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DECEMBER, 1937

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VOL. 6 Number 9

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THE STATE EMPLOYEE

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VOL. 6.

DECEMBER, 1937

NO. 9.

Performance—Not Promise

The most helpless man in the whole world is the individual worker standing alone in the midst of economic injustice. This is a fact which looms large upon every page of industrial history. And it is true where selfish leaders give no thought to human values, and where good and benevolent employers fail at times to mix social welfare with business success.

Employee unity gives dignity to the individual worker. It inspires loyalty to the employer. It is the first line in intelligent persuasion and the sound defense when ignorance attacks. State civil service employees found out years ago—way back in 1910—that organized effort could serve the State and serve them in many desirable ways. Men and women in great numbers, faithful to a vision and a

program of helpfulness, wrought immeasurable good for New York State and for their fellow workers. Like pioneers always, they suffered and sacrificed. This Association was active three years before the Federal Department of Labor was created; it rejoiced with the American Federation of Labor when the great principle was established that "The labor power of a human being is not a commodity or an article of commerce," a point won by the Federation through the Clayton Act in 1914. The leaders of this Association from 1910 to the present day have by their loyalty and progressive action directly influenced the improvement of living standards among those who work for salaries and wages in every field. In their struggles to win recognition of "the moral value of man and the dig-

nity of labor" they have often felt the lash of rebuff and the sting of indifference. But these have been forgotten in glorious victories won for those who toil.

The Association of State Civil Service Employees measured by its history, its traditions, its accomplishments, its aims, its present progressive program for employee betterment, its present leadership, and its present membership, is an outstanding example of stability and capability in a labor organization world that is topsy turvy with dissension and disagreement. Why do we recite this happy situation as to organization efforts of State civil service as exemplified in this great organization? Is it to indulge in boasting? No, this would ill become a single principle

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Grievance Committees

"Our program for 1938 calls for the establishment of a State-wide grievance committee to hear and obtain correction as far as practicable of all just grievances of Association members," said President Brind, at a meeting of the Executive Committee held on December 6th. "And," continued Mr. Brind, "we will now receive the report of a sub-committee appointed by me some time ago to study the best form of organization of such a committee."

George Kehoe, Executive Committee member and Chairman of the special sub-committee then reported that his Committee recommended the establishment of a central grievance committee and also grievance committees in each chapter, department, institution and sub-division office

throughout the State. The plan provides that each local grievance committee will study any employee difficulty brought to its attention and if convinced that there is a remedy under the civil service law or other statute, or that justice demands intercession, the committee will first bring the matter to the officer in charge in the group concerned and, if necessary, to the attention of the department head where this can be done. If the matter is not then satisfactorily settled, it must be referred to the State Grievance Committee for consideration by that body and for such attention as the Executive Committee, the President and the Counsel deems best.

"As I understand grievance committees," said President Brind, "it is not their function to create grievances

but rather to furnish a means of amicable settlement of difficulties met by individuals or groups of workers. The grievance committee is really a service committee and far from being an annoyance to appointing or directing officers of State government, furnishes a simple means of maintaining good will and a continuity of cheerful service throughout State government at all times. Since I have been President we have had hundreds of employee grievances which have been settled through the medium of quiet council with Department heads or others. The Counsel of the Association has taken up many questions involving civil service law and civil service regulations and by explanation and diplomacy has arrived at happy so-

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Performance— Not Promise

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or a single member of the Association. Is it to discredit other less fortunate labor organizations in other fields? No, for the Association is sympathetic to every honest movement throughout the world which has for its purpose the establishment of a greater measure of human welfare.

Here is the reason for this article, and we ask that you consider it carefully, inform yourself even more fully concerning it, and that you, as a true crusader, give energetic support to The Association of State Civil Service Employees in its battle for complete unity and loyalty among State workers. This Association, speaking from experience gained throughout its twenty-seven years of effort says to every State worker: "There is need for one and only one State-wide, all-State-employee organization. Any attempt to organize workers into various groups in the face of the splendid work that the Association has done, is prepared to do, is treason to unity and loyalty and bears the plain label of the common and universally discredited racket scheme." The C. I. O., if we can judge by its unsigned circular recently distributed throughout State service, is stooping to shabby proselyting among State workers. This self-styled "Union" is seeking to divide civil service employees and to disrupt their efforts. What it took State workers twenty-seven years to upbuild, this group would tear down and destroy by a single stroke. They say in a recent circular: "Our policy is: organization, negotiation, education and legislation." We cannot help but quote Shakespeare in answer to this: "So smooth, they daub their vice with show of virtue." For twenty-seven years the State workers own Association has not only talked about organization, negotiation, education and legislation, but has utilized these and many other means to actually bring about an employment system that is a credit to the State of New York and an example to industry generally. The Association also realizes and accepts in its program for 1938 the challenge to bring better and better conditions into State employment as time goes on. It points to the fact

that it has practically doubled the incomes of State workers in the twenty-seven years of its existence, that it has caused to be established the boon of all good employment plans—an old age and disability pension system second to none in benefits and economic soundness, that it had abolished the twelve-hour day from institutional service and secured more liberal commutation allowances for State institutional employees, and that it has brought a five and one-half day week, three week's vacation, fair sick leaves and other health benefits into departmental service. Preachers of dissatisfaction among State workers should study present working conditions throughout New York State and compare them with conditions in other States and other jurisdictions. Muck-raking and trouble brewing groups could not and would not have accomplished the good things cited as won for State employees. They would be too busy collecting dues or circulating discontent-provoking circulars, for it is upon such accomplishments alone that they thrive.

As a result of the work of the Association of State Civil Service Employees, New York State service leads every State. When a farmer has his fields filled with flourishing crops, he does not go about ruthlessly cutting and slashing and destroying the fruits of his labor. Neither can we believe that the State civil service employee will follow the unnatural course of ill-advised unprofitable or violent action where the welfare of the State and his own prosperity points to honorable success through intelligent and constructive cooperation. Twenty-seven long years have taught civil service workers the need for unity and loyalty of purpose and of action, and it would be the height of folly for them not to hold fast to that which they have found good.

State civil service workers in Albany are now being appealed to by the "SCMWA" to join the "Local 80." With amazing disregard for accuracy and a stupid flare for abuse of individuals who were chosen by thousands of State workers to honored offices in the Association of State Civil Service Employees, the C. I. O. points with pride to "union" agreements with municipal administrations in Reading, Pa., and Muncie, Indiana. Apparently "The State, County and Municipal Workers of America (C. I.

O.)" which is the illuminating signature on the recent circular, intends to put New York State employees and their needs into the same pot with Muncie, Indiana. Where is the sense to all this? Muncie has a population of 46,000—New York State, over 12,000,000. The City Hall at Muncie is fully seven hundred miles from the Capitol at Albany, but the difference in problems and in their solutions as between the 40,000 State employees and the handful of workers in Muncie is more significant. What possible relation have workers so far away labor leaders with the Governor, or the Legislature, or the civil service statutes dealing with appointments, promotions, salaries, pensions, etc., in New York State? What would alliance between these groups of workers profit either. But it is easy to see that the more wide flung the net of organization, the greater the field for the collecting of dues.

The Association of State Civil Service Employees had its own sad experience with entangling alliances with municipal groups during its twenty-seven years of history-making organization. Its leaders and members found that the interests and the influences surrounding local affairs were so intermingled with local politics and personalities and prejudices that its own program was hampered and that local units received no real help. Cities and counties deal with their own problems of selection, salaries and promotions in their own way through their local civil service boards, and through their common councils or other local governing bodies. State employees, no matter where they are located throughout the State, look to the Governor, to the State Legislature, to the State Dept. of Civil Service, to the State Division of the Budget, respective heads of departments, for every employment policy from salaries to vacations, from appointments to sick leaves, from promotions to hours of work. Municipalities and other States should each have their own progressive, inexpensive organizations, close-knit to their own people and problems.

In another paragraph in the recent circular entitled "The C. I. O. and Albany State Employees," John L. Lewis, Chairman of the C. I. O., is quoted as to the policy on strikes and

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Albany Committee Announced

President Brind announced recently the appointment of a Special City of Albany Committee composed of energetic Association workers located throughout all State offices in the Capital City. The principle work of this Committee will be a 100% Membership Campaign to enroll every State employee in the City of Albany, totaling approximately 6,000. Frequent meetings of this committee are being planned, and it will be used also in social and other functions. All members will be kept informed on the activities of the Association up to the minute, and it is hoped that greater enthusiasm and participation in Association endeavor among State Employees will result from its efforts.

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Mildred Meskill, Fred Frone and Jacob LaGrange.

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Executive

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ployment Insurance, Louis Paladino, Milton Livingston, Agatha Bruso, Frances Sperry and James Massard.

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Mental Hygiene

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Public Service

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Public Works

Henry Rigney, R. N. Keays, Clifford Westervelt, John J. Murphy, John E. Hall; Highway District Office, C. A. Vander Voort, John McNamara and Ira Paul.

Social Welfare

Leonard Requa, Rita O'Neil and Madge Morris.

State

Isabelle O'Hagan, Frederica Knapp and Lillian Heitzman.

Tax

Edward Davis, Ellaviene Leisk, Bertha Dolch, Lewis Staley, Helen McEneny, Hannah Gaffney.

The first meeting of this group was called for Wednesday, December 15th.

Warwick Meeting

On December 1st, a good percentage of the employees at Warwick State School met in the Auditorium in the School and voted to organize into a Chapter of the Association.

Executive Secretary Joseph D. Lochner attended to explain the many benefits of organization and membership in the State-wide Association and the maintenance of a local Chapter.

John J. Marcoux, who has been local representative of this Association at the Warwick State School for several years was elected President. A special committee has been appointed to draft a suitable Constitution and By-Laws for presentation to the Executive Committee sometime in the near future. Considering the good attendance at the meeting and the enthusiasm prevailing, and the membership response received from this group, indications are that a very active chapter will be established there in the near future.

Grievance Committees

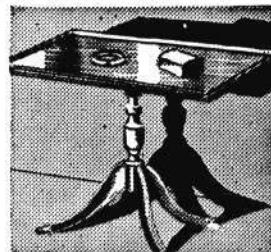
Continued from Page 3

olutions to many problems. It must be understood by all that while a grievance committee may correct a wrong or seek to ameliorate a fault as to any employment situation, it cannot and will not condone faults of employees which are the result of wilful disregard of individual or group responsibility for honest, industrious, willing State service. In dealing with problems presented, it should be possible to even initiate at times wise reforms of great value to the State. In every case, it will be the aim and purpose of the State Grievance Committee and of sub-committees to render the greatest possible service to the employee and the full influence of the Association will at all times be invoked to this end. The committees will doubtless furnish valuable service through the spread of information as to civil service or other rights in such cases as do not present opportunity to correct what is believed by the worker to constitute a wrong. In this way, interest in needed improvement of the civil service and other laws may be developed to the point of insuring wide cooperation with Association efforts when legislation is pending."

President Brind announced his appointment of the following State Grievance Committee and stated that departmental and sub-office committees would be named promptly: Arthur S. Hopkins, George E. Kehoe and Davis L. Shultes.

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. . . THE MEMBERS' PAGE . . .

Change in Deer Season

Some one hundred and sixty guards and other officers of Great Meadow Prison have signed a petition to State Assemblyman Herbert A. Bartholomew, asking his cooperation and help in effecting a change in the State Deer Hunting Season. The petition follows:

"We, the undersigned officers of Great Meadow Prison earnestly ask your cooperation and help in effecting the following change in the deer hunting season:

"From the present dates, October 15th to November 15th, to a later date, November 1st to November 30th.

"This change would insure greater safety for the hunter, better hunting conditions, and quite materially lessen fire hazard.

"The safety to hunters in this later date means that the leaves would be well off the trees and thus afford better sighting of the real game and less danger of a hunter getting shot for a deer or bear.

This later date also means that there is usually snow upon the ground which would improve hunting conditions, better trailing of wounded game, and naturally do away with completely, or lessen the danger of fires."

The Great Meadow Sportsmen would like to have some brother employee in each State institution get a petition of a like nature signed and sent to their own Assemblyman, and if any such employee feels the urge, he should get in touch with Olin E. Frisbee, Great Meadow Prison, Comstock.

Our only regret is that this hunting season change could have been effective this year. It would have saved the life of a very well liked brother officer—Maurice Combs—who was killed when his tent was mistaken for a deer through the thick leaves. The total of twenty-one men killed in the State could have probably been reduced to a much smaller figure if it were not for the leaves early in the present season.

Unusual Photo

The above photograph was taken, developed and printed by Stanley Copeland, an employee of Rochester State Hospital, Rochester. The subject is lightning making a direct hit on the Livingston Building of the Rochester State Hospital. Owing to the fact that the building is well grounded, there was no damage.

The picture was taken with an ordinary box camera, with the shutter set on time exposure. It was taken through a window screen, and the spots on the picture are rain drops which were on the screen.

G. L. Vanhagen, Deceased

George L. Van Hagen of Beacon, N. Y., an Assistant Civil Engineer in the New York State Dept. of Public Works, died in Highland Hospital, Beacon, during the night of Sunday, November 28th.

Mr. Van Hagen has been in State service, Dept. of Public Works, since 1908. He entered the service as Engineering Helper and by examination and promotion rose to the rank of Assistant Civil Engineer.

Mr. Van Hagen was well known and held in high esteem in the Dept. of Public Works. He also had a host of friends through the service. He was a member of this Association, the Association of Highway Engineers, and Batavia Lodge of Elks. He is survived by his widow. His many friends in District No. 8 mourn his passing.

H. R. S. H. News

Patrick H. Mahar, nationally known florist of the Hudson River State Hospital, retired Wednesday, November 23rd, after 41 years' service. Mr. Mahar was well known throughout the state for the beautiful flowers he grew, many of them taking big prizes.

In 1930 Mr. Mahar was president of the Hudson River State Hospital Employees' Association.

A farewell party was held Wednesday, December 1st, for Mr. Mahar, during which he was presented with many gifts, including an overstuffed chair, standing lamp, radio, electric clock and card table.

At the party it was announced that Donald S. Holden would succeed Mr. Mahar in this capacity at the institution.

The party was arranged by Captain John Livingstone, assisted by Mr. Holden, Raymond Puff, George Magee and August Eltzen.

Mrs. Angela Burrill Folsom, 89, mother of Dr. Ralph P. Folsom, Superintendent of the Hudson River State Hospital, died at her son's home at the hospital November 11th, after a long illness.

Employees were sorry to hear of her passing, and sent many words of condolence.

Laura Mae Murphy, dental hygienist at the H. R. S. H., became the bride of Henry Connolly at a ceremony performed in St. Peter's church by the Rev. Francis X. Harper. Grace Ward, organist, played the wedding marches.

Welfare Committee

President Brind recently announced the appointment of a Special Employee Welfare Committee to serve in the Albany Office of the Division of Unemployment Insurance of the State Department of Labor. Those appointed were: Louis Paladino, Milton Livingston, Frances Sperry, James Massard and Mrs. Agatha Bruso. This is a comparatively new division of State government and its organization entails problems usual to the enrollment of many new workers. Many employees new to State service are located within division and are evincing keen interest in the Association.

BUSINESS AND PROFESSIONAL DIRECTORY

State employees are urged to give special consideration to this directory, arranged alphabetically, of business and professional firms and to patronize those listed herewith. When patronizing them, mention that you saw their advertisement in THE STATE EMPLOYEE:

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Coming Fashions

By "Jay"

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tion during the past year by the increased feminine desire for Ermine and Silver Fox. In spite of this fact, its ever present beauty and distinction was constantly acknowledged and respected, until by stylists, it threatens to lead all wrap styles throughout the entire cold season.

Many have already made appearances along the avenues of New York and Manhattan so here's a worthwhile tip to all fair damsels who are considering a new winter coat prospect—step ahead in extreme charm, beauty, style and comfort with your Black Persian Lamb.

Performance—Not Promise

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picketing. This Association pointed out in an article entitled "Reason or Racket" that it has no quarrel with Mr. Lewis or anyone else who essays to organize the thirty or thirty-five million workers of America who have no organization. The Association has pointed the way of successful organization and worthwhile accomplishment to Mr. Lewis and others for twenty-seven years, and it feels very strongly (and in this is supported by many within and without the service including the press) that groups ambitious to organize workers should properly and reasonably devote their attention to those workers who are not organized and that they should not proselyte among well organized and well informed groups of employees in any public or private service. We have pointed out always that labor's fight is against poverty and vice, and for higher standards of living, and not a battle of one organization against another.

