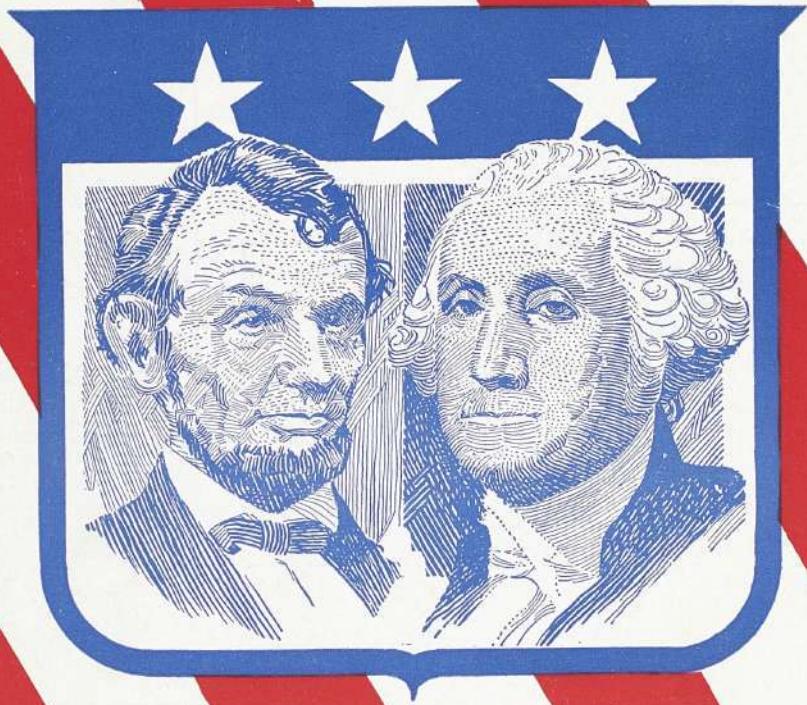


THE STATE EMPLOYEE



Albany, N. Y.
State Dept.
No. 100

10 cents

FEBRUARY 1939

Vol. 8

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The State Employee

VOL. 8

FEBRUARY, 1939

Number 2

Our Legislative Program

The 1939 legislative program of the Association is rapidly assuming final form. During the past months our legislative committee and our counsel have been acting upon suggestions received from Chapters and individual employees throughout the State. Bills have been drafted and re-drafted for introduction in the Legislature. Many of our bills have already been introduced, and the remainder will be introduced during the next two weeks.

First and most important, are the amendments to the Feld-Hamilton Law. These amendments, in substance, extend the Salary Standardization Board until July 1, 1940, and enlarge the power of the Classification Division to reclassify titles of employees in the unclassified departments who have not filed appeals. The bill also revises and clarifies the provision with reference to the allocation of funds among present employees when new appointments are made. No fundamental changes in the theory of the Feld-Hamilton Law are contemplated. The amendments that will be proposed will be in the nature of clarification and improvement of administrative details, which have been suggested by actual experience during the past year.

Second in importance in our program, is the extension of the Feld-Hamilton Law to those groups not now covered by it. Bills have been drafted to extend the bill to the employees in the institutions in the Department of Mental Hygiene, employees in the State Prisons, Forest Rangers, employees in the Department of Conservation, the Division of Parole, and the Batavia School for the Blind. The bills extending the Feld-Hamilton Act are,

by their terms, effective on July 1, 1940. This will give an opportunity to the Classification Division to classify titles of those employees to be brought under the bill and to make appropriate provisions in the budget for the payment of the salaries set forth in the act.

Among other bills already drafted, or introduced, are:

A bill providing that no State employee shall be required to work more than six days in any week. There are still a few employees in institutions and departments scattered throughout the State who are still required to work seven days a week. The State cannot permit this condition to continue.

Extension of the eight-hour day to all institutional employees.

Revising the procedure with reference to removal of Civil Service employees upon charges. The present procedure, contrary to general belief, gives little, if any protection to Civil Service employees. The proposed bill, similar to the Newell Bill sponsored by the Association in the Legislature last year, provides that if an employee is dismissed upon charges he may, at his election, review the dismissal by appeal to the Civil Service Commission, or to the Court, as at present.

Restoration of time service increments to employees whose increments were suspended during the depression years of 1932 to 1935.

Requiring a graduated fee for open competitive Civil Service examinations. This measure is advocated by the Association in order to make necessary funds available to the Civil Service Commission.

Requiring a minimum sick leave for institutional employees not now subject to the sick leave rules in ef-

fect for Departmental employees after promulgation by the Governor's cabinet.

Extending to members of the Hospital Retirement System the option to transfer to the State Employees' Retirement System.

Liberalizing the rules with reference to commutation by providing that the employees allowed to live outside the institution shall in all cases receive a commutation allowance.

Extending to the employees in the Department of Social Welfare and Department of Health the same protection now accorded to employees in the Department of Mental Hygiene.

Authorizing employees of Danemora State Hospital and Matteawan State Hospital to reside outside the institution, and to receive the amount now deducted for board from their salaries.

An investigation into the cost of maintenance so that the payment of commutation may in the future be revised by establishing uniform salaries for all employees and deducting a reasonable amount for board and lodging for those who live within the institution.

These bills and many others were considered and acted upon by the Legislative Committee at its last meeting in Albany, at which employees of every section of the State were represented.

**Watch Future Issues of
This Magazine
for Further Information
Concerning the
Legislative Program of
The Association**

Summary of Legislation Pending

The following is a complete list of bills which have been introduced in both houses of the Legislature which affect State workers and are of interest to them, since publication of the January issue. This summary will be continued in future issues so that a complete record may be had. Record of legislative action on these measures is also noted.

