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The State Employee

VOL. 10, Number 1

JANUARY, 1941

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Messages of the Governor

THE FIRST MESSAGE

The State's Defense Program

BY BEULAH BAILEY THULL

It is hard to realize that we as a State, after years of comparative freedom from truly vital governmental problems (it is true that some of our governmental problems have assumed large proportions and at the time seemed momentous), are standing at the threshold of we know not what. The Governor's message to the Legislature is unprecedented. It is an appeal to the citizens of New York State, not for the State, not for the Federal government, but for Civilization. "Today the American way of life is threatened. Its very foundations—justice, tolerance and liberty, are challenged. Total defense is the only answer to total war."

The message deals entirely with defense; the first part, what New York State has already done to help execute and supplement the Federal program since the Legislature adjourned, and second part, what legislative measures need be enacted to expedite New York's part in the Defense Program.

August first the Governor appointed a State Council of Defense, consisting of 12 members other than himself as Chairman. The 12 members are representative of the various groups and interests throughout the State. This Council advises; it does not execute. All action by the State in the defense program is taken through existing governmental agencies and with little increase in personnel. Lieutenant Governor Charles Poletti is the designated coordinator of the various activities and plans.

There is close cooperation with industry, so that those industries engaged in national defense may be impeded as little as possible by the

so-called red tape of government. At the direction of Governor Lehman, the State Planning Council, in cooperation with the Joint Legislative Committee on Industrial and Labor Conditions, has published an "Industrial Directory of New York State." The directory gives the name, location, chief executive, principal product and number of men and women employed in each manufacturing plant and in such of the non-manufacturing industries as might contribute to national defense. There is also a special inventory containing a detailed description of physical conditions and location of idle manufacturing plants in the State, outside of New York City. This is to assist the Federal government in awarding contracts, making it possible for the use of existing plant facilities before building new.

The National Defense Council has designated the United States Employment Service as the agency for furnishing the facts in regard to the resources of labor. The New York State Employment Service is undertaking the State's share of the national responsibility. The Employment Service is endeavoring to minimize the senseless migration of labor. Special efforts have been made to prepare local offices for their job in supplying workers to the industries of the State. Up until December 1, 1940, the Employment Service has just doubled the placement of workers in manufacturing establishments, as over the corresponding period of 1939.

The State has embarked on a large scale program to train men for the defense industries. There is now, and it is the hope of the Governor that in the future there will be, no scarcity of labor, either skilled or unskilled, in New York State. The vocational schools in the State are

providing trade extension courses. They have sufficient equipment to care for 100,000 workers. The schools are also being used in special all night training programs to provide intensive courses for additional personnel needed by the defense industries.

Ten special training centers for the aircraft industries will be opened shortly. Special training centers for the metal trades are planned by the State in cooperation with local manufacturers and local school authorities. At the present time over 25,000 men are enrolled for defense courses, and it is expected that in a very short time the number will exceed 50,000. This great extension of vocational training is being done by the State Department of Education with the assistance of Federal funds and in cooperation with the Works Progress Administration. The Governor specifically commended Dr. L. A. Wilson, a member of our Association, for the grand work he has done in organizing and carrying on this intensive training program.

It is startling to realize how many of the State's services must become part and parcel of a State defense program: agriculture, health, housing, and in the localities the organizations of Local Defense Councils. The State Defense Council urged that in selecting the members of such local councils, the services of private citizens should be enlisted as well as the services of public officials, also that industry and labor both be represented on every local council. The Governor recommends the adoption of legislation to enable counties and municipalities to expand the functions of their local councils of defense.

Governor Lehman enumerates in this message the new legislation which will be needed to smooth out

some of the situations arising from military service. First comes job protection for members of the National Guard, the Officers' Reserve Corps, and men inducted into the service under the Selective Service Training Act. Governor Lehman recommends that legislation be adopted compelling employees to reemploy their men upon their discharge from military service.

Governor Lehman makes several recommendations which are of crucial importance to the Civil Service employees.

1st. The extension of the present law which guarantees the reinstatement into positions of State and municipal employees who are inducted into Federal military service as members of the National Guard, Naval Militia or Officers' Reserve Corps, so as to give the same protection to conscripts under the Selective Service Training Act.

2nd. The amendment of the State Retirement Act to permit continued contributions by such absent employees so their pension rights will not be affected.

3rd. To extend the provisions for differential pay (that is, full civil pay for the first thirty days and after that the difference between the Federal pay and former State or municipal pay) for State and municipal employees to those conscripted under the Selective Service Act. The present law covers only the National Guard, Naval Militia and Reserve Corps. Department heads can not fill vacancies caused by military leave without the approval of the Budget Director.

Governor Lehman makes further recommendations as to future legislation that are of interest to all New York State men in military service.

1. A man in the service should not be evicted from his home for at least three months for non-payment of rent that does not exceed \$80 a month.

2. If one has purchased certain personal items on the installment plan, these can not be repossessed by the seller upon non-payment of the installments except by court order.

3. No mortgage foreclosures during the period of military service.

4. The suspension for one year of life insurance premiums for not more than \$5,000 worth of life insurance. Under a Federal Act the Veterans' Administration, is upon application, authorized to advance

such premiums to the insurance carrier.

5. The deferment of income tax payments until six months after one is through with military service.

6. Changes in the unemployment insurance and workmen's compensation laws so that certain benefits to workers based on earnings of the prior year will not be affected.

7. Changes in the Election law so as to permit registration and voting at the camps.

Federal legislation has already been enacted permitting arms and ammunition to be furnished to the State Guard in time of peace. The State Guard is the successor to the National Guard when the latter goes into Federal service. The State Guard recently organized by order of the Governor under the command of Major William Ottman, consists of 10,000 men and 2,000 officers. No further legislation is needed for the State Guard, but the Governor says legislation should be adopted to permit in an emergency the quick mobilization of the police forces throughout the State.

The Governor discusses at length the question of subversive activities and sabotage. The Attorney General in cooperation with the Federal Department of Justice and the Bureau of Criminal Identification of the State Police has broad power to investigate all such activities, but the State needs an anti-sabotage law. However, such legislation should guard against being used as a means of oppressing organized labor. Sabotage legislation should include a State explosives act regulating the manufacture, sale, distribution, use and possession of explosives, and requiring the licensing of those who use explosives. We all know that the question of subversive activities and sabotage is itself dynamite. The Governor's closing words on that subject should be given much thought. They are fraught with understanding. "Let me make it perfectly clear that while I am heartily in favor of a militant opposition to all subversive groups, I believe we should avoid fanatical extremes. The vast majority of aliens in this country are loyal and they desire to become good American citizens. Let us encourage, not antagonize them. Oppressive treatment will merely drive them into the camps of our enemies. And certainly let us not place under unjust sus-

picion any American citizen because of his racial origin. Citizens of foreign birth, as a group, are entirely loyal to this country and wish to serve it with devotion as do the rest of us."

Governor Lehman closes his first message to the Legislature with these words, words which hold a pledge binding especially on us, the employees of the State: "In devoting ourselves to the tasks now before us, unity must be the watch word. Our unity must be complete. There must be no diversion among our people by race or creed . . . We must prove to the world that, in our devotion to American democracy, we are as one. We must show that the Nazis were wrong when they sneered that there are 'no convictions in democracy—no real convictions for which men would stake their existence.'

"Democracy is under threat. The threat is to each one of us. We must and will meet that threat—you and I and all other citizens—by united action, working together shoulder to shoulder."

The Second Message

Recommending methods of advancing the social and economic welfare of the people of the state.

This is the message which the Governor usually gives to the Legislature at its first meeting. This year however, our own State problems are secondary to National Defense, but even if secondary, they are still problems which must be faced.

The Governor in this message does not touch upon State finances or reapportionment; those messages will come later.

Many of the recommendations are recommendations which Governor Lehman has made time and time again, but which up to now have not been acted upon by the Legislature. In this category is the recommendation that utility companies should not be permitted to keep two sets of books, one for examination by governmental authorities for rate making purposes and the other for the private purposes of the utility company, depicting the companies' position in an entirely different light. The result is that the rate charged the consumer is not always warranted by the actual condition of the company.

Governor Lehman feels that consumers of electricity are much con-

fused by the various complex rate schedules which are offered them. Often in their ignorance they choose a higher rate than necessary. The recommendation is that the utility companies offer consumers only one rate—the lowest one.

The Governor further recommends that the Public Service Commission be empowered to require utility companies' books to show depreciation. The Courts have held that our present law does not give the Commission authority to prescribe the method by which depreciation reserves shall be accrued or to determine to what extent existing reserves are insufficient. This might all seem very technical, but it is all a factor in rate making, and in the last few years the Public Service Commission's power to supervise rates has saved the consumers over \$60,000,000 a year. Another recommendation dealing with utilities is that sub-metering companies which buy electricity from a public utility and sell it to their tenants, should be brought under State regulation so that the companies can not charge excessive service rates.

Last year the Legislature passed a constitutional amendment authorizing the use of \$60,000,000 of grade crossing elimination bond funds for the construction of highways and parkways in the State. The original authorized bond issue for this purpose was \$300,000,000; but all the grade crossings which constituted a serious menace to the safety of motorists have been eliminated, or will be, without the expenditure of all the funds available. The Governor asks that the Legislature pass this amendment again this year so that it may go to the people.

Another recommended constitutional amendment would write into the State constitution the safeguard that the water power resources owned by the State shall forever remain inalienable for the use of the people and not of private utility companies. The Governor is referring to the yet to be developed St. Lawrence power, in the International Rapids section and Niagara Falls.

Governor Lehman recommends a constitutional amendment which will vest in the Court of Appeals the power to remove unfit judicial officers. Under such an amendment,

all judges now removable by the Legislature or by the Senate upon recommendation of the Governor will instead be removable by the Court of Appeals.

The Constitution today permits wire tapping upon order of the courts. It seems that there is much illegal tapping of wires and evidence so obtained may be used in court prosecution. The Governor recommends that this situation be remedied by statute.

During the last five years we have heard much about "Blue Ribbon Juries." Governor Lehman recommends that they be abolished. In the first place these special juries are used only in the counties of New York, Bronx, Kings, Queens and Westchester, and secondly, being hand picked they are really chosen as convicting juries. The Governor states that in the past the argument for such special juries was that ordinary juries are not of sufficiently high caliber, but that is not true today because women now serve on juries and men really have to be because most jury exemptions have been removed.

The Governor strikes a note of caution in unemployment insurance legislation. He realizes that there will be bills introduced that would seek to increase the benefits payable to employees, others to reduce the contributions paid by employers. "I urge that before you adopt any such proposals, you give serious thought and study to their effect upon our insurance reserves . . . I earnestly recommend that your Honorable Bodies postpone any action with respect to any merit-rating plan . . . that you postpone action on any proposals which will increase the amount of benefits paid to employees." The reasons are that if there is a sharp decline in employment following a year or years of great business activity, there will be a great strain put on the Insurance Fund, through increased numbers to pay insurance to, and greatly decreased contributions. The Unemployment Insurance Fund must be kept actuarially sound.

There are several recommendations in regard to the Election Law. First, better reporting; so that at least the totals reported through separate reports now required by law, would agree. At present there are great discrepancies, even as much

as 15 to 20,000 votes. Second, signature identification of all voters. Third, an amendment to the Constitution making four months of residence in the same city or village equivalent to four months residence in the same county. This would prevent people in New York City who move from the Bronx to Queen, etc., from losing their vote.

Under our existing law the Governor has authority to appoint a Moreland Commissioner to examine and investigate State agencies. The Governor recommends that this authorization be broadened to include county, city, town and village agencies. A further control over local financial administration would be made possible if the Comptroller were required to report to the Governor, the Attorney General and the local District Attorney any evidence of irregularities or criminal acts uncovered by the investigation of the State Bureau of Municipal Accounts. Under the present law the investigation is made public but the results can only be turned over to local authorities. Sometimes no corrective action ensues.

The Defense Message spoke of the good work of the State Planning Council. The Governor thinks the time has come for the State to establish an agency to promote the business interests in New York. He recommends that the State Planning Council become a Division of Industry and Planning.

The milk advertising campaign has been so very successful during its years of being that the Governor asks that it be continued for another year.

In the past there has been a large appropriation for the elimination of bovine tuberculosis. Now it is nearly eliminated. However, there is another bovine trouble, Bangs disease, or contagious abortion. Many people have urged a test-and-slaughter plan for the elimination of this disease. Such a plan is very costly and there is no guarantee of its effectiveness as far as the eradication of the disease is concerned; the cow of course is eliminated. The Governor does not approve of this method and recommends that legislation be enacted which would require all calves to be vaccinated against the

(Continued on page 22)

1941: Prosperity Turns the Corner

Dawn of 1941 brought the Empire State the best news of a decade. Industrial Commissioner Freida S. Miller reported factory employment and payroll indexes at the highest peak since 1929. Yet, the State has barely started on a billion dollars worth of national defense orders.

A bright picture glowed spectacularly on the business horizons. There were other promising indications, based on accurate statistics provided to the State Labor Department by business itself.

They were:

1—October saw 189 industrial expansion plans filed with the Division of Engineering, aggregating investment of \$10,048,580, highest figure for ANY month in 17 YEARS.

2—Construction permits were issued for erection or repair of 9,489 buildings costing \$27,239,343, a sizeable increase over October, 1939.

3—A total of 36,294 jobs, filled in private industry by the State Employment Service during October, was the highest in any October for 21 years.

Commissioner Miller's November Industrial Bulletin called the turn on a decided upswing in many classifications. Excerpts from reports follow:

Industrial Building

"The 189 plans filed in October represent contemplated financial investments in industrial building totaling \$10,048,580. The number of plans filed that month is the highest number to be filed in an October in the 17 years that such plans have been so filed.

"The previous high for October was the 164 of a year ago. The amount of financial investment indicated is the highest for any month during the 17 years and exceeds the 12 months' totals for 1932, 1933 and 1934 and almost equals the total figure for 1935. The previous highest investment represented in any single month was the \$6,369,487 of the 102 plans in March, 1927.

