

# The State Employee



NEW YORK  
C DEC 23 1941  
STATE LIBRARY



**HELP YOUR  
TEETH  
PASS EVERY TEST**



**BY DRINKING  
FRESH MILK DAILY!**

**How are your teeth?** Do you know the best way to keep them in top-notch condition is by seeing that your system has a good supply of *calcium* and *phosphorus*? And are you also aware that *fresh milk* is nature's richest—and most delicious—source of these vital minerals? Be wise. When thirst calls—*drink milk!* Bureau of Milk Publicity, Albany, N. Y.

The State of New York Says:

**SATISFY THIRST  
FORTIFY HEALTH  
DRINK MILK!**



The Great Seal of the State of New York

**DAVIDS**

**ALBANY'S  
LEADING**

*Fashion Store*

**FOR OVER**

**25**

**YEARS**

**Conserve Fuel Oils**

Buy the Finest  
Buy with Confidence

**AMOCO FUEL OILS**

**"Kleen Heat" Oil  
Burners**

We Service All Makes of Oil  
Burners for Customers

**McENANEY  
OIL CORP.**

438 CENTRAL AVENUE  
Phone 8-2266

**WALDORF FOR  
WEDDINGS  
DANCES**

**TO HIRE**

FOR  
**LADIES and MEN**

New  
Cutaways  
Bridal  
Outfits  
Dress  
Suits  
Veils-  
Wraps  
Tuxedos  
Evening  
Gowns.  
Etc.  
Accessories



**Waldorf Tuxedo Co.**

*"Formal Wear — Exclusively"*  
452 B'way. Tel. 4-5011.

**LADIES' DEPARTMENT**  
3rd Floor—Tel. 4-6555  
Take Elevator

Evening Appointments by Request

*Civil Service*  
**LEADER**

**A SPECIAL OFFER  
to Association Members**

Year's Subscription - - - - - \$1.00

Regular Price - - - - - 2.00

**SEND IN THE BLANK BELOW TODAY**

CIVIL SERVICE LEADER  
97 Duane Street  
New York, N. Y.

I enclose (check, money order, cash) \$1 for which kindly  
mail the next 52 issues of the **CIVIL SERVICE LEADER** to

Name .....

Address (Office, Home).....

City .....

THE STATE EMPLOYEE is published monthly except April, July, and August Publication office, 2 Norton St., Albany, N. Y. Editorial and executive offices, Room 156, State Capitol, Albany, N. Y. 10c a single copy, 1.00 per year. Entered as Second-class matter, July 19, 1934, at the Post Office at Albany, N. Y., under the Act of March 3, 1879. Letters to the Editor, contributions, news items, applications for memberships and application for advertising rates should be sent to Executive Headquarters, Room 156, State Capitol, Albany, N. Y.



# The State Employee

VOL. 10, Number 9

DECEMBER, 1941

10c a Copy

## Salary Adjustments

When the Legislature meets next month, its most serious problem will be to devise a method of adjusting State salaries to meet the rapidly rising cost of living. The Governor, pursuant to the command of the Constitution, is now preparing a budget which will prescribe the salaries to be paid to State employees for the period ending June 30, 1943—over a year and a half in the future. What statesman can today prophesy the conditions that will confront us in 1943? Who can foretell what the cost of living will be in 1943? Although no one can foresee what the future holds for 1942 and 1943, the fact remains that the Legislature and the Governor must, in the coming months establish a salary plan which cannot be changed after the Legislative session closes.

In formulating a plan, we must all face the inescapable fact that the cost of living is rapidly rising. No one can foresee when the rise will end. The cost of living index prepared by the United States Department of Labor is ominous. Taking the average cost of living for the period from 1935 to 1939, as a base at 100, the figures for the year 1941 are as follows:

February	15 — 100.8
March	15 — 101.2
April	15 — 102.2
May	15 — 102.9
June	15 — 104.6
July	15 — 105.2
August	15 — 106.0
September	15 — 108.1
October	15 — 109.4

Every sign post indicates that these costs will rise still higher. Wholesale costs which are up 25% to 30% will soon be reflected in increased retail prices. The cost of living in Canada has risen even higher than in the United States, while in Great Britain the cost of living has risen 26% since the war started. No consolation can be found in the history of World War I. The cost of living in 1914 increased by over 50% by 1918

and soared even higher in 1920. Thus far the present trend has closely followed the pattern of the last war.

The income side of the national ledger is even more ominous than the story told by the foregoing figures. There is today over ten billion dollars of money in circulation, twice the amount that was in circulation during the boom days of 1928 and 1929. The national income in September, 1941, had reached an annual rate of ninety-two billion, an increase of 21% above the year 1940. The National Industrial Conference Board reports that from August, 1939, to

September, 1941, hourly wages in Manufacturing Industries rose 17.2%, while weekly earning increased 28.6%, because of a longer work week and overtime pay. Even if Congress can successfully devise a bill which will curb runaway inflation, a continued increase in the cost of living cannot be avoided. The best we can hope for is a gradual controlled increase in the cost of living, with the possibility of runaway inflation always staring us in the face, if government control efforts prove unsuccessful or inadequate.

Face to face as we are with these

Make  
Every  
Ready  
Response  
You

Can  
Honestly  
Render  
Incessantly  
So  
To  
Merit  
Association  
Services

inescapable facts, it is evident that the solution of the problem must recognize the following principles:

1. Wages, in all fairness, should be calculated in terms of **real** wages, not of **money** wages—that is, an employee should receive the same **buying** power rather than the same amount of money.

2. With rising prices, the low-paid employee, or the employee with a family is hardest hit. The employee now receiving less than a living wage will soon be in dire distress. A living wage for a single person in New York is estimated at about \$1,050-\$1,175; for an average family at about \$1,476-\$1,600. Many thousand State employees receive less than these minimums. In our State hospitals, for example, the entering salary is \$54 per month—less than the amount paid to persons on relief.

3. Any salary adjustment must be considered as a **temporary** adjustment to meet the existing emergency. The Feld-Hamilton Law and other basic salary statutes were

adopted during normal periods, when the cost of living was around the average of 1935-1939. Any revision of the basic scale, such as the extension of the Feld-Hamilton Law to institutional employees is an entirely separate project, having no relation whatsoever to the cost of living adjustments required by the present emergency. Institutional employees have been underpaid for many years, even under 1935-1939 conditions. Salary adjustments based on the increased cost of living, should be superimposed upon whatever fair and equitable wage scales may from time to time exist. Such salary adjustments are emergency adjustments, to cease when the emergency is over. Such adjustments should rise as the cost of living rises, and fall as the cost of living falls, during the period of such emergency.

4. Any adjustments must first relieve the lower paid employees who will be hardest hit by inflationary prices. The increase to employees in the lower brackets should be a

higher proportionate rate than to employees in the higher brackets.

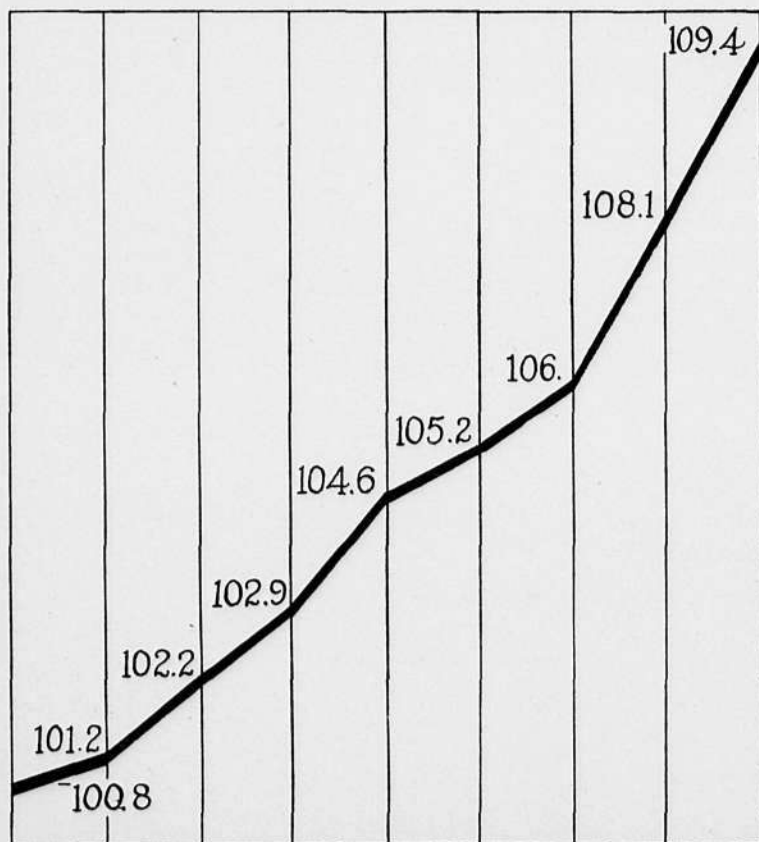
5. Adjustments should be so made that the work of administration will not disorganize any department. Budgetary, accounting and payroll procedure necessitates a slight delay of two or three months after a cost of living bonus is due, before it can be paid.

6. Current suggestions, such as a 10% bonus or a \$200 bonus or a minimum salary of \$1,200 for all employees, are unscientific and inadequate. Adjustments should be equitably and fairly distributed among all employees of the State on the basis of need. Guess work adjustments, established on a fixed basis, a year and a half in advance, cannot solve the problem satisfactorily.

The Association will propose at the coming session of the Legislature, a plan that will embody the foregoing fundamental principles—a plan that will be fair to the State employees and to the public as well. State employees are willing to bear their part in the common sacrifice demanded of all citizens in these dangerous days but they recognize that undernourished, underpaid employees are a liability rather than an asset, a danger rather than a protection to the people of the State.

The problems of the employee in private industry can be met by periodic adjustments to meet changing conditions. A salary plan for public employees must under the Constitution, be made and established a year and a half in advance of its operation. The problem cannot be solved by deferring it. The heart of the Association plan is constant **real** wages, interpreted in terms of a temporary and changing bonus, as the cost of living rises or falls. When the cost of living rises, wages must likewise rise proportionately, but, if after such a period of rising prices, the cost of living goes down, our plan contemplates that salaries shall proportionately decrease. Only by such a plan can **real** wages remain constant. If the cost of living again returns to the 1935-39 level, the emergency plan will automatically be repealed.

This is not a new and untried experiment. A similar plan has been in operation for the employees of the City of St. Paul, Minnesota, with the greatest success, since 1922, and has given complete satisfaction to em-



FEB. MAR. APR. MAY JUN JUL. AUG. SEP. OCT.

The above chart indicates the increase in the cost of living from February 15, to October 15, 1941, taking the average cost of living for the period from 1935 to 1939, as a base at 100, as indicated by the cost of living index prepared by the U. S. Department of Labor.



ployees and taxpayers alike. A similar plan has been adopted on a broader scope in Canada, and by many corporations throughout the United States. A special salary committee appointed by the President is now engaged in working out the details of the plan which will be submitted to the Legislature at the opening of the coming session. We believe that because of its reasonableness and its appeal to common justice, it will receive the outspoken approval of the legislators, the governor, and the public.

# Your Xmas Tree

It takes 10 years for Nature to make your Christmas tree, but unless you know two very important rules about caring for it, you'll be lucky to get two weeks of decorative usefulness from it this Christmas-tide.

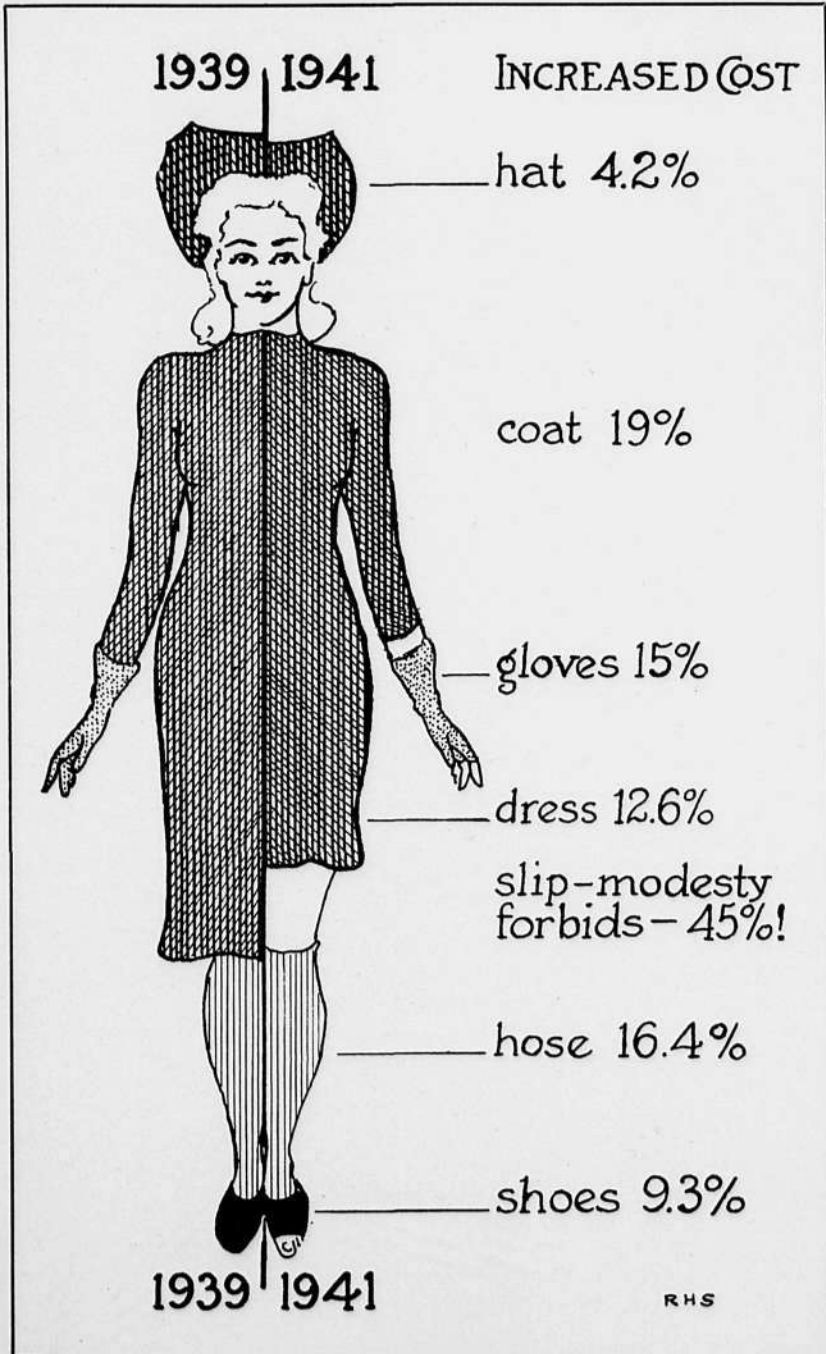
In the first place, cut off the end of the trunk diagonally, at least one inch above the original cut end. Then, stand the tree at once in a container of water and keep the

water level above the cut surface during the time the tree is in your home.

This treatment not only preserves the needles from drying out, thus preventing possible fires, but also keeps the tree the fresh green thing of beauty it is in the forest. Cutting the trunk diagonally leaves a large open surface with which the tree may "drink."

Authority for this piece of advice is Stuart Hunt, district forester in the Division of Lands and Forests, State Conservation Department, who says New York State celebrated Christmas with slightly more than 2,000,000 trees every year.

Most of these are imported trees, shipped by truck from New England



The President's Christmas Tree, cut each year from Cherry Plains Game Refuge in Rensselaer County. It is a twenty foot balsam.

forests. Trainloads from the same source pass through the State for Pennsylvania.

Christmas tree growers dot the map of the Empire State, just the same, and do a rapping good business year in and year out. Central and Western New York, studded with scotch and red pine, contribute to the Yule tree market in that sector of the State.

In Eastern counties, balsam, red spruce and fir are popular.

On occasion the Conservation Department declares portions of State preserves open to the Yule trade, it being good forestry practice to thin (Continued on page 320)



# Story of State Government

## CHAPTER XIX: DEPARTMENT OF PUBLIC WORKS

*The following is the nineteenth of a series of articles devoted to New York State Government. This series is in charge of our Editorial Board Member, A. K. Getman, of the State Education Department Staff. The next article of the series, which will discuss the State Department of Banking, will appear in the January issue.*

BY A. W. BRANDT

*Superintendent of Public Works*

The present consolidated Department of Public Works was not the first department of that name. The original department was first created in 1878 for the sole purpose of maintaining and operating the canal systems of the State, the only public project of any magnitude in which the State was engaged at that time. It succeeded the Board of Canal Commissioners, which was responsible for the design and construction of Clinton's "Big Ditch," started in 1817, which was succeeded by the enlarged Erie Canal, and later by the present Barge Canal.

Chapter 867 of the Laws of 1923 continued the then existing Department of Public Works, but placed in it as divisions the Department of Highways and the Department of Public Buildings. Chapter 348 of the Laws of 1926 placed the Department of Architecture and the State Engineer's office in the new Department of Public Works, the State Engineer's office having been abolished as a Constitutional office by the Departments Consolidation referendum of 1926. Thus, on January 1, 1927, the department was made up of the following divisions, all of which were formerly independent departments of State government:

1. Canals and Waterways
2. Highways
3. Public Buildings
4. Engineering
5. Architecture

Colonel Green became the first head of the consolidated department in August, 1923, and served with great distinction until his death in March, 1939.

### DIVISION OF ENGINEERING

The Division of Engineering, and its predecessors, is one of the oldest State offices. It can trace its official lineage back farther than any other office, save those of the Governor, the Attorney-General, and the Secretary of State. The first Surveyor-General, later succeeded first by the State Engineer and now by the Chief Engineer, was appointed in 1642. The office was appointive from 1642 to 1846, at which time it was made elective, and so remained until 1927, when it became a division of the new Department of Public Works.

Title to practically all of the undeveloped land in the State of New York was vested in the State on July 9, 1776, only five days after the Declaration of Independence. The Surveyor-General surveyed and mapped vast tracts of State land, laying them out in townships and lots, which were later sold or granted by the Legislature. Much of the land was granted to veterans of the Revolution. Negotiations were carried on, through the office of the Surveyor-General, with the Indians for the purchase of lands still owned by them. The files of the Division of Engineering contain large numbers of field notes and maps connected with these early surveys.