We give this matter of organization so much space because we wish to make it plain to new appointees in State service and to those who are not now members of the Association of State Civil Service Employees, that every attempt to form new State-wide organizations of State workers dissipates power for constructive effort. The very fundamentals of cooperation and welfare action are sacrificed when disunion is fostered. Even in the matter of dues, the State employee who pays more than one dollar a year dues is being misled along what we believe we may rightly term the "Racket Road." The Association of State Civil Service Employees has demonstrated that a purely cooperative organization of workers, in which officers and committees work loyally without thought of compensation of any kind, and where no tribute is paid to far removed labor czars, can bring about the maximum of good employment practice with dues of only one dollar while maintaining a substantial treasury balance for extraordinary expenses. True accomplishment comes to State employees not from burdensome dues but from the loyal shoulder to shoulder action of the 15,000 workers now enrolled in The Association of State Civil Service Employees.

The "Racket Road" is a muddy way of dissension, futility and lack of accomplishment. It is lined with the thorny shrubs of enmity and profitless, unproductive bickering, and at the end of the road is the house of disappointment.

There is no glory in a leadership that wears a mask to arouse fear and which dangles a sword of sullen demands over the heads of fellowmen who happen to have the responsibility of the appointment and direction of workers. "Little things are great to little men," says Goldsmith. Real men and women cannot wait on small selfish ends or organizations.

Let us as New York State employees, with the great heritage of leadership in labor welfare which is ours, clear in our minds, rally to the greater conquests for righteousness and fair play which lie ahead, and, in the spirit of unity and loyalty, support with 100% membership our own State-wide, all-State-employee organization—The Association of State Civil Service Employees of the State of New York.

Institutional Committee Appointed

John McDonald of the Rochester State Hospital, President of the Association of Employees of the Department of Mental Hygiene, recently announced the appointment of the following committee to represent his Association in all important councils of the Association of State Civil Service Employees: John Livingstone, Hudson River State Hospital, Poughkeepsie; Fred O. Field, State Hospital, Willard; Herman Redmond, St. Lawrence State Hospital, Ogdensburg; Guy Campbell, Rockland State Hospital, Orangeburg; Ex-officio members of this committee include President McDonald, and Mrs. Lucy Baumgras, Marcy State Hospital, who is Secretary-Treasurer.

WANTED TO BUY for Private Collection Letters written or signed by FRANKLIN D. ROOSEVELT while Senator or Governor JAMES E. HOWGATE, Bookseller 190 State Street, Albany

Feld-Hamilton Appropriations

When this Association was waging its great battle for the Feld-Hamilton Civil Service Career Bill last winter, the question of the amount of money which would be required for the fiscal year beginning July 1, 1938, to care for the increases long over due in the case of thousands of State employees was much discussed. At that time Association leaders stated that the amount of the first increment would approach \$1,500,000. Certain groups of municipal employees, unfriendly to the Association and jealous of State employee success, brayed long and loud against the bill and prophesied that the provisions of the bill would not bring increased appropriations. Ever since the bill passed and was signed by the Governor, skeptics in sack cloth and ashes have wailed and whispered that the Governor would not include the necessary appropriations in his budget.

The answer to this is that Abraham S. Weber, Director of the Budget, is busily at work preparing for the printer the annual budget and THE BILL DOES CONTAIN INCREASES AS RECOMMENDED BY THE TEMPORARY SALARY STANDARDIZATION BOARD WHICH COMPLETED ITS WORK ON OCTOBER 1ST. ALSO, THE CIVIL SERVICE COMMISSION IS BUSY PREPARING LETTERS TO ALL EMPLOYEES COVERED BY THE FELD-HAMILTON LAW ADVISING THEM AS TO THE SERVICE AND SALARY GRADE TO WHICH THEIR POSITIONS WERE ALLOCATED BY THE STANDARDIZATION BOARD.

Time marches on! The State marches on! The Association marches on—on to new fields to conquer!

Vacations

Vacation periods are generally looked upon by appointing and administrative officers in State government as influences for good, so far as efficiency is concerned. However, among certain groups of employees, vacations are not permitted, or if they are longer hours must be worked to enable same. Definite minimums as to vacation periods should be established, and our organization is functioning to this end.

The State Department of Conservation

By John L. Halpin Secretary of the Conservation Dept.

"The Conservation Department? Oh, yes, 10th floor, State Office Building. That's where they sell the fishing licenses."

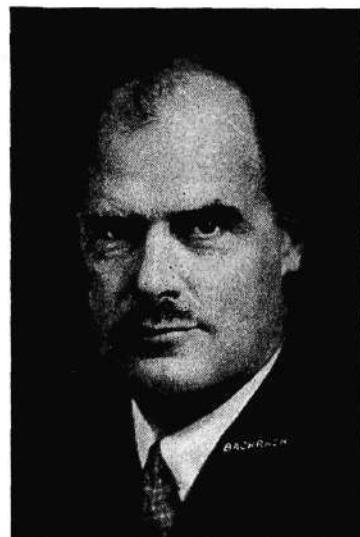
And that seems to be the extent of the knowledge of a great many people insofar as the Conservation Department is concerned. This is a large State agency—sells more than fishing licenses—in fact, sells many kinds of licenses, but it also acts as guardian over millions of acres of land in New York State; is nursemaid, if you please, to millions of trees and millions of fish and millions of birds. Unlike the Department of Taxation and Finance, it does not touch every person's life every day of the week, but nearly every citizen of New York and many from outside the State have contacts with the Conservation Department when they are on pleasure bent.

The Department is charged with the conservation of the natural resources of this great Empire State. These natural resources include the wooded areas, the animals and birds that inhabit the fields and the forests, and the fish that swim in its streams. However, conserving does not necessarily mean saving to the point where one becomes a miser. Conservation seems best defined when we say that it is wise use of natural resources to the end that the majority of our people can enjoy those resources now, and increasing numbers of those who come after us will also be able to enjoy and appreciate them in greater degree than we have.

Never before in the history of our Nation or our State have the people been as conservation minded as they are today. For the first time in our Nation's history, conservation is playing a major part in the activities of the Federal government and determined efforts are being put forth to conserve and not exploit the vast natural resources of the United States.

Conservation is not a new story in New York, but without doubt occupies a more prominent place in the system of things today than ever before. Because of economic conditions, improved methods of workmanship, shorter working hours and mechanical inventions, including the automobile, more people are today taking advan-

tage of their spare time and also taking advantage of the vastly improved recreational facilities placed at their disposal by governmental agencies, particularly the Conservation Department. To meet the needs of the many hundreds of thousands of people who demand improved or additional recreational facilities, the Conservation Department has moved at top speed during the past several years. There has been provided additional free public camp sites, many more miles of streams and many more fish for fishing and many more birds and animals for hunting.



Commissioner Lithgow Osborne

The Conservation Department really had its birth in the Fish Commission that was authorized by Chap. 285, Laws of 1868. In 1885, the Forest Preserve was created, and the Forest Commission came into being. A significant change occurred in 1895 when these two Commissions were combined under the Fisheries, Game and Forest Commission. In 1900 this became known as the Forest, Fish and Game Commission. Up to the time the two separate Commissions were combined the Commission had been made up of three or more men.

In 1903, DeWitt C. Middleton became the first single Commissioner of the Forest, Fish and Game Commission. Thomas Mott Osborne, father of the present Commissioner, Lithgow Osborne, was Commissioner in

1911. One of the few times in the history of our State where a son has held the same position as head of a Department that his father had before him.

A law which became effective in 1911 restored the three-man Commission and it became known as the Conservation Commission. This lasted until 1915 when the single headed Commission again became effective. Alexander Macdonald has the record of administering the Department longest. He served from 1922 until 1931 when Henry Morgenthau, Jr., now Secretary of the United States Treasury, was appointed Commissioner. After two years, Commissioner Morganthau accompanied his chief, Governor Roosevelt, to Washington when the latter became President. Lithgow Osborne was named in March of 1933, and still heads the Department.

When the Fish Commission began its work in 1868, it was made up of former Governor Horatio Seymour, Seth Greene and Robert B. Roosevelt. Greene is called the "Father of Fish Culture" in New York and was the first to successfully reproduce fish under artificial conditions. The fish hatchery at Caledonia was the first to be established—this in 1870, although trout were artificially propagated by Greene as early as 1866.

Following the creation of the Forest Preserve in 1885, Townsend Cox, Sherman W. Knevals and Theodore B. Basselin were named. In 1895 when the Fisheries Commission and the Forest Commission became the Fisheries, Game and Forest Commission, Barnet H. Davis, H. H. Lyman, Edward Thompson, Francis G. Babcock and William R. Weed made up the Board.

In the early days of New York's history, there was an unbroken wilderness, beautiful in its primeval grandeur and unsurpassed in all the Western hemisphere by reason of its undeveloped wealth. This was the Adirondacks. Today, thanks to the wise provisions of the early forestry law and an amendment to the Constitution, the citizens of New York still own at least half of that region and this beautiful grandeur and wealth

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The New York State

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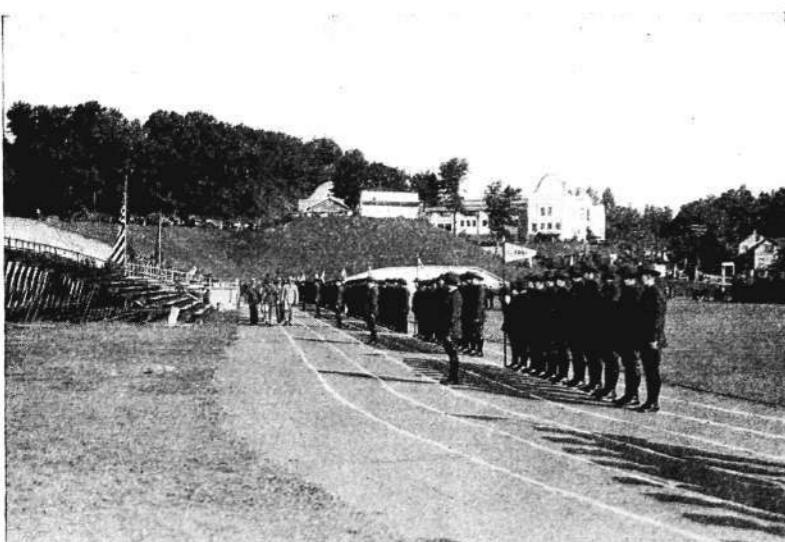
broken timber contained relatively few openings to effectively keep in check the numbers of game and birds. It was the clearings around the few settlers' homes that protected game and gave rise to the belief that the country was teeming with it.

Not so long ago many species of animals and birds were in danger of becoming extinct in New York. The onrush of civilization threatened to blot them out. The advance in industry threatened to pollute all the streams and kill the fish. The rapid increase in population threatened to wipe out all recreational areas, but wise use became effective. The Conservation Department and its forerunners, the several commissions, with many friends on the outside, led the fight to conserve what natural resources were left and to restore others.

Today the work is being carried on by five Divisions in the Conservation Department. First, there is the Lands and Forests Division charged with the responsibility for maintaining the Forest Preserve and keeping it free from fire and pest. It also has

to maintain the reforestation areas, operate nurseries, historic sites and within recent years, the Olympic Bob-sled Run at Mt. Van Hoevenberg near Lake Placid, and a great share of the Civilian Conservation Corps activities in this State.

The battle against destruction by fire and pest is one of the most thrill-



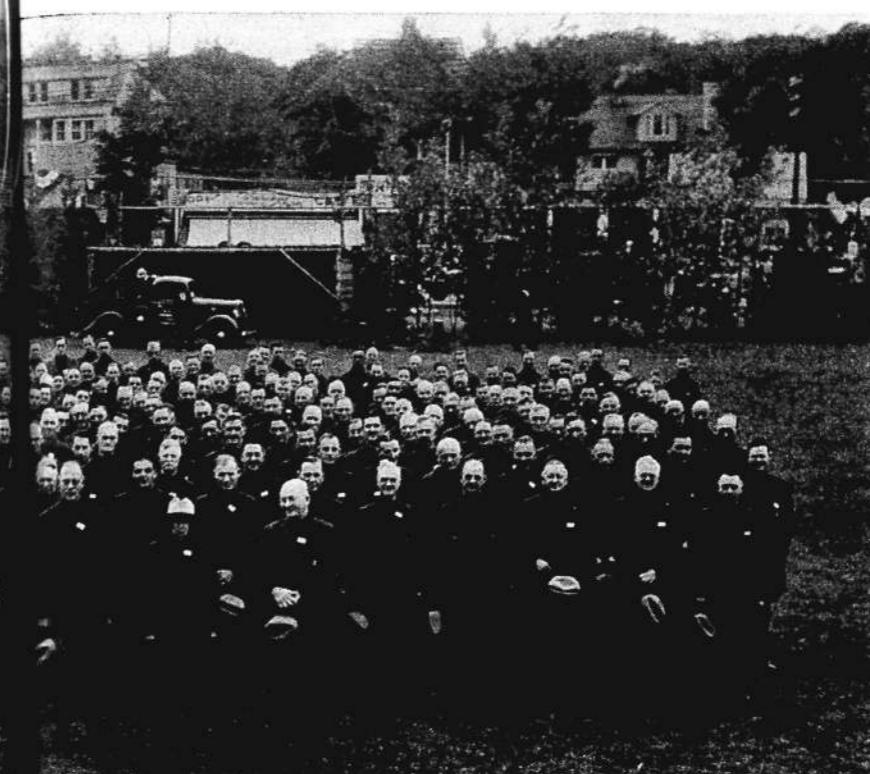
MORNING INSPECTION OF GAME PROTECTORS



FOREST FIRE CONTROL FORCE OF CONSERVATION DEPARTMENT

ing of any of the struggles carried on by any such agency. Constant vigil is the watchword. An effective fire fighting force has been built up. Rangers patrol the wooded areas. Modern fire trucks built by Conservation Department employees are placed at strategic locations in the Catskills and Adirondacks and on Long Island, three points where the danger of destruction by fire is greatest. Fire towers to the number of 90 have been erected at many points throughout the State and there observers watch for the telltale wisp of smoke as they train their field glasses on the surrounding territory. Airplane patrol by the Department's plane adds to the effectiveness of the set-up. This past year there was recorded the lowest fire loss in the history of the Department, but, of course, favorable weather which in this case was a wet spring and a wet fall aided materially the forces of man.

Undoubtedly many New Yorkers traveling through New England have noticed with varying degrees of curiosity large tracts of woods entirely



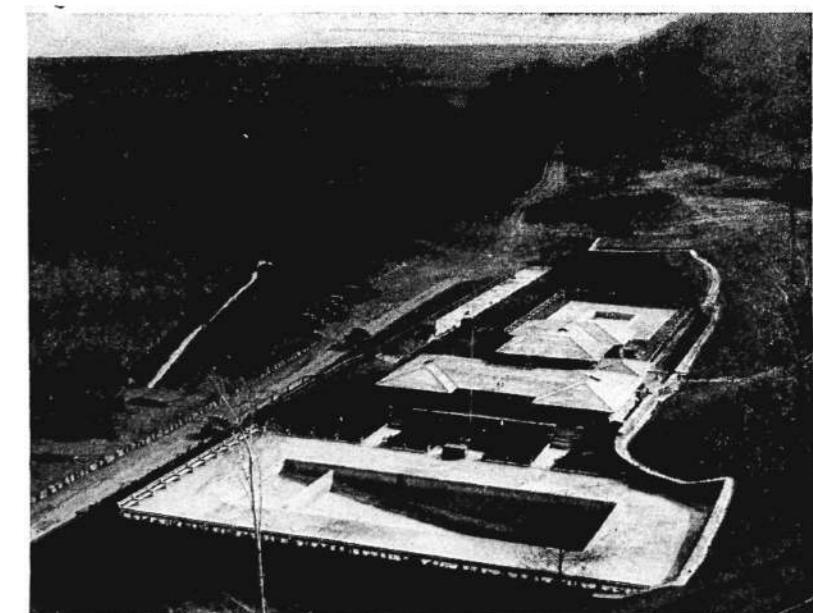
Conservation Department

vation Department several years ago established free public camp sites. Today there are 31 and during the past summer over 606,000 people visited these recreation spots either for picnics or to camp over night. All that is needed is a tent and appreciation of the outdoors. The Conservation Department furnishes the site, water and bathing and toilet facilities, and fire wood for the fire places.

The Civilian Conservation Corps can be thanked for several of the new camp sites and for many other improvements. The work angle of the set-up is administered by the Conservation Department and hundreds of thousands of man-days by enrollees from a large number of camps throughout the State have been spent on forest fire fighting, construction of new and improved existing free public camp sites, improvement of streams to better fishing conditions, construction and reconstruction of many miles of trails, building ski trails, and many other tasks too numerous to mention, but all of which help New Yorkers and others gain additional benefits from our wilderness areas.

The historic sites, the mecca for those interested in the recorded events of the past, have been maintained by the Department over a period of years.

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SWIMMING POOL, BATHHOUSE AND CHILDREN'S WADING POOL,
TALLMAN MOUNTAIN STATE PARK, PART OF PALISADES REGION.

To meet the increasing demands of

The State Department of Conservation

Continued from Page 11

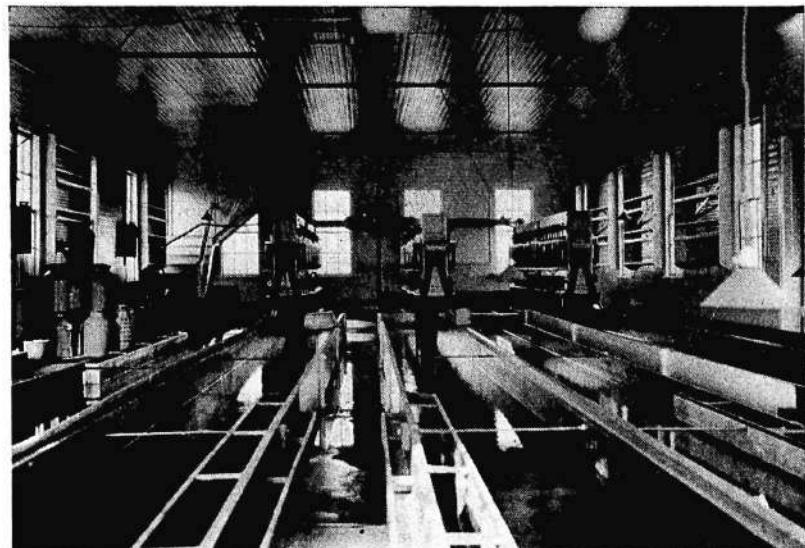
Some of these include the Saratoga Battlefield where one of the seven decisive battles of the world was fought, Ft. Crailo, near Albany, where Yankee Doodle was written, the old Senate House at Kingston, and the homes of Johnson, Herkimer, Steuben and others of historic note.

Reforestation has played an important part in the activities of the Conservation Department during recent years, and several large nurseries are maintained where millions of trees are grown each year. These are later planted on the several hundred thousand acres making up the reforestation areas scattered throughout the State.

What might be termed a "step child" is the Olympic Bobsled Run at Lake Placid. This probably comes under the head of recreational features and for that reason was placed in the Conservation Department. It is the only one of its kind in America and provides a thrilling ride of a mile and a half over a steep, winding course that boasts 26 curves, several of them over 20 ft. high. Descriptions do not begin to cover the experience of riding down the slide. For those looking for a new sport, or a thrill that beats even stunting in an airplane and yet has a definite margin of safety, the bobrun is the answer.

Another of the Divisions of the Conservation Department is that of the Parks. Some 70 State Parks are administered by 11 Regional Commissions. They range in size from some of the small parks in central New York to the vast 65,000 acre tract known as Allegany State Park, and stretch from Niagara Falls to Montauk Point. These areas attract millions of visitors yearly. It is almost impossible to pick one region as against another, or one park in preference to another park. Each has its own claim to fame, whether it be thousands of acres of unspoiled woodland beauty, or the highly developed area of Jones Beach. Each is worth a visit.

The Saratoga Springs Reservation is once more back in the Conservation Department as one of its Divisions. A new Spa development during the past seven years has made this one of the outstanding places of its



INTERIOR VIEW OF A FISH HATCHERY

kind in the world. Persons who are in poor health, or in the best of health, find the baths and treatments beneficial, and the recreational area developed in connection with the Spa attracts many people. Thousands and thousands of people, not only in Saratoga but all over the world, drink the natural waters.

No municipality in New York State can assure a new water supply, or change its existing one until permission has been granted by the Water Power and Control Commission. The working force of this Commission is another Division in the Conservation Department. The Commission itself is made up of the Conservation Commissioner, as Chairman, the Superintendent of Public Works and the Attorney General. The Water Power and Control is charged with the conservation of the natural water resources of the State.

The money which operates the Division of Fish and Game does not come from the general fund, nor does the everyday citizen or taxpayer contribute one cent toward the fishing or hunting or the propagation of fish and game. Operated and maintained entirely by a separate fund known as the Conservation Fund, this Division of the Conservation Department functions most effectively. The Conservation Fund is made up of all moneys received from the sale of fishing, hunting and trapping licenses, and

from fines and penalties for violations of the Conservation Law.

An efficient protective force of 162 men patrols the entire State, watching for violations and apprehending violators. Each Game Protector has an average territory of about 300 square miles to cover.

Some 20 Fish Hatcheries artificially propagate millions of fish eggs each year, and hundreds of thousands of fish, many of them of legal size, are raised in the hatcheries and then released in the streams of the State. Production centers mainly around the trout, but various other species are also hatched including bass, landlocked salmon, bullheads, perch, muskalonge, etc. Scientific studies of diets and diseases are carried on by trained fish culturists.

The Bureau of Game operates 5 Game Farms and controls a number of game management areas. Pheasants are produced on three of these farms, quail on another and the fifth is an experimental farm where several years ago for the first time in history the ruffed grouse or partridge was raised in captivity. Improved scientific methods including incubators, brooders and pathological studies of game have enabled the Department to triple the production of these farms in the past five years. The pathologist wages a constant fight against disease, and college trained

Continued on Page 13

Keep These In Mind

To those who search for evidence of human progress in dealing with important human affairs, the Magna Charta, the Declaration of Independence, the Constitution of the United States, and like documents stand out as markers along the way of life.

In the realm of the merit system, the passage of the Feld-Hamilton Law in this State in 1937 constituted a truly great advance in public employment policy. It too is a marker along the way of life. Like other human documents it is not perfect. But it is so fair in objective that it will become a model for other States and other jurisdictions, and it stands forth as a splendid experiment in social progress.

The Constitution of the United States was amended twenty-one times and other amendments are now being seriously considered. Since its adoption in 1777, there have been six constitutional conventions held to revise and improve New York State's Constitution.

The Feld-Hamilton Law is now a part of the Civil Service Law. The Civil Service Law needs still further development. This Association will propose to the Governor and to the 1938 Legislature improvements to the

Civil Service Law. Some of these will relate to the continuation of the Temporary Salary Standardization Board for at least a time; to the creation of a permanent title-classification unit; and to the setting up of a permanent appeals board to pass upon dismissals of employees, standards of work and like matters.

This Association has stated again and again that the Feld-Hamilton Law is as sound in principle as any law ever proposed in this State. The Law must be given every chance to prove that it does promote and maintain career opportunities for State civil service employees. Where and when it needs amendment it must be amended as with the Federal and State Constitutions. It must not be expected that the Feld-Hamilton salary scales as established for every individual position or group of positions by the Temporary Standardization Board in the brief period of the comparatively few weeks at their disposal will be perfect or agreeable to all employees. Where changes are just, they must be made. This is the reason for continuation of the Salary Standardization Board and of the new classification unit proposed above. The Association believes "that action never ceases."

State Conservation Department

Continued from Page 12

men carry on on all the farms. The game management areas carry game into the wild, and other scientific studies are carried on all the time. This Bureau also has taken a prominent part in a continent wide effort to restore the migratory waterfowl—the wild duck, wild goose and others of that species. Ponds have been created on all the game farms. Other areas have been flooded. Adjacent lands planted with wild food, all to protect and assist the ducks and geese in their annual migrations to and from northern Canada, southern North America and Central and South America.

An inventory of New York's fisheries resources has been conducted by the Bureau of Biological Survey for the past eleven years, headed by Dr. Emmeline Moore, one of the few women experts in that line of work. Eleven of the twelve great watershed regions of New York have already been covered and detailed scientific

studies made of every stream or body of water in that area. This has been done to formulate a future scientifically correct stocking policy for the State, and today there are very few instances of warm water fish being put in cold water streams, or vice versa, or fish placed in streams unsuitable for their natural propagation and maintenance.

Commercial fishing in the State is regulated by the Bureau of Inland Fisheries.

Therefore, when one speaks of the Conservation Department, don't think of the licensing office but visualize an earnest and sincere and far-flung group of men and women laboring days and nights to assure an even break for wild life in this State; also striving for real conservation and wise use of all our present natural resources and attempting to accomplish much so that there will be more of these resources for those who will come after us.



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Syracuse Chapter Dinner

The Syracuse Chapter of this Association held its first dinner on December 6 in the Town Hall, Syracuse. Over 350 members of the Association in the Syracuse area attended. The success of the affair exceeded all expectations.

Speakers included Senator Francis L. McElroy, Assemblyman George Parsons, John T. DeGraff, Counsel of the Association, and C. A. Carlisle.

Immediately following the dinner, Counsel DeGraff held an open forum and answered many questions of interest to the State employees attending.

A. E. Jones, of the State Education Department, and President of the Syracuse Chapter, acted as toastmaster.

Know Your State

A Selected List of Documents submitted by the Legislative Reference Section of the New York State Library

Of the 18 State Departments which constitute the Administrative Department of New York State, virtually all publish a vast amount of information of interest to various groups. Some of this material appears in monthly publications, some in special bulletins and reports and some in mimeographed form. Many members, we believe, would be interested in various State publications, if they knew about them. It is the purpose of the editors to furnish, each month, a selected list of these publications, all of which are on file in the Legislative Reference Section of New York State Library or may be obtained at a nominal price from the Department issuing them.

Executive Department

News Release, Sat., Dec. 4, Appointment of Advisory Committee on Maps and Surveys

Insurance Department

List of Persons, Partnerships, Associations and Corporations Licensed as Brokers

Insurance Law Revision of State of New York. Tentative Draft 1937

Department of Audit and Control

Condensed Financial Report of the Comptroller, 1937

Operation of the State Employees' Retirement System

Department of Taxation and Finance

New York State Vehicle and Traffic Law, 1937

Amendments (1937) to the Personal Income Tax Law

Taxation of Insurance Companies by Philip L. Gamble (A Special Report of the State Tax Comm., No. 12)

Conservation Department

General Forestry (Bull. Revised) by Arthur S. Hopkins

Reforestation (Bull. 2) by C. R. Pettis

Regional Conference of Wildlife Technicians (Transactions Feb. 14-18, Ithaca, N. Y.)

Department of Mental Hygiene

Newark State School, 53rd Annual Report

Rochester State Hospital, 47th Annual Report

Department of Labor

Special Bulletin, 192, on New York Labor Laws enacted at extraordinary session of 1936 and regular session of 1937

Proposed Amendments to Unemployment Insurance Law, Press Release dated Sept. 14, 1937

Industrial Bulletin—A monthly publication in the field of labor

Department of Correction

Correction, a monthly publication in the field of penology

Department of Social Welfare

Assistance to the Blind

Old Age Assistance

Aid to Dependent Children

Three mimeographed pamphlets of a few pages, each giving statistics in the fields noted

Education Department

(Recent Bulletins)

Organization and Functions of the New York State Education Department as approved by Board of Regents, July 30

The Changing Function of Regents Examinations, by George M. Wiley

Reports

The Library Extension Division

Higher Education

Education Law Supplement, 1937

Monographs

Conditions of Employment in the Diesel Engine Field

Conditions of Employment in the Aviation Trades

The Bulletin to the Schools

Syllabi for Secondary Schools

Music

Modern Foreign Languages

Applied Music for Pupils of Secondary Schools

Museum

Vegetational Survey of Allegheny State Park

Syracuse University, New York

State College of Forestry

Roosevelt Wildlife Bulletin. The Effect of Deer Browsing on Certain Western Adirondack Forest Types (Vol X, No. 2, Oct., 1937)

Department of Public Works

Condition of Routes, New York State Highways, Nov. 15, 1937 (Published in mimeographed form, semi-monthly)

Continued on Page 18

With the New Books

The "Cream of the Book Crop" in the fields of fiction, travel, biography, autobiography, and science is submitted in the following list, chosen from thousands of titles by the specialists of the Book Order Section of the New York State Library. For your winter reading, you can do no better than to browse among this list. We include one five-star title of 1936, but all the rest are fresh off the press and topnotchers in their respective fields.

FICTION (1937)

Let Winter Go, Isabel Wilder.

Coward. \$2.00.

At Last, the Island, Margaret Lane. Harper. \$2.50.

North West Passage, Kenneth Roberts. Doubleday. \$2.75.

Miss Buncle's Book, D. E. Stevenson. Farrar. \$2.00.

The Nutmeg Tree, Margery Sharp. Little. \$2.50.

The Talisman Ring, Georgette Heyer. Doubleday. \$2.00.

Arrow Points to Murder (a mystery), De Laguna. Doubleday. \$2.00.

FICTION (1936)

*****The Flowering of New England*, Van Wyck Brooks. Dutton. \$4.00.

NON-FICTION

The Education of Hymen Kaplan, L. J. Ross. Harcourt. \$2.00.

TRAVEL (By Proxy)

Perfume From Provence, Lady Winifred Fortescue. Houghton. \$2.50.

Invitation to Travel, H. D. Fish. Washburn. \$2.50.

Life and Death of a Spanish Town, Elliott Paul. Random House. \$2.50.

BIOGRAPHY

A Woman Surgeon, R. S. Morton. Stokes. \$3.00.

I Found No Peace, Webb Miller. Simon. \$3.00.

Midnight on the Desert, J. B. Priestley. Harper. \$3.00.

AUTOBIOGRAPHY

Assignment in Utopia, Eugene Lyons. Harcourt. \$3.50.

POPULAR SCIENCE

Animal Treasure, I. T. Sanderson. Viking Press. \$3.00.

Expenses—**Semi-Monthly**

One of the pledges contained in the Association's program for 1938 was that the Association would seek to secure the auditing of employees' expense accounts semi-monthly instead of monthly as prevails among some groups.

The Association is happy to state that Commissioner of Agriculture and Markets, Holton V. Noyes, recently advised field men of his Department assembled at Albany for a two-day Institute, that beginning December 15, 1937, accounts would be audited and paid twice monthly. He further announced that field men would be accorded the same vacation privileges enjoyed by office employees. At the same time, speaking upon labor problems, he informed the workers of the Department that the fairest possible attention would be given at all times to matters of salary, promotion, efficiency ratings and all employment questions. Commissioner, Noyes a recent appointee of Governor Lehman is a keen and progressive business man of broad training and experience. His attitude toward matters affecting employees, and efficiency of work is pleasing, and is typical of an increasing regard for the human element in public functioning displayed by especially able men selected for public office.

Bedford Hills Meeting

A meeting of members of the Association at Bedford Hills was held on November 23rd to consider the formation of a local chapter at Westfield State Farm. A good number of employees of the institution attended and were unanimously in favor of the formation of a chapter.

President Charles A. Brind, Jr., attended and spoke at length concerning Association activities. This unit is at present drafting a constitution and by-laws for an early presentation to the Executive Committee of the Association.

The meeting was arranged through Miss Mary Brown, and William T. Johnston, local representatives of the Association.

Mental Hygiene Assn.

On Thursday, December 9th, the officers of the Association of Employees of the Department of Mental Hygiene, John McDonald, President, Rochester State Hospital, Mrs. Lucy Baumgras, Secretary-Treasurer, Marcy State Hospital, and Herman Redmond, St. Lawrence State Hospital, met in Albany with the Executive Committee of their Association, John Livingstone, Hudson River State Hospital, Fred O. Field, Willard State Hospital, and C. C. Colesanti, Middletown State Hospital.

Institutional employees' problems was discussed in general with Commissioner of Mental Hygiene, Dr. William Tiffany.

Commutation

This Association is continuing its drive to secure sufficient appropriations to enable payment of commutation allowances where due to employees of State institutions.

Six Day Week

Every effort at the command of this Association will be put forth to abolish the unhumane seven-day week now in force among certain groups of employees, the largest of which is Canal Workers.

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3	D.-A.L.	James J. Carroll.....	120 Simmons Ave., Cohoes
		ALLEGANY COUNTY	
Rep.		William H. MacKenzie.....	Amity
		BRONX COUNTY	
1	Dem.	Matthew J. H. McLaughlin.....	410 East 150th St., New York City
2	Dem.	Patrick J. Fogarty.....	446 East 140th St., New York City
3	Dem.	Carl Pack.....	866 Manida St., New York City
4	Dem.	Isidore Dollinger.....	1250 Franklin Ave., New York City
5	Am. L.	Nathaniel M. Minkoff.....	1511 Sheridan Ave., New York City
6	Dem.	Peter A. Quinn.....	1651 Garfield St., New York City
7	Am. L.	Girard J. Mucciagrosso.....	2115 Washington Ave., New York City
8	Dem.	John A. Devany, Jr.....	120 West 183rd St., New York City
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1	Rep.	Edward F. Vincent.....	Maine
2	Rep.	James E. Hill.....	Binghamton
		CATTARAUGUS COUNTY	
Rep.		James W. Riley.....	307 East State St., Olean
		CAYUGA COUNTY	
Rep.		Andrew D. Burgdorf.....	Martville
		CHAUTAUQUA COUNTY	
1	Rep.	Lloyd J. Babcock.....	R. F. D. 3, Jamestown
2	Rep.	Carl E. Darling.....	309 Central Ave., Dunkirk
		CHEMUNG COUNTY	
Rep.		Chauncey B. Hammond.....	R. D. 2, Elmira
		CHENANGO COUNTY	
Rep.		Irving M. Ives.....	Norwich
		CLINTON COUNTY	
Dem.		Emmett J. Roach.....	Plattsburg
		COLUMBIA COUNTY	
Rep.		Fred A. Washburn.....	103 N. 5th St., Hudson
		CORTLAND COUNTY	
Rep.		John B. Briggs.....	Homer
		DELAWARE COUNTY	
Rep.		William T. A. Webb.....	Sidney
		DUTCHESS COUNTY	
1	Rep.	Howard N. Allen.....	Pawling
2	Rep.	Emerson D. Flite.....	Poughkeepsie
		ERIE COUNTY	
1	Rep.	Frank A. Gugino.....	438 Busti Ave., Buffalo
2	R.-A.L.	Harold B. Ehrlich.....	151 Claremont Ave., Buffalo
3	R.-A.L.	William J. Butler.....	65 Rose St., Buffalo
4	Dem.	Anthony J. Canney.....	44 Paul Pl., Buffalo
5	D.-A.L.	Frank Kwiatkowski.....	398 Gibson St., Buffalo
6	Rep.	Jerome C. Kreinheder.....	171 Laurel St., Buffalo
7	Rep.	Charles O. Burney, Jr.....	165 LosRobles Ave., Williamsville
8	Rep.	R. Foster Piper.....	Hamburg
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Rep.		Thomas A. Leahy.....	Lake Placid
		FRANKLIN COUNTY	
Rep.		John H. Black.....	Faust
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Rep.		Denton D. Lake.....	33 Second Ave., Gloversville
		GENESEE COUNTY	
Rep.		Herbert A. Rapp.....	Darien Center
		GREENE COUNTY	
Rep.		Paul Fromer	Tannersville
		HERKIMER COUNTY	
Rep.		Leo A. Lawrence.....	Herkimer
		JEFFERSON COUNTY	
Rep.		Russell Wright	Watertown
		KINGS COUNTY	
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2	Am. L.	Benjamin Brenner	181 Langham St., Brooklyn
3	Dem.	Michael J. Gillen.....	806 Hick St., Brooklyn
4	Dem.	Bernard Austin	559 Bedford Ave., Brooklyn
5	Dem.	Charles R. McConnell.....	946 Putnam Ave., Brooklyn
6	Rep.	Robert J. Crews.....	537 Marcy Ave., Brooklyn
7	Dem.	William Kirnan	514 47th St., Brooklyn
8	Dem.	Charles J. Beckinella.....	215 4th Ave., Brooklyn
9	Dem.	Edgar F. Moran.....	447 81st St., Brooklyn
10	Dem.	William C. McCreery.....	159 Prospect Pl., Brooklyn
11	Dem.	Bernard J. Moran.....	121 S. Elliott Pl., Brooklyn
12	Dem.	Edward S. Moran, Jr.....	27 Prospect Park, Brooklyn
13	Dem.	Ralph Schwartz	288 Ainslie St., Brooklyn
14	Dem.	Harry Gittleson	287 S. 2nd St., Brooklyn
15	Dem.	John Smolenski	111 Dupont St., Brooklyn
16	Am. L.	Salvatore P. DeMatteo.....	1472 67th St., Brooklyn
17	Dem.	Fred G. Moritt.....	650 Greene Ave., Brooklyn
18	Dem.	Irwin Steinberg	708 Eastern Parkway, Brooklyn
19	Dem.	Max M. Turshen	503 Bushwick Ave., Brooklyn
20	Dem.	Roy H. Rudd.....	1116 Jefferson Ave., Brooklyn
21	Dem.	Charles H. Breitbart.....	714 East 14th St., Brooklyn
22	Dem.	Peter H. Ruvo.....	871 Glenmore Ave., Brooklyn
23	R.-A.L.	Frank Monaco	8 Pleasant Pl., Brooklyn
		LEWIS COUNTY	
Rep.		Fred A. Young.....	Lowville
		LIVINGSTON COUNTY	
Rep.		James J. Wadsworth.....	Geneseo
		MADISON COUNTY	
Rep.		Wheeler Milmoe	Canastota

Know Your Representatives

When a State civil service employee in Albany, New York City, Buffalo, Rouses Point, Montauk Point or other place wishing to secure recognition of some need of State service or appropriations therefore, he must secure the interest and support of members of the Legislature. The Legislature as a whole, made up of members of the Senate and members of the Assembly, is in a very actual sense the State so far as the making of laws and the carrying on of governmental activities is concerned. The influence of the Governor and of administrative heads is great and is important and despite verbal battles now and then, effective harmony prevails when the welfare of the State is involved.

A legislator's life is filled with discussions and with appeals as to countless matters. Civil service laws or legislation relating to employees, while looming large to State workers, constitutes only one subject out of many.

In order that civil service matters may receive their due attention it is essential that each State employee not only know the name of the Senator and the Assemblyman who represents him in the Legislature, but it is of the utmost importance that he contact these representatives not once but frequently during the year. As far as possible these contacts should be face to face meetings. If you do nothing more than to ask him about one civil service matter in which your Association is interested, or if you only ask him to tell you what employee legislation is under discussion and what his attitude is concerning it, you register an interest which he appreciates and which is helpful to united action. But, every member of the Association should do more than this. Every man and woman in each Senatorial and Assembly District should understand at least the principles underlying the legislation which the Association is fostering and should make it a point to speak to, write or telegraph to his or her member again and again so that there will be no doubt as to each representative in the Legislature knowing that the State employee who is his constituent is a member of the Association of State Civil Service Employees and that he is alert in seeking the best in legislation.

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Your Representatives

Continued from Page 16

Each member of the Association should contact immediately his Senator and Assemblyman and tell each that he wishes his support for the Association's 1938 program as outlined in the October issue of THE STATE EMPLOYEE. Each member should tell his Senator and Assemblyman that the facilities of Association Headquarters in Room 156, State Capitol, very convenient to the Senate and Assembly Chambers, is the clearing house for State employee matters, and that he wishes the legislator to contact President Brind, Counsel DeGraff or some member of the Legislative Committee early in the session. This Association has maintained and will continue to maintain strict neutrality as to political parties. It does, however, stand upon the dignity of the rights of labor and feels free to battle in every proper way for justice and fair play in all employment matters. It has enjoyed the confidence of legislators of every party in the past and because of its fair presentation of the employees' side of each question is recognized by members of both the Senate and the Assembly as the voice of State employees throughout the State. The list of members of both houses of the Legislature is contained in this issue. GET ACQUAINTED AT ONCE WITH YOUR REPRESENTATIVES AND KEEP IN CONSTANT TOUCH WITH THEM, AND DO NOT FAIL TO INVITE THEM TO CONSULT ASSOCIATION HEADQUARTERS AS YOUR REPRESENTATIVE IN ALBANY IN CONNECTION WITH ALL EMPLOYEE MATTERS. MAKE A FRIEND OF YOUR SENATOR AND ASSEMBLYMAN — MAKE THEM FRIENDS OF STATE EMPLOYEES.

Extend Career Law

This Association favors the extension of the principles as embodied in the Feld-Hamilton Civil Service Career Law to the miscellaneous groups now not covered by same. Every effort has always been exerted to establish adequate salaries for employees of the Empire State of the Nation.

Members of Assembly

Dist.	Pol.	Name	Address
MONROE COUNTY			
1	Rep.	Frank J. Sellmayer, Jr.	2700 East Ave., Rochester
2	Rep.	Abram Schulman	353 Culver Rd., Rochester
3	Dem.	Earl Langenbacher	11½ Rowley St., Rochester
4	Rep.	Patrick Provenzano	376 State St., Rochester
5	Rep.	Walter H. Wickins	Scottdale
MONTGOMERY COUNTY			
	Rep.	L. James Shaver	Canajoharie
NASSAU COUNTY			
1	Rep.	John D. Bennett	Rockville Centre
2	Rep.	Leonard W. Hall	Oyster Bay
NEW YORK COUNTY			
1	Dem.	James J. Dooling	40 Front St., New York City
2	Dem.	Nicholas A. Rossi	225 Sullivan St., New York City
3	Dem.	Phelps Phelps	331 West 34th St., New York City
4	Dem.	Leonard Farbstain	504 Grand St., New York City
5	Dem.	John F. Killgrew	325 West 45th St., New York City
6	Rep.	Meyer Goldberg	265 East 7th St., New York City
7	Rep.	William T. Middleton	175 West 88th St., New York City
8	Dem.	Stephen J. Jarema	129 East 7th St., New York City
9	Dem.	Ira H. Holley	272 West 90th St., New York City
10	Rep.	MacNeil Mitchell	118 East 40th St., New York City
11	Dem.	Patrick H. Sullivan	395 Riverside Dr., New York City
12	Dein.	Edmund J. Delany	245 East 21st St., New York City
13	Dem.	William J. Sheldrick	420 West 130th St., New York City
14	Dem.	Francis J. McCaffrey, Jr.	230 East 71st St., New York City
15	Rep.	Abbot Low Moffat	1088 Park Ave., New York City
16	Dem.	Robert F. Wagner, Jr.	1327 Lexington Ave., New York City
17	Rep.	Oscar Garcia-Rivera	1360 5th Ave., New York City
18	Dem.	Salvatore A. Farenga	218 East 116th St., New York City
19	Dem.	Robert W. Justice	447 Lenox Ave., New York City
20	Rep.	Walter Fitzgerald	109 East 127th St., New York City
21	Dem.	William T. Andrews	405 Edgecombe Ave., New York City
22	Dem.	Daniel Flynn	403 West 154th St., New York City
23	Dem.	William J. A. Glancy	551 West 169th St., New York City
NIAGARA COUNTY			
1	Rep.	Fayette E. Pease	R. F. D. No. 4, Lockport
2	Rep.	Harry D. Sutor	215 Fourth St., Niagara Falls
ONEIDA COUNTY			
1	Dem.	John J. Walsh	714 Charlotte St., Utica
2	Rep.	William R. Williams	Cassville
3	Rep.	C. Dean Williams	Remsen
ONONDAGA COUNTY			
1	Rep.	Leo W. Breed	Baldwinsville
2	Rep.	George P. Parson	102 Strathmore Dr., Syracuse
3	Rep.	Frank J. Costello	638 Park Ave., Syracuse
	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
ORLEANS COUNTY			
	Rep.	Ernest J. Lonis	Hannibal
OSWEGO COUNTY			
	Rep.	Chester T. Backus	Morris
PUTNAM COUNTY			
	Rep.	D. Mallory Stephens	Brewster
QUEENS COUNTY			
1	Dem.	Mario J. Cariello	25-55 52nd St., Long Island City
2	Dem.	Timothy P. Kirwan	3123 Greenpoint Ave., Long Island City
3	Dem.	John V. Downey	3217 83rd St., Jackson Heights
4	Dem.	Daniel E. Fitzpatrick	82-09 Surray Rd., Jamaica
5	Dem.	William F. Daily	13043 119th St., South Ozone Park
6	Dem.	Joseph P. Teagle	8455 85th Ave., Woodhaven
RENSSLAER COUNTY			
1	Dem.	Philip J. Casey	50 Ida St., Troy
2	Rep.	Maurice Whitney	Bar None Ranch, Berlin
RICHMOND COUNTY			
1	Dem.	Charles Bormann	89 Broad St., Stapleton
2	Dem.	Herman Methfessel	67 Midland Place
	Dem.	Lawrence J. Murray, Jr.	Haverstraw
ST. LAWRENCE COUNTY			
1	Rep.	W. Allen Newell	Ogdensburg
2	Rep.	Warren O. Daniels	Parishville
SARATOGA COUNTY			
	Rep.	Richard J. Sherman	1 Russell St., Saratoga Springs
SCHEMECTADY COUNTY			
1	Rep.	Oswald D. Heck	749 DeCamp Ave., Schenectady
2	Rep.	Harold Armstrong	750 Curry Rd., Schenectady
SCHOHARIE COUNTY			
	Rep.	Arthur L. Parsons	Central Bridge
SCHUYLER COUNTY			
	Rep.	Dutton S. Peterson	Odessa
SENECA COUNTY			
	Rep.	Lawrence W. VanCleef	Seneca Falls
STEUBEN COUNTY			
1	Rep.	Guy W. Cheney	64 East 3rd St., Corning
2	Rep.	William M. Stuart	Canisteo

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Know Your State

Continued from Page 14

Cornell University Experiment Station

Farm Economics (Business Conditions), Oct. 1937

Price Differences in Retail Grocery Stores in New York State, by Leila Dorman

Economic Study of Land Utilization in Steuben County, by W. S. Keepper

Economic Study of Land Utilization in Rensselaer County, by R. S. Beck

Index Numbers of the Cost of Goods and Services Bought by Farm Families in N. Y., 1920-1930, by Helen Cannon and Mabel Rollins

Farm Bulletin (a quarterly), Oct. 1937

National Youth Administration

Guidance Library — mimeographed list by trades and occupations

Foundations of NYA Guidance, by Mildred E. Lincoln

Agriculture and Markets Department

Invitation from New York State to hold Seventh World's Poultry Congress, 1939, at Syracuse

World's Fair

The Flushing Meadow Improvement, a series of booklets published in March, April and August, 1937, giving an official account of the development in providing site for World's Fair in 1939

Executive Committee Meeting

The regular monthly meeting of the Association's Executive Committee was held Monday evening, November 6th. Many important matters were discussed and the meeting lasted almost three hours.

A subcommittee appointed to consider the formation of a State-wide grievance committee reported as to its findings, and an outline of this report will be found on another page of the magazine.

Great enthusiasm in the Association's activities was reported to prevail throughout the State at the present time, and membership response thus far showed large returns from many groups of State employees. Approximately 2,000 State employees have joined the Association during the past month as new members.

The proposed City of Albany Committee was discussed thoroughly, and it is expected that letters appointing this committee will be issued from Association Headquarters while this issue is being printed. It is expected to have frequent meetings of this committee the first one being scheduled for Wednesday evening, December 15th. This special committee is composed of active Association workers located in practically every State office in Albany.

The formation of local chapters was thoroughly discussed. Application of the Albany Office of the Department of Agriculture and Markets for a Departmental Chapter was presented. The President was instructed to appoint a special subcommittee to study the advisability of such a chapter.

The formation of an Editorial Board to assist the Editor in preparing the official magazine of the Association, THE STATE EMPLOYEE, was discussed. As noted on page three, appointments to this board have already been made, and its members have been most active.

A representative of a Catskill recreation site appeared before the committee and placed before it for consideration the purchase of a tract of land 1700 acres in area which he explained might be used as a year round recreation center for Association members.

Members of Assembly

Continued from Page 17

Dist.	Pol.	Name	Address
1	Rep.	Edmund R. Lupton.....	Cutchogue, L. I.
2	Rep.	Elisha T. Barrett.....	Brightwaters, L. I.
	Rep.	William A. Chandler.....	Bradley
	Rep.	Myron D. Albro.....	Lounsherry
	Rep.	Stanley C. Shaw.....	111 Estley St., Ithaca
	Rep.	J. Edward Conway.....	30 Fairmont Ave., Kingston
	Rep.	Harry A. Reoux.....	Warrensburg
	Rep.	Herbert A. Bartholomew.....	Whitehall
	Rep.	Harry L. Averill.....	Palmyra
			WESTCHESTER COUNTY
1	Rep.	Christopher Lawrence	23 Sagamore Rd., Bronxville
2	Rep.	Theodore Hill, Jr.....	Jefferson Valley
3	Rep.	James E. Owens.....	75 State St., Ossining
4	Rep.	Jane H. Todd.....	41 North Broadway, Tarrytown
5	Dem.	Arthur J. Doran.....	12 Bell Pl., Yonkers
			WYOMING COUNTY
	Rep.	Harold C. Ostertag.....	Attica
	Rep.	Fred S. Hollowell.....	Penn Yan
			YATES COUNTY



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Supper Dance Every Night
Starting Christmas night and right on through New Year's there will be a Supper Dance every night. Come . . . eat, dance and be merry.

To Policyholders in the Association's Group Accident and Sickness Insurance Plan:

As of December 31, 1937, the membership in this Association of many policyholders in the Group Accident and Sickness Plan will expire. Participation in the plan is restricted to members of this Association.

In order to make certain that your policy remains available and non-cancellable, it is important that you renew your membership prior to December 31, 1937.

You may use the Application for Membership printed below. Just detach, attach to it \$1.00 to cover dues until December 31, 1938, which includes a subscription to THE STATE EMPLOYEE, and hand to your local representative, or send to Executive Headquarters, Room 156, State Capitol, Albany, N. Y.



Print Last Name Above First Name Initial

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WORK ADDRESS . . .

INSTITUTION OR DIV. . .

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THE ASSOCIATION OF STATE CIVIL SERVICE EMPLOYEES

of the State of New York

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

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