher level commencing at that minimum and again reaching the maximum.

We have here tonight, and we have this dinner in their honor, three champions of Civil Service. Mr. Milton Schwartz spoke of the Governor as the Civil Service Governor. I would add just one more word to it. I would say to Governor Lehman, the most civil Civil Service Governor I have ever known.

To my good friend, Senator Feld, whom I have known for many years prior to that bill because of my association with him in the Education Department. I would say that I know of his service to the teachers of the State. I know of his service at the time that we felt it necessary to have this bill introduced, and it was because of the Senator's service to the teachers, because of his thorough knowledge of salaries and salary schedules that I asked him to introduce that bill. And he has certainly done that. He has not only the interests of the teachers at heart, but of the employees of the State of New York.

Assemblyman Hamilton we have known since he joined the Legislature. He has not only been interested in this bill; he was chairman of the Civil Service Committee and has fathered and has stood staunchly in every case for the furtherance of the merit system.

To those three great champions I want to say that it was the desire of the New York Chapter here tonight to present to them something

in the way of a permanent reminder of this great event, some token of the appreciation of the great body of your fellow laborers. So that Chapter has passed a resolution, and that resolution has been carefully engrossed, fully illuminated, and that resolution speaks for itself. I want to read it to you. This resolution reads as follows:

At a meeting of the Executive Committee of the New York Chapter of the Association of State Civil Service Employees held on 27th day of September, 1937, the following testimonial was unanimously adopted.

WHEREAS, His Excellency, Herbert H. Lehman, Governor of the State of New York, the Honorable A. Spencer Feld, member of the New York Senate, and the Honorable Laurens M. Hamilton, member of the New York Assembly, have earnestly and conscientiously during their public careers, labored to strengthen and preserve the principles of merit and fitness in the Civil Service of the State and to give the fullest effect to the constitutional provisions therefor, and

WHEREAS, His Excellency, the Governor, the Honorable Senator and the Honorable Assemblyman in loyalty to these ideals and in a splendid spirit of mutual cooperation, have accomplished the adoption of Chapter 859, Laws of 1937, known as the Feld-Hamilton Career Service Act providing fair and just salary standards with equitable regard for the rights of the citizens of the State and their Civil servants alike, be it therefore

RESOLVED, that the members of the New York Chapter of the Association of State Civil Service Employees declare and signify hereafter, with their sincere appreciation and lasting gratitude to His Excellency Herbert H. Lehman, to the Honorable A. Spencer Feld and to the Honorable Laurens M. Hamilton for their eminent contribution to the Civil Service of the State of New York.

(Signed) Milton Schwartz, President
Ruth A. Hawe, Secretary

Nov. Payments Due

Payment of all accident and sickness premiums under the Association's group plan of accident and sickness insurance were due November 15th, and the final day of the grace period is December 15th. Do not let your policy lapse as it is very difficult to reinstate them due to the requirement of a certificate of good health. Pay your premiums right after December 1st, and then you will be sure it will not lapse. Send your premium direct to Ter Bush & Powell, Inc., 423 State Street, Schenectady, or pay your local insurance representative of this plan.

Hospitalization

Do not confuse the Association's group plan of accident and sickness with the so-called 3-cents a Day Hospitalization Plans available throughout the State.

The group plan of accident and sickness insurance pays a monthly indemnity for all accidents and illness. The Hospitalization Plan pays certain hospital costs while a bed patient in a hospital.

They are two separate individual plans, and their particular coverages do not conflict in any way.

Warning

All persons insured under the group plan of accident and health insurance are again warned that the policy requires the personal attendance of a legally qualified physician at least once every seven days during a period of disability. There are many reasons for this requirement, the chief one being that the length of disability is usually shortened considerably under the watchful eye of a physician. The above requirement is strictly adhered to in the settlement of all claims.