"The number of plans filed with the Department in May, August and September of this year, also exceeded previous records for the respective months. Since May 1, some 10 per cent of all industrial building plans filed have been directly attributable to defense developments—90 plans

for building in industries directly engaged in defense operations.

"The rate at which plans are being filed in November indicates that this month also will be exceptionally high both as to number and contemplated expenditures; that the number filed during the entire calendar year of 1940 will be a record high for 17 years and that anticipated expenditures represented will rank with those of the 1927-29 period. The 10 months' total for 1940 in number already exceed the 12 months' totals of all years except 1937 (1,502, for 10 months of 1940 and 1,774 for 12 months of 1937) and 1939 (1,631); and in anticipated expenditures, exceed the year totals of all except 1927, 1928 and 1929. Anticipated expenditures total \$28,331,804 for 10 months of 1940. The year's total for 1927 was \$43,209,792; for 1928 it was \$34,999,373, and for 1929 it was \$34,337,096.

"Practically two-thirds of the number of plans for October, 1940, call for new buildings and represent more than 90 per cent of the anticipated investments—119 plans for new buildings at \$9,126,750 costs. Twenty of these plans are for new factories to cost \$7,883,600. Plans for new buildings to house mercantile establishments number 90 and represent costs of \$1,038,650. Nine plans are for new places of public assembly to cost \$205,500.

"Plans for alterations number 57 and represent costs of \$881,280, divided among the three industrial categories as follows: Factories, 32 at \$810,280; mercantile establishments, 22 at \$62,000; places of public assembly, three at \$9,000.

"During October, industrial building plans were filed with the Division of Engineering from 43 Counties, exceeding the average number of counties to file by some 30 per cent. In nine of the counties, anticipated investments in industrial building exceed \$100,000.

"Due to plans for defense industries, Erie and Nassau Counties between them account for some 77 per cent of the investments represented in all counties. Erie County has 24 plans representing \$3,948,245, and Nassau County has 29 plans calling for \$3,703,500 costs. Sixteen plans were filed from Mon-

roe County representing \$512,600 costs; Niagara County filed 18 at \$494,430; Albany, seven at \$192,000; Westchester, 16 at \$177,850; Oneida, two at \$156,000; Onondaga, seven at \$144,900; Oswego, three at \$115,000.

"The 60 factory plans are divided among manufacturing industries as follows:

"Metals, 14; food productions, 10; chemicals, 8; aircraft, 5; textiles, 4; electrical, 3; paper, 3; photographic, 2; garages, 2; dry cleaning, 2; tin products, 1; pottery, 1. Five were unclassified as to industries."

Factory Employment

Employment in New York State factories advanced 2.6 per cent from the middle of September to the middle of October and payrolls rose 2.4 per cent during the same period. These gains are greater than the usual net changes from September to October as recorded in the past 26 years. The average changes since 1914 have been gains of 0.5 per cent in employment and of 0.3 per cent in payrolls. The main factor contributing to the gains in October was the continued expansion in the metals and machinery and textile groups of industries. Many plants in these industries have been awarded large government contracts for commodities in accordance with the National Defense Program. In some industries the observance of Columbus Day and the Jewish holidays reduced payrolls and hours. Other seasonal factors, the decline in canning firms and gains in industries manufacturing articles for Christmas trade, were reported.

Employment and Payroll Indexes at 99.7 and 100.5

The State Department of Labor's index of factory employment, based on the 1925-27 average as 100, rose to 99.7. The corresponding payroll index was 100.5. These indexes are nearly as high as the ones for October, 1929, and are the highest indexes reached since that month. Compared with October a year ago, there were 9.7 per cent more workers employed this October and payrolls were 14.7 per cent greater.

These statements are based on a tabulation of reports covering 2,871 factories throughout the State. The

factories employed 527,122 workers in October on a total payroll of \$15,316,350. Average weekly earnings were \$29.06, five cents less than in September. Since October a year ago, however, average earnings have advanced \$1.26.

Gains Continue in Metals and Machinery and Textile Factories

Substantial gains in employment and payrolls in metals and machinery and textile factories continued the expansion experienced by these firms in recent months. The greatest percentage gain occurred in the automobile and airplane industry where the automotive factories were hiring employees to work on new models and the airplane firms continued to expand to speed up production. Railroad equipment and repair shops hired over 1,900 workers many of whom had been laid off during the summer months. Most silverware and jewelry firms reported seasonal gains. Losses in factories which did report fewer employees were small except for one electrical equipment firm experiencing labor troubles. Nearly all cotton, woolen and silk mills took on help in October. Large gains at several knitting and other textile mills more than offset small losses at others.

Placement Up

The total of 36,294 jobs filled in private industry by the State Employment Service during October was the highest in any October for 21 years.

Benefit payments during the month amounted to \$6,300,763—8 per cent below the September total but 33 per cent above October a year ago.

Nearly \$7,000,000 was transferred from New York State Unemployment Insurance Fund to the jurisdiction of the Federal Railroad Retirement Board. Funds available for benefit at the end of the month totaled \$205,301,341.

The upward trend of placements made by the New York State Employment Service continued during October with a 7 per cent increase from September. A total of 38,057 jobs was filled, of which 36,294 were in private industry and 1,763 in public employment.

The private industry placements showed a 6 per cent rise from September, slightly higher than the usual seasonal change experienced by the State Employment Service. The total set the highest October record in 21 years.

The special Junior Sections made 4,895 placements of inexperienced young persons during October, representing advances of 27 per cent from the previous month and 81 per cent over October, 1939.

Construction Plans

Plans were filed and permits were issued in October for the construction or repair of 9,489 buildings at an estimated cost of \$27,239,343. This is an increase over the preceding month of some four and a half million dollars and is about three-quarters of a million above October, 1939. The building industry often has a brief revival in the early autumn months especially if late summer was a bit dull as was the case this year. The data show that new residential projects were up about \$5,000,000. There was a small drop in the estimated cost of non-residential jobs and expenditures for betterments.

A gain over September is noted both in the number and estimated cost of October's permits for industrial and commercial buildings. Permits rose from 106 to 129 and costs from \$2,218,160 to \$2,530,190. This classification includes buildings for factories, offices, public works, storage, laundries, wholesale and retail stores, etc. Permits were issued for such buildings as follows: In the 18 upstate cities, 48 to cost \$1,636,040; in New York City, 53 to cost \$623,350; in the 80 smaller places, 24 to cost \$219,800; and in four cities of Westchester, four to cost \$51,000.

Women in Industry

It's an old story but not a boring one, at least not to the Division of Women in Industry and Minimum Wage, and certainly not to the women and minors in the cleaning and dyeing industry who are the chief characters in the story. No matter how often the story of rising wages is told to them, they can stand it. This is really the second chapter of the tale begun in the March, 1940, issue of "The Industrial Bulletin." That in-

stallment told of the upward movement of the entire scale of weekly and hourly earnings of workers in this industry, as shown in the 1939 sworn payrolls of the employers. It described the decrease in hours worked and the general stabilization of the work week. It gave credit to Directory Minimum Wage Order No. 4 for the improvement. The one sour note struck was that nearly 12 per cent of the workers who were entitled to the benefits of the Order were not getting them.

Earnings Higher

Back in 1938 when there was no Minimum Wage Order No. 4, only 40 per cent of the women and minors in cleaning and dyeing plants in the State earned as much as 35 cents an hour. Today, as shown by the new analysis of the employers' sworn payrolls, 94 per cent get at least that much. Back in those days, a third of the workers got even less than 30 cents an hour. Now, only about 2 per cent get that little. Median week's earnings have gained more than 4 per cent in the two year period.

All of the gains made in the first year of the Order have not only been maintained, but somewhat improved in the second year, according to the recent analysis of the payrolls.

The terms of the Order itself were responsible for most of the 1940 gains. Establishments outside the Metropolitan Area located in cities and villages with a population of 10,000 or over, increased the minimum wage from 34 to 36 cents an hour. The gain in the hourly earnings now amounts to 16 per cent. In 1938, women and minors upstate earned a median of 33.1 cents an hour, and in 1940, 38.3 cents. By the week they earned \$14.81 in 1938, and \$15.45 in 1940.

Hours Shorter

Shorter working hours continue, with 40 hours the median in 1939 and 1940 as against 47 in 1938. Nearly half of the women and minors worked at least 48 hours in 1938, while now only 13 per cent were found working that long.

Compliance was a little better but still not good enough, according to the employer's own records. The recent analysis showed that there were

(Continued on page 9)

Oasis in Sahara of Knowledge

Here are the folks who serve the State Library's thousands upon thousands of users. Heads of sections, they are: shelf, Joseph Gavit; order, Sarah J. Schenck; catalog, Clara N. de Villa; law, Frances D. Lyon; legislative reference, William E. Hannan; medical, Maude E. Nesbit; book information, Mary E. Eastwood; manuscripts and history, Edna L. Jacobsen; library for blind, Margaret E. Lathrop.

New York State's 2,000,000-volume library, a veritable oasis in the shifting sands of the Sahara of knowledge, today performs a super-service seldom grasped by the man-in-the-street.

Too often, he knows only that it is there, in the colonnaded Education Building. And that is all. But still, unwittingly, he is the harvester of its store of knowledge.

For, bent over its sea of study desks, is his lawyer, doctor, dentist, legislator or scientist—or perchance his coed daughter—all searching to unearth facts that may work to his profit.

Some say its shelves are second only to those of the Library of Congress. The least said of it is that it surpasses any other State library in the union.

Overseer of its assorted services, as director, is Robert W. G. Vail, once head of New York City's library. After one year of duty in his post, Mr. Vail has not altered his original course. He still wants to "sell" the man-in-the-street that the library is his to use.

As a unit of the Empire State's governmental machinery, Mr. Vail is perhaps most proud of the library.

"We," he said, "are a reference background for all State agencies, educational, governmental and public. Not a book is bought for any of the State institutions without our approval.

"This is important. There was a time when various institutions bought books hit-or-miss; generally,

recommendations were good, sometimes bad.

"Often, under that system, mental patients would be given nerve-racking thrills apt to harry their already fragile natures. No one objects to having them read a good detective novel, but caution must be exercised against horrifying them unduly."

Picture what might happen in a reform school, were inmates permitted to read the wrong literature. Why prescribe literature apt to undo the very corrective function the school attempts to perform? So, where no librarians are available to supply a reform school shelf, the State Library's trained staff steps willingly in to help.

But, let Mr. Vail tell about it:

"While we wouldn't recommend hair-raising thrillers, we can and do suggest books of equal caliber, interesting and exciting, but without vicious features. Institution libraries usually forward lists of wanted books. These volumes are carefully investigated and, if the story suits the use in each case, we fill the request. Often, in place of one which doesn't meet our approval, we recommend a better volume in the same field.

"Our Book Information Section carries on this work. Its files contain synopses or reviews prepared by the reviewing staff, which is constantly at work on the latest editions. Leading publishing houses supply copies of almost every work they publish for this purpose. If we review the work, we keep it; if not, we send it back.

"In addition, the Book Information Section prepares a monthly list of approved books and circulates it among institutions and libraries as an aid to local staffs.

"Probably the branch of the State Library which reaches farthest in its work is the Traveling Library. Many remote corners of the State, unserved by a regular library, find the traveling unit a real service. Aiding us in this branch of duty are Farm Bureaus, Granges and other rural groups. As a matter of fact, a little group of five persons may borrow books from the Traveling Library to circulate among themselves."

"To them," said Mr. Vail, "go specific volumes on subjects they have indicated wanting."

The Traveling Library lends tens of thousands of books every year to groups of that sort scattered all over the State. Union groups are among those which take advantage of the traveling unit.

Especially today when so many persons are turning to new skills for war industry are requests coming in for literature on occupational subjects—welding, diesel engine, airplane mechanics. In that way we are helping our State's preparedness efforts.

To the small rural schools, unable to furnish and equip a library, the traveling unit is a "fairy god-mother." In some consolidated districts, as many as 800 to 1,000 volumes are loaned at a time.

Originally intended to be a reference library for the people, the library today embraces highly specialized units, aimed to better serve all classes.

New York State was first to have a separate medical library. Books from that section are loaned to doctors and nurses.

The small town doctor, struggling along, hasn't time to read all the literature on new findings made by medical science so constantly. One day he finds himself in a jam, confronted with, perhaps, some rare disease, the treatment for which he doesn't know.

To the medical library comes a telegram: "Can you send me latest information on the treatment for such and such a disease." Within 48 hours he has the latest research works on it.

Most of that comes in periodical form as developments in the medical field come so fast, they aren't yet found in textbooks.

The legal branch of the library is a lawyer's dream. Personal visits by those nearby or correspondence from far-off attorneys to the State Library often affect many a court case.

At the head of this branch is Frances D. Lyon, trained not only as a librarian but for practice before the bar.

"Very often in the law library," said Mr. Vail, "we fill in the gaps

for the little fellow. Our volumes not only cover State law but laws of the United States and those of many foreign nations."

"One of the most important functions of our legal department is the legislative reference unit, where public documents of all natures and from all the states and some foreign lands are filed.

"Its primary service, of course, is to our own State legislators who give us our busy season. There, at library tables, many a proposed bill has taken shape."

Legislative librarians closely follow the path of every mill through the law-making mill. In many they have a personal interest for their hands and minds have helped phrase it.

In the case of pari-mutuel legislation, effected last year, legislative librarians supplied legislators with information on every pari-mutuel law up-to-then enacted in the United States for guidance material. Data were sent to leaders of both houses, to sponsors of the bill. Information was factual, uncolored.

As each bill is passed by the legislature, it is indexed by legislative librarians and, in the event belated disputes develop between partisans, an easy reference is possible.

"The Legislative Reference Section is of greatest value in implementing the work of the Legislature and county and city governments," said Mr. Vail. "Our first duty is, of course, to the State, but we often lend 'inter-state' from our legislative section.

"Our History Department is embarking on an exhaustive collection of every article of history, as well as old manuscripts and documents.