SENATE

- Int. 110, Print 111—Senator Hanley—**Designates State normal schools as state teachers' colleges, provides for board of visitors of seven persons, readjusts salaries of instructors, provides for a secretary to each college president and makes certain other changes, and appropriates \$200,000. Referred to Education Committee.
- Int. 115, Print 116—Senator Feinberg—**Provides that widow of retired guard of employee of correction dept. shall be paid on his death one-half of retirement allowance, no annuity to be paid after widow remarries and widow must have lived with deceased at least ten years prior to his death. Referred to Pensions Committee.
- Int. 152, Print 153—Senator McNaboe—**Provides where person holding civil service position in non-competitive or labor classes or in service of a city, as well as in competitive class as at present, is suspended or reduced in class, rank or salary grade through no fault of his own, suspension or reduction shall be made in inverse order of original appointment, his name to be entered on preferred list; eligibility for reinstatement shall continue for four years, instead of for not longer than four years. Referred to Civil Service Committee.
- Int. 166, Print 167—Senator Howard—**Provides any person, officer or employee in classified civil service and paid on per diem, hourly, semi-monthly or monthly basis, with or without maintenance, shall be compensated for legal holidays. Referred to Judiciary Committee.
- Int. 179, Print 182—Senator Desmond—**Establishes a division of civil liberties in Executive Dept. headed by commission of three members appointed by governor, to investigate and report on impairments of civil rights and guarantees of civil liberties and appropriates \$15,000. Referred to Finance Committee.
- Int. 180, Print 183—Senator Esquiro—**Provides that any person practicing a profession without a license and registration, when required, may be restrained from so practicing by permanent injunction attorney general at request of education dept. to institute action therefor. Referred to Education Committee.
- Int. 194, Print 197—Senator Wojtkowiak—**Exempts from provisions for licensing professional engineers the operation or maintenance of steam, power or refrigeration plants by legally authorized persons, commonly designated as locomotive, stationary, marine and power plant engineers. Referred to Education Committee.
- Int. 198, Print 201—Senator Hastings—**Makes it unlawful for band or orchestra composed principally of civil service employees to furnish music at any function not connected with public department or bureau. Referred to Civil Service Committee.
- Int. 230, Print 233—Senator Feinberg—**Gives employees of Dannemora State Hospital right to board outside and be allowed amount now deducted for board, as additional compensation. Referred to Penal Institutions Committee.
- Int. 259, Print 262—Senator Buckley—**Provides for a state department of justice instead of a dept. of law and for appointment of attorney general instead of election as head of such dept. Referred to Judiciary Committee.
- Int. 270, Print 275—Senator Condon—**Makes Spanish-American and World War veterans in civil service of state or subdivisions eligible for pension after 25 years of service, at one-half of highest salary instead of one-half of salary paid during last year. Pensions Committee.
- Int. 290, Print 295—Senator Stokes—**Strikes out provision that each district forest ranger shall receive annual salary of \$2500. Conservation Committee.
- Int. 306, Print 311—Senator Page—**Permits inspection of records of employment, personnel, pay rolls and vacancies in State and local offices, bureaus and departments and of the civil service commissions, by honorably discharged veterans or volunteer firemen to determine vacancies to which they are eligible to fill after former position has been abolished. Referred to Civil Service Committee.
- Int. 313, Print 317—Senator Seelye—**Makes allowable prior service credit available to person becoming member of State Retirement System on or before January 1, 1940, instead of 1938. Referred to Pensions Committee.
- Int. 320, Print 324—Senator Dunnigan—**Extends to policemen serving in competitive class of civil service rights granted veterans and volunteer firemen on removals from civil service positions. Referred to Civil Service Committee.
- Int. 357, Print 365—Senator Egbert—**Requires that suspension or reduction in grade of civil service employees shall be made in inverse order of original appointment irrespective of whether such service was in labor or non-competitive service, as now applies to competitive class only. Referred to Civil Service Committee.
- Int. 363, Print 371—Senator Mahoney—**Permits member of State retirement system to elect to withdraw contributions in lieu of retirement allowance as now permitted members with less than five year allowable service. Referred to Pensions Committee.
- Int. 390, Print 403—Senator Desmond—**Strikes out provisions for continuing certain persons in state service after attaining retirement age of 70. Referred to Pensions Committee.
- Int. 398, Print 411—Senator Feinberg—**Fixes minimum and maximum annual salaries and increments for prison safety service including guards, keepers, officers and similar positions. Referred to Finance Committee.
- Int. 430, Print 443—Senator Stokes—**Increases from \$1,800 to \$2,200 maximum salary for game protectors. Referred to Conservation Committee.
- Int. 456, Print 469—Senator Martin—**Includes Spanish-American and World War veterans and nurses under provisions for retiring and granting pensions to Civil War veterans, with right to pension at 50 instead of 70 years after 20 instead of 10 years continuous service, gives veterans right of election and makes special provisions for disabled veterans. Referred to Pensions Committee.
- Int. 491, Print 504—Senator Wicks—**Provides that mounted patrolmen employed at Woodbourne institution for defective delinquents shall be in competitive class of civil service and receive compensation allowed guards in state prisons. Referred to Penal Institutions Committee.
- Int. 528, Print 549—Senator Seelye—**Permits State Comptroller to fix some day other than one within 90 days after report of medical board showing member of State retirement system to be physically disabled, for retirement of such member. Referred to Pensions Committee.

ASSEMBLY

- Int. 144, Print 144—Mr. Averill—**(Same as Senate 68).
- Int. 164, Print 164—Mr. Bormann—**(Same as Senate 357).
- Int. 167, Print 167—Mr. Crews—**Allows members of state employees retirement system for purpose of prior service credit, full service year for any service of 60 days or more rendered in any calendar year in time of war.
- Int. 180, Print 180—Mr. Schulman—**Requires all employees engaged in preparation and service of food in state-owned or state-managed parks and restaurants to exhibit satisfactory evidence that they are members in good standing of an appropriate culinary local affiliated with state labor federation. Referred to Conservation Committee.
- Int. 186, Print 186—Mr. Walters—**Requires state executive officers to grant vacations with pay to employees on per diem or hourly basis, for not less than three weeks in any year.

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The Governor's Budget

By Beulah Bailey Thull

January 29th the Governor presented to the Legislature his annual budget which is now before the Legislature as an "Act making appropriations for the support of government."

There is not a state employee who is not familiar with the budget. But most of us if we have access to it, ignoring the index, look wildly through it for our own department, and then search through the positions until we think we have found our own personal item. There was more certainty as to the correctness of the item in those bygone days when the appropriation bill carried names, but the personal item we found in those days was far from as pleasing as what we find today.

Every employee of the state should be more or less familiar with the scope of the state's business. There is no better place than the Governor's budget message to find such information.

The Governor's budget requests for the fiscal year beginning July 1, 1939, and ending June 30, 1940, aggregate \$411,682,122. The Governor says the figure was arrived at after months of careful analysis and drastic pruning of the requests from departments and other agencies as the original requests aggregated \$552 million. This \$411.7 million is \$18.2 million more than the budget for 1938-39.

Governor Lehman in his message divided the budget into four parts:

1. The state budget proper
2. Debt service excluding relief
3. State aid
4. Relief

Part one is where our interest centers. It includes the cost of all state departments including the legislature and the judiciary; schools, colleges, hospitals, prisons, parks, canals, roads and the fixed charges such as the state's contribution to the pension fund and the hospital and correction retirement systems (\$6,047,492); the employees' compensation insurance (\$1,132,936); state tax; judgments in the court of claims, etc.

The aggregate for part one for 1939-1940 is \$145,289,291 or 35.2%

of the total budget. Last year this part of the budget was \$148,672,757, \$3,383,466 more than this year.

It might be of interest to break down part on still more. Of this \$145 million, \$69,525,083 was for personal service or the salaries of the thousands of state employees. This is an increase of \$2,209,543 over last year, an increase due to the salary increments in accordance with the Feld-Hamilton, the time service in the institutions, commutation and a very few new positions.

\$33,750,980 is for maintenance and operation of our departments including the institutions. Here is a decrease of \$4,329,322 from last year when the total of maintenance was \$38,088,302. Every department head has a gentlemen's agreement with the Governor to cut expenses as much as possible, and it is primarily in maintenance and operation that the cut is made. \$12,112,293 is for the fixed charges already mentioned and \$29,892,935 for capital outlays. This last item includes \$17,300,000 for highways and parkways, and \$10,500,000 for maintenance and construction of highways. In this item is \$300,000 for emergency repairs and replacements of facilities on Long Island damaged by last September's hurricane.

Before leaving Part One I would draw attention to the fact that this budget gives the Department of Civil Service an increase over last year of \$34,780 for personnel service and an increase of \$61,000 for maintenance and operation. Of the \$61,000 for maintenance \$20,000 is for the Division of Classification. Our Association has long advocated increased appropriations for civil service. The effectiveness of the department has been hampered by lack of funds.

Part two is debt service excluding debts incurred for relief—amount \$29,433,475. This debt service includes interest and payment on the principal of our funded debt. We must not confuse this funded debt with the deficits we read about. This debt is composed of bond issues voted on by the people. As the Governor states "Commencing in 1903, the people at various general

elections expressed their desire to have specific capital improvements made and authorized their financing out of the proceeds of bond issues." The purposes for such bond issues have been the Barge canal, highways, grade crossing elimination, World War bonuses, public and institutional buildings and state parks. Last fall we approved bond issues for housing projects. This debt is something which creeps up on the state. We the people have so many desires.

Part three—State aid—amount \$151,590,610. The state gives aid to the localities for various functions of government. That aid for schools will be \$125,877,000 for the coming year. It has long been the policy of the state to aid the localities in the function of education. In 1919 this aid amounted to only \$7.7 and now twenty years later due to legislative enactments the aid is \$125.9 millions. The primary reason for so much state aid is to bring equal educational opportunities to all youngsters in the state, whether they live in a poor district or a rich one. State aid is also given for physically handicapped children, county health units, local laboratories, county and town highways, snow removal, old age relief, and aid to the blind. It must be borne in mind that all these increases in state aid are due to statutory enactments just as are our increments under the Feld-Hamilton. The Governor has no freedom of choice in the matter. In truth it is only a very small portion of the budget that is not statutorily mandatory.

Part four is unemployment relief. This year it amounts to \$85,360,747. Of this amount, 60 million dollars is for home relief and the remainder \$25,368,747 is for debt service or relief bonds we have issued since 1932.