Governor Lehman, Senator A. Spencer Feld and Laurens M. Hamilton, we trust in years to come this reminder will enhance the satisfaction of a really great accomplishment, the writing in, shall I say, of the word "Career" into Civil Service, a satisfaction which, after all, is the highest emolument of State service.
Buffalo Chapter

By Milton Schwartz, President

The annual meeting and election of officers of the Buffalo Chapter was held on October 28th. The officers elected for the year 1938 are as follows:

President, Milton Schwartz, Insurance Department
Vice President, Charles Hutchins, Tax Department
Second Vice President, Elizabeth Lewis, Education Department
Third Vice President, James Scurry, Tax Department, Brooklyn
Treasurer, George Mencher, Law Department
Recording Secretary, Ruth Hawe, Tax Department
Corresponding Secretary, Joseph Gruber, Banking Department
Financial Secretary, Minna Queller, Labor Department
Duly elected departmental representatives follows:
Banking Department, Clinton Ganse
Education Department, B. C. Riffell
Executive Department:
Liquor Board, Mary E. Armstrong
Mortgage Commission, Irving Jorisch
Health Department, Stella Lehat
Insurance Department, Edward J. Reilly

New York City Chapter

Law Department, Marie D. Farrell
Labor Department:
Workmen's Compensation, Dr. George N. Edson
Unemployment Insurance, Carrie Unger
Public Service Department, Joseph J. Clark
Public Works Department, Mary M. Smith
Social Welfare Department, Richard Cadbury
Division of the Blind, Mae A. Fritchell
State Department, Irene Keenholts
Tax Department, John Ferguson
Motor Vehicle Bureau, J. Earl Kelly
Brooklyn Motor Vehicle Bureau, Louis Strauss
Files Bureau, Larry Epstein

A meeting of the Executive Board of the Chapter is to be held on Monday, December 6th, at 5:00 P. M., in Room 755, State Centre Street Building, and at that meeting the President will appoint members to the following committees: Legislative, Membership, Grievance, Publication and Publicity, Civil Service, and Committee to Revise the Constitution and By-Laws.

BUY YOUR GROUP ACCIDENT AND SICKNESS POLICY—TODAY!

$50.00 per Month Benefits Cost $4.05 each 3 Months

About 5000 Members Now Insured
Benefits Already Paid to State Employees Totals over $100,000

Insurance effective as soon as application is approved by the Company

3 State Employees Killed Recently
Over 250 Receiving Benefits Every Month
YOU MAY BE NEXT . . . . DO IT NOW

Do not confuse this plan, which pays you a monthly indemnity for all accidents and illness' with any hospitalization plan, which covers only certain hospital expenses.

Ter Bush & Powell, Inc.
423 State Street
Schenectady, N. Y.
Group Plan State-wide

Our group plan of accident and sickness insurance is now truly state-wide. The small plan sponsored by the N. Y. C. Chapter has been discontinued, and has been superseded by the state-wide plan.

There is only one plan now that costs one-third to one-half the price of a similar individual policy. New York City members are sending in their applications in large groups. Applications received on or before December 25th can be paid for any time up to February 3, 1938; just send in your application—no money is necessary—you will be notified how much is due and when to pay.
Reorganization of Education Dept.
Continued from page 9
also shown as coming under the jurisdiction of this Commissioner.

PUBLIC RELATIONS AND FINANCE. Personnel, Public Relations, and Finance are delegated to the office of the remaining Associate Commissioner, as indicated at the right of the chart. Under him serve two assistants, one in charge of personnel and public relations; the other as head of finance. The former official supervises the work of the Publications Bureau and that of the Division of Motion Pictures, in addition to having charge of the general administrative work of the Department; while the latter is made responsible for the financial administration of the Department and that of other state-supported educational institutions.