The original Erie Canal, or Clinton's "Big Ditch," was the first great pioneer work of engineering in the western hemisphere. This canal, together with all succeeding canals, was designed by the Surveyor-General, and its construction was under the direction of a Board of Commissioners, of which the Surveyor-General was a member. The first Erie Canal was started in 1817. The first boat from the Lakes reached tide-water in 1825. Almost immediately steps were taken to enlarge it into what became known as the Erie Canal. The last improvement, which resulted in the Barge Canal, was authorized in 1903, although work did not actually start until 1904. In 1903, a \$101,000,000 bond issue for the construction of the Barge Canal was voted, and the State Engineer was in charge of both the design and the construction of this great work. The

work was substantially completed in 1918. The Federal government recognized the national importance of this great waterway, and in 1935, authorized the expenditure of \$27,000,000 for the purpose of deepening and widening the canal from Waterford on the Hudson River to Oswego on Lake Ontario. While the Federal government footed the bill, the design and construction were performed by the Division of Engineering.

The duties and functions of the State Engineer have been increased and decreased from time to time since the office was first established. As Surveyor-General from 1642 until the construction of Clinton's "Big Ditch," the duties of the State Engineer were mainly to survey and map the State and divide it into townships and lots. The State had no canal system, no road system, and practically no public buildings, outside of a State capitol. There were no State hospitals nor prisons. From 1817 on, however, the duties of the Surveyor-General, who was succeeded by the State Engineer in 1847, were greatly increased. The State embarked on its second great engineering venture in 1898—the construction of State highways. From that year until 1908, when a highway commission was formed, all State highway construction was under the supervision of the State Engineer; and he served as a member of the Highway Commission for some years after 1908, or until the single-headed commission was formed in 1914.

At present the duties of the Division of Engineering, in addition to the design and construction of improvements to the Barge Canal system, consists of the supervision of all public building construction, which includes office buildings, State hospitals, prisons, armories, State colleges and normal schools, and miscellaneous buildings of all types; the operation of the State laboratory which tests all materials of construction; the design of grade crossing elimination structures and all bridges on the system of State highways and parkways; examination and approval



of plans for the construction of docks and dams; the design and construction of water supply systems, sewer systems, sewage disposal plants, etc., at State institutions; acquisition of land for flood control, and close cooperation with the Corps of Engineers of the Federal government in flood control work, including the acquisition of land; surveys of lands under water; and investigations, surveys, plans, and reports for other departments of the State.

### DIVISION OF CANALS AND WATERWAYS

As noted above, the original Department of Public Works performed the functions now performed by the Division of Canals and Waterways in the present consolidated Department of Public Works. The Division of Canals and Waterways is the second oldest division in the department; it, and its predecessors, dating back to 1817, when the original canal system of the State was started. The duty of the Division of Canals and Waterways is to maintain and operate the Barge Canal; to operate a one-million-bushel grain elevator at Oswego and a two-million-bushel grain elevator at Gowanus Bay, Brooklyn, and State owned powerhouses at Vischers Ferry and Crescent; and miscellaneous duties, such as the operation of the State Navigation Law for the control of navigation on inland waters not under the control of the Federal government.

Including harbors, the total length of the Erie, Oswego, Cayuga-Seneca, and Champlain canals is 525 miles. There are 57 locks, each of which will accommodate boats 300 x 43½ feet; 309 bridges across the canals, and terminals equipped with warehouses and freight-handling machinery at important towns and cities. The total capital expenditure on the Barge Canal system, including powerhouses and grain elevators, is \$176,980,000. The canal maintenance cost is now running between \$2,600,000 and \$3,000,000 per year, a decrease of nearly \$1,500,000 under the amount expended some fifteen years ago when most of our heavy maintenance, such as dredging, was done by contract.

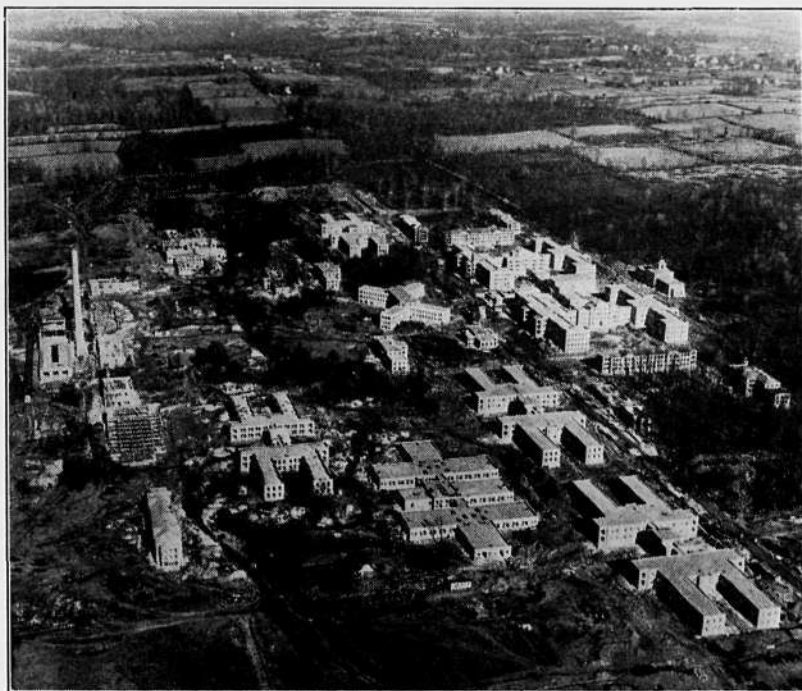
The maintenance and operation of the system requires about 1,600 employees. The division operates four hydraulic dredges, three dipper dredges, 16 derrick boats, 14 tugs, 10 gasoline and Diesel-powered steel

hull tenders, together with a fleet of flat scows, dump scows, buoy-tender boats, power shovels, cranes, etc. It is interesting to note that most of the floating equipment of the department was actually built by our own forces at the Syracuse shops at a cost considerably below the amount we would have paid by contract.

The present dimensions of the Barge Canal are as follows: The width varies according to the section traversed. In canalized rivers and lakes the channel is 200 feet wide, while in rock cuts in land lines a minimum bottom of 94 feet is provided, and in earth sections a minimum channel of 75 feet is provided. The original Barge Canal is 12 feet deep.

2,350 light buoys and beacons to mark navigation channels. A few of these are electric-powered or burn compressed gas, but the major portion are oil-burning lanterns using kerosene.

Single-locking fleets—and by that is meant a fleet small enough to pass through a lock in one operation—can make the trip from the Hudson River to Buffalo in six days, while double-locking fleets require approximately ten days. Units moving in a push-barge formation—one barge with one tug rigidly coupled—will make the trip from the Hudson River to Buffalo in four days. Practically all of the motor ships traveling between the Hudson River and the Great Lakes go by way of Oswego and re-



Aerial view of Rockland State Hospital for Mental Defectives, Orangeburg, Rockland County, N. Y.

Since 1935 the department has been engaged in widening and deepening that portion between the Hudson River and Lake Ontario at Oswego, at an estimated cost of \$27,000,000, furnished by the Federal government. The ultimate dimensions of this section call for a depth of 14 feet and a width varying from 94 feet to 120 feet in land sections and 200 feet in lakes and canalized rivers.

All structures on the canal system are electric powered, and the current for many of them is generated in powerhouses at the locks. It is necessary to maintain approximately

quire from two to two and a half days for the trip from the Hudson to Oswego.

The tabulation herewith shows the total tonnage that has moved over the canals from 1918, when the new Barge Canal was completed, to 1940, inclusive. Frankly, the amount of traffic using our canals has been disappointing. The canals are built to care for at least twelve million tons of through traffic. In only two of the years since they were completed has the total tonnage exceeded five million, and then by only a few thousand tons.



**TOTAL TONNAGE MOVED  
OVER THE CANALS, 1918  
TO 1940, INCLUSIVE**

Year	Tonnage	Year	Tonnage
1918	1,159,270	1930	3,605,457
1919	1,238,844	1931	3,722,012
1920	1,421,434	1932	3,643,433
1921	1,270,407	1933	4,074,002
1922	1,873,434	1934	4,142,728
1923	2,006,284	1935	4,489,172
1924	2,032,317	1936	5,014,206
1925	2,344,013	1937	5,010,464
1926	2,369,367	1938	4,709,488
1927	2,581,892	1939	4,689,037
1928	3,089,998	1940	4,768,160
1929	2,876,160		

In the days of the old Erie Canal, the great bulk of canal movement

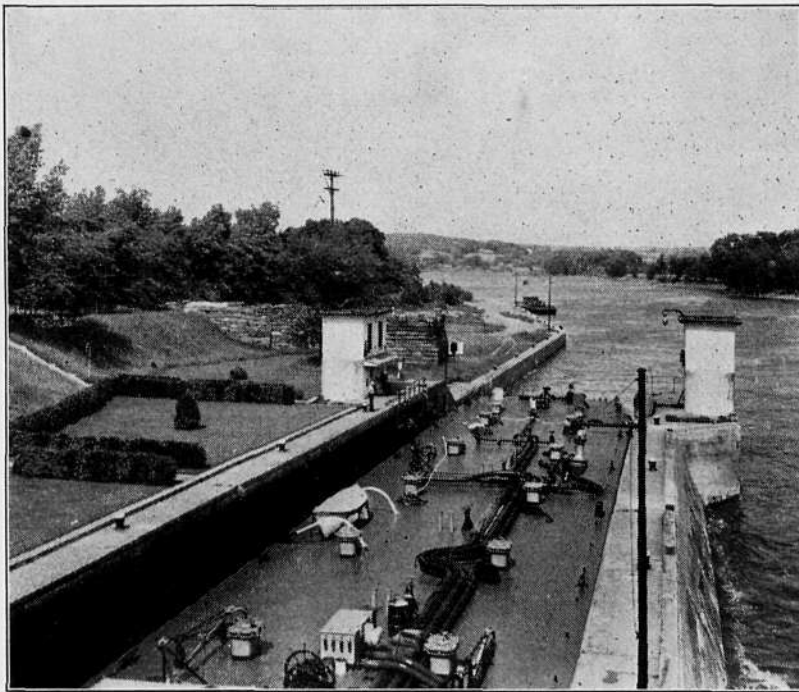
ture of the State. True, we had some State hospitals and a few State prisons before the turn of the century, but hospital and prison development didn't come into full swing until Governor Smith advocated a public building bond issue in the early twenties. Highway construction has been the largest State venture. The total investment in our State highway and parkway systems, including Federal allocations and grants, some of which have been expended on secondary roads and the streets of municipalities, will aggregate well over a billion dollars, with huge sums certain to be expended in future years.

cost, the county paying 35 per cent and the town in which the highway was located paying 15 per cent. In 1912, another bond issue of \$50,000,000 was voted, and in addition to county highways, the State adopted a system of through trunk routes. The necessity for this became apparent because, under the laws of 1898, counties petitioned for certain roads to be built; and in many instances these roads formed a disconnected system of highways which were of little value, except for local travel. Indeed, it wasn't until 1921 that the Legislature adopted a State and county highway map which attempted to set up a connected system of State and county highways. In 1929, all these highways were made State highways by law; and counties no longer participated in their construction, although they are still required to secure the necessary rights of way.

The State Engineer had charge of the design and construction of county highways from 1898 to 1908, after which it was turned over to a three-headed commission made up of the State Engineer, the Highway Commissioner, and the Superintendent of Public Works. In 1913, a single-headed commission was formed. In 1923, the department was taken over into the consolidated Department of Public Works.

When the Higby-Armstrong Act was passed in 1898, there were not more than 500 motor vehicles in the State of New York, nearly all of which were owned and operated in cities where paved streets were available. Indeed, the operation of the motor car of that period was so uncertain that their owners did not care to go beyond the city limits, even if paved roads had been available. By 1915, the registration of motor vehicles had increased to 234,000; in 1920, it was 683,000; in 1930, 2,347,000; and in 1940, 2,837,000. Thus, in the twenty-five-year period from 1915 to 1940, the number of cars registered in the State of New York has increased more than twelve-fold. Inasmuch as the average car of 1940 probably traveled at least three times as far per year as the average car of 1915, the total vehicle-miles of travel in 1940 was probably thirty-five hundred per cent greater than that of 1915.

The average speed of cars has probably increased two and a half or three times. In 1919, when the writer first came to Albany, there



Steel tanker in Lock 12, Tribes Hill, Erie Canal

was in an easterly direction, and most of the products moved over it were from farms. In 1883, 74.11 per cent of the traffic moved east; in 1920, this had decreased to 55.39 per cent; in 1930, to 49.41 per cent; and in 1937, to only 31.41 per cent. In 1940, this tonnage was 40.37 per cent. Only a small minority of these products are now agricultural. More than 44 per cent of our 1940 traffic was petroleum and its products; while much sugar, sulphur, ore, pig iron and steel, and other manufactured products are now carried. The old Erie Canal was used but little by manufacturers.

**DIVISION OF HIGHWAYS**

The construction of highways was the second large engineering ven-

The construction of State highways, or county highways as they were known in those early days, was inaugurated in 1898 by the passage of the Higby-Armstrong Act, and the first road was placed under contract in the fall of that year. It will be interesting to residents of the Capital District that the first highway—number one—was constructed from the city line of Schenectady easterly toward Troy. Part of that highway is now within the city of Schenectady.

Larger appropriations were made from year to year until 1906 when a bond issue of \$50,000,000 was voted by the people for the construction of county highways. Both the counties and town participated in the



were only 572,000 vehicles registered in the entire State of New York. The overwhelming majority of those vehicles were of the type commonly referred to in those days as "tin lizzies" with a traveling speed of some 20 miles an hour, and a maximum speed of about 30 miles per hour. Today no car is made which is not capable of traveling at a speed of at least 75 miles per hour. Our accident statistics indicate that too many people attempt to operate them at that speed.

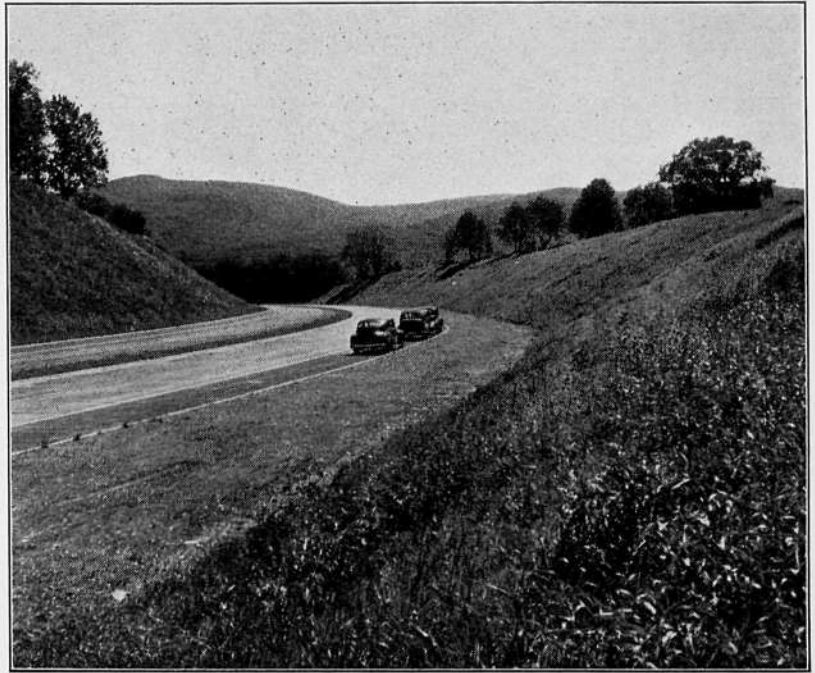
Revenue from the motorist is the largest source of State income. Income from the motor plate license tax is now more than \$50,000,000 per year, while the four-cent gas tax will contribute at least \$65,000,000 to the State treasury in 1941, a total of between 115 and 120 million dollars. Unfortunately, the financial condition and the need for the expenditure of great sums for relief during the depression has made it impossible for the Legislature to appropriate sufficient sums for the maintenance, upkeep, and reconstruction of our highway system. The re-allocation of \$60,000,000 of grade crossing bond funds for the construction of highways and parkways will be helpful, but that amount of money will only take care of a small part of the work needed to rehabilitate our system. We need at least \$200,000,000 to reconstruct roads which are inadequate and unsafe, in addition to huge sums to add additional mileage to both our highway and parkway systems; and to by-pass cities and towns through which through traffic must pass both to their detriment and the detriment of the cities and towns. To give just one example. We think it is generally conceded by people who have given any thought to the subject that a route built entirely on new location and with access limited to public road intersections is needed from the Jersey line, up the west side of the Hudson River, and then westerly to the Pennsylvania line, a distance of some 435 miles. This route will cost about \$150,000,000, including land; but it will serve to take all through traffic away from points of congestion. Incidentally, it will traverse the most heavily populated section of the State, and will be easily accessible to about 80 per cent of our population.

The writer has discussed the enormous increase in the number of ve-

hicles using our highways for the past 25 years, as well as the increased speed of those vehicles, and the enormous increase in the number of accidents. A survey conducted some seven years ago in cooperation with Federal Bureau of Public Roads showed that there were 19,472,700,000 vehicle-miles of travel over the roads and streets of the State in that year. Forty-seven per cent of those vehicle-miles was over the streets of our municipalities, with 45 per cent over the State highway system, which comprises some 13,000 miles of our rural roads, and only 8 per cent over the remaining 72,000 miles of county and town roads. Obviously, the city streets are the most heavi-

set-up brought about by the consolidation of several departments into the Department of Public Works, the Chief Engineer now supervises all construction.

Governor Smith's humane policy of providing more and better facilities for the wards of the State and eliminating the disgraceful overcrowding in State institutions was responsible for the great increase in building construction in the last twenty years. We have a great many institutions and prisons around the State, many of which, particularly for mental defectives, were originally constructed by the counties or cities and at a later date taken over by the State. Indeed, we have institutions



Recently completed Storm King Highway By-pass, U. S. Route 9-W

ly congested, and would be considerably relieved if through traffic could be taken off them. It is also obvious to anyone who travels our roads that the State highway system is badly congested, and that traffic on congested roads is much more dangerous than on city streets because the speed of such traffic is so great.

#### DIVISION OF ARCHITECTURE

This division is responsible for the design of all State buildings, including office buildings, hospitals, prisons, armories, normal schools, State colleges, and miscellaneous buildings of every character. Prior to 1927, it also supervised the construction of these buildings, but under the new

in which there are buildings more than 100 years old. One of the cell blocks in Sing Sing has been in service since 1821, a period of 120 years. A cell block of about the same age at Auburn has just been replaced.