It is startling when one thinks that in 1931 our then very high budget of \$315.9 million did not contain one cent for relief, only \$103.9 million for state aid and \$24.2 million for debt service. That budget of 1931 was 96 million dollars less than this budget of eight years later and yet those three items alone—relief,

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The Governor's Budget

Continued from Page 25

increased state aid, and debt service—amounted to \$137 million. It is readily discernible how the reducible functions of government have been pruned so as to keep the budget even as low as \$411 million.

The relative importance of expenditure might make a more lasting impression if we would give it as the Governor did, the expenditure dollar divided into cents. Doing this we have salaries 16.9c of the expenditure dollar; maintenance and operation, 8.3c; fixed charges, 2.9c; capital outlay, 7.3c; state aid, 36.8c; debt service, 7.1c; and unemployment relief, 20.7c.

The other side of the picture portrayed in the message shows why the budget must be kept as low as humanely possible—that is state revenues. Our whole tax system is primarily based on income, hence it is very susceptible to business. Our estimated tax revenues for 1938-39 are falling below estimates due to the business recession. The Governor says there will be a deficit of \$33.1 million June 30, 1939, and unless we augment our tax system one of \$57.5 million June 30, 1940. It is contrary to our constitution to have deficits for current expenses of the state. There must be revenue enough available during 1939-40 not only to pay this budget of \$411 millions but also the deficit of \$33.1 million.

To procure this revenue Governor Lehman has recommended and bills have already been introduced into the legislature to that effect, the making permanent of all our so-called emergency taxes. This means a permanent 4c tax on gasoline, a 3% to 8% income tax, a 3c and 4c stock transfer tax, a 6% tax on business corporations, an unincorporated business tax and a 2% tax on utilities. In addition the Governor recommends increasing the tax on liquor from \$1.00 to \$1.50 a gallon, a turnover tax on business of two-tenths of one per cent, and a direct state tax on real property, \$1.00 per \$1,000 of valuation. New York has not had such a state tax since 1928.

Even this very brief statement of the fiscal situation of the state

points to the fact that even during a ten-year period increased functions of government mean an increased cost of government. These increased functions do not just spring into existence but come as a result of a demand on the part of the people acting through their elected representatives. Every year there will be more and more demands which will affect succeeding budgets.

One cannot read Governor Lehman's budget message or turn the pages of the budget without being impressed with how earnestly and sincerely he has tried to hold down the cost of government but at the same time not in any way injure the essential services of the state, nor neglect the state's duty in the field of unemployment relief.

In this Budget Message the Governor strikes a note of warning about future debt service and future budgets. He says that commitments already made by the state are bound to increase appropriations for state aid and debt service for years to come, and that the maintenance budget of the state is now cut to the bone. So many of the state's commitments have been introduced on the installment plan with very little thought of where it is all leading. He says "It is essential that in the future we give consideration not only to the immediate cost of the initial stages of an undertaking but that we have a clear realization of what the cumulative effect will be over the years." Last year both the Governor and the Legislature had a very clear realization of the cumulative effect of the Feld-Hamilton over the years. It took nearly a decade of hard work on the part of all interested to bring about a career service with an integrated salary schedule but the foundation was well laid and some day the resultant will be a perfected system.

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Prison Guards Support Salary Bill of this Association

At a conference on January 24, in the offices of Assemblyman Harold C. Ostertag, representatives from each of the State Prisons unanimously voted to endorse and support the bill drafted by the Association, which brings Prison Guards and other employees of the State Prisons under the terms of the Feld-Hamilton Law.

The bill, which has been introduced at the request of the Association by Assemblyman Harold C. Ostertag, and Senator Benjamin F. Feinberg, sets up new salary schedules with five annual increments for guards, sergeants, lieutenants, captains and other prison officers and employees. One of the defects of the present law is that a sergeant, upon promotion to lieutenant, receives an increase of only \$100, and a lieutenant upon promotion to captain, receives an increase of only \$200. Because a promotion in most cases involves transferring to a different institution, scores of employees have, in the past, declined promotions, because the salary increase was insufficient to enable them to move their family to another institution.

The Association bill corrects this situation by establishing salary schedules based upon the duties and responsibilities of the respective positions.

This is the same bill that was drafted by the Association and passed by the Legislature last year. It will be recalled that a different measure, sponsored by the Civil Service Forum, which increased the salary of Prison Guards, was also passed last year, but both bills were vetoed by the Governor because, among other reasons, the employees were divided in their support of the two measures. At the conference with Assemblyman Ostertag, at which representatives of the Civil Service Forum were present, representatives of every State Prison were unanimous in their decision to support the Association bill at this session.

Annual Dinner — Feb. 21st

The Association's "Big Social Event of the Year," the Annual Dinner to the Governor, the Lieutenant Governor, and leaders of the administrative and legislative branches of State government, will take place Tuesday evening, February 21st, at the DeWitt Clinton Hotel, Albany, at 7:30 P. M.

This should be a red letter date on the calendars of all members of the Association. The Committee, under the leadership of Harold J. Fisher, has planned a special steak menu, novel entertainment and dancing until 2 A. M. All of the dining, dancing and entertainment facilities of the DeWitt Clinton, including the music of Frank Gagen and his band, have been reserved for the use of the Association and its guests.

Advance sale of tickets indicates that a capacity crowd will be in attendance. For the past few years,

this dinner has been so successful that several hundred guests have had to be refused accommodations because of lack of space.

The Entertainment Committee, under the direction of "Tom" Stowell is already at work preparing what is promised to be the most entertaining program yet concocted. "Tom" and his cohorts who are all former newspaper men now in State service have the well-earned reputation of producing the "unexpected" and "amusing" in the entertainment line. It is whispered hereabouts that "Tom" and his able assistants have turned down a nice juicy offer from a leading broadcasting company for the purchase of the theme and broadcasting rights of the show which they will produce at the Annual Dinner.

The line-up looks like a ten dollar show, and a five dollar dinner, at a February Special of \$2.75, includ-

ing the waiter's tip. You might better miss a pay-check than miss this party.

All reservations for the party must be placed with the Association departmental representatives or members of the Social Committee.

The Special Entertainment Committee is composed of Thomas C. Stowell of the Health Department's publicity staff; Walter T. Brown, Secretary to the Governor; John F. Tremaine, Secretary to the State Commission of Correction; Frederick Hollowell, Secretary to the State Comptroller; Allan Reagan, Director of the State Publicity Bureau; John L. Halpin, Secretary to the Conservation Commissioner; Charles McTigue, Secretary to the State Tax Commission; Clarence Knapp, Head of Publications in the Department of State, and Foster Potter, Publicity Director of the Department of Agriculture and Markets.



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Summary of Legislation Pending

Continued from Page 24

- Referred to Ways and Means Committee.
- Int. 187, Print 187—Mr. Wilson—**Prohibits brush-making by prisoners in any state or local penal institution for use of any public institution except state correctional and state charitable institutions. Referred to Penal Institutions Committee.
- Int. 190, Print 190—Mr. Cariello—**Provides salary of any civil service employee in competitive class, where separated or demoted from service shall not be reduced below amount equal to minimum of salary grade and \$120 for each year of service; except where amount is greater than salary received, no reduction shall be made. Referred to Civil Service Committee.
- Int. 210, Print 210—Mr. Ryan—**(Same as Senate 115).
- Int. 214, Print 214—Mr. Breitbart—**Provides wherever practicable for two days rest in seven for state employees in competitive and non-competitive classified service paid on full-time annual basis. Referred to Labor Committee.
- Int. 217, Print 217—Mr. Dollinger—**Provides no person other than regular civil service employees shall be employed by cities of 300,000 or more or by independent agencies thereof or of the state operating within such cities, for architectural, engineering or technical service on public building or project. Referred to Civil Service Committee.
- Int. 223, Print 223—Mr. Fite—**Prohibits oral examinations for all competitive civil service positions, except where merit and fitness cannot be determined or ascertained by written examination, oral examinations or personal interviews not to constitute part of promotion examinations except for executive positions.
- Int. 231, Print 231—Mr. Murray—**Provides that only citizens shall be eligible for employment in any hospital, school, prison, reformatory or other institution subject to control or visitation of state correction dept., state health dept., and mental hygiene dept., or social welfare dept. Referred to Civil Service Committee.
- Int. 251, Print 251—Mr. B. J. Moran—**Provides that written promotion examinations in civil service shall contain questions confined to work or duties in department; permits general knowledge part of examination which shall not be in excess of 25 per cent of total weight credited; to be used only for computing average per centage mark; permits commission to fix minimum mark not in excess of 70 per cent after credit for seniority, rank of position and length of service have been credited, these credits to be not less than one-half of total weight of entire examination. Referred to Civil Service Committee.
- Int. 272, Print 272—Mr. Fitzpatrick—**Provides that employees of mental hygiene institutions who are heads of families must be allowed to live outside the institution and receive additional sum of \$10 a month except where adequate accommodations can be provided in institution. Referred to Ways and Means Committee.
- Int. 315, Print 318—Mr. Babcock—**Permits member of State retirement system to elect to contribute on basis of minimum retirement age of 55. Referred to Pensions Committee.
- Int. 334, Print 338—Mr. Babcock—**Provides for payment to beneficiary of member of state employees' retirement system of a sum in addition to ordinary death benefit, equal to 50 per cent of such compensation if total number of years in which allowable service was rendered exceeds ten. Referred to Pensions Committee.
- Int. 335, Print 339—Mr. Babcock—**Provides that officers and employees in state civil service shall receive a retirement allowance after attaining minimum retirement age instead of at 60 at present, and provides for additional pension. Referred to Pensions Committee.
- Int. 338, Print 342—Mr. Goldberg—**Prohibits discrimination on account of race, creed or color against persons renting or leasing homes or mercantile establishments, persons seeking licenses to conduct business, or persons seeking civil service appointment. Referred to Judiciary Committee.
- Int. 369, Print 376—Mr. Babcock—**Makes allowable prior service credit available to persons becoming member of State retirement system on or before January 1, 1940 instead of 1938. Referred to Pensions Committee.
- Int. 375, Print 382—Mr. Delany—**(Same as Senate 116).
- Int. 392, Print 399—Mr. Sherman—**(Same as Senate 306).
- Int. 396, Print 403—Mr. Wachten—**Requires that classified civil service employees, except those in exempt class, be notified in writing of any charge or accusation of dereliction of duty, with five days to answer and right of hearing. Referred to Civil Service Committee.
- Int. 420, Print 429—Mr. Ryan—**(Same as Senate 230).
- Int. 486, Print 498—Mr. Butler—**(Same as Senate 363).
- Int. 541, Print 557—Mr. Ostertag—**Provides that employee in classified civil service who has served five years in present position shall receive minimum annual salary of grade to which position has been allocated and also the increment allowed under Section 40 and 41 of the Civil Service Law. Referred to Civil Service Committee.
- Int. 545, Print 561—Mr. Ostertag—**Fixes minimum and maximum annual salaries and increments for prison safety service including guards, keepers, officers and similar positions. Ways and Means Committee.
- Int. 548, Print 564—Mr. Ostertag—**Permits retirement of members of state retirement system at age 55 under certain conditions. Referred to Civil Service Committee.
- Int. 568, Print 586—Mr. Babcock—**(Same as Senate 390).
- Int. 633, Print 653—Mr. Canney—**Provides that employees in labor class of classified civil service shall be eligible to take promotion examinations for competitive class after serving one year in labor class. Referred to Civil Service Committee.
- Int. 645, Print 667—Mr. Ehrlich—**Provides that officer or employee holding competitive or non-competitive position in institution under mental hygiene dept. shall be permitted 14 working days off each year with pay on account of illness. Referred to Health Committee.
- Int. 674, Print 696—Mr. Austin—**(Same as Senate 152).
- Int. 682, Print 704—Mr. Pease—**(Same as Senate 290).
- Int. 725, Print 750—Mr. Conway—**(Same as Senate 491).
- Int. 754, Print 784—Mr. Garcia-Rivera—**Gives civil service employees right to organize into associations of their own choosing for purpose of improving conditions of employment and provides methods of negotiating on grievances. Referred to Civil Service Committee.
- Int. 768, Print 798—Mr. Fitzpatrick—**Prohibits removal without hearing of employees of mental hygiene dept. in competitive, non-competitive or labor classes. Referred to Health Committee.

Oneonta Elects

The Homer Folks Tuberculosis Hospital Chapter of the Association held its annual meeting on January 18th, at which time the officers for the year 1939 were elected. The officers elected were: President, Clarence N. Bull; Vice President, John Keenan; Secretary, Mary C. Ahearn, and Treasurer, Mildred Vermilya.

Report was made at this meeting that well over 75 per cent of the employees of the Homer Folks State Hospital had signed up for the Group Life Insurance Plan being sponsored by the Association.

Death Benefits

OF THE STATE RETIREMENT SYSTEM

By Franklin B. Holmes
Director of State Employees'
Retirement System

When a member of the New York State Employees' Retirement System dies, either from natural or accidental causes, cash payments are made to his estate or beneficiary.

These payments are still further benefits derived by members through the unique operation of this advantageous system. Other benefits have been described in two previous articles appearing in THE STATE EMPLOYEE. The objective of this series is to make the system understandable to those for whom, and by whom, it is maintained. The law relative to accidental death benefit reads as follows:

"Accidental death benefits. Upon the accidental death of a member before retirement, provided that evidence shall be submitted to the medical board proving that the death of such member was the natural and proximate result of an accident sustained while a member and while in the performance of duty at some definite time and place and that such death was not the result of willful negligence on his part, his accumulated deductions shall be paid to his estate, or to such person as he has nominated or shall nominate by written designation, duly acknowledged and filed with the comptroller; and upon application by or on behalf of the dependents of such deceased member, the comptroller shall grant a pension of one-half of the final average salary of such employee (a) to his widow, to continue during her widowhood, or (b) if there be no widow, or if the widow dies or remarries before any child of such deceased member shall have attained the age of eighteen years, then to his child or children under said age, divided in such manner as the comptroller in his discretion shall determine, to continue as a joint and survivor pension of one-half of his final average salary until every such child dies or attains said age; or (c)

if there be no widow or child under the age of eighteen years surviving such deceased member, then to his dependent father or mother, as the deceased member shall have nominated by written designation duly acknowledged and filed with the comptroller; or, if there be no such nomination, then to his dependent father or to his dependent mother, as the comptroller in his discretion shall direct, to continue for life. If the service of a member is on any other than a full time basis, and, if the death of such a member was the natural and proximate result of an accident sustained while a member and while in the performance of duty at some definite time and place, the benefit paid on account of such a member as provided above in this section shall be equal to the benefit that would be paid on account of the member were his service on a full time basis."

The accidental death benefit is unlike the accidental disability benefit in that the benefit is payable when a member is killed in the performance of duty, regardless of age, while the accidental disability benefit is not paid by the Retirement System if the member has attained age sixty prior to the accident.

The number of years of service of the member is immaterial.

Like accident disability this benefit is payable if a member were killed the hour after becoming a member.

Computation of this benefit is simple. It is one-half of the average salary of the last five years of membership or any other five consecutive years during which a larger salary may have been received but such selection must be during a period of actual membership. If the final average salary were \$2,000, the accidental death benefit would be \$1,000.

The amount paid by the Retirement System is also governed by the amount paid by the State Insurance Fund. If the member were not covered by the Workmen's Compensation Law the total benefit

would be paid from the Retirement System.

Should there be no widow, the benefit is payable to the children until they attain age eighteen. If there should be no widow nor children the benefit would be payable to the dependent father or mother.

The contributions are paid to the person designated by the member and for this reason the contributions could be paid to another than the widow.

When the benefit is paid to a dependent father or mother the maximum benefit is paid for the reason that the dependency is an ever increasing quantity.

The Comptroller must be entirely guided by the certification of the medical board as to whether the beneficiary of the member is entitled to this benefit.

ORDINARY DEATH BENEFIT

The law relative to ordinary death benefit follows:

"Ordinary death benefit. Upon the death of a member in the state service, or within the thirty-day period provided in section sixty-eight of this article and who has had one or more years of service as a member, and who was on the payroll and paid within a period of twelve months prior to his death, and who has not otherwise been gainfully employed since being on such payroll, if no pension be payable under the provisions of section sixty-five-a of this article, there shall be paid from the pension accumulation fund to his estate, or to such person as he has nominated or shall nominate by written designation, duly acknowledged and filed with the comptroller for this specific purpose, an amount, provided from contributions made by the state, which shall be equal to one-twelfth of the compensation earnable by him while a member during the last twelve months of allowable service immediately preceding his death for each year of service but not to exceed fifty per centum of such compensation.

Continued on Page 38

N. Y. C. Chapter Activities

Chapter's Executive Board Meets

The officers and delegates of the Chapter comprising its Executive Board met in Room 500 of the State Office Building, 80 Centre Street, on Thursday evening, February 2, 1939, for the purpose of receiving a report of the Legislative Committee meeting at Albany and a discussion of our 1939 program.

There were about thirty-five delegates present representing practically every branch of the service within the metropolitan area. Mr. J. Earl Kelly, President of the Chapter announced Committee appointments for the year 1939. A list of these Committees and the membership thereof appears on another page of this issue.

At the preceding meeting of the Board a special committee consisting of Mr. Charles J. Conklin, Chairman, Mr. John Ferguson and Mr. Lawrence Epstein was appointed for the purpose of preparing a fitting resolution commemorating the two years of service devoted by Mr. Milton Schwartz as President of the Chapter. Mr. Conklin read the resolution and the motion to adopt it was carried with enthusiastic applause.

Membership Drive Started

The growth of the New York City Chapter over the past three years has been phenomenal and is a very concrete proof of the service which the Association has been rendering employees. In 1936 our membership was approximately 400; at the end of 1937 it had reached 1600 and for the year 1938 exceeded 2000. It is the hope of the officers that in 1939 the membership of the Chapter may be doubled. During the past two years it has been necessary to devote so much time and attention to the enactment and functioning of the Feld-Hamilton and Feld-Ostertag Laws that little or no time at all was left for the very important work of establishing more universal contacts and thereby increasing membership.

It has been decided, therefore, that a major effort will be made this year to reach out into every department, bureau and unit of the State service within the metropolitan area in a well organized membership campaign so that the power and prestige of the Association in State circles may be so much the more enhanced. As a nucleus to put this program into operation, the entire Executive Board of the Chapter has been constituted a Membership Committee with the Chapter President as its Chairman. Each department representative in turn is the Chairman of a Membership Sub-Committee of his own department. These Sub-Committees have been so constituted as to be as nearly representative of the different classes of State service as possible. The names of the people who have been appointed to these Sub-Committees appear on a different page of this issue.

We urge each employee in the metropolitan area to consider for himself the value of being a member of the largest organization of State Civil Service employees in the United States. Our membership is confined only to people who are in the State service and the membership dues are not diverted for private compensation or gain but are used entirely in the interest of the members themselves. There are no paid officers, representatives, or other agents of this Association. Those who are managing its affairs are devoting their time and efforts without any compensation whatsoever except the mental reward of making the State service better for everyone.

Turn at once to the list of Sub-Committees and pick out a member thereof with whom you are acquainted and file your application for membership with him.

Membership Sub-Committees

The following sub-committees have been appointed within the departments enumerated for the purpose of assisting the department representatives who in each instance

is the chairman of his departmental sub-committee. These sub-committees are not yet complete so that if there are employees who wish to serve on such they may have their names added by consulting their own departmental representative. All of the following committee members are authorized to receive 1939 membership applications and the one dollar fee, which shall be transmitted through the department representative to the Chapter Treasurer.

Banking

William J. McAuliffe
James G. Carlin

Education

Albert A. Buchholz
James O. Hoyle
Henrietta Gerbes

Labor

Ida Hussey
Esther Mernit
Micheline De Zutter
Nancy Lipschitz
Ida Aronstein
Laura D. Kehoe
Joseph Madonna
R. J. Keefe
Mary Blostein
Julius Fell
Moe Foran
Dr. G. Edson
Alice A. Harper

Law

Martha Herie
Frances Wasserman
Grace Banta
John Leddy

Mortgage Commission

Sara G. Rice
Mildred R. Northrop
Richard Leary, Jr.

Public Service

William Dunphy
Charles F. Sickers
Ruth Essig
Rose Rainer
Henry A. Slaughter
James J. Chiarovella

Division of Canals

James Kinpella
James Garvey

Social Welfare

John Curtis
Bernice M. Cross
John I. McGrath
Mrs. Clarissa L. Michel

Continued on Page 33

Education for Farming

Arthur K. Getman
Chief, Agricultural Education Bureau,
New York State Department
of Education

The farm training program conducted at the Institute of Applied Agriculture at Farmingdale, at the Schools of Agriculture at Alfred, Canton, Delhi, Cobleskill and Morrisville, and at the 288 departments of agriculture in high schools, continues to occupy a prominent place in the progressive educational services available to modern youth. Within the last five years the enrollment in the Institute and in the schools and departments of agriculture has more than doubled. At the present time there are 900 agricultural students enrolled at the Institute and at the State Schools of Agriculture, 8200 full time students and about 4000 part-time students enrolled in the high school departments of agriculture.

Farm training is as old as man himself. It embodies many types of preparation intended to make the individual farmer happier and more efficient. Until twenty-five years ago, in this country young men learned to farm by "pick-up" methods, incidental to the work on the home farm or on some other farm where employment could be se-

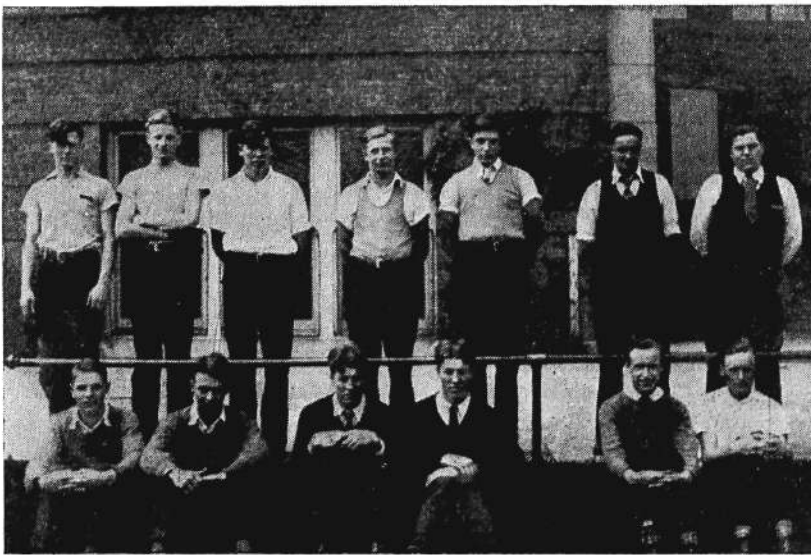


Students at the State Institute of Applied Agriculture at Farmingdale applying dust with modern equipment.

cured. With the establishment of the farm training schools in New York State however, all this was changed, and our youth were given the advantage of vocational and technical training based on scientific research and the tested experience of successful farmers. This educational program has brought inestimable returns in increased scientific knowledge, practical business ability, mechanical skills, together with the ability of farm operators to work cooperatively. Indeed, the benefits

to youth have exceeded the fondest expectations of the pioneers in providing legislative enactments and financial support for farm training.

Agriculture embodies many occupations. Foremost is the occupation of farmers in the production of food and fiber products. Then, there are a variety of services required by farmers in the maintenance of their businesses. For example the manufacturing and distributing of dairy products, the merchandising of feed, seed, fertilizers, chemicals and equipment, the selling and servicing of farm machinery and power equipment are usually classed as occupations supplementary to production. Closely associated with the production services is the creation of beauty through the landscape and plant culture arts. The instruction at the high school departments of agriculture is devoted primarily to the production and management enterprises in the nine major types of farming in the State. At the State Institute and at the State Schools of Agriculture production and management courses are also basic in the educational services offered, but these are supplemented by specialized curriculums designed to train persons for such service occupations as those outlined above.



A group of agricultural students at the High School Department at Walton, N. Y. The group includes five pairs of brothers and a sixth group of three brothers.

Continued on Page 38

EDITORIAL PAGE

THE STATE EMPLOYEE

Official Publication of

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Blowing Hot and Cold

Those of our citizenry ever anxious for efficiency and economy in government are rightly desirous that in the event of unification of the rapid-transit system of New York City, the 25,000 or so employees will not be political henchmen but free workers of the people. They naturally favor legislation that will place municipal employees in the merit system, where the Constitution of the State says all employees must be placed. A bill introduced in the present Legislature on January 4th provides that employees of the municipal transit facilities anywhere in the State shall be appointed "pursuant to the provisions of the Civil Service Law."

News reports indicate wrath upon the part of the leaders of the Transport Workers Union, a C. I. O. organization. They do not believe in the Merit System, apparently, and remark: "The Transport Workers Union will resist to the utmost this outrageous assault upon its membership. It is certain that it may count upon the entire organized labor movement in this city and State to support it unstintingly in its efforts to defeat this vicious proposal." That is what the Transport Workers Union thinks of the merit system. The unity of labor against the proposal to follow the Consti-

tution and recruit State and municipal employees upon the fairplay merit system basis, hoped for by the C. I. O., is not at all obvious at this time. The American Federation of Labor, according to news reports, will strongly favor appointment of transit employees "pursuant to the provisions of the Civil Service Law."

Now while the T. W. U., a C. I. O. affiliate is resisting civil service regulations as an "outrageous assault upon its membership," the State, County, Municipal Workers of America, also a C. I. O. affiliate, is proselyting among State employees for membership at dues said to be one dollar a month, or twelve dollars a year. We know that the woodchopper blows upon his soup to make it cold and upon his hands to make them hot, and we comprehend readily the reason, but we find no justification in all science or history for the herding of men and women into an organization that on the one hand collects dues in the name of civil service to "unstintingly" defeat the recruitment of public workers under Civil Service Law as a vicious proposal.

Once upon a time in this magazine we read an article entitled "Reason or Racket." Perhaps this new hot and cold phase really carries the reason for the racket!

There is one way to attain success in public employee organization and that is **THE ASSOCIATION OF STATE CIVIL SERVICE EMPLOYEES' WAY**—no alliances, no salaried officers, no tribute to any outside unions, no interference with outside unions, no false promises to our membership, no betrayal of merit system principles, no buncombe and no rackets. **UNITY IS THE ANSWER TO WORKERS' HOPES.** Get your booklet "UNITY" and learn what State civil service workers have done and can do for themselves through their own unselfish progressive organization—**THE ASSOCIATION.**

Overcompensation

The most successful people in the world are not those whose lives are free from suffering. Rather the truly successful people are the ones who, handicapped by a great sorrow, temptation, or accident, have the grit and courage to make the best of what they are. Their's is the stuff that heroes are made of. No matter how badly hurt or handicapped they may be they are ready to keep on trying. They possess faith in themselves, and an unshakable trust in the Grace of God. This is an unbeatable combination. It takes more than courage to do this. It takes heroism; we need heroes.

There is a name which modern psychologists have for the success that comes from facing and hurdling a serious handicap of life. They call it overcompensation.

Have you ever stood beside a creek wondering if you could jump it; in fact, feeling that you couldn't make it. Then inside of you something urged you to try, and not only did you leap dry-shod to the other bank, but you actually jumped much further than you needed to! That is overcompensation!

A handicap often grips a person like a superstition;—it takes a high courage to go against it. Have at least the courage to begin, for the start in overcompensation, as in everything else is the hardest. Possibly you are afraid to go under a ladder. Defy the superstition. Do it anyway! What happens? Well, you feel creepy for a few hours or days. To your surprise nothing happens. No misfortune overtakes you—your courage rises—you repeat the ladder stunt until it becomes actually a pleasure to walk under ladders. Courage begets courage the same as fear begets fear. Every new success bolsters up your confidence and self-trust. You have hurdled that handicap.

It was Abraham Lincoln who once said that "most folks are about as happy as they make up their minds to be!"

"A City in Itself"



Rockland State Hospital Orangeburg, N. Y.

The above was snapped from an altitude of 1000 ft. Looking from east to west. The recently completed six-story building is in the foreground, with the power house and farms in the background.

The picture was taken in the beginning of April, 1938.

Submitted by Louis A. Erlind, Rockland State Hospital, Orangeburg, N. Y.

Ogdensburg Meeting

By C. F. Nichols

On January 24th, a meeting was called by Herman Redmond at 2 P. M. in the Nurses' Waiting Room at Central Kitchen Building of the St. Lawrence State Hospital, Ogdensburg. The committee chosen by Mr. Redmond consisted of representatives in each department and supervisors, 24 in all.

Dr. P. G. Taddiken, our superintendent, and Dr. H. H. Berman, first assistant superintendent, both addressed the meeting with a great deal of encouragement. It was unanimously agreed to make a combined drive for membership both to the local Association and the State-wide Civil Service Association at the same time.

Mr. Bert Dodge, President, and Mr. Robert Kinch, Secretary of the local Association attended. Much interest was shown by the committee and we look forward to 100 per cent membership to both Associations.

N. Y. C. Chapter

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Frank Parisi
Jean I. Piller
Besse M. Scott

Taxation and Finance

(a) New York

Harriet Zobel
Robert Marshall
Mrs. Marie Anselmo
James Corrigan
Owen McGivern
Mary C. Corrigan
Elsie Linderman

(b) Brooklyn

William Quinn
Mrs. Ida L. Weisman
Mrs. Fay R. Klein
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(c) Bureau of Files

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Judiciary Committee

Senators Feinberg (Chairman), Warner, Hampton, Stagg, Williamson, Page, Mahoney, Bechtold, Coudert, Kleinfeld, Quinn, Buckley, Nunn, Feld; ex-officio, Pitcher Dunnigan.



Hon. KARL K. BECHTOLD

Civil Service Committee

Senators Bechtold (Chairman), Warner, Hampton, Mrs. Graves, Desmond, Mahoney, Swartz, Ryan, McNaboe, Quinn, Coughlin, Phelps.

Pensions Committee

Senators Seelye (Chairman), Thompson, Warner, Feinberg, Condon, Swartz, Janes, Martin, Howard, McNaboe, Crawford, Egbert.

Labor and Industry Committee

Senators Condon (Chairman), Hanley, Wicks, Stokes, Mrs. Graves, Bewley, Ryan, Howard, Wojtkowiak, Coughlin.

Penal Institutions Committee

Senators Riley (Chairman), Stokes, Feinberg, Hastings, Swartz, Egbert, Esquirol, Coughlin.

ASSEMBLY

Civil Service Committee

Assemblymen Fite of Dutchess (Chairman), MacKenzie of Allegany, Kreinheder of Erie, Van Cleef of Seneca, Lupton of Suffolk, Peterson of Schuyler, Sellmayer of Monroe, Ostertag of Wyoming, Owens of Westchester, Walters of Broome, Kirnan of Kings, Goldstein of Kings, Cariello of Queens, Downey of Queens and Wachtel of Bronx.

Judiciary Committee

Assemblymen Reoux of Warren (Chairman), Piper of Erie, Conway of Ulster, Darling of Chautauqua, Fromer of Greene, Breed of Onondaga, Cheney of Steuben, Mitchell of New York, Sherman of Saratoga, Schulman of Monroe, McCreery of Kings, Flynn of New York, Holley of New York and Quinn of Bronx.

Labor and Industries Committee

Assemblymen Washburn of Columbia (Chairman), Rapp of Genesee, Ostertag of Wyoming, Williams of Oneida, Shaw of Tompkins, Barrett of Suffolk, Goldberg of New York, Hollowell of Yates, Wilson of Westchester, Wicks of Essex, Canney of Erie, Breitbart of Kings, McCaffrey of New York, Schwartz of Kings and Kirnan of Kings.

Penal Institutions Committee

Assemblymen Hammond of Chemung (Chairman), Fromer of Greene, Peterson of Schuyler, Lupton of Suffolk, Owens of Westchester, Hammond of Orange, Crews of Kings, Ryan of Clinton, Manning of Monroe, Jarema of New York, Rudd of Kings, Glancy of New York, Gans of Bronx, Casey of Rensselaer and Capozzoli

Pensions Committee

Assemblymen Babcock of Chautauqua (Chairman), Bartholomew of Washington, Gugino of Erie, Wright of Jefferson, Breed of Onondaga, Owens of Westchester, Doige of Franklin, Boccia of New York, Chase of Cayuga, Fitzpatrick of Queens, Glancy of New York, Smolenski of Kings, Gans of Bronx, Gutman of Kings and Bennett of Bronx.

Rules Committee

Assemblymen Heck of Schenectady (Chairman), Ives of Chenango, Wadsworth of Livingston, Moffatt of New York, Bartholomew of Washington, Piper of Erie, Reoux of Warren, Thompson of Orleans, Tood of Westchester, Ostertag of Wyoming, Washburn of Columbia, Steingut of Kings, Hayes of Albany, Devany of Bronx and Sullivan of New York.



Hon. EMERSON D. FITE

Ways and Means Committee

Assemblymen Moffatt of New York (Chairman), Allen of Dutchess, Stephens of Putnam, Thompson of Orleans, Parsons of Onondaga, Lake of Fulton, Wickins of Monroe, Gugino of Erie, Vincent of Broome, Mailler of Orange, Whitney of Rensselaer, Gillen of Kings, Dooling of New York, McLaughlin of Bronx, Torsney of Queens.

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bull. Macmillan. \$2.

This novel of a young immigrant Scotchman is concerned with his driving ambition to be a coal magnate in Pennsylvania and the author describes in a story of wide appeal how that ambition affected him, his beautiful and lovely wife and his son.

Sons of the Swordmaker, by Mau-
rice Walsh. Stokes. \$2.50.

Romantic, spirited saga of the dauntless folk of early Britain and Ireland some of whose adventures in the first century B. C. are here related in a singing prose of beauty and power.

The Sword in the Stone, by T. H.
White. Putnam. \$2.50.

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Sullivan. Doubleday. \$3.50.

Genuinely delightful book, light-
ing up as it does the warmhearted,
steadfast character of this Ameri-

can "individualist," and his progress in the newspaper world, and the world of politics through his editorship of *Collier's Weekly*.

Ten Years Under the Earth, by
Norbert Casteret. Greystone
Press. \$3.

The irresistible excitement and delight of the author in discovering and exploring caverns, chasms, frozen grottoes and curious underground rivers of the Pyrenees permeate this absorbing and informing record of many of his perilous adventures.

Books at Discount

The Association has for several months now been purchasing the latest fiction, biography, travel, science and other books at a considerable savings 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 contemplate the purchase of a book, whatever kind, first direct a letter to the Association, Room 156, State Capitol, Albany, and get a quotation. The savings possible will surprise you.

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Chapter News

Attica Prison Chapter News

At the recent annual election and meeting of the Attica Prison Chapter of the Association the following Officers and Committees were selected: President, Lawrence R. Law; Vice President, Peter Carnevale; Secretary, August Richert, Jr.; Financial Secretary, Raymond Leyden, and Treasurer, Wilfred Denno. The Legislative Committee is composed of Lawrence R. Law, Wilfred Denno, Kaye C. Crosby, Joseph Gill and Thomas O'Neil. The Social Committee consists of John Thomas, George Snyder, Reece Cummings, Gerald Mullen and Ray Conway. The Committee on Constitution and By-Laws are John Davis, David Allaway and Thomas DeVito. The Recreation Committee is made up of Maurice Walsh, Donald O'Pray, John Golden, Forest Spencer and Otis Stockweather. Employees on the House Committee are U. Bryum, William Wilkinton, Gorden Biehl, John Bryne and Edward Spahn. The Officers Mess Committee's personnel includes Jess Hyland, Joseph Semet, Millard Disenger, Robert T. Reed, Dr. R. Brancale and James McGinnis.

Trustees selected were George Purdy, Dorman Harrington and Percy Blake. Delegates to represent the Chapter in Association Councils were Joseph Gill and Thomas O'Neil.

It is pleasing to report that Attica State Prison Chapter has attained 100 per cent support of every employee of that institution. In line with the splendid work of this group it is also gratifying to note that well over 75 per cent of the employees of this institution have also availed themselves of the Group Life Insurance Plan now being sponsored by the Association.

A Gala Affair at Bedford Hills

By Mary Brown

On Saturday evening, January 14, the Westfield State Farm Chapter of the Association of State Civil Service Employees of the State of New York, held its first annual din-

ner dance at the Kisco Casino. The affair was a huge success as was evidenced by almost a hundred per cent turnout of members, together with many guests. A spirit of friendship and good-fellowship prevailed throughout the evening. Orchids to Joseph J. Lennon, Toastmaster (apologies to Winchell) and his most efficient aids, for the grand way in which they put over the affair. Speakers of the evening were: Major Carl J. Kane, Superintendent, who, as the newest member, spoke of the aims and benefits of the organization, and the importance of understanding. Ernest Russell, retiring President, urged 100 per cent membership and continued cooperation.

Newark State School F. C. U.

By Benn Townley, Jr.

The third annual meeting of the Newark State School Federal Credit Union was held January 23rd at 9:00 P. M. in the School Building.

A 6 per cent dividend was declared on all paid up \$5.00 shares and new by-laws were adopted.

Officers elected were: Board of Directors, Francis Dedrick and Peter Ross; Credit Committee, Dr. Jacob Sirkin; Supervising Committee, Harold C. Sawyer, Mrs. Ann Synesael and Harold Lytle.

Other officers whose term of office did not expire this year are: Board of Directors, Mrs. Mary Bidwell, Benn Townley, Jr., and Mrs. Kathleen Ward; Credit Committee, Mrs. Inez Briggs and Albert Gallant.

After the annual meeting, the new Board of Directors met and elected Mrs. Mary Bidwell, President; Benn Townley, Jr., Vice President; Francis Dederick, Treasurer, and Mrs. Kathleen Ward, Secretary.

Since its inception in 1936, 164 loans have been made, 41 in 1936, 49 in 1937 and 74 in 1938. The total amount loaned was \$15,045; \$2,095 in 1936, \$3,574 in 1937 and \$8,776.50 in 1938. The average loan during the period has been \$91.74.

Election of Hudson Chapter

By Goldie Cohen

A meeting of the "State Training School for Girls Chapter" of the Association at Hudson was held in the Chapel on January 17th. The following members were elected to office for the ensuing year: President, Michael Mullins; Vice President, Alex Schriver; Secretary, Goldie Cohen, and Treasurer, Mrs. Laura L. Schutt.

Representatives of the various units of the institution selected were: Farm, Frank Green; Ground and Mechanics, Thomas Higgins; Health, Bertha Condron; Matrons, Mrs. Mabel Reade; Asst. Matrons, Florence Carter; Office, Helen Ahern; Power House, George Cahill, and Teachers, Mrs. Eleanor Monahan.

The following members were appointed by the President to act on special committees: Auditing Committee, Winifred Higgins and Elinor Newell; Grievance Committee, Thomas Higgins, Maude Rider and Alex Schriver; Membership Committee, Willard Jensen; Publicity Committee; Thelma Byles, Hiram Taylor and Hilda Locklin; Social Committee, Marion Heckel, Mildred Iffrig and Maurice Taylor. Delegate to the State Association appointed was Alex Schriver.

Central Chapter Banquet

By Donald T. Bell

The second annual banquet of the Central Chapter, New York State Barge Canal Civil Service Association was held January 12, 1939, at Baldwinsville, New York.

A business meeting preceded the banquet at which regular business was transacted, and the Chapter officers and delegates were elected for the ensuing year: President, C. E. Greenfield; Vice President, Russell O'Connell; Secretary - Treasurer, Donald T. Bell; Assistant Secretary, Harry M. LaVere; Delegate, Timothy Cronin; Alternate Delegate, Daniel Donovan.

H. R. S. H. News

The Federal Credit Union of Hudson River State Hospital re-elected George G. Lozier as President, at a meeting of the Board of directors held January 25th in the Visitors' Rooms of the Hospital. Other officers elected were: Vice President, Otto V. Faust; Secretary, Sally M. Galbraith, and Treasurer, Raymond A. Joyce. The question of employing a full-time cashier was discussed at length, and it was decided to make such an appointment in the near future for the benefit of shareholders.