RESEARCH. Finally, we have the office of Assistant Commissioner for Research, as noted at the extreme right of the chart. This official reports directly to the Commissioner and works under his immediate supervision. To him are entrusted all research activities of the Department. He coordinates educational research and directs school surveys already approved by the Commissioner. Under this official comes the Division of Research, which among other duties is to conduct special studies, advise on the use of educational measuring devices study problem children and supervise classes for the mentally handicapped.

The Bureau of Statistical Service in this Division is concerned with administering the statistical surveys of the Department and collects required school and college data. This Bureau will also serve under the Assistant Commissioner for Research.

The staff of the various bureaus and divisions of the Department comprises more than 700 persons who are engaged in some 23 broad divisions of educational service to the people of the State.

Renew Today!

Regular Meetings of Executive Committee
At the last meeting of the Executive Committee of the Association, resolution was adopted providing for regular monthly meetings of this Committee, unless more frequent meetings were desirable, to be held on the first Monday of each month.

Any member or group of members desiring to bring any matter to the attention of this Committee will be given the opportunity to do so. It will be necessary for such member to acquaint Executive Headquarters with his desires, so that the matter may be put on the calendar for a meeting of this committee.

H. R. S. H. News
On Monday evening, November 1, 1937, John Livingstone, delegated by the Association of Employees of the Department of Mental Hygiene of the State of New York, and accompanied by Mr. August Eitzen, former Secretary of the HRSH Employees Association, visited the Wassac State School at Wassac, N. Y., and addressed the employees in regard to the formation of an Employee Association. At present they only have a Social Club, and do not have a voice in legislation, which does affect the employee personnel. Much interest was manifested, and we hope to welcome them as a unit in the State Association.

NOTICE
Effective Dec. 1st, 1937
As a token of our appreciation to the many State Employees we have served in the past — we have just mailed a "Personal Courtesy Card" to every State Employee in this District. When presented this card entitles the user to 8% discount on all purchases.

MacMillen furs, always noted for their high quality — are now styled by the well-known Viennese, Mr. Louis VonSitany, who is now Manager of our shop. Come in and let him show you our newest furs — you'll be amazed at the moderate prices. Mr. Sitany can also suggest many new ways for restyling your old furs.

* If you have not received a Courtesy Discount Card, or would like another for a member of your immediate family, we'll be happy to send you one. Just drop us a line, or Telephone 3-5410.

(Deferred Payments Can Be Arranged)
JOIN NOW!

Reason Not Racket
Work Not Strikes
Worker Welfare... Not Agitation

UNITY and LOYALTY

These have won splendid attention to sound employment practices affecting State Civil Service Employees

These will win approval for the Association's Progressive Program for 1938

The problems of State workers cannot with advantage be shuffled together with those of numberless groups in other States and other jurisdictions.

Able, Conscientious Leaders chosen from the ranks of State workers in the democratic way by free and open ballot, receiving no pay from any one and rendering no tribute to any outside leadership, serve the workers in this Association.

DO YOU AS A STATE WORKER BELIEVE IN UNITY AND IN LOYALTY TO PROGRESSIVE PRINCIPLES AND ACTION? YOUR ANSWER IS YOUR MEMBERSHIP CARD FOR 1938 IN

The Association of State Civil Service Employees of the State of New York

THE LARGEST STATE-WIDE, ALL-STATE WORKER ORGANIZATION IN THE UNITED STATES

The Only State-Wide, All State-Employee Organization in New York State

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

Use this application Today. Renewals for 1938 membership will be accepted at this time. Simply detach application herewith, and send with $1.00 Annual Dues to your local Chapter, Representative or to Association Headquarters. Join your State-wide, all-State-employee Association TODAY.

Print Last Name Above

First Name

Initial

RESIDENCE

WORK ADDRESS

INSTITUTION OR DIV.

DEPT. EMPLOYED... TITLE

THE ASSOCIATION OF STATE CIVIL SERVICE EMPLOYEES of the State of New York

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

Membership Application...... Dues to Dec. 31, 1938 — $1.00...

$.50 of which is for a year's subscription to "The State Employee"