In the fifteen-year period from 1926 to 1940, inclusive, the State has expended more than \$225,000,000 in the construction of new institutions, mainly Mental Hygiene, Education, Public Works, Correction, Military and Naval, and Health, and increasing the capacity of old institutions. In Mental Hygiene alone, institutions have been provided to care for 42,426 additional patients; in Correction, additional prisons and cell blocks have been provided for 10,190



prisoners; while hospitals have been built for the Health Department to accommodate 1,093 patients. In other words, during that fifteen-year period, accommodations have been built for 52,616 wards of the State, which is about 50 percent of the total certified capacity of all State institutions. The actual capacity of Mental Hygiene institutions is nearly 20 per cent greater than the certified capacity, so that actually we have provided quarters in the last fifteen years for nearly 50,000 additional mental defectives alone.

In that period, the following mental institutions have been completed or contracted for:

Name	Cost	Certified Capacity
Pilgrim State Hospital .....	\$28,430,000	9,181
Rockland State Hospital .....	19,371,000	5,768
Willowbrook State Hospital .....	11,508,000	3,252
New York Psychiatric Hospital .....	2,221,000	298
Syracuse Psychiatric Hospital .....	318,000	60
Additions to numerous existing institutions .....	77,792,000	23,867

In the same interval, one Teachers' College and two normal schools costing \$3,615,000 to accommodate 4,444 students have been constructed; and the capacity of existing institutions has been increased by 4,989 at a cost of \$4,810,000.

The Albany, Buffalo, and New York office buildings have been constructed in addition to the Roosevelt Memorial, the Saratoga Springs drink halls and baths, and numerous minor offices at a total cost of \$18,643,000. Five new prisons costing \$21,359,000 and accommodating 6,169 prisoners have been completed, and additions both for personnel and services made to other prisons at a cost of \$28,125,000 to accommodate 4,021 additional prisoners.

Fifteen new armories have been constructed in various sections of the State as a cost of \$3,811,000 and three tuberculosis hospitals with a capacity of 756 patients have been built at a cost of \$3,018,000. Additions have been constructed at other tubercular institutions for 337 additional patients at a cost of \$2,115,000.

More money has been expended by the State for the construction of institutions to care for the wards of the State in the last fifteen years than in all the previous history of the State.

Because of Government priorities, it will be difficult and costly to construct State institutions until the period of national emergency is over. It is hoped, however, that authority will be given the department to make surveys and draw plans for additional institutions which are now badly needed in order that they may be placed under contract as soon as the emergency is over, and thus aid in taking up the inevitable unemployment that will occur at that time. It would be a serious mistake and would not be in line with the spirit of our times not to take advantage of this period when we are unable to construct such work because of national defense to fail to provide plans for construction immediately after the emergency ceases to exist.

#### DIVISION OF PUBLIC BUILDINGS

The main duty of the Division of Public Buildings, as far as the general public is concerned, is to look after the light maintenance and upkeep of the various State office buildings, the State Capitol, and the Court of Appeals building. To properly clean and maintain the immense area contained in these buildings requires a small army, in addition to the men required to guard this valuable property, man the elevators, etc.

However, that is not the only duty of the Division of Public Buildings. That division is responsible for leasing all of the hundreds of thousands of feet of space, both office and storage, that are used by the State outside State-owned buildings. When plans for the Albany State Office Building were drawn, it was thought they would care for all personnel of State departments located in Albany and leave 25 per cent for expansion. However, before it was completed the expansion had been so great that the new building could not accommodate all State departments. The same thing applies to the office building in the city of New York. We are now renting more space in both Albany and New York than we have in the two office buildings.

The usable space in the Albany Office Building is about 430,000 square feet. The Labor Department, for instance, occupies one floor of about 20,000 square feet. That department now occupies in Albany more than 160,000 square feet of leased space, which means that it has expanded about tenfold in the last

few years. This is due primarily to the Division of Placement and Unemployment Insurance, which was organized in this and all other states as a result of Federal legislation.

The Comptroller's office has more than doubled. There has been a large expansion in the Tax Department, and minor increases in personnel in other departments of the State.

While it is impracticable at the present time because of the national emergency, there is no doubt that the State must soon construct additional office space in both Albany and New York.

**CONSULT AN OCCULIST  
FOR YOUR EYES**

**Fredette's  
Dispensing  
Opticians**

**Complete Optical Service**

Dial 4-2754

63-A Columbia St., Albany, N. Y.

*Albany's  
Favorite  
Social Center*

**HOTEL  
TEN EYCK**

★

Modern  
IN SERVICE

Oldest'  
IN HOSPITALITY

Dinner and Supper  
Dancing

★

Special  
Banquet Rates

Frank H. Brown  
*Manager*



# Civil Service Notes

By THEODORE BECKER  
*State Department of Civil Service*

**Have you been licensed to drive an automobile for five of the last ten years?** If you have been, you meet the experience requirements just announced by the State Civil Service Commission for the position of Motor Vehicle License Examiner in the Bureau of Motor Vehicles, Department of Taxation & Finance. Six immediate appointments at \$2,100 are expected to be made from the eligible list resulting from the open competitive examination for this position, scheduled to be held on February 14, 1942. Forty-four appointments were made during the four year life of the last list for this position. The complete minimum qualifications follow:

**Age Requirement:** Candidates must not have passed their 45th birthday on the date of the written examination.

**Physical and Medical Requirements:** Candidates must not be less than 5 feet 6 inches in height, and weigh not less than 135 pounds stripped. They must have good hearing; not less than 20/40 vision in each eye, with or without glasses; must be mentally sound and alert; physically strong, active and well proportioned, and free from any physical defect that would have a tendency to incapacitate.

**Experience and Character Requirements:** Candidates must be and have been licensed to drive automobiles driven by internal combustion motors for a period of five years since January 1, 1932, and must state on the Civil Service application from what state license to operate a motor vehicle was obtained for the past five years. They must be of good character; never convicted of a felony or any violation of law or ordinance for which a mandatory revocation of driving license would follow; never have had a license to drive in New York State or elsewhere suspended or revoked. They must have integrity, reliability, and the ability to meet and deal effectively with people, to secure cooperation and avoid antagonisms; must be neat in appearance, courteous, and must possess good judgment.

**Prior to certification from the elig-**

**ible list a qualifying practical test in driving and a physical examination may be required.**

Application forms for the examination may not be issued by mail after January 8, 1942, and to be accepted should be delivered personally or bear a postmark not later than January 9, 1942. When writing for application form refer to Examination No. 4000, Motor Vehicle License Examiner, and enclose a 3 7/8" x 9" or larger self-addressed return envelope bearing 6c postage. Address request and application when completed, together with the required fee to **State Department of Civil Service, Albany, New York.**

\* \* \*

The administration of the new Motor Vehicle Safety-Responsibility Law, which goes into effect on New Year's Day, will require the State Civil Service Commission to conduct at least four new open competitive examinations. The positions to be filled are those of Damages Evaluator, Senior Damages Evaluator, Principal Damages Evaluator and Motor Vehicle Responsibility Adjudicator. Requirements have not yet been announced but have been promised for the next issue of the State Employee. Watch for them!

\* \* \*

Keeping abreast of the latest developments in testing techniques is a necessary function of an agency examining applicants for civil service positions. Accordingly, the State Civil Service Commission, in cooperation with the Bureau of Public Service Training and the Division of Examinations of the State Education Department, has been conducting an in-service training course on tests and measurements for the members of its staff. As announced by Miss Grace A. Reavy, President of the Commission, at the opening exercises, outstanding experts in the field of educational, psychological and civil service testing have been obtained as lecturers. These include Dr. Ethel L. Cornell and Dr. Warren G. Findley of the State Education Department. The course, which will run until the Spring, will be concluded with lectures by Commissioners Howard G. E. Smith and Howard P. Jones of the Civil Service Commission.

\* \* \*

Temporary or provisional appointees in competitive class positions cannot be covered into civil service without examination. So held the Court of Appeals last month in unanimously affirming a ruling of the Appellate Division which declared unconstitutional subdivision 1-a of Section 22 of the Civil Service Law (added by Chapter 784 of the Laws of 1941). This law had the effect of covering into civil service, without examination, certain veterans and volunteer firemen occupying temporary and provisional positions in particular welfare agencies. Referring to the statute in question, the lower court had stated, "we think the law is unconstitutional under section 6 of article 5 of the State Constitution, providing that appointment and promotion in the civil service shall be made according to merit and fitness to be ascertained so far as practicable by examination, which so far as practicable, shall be competitive."

\* \* \*

**Should wives of civil service employees be prevented from taking civil service examinations?** This problem was presented in a bill introduced last year by the New York State Hi-Y Assembly, composed of high school age delegates of YMCA and YWCA clubs throughout the State. Referred to the Civil Service Committee, the bill was killed after a lively discussion of present day economic problems and of the merit principles. Another bill, to extend civil service to all non-elective positions in cities, towns and villages (which anticipated the Fite Civil Service Extension Law enacted by the 1941 State Legislature) was with some modification favorably reported by the committee and passed. The interest in civil service displayed by these young men and women who annually converge on the State Capitol for a practical demonstration of legislative machinery in operation, makes their Sixth Annual Hi-Y Assembly, to be held on December 12, 13 and 14, worth watching. As in the past, experienced State legislators, heads of State departments and their deputies will assist the Assembly by supplying their technical and expert knowledge.



# Editorial Page

## THE STATE EMPLOYEE

Official Publication of  
THE ASSOCIATION OF STATE CIVIL  
SERVICE EMPLOYEES  
OF THE STATE OF NEW YORK  
Room 156 State Capitol Albany, N. Y.

Editor Charles A. Brind, Jr.  
Art Editor Roger Stonehouse  
Staff Photographer

Walter J. Schoonmaker  
Business Manager Joseph D. Lochner

### Editorial Board

W. F. McDonough  
Ralph D. Fleming A. K. Getman  
Arthur S. Hopkins Edward L. Ryan

### Association Officers

Harold J. Fisher - - - - - President  
Charles L. Campbell - First Vice-President  
John Livingstone - Second Vice-President  
J. Earl Kelly - - - - - Third Vice-President  
Earl P. Pfannebecker - - - - - Treasurer  
John T. DeGraff - - - - - Counsel  
Janet Macfarlane - - - - - Secretary  
Joseph D. Lochner - - - - - Executive Secretary

## Time Out

On Christmas Day we shut up shop; we slap our neighbors on the back and intone "Peace on Earth—Good Will to Men."

Oh, yes, yesterday we were making gun powder; yesterday we were counting the enemy dead with glee; yesterday we enthused or desponded over holocaust, waste and destruction.

But today is different; today is Christmas. We ground our airplanes; we lock up our torpedoes; we shut up our factories; we feast; we give and receive in time honored custom.

## Time Out

Tomorrow? Sure, tomorrow the guns roar. Men die or nearly die. Men starve and waste away.

It seems but yesterday it was "Merry Christmases" of this year that slipped by, a year of which posterity will be ashamed. Another year now impends. Dare we hope that the "Merry Christmases" of this year will initiate a new era of "Peace on Earth—Good Will to Men"; that order will come out of chaos and that the American way of life will be established throughout the world? Certainly the employees of the great State of New York are pledged to do all things possible to achieve such a result!

## Action Now

The time has come for action. And the Association of State Civil Service Employees left no doubt in the minds of anyone at the Annual Meeting on October 21st that it intends to fight for prompt justice for employees of State institutions. The Association has sought since 1937 to have the Career Service Law extended to the over 20,000 workers in State institutions. The Association believes that the period of study and survey and discussion should end with the 1942 Legislature, and fair and equitable salary grades with increments be established effective not later than July 1, 1942.

The action of the Association is in no sense a move to emulate wage demands being made by organized labor generally because of war conditions. The plight of the institution employees may be and is aggravated by rising living costs. But he has been shabbily treated for years. It would be difficult to find salary schedules anywhere made up with more apparent resolve to give as little as possible in return for the labor rendered. Starting with the pathetically small cash monthly salary of \$54 per month—upon what basis arrived at no one has ever disclosed—the employee lives and works in an environment of illness and human tragedy more wracking and exhausting than any known to exist under modern conditions. During an eighteen month trial period, in which many appointees come to feel themselves unequal to such exacting work and quit, cash raises are given extending the monthly salary upward to \$66. Then, there follows a series of "time service" awards at the end of three, five, ten, fifteen and twenty year periods, of \$4 per month. Everyone knows that such stretches of time actually involve the best years of a worker's life.

It is difficult to see how such a niggardly salary plan could have been devised and continued in an American community. Perhaps the most unhappy page in this story was the declaration of a moratorium on the "time service" increments a few years back! It seems to have taken a war with its attendant activity in

industry to shock New York State into a realization of its "slave wage" policy with reference to institution employees. Today, there are no new workers to fill the ranks of the disillusioned and disgusted citizens who know of the exactions of institution toil and look elsewhere for a more profitable livelihood.

From the day of the Annual Meeting, the officers and committees of the Association have been marshaling their forces and preparing to press for the correction of the great wrong to human workers inherent in the present day policy. As a result of action taken last year by budgeting authorities when the Association was asking for action to be made effective July 1, 1941, an appropriation was made and placed at the disposal of the Director of the Budget to study further the problems involved as to appropriations to extend the Feld-Hamilton career service principles of adequate pay to the large institutional group. An answer is expected by way of a statement by the Executive Department by December 15th. In addition to the appropriation features there remains classification of the positions by the Civil Service Department and revision of several statutes by the Legislature. All of these acts have been too long delayed by the State. They loom large now but the work can be completed and revised plan made effective by July 1, 1942. All that remains is the will of the officers of State Government concerned to right not only a single wrong but in this instance over twenty thousand wrongs perpetrated year after year through the continuance of unjust, inadequate, discriminatory and archaic salary scales applying to twenty thousand workers.

In addition to the militant action of the Association of State Civil Service Employees with its 35,000 membership, representatives of the Association Employees of the Department of Mental Hygiene, meeting in Albany on November 26th, adopted the following resolution indicative of the present spirit of employees and of their temper in the face of long and inexcusable neglect!



"WHEREAS, The Career-Service Law was adopted to correct extremely unsatisfactory and unfair employment practices existent in New York State Service throughout many years, and

"WHEREAS, The purposes of the Career Law are:

(a) to attract unusual merit and ability to the service of the State,

(b) to stimulate highest efficiency among the personnel,

(c) to provide skilled leadership in State service,

(d) to reward merit,

(e) to ensure to the people and the tax-payers the highest return in service for the necessary costs of government, and

"WHEREAS, The Career-Service Statute specifically declares that it is the policy of the State to provide equal pay for equal work and regular increases in pay in proper proportion to increase of ability, and increase of output and increase of quality work demonstrated in service, and

"WHEREAS, This law became effective on June 3, 1937, over four years ago, and

"WHEREAS, The salary scales applying within the institutional service represented in the various institutions under the jurisdiction of the Mental Hygiene Department impose a severe hardship upon the workers because of inadequacy, discrimination and archaic salary-promotion devices, and

"WHEREAS, Under the present plan the ideals and policy of the State as set forth in Chapter 859 of the laws of 1937 are ignored and disregarded, and

"WHEREAS, These conditions have been brought each year since 1937 to the attention of the State budgeting and personnel authorities and to the attention of the Legislature of the State, and in view of the fact that the authorities referred to have indicated that the matter was receiving careful study and that State funds and personnel were being employed in such a study, and

"WHEREAS, The thousands of employees involved have rendered full cooperation and exhibited praiseworthy patience over a long period while awaiting intelligent adjustment of this pressing matter,

"THEREFORE, BE IT RESOLVED: That this Association appeal to the Governor of the State to take action at this time to secure necessary Budget Division and Civil

Service Department attention to all questions of maintenance and classification involved and that he ensure that necessary appropriations are included in the Budget for the fiscal year 1942-43 to extend the provisions of the Career-Service Law to employees of the Department of Mental Hygiene institutions, and to provide for such classes and grades as will accord to these employees just and adequate scales of pay, and

"BE IT FURTHER RESOLVED: That this Association appeal to each legislator within their district individually and to the leaders of the Legislature by petition and conference to provide such revisions of the present statutes as will assure the establishment of Career-Service grades and increments effective July 1, 1942, and

"BE IT FURTHER RESOLVED: That this Association, in view of the declaration and resolution passed unanimously by the delegates of the Association of State Civil Service Employees in annual convention assembled on October 21, 1941, pledging the Association to every possible effort to bring about an extension of the Career-Service Law to the employees of the Department of Mental Hygiene, hereby calls upon its officers and members to cooperate in every possible way with the officers and committee and members of the Association of State Civil Service Employees to bring about the consummation of the extension of Career-Service principles and practices to the employees of the institutions of the Department of Mental Hygiene, and

"BE IT FURTHER RESOLVED: That copies of this resolution be sent to the Governor, the Commissioner of Mental Hygiene, and to each member of the Legislature, and to the President of the Association of State Civil Service Employees."

Employees throughout the State feel more keenly about this matter than they have felt at any time since their battles for the maximum eight hour day and the original Feld-Hamilton Law. The Association of State Civil Service Employees of the State of New York has openly repudiated strike action by public employees anywhere. They have no hesitancy, however, in carrying just demands for fair and reasonable working conditions to the people by every available means and this they intend to do to win the extension of career-

service law principles and practices to the workers in State institutions by July 1, 1942, at the latest.

## Members Can Help

The program of the Association for 1942, as adopted at our last annual meeting provides for the adjustment of State salaries to enable employees to maintain their standard of living during periods of increased living cost. Legislation now being prepared by the officers, counsel and special salary committee of the Association relative to this matter is explained in another article of this issue.

The Association is also pledged to seek a reexamination of the facts upon which the present mileage allowance accorded State workers who operate privately owned cars on official State business.

Although the Association has already collected considerable information relative to salary adjustments to meet increased living costs granted in private and public employment generally, members of the Association are invited and encouraged to send Association Headquarters any data relative to this subject they may have or obtain. Information relative to the mileage allowance accorded employees of private concerns for the operation of privately owned cars on company business is also welcome.

The general information concerning salary adjustments which the Association would appreciate receiving is as to what adjustment in wages or salaries were made in private or public employment, during 1940 and 1941, indicated in an amount or percentage basis; the date the adjustment was effective, and if it was made in recognition of increased living costs; what source of cost of living statistics was recognized by the company or jurisdiction in making the adjustment, and if the adjustment was granted for the emergency period only.

The information relative to mileage allowance for autos sought is as to what reimbursement per mile is allowed employees of the company or jurisdiction who operate their privately owned automobiles on official company business; the expenses per mile in operating company owned cars, and if the cost of operation includes gas and oil, storage, insurance, repairs and replacement; and the number of company owned cars any facts furnished are based upon.

# The State's Fire Defense

## TRAINING PROGRAM

BY MILTON M. ENZER  
*State Education Department*

New York State is increasingly better prepared to safeguard its defense industries, public utilities and private structures from normal and wartime fire-hazards as a result of its State-wide fire defense program undertaken in the Spring of 1941.

Included in this program are systematic instructions of the State's 200,000 members of volunteer fire departments in fire defense schools established on county-wide basis under the direction of the State Education Department, the training of thousands of civilians as auxiliary fire forces, and systematic inventories by the State Committee on Fire Defense to provide data that will make possible more efficient interchange of personnel and equipment when adjacent communities aid one another during severe fire emergencies.

The utilization of the available personnel of the State Education Department, which in turn, also enlisted the voluntary cooperation of local schools and fire chiefs, has helped to keep the total cost low.

At this writing, the first twelve-week training period is being completed in fire defense schools in 20 counties and final examinations are being given to 6,300 of the 9,000 firemen who originally enrolled in the courses. Attendance at seven-tenths of the class sessions as well as successfully completing the final written examination are required to qualify for a Public Service Training Certificate issued by the Board of Regents of the University of the State of New York. Training schools in 20 additional counties will be established in December. The schools then will be gradually extended until the entire State is covered.

In this "short course," intensive practical training is given not only in the handling of war gases, bombs and incendiaries, but also in the fundamentals of fire-fighting, so that the volunteer fireman may cooperate with nearby city fire departments when emergencies develop.

Equally important in the State's fire defense program is the training



Acting-Governor Charles Poletti, who is co-ordinator of Defense in New York State (seated), is being shown what remains of an incendiary magnesium bomb, which Instructor Henry F. Drake, of Clinton Corners and chief of the Stanford Volunteer Fire Department, put out in 45 seconds at the U. S. Chemical Warfare School, Edgewood Arsenal, Maryland, where six instructors of the State Education Department were intensively trained in combating incendiary bombs and ravages of poison gases as part of their preparation for training 200,000 members of the State's Volunteer Fire Departments in a series of specially organized county schools that opened during weeks of September 2-15. Chief Drake is showing Acting-Governor Poletti the core of thermite, which burns with an intensity of 4,500° F. and thus melts and ignites the outer shell of magnesium which then burns for 15 minutes at a temperature of 2,500° F.

Other participants in the New York State Defense Training Program in this picture are, left to right: Instructor Howard Keeler, chief of the Canis-tee Fire Department; Instructor Charles F. Vogel, chief of the Chatham Volunteer Fire Department; Instructor Drake; Chief Instructor James J. Deasy, former battalion chief of New York City Fire Department; Albert H. Hall, chief of the Bureau of Public Service Training in the New York State Education Department, which has charge of the actual administration of the State's fire defense schools; Seth T. Cole, co-chairman of the Fire Defense Committee of the New York State Council of Defense, which with Governor Herbert H. Lehman, invited the State Education Department to conduct this program; Instructor A. J. Noonan, retired fire captain of the Buffalo Fire Department; Instructor William J. Deegan, retired lieutenant of the Rochester Fire Department; and Dr. Lewis A. Wilson, deputy commissioner of education of the New York State Education Department, who organized its vocational and civilian defense training programs.

---

### Buy United States Defense Bonds

---



given to fire officers of volunteer and paid fire departments so that they may, in turn, themselves train the thousands of additional men and women that will be needed as auxiliary civilian fire forces.

For example, the Bureau of Public Service Training in October organized a series of training classes for the 1,700 officers of the New York City Fire Department. This teacher training was undertaken at the request of Patrick Walsh, Fire Commissioner, and John J. McCarthy, assistant chief in charge of the department's defense activities, in order to improve the instruction the officers give civilians in training them as auxiliary firemen in the civilian defense program. As Chief McCarthy explained, "this course on how to teach is no reflection upon the way the instruction was given in the fire houses (for the first corps of 25,000 auxiliaries—Ed.). But the fact remains that officers and firemen are not supposed to be teachers . . . We wish to make our next course for the auxiliaries even better." The second corps of New York City's auxiliaries began training on November 11. Plans call for training 60,000 by the middle of winter, and 100,000 is the total goal.

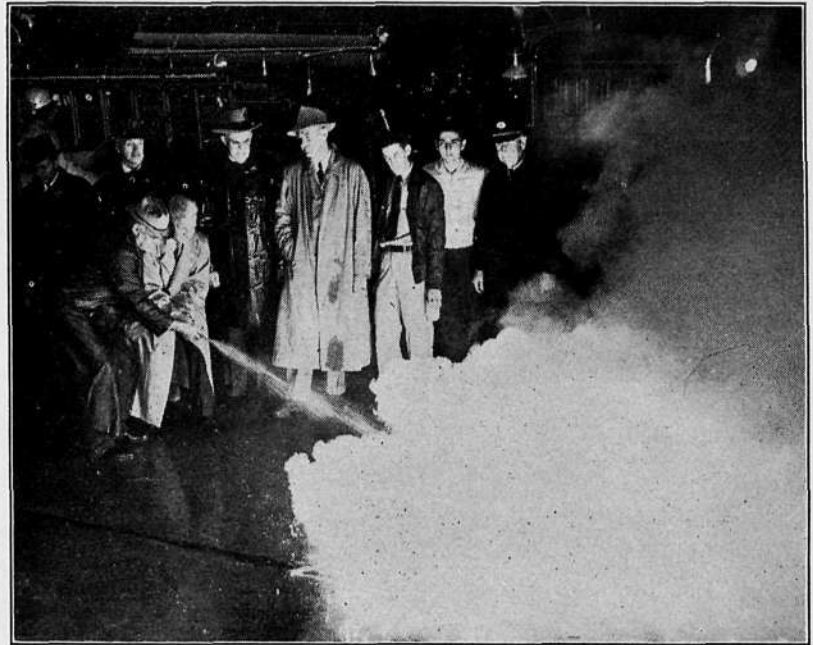
New York State was among the first to recognize the imperative need for a fire defense training program. First hand observation of England's experience was the basis for its own program. It had been learned that in some large English cities, including London, as many firemen were lost in a single month as had been on their entire paid staffs. Fire-fighting under such severe war conditions was made possible only by training thousands of additional volunteer firemen, and, by standardizing and increasing fire-equipment needed to render mutual aid among adjacent communities.

Because of careful planning, New York State progressed rapidly in organizing its State-wide fire defense training program. On April 4, 1941, Governor Lehman appointed nine members of the State Fire Defense Committee under Co-chairmen Seth T. Cole and Frank A. Nealon, by authority of Chapter 22, of the Laws of 1941. At a conference on June 13, both Governor Lehman and the State Fire Defense Committee requested the Bureau of Public Service Training in the State Education De-

partment to organize and train the volunteer firemen of the State.

Dr. Lewis A. Wilson, Deputy Commissioner of Education, who is directing and coordinating all the defense training programs sponsored by the State Education Department, and Albert H. Hall, Chief of the Bureau of Public Service Training, completed their organizational plans by appointing a corps of six itinerant fire instructors with Battalion Chief James J. Deasy, retired, New York City Fire Department, as Chief State Fire Instructor. By July 7, a standard curriculum had been drafted and approved by the State Advisory Committee of Fire Chiefs which had

been appointed in the meantime. Within the next month, the instructors received two weeks of intensive training in effective teaching methods in the State Education Building in Albany, followed by two weeks of even more intensive instruction in fire-fighting under modern war conditions at the Chemical Warfare Service Schools of the United States Army at the Edgewood Arsenal, Maryland. The instructors then established the cooperative relationships with fire chiefs and other executives of fire departments in the counties assigned to them, as well as with the local defense councils. Classes were begun in 20 counties



Chief Instructor James J. Deasy, left, former battalion chief of the New York City Fire Department, and Charles F. Vogel, chief of the Chatham Volunteer Fire Department, are demonstrating how an incendiary magnesium bomb can have its flame accelerated through a stream of sprayed water so that it will more readily be extinguished.

Watching the demonstration are, left to right: Mr. Albert H. Hall, chief of the Bureau of Public Service Training in the New York State Education Department; in a black raincoat behind Chief Deasy, Instructor A. J. Noon, retired captain of the Buffalo Fire Department; Dr. Lewis A. Wilson, deputy commissioner of education; three chemists and Captain Story of the Albany Fire Department.

The State operated fire defense training schools have been established on a county-wide basis and the first ones, adjacent to large defense production centers, opened in September. The State Education Department's Bureau of Public Service Training undertook the organization of training the 200,000 members of the State's Volunteer Fire Departments and, through them thousands of men and women as civilian auxiliary fire forces at the request of Governor Herbert H. Lehman, chairman of the New York State Council of Defense and its State Committee on Fire Defense of which Seth T. Cole and Frank Nealon are co-chairmen.

in September. An enrollment of over 9,000 registered, but because of the need that some firemen remain on duty while others were attending class sessions, the average weekly attendance was 6,300.

At the meeting of the State Advisory Committee of the Fire Chiefs on November 14, called to evaluate this initial instructional program, the 34 fire chiefs not only gave enthusiastic endorsement of the work done but strongly suggested that more instructors be added so that more county schools could be operated concurrently. They especially recommended that the volunteer firemen unable to attend the first course because of official duties should be given an opportunity later to receive instruction similar to that given to their associates.

The program of fire defense training included not only members of volunteer firemen attending classes. Members of paid city and industrial plant fire departments were among the most regular attendants. Furthermore, through the preparation of published lecture material and "lesson sheets," which were posted in fire departments by the fire chiefs, knowledge of the emergency methods to be used in fire-fighting was carried to many who could not attend the organized county schools. In addition, two instructional pamphlets were also prepared by the State Education Department for use both by its instructional staff and by local fire chiefs.

The pamphlet dealing with the "Organization and Training of Civilian Auxiliary Fire-Fighting For-

ces" is particularly helpful to fire chiefs in organizing such training for civilians as auxiliary fire forces in their own communities. The pamphlet dealing with "Industrial Plant Fire Prevention and Protection" is particularly helpful to plant fire department executives in organizing auxiliary fire forces within the defense industries and cooperating with their community fire departments in preventing fires likely to occur from sabotage as well as handling those that do occur.

These instructional pamphlets are available to the State's fire departments at the Bureau of Public Service Training in the State Education Department and at the State Committee on Fire Defense. Requests for copies have been received from other states too. Funds for their publication is included in the appropriation for the fire defense training program. Funds were allocated through the State Defense Council and its State Fire Defense Committee. A total of \$25,000 was granted for the State's fire defense training program by means of a "certificate of intent" signed by the Governor and legislative leaders of both parties.

Practical application has been the chief emphasis in this systematic instruction of volunteer firemen. Fire chiefs in each community where schools were organized, and those on the State Advisory Committee of Fire Chiefs have been consulted to maintain this level of achievement in the county schools. Defense Councils have also been consulted to integrate the State's fire defense program with their other local training programs. This training project, moreover, is being administered at the highest possible educational level. Demonstrations and visual instructional aids, such as charts, slides and motion pictures, have been employed liberally. Films were obtained with the help of the British Library of Information and private film libraries to provide illustrative material of actual London fire-fighting under war conditions.

Student participation in the county schools has been developed whenever possible. The State fire instructors have been under close supervision and periodically called together for instruction. They have also been

(Continued on page 312)



Instructor Henry F. Drake of Clinton Corners and chief of the Stanford Fire Department, is showing the chart of insignia to be worn by the nation's civilian defense enrollees as developed by the Office of Civilian Defense to his associates on the faculty of the fire-fighting defense schools, organized by the New York State Education Department in one of their preliminary training sessions, in the Regents Room of the State Education Building.

Seated left to right, are: Instructor Charles F. Vogel, chief of the Chatham Volunteer Fire Department; Chief Instructor James J. Deasy, former battalion chief of New York City Fire Department; Seth T. Cole, co-chairman of the State Fire Defense Committee of the New York State Council of Defense and executive secretary of the New York State Volunteer Firemen's Association; Albert H. Hall, chief of the Bureau of the Public Service Training in the New York State Education Department, who is directing the Fire Defense Training Program in the State; and Instructor Howard Keeler, chief of the Canisteo Fire Department. Standing are: Instructor William J. Deegan, retired lieutenant of the Rochester Fire Department; and Instructor A. J. Noon, retired captain of the Buffalo Fire Department.



# 20,000 Leagues

## ALL WITHIN NEW YORK STATE

BY EARL P. PFANNEBECKER  
*Dept. of Taxation & Finance*

It was in October of 1940 that the Department of Taxation & Finance received the Budget Director's approval, setting up four entirely new "Payroll Examiner" positions in the Division of the Treasury, of which the Commissioner of Taxation and Finance, Mr. Mark Graves, is the responsible head.

This was a new step, and a new title. Of course all payrolls were already being paid by the Division of the Treasury on warrants of the State Comptroller. But this was to be carried a step further—to the logical conclusion, you might say, of "check and double check" before the actual payment was made to the payees.

While salary checks had been regularly mailed or delivered to the various State Agencies in bulk—that is all checks for one agency for each payroll period were mailed in one package, properly addressed and insured—there was in the light of the constitutional pre-audit amendment and new practices it introduced, some doubt whether this procedure, fully discharged the duties imposed by Section Seven, Article Two of the State Finance Law, which provides that the Commissioner of Taxation & Finance shall make payments from the Treasury in accordance with Warrants drawn by the State Comptroller.

The duties of these new Payroll Examiners were to be that of "paymasters," acting as representatives of the Division of the Treasury, seeing to it that salary checks were paid only to the exact persons named in the check, and to make payroll examinations as required in the proper discharge of this duty. In this way, it was felt, the State's interest would be as carefully safeguarded as was humanly possible, and the intent of the State Finance Law carried out in every respect.

It was intended that direct payments of salary checks, under this procedure, would be made in all State Departments and Agencies, wherever situated in New York State. The Payroll Examiners were expected to locate every person on

State payrolls, find him at work on the job, and see that his salary check was paid to him.

Naturally, as there were only four of these positions, it is not possible to make payments to all State employees at any one payroll period. Therefore, during the year this work has been in progress, as many visits as possible have been made. Routes have been carefully mapped out to cover as much territory as practicable, with economy and efficiency. The Examiners have been on the move almost continuously, by train and auto, sometimes driving well over four hundred miles in one day. In spite of this effort, much remains to be done, and those who haven't yet received personal delivery of their salary checks may rest assured they have by no means been overlooked.

So far I have tried to give you the more serious, the informative side of the story; the reasons how and why. Now, I would like to relate some of our travel experience.

Having spent some twenty years or more as an office worker, and learning something, of course, about the way the State carries on its business, I felt that to travel in New York State, to visit other Departments, would be a practical education, and perhaps an enjoyable change. So, having duly qualified by promotion test, application for the new position was made and in due course approved by Mr. Graves, the Department head.

So, one day in November, 1940, we were off on our first trip.

### November 19, 1940

First on our list came Wassaic State School, which was fairly close by, near Poughkeepsie, in Dutchess County. A beautiful place, a pleasant visit.

### December 3, 1940

Next to Middletown State Hospital, here to renew many old acquaintances and refresh old memories, for it was here in Middletown my first State service was begun in 1919.

### December 18, 1940

By train to Manhattan State Hospital, Ward's Island, New York City. The Christmas spirit was in full swing here, and we enjoyed it fully.

### January 2, 1941

To Utica State Hospital, one of the oldest institutions in New York State.

### January 20, 1941

To New York State Vocational Institute at Coxsackie, our first visit to a State penal institution. Was very much surprised at the happy atmosphere that can prevail within institutional walls.

### February 3, 1941

To New York City and Kings Park State Hospital, Kings Park, Long Island. The institution lost a dairy barn by fire while we were there.

### February 18, 1941

To Buffalo and on to Attica State Prison by train. We wondered why there should be a real old-time blizzard on this particular date. We had heard about the safety-ropes on Buffalo sidewalks, and now we really believed all we had been told about the winds out there in the winter.

### March 3, 1941

To Westfield State Farm, near White Plains, in Bedford Hills, Westchester County.

### March 18, 1941

To Pilgrim State Hospital, Brentwood, Long Island. Did you know this is said to be the largest institution of its kind in the world? Neither did we, until we saw its many large buildings. If I remember rightly, they burned 180 tons of coal one extremely cold day!

### April 3, 1941

To Rockland State Hospital, in Rockland County, about 30 miles from New York City. Driving here we passed over famous Storm King Mountain, and what a ride that is!

### April 18, 1941

To Central Islip State Hospital, Central Islip, Long Island. Enjoyed this trip for a particular reason. The old Model A was on its last legs by this time (so was I) so traded it in for a new one. Some difference, and aren't those new State Parkways just the right thing?

### May 2, 1941

To Willard State Hospital, on the east shore of Seneca Lake. Imagine working where you have a view over lawns and trees and across beautiful Seneca Lake!

**May 7, 1941**

To the Public Works office in Syracuse and from there to the various highways and canals in their district, to Sylvan Beach and the Oswego elevators.

**May 18, 1941**

To Binghamton State Hospital, just on Binghamton's outskirts, another institution with a fine location.

**May 25, 1941**

At the Public Works office, Division of Highways in Binghamton, then covering practically all State highways in Broome and Schoharie Counties, both in the Binghamton district.

**June 3, 1941**

To Letchworth Village, near Haverstraw and over Bear Mountain Bridge. For scenic beauty and ideal mountainous location, Letchworth is worth a trip some time just to see it.

**June 9, 1941**

To the Public Works Division of Highways in Southern Westchester County. Saw Governor Lehman's home, the beautiful parkways and private estates clustered in this richest county in the United States.

**June 16, 1941**

To the Long Island State Park Commission which as you know operates famous Jones Beach. The parkways, the beach with its orderliness and cleanliness, its pool show, and many other sights, are well worth the trouble and expense to see no matter how far you must travel to get there.

**June 25, 1941**

To the Public Works Department in Binghamton covering State Highways in Delaware County (where the land stands on edge and they farm both sides) and also Chenango County.

**June 30, 1941**

To the Finger Lakes State Park Commission in Ithaca. From there we visited the beautiful State Parks under their jurisdiction. Fairhaven on Lake Ontario (Little Jones Beach), Stony Brook, Watkins Glen, and all the others.

**July 7, 1941**

To the Public Works office at Rochester, with three days spent in Genesee and Livingston Counties.

**July 11, 1941**

To Letchworth State Park, at Castile. For natural rugged beauty this park would be hard to beat. Hamlin State Park, on the southern

shore of Lake Ontario gave us something to remember in the way of a fine swim on a hot Sunday afternoon.

**July 23, 1941**

To Wallkill State Prison, down in the Castkills, the State Guard School where our new State Prison Guards are assigned for training. This, as you might have heard, is the "prison without a wall" where only those inmates with the best of records are admitted.

**July 29, 1941**

To the Palisades Inter-State Park Commission, at Bear Mountain, just south of West Point. This is a very large State Park, having some 40,000 acres, and as its name implies, extending south into the State of New Jersey, and operated jointly by the two states.

**August 5, 1941**

To Hudson State Training School.

**August 14, 1941**

To the Public Works office in Watertown. From there to the Ogdensburg office and three days spent covering practically all of the 486 miles of State highways in St. Lawrence County, the largest County in New York State, and some of the wildest sections of the Adirondacks.

**August 18, 1941**

To St. Lawrence State Hospital, Ogdensburg. This hospital is located on the beautiful St. Lawrence River, at Ogdensburg, St. Lawrence County and enjoys one of the finest scenic locations to be had in the State.

**August 24, 1941**

To the Public Works Department at Syracuse, and traveling throughout Tompkins and Cayuga Counties.

**August 27, 1941**

The Taconic State Park Commission at Staatsburg in Dutchess County, visiting the six State Parks under the jurisdiction of this Commission.

**September 3, 1941**

To Clinton Prison at Dannemora, in the mountainous northeast, a few miles west of Plattsburg. Sometimes referred to as "Siberia," this prison nevertheless enjoys a beautiful mountain setting, and is recently noted as the only prison in the United States having within its walls a church constructed entirely by inmate labor. Visited the church and found it a work of art.

**September 7, 1941**

To the Hornell office of the Public Works Department covering all

State highways in Allegany County, where oil wells are to be seen in front yards, church and school yards.

**September 18, 1941**

To Syracuse State School, Syracuse.

**September 23, 1941**

To the Rochester office of the Public Works Department, and riding the State highways in Ontario County.

**October 9, 1941**

To the Utica Public Works office, and highways in Fulton and Montgomery Counties.

**October 13, 1941**

Yours truly took a much-needed vacation. Did I drive a car on my vacation? No sir, the old buggy just stayed in garage while the owner painted storm-windows and did like jobs around the house. They say a change is a rest.

**November 3, 1941**

On the road again, headed for Rochester State Hospital. A four day visit here, and then back to Albany.

**November 14, 1941**

To the Oneida Troop of the New York State Police, with side trips to Old Forge, Remsen and Syracuse.

**November 19, 1941**

To Raybrook State Hospital, way up in the Adirondacks for over Thanksgiving Day, enjoying the snow and ice, plentiful scenery and bracing air.

Here ends the list of places visited, and the end of a year of traveling; nearly 30,000 miles within the borders of New York State, north and south, east and west. It has been an educational experience; it has been hard work; it has been enjoyable.

Truly no one can realize the magnificence, the splendor of New York State until one has traveled throughout the State.

Neither can one realize and appreciate the complex and varied State services carried on by its thousands of loyal employees until he has met them on their own ground, talked with them, and worked with them.

Our visits to the various State agencies necessitated many interesting miles of train and auto travel, but it also gave us something much more valuable—the personal contacts, the friendships, the wider understanding of State and Association problems.

(Continued on page 318)



# The Capitol Beat . . . .

The State's new Regents examination policy is no longer aimed at finding out what school pupils don't know, but toward finding out what they do know.

So a conference of district school superintendents were told recently in Albany, at any rate. Education proved to be no empty word to 192 rural supervisors, a majority of whom holds bachelors' degrees, while 72 have masters' degrees or better.

\* \* \*

Conservation Commissioner Lithgow Osborne stepped out and showed hunters how it's done the first day of the grouse season. Leaving his office about 1 p.m. for the Helderbergs, he bagged three birds in two short hours.

\* \* \*

Deer tags filed with the Conservation Department indicated feminine hunters took to the woods this season in unprecedented numbers and came out with their share of the kill.

\* \* \*

Licensing of forest guides, the department believes, will reduce the numbers of lost persons in the woods in the future. Heretofore, all that was required to hire out as a guide was a general knowledge of the woods, the necessary fee and approval of a local game protector. New regulations restrict the territory and kind of party a person may guide. And badges will be worn.

\* \* \*

Vegetable acreage of only two other states, California and Texas, exceed that of New York. Thus the Empire State occupies as strategic a role in the War of Food as in the War of Industries.

\* \* \*

New York State residents spent \$1,000,000 this year on dogs—not tagging them, just feeding them. The dog census by the Department of Agriculture & Markets enumerated 532,765 canine pets licensed in the State, as compared with 522,378 for all of 1940.

The department, in preparation for 1942 licensing operations, shipped five tons of supplies to city and town clerks in Nassau and Westchester

Counties alone. Metal tags go out from Sing Sing prison shops.

Red tape was about to unwind, as red tape will, when a dead horse was discovered off the shore of an American island in the St. Lawrence River. Whose horse? Well, that was the question.

Complaints against the situation were sent through Albany and Ottawa to U. S. and Canadian officials. Massena town board settled the issue by setting aside \$10 to pay two Indians to remove the carcass and split the sum. The Indians performed the task, but one got \$7.50 and the other \$2.50. There apparently was no fixed limit on how many 50-50 splits could be made. One Indian definitely was a smart Indian.

\* \* \*

The State Office Building in Albany has done its bit to launch the annual Christmas Seal Drive of the Albany County Tuberculosis Association. During the last three nights in November it had emblazoned on its east facade, 120 feet in height, a lorraine cross, symbol of the fight against tuberculosis. In order to achieve this effect the building staff had to lower the blinds on all of the east windows except those whose lights were needed to create the design. So well was this done that from even a short distance away the cross seemed suspended from the sky.

\* \* \*

Upstate New York's first large-scale layoff occasioned by the defense program occurred last month when Buffalo automobile plants laid off 3,600 men during a retooling program for production of airplane engines. Smaller layoffs have occurred thus far in silk, refrigerator, electric fan, non-ferrous metals, locomotive, steel and silverware industries. Others are anticipated by the Labor Department, in the radiator industry and other automotive firms.

\* \* \*

Under construction now in New York State for defense purposes are a \$6,000,000 Quartermasters' Corps Depot, near Albany; a \$1,000,000 radio and tube plant at Schenectady; a 700,000 airplane plant addition at Niagara Falls; a new \$870,000 shipyard at Rochester; large housing pro-

jects in both Buffalo and Niagara Falls. Work is being started on the Rome Air Corps Depot and the Seneca Ordnance Depot, which will employ between 5,000 and 10,000 construction workers.

\* \* \*

The State Employment Service filled 55,816 jobs during October—13,692 in manufacturing; 15,166 in household jobs; 26,958 in other employment—11 per cent fewer, in all, than during September, when placements reached the third highest volume in the history of the service.

\* \* \*

If you live nearby Cattaraugus and Schoharie County you should know that an axe, a little elbow grease and from 15 to 30 cents will get you a Christmas tree.

For the second successive year, Conservation Commissioner Osborne has approved the cutting of a limited number of Christmas trees from the State reforestation areas in those counties. Sale and removal of trees hampering forest growth will be permitted.

\* \* \*

The Legislature must appropriate \$250,000 for construction purposes if the Whiteface Mountain ski center, approved by voters, is to be realized. Surveys of the peak's slopes by Conservation Department attaches indicate trails for novice, as well as experts, will be possible. If plans materialize, there'll be facilities on Whiteface for winter sports enthusiasts from four years up.

\* \* \*

Obtaining cash to meet a canal debt bond termination, the State realized a profit of \$273,325.17 in a competitive sale of 33 blocks of State sinking fund holdings amounting to \$1,818,000 last month.

\* \* \*

Ninety-two of 242 samples of suspected foods and other products tested in October by chemists of the Department of Agriculture & Markets were found to be adulterated and misbranded. Soda beverages, olive oil substitutes, baked goods, jams, tomato products and frozen desserts led the list.

One sample of milk analyzed contained 40 per cent excess water, Dr. A. H. Robertson, chief chemist, said.

# Safety Responsibility Law

BY CARROLL E. MEALEY

*Commissioner of Motor Vehicles*

EDITOR'S NOTE: *This is the second of a series of three articles prepared by Commissioner Mealey for the readers of the "State Employee," explaining this new law. The final article will appear in our next issue.*

In my first article I tried to give you a broad view of the character and procedures of this new law. I will briefly review that discussion before plunging into a description of the practical provisions of the law.

As a matter of reasonable self-protection many of our motorists have, for years past, provided themselves with protection against injury to others and damage to their property. Some, however, either ignorant of the risk or over-confident in our luck, have neglected this safeguard. When all too often an accident happens, such an unprotected driver is usually overwhelmed by the cost, of the claims and judgments which his faulty driving has produced. Either he cannot pay, and the innocent victims suffer, or the payment wipes out the driver's own hard-won savings and puts a mortgage on his possessions.

The new law is aimed to correct this bad situation by inducing these unprotected drivers voluntarily to protect themselves and the public against such serious disasters. Dealing as we are with responsible and self-governing people, our law appeals primarily to common sense and self-protection. But for those who cannot be influenced even to their own advantage, stern penalties are provided if they are involved in an accident and fail to meet their full financial responsibility for the damage they have done. These penalties against the financially irresponsible are so applied that they tend to strengthen the caution and improve the interest and skill of all drivers.

Let us proceed now to the practical application of the new law. Just what is going to happen after January first, what difference is it going to make in our motoring activities?

The first thing which I hope will happen is that the common sense of

our new law and the friendly persuasion of our educational campaign will have so impressed you that you will go out voluntarily and secure acceptable protection without waiting for an accident.

But suppose you cannot be persuaded and delay in providing yourself with this safeguard. What happens then? Nothing will happen unless and until you have an accident which causes personal injury to others or property damage in excess of \$25. If you do have such an accident, the penalties of the new law promptly go into operation against you and your difficulties begin. The Commissioner is required to suspend your driving license and also the registration certificates of the car until you meet two separate and distinct requirements:

**First**, deposit with the Commissioner sufficient cash or negotiable security to satisfy a judgment that the other parties involved in the accident might secure against you.

**Second**, establish and thereafter maintain proof of your financial responsibility for the future.

**Security** must be given in the form of cash or negotiable collateral sufficient to cover damage claims arising from the accident which has already happened. **Financial Responsibility** may be in the form of insurance or a bond.

The Commissioner is not authorized to determine your guilt or innocence in respect to an accident. If you are involved in an accident in any way and have no approved form of public protection, he must take these two actions against you, whether you are at fault or not.

Your first serious accident then will have this effect: it will deprive you of the use of your car and your driving license until you have posted security against possible damage claims. Also you cannot drive again until you have established a public protection policy or bond.

Let me describe this future **Financial Responsibility** protection in more detail. The law approves any one of the following three methods:

1. By furnishing proof that there is in force a motor vehicle liability insurance policy, written by a company authorized to do business in New York State, providing insur-

ance up to \$5,000 for death or injury to one person, \$10,000 for death or injury to more than one person in one accident, and \$1,000 for property damage.

2. By filing bond guaranteeing payments in the above amounts and conditions.

3. By depositing with the Commissioner of Motor Vehicles \$11,000 in cash or securities which have a market value of \$11,000.

Whenever proof of responsibility is required under the law, such proof must be furnished for all cars registered in your name. You will also be required to maintain this protection for all time in the future. The requirement can only be cancelled in case of death, complete disability, or surrender of your driver license and car registration certificates.

Now let us consider for a moment the **Security** you must post if you are uninsured or unbonded before having an accident. The Commissioner is allowed some discretion, in this instance, as regards the amount. The amount the Commissioner will require will be based upon the severity of the damage that has been done. For an accident involving injury to one person and property damage, the Commissioner may require that as much as \$6,000 be posted, or for an accident involving injury of more than one person and property damage, as much as \$11,000. These are, of course, the maximum limits which he may require if the accident is quite serious. On the whole, his rule will call for an amount sufficient to cover any reasonable damage claims that might arise as a result of the accident. To provide such security, of course, will not be easy and may take time. Meanwhile your driving privileges and car registration will remain suspended. It is hardly necessary to add that these are real penalties.

The law also provides penalties against those who seek to evade the payment of judgments resulting from traffic accidents. When the Commissioner of Motor Vehicles receives notice from the court where the action was taken that a judgment debtor has failed, within 15 days after the time allowed for appeal, to satisfy a judgement arising from such

(Continued on page 318)



# In-Service Training Notes

EDITED BY ALBERT H. HALL

*Chief, Bureau of Public Service Training, and Secretary, Regents Council on Public Service Training*

Final examinations are now being given to 7,000 volunteer firemen enrolled in twenty-two county fire defense training schools organized and administered by the State Education Department's Bureau of Public Service Training for the State Defense Council and the State Fire Defense Committee. The examination consists of fifty questions of the short-answer type. Public Service Training Certificates issued by the State Education Department will be granted to members of municipal fire departments who have attended seven of the ten course lectures and have obtained a grade of at least 70 per cent on the final examination. A certificate of completion will be issued by the New York State Fire Defense Training Program to members of industrial plant fire brigades, civilians and others who have attended seven of ten course lectures and have completed the examination with a minimum grade of 70 per cent. Fire defense schools in twenty additional counties will begin about December 15.

\* \* \*

The Municipal Training Institute of New York State has announced its fourth advanced course in milk sanitation to be presented by the New York State College of Agriculture, Cornell University, from January 26 to February 7, 1942. Cooperating in the course are the Mayors Conference and the State Departments of Health and Education. The course has been approved by the State Public Health Council as meeting instructional requirements for Grade I or II inspectors prescribed by the State Sanitary Code. Satisfactory completion of this course does not automatically qualify for Grade I or II inspector. Previous education and experience are also considered in approving qualifications. Instruction will consist of one-half actual laboratory work to be performed by each student and one-half recitations and lectures. There is a course fee of \$10.00. There will be an examination at the end of the

course. Those who complete the work satisfactorily will receive an Institute certificate.

\* \* \*

Twenty-three members of the staff of the Institution for Male Defective Delinquents at Napanoch participated recently in a Fire Training School operated at Kingston by the Ulster County Firemen's Association. The School was conducted under the regulations of the Regents of the University of the State of New York and weekly sessions were held for ten weeks. Staff members of the Institution took the course voluntarily. C. E. Smith, Chief Clerk at Napanoch, stood third on the county-wide list. "It was a source of gratification to me," wrote Superintendent R. F. C. Kieb to Commissioner John A. Lyons, "to note that where none of our personnel failed, the final results reveal that only 188 received a passing mark of the 241 who took the examination."

\* \* \*

A six-day course of defense training for police officers is being held by the Federal Bureau of Investigation in various centers throughout the State. The course deals with espionage, sabotage, subversive activities, air raids, protection of property, handling of traffic and many other subjects.

\* \* \*

The Department of Correction of the City of New York is sponsoring a training course on correctional treatment in cooperation with the Municipal Civil Service Commission. The course is open to all employees in the City Correctional Service. Part I of the course is now being given on general organization of the Department of Correction; protective procedure; inmates and inmate behavior; and the theory of correctional treatment. Service rating credit will be granted to eligible enrollees who complete the course successfully.

\* \* \*

Thirty-six thousand, two hundred sixty-eight State and local employees enrolled in training schools and special courses of instruction operated by the Bureau of Public Service Training of the State Education Department, according to a report for the period July 1, 1940-June 30, 1941.

The enrollment exceeds that of last year by seven thousand three hundred thirty-eight. Seven hundred eighty-three State and local employees were awarded public service training certificates by the State Education Department. The Albany Knickerbocker News in an editorial of November 22 commented on the report as follows:

"No doubt some of those who took the course were looking for advancement as well as for greater skill and ability to do the work required. In any case, the acceptance of this instruction displays an interest in performing public work which is not always realized on the part of the general public which pays the salaries and fees."

Copies of the report will be sent to any State employee upon request to the State Education Department.

\* \* \*

The Bureau of Training of the New York City Civil Service Commission has announced a course in "Municipal Bombardment Protection" in cooperation with New York University. The course is open to all employees in titles of engineer, architect or draftsman. High school graduation is required. The course will deal with the description and characteristics of explosive bombs; effects of bombing on all types of structures; blackouts, camouflage and gas protection; reinforcing present structures; design and construction of bombproof structures; inspection requirements and protection against sabotage, incendiary bombs and fire protection. Service rating credit will be granted to eligible enrollees who complete the course successfully.

## MARTHA WASHINGTON CANDIES

12 So. Pearl St., Albany, N. Y.  
Phone 5-9238

42 Fourth St., Troy, N. Y.  
Troy 3614

# Local Activities All

## Red Cross at Beacon

More than 50 members of the Matteawan State Hospital Employees Association and friends gathered November 17 for the awarding of certificates to 35 employees who completed American Red Cross First Aid standard and advanced courses.

Percy Larrabee, chapter president, presided at the affair. Speakers were Dr. John McNeill, superintendent of

the hospital; William Mueller and Miss Frances Eaton, Poughkeepsie, both of the Dutchess County Red Cross, and Mrs. Arthur Van Slyke of the Beacon Red Cross branch, who presented award pins. John Veling and President Larrabee received instructors' pins, having been approved at an instructors' institute.



Seated—Left to right: Florence Veling, Mabel Powell, Jane Macewicz, Madeline Smyth, Angeline Didio, Frances Pechosak, Mary Devon, Yvonne Lahey, Luella Power and Helen Masten.

Standing—First row, left to right: James Morrone, Percy Larrabee, Anthony DiNata, Peter Didio, Louis Vix, James Yanarella, Hugh Bradley, Robert Nichols, John Hupcey and George Dennis.

Standing—Back row, left to right: Alexander Renovitch, William Hayden, James Power, John Veling, Albert Carr and William McCarroll.

Other members not in picture: Rose Raymond, Helen Talbot, Andrew Stoffan, Homer Hawks, John Kortright, Henry Hurliman, Charles Philippe, Doborah Romaine and Helen Briggs.

## New Officers of Sing Sing Chapter

Sing Sing Prison Chapter has elected Arthur E. Brown its new president.

Mr. Brown was named at a meeting November 13, when Maynard Darrow and Jack Douvarjo, delegates to the State Association meeting in Albany, delivered their reports.

Warren Cook was named vice-president; Francis Coty, secretary; Mr. Darrow, treasurer; and Stanley Jarlowski, sergeant-at-arms. Elected members of the executive council were: Robert Kelly, Charles Morgan, William Brown, Frank Leonard, Charles Glazier and Irving Arras.

## Brooklyn Activities

Circulation of petitions among the citizens of Kings County to register support for extension of Feld-Hamilton Law provisions has been started by the Brooklyn State Hospital Employees' Association.

Seventy-five per cent of the proceeds obtained from a barn dance in the hospital assembly hall, November 22, has been voted to further the campaign. Poultry was the prize and it went to Miss Lucy Ricciardone, graduate nurse, for her western cow-girl's outfit.

At the helm of the local Association's campaign is president William V. Kondrat, assisted by J. F. Geraghty, vice president; Katherine I. Collins, secretary; and Herman L. Kraus treasurer.

## Letchworth Activities

Letchworth Village chapter-ites cast their ballots October 4 and then learned the results October 16 at a general meeting. Amid refreshments supervised by James Barr and music by Louis Arena and a five-piece boys' band, they feted Dr. George W. T. Watts, their new president, and the following staff of new officers:

Leslie Ware, vice-president; Mina Hardt, corresponding secretary; Jerdie Cordrey, recording secretary; Marion Clark, treasurer; Albert L. Chick, delegate, and these division representatives: boys', Mary Kitchen, girls', Caroline Gaghan; adult, David Roche; women's, Harriet Mackey; male infirm, James Ross; female infirm, Mary Ellen Haher; hospital, Agnes Voyzey; schools, James Barr; service buildings, Joan Robinson, farm group, Leonard Schilling, administration, Ada Baisley; Shops, Joseph Prudents.

At the first meeting of the executive staff on November 4, the following chairmen of committees were appointed: membership, Mary Kitchen; athletic, David Roche; publicity, Ada Baisley; legislative, James Ross; insurance, Albert L. Chick; constitution, David Roche, and entertainment, James Barr.

## Ithaca Chapter Dines

Sixty members of State College Chapter at Ithaca dined on turkey in Fennow Hall at the college November 11, with Myron Glaunister, a former member, as host. Two reels of pictures on the Cornell-Harvard and Cornell-Syracuse football games were shown. The Hon. Stanley P. Shaw and Dutton S. Peterson then described the workings of the Legislature and proposed legislation on salary adjustments to meet rising living costs.

Next meeting takes place December 9, when officers are to be elected for 1942.

## Buffalo Dinner

The annual informal party of Buffalo Chapter was conducted November 10, at Eggertsville Hose Company, Snyder. A buffet luncheon and dancing was enjoyed by more than 100 guests. Much praise went to the committee and J. Milford Diggins, president, on the success of the affair.



# Over the State

## Rochester Organizes

The constitution of the newly-formed Rochester Chapter was formally adopted at a meeting held on November 13 at the Sagamore Hotel, Rochester. The meeting was well attended and the enthusiastic spirit being shown in all State offices in the area bodes a very healthy and active life for the chapter. The Organizing Committee has expressed its deep appreciation for the co-operation shown.

The constitution of the proposed Rochester Chapter was forwarded to the Association, and word has been received that it was approved by the Executive Committee of the Association at its meeting November 18.

A nomination committee consisting of Walter Prien, Education; Margaret Eustace, Labor; Neil Goodman Tax; Ray Quandt, D.P.W.; Rebecca Busch, State Fund; and Mary Keating, Social Welfare; was appointed by Chairman D. H. Petrie. Election of officers is scheduled to be held early in December.

Carroll Lewis, Social Welfare; Helen B. C. Lindsay, Labor; A. Waserman, Tax; and Vivian Shafer, D.P.U.I.; were selected as a finance committee to consider the question of local assessment. It was also decided to hold the Annual Dinner this year in January. Mr. Sherry Bellisimo of the State Insurance Fund was named to head the arrangements committee, in charge of the festivities.

## Binghamton Meeting

Great interest in the work of the Association was indicated when two members from Delhi traveled 75 miles to Binghamton November 19 for the meeting of the Binghamton Chapter in the Assembly Hall of Binghamton State Hospital.

Leslie Winnie and Clarence Scott gave a complete report of the annual State Association meeting in Albany and then Mrs. Margaret Moran announced plans for the chapter dinner dance which will take place January 17 at the Arlington Hotel. Michael T. Foley will be toastmaster. Tickets for the affair may be obtained from members in various offices in Broome County or directly from Mrs. Moran, State Health Department, Binghamton.

## Ogdensburg Frolics

Spooks and Goblins, clowns and Bedouin sheiks, held sway at the St. Lawrence State Hospital Employees' Association Hallowe'en frolic held at Curtis Hall, October 30th.

Following the grand march, prizes for the best costumes were awarded to Mrs. Eva Cawfield for the women and Roy Smith for the men. At intermission the traditional Hallowe'en

refreshments of cider and doughnuts were served.

The party was arranged by the entertainment committee of Matt Roshirt, Janet Brainard, William Vine, Roy Smith, Salina Grennon, Blanch Spilman, Charles Mitchell, Eleanor Thayer, Carl Dowdall, Mary Dowdal, Robert Kinch, Faye Clapp, Nellie Wojnas, and Gilbert Beck.



In the picture above, left to right are: Judge Ralph Morrisette, Costume Prize Winner, Roy Smith and Mrs. Eva Cawfield, and Judge Francis Burns, Mayor of Ogdensburg.

## GAMMON'S

259 State St. Tel. 3-7365

Six doors above State Office Bldg.

Luncheon 11:30 to 2 P. M.

Except Saturday and Sunday

Group Dinners by Appointment

Available for business or social meetings. Private dining room. Noon or night. Home cooked foods.

## The Linen Chest, Inc.

37 Maiden Lane 4-3216

## Lamps — Linens GIFTS

Hours: 9 a.m. to 6 p.m. every day  
Thursday and Saturday until 9 p.m.  
ASK ABOUT OUR BUDGET PLAN

## THREE HEATING COMFORTS

D&H ANTHRACITE  
PATROON FUEL SERVICE  
IRON FIREMAN

Offered by

HERZOG & VERNON, INC.

TELEPHONE 5-3581

## State's Fire Defense Training School Program

(Continued from page 304)

checked while in the field. Attendance at class session as well as the final written examination are considered in awarding the Public Service Training Certificates.

Men experienced in fire fighting and especially trained to teach in this defense program constitute Chief Deasy's instructional staff. They are: Lieutenant William J. Deegan, retired, Rochester Fire Department; Chief Henry F. Drake, Stanford Fire Department; Chief Howard J. Keeler, Canisteo Fire Department; Captain Andrew J. Noon, retired, Buffalo Fire Department; and Chief Charles F. Vogel, Chatham Fire Department. Fire Defense Training schools were organized during the first twelve-week period in the following counties: Broome, Cayuga, Chemung, Cortland, Delaware, Erie, Greene, Madison, Niagara, Oneida, Onondaga, Ontario, Rensselaer, Schenectady, Seneca, Sullivan, Tompkins, Wayne and Wyoming. Twenty more counties were being organized for the second training period scheduled to begin in December, as this was written.

The weekly lectures in each county school are concerned with the following subjects: care and use of fire apparatus, tools, equipment and quarters; size up of fires; forcible entry and ventilation; handling ladders and tying knots; direction and operation of hose streams; overhauling and salvage, fire prevention and related activities; first aid; war gases, bombs and incendiaries.

Through a series of questionnaires that were filled out and returned with the cooperation of County and City Defense Councils, the State Fire Defense Committee has developed a directory of information about the State's fire forces never before available in such complete fashion. This inventory in the Committee's headquarters in Albany provides the names, business and residence addresses and telephone numbers of each mayor, and chief of each fire department in the State. Also listed are the number of fire companies in each city and county, the type and name of each company, the status of each fireman (whether paid full time or part time, or, volunteer), the number of retired but available firemen during an emergency, and, the

types of training the firemen have had for their jobs.

The State Fire Defense Committee also has information about the fire apparatus and equipment in each fire department in the State. Particular attention was paid in this inventory to the date of manufacture and present operating condition of this equipment. Also indicated are the location and size of each fire department, the number of apparatus housed therein, and how much additional equipment could be accommodated.

These inventories will be especially valuable as the State Fire Defense Committee completes its organization of the State into Fire Defense Zones. Under this plan, mutual aid may be more efficiently rendered by fire departments of different communities cooperating within these defense zones. The fire defense inventory will aid this defense zone plan since it will furnish data on the interchangeability of personnel, equipment and apparatus among the fire departments in any region.

The State Fire Defense Committee has declared itself heartily in favor of legislation authorizing the mobilization of firemen in time of emergency to the end that the State Government may concentrate fire-fighting resources of the State in any given locality during an emergency. The Committee has also worked out plans to cooperate with the State Conservation Department in forest fire defense.

As the progress of the State Fire Defense Training Schools makes available thousands of more experienced and specialized fire fighting personnel, the lists of available firemen in the headquarters of the State Committee on Fire Defense will be revised. The information relating to the condition of the State's fire defense equipment which may be implemented through repair or purchase during the emergency program will also be kept constantly up-to-date. Thus at all times a complete, detailed picture of the state of the fire-fighting personnel and equipment will be available in the Fire Defense Committee's headquarters.

New York State is far in advance in its fire training program, because of the farsightedness of the officials directing its defense programs, and the experienced personnel that was available to organize and conduct the fire defense schools.

## New H. R. S. H. Superintendent

Dr. John R. Ross, who was formerly superintendent of Dannemora State Hospital and more recently superintendent of Harlem Valley State Hospital at Wingdale, has been appointed to a similar capacity at Hudson River State Hospital, Poughkeepsie. In taking over the superintendency of the institution, Dr. Ross let it be known that the door to his office would always be open. He stated: "I am willing at all times to hear the grievances of any of the working force here, but I don't want any employee to come to me who has disobeyed orders. That we can't stand for."

With Dr. John McNeil, of Matteawan State Hospital, and Dr. Russell Blaisdell of Rockland State Hospital, Dr. Ross is a member of the Governor's commission which examines all inmates at Sing Sing Prison who have been sentenced to death by the Court of Appeals.

### Just ONE Ton

OF

### OLD COMPANY'S

Harder Hardcoal will convince you of its

### QUALITY



Phone 8-3317

**E. B. SALISBURY & SONS**  
Inc.

Stop 41, Albany-Schenectady Road



### HAIR ON FACE

Arms, Legs, Body removed forever by Electrolysis

Guaranteed no after marks, no regrowth, no pain; modern equipment; consultations free.

**ERNEST SWANSON**  
"Albany's Most Experienced Electrologist"

123 STATE ST., Opp. DeWitt  
Phone 3-4988 Open Evenings  
Write for Free Booklet



# Improved Claim Service

## ON ACCIDENT AND SICKNESS INSURANCE

This Association has been advised by C. A. Carlisle, Jr., of Ter Bush & Powell, Inc., that he and R. H. Brusoe, Secretary of the Commercial Casualty Insurance Company, Newark, N. J., have recently visited all the Claim Offices of the Company in the State of New York.

Additional help has now been furnished to all the Chief Claim Adjusters throughout the State, so that a new plan for settlement of Accident & Sickness Insurance claims has resulted. In the future, all adjusters will have claim drafts with them at all times, and will be in a position to issue drafts as soon as they are furnished the necessary claim papers covering the disability involved on practically all claims.

Instructions have now gone out by the Home Office of the Insurance Company to all adjusters, that first, they should immediately clean up all outstanding claims as far as possible, and second, they must be in a position to settle most claims within ten days from receipt of the necessary claim papers properly completed by the assured and his or her physician.

During this coming winter, there will be the usual increase in claims due to Influenza, Pneumonia, prolonged colds, etc., and particularly on all short disability claims, checks should be issued to the assured right on the grounds, at the time the adjuster sees the claimant, and in many cases, it will not even be necessary for the adjuster to see the assured.

On prolonged serious disabilities, the usual investigation will be made immediately upon receipt of the first notice so that periodical checks can be mailed out each month upon receipt of due proof of the disability.

Your only obligation then, as a policyholder, is to notify as soon as possible the Company, the Association Representative, or Ter Bush & Powell, Inc., that you are sick or disabled by accident. Send your notice for real fast service to the nearest claim office listed below:

Commercial Casualty Insurance Company, 75 State Street, Albany, N. Y.

Commercial Casualty Insurance Company, 59 John Street, New York, N. Y.

Commercial Casualty Insurance Company, 1024 Lincoln Alliance Bldg., Rochester, N. Y.

Commercial Casualty Insurance Company, White Bldg., Buffalo, N. Y.

Commercial Casualty Insurance Company, 10 Park Place, Newark, N. J.

Civil Service Association, Room 156, State Capitol, Albany, N. Y.

Ter Bush & Powell, Inc., 423 State Street, Schenectady, N. Y.

All that it is necessary for you to do, when you become sick or disabled by accident, is to take a penny postal card, address it to one of the addresses shown above, and make the statement that you are sick or disabled by accident and send that post-paid to the nearest office mentioned above. A preliminary claim report will be immediately sent to you, and then it is your duty,

and obligation to get this completed, the lower part by your physician, complete the upper part yourself, and return it to the Claim Office that sent it to you as quickly as possible.

Everyone who has anything to do with this Group Plan of Accident & Sickness Insurance is very anxious to see that every person, who has this insurance and has a claim, receives his or her money as quickly as possible. With your cooperation, this can be accomplished to the entire satisfaction of everybody involved. We want everybody satisfied with their insurance, because you are buying a very broad coverage policy at very low cost, and on an extremely easy payment plan, and when you are sick or disabled, that is the time that you need this insurance most.

Your Association would like to hear from the Policyholders who have claims as to their reaction to the new, speedy claim service, as promised us by the Company and Mr. Carlisle of Ter Bush & Powell, Inc., but please don't forget to maintain your side of the bargain by reporting your claim promptly, and where necessary assisting the adjusters in all possible ways, to make their investigations with the utmost speed.

Claims under the Group Plan of Accident & Sickness Insurance now aggregate nearly \$20,000 per month, and involve almost 400 persons.

### MILITARY SERVICE

Any State employee who has had the Accident & Sickness Insurance and was called into military duty, and whether his insurance was suspended, dropped for non-payment of premium, or cancelled at the time that person went into any form of military service, in any of the armed forces of the United States, he or she may have the policy back, under the same conditions as prevailed when he left State employment, by a written request to Ter Bush & Powell, Inc., 423 State Street, Schenectady, N. Y., within thirty days from their return to State service. No new application is necessary—merely a written request to the above, within thirty days from the date that you return to State service.

There will be in the near future, many former State employees returning to State service, after they have served their necessary period under the various military regulations, so if you know of any such persons, please call this article to their attention so that they may get their application for reinstatement in within the prescribed period, because certainly any person, who was working for the State, and was called to military duty should not lose any benefits under the Group Plan of Accident & Sickness Insurance, and the Company has agreed to reinstate any policy upon written request from the assured, if it was in force at the time they were called into military service. Your cooperation in assisting your fellow-employees by calling this matter to their attention would be appreciated by everybody involved.

**This Group Plan of Accident & Sickness Insurance is for your benefit and we want you to enjoy it to the utmost.**

# You and the Legislature

Each year at this time the Association reminds its members of one of the most vital duties of a good citizen—cooperation with elected officials. We urge each one to take a lively interest in all matters relating to local affairs. We believe that members of this Association by reason of their position as employees of the taxpayers can serve the interests of good government by willingly spreading accurate information regarding governmental services and governmental needs. State workers are one with other citizens of the State in desiring and working for economy, efficiency and honesty in all governmental activities, local, State and national.

Sometimes we may feel that elected officials differ from appointed officials in their attitude toward human problems. This should not be so and probably is not so, except in rare cases. All workers for the State or other governmental units stand on common ground as servants of the people. Rank does not carry additional moral obligations. From the lowest ranking civil employee to the highest elected executive, legislative or judicial employee the responsibility to act in official affairs with the utmost of honesty, efficiency and economy is the paramount duty. Herewith we give a list of the State Senators and Assemblymen with their respective districts and their addresses. We ask that each member of the Association visit his Senator and Assemblyman personally and talk with him concerning any affair of State government in which he may be interested, but particularly that he talk with him concerning the employment conditions in State service which should be remedied and seek his direct cooperation. The resolutions carried in the November issue of THE STATE EMPLOYEE insofar as they relate to necessary legislation are guides to the projects in which Association members are particularly interested this year. We ask every member to advise his Senator and Assemblyman that the major matters—the “must” matters of this year—are the extension of the Feld-Hamilton Career Law provisions to the workers in the State institutions and others not now covered, and the adjustment of salaries of all employees to meet living costs. Thousands of workers in the institutions have been paid upon an archaic and inadequate and discriminatory basis for years. Surely it is an outstanding responsibility of legislators to correct this condition and to correct it this year. Certainly it is fair to adjust State salaries to a degree that will care for rising living costs.

State workers, through this Association, have indicated plainly that they do not wish to indulge in strikes. They believe that the presentation of fair requests as to desirable employment conditions should and will receive intelligent and sympathetic attention. In a civilized society there should be no need for force in attaining changes or reforms that are fair and reasonable. Any attempt to thwart workers in their honest efforts to improve working conditions is actually a “strike” on the part of employers against the employees. For a long time until the adoption of the career service law in 1937 and the maximum eight hour law a few years earlier, the executive and legislative branches of government as the responsible appropriating and employing

bodies of the people failed to recognize employee problems. They apparently felt that State workers had not presented their problems properly prior to the vigorous efforts of THE ASSOCIATION OF STATE CIVIL SERVICE EMPLOYEES in 1930 and since. Obviously, unless the workers do present their problems and intelligent methods of meeting such problems they cannot expect the active attention which correction of conditions demand.

Visit your Senator and Assemblyman personally, have committees of your local chapter or group convey to your legislative representatives the needs and wishes of employees, and see to it that your legislative representatives know of the officers and committees and headquarters and counsel of the Association of State Civil Service Employees in the Capitol at Albany and of the readiness of the Association to cooperate with legislators at all times.

We must secure adoption of the Association's program during the coming legislative year and it is squarely up to you to do your part in informing and persuading your Senator and Assemblyman as to the legislation desired and your interest in seeing to it that he takes an active part in progressing it.

## SENATE

Dist.	Pol.	Name and Address
1	Rep.	Perry B. Duryea, Montauk
2	Rep.	Seymour Halpern, 83-80 118th St., Kew Gardens
3	Dem.	Peter T. Farrell, 27-58 Curtis St., East Elmhurst
4	Dem.	Philip M. Kleinfeld, 1338 52nd St., Brooklyn
5	Dem.	John J. Howard, 453 55th St., Brooklyn
6	Dem.	Edward J. Coughlin, 179 St. James Pl., Brooklyn
7	Dem.	Jacob J. Schwartzwald, 701 Willoughby Ave., Brooklyn
8	Dem.	Joseph A. Esquirol, 20 Woodruff Ave., Brooklyn
9	Dem.	Daniel Gutman, 117 Pennsylvania Ave., Brooklyn
10	Dem.	Jeremiah F. Twomey, 911 Manhattan Ave., Brooklyn
11	Dem.	James J. Crawford, 589 Bedford Ave., Brooklyn
12	Dem.	Elmer F. Quinn, 95 Christopher St., N. Y. C.
13	Dem.	Phelps Phelps, Hotel New Yorker, N. Y. C.
14	Dem.	William J. Murray, 471 Grand St., N. Y. C.
15	Dem.	John L. Buckley, 440 West End Ave., N. Y. C.
16	Dem.	Vacant
17	Rep.	Frederic R. Coudert, Jr., 988 5th Ave., N. Y. C.
18	Rep.	Charles Muzzicato, 1606 Lexington Ave., N. Y. C.
19	Dem.	Charles D. Perry, 126 W. 122nd St., N. Y. C.
20	Dem.	Alexander A. Falk, 60 Cooper St., N. Y. C.
21	Dem.	Lazarus Joseph, 910 Grand Concourse, N. Y. C.
22	Dem.	Carl Pack, 866 Manida St., Bronx
23	Dem.	John J. Dunnigan, 1945 Bogart Ave., Bronx
24	Rep.	Robert E. Johnson, 11 Woodbridge Pl., Westerleigh, S. I.
25	Rep.	Pliny W. Williamson, 11 Heathcote Rd., Scarsdale
26	Rep.	William F. Condon, 25 Hollis Terrace, N. Yonkers
27	Rep.	Thomas C. Desmond, Newburgh
28	Rep.	Allan A. Ryan, Jr., Rhinebeck
29	Rep.	Arthur H. Wicks, Kingston
30	Dem.	Julian B. Erway, 126 State St., Albany
31	Rep.	Clifford C. Hastings, Sand Lake
32	Rep.	Gilbert T. Seelye, Burnt Hills
33	Rep.	Benjamin F. Feinberg, Plattsburg
34	Rep.	Rhoda Fox Graves, 130 Clinton St., Gouverneur
35	Rep.	Fred A. Young, Lowville
36	Rep.	William H. Hampton, 118 Arlington Rd., Utica
37	Rep.	Isaac B. Mitchell, Lafargeville
38	Rep.	G. Frank Wallace, 217 Crawford Ave., Syracuse
39	Rep.	Walter W. Stokes, Middlefield
40	Rep.	Roy M. Page, 158 Chapin St., Binghamton



- 41 Rep. Chauncey B. Hammond, R. F. D. 2, Elmira  
 42 Rep. Henry W. Griffith, Palmyra  
 43 Rep. Earle S. Warner, Phelps  
 44 Rep. Joe R. Hanley, Perry  
 45 Rep. Rodney B. Janes, Pittsford  
 46 Rep. Karl K. Bechtold, 649 Seneca Parkway, Rochester  
 47 Rep. William Bewley, Carlisle Gardens, Lockport  
 48 Rep. Walter J. Mahoney, 519 Linwood Ave., Buffalo  
 49 Dem. Stephen J. Wojtkowiak, 25 Academy Rd., Buffalo  
 50 Rep. Charles O. Burney, Jr., 168 Cayuga Rd.,  
 Williamsville  
 51 Rep. James W. Riley, 307 E. State St., Olean

**ASSEMBLY**

**ALBANY COUNTY**

- 1 Dem. George W. Foy, 76 Lenox Ave., Albany  
 2 Dem. Mortimer A. Cullen, 47 No. Manning Blvd.,  
 Albany

- 3 Rep. John McBain, 2332 Broadway, Watervliet

**ALLEGANY COUNTY**

- Rep. William H. Mackenzie, Belmont

**BRONX COUNTY**

- 1 Dem. Matthew J. H. McLaughlin, 410 E. 159 St.,  
 Bronx  
 2 Dem. Patrick J. Fogarty, 446 E. 140th St., Bronx  
 3 Dem. Arthur Wachtel, 818 Manida St., Bronx  
 4 Dem. Isidore Dollinger, 1250 Franklin Ave., Bronx  
 5 Dem. Julius J. Gans, 1016 Faile St., Bronx  
 6 Dem. Peter A. Quinn, 1551 Williamsbridge Rd., Bronx  
 7 Dem. Louis Bennett, 787 E. 175th St., Bronx  
 8 Dem. John A. Devany, Jr., 120 W. 183rd St., Bronx

**BROOME COUNTY**

- 1 Rep. Floyd E. Anderson, Port Dickenson  
 2 Rep. Orlo M. Brees, 201 E. Franklin St., Endicott

**CATTARAUGUS COUNTY**

- Rep. Leo P. Noonan, Farmersville

**CAYUGA COUNTY**

- Rep. James H. Chase, Aurora

**CHAUTAUQUA COUNTY**

- 1 Rep. E. Herman Magnuson, 31 Locust St., Jamestown  
 2 Rep. Carl E. Darling, 331 Eagle St., Dunkirk

**CHEMUNG COUNTY**

- Rep. Harry J. Tift, Horseheads

**CHENANGO COUNTY**

- Rep. Irving M. Ives, Norwich

**CLINTON COUNTY**

- Rep. Leslie G. Ryan, Rouses Point

**COLUMBIA COUNTY**

- Rep. Fred A. Washburn, 101 N. 5th St., Hudson

**CORTLAND COUNTY**

- Rep. Harold L. Creal, Homer

**DELAWARE COUNTY**

- Rep. William T. A. Webb, Sidney

**DUTCHESS COUNTY**

- 1 Rep. Howard N. Allen, Pawling  
 2 Rep. Emerson D. Fite, Poughkeepsie

**ERIE COUNTY**

- 1 Rep. Frank A. Gugino, 438 Busti Ave., Buffalo  
 2 Rep. Harold B. Ehrlich, 1195 Elmwood Ave., Buffalo  
 3 Dem. Fred Hammer, 262 Lemon St., Buffalo  
 4 Dem. Frank J. Caffrey, 78 Englewood Ave., Buffalo  
 5 Dem. Philip V. Baczkowski, 379 Peckham St., Buffalo  
 6 Rep. Jerome C. Kreinheder, 171 Laurel St., Buffalo  
 7 Rep. Justin C. Morgan, 143 Doncaster Rd., Kenmore  
 8 Rep. John R. Pillion, 724 Ridge Rd., Lackawanna

**ESSEX COUNTY**

- Rep. Sheldon F. Wickes, Ticonderoga

**FRANKLIN COUNTY**

- Rep. William L. Doige, Chateaugay

**FULTON-HAMILTON COUNTIES**

- Rep. Denton D. Lake, 83 Second Ave., Gloversville

**GENESEE COUNTY**

- Rep. Herbert A. Rapp, Darien Center

**GREENE COUNTY**

- Rep. William E. Brady, Coxsackie

**HERKIMER COUNTY**

- Rep. Leo A. Lawrence, Herkimer

**JEFFERSON COUNTY**

- Rep. Russell Wright, Watertown

**KINGS COUNTY**

- 1 Rep. Lewis M. Olliffe, 199 Bergen St., Brooklyn  
 2 Dem. Leo F. Rayfiel, 1818 Ave. L., Brooklyn  
 3 Dem. Michael J. Gillen, 82 Pioneer St., Brooklyn

- 4 Dem. Bernard Austin, 559 Bedford Ave., Brooklyn  
 5 Dem. John R. Starkey, 916 Putnam Ave., Brooklyn  
 6 Rep. Robert J. Crews, 100 Hart St., Brooklyn  
 7 Dem. John F. Furey, 32 Court St., Brooklyn  
 8 Dem. Charles J. Beckinella, 615 Warren St., Brooklyn  
 9 Dem. Edgar F. Moran, 447 81st St., Brooklyn  
 10 Rep. Francis E. Dorn, 48 Sterling Pl., Brooklyn  
 11 Dem. Eugene F. Bannigan, 520 Lincoln Rd.,  
 Brooklyn

- 12 Dem. James W. Feely, 300 11th St., Brooklyn  
 13 Dem. Ralph Schwartz, 288 Ainslie St., Brooklyn  
 14 Dem. Harry Gittleson, 61 Harrison Ave., Brooklyn  
 15 Dem. John Smolenski, 1044 Manhattan Ave., Brooklyn  
 16 Dem. Carmine J. Marasco, 1679 71st., Brooklyn  
 17 Dem. Fred G. Moritt, 280 Broadway, New York City  
 18 Dem. Irwin Steingut, 706 Eastern Parkway, Brooklyn  
 19 Dem. Max M. Turshen, 503 Bushwick Ave., Brooklyn  
 20 Dem. Roy H. Rudd, 1116 Jefferson Ave., Brooklyn  
 21 Dem. Thomas A. Dwyer, 2212 Ditmas Ave., Brooklyn  
 22 Dem. James A. Corcoran, 167 Barberry St., Brooklyn  
 23 Dem. Robert Giordano, 2346 Pacific St., Brooklyn

**LEWIS COUNTY**

- Rep. Benjamin H. Demo, Croghan

**LIVINGSTON COUNTY**

- Rep. Joseph W. Ward, Caledonia

**MADISON COUNTY**

- Rep. Wheeler Milmoe, Canastota

**MONROE COUNTY**

- 1 Rep. Frank J. Sellmayer, Jr., Brighton  
 2 Rep. Abraham Schulman, 353 Culver Rd., Rochester  
 3 Rep. George T. Manning, 165½ Alexander St.,  
 Rochester

- 4 Dem. Nelson E. Owen, Jr., 85 Keehl St., Rochester  
 5 Rep. William B. Mann, Brockport

**MONTGOMERY COUNTY**

- Rep. John F. Bennison, Fort Plain

**NASSAU COUNTY**

- 1 Rep. John D. Bennett, Rockville Centre, L. I.  
 2 Rep. Norman F. Penny, Manhasset, L. I.

**NEW YORK COUNTY**

- 1 Dem. James J. Dooling, 40 Front St., N. Y. C.  
 2 Dem. Louis De Salvo, 202 Hester St., N. Y. C.  
 3 Dem. Maurice E. Downing, 402 W. 20th St., N. Y. C.  
 4 Dem. Leonard Farbstein, 504 Grand St., N. Y. C.  
 5 Dem. Owen McGivern, 431 W. 44th St., N. Y. C.  
 6 Dem. Morris M. Mintz, 390 E. 8th St., N. Y. C.  
 7 Dem. Irwin D. Davidson, 144 W. 86th St., N. Y. C.  
 8 Dem. Stephen J. Jarema, 137 Avenue A., N. Y. C.  
 9 Dem. Ira H. Holley, 562 West End Ave., N. Y. C.  
 10 Rep. MacNeil Mitchell, 305 Lexington Ave., N. Y. C.  
 11 Dem. Patrick H. Sullivan, 395 Riverside Drive, N. Y. C.  
 12 Dem. Edmund J. Delany, 245 E. 21st St., N. Y. C.  
 13 Dem. James T. McNamara, 195 Claremont Ave., N. Y. C.  
 14 Dem. Warren J. McCarron, 520 E. 77th St., N. Y. C.  
 15 Rep. Abbot Low Moffat, 660 Park Ave., N. Y. C.  
 16 Dem. Robert F. Wagner, Jr., 530 E. 86th St., N. Y. C.  
 17 Dem. Hulan E. Jack, 45 W. 110th St., N. Y. C.  
 18 Dem. Joseph J. Cioffi, 201 E. 116th St., N. Y. C.  
 19 Dem. Daniel L. Burrows, 2257 7th Ave., N. Y. C.  
 20 Dem. Anthony Guida, 409 E. 122nd St., N. Y. C.  
 21 Dem. William T. Andrews, 270 Convent Ave., N. Y. C.  
 22 Dem. Daniel Flynn, 3657 Broadway, N. Y. C.  
 23 Dem. William J. A. Glancy, 160 Cabrini Blvd., N. Y. C.

**NIAGARA COUNTY**

- 1 Rep. Jacob E. Hollinger, Middleport  
 2 Rep. Harry D. Suito, Youngstown

**ONEIDA COUNTY**

- 1 Dem. Frank A. Emma, 1608 Gibson Rd., Utica  
 2 Rep. William R. Williams, Cassville  
 3 Rep. C. Dean Williams, Remsen

**ONONDAGA COUNTY**

- 1 Rep. Leo W. Breed, Baldwinsville  
 2 Rep. George B. Parsons, 102 Strathmore Drive,  
 Syracuse

- 3 Rep. Frank J. Costello, 636 Park Ave., Syracuse

**ONTARIO COUNTY**

- Rep. Harry R. Marble, R. D., Holcomb

**ORANGE COUNTY**

- 1 Rep. Lee B. Mailler, Cornwall  
 2 Rep. Charles N. Hammond, Sparrowbush  
 Rep. John S. Thompson, Medina

**OSWEGO COUNTY**  
Rep. Ernest J. Lonis, Hannibal

**OTSEGO COUNTY**  
Rep. Chester T. Backus, Morris

**PUTNAM COUNTY**  
Rep. D. Mallory Stephens, Brewster

**QUEENS COUNTY**  
1 Dem. Charles D. Dalzell, 2326 33rd St., Astoria  
2 Dem. George F. Torsney, 40-01 50th Ave., L. I. City  
3 Dem. John V. Downey, 32-27 83rd St., Jackson Heights  
4 Rep. Henry J. Latham, 8255 233 St., Queens Village  
5 Dem. John H. Ferril, 425 Beach 137th St., Rockaway Beach

6 Rep. George Archinal, 77-32 78th St., Glendale

**RENSELAER COUNTY**  
1 Rep. J. Eugene Zimmer, 1857 Highland Ave., Troy  
2 Rep. Maurice Whitney, Berlin

**RICHMOND COUNTY**  
1 Dem. Charles Bormann, 89 Broad St., Stapleton, S. I.  
2 Dem. Albert V. Maniscalco, 340 Olympia Blvd., Rosebank, S. I.

**ROCKLAND COUNTY**  
Rep. Robert Doscher, Pearl River

**ST. LAWRENCE COUNTY**  
1 Rep. Grant F. Daniels, Ogdensburg  
2 Rep. Allan P. Sill, Massena

**SARATOGA COUNTY**  
Rep. Richard J. Sherman, Saratoga Springs

**SCHENECTADY COUNTY**  
1 Rep. Oswald D. Heck, 749 DeCamp Ave., Schenectady  
2 Rep. Harold Armstrong, 265 State St., Schenectady

**SCHOHARIE COUNTY**  
Rep. Arthur L. Parsons, Central Bridge

**SCHUYLER COUNTY**  
Rep. Dutton S. Peterson, Odessa

**SENECA COUNTY**  
Rep. Lawrence W. VanCleaf, R. D., Seneca Falls

**STEBUEN COUNTY**  
1 Rep. Edith C. Cheney, 64 E. Third St., Corning  
2 Rep. William M. Stuart, Canisteo

**SUFFOLK COUNTY**  
1 Rep. Edmund R. Lupton, Mattituck  
2 Rep. Elisha T. Barrett, Brightwaters

**SULLIVAN COUNTY**  
Dem. James G. Lyons, Monticello

**TIOGA COUNTY**  
Rep. Myron D. Albro, Lounsberry

**TOMPKINS COUNTY**  
Rep. Stanley C. Shaw, 315 N. Geneva St., Ithaca

**ULSTER COUNTY**  
Rep. John F. Wadlin, Highland

**WARREN COUNTY**  
Rep. Harry A. Reoux, Warrensburg

**WASHINGTON COUNTY**  
Rep. Henry Neddo, Whitehall

**WAYNE COUNTY**  
Rep. Henry B. Wilson, Wolcott

**WESTCHESTER COUNTY**  
1 Rep. Christopher H. Lawrence, 26 Valley Road, Bronxville  
2 Rep. Theodore Hill, Jr., Jefferson Valley, Peekskill  
3 Rep. James E. Owens, 75 State St., Ossining  
4 Rep. Jane H. Todd, 41 N. Broadway, Tarrytown  
5 Rep. Malcolm Wilson, 382 Park Hill Ave., Yonkers

**WYOMING COUNTY**  
Rep. Harold C. Ostertag, Attica

**YATES COUNTY**  
Rep. Fred S. Hollowell, Penn Yan

## Bowling Champs



The above five State workers constitute the winning team in the 1940-41 State Insurance Fund Bowling League. The trophy donated by the New York City Chapter of the Association to the winning team is also shown.

Standing—Left to right are: Armond B. Profeta and Philip Kligler. Seated are Roderick MacRae, A. Corrao and B. H. Harmon.

*Honigsbaum's*

INC.

**SPORTSWEAR**

MAIDEN LANE  
AT JAMES ST.  
ALBANY, N. Y.



A charge account is a definite shopping convenience. May we assist by opening an account for you



# LOW COST PROTECTION

## FOR ACCIDENTS AND SICKNESS

1. Don't forget to give any details of aches, pains, sickness or accidents suffered by you. This does not necessarily mean your application will be declined. We will do everything possible to issue a policy for you.
2. Please remember if you are OFF THE STATE PAYROLL at any time, for any reason, you should PAY your premiums DIRECT so your policy will not lapse.
3. If you are not a member of The Association of State Civil Service Employees of the State of New York, join now by paying your dollar to a representative or by sending it to the Association, Room 156, State Capitol, Albany, N. Y. Membership is necessary for the continuance of this insurance.
4. Remember, MEDICAL ATTENTION is necessary once every seven days during any period for which you claim indemnity.

### LOOK AT THESE LOW RATES

ANNUAL SALARY	MONTHLY INDEMNITY	ACCIDENTAL DEATH BENEFIT	SEMI-MONTHLY PREMIUM	
Less than \$600.	\$ 30.	\$500.	\$ .45	}
\$ 600. but less than \$1,000.	\$ 50.	\$500.	\$ .75	
\$1,000. but less than \$1,200.	\$ 60.	\$500.	\$ .85	
\$1,200. but less than \$1,600.	\$ 75.	\$500.	\$1.05	
\$1,600. and over	\$100.	\$500.	\$1.45	

}

This amount is deducted from your pay each pay day

Note: Maintenance, commutation, and time service, if any, may be added to cash salary to determine salary group.

**IF YOU ARE NOT ALREADY INSURED CLIP OUT THE APPLICATION BELOW . . FILL IT OUT AND MAIL TO**

**TER BUSH & POWELL, INC., TODAY !**

**423 STATE STREET, SCHENECTADY, N. Y.**

**IMPORTANT—BE SURE TO SHOW YOUR DEPARTMENT AND DIVISION OR INSTITUTION**  
**Application for N. Y. State Employees C.S. Group Plan Accident and Health Insurance**

I hereby apply to The Commercial Casualty Insurance Co., Newark, N. J., for a policy to be based upon my answers to the following questions: Principal Sum

**PLEASE READ CAREFULLY, Answer Each Question**      \$500      Date \_\_\_\_\_ 19\_\_

Name in Full (print) \_\_\_\_\_

Residence \_\_\_\_\_

Place of Business \_\_\_\_\_ City \_\_\_\_\_

Department \_\_\_\_\_ Division or Institution \_\_\_\_\_ City \_\_\_\_\_

Date of Birth \_\_\_\_\_ Height \_\_\_\_\_ ft. \_\_\_\_\_ in. Weight \_\_\_\_\_ lbs.

I am employed as \_\_\_\_\_ My regular duties are \_\_\_\_\_ (Explain Fully)

Have you to the best of your knowledge and belief any diseases or infirmities, have you ever been treated for or advised that you have tuberculosis, except as follows? (Answer Yes or No) \_\_\_\_\_

Have you within the past five years had medical or surgical advice or treatment or any departures from good health or have you had, or been advised to have, an operation? If so, (give details) (Answer Yes or No) \_\_\_\_\_ Month \_\_\_\_\_ Year \_\_\_\_\_  
 Nature and Cause \_\_\_\_\_ Duration \_\_\_\_\_

Has any application for Life, Accident or Health Insurance ever made by you been declined, postponed or rated up? \_\_\_\_\_

Name of Beneficiary (in full) \_\_\_\_\_ Relationship \_\_\_\_\_ (Must be Estate or Relative)

Address of Beneficiary \_\_\_\_\_ Street \_\_\_\_\_ City \_\_\_\_\_

I understand and agree that the policy to be issued upon the basis of this application shall be void unless I am on duty and regularly employed at the time this insurance becomes effective, even though payment has been made by deduction or otherwise and I represent that each and all of the foregoing answers are true and complete.

I apply herewith for membership in | The Association of State Civil Service Employees of the State of New York  
 I am a member of

Monthly indemnity applied for \$ \_\_\_\_\_ **IMPORTANT: Read the Other Side of This Application**

**VERY IMPORTANT NOTICE**

Policy will take effect with first deduction from pay check, or, if you desire, it can be made effective as of the date your application is approved by the home office, PROVIDED a payment of one month's premium (twice the semi-monthly prem.) is submitted with your application.

Are you enclosing one month's premium for this feature? \_\_\_\_\_

Signature of Member \_\_\_\_\_

Is your salary paid monthly?  semi-monthly?

If on a monthly basis is it paid 10 or 12 times per year? \_\_\_\_\_

Policy No.	Effective Date	Monthly Indl.	Premium

BE SURE TO ANSWER THESE

# Tax Department Association Elects

# Safety-Responsibility Law

(Continued from page 308)

an accident, the Commissioner is required to suspend the driving license and car registration certificates of this debtor, until such judgment has been paid. This provision also applies to citizens of New York State who are involved in accidents outside the State which result in judgments.

A judgment for more than the maximum limits here provided will, in all cases, be considered satisfied for the purposes of this law if \$5,000 is paid for the injury or death of one person, \$10,000 for the injury or death of two or more persons in one accident, and \$1,000 for property damage.

This article, as you observe, has dealt mainly with the provisions in regard to financial responsibility. In the next article I will describe the provisions which are concerned with safety. I will also take up a number of practical questions that our present discussion of the measure has raised.

## 20,000 Leagues—All Within New York State

(Continued from page 306)

We have tried to do a good job; we believe we have. We appreciate the splendid helpfulness and cooperation so cheerfully extended by superintendents, stewards, department heads, executives and employees who have made every effort to smooth the way, to do their bit to make life cheerful for the man whose job takes him hundreds of miles away from the home office. It has been a pleasure to meet you, and here's hoping we will have the pleasure of meeting again before too long a while.

So, to all our friends, best regards, a Merry Christmas, and a very, very, Happy New Year.

**Get Rid of HAIR**  
 Permanently and safely by  
**MULTIPLE ELECTROLYSIS**  
 Free consultation. Write for  
 booklet. Treatments \$1 up.  
**SARAH WHITE**  
 Albany's Oldest Established  
 Electrologist  
 46 No. Pearl St. 4-5262



Newly elected officers of the Tax Department Good Will Association are left to right: Gladys Dailey, Secretary; Thomas Bulman, Vice President; Loretta Dineen, President; and Elizabeth Ferris, Treasurer. Installation will take place at their annual Dinner in January.

## Middletown Elects

James McNeil has taken over the president's chair in meetings of Middletown State Hospital Employees' Association at Middletown.

He was elected to office on October 10, with Jack Cline, first vice-president; Howard Shumaker, second vice-president; Guy Edwards, third vice-president; Fred J. Walters, secretary-treasurer; Henry Hoffmeister, sergeant at arms; Mr. Walters and Samuel Decker, delegates; and T. Stevens and Roy Deneroy, alternates.

Phone 4-1188

## HOLMES BROS. FLORISTS

15 Steuben Street  
ALBANY, N. Y.

## CHRISTMAS LAY-AWAY CLUB

A small deposit will hold any article until wanted

Chair and Ottoman.....\$22.95  
 Kneehole Desks from.....\$11.95  
 Roos Cedar Chests from.....\$14.95

Furniture, Radios, Electric Appliances — No Down Payment  
 If Paid Within Three Months

Open Thursday and Saturday Evenings — Other  
 Evenings by Appointments

USE OUR BUDGET PLAN

## A. SWIRE'S FURNITURE

51-55 South Pearl Street, Albany  
 202 State Street, Schenectady

Dial 4-1362  
 Dial 3-4974



# Low-Cost Life Insurance

IS AVAILABLE TO ALL STATE EMPLOYEES

through the GROUP PLAN

sponsored by your Association

**SPECIAL FEATURES of the GROUP PLAN are:**

1. Low-cost made possible by group purchasing.
2. Easy payment through payroll deductions.
3. Broad coverage, paying for death due to any cause.
4. Same rates apply to all employees regardless of the hazard of occupation.
5. No Medical Examination if application is made within first 90 days' service with State, otherwise a medical examination is necessary, without expense to the applicant.
6. Conversion Privilege without medical examination.
7. Claims are usually paid beneficiary within 24 hours of time the Association is notified.
8. Over \$500,000.00 paid to 300 beneficiaries since the establishment of the plan in 1939.

**Could there be any better reasons why you should make application for insurance under the Group Plan TODAY?**

If you are not already a member of the Group Life Plan, fill out the coupon below and detailed information will be sent you promptly. If you are already a member, call the Group Life Plan to the attention of new fellow employees.

(DETACH ALONG THIS LINE)

-----  
THE ASSOCIATION OF STATE CIVIL SERVICE EMPLOYEES  
Room 156, State Capitol, Albany, New York.

Please send information concerning the Group Life Insurance Plan.

.....  
*Name*

.....  
*Address*



For Largest Selection. Quality, at FAIR PRICES, shop at Albany's Original **BABY STORE**  
Special Budget Terms to State Workers

**BABY**  
**FURNITURE CO.**  
120 S. PEARL

## Your Christmas Tree

(Continued from page 293)

out wooded areas to stimulate growth.

This year, for instance, Christmas trees bearing the State "certified" tag are being cut for from 10 to 15 cents apiece by customers at Schoharie and Cattaraugus preserves. Some 500 trees may thus be sold before December 25, the profits, albeit meager, going into the comptroller's coffers.

Rochester annually has sold Yule trees from wooded lands in its water shed.

Because Christmas trees (whatever the variety) usually will thrive on land untillable for other crops, they bring the grower a more than fair profit for his investment, although he waits 10 years or more to realize it.

There is no possibility in sight of our denuding our forests of Christmas growth, since the State alone plants some 2,000,000 Yule trees annually in reforestation reservations.

How much you pay for your Christmas tree depends almost entirely on the weather. Good weather usually means good transportation and, therefore, an abundance of trees on the market. Thus, low prices. Snowy weather, hampering transportation, may mean the opposite.

In a traditional gesture that extends back some 11 years, Conservation Department agents will go out in Rensselaer County and cut trees for President Roosevelt and Governor Lehman.

Set up in the East Room of the White House and the Executive Mansion, the trees will reach 20 feet high. They'll reach their destinations carefully wrapped in burlap and bearing "certified" tags and greetings from the department.



### GIFTS FOR THE HOME!

Secretaries, Kneehole Desks, Bookcases, Davenport, Barrel Chairs, Wing Chairs, Lounging Chairs, Pull-Up Chairs, all in beautiful coverings. Also Mirrors, Coffee and Cocktail Tables, End Tables, Lamp Tables, Drum Tables, Floor Lamps and Table Lamps.

Low overhead means low prices.

Purchases held until wanted

**L. J. HOVER**  
**WAYSIDE FURNITURE**

887 CENTRAL AVENUE

Across from Danker's Phone 8-3824

Free Parking—Open Evenings  
BUDGET PLAN

## FOR PERSONAL DEFENSE

against Winter's chills and ills, drink more  
CENTRAL DAIRY MILK

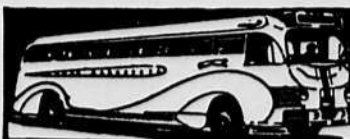
Phone **Central**  
8-2028 **DAIRY**

# NEW YORK

Similar low fares, convenience service to Boston, Binghamton, Syracuse, Buffalo and all parts of America.

GREYHOUND TERMINAL  
350 Broadway Phone 4-6165

\$ **1** 95  
Round Trip \$3.55



**GREYHOUND**  
Lines

**end washday!**  
**drudgery!**  
...phone

**Waterville**  
**5-2241 Laundry**  
ESTABLISHED 1885 289 CENTRAL AVE.



A Whitney  
Charge Account  
is a great convenience.

Why not open one today and  
have the helpful use of the  
Charge-Plate when shopping  
at . . .

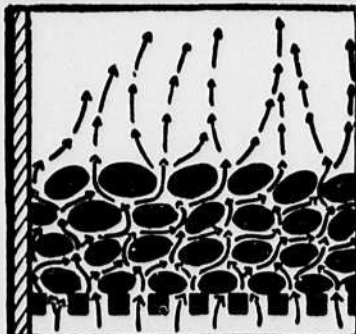
\* \* \*

*Whitney's*

ALBANY, N. Y.

We do appreciate the patronage  
of all State Employees

**YOU GET EVEN HEAT  
WITH AMBRICOAL**  
THE CONCENTRATED  
HARD COAL FUEL



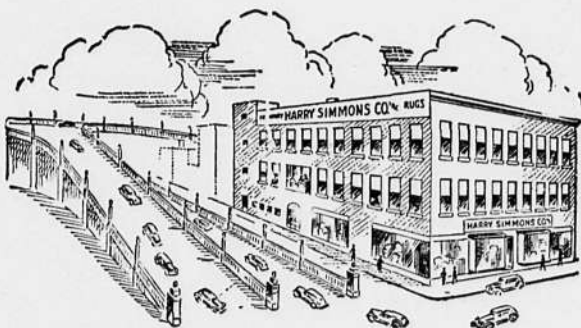
EVERY PIECE THE SAME  
EVERY TON THE SAME  
*There's No Gamble  
With Ambricoal*

"Takes the place of Coke"

**BLACKBURN, INC.**  
Phone 4-9111

# Christmas at Harry Simmons

. . . do as we do, **go** to extremes to **avoid** extremes. This Christmas make your home and your friends' homes bright with the newest and best designs, but designs that are basically sound, essentially practical and completely livable . . . no freak furniture, no foolish gadgets, no funny finishes . . . but reliable furniture so beautifully authentic and fine that it is good for a lifetime. . . Large selections at lowest cost are yours in this famous building in a famous location.



Broadway, Madison and entrance to  
Dunn Memorial Bridge  
Albany



You  
taste its  
quality

DRINK *Coca-Cola* 5¢  
TRADE-MARK

Interwoven Socks  
39c each — 3 for \$1.10

6,000 hand tailored all-wool  
lined ties 55c  
Others up to \$1.50

All Gifts Individually Wrapped

**MYRON'S**

3 NO. PEARL ST., Corner of State St.  
ALBANY, N. Y.

ESTABLISHED 1898

"Our Business Is Growing"  
**UNUSUAL FLORAL ARRANGEMENTS**  
We Grow Our Own

*Danker*  
FLORIST

121 NORTH PEARL STREET

## GIFTS FOR EVERYONE . . .

from your gift store . . . at Christmas and all the time! Our store is just brimming over with gift suggestions for men . . . women . . . children . . . men in the service and gifts for the home . . . priced to suit YOUR pocketbook.

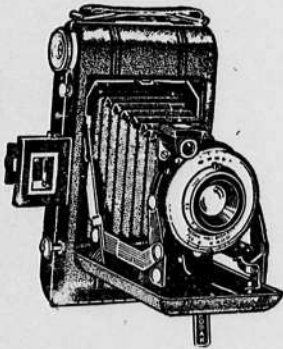
# JOHN G. MYERS

41 NORTH PEARL STREET

Phone 5-1401

## ALBANY HARDWARE & IRON CO.

39-43 STATE ST., ALBANY, N. Y.



Make this a Merry Christmas  
Give an

### EASTMAN KODAK

Everybody enjoys taking snapshots . . . Here's an easy way to solve your gift problems . . . Choose from our wide selection of Kodaks

Priced from \$4.90 up

## THERE'S ALWAYS FUN!

If you like music, dancing,  
entertainment . . . COME!



Come soon . . . for a  
pleasant interlude . . . in  
the afternoon . . . in the  
evening. It's a grand place  
to entertain, meet friends,  
relax.

Every Afternoon, 4 to 8

Evenings from 9:30

## The DE WITT CLINTON

Air Conditioned **COCKTAIL LOUNGE**

## Sales for the Blind

Every year at Christmas time the New York State Commission for the Blind hold two large Sales in New York City offering to the public the handicrafts of our State sightless workers. This year one is on Fifth Avenue and 37th Street in the old Tiffany store and the other at 31 Nassau Street in the financial district.

These Sales have gradually become more and more important until they now represent a highlight in New York's Social Season and the biggest single outlet of blind artisans.

The articles range the gamut of a large specialty shop. There are high styled, hand-loomed woven blankets and throws, shawls, scarfs, sweaters, baby blankets and booties. Linens, hand-woven and machine stitched; luncheon cloths and place mats, bureau scarfs and tray cloths and table runners—finger-tip towels, guest towels, bath towels and face cloths. Dish towels, and cloths and holders. Mops, brooms and brushes. There are toys and games and dolls of every description; small wheelbarrows, children's and doll's furniture and some chairs for adults with cane or rush seats. There are footstools and baskets large and small for every possible use. There are aprons and smocks, house coats. Laundry, shoe and accessory bags, card table covers. There are rugs colorful and numerous. Gay pillows for bed or divan. Metal work from tiny salt dishes to large attractive trays in copper and pewter to complete the survey.

Volunteer helpers from churches and service groups make the Sales gay affairs. Notables from every walk of life add to the glamor of these happy occasions. Mrs. Herbert H. Lehman, wife of our Governor, is Honorary Chairman of the Sales.

The Sales point up the extra workmanship of our blind workers and stress the value of quantity in the articles displayed. If you can't get to New York City to purchase Christmas gifts from either of these two displays, look up the Blind Work Shop nearest you and solve your Christmas problems by buying from the blind.

---

**Help Defend Your  
Country by Buying  
U.S. Defense Bonds**

---



## **A SPECIAL MESSAGE TO ALL STATE WORKERS:**

The following resolution was unanimously adopted at the Annual Meeting of the Association:

### **100% MEMBERSHIP**

"WHEREAS, The Association of State Civil Service Employees of the State of New York is the only State-wide, all-State-Employee organization in this State functioning continuously for the benefit of State workers, and

"WHEREAS, Every improvement in salary schedules, title classification, civil service administration, retirement, hours of work, sick leaves or working conditions, has been achieved as a result of the efforts of this organization, and

"WHEREAS, Many valuable services are rendered and made available to members such as permanent headquarters at the seat of State government, legal counsel and advice, a monthly magazine, frequent bulletin board statements, group insurance, credit unions, etc., to all members, and

"WHEREAS, In recognition of its outstanding accomplishments, services and future program, State employees have voluntarily shown a willingness to support the Association so that its membership of 600 in 1930 has grown to over 35,000 in 1941, and

"WHEREAS, A small radical group in State service has brought condemnation of State employees from uninformed citizens because of their advocacy of strikes in public service and employment of persons advocating the overthrow of government, and

"WHEREAS, The work of the Association affects and benefits State employees in every State office, department and institution throughout the State, and merits their support,

"THEREFORE, BE IT RESOLVED, That through the efforts of its officers, committees, representatives and present membership throughout the State, that this Association, beginning as of this date, sponsor a continuous membership campaign to enroll every eligible State civil service employee as a member and thereby present a united front, and

"BE IT FURTHER RESOLVED, That the President of the Association be directed to convey this resolution to every present member of the Association through the columns of THE STATE EMPLOYEE."

The following resolution was also unanimously adopted:

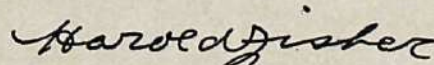
### **NEW MEMBERS NOW JOIN FOR 1941 AND 1942**

"BE IT RESOLVED, That eligible State employees who join the Association after October 21, 1941, as new members, shall be admitted to full membership for the balance of 1941 and all of the calendar year of 1942."

Bills for 1942 membership renewal are now being prepared at Association Headquarters and will be sent to Association Representatives for delivery to members about December 15th. An application for membership will also be presented to every State worker who has not as yet joined our Association. Members can help to conserve Association funds, and the time of Association representatives, for other important work by paying 1942 dues promptly. All policyholders of our group insurance plans should maintain paid-up membership at all times. A special pamphlet is now being prepared which contains detailed information concerning the Association's work and program, and will be available upon request.

The broad program of the Association for 1942 calling for the extension of the Feld-Hamilton Law; salary adjustments to meet increased living costs; and other improvements in working conditions, can be successfully promoted and put into effect by unity as provided in the resolution relative to membership contained herein.

**Let's Make 1942 the Banner Year.**



President.



# IT'S SAFER To Pay By Check

When you use a First Trust Personal Checking Account you avoid the hazards of loss and theft which always exist when you carry cash or keep it in your home. You save time in paying bills and know where your income goes.

This new plan is designed for those who find it difficult or inconvenient to maintain a specified balance, yet realize all the advantages of having a Personal Checking Account. You just pay a few cents for each item deposited and each check written. There are no monthly service charges. Check books are free.

Come in today and ask any teller or officer to explain the features of our new Pay-As-You-Go-Plan.

OPEN AN ACCOUNT  
WITH ANY AMOUNT

## FIRST TRUST COMPANY OF ALBANY

*South End Branch*  
135 So. PEARL ST.

STATE & BROADWAY

*West End Branch*  
252 WASHINGTON AVE.

*Three Convenient Offices to Serve You*

*Member Federal Reserve System*

*Member Federal Deposit Insurance Corporation*