At a meeting held January 18th, which was actually the third annual meeting of the credit union, George G. Lozier, Otto V. Faust and Sally M. Galbraith were elected directors for two years. Clara M. Campasso was elected for one year. John F. Galvin was elected member of the Credit Committee for two years and John Whalen was named to this committee for one year. August Eitzen, Howard R. Chase and Arthur H. Marx were elected to the Supervisory Committee for one year. A vote of thanks was extended to George Magee and John Livingstone, outgoing members of the credit committee and Mrs. Gladys Douglass, a member of the Board of Directors.

The statistical report shows that there are 466 active shareholders with total paid in shares of \$19,440.61. A dividend of 5 per cent was declared. Since the formation of the union in 1936, a total of over seventy-one thousand dollars has been loaned.

Dr. S. C. Wolff of the H. R. S. H. was chief speaker at a session of Police School at the Poughkeepsie Y. M. C. A. He addressed the members on the relation of police work to perversion. Leut. Boyd, class instructor, presided at the school session.

The Nurses' Association of H. R. S. H., Class of 1941, held a pre-Lenten card party on January 20. Over 50 couples attended the affair. The Hall was nicely decorated and elaborate prizes were given.

The following employees of H. R. S. H. attended the President's

Ball held at the Nelson House, Poughkeepsie, on January 30th: Dr. Ralph P. Folsom, Superintendent; Dr. Wirt C. Groom, Dr. John Y. Notkin, Dr. William J. Cavanaugh, Dr. and Mrs. Albert LaFleur, Dr. and Mrs. Frederick DeNatale, Dr. and Mrs. J. Harrold Morris, Dr. William J. Thompson, Mr. and Mrs. Andrew J. Delaney, John Glavin, Guy deCordova, James Bumpster, Morris Kantor, Grace Sitser, Delia Dockery, Mary J. Meighan, Kate Riddle, Pauline Weil, William O'Keefe, Karl P. H. Wilson, Ada Smith, Helen Zukowska, John Livingstone, Marc E. Belton, Angus E. Brownell and Arthur F. Ringwood.

John Livingstone, Representative of the State-wide Association at H. R. S. H., attended a meeting of the Group Life Insurance Committee and a meeting of the State-wide Legislative Committee in Albany on Monday, January 30th.

The Regular monthly meeting and dinner of the Dutchess County Medical Society was held at the H. R. S. H. (Ryon Hall) on Wednesday, February 8th, as guests of Dr. Ralph P. Folsom, Superintendent.

It is with deep sorrow that innumerable employees of H. R. S. H. note the passing of John James Haviland, a former assistant laundryman at the institution for 24 years.

Frances T. Pearson, Social worker at H. R. S. H., was guest of honor at a bon-voyage party given at the home of Ethel L. Clapp, 14 Eastman Terrace, Poughkeepsie, on January 23rd. Miss Pearson sailed from New York City at 11 o'clock January 28th for a 14-day Caribbean cruise.

A cast of sixty will participate in the minstrel show which will be presented by members of the Hudson River State Hospital Yacht Club in the amusement hall of the hospital, Friday night, February 17th. Nautical costumes and settings will be featured. The cast is under the direction of Josh Billings and Raymond Puff, and will include Raymond Puff as the interlocutor.

Executive Committee Meeting

The Executive Committee of the Association had its regular monthly meeting on Tuesday evening, February 7th. President Brind presided, and those attending included: Secretary Mary H. Ahern, William F. McDonough, Arthur S. Hopkins, Linda Wharton, John A. Cromie, Davis L. Shultes, Clifford Shoro, Charles W. Swim, Margaret C. Sullivan, John W. Henry, William A. Arnold, Harold J. Fisher, and Executive Secretary Joseph D. Lochner.

Resolutions were adopted unanimously approving the establishment of two new Chapters of the Association, namely, the State Agricultural College Chapter at Ithaca, and the Central Islip State Hospital Chapter.

Progress of the new Group Life Insurance Plan was discussed at length. Pending legislation and the legislative program of the Association was also discussed.

Reports made on membership showed that over 12,000 employees joined or renewed their membership during January. Reports received by members from employees throughout the State indicated that a substantial increase over last year's total of 19,000 will be realized.

Details concerning the Annual Dinner to be held in the DeWitt Clinton Hotel on February 21 was considered and discussed. Announcement was also made that Legislative Committee Chairman William F. McDonough and Executive Secretary Joseph D. Lochner would attend the Buffalo Chapter Dinner on February 11. Also that Vice President Campbell is scheduled to speak at the Syracuse Chapter Dinner on February 20th.

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Death Benefits

Continued from Page 29

"The member, or on the death of the member, the person nominated by him to receive his death benefit, may provide by written designation duly executed and filed with the comptroller that the above mentioned death benefit shall be paid to the person designated in the form of an annuity, the amount thereof to be determined at the time of the member's death on the basis of the age of the beneficiary at that time as the actuarial equivalent of the death benefit."

A member must have at least one year of actual membership that this benefit may be payable. This was made necessary so that a non-member employee with over six years of service could not, if death were imminent, become a member of the Retirement System and by paying the back contributions receive credit for the service and then on death have the contributions returned to the beneficiary together with the ordinary death benefit which would be in such a case a clear immediate profit.

If a member has had six years of service, one of which is actual membership, the benefit payable is one-half the last year's salary of the member to and including the date of death.

If a full time member may have had 1312 days of service, the benefit payable would be 1312/2190 of his last year's salary just preceding and including day of death using 365 days to the year. A per diem employee beneficiary would receive 1312/1872 of same, using 312 days to the year.

It is essential that members of the Retirement System have filed with the System the beneficiary they desire to have paid the ordinary death benefit and return of contributions. It is found that many do not attend to this matter thereby causing unnecessary complications at a time when complications are least welcome.

**PAY YOUR DUES
TODAY!**

Education for Farming

Continued from Page 31

The advances of modern life are creating new opportunities quite unknown to the youth of yesterday. As fresh areas of achievement are opened up, our frontier is becoming just as real and as full of possibilities as it ever was. But, that frontier is no longer one of geography; it has moved now to a frontier of technology, virtually limitless. The new frontier begins where youth learn to apply scientific facts, and trained imagination and resourcefulness in carrying their own economic loads. The productivity of the average worker in agriculture has been tremendously increased since colonial days. When the Constitution was written the food produced by 19 farmers went to feed one city person. Now 19 farmers produce enough for 56 consumers and 10 living abroad. During the last 20 years the output per worker has increased 39 per cent in manufacturing and 41 per cent in agriculture. When our frontier moves from geography to technology education assumes a new imperative. Government agencies and private corporations are pouring millions into scientific studies. The new technology brings inevitable change and unless the individual is equipped to adapt himself to the new conditions he faces a severe handicap. In industry the outcomes of research have significance primarily at the top where a few individuals direct the changes. However in agriculture the large number of individual farmers must be able to apply the new knowledge in their production, management and marketing activities, if the investments in scientific study are to be of greatest use.

The educational services for the training of farmers offered at the State Institute of Applied Agriculture and at the State Schools of Agriculture and at the high school departments of agriculture represent a progressive movement in education to equip our youth for the new frontier. Often we hear the rumor that opportunity for youth is gone in America. Such an idea is clearly not the product of clear thinking. For five generations a free people on this continent erected

and equipped an enormous plant; millions of farms, factories, homes, highways, waterways, banks, stores, power-plants, transportation facilities, conveniences and the like make modern life possible. With special reference to agriculture, most farm leaders are agreed that this is a good time to enter farming or a farm servicing career provided a young person is adapted by temperament for these occupations and provided, by thorough training and experience he has equipped himself to meet the present demands for specialized ability. At the present time the demand for graduates of the Institute and the Schools of Agriculture is much greater than the supply. For a number of years all graduates who have been worthy of recommendations have received productive employment in the fields represented by their major interests and their specialized training.

An All-State Cast

The official State Motion Picture, made by the State Health Department, "SERUM TO WINDHAM," has been booked as a part of the regular bill at many motion picture houses throughout the State. This is the recognition by the theatrical profession of our own State motion picture work and its acceptance on a par with Hollywood productions. State Civil Service Employees made this picture, and it has an All-State-Employee cast.

The picture deals with pneumonia and its control. WATCH FOR THE DATE THAT THIS PICTURE SHOWS AT YOUR LOCAL THEATRE AND PLAN TO ATTEND.

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