

The President's Message

Two new chapters have been chartered this month, both with a substantial number of charter members. In behalf of the Association I extend to the new chapters and the new members a hearty welcome. The new chapters represent two new state departments who now through chapter delegates can express their voice in the deliberations and activities of the Association.

This matter of active participation appears to me to be the primary duty of each chapter, and the successful fulfillment of this duty is dependent upon two prerequisites: first, that the chapter become truly representative of the state employees in their department or area, and second, that the chapter determine through study and discussion the thoughtful majority sentiment of the membership concerning those objectives which affect the welfare of the employees and the state. To accomplish these objectives each chapter should support strong membership and education committees.

The membership committee and the executive secretary are to be complimented upon the success of their efforts, not only in the organization of the two newest chapters but in their over-all success. The Association is becoming truly representative of the employees of all branches of state government, however, continued growth is essential and we should all, members, chapters and membership committee, concentrate our efforts to continue this growth. To assist in this endeavor, two membership committees have been appointed, one composed of men, one of women, and it is hoped that their combined efforts will effectively reach all prospective members.

After considerable discussion and study, the Association was incorporated and it is felt that among other results, there will be an increased feeling of con-



I. A. DeFRANCE

fidence in our stability as an independent employee association among our members, among prospective members and among public minded citizens of the state.

Every member is reminded that the Association's objectives include the maintenance of high standards of employee conduct in governmental affairs, effective administration, cooperation, efficiency and harmony. Let each of us pledge ourselves to perform our work honestly and efficiently to the end that the above objectives are attained in the highest degree possible.

Working under wartime shortages and restrictions is difficult either in public or private employment. Let each of us accept these difficulties as a challenge to make greater effort, for after all, progress depends upon individual achievement. Nothing will long protect the inefficient employee.