

THE STATE EMPLOYEE



OCTOBER 1941 * VOLUME 10
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No Strikes!

The Executive Committee of The Association of State Civil Service Employees, meeting in extraordinary session in Albany on October 2nd, expressed unanimous disapproval of the proposal of the State, County and Municipal Workers of America (CIO) to resort to strikes against State, county and municipal governments.

In opening the Executive Committee meeting, Harold J. Fisher, President of the Association, cited the strike action of the State, County and Municipal Workers of America as a reflection upon the loyalty of public workers as well as upon the intelligence of action in public employment matters by the people of the State and their employees. Said Mr. Fisher: "I found no sentiment for strike action among any of the many employees with whom I have come in contact, but only contempt for the suggestion. Organized employees, as represented in the Association of State Civil Service Employees, and of whom the great majority realize and appreciate their place and responsibility in the government of this great State, are outraged by the boldness of the handful of State workers who belong to the State, County and Municipal Workers of America in daring to represent the sentiment of New York State employees at the Lansing, Michigan, meeting which declared for strike action. This trifling minority, clinging to the skirts of some creditable CIO private industry affiliates in this State is a disgrace to unionism.

"Its stock in trade is the abuse of official privilege accorded to all respectable groups, petty attempts to create disunity among the great mass of organized State workers devoted to good service and sound employment policies, and the collection of dues of twelve dollars per year for some illusory service never rendered.

"News reports declare that delegates from New York State claimed that they had been unable to 'get to first base' in negotiations with the heads of State departments so long as it was taken for granted that they would not strike. The Association of State Civil Service Employees has found no difficulty in gaining successful attention for employee problems as presented throughout the years. On the contrary, executive, legislative and administrative heads have welcomed the constructive proposals for the improvement of State service and employment conditions presented by the Association."

The Executive Committee of the Association discussed the matter at length and passed with unanimity the following resolution:

"WHEREAS, The Association of State Civil Service Employees of the State of New York, by reason of its character, aims, accomplishments and extent of membership in every branch of State government throughout the State, is the only organization of State employees which may with propriety assume to speak for all State workers, and

"WHEREAS, a proposal approving the calling by organized groups of workers of strikes against State, county and municipal divisions of government has been adopted by the national convention of the State, County and Municipal Workers of America which purports to represent civil service employees of the State of New York, therefore

"BE IT RESOLVED, that the Executive Committee of The Association of State Civil Service Employees in fairness to the citizens of the State of New York, and in fairness to the 35,000 members of the Association, hereby denounces the action of the State, County and Municipal Workers of America as a base misrepresentation of employee thought

on the subject of sound employment relationships between citizens and citizen employees of each and all divisions of government; as a wholly undemocratic suggestion tending to promote selfish and destructive pressure upon public officials charged with the responsibility for high public service; as a defiance of the principle of preserving complete freedom of action on the part of executive, legislative and administrative heads of government under the Constitution and basic laws in the interest of the protection of life and property and the promotion of the welfare of all citizens; as an act inimical to the intelligent and orderly functioning of government; and as a direct threat to the application of the merit system in public employment, and

"BE IT FURTHER RESOLVED, That this Association reiterates its long established policy of unalterable opposition to strike action by government employees."

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The Press Comments:

ALBANY KNICKERBOCKER PRESS, SEPT. 27, 41

ALBANY KNICKERBOCKER PRESS, SEPT. 29, 41

State Workers Lead CIO Civic Workers Move to OK Strikes Back Employment Against Government Of Reds and Nazis

Delegates from New York State, including several employees of the State Labor Department who had been given a 1-day leave of absence without loss of pay or time, led the fight at Lansing, Mich., when the State, County and Municipal Workers of America (CIO) voted to establish machinery for strikes in government departments and public and private hospitals.

The motion, reaffirming the position of the union, but strengthening procedure whereby strikes can be called by public employees, whether in state, county, municipal or national service, was adopted unanimously yesterday.

The action is contrary to policies enunciated by President Roosevelt, Mayor La Guardia, and in this state by Attorney General Bennett and the State Board of Standards and Appeals, which passes on applications of employe organizations seeking a state charter.

4-Day Leave Approved

Participating in the proceedings were employees of the State Division of Unemployment Insurance, who were given official approval last week by Industrial Commissioner Frieda S. Miller to attend the convention. She directed that the employes, members of the SCMW, should be granted four days off, without loss of time or pay, or any other privileges.

The action, amending the national constitution of the public employes union, was said by officers to be meant to "clarify" the union's position. While disavowing as a policy the use of strikes by public employes, the officers said the amendment was designed to authorize the national executive board to establish rules and regulations governing strike procedure for local unions.

Members of the SCMW who are in the Unemployment Insurance Division and the State Insurance Fund have been at war with bureau heads for shorter hours, more pay, more time off for rest periods and other "better working conditions." The group has clashed with the Legislature on occasion and once carried its fight against the appointment of certain commissioners by Governor Lehman directly to the Senate Finance Committee with a demand the committee reject the appointments. The demand was ignored.

Linked to CIO Policy

The strike action is viewed as fitting into the CIO campaign

throughout the nation for signed agreements and exclusive bargaining recognition in state departments where they claim a majority membership. In New York State their major competitor is the Association of State Civil Service Employees, with headquarters in Albany.

The report of the constitution committee, unanimously approved by the delegates at Lansing, declared strikes called by the organization had been caused by "willful and irresponsible refusal on the part of labor-hating public officials to enter into collective bargaining."

"Our desire to defend our rights is proper and should be satisfied," the report stated. "Therefore, we consider it important to assert again that we have the right to strike. There is no law nor any legal precedent denying us this right and we will fight with determination against any abridgement of this right."

Delegates from New York, New Jersey, California and Indiana declared that they had been unable to "get to first base" in the negotiations with the heads of their departments so long as it was taken for granted that they would not strike.

The amendment authorizes a strike "after a local union has exhausted all other methods to attain its collective-bargaining objective."

National officers of the union first must be informed, however, and the local "shall be guided by the advice and decision" of such officers.

Edwin S. Smith, former member of the National Labor Relations Board, told the delegates that for the government to refuse collective bargaining to its employes "places it in a peculiarly invidious position."

Mary Lucille McGorkey of New York, representing nurses' locals, said organized nurses approved the policy, "but we will never use the strike weapon because it will mean leaving the sick."

Without a dissenting vote the State, County and Municipal Workers of America, CIO, are on record today in favor of employment in public offices of Communists, Nazis, Fascists and adherents of other political ideologies pledged to the overthrow of government by force.

This was one of the last acts of the SCMW before the close of its national convention in Lansing, Mich., Saturday, when much of the talk was directed against the Devany Act in this state, barring from government service persons who advocate overthrow of government by force.

Among delegates who participated in the convention, and who earlier had approved a change in the national constitution of the organization authorizing strikes against the government among public employes, were many from the State Unemployment Insurance Division in the State Labor Department. They were back on the job today after enjoying a four-day furlough from their jobs without loss of pay, time or other privileges, by the explicit order of Industrial Commissioner Frieda S. Miller.

In addition to adopting resolutions for strikes, for hiring of Communists and Nazis on state and other public payrolls and against the Devany Act, delegates also went after Dr. Godfrey P. Schmidt, deputy commissioner of the State Labor Department, for his inquiry into subversive and alien activities in the department.

Schmidt, as well as William B. Herlands, New York City commissioner of investigation, who is conducting a similar inquiry in the New York City Welfare Department, were accused of having "used the unscrupulous technique" of Representative Dies and that they have violated "every concept of fair play." Dr. Schmidt's inquiry, still under way, included an investigation of Nancy Reed, Communist executive who held a key position in the New York offices of the Unemployment Insurance Division. She was ousted by Commissioner Miller and is seeking reinstatement through a court action which hasn't yet been tried.

In line with the convention's action in clearing the way for strike of SCMW members in such state, county and municipal departments where they are employed, delegates recommended each member be assessed \$2 a

year for a strike and defense fund. The money would be used to finance strikes and to fight legislative and administrative investigations of their activities.

In opposing the Devany Act, the convention resolution held such laws had been used by anti-union administrations for the purpose of weeding out active union members.

Statement on Strikes

Abram Flaxer, reelected national president of the SCMWU, which claims 68,000 members, explained the organization's stand on strikes and collective bargaining in this statement:

"Government agencies have contended they do not have the power to engage in collective bargaining with unions of government employes. That is not true

Union Chief Asks Red Ban For Duration

Indianapolis (AP) Headquarters of the International Brotherhood of Teamsters (AFL) disclosed today its president, Daniel J. Tobin, had sent President Roosevelt a telegram citing "the necessity of having all Communist activities cease within labor unions until such time as the struggle now going on in Russia is ended."

Tobin's telegram said: "As one who has endeavored to be helpful to our government in its policies toward overcoming Hitler and other dictators, I find it extremely difficult to reconcile our people and the masses of the workers in general toward helping the Communist government of Russia.

"... It is my opinion that our secretary of state should clearly set forth to the Russian ambassador the necessity of having all Communist activity cease within labor unions until such time as the struggle now going on in Russia is ended."

Safeguarding State Service

The letter which follows, addressed to Hon. Freida S. Miller, State Industrial Commissioner, 80 Centre Street, New York City, under date of September 18th, indicates the alertness of the Association in all matters having to do with the keeping of New York State Service on the high plane of complete loyalty to American Ideals. The Association stands four-square against any and all attempts of subversive groups to undermine respect for our Government or our Institutions.

To safeguard State Service today plain speech and definite action are demanded and each public servant regardless of rank must accept the responsibility of his or her position and do their duty fearlessly, regardless of the personal political or social consequences involved. There can be no weak compromise with evil in whatever form it seeks to fasten itself upon the State or the Nation.

Mr. J. Earl Kelly, the efficient President of our New York City Chapter, the writer of the letter, is cooperating with State authorities to the fullest possible extent in this matter.

"On Monday last, there appeared in the New York Times a report that the New York District Council of the State, County and Municipal Workers of America (CIO), has demanded of you that the investigation being conducted under the Devaney Law by Mr. Godfrey P. Schmidt, one of your deputies, be abandoned and that Commissioner Schmidt be removed from his post in your Department. This investigation, as you know, was commenced by you in May for the purpose of removing from State employment, any member of your staff who advocates the violent overthrow of our Government or who belongs to a society having such an objective. So far, it has produced the dismissal from service of one Nancy Reed, because of her Communistic activities and party membership.

"On behalf of our membership of more than 35,000 State employees comprising four-fifths of the State's workers, we ask you to refuse the 'demand' of SCMWA. We urge that you continue and press to the utmost this inquiry.

"Nancy Reed is not the only Communist in the Labor Department. The best proof of this is the disgraceful conduct of SCMWA's local 28, since the investigation began. Miss Reed was on its executive board. Any decent, respectable employee organization would welcome and foster the removal from service of persons who seek the violent overthrow of our Government, and you may feel amply confident that every employee of the State who is not a Communist wants just that.

"By simple inference, therefore, the 'demand' that you stop the investigation must have come from a badly scared group of Communists sufficiently numerous or dominant or both, to control SCMWA's policies. Apart from such reasoning is the direct statement under date of October 14, 1940, signed by nine members of SCMWA'S local 28, some of whom were then officers and ex-officers of that local, charging that 'the thinking of the majority of the Board of Directors (local 28), is guided by the "line" of the Communist Party!' I have in my possession a copy of this document. Many convincing circumstances can be recalled to show how well-founded is that charge which sprung from within SCMWA's own ranks. In their more brazen days, the Communists in the employ of the State published a pamphlet known as 'State Building News.' When those responsible for this sheet had been driven somewhat to cover, and its publication ceased, we found the SCMWA which came into being shortly thereafter supporting such Communistic movements as The American League for Peace and Democracy and the Stop-Hitler — Quarantine — The Aggressor Movement (before the Hitler-Stalin Pact), The American Peace Mobilization, and the Yanks-Are-Not-Coming Movement (after the Pact), The American Youth Congress, etc. Surely the discontinuance of 'State Building News' did not mean that all the Communists who had been publishing it quit the State service or their party. It wouldn't require very much meditation to reasonably suspect that they are now, and have for some five years, been carrying on their party affairs under

the innocent sounding and protective label of State, County and Municipal Workers of America.

"Since the very beginning of Commissioner Schmidt's investigation, SCMWA has been flooding your department with scurrilous bulletins accusing him of being anti-labor, anti-union, anti-democratic and anti everything else they could think of. They likewise accused this Association of trying to break up their Union when we wrote to you in May, and asked you to investigate under the Devaney Law and to ferret out and dismiss any Communists found employed within your department. They have falsely charged their fellow-workers with being spies and G-men in the hope that they might foment discord, turmoil and distrust among your employees. These are all well-known Communist methods intended to undermine and discredit the good job which Commissioner Schmidt is doing. I assume that you have copies of these bulletins, particularly those which have been circulated by local 28 within your Division of Placement and Unemployment Insurance. If not, I shall be happy to furnish you with a complete set. They are an indisputable documentary admission that SCMWA is in fact controlled by Communists.

"By a process of calculation from our own membership records, it would appear that only a comparatively few State employees belong to SCMWA. We publish from time to time throughout each year the actual number of paid-up members in our Association. SCMWA does not. They can hardly risk doing so because they would thus reveal the thinness of their ranks.

"Let us consider the situation in the Division of Placement and Unemployment Insurance itself. Of the 800 permanent employees of that unit, working in the Metropolitan Area, 589 are paid-up members of this Association as of today. Of the remaining 211, it is quite safe to assume that at least half are not members of any employee group. These figures are quite significant considering that SCMWA has many times boasted of its strength in DPUI. You

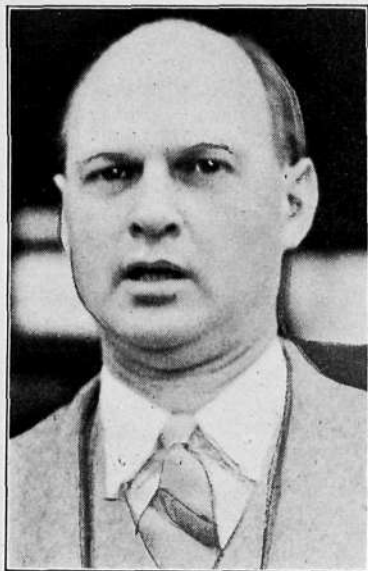
(Continued on page 222)

New Commissioner of Education

Dr. George D. Stoddard, 44-year-old dean of the Graduate School of Iowa University, and one of the foremost authorities in the field of child development, will be New York State's next commissioner of education.

His appointment to the \$15,000-a-year post, as well as to the presidency of the University of the State of New York, was announced by the Board of Regents September 19.

The board asked Dr. Ernest E. Cole, who will reach retirement age November 18, to remain in service until the close of the fiscal year, June 30, when Dr. Stoddard will take over the reins.



DR. GEORGE D. STODDARD

Dr. Stoddard has been dean of Iowa's graduate unit since 1936 and was head of its psychology department in 1938 and 1939. But he earned more fame as director of the university's Child Welfare Research Station.

The Carbondale, Pa., native holds the degree of bachelor of arts from Penn State College (1921), the diploma of the University of Paris (1923) and the degree of doctor of philosophy earned at Iowa (1925).

Married, the father of four children ranging from 5 to 12 years in age, he is author of seven books and more than 150 articles in the fields of tests and measurements, child psy-

chology and development, childhood education, parent education and higher education.

He is a member of many educational and scientific organizations, including the American Psychological Association, the Child Development Committee and the Committee on Food Habits of the National Research Council, the American Educational Research Association, the National Education Association, the National Society for the Study of Education, of which he is a member of the board of directors.

Also, the National Association of Nursery Education, of which he is past president, the National Council of Parent Education, the Progressive Education Association, the Joint Committee on Health Problems in Education of the National Education Association, the American Medical Association and the John Dewey Society.

He is secretary of the American Council on Education, a fellow in the American Association for the Advancement of Science and vice president of its education section (1938). He also is a fellow of the Society for Research in Child Development, having been chairman in 1936-38.

Safeguarding State Service

(Continued from page 221)

will readily appreciate, therefore, that this so-called labor union is far from being representative of State employee opinion. When it 'demands' that you abandon this investigation and dismiss Commissioner Schmidt from his Labor Department post, it speaks for a small Communist clique which dominates it. When we ask you to continue it and to strengthen Commissioner Schmidt's hand in the fine work he has commenced, we speak for a vast army of State workers.

"Governor Lehman has asked all department heads to investigate in a similar manner. We, the Association of State Civil Service Employees, want the investigation. The Communists do not."

Mental Hygiene Ass'n Elects

New chairman of the Association of Employees of the Department of Mental Hygiene's Executive Committee is John Livingstone, Hudson River State Hospital employee.

Elected to serve with him on the committee were Herman Redmond, St. Lawrence State Hospital; Charles W. McBreen, Rockland State Hospital; and Louis Illig, Harlem Valley State Hospital.

Officers of the Association are: J. A. McDonald, Rochester State Hospital, president; John Livingstone, vice president, Mrs. Lucy S. Baumgras, Marcy State Hospital, secretary and treasurer.

Westfielders' Picnic

Members of Westfield State Farm Chapter at Bedford Hill turned to business last month, after a picnic attended by 90 guests at Peach Lake and a farewell dinner to Mrs. Elizabeth V. Robinson, supervisor in homemaking at the farm for the last five years.

Presented a cameo and chain by co-workers, Mrs. Robinson received high praise both from farm officials and from community leaders of nearby Mount Kisco, where she assisted the Parent Teachers Association and Episcopal Church. Mrs. Robinson left Westfield to take an appointment as assistant superintendent at Albion.

The picnic, second conducted by the chapter, was an outstanding success with boating, swimming and dancing on the entertainment fare, topped by a picnic supper around an outdoor fireplace, correspondent Florence Bethel reported.

Opening business meeting of the chapter took place September 9 with a record attendance, auguring for a good year.

Members Should Use

BALLOTS

on pages 248 and 249

Our Birds--Martyrs to Speed

The toll of the automobile is not counted in human lives alone. In his annual Bird Day Bulletin to schools of the State, Dr. Dayton Stoner, State zoologist, told of sacrifice of bird life on the altar of speed. His article is reprinted here.

BY DAYTON STONER
State Zoologist

Fifteen years ago I published in one of the professional journals an article entitled "The Toll of the Automobile." The account dealt with a motor car trip of 632 miles which I made in Iowa during the summer of 1924 and on which 142 dead birds, 43 mammals and 40 reptiles were counted on the highways—casualties due to speeding automobiles.

So far as I know this was the first published formal account pertaining to this feature of wild life mortality. Since that time, however, numerous inventories and discussions of such casualties have appeared in print and, indeed, an entire book has been written on the subject.

Most of my subsequent records of wild life casualties on the highways have been made on cross-country journeys, four of them around trips between Albany, N. Y., and Iowa City, Iowa, in the late summers of 1935, 1937, 1938 and 1940. Approximately 28 driving days were required in traveling the 8,576 miles, on which 2,975 freshly killed vertebrate animals (amphibians, reptiles, birds and mammals) were counted lying on and immediately at the sides of the highway, the victims of motor cars. Five hundred fifty-three of the victims occurred on the 2,644 miles of highway traveled in New York State.

So many factors are involved in a consideration of these casualties that detailed discussion of them can not be undertaken here. Suffice it to say that the time of year, temperature and precipitation, and ecological conditions bordering the highways concerned, as well as the locomotive ability, nocturnal proclivities and feeding habits of the victims, together with the type of highway and the number and speed of the automobiles traveling them, all have an

important bearing upon the number and kind of animal casualties concerned. Without further reflection upon these and allied features, a concrete discussion of the birds actually encountered on the four trips mentioned and supplemented by other recent findings in New York State will serve to give some notion of the general situation attending this now important feature of animal destruction.

As might be expected, among these highway casualties, birds were better represented than any other vertebrate group, 25 species comprising 1,312 individuals having been positively identified in passing; since their identity could not be established without stopping, 469 additional casualties were recorded as "miscellaneous undetermined birds." Thus a grand total of 1,781 birds probably representing considerably more than 25 species is included in our counts on these four cross-country tours. New York, with 14 species recorded, led all the states in this respect.

Outstanding in this imposing list of bird fatalities are the two introduced forms, the English sparrow and the domestic fowl; together they comprise 1,261 individuals or 70 per cent of the entire number. Of these, 1,043 (82 per cent) were English sparrows. As a matter of fact, I believe that more than 75 per cent of the carcasses indicated as miscellaneous undetermined birds also were English sparrows. As might be expected, the mortality rate in this species was highest in agricultural communities; 228 carcasses were counted on 1,030 miles of highway in the Province of Ontario, Canada, 78 on 479 miles in Iowa and 205 on 1,445 miles in Illinois; only 160 were counted on 2,644 miles in New York. Most of the casualties were among birds of the year. In the 1937 round trip of 2,117 miles, 613 dead English sparrows were counted. Despite this apparently high mortality rate, however, and contrary to the wishful thinking of many observers, indications do not point to any appreciable reduction in the sparrow population during the past five years.

Casualties among domestic fowls likewise occurred most frequently in

the central agricultural states; the highest average counts were made in Iowa with 26 carcasses on 479 miles and Illinois with 76 carcasses on 1,445 miles.

Another introduced form, the ring-necked pheasant, frequently meets death on the highway. Seven individuals, all females, were counted on the four trips; three of these were in New York State, with one each in Illinois, Indiana, Michigan and Ohio. When the potential reproductive possibilities of these casualties is considered the loss thus sustained has important economic bearings, particularly in view of the likelihood that at least some of these were hand-reared birds released for local stocking purposes.

Among our native birds, the robin was recorded the greatest number of times, 12 in all, for the trips cited. Not only does this species of the thrush family (*Turdidae*) frequently meet disaster on the highway but also its close relatives, the wood thrush and the bluebird, frequently suffer a similar fate. Contributing factors to such an end are their more or less terrestrial habits, their undeveloped lack of wariness and precaution, their comparatively slow flight speed and their lack of ability to "time" their getaway before an oncoming car.

The swallows are ordinarily classed as good or excellent flyers; their flight speed ordinarily ranges from 20 to 30 miles an hour. In addition, they are capable of performing with unusual facility such remarkable aerial antics as diving, darting and zig zagging. One would think that few birds endowed with this proficiency would be struck by motor cars, but the records here cited indicate five casualties distributed among three species. In the course of other travels I have frequently noted not only dead barn, cliff and tree swallows on the highway but bank swallows as well.

I believe that these birds often meet death by reason of their sheer ability on the wing which renders them more likely to take chances before an oncoming car rather than to attempt evading it in frightened desperation.

(Continued on page 247)

Editorial Page

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Salaries Must Keep Pace

Nothing could be more obvious than that the people of the United States should resist inflation or any other economic situation which might result in another business depression or recession. International affairs are in such a fluid state as to goods and exchange that we cannot expect complete satisfaction throughout our business and industrial life until such a time as we have international tranquillity. Prices at the present time in America are advancing as they did in 1917 and 1918. This means that cost of the things which are necessary to human life and to the maintenance of rational living standards is involved. There is every reason to expect that every sacrifice necessary to the safeguarding of American ideals and American standards will be made. Thus far it does not appear that we need to invade the fields of food or clothing or housing or fuel to contribute what is necessary to the success of America's purpose and plan.

The problem of keeping wages and the cost of things which wage earners and their families absolutely require is one in which each citizen is interested and to which the highest degree of statesmanship must be devoted until peace throughout the World is again restored. It is not

unreasonable to expect that several years at the very least will be required to attain any sort of an international well-being or security so far as presently warring peoples or their neighbors are concerned.

The President, members of his cabinet, members of the extraordinary agencies created by the President, Congress, industrialists, farmers, bankers and citizens generally are working upon the questions of prices, wages, taxes, national income, national debt, credit facilities, and the like, as well as directly upon defense problems. But in the final analysis, as always, the intelligent reaction of the general public shall determine whether or not the United States of America is to meet successfully the tragic emergencies of the present political, social and economic earthquake. There is every likelihood that Divine guidance, human faith and earthly resources will be the deciding factors in the weathering of this and other crises yet to come. We must realize that we are but a generation in the long record of civilization. But as a generation we should exercise such intelligence and such common sense that we may be worthy of past generations and be contributors to the advancement of future generations.

In an especial way, public workers should lead in promoting the welfare of all citizens. They should bear whatever sacrifices are necessary to general welfare and bear them cheerfully. They must be in the forefront of every worthwhile project to relieve or remove any unhappy trials or serious troubles.

But when all is said and done, public employees must eat and pay taxes and support homes and community life as do other workers. If living costs rise to the point of straining their carefully budgeted salaries to the point of breaking, public workers must appeal for salary adjustments to meet such rising costs. This is not new logic, even though often attention to salary adjustments in times of economic stress goes first to those in private employment.

Today, New York State civil service employees, in common with

other workers, face a ten per cent higher cost of living. They have no salary plan to meet such costs. The Feld-Hamilton increments do not meet these costs. Every person to whom a Feld-Hamilton increment is paid is a person whose salary at the time the increment is paid is less than the salary value of the position which he or she holds. So the increment is already mortgaged by needs already created and existing. A very large percentage of the recipients of Feld-Hamilton increments thus far have found the increments absorbed entirely, even before received, by the added tax involved in the Federal taxes not hitherto required of State workers. There is no fault with the new requirement as to payment of Federal taxes but provision for such taxes was not contemplated any time in old scales nor in the newer increments.

The Association of State Civil Service Employees is making a careful study of the situation which faces State workers and is hopeful that the Executive and Legislative branches of government upon whom they must depend for attention to any emergency salary adjustment sought by reason of increased living costs will be equally interested in a sound economic solution of the problem. The reaction of business and industry to the necessities of their employees is being reflected each day in public announcements of increased salaries.

A Secret Ballot

It should be pointed out that the Association has a secret ballot form which may be used by members if they prefer. The process is to omit the name and membership card number on the printed ballot. After the ballot is marked, it may be placed in a sealed envelope and the sealed envelope labeled "ballot." This envelope may then be enclosed in an outer envelope which contains the name of the employee and his card number. The right of the employee to vote is checked at headquarters, the inside sealed ballot is abstracted and placed in the ballot box unopened. The sealed ballot is

opened only by the Board of Canners on the night of the election. It is impossible for the Board of Canners or anyone else to know who cast the ballot.

It is evident that some means must be adopted to be sure that non-members are not casting ballots. The above procedure is prescribed by the Association's Constitution and has worked successfully as indicated. Of course, most members are not concerned whether or not their ballots are secret, but, as indicated, the above procedure can well be adapted if any member wishes.

The Front Cover

That pumpkin on the cover is real—and that's not all.

It's the biggest Walter Waterbury ever hunted, found, lugged, cut up and (three days afterward) sniffed, but we won't go into that.

"We've got to have a pumpkin!" said Waterbury, engraver, at the Austin Empire Company in Albany (where all your cover plates come from).

"We've got to have a great big pumpkin!" he added. "You can't fake a pumpkin!" Artist Herb Writer nodded assent, a show-me look coming into his eyes.

Writer, that night, inquired of neighbors in rural Wynantskill. Was there a big pumpkin to be had? No.

Waterbury phoned friends in the country. No pumpkin. He went to the Albany Public Market. No pumpkin the size he wanted.

Waterbury called produce merchants. Still he didn't get it. He went back to the public market.

"I'll get a big pumpkin or bust," he promised.

He did. He met a farmer, who said he had the biggest pumpkin ever grown. Waterbury would have to come to the farm, however, to get it.

The engraver drove to the farm, off Route 20, near Altamont. There he saw it.

"I was born on a farm and we had pumpkins, but I never saw one like this," he said.

On bathroom scales, the big vegetable tipped 60 pounds. It made Waterbury's car lopsided. Artist Writer went to work on it with a knife. Photographer Glenn took the picture. Writer went to work on the photo and made the Halloween cover.

Waterbury took the pumpkin home, put it in the cellar for Halloween.

Three days later. Whew!

"I was born on a farm and we had pumpkins," said Waterbury, "but none of them ever smelled like this."

Anyhow, it was real and thanks, Mr. Waterbury, thanks a lot.

Suicide by Strikes

In Lansing, Michigan, the SCMWA, a CIO Union, assembled in convention, disagreed with President Roosevelt, Mayor La Guardia and a large number of other government officials concerning the right of civil servants to legally strike against the government.

Abram Flaxner, perennial president of the union, asserted that the strike policy would cause the press, "reactionary employers" and others to criticize and slander the union. He also stated that administrative officials, Federal, State and local, had employed labor spies, fostered company unions and dismissed workers for union membership.

The convention, during its session, also endorsed the government's foreign policy of giving all aid short of war to Britain, Russia and China. **A motion to adopt a resolution stating that help to Russia did not imply approval of the communistic form of government was unsuccessful.**

The convention favored raising a fund to combat investigation of alleged subversive activities in DPUI, Department of Labor. Finally, it asked dismissal of deportation proceedings against Harry Bridges, California CIO leader and alleged communist party member.

Every New York State civil service employee upon obtaining a permanent position is guaranteed certain rights. These involve many things such as salary range, annual leave, sick leave and a retirement pension. It is true that to obtain these rights it has been necessary to wage a long struggle. But not once was anything in this line achieved by a strike. To speak of New York State alone, the Feld-Hamilton Act was sponsored and finally enacted into law primarily through the efforts of the Association of State Civil Service Employees. There are still goals to be accomplished and obstacles to be overcome and everything is not yet perfect in the administration of New York State's civil ser-

vice laws. But disregarding utterly the legal right to strike there is no sensible or sound reason to assume that anything can be accomplished by striking which could not be accomplished equally well by negotiation and discussion.

The activities of the labor spies were not specifically stated and as far as New York State is concerned probably exist mainly in the fertile imaginations of Mr. Flaxner and his ilk. The "company unions" referred to may possibly be of the type of the Association of State Civil Service Employees, which has always been more concerned with the welfare of all State employees, including non-members, than with inducing these employees to join in dues paying racketeering. It is possible that some members may have been dismissed for union membership in some jurisdiction, though more likely for general incompetence. Many of these "union" members are inclined to forget that they receive their salaries for performing services for the State or other governmental agency for which they work and not for activities for their union.

The SCMWA now endorses the foreign policy of the government although it was not so long ago that in New York State at least its slogan was "The Yanks Are Not Coming." As long as the Hitler-Stalin pact survived just that long these party members and "fellow travelers" followed the "party line." In other words, it seems not loyalty to this country now causes the union to endorse the government's foreign policy but a change in the foreign policy of another country. A further demonstration of this is shown by the failure of the convention to state that it did not approve of the communistic type of government. But the convention did not hesitate to approve opposing an investigation into alleged subversive activities in the Welfare Department of the City of New York and the DPUI-State Labor Department. That, of course, is a "witch hunt" and should not be tolerated. The convention approved dismissal of the charges against Harry Bridges. **Does this come under the heading of civil service matters?** No mention is made of the truth or falsehood of the charges but Bridges, as the head of another CIO union, must be defended and saved from deportation.

(Continued on page 246)

Story of State Government

CHAPTER XVII: DEPARTMENT OF LABOR

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

By FRIEDA S. MILLER
Industrial Commissioner

The history of the Labor Department has for over a half century followed the history of the state's industrial development. It is a chronicle of increasing social responsibility for the industrial welfare of all groups in the state.

In July the Department found nearly 50,000 jobs for Empire State workers—many of them, of course, on the tool benches and the assembly lines of our vast defense plants.

The State Boards of Mediation and Labor Relations continued their efforts, together with industry and labor, to maintain the industrial peace so essential to increased defense production. Indeed the state is today and has been for some years singularly free from industrial strife.

An important part of the Department's work is the maintenance of safe and healthy working conditions in industry. As defense production speeds—as inexperienced workers come on the job, as plants go into three shifts, accidents mount. In total defense, we have come to know that an injured worker is just as much a casualty as a wounded soldier. The casualty lists in the battle of production are rising tragically—over 58,000 in July, the highest in history—invaluable and often irreplaceable skilled workers are lost to defense production.

For them and their families there is workmen's compensation—nearly 30 million dollars annually awarded by the State Labor Department. And then there are women in industry—just now beginning to be trained to take men's places in defense plants.

These and many other services the Labor Department performs today contrast dramatically with its beginnings in 1883 as a Bureau of Labor Statistics when a Commissioner and a Clerk were appointed to investigate labor conditions.

Bureau Investigates Child Labor

And those conditions needed investigating. Children of nine and ten were found to be working 11 hours a day in tenement cigar factories in New York City for 75 cents a week. A trained seamstress testified that she worked from 6 a.m. to one o'clock the next morning making boys' waists with trimming on the



State Industrial Commissioner Miller speaks as her predecessor, Elmer E. Andrews, ponders her words.

neck and sleeves and with button-holes, for 2½ cents apiece. She averaged 25 cents a day.

What had happened, of course, was that the state was reaping the harvest of the industrial revolution—the headlong growth of inventions and the factory system to make profits and manufacture more cheaply and efficiently the things a young country needed. This was the century that marked a trek from the fireside to the factory and from work inside the home to much the same work outside.

No one realized at first the health and moral hazards that surrounded

firetrap factories, unguarded machinery, a 12-hour day, lack of sanitation, lighting and ventilation, and pitifully low wages. The Bureau of Labor Statistics began to reveal the hazards. Even then it must be admitted that some people didn't care. But enough people did. The public conscience was awakened and the state began to write into our statutes the first labor standards in New York, often the first in the United States.

In 1886 the Bureau of Inspection was established to enforce a somewhat strengthened compulsory education law and increasingly legal safeguards for women workers. Interestingly in the same year was created the Bureau of Mediation and Arbitration which functioned until 1940 when it was merged with the Board of Mediation.

Thus there were three separate bureaus which grew increasingly interdependent but it was not until 1901 that they were merged into the Department of Labor.

During all this period the wagon train that had crossed the plains gave way first to river steamers and finally to the iron horse. The golden tie at Ogden, Utah, did more than increase the demand for steel rails and rolling stock. It opened up whole new markets for the products that were made in the factories of New York and New England.

More Business—More Accidents

More and bigger machines were installed. They increased in complexity—and in hazards to workers. When men worked in their homes and on their farms, they could control the conditions under which they labored. When they became permanent wage earners in a factory system, they could no longer control those conditions. But the law—the old common law that came to America via the Mayflower—was geared to the simple life. It said somewhat vaguely that the employer should exercise "due care" for the safety of the worker.

With the coming of movable belts and traveling cranes and our early skyscrapers, however, employers developed three powerful legal defenses

which pretty effectively thwarted the efforts of injured workers to recover damages in court. The employer could say the injured worker had been negligent (contributory negligence); or his fellow worker had been and he should sue the fellow instead of the employer (the fellow servant rule but the fellow seldom had more resources than the injured man); or in particularly hazardous work where accidents were most likely, the employer could say that the worker knew the job was risky but assumed it willingly (assumption of risk).

The common law was modified somewhat in the worker's favor but not sufficiently. So it was not until 1909 that Governor Charles Evans Hughes established the Wainwright Commission to study workmen's compensation and make recommendations to the Legislature. This Commission recommended the passage of a compensation law to cover eight especially hazardous occupations and it was enacted in 1910.

Industry Pays Cost of Accidents

The law said that workers should not bear the cost of inherent risks in industry, that such cost was a legitimate charge against industry, regardless of fault. On March 24, 1911, however, the Court of Appeals held the law unconstitutional, saying that proof of fault or negligence was the only due process by which an employer could be required to pay compensation to an injured employee.

The very next day, on March 25th, machines were humming in a shirt waist factory in Manhattan. Suddenly fire broke out, workers rushed to the exits, they were locked, panic ensued and in horror crowds in the streets watched 145 women burn to death. This was the famous Triangle Shirt Waist factory fire.

The ironic part of it was that, even had the Court of Appeals upheld the compensation law the previous day, it would not have helped the families of those girls because they were not assumed to work in a hazardous occupation.

Public opinion, however, was deeply aroused. A constitutional amendment was started on its way, overwhelmingly approved in 1913 election and an enabling act became effective July 1, 1914. At the 25th anniversary of workmen's compensation celebrated a year or so ago, Industrial Commissioner Freida S.

Miller pointed out that over a half billion dollars had been paid by industry to nearly two million injured workers and their families during the quarter century.

Thus were workers helped, according to Miss Miller, to bear the cost, if not the suffering, of industrial accidents. Thus, she said, was another labor standard built, a substitute for broken homes, children in orphanages and cripples in old men's homes.

State Tries to Prevent Accidents

But even more important than paying compensation to the injured which is really locking the door after the horse is stolen, was preventing the occurrence of industrial accidents. An aroused public opinion after the Triangle Fire also forced the appointment of a factory investigating commission to inquire into fire protection, sanitation, ventilation, lighting and so on in the factories of the state. On this commission sat a distinguished group of citizens, Senator Robert S. Wagner, Frances Perkins, Mary Dreier and others.

Their very thorough investigation brought a tightening of the safety and health provisions of the labor law all along the line. Thus were other labor standards erected by an aroused public opinion.

The Legislature took an unprecedented step—it realized that with all its legislative problems it could not keep abreast of dynamically changing industry and the hazards these changes constantly raised. It decided to delegate quasi-legislative power to the Department to make detailed rules to safeguard the lives and health of workers so long as these rules followed the general intent of the labor law.

Today we operate under some 30 odd safety codes in addition to the labor law. These codes range from metal spray painting to rock drilling, from women in canneries to explosives. The Commissioner may prepare drafts of new or revised codes, and after consideration and public hearings, the Board of Standards and Appeals promulgate codes.

Matching Men and Jobs

In 1915 too, the State Employment Service was started. We were getting into a period—not unlike our own—when a slumping economy began to feel the impact of war orders from abroad. As these increased and later as we entered the

war ourselves, a chaotic labor market compelled the creation in January, 1918, of a U. S. Employment Service.

At no point perhaps in our present defense effort have we profited more from World War experience than in the field of matching men and jobs. We started our current program with 3,000 federal-state employment agencies geared together to recruit and analyze the labor resources of the country and to channel them quickly and efficiently into defense jobs.

We have been able to find out the labor needs of defense industries not only today but two months, six months hence. If we could not find men for the jobs, we could recruit workers to be trained in the schools and the factories of the nation to relieve the stringency. We could urge employers to simplify techniques and conserve their skilled workers for the most difficult tasks.

We have been able to detect quickly and to discourage more effectively than in the past, labor raiding by employers and aimless wandering by workers around the country in search of jobs that do not exist. These "defense Okies," as they have been called, not only bring endless suffering upon themselves and their families but disrupt the whole labor market.

Vividly do we recall during the last war how Pittsburgh mechanics rushed to Rochester on the rumor of a job while Rochester mechanics rushed to Pittsburgh on similar rumors.

Women Pour Into Munitions Plants

As the AEF sailed away for France, women poured into industry to take their places. This was a new phenomenon in America and created a whole new set of problems. We found that employers continued to use men in the more highly skilled jobs and to pay women less than men, many employers preferring women workers for this reason.

The question of hours of work, of seats in factories and of sanitary facilities for women hastened the establishment of the Division of Women in Industry just 22 years ago to deal with these problems. The old cry of "equal pay for equal work" was resurrected—we had heard it intermittently since the '80s but even today it has not been generally realized. Women in industry earn on the average only half what men do.

As women are beginning to be called for training as coremakers, welders and the like in this current effort, we again start—as in the Employment Service—far ahead of the last war. We know a great deal more about the relation of hours of work to output and to the health of the worker.

With the end of the last war, various internal reorganizations occurred in the Department. During the prosperous twenties, workmen's compensation coverage was liberalized, safety and health regulations somewhat tightened, hours shortened. Wages and prices, however, were relatively stable and we coasted along to the crash in 1929.

The Depression Awakes the Public

By 1932 wages and employment were spiraling downward. One in four was jobless. Businessmen strove to cut costs by cutting wages and discharging workers. They forced competitors to do the same thing. Finally they found their markets dissolving through lack of purchasing power. They had to cut costs further and the deadly spiral was on.

Against this chaotic background the public conscience again awoke. It moved on a number of fronts. It said that those who lost their jobs through no fault of their own should not bear the full cost of that joblessness—an unemployment insurance system was set up.

The state said that there should be a minimum wage—adequate for maintenance and to protect their health for the lowest paid workers in the state—for women in intrastate commerce.

It said that hours should be shortened in stores, hotels, beauty shops and on public works. It said that industrial homework—long an economic canker sore where low wages, long hours, child labor and bad working conditions abounded—should be regulated and ultimately abolished.

It said the state should help workers collect unpaid wages where due, should fix the prevailing rate of wage on public works.

By 1937, the state said that the public machinery for settling industrial disputes should be strengthened. Empire State industry and labor had had years of experience in dealing with each other in collective bargaining. They understood and respected the other's position and against such a background the State

Mediation and Labor Relations Boards have achieved the success mentioned earlier—with industry and labor they have kept a high degree of industrial peace. They have provided an informal conference table around which differences could be ironed out.

The Labor Department Today

The year 1941, therefore, sees a Labor Department whose administration affects some 300,000 employers and between four and five million workers. It has nearly 7,000 employees and total annual expenditures of some 13 million dollars, nearly 10 million of which is for the administration of unemployment insurance and the State Employment Service now connected with it. These latter funds come from industry through the payment of social security taxes to the Federal Government (except about \$300,000 the State appropriates to match Federal funds for the Employment Service).

Some one and one half million of the three million dollars of the Department's remaining expenditures is for administering the workmen's compensation law and is paid by industry through their insurance carriers. It is not therefore a charge against state taxes. This leaves a cost to the state of some one and one-half million which is further reduced by the collection of revenues paid into the state for licenses, fees, permits and miscellaneous revenues.

The Department therefore cost the 13 million people in the state in 1940 about \$1,250,000 or roughly ten cents per capita.

The Department consists of an Industrial Commissioner, two Deputy Industrial Commissioners, six Assistants to the Commissioner, Secretary of the Department, and two Assistant Secretaries; the Industrial Board, five members; the Board of Standards and Appeals, three members; the State Labor Relations Board, three members; the State Board of Mediation, five members; and the Unemployment Insurance Appeal Board, three members; 10 formally established main Divisions (besides the internal administrative units which might be considered another Division), several Bureaus and Units within each of the main Divisions, and 90 local offices of the State Employment Service. Each Division is headed by a Director, each Bureau by a chief, and each Employment Office by a manager. District

offices are maintained by the Department in New York, Albany, Utica, Syracuse, Rochester, Buffalo and Binghamton. Nine District offices are maintained by the Employment Service.

The Labor Department Serves Defense

It was with this administrative set-up and this fabric of labor standards that the people of New York met the national defense program in the spring of 1940 when it hit a leisurely rising market like a thunderbolt.

Fourteen billion dollars—and now many more—were to be translated into guns and tanks and planes—and training camps within two to four years. Armies were to be trained and equipped and the whole productive energy of a people mobilized for coordinated national defense. By November New York factory employment had topped 1929 levels for the first time, according to the Department's statisticians.

With Governor Lehman's cut-red-tape order the Department threw all its resources into the battle of production. As 1940 statistics are already outmoded, a round-up of July defense activities might reveal the nature of much of the Department's present work.

The 48,716 jobs filled by the State Employment Service in July were over 80 percent more than those filled a year ago. The corollary is also true—that unemployment insurance benefits have dropped more than 40 percent over a year ago.

As previously mentioned, a good employment agency must know not only what employers need today but what they will need two months, six months hence. Some 25,000 additional workers will be hired in the second half of 1941 in New York City alone. Nearly two-fifths of these, the Employment Service believes, can be found among trainees, NYW youth and vocational high school graduates of whom nearly 8,000 are now registered with the Metal Trades Placement Office. Possibly three times their number are currently enrolled in defense courses and will be available when needed.

Outside the metropolitan area, shortages of skilled workers continued general—with farm labor shortages to become serious during the harvest season. Both farm and non-defense industry workers are taking higher-paid defense jobs.

Employers are adjusting—taking

older workers, hiring women and girls.

Keeping the Industrial Peace

Akin to finding the right man for the job is keeping the industrial peace after they go to work. Another month of relative peace was reported by the State Mediation and Labor Relations Boards—another indication that we learn from World War I.

Then as now, the urgent mobilization of our economy for war time production threw thousands of employers, superintendents, foremen and workers into sudden intimate association with one another to make a lot of new things, new ways and with unfamiliar tools.

The resultant frictions at that time led to a wave of serious strikes focussed on two main conflicts—disputes over recognition of the right of workers to bargain collectively with their employers through representatives of their own choosing and their desire for a share in the increased profits of industry—that is, for wage increases.

The need to settle these disputes and increase output forced the creation of the National War Labor Board and similar agencies in the shipbuilding and transportation industries which were the precursors of the present labor relations and mediation boards.

As a result of its experience the National War Labor Board promulgated the following declaration of principle:

"The right of workers to organize in trade unions and to bargain collectively, through chosen representatives, is recognized and affirmed. This right shall not be denied, abridged or interfered with by the employers in any manner whatsoever. Employers should not discharge men for membership in trade unions, nor for legitimate trade union activities."

If these conclusions are correct, then we have begun our defense effort in New York today in a much more fortunate position. Not only have industry, labor and the State learned to understand one another better but one of the major causes of world war industrial disputes has been basically altered by writing into law guarantees of the right of collective bargaining.

Defense workers are mostly engaged in interstate commerce and the agency which would iron out

collective bargaining disputes in this field is the national, rather than the state, labor relations board.

State Labor Relations Board

In the chiefly non-defense, intra-state industries, however, the experience of the state board points to a growing public acceptance of the principle of collective bargaining. Although it has the power to enforce this guarantee, the board has seldom had to use the legal process of enforcement. During 1940 over 90 percent of its unfair labor practice cases were adjusted informally around a conference table without resort to formal hearings before the board.

The other important function of the state labor relations board is

—are dealt with today by the state mediation board. This board enforces no law, exercises no coercion or restraint and considers its chief value to lie in the absence of such authority.

With collective bargaining legally assured, the mediation board prefers to act as an impartial, friendly advisor at the conference table around which representatives of management and labor freely discuss and fairly adjust their grievances.

The increasing use of the board's services is evident and reflects a growing recognition by management and labor of the value of its services in substituting orderly peaceful adjustment for tests of economic superiority.



Inauguration of the decentralized check payment systems in the early days of Unemployment Insurance brought hordes to the Albany Employment Service Office.

to decide disputes over which union, if any, is the proper bargaining agent. Again a similar percentage of the representation cases filed during 1940 were settled informally.

In contrast to the days before collective bargaining was legally assured, workers did not have to resort to strike action against their employers to adjust disputes over this right. An orderly, peaceful method of settling such controversies has been substituted for wasteful tests of economic strength.

State Mediation Board

Other causes of industrial disputes in the state—controversies over wages, hours and working conditions

With a view to averting any future work stoppages particularly in defense industries because of industrial disputes, the mediation board has written to the mayors of every city and first and second class villages of the state, to the chambers of commerce and labor unions, asking them to advise the board of any actual or imminent dispute of which they have knowledge. A mediator will immediately be assigned. As the letter states, "The record of the Board shows that settlements are possible in the great majority of cases through prompt mediation."

If only the proper steps can be taken in time, it is believed most

work stoppages can be prevented or quickly remedied. This is true whether the stoppage stems from an industrial dispute or from accidents or disease which may cost the services of valued skilled workers. For this reason the Department has also placed its resources at the disposal of industry to help prevent or correct unsafe and unhealthy working conditions at the outset of production.

Conserving Man-power

Despite the combined efforts of the state, industry and labor, accidents are rising tragically. Redoubled efforts are being made to meet the challenge and the Labor Department's contribution is along the lines of approving plans for new defense

Industrial design—under the impact of the defense program has seen radical changes—blackout construction for the first, mass production of aircraft, sabotage control. Meeting these needs safely has been the problem confronting the state and industrial designers alike. The labor law and some 14 codes are applied to building plans in an attempt to assure safe working conditions.

Inspecting for Safe Practice

But not all plants are new. Some are old and some long closed are being hastily renovated and reopened. Old machines are being reconditioned and new machines are being installed. Plants are going into two and three shifts. Lots of new men are coming on—some in-

for failure to reduce accidents, it said that most accidents in modern industry do not result from violation of safety laws but from a variety of preventable causes outside the law. Most employers, most workers, are willing to correct unsafe conditions and practices when the hazards are called to their attention.

The safety experience of factory inspectors is extensive and widely recognized. The Department has thus been able from the beginning of the emergency to place all its safety and health experience at the disposal of defense contractors. Many employers have themselves sought advice on the safe installation, spacing and guarding of machinery and on proper ventilating equipment.

Safeguarding Workers' Health

Factory accidents are not the only hazards facing workers on a defense program. Far subtler ones lurk in the new industrial processes, new chemicals, new poisons and new uses for old ones. Little is known about them and the national defense program steps up the hazards enormously.

The department's division of industrial hygiene consists of a group of technicians—doctors, chemists and engineers—whose job is to conduct and control occupational diseases. Their weapons are the x-ray, the blood test, the dust count, chemical analyses and—usually—the right ventilating equipment.

Letters have gone to every defense contractor offering the services of the division gratis and sending publications describing the hazards in the particular industry and the measures which control the disease. Surveys have been made of the aircraft industry where the excellent cooperation of management and labor has resulted in working out better ventilation to carry off the fumes of metal spray painting and other dangers.

Problems of radium dial manufacturers, welding and a variety of other hazards have been tackled. And the work grows daily.

Labor Standards are Defense

Like a refrain there has recurred throughout this article a fundamental principle—that labor standards are themselves a basic part of national defense and the State's industrial efficiency.

Good personnel practice is necessary to recruit, train and keep qualified workers. Impartial public "con-



A unit of the Division of Placement and Unemployment Insurance in Albany hums with activity

plants for safe practice, inspection of existing plants and the detection and control of occupational disease.

Nearly 350 new defense plants or additions to defense plants have gone up or are building in the State of New York. These plants represent an investment of almost 30 million dollars. The department's Engineering Division which approves plans for such plants and the Board of Standards and Appeals which grants exceptions or variations to the labor law where undue hardship would result from its literal application but where its safe intent can be preserved, have been faced with many baffling problems—besides the need for speed.

experienced—as inexperienced in avoiding accidents as in doing the work.

There is little time to overhaul machinery on 24-hour operations—the weak link may slip by. Above all, there is the demand for speed—pressure for production.

Despite what we have learned about safety, industrial accidents still go up as production goes up. The largest numbers of such accidents ever reported in this State occurred during the years 1927-29, when they ranged from 507,000 to 523,000 annually. During 1940 they topped 528,000—the highest in history.

Lest our safety laws be indicted

ference tables" helped maintain industrial peace in the last war and in this emergency so far by adjusting labor disputes fairly and quickly. Safety and health standards in defense plants protect the workers and keep output high.

The same is true of decent hour and wage standards. Tired or hungry workers produce few guns and little butter. We found that out in the last war and Europe has discovered it again this time. England lengthened her hours to 66½ a week during World War I and defense production still lagged dangerously behind. She cut them to 45 a week and instead of curtailing output further, it was actually increased by about nine per cent.

Even Germany two years ago found her 60-hour week—decreed from the top and enforced by the Gestapo—resulted in production lags and serious work stoppages from industrial accidents. Her working hours had to be relaxed to increase output.

As for wages, substandard earnings don't make enthusiastic workers or citizens. The State minimum wage law seeks to establish wages "sufficient for adequate maintenance and to protect their health" for women and minors in intra-state industries. Equal pay for equal work is still a remote ideal. Women in factories still earn on the average only half what men do. And women in some of the service trades are the lowest paid of all.

Enlightened employers know this and welcome State minimum wage orders if they are vigorously enforced. They know that they can then pay their workers decent wages and be protected against unfair competition from the chisellers who don't.

The year of 1941 sees 153,000 women and minors securing the benefits of minimum wage orders, an increase of more than 100,000 in 18 months. These women are in the laundry, beauty service, confectionery, cleaning and dyeing, hotel and restaurant industries. Orders for the last two were promulgated last fall.

Evidence from employers themselves, through sworn payrolls, shows that wages have gone up not only for the workers at the bottom of the scale but for all workers. Women have not been replaced by men because of these raises. Employers have been able to stabilize the work week

in relation to the minimum wage rates. And the extra dollars don't stay in the pay envelopes. A study of this phase of minimum wage orders offers additional evidence that more money—even though the amounts are small—in the hands of many is good for business.

But there are other workers whose wages are still substandard. In facing the problems of labor morale and production in the days ahead, when more workers will be needed, when pressure for output will accelerate, we go back to a recognition that the maintenance of decent wage and hour levels, safe and healthy working conditions and provisions for the families of defense "casualties" are the warp and woof of the supporting fabric of defense production. They are the social gains which make democracy worth defending.

Members Should Use BALLOTS

on pages 248 and 249

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The Safety-Responsibility Law

BY CARROLL E. MEALEY

Motor Vehicle Commissioner

Next January 1 is destined to be something more than just another New Year's Day.

On that date, the new Motor Vehicle Safety-Responsibility Law goes into effect and promptly thereafter careless or reckless driving will result in much more serious penalties than ever before.

For the owners and drivers of motor vehicles in this State, and for those pedestrians who, despite everything we may do to prevent it, become the victims of automobile accidents, it will be remembered as a day of outstanding importance.

The law has teeth in it—sharp teeth. The Bureau of Motor Vehicles therefore has been instructed by Governor Lehman and Commissioner Graves of the Department of Taxation and Finance to institute extraordinary efforts to give every citizen of the State full opportunity to know its purposes and requirements.

Let us consider in simple language what the law will require of every driver, the penalties it will impose upon those who fail to obey its mandates, and the conditions that caused its adoption. This is your law. It was adopted by the 1941 Legislature **unanimously**, and was approved by the Governor only after careful consideration of its provisions with the heads of those State departments and bureaus that are affected by its administration. Naturally, its enforcement is the responsibility of the State Bureau of Motor Vehicles.

Let me pause to say, too, that no one claims perfections for this law. It would be wholly unreasonable to pretend that a statute of such broad effect and application could attain perfection short of the experience that can be gained only from its practical administration. I promise you that we shall not hesitate to recommend proper amendments that are indicated in the course of its administration or by any other sound indicator. But you and I, together, must remember that as it now stands it is a law of our State. It is therefore, my duty to enforce it faithfully and your duty to obey it willingly or accept the penalties that surely must result from disobedience of its pro-

visions. It was written to give every man, woman and child in this State greater protection against the growing menace of the street and highway accident, and to compensate in reasonable measure those who are the victims of accidents for the losses that they suffer.

Now let us examine its provisions. Fundamentally, it has two primary purposes:

(1) To make the penalties sufficiently severe to curb recklessness and carelessness at the wheel more effectively than ever before; and

(2) to permanently remove from the highways of this State those financially irresponsible drivers who



HON. CARROLL E. MEALEY

are involved in accidents resulting in human injury or property damage.

The day when any person shall drive on our highways in a manner that results in injuries to persons or damage to property and then fail to meet full financial responsibility for that act, is about to end. I am confident that the great majority of our citizens join with their elected representatives in saying that day ought to end.

So, if you either own or drive an automobile the law automatically goes into operation against you in any of the following circumstances:

1. If you are involved in an accident resulting in ANY personal injury, however trivial, or property damage in excess of \$25;

2. If you fail to satisfy, within 15 days, a judgment growing out of an accident in any amount for personal injury, or for property damage in excess of \$25;

3. If your drivers' license is suspended or revoked upon your conviction of certain offenses, including drunken driving, leaving the scene of an accident, and reckless driving;

4. If your driving record becomes sufficiently bad for the Commissioner of Motor Vehicles to determine that the public interest requires that you furnish proof of future financial responsibility before you may again use the highways and streets of New York State.

Let us now presume that you are involved under some of these circumstances.

Unless you have the means provided by law to guarantee the payment of a judgment that may be obtained against you and to give permanent proof of your financial responsibility as the owner or driver of a motor vehicle in the future, the Commissioner has no recourse but to suspend your driver's license, your registration certificate and your license plates, and to keep them suspended until such time as you satisfy a judgment and give proof of your financial responsibility for the future.

Now, let us see how you can satisfy these requirements.

Right here let's get the records straight about one thing. This is not a compulsory insurance law. It is an honest effort to protect all of the people against the dread results of careless or reckless driving without resorting to the more drastic measures of a total compulsory automobile liability insurance statute, which would **compel** every person who owns or operates a motor vehicle in this State to buy such insurance. Under this law you don't have to take out motor vehicle liability insurance. But, if you are involved in an accident resulting in death or injury to a person, or property damage in excess of \$25, you must deposit security for damages caused by the accident that has already occurred and at the same time provide proof of financial responsibility for the future.

Obviously, you can't insure against an accident that already has happened. So, after January 1, if you are involved in such an accident and are not insured, you must put up security, in the form of money or negotiable collateral, sufficient to satisfy any judgment that might arise from the accident. The amount will be determined by the Commissioner of Motor Vehicles. For an accident involving injury to one person and property damage, the Commissioner may require that \$6,000 be posted, or for an accident involving injury of more than one person and property damage, as much as \$11,000. If property damage alone is involved, the amount may be \$1,000.

As regards providing financial responsibility for the future, the law will give you three alternatives:

1. By furnishing proof that you have taken out a motor vehicle liability insurance policy, written by a company authorized to do business in New York State, providing insurance up to \$5,000 for death or injury to one person, \$10,000 for death or injury to more than one person and \$1,000 for property damage coverage.

2. By filing a corporate or personal bond guaranteeing payments in the same amount.

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

Let me now take just a moment to put these things together so that you may have a clear understanding of how to protect yourself, remembering, of course, that so long as you avoid an accident the law does not touch you. Here is where you will stand after this law becomes effective, January 1:

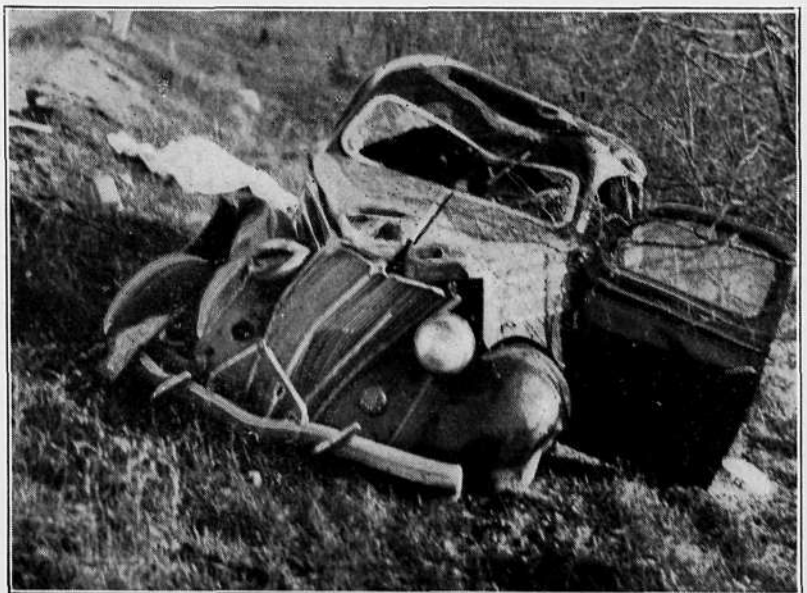
If you have a 5-10-1 motor vehicle liability insurance policy, the Commissioner of Motor Vehicles is directed to accept it as both security for any accident in which you may be involved during the life of the policy and as proof of future financial responsibility. If you do not have that policy before you are involved in such an accident, the Commissioner can accept a newly written policy as proof of future financial responsibility, but you will still be required to deposit the necessary security as outlined heretofore to cover any judgment growing out of the accident that happened before you insured yourself. Both must be

provided for under the law before the Commissioner can permit you to operate a motor vehicle in this State or permit any one else to operate your car for you. As regards insurance coverage, any licensed agent or broker can give you that information.

Operation of the law is not limited to New York State, nor to residents of this State. If you, as a resident of New York State, become involved in an accident, are convicted under certain laws or have judgment taken against you in any other State or in Canada, upon receipt of notice of this fact the Commissioner of Motor Vehicles is required to proceed in the same manner as though the occurrence was in this State. Furthermore, all of the provisions of the law apply to non-residents when they are driving over our streets and highways.

There are certain provisions under which the owner or driver of an uninsured motor vehicle may be relieved of the requirement to put up security for damages following an accident. You can obtain a release or a confession of judgment from the other parties involved. With the consent of the other parties concerned, you can also confess judgment in an agreeable amount, payable in installments satisfactory to the injured party. But in no event, under this law, can you be relieved of furnishing proof of responsibility for the future.

Remember, too, these points:



Aim of the law — to reduce accidents

Administration of the Safety-Responsibility Law will cost \$1,250,000 annually — a bill insurance companies who write policies under the statute will actually foot.

A staff of 500 clerks and investigators will be appointed from Civil Service lists to handle the records. The Bureau now gets 132,000 accident reports annually. Statisticians say the law will result in receipt of six times that number.

The entire Motor Vehicle Bureau must seek new quarters containing 75,000 square feet of floor space as compared with the present 35,000 square feet occupied in the State Office Building.

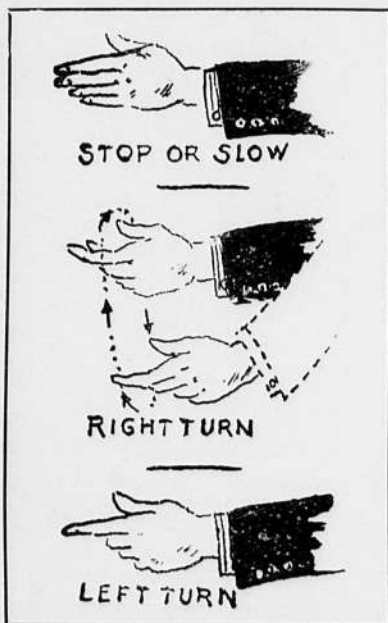
(1) you must report in writing to the Commissioner of Motor Vehicles any accident in which you were involved;

(2) if a person having no driver's license or motor vehicle registered in his name becomes involved in an accident resulting in property damage of more than \$25 or personal injury, the Commissioner of Motor Vehicles is required to enter an order FOREVER prohibiting that individual from operating a car or having a car registered in his name in this State;

(3) the law does not apply to the owner of a car that is operated by an

individual without the owner's expressed or implied consent.

I told you in the beginning this law has teeth in it—sharp teeth. I imagine that by this time you believe I made no understatement. But let us see for just a moment whether these penalties are justified, and why they were adopted by the unanimous vote of our Legislature. You and I both know that the amount of killing and maiming that takes place on the highways and byways of this nation every year is appalling. Despite everything that we have done to make our streets and highways safer, the needle on the accident graph has been going ever upward. I hold in my hand some of the latest reports of the Bureau of Motor Vehicles on accidents in New York State. Here are some of the figures:—



From January to July, of this year, we have had not less than 40,293 accidents, resulting in injuries to 53,062 persons and causing 1,175 fatalities. Remember, please, this is the record only up to July. You can guess with me where it will be by December 31st, at the rate it is going.

Now let us bring it a little closer home; maybe down to your own community. In July, of this year, Albany recorded 51 accidents as against 43 in July, 1940; Amsterdam had 11 as against 9; Batavia 9 as against 2; Binghamton 29 as against 16; Little Falls 3 as against none; Ossining 11 as against 1; Rochester 190 as against 143, and I might go on and read the roster right on through the State.

Fellow employees of New York, this cannot go on. Somewhere, somehow, we must take the steps that are necessary to stop this killing and maiming. We hope that the Motor Vehicle Safety-Responsibility Law may remove from our highways those who cause accidents. We are determined that at least it shall compel them to pay the cost of their negligence or carelessness. We need, we ask, yes, we expect, your willing cooperation and support.

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Our 1941 Federal Tax

BY BEULAH BAILEY THULL

The time has come for us, the civil service employees of the state, like every one else in the country, to tighten up our belts, reline our last year's coat, find out that there can be true enjoyment in a book, a friendly chat, tinkering around in the cellar workshop or the garden, or an invigorating walk in the open air. We must convince ourselves that those are the real pleasures of life, the ones that will ultimately lead to true contentment. What fun it will be when at first such pastimes seem lacking in zip and ummph, to talk of those days that were when one had a car which could be used for pleasure, when one could buy clothes and cigarettes and fancy cosmetics, and now and then step out after office hours for a gay dinner or play.

Possibly the time has come when we as a people must pay the bill for our years of care-free adolescence, and may every one of us be willing to pay, be willing to sacrifice so that we can preserve that freedom which is our birthright.

The Revenue Act of 1941, the Act which calls us all to the colors, is not a complete statute in itself, but consists of amendments to our existing revenue law. It consists of (1) increase in rates (2) changes in the base to which the rates apply, and (3) new forms of taxes.

Our interests as government employees on a salary will be primarily in the personal income tax and the excise taxes. We will not enter into a discussion of capital gains and losses, corporation taxes, estate and gift taxes, etc. These 1941 amendments to the Federal income tax are effective on income after December 31, 1940. That is the new rates will apply on 1941 income.

There are six terms which we should all clearly understand and be able to differentiate between. They are: gross income, deductions, net income, exemptions, normal rate and surtax rates.

Gross income is your entire income from every source during the calendar or fiscal year. For most of us it is our salary check.

Deductions are the various expenditures which the government per-

mits one to subtract from gross income. They include: (1) contributions to church, community chest, Red Cross, Bundles for Britain, etc. (2) taxes except special assessments and service charges paid on your home (here is where the home owner has one up on the renter as rent is not deductible), state income tax, car registration fee, state gasoline tax, amusement tax and the New York City sales tax. Cigarette and liquor taxes and Federal gasoline tax are not deductible. Neither is one's contributions to the parimutuel pools, (3) interest on the mortgage on your home, interest on any borrowed money including interest paid to the credit union, but not interest on your loan from the pension fund. We are told that there we do not pay interest on that loan, only a service charge. (4) Bad debts if you can prove that you have tried in vain to collect them.

Net income is what you have left after you subtract your deductions from your gross income. (It is this net income which is the base for the 10% Federal credit on earned income, more of that later).

Exemptions are the monies which are not subject to tax. They are \$750 for a single person, formerly \$800; \$1,500 for a married person or head of family, formerly \$2,000, and \$400 for each dependent. However, if you are the head of a family because you have one dependent, you can only claim the \$1,500 exemption. But if you have two or more you can add \$400 to the \$1,500 for each dependent over one. Example, a widower with two children could claim \$1,900 exemption.

The normal rate of the Federal tax is 4% no matter whether your taxable income is ten dollars or a million dollars.

The surtax rate ranges from 6% on the first dollar of specified taxable income to 77% on all income over \$5,000,000. Without doubt the rates covering \$10,000 will suffice for state employees. They are 6% on the first \$2,000, 9%—\$2,000 to \$4,000; 13%—\$4,000 to \$6,000; 17%—\$6,000 to \$8,000 and 21%—\$8,000 to \$10,000, etc. Last year the surtaxes did not apply on the first \$4,000 of taxable income.

Now with these points clearly in mind, let us see how it all works out. What would be the normal tax of a married man with one child who receives \$2,500 a year salary and has a deduction of \$200, contributions, other taxes, etc. From the \$2,500 subtract the \$200 deduction. This leaves \$2,300 which is net income. From this net income for the normal tax you can subtract three things. 1. exemptions—in this case \$1,900, a married man with one child. 2. 10% earned income credit. The Federal law permits one to deduct 10% of their net earned income. In this case it would amount to \$230. 3. Interest on certain partially tax-exempt securities. In this case our married man owns no such securities so there is no deduction. (Any employees who do own government securities must this year check them carefully as there are numerous changes in the law). What is left of the \$2,300 after the above deductions is \$170. The normal tax rate is 4%. $\$170 \times 4\% = \6.80 the normal tax.

But we are not through. Now we must figure the surtax. We will start with the \$2,500 salary, subtract the \$200 deductions and the \$1,900 exemptions. This leaves \$400. When figuring the surtax you cannot deduct the 10% earned income credit or interest on certain government securities. Multiply \$400 by the surtax rate of 6%, result \$24. To this add the \$6.80 normal tax and \$30.80 is the total tax for the married man with one child and \$200 of deductions. Under last year's law our married man would have paid no tax.

This surtax is peculiar in its workings. There are instances when a person is not eligible for a normal tax but is eligible for a surtax. Take as an example a married man with one dependent who receives \$2,100 a year. We will figure it with no deductions, just exemptions. In figuring his normal tax he would have \$1,900 for exemption and \$210 for the 10% earned credit deduction. He has no normal tax as that would come to \$2,110. But for his surtax he can take only his \$1,900 exemption so that leaves him \$200 upon which he must pay the 6% surtax, or \$12 is his tax.

OPTIONAL TAX ON INDIVIDUALS WITH GROSS INCOME OF \$3,000 OR LESS

Instead of computing tax and surtax on net income at percentage rates outlined in Sec. 1201, resident individuals may elect to pay a tax on gross income, at fixed amounts shown in following table. Gross income must be \$3,000 or less, and must be derived from compensation for personal services, dividends, interest, rent, annuities or royalties. Optional tax is not available to estates, trusts, or non-resident aliens.

GROSS INCOME ¹		AMOUNT OF TAX ²		GROSS INCOME ¹		AMOUNT OF TAX ²	
More Than	Not More Than	Single Person ³	Head of Family or Married Person ³	More Than	Not More Than	Single Person ³	Head of Family or Married Person ³
\$ 1	\$ 750	\$ 0	\$ 0	\$1,875	\$1,900	\$ 96	\$ 28
750	775	1	0	1,900	1,925	98	30
775	800	2	0	1,925	1,950	100	32
800	825	3	0	1,950	1,975	102	35
825	850	5	0	1,975	2,000	104	37
850	875	7	0	2,000	2,025	106	39
875	900	9	0	2,025	2,050	109	41
900	925	11	0	2,050	2,075	111	43
925	950	14	0	2,075	2,100	113	45
950	975	16	0	2,100	2,125	115	48
975	1,000	18	0	2,125	2,150	117	50
1,000	1,025	20	0	2,150	2,175	119	52
1,025	1,050	22	0	2,175	2,200	122	54
1,050	1,075	24	0	2,200	2,225	124	56
1,075	1,100	26	0	2,225	2,250	126	58
1,100	1,125	29	0	2,250	2,275	128	60
1,125	1,150	31	0	2,275	2,300	130	63
1,150	1,175	33	0	2,300	2,325	132	65
1,175	1,200	35	0	2,325	2,350	134	67
1,200	1,225	37	0	2,350	2,375	137	69
1,225	1,250	39	0	2,375	2,400	139	71
1,250	1,275	42	0	2,400	2,425	141	73
1,275	1,300	44	0	2,425	2,450	143	76
1,300	1,325	46	0	2,450	2,475	145	78
1,325	1,350	48	0	2,475	2,500	147	80
1,350	1,375	50	0	2,500	2,525	150	82
1,375	1,400	52	0	2,525	2,550	152	84
1,400	1,425	55	0	2,550	2,575	154	86
1,425	1,450	57	0	2,575	2,600	156	89
1,450	1,475	59	0	2,600	2,625	158	91
1,475	1,500	61	0	2,625	2,650	160	93
1,500	1,525	63	1	2,650	2,675	163	95
1,525	1,550	65	2	2,675	2,700	165	97
1,550	1,575	68	3	2,700	2,725	167	99
1,575	1,600	70	5	2,725	2,750	169	102
1,600	1,625	72	6	2,750	2,775	172	104
1,625	1,650	74	7	2,775	2,800	174	106
1,650	1,675	76	9	2,800	2,825	177	108
1,675	1,700	78	11	2,825	2,850	180	110
1,700	1,725	80	13	2,850	2,875	183	112
1,725	1,750	83	15	2,875	2,900	186	114
1,750	1,775	85	17	2,900	2,925	189	117
1,775	1,800	87	19	2,925	2,950	191	119
1,800	1,825	89	22	2,950	2,975	194	121
1,825	1,850	91	24	2,975	3,000	197	123
1,850	1,875	93	26				

¹In determining gross income bracket, deduct \$400 credit for each dependent; exclude one dependent in case of head of family, where taxpayer's status as head of family is occasioned solely by such dependent or dependents.

²Tax is a fixed amount for each bracket. No credits against tax allowed.

³Status of taxpayer (married or single; number of dependents, etc.) is determined as of close of taxable year; no proration. If husband and wife file separate returns, each is treated as a single person.

Revenue Act of 1941 (Prentice-Hall), p. 30, Sec. 1203.

Let us take one more example. Again a married man with one child. This man owns his home upon which the tax is \$150 a year. He has a mortgage on the home for \$2,000 upon which he pays $4\frac{1}{2}\%$ interest or \$90 a year. His other deductions amount to \$300. This makes total deductions of \$540. The man's salary is \$3,000, deduct the \$540 and this leaves \$2,460 of net income. From this deduct \$1,900 exemption and \$246 earned income credit, leaving \$314 upon which the normal tax is due. $\$314 \times 4\% = \12.56 , the normal tax. The surtax would be 6% of \$2,460 minus \$1,900 (exemption) or \$33.60 making a total tax of \$46.16. Under last year's law this man would have paid no tax.

The 1941 Revenue bill has provided an optional tax on individuals with gross incomes of \$3,000 or less (see table at end of article). In using this optional table you take your gross income of \$3,000, deduct \$400 for a dependent and this would leave \$2,600. Now find \$2,600 in the table and follow it across to what tax the married man would pay. In this instance it would be \$89.

If we took the same married man and had him living in an apartment, owning no property, owing no debts and taking no deductions, his tax if we figured is out by the long way would be \$98, but if we used the table it would be \$89. This table takes into consideration the personal exemption, the earned income tax credit, and a 10% allowance for deductions.

The employee whose gross income consists entirely of salary and who has no deductions of any substantial amount would probably benefit by the optional table. But if the employee owns property and has extensive deductions, he would not benefit by it.

Every one whose gross is \$3,000 or less should carefully figure the tax both ways and then take the lesser. If you once file a return under Supplement T, as the optional table is called, there is no changing your mind.

Our civil service members working in the various institutions and receiving maintenance will base their Federal tax on their salary only. The last decision was that the Federal government does not tax maintenance. It would be wise to check on this before March 15 as new decisions and rulings are readily

made. We are not talking about state income taxes but it might be of interest to know that for state income tax purposes, if one's institutional salary is over \$2,000 and maintenance, gross income is the salary plus half of the maintenance allowance. If the salary is less than \$2,000 and maintenance, gross income is the salary plus the amount allowed in that institution in lieu of maintenance.

Last year's 10% superimposed defense tax has been repealed.

All of us will feel upon our budgets repercussions from the various excise taxes or sales taxes. Last year special Defense tax rates were levied for a designated period. The 1941 Revenue Act makes many of these Defense tax rates permanent. Among these made permanent is the $1\frac{1}{2}\text{c}$ per gallon tax on gasoline. The 1941 Revenue Act has increased the tax rate on other commodities and also added more commodities to the taxable list.

Some of the increased rates which will affect us are: the admission tax that starts with a 1c tax on admissions up to 10c and goes to 15% on admissions over 50c. There are no more exemptions for charitable entertainments, etc. Increased cabaret, roof garden and club dues and liquor fees will not interest us much. There is a 10% tax on radio receiving sets, phonographs and records, musical instruments, etc., also on electric equipment. The tax on matches is 2c a thousand for the plain kitchen variety and $5\frac{1}{2}\text{c}$ per thousand for the fancy ones. The 10% tax on local telephone calls will be definitely felt, but you can still use a "pay telephone" for 5c.

Manufacturers must for the first time in years pay a sales tax on all sporting goods, luggage, rubber goods, electric signs, electric bulbs, etc. Without doubt this tax will be reflected in higher prices.

There is a 10% retail sales or excise tax on jewelry, furs and cosmetics. Railroad tickets, berths, etc. are taxed 5%. Commutation tickets and tickets costing less than 35c are exempt.

We are going to be very tax conscious of our automobile. From now on in addition to our gasoline taxes and our registration fee, there will be a \$5 Federal use tax payable to the Bureau of Internal Revenue. We will probably carry red, white and blue stickers on our windshields

just to show that we have contributed that \$5, to the cause.

Even without an informative sticker, we will all in a few months be aware that we are contributing many times five dollars to the cause of Democracy. In time we will be pastmasters in the fine art of "budgeting."

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The Capitol Beat ♦ ♦ ♦ ♦ ♦ ♦ ♦ ♦

From the heart of the Adirondacks recently there came a routine report from a forest ranger which had all the elements of near tragedy, suspense, quick thinking and drama and with it all, good fortune. It was Ranger Maurice Bissell, stationed at Lake Colden, deep in the heart of the woods in the Mt. Marcy region, who told the story with the characteristic reticence of the group to which he belongs.

A man whose name Bissell neglected to put in his report was found unconscious in Calamity Leanto at the western outlet of the Flowed Lands the other day. Bissell, whose cabin is several miles away on Lake Colden, was notified. He in turn located a doctor who was vacationing there at this out of the way and almost inaccessible lake, and upon reaching the man, the doctor diagnosed it as insulin shock.

With no medicine or equipment for treatment, the seriousness of the situation called for quick thinking. Bissell "hit the trail" to his cabin and called Dr. Geiss at Lake Placid who promptly made arrangements with Lake Placid Hospital for the things needed to treat the unconscious man. Bissell next called Forest Ranger Mark Nugent at Lake Placid who picked up the medicinal supplies at the hospital and rushed in his car over nine miles of public roads and two and a half miles of Conservation Department forest truck trails to Marcy Dam.

In the meantime, Bissell rounded up a group from the Intercollegiate Outing Club who were having their annual fall outing in that section of the Adirondacks and directed them to post themselves at half-mile intervals from the head of Lake Colden out to Marcy Dam in order to run the medicine in relays. When Ranger Nugent arrived at Marcy Dam, the first of the pairs of college men took the medicine from him and thus started the initial relay of the five mile trek through the woods and across two lakes. At the head of Lake Colden a man was waiting with a boat; at the head of the Flowed Lands two men were waiting with a canoe.

Quoting from Bissell's report, "Flash lights were focused on the

landings to guide the boats. The night was pitch black with frequent downpours of rain which made the gravel roads and trails muddy and slippery. In spite of these handicaps, only one hour and fifty-five minutes elapsed between the time I called Dr. Geiss and the delivery of the medicine at Calamity Leanto. The patient recovered and later was able to walk out to his car. I feel very grateful to this visiting doctor who gave so freely of his time and training to help us and also grateful to the members of the Intercollegiate Outing Club."

"We in the Conservation Department also are grateful," said Conservation Commissioner Lithgow Osborne, when officials of the Division of Lands and Forests brought the report to him. "However, we also should feel thankful that we have a man of the calibre of Bissell on the job."

The truck trail over which Nugent had to drive runs from South Meadow to Marcy Dam and like all other truck trails is closed to public use.

* * *

New York State factories employed 3.2 per cent more workers in August than in July and payrolls rose 5.9 per cent during the month, among all eleven industrial groups, Industrial Commissioner Freida S. Miller reported.

As yet, she said, there has been no marked curtailment in non-defense production at reporting factories in the State due to priorities of material and shortages of labor. Effect of the summer vacation period which usually results in reduced operations during August was not as pronounced this year, she explained, because workers either sacrificed or delayed vacations in order to speed the defense effort.

* * *

The harvest season always puts the Social Welfare and Health Departments on the alert for violations—for, in New York's rural communities, migratory workers sometimes have suffered evils akin to those of Steinbeck's Joads.

Legal action was brought by the Health Department recently against an upstate camp operator housing

more than 40 Negroes during harvesting. The charges:

He imported the men from South Carolina August 14. They arrived three days later. They said they had been given two meals of coffee and doughnuts en route. At the camp, they were housed in a ramshackle structure, supplied with water from an insanitary well. No furnishings. Just a stove.

The labor corps had been moved, at last word, but the department was still on the hunt, with the charges growing.

* * *

Despite the drought, comparatively few cities in the State suffered because of water shortage. They numbered only 20 per cent of these affected by the 1939 drought. The reason? Preparation.

* * *

Under an 8-point program set forth by Dr. Edward S. Godfrey, Jr., health commissioner, New York hopes to wipe out tuberculosis by 1960.

"It is time to be hard-boiled and realistic and to dig into the facts about services and facilities needed to eradicate tuberculosis in any given locality," he said. Since the fight against the disease was made a public issue, a 76 per cent reduction in cases has resulted.

To finish the job, Dr. Godfrey suggested: A complete roster of cases and contacts, X-rays for contacts and susceptible adult groups; hospital care for infectious cases; public health nurse for each 5,000 population; removal of the dollar mark from treatment, or free care; more public education; more surveys, and jobs for tuberculosis patients.

* * *

New York fishermen hold the world's records for the largest brown trout and northern pike ever taken on an artificial lure.

This was one of many interesting findings turned up by Cecil Heacox, junior aquatic biologist, in the Conservation Department's Rochester office. Heacox compiled an official list of record game fish caught in the State during the past 30 years.

He compared this list with one for the country as a whole, going

(Continued on page 240)

**You can't help getting sick or hurt
in an accident . . . BUT . . . you can
arrange to get a CHECK EVERY
MONTH while disabled due to
Accident or Sickness.**

**Amazing Sickness and Accident Policy Offered to New York
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COST:

Annual Salary	Monthly Indemnity	Principal Sum	Semi-Monthly Premium
Less than \$600.....	\$30.00	\$500	\$.45
\$ 600 but less than \$1,000	50.00	500	.75
\$1,000 but less than \$1,200	60.00	500	.85
\$1,200 but less than \$1,600	75.00	500	1.05
\$1,600 and over.....	100.00	500	1.45

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

The cost of the Insurance is so **EXTREMELY LOW** that many Insurance men throughout the State have honestly stated such an attractive premium would not be possible if it were not for the very large group covered by this Insurance.

USE THIS COUPON NOW FOR COMPLETE FACTS

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423 State Street, Schenectady, N. Y.**

Gentlemen: Please send to me without obligation complete facts about the NEW YORK STATE GROUP PLAN OF ACCIDENT AND SICKNESS INSURANCE.

I am employed as..... My age is.....

My employment address is.....

My home address is.....

My salary is..... Name.....

Promotion Examinations

No. 3223—**Superintendent of Grain Elevator and Terminals**, Service 11, Grade 5, Division of Canals and Waterways, Department of Public Works. Usual salary range \$5,200 to \$6,450. Application fee \$5.00. Appointment expected at the minimum but may be made at less than \$5,200. Last filing date October 13.

Minimum Qualifications: Candidates must be permanently employed in the Divisions of Canals and Waterways, Engineering, or Highways, in the Department of Public Works, and must be serving and have served on a permanent basis in the competitive class for one year in Service 7, Grade 4, or its equivalent, preceding the date of the examination. Candidates must be licensed to practice as professional engineers in the State of New York on the date of filing application and, in addition, must have had two years of recent satisfactory experience involving administrative responsibility in the supervision of a staff and in the exercise of independent judgment in planning projects of considerable scope. Candidates must have a knowledge of the rules and regulations governing the use of and the operation of New York State Canal Terminals and the Gowanus Bay Grain Elevator.

No. 3225—**Senior Stenographer (Law)**, Albany office, including Albany area office, Department of Social Welfare. Usual salary range \$1,600 to \$2,100. Application fee \$1.00. Appointment expected at the minimum but may be made at less than \$1,600. Last filing date October 13.

Minimum Qualifications: Candidates must be permanently employed in the Albany Office, including the Albany area office, Department of Social Welfare, and must be serving and have served on a permanent basis in the competitive class in Service 3, Grade 1-b, for one year immediately preceding the date of the examination, and must have had two years of satisfactory stenographic experience of a legal nature. Candidates must have a thorough knowledge of the Social Welfare Law and of legal forms and terms.

No. 3226—**Assistant Stenographer**, Buffalo Office, Alcoholic Beverage

Control Board. Usual salary range \$1,200 to \$1,700. Application fee \$1.00. Appointment expected at the minimum but may be made at less than \$1,200. Last filing date October 13.

Minimum Qualifications: Candidates must be permanently employed in the Buffalo Office of the Alcoholic Beverage Control Board, and must be serving and have served on a permanent basis in the competitive class for six months in Service 3, Grade 1-a, immediately preceding the date of the examination, and must have had one year of satisfactory stenographic experience.

No. 3227—**Steward**, Department of Mental Hygiene. Usual salary range \$3,000 to \$4,000 with maintenance. Application fee \$4.00. Appointment expected at the minimum but may be made at less than \$3,000. Last filing date October 13.

Minimum Qualifications: Candidates must be permanently employed in the Department of Mental Hygiene, and must be serving and have served on a permanent basis in the competitive class for one year immediately preceding the date of the examination. They must have had five years of satisfactory experience in the Department of Mental Hygiene and have attained the title of Assistant Steward or Bookkeeper-Paymaster (or equivalent title in the Syracuse Psychopathic Hospital or the Psychiatric Institute and Hospital) in the institution service, or the grade of Senior State Accounts Auditor in the Albany office of the department. A thorough knowledge of the accounting system used in State institutions; the preparation of budgets and estimates; the methods of purchasing supplies and the storage and care thereof; and familiarity with the principles and procedures of institution management are essential. Candidates must have executive ability; ability to direct the work of others to obtain effective cooperation; initiative; resourcefulness; integrity; and good judgment.

No. 3228—**Assistant District Engineer**, Department of Public Works. Usual salary range \$6,700 to \$8,200. Application fee \$5.00. Appointment expected at the minimum but may

be made at less than \$6,700. Last filing date October 13.

Minimum Qualifications: Candidates must be licensed to practice professional engineering in the State of New York on date of filing application. They must be permanently employed in the Department of Public Works, and must be serving and have served on a permanent basis in the competitive class as engineers for one year in Service 7, Grade 4, or higher, immediately preceding the date of the examination. Candidates must have had thirteen years' experience in professional civil engineering work, of which two years must have been in work involving a high degree of administrative responsibility. Technical education will receive credit for experience in proportion to its value. Graduation from a four year course in engineering for which a degree in civil engineering is granted will be credited as two years of the required general experience. Candidates must have a thorough knowledge of the principles and practices of difficult engineering as applied to the duties in the Department of Public Works.

The Capitol Beat

(Continued from page 238)

back to 1911. The largest fish of two subspecies of muskalonge, which inhabit New York waters, also were entered in the New York list.

* * *

Enrollees of CCC camps in Northern New York will plant approximately 1,000,000 trees this fall in 13 State reforestation areas in Oneida, Lewis, Oswego and St. Lawrence Counties as part of the Conservation Department's reforestation program.

How much the national defense program is affecting the building industry is shown by the Labor Department's industrial report for August.

Residential building for the month dropped \$6,000,000 below last year. Total residential building for 1941 through August is nearly 14 millions below the same period of 1940. Industrial and commercial building, on the decline since 1939, is now on the way back up again.

In-Service Training Notes

Edited by Albert H. Hall, Chief, Bureau of Public Service Training, and Secretary, Regents Council on Public Service Training, State Education Department.

The Town and County Officers' Training School, an educational corporation chartered by the Regents and administered by the Association of Towns, has established Information and Training Extension Services for justices of the peace and town welfare officials. These services take the form of monthly bulletins of information and instruction which are sent to all of these officials. The services are operated in cooperation with the County Officers Association and the State Education Department.

* * *

Regents certificates have been issued recently to State employees completing successfully a course in Income Tax Accounting given under the direction of Harold R. Enslow, Director of Training, Division of Placement and Unemployment Insurance.

* * *

The thirty-fourth annual State Conference of Probation Officers was held in Utica on October 6-8, under the auspices of the State Probation Commission and the Division of Probation of the State Correction Department. The sessions constituted a valuable in-service training course for probation officers.

* * *

The New York City Police Department has begun instruction of post wardens and building-control directors of the city air-raid protection service. Classes are being held from eight to nine-thirty p.m. every week day except Saturday, in thirty-six school auditoriums. The course provides a series of five lectures. More than 90,000 post wardens have registered for instruction.

An advanced school for local sewage treatment plant operators which opened at Niagara University on September 6 will provide thirty weekly sessions. The school has been approved by the State Public Health Council to meet special course requirements for Grade II operators under the Public Health Law. The school is administered by the Municipal Training Institute in cooperation with the University, State Health Department, Mayors' Conference and the State Education Department.

* * *

Sergeant Charles P. Curtin and Trooper Edward M. Glavin of the New York State Police were among twenty policemen students from all parts of the country who received

graduation certificates at the last commencement exercises of Northwestern University. The presentation of certificates, following a nine-month course in traffic control and accident prevention, marks the first time that police traffic officers have been included in regular graduation exercises at any of the country's universities or colleges.

Teacher-training courses for 1,700 officers of the New York City Fire Department responsible for instruction of the city's 80,000 civilian auxiliary firemen opened on October 6. The courses are giving these officers intensive, practical guidance in the organization and presentation of instructional material. The State Education Department is directing and presenting the courses.

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D. P. U. I. Officers



Samuel T. Frone, Vice-Chairman, and Joseph F. Reilly, Chairman

Association members in the Capital district employed in the Division of Placement and Unemployment Insurance, Labor Department, have reelected Joseph F. Reilly to serve as chairman of the DPUI Executive Board. Other officers elected were: Samuel T. Frone, vice chairman; Christopher J. Fee, treasurer, and Miss Genevieve Murphy, secretary.

Mr. Reilly, employed in the Tax and Wage Records Bureau of the Division, has been a member of the Board since its creation two years ago, representing Association members employed in the Broadway Arcade Building.

The Executive Board consists of representatives from each building in Albany housing offices of the DPUI.

Building chairman is elected by the membership in each building and he in turn appoints members to the Executive Board in the proportion of one representative to each 20 members.

Building chairmen elected to serve for the new term include: Miss Eveline Smith, Dearstye Building; John T. Ellis, Drislane Building; Miss Genevieve Murphy, Standard Building; John T. Manning, Arcade Building; Milton C. Livingston, A.P.W. Building; Mrs. Alice M. Barnes, State Employment Service office; and Charles W. Owens, Jr., Albany Storage Building.

The Executive Board meets at regular session the first Tuesday of each month and discusses matters concerning members of the Association within its Albany network.

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Members Should Use
BALLOTS
 on pages 248 and 249

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Local Activities

Beacon Events

The Matteawan State Hospital Employees Association and Social Club held a ham supper on Thursday, September 25th. Much praise was given the committee for the smooth functioning of the affair. Over eighty persons attended.

Plans for the Hallowe'en Masquerade Dance are progressing rapidly under the direction of Percy Larrabee. Mr. Larrabee is president of the Association and chairman of the dance committee. Bobby Nelson's Orchestra will supply the music. Prizes will be given for costumes and according to the plans of the committee the decorations will be both spectacular and exciting.

Both a male and female bowling team consisting of members of the Association will be in the spotlight at Matteawan this year.

Two draftees so far have returned to their duties at the hospital, having been released because of the overage law. They are Paul Lahey and Rocco Ferrone.

Long Island Chapter Notes

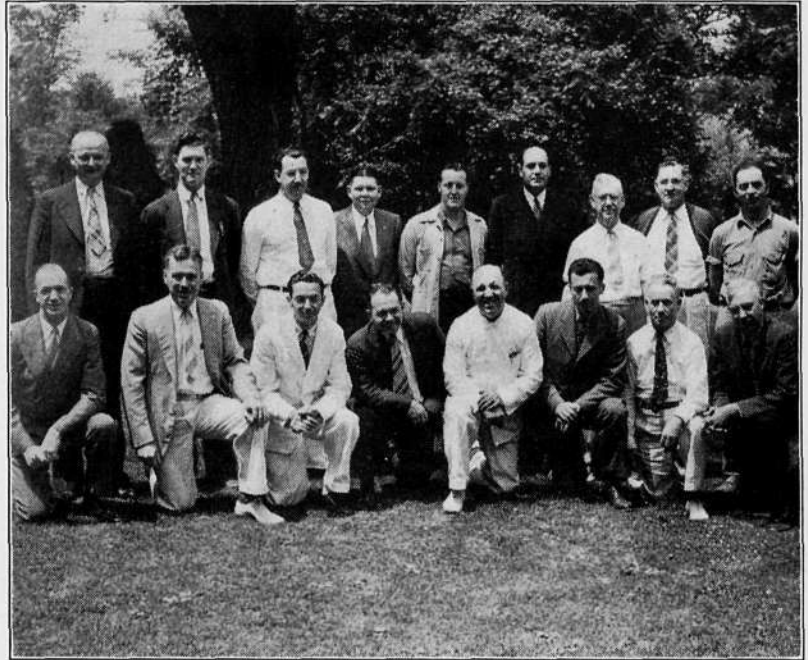
The regular bi-monthly meetings of the Long Island Inter-County Park Chapter of the Association were resumed on Wednesday evening, September 24, 1941. President Travis presided. The activities of the chapter since its last meeting were reviewed by Secretary Reeves, and four new members were voted into membership. The program of business of the chapter for the coming fall season was planned. After the meeting refreshments were served by the Social Committee. Fred Lemily was selected as delegate to represent the chapter at future meetings of the Association.

Guards to Dance

First meeting of the Sing Sing Chapter in the Ossining Elks Club, September 10, was devoted to a report from Dr. Ralph S. Banay, psychiatrist, on the convention of the American Prison Congress which he attended in California.

Secretary Irving A. Goldfarb reported that plans for the chapter's Annual Affair will be arranged at the next meeting, October 15, with dancing and entertainment.

ROME STATE SCHOOL GOLFERS



Front Row: Joseph Waterhouse, Dr. Edward Dake, Carl Massett, George Holmes, Leo LeDuke, Joseph Wissman, Ernest Hay and Charles Ohmart. Rear Row: Walter Holdridge, Walter Shattuck, William Kines, Leon Crook, Arthur VanderHoff, Dr. Arthur Schwartz, George Pardee, Robert Healey and Naaman Brown.

Twenty-two golfers of the Rome State School are now in competition for the annual medal play tournament. Each golfer is to play 54 holes and the low medalist will be awarded the championship cup and other prizes.

Dr. Edward Dake, having won the annual handicap tournament for the second successive year, will be a strong favorite for the 54-hole individual medal play match now in progress at Beaver Brook Country Club. Dr. Dake recently defeated Robert Healey by the close score of one up to cop the annual handicap event.

Twenty-two players have qualified

Chautauqua County Chapter News

Employees of Chautauqua County Chapter will hold their regular meeting at the Hotel Renchurst, near Findleys Lake, on October 11, 1941. Dinner will be served at 6:30 P.M.

for the new tournament. They include: Fred Arnold, Ken Barr, Nim Brown, Leon Crook, Dr. Dake, Dr. George DeDunyk, Bill Evans, Niles Hauck, Bob Healey, Walt Holdridge, George Holmes, Bill Kunes, Carl Massett, George Pardee, Leo LeDuke, Charles Ohmart, Dr. Arthur Schwartz, Bud Shattuck, Roy Tuttle, Art VanderHoff, Joseph Waterhouse, and Joseph Wissman.

The golfing group is planning a second annual banquet for October 9th, at which time prizes for the various tournaments held during the year will be distributed, and an interesting program of golf movies and demonstrations is being planned.

and the regular Chapter meeting will follow.

President A. Morgan Whitney acting as host to the meeting has appointed committees for the funfest which will follow. It is expected that a 100% attendance will be on hand to greet the Chapter President in his home bailiwick.

Our Group

WHAT THEY SAY ABOUT GROUP LIFE PLAN

From throughout the State have come unsolicited statements to Association Headquarters, expressing appreciation and satisfaction with the manner in which beneficiaries of deceased members of the Group Life Insurance Plan receive settlements of claims promptly and without red tape. And why shouldn't satisfaction result, practically all claims are paid within twenty-four hours after the death of the member occurs.

Approximately 300 claims, totaling over \$500,000.00 have been paid already under the Group Life Insurance Plan, and it only started slightly over two years ago.

The Superintendent of one particular State Institution wrote:

"The first thing I wish to say is that I was almost astounded at the rapidity in which this payment was made, for with most insurance companies you have to wait a long time and present almost every form of document, so it is quite evident that the Employees' Association is doing everything possible to aid the distressed employees. This can only result in a satisfied group among our employees. I wish to congratulate you and your Association on the interest it takes in its fellow employees."

A fellow employee of a deceased member wrote:

"The promptness in which the Association collected the insurance and turned same over to Mrs.— caused very satisfactory comment. One of the higher officers here remarked that the insurance as sponsored by the Association's group should be compulsory."

Another employee advised Association Headquarters:

"I delivered the check to Mrs.— yesterday afternoon. She was noticeably surprised at the promptness of the payment of this claim, as the funeral of her step-son had not yet taken place. This is the second case where I have delivered a group insurance check to a beneficiary prior to the funeral of the deceased member."

A beneficiary of a deceased member states:

"It is gratifying to receive such

splendid service at a time like this and I feel that the Association cannot be too highly recommended."

Another beneficiary writes:

"Will you please extend my thanks to the Travelers Insurance Company for attending to this matter with such promptness."

A representative of the Association advises:

"I delivered the insurance check to Mrs.—this noon. She had evidently filed a claim for another insurance settlement recently and commended the Association on the lack of long blanks and other requirements before the insurance payment under the group plan could be made."

Another beneficiary writes:

"I wish to thank you for the prompt handling of this matter, and will be glad to tell my fellow employees in the Association of the prompt settling of this insurance."

Claims have been paid to the beneficiaries of deceased members of the plan formerly employed in practically every State department and throughout the State. The Group Plan pays for death due to any cause and already deaths of members insured have been caused by natural death, by accidents, suicide, drowning, fire, and even murder. Not only have the elderly members of the plan died, but deaths have occurred in every age bracket.

The following amount and number of claims have been paid in the various departments:

Agriculture & Markets	3	\$ 6,500
Audit & Control	2	5,000
Conservation	5	9,500
Correction	31	65,500
Education	6	19,500
Executive	7	17,000
Courts	1	5,000
State Police	7	11,000
Health	7	11,500
Insurance	1	4,000
Labor	8	28,000
Div. Placement & Un- employment Ins.	8	15,500
Law	8	32,000
Mental Hygiene	102	93,500
Public Service	3	6,000
Public Works	64	109,000
Social Welfare	5	6,000

State	2	2,000
Taxation & Finance	9	18,000

With almost two out of every three State workers already insured under the plan, and in view of the splendid claim service established, the low premium cost, the easy convenient payroll deduction method of payment, and its broad coverage, it is difficult to understand why employees not insured under the plan do not take advantage of the protection it accords at once.

No medical examination is required for an employee who applies for the group life insurance within the first three months of employment with the State. Employees who allow this period to lapse should not deprive themselves of the protection accorded by the plan. Such employees may take a medical examination at the expense of the insurance company, and if approved, secure this valuable protection.

Any State employee who is a member of the Association, or becomes one, may apply for this insurance. Application must be made while the employee is actively employed.

Employees who are interested in obtaining detailed information or an application for the insurance should contact the Association Representative in their group, or write Association Headquarters, Room 156, State Capitol, Albany, N. Y.

Present policyholders in the plan and members of the Association could do a good deed for their co-workers by calling this insurance to their attention. Newly appointed employees especially should be advised of their special opportunity to obtain the insurance without medical examination by making application within their first ninety days of employment with the State.

Members Should Use

BALLOTS

on pages 248 and 249

Insurance Plans

THINGS TO REMEMBER ABOUT HEALTH INSURANCE

The policy of Accident and Sickness Insurance, sponsored by your Association for New York State Employees, covers many conditions not usually found in most Accident and Sickness policies. A brief resume of our benefits will enlighten many Employees who think that they can buy Insurance elsewhere that is just as good.

Benefits Begin

Disability benefits begin from the first day for accidents and pay up to five years (under the Non-Occupational Policy)—Sickness Benefits begin on the eighth day of disability and pay up to a period of one year. These maximum periods of indemnity are with respect to any one claim and please note under our plan there are no restrictions as to the number of claims you may make.

Non-Occupational Insurance Recommended

Your insurance may be had under the Non-Occupational or the Occupational basis. 90% of the State Employees who are insured, however, prefer the Non-Occupational Plan, that does not duplicate their Workmen's Compensation protection and so permits our granting a longer period of coverage (five years) for accidents occurring away from their work.

Our Insuring Clause

The insuring clause in any policy is what determines the scope of your protection—it is actually the "backbone" of your coverage. Our Insuring Clause covers accidental bodily injury; while most policies require that the bodily injury be sustained through **accidental means**, which in the opinion of Accident and Health experts and in a great many courts, limits the policy coverage considerably. For example, you might seriously injure your back while shifting a heavy piece of furniture. As you obviously intended to lift that furniture there would be no **accidental cause** (or means) involved. Thus you would not be covered under any policy which requires that the **means, or the cause**, of the injury be accidental. Notice we consider the **results** rather than the **cause** of your injury.

Cost

The cost of the Insurance is so extremely low that many Insurance men throughout the State have honestly stated such an attractive premium would not be possible if it were not for the very large group covered by this Insurance. Here are the rates now in force under the Non-Occupational Form:

Salary Groupings, Benefits and Premiums

Annual Salary	Monthly Indemnity	Principal Sum	Semi-Mon. Prem.
Less than \$600	..... \$30	\$500	\$.45
\$600 but less than \$1,000	..... 50	500	.75
\$1,000 but less than \$1,200	..... 60	500	.85
\$1,200 but less than \$1,600	..... 75	500	1.05
\$1,600 and over	100	500	1.45

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

In the above schedule, the semi-monthly premium is the amount deducted from the salary each pay-day to pay for the benefits shown under the heading "Monthly Indemnity." If it is desired you may take less than the monthly indemnity shown opposite your salary but not more. In other words, if you get \$1,300 a year or over, you may take less than \$75 monthly indemnity, but not more.

Method of Paying Premium

One of the important benefits under the Group Plan of Accident and Sickness Insurance, as sponsored by your Association, is convenient premium payments. Each pay-day your premium will be automatically deducted as long as you are on the payroll, unless you order it stopped at any time. It keeps your Insurance in force and pays for it in small installments—rather than having a larger premium come due twice or once a year. For those who do not care for payroll deduction, the premiums are paid on an annual or semi-annual basis. The only important thing to watch is, if you are sick, or if you are on leave of absence, or if you are off the payroll for any reason whatever, you should maintain your premiums by direct payment to Ter Bush & Powell, Inc., 423 State Street, Schenectady, N. Y.

Valuable Benefits

On every policy issued under the Group Plan, there is an endorsement which states that this policy **shall be renewable and non-cancellable**, except that the Company reserves the right to decline to renew this policy on the following grounds only. (The following reasons are for the non-occupational policies.)

- Non-payment of premium.
- When the Insured becomes seventy years of age.
- If the Insured ceases to be a member of the Association.

The above conditions exist as long as the contract between the Association and the Company remains in force, but it should be noted that the Company shall be entitled to terminate all policies under this Group Plan upon 60 days' notice to the Association.

The above-mentioned non-cancellable provision is of exceptional importance to State Employees and places a high value upon your policy. If you have a serious disease such as tuberculosis, arthritis, high blood pressure, anemia, diseases of the brain, cancer, diabetes, epilepsy, goiter, etc., after we have paid one claim under this policy, whether it be one month or twelve months, and you have returned to active State Service, your policy must be continued in force; while with most individual Accident and Sickness policies, after your claim has been paid, the Company can rider or cancel your coverage because you may no longer collect on this policy. So that you can see this special agreement rider under our Group Plan of Accident and Sickness Insurance is a very important item and increases the value and stability of your Insurance tremendously. And the only thing you have to do is to comply with the above requirements of premium payments when off the payroll and also you must maintain your Association membership.

Non-Disabling Injury Benefits

An additional coverage you have under our policy is medical reimbursements for non-disabling injuries. If you have an accident where you are not disabled but are required to

pay certain medical fees, the Company will pay these bills upon receipt of receipted bills for medical and surgical attention in an amount not to exceed one week's indemnity.

Special Advantages

We cover disability caused by any mental diseases, while the majority of insurance policies, you will find, exclude such disability.

After your policy has been in force ten consecutive months we pay for pregnancy or child birth, not to exceed four weeks indemnity for any one confinement.

Tuberculosis claims are paid for twelve months in the aggregate. If you have continued your premiums during your period of disability your policy may be automatically reinstated provided you apply for such reinstatement within thirty days from the date you return to State Service.

Our policy covers hernia, which you will usually find excluded in a great many policies. It covers aerial navigation, as long as you are on a regular transport plane as a regular passenger. It covers sexual diseases and female complaints, which are excluded in most policies.

Illness becomes effective from the date of the policy, while in most policies you will find that you have to have the Insurance policy for 30 or 60 days, and sometimes six months, before the illness portion of the policy becomes effective. House confinement is not required, except during a period of leave of absence or vacation and not then, if your period of leave of absence would have expired, or your vacation would have expired before you are well enough to return to work.

We do not exclude accidents occurring while intoxicated or under the influence of liquor.

What We Don't Pay For

We think it only fair to give you the reasons and conditions under which the Group Plan does not pay.

Whenever there is a material misrepresentation in your application—therefore, you should answer all questions carefully and in full. If you have some physical impairment, or if you have had past medical history or advice, you should reveal all the facts in your application. It does not necessarily mean your application will be declined. Oftentimes you can still get Insurance, but failing to put these correct answers in

your application may void some future claim. With your cooperation we can avoid future misunderstandings. We in turn will do everything possible to be of service to you and to issue Insurance to you if the regulations of good insurance underwriting will permit us to do so.

Your Group Plan policy does not pay for suicide. It does not pay for aeroplane accidents in a private plane or for stunt flying.

Your Group Plan policy will not pay you unless you have **medical attention or care** at least **once in every seven days** as required under this policy. It is the belief of the Insurance Company writing this Insurance that the medical profession today has reached such a standard that they can improve your health and get you back to work safely, a lot quicker than you can do it yourself by reading medical books, or taking the advice of a druggist or friend and it is for this reason that **medical attention** is required at least once in every seven days.

Claims

The motto of our Claim Department is—First to pay all just claims fairly and promptly. Secondly, to decline courteously any unjust or fraudulent claims.

During the past winter months many hundreds of State Employees have been sick every month and have been receiving benefits under this Group Plan of Insurance. During the month of March, alone, nearly \$17,000 was disbursed to State Employees to help pay their bills in time of need and to repay them for any lost salary or lost time due to accident or sickness disability. So now the size of claim department has been greatly enlarged throughout the State so that all claimants can get real prompt claim service.

Consider the Future

You are not immune from accident and sickness. Perhaps you have never had a serious illness, but that does not mean that you will not have it in the next month or in the next six months. **Just answer this one question**—supposing your doctor told you **yesterday** that you had **tuberculosis, ulcers, arthritis**, or some other serious disease. Are **your finances** ready for the obligations incurred by disability which might extend over a long period of time? Would you have to **rob the savings** that you have been making to **buy a car, to take a**

vacation, to make payments on a **home**, or would you have to depend upon **charity**? Why not join today with those other 15,000 State Employees who have had foresight enough to protect their salaries through the Association's Group Plan of Accident and Sickness Insurance.

Suicide by Strikes

(Continued from page 225)

If collective bargaining is ever granted to this union God help the independent citizen in governmental service who has thrived and who has no desire to be represented in any matter by people of this type.

We who are members of the Association of State Civil Service Employees, to which belong by far the great majority of employees in the service of the State, certainly should by every means in our power oppose the fallacious employment policies of the SCMWA. We do not want strikes. We can achieve our ends peacefully and decently as in the past. We do not believe there are any labor spies or company unions in New York State service. We do believe that incompetents or those more interested in union activities than in their duties should resign or be dismissed from State service. We have no sympathy with communists, "fellow travelers" or the "party line." We are firm supporters of our government and loyal Americans first, last and always. We have had a form of collective bargaining for some time and have always received consideration and cooperation from the Governor, department heads and members of the legislature. We have no grievances that can not be settled by discussion and negotiation and we have absolutely no need for a radical, incompetent type of union in State service and most certainly no desire for it.

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Our Birds — Martyrs to Speed

(Continued from page 223)

Another group of birds well represented in this list and in other highway casualty lists is that containing the woodpeckers (Picidae). As a matter of fact it was the extraordinary preponderance of the red-headed woodpecker as a highway casualty that prompted me first to announce my findings in 1925. Of the 142 dead birds then recorded on 632 miles of Iowa highway, woodpeckers of four species comprised 75 of the casualties; 53 of these were red-headed woodpeckers. For the four round-trip records here reported, nine woodpecker casualties were noted; one of these was a red-headed woodpecker (Illinois) while five were flickers, one each for Illinois, Indiana, Iowa, Michigan and Ohio. Two yellow-bellied sapsuckers and a downy woodpecker complete the list.

Other bird casualties met with on the cross-country trips discussed here include the peafowl, Virginia rail, screech owl, brown thrasher, meadow lark and bronzed grackle. Additional species recorded from New York State include the barred owl, kingbird, catbird, chestnut-sided warbler and goldfinch. And, since the beginning of my interest in this phase of animal mortality, I have recorded in various parts of the country such other avian highway casualties as the sparrow hawk, crow, mockingbird, cedar waxwing, starling, Baltimore oriole and towhee.

It will be observed from the above that scarcely any group of birds is immune from destruction by the motor car on our highways. Probably little can be done by man to reduce this slaughter except to reduce his own rate of speed.

Within the past few years the New York State Museum has acquired for its zoological study collections a considerable number of birds and mammals killed on the highways. This and other educational institutions welcome such material and I shall be glad to receive it for the Museum. At the expenditure of a small amount of time and effort almost everyone may render an aid to science by recovering for a useful purpose specimens of the larger animals sacrificed on the altar of speed.

Letchworth Village News

Plans are afoot to have representatives from the Letchworth Village Chapter and the Rockland State Chapter interview Senator Johnson and Representative Doscher, to acquaint them with the necessity for increased wages to meet the increased living costs.

The annual election of officers will be held on October 4th. A committee consisting of Mr. Harry Hansen, Mr. Hugh Grant and Mr. Ira Baisley will conduct the election. We hope to have a record vote.

The annual meeting will be held on the 16th of October.

Recently the chapter purchased several kits for men in Military Service. Ten of these were sent out, and acknowledgments were received from all recipients. The letters showed that the boys greatly appreciated this little gift. Our boys are stationed as follows:

Pri. B. W. Dolman, Parris Island, S. C.; Pri. John H. Niblet, Fort Bragg, N. C.; Corp. Fred Hanker, Fort Eustis, Va.; Corp. Mondo Gusberty, Pine Camp, N. Y.; Pri. Edward G. Hanker, Camp Robinson, Ark.; Pri. Lester Trought, Fort Lawton, Seattle, Wash.; Pri. Oklahoma Easlon, Fort Jackson, S. C.; Pri. John Sherwood, Hickam Field, Hawaii; Pri. Joseph B. June, Hickam Field, Hawaii; Dr. Thomas Cassara, Fort Totten, Bayside, Long Island.

Binghamton Plans

Preparation of a program to be presented at the Association's annual meeting in Albany was undertaken by members of the Binghamton Chapter in their first meeting, September 19, at the State Employment Service office in Binghamton.

Dues, organization and other subjects were discussed and preliminary plans made for the chapter's annual dinner. Members from the health, parks, conservation and welfare departments and employment service attended.

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Kings Park Election

Discussion of increased living costs highlighted the opening meeting of the Kings Park State Hospital Chapter, September 26, which resulted in the election of Kenneth V. Borey as president.

Other officers named include: Addison Johnson, vice president; Francis Flagg, secretary; Lauretta Moore, assistant secretary; Leonard Rodriguez, treasurer; Milton Cohen, sergeant-at-arms; and Mr. Borey and Emanuel Goldberg, delegates.

A resolution was adopted instructing the newly elected officers to prepare a legislative program underscoring demands for salary increases to bring the wages of hospital employees up to the level of those in other branches of State service.

The program is to be submitted to the October meeting and then forwarded to the annual Albany meeting through chapter delegates.

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**Members Should Use
BALLOTS**
on pages 248 and 249

EXECUTIVE COMMITTEE ELECTION

In order to carry out fully the intent of the Constitution of the Association to have the Association truly representative of the wishes of its members, opportunity must exist for each member of the Association to choose by ballot the representative of his or her respective department on the Executive Committee. The Association's Constitution provides that in cases where the members within a department fail to elect a representative for the Executive Committee, the Executive Committee is empowered to make a selection.

It is important that members within a department elect directly their representative on the Executive Committee and thus enable the Association to function democratically in a complete sense. The success of the Association depends to a great degree upon the personnel of the Executive Committee.

Numerous meetings of the Executive Committee are called during the year, and many on brief notice, when immediate action on important issues involving Association action is necessary. Members are urged to bear this in mind and to select their representatives from among their membership residing in Albany or vicinity. It should be wholly possible for employees wherever located throughout the State to keep in close contact with such representative.

The ballot on this page contains the candidates selected by the Nominating Committee and Independent Nominations submitted in accordance with the provisions of the Association's Constitution. Blank space is provided to write in the name of any other representative desired.

Envelopes containing ballots should be marked "Ballot" and should bear signature or membership card number of member. (See Editorial, this issue.)

It is important that you use your right to vote for a representative of your department on the Executive Committee. Detach the ballot provided, fill it out, and send it to Association Headquarters, Room 156, State Capitol, Albany, TODAY.

The Association of State Civil Service Employees of the State of New York
OFFICIAL BALLOT to elect Member on Executive Committee for 1941-42

Please vote only for Member on Executive Committee to represent the department in which you are employed. To vote for regular nominee place check mark in box opposite name. To vote for other than regular nominee, place name of representative desired on blank line provided directly under name of regular nominee.

Check	Member	Department
<input type="checkbox"/>	W. F. McDONOUGH	Agriculture and Markets
<input type="checkbox"/>	CHARLES W. SWIM	Audit and Control
<input type="checkbox"/>	ELIZABETH E. STALEY	Banking
<input type="checkbox"/>	JOSEPH TAMMANEY	Civil Service
<input type="checkbox"/>	ARTHUR S. HOPKINS	Conservation
<input type="checkbox"/>	HARRY FRITZ	Correction
<input type="checkbox"/>	WAYNE W. SOPER	Education
<input type="checkbox"/>	CHARLES FOSTER	Executive
<input type="checkbox"/>	CLIFFORD C. SHORO	Health
<input type="checkbox"/>	HARRY S. DEEVEY	Insurance
<input type="checkbox"/>	JOHN W. HENRY	Labor
<input type="checkbox"/>	*JOSEPH F. REILLY	Labor
(Vote for one only)		
<input type="checkbox"/>	FRANCIS C. MAHER	Law
<input type="checkbox"/>	PATRICK McCORMACK	Mental Hygiene
<input type="checkbox"/>	WILLIAM HUNT	Public Service
<input type="checkbox"/>	EDWARD J. RAMER	Public Works
<input type="checkbox"/>	JESSE MacFARLAND	Social Welfare
<input type="checkbox"/>	HAROLD J. FISHER	State
<input type="checkbox"/>	JOHN A. CROMIE	Taxation and Finance

*** Independent nomination**

This ballot must be delivered or mailed so as to reach Association Headquarters, Room 156, State Capitol, Albany, N. Y., or the place of the Annual Meeting, before 8 P. M., October 21, 1941.

Name

Department

Membership Card No.

ANNUAL ELECTION OF OFFICERS

The Annual Election of Officers of the Association for the year beginning October 21, 1941, will occur on that date and will be conducted in accordance with the provisions of the Constitution quoted below:

"ARTICLE VI, SECTION 3. Officers and members of the Executive Committee shall be elected by ballot at the annual meeting which will be deemed to continue from nine o'clock A.M. to eight o'clock P.M. on the third Tuesday of each October. When the meeting is not actually convened, the headquarters of the Association shall be open to receive properly prepared ballots either by mail or in person from any eligible member of the Association. Ballots with the names of all duly nominated candidates printed thereon shall be distributed in the official magazine or otherwise made available to members at all offices or locations designated by the Executive Committee, at least ten days prior to the Annual Meeting date. The ballots or the envelopes in which ballots are enclosed by the member shall be marked 'Ballot,' and such envelope or ballots shall also bear the signature of the member and the name of the department in which he is employed."

"ARTICLE VI, SECTION 4. The Executive Committee shall appoint a Board of Canvassers of at least three members of the Association to determine the validity of nominating petitions and to count the ballots. The persons receiving the greatest number of votes for the respective offices or positions shall be duly elected for the ensuing year. Any person whose name is printed on the ballot may be present during the canvass of the ballots. In case of a tie vote, a new ballot shall be taken under rules established by the Executive Committee."

The officers to be chosen are: President, First, Second and Third Vice-Presidents, Secretary and Treasurer.

The Nominating Committee, selected at a meeting of the Executive Committee, consisted of: William F. McDonough, Chairman, Mrs. Beulah Bailey Thull, and John A. Cromie. The candidates for the various offices printed in the Official Ballot below, are those submitted by the Nominating Committee chosen under the following provisions of the Constitution.

"ARTICLE VI, SECTION 1. A Nominating Committee shall be appointed by the Executive Committee at least ninety days prior to the date of the Annual Meeting, and such Nominating Committee, after giving full consideration to all facts or petitions presented to it by individual members or groups of members, shall file with the Secretary, at least sixty days prior to the annual meeting, nominations for officers of the Association and members of the Executive Committee."

The names of candidates other than regular nominees which you may wish to vote for may be written on blank lines provided.

Members will note that envelopes containing ballots shall be marked "Ballot", and shall also bear the signature of the member and the name of the department in which he is employed.

Members are urged to exercise their voting power (see editorial).

The Association of State Civil Service Employees of the State of New York OFFICIAL BALLOT — ANNUAL ELECTION OCTOBER 21, 1941

To vote for regular nominee, place check in box opposite name. To vote for other than regular nominee, place name of officer desired on blank line provided.

- Check
- For President: HAROLD J. FISHER
For President:
 - For First Vice-President: CHARLES L. CAMPBELL
For First Vice-President:
 - For Second Vice-President: JOHN L. LIVINGSTONE
For Second Vice-President:
 - For Third Vice-President: J. EARL KELLY
For Third Vice-President:
 - For Secretary: JANET MACFARLANE
For Secretary:
 - For Treasurer: EARL P. PFANNEBECKER
For Treasurer:

The Constitution of the Association provides that when the Annual Meeting is not actually convened, Association Headquarters will be open to receive properly prepared ballots either by mail or in person from any eligible member of the Association. This ballot therefore must be delivered or mailed so as to reach Association Headquarters, Room 156, State Capitol, Albany, N. Y., or the place of the Annual Meeting, before 8:00 P. M., October 21, 1941.

Name
Department
Membership Card No.

Recommended For Reading

Prepared by the
Book Information Section of the
New York State Library

FICTION

Day of the Trumpet, by D. C. De Jong. Harper. \$2.50.

In the days when the Nazi menace is looming over neutral Holland, wise old Mevrouw Haming and her family are seen coping with their individual problems; the young people with their secret love affairs, their uncertainties and desires, the older ones with their family complications and worries, but all brought ever and again face to face with evidences of German infiltration and spying. Sharply etched in incident, warmly individualized in characterization, the narrative studies the reactions of young and old as they are played upon by false hopes, and at length broken by treachery and invasion but determined some day to build their lives anew.

The Keys of the Kingdom, by A. J. Cronin. Little. \$2.50.

Written with sincerity and feeling, this chronicle traces the changing pattern of the life of Father Chisholm, Catholic priest, from his difficult childhood in the town of Tweedside on through his seminary days and his first curacy, always in trouble with his superiors, but at a critical moment offered a vicariate in a remote Chinese village by his bishop who understands his rebellious individualism. What this priest, "the oddity, the misfit" makes of his life and his mission is the core of a story, packed with colorful, turbulent and dramatic incident.

Shadow of Wings, by Stella Morton. Harper. \$2.50.

A happy knack in writing dialog that is amusing and natural, and in depicting characters who are likeable and human, distinguishes this story of an English family during the time when the world was once more plunging into war. John and Caroline Lane scrimped and sacrificed to educate their five children, and now, with even the youngest boy on the verge of manhood, all feeling of security is swept away. As each individual's private problems are solved, some happily, some in sorrow, so, too, the life of each

member of the family is remoulded to meet the conditions of the impending war.

Tadpole Hall, by Helen Ashton. Macmillan. \$2.50.

When the wind of Nazi persecution blows the Hahns, an Austrian couple, into the English Village of Lambscot, Colonel Heron of Tadpole Hall goes to the station to meet his new servants and it gives him quite a turn to find himself inclined to kiss his cook's hand "as if she were royalty." Lisel in truth is an aristocrat, adaptable, friendly, lovable, while her Jewish husband, broken by his frightful experiences, is sullen and increasingly suspicious as well as suspected by the villagers. The story compounded of romance and tragedy is set in those early days of the war when bombers are flying over the lovely countryside.

They Came to a River, by Allis McKay. Macmillan. \$2.75.

In the beginning of the apple industry boom on the Upper Columbia River, romantic young Chris, child of pioneers, marries a boy who through the years, successfully develops his orchards into an established business, with packing and railroad facilities, only to die in his prime, leaving his devoted wife to manage everything. A full-bodied story, authentic and rich in background, centering in the eager, likeable Chris who thinks, quite erroneously, that her own life is finished before she is thirty.

NON-FICTION

In the Mill, by John Masfield. Macmillan. \$2.

When as a very young man, John Masfield, English poet laureate, found work in a carpet mill in Yonkers, he had leisure for the first time in his life. Though he was "much too ignorant to read with system," the world of books, especially that of poetry, opened to him. Here he writes, with the fine simplicity of an artist, of the months spent in the mill, of the actual processes of his work there, and his own and the other men's responses to it, of his joy in discovering the beauty of woods and river, and of his final decision to end his exile from England, and to "get into poetry somehow before the mill got him."

Living High, by June Burn. Duell. \$2.50.

"To go to an island and pull the ladder up after us and live, untroubled by anything" was the dream of the author and her husband, a happy-go-lucky, penniless pair, whose gay zest for adventurous living has led them up and down this country and into a varied assortment of occupations. An informal, breezy narrative, describing with verisimilitude their homsteading on the last available island in Puget Sound, a year of teaching in the Arctic Circle, traveling with a donkey and cart and a baby, camping out, or settling down for a season in cabins built with their own hands.

The Soong Sisters, by Emily Hahn. Doubleday. \$3.

How it came about that the three daughters of Charlie Soong, Eling, Chingling, and Mayling, were educated in America, and how through their marriages and their own characters they have become famous in present day Chinese history, is popularly presented in this record of the individual activities of Madame Kung, Madame Sun Yat-sen, and Madame Chiang Kai-shek, activities thrown into relief against the background of Chinese revolution, civil war, and invasion by Japan. Photographs.

Today's Refugees, Tomorrow's Citizens: A Story of Americanization, by Gerhardt Saenger. Harper. \$3.

A sympathetic study of the personal problems of the refugee and their effects upon him as a human being. Designed to lead to a better understanding of the refugee, this discussion by a trained social scientist, and based on interviews and investigation, vividly portrays the adjustments the refugee is forced to make and also his contributions to American life.

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THE ANNUAL MEETING

of this Association

WILL BE HELD

Tuesday, October 21st, 1941

AT THE

State Office Building, Albany

SEVEN-THIRTY P. M.

At that meeting, ballots electing officers and members of the Executive Committee for the ensuing year will be canvassed and results announced.

In accordance with the Constitution of the Association, Association Headquarters, at Room 156, State Capitol, Albany, will be open until 8:00 P. M. on that day to receive ballots properly prepared, either by mail or delivered personally. Ballots for the use of members in electing officers and departmental representatives, may be found in this issue. Attention is called to the article on the Editorial Page relative to a "Secret Ballot."

The annual reports of officers and chairmen of standing committees covering the work of the Association year closing will be submitted for the records. Proposals for inclusion in the Association's program for the coming year will be presented and discussed. Any member of the Association or group of members, wishing to present any resolution or proposal, but who are unable to be present at the meeting, should submit it in writing with memorandum to the President or Secretary before the date of the meeting.

Members of the Association are urged to avail themselves of their voting rights, and to be present at the annual meeting and take part in the discussions and formulation of the policies, program and work of the Association for the coming year.

Mr. Charles B. Heister
State Education Dept.
Albany, N. Y.