"Boundary disputes frequently bring requests for early maps showing original state boundary lines. We have many thousands of such maps.

"The history of New York State begins in New England and marches west with the development of the nation so our history research covers practically the whole country.

"Historians use us a great deal, while many authors, notably the historical novelists, frequently come to us for aid and assistance. Biographers, writers for papers, magazines and periodicals, all come to us for help.

"We help a good many patriotic societies in their research of the

background of their chosen patriot. Requests for assistance in tracing family descendants are numerous.

"Our services reach out even to the blind. We lend books, in Braille, to those who can use the Braille system. For the young who have not yet mastered it and the old who cannot master it, we have 'talking books.'

"These are recordings played on special-built phonographs which the blind can borrow from foundations which have been formed throughout the State for the sole purpose of providing 'talking books' for the blind.

"An ordinary length novel occupies seven or eight records; we have many such novels recorded and in addition have about a dozen magazines available, including the Reader's Digest.

"The blind are permitted to keep records as long as they want. Annually we reach thousands of blind and near-blind with this service, opening up a new world for them.

"Individuals may borrow from us only through their local library, except people living in Albany who may borrow directly from us.

"Occasionally, however, we loan a book to an individual, and only recently there occurred one of the most interesting of such loans to come to my attention.

"The request came from a man in Adirondacks, apparently a recluse, who asked to borrow a number of Greek and Latin classics and the works of some German philosophers, in the original form.

"We investigated him at the nearest source, which happened to be a general store in a small Adirondack community where he bought his foodstuffs.

"The store-keeper informed us the man in question came to the community only about once in every six weeks to buy his supplies but seemed to be a very decent and well-mannered sort of person.

"Our only other check was a traveling Baptist minister who told us he met the man infrequently while traveling his mission area.

"We sent the books to him and after a short period they were returned to us, neatly wrapped and in absolutely perfect condition, along with a letter requesting more books—again all the books listed being the classic and philosophical works, in original.

"That's one reader we were happy to supply. A strange individual, unquestionably of great intellectual depth, hidden deep in the mountains for reasons probably best known to himself.

"Such is the library's far-flung service, ready and willing at all times to serve the great or the small."

Prosperity Returns

(Continued from page 7)

still 10 per cent of the women and minors receiving less than the legal minimum.

Office Pay Rises

The average office worker in factories of New York State earned \$35.04 per week in October. The average weekly earnings of all factory employees including both office and shop were \$29.06. The earnings of office workers were higher than those of shop workers in all groups of industries except water, light and power.

The tabulation of earnings for men and women is based on a smaller number of reports because some firms cannot separate the number of employees and amount of payroll by sex. The average salary for men office workers was \$45.25 per week, approximately twice as much as that for women who received \$22.88 per week. The earnings of office men in New York City were less than those of men upstate, but office women in New York City received more than upstate women.

Although comparisons with October, 1939, are not published, the percentage change for the total number of office employees was computed making allowance for the employees who were omitted this year. The number of office workers this year was approximately 10 per cent greater than last October and payrolls were about 13 per cent higher. These gains compare favorably with the year to year change for shop employees. The number of shop employees was 10 per cent greater this October and payrolls were 16 per cent higher. Office workers, usually on a salary basis, are subject to smaller fluctuations in dollar earnings than shop workers, many of whom are on an hourly wage. Consequently, the payrolls of office workers have not advanced as much as those of shop workers.

Editorial Page

THE STATE EMPLOYEE

Official Publication of

THE ASSOCIATION OF STATE CIVIL
SERVICE EMPLOYEES

OF THE STATE OF NEW YORK

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Unemployment Insurance for State Employees

The Association has long been convinced that coverage under the unemployment insurance law should be extended to State employees, and a bill to accomplish this purpose will be introduced by the Association at this session of the Legislature.

The principal obstacle to extending coverage to State employees arises from the fact that the premium paid by the State, if it were to be paid at the same rate paid by private employers, would cost a prohibitive sum. The Association has, therefore, worked out a plan which will obviate this objection and would provide for unemployment insurance coverage on a cost-plus basis similar to the manner in which workmen's compensation coverage is now administered for State employees.

It is recognized that employment by the State is comparatively stable. The number of employees who would be entitled to unemployment insurance benefits is greatly less than in private industry. On the other hand, the employee who is dismissed from the State service has the same need for unemployment insurance

benefits as the employee who loses his job in private industry.

Under the bill sponsored by the Association, State employees who lose their positions would be entitled to unemployment insurance benefits in the same amounts and under the same circumstances as employees in private industry. The State, however, would not pay a premium based upon the total State payroll, but would pay the actual benefits awarded plus a reasonable amount to the Division of Unemployment Insurance to cover the expense of handling the claims. This plan will, we believe, bring the cost of coverage down to a reasonable figure and at the same time extend unemployment insurance coverage to State employees who are morally and equitably entitled to this protection.

Our Front Cover

Again we are indebted to our Staff Photographer, Walter J. Schoonmaker, for our patriotic cover. Not only is Mr. Schoonmaker a camera expert but he also is a master with the brush. The cover is a water color prepared especially for this issue.

The illustrations accompanying the "Facts, Not Fancy" article are from the hand of Roger Stonehouse, our Art Editor. This Association is indeed fortunate to have such talent available.

The Honor Roll

The list of State employees inducted into Federal Military Service, begun in the last issue of this magazine, is not continued in this issue. The idea has not been abandoned, however, as the list will be brought up to date as to employees inducted since publication of the first list, and printed in the next issue.

It has been called to the Editor's attention that a few errors of omission were made in the first list. Those omissions will be included in the next list published.

Attorney General Rules On Status of New York Guard

The Attorney General has ruled that members of the New York Guard have the same rights under the Military Law as members of the National Guard and, in the event members of the New York Guard are civil service employees, they shall have the same rights and privileges as members of the National Guard under section 245 of the Military Law.

Temporary Appointments

The Court of Appeals has held, in a decision rendered on December 31, that a temporary appointment, however long it may continue, does not ripen into a permanent civil service appointment. The decision reverses the orders of the lower courts in the case of *Hilsenrad vs. Miller*, which was followed with great interest by hundreds of civil service employees who had served under temporary appointments in excess of three months.

The lower courts held that Hilsenrad's original temporary appointment became permanent after he had served for three months because of the fact that he was reachable for permanent appointment in the first instance. Many employees had misconstrued the decision to mean that any temporary employee, regardless of his standing on the list, who served under such an appointment for a period of three months or more, would be entitled to permanent status and a number of pending actions had been held in abeyance awaiting a decision of the Court of Appeals.

The Court, in its opinion, points out that there was no legal justification for a temporary appointment in excess of one month. This rule has now been changed by statute which provides, in substance, that a temporary appointment can be made for a period of not more than six
(Continued on page 30)

Association Plans For The Future

Further Establish Adequate Salaries by

1. Preventing any unfair discriminatory "tax" upon State workers by any moratorium on earned salary increments due under provisions of the Feld-Hamilton Civil Service Career Law, Mental Hygiene Law, Correction Law or other statutes.
2. Extension of the Feld-Hamilton Law to cover mental hygiene institutional workers, prison guards, and ultimately all State employees.
3. Bringing employees receiving less than minimum of salary grade to minimum and to salary grades corresponding with their years of service as soon as possible.
4. Continued attention to the improvement of the Career Law, to service record ratings, etc.

Improve the Merit System by

1. Continuance of work of Classification Division so that titles may correctly describe duties and responsibilities and thereby assure adequate salaries; and so that additional employee groups may be brought under the Career Law.
2. Further extending the protection and advantages of the merit system by inclusion of non-competitive, labor and exempt groups in competitive class.
3. Securing Appeal Board to hear cases of dismissed employees and secure protection against unfair dismissals of employees in present non-competitive and labor classes.
4. Making certain that the Civil Service Rules and Regulations are adhered to.
5. Promoting better attention to personnel matters within departments and institutions and closer cooperation with the Civil Service Department.

Shorten Working Hours by

1. Extending the maximum eight-hour day law to thousands of employees in State institutions now working twelve hours or longer.
2. The eventual establishment of a five-day week.

Establish Uniform and Fair Sick Leaves and Vacations by

1. Reasonable minimum sick leaves for employees of State institutions, either through administrative rule or by statute.
2. Fair minimum vacation periods for all workers not now covered.

Further Attention to Pensions by

1. Safeguarding the stability of the Retirement Fund.
2. Obtaining retirement at age 65, after thirty years' service, without additional cost to the employee.

Facilitate Commutation Payments by

1. Securing sufficient appropriations in budget to enable full payment of commutation allowances provided in the statute.
2. Making full commutation allowed by law additional salary of every institutional employee, and provide that deductions be made against that salary if the employee receives maintenance.

Full and Prompt Reimbursement for Expenses Incurred by Employees by

1. Prompt payment of expense accounts.
2. Prompt payment of salaries on schedule.
3. Provision that permanent employees transferred by the State to work in distant points shall be reimbursed to a material degree for transportation of self, family and effects.
4. Securing payment to employees of highway division of expenses allowed for field work as provided by law.

Continue Development of Cooperative Enterprises by

1. Continued attention to efficiency of Group Life, Accident and Sickness Insurance and Hospitalization Plans.
2. Further establishment of Federal Credit Unions in State Employee groups throughout the State.

Seek Full Protection of Interests of Members Inducted Into the Federal Military Service Continue Program of Informing Citizens Generally

as to Services Rendered by State Government and its employees and as to State revenues and expenditures, through the use of our magazine, special literature, newspapers, radio, etc.

Continue Careful Examination of All Measures Introduced in the Legislature

promoting those bills favoring the Merit System and State Workers, and opposing those inimical thereto.

Continue Friendly Cooperation with All Organized Employee Groups

honestly devoted to human welfare.

Story of State Government

CHAPTER XI DEPARTMENT OF HEALTH

The following article is the eleventh of a series of articles on New York State Government. This series is in charge of our Editorial Board Member, A. K. Getman, of the Educational Department Staff. The next article of this series, which will discuss the State Department of Civil Service, will be contained in the February issue.

BY BURT R. RICKARDS

Director, Division of Public Health Education

New York State Department of Health

The function of the State Department of Health is one of leadership in activities which result in the promotion of individual and community health and in the saving of thousands of lives each year. Incidentally all this means the saving of untold thousands of dollars to the people of the State.

Because this salvage of life and money is usually a gradual process, the work of this Department is not often spectacular. However, the truth of the Department's slogan: PUBLIC HEALTH IS PURCHASABLE — WITHIN NATURAL LIMITATIONS ANY COMMUNITY CAN DETERMINE ITS OWN DEATH RATE, has been proven time and time again. In other words, with an increasing expenditure for controlling and preventing disease comes a corresponding decline in death and sickness rates in the State.

It was in 1880 that the first State Board of Health was organized, 14 years after a similar board had been established in New York City.

The State Department of Health became a single-headed Department in 1901. The complete reorganization of the Department and its work in 1913 marked an epoch not only for the State but in the history of public health. In that year New York State for the first time assumed its rightful place of leadership in this most important field.

A comparison of the first complete annual report of the State Department of Health made in 1881 with those of the Department in 1914 and in recent years furnishes striking evidence not only of the growth of the organization and its work, but of the changing trends and demands in this field. At the close of the year in 1881, there were five salaried employees other than the Secretary of the Board, and the total expenditure for the year was about \$13,000. It is a commentary on the then existing state of knowledge that the Board had a committee on "effluvium nuisances," ap-



EDWARD S. GODFREY, JR., M.D.
State Commissioner of Health

parently regarded then as of major importance. In 1914 the Department's expenditures, including those for laboratory service, amounted to \$284,676.85, practically twice the amount appropriated for 1912, which competent authorities had declared to be totally inadequate.

Today the State Department of Health is organized in 13 divisions,* the personnel and the work of the smallest of which far exceeds that of the entire organization in the early years. Its system of district units, each headed by a trained and experienced medical officer, is

known throughout the world for its effectiveness and its laboratory service is generally regarded as a model of its kind. As an example of the standing which this Department has attained in its field today, students of public health from all parts of the world come to New York State to make studies of its organization and activities. The amount of the Department's annual budget in 1940 was about \$5,744,097, this sum including the operation and maintenance of six institutions.

While those of another generation will be the chief beneficiaries of some of the present health activities, a few examples of what has already been accomplished will indicate the almost unlimited possibilities in this line of endeavor.

The Department, according to experts in this field, has a very effective type of organization for the prompt and efficient control of epidemics and other emergencies involving health or the prevention of disease. For many years the Department had offices located strategically in 16 parts of the State, each in charge of a district health officer trained in public health practice. Recently this system has been strengthened by addition of two more district offices and two sub-district offices, and the augmenting of the staffs in most cases by the addition of sanitary engineers, milk sanitarians, public health nurses and necessary clerical forces.

The policy of decentralization has allowed the department to broaden the scope of its work, as well as give more adequate supervision to local health activities. Increase of full-time adequately trained personnel working out of these district offices permitted the intensification of the Department's efforts to prevent illnesses and deaths. Epidemics have been discovered in their incipiency, and possibly catastrophic results have been averted. Routine efforts, particularly in the prevention and treatment of syphilis and pneumonia, have been multiplied, with the result that the solution to the

* See Department Chart.

problem of their control may now be in sight. Consultation service, not only in clinical communicable diseases, but also in administrative practices and in the technical phases of public health, such as sanitary engineering, milk inspection, public health nursing and office procedures, has been brought closer to those needing and desiring these facilities. Sound public health work rests on the base of adequate enlightenment of the public of matters pertaining to health. The district system has permitted the intensification of the departmental efforts toward better public health education.

When the devastating floods came to New York State with the inundating or destroying of water supplies and the development of other health menaces, the Department did not have to send people from Albany, but had medical officers, sanitary engineers, and public health nurses on the ground almost immediately. One direct result was that despite the insanitary conditions which arose, not one death from typhoid fever resulted. Later in Owego there was an explosive outbreak of 500 cases and six deaths from scarlet fever resulting from the infection of a cow with the germs of the disease. As a result of having trained district men on the spot without delay, all milk was ordered pasteurized and the cow responsible for the outbreak was discovered and taken out of the milk line. Consequently, the epidemic ceased within a few days.

As a proof of the slogan, that "PUBLIC HEALTH IS PURCHASABLE," figures show that in 1900 the death rate from typhoid fever,* then a universal scourge, was 32.1 per 100,000 population and the death rate from diphtheria for the same period was 11.4 per 100,000 population, but in 1939 this rate dropped for each of these diseases to less than 1.0 per 100,000 population. This change, insofar as typhoid fever is concerned, has in a large measure been due to the Department's insistence year after year in safeguarding water supplies. The decline in diphtheria largely reflects the results of a long continued campaign for the immunization of young children against this disease. If this were translated into the number of lives

* See accompanying graph showing trend of typhoid fever deaths.

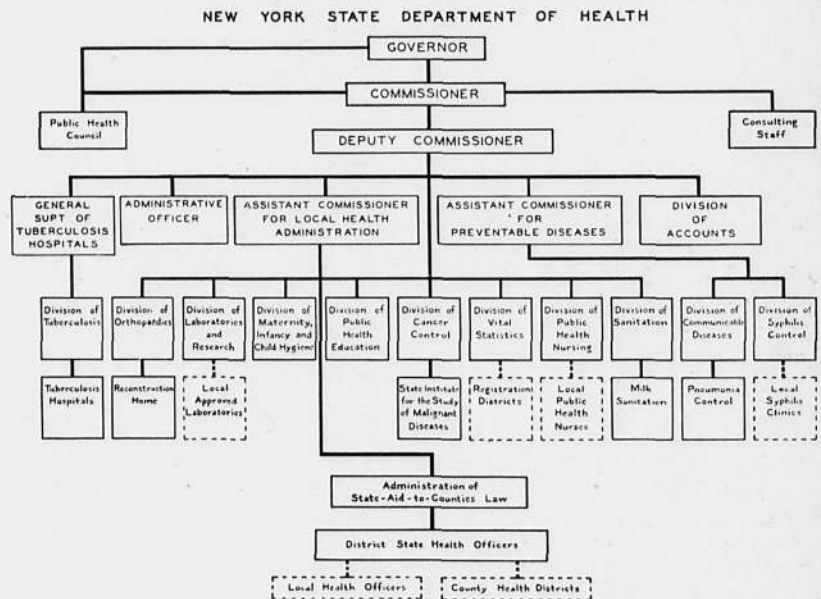
saved, the figure would be comparable with that of the population of one of our large cities.

The decline of the death rate* during the years 1900-1940 represents a saving of about 360,000 lives. Here it is important to stress the fact that because of the decreasing birth rate and the practical cessation of immigration from overseas, the population of the State as well as of the entire country is growing older, that is, the proportion of young people in the population is decreasing and the proportion of old people is increasing. Since, in the nature of things, the mortality is much greater among old people than it is among young persons, the general death rate will inevitably increase.

Adequate hospital facilities and intensified search for new cases among contacts and persons having symptoms referable to the chest, particularly in the older age groups, and among such population groups where tuberculosis is more prevalent, and better standards of living, have all played their part in reducing the death rate from this disease.

Detailed figures for four years, 1936-1939, reveal that in that time 47,476 individuals were examined in consultation chest clinics in State tuberculosis hospital districts and 1,257 new cases of tuberculosis were diagnosed.

In the present military emergency, the department is cooperating with the United States Army by making



Activities listed in the broken line boxes are under indirect supervision

This change in the trend of the rate, which should become apparent in the comparatively near future, will not mean a retrogression in the health of the people, but rather the operation of the homely adage that while a young man may die, an old man must die.

For several years the Department has been primarily interested in the promotion of more adequate facilities and personnel for the control of tuberculosis.

As the result of continuous effort to prevent and control what was once the leading cause of death the number of deaths from this disease have been greatly reduced.

* See accompanying upstate death rate graph.

X-ray examinations of the chest of each man presenting himself for induction into service within the State. The importance of this work from a monetary standpoint alone is shown by the fact that since the World War it has cost the United States more than \$960,000,000 for care and compensation of veterans with tuberculosis.

The State has made it possible to provide a sufficient number of beds in tuberculosis hospitals. During recent years, three new tuberculosis hospitals have been opened, the Homer Folks Tuberculosis Hospital at Oneonta, Mt. Morris Tuberculosis Hospital at Mt. Morris, and the Herman M. Biggs Memorial Hospital at Ithaca. In addition to this, the State

owns and operates the State Hospital for Incipient Tuberculosis at Ray Brook where an additional unit of 100 beds has recently been added.

To the limit of its capacity each of these institutions will admit cases needing hospitalization. In 1904 the death rate was 157 per 100,000 population in upstate New York. In 1939 the upstate resident death rate was 37.3. This decrease shows that there was an actual saving of more than 7,000 lives in 1939 from this one disease alone, if the 1904 death rate had prevailed. United and continued effort has been one of the major factors in effecting this decline. Here again the money value of the lives saved, to say nothing of the relief of human suffering, more than justifies the cost.

What is true in the control and prevention of tuberculosis also holds true in the fight against cancer. Cancer was once considered as hopeless and a person so afflicted was practically given up as lost. While the cause of this disease is still unknown, cancer is curable if it is discovered early and given immediate and adequate treatment. The New York State Institute for the Study of Malignant Disease in the city of Buffalo is considered one of the outstanding cancer institutes in the world. It has the largest single supply of radium used in cancer treatment in the world. The three known methods of treating cancer: surgery, radium and X-ray, have been developed to a very high degree. In this work the State Department of Health through treatment and study have removed the word "less" from hopeless. In other words, today afflicted persons are given hope and cures are being effected. In the past five years the number of cancer patients entering the hospital has more than doubled and the Division of Cancer Control in Albany has greatly expanded its work.

Activities of the Division of Laboratories and Research have been increased to a high level. Laboratory work is most important because it is through laboratory methods that the presence of certain diseases can be definitely diagnosed and frequently through such study that epidemics are prevented. Since 1916 New York State has led in the official recognition of the obligation to insure to physicians adequate laboratory service and facilities for

serum therapy in their efforts to combat pneumonia.

The Division of Laboratories and Research serves not only all of the divisions of the Department but also the local health officials and practicing physicians in every city and county as well as hospitals and other institutions throughout the State. Despite the development of local laboratories the demands for the State Laboratory have continued to multiply beyond all expectations.

Through the close collaboration of the New York State Association of Public Health Laboratories, the service that the central laboratory renders the approved laboratories has also been broadened and consolidated with the local governments. This established service throughout the State provides not only for examinations toward the diagnosis of syphilis but also for control and treatment which are essential in any attempt to eliminate this disease.

Similarly when a program to diminish the deaths from pneumonia was considered there was already organized the statewide service for the type diagnosis of this disease and serum was available for treatment. This service for the diagnosis and treatment of pneumonia, begun in 1916, was the first to be established in this country or abroad. Moreover, the therapeutic serum has from the beginning been recognized to possess the highest potency practicable.

Although the contribution that the laboratory is now making to the special pneumonia and syphilis programs is extensive, its service is not limited to these activities. Comparable results have been achieved in the work that has been done by the serum therapy of epidemic cerebrospinal meningitis as well as in the different forms of streptococcus infection. The program for the routine sampling of water supplies has been extended to include all public supplies in the State as well as those of the State Institutions.

The laboratory conducts research and special investigations emphasizing anti-toxin, serum and vaccines, operates a special diagnostic laboratory, and establishes standards for the approval of diagnostic laboratory service throughout the State. It has a laboratory for sanitary analytical chemistry and each day throughout the year examinations

are made of diseases too numerous to mention.

There has been a great reduction in the infant death rate in the State. In 1900, of every thousand babies born alive, 112 died in their first year. This infant death rate has been reduced by more than half and this is said to be only the beginning. Even at this rate it means that more than 5,000 babies are living today who, if this were 1915 instead of 1941, would have died during their first year. These new figures will give some idea of the great saving of life accomplished by the department and its allies.

The oral hygiene program of the Division of Maternity, Infancy and Child Hygiene of the Department has two main objectives, educational and corrective. The educational program includes education for the layman and education for the profession. Education for the layman consists of talks before organizations such as parent-teachers associations, 4-H clubs, Rotary clubs. Education for the profession consists of refresher courses in children's dentistry for practicing dentists who wish to avail themselves of the opportunity.

The corrective program is part of a generalized health program and functions on a county-wide basis. Pre-school children from ages 2 through 6 are brought into Child Health Clinics where the parents are given oral hygiene instruction and the teeth of the pre-school child examined for defects and cleaned. Those patients that can afford to pay are referred to their family dentists. Those that cannot afford to pay and border line cases are given free corrective service. In areas where dentists are practicing, they are paid for doing the corrective work on a per clinic basis. In areas where there are no dentists, the State has equipped a dental trailer which it sends into the area to do this work.

Public health nursing plays a part in almost every activity of the health agencies in the State. The public health nursing staff forms the largest group of field workers in this Department and is used to implement the work of nearly every division. The main objective of the division is to bring about the improvement of the quality and quantity of public health nursing in order that the people of the State may receive the best possible nursing service. The

chief functions of the Division of Public Health Nursing are:

To prescribe qualifications for locally appointed public health nurses.

To promote, supervise, and direct local nursing activities.

To coordinate nursing programs.

To provide specialized consultant nursing service.

The public health nurse is primarily an interpreter for the physician and health administrator. She visits families where there is any health need. There may be tuberculosis, syphilis, acute communicable disease, cancer or other acute or chronic illness. She is at the service of the expectant mother, the pre-school child or the infant as well as all other members of the family. She helps them to understand and put into effect the scientific facts of medicine which prevent the spread of infection. She teaches them the fundamentals of personal hygiene that they may be better able to protect their own health.

Public health nurses are employed by county boards of supervisors, county, city, town and village boards of health, boards of education and private agencies. An effort is made to coordinate the work of all of these nurses and to arrange proper distribution of their services in order adequately to meet the needs of the community. In 1913, there were 135 local public health nurses in upstate New York—today there are 1,904, covering the same territory. There are still large rural sections with few public health nurses serving these areas. The State Department of Health is making a concerted effort to promote local public interest in increasing county nursing service on a generalized basis in order that the community may get adequate nursing service including bedside care for the sick. A well-rounded community health program should take into consideration all the health needs of all the people. Therefore, the present trend and the present need is to secure more county public health nurses.

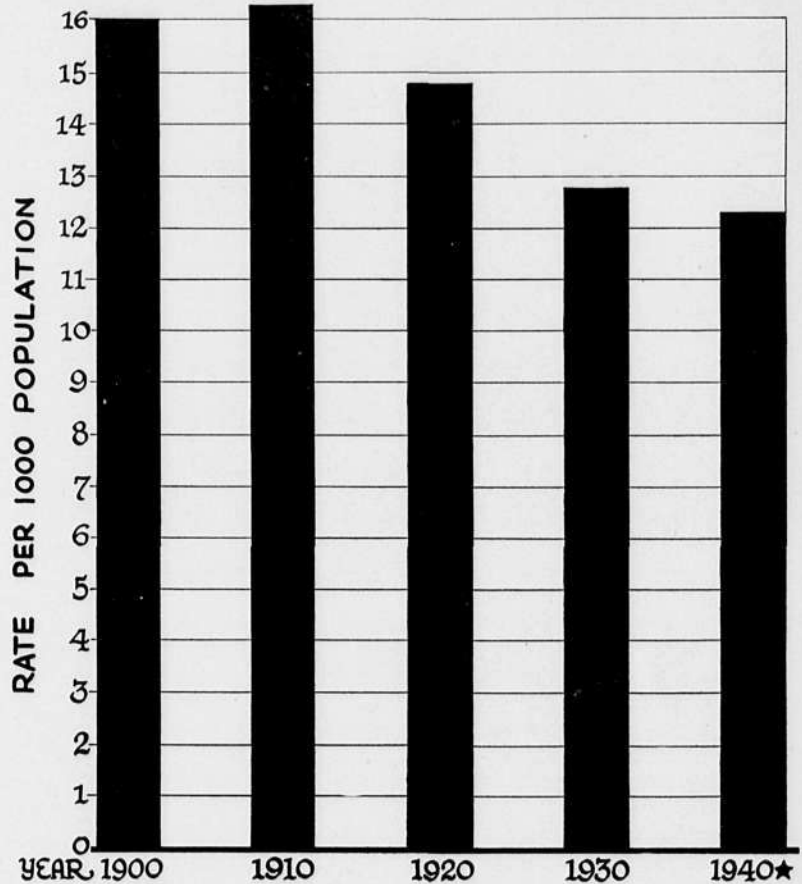
The Division of Public Health Education has two major functions: (1) to keep the medical and public health professions quickly and fully informed on new or amended health laws and Sanitary Code regulations and in touch with the newer or better methods in the public health field, and (2) to make the people of the State health conscious by using

every available method to acquaint them with the facts concerning the promotion of health and the prevention of disease. To accomplish this end, use is made of the radio, the newspapers, motion pictures, exhibits, circulars and pamphlets and other means.

Cooperation of the public is essential to the proper carrying out not only of rules and regulations, but of

the department in promoting health educational work.

The Division also produces the department's exhibits which are considered by health authorities as among the best of their kind in the country. Circulars and pamphlets are also designed, written and illustrated by specialists in this field of endeavor. News releases on various health subjects and spot news



The general death rate in upstate New York declined gradually during the past 40 years. In 1900 the rate was 16 per 1,000 population and last year it had dropped to 12.3.

*The 1940 rate is based on the first eleven months of the year.

ordinary health procedures. Such cooperation can only be expected through a general understanding and appreciation of such facts.

In an effort to present to the public films that are both authentic and of a type acceptable to the department, the Division, in cooperation with other divisions, produces 16 and 35 mm. sound films. Many of these films, such as those based on pneumonia control and diphtheria immunization, have been placed in motion picture theaters throughout the State to aid in local campaigns and to stimulate cooperation with

pertaining to outbreaks of disease and other happenings are issued regularly by the division.

One of the most important activities of the State Department of Health is its broadcasting of regular weekly health programs over 25 radio stations. These programs, known as THE HEALTH HUNTERS, have a tremendous following and are exceptionally popular with the general listening public. Health News, a weekly publication, is edited by the division and distributed each week to more than 15,000 persons in the State and, in

some instances, to residents and health officials in foreign countries. A recent innovation in the division has been the preparation of stock news releases based on various health subjects. By inserting the name of a local health officer, these releases can be "localized," thereby furnishing more appeal to the public in such stories.

Each year the division has an active part in planning parts of the program and furnishing exhibits for the annual convention of the American Public Health Association, conducted in various parts of the country, and other medical meetings. The division also handles all of the plans and programs for the annual conference of health officers and public health nurses which is conducted each year at Saratoga Springs.

The division operates directly with the public in many ways, such as planning public meetings, arranging for the showing of exhibits and films at such meetings, supplying individuals with health information and acting as a source of information for newspapers, magazines, technical journals and others. In other words, to obtain cooperation on the part of the public with New York State's health program, it is necessary that the Division of Public Health Education serve as the link between the average individual and organization and the Department.

New York State might well be proud of that great and necessary institution at West Haverstraw known as the New York State Reconstruction Home for Crippled Children. With the aid of this institution these handicapped children are given the necessary constant care and treatment and nursed back to health. As a result many of these unfortunate boys and girls are returned to their homes so improved that they are able to make their own way in the world. Without the care and treatment which only the State can give, many of those admitted to the institution might become State charges at an enormous expense. There is no finer service the State can give than to help these youngsters to overcome physical handicaps so that eventually each of them will be able to find his or her place in a community.

Early in the years around 1900 epidemics of communicable diseases were so numerous and common that most of them went unnoticed except

by those affected. Today such epidemics are relatively so rare that each one of any extent attracts State-wide attention. So much progress has been made along certain lines that it is said that many young physicians today have never seen cases of typhoid fever, smallpox or diphtheria. Epidemics not only reap a great toll in the loss of life but they cost persons thousands of dollars each year. Therefore, to prevent or control an epidemic means a great saving both in money and in life.

As an example of the tremendous costs involved in an epidemic it might be well to cite an outbreak of typhoid a few years ago in a city in New York State. Following an investigation the city was held responsible for the outbreak because the source was traced to the pollution of a public water supply. In assuming complete liability for the epidemic, the city held itself responsible for all medical and nursing care and loss of time and life as the result of 212 cases and at least 18 deaths.

After the epidemic was over claims were brought against the city and the Common Council having expended the proceeds of a bond issue of \$350,000 in payment of these claims, requested permission of the Legislature to bond the city for an additional \$75,000. It was estimated at that time that the funds for the redemption of the bonds would have to be raised by taxes during the next 20 years.

Of all the communicable diseases, the one which presents the most serious and difficult problem is syphilis. The medical profession has known for many years that it was causing a great physical and mental disability and a great loss of life. Yet because the subject has been regarded quite generally though most unwisely, as not suitable for public discussion the public has remained in comparative ignorance. The disease is curable and preventable providing cases can be promptly discovered and adequately treated.

Recently Dr. Thomas Parran, Jr., Surgeon General of the United States Public Health Service and until a few years ago Commissioner of Health in New York State, wrote an interesting article on the subject "The Next Great Plague to Go," in which he pointed out how syphilis can be up-rooted.

Doctor Parran emphasized that half of the syphilis cases are not rec-

ognized until more than a year after infection during which time the patients are capable of infecting others; and even when diagnosed there are 84 per cent who fail to complete their courses of treatment. The reason for this lack of proper treatment in this country lies neither in the lack of medical skill nor in a failure to appreciate the value of public health measures but in a failure to get most of these cases under treatment.

The prevalence of syphilis places a tremendous financial burden on each taxpayer in this State. The question has often arisen—"Why should we pay taxes to alleviate this situation?" The answer to that question is found in another of Doctor Parran's statements in which he said: "these citizens already are paying more taxes for the care of neglected syphilis than it would cost them to make syphilis as rare a disease as in Sweden. Total tax costs are appalling for the care of the insane, the feeble-minded, the blind, the unemployable, the criminal, the degraded, and the delinquent whose conditions result directly from syphilis. It is indirectly the social result of families shadowed by syphilis."

Pneumonia is a disease, the name of which inspires fear in every individual. Means are at hand to reduce the incidence and ravages of both syphilis and pneumonia and the Federal government and private agencies, as well as the organized medical profession, have joined forces with the State in an intensive control drive. These united efforts, if they can be continued without interruption, should be productive of impressive and far-reaching results.

Among the newer activities of the department resulting from the recent enactment of an amendment to the Public Health Law and of a new chapter of the Sanitary Code, has been an extensive investigation of restaurant sanitation. The most important health problem appears to be that of washing and disinfecting dishes, glasses and cooking utensils in all public places where food and drink are served.

The department is doing everything possible to assist local authorities in the enforcement of restaurant sanitation regulations. This is being done through investigations of methods and materials and through the furnishing of newspaper and other publicity. Meetings of local

restaurant and hotel proprietors and others are also promoted and provisions are made for the showing of the Department's new sound motion picture, "Twixt the Cup and the Lip." This film was produced by the Division of Public Health Education with the cooperation of the Bureau of Milk Sanitation.

The Division of Laboratories and Research is cooperating by testing methods and materials used in washing and disinfection. Pioneer work

force. Careful selection and intensive training and new professional and technical personnel are the means to this end. State appropriations for these and other purposes have been supplemented by federal aid granted under the Social Security Act.

When we compare the Health Department budget of today with those of 1881 and 1914, we must not lose sight of the fact that it now includes the cost of the operation of six insti-

been due very largely to increasing general recognition of what has been and can be accomplished in conserving health and saving life. The public is coming to realize that laboratory expenditures for health means savings elsewhere; that however much it costs to protect health, it costs more to neglect it because the bill must be paid in either case. Sanitary science has reached a high degree of development, but preventive medicine still is in its infancy. Just how much further the State should go in expanding health protection is a matter for wise heads to determine but it is clear that the end of increasing demand is not yet in sight.

Ossining Chapter Approved

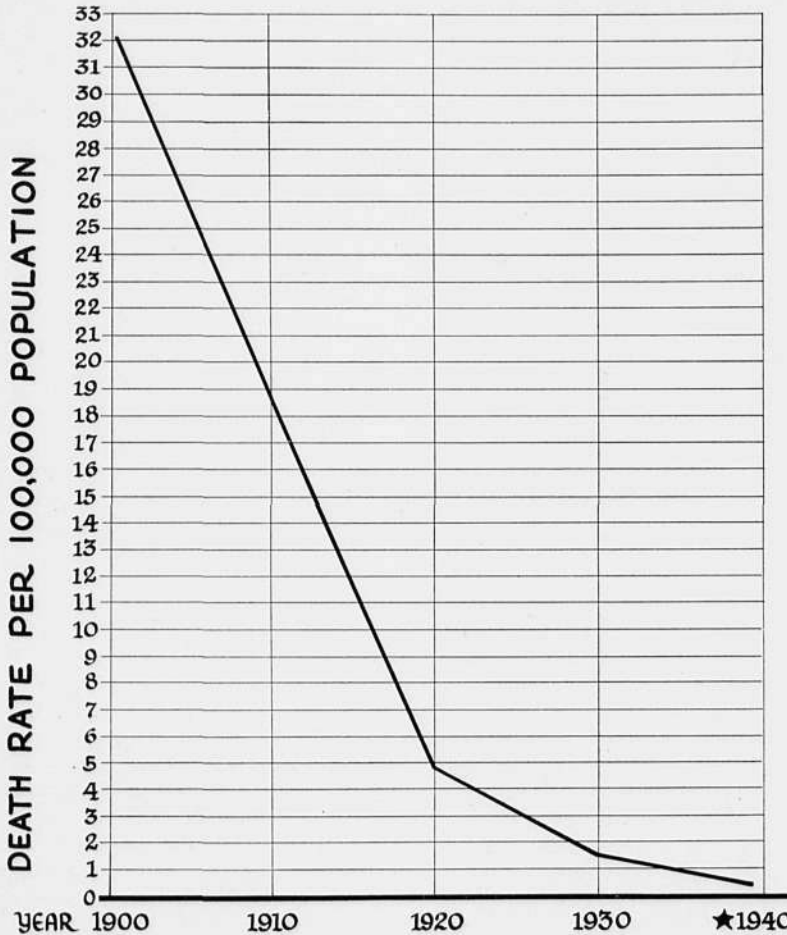
At the meeting of the Executive Committee of the Association, December 30th, application for Chapter, Constitution and By-Laws, as submitted by employees of Sing Sing Prison were approved. A Chapter Charter has been issued to these employees authorizing their functioning as a chapter of the Association. This group will be known as "The Sing Sing Prison Officers Chapter." Any employee of Sing Sing Prison is eligible for membership.

Temporary Chairman of the proposed Chapter was Sergeant Theodore Williams, and Acting Secretary was Officer Irving A. Goldfarb.

At the first regular meeting of the Chapter held in the Elks' Club in Ossining, the following were selected as officers and members of the Executive Council of the Chapter.

President, Theodore Williams, Sergeant; Vice President, George Vetter, Guard; Secretary, Irving Goldfarb, Guard; Treasurer, Edward Fox, Pharmacist; and Sergeant at Arms, Merrit Conklin, Guard.

The Executive Council consists of Lieutenants Louis Kelley and John P. Sullivan, Guards Harvey Martel and Richard Simonds; Head Teacher James Dawson and Assistant Bertillion Clerk James Reddy.



An outstanding example of how death rates from certain diseases have declined over the past 40 years is found in the figures for death rates from typhoid fever. In 1900 the rate stood at 32.1 but ten years later it had dropped to 18.7. In 1920 this rate was further reduced to 4.9 and in 1930 to 1.6. *Estimating on the basis of figures for the first eleven months of 1940, the death rate from this disease for last year had been reduced to 0.3.

in the classification of detergents is under way. The use of a satisfactory detergent is considered to be of primary importance in securing good washing and disinfection.

Since the success of its activities depends on the effectiveness of its field organization, the Department is giving special attention to building up and implementing its district

tutions, three of which were transferred to the Department. It also includes the amounts granted as State aid to counties and therefore expended by counties themselves. Disregarding these large items, however, it is very evident that from the days of "effluvia nuisances" to the present time there has been a progressively increasing demand. This has

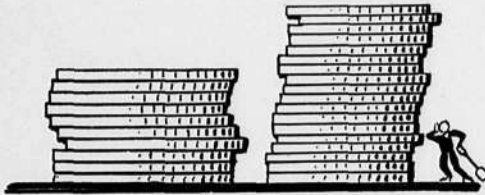
1941 DUES

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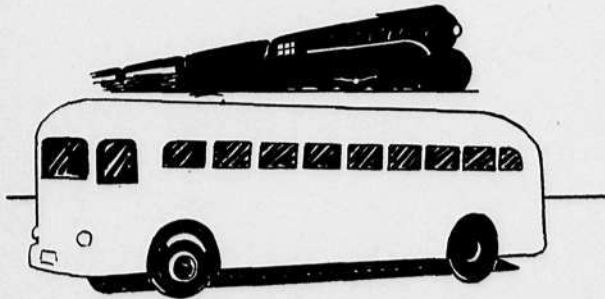


Each issue of The State Employee is READ BY ABOUT 118,720 PERSONS; 55,680 male and 63,040 female. This does not include readers in the over 800 Public Libraries, members of State Legislature, and State Officials.



The ANNUAL INCOME of the households which The State Employee enters regularly is approximately \$116,168,960.00. The average annual income of these homes is \$3,130. The lowest \$720; the highest \$25,000.

AUTOMOBILES ARE OWNED by nearly 30% of the readers of The State Employee. It therefore reaches more than 35,200 auto owners. In 80% of the households the magazine enters, some member owns a car. These autos travel about 291,584,000 miles yearly, an average of 8,284 each.



Subscribers of The State Employee travel a great deal during the year on buses and railroads; over 35,587,200 miles on railroads; over 21,864,000 miles yearly on buses.

In addition to the facts portrayed above, there are many other reasons why advertising in The State Employee proves profitable, namely:

1. The magazine is actually owned by the employees through their own independent organization.
2. The text contained therein informs employees concerning the most important thing to them — their jobs — and is not accessible to employees through any other means.
3. Advertising contained therein is read many times, as most subscribers file their copies for future references.

Advertising in The State Employee is

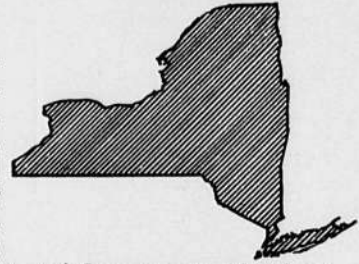
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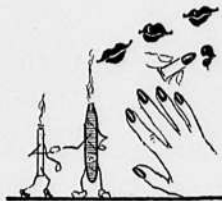
year; some once, others frequently, on pleasure and business. Total visits annually approximate 286,720. This does NOT include readers residing in the Metropolitan area.

Ninety-seven per cent of the readers of The State Employee visit New York City during the

OTHER CITIES are likewise VISITED FREQUENTLY. Albany, 68,800 times, excluding readers employed in Albany or adjacent cities and towns. Buffalo was visited 55,680 times; Rochester 80,960, and Syracuse 52,800 times. During these visits hotels and retail stores receive tremendous patronage.



About 50% of the readers of our magazine, or 55,880, USE COSMETICS of all kinds; approximately 42% use cigarettes, or 49,600; 19%, or 22,080, use cigars.



Subscribers of The State Employee apparently prefer to spend their vacations at Mountain Resorts, as 54% designated; 37% like the seashore, and 9% usually take cruises.

The movies are popular with readers of the magazine, as they attend on an average 299,520 shows monthly. Some attend once monthly, others ten times.

Baseball, swimming, football, reading, bowling, skiing, skating and photography are the favorite sports and hobbies of readers, who are obviously versatile. Others indulge in hiking, dancing, stamp collecting, bridge, mechanics, woodworking, horseback riding, boating, music, knitting, scouting, souvenir collecting, coins, camping, basketball, poetry, aviation, model building, softball, bicycling, hockey, boxing, amateur radioing, sewing, singing, crossword puzzles, baking, handcraft, picnics, and others.



Forty-one per cent of our members' families own their own homes, which represents approximately 15,170 residences. Only 12% own additional property of various kinds.

4. The magazine is mailed regularly to over 800 Public Libraries, to members of the State Legislature, to practically all officials of the State, and to employee groups throughout the country.

5. Subscribers of The State Employee are all regularly employed individuals; there is no "waste" circulation to subscribers unable to purchase.

(Figures used are computed on basis of results of questionnaires carried in recent issues of the magazine)

not only Good Will, it's "Good Business"

Hamiltonianism and the 1940 Election

First of a series of articles on Political Science by Dr. David Hutchison, former Professor of Government and head of that Department at the New York State College of Teachers, Albany. Dr. Hutchison is an outstanding authority and writer on the State and Federal Constitution.

BY DAVID HUTCHISON

The election of 1940 was a battle between Hamiltonian and Jeffersonian political theory which originated in Colonial days. Two political theories of the British Empire grew up long before the American Revolution. These were the American and British theories. The American theory held that the Empire was a federal, confederate or composite union of co-equal states in which there was no central or sovereign legislature with power to enact laws binding on all parts of the Empire. The British Parliament had no more right to enact laws to bind New York, Massachusetts or Virginia than New York or Virginia had to enact laws to bind Great Britain. All parliaments or legislatures in the Empire had equal power. The union was merely a personal union in which all owed allegiance to the British crown. This made the Empire a decentralized state. Of course, taxation or the regulation of commerce by Parliament for the British Empire was out of the question under such a theory. Since all legislatures in the Empire had equal power, the taxation of England by the legislature of New York or Massachusetts was as constitutional as the taxation of Massachusetts by the legislature of England.

The British theory held that the Empire was a unitary or centralized national sovereign state with all power in the central government. The colonies were simply corporations with power to elect their officers and make by-laws like any ordinary corporation. Of course, under this theory, since all power resided in the central government, the power of Parliament to tax or regulate commerce could not be questioned.

James Madison tells us that the fundamental cause of the American Revolution was the clashing of these two theories of the British Empire.

The Americans then framed their first Constitution: "The Articles of Confederation." They wrote the American theory of the Empire into this document. Or as the late Professor Channing so clearly stated it: "They constructed a government which should have the power which they had contended belonged to the British government and no more." To their amazement they discovered that their theory of government or theory of the Empire would not work in actual government. For example, they had contended that the British government could not tax the colonies. Therefore, they refused to give their own central government power to tax the states. They had contended the British Parliament could not regulate general commerce. These powers belonged to the co-equal colonies. Therefore, they refused to give their own central government this power under the articles. They wrote every principle of their theory of the Empire into the articles. These were the very things which prevented the Articles of Confederation from working properly and carried the American Union to the brink of destruction.

To save the union, the Americans called the Convention of 1787 to remedy the defects of the Articles. The Convention, believing that the best way to save the union was to frame a new Constitution, assumed this task though their credentials did not authorize them to do so. Into this great document, they wrote both the American and the British theories of the Empire. To cite the same illustrations used above, they gave the central government power to tax for national purposes and left the states with their power to tax for state purposes. That is, they wrote both theories of taxation into the Constitution. The government was to be a centralized government for national purposes but a decentralized government for state purposes. The same was true of general commerce and other subjects.

When the Convention had completed its work, it had provided for a government that was neither

wholly centralized nor wholly decentralized, but was partly centralized and partly decentralized, partly federal and partly national. In other words, they had written both the American and British theories into the Constitution which was a compromise between the two theories.

After the Constitution was adopted, Jefferson became the leader and contender for the American theory and Hamilton for the British theory. These two contending theories have struggled for supremacy in American history and politics ever since; the one contending for decentralization of power, the other for centralization; the one for the sovereignty of the states, the other for the sovereignty of the nation; the one for strict construction, the other for loose construction; the one for states rights, the other for national rights, and the struggle will never end as long as the Constitution endures because it involves the problem of reconciling centralized, unitary sovereignty or control in the national government with residual sovereignty or control in the states.

All through the Convention of 1787 the struggle went on between the two theories. The small states championed the American theory and the large states the British theory. The struggle was continued in the Virginia and Kentucky Resolutions, Nullification, the Webster-Hayne Debates, the Slavery Controversy, the Civil War and Reconstruction, and in the work of the Supreme Court of the United States. There has been very little in the history of the United States which did not involve a conflict between these two theories. The nationalists or British theorists would increase the powers and duties of the central government by giving it control of such things as agriculture, banking, child labor, marriage and divorce, industry, labor and other subjects. The Eighteenth Amendment was simply one phase of this struggle. The Republican and Democratic parties have represented the two theories in their principles and platforms. The Democratic platform of 1928, for instance, furnishes an excellent example of the continuity of the American theory. "We demand" it reads, "that the constitutional rights of the states shall be preserved in

their full vigor and virtue. These constitute a bulwark against centralization and the destructive tendencies of the Republican Party." If we substitute "colonies" for "states" and "British Parliament" for "Republican party" we have an excellent statement of the American theory of the Empire and the Colonial position against Great Britain. This is a clear-cut statement of Jeffersonianism as against Hamiltonianism by the Democratic party in 1928.

But what had this old political theory to do with the election of 1940? That election was a clear-cut conflict between Hamiltonianism and Jeffersonianism. Since 1928, however, the position of the two political parties had been reversed. In 1940, the Democratic party championed Hamiltonianism and the Republican party Jeffersonianism. The Democratic party, led by the President, gave the Republicans only one alternative. They had either to champion Jeffersonianism or disband. This does not mean that because the parties swapped places they were blameworthy. It is asinine for the American citizen or the political parties to worship exclusively at the shrine of either centralization or decentralization, federalism or nationalism. We need and in fact must have both in order to exist. Sometimes we need one. Sometimes we need the other. The American system combines both and the system never has and never will work without both. Once and once only, have the Americans tried to get along with one theory and the resulting wreck under the Articles of Confederation convinced men forever of the futility of such an attempt.

In the election of 1940, two questions were laid before the American people for their decision. First, shall we retain the New Deal? Second, shall we repudiate the "no third term custom?"

Whatever one may think of the New Deal, the merest tyro in American constitutional history would never think of denying that it presented the most sweeping program for the centralization of power in the Federal government ever seen in the history of the United States. This was pure Hamiltonianism. Congress cannot by an act amend the Constitution and redistribute the powers of government between the states and the nation. Had the de-

isions in the "Schechter Case" and in "United States vs. Butler" been reversed, the National Industrial Recovery Act would practically have done this by destroying federalism and establishing a centralized government in the United States. In the election of 1940, the question was: "Shall the remainder of this New Deal Hamiltonianism be retained by the United States?" Over twenty-five millions of the American people answered "yes."

The second Hamiltonian idea, which was not so stoutly defended by the Democratic party, but which was vigorously attacked by the Republican party and a considerable number of individual Democrats in the election of 1940 was the third term tradition or custom. The question before the people was: "Should the anti-third term custom be broken by reelecting President Roosevelt?"

The Convention of 1787 did not discuss the advisability or inadvisability of a third term. Two, three, four, six, seven, ten, eleven, fifteen, twenty years, a life term, or for good behaviour was proposed. Bedford of Delaware advocated ineligibility after three three-year terms. A seven-year term and ineligibility was favored and advocated more than once. Two delegates, Franklin and Davie, tell us that a large and respectable majority in the Convention was opposed to fixing any rule of ineligibility. This shows the political sagacity of the framers of the Constitution. Though some members of Congress talk amendment, no cry of distress for amendment has come from the voters. The majority of the American voters apparently do not at present want any change on this subject. They have expressed themselves as quite satisfied with the Constitution as it stands.

The no third term custom was a Jeffersonian innovation. In a letter to John Taylor, January 6, 1805, Jefferson said his original opinion was, "the President should have been elected for seven years and forever ineligible afterwards." However, he said, he had changed his mind and had reached the conclusion "that seven years was too long to be irremovable and that there should be a peaceable way of withdrawing a man in midway who was doing wrong." Two terms with power to remove at the end of the first term "comes nearer to my principle as corrected by experience."

He declared he would follow the example set by Washington, and a few more precedents would establish "the obstacle of habit" to anyone who sought a third term. He said he hoped the people could be persuaded to adopt an amendment on the subject. "I believe I am doing right in pursuing my principle." He laid it down as a settled rule that there ought not to be a third term. He gave no valid reason for the rule. This is what was seized on and magnified into a hard and fast customary rule. There was no convincing reason for it except that Jefferson had said there ought not to be a third term.

George Washington has been credited by tens of millions of his fellow Americans with establishing the "no third term" custom. Even today, we find a reputable scholar recently writing: "This precedent was set by the first man to hold the office." Washington never had any intention of establishing an anti-third term precedent. The part he played in this was entirely innocent and unintentional. He has been most enthusiastically, but without intent, slandered and libelled on this subject all through the years by his fellow Americans. It is true he refused a third term. Why? Because, he said, the condition of the country's affairs no longer required him to sacrifice inclination to duty, and also because his health was such as not to warrant acceptance of a third term.

This rejection of a third term has been hailed as done purposely to establish a "no third term" precedent. Washington never had any such intention. As a matter of fact, he believed in a third term and was opposed to Jefferson's idea that there ought not to be a third term; and he said so very definitely. In a letter to LaFayette written on April 28, 1788, he said: "I confess I differ widely myself from Mr. Jefferson and you as to the necessity of expediency of rotation in that appointment . . . There cannot in my judgment be the least danger that the President will by any practicable intrigue ever be able to continue himself in office much less perpetuate himself in it—but in the last stage of corrupted morals and political depravity." There is no evidence that President Washington ever changed his mind on this question and evidence

(Continued on page 23)

Governor's Messages

(Continued from page 5)

disease. There has been much success with the calfhood vaccination plan.

The following recommendations have been made many times by the Governor, but as yet no action has been taken:

1. That the Conservation Commissioner be given power to make rules and regulations for the protection of fish and game.

2. That the mortgage moratorium be continued and there be legislation to require a gradual tapering-off of the moratorium. If such legislation had been passed several years ago there might not now be need for the continuance of the moratorium.

3. That there be mortgage banks, privately owned but regulated by the State.

4. That billboards along State highways be regulated so as to preserve the beauty of the countryside and increase highway safety.

In this resume of the Governor's message I have not followed the sequence of recommendations, but have left until the last those of special interest to us as members of the Association of State Civil Service Employees, recommendations that in my mind are attuned to our motto, "We serve."

There is the recommendation for an Advisory Council for Youth in the Executive Department. "The youth of today are the citizens of the future. We recognize their problems but do not do enough to aid them . . . For our youth, America must still remain the land of opportunity. Economic and educational opportunity should be assured them by their government. We must strengthen the faith of youth in the soundness of democratic institutions."

Second is: "I recommend that you prohibit discrimination in employment on account of race, color or creed in all businesses affected with a public interest." In our Civil Service Law such discrimination is forbidden; the Labor Law forbids it in utilities companies. The Governor would have such discrimination removed from all defense industries.

Third, the Governor reports on the extension of Civil Service in the

State of New York. I am going to quote the Governor's statement on Civil Service. It is hard for me personally to realize that so much could be accomplished in that field as has been accomplished in the last twelve years through the unfaltering interest of Governor Lehman, first as Lieutenant Governor, then as Governor, and the members of the Legislature in Civil Service itself and in the welfare of the Civil Service employee. Of course, there is much more to be done, but we have come far:

"The policy of the State has been and will continue to be directed toward extending and strengthening our civil service. In recent years many measures have been adopted to effectuate this policy. The enactment of our civil service career laws, salary standardization and increment laws has done much to maintain and enhance the morale of our civil servants.

"In addition, the progressive extension of the merit system has been receiving my particular attention. I am pleased to report that through the efforts of the special committee which I appointed last year to reduce positions in the non-competitive class, we have increased the number of competitive class positions in the entire classified service by 12,000 in number of 25 per cent.

"The joint legislative committee created by you in 1939 to study the orderly extension of civil service to 200,000 public employees in towns, counties, villages and school districts not now covered by civil service is scheduled to report its findings to you at this session. I hope you will give the recommendations of your committee your attention and consideration."

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H. BECKETT LANG, M.B.

New Commissioner

Dr. H. Beckett Lang, formerly Superintendent of Buffalo State Hospital, was appointed Assistant Commissioner of Mental Hygiene, effective January 1, 1941.

Upon leaving Buffalo State Hospital, employees of that institution presented Dr. Lang with a wrist watch and an overnight brief case as a token of their appreciation for his unfailing interest in their welfare.

Dr. Lang's appointment as Assistant Commissioner climaxes a career of almost 20 years in the State hospital service. Steadily advancing through the successive stages as interne, assistant physician and senior assistant physician at Willard State Hospital, he became director of clinical psychiatry at the Marcy State Hospital in 1931. Following this, he was transferred to a similar position at the Pilgrim State Hospital, where he assisted in the organization of the medical work of that institution. In February, 1938, he acted as a medical inspector for the Department of Mental Hygiene and thus had an opportunity to acquire useful experience in intimate contacts resulting from his frequent visits to the institutions of the State. Dr. Lang was appointed Superintendent of Buffalo State Hospital on July 1, 1940.

1940 Election

(Continued from page 21)

cannot be manufactured by writers putting hypothetical ideas into Washington's mind and then calling them his. He differed widely from Jefferson on the third term and did not believe there was any danger in it.

President Roosevelt agreed with George Washington on the question of a third term and disagreed with Jefferson.

On the other hand, the President was also in agreement with Hamilton on the third term. Hamilton's theory was that the President "is to be elected for four years and is to be reeligible as often as the people of the United States think him worthy of their confidence—there is a close analogy between him and a governor of New York, who is to be elected for three years and is reeligible without limitation or intermission." This was Hamiltonianism.

As the Constitution stands, it is the right of the people to reelect an eligible man for President if they want him. The people have not constitutionally denied themselves the right to elect a man for a third term if they see fit to do so. The framers of the Constitution intentionally and deliberately gave the people that right.

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Comm. Pinck Announces Canal Prizes



(Photo by R. C. BAILEY)

The locks on the New York State Canal System to which the yearly prizes for 1940 were awarded, have just been announced by Commissioner of Canals, Guy W. Pinck. These awards are based on frequent inspections of the locks to determine the ability of the employees, and their efficiency in the maintenance and operation of the lock and equipment. There is a keen rivalry between the employees on the various locks, and the general conditions are so good that awards are determined by small fractions in the final credit summary.

- FIRST PRIZE — Lock 15, at Fort Plain, Erie Canal 99.38%
- SECOND PRIZE — Lock 20, at Whitesboro, Erie Canal 99.16%
- THIRD PRIZE — Lock 4, at Stillwater, Champlain Canal 99.03%

The photo shows the "Inspectors on the Annual Fall Inspection." Left to right: Electrical Inspector, Fred Lindsay; Assistant Engineer of Champlain Canal, Homer Kline; Deputy Commissioner of Canals, LeRoy Hubbard; Relief Operator, Champlain Canal, V. R. Warner; Section Superintendent, Champlain Canal, Fred B. Holmes, and in the rear: Electrical Supervisor, Edward Buckwald.

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Chapter News From

Wassaic Festivities

The Christmas celebration at Wassaic State School wouldn't be complete without Santa Claus—and just to oblige, Old Santa did show up Christmas Eve, visiting each ward of the institution, distributing gifts to patients. Christmas was full and happy for everyone.

Holiday decorations at the institution were effective and beautiful. Each of the patients' wards and the employees' homes had its Christmas tree, and the various buildings on the grounds were attractively groomed in true holiday style.

Two large trees were erected on the girls' green and on the boys' green. All buildings had their own outdoor light display.

The annual Christmas sale and program of the school took place December 11th in the auditorium. Attendance was exceptionally good. Articles on sale were those made by the various occupational therapy classes of the institution. The girls' classes have been making table cloths, luncheon sets, runners, chair back sets, hand towels, laundry bags and bathroom ensembles. The stuffed toys booth featured dolls, from babies to pickaninnies, scottie dogs, pink elephants, zebras, pandas, clowns and little bears. The crochet classes offered table cloths, doilies, dish cloths and rugs of all sizes and descriptions.

The boys' classes had as their specialties, end, coffee, nursery tables, pedestals, plant stands, children's rocking chairs and magazine racks. The notion booth displayed reed baskets, hammered and spun pewter and copper, pictures, mottoes, samples and trays.

The proceeds of the sale go to the patients' entertainment fund. The program, with a colorful street scene as the background, instilled the true Christmas spirit in song and dancing by the various classes. The title was "Christmas Magic." The school furnished the musical selections.

The Night Hawks are leading the Wassaic State School bowling league with 18 victories in 30 games according to standings released recently by C. J. Kearsey. The Office ranks second, one game behind the leaders.

Dr. Steblin is high in the average rankings with 175, followed by C. J. Kearsey second, and George Penfield third. L. Baker has rolled the highest single, 244.

In the women's league, the Old Golds lead with 20 victories and 7 defeats. The Wings are in second place with 16 wins out of 27 games. H. Guernsey is leading this league, followed by V. Olmstead and H. Gagnon.

The Amenia Unit of the President's Birthday Ball will hold the affair in the School Auditorium this year with Bill Dehey's ten-piece orchestra of Pittsfield furnishing the music. Chapter members are invited to attend.

Association Representative at Wassaic, Alice H. Murtaugh, is planning to attend the Presidential Inauguration in Washington, D. C., January 20th.

Both the men's and ladies' bowling teams will journey to Rockland State Hospital for a return match on January 25th. It is hoped that the Wassaic team will even the score at that time, since Rockland was victorious at the first meeting.

Executive Council members are now being elected by the various divisions of the institution. Results will be announced in a future issue. James H. Hopkins has been elected to represent the office force.

Brooklyn Dance

The Brooklyn State Hospital Employees' Association will hold an informal dance January 25th at the Assembly Hall, Clarkson Avenue and East 45th Street, Brooklyn. Tickets are being disposed of at 50c each by the various officers and committees of the Association. There will be continuous dancing with two orchestras and plenty of entertainment.

Officers of the Association are: Harry Black, President; Calvin Murphy, Vice President; Herman L. Draus, Treasurer; and Katherine I. Collins, Secretary.

Brentwood Officers

John B. LaRock was elected President of the Pilgrim State Hospital Chapter at its annual meeting, November 18th. Chosen as Vice Presi-

dent was Mrs. Mildred Allen; as Secretary, Jennie Dangoia; as Treasurer, Jesse Davis; and Financial Secretary, Charles Burns.

Thiells Activities

The Letchworth Village Chapter at Thiells recently selected Dr. George W. T. Watts as President for the ensuing year. Other officers elected were Leslie S. Ware as Vice President, Annette Chase as Secretary, Louise DeLisio as Treasurer, and Albert L. Chick as Delegate.

The Executive Council selected was: For the Administration, Ione Wolfe; schools, James Barr; shops, Wallace Abrams; farm, Leonard Schilling; hospital, Mrs. Elizabeth Stewart; service buildings, Mrs. Joan Robinson; boys' wards, Mary Kitchen; adult wards, Hugh Grant; male infirmary, Louis Arena; girls' wards, Lillian Kent; women's wards, Mrs. Wallace Abrams, female infirmary, Mrs. Helen Hulse.

Chairmen of the various committees selected by the Executive Committee were: Social Committee, James Barr; Constitution, Hugh Grant; Legislative, Albert L. Chick; Auditing, Marion Clark; and Membership, Otto Davis.

Beginning January 15th the various tournaments will be held in the Club Rooms for the benefit of employees. These include billiards, pool, ping pong, pinochle and bridge. As in the past, prizes are being offered for the winners by the community store.

The duties of secretary work has become so great that the Executive Council has found it necessary to appoint a corresponding as well as a recording secretary. Miss Hardt has kindly consented to act as corresponding secretary to assist Miss Chase in her duties.

Bedford Hills Election

Chosen as President of the Westfield State Farm Chapter at Bedford Hills for the next year is Mrs. William Vaughn Fish. Other officers elected at the last regular meeting were: Anne McGuire as Vice President; William Johnston, Treasurer; Kathleen Roberts as Secretary; and Delegate, Mrs. Elizabeth Robinson.

All Over the State

New Executive Council At West Coxsackie

The State Vocational Institution Chapter at West Coxsackie has selected its Executive Council for the following year. Representing the Clerical Force is George A. Quinn; the Instructors, John Murphy; the Guards, Milton Andre, George Gates, Edward Knamm, Sylvester Monahan and Charles Flood; the Teachers, George T. Drojarski; the Hospital, Mary Richmyer; the Power House, Charles Requa; and the Farmers, Ralph Gumaer.

At the Executive Council meeting November 15th, President of the Chapter, Roger Donahue, appointed the following employees as chairmen of committees: Auditing Committee, Frank Conway; Membership Committee, Emmet Ruland; Legislative Committee, Harry Fritz; Grievance Committee, Louis Nawrocky; Social Committee, George Gates, Thomas Cawley and Mrs. Viola Dimmick; Education Committee, George T. Drojarski; and Publicity Committee, Peter Coughlin.

On Saturday evening, December 21st, the chapter sponsored a combination card party, bowling party, and dance. A luncheon and refreshments were served. Approximately 150 members of the chapter and their guests attended. Prizes were awarded for scores in bowling and cards. The affair was held under the chairmanship of George Gates.

Dannemora Elects

Claude Bigelow was reelected President of the Dannemora State Hospital Chapter at the regular December meeting. Luther Matoon was reelected Treasurer. Newly elected were Wilfred Carter as Vice President, James Miller as Secretary, and Camile Dame, Corresponding Secretary.

Following the election of officers, submission of reports and regular business meeting, plans were completed for a thorough membership drive.

The Executive Council selected is composed of: Ralph Walker, John Phillips, Thomas Cummings, Donald Jerry, Nicholas Sullivan and Charles Davies.

Ithaca Chapter

At the Annual Meeting and Election of the Biggs Memorial Hospital Chapter at Ithaca recently, Millard Edsall was chosen to lead the chapter for the coming year. To assist him in making this a record year for the Biggs Memorial Chapter, the additional officers were elected as follows: Vice President, Muriel Dudley; Secretary, Marie Bolger; Treasurer, Vincent Kotmel; and Delegate, Tracy Toby.

The Executive Council of the chapter, composed of members representing the various divisions of the institution is: F. Snyder of the Accounting and Stores; E. Roach of the Ward Service; Dr. Douglas of the Hospital Service; J. Carpenter of the Housekeeping Department; J. O'Brien of the Kitchen and Dietary; and F. Alexander of the Engineering Department.

The Executive Council appointed the following committees to carry on the activities of the chapter for the ensuing year: Auditing Committee, M. Dudley, Chairman, and E. Munsell; Social Committee, W. Sullivan, Chairman, M. Haller, V. Lawson, M. Royce S. James, H. Dunn and B. Darnell; Membership Committee, J. O'Brien, Chairman, F. Snyder and M. O'Neil.

Legislative Committee, H. Fagher, Chairman, R. Downen and F. Alexander; Education Committee, J. Jarvis, Chairman, E. Cunningham, and Dr. Culp; Grievance Committee, C. Weaver, Chairman, I. Lalone and J. Besaw; Publicity Committee, E. Ribley, Chairman, E. Clock and R. Burt; Finance Committee, H. Tewey, Chairman, H. Coryell and J. McCully.

Finnegan Elected

The Western Central Chapter of the Barge Canal Civil Service Employees' Association selected George Finnegan as their new President at the regular monthly meeting and dinner held Tuesday, December 10th.

Other officers selected were: D. J. Wright, Vice President; L. W. Barlow, Sr., Secretary; M. H. Quigley, Treasurer; and B. F. Nellis as Delegate to represent the chapter at all councils of the Association.

Industry News

Joseph McMahon was reelected President at the last regular monthly meeting of the Employees Association of the State Agricultural and Industrial School at Industry. Others elected were: Orris Staples, Vice President; Howard Duffy, Secretary; and Thomas F. O'Brien, Treasurer. At the present time this local Association is planning the formation of an official chapter of the State-wide organization, and the officers named have been elected to serve until the chapter charter is obtained, at which time a regular election will be held to elect permanent officers.

The Entertainment Committee has been most active during the past few months. The Annual Picnic, the Clam Bake and the ladies' dinner party being enjoyed by all who attended.

The Local Staff Choral Club, under the direction of Nelson M. Doescher, presented their first concert on December 22nd in the Protestant Chapel. The boys of the institution, as well as the staff and their friends had an enjoyable evening.

Warwick Meeting

The Annual Meeting and Election of Officers of the Warwick State School Chapter was held December 30th. William P. Downey, formerly Vice President, was elected President by 99 votes out of a total membership of the chapter of 122. Reelected were Martin L. Holzman, Vice President; John J. Marcoux; Treasurer; and Florence K. Smith, Secretary. Retiring as President after a successful term of two years was Ralph G. Conkling.

Members present at the meeting decided to hold an inaugural dinner for the new officers. A definite date was not set, but it will be held the latter part of January. It is planned to invite local representatives in the Legislature, and representatives of Association Chapters located nearby Warwick, as well as other well-known guests.

Delegates chosen to represent the Warwick Chapter at meetings of the Association were former President Ralph G. Conkling, and present President William P. Downey.

Annual Meeting—New York City Chapter

By THEODORE D. GOLD
Corresponding Secretary

J. Earl Kelly has been reelected President of the New York City Chapter for the ensuing year. Other officers and departmental representatives reported elected by the Board of Canvassers at the annual election, December 10th, were: 1st Vice President, Bernard C. Riffell, Education Department; 2nd Vice President, John Powers, State Insurance Fund; 3rd Vice President, James Slavin, Division of Placement and Unemployment Insurance.

Treasurer, George Mencher, Law Department; Corresponding Secretary, Theodore D. Gold, Labor Department; Financial Secretary, Lawrence Epstein, Bureau of Motor Vehicle Files; and Recording Secretary, Ruth Hawe, Tax Department.

Delegates to represent the various departments selected for the new year were:

Agriculture & Markets, Robert F. Speed.

Banking, Clinton D. Ganse.

Education, Dorothy Eckardt.

Executive—State Liquor Authority, Mary E. Armstrong; State Liquor Authority (Inspectors), Harry Kisver; Division of Housing, Eva Heller; National Guard, Alvin E. Blomquist.

Health—Laboratory, Stella Lehat.

Insurance, Edward J. Reilly.

Labor, Michael L. Porta.

Labor Relations Board, William Peterson.

Law, John W. Carrigy.

Mental Hygiene—Brooklyn State Hospital, Joseph Walla; Psychiatric Institute, Biagio Romeo.

Public Service Commission, Kenneth Valentine.

Public Works—Public Buildings, Joseph J. Byrnes; Engineering, George A. Mortimer; Telephone Operators, Nora F. McAuley; Canals—Brooklyn, James Garvey. Canals—New York, Nicholas Colonna.

Social Welfare, William Meyers.

Social Welfare—Division of the Blind, Mae A. Pritchett.

State, Joseph Singer.

State Insurance Fund, Roderick MacRae.

Taxation & Finance—Finance Division, John Ferguson; Motor Vehicle Files, Mildred Drout; Motor Vehicle Bureau—New York, S. San-

ford Seader; Motor Vehicle Bureau—Queens, Michael Turano. Motor Vehicle Bureau—Brooklyn, Louis Strauss.

The Special Committee to represent the Division of Placement and Unemployment Insurance Offices in the various boroughs in greater New York as selected at the meeting consists of:

James Slavin, Chairman, Office No. 511.

Manhattan & Richmond—Office No. 506, Irving Siegel; Office No. 510, James Clark; Office No. 511, J. Arthur Johnston; Office No. 512, Joseph Kleinfeld; Office No. 513, Edward Carroll; Office No. 514, Oliver Atkinson; Office No. 515, James Morrell; Office No. 550, Joseph Doar, Edward S. Croft.

Bronx—Office No. 520, Alfred Musso; Office No. 521, William Teitelbaum; Office No. 522, August

New Officers for 1941



Seated: John Powers, 2nd Vice President; J. Earl Kelly, President; Ruth Hawe, Recording Secretary; and Bernhard Riffell, 1st Vice President. **Standing:** Jack Adler, Chairman of Publicity Committee; George Mencher, Treasurer; Theodore D. Gold, Corresponding Secretary; Lawrence Epstein, Financial Secretary; James Slavin, 3rd Vice President and Chairman of D. P. U. I. Committee; and Milton Schwartz, Chairman of Legislative Committee.

David Cohn, Vice Chairman, Office No. 535 (Brooklyn.)

William A. Bourke, Office No. 510 (Manhattan.)

James Duignan, Office No. 522 (Bronx.)

John Dauer, Office No. 544 (Queens.)

Charles Culyer, Office No. 574 (Westchester.)

Division of Placement and Unemployment Office representatives chosen are:

tas Thomas; Office No. 523, I. Joseph Reilly; Office No. 525, Leon Caron.

Brooklyn—Office No. 532, Harold J. Rourke; Office No. 533, Ruth Corcoran; Office No. 534, William Warrell; Office No. 535, Hiram Shaffer; Office No. 536, Lester Dean; Office No. 537, Rose Mulhern.

Queens—Office No. 530, Alwin B. Keckelely; Office No. 531, Alfred Neumeyer; Office No. 542, Edward

J. Gilchrist; Office No. 544, John Dauer.

Westchester — Office No. 573, Richard Platt; Office No. 574, Charles Culyer; Office No. 575, Charles Hargedon; Office No. 576, James A. Read; Office No. 577, Charles A. Hughes.

Peekskill Office, G. Gordon Byron.

Nyack Office, Charles B. Williams.

The President in reporting upon the activities of the Chapter during the past year pointed out that the present membership of 3,500 represents an increase of about 800 over last year, and outlined plans for a larger increase during the year approaching. He recalled the very effective efforts of the Association in saving salary increments for State employees when the so-called economy groups were calling upon the Legislature to again suspend these salary adjustments and worse yet, to impose cuts in pay. In this connection it was again shown that our members must not be misled by small vociferous and irresponsible groups who in numerous and false bulletins have attempted to claim for themselves the full credit for this accomplishment. In the past the Chapter has been handicapped in the matter of publicity through a lack of local funds which might be used to keep its members thoroughly informed of all its activities and undertakings as well as to circulate prompt answers to the false claims of other groups. This deficiency will be met in 1941 by virtue of a resolution adopted by the executive board increasing annual association and chapter dues to \$1.25, one dollar of which shall as in the past be sent to headquarters at Albany and twenty-five cents retained by the New York City Chapter. This increase was voted after most careful and full consideration and resulted from a wide-spread sentiment among the members, expressed through their Board Representatives that a local chapter treasury is a real necessity, that most of the Chapters throughout the State have local dues, and that because of the rapid increase in our membership and the volume of business which must be transacted by the Chapter a fund will be necessary to provide each member with frequent and timely bulletins reporting Chapter activities and plans and to coordinate action for the seri-

ous legislative matters which lie ahead.

Mr. Kelly also expressed the hope that in 1941 every employee of the State who is working in the Metropolitan area (Greater New York City, Nassau, Suffolk, Westchester and Rockland counties) and who is not now a member of some local chapter, e.g., Rockland State Hospital Chapter or Long Island Inter-County Chapter, will renew his membership for the coming year or in the case of a non-member will apply for membership through the New York City Chapter by sending his bill or application with a check or money order to Mr. Lawrence Epstein, Financial Secretary, Room 954, State Office Building, 80 Centre Street, New York City. There are many present members who have been sending their annual dues directly to Association headquarters at Albany in the past. They are no doubt unaware of the numerous benefits to be had through the local chapter which provides an effective means of hearing and solving employment problems which arise from time to time in all departments of the service. Bills for the renewal of 1941 memberships will be distributed by departmental delegates and representatives on or before January 15th to those who were Chapter members during the year 1940. It is hoped that the payment of dues will be made promptly upon receipt of the bill so that a complete record of our membership may be transmitted to Association headquarters at Albany as early as possible. Mr. Kelly urged the delegates to be sure that all changes of addresses be plainly noted on the bills in order that every member may receive his copy of "The State Employee" promptly and without the necessity of it being forwarded from the old to new addresses by the Postal authorities.

The President further discussed the status of Senator Wagner's bill as it might affect the New York State Employees Retirement System and outlined the efforts made by the Association through its counsel, John T. DeGraff, who contacted Senator Wagner to have present members of Retirement Systems exempted by amendment from the purview of this bill. As reported in the December issue of "The State Employee," Senator Wagner in a letter addressed to this Association has

now assured us that he will so amend his bill as to accomplish our request.

Reports of the Treasurer and Financial Secretary were made by Mr. George Mencher and Mr. Lawrence Epstein, respectively.

At the next Board Meeting the standing committees for the year 1941 will be organized and a legislative program discussed and adopted.

Newark Elects

The regular and annual meeting of the Newark State School Employees Association was held on Wednesday evening, December 4th. Officers elected for the coming year were: President, Harold C. Sawyer; Vice President, Hazel Martin, R.N.; Secretary, Jeanette T. Radder; and Benn Townley, Jr., was reelected Treasurer.

Retiring officers included: President Francis F. Darrow; Vice President, Ora S. Cutting, R.N.; and Secretary, Anna R. Synesael.

Following the regular business meeting a very interesting talk was given by Superintendent of Newark State School, Dr. A. E. Witzel.

Napanoch Chapter

At a recent meeting of the Napanoch State Institution Chapter, the following officers were elected and installed for the coming year: Everett W. Coty, President; Joseph D. Blackwell, Vice President; Clarence Packman, Jr., Secretary; and James J. Leary, Treasurer. The members gave the retiring president, Mr. Edmund Katzenberger, a rising vote of thanks for his guidance during the past year.

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Group Life Insurance

YOU CAN'T AFFORD NOT TO HAVE IT!

Almost two out of every three permanent employees of the State now carry life insurance protection as a member of the Group Plan sponsored by the Association. Since its inception on June 1, 1939, over \$335,000.00 has been paid in claims to the families, dependents or beneficiaries of deceased members of the plan.

Prompt Claim Payments

From throughout the State comes unsolicited statements of appreciation and satisfaction with the manner in which beneficiaries receive settlement of claims promptly and without red tape.

The superintendent of one State institution writes:

"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 employees. This can only result in a healthy group among our employees. I wish to congratulate you and your Association on the interest it takes in its fellow employees."

An Association Representative in one of the District Offices of the Public Works Department advises:

"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 has 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."

Another representative writes:

"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 plan should be compulsory."

A beneficiary makes the following comment:

"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."

Innumerable other commending statements have been received and filed at Association Headquarters.

Not All Old

Contrary to the understanding of many State employees over 24% of the claims paid were for members of the plan under 39 years old; 51% were 49 years or younger. Claims have been paid where death has been due to natural causes, to accidents, because of suicide. One policyholder was murdered. The group plan covers death due to any cause.

Low Cost

The cost of insurance under the group plan is very low. For example, at age 39 or younger, \$1,000.00 may be had for only 30c per pay day; \$500.00 of insurance for 15c per pay day. The cost to insured members is based on the following table:

Age Group	Attained Age Nearest Birthday	Semi-monthly cost for each \$1,000 insur.
A	39 and under.....	\$.30
B	40 to 44, inclusive.....	.38
C	45 to 49, inclusive.....	.50
D	50 to 54, inclusive.....	.70
E	55 to 59, inclusive.....	1.00
F	60 to 64, inclusive.....	1.50
G	65 to 69, inclusive.....	2.25

On August 1 of each year the semi-monthly cost to each member whose attained age has increased so as to place him in a higher Age Group will be increased accordingly.

Easy to Pay

Payment for the insurance is made easy through small semi-monthly deductions from the salary of members participating. When applying for the insurance the member executes a payroll deduction authority, and the payments for the insurance is deducted automatically. While the member is on the payroll the insurance will remain in effect. However, when off the payroll because of leave of absence, sick leave without pay, etc., thereby making deduction impossible, it is the member's respon-

sibility to pay premiums in cash to the Association to avoid cancellation of coverage.

Same Rates for All

There are thousands of State workers engaged in hazardous employment, who would be charged additional premium because of the risk in their work if they applied for insurance on an individual basis. Under the group plan, the same rates apply to all members, whether they be prison guards, hospital attendants and nurses, State troopers, highway engineers, or whether they have less hazardous occupations such as clerk, stenographer, accountant, auditor, etc. This particular factor enables thousands of State employees to obtain insurance protection at extremely low cost considering the risk in their regular daily work.

Conversion Privilege

Upon termination of employment with the State, or upon reaching age 70, under the Group Plan, the insured member may convert his insurance, without medical examination, to an individual policy of life insurance at the attained age rate in any of the forms customarily issued by the Travelers Insurance Company except term insurance, provided written application is made to the Insurance Company within 31 days after termination of employment or attainment of age 70. Should the member become deceased during this 31 day period, the insurance would be paid to the beneficiary.

In case of retirement, an insured member may continue the group insurance until attainment of age 70, when the insurance may be converted under the terms stated above.

For New Employees

No medical examination is required for an employee who applies for the 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 received thereunder without applying for the insurance because of the slight inconvenience of a medical examination, which is given at the expense

of the insurance company. Association members throughout the State could render a real service to new employees by bringing this matter to their attention promptly upon their entering State service.

Amount of Insurance

The amount of insurance for each member is based on annual salary in accordance with the following schedule:

Insurance Class	Annual Salary	Amount of Insurance
I	Less than \$900.....	\$ 500
II	\$ 900 but less than \$1,400....	1,000
III	1,400 but less than 1,700....	1,500
IV	1,700 but less than 2,100....	2,000
V	2,100 but less than 2,700....	2,500
VI	2,700 but less than 3,500....	3,000
VII	3,500 but less than 4,500....	4,000
VIII	4,500 and over.....	5,000

Female employees whose annual salary is less than \$900 are eligible for \$500; those whose annual salary is \$900 or more are eligible for \$1,000, which is the maximum.

Due to the low premium rates for this insurance and the broad coverage accorded, rules governing this form of insurance do not permit the selection of amounts other than those determined by annual salary as indicated above.

On August 1st of each year the amount of insurance for each member whose annual salary has changed so as to place him in a Class providing a larger amount than provided under the Class previously insured will be increased to the amount for the Class in which his annual salary then places him, but no increase in insurance resulting from such reclassification becomes effective as to any member away from work because of disability until he returns

to work. Increase in the semi-monthly cost to the member is effective from the date his new amount of insurance becomes effective.

Your Part

The Group Life Insurance Plan was sponsored by the Association to fill an existing need in State service, and at the request of numerous members. After much study by Association officers and committees, an insurance contract giving the broadest coverage at the lowest cost was secured from one of the country's largest and most reputable insurance companies. This plan was sponsored for the benefit of Association members and State workers eligible for membership.

Thousands of State employees have taken advantage of the broad protection accorded by this plan. Employees who have not as yet applied for the group life insurance should study the plan carefully, as the plan was designed for State employees, and the Association is desirous that as many of its members as possible take advantage of this low-cost insurance protection.

Any State employee who is a member of the Association, or eligible to membership, may apply for insurance under this plan. Application must be made while the employee is actively employed.

Employees who are interested in obtaining detailed information or an application for the insurance for themselves or co-workers may fill out the form below and send to Association Headquarters, Room 156, State Capitol, Albany, New York.

DETACH ALONG THIS LINE

The Association of State Civil Service Employees of the State of New York:

Please send..... detailed information and literature relative to the
Number

Group Life Insurance Plan sponsored by the Association for State employees.

Name

Street Address.....

City

Department, Division
or Institution.....

N. Y. U. Offers Courses

The Division of General Education of New York University announces the following courses to be offered for teachers and other qualified persons in Room 116, Albany High School, Lake and Western Avenues, Albany, during the second term of the 1940-41 academic year, contingent upon adequate enrollments. These courses are arranged to permit new students to enter the second term.

Organization and Administration of the Elementary School—Dr. Charles Fisher. Monday, 4:15-6:00, beginning February 3.

A Critical Survey of Supervision in the Elementary School—Dr. Charles Fisher, Monday, 7:00-9:00, beginning February 3.

The courses will meet for fifteen sessions of two hours each per term and an additional session for the final examination.

Additional information may be secured by communicating with Charles H. Connolly, Sherry Road, Troy, New York.

Carols at Wingdale

Patients and employees on duty enjoyed the Christmas carols sung by the patients' choir, under the direction of Ruth Bickel, in each building of Harlem Valley State Hospital, Wingdale, on Christmas Day. Following the singing, the choir was entertained in Building 24.

The first round of Harlem Valley State Hospital Bowling league was completed at the end of the year. The second round began in the first week of the new year.

The Harlem Valley State Hospital Employees' Association held its regular monthly meeting on January 3rd in the Alfred E. Smith Hall on the institution grounds.

Dr. Archibald Gaulocher has resigned his position at Wingdale to take new responsibilities in the mental hygiene field in Alabama.

The Harlem Valley male bowling team defeated the Wassaic State School Team on the Wassaic alleys, Sunday evening, December 1st.

THERE IS NO SUBSTITUTE FOR REAