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# The State Employee



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Vol. 9

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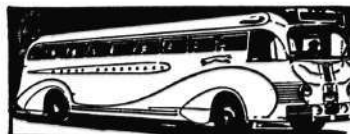
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## GREYHOUND

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# The State Employee

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DECEMBER, 1940

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## "Merry Christmas"

*There has been a Christmas far back in the dim beginnings of history; indeed, before there were Christians.*

*The story of Christmas is virtually the story of civilization itself, the story of mankind, punctuated by the development of ancient customs and traditions—pagan and Christian, Slavic and Teutonic, each people contributing, yet each retaining, its individual cast of the day.*

*This great story segregates itself into two major stanzas—the pagan and the Christian. Briefly, concisely, it is told here in the words of Hugh M. Flick, attache of the State Historian's Office.*

BY HUGH M. FLICK

December 21 and 22 are the winter solstice when the days begin to get longer and hope and life begin anew. Ancient peoples were profoundly interested in the annual pilgrimage of the sun and welcomed its return to longer days with prolonged rejoicing. The Egyptians, Greeks, Romans and the Celtic and Teutonic tribes all celebrated the winter solstice with days of general rejoicing, accompanied in many instances by the exchange of gifts. The Saxons, one of the more progressive of the Teutonic tribes, celebrated this season of the year and called it "Jul" which later developed into "Yule." Both on the Continent and in England huge fires were lighted in honor of the occasion and from this grew the custom of the Yule log. Thus the celebration of this period of the year was not only a time for merriment but of sincere religious devotion. These customs became firmly established and were

generally observed down through the Middle Ages.

It is an interesting and little known fact that the exact date of the birth of Christ is not known. The western church usually celebrated it as December 25 while the eastern churches adopted January 6. Some authorities claim that the date of Christmas was established by Julius I (337-352 A.D.) as December 25. What foundation there was for selecting this date it is difficult to decide. The influence of such days as the Jewish feast Chanuka, the Roman celebration of Saturnalia or Brumalia were undoubtedly strong in determining the exact day. The whole western church accepted the date and gradually the eastern churches adopted it in preference to January 6, which is still celebrated as Epiphania.

With the date once fixed the festival rapidly grew in importance. The Middle Ages with their flare for pageantry evolved the custom of symbolizing the day with elaborate tableaux showing the manger, the Virgin, the wise men, the shepherds and angels—a complete Mystery was formed.

Side by side with these religious observances the customs of the old pagan festivals survived and have come down to us today as an integral part of the Christmas celebration. The giving of presents was an old Roman custom as well as the use of an evergreen tree. These customs were strengthened and augmented by the Teutonic tribes. The yule-tree was decorated with presents and ornaments and a huge yule-log was burned. In England prior to 1555 the celebration had lost much of its religious character which was only restored with the coming of the Reformation. It would seem that our mistletoe tradition came from the Druids who used it in their wedding

ceremony. Thus Christmas became established and whether religious or secular, it was essentially a time of joy and good will.

The colonists who came to the New World brought with them the manners and traditions of the old and proceeded to change and modify them as they saw fit. Thus the Puritans who frowned upon the "heathenish" celebrations of Christmas as generally practised in England banished the day from their calendar. We find that in 1659 the General Court passed a law under which a man would be fined five shillings if he celebrated "any such day as Christmas or the like by forbearing labor, feasting or any other way."

In the South where the Cavalier tradition prevailed the old fashioned boisterous English Christmas held sway. The festive board, the flowing bowl and the dance were the order of the day.

Between these two extremes the old Dutch colony of New Netherland followed an easy middle course. To the good burghers on Long Island and up the Hudson Valley Christmas was both a religious and a merry making festival. Church services were interspersed with feasts, games and sports. Like the Twelve Nights festivals of the Old World, it lasted many days. On December 16, 1654, the good councilors of New Netherland declared that "as the winter and the holidays are at hand, there shall be no more ordinary meetings of this board between this date and three weeks after Christmas. The court messenger is ordered not to summon anyone in the meantime."

Christmas to the Dutch was a time of family reunion and it is to them that we owe to a large extent many of the customs which we follow today. They seem to have in-

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# Voters Favor Merit Plan

We are indebted to the Civil Service Assembly News Letter for the following amendments to the merit system adopted by the voters of Michigan, Kansas and Louisiana at the last election:

## Michigan

Section 22. The State civil service shall consist of all positions in the State service except those filled by popular election, heads of departments, members of boards and commissions, employees of courts of record, of the Legislature, of the higher educational institutions recognized by the State constitution, all persons in the military and naval forces of the State, and not to exceed two other exempt positions for each elected administrative officer, and each department, board, and commission.

There is hereby created a non-salaried civil service commission to consist of four persons, not more than two of whom shall be members of the same political party, appointed by the governor for eight-year, overlapping terms, the four original appointments to be for two, four, six and eight years respectively. This commission shall supersede all existing State personnel agencies and succeed to their appropriations, records, supplies, equipment, and other property.

The commission shall classify all positions in the State civil service according to their respective duties and responsibilities, fix rates of compensation for all classes of positions, approve or disapprove disbursements for all personal services, determine by competitive performance exclusively on the basis of merit, efficiency and fitness the qualifications of all candidates for positions in the State civil service, make rules and regulations covering all personnel transactions, and regulate all conditions of employment in the State civil service. No person shall be appointed to or promoted in the State civil service who has not been certified as so qualified for such appointment or promotion by the commission. No removals from or demotions in the State civil service shall be made for partisan, racial, or religious considerations.

The administration of the commission's powers shall be vested in a State personnel director who shall be a member of the State civil service and who shall be responsible to and selected by the commission after open competitive examination.

To enable the commission to execute these powers, the Legislature shall appropriate for the six months' period ending June 30, 1941, a sum not less than one-half of one per cent, and for each and every subsequent fiscal year, a sum not less than one per cent, of the aggregate annual payroll of the State service for the preceding fiscal year as certified to by the commission.

After August 1, 1941, no payment for personal services shall be made or authorized until the provisions of this amendment have been complied with in every particular. Violation of any of the provisions hereof may be restrained or observance compelled by injunctive or mandamus proceedings brought by any citizen of the State.

This amendment shall take effect on the first day of January following the approval thereof.

## Kansas

The tenure of any office not herein provided for may be declared by law; when not so declared, such office shall be held during the pleasure of the authority making appointment, but the Legislature shall not create any office the tenure of which shall be longer than four years, except that appointments under a merit system in civil service shall not be subject to such limitation. The legislature may make provision for a merit system under which appointments and promotions in the civil service of this State and all civil divisions thereof, shall be made according to merit and fitness, to be determined, so far as practicable, by examination, which, so far as practicable, shall be competitive.

## Louisiana

In this State the amendment voted on providing that the recent civil service legislation enacted in that State cannot be amended or repealed without a two-thirds vote of both houses of the Legislature.

## Miami Beach Workers Seek Organization

It is hard to find a place in the United States where the spirit of organization for better things is not alive and alert. Here is a summary of a news item from the happy hunting ground "where winter spends the summer":

"Move for an Association of Miami Beach municipal employees under civil service was launched today with a petition. Organizers of the movement said their preamble read as follows:

"This Association shall have for its object the welfare and conduct of its members; the regulation and adjustment of matters pertaining to and affecting its members; the promotion of efficiency in the civil service of the city of Miami Beach; promotion of confidence, cooperation, friendly and social relations among its members, as well as the general public; to promote, uphold and maintain the principles of merit and fitness in public employment."

More power to them and to others seeking merit and efficiency in public service!

## "Merry Christmas"

(Continued from page 275)

roduced the patron saint of Christmas, Saint Nikolas, which in other tongues has become Santa Claus. It was an old established practice to exchange gifts on New Year's day. This has since been modified, largely through German influence, to Christmas day and the Christmas tree.

With the coming of the English and the change of rule from Dutch to English the customs of the two countries, like their institutions, mingled and there evolved Christmas as we know it today.

## New Attica Officers

Election of officers by the Attica State Prison Chapter, conducted December 2, resulted in the following official board for 1941:

President, Lawrence Law; vice-president, D. L. Alloway; secretary, Raymond Leyden; and treasurer, Wilfred Denno. Delegates for the chapter are Mr. Denno and Joseph Gill.

# Social Security Amendment

The Association is extremely gratified to report that Senator Wagner has amended his bill to exclude State employees who are members of an existing pension system, so that they will not be required to make contributions to the Federal Social Security fund. The last issue of *The State Employee* carried an article outlining the reasons for the Association's opposition to the Wagner Bill, Senate 4269. The Association had communicated its opposition to Senator Wagner and had requested him to issue a statement for publication in *The State Employee*. Senator Wagner's statement, which arrived after the last issue had gone to press, reads as follows:

"The recent elections have established the objectives and principles of the Social Security Act more firmly in American life than ever before. Congress should now press forward, without delay, in the essential task of extending this Act to the millions not now protected by its terms. To that end, I propose to reintroduce in the next Congress, in perfected form, my bill S. 4269, which would extend coverage under the old age and survivors insurance program to about ten million additional persons, including some 4,000,000 agricultural workers; 2,500,000 domestic servants; 750,000 employees of non-profit institutions (excluding ordained ministers and members of religious orders), and 1,500,000 employees of States, counties and municipalities not now covered by pension plans. In addition, the bill would cover under unemployment insurance protection about 5,000,000 more workers, including those employed in establishments having fewer than eight employees.

"As I have repeatedly stated, nothing in S. 4269 is calculated to repeal or interfere with the independent status of existing pension systems covering teachers, firemen, policemen or other public employees, to reduce the benefits thereunder, or to turn over to the Federal Government the reserve funds of such systems. The bill was introduced at the request of the American Federation of Labor, and is based squarely on their traditional prin-

ciple of extending pension protection to those not enjoying it, and safeguarding pension protection where it exists.

"While there is no possibility of action on the legislation at this session, I am introducing an amendment at this time to reinforce this original objective, and to express in concrete form my complete agreement in principle with the many individuals and organizations who have written or conferred with me in the matter, and offered their valuable data and suggestions. The amendment, specifically and without reservation, exempts from coverage under the Social Security Act all public employees already protected by pension plans under State, county or municipal auspices. In terms, the Amendment would exempt all—

"Service performed in the employ of a State, or any political subdivision thereof, or any instrumentality of any one or more of the foregoing which is wholly owned by one or more States or political subdivisions, or any instrumentality or authority created and existing by virtue of legislative acts of two or more States, where the employee performing such service is a beneficiary, or a contributing member, or has an unrealized interest in, or is designated as a future beneficiary by the rules of, any pension, relief, or retirement fund, established and maintained by authority of the constitution or statutes of a State, provision of a municipal charter, or ordinance of a municipality or other political subdivision. **Provided** that such persons as are separated from said service without pension, retirement, or compensation award shall not thereafter be affected by the provisions of this paragraph."

"The Social Security Board is now conferring with interested persons and groups in a study of the technical problems involved in perfecting this phase of the legislation. The Social Security Committee of the American Federation of Labor is also exploring the problem fully with its affiliated organizations at the convention now in progress. It is my hope that a final draft may be

worked out upon the foregoing principle, with the approval of all public employee groups concerned, in time for consideration early in the next Session by the Special Subcommittee of the Committee on Finance established by Senate Resolution to study changes in the old age insurance provisions of the Social Security Act."

In view of Senator Wagner's unequivocal amendment, it now seems certain that this threat to the State Retirement System is removed and that the legislation in its final form will benefit employees of states which have no retirement systems.

## Clarence H. Pierce Appointed Secretary of Mental Hygiene Department

Clarence H. Pierce, former executive director of public assistance in the Erie County Department of Social Welfare, has been named secretary of the State Mental Hygiene Department, succeeding the late Lewis M. Farrington.

His appointment was announced by Commissioner William J. Tiffany. Graduate of University of Michigan he won the Avery Hopwood Award of \$1,000 there in 1932 for creative drama writing.

In 1933 he graduated from Western State Teachers College, Kalamazoo, Mich., with a certificate to teach secondary school subjects.

From May, 1934, to June, 1936, Mr. Pierce was an area comptroller of the Pennsylvania Emergency Relief Bureau. Later, he studied at the New York School of Social Science, obtaining a certificate in 1937.

He then became an assistant professor of public welfare and public administration in the School of Social Work at University of Buffalo and, in 1938, assumed the Erie County job.

Married, 33, and the father of a son, Mr. Pierce stepped into his new position immediately upon appointment.

# An Appeal to the Governor

## ON MATTERS VITAL TO EMPLOYEES

Under date of December 6th, the President of the Association sent to Governor Lehman the following appeal for consideration of matters vital to the public servants of the State:

"Hon. Herbert H. Lehman  
Governor of the State of New York  
State Capitol  
Albany, New York

"Dear Governor Lehman:

"With the approach of a new year, I address you on behalf of the Association of State Civil Service Employees to call attention to some matters which received consideration at the recent Annual Meeting of the Association. Briefly, these include:

"1. A sincere desire that the provisions of the Career-Service Law be extended to include the many institutional and other employees not now covered.

"2. A request that the maximum eight-hour day be extended to include all State workers now working longer hours. It is felt that this could be accomplished by direct sympathetic attention to the matter on the part of administrative officers and a limited appropriation.

"3. The question of charging Mental Hygiene employees with each hour of absence because of illness has caused serious discontent among these workers. By this administrative practice they are obviously discriminated against, and they feel they should have sick-leave privileges similar to those granted to employees in other parts of the service. Our information indicates lack of uniformity among institutions in dealing with sick-leave, and we feel very strongly that an executive order which would grant at least a moderate sick-leave allowance without payroll deductions for illness would solve the whole problem satisfactorily. We have discussed this matter with the Head of the Mental Hygiene Department, and we feel certain that, if the general policy of the State with reference to sick-leave is considered, the situation could be cleared up quickly and easily.

"4. Another institutional prob-

lem which again presents itself is that of commutation allowances, and a resolution was adopted in this matter also, appealing to you to grant such appropriations as are required to carry out the Mental Hygiene statutory provision.

"5. We do not need to emphasize, I am sure, the total dependence of the application of the Merit System in this State upon financial provision for a well-manned and equipped Civil Service Department. We now have a most satisfactory situation as to constitutional and statutory provisions making possible the utilization of Merit System principles to the fullest degree. With the services expanding and the number of employees increasing, the responsibility of the Civil Service Department grows greater each day, and because of long standing neglect during administrations preceding yours, functioning processes need more than ordinary attention. We believe firmly that a fundamental need, whether peace-time or war-time, is efficiency and economy in public personnel administration, and that it is in the complete interest of our defense and other progressive activities that the Civil Service Department be encouraged by executive attention both as to moral support and financial aid at this time.

"We feel that any additional expenditure which will coordinate and build up administrative functioning is true economy, and we urge that the Civil Service Department be given adequate funds, and that the administrative heads of government be asked to cooperate more closely with the Civil Service Department. We urge in this respect that personnel officers in the various departments be selected and instructed as to the need for close and continuous cooperation with the Civil Service Department, and with other departments in the interest of the smallest yet most highly efficient body of civil service necessary to maintain the public services provided for in the various laws.

"6. Each year at the Annual Meeting certain groups, particularly those

connected with the Public Works Department, have asked that some provision be made to reimburse them for reasonable expenses of transferring self, family, and effects from one location to another when ordered by their administrative heads to change their places of work. This group also is interested in securing the payment of field allowances as provided by the Public Works Law. We feel there is a precedent for this in private business action, and also that it is a fair request.

"7. The Association has pointed out repeatedly, and has as you know been upheld by the Court of Appeals, that the constitutional mandate calls clearly for competition in the selection of workers, not only in the State but in all subdivisions of the State. We do not feel that the non-competitive class in State service is in accord with the spirit or letter of the Constitution. We commend heartily your effective attention to this matter which will result in the inclusion of some ten thousand non-competitive employees in the competitive classification during the coming year, and we ask that you continue your efforts along this line, to the end that the true spirit of the competitive principle will prevail throughout the State in all proper offices, and so that the Merit System may thus be given further opportunity to prove its value to efficient and economical government.

"8. With due regard for the need for strict economy, we nevertheless feel that the employees of the Public Buildings Department, who have responsibility for the cleaning and care of public buildings, should receive a salary increment this year, and we respectfully urge provision for such an increase in the coming budget.

"9. We ask particular attention to this final request. In all of its efforts for the establishment of a sound classification and compensation plan for State workers, the Association has emphasized that the annual increments which are part of the established minimum to maximum

(Continued on page 300)

# "Safe Winter Driving"

BY CARROLL E. MEALEY  
*Commissioner of Motor Vehicles*

As we enter the holiday season the State's traffic death record is not as encouraging as it was this time last year, and we are mindful that December is one of the most dangerous months of the motorist's year.

In nine of the fifteen years the Bureau of Motor Vehicles has been reporting traffic fatalities, injuries and accidents, December has claimed more lives than any other single month.

Such factors as holiday excitement, the rush of last minute shopping excursions and truck deliveries, and the failure of motorists to adjust their driving to winter conditions, contribute very materially to December's high fatality rate.

Every motorist and every pedestrian should realize that normal hazards are many-times intensified during this month and proper compensation for unusual conditions must be made by redoubled vigilance.

Motorists must recognize the fact that mental and physical reactions of exhausted shoppers and store workers alike, are slowed and must expect momentary lapses of caution.

On the other hand, pedestrians laden with bundles must be alert to the dangers attending street-crossings. Their view obstructed, they are exposing themselves to swift death.

Hazards may be intensified too, by weather and road conditions. The wave of traffic accidents which came hard on the heels of the State's first, unexpected taste of winter weather brings home forcibly the need for motorists to adjust their driving to winter conditions.

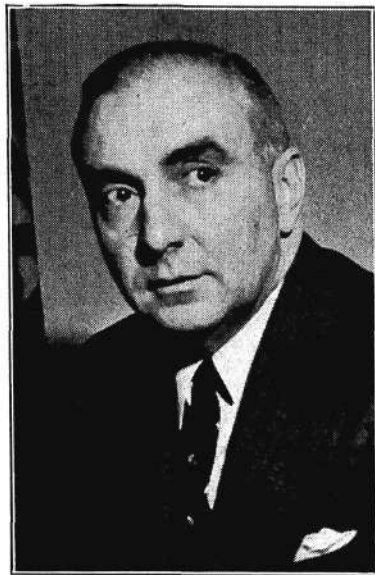
A recent study made by a committee on winter driving hazards found that skidding was the chief cause of winter accidents.

"Skidding," the report said, "is involved in only one per cent of the accidents on dry roads, twenty-seven per cent on wet roads, and up to fifty per cent on snowy-icy roads."

The second important contributor to winter accidents is poor visibility, resulting from long hours of darkness, snow and sleet storms, and fog.

These hazards can be largely overcome by correct driving practices and adequate equipment. The Highway Department, of course, will do battle with "Old Man Winter" with best possible snow removal and sanding, but there is a vital need for the cooperation of the driving public especially during and immediately after storms.

Precautionary measures should also be taken against deadly carbon monoxide gas. It has been estimated, on the basis of surveys, that at least five per cent of the cars on the road contain a dangerous concentration of carbon monoxide gas. Your car may be one of these. Now is the



Hon. CARROLL E. MEALEY

time to discover any mechanical faults and have them corrected.

Keep the ignition, carburetion and other motor adjustments incidental to combustion in good running condition. You will be rewarded by more economical operation. The entire exhaust system and body of your car should be thoroughly inspected for any possible sources of leakage. Avoid running the engine when seated in a parked car, particularly when the car is in a garage, and always drive with the window nearest the driver at least partly open.

"Ten tips for safe winter driving," have been compiled after compre-

hensive tests of automobile performance under actual snow and ice conditions. In presenting them in the State Employee this month, it is our hope they may prove helpful to the many State employees who drive to and from work.

## Ten Tips for Safe Winter Driving

1. Drive slowly on roads covered with snow or ice—be especially careful on curves.
2. Make sure of the proper operation of your brakes for simultaneous grip. Unequalized brakes start skids.
3. Avoid overtaking and passing other cars, except where this is absolutely necessary.
4. For slowing down or stopping, allow for road conditions by applying brakes earlier than you would under normal circumstances.
5. Use second gear for gradual braking, especially when descending steep hills, where roads are slippery.
6. Avoid applying brakes suddenly. Sudden braking on slippery pavement causes skidding.
7. In the event of skidding, avoid using brakes. Turn front wheels in the direction of the skid and take your foot off the accelerator gradually, leaving clutch engaged.
8. Give pedestrians more time than you think they need and be on the alert, always, for children with sleds.
9. Drive with one window of your car partly open to prevent fogging up of your windshield and as a precaution against carbon monoxide gas.
10. Check operation of lighting equipment, defroster and windshield wiper, and have tire chains handy for use if needed for traction.

# Taxes and Truth

Because State civil service workers are familiar with the tax dollar while it is a tax dollar they are especially able to spot "tax propaganda." State officers and employees know how difficult it is to get the pennies together to pay their tax obligations on real estate, on personal incomes, and in the many indirect tax collections. In this they are one with every other citizen. It is part of their business to carry on the many projects in State government paid for out of tax dollars. But it is true also that only a small part of the tax dollar paid by residents of this State is used for activities carried on by the State directly. The break-down of the tax dollar a year ago showed that 45.7 cents went to the Federal Government; 47.2 cents to City, County and Town government, and **7.1 CENTS FOR STATE GOVERNMENT.** As to an accounting for taxes expended in Federal and local government, they with other taxpayers look to their National and local officials.

When a citizen wishes to reduce his taxes, providing he is not misled by propagandists and their paid organizers, he finds that he can do it in two ways. First, he can ask that some of the present activities which he heretofore caused to be set up as aids to his welfare and happiness, be discontinued. Various studies of this kind by taxpayers have shown that these services are to his daily life what bread and meat are to his table—that they are the really worth-while things of organized society and that they are established in the first place only because they were services which all of the people desired and needed. Secondly, the taxpayer would by every force of sound arithmetic turn for savings to the part of the tax dollar which was large enough to yield any appreciable saving.

One look at the 7.1 cents spent for State government would convince him that there is no saving worth his time in such a share of the dollar. Even if he saved it all, the average taxpayer would have only a very few dollars more. **AND THIS IS A VERY IMPORTANT THING FOR THE TAXPAYER TO KNOW, THAT NOT A**

**CENT OF THE TAX WHICH HE PAYS UPON HIS HOUSE OR LOT OR FARM, IN SHORT, REAL PROPERTY TAX, ENTERS INTO THE 7.1 CENTS SPENT FOR STATE GOVERNMENT. IT ALL GOES INTO LOCAL OR FEDERAL GOVERNMENT ITEMS.**

Recently State Assembly Speaker Oswald D. Heck told The New York State Real Estate Association: "You and other organizations like yours must scrutinize all projects carefully and discard those not essential. That way will assist materially in keeping down the real estate tax rates in local communities." That was sound advice. It was in line with the advice which every good citizen will give to his neighbor in the coming days when national defense expenditures will be so large and so important.

In a recent news item we read the heading: "March on Albany again Proposed." This statement was followed by: "Taxpayers were urged today to stand ready to repeat last year's march on Albany to impress on State officials that 'they mean business' on the question of government economies." It is difficult for any impartial observer of the "March on Albany" of last year, of its deliberations after it reached Albany, or of the results achieved, to be impressed with the value or even the common sense of such a march. The railroads, and the lunch rooms and some hotels and souvenir shops in Albany, did benefit by the extra business which came their way.

Many of the statements made by those who filled the Armory were replete with misinformation. **IT IS DOUBTFUL IF ONE-THIRD OF THE MANY WHO ATTENDED THE PUBLIC HEARING IN THE ARMORY KNOW THAT NO REAL ESTATE TAX PAYMENTS WENT FOR STATE GOVERNMENT.** Another thing about the hearing was that more than half of those at the hearing were not in sympathy with the program advanced by the so-called taxpayer associations for slashing the budget. These included representatives of every phase of workingmen and women—the backbone of tax-

payers in every State and in every Nation. They were emphatic in asking that the "bread and meat" of a people's government—education for their children, protection of their lives and their property, health protection, protection from fraudulent practices, highways, water supplies, parks and the hundred and one things vital to the poor and to the middle citizens should not be taken away.

There is a place to consider public services, their development, their continuance, their discontinuance. It is at the time of selection of public officers from the town officials on up to the Governor and Members of the Legislature, and then in the offices of government and in the committees and legislative chambers of the various units of government. It is certainly not in street parades and mass gatherings such as those with which we have become familiar during the past several years, known as "Budget Hearings." There seems not to be the slightest doubt that these parades and public gatherings of the type seen in Albany are organized and "put over" by propagandist groups, pressure groups, who have collected dues from honest citizens and from selfishly interested citizens solely to make a showing for their organizations.

Fortunately, there are recognized public forums, sound organizations of taxpayers and of business and industrial and labor leaders, in whose orderly meetings these things are discussed from a standpoint fair to all citizens. No one resents this type of action. On the contrary, this Association urges the fullest investigation of the efficiency of governmental functioning in New York State service and the fullest discussions and consultation with executive and legislative officers. It pleads simply that the subject be dealt with after careful analysis and with a true weighing of all factors involved and not in a selfish propaganda or pressure way.

At the Hudson River State Hospital, Poughkeepsie, progressive State civil service workers have organized a taxpayers' association of their own, dedicated to fair play to  
(Continued on page 304)



## Parole Efficiency

The officers and employees of the Parole Division may be justly proud of their good work or rehabilitation and helpfulness which they carry on day in and day out. The following is taken from the New York Times of December 8th and indicates editorial appreciation of New York State's contribution to this desirable advance in social lines:

"One of the most significant facts in the report of the State Division of Parole is the continuing decrease of the number of parolees convicted of new felonies. In 1939 there were only ninety-one, less than 1½ per cent of the whole number of parolees. Governor Lehman, who has long had a strong interest in and has carefully watched the working of the parole system, told the New York State Conference of Social Work in 1937 that 'in the last three years there has been a consistently maintained reduction in the number of new felonies committed by individuals under the supervision of the State Board of Parole.'

"In the first nine months of 1935 the number of persons so convicted was 188. Out of a considerably larger number of parolees the number of recidivists has been cut down by more than a half. Yet when a major felony is committed by a parolee, there is usually a howl against the system, as if under any system there wouldn't be a percentage of habitual criminals.

"In 1939 the board denied parole to more than 40 per cent of the persons eligible because conditions for their employment or at their homes or both were unsatisfactory. In 26 per cent it denied parole either because of the nature of the crime or the prisoner's attitude toward it. The Parole Division has nothing to do with the shortening of indeterminate sentences or fixing allowances to the prisoner for good behavior. It can't reduce the minimum sentence. It often insists that the prisoner serve the maximum. Often it won't accept the allowances for good behavior recommended by the Prison authorities. It aims to be just to the prisoner. After he is allowed to go out on condition, he remains in a protective moral custody. As Mr. Roosevelt has said, "Well-administered parole is an instrument of tested value in the control of crime."

## National Unity

From one end of the Nation to the other, mothers, fathers, sons and daughters of America are somewhat confused by all of the action of the past few months having to do with preparing for a large army, building new ships for the navy, building munition and tank and airplane factories, training workers, training nurses, and a seemingly endless planning for the defense of freedom. But they are not confused in their strong determination to do a good job to maintain or improve our great possessions of free opportunity, friendly neighborliness, kindly helpfulness, and genuine consideration for others. It is a time of patriotic sacrifice.

What of the State civil service employees who are selected for service in any of the varied lines of national preparedness? What of their dependents? What of their families? What of their jobs when they return? What of the promotions which should come to them? It is not in the heart of any State worker selected for the high privilege of defending in a special manner his own Nation and his own people to bargain with his Country for this great right? This call is not for cowards or people of subversive tendencies. This selection for defense is not selfish or mercenary. Millions of citizens in the past have been called from State service and from private business and the call and the preparation and the suffering and the privations have all been repaid not by gold but by the consciousness of progressing the welfare and the safety and the happiness of their own people and their own beloved land. Oftentimes the sacrifices of personal fortune and of advancement in a chosen work or profession have been lessened and there has been no recompense except the remembrance of the sacrifices of the builders of civilization throughout the ages.

Let no individual or group in their petty racketeering for membership dues mislead you—the State employee—in the service of defense of America or you—the folks of such a State employee—into believing that the Association of State Civil Service Employees will not do every-

thing that honor dictates should be done to safeguard your material interests. We shall not dishonor you or your sacrifices by selfish barter of your heritage of patriotic endeavor in which you are now engaged. We shall not make American patriotism the means of mercenary advantage for those who remain at home. Only an organization as bankrupt in principle and accomplishment as the S.C.M.W.A., the C.I.O. affiliate proselyting among State employees, could stoop to such depths as indicated by recent circular of their New York District which seemingly seeks to make membership capital of selective service.

This Association has taken the matter of full protection of State civil service workers inducted into defense activities before the executive and administrative branches of Government. It has conferred with the Lieutenant Governor who acting for the Governor is at the head of New York State defense matters. We have had the matter before the Attorney General. We will take whatever legislative action seems best.

Practically every public jurisdiction in the United States is interested in the problem of doing justice to civil employees called to defense projects. That public agencies should set a just example for private employers is easily understood. The type of monetary aid given to public and private employees varies. One thing is certain, that the State of New York will not neglect its responsibility to safeguard the jobs and the salary and promotion rights of its personnel called to defense activities when they have finished their periods of service. Plainly every young man, whether he be in State service or in private service is entitled to special consideration as to his job and his rightful status when he returns to civil life. It seems too that both should share in the resources of their State to a like extent so far as help for their families and dependents are concerned. The matter of safeguarding workers will be a paramount one during the coming winter and your Association is preparing to meet the problem in the

(Continued on page 301)

# Editorial Page

## THE STATE EMPLOYEE

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## Is There A Santa Claus?

*This is a Christmas classic which appeared in The New York Sun, September 21, 1897, and like all classics, has stood the test of time. It is as fresh, as significant and moving, as the day an editorial writer, in a moment of genius, first put it on paper. We gladly reprint it.*

"We take pleasure in answering at once and thus prominently the communication below, expressing at the same time our great gratification that its faithful author is numbered among the friends of The Sun:

"Dear Editor: I am 8 years old.

"Some of my little friends say there is no Santa Claus.

"Papa says 'If you see it in The Sun it's so.'

"Please tell me the truth; is there a Santa Claus?"

"Virginia O'Hanlon.

"115 West 95th Street."

"Virginia, your little friends are wrong. The have been affected by the skepticism of a skeptical age. They do not believe except they see. They think that nothing can be which is not comprehensible by their little minds. All minds, Virginia, whether they be men's or children's, are little. In this great universe of ours man is a mere insect, an ant, in his intellect, as compared with the

boundless world about him, as measured by the intelligence capable of grasping the whole of truth and knowledge.

"Yes, Virginia, there is a Santa Claus. He exists as certainly as love and generosity and devotion exist, and you know that they abound and give to your life its highest beauty and joy. Alas! How dreary would be the world if there were no Santa Claus. It would be as dreary as if there were no Virginias. There would be no childlike faith then, no poetry, no romance to make tolerable this existence. We should have no enjoyment, except in sense and sight. The eternal light with which childhood fills the world would be extinguished.

"Not believe in Santa Claus! You might as well not believe in fairies! You might get your papa to hire men to watch in all the chimneys on Christmas Eve to catch Santa Claus, but even if they did not see Santa Claus coming down, what would that prove?"

"Nobody sees Santa Claus, but that is no sign that there is no Santa Claus. The most real things in the world are those that neither children nor men can see. Did you ever see fairies dancing on the lawn? Of course not, but that's no proof that they are not there. Nobody can conceive or imagine all the wonders there are unseen and unseeable in the world.

"You may tear apart the baby's rattle and see what makes the noise inside, but there is a veil covering the unseen world which not the strongest man, nor even the united strength of all the strongest men that ever lived, could tear apart. Only faith, fancy, poetry, love, romance, can push aside that curtain and view and picture the supernal glory beyond. Is it all real? Ah, Virginia, in all this world, there is nothing else real and abiding.

"No Santa Claus! Thank God! he lives, and he lives forever. A thousand years from now, Virginia, nay, ten times ten thousand years from now, he will continue to make glad the heart of childhood."

## Appeasement — Never?

However we may react to the long pages of English History, we must recognize that today the British Empire is engaged almost single-handed in resisting the most powerful combination of leaders of paganistic, immoral and selfish ideologies that have yet appeared in the World at any time.

Hitler, Mussolini and Stalin outdo Caesar as to ambitions; Herod as to paganism and brutality; Macheveli, as to treachery. Human values, the rights of children to be well born and reared, the rights of youth to education and to development of spiritual and cultural standards, the rights of mature men and women to live in peace and happiness, the right of the aged to care and comfort—have all been ruthlessly set aside—not only for conquered peoples—but for the Russian, German and Italian peoples themselves in their civil surroundings.

Instead of free men, workers go and come at the will of the State, and are shifted about without a single right of appeal. In place of free land-holders, thrilling to the touch of their own initiative and enterprise, farmers plant and till and strive only as plans and policemen of the State permit.

What an inglorious retreat this is from human dignity! Man no longer is the image of God—man is an animal creature measured only by strength of back and poundage of muscle and hours of material accomplishment from sun-up to sun-down.

What a degradation this is compared with the conceptions of man held forth by Christ and Moses and their countless disciples since civilization began. We mention the unhappy picture now portrayed in real life in every Nation on Continental Europe to sound in common with the leaders in all phases of American life a stern warning against the treason of appeasement.

Do not forget that England and France were not attacked first. The bully psychology of Hitler directed

its first attack upon weak nations undermined by Hitler's own subtle treachery—Austria, Czecho-Slovakia, Poland. The turn of other nations to feel the crushing power of tanks and bombs and animal brutality was all to follow "according to plan."

Just as a father, when warned of the dangers of natural ills takes measures to protect and safeguard those he loves, so England and France and now America—belatedly, it is true, but acting upon pure spiritual and human impulses—are engaged in preparation for war and in war against the hideous maniacs of Europe today.

Let no degenerate weakness whether espoused and fostered by treacherous minds or by senile, soft-thinking, or by a decadent free press, sway you for an instant as an individual or as one of America's millions of free citizens, toward any bargaining with totalitarian powers. It is a question of maintaining the free way of life or submitting to known slavery and degradation. This is so obvious that only moronic or thoughtless, selfish minds would suggest appeasement.

God and man are foresworn to true freedom. God's covenant with man and man's covenant with God preclude any compromise with or appeasement with the evils of Hitler, Mussolini and Stalin or their governments. There must be no appeasement—watch every subversive word from platform or press or pulpit and denounce it at once, loudly, in your community. Man's dignity and freedom must be preserved!

### The Front Cover

The photograph used on the front cover of this month's issue of *The State Employee* was taken by Staff Photographer Walter J. Schoonmaker, Assistant Zoologist of the State Department of Education.

The proud possessor of the Christmas tree is Werner Granderath, Junior, while the gentleman with the axe is of the same name, but the Senior.

A job well done.

### Merit System Gains Again

Slow indeed is the progress of practical idealism. One has only to review the distressing awkwardness, even downright clumsiness with which statesmen have dealt with the merit system in our national government to be impressed with this fact

and its significance to civilization.

With some it was doubt, with others subtle selfishness, with some indifference, with others patronage. The Ramspeck bill, which became a law in this year of our Lord 1940, is not the full answer to those who understand the real merit of the merit system.

The ultimate goal of efficient federal governmental functioning will come at least fully in view only when the merit system is given its rightful place in the Constitution of the United States, side by side with other fundamental guarantees of substantial blessings desired by human beings. The merit system is still the step-child of fate at Washington.

The Ramspeck law can be changed by succeeding Congresses, nullified by lack of appropriations, hamstrung by weak administration and even made to bring sorrow and shame to the merit plan which it is intended to honor.

But let us not be discouraged by the present shortcomings of the federal merit system situation. Rather let us rejoice that progress has been made, and let us especially be heartened that this law which has for its purpose the extension of merit and fitness in federal government employment has come about almost entirely because of public demand for federal personnel administration practices free from political, racial or religious prejudices and with a code of selection of public servants asking of the public servant, "What do you know?" and not "Whom do you know?"

As we understand the figures, and we believe that those readily available may be only approximations, there are 250,000 federal workers who are not now under rule of the United States Civil Service Commission at least so far as their selection or promotion on tests of merit goes. Of these the President of the commission is quoted as estimating that about one-half will be brought under merit system rules.

Specifically exempted are about 25,000 workers in the W. P. A. and Tennessee Valley Authority and certain appointees of the President. Already we hear rumors from Washington that it may take three or four years to put all positions under the merit plan. The Commission is said to be in a position to put every eligible under civil service by July 1, 1941.

Every citizen of the United States should follow up the splendid opportunity present in the Ramspeck Law to urge that this be done and that nothing be allowed to prevent it.

No defense precaution which our Government can take is equal in ultimate good to the establishment of a merit system within the fabric of National Government which will assure to the people that those who serve in civil positions are trained and experienced and as loyal and as devoted to their tasks as are the soldiers and sailors and others upon whom military and naval duties devolve.

It is an outstanding defense problem. Only by the application of the highest type of personnel administration principles can this be accomplished. And only by adequate appropriations for this important arm of federal functioning can this be brought about. The United States Civil Service Commission will have to enlist the very best minds of the country in its own particular department in order to employ merit system principles to their full helpfulness.

The time to adopt the merit system is in first appointments and not after ties are formed with provisionals and their backers. The wisdom learned by the New York State Commission and the laws and rules now in effect in this State—all of which are the result of trial and error experiences—may well form the foundation of the federal plan.

The Ramspeck Law has regard for efficiency rating standards and provides for boards in each arm of government to deal with such. It also gives the President authority to extend the Classification Act to federal field workers. The proper classification of positions is the only sound groundwork for the just principle of equal pay for equal work.

In its classification and salary standardization developments the Federal Government may also learn much from New York State. Congressman Robert Ramspeck of Georgia, who as Chairman of the House Civil Service Committee sponsored the bill, was ably aided by New York State Senator James M. Mead.

Certainly these men were inspired only with patriotic desires to advance national welfare and security in battling for this law in legislative

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# Story of State Government

## CHAPTER X: DEPARTMENT OF MENTAL HYGIENE

The following article is the tenth of a series of articles on 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 this series, which will discuss the State Department of Health, will be contained in the January issue.

BY DR. HORATIO M. POLLOCK  
Director of  
Mental Hygiene Statistics

The population and wealth of New York State enable it to provide exceptionally good care for its sick, defective, and dependent citizens. The State classifies its unfortunates and makes suitable provision for each class either within or outside of institutions. Furthermore, it calls science to its aid and so organizes its charitable undertakings that the most approved treatment is made available to each needy individual, be he physically or mentally ill or otherwise dependent. The present-day scientific care of these unfortunates is a far cry from the former days when all classes of indigent persons were crowded together in a so-called almshouse.

To the State Department of Mental Hygiene has been assigned the care of the mentally ill, the mentally defective, and the epileptic. The remaining classes of dependents are cared for by other State departments or by local authorities.

In the general reorganization of the State government in 1927, the present State Department of Mental Hygiene was formed by the merger of the State Hospital Commission and the State Commission for Mental Defectives. The new Department succeeded to all the powers and duties of the former departments, and was vested with several new responsibilities among which were the care of epileptics and the furtherance of preventive work in the field of mental hygiene.

The State Department of Mental Hygiene, as now constituted, com-

prises three administrative offices, eighteen civil State hospitals for patients with mental disease, five State schools for mental defectives, Craig Colony for epileptics, the New York Psychiatric Institute and Hospital for research and teaching and the Syracuse Psychopathic Hospital for observation and temporary treatment of mental patients.



DR. WILLIAM J. TIFFANY  
Commissioner  
State Department of Mental  
Hygiene

The patient population of the several institutions in the Department on October 1, 1940, was as follows:

Patient Population of Institutions in the State Department of Mental Hygiene, October 1, 1940:

	Resident patients	In family care	On parole	Total
Civil State hospitals *	71,747	477	7,319	79,543
State schools for mental defectives	15,457	347	1,829	17,633
Craig Colony for epileptics	2,390	....	186	2,576
Total .....	89,594	824	9,334	99,752

\* Including Psychiatric Institute and Hospital and Syracuse Psychopathic Hospital.

As shown in the accompanying table, the Department, on October

1, 1940, was actually caring for, in its institutions, 71,747 patients with mental disease; 15,457 patients with mental defect, and 2,390 patients with epilepsy. In addition, the Department was supervising 9,334 patients on parole from the several institutions and 824 patients in family care. To care for and properly treat this large body of patients required the services of 470 physicians, 12,681 ward employees, and 6,786 other employees. To maintain the patients requires an annual expenditure of nearly \$36,000,000. As the patients are increasing at the rate of about 3,000 per annum, the outlay for construction of new institutions and enlargement of existing institutions averages over \$10,000,000 per year.

The administrative offices of the Department are located in Albany, New York City and Buffalo. In the headquarters of the Department at Albany are the Commissioner's office and the bureaus of audit and finance, prevention, reimbursement, and statistics; also the office of the supervising power plant engineer, and the director of psychiatric social work. The Commissioner and the directors of bureaus supervise the work and expenditures of the State institutions; plan, in cooperation with the State Architect, for the development and improvement of the State hospitals, State schools, and Craig Colony; supervise the collection of reimbursement for maintenance from patients and their relatives; carry on preventive work by conducting child guidance clinics and collecting and disseminating information concerning mental hygiene; and prepare and publish special studies relating to mental disease, mental defect and epilepsy.

In the branch office of the Department in New York City are the bureaus of inspection and occupational therapy and a branch of the bureau of reimbursement. The medical inspectors of the bureau of inspection visit State and licensed institutions and report their observations to the Commissioner. They also make special investigations when required. Since 1935, the bureau has had charge of the removal from the State

of alien and non-resident insane and defectives who have no claim on the bounty of the State. This work was formerly conducted by the bureau of special examination.

The bureau of occupational therapy assists the several institutions in organizing and maintaining divisions of occupational therapy, and conducts an annual institute for the instruction of occupational therapists in the State institution service.

The administrative office in Buffalo is the headquarters of the child guidance physician, the special agents, and the social workers who are employed in the western part of the State.

Thus it appears that the Department is carrying on four principal lines of work, namely:

1. Care and treatment of patients.
2. Scientific research.
3. Prevention of mental disease, mental defect and epilepsy.
4. Development of institutions.

1. Care and treatment of patients. The magnitude of the work of the Department in caring for patients is indicated by the tabulation given above. In general the institutions receive patients that cannot be properly cared for at home. Accommodations are not available in State institutions for mild or incipient cases although in some instances it would be highly desirable for such cases to receive psychiatric treatment.

State hospital patients are principally adults, although a few children with encephalitis lethargica or behavior disorders are cared for. Children as a rule do not develop mental disease but certain cases present disorders that require psychiatric treatment. Special wards for the treatment of children are provided at Kings Park and Rockland State Hospitals and a children's service is being conducted at the Psychiatric Institute. Through the intensive study of early cases of mental deviation it is hoped to develop methods of preventing mental breakdowns in adults. Admissions to Craig Colony for epileptics average older than those to the State schools but younger than those to the State hospitals. About sixty per cent of the epileptic cases are under twenty years of age on admission.

Modern hospital treatment for physical diseases and defects and special treatment for mental disorders are provided in State hospitals. Upon



Building for feeble and infirm patients at Pilgrim State Hospital, Brentwood, Long Island. This multi-story building represents the type of construction now used for infirm patients.

admission to a State hospital each patient is given a thorough physical and mental examination, tentative diagnosis is made and appropriate treatment is instituted. Specialists are employed for the treatment of diseases of the eyes, ears, nose and throat and for major surgical operations. Competent full-time dentists are employed to treat the teeth of patients. Special treatments including hydrotherapy, heliotherapy, pyretotherapy, electrotherapy, etc., are given when indicated.

Noteworthy progress has been made in recent years in the treatment of patients with general paresis and dementia praecox. In 1924, the State hospitals began the treatment of general paresis cases by the use of malaria. The results were much more favorable than had formerly been obtained by other types of treatment. By further study it was found that improvement and cures were effected by the alternate raising and lowering of the temperature of the body. Special machines using electricity to take the place of malaria in raising the body temperature were invented. Such machines are in use in some of the State hospitals but they have but partly superseded malarial treatment.

In the latter part of the year 1936, the treatment of dementia praecox

patients by the use of insulin and metrazol was begun. As the treatment is a highly technical procedure, a course of instruction was given at the Harlem Valley State Hospital to physicians from the several State hospitals who were assigned to this special treatment work. Insulin treatment, after four years of trial, has been found to give better results than any treatment of dementia praecox patients previously tried. Metrazol has been found helpful for certain types of cases but, in general, results from its use have not been as good as those obtained by the use of insulin. Insulin is also being used for the treatment of a few patients with other forms of mental disease. The results from the treatment thus far obtained have not warranted its general application.

In the restoration of mental patients, occupational therapy occupies a prominent place. Each State hospital has a well-organized division of occupational therapy and many patients are treated therein. Effort is made to interest each patient in a work or activity suitable to his mental and physical condition. Systematic physical training, including calisthenic exercises, drills, games, etc., constitutes an important part of the occupational treatment. Many types of recreation and amusement are also employed to stimulate the pa-

tients and keep them in touch with life outside the institution.

The treatment of mentally-defective patients in State schools is designed to fit them for usefulness either within the institution or in the community. Each admission receives a thorough physical and mental examination. Physical defects and diseases are treated as in State hospitals. The higher grade children are taught to read and write but the emphasis in the school work is placed on manual and vocational training and the inculcation of proper social habits. After the child has learned to work with a fair degree of efficiency he is placed in an institutional industry or in a colony and his training in useful lines of work

operating colonies for patients who may be safely placed in small groups in large farm houses or in spacious village homes. The first colony was established by Syracuse State School in 1882. Such school is still caring for a large part of its patient population in colonies some of which have been especially built for that purpose. The colony idea has been most extensively developed by Rome State School, located at Rome, New York. Dr. Bernstein, superintendent of the school, has, for many years, been an enthusiastic promoter of colonies and, as would be expected, the colonies of this school have been remarkably successful. The colonies constitute intermediate stations between the main institution and free

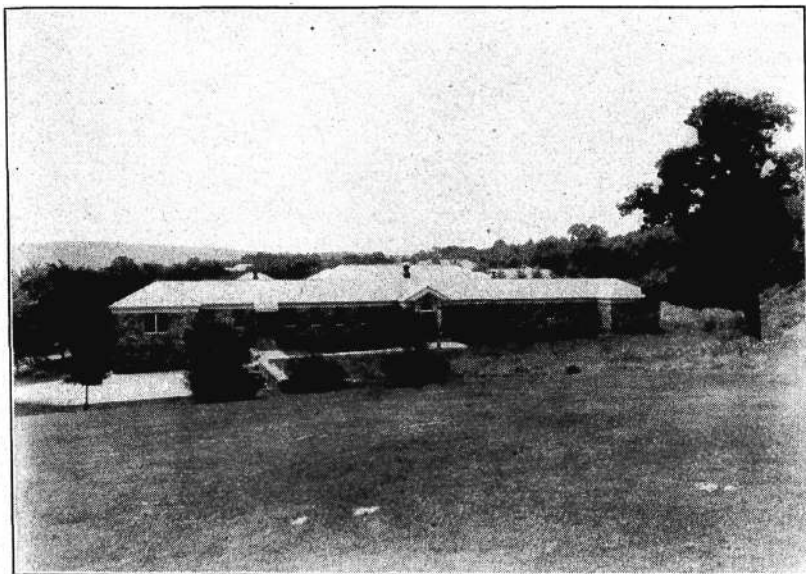
patients placed in their care and the village community took sympathetic interest in the new "boarders." The experiment having proved successful, the State Legislature of 1935 made provision for the placing out of patients by all of the institutions connected with the Department. Of the State schools, Letchworth Village, Newark State School, and Wascaic State School have each placed out a considerable number of patients. Nearly all of the up-state hospitals have actively participated in the family-care movement, and are placing out patients as funds therefore are provided.

The advantages derived from family care are four-fold: Patients placed in suitable families resume a measure of community life with a natural environment and with more freedom than could be possible in a State hospital. The families receiving patients have an outlet for their altruistic sentiments and acquire a secure economic status. The State hospital relieved of many of its custodial cases can devote more of its energies to the scientific treatment of acute and recoverable patients. The State conducting an extensive system of family care would be relieved of the necessity of building new hospitals and would have a better opportunity to treat its mental patients in accordance with their individual needs.

2. **Research.** For the purpose of learning more concerning the nature and causes of mental disease, mental defect and epilepsy, and to devise better methods of treatment and prevention, the Department maintains in New York City a large scientific institute known as the New York Psychiatric Institute and Hospital. This institution forms a part of the great medical center which was established in 1925 through the joint efforts of Columbia University, the Presbyterian Hospital, the Neurological Institute, and the State of New York as represented by the Department of Mental Hygiene. The Psychiatric Institute was formally dedicated in 1929 and has been in full operation since that time.

Research studies are also conducted by the several institutions of the Department and by the bureau of statistics.

Although much has been learned concerning mental diseases during



Cottage for infirm and mentally-defective women at Letchworth Village, Thiells

and in social adjustment is continued. Many of the boys become good farm laborers and many of the girls learn to render satisfactory service in housework or mill work.

The general treatment of epileptic patients in Craig Colony is similar in many respects to the treatment given patients in State hospitals. The patients in the Colony receive, in addition, special treatment for their convulsive disorders. Diet and habits of living are regulated and medicines are given as indicated. School work is provided for children of proper age and occupational therapy is used for those physically able to participate therein.

In addition to the institution care above described, State schools are

community life, although many of the colony patients are never restored to the community.

A second supplement to institutional care is family care which is gradually expanding in this State. The first institution of the Department of Mental Hygiene to place patients in family care was the Newark State School which found family homes for a number of patients in the village of Walworth, New York, in January, 1933. The methods used in placing these patients was similar to those that had been used in Massachusetts and foreign countries for many years. It was found by the school that the patients were happier in family life, the families were well satisfied with the

the past fifty years, the science of psychiatry is still in its childhood. Through various lines of research it is hoped to arrive at clearer conceptions of the cause of mental disorders and at effective methods of cure; and ultimately to learn how preventive measures may be effectively employed.

3. **Prevention.** Although seeking more light, use is being made of the knowledge now at the disposal of the Department. With the belief that much may be done to lessen the incidence of mental disease, mental defect and epilepsy, the Department is carrying on preventive work along three principal lines, namely: Clinics for adults, child guidance clinics and educational work in mental hygiene.

The clinics for adults are conducted partly for the rehabilitation of patients on parole and partly for the examination and treatment of incipient cases of mental disease appearing among adults in the community. These clinics are under the supervision of the State hospitals. Each clinic is in charge of a psychiatrist who is assisted by a trained psychiatric social worker. The clinic helps the parole patients to adjust to life in the community and in many cases is able to aid in the adjustment of other out-patients afflicted with mild forms of mental or nervous disorder.

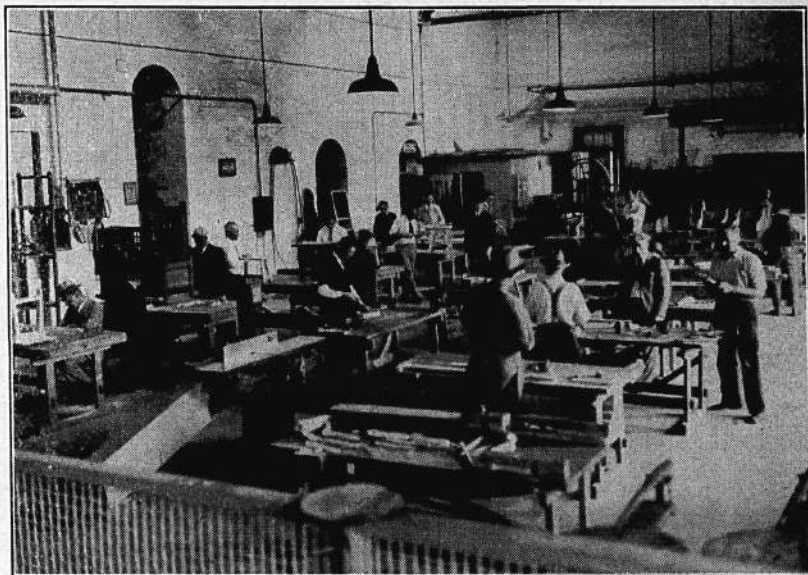
Child guidance clinics are supervised directly by the division of prevention which has its headquarters in the Albany office. These clinics furnish expert psychiatric, educational and social advice concerning children who present problems at home, in school or in the community because of physical defects, neurotic traits, conduct disorders or other mental deviations. Thorough physical and mental examinations of the child are made, and hereditary and environmental factors are reviewed in order to determine the cause of the child's difficulty. As a result of the study of the child, recommendations are made to the proper authorities. It is intended that the clinics be community clinics, and that they be made available for all children in the community who need such examinations. Hence, cases are referred by school authorities, welfare agencies, social workers, children's court judges, physicians and others. These clinics are held at stated intervals in various

communities and a monthly schedule of clinics is sent out before the clinics are held. Each clinic is in charge of an experienced physician who is a psychiatrist, and he is assisted by a psychometrist and social worker. Follow-up treatment is usually given by family physicians and local social workers.

In its educational work, the Department is disseminating information concerning mental hygiene by means of radio talks, lectures, and various public addresses; and by the publication of the *Psychiatric Quarterly*, *Mental Hygiene News*, and a large variety of popular leaflets and pamphlets.

By the further development of its research, treatment and clinic facilities, the Department hopes with the cooperation of community agen-

1891, the Monroe County Asylum became the Rochester State Hospital. In 1896, the State took over the county institutions in the metropolitan district including the hospitals now known as Manhattan State Hospital, Central Islip State Hospital, Brooklyn State Hospital, and Kings Park State Hospital. Gowanda State Hospital was opened in 1898. Mohansic State Hospital was partially built during the years 1910 to 1915 but the project was abandoned in 1916. Thereafter no new State hospital was established until the institution now known as the Marcy State Hospital was opened in 1922 as a branch of the Utica State Hospital. In the meantime the State hospitals had become seriously overcrowded and many of the buildings in use had become unfit for their



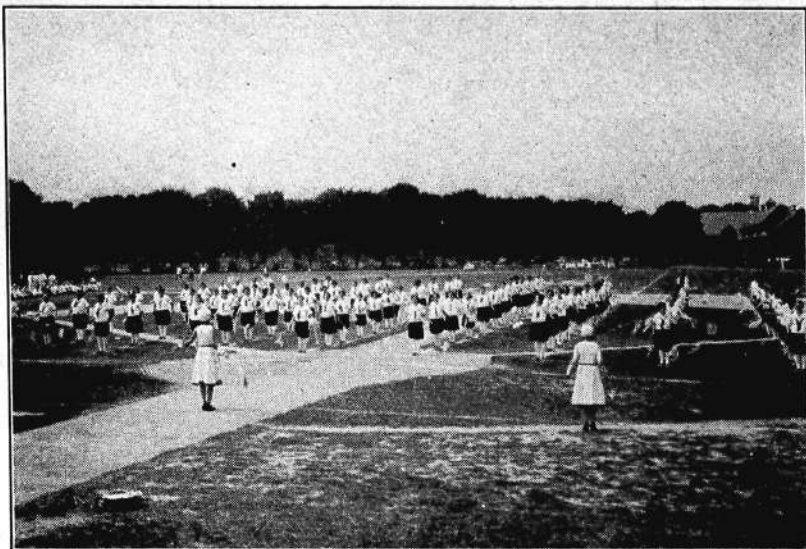
Wood-working class in occupational therapy department  
Kings Park State Hospital

cies to be instrumental in lessening the great burden of mental disease and mental defect.

4. **Development of institutions.** The fourth great function of the State Department of Mental Hygiene is to make provision for future institutional needs of the mentally ill, mentally defective and epileptic. The Department is charged with the duty of estimating the future increase of patients and recommending such additional buildings or new hospitals as are deemed necessary.

When the State Care Act was passed in 1890, seven State hospitals had been built and put into use. In

purpose. On February 18, 1923, a fire broke out in Manhattan State Hospital and before it was brought under control, 22 patients and five employees had lost their lives. This tragic occurrence forcibly directed attention to the deplorable conditions existing in the institutions and to the need for remedial action. Recognizing the seriousness of the situation, Governor Smith sent a special message to the Legislature recommending that provision be made for a bond issue of \$50,000,000 to relieve overcrowding in the State hospitals and other State institutions, and to provide for new institutions so that the construction program



Flag drill by physical training class—Field day  
Central Islip State Hospital

might keep pace with the increase of patients. The Legislature took the desired action and at the general election in November, 1923, the bond issue was approved by the voters of the State by a majority of over 700,000. Immediate steps were then taken to plan for the enlargement and improvement of the hospital system in the most efficient manner. A planning division was established by the State Architect and a committee on construction to work in cooperation with the State Architect was appointed by the State Hospital Commission. It was found that the largest increase of patients had occurred in the metropolitan district. Plans were therefore made for new institutions near New York City and for additions to up-State institutions to provide adequate modern facilities and to replace antiquated structures. Special provisions were made by the Legislature to eliminate, so far as possible, the fire risk in the buildings that were still considered suitable for patients. All new buildings were to be fireproof and were to be designed to last at least fifty years.

The building program thus began has been continued down to the present time. Harlem Valley State Hospital was built at Wingdale in Dutchess County and opened in 1924. Rockland State Hospital was built at Orangeburg in Rockland County and Pilgrim State Hospital at Brentwood in Suffolk County;

both were opened in 1931. The branch hospital at Marcy was enlarged, and established as a separate institution in 1931. The Psychiatric Institute and Hospital erected as a part of the Medical Center in New York City was dedicated in 1929. The new Syracuse Psychopathic Hospital was opened in 1930. A large veterans' memorial hospital unit was added to Kings Park State Hospital in 1928. Creedmoor State Hospital, first used as a branch of Brooklyn State Hospital, was made a separate institution in 1935. A large new State hospital is under construction at Deer Park, Long Island (1940). Extensive improvements have been made in all of the other State hospitals.

For the care of mental defectives, a new institution was established at Wassaic, Dutchess County, in 1930, and another State school was begun

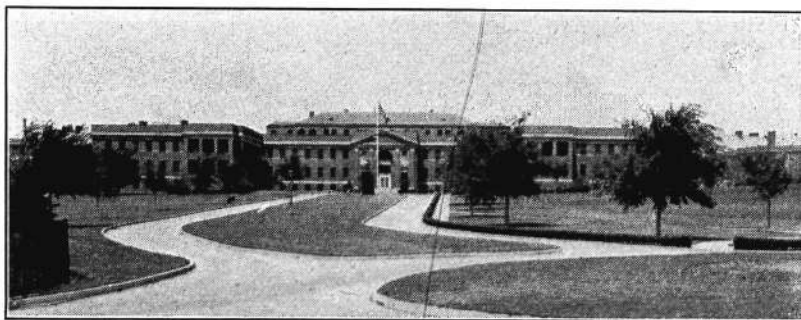
on Staten Island in 1938. All of the other State schools have been enlarged. In this construction and improvement work more than \$150,000,000 has been expended since 1924. Notwithstanding an increase of over 40,000 patients since that year, overcrowding in the State hospitals has been reduced; many dilapidated structures which were in use in 1924 have been abandoned and the old buildings that were retained have been made as safe as possible. As patients in the institutions of the Department are annually increasing at an average rate exceeding 3,000 a year, it is clear that the building program must be continued if the evils of overcrowding are not to return.

From the foregoing brief description of the functions of the State Department of Mental Hygiene, it will be seen that the State through this Department is carrying on a great humanitarian work, a work that will increase in magnitude until mankind learns the secret of preserving mental health and preventing mental disease and mental defect.

### New Middletown Superintendent

Dr. Walter A. Schmitz is putting in his first days as superintendent of the Middletown State Homeopathic Hospital, after serving on its medical staff since 1914, for the past twelve years as clinical director.

A practicing psychiatrist, specializing in roentgenology, Dr. Schmitz was appointed to his new post of duty by Commissioner William J. Tiffany of the State Mental Hygiene Department. He succeeds Dr. Robert Woodman, retired since November 1.



Veterans' Memorial Hospital at Kings Park State Hospital  
on Long Island



# Attorney General Rules

## ON INCREMENTS UNDER CAREER LAW

The Attorney General, on November 15th, in a letter addressed to Hon. Abram S. Weber, Director of the Budget, handed down the following opinion with reference to eligibility for increments under the terms of the Feld-Hamilton Law:

This will acknowledge receipt of yours of October 31st in which you ask my opinion on the construction to be placed on §§40 and 41 of the Civil Service Law in respect of "annual increments." Your inquiry is directed to the interpretation of the word "position" as used in said section.

Section 40 of the Civil Service Law reads in part as follows:

### "§ 40. Grades.

The annual salaries of all positions, other than temporary part-time or seasonal positions, in the competitive and non-competitive classes of the classified service of the State of New York, except the civil divisions thereof and except those positions the salaries of which are otherwise fixed by statute, shall be at the following rates:

\* \* \* \* \*

There follows some twenty-two divisions or groupings of employment, each separately numbered, and each in turn divided into grades of salaries, each grade itself setting forth the annual increment of salary for each year's service therein. These categories, or groups of the service, are quite broad and each contains numerous types of positions or employment reasonably so grouped. For example:

### "§ 40. Grades.

\* \* \* \* \*

1. Custodian and domestic service. The custodian and domestic service shall include cleaners, charwomen, janitors, elevator operators, window washers, caretakers, custodians, watchmen and other similar positions.

\* \* \* \* \*

3. Clerical, stenographic and office administrative service. The clerical, stenographic and office administrative service shall include typists, stenographers, transcribers, clerks, file clerks, messengers, telephone operators, office appliance

operators, blue printers, photostat operators, and other similar positions.

\* \* \* \* \*

7. Professional service. The professional service shall include positions requiring training in law, science, medicine, health, graduate nursing, education administration and supervision, library administration and supervision, veterinary science, forestry, civil service, engineering, architecture and other recognized professions.

\* \* \* \* \*

10-e. Statistical and actuarial groups, including statisticians, actuaries and other similar positions.

\* \* \* \* \*

Chapter 678, Laws 1940, in defining the duties of the Salary Standardization Board, speaks of allocating "every position \* \* \* to an appropriate salary grade in one of the services specified in section forty," and likewise of "all new titles" to be created and approved. "Every employee whose position is allocated" is notified of the service and "salary grade to which such position is allocated." "Any new position" is likewise allocated to the appropriate salary grade "in one of the services" by the budget director. The act further says "all positions having the same title \* \* \* shall be allocated to the same grade."

From all of the foregoing the legislative intent must be clear that the groups of employment set up under § 40 of the Civil Service Law are "services" within which are a very large number of titles and positions which indicate the nature of the employment. These various positions are each allocated to a salary grade appropriate within such service. In service 3 for instance, you have all clerical stenographic and administrative service. Here are stenographers, clerks, messengers, photostat operators and divers other types of employment. A stenographer may hold a position of "Chief" or "Principal" or "Junior" stenographer, among other such gradations of title or position. So, too, in each group or category of § 40.

The provision for "annual increments" is found in § 41 and the language is consistent with that of § 40 and the foregoing discussion.

Section 41 of the Civil Service Law reads:

### "§ 41. Annual increments.

An employee holding a position in one of the services or occupational groups included in section forty of this chapter shall receive the minimum salary of the salary grade to which his position is allocated, plus the number of increments which corresponds with the number of his years of service in such position, unless his services during the year immediately preceding, shall have been found to be inefficient and unsatisfactory under rules established by the head of each department and approved by the civil service commission, which rules shall be posted or published and shall, so far as practicable, be uniform throughout the service..

\* \* \* \* \*

The section further refers to the "maximum of the grade to which such position is allocated;" to promotion "to a position in a higher grade"; to transfer "to a similar position." This constantly recurring use of the term "position" cannot possibly be construed to apply to an entire service group. The reasonable as well as the clear statutory meaning is that the position is a particular employment within a grade in one of the specified groups or services. The annual increment must therefore be determined with due regard to the years of service in the particular position within the grade, and not to all years of service in a service group.

An exception exists in those cases where the Reclassification Division assigns a new or different title to a particular position. In such cases, the term "position" should be considered to include services under both the new and the former title in order that the employee may progress, by annual increments, to the minimum of his grade or to the rate of compensation to which he is entitled.

(Continued on page 298)

# The Empire State's

## Students Riveting Airplane

There is a general in Albany—a graying, good-looking man who thinks and talks fast—and he's mobilizing an army potentially more dangerous than any on the march today. It's an over-all army, an army of workmen destined to play vital roles building Uncle Sam's multi-billion-dollar defense machine.

Mustered into Public school shops of the State, by day and night, these soldiers of industry toil at lathes, at rivets, over blue prints, occupied in every conceivable factory pastime. Some are learning new occupations, many are reclaiming skills lost in the idle days of national depression.

All are looking to a not-too-distant day when a wind-fall of factory paychecks, sizeable stipends able to bear the brunt of family needs, will blow their way.

And the man who commands them, meantime, sits in Albany, plotting and planning for their futures, waiting anxiously for the day they leave for factory jobs. Then he'll enlist replacements.

He is Lewis A. Wilson, associate commissioner of education. He is the same Dr. Wilson who, four days after President Roosevelt signed the \$15,000,000 bill for defense training, set the Empire State's program into motion.

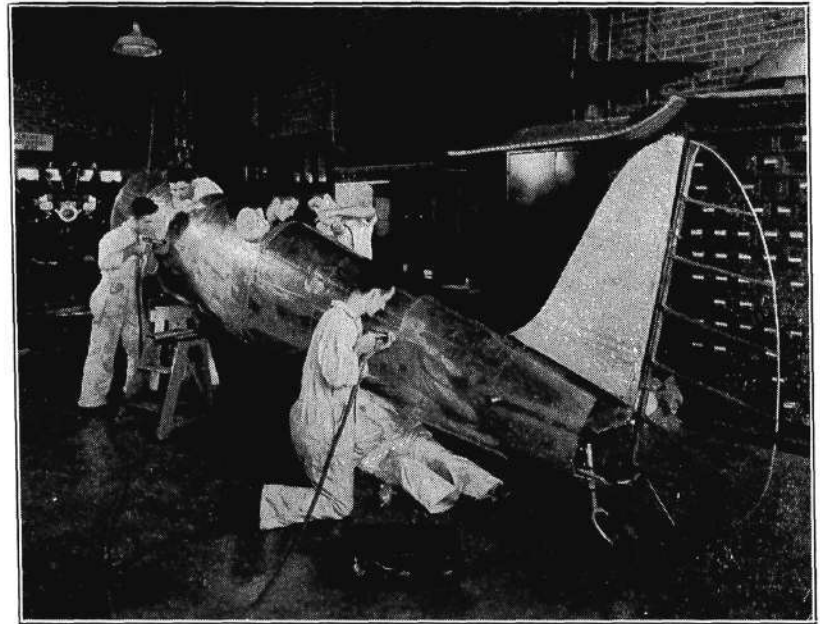
On that day, vocational education directors from 17 cities met, at his call, in Albany and laid the foundations of the project. Staff members of the Bureau of Industrial and Technical Education of Dr. Wilson's department attended and advised.

Out of that conference this plan of action. There would be four kinds of classes:

1. Trade extension courses for persons already employed in defense industries, wherein they might increase efficiency, broaden skills and prepare for promotion.

2. Refresher or pre-employment courses for WPA workers and unemployed men to provide them a chance to learn or relearn a skill that they might again obtain steady work.

3. Specialized technical courses for men with engineering college training, good education or sufficient years of industrial experience.



Burgard Vocational High School, Buffalo

4. Foreman training courses or teacher training for plant supervisors responsible for the training of apprentices and other inexperienced employees.

Before July became history, thousands of men were enrolled, most in public schools, some in schools where lights burned day-and-night, where, inevitably, as one class of men departed another entered for study.

Thirty cities and villages and two engineering colleges offered these national defense training programs. More than 16,000 men were enrolled.

In every community, courses were organized in close cooperation with local industries, especially those holding national defense contracts.

The over-all army studied aircraft riveting, sheet metal, airplane mechanics, automobile mechanics, drafting, blue print reading, electricity, industrial chemistry, machine shop, patternmaking, photography, radio and welding.

At the outset, State educators had made good the Board of Regents assurance to national and State leaders of "fullest cooperation in the program of national preparedness for

defense to train all citizens more effectively to defend our liberties and institutions."

A federal grant of \$2,000,000 financed the summer program. As the fall term got under way September 1, \$2,844,979 was added by Uncle Sam to carry the program on through December 31. An additional \$3,600,000 grant is being considered to continue operations on the present level nine months thereafter.

To the general behind the Albany desk, the results brought joy.

"This remarkable record," said Dr. Wilson, "is evidence that our schools can move swiftly and effectively to meet an emergency.

"The whole national defense program has been greatly strengthened by our training courses. Public education is proud that it was given this great responsibility.

"With the full cooperation of labor and industry, it is justifying the confidence placed in it by providing the trained personnel needed in defense industries."

From the heads of industries, also, came expressions of gratification and urgent requests that the program be extended. One Dr. Wilson likes to

# Program For Defense

exhibit is from Lawrence D. Bell, president of the Bell Aircraft Corporation of Buffalo:

"The vocational training schools in Buffalo have been of tremendous value to our cooperation under our program of expanded facilities for national defense.

"We are largely dependent upon these schools for preliminary basic training of mechanics to handle the increased production now necessary.

"Our biggest problem is trained personnel and it appears our only relief will be through vocational and engineering educational facilities."

Today, fall and winter courses in the vast program are in operation or will soon be in operation, said Dr. Wilson, in these communities:

Albany, Amsterdam, Auburn, Baldwin, Barker, Batavia, Binghamton, Buffalo, Catskill, Cortland, Dunkirk, Elmira, Endicott, Floral Park, Freeport, Hastings, Hempstead, Herkimer, Hornell, Ithaca, Jamestown, Lawrence, Massena, Mount Vernon.

New York City, Niagara Falls, Ogdensburg, Olean, Pearl River,

Poughkeepsie, Port Chester, Rochester, Rome, Schenectady, Scotia,

Sidney, Syracuse, Troy, Utica, Watertown, White Plains, Woodmere, Yonkers, Syracuse University, Rensselaer Polytechnic Institute of Troy and the State Schools of Agriculture at Alfred and Morrisville.

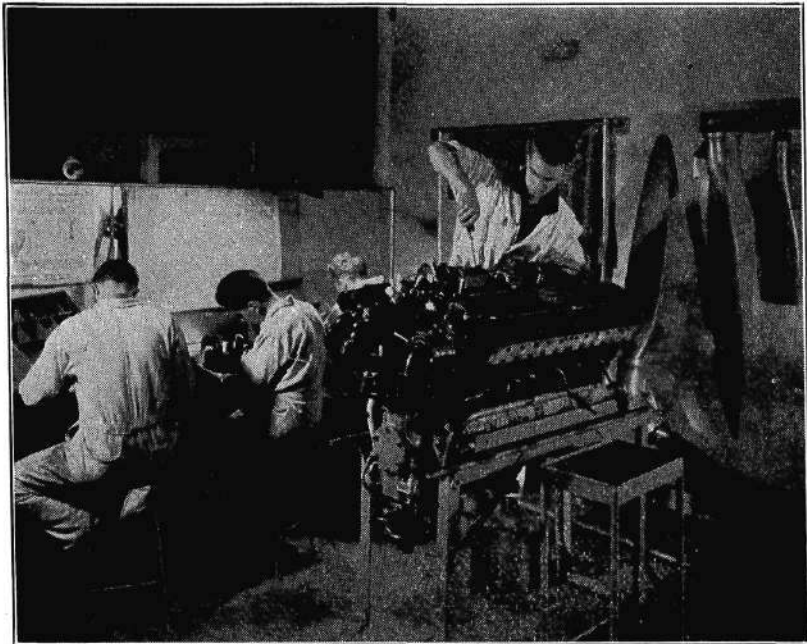
Careful planning enables these courses to make use of industrial and technical school facilities without disturbing regular vocational school day programs.

They are patterned as follows: afternoon extension courses for men employed on night shifts; evening trade extension courses for men employed on day shifts, and full-time intensive refresher or pre-employment courses operating from 10 p.m. until 6 a.m.

As the program moved forward, Dr. Wilson occupied himself with surveys of industry's needs in various sections of the State. He found a critical need existing for semi-skilled workers in the airplane industries. Estimates of factories in the Buffalo and Long Island areas are, for instance, that upwards of 40,000 additional men may be needed during the next twelve months.

(Continued on page 303)

## Motor and Magneto Work



Elmira High Vocational School, Elmira

## Aircraft Metal Class



Burgard Vocational High School, Buffalo

# “An Honor Roll”

The Association is proud to list in its official magazine the State employees, from throughout the State who, as members of the Military Organization, have been inducted into the Federal Military Service for a year's training in accordance with federal legislation recently adopted. May every success be theirs in their new venture, and may they be blessed for their unselfish donation to the defense of their country!

<i>Name</i>	<i>Department</i>	<i>Date Inducted</i>	<i>Military Organization</i>	<i>Rank</i>
Claude H. Spicer	Correction	Oct. 15	Co. I, 108th Infantry, 27th Division	Captain
Max Ziel	Education	Oct. 15	Co. D, 108th Infantry, 27th Division	Captain
William Campbell	Education	Oct. 15	Co. B, 10th Infantry (Rifle)	1st Sergeant
Gregory McAllister	Education	Oct. 15	U. S. Fleet Naval Reserve	Chief Yeoman
Alfred F. Olivet	Education	Oct. 15	U. S. Naval Reserve, Midshipman's School	Lieutenant, Jr. Grade
Bernard L. Cote	Executive	Oct. 15	Headquarters, 27th Division	Staff Sergeant
John F. Coughlin, Jr.	Executive	Oct. 15	Co. of State Staff & Detachment	Master Sergeant
Everett Burton	Executive	Oct. 10	Co. of State Staff & Detachment	Master Sergeant
Ames T. Brown	Executive	Oct. 7	Adjutant General's State Staff	Brigadier General
Howard C. Atkinson	Executive	Sept. 16	Co. E, 174th Infantry (Rifle)	Sergeant
Edward Bowditch	Executive	Oct. 15	Headquarters, 27th Division	Lieutenant Colonel
William H. Boughton	Executive	Oct. 5	Adjutant General's State Staff	Lieutenant Colonel
William N. Haskell	Executive	Oct. 15	27th Division	Major General
Gerard W. Kelley	Executive	Oct. 15	Headquarters, 27th Division	Lieutenant Colonel
Emory A. Mead	Executive	Oct. 15	10th Infantry (Rifle)	Captain
Andrew H. Thompson	Executive	Oct. 7	Corps Area Service Command	Lieutenant Colonel
Wilbur S. Winans	Executive	Oct. 15	Headquarters, 27th Division	Private, 1st Class
Frederick J. Leenig	Executive	Oct. 15	Headquarters, 27th Division	Private, 1st Class
George G. Berry	Executive	Oct. 15	Headquarters, 27th Division	Lieutenant Colonel
Hampton Anderson	Executive	Oct. 15	Headquarters, 27th Division	Colonel
Sheldon M. Gilman	Executive	Sept. 16	44th Division	Major
William A. A. Fletcher	Executive	Oct. 15	105th Infantry (Rifle)	Captain
Joseph Kwiatkowski	Executive	Oct. 15	Co. C, 10th Infantry	Private, 1st Class
William M. Van Antwerp	Executive	Oct. 15	Headquarters, 53rd Infantry (Rifle)	Brigadier Captain
Fred L. Hayes	Executive	Oct. 15	10th Infantry (Rifle)	Major
Nathaniel Havenick	Executive	Oct. 15	102nd Quartermasters' Reg.	1st Lieutenant
William Cleaver	Executive	Oct. 15	102nd Quartermasters' Reg.	Captain
Anthony DeAngelis	Executive	Oct. 15	Headquarters, 27th Division	Private, 1st Class
Christopher B. Degenaar	Executive	Oct. 15	105th Infantry	Colonel
Matthew M. Dwyer	Executive	Oct. 15	Headquarters, 27th Division	Staff Sergeant
Alfred J. Fields	Executive	Oct. 15	Headquarters, 27th Division	Staff Sergeant
Theodore J. Krokus	Executive	Oct. 15	102nd Quartermasters' Reg.	Lieutenant Colonel
Oliver V. Morrissey	Executive	Oct. 15	Headquarters, 27th Division	Technical Sergeant
James B. Nesby	Executive	Oct. 15	Headquarters, 27th Division	Private, 1st Class
James J. McLoughlin	Executive	Oct. 15	Headquarters, 27th Division	Master Sergeant
Edward W. Shelly	Executive	Sept. 17	Adjutant General's State Staff	Captain
Emil E. Sauvigne	Executive	Oct. 15	Headquarters, 27th Division	Master Sergeant
Francis R. Purcell	Executive	Oct. 15	Headquarters, 27th Division	Private, 1st Class
Daniel A. Ruddy	Executive	Sept. 30	Finance Department, State Staff	Major, F. D.
Charles D. Brown	Health	Oct. 15	C.O.B., 10th Infantry (Rifle)	1st Lieutenant
Stanley T. Barker	Health	Nov. 11	U. S. Naval Reserve	Lieutenant Commander
Albert J. Arrowsmith	Health	Oct. 15	Service Co., 10th Infantry (Rifle)	Private
Joseph Bevilacqua	Health	Oct. 15	Medical Detachment, 10th Infantry (Rifle)	Private
Carlin Galloway	Health	Oct. 15	Co. B, 10th Infantry (Rifle)	Private
Edward Green	Health	Oct. 15	Service Co., 10th Infantry	Captain
William J. Green	Health	Oct. 15	Service Co., 10th Infantry (Rifle)	Private
William J. Pandolf	Health	Aug. 19	U. S. Naval Fleet Reserve	1st Cl. Machinist's Mate
Blair Meserve	Health	Oct. 15	Co. A, 10th Infantry	Private
Frank Savey	Health	Oct. 15	Co. A, 105th Infantry	Private, 1st Class
Frank J. Smith	Health	Sept. 17	Selective Service, Headquarters, Albany, N. Y.	Captain, A.G.D.
Edward M. Rafferty	Health	Oct. 15	Headquarters Co., 53rd Brigade	Private
Emory A. Mead	Labor	Oct. 15	10th Infantry	Captain
Garfield W. Simons	Labor	Oct. 15	Headquarters, 2nd Brigade, 165th Infantry	Private, Spec. 5th C
Thomas J. Farrell	Labor	Sept. 16	Co. L, 71st Infantry	Sergeant

<i>Name</i>	<i>Department</i>	<i>Date Inducted</i>	<i>Military Organization</i>	<i>Rank</i>
Eugene Coletti, Jr.	Brooklyn S. H.	Oct. 15	Battalion F, 105th Field Artillery	Private, 1st Class
James T. Tighe	Brooklyn S. H.	Sept. 16	245th Coast Artillery, Battalion C	Corporal
George Farrell	Brooklyn S. H.	Sept. 16	245th Coast Artillery, Battalion C	Private, 1st Class
Charles C. Bailey	Brooklyn S. H.	Sept. 16	245th Coast Artillery, Battalion C	Corporal
Charles C. Bailey	Brooklyn S. H.	Sept. 16	245th Coast Artillery, Battalion C	Sergeant
Michael W. Kraus	Brooklyn S. H.	Oct. 15	Medical Detachment, 165th Infantry (Rifle)	Private, 1st Class
Bruno G. Schutkeher	Buffalo S. H.	Sept. 16	174th Infantry	Captain
James W. Tylor, Sr.	Buffalo S. H.	Sept. 16	Co. H, 174th Infantry (Rifle)	Sergeant
Carl J. Pfundheller	Buffalo S. H.	Sept. 16	174th Infantry	Private
James R. Powers	Buffalo S. H.	Sept. 16	174th Infantry (Rifle)	Private
Carl Lintner	Buffalo S. H.	Sept. 16	174th Infantry (Rifle)	Private
John N. Bernhardt	Buffalo S. H.	Oct. 15	Battery F, 106th Field Artillery	Sergeant
Edward Dolega	Creedmoor S. H.	Oct. 16	104th Field Artillery	Private
Charles A. Smith	Gowanda S. H.	Sept. 16	174th Infantry, 44th Division	Private
David F. Eschler	Gowanda S. H.	Sept. 16	174th Infantry	Private
E. Richard Lawton	Gowanda S. H.	Sept. 16	Service Co., 174th Infantry (Rifle)	Private
Francis P. Victor	Gowanda S. H.	Sept. 15	Co. F, 174th Infantry (Rifle)	Private
Robert M. Byers	Gowanda S. H.	Sept. 16	Co. F, 174th Infantry, 44th Division	Private
Claude G. Hinesley	Gowanda S. H.	Sept. 16	Co. F, 174th Infantry	Private
Walker W. Lilby, Jr.	Gowanda S. H.	Sept. 16	174th Infantry, 44th Division	Private
Clarence J. Porter	Gowanda S. H.	Sept. 16	174th Infantry	Private
Thomas I. Cole	Gowanda S. H.	Sept. 16	Co. F	Private
Harvey I. Skuse	Gowanda S. H.	Sept. 16	Co. F	Private
Frank E. Shattuck	Gowanda S. H.	Sept. 16	174th Infantry	Private
John Kniese	Gowanda S. H.	Sept. 16	Co. F, 174th Infantry	Private
Angelo J. Nasca	Gowanda S. H.	Sept. 16	Co. F, 174th Infantry	Private
Norman L. Klens	Gowanda S. H.	Sept. 16	Co. F, 174th Infantry (Rifle), 44th Division	Private
Edward Foster	Gowanda S. H.	Sept. 16	Co. F, 174th Infantry	Private
Clarence M. Bell	Gowanda S. H.	Sept. 16	Co. F, 174th Infantry	Private
John R. Fisher	Gowanda S. H.	Sept. 16	Co. F, 174th Infantry	Private
Jack W. Thrasher	Gowanda S. H.	Sept. 16	Co. F, 174th Infantry	Private
Frederick Fess	Gowanda S. H.	Sept. 16	Co. F, 174th Infantry	Private
Francis H. Allport	Gowanda S. H.	Sept. 16	Co. F, 174th Infantry, 44th Division	Private
Irving J. Oatman, Jr.	Gowanda S. H.	Sept. 16	Co. F, 174th Infantry	Private
William R. Johnson	Gowanda S. H.	Sept. 16	Co. F, 174th Infantry, 44th Division	Private
William J. Pfeifer	Gowanda S. H.	Sept. 16	Battery B, 156th Field Artillery	Private
William J. Gillespie	Hudson River S. H.	Sept. 16	Medical Detachment, 566th Field Artillery	Private
George J. Shipley	Hudson River S. H.	Sept. 16	Battery E, 156th Field Artillery	Private
Arthur Marx	Hudson River S. H.	Sept. 16	Medical Detachment, 156th Field Artillery	Private
Edward L. Weaver	Hudson River S. H.	Sept. 16	Medical Detachment, 156th Field Artillery	Private
Francis J. Sheedy	Hudson River S. H.	Sept. 16	Medical Detachment, 156th Field Artillery	Private
Robert J. Sheedy	Hudson River S. H.	Sept. 16	Medical Detachment, 156th Field Artillery	Corporal
Andrew J. Morris	Hudson River S. H.	Sept. 16	Medical Detachment, 156th Field Artillery	Private
Wilfred J. Sullivan	Hudson River S. H.	Sept. 16	Medical Detachment, 156th Field Artillery	Private
Kevin P. Rogan	Hudson River S. H.	Sept. 16	Battery C, 156th Field Artillery	Corporal
Robert B. Tillman	Hudson River S. H.	Sept. 16	Medical Detachment, 156th Field Artillery	Private, 1st Class
Robert B. Peters	Hudson River S. H.	Sept. 16	2nd B.N., Headquarters Battalion	Private
John W. Spice	Hudson River S. H.	Sept. 16	Battery C, 156th Field Artillery	Private
William T. Clark	Hudson River S. H.	Sept. 16	Battery C, 156th Field Artillery	Private
Perry B. Rion	Hudson River S. H.	Sept. 16	Battery C, 156th Field Artillery	Private
William Power	Hudson River S. H.	Sept. 16	Medical Detachment, 156th Field Artillery	Private, 1st Class
Arnold W. Lutz	Hudson River S. H.	Sept. 16	Battery C, 156th Field Artillery	Private
Raymond F. Shipley	Hudson River S. H.	Sept. 16	Battery B, 156th Field Artillery	Private
George W. Hite	Hudson River S. H.	Oct. 15	Service Co., 10th Infantry	Private
William P. Carey	Hudson River S. H.	Sept. 16	Battery B, 156th Field Artillery	Private
M. Donald Bishop	Hudson River S. H.	Sept. 16	Battery C, 156th Field Artillery	Private
Philip Newkirk	Hudson River S. H.	Sept. 16	Battery C, 156th Field Artillery	Corporal
James M. Sheedy	Hudson River S. H.	Sept. 16	Battery C, 156th Field Artillery	Private
Jack E. McLain	Hudson River S. H.	Sept. 16	Battery B, 156th Field Artillery	Sergeant
Floyd J. Hoff	Hudson River S. H.	Sept. 16	Battery B, 156th Field Artillery	Private
Edward G. Grega	Hudson River S. H.	Sept. 16	Battery B, 156th Field Artillery	Private, 1st Class
Jack V. Ciancio	Hudson River S. H.	Sept. 16	Battery B, 156th Field Artillery	Private
Elmer C. Galbraith	Hudson River S. H.	Sept. 16	Battery C, 156th Field Artillery	Private
William J. Takacs	Hudson River S. H.	Sept. 16	Battery B, 156th Field Artillery	Private

<i>Name</i>	<i>Department</i>	<i>Date Inducted</i>	<i>Military Organization</i>	<i>Rank</i>
George W. Finn	Hudson River S. H.	Sept. 16	Battery C, 156th Field Artillery	Corporal
James M. Hayes, Jr.	Hudson River S. H.	Sept. 16	Medical Detachment, 156th Field Artillery	Private
George Ferenz	Hudson River S. H.	Sept. 16	Battery B, 156th Field Artillery	Private
George R. Carpenter	Hudson River S. H.	Oct. 15	Service Co., 10th Infantry	Private
Edward P. O'dell	Hudson River S. H.	Sept. 15	Battery C, 156th Field Artillery	Private
Gregory J. Milroy	Hudson River S. H.	Sept. 16	Battery C, 156th Field Artillery	Private
Emanuel Urbano	Hudson River S. H.	Sept. 16	Battery B, 156th Field Artillery	Private
Stanley K. Siwek, Jr.	Hudson River S. H.	Sept. 16	Battery C, 156th Field Artillery	Private, 1st Class
Orio Ceruti	Hudson River S. H.	Sept. 16	Battery B, 156th Field Artillery	Private
Daniel J. Cavanaugh	Hudson River S. H.	Sept. 16	Battery C, 156th Field Artillery	Private
William A. Pottenburgh	Hudson River S. H.	Sept. 16	Medical Detachment, 156th Field Artillery	Private
Frank Schramm	Hudson River S. H.	Sept. 16	Battery C, 156th Field Artillery	Private
William Schab	Hudson River S. H.	Sept. 16	Battery C, 156th Field Artillery	Private
Wallace A. Pink	Hudson River S. H.	Sept. 16	Battery C, 156th Field Artillery	Private
William Toomey	Hudson River S. H.	Sept. 16	Battery E, 156th Field Artillery	Private
Kenneth V. Tartter	Hudson River S. H.	Sept. 16	Battery C, 156th Field Artillery	Private
Charles E. Niles	Hudson River S. H.	Sept. 16	Medical Detachment	Major
Phillip A. DeCook	Newark State School	Oct. 15	Co. B, 108th Infantry	Private
Murray Pulver	Newark State School	Oct. 15	Co. B, 108th Infantry	Private
Thomas Bowerman	Newark State School	Oct. 15	Co. B, 108th Infantry	Private
Harold G. Schroll	Psychiatric Institute	Nov. 1	3rd Battalion, U. S. Marine Corps Reserve	Corporal
Dennis C. Barr	Rockland S. H.	Sept. 16	Co. D, 104th Engineers (Combat)	Private
George J. Leroux	Rockland S. H.	Sept. 16	104th Engineers (Combat)	Private
Orton L. Rebideau	Rockland S. H.	Sept. 16	104th Engineers (Combat), Private Grade (6)	Private
Richard J. Gustafson	Rockland S. H.	Sept. 16	Co. D, 104th Engineers	Private
James McBreen	Rockland S. H.	Oct. 15	Co. E, 102nd Engineers (Combat)	Private
George Greenwood	Rockland S. H.	Oct. 15	Co. E, 102nd Engineers (Combat)	Private
Sherwood Roe	Rockland S. H.	Oct. 15	Headquarters Co., 10th Infantry	1st Sergeant
Horace Cole	Rockland S. H.	Oct. 15	102nd Engineers (C) Co. E, 6th Specialist	Private
Homer Leroux	Rockland S. H.	Oct. 1	Head. & Ser. Co., 104 Eng. (Com.) Cook 5th C	Private, Grade 7
James O'Sullivan	Rockland S. H.	Sept. 20	244th Coast Artillery, Battery B	Private
John M. Vahey	Rockland S. H.	Sept. 20	244th Coast Artillery, Battery B	Private
Frank Sultan	Rockland S. H.	Sept. 16	Head & Ser. Co., 104th Engineers (Combat)	Private
George K. Kelly	Rockland S. H.	Sept. 16	140th Engineers, 44th Division, H. & S. Co.	Private, 7th Grade
Barnard Gilbert	Rockland S. H.	Sept. 16	Head. & Ser. Co., 104th Engineers (Combat)	Private, 7th Grade
Irving L. Schwartz	Rockland S. H.	Sept. 16	Head. & Ser. Co., 104th Engineers (Combat)	Private
George W. Miller	Rockland S. H.	Sept. 16	104th Engineers (Combat), Specialist, 5th Class	Private, 1st Class
Pynell Gonyea	Rockland S. H.	Sept. 16	Head. & Ser. Co., 104th Eng. (Combat) Spec.	Private, 5th Class
Donald E. Witt	Rochester S. H.	Oct. 15	Co. A, 102nd Medical Regiment, 27th Division	Private
William A. Walker	Rochester S. H.	Oct. 15	Co. A, 102nd Medical Regiment, 27th Division	Private
George W. Green	Rochester S. H.	Oct. 15	Co. A, 102nd Medical Regiment, 27th Division	Private, 1st Class
Edward W. Petric	Rochester S. H.	Oct. 15	Co. A, 102nd Medical Regiment, 27th Division	Private
Roger G. Preston	Rochester S. H.	Oct. 15	Co. A, 102nd Medical Regiment, 27th Division	Private
Curtis E. Rickon	Rochester S. H.	Oct. 15	Co. A, 102nd Medical Regiment, 27th Division	Private
Carlton F. Shafford	Rochester S. H.	Oct. 15	Co. A, 102nd Medical Regiment, 27th Division	Private
Raymond E. St. Aubin	Rochester S. H.	Nov. 8	Co. C, 1st Batt. USMCR Gr. M.B., Quantico, Va.	Private
Michael L. Anthony	Rochester S. H.	Oct. 15	Co. H, 108th Infantry (Rifle)	Private
Howard H. Bardwell	Rochester S. H.	Oct. 15	Co. A, 102nd Medical Regiment, 27th Division	Private
Denton E. Bellinger	Rome State School	Oct. 15	Medical Detachment, 10th Infantry (Rifle)	Private
Louis VerSchneider	Rome State School	Oct. 16	Medical Detachment	Private
Henry C. Thomas, Jr.	Public Service	Nov. 8	U. S. Marine Corps	2nd Lieutenant
Marion D. Klocko	Public Service	Nov. 7	U. S. Naval Reserves	Lieutenant, Jr. Grade
John A. McEvoy	Public Works	Oct. 20	Ser. Unit. Post Head., Plattsburg Barracks	1st Lieutenant
Oswald A. Brunelle	Public Works	Oct. 15	Army of the U. S.	Sergeant
Thornton W. Deale	Public Works	Oct. 15	Co. D, 10th Infantry	Corporal
Charles E. Billion	Public Works	Sept. 23	First Military Area, Syracuse, N. Y.	Captain
William F. Toole	Public Works	Oct. 15	Head., 53rd Infantry Brigade (Rifle)	Lieutenant Colonel
Carroll P. Westgate	Public Works	Oct. 15	Army of the U. S.	Captain
John B. Staley	Public Works	Oct. 21	U. S. Naval Reserve, O-V (S)	Lieutenant Commander
George Knapp	Public Works	Sept. 18	Battery C, 156th Field Artillery	Private
Robert W. Benjamin	Public Works	Sept. 16	Battery C, 156th Field Artillery	Sergeant
Robert O. Alquist	Public Works	Sept. 16	1st Battalion, 156th Field Artillery	1st Lieutenant
John D. Manning	Public Works	Sept. 16	Battery C, 156th Field Artillery	2nd Lieutenant, F.A.
Daniel J. Gonia	Public Works	Sept. 16	Battery C, 156th Field Artillery	Sergeant

# Motion Picture CENSORSHIP

Those hawkshaws of the celluloid, the motion picture censors, saw 1,762 films last year—488 of which were imported from foreign lands.

Nine pictures, offensive to John Law, never got past their screening rooms. They were banned from public view, together with 926 scenes deleted from other flicker stories.

Unimpeded by the war at sea, films from virtually every major nation were shipped into the State and unwound before censors' eyes.

They came from Great Britain, and its possessions, from Germany, France, China, Mexico, Czechoslovakia, Poland, Sweden, Hungary, Russia, Italy, Egypt, Ethiopia, Finland, Ireland, Spain, Austria, Argentina, Norway, Cuba and Denmark.

Not all of them were new pictures. Some were originally screened four or five years ago. Some never will be publicly screened in the Empire State.

Irwin Esmond, director of the Division of Motion Pictures of the State Education Department—popularly called the board of censors—forwarded the facts to Commissioner Ernest E. Cole in his annual report.

The 926 eliminations, Mr. Esmond explained, were ordered by State reviewers for either of five statutory reasons: they were indecent, inhuman, tended to incite to crime, were immoral or tended to corrupt morals or were sacrilegious.

A majority of them (501) were immoral, in the opinion of reviewers, and 245 were indecent.

"But this statistical record furnishes an inadequate representation of the extent of our work," said Esmond. "Frequent conferences were held with applicants for licensing, as well as with producers and exhibitors.

"It has been possible in many instances," he said, "to suggest a plan for the revision of pictures in order to relieve them of objections under the statute. Frequently, these suggestions can be worked out by the applicant or producer of the picture

without great loss of footage and without interfering with the story content or continuity."

Experience has educated producers in the New York motion picture law, Esmond indicated and "many have become so familiar with our procedure . . . that scenes and dialogue which are known to offend our statute are eliminated before submission of pictures for review."

Aim of the motion picture division, he added, is "to pursue a consistent policy of law enforcement without bias or prejudice. Therefore, our work properly exercises an important and wholesome influence over the production and exhibition of pictures far beyond that indicated by any statistical record."

Receipts of the division in license fees were \$311,800 as against \$298,023.50 for the previous year, said the director, while expenditures were \$63,877.76, as compared with \$67,296.45 the year before. Net revenue to the State, after deducting operating costs, was \$247,922.24 as against \$230,727.05 the year previous.

Increase in the use of 16 mm. films in public drinking places and some theatres, plus the growing imports of foreign-made productions created a need for at least two new reviewers, said Esmond.

"We have a force of five inspectors who are required to visit the motion picture theatres throughout the State for the purpose of ascertaining whether the provisions of the motion picture law are being complied with," reported the director.

"The number of inspectors is small compared with the number of theatres which they are required to visit. It will doubtless be necessary that this number be increased from time to time if satisfactory inspection is to be provided."

Esmond said reviewers scrutinized 9,635 reels of film in all during the year, issued 1,753 original licenses, plus 26,404 licenses for duplicate prints.

## Financial History Made

State financial history was made recently with the sale of an issue of \$25,000,000 in New York State serial bonds for grade crossing elimination purposes at a net interest cost to the State of 1.4495 per cent.

Only once before had the State borrowed at a lower actual rate of interest since Morris S. Tremaine became comptroller. That was on September 9, 1936, when he disposed of an issue at a net interest to the State of 1.36 per cent.

Average life of the bonds in that issue, however, extended only 5½ years, whereas the average maturity of the present issue is more than two decades.

Successful bidder was J. P. Morgan & Company, in association with Kuhn & Loeb of New York, who offered 101.0335 for bonds bearing a coupon rate of 1½ per cent equivalent to a premium of \$258,375 on the total issue.

Sale was conducted by Deputy Comptroller Harry D. Yates, in the absence of Comptroller Tremaine, still convalescing from an illness.

Expressing gratification of the Department of Audit and Control, Mr. Yates described the sale as the most advantageous ever negotiated by the State, on a comparable basis.

Three other bids were offered. A syndicate headed by Chase National Bank bid 100.439 for 1½ per cent bonds, equivalent to a net interest cost to the State of 1.4785 per cent.

A syndicate headed by the National City Bank bid 102.86 for 1¾ per cent bonds which figured a net interest to the State of 1.6104 per cent. The bid of the Bank of Manhattan Company's syndicate was 103.0799 for 1¾ per cent bonds, or a net interest rate of 1.5997 per cent.



# Chapter News From

## Buffalo News

J. Milford Diggins, attache of the Department of State, is the new president of Buffalo Chapter.

He was elected November 27 with a staff that includes: vice-president, Willis G. Clark, division of parole; secretary, John M. O'Connor, Education Department; and treasurer, Franklin LeMon, Employment Service.

Buffalo's board of elections, which conducted the annual meeting, includes: John Fieramusca, Celia Karnosky, Beth Holdstock, Mary Steder and William E. McKernan.

Representatives of departments sitting in chapter councils henceforth will be: William M. Cassin, Agriculture & Markets; Margaret Miller, Banking; E. B. Larkin, Conservation; John T. Slattery, Correction; Edward M. Simon, Education.

Archie A. Wellman, State Teachers College; Olah Fry, A.B.C. Board; Agnes Eamon, Parole; Henry C. Price, Erie County A.B.C. Board; George Aronstamm, Health; Mary C. Stravino, Health Institute; A. W. Marquardt, Labor; Laura Clancy, Brisbane Building; Fred Dopp, Erie Street Building; and Robert J. Burns, Walbridge Street Building; the latter three of Employment Service.

Vincent Kiebal, Law; Mary A. Herbster, Public Service; M. Broconnier, Public Buildings; Edward J. Hylant, and Paul Hettrich, Public Works; Stephen Orth, Grand Island Bridge; C. H. McLaughlin, Public Works Shop at Hamburg; Marie Keller, Department of State; and Michael Seereiter, Tax.

How to keep that figure, ladies?

Ask any of the twenty-four trim Buffalo State employees, who already are well into their fourth season of bowling. Out for strikes and spares every Monday night, girls from nearly every State department in Buffalo are bowling 'em over.

Their league, The New York State League of Women Bowlers, is headed this season by Selmar Cohen, president; Mildred Morningstar, treasurer; Rachel Nelson, secretary.

The Auf Wedersehn, Buffalo, was the scene November 28 of a party, given in honor of Clair M. Brown, of the State Education Department,

Buffalo, by more than fifty co-workers.

Paul T. Clifford of the bureau was toastmaster and G. S. Bohlin, acting chief of the Albany Bureau, presented Miss Brown with a traveling bag.

For many years, she was secretary to the late Rufus Janagin in the Buffalo office.

## Wassaic News

Good news from Wassaic State School Chapter: "Memberships are rolling in fast and thick."

Destiny of the chapter in 1941 will be the problem of John D. O'Brien, elected President November 18.

With him were elected Mary O. Blessing, vice president; Edward Ivers, treasurer; Grace Odell, secretary; Byron B. Evans and George J. Penfield, delegates.

A bingo party is slated for December 9 in the recreation room, with Mary Flanagan, committee chairman, assisted by Mr. O'Brien, Miss Murtaugh, Miss Odell, Lank Loomis, Emerson Paye, Marian Van Wagner, Gilbert Smith and James Sullivan.

The Ladies' Bowling Team, made up of chapter members, is girding for its third contest with the Harlem Valley State Hospital Ladies Team.

Each has won a game and the "rubber" is scheduled for January at Wassaic. The Christmas Party is now being arranged.

## Orangeburg News

Not often do employees take time out to speak a piece for the boss, but Rockland State Hospital employees did. Proud of Dr. R. E. Blaisdell, their superintendent, for his endeavors to develop use of the "brain wave machine," they credit him with much progress toward bringing it out of the experimental laboratory and into use.

By means of the device, scientifically known as the electro-encephalogram, it is possible now to directly observe brain and nervous activities.

Dr. Tallman, clinical director and Drs. Clardy and Goldensohn, assistants, are conducting experiments with the machine. Robert Ortlieb, R. N., who made several studies

over a period of years in connection with "brain waves," is technician.

Charity begins at home—and the Rockland State Hospital Employees' Association means it.

A welfare committee, organized a year ago to assist ill or bereaved members, did so by personal visits and providing newspapers, magazines, cigarettes, ice cream, among other things. No bereaved member-family was forgotten.

Credit for persistent duty goes to committee members: Miss Marion Howell, Mrs. Mary McInerny, Mrs. Luella Lawson, Mrs. Janet Hannah, Thomas Hunter, Benjamin Oliver and Edmund Logue.

"In order to carry out the larger plans for future activities," reports Frank Cadigan, "and in order to eliminate the need for periodic appeals for additional funds usually derived from donations and proceeds of dances and other social activities, the executive council has voted that the annual dues will be \$1.50.

"One dollar," he explained, "will go to association headquarters and 50 cents will be retained by the chapter to defray the expenses of the welfare committee and running expenses of the chapter, while \$50 will be paid as tax for affiliation with the Association of Employees of the Mental Hygiene Department."

The chapter council includes: Mr. Cadigan, chairman; Irving Scott, Emil Bollman, Royal Bonville, Myrtle Mannheim, Raymond Murray, Nanette Berkowitz, Dr. William Walker, Elizabeth O'Brien, Marion Phillips, Charles Davidson, Florence Goodfield, Ann Gottlieb and Charles Simpson.

## Game Protectors Elect

The Game Protectors' Chapter has a new president also. He's Chester Griffith of Schenectady.

Elected to serve with him for 1941 are L. S. Morris of Conesus, vice-president; Everett Rogers, Stillwater, secretary; and Dwinal Kerst, Schroon Lake, treasurer. Chapter Delegates will be Mr. Griffiths, Mr. Morris, Mr. Rogers, Mrs. Kerst, Daniel Bacon, William O'Neil, Harry Curry, L. Tompkins, Everett Larkin, John Corbine and Floyd Fancett.



# All Over the State

## N. Y. City Chapter Annual Meeting, December 10th

The Annual Meeting of the New York City Chapter will be held on Tuesday evening, December 10th, at 5:00 P.M. in Room 500, at the State Office Building, 80 Centre Street, New York City, for the purpose of electing officers and departmental delegates for the year 1941. During the meeting the officers and chairmen of the standing committees will report on the work of the past year and will make recommendations concerning the policies and program of the Association for the future.

The nominating committee headed by Milton Schwartz as Chairman, and consisting of Mary Armstrong, Executive Department; Joseph J. Byrnes, Public Works Department; David Cohn, Division of Placement & Unemployment Insurance; and John F. Powers, State Insurance Fund, have selected the slate of candidates for office for the coming year. Mr. Schwartz reported the following names at an Executive Board meeting held on November 28th:

President, J. Earl Kelly, Taxation & Finance; 1st Vice-President, Bernhard C. Riffel, Education; 2nd Vice-President, John F. Powers, State Insurance Fund; 3rd Vice-President, James Slavin, Division of Placement & Unemployment Insurance; Treasurer, George Mencher, Law; Financial Secretary, Lawrence Epstein, Motor Vehicle Files; Corresponding Secretary, Theodore D. Gold, Labor; Recording Secretary, Ruth A. Hawe, Taxation & Finance.

At the same meeting a report was made by Theodore D. Gold as Chairman of the "Fall Dance Committee," and at its conclusion the board, by a rising vote, assured Mr. Gold and his committee, Ruth Hawe and Lawrence Epstein, of its appreciation of the splendid work done by them. Everyone who was fortunate enough to have attended the dance which was held in the beautiful and spacious Hotel Astor Roof Ballroom on the night of November 9th enjoyed a real treat. Inasmuch as many Association members from far distant parts of the State were in New York

City for the Armistice Day weekend, they were able to avail themselves of a splendid evening with their fellow workers and Association friends of the Metropolitan area.

## H. R. S. H. News

A half-century of service, during which she has traveled into many lands with patients, brings Anna Gutkowska to a parting of the ways—by retirement—from the Hudson River State Hospital Employees Association.

Members are planning a testimonial in her honor and announce they will present her an alligator bag with \$57 enclosed as a token of their esteem.

A linguist, Miss Gutkowska initiated her State service as a ward attendant at Utica State Hospital in 1886. Her job in recent years has been transportation agent of the hospital.

On Friday, November 29th, the Red Cross Nurses of Dutchess and Putnam Counties met Miss Bertha Alwardt, the Field Representative of the American Red Cross, at the New Headquarters on Market Street, Poughkeepsie. The following Red Cross Nurses from Hudson River State Hospital attended: Wilma Reynolds, Mrs. G. E. Russell, Bertha Onley, Jean Collins, Mrs. Carmen Gierisch, Marjorie Buickerood and Mrs. Anna Leonard.

On Thursday, November 28th, District Twelve of the N. Y. State Nurses Association held its Annual Dinner meeting at Smith Brothers Restaurant, Poughkeepsie. Mary Roberts, R. N., Editor of the American Journal of Nursing, was the guest speaker. The following nurses from Hudson River State Hospital attended: Mrs. G. E. Russell; Mrs. Winifred LeSoine, Leo Greenberg, Kate Riddle, Anne MacNamara, Mary McMahan, Marguerite Walters, Bertha Onley, Wilma Reynolds and Mrs. Anna Leonard.

The regular monthly meeting of the Hudson River State Hospital Employees' Association was held Wednesday, November 20th, in the Amusement Hall of the Institution. Many important matters were discussed.

## Syracuse Election

The Syracuse Chapter has elected Joseph A. Mercurio of the Tax Department its president for 1941.

Meeting November 20, the group voted Edward J. Delaney of the Public Works Department into office as vice-president, electing Amy Cregg of the same department secretary, and Catherine O'Connell of the Division of Placement and Unemployment Insurance, treasurer.

Delegates of the chapter are to be Andrew R. Mulligan, Public Works; Anne Boyle, Labor; and A. A. Kocher, Taxation and Finance.

Departmental representatives in chapter councils will be: E. F. Palmatier, Syracuse State School; Frank Goodfellow, State Psychopathic Hospital; Mary Pogue, Health; Mr. Kocher, E. J. Delaney, Public Works.

George Schilly, State Fair; E. J. Killeen, State Forestry College; A. E. Jones, State Rehabilitation Bureau; Anne O'Boyle, Labor; Catherine F. Blaich, C. Oneita Rogers and H. M. Ellinwood of the State Employment Services' Syracuse offices; Marguerite O'Dell, Social Welfare; J. E. Brown, Monroe County A.B.C. Board; E. F. Hunt, Parole, and E. F. Carr, State Insurance Fund.

## New President

New President of the State Vocational Institution Chapter at West Coxsackie is Roger Donahue, who will be assisted by John F. Quinn, vice-president; William J. Baker, secretary; and Fred A. Ballieul, treasurer. Chapter delegates will be elected at a later meeting.

## Success Story

Success is the story of the Westfield State Farm Chapter's social ventures, reports correspondent Mildred Sanders.

A Hallowe'en dance in October, followed by a Bingo and Card Party December 3, to which members brought "white elephants" for prizes, both turned out gay groups.

Now, the chapter is looking to its annual meeting and election of 1941 officers. And, in the offing, is the annual dinner party early in the new year.

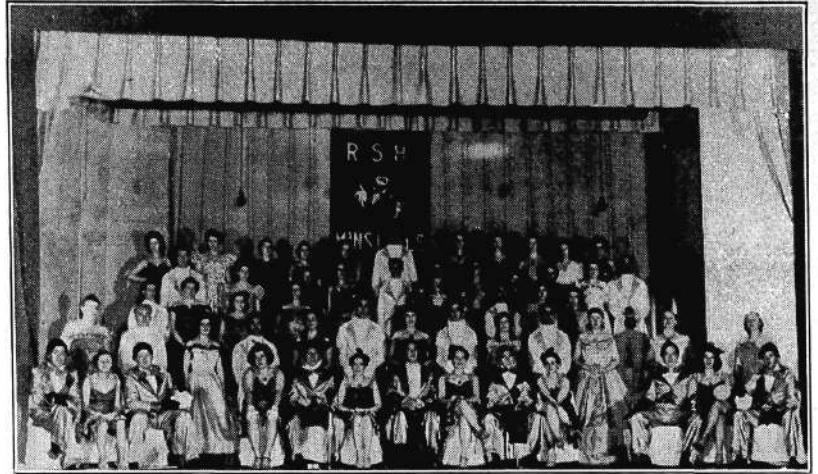
## Attorney General Rules

(Continued from page 289)

This opinion protects the rights of employees who have been reclassified by giving them credit for service in their old position as well as their new title.

Under the Attorney General's ruling, if an employee who has had the title of Assistant Clerk, is duly appointed to the position of Senior Clerk, his service as Senior Clerk starts with the date of his appointment and he is entitled to increments based upon his years of service in the position of Senior Clerk. In all promotions, the employee starts a new period of service and receives increments based on that service. If, however, an employee's title has been reclassified by the Classification Division, he gets credit for his years of service in the old position as well as in the new position. This is a sound distinction because the action of the Classification Division is a determination that the employee had heretofore performed the duties of the new title and consequently, he should be deemed to have continuous service in that position.

## Rochester Minstrels



The "Minstrel and Follies" of Rochester State Hospital Employees' Association played to full houses for the second straight year in two performances November 12 and 13.

Produced and directed by Andru Horton, ward employee, the show used songs, scenery, costumes and gags, all conceived by members.

Feature act was the "Dream

Scene," girls luxuriously gowned and ornamented, with Miss Dora Hubbard, the lead, wearing a genuine Peruvian costume.

Finale was a tribute to the Unknown Soldier, baiting repeated encores. So favorable was the publicity that several Rochester organizations wanted repeat performances under their sponsorship.

## Civil Service LEADER

**Special Features of Vital Interest to Upstate New Yorkers Are Appearing Regularly.**

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## The "New" Leader

President Brind recently sent to Association representatives throughout the State the following letter calling to their attention the "new up-State edition" of the Civil Service Leader.

"Dear Association Representative:

"I wish to call your attention to the new up-State edition of The Civil Service Leader, which has recently been inaugurated by Jerry Finkelstein, Seward Brisbane, H. Eliot Kaplan and the staff of this newspaper. This special edition enables readers up-State to better keep abreast of civil service news than ever before.

"The special up-State edition includes latest information from local Civil Service Commissions throughout the State, as well as more extensive coverage of the State Civil Service Commission. This is in addition to its regular features; complete examination news, progress of tests, new lists, study material, free question and answer service conducted by Mr. Kaplan, etc.

"Publishers of The Leader are continuing to offer Association members their introductory subscription of \$1 a year. The regular price is \$2 a year, thus giving members a saving of \$1. Will you remind members of this offer, and advise them that subscription blanks may be secured from you, or they may send their subscription to Association Headquarters."

## Woodbourne Officers

At the Annual Meeting of the Woodbourne Prison Chapter held December 2nd, the following slate of officers were elected to serve for the year 1941: President, Vincent R. Mancusi; Vice-President, C. Dewey Crippen; Corresponding Secretary, Isador Frankel; Recording Secretary, Donald H. Wilkinson; Treasurer, Gordon E. Becker; and Sergeant at Arms, William Sayers.

## Waterford News

Election of new officers, including Leo Dalton as president, set the stage for the new year for Waterford Public Works Shop Chapter.

James Doyle is the new vice-president, William Hansen, secretary and delegate, and Richard Lynch is treasurer.

# Nurses — Attention!

The New York State Nurses Association is cooperating with Governor Herbert H. Lehman in his plans for total defense. To meet the first requirement of this defense, the Nurses Association, like all other groups, is making an inventory of the power available in its own field, in case of emergency. This inventory will get under way on December tenth when a questionnaire will be mailed to every known graduate and practical nurse in the State.

The State Departments of Health and Education are official sponsors of the project. The plans, formulated last summer by the New York State Nurses Association, led to the organization of a Nursing Council on National Defense and the decision to make a nation-wide survey of nursing power.

New York will be the first State to distribute this questionnaire to all nurses—those actively practicing

and those who are married or retired. Each nurse is urged to answer and return the questionnaire at once in order that the census may give an accurate picture of nursing resources **without delay**. The data received will be transcribed to card files to be placed in every district. From this file the Advisory County Health Preparedness Committees can determine the availability of local nurses for civilian or military duty. It is believed that many nurses not now employed in nursing would respond in an emergency.

Any nurses who have not received a questionnaire by December 15, are urged to notify the office of the New York State Nurses Association, 152 Washington Avenue, Albany, New York, or Telephone 5-2405. One hundred per cent cooperation of all nurses is imperative to protect the health of our community, State and nation.



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## An Appeal to the Governor on Vital Matters

(Continued from page 278)

salary grades do not constitute a salary increase or raise. Thousands of workers are entitled by years of service under the statute to the maximum salary of their grade, but because of respect for the large budgets for relief and other purposes these employees do not receive the salary which is actually due them. Likewise, the increment as it occurs under the longtime Career-Service increment plan is the salary which is honestly due the employee for the year for which the appropriation is being considered and made.

"As you know, each year many good people misunderstand this situation, and the individual increment and the total of the increments are loosely referred to as salary "raises" or "increases." The impression is thus created that, perhaps in the face of peculiar economy needs, nevertheless State workers are being accorded extraordinary salary awards. We believe that this could be largely overcome by references in your budget statements and statements to the Legislature if special explanation were made as to the nature of the increments under the Career-Service Law. We think this is important because it might well allay some of the discontent and even anger displayed by taxpayer groups and certain business groups who are obviously misled by their misunderstanding of the appropriations for personnel service.

"Let me assure you, Governor Lehman, that the Association of State Civil Service Employees has always been appreciative of the outstanding service which you have rendered to the New York State Merit System and the State employee, and the Association was never more appreciative of your efforts than at this time. We are keenly conscious of the ready welcome which we receive in your office, the Division of the Budget, and in State departments generally, and we wish to merit in every way the confidence placed in our group."

## New Census Figures

To answer your desire for ready reference in settling many an argument, the following final census bureau's population figures by States, with 1930 comparison, and old and new congressional apportionments, may help:

STATES	POPULATION		APPORTIONMENT	
	1940	1930	Present	Now
Alabama	2,832,961	2,646,248	9	9
Arizona	499,261	435,573	1	2
Arkansas	1,949,387	1,854,482	7	6
California	6,907,387	5,677,251	20	23
Colorado	1,123,296	1,035,791	4	4
Connecticut	1,709,242	1,606,903	6	6
Delaware	266,505	238,380	1	1
Dist. of Columbia	633,091	486,869	.....	.....
Florida	1,897,414	1,468,211	5	6
Georgia	3,123,723	2,908,506	10	10
Idaho	524,873	445,032	2	2
Illinois	7,897,241	7,630,654	27	26
Indiana	3,427,796	3,238,503	12	11
Iowa	2,538,268	2,470,939	9	8
Kansas	1,801,028	1,880,999	7	6
Kentucky	2,845,627	2,614,589	9	9
Louisiana	2,363,880	2,101,593	8	10
Maine	847,226	797,423	3	3
Maryland	1,821,244	1,631,526	6	6
Massachusetts	4,316,721	4,249,614	15	14
Michigan	5,256,106	4,842,325	17	18
Minnesota	2,792,300	2,563,953	9	9
Mississippi	2,183,796	2,009,821	7	7
Missouri	3,784,664	3,629,367	13	13
Montana	559,456	537,606	2	2
Nebraska	1,315,834	1,377,963	5	4
Nevada	110,247	91,058	1	1
New Hampshire	491,524	465,293	2	2
New Jersey	4,160,165	4,041,334	14	14
New Mexico	531,818	423,317	1	2
New York	13,479,142	12,588,066	45	45
North Carolina	3,571,623	3,170,276	11	12
North Dakota	641,935	680,845	2	2
Ohio	6,907,612	6,646,697	24	23
Oklahoma	2,336,434	2,396,040	9	8
Oregon	1,089,684	953,786	3	4
Pennsylvania	9,900,180	9,631,350	34	33
Rhode Island	713,346	687,497	2	2
South Carolina	1,899,804	1,738,765	6	6
South Dakota	642,961	692,489	2	2
Tennessee	2,915,841	2,616,556	9	10
Texas	6,414,824	5,824,715	21	21
Utah	550,310	507,847	2	2
Vermont	359,231	359,611	1	1
Virginia	2,677,773	2,421,851	9	9
Washington	1,736,191	1,563,396	6	6
West Virginia	1,901,974	1,729,205	6	6
Wisconsin	3,137,587	2,939,006	10	10
Wyoming	250,742	225,565	1	1

### 1941 DUES

### May Now Be Paid

LAST DATE FOR FILING ENTRIES

IN CONTEST ANNOUNCED IN LAST ISSUE

DECEMBER 20TH

# National Unity

(Continued from page 281)  
spirit of American fair play and with due regard for the dignity and character of all present day patriots engaged in the defense of themselves,

those who remain behind, and the land sanctified by the noble sacrifices of Americans since American history began.

The following is the situation in

three other States as reported in the News Letter of the Civil Service Assembly of the U. S. and Canada:

NOTE: This chart continues the information on military leave and defense policies given in the September and October issues of the NEWS LETTER. The following are summarized abstracts of recent measures touching on personnel policies and national defense, that have come to the attention of the Assembly's Headquarters office. Since the listed provisions represent only those actually contained in the abstracted measures, it does not necessarily follow that each abstract represents the jurisdiction's complete policy.

Jurisdiction	Persons Affected	Leave & Pay (L&P)	Tenure & Reinstatement (T&R)	Rights, Benefits & Privileges (RB&P)
CALIFORNIA Statute	All officers and employees of the State who are on "ordered" military or naval duty.	L&P: Shall be granted unlimited leave. Shall be granted pay for the first thirty days of such absence in a calendar year, provided employees have been in service for one year prior to date their absence begins. T&R: No loss of positions. RB&P: No loss of promotion, reemployment, reappointment, vacation, civil service, sick leave, salary adjustment, or retirement rights.		
	Persons who volunteer for military service.	L&P: Shall be granted leave without pay not to exceed one year. T&R: No loss of position. RB&P: No provisions.		
NEW JERSEY Amendment to Civil Service Rules	Permanent classified employees of State or subdivisions who are members of the National Guard and who are on military or naval service.	L&P: Shall receive leave of absence and compensation equal to the difference between civil and military pay. T&R: No loss of position if honorably discharged, and if report for duty within ninety days following discharge, or if report for duty within two years of discharge should employees have been incapacitated during service. Later employees must, however, report within ninety days after they have fully recovered. RB&P: Shall be given reasonable opportunity to take promotion tests; will not lose seniority rights.		
	Permanent classified employees of State or subdivisions not members of the National Guard who are absent on military service through enlistment or selective service.	L&P: Shall receive leave of absence and may be paid such part of their compensation as may be determined by their respective appointing authorities, up to and not exceeding the difference between their civil and military pay. T&R: No loss of position if honorably discharged, and if report for duty within ninety days following discharge, or if report for duty within two years of discharge should employees have been incapacitated during service. Later employees must, however, report within ninety days after they have fully recovered. RB&P: Shall be given every reasonable opportunity to take promotion tests; will not lose seniority rights.		
VIRGINIA Statute, and regulations	Members of National Guard or Naval Militia on temporary duty.	L&P: Shall be granted leave for the duration of such training period. Will receive difference between State and military pay should the former be larger. T&R: No loss of position. RB&P: No loss of efficiency rating, time, annual leave or vacation.		
	Members of National Guard or Naval Militia called into active service by the President.	L&P: Shall be granted leave without pay. T&R: No loss of positions. RB&P: No loss of efficiency rating, time, annual leave, or vacation.		
	Members of the U. S. Army Reserve Corps called to military duty.	L&P: Shall be granted leave for the duration of such training period. Will receive difference between State and military pay for a period of fifteen days. Will receive leave without pay should term of service be more than fifteen days in one calendar year. T&R: No loss of positions. RB&P: No loss of time, efficiency rating, or vacations.		
	Persons who volunteer for military service or who are drafted under the selective service act.	L&P: Shall be granted leave without pay for period of service. T&R: Shall be granted reinstatement to their same positions at the same basic rate of pay upon completion of military service. RB&P: No provisions.		
	Persons taking the places of volunteers or draftees.	L&P: No provisions. T&R: Shall be acting officers employed on a temporary basis. RB&P: Acting officers shall have all powers, authority, rights and duties of regular officers for whom they are acting.		

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**Syracuse Chapter Dines**

December 2 witnessed the gathering of 250 members of the Syracuse Chapter for the Annual Dinner Dance at the Onondaga Hotel.

Charles Brind, Jr., the Association President, as the speaker of the evening, advised the group of the amendments to the Wagner bill and of the continued efforts of the Association to bring about changes in accordance with its planned program. Mr. Brind especially stressed the fact that we must proceed with unity of purpose.

Assemblymen Leo Breed, George Parsons and Frank Costello pledged their cooperation to the Chapter and to the Association.

Genial Thomas Corcoran, District Manager of the Labor Department, as usual told the funniest story of the evening and kept the members and guests roaring with laughter.

Variety acts as well as the danceable music of the orchestra furnished entertainment for the balance of the evening.

**Middletown Activities**

Middletown State Hospital Employees' Association put a new man behind its presidential gavel, Edward Carpenter. Assisting him in the new official board are Howard Shumake and Dewey Vankeuran, first and second vice-presidents, and Frederick J. Walters, secretary-treasurer.

Elected delegates of the chapter are Thomas Stevens and Sam Decker. Alternates are Roy Deneroy and Arthur Romer.

The annual barn dance-turkey drawing occasioned the largest gathering in chapter history.

**Inter-Departmental Forum**

An informal Inter-Departmental Forum was organized in the early fall and has held three interesting meetings. Dr. Neufeld of the State Planning Commission has led a discussion on, "Planning for Defense." Commissioner Howard Jones opened a vigorous debate on the "Merit System" and Philip Kirker led the November round table on, "Relations Between the State and Federal Government."

These forum sessions are open to all interested persons. The next will be held Monday, December 30th, at a six o'clock supper at Mrs. Gammon's, 259 State Street. Dwight Marvin, Editor of the Troy Record, will discuss, "The Free Press." Supper is 85c. Send your reservation to John W. Herring, State Education Department, Albany.

Members of eighteen State Departments have participated in the Forum thus far.

**Merit System Gains**

(Continued from page 283)

halls and it is only common duty for citizens to communicate to each of their representatives in Congress their whole-hearted desire that the indifference and neglect of one hundred and fifty-three years be corrected completely by prompt support of the present civil service law and quick adoption of an amendment to the Constitution of the United States in line with the successful provision of the Constitution of New York State thereby firmly establishing the merit system in its proper place among the fundamental requirements of all administrations in all years to come.

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# State's Defense Program

(Continued from page 291)

Dr. Wilson recited these estimates before Governor Lehman and Legislative leaders who, shortly afterward, authorized—through a certificate of intent—an appropriation of \$110,000 for purchase of equipment for the training of aviation workmen.

This now enables establishment of eight training centers (perhaps more, later) in widely separated sections of the State to supply the needed skilled craftsmen.

Dr. Wilson's plan calls for location of these centers in Yonkers, Utica, Plattsburg, Elmira, Syracuse, one in southwestern New York, one in northwestern New York and one in Nassau-Suffolk counties.

In all cases, local authorities will provide the building, together with heat, light and maintenance. The State, in turn, will provide equipment.

Dr. Wilson hopes these centers will supply 11,000 men during the coming year. Over 50 per cent of the men in want for aircraft industrial duty, he said, will be persons schooled in riveting, flat metal and sub assembly work.

"Our experience during the summer has taught us it is possible to train these men in a period from 8 to 10 weeks," he said. "Virtually every man who was trained during the summer in the Burgard Vocational School at Buffalo, for instance, has already been hired in aircraft plants of that city."

Does the public want these courses? Dr. Wilson answers "Yes," emphatically. In Buffalo alone, he said, 18,000 applied for admission to courses on the first night of registration.

Many cities appropriated funds to help finance local programs. Buffalo made \$100,000 available for equipment.

And what's in the future for these men who'll arm the forces now encamped under military control? What may our over-all army anticipate, once this latest crisis of war has passed?

Dr. Wilson is no seer, or at least pretends not to be one. He doesn't claim to see beyond the web international complications have woven around the present. Can any man?

The general of the over-all army simply says this: every private in his command will, at least, have a trade. That's something.

Dr. Wilson points to the present. This whole, vast scheme for training men will be a real aid to industry. Beyond that it will help to reduce substantially the number of persons on WPA and home relief rolls.

And it will help to cut the still-numbered-in-the-millions list of the nation's idle.



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## Taxes and Truth

(Continued from page 280)

all taxpayers and to telling the people the truth about taxes. These civil workers pay taxes on over a million dollars worth of real property—their homes and their fire-sides. They recognize that the prosperity of the merchant, the farmer, the doctor, the dentist and all other professional and skilled workers in America, depends upon the wages paid to the salaried and wage earning population which makes up such a large percentage of all of our people. They, together with the forty or fifty million wage earners of the United States to say nothing of the dependents of such, know that the tax dollar is drawn upon from labor as from capital to pay for the public services which make up the difference between civilization and savagery. They do not agree with the unprincipled demands for salary slashing of public employees which has featured tax group meetings.

It is right and proper that civil service employees should as taxpayers join legitimate taxpayer groups and seek to promote real economy in governmental functioning, or that they should form associations of their own if they find the community associations are victims of selfish propaganda inimical to wage and salaried people. They have a distinct duty to expose these so-called "non-partisan" groups when it is known that they do not represent the true interests of taxpayers as a whole.

State civil service employees, your Association is informed and is alert to the need for constant watchfulness in Albany as to fair tax proposals. As individual members and as chapter members, you have a responsibility to inform correctly your neighbors and your legislators as to the facts, and to help locally to defeat any selfish efforts to make workers in particular, scapegoats of false economy by salary slashing in public or private ventures.



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## Oxford Meeting

The W. R. C. Home Chapter at Oxford held their regular meeting November 18, 1940, in the Assembly Hall at the institution. In the absence of the Chapter president, LaVerne P. Smith, C. F. Gilday conducted the meeting.

LaVerne P. Smith was reelected to lead the local Association for the ensuing year. The executive committee selected were Helen W. Fingar, Ruth E. Munyan, and C. F. Gilday. The Membership Committee selected included Laura Currie, William Purdy, Glenn F. Peterson and Stuart Holdridge. The following employees were selected as the Entertainment Committee: Marion Burns, Floyd Elsbree, Margaret Dutcher and Leon J. Hutchison.

## Male Nurses Meet

At a meeting of the male nurses of the Genesee Valley Nurses Association held in the club rooms of the Rochester State Hospital on November 15, a Men Nurses Section was formed and officers were elected for the coming year. The officers elected are as follows:

Chairman, Edson E. Powers, Rochester State Hospital; Vice-Chairman, Joshua Little, Craig Colony State Hospital; Secretary, Joseph Caudill, Genesee Hospital, Rochester, N. Y.; Chairman of the Program Committee, Irving Powell, Rochester State Hospital; Chairman of the Nominations Committee, Clifford M. Jones, Craig Colony State Hospital; Chairman of Revision and Membership Committee, Emmett Nugent, Rochester State Hospital.

The meeting was conducted by Mr. Jacob Mark, R.N., acting as temporary chairman, and attended by nurses from Craig Colony State Hospital, Williard State Hospital, Eastman Kodak Co., and from the Rochester State Hospital. The main objectives of this section are: (1) To provide for a better understanding of the field of service for Male Nurses and (2) To increase the enrollment of Male Nurses in District No. 2, and in the State Nurses Association. Regular meetings of this section will be held the first Monday of each month, with the exception of June, July and August, at which time meetings will be postponed for the summer. The Annual Meeting will be held the first Monday in January, at which time the election of officers will take place for the coming year.

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# "New York State"

BY ARTHUR POUND

*New York State, a notable volume published recently by the Oxford University Press, packs much of New York, past and present, between its covers, perhaps more than any other single volume now in print.*

This giant guide is the fruit of unusual circumstances and the elaborate cooperation of many persons and organizations. It was prepared by the State Writers Project of the Works Progress Administration captained by Lester W. Herzog. Its capable editor in chief was Dr. Bertrand M. Wainger, professor of English at Union College. Scores of gifted writers and diligent research workers contributed to the labors of investigation and presentation. The introduction was written by Dr. Dixon Ryan Fox, president of Union College, and the chapter on Public Welfare was contributed by Dr. David M. Schneider, of the State Department of Social Welfare. Expert assistance on technical problems was given by other State departments, by city and county officials, local historians, historical societies and many private citizens. Finally, the huge compilation received the sponsorship of the New York Historical Association, and an attractive dress at the capable hands of a notable publishing house. With more than 800 pages, 104 illustrations and 19 maps, the **Guide to the Empire State** well deserves the accolade given to it by Governor Lehman in the last sentence of his graphic foreword:

"For the visitor it is an introduction to the Empire State; for the people of New York it is in the nature of a self-portrait."

A many-sided and full-length portrait, indeed. Here are described New York's natural attractions, its facilities for sports and recreation, its diversified contemporary life, its achievements in architecture and the arts and its absorbing history. Here are mountains, parks and fishing waters, golf courses, ski slopes and hiking trails. Here are accounts of large and small manufacturing plants, farming processes and products, schools, churches, welfare institutions and the everyday life of

the people. Here are also descriptions of structures of architectural interest, biographies of writers and artists, and summaries of historical events. The text is enlivened with items of local oddities, bits of folklore and accounts of the Old World customs of recent immigrant groups.

The arrangement lends itself especially to popular history. In the forty tours, covering 10,000 miles of State highways, and in the eighteen separate treatments of the largest cities in the State, each historic event is described on the very site where it occurred—in the presence of the monument that commemorates or in the very shadow of the structure that reflects the life of the past.

Thus the tourist stands on the crest of Bemis Heights and reads how the loitering Burgoyne met defeat. Again, some five miles out of Newburgh, at Temple of the Last Cantonment, he reads extracts from Washington's memorable speech to his disgruntled officers.

With the Holland Land Office Museum in Batavia is associated the story of the settlement of western New York and of the career of Joseph Ellicott, who founded scores

of New York State towns and villages including Buffalo, but whose especial pride was Batavia. "I intend to do all I can for Batavia," he said, "because the Almighty will look out for Buffalo." In Buffalo the tourist is directed to a bronze tablet in the middle of Fordham drive, where, on the afternoon of September 6, 1901, President William McKinley was shot, while visiting the Pan-American Exposition.

In Elmira the tourist is taken to the Mark Twain Study, where the humorist wrote many of his popular books. In town he indulged his fondness for billiards. In the Mark Twain Hotel there are murals depicting scenes from "The Adventures of Tom Sawyer."

The theme of the book is, naturally, the greatness of the Empire State, which is summarized as follows: "One of 48 politically equal States, ranking twenty-ninth in area, New York in 1929 contained 10 per cent of the country's population and more than 12 per cent of its wage-earners, and made 14 per cent by value of its manufactured products. It is the Nation's greatest financial, mercantile, and cultural center."

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# For Holiday Reading

## FICTION

**You Can't Go Home Again**, by Thomas Wolfe. Harper. \$3.

The recollections of the author's life during and after the boom of 1929. It is a sequel to "The Web and the Rock." George Webber, the leading character, is again in New York and returns to the woman he loves. Wolfe gives excellent characterizations and shows the flashes of genius he exhibits in other books. The book should be on your preferred list.

**The Voyage**, by Charles Morgan. Macmillan. \$2.50.

Barbet Hazard, a saintly wine grower and Therese Despreaux, a Parisian cafe singer in the France of the Second Empire, are the leading characters, but others add to the philosophical and conversational tone of the book. Politics and mysticism thicken the brew. The locale is the French provinces, in the wine country and, at times, in Paris. If you enjoyed "The Fountain" you will enjoy this well written novel.

**Fame Is the Spur**, by Howard Spring. Viking. \$2.75.

An English lower middle-class boy wants to get on in the world. He does. He wins wealth and title, but loses his honesty and his friends. In the end, famous and lonely, he wonders if chasing the bubble fame is worthwhile. An old question but one that crops up in every generation. Good reading for a stormy winter evening.

**The Family**, by Nina Fedorova. Little. \$2.50.

Many of us have lived in boarding houses but few, if any of us, have lived in a boarding house in Tientsin, China, kept by a family of exiled white Russians, in the year 1937. This family houses a Noah's Ark of races and tongues and, in kindly spirit, keeps some strange souls within bounds and liking it. Miss Fedorova won the \$10,000 Atlantic Monthly prize with this, her first book, which the critics claim has some resemblance to Tolstoi and Dostoevski. It is one of the blue ribbon books of the year and deserves a place on your "must" list.

**Fielding's Folly**, by Frances P. Keyes. Messner. \$2.50.

This is a book in which Southern temperament and New England character clash, enact into marriage and live dolefully ever after. Marriage to Eunice Hale of Vermont and Francis Fielding of Virginia spells trouble from the start, even though the scenes are laid in pleasant places, including Vermont, Hawaii and Singapore. Mrs. Keyes unfolds the story with knowledge and observation which has placed her book among the best sellers in the principal cities of the U. S. A.

**Bethel Merriday**, by Sinclair Lewis. Doubleday. \$2.50.

A young girl's yen to reach Broadway and the lights of theatre town in that great city is told by Sinclair Lewis in four "jumps"; high school theatricals, summer stock, a road company and a Broadway comedy. Lewis is always Lewis whether it is Arrowsmith, Babbitt or Main Street. He is called a realist but his romanticism always comes to the surface.

Bethel Merriday has been called a "likeable" novel radiating human warmth, with a weak plot, few wise cracks and with action on every page.

**Mrs. Miniver**, by Jan Struther. Harcourt. \$2.

Mrs. Miniver, is a middle-class English woman, happy, contented and humorous. If you like England you will like Jan. It is one of the few English books, now getting across the "briny" and a book that has been worthy of its fine reception in this country.

## NON-FICTION

**Tragedy in France**, tr. from the French by Denver Lindley; by Andre Maurois. Harper. \$2.

M. Maurois, during the early months of the war, was a liaison officer between the French and the English. He saw the British defenses in Belgium, conferred with Reynaud in Paris and lunched with British statesmen in London. With this background he traces France's tragedy in bold strokes. A first-hand account of a gripping and timely subject that is now having repercussions in America.

**In Eruption**, by Mark Twain. Edited with introduction by Bernard. Harpers. \$3.75.

We all know Mark Twain either when grave or gay and we usually like him best in his lighter moods. This book constitutes Mark's table talk, arranged by topics, and in a way that will please English purists and the rapid but less meticulous reader. Andrew Carnegie, the Kaiser, Thomas Bailey, Aldrich, Clarence Stedman, Marie Corelli, Bret Harte, Jay Gould, Simon Guggenheim and Leopold, the King of the Belgian Congo, Mark brings before us, glossed and as he saw them, "unexpurgated."

Hannibal, Missouri, and England come in for their fling, as well as the question of pensions, States Rights and other timely topics. The book marks the outpourings of a tender soul who loved America, especially the part which we occupy, and an America which has changed much from the time when our greatest humorist trod its shores.

**Audubon's America**, edited by Donald C. Peattie. Houghton. \$6.

Audubon was a pioneer and in his "America" we see how this nation was put together. The format of the book is a thing of beauty, the print and binding superb, making it an admirable gift book for the Christmas season and one in which the recipient will delight.

**Winston Churchill**, by Rene Kraus. Lippincott. \$3.

Only Churchill knows Churchill; but while we are waiting for him to write of himself we can turn to Rene Kraus, an Austrian journalist and diplomat who gives us in "Winston Churchill" a rapid and colorful story of a man to whom all England is indebted. Churchill is playing the greatest part of any Englishman of our day and upon his broad shoulders rests the fate of that nation. Kraus tells us about the ups and downs of that famous personage, the part he played in the World War, his prophecies that have come true, and his earnest efforts to rid England of the "sleeping sickness" which has almost killed the British Empire. The book confirms what we know but it tells it in an interesting and vivid way.

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Christmas is a day on our calendar only or it is a special day in our lives. To all the world it is an invitation to explore the sweetness and joy of interior peace and outward good will. We plan on the giving of material gifts at Christmas. Bankers, artisans and merchants help with the preparation of these gifts. It really seems as if everyone receives gifts also. And does not the human heart thrill first of all to gratitude . . . the normal human heart?

State employees give gifts and State employees receive and have received great gifts. As citizens of free America they have the most precious gift of all time — the opportunity to worship God on this Christmas morning freely and independently and within beautiful shrines of their own building, and they can order their lives in their own way and with proper consideration for others. They have a government that works day and night to provide safeguards and helpful agencies such as only a high degree of nation-wide good will could possibly create. State employees have the gift of a fine Association in their own employee organization and dedicated to their unselfish interests as workers in the great, busy realm of labor. We have cause for kindly thoughts, holy thoughts. We have cause for faith in a Happy New Year ahead also. Altogether as part of the American family we can say with real enthusiasm to our fellows and to all the world . . .

Miss Mary R. Corkrey  
State Education Dept.



# A Merry Christmas and A Happy New Year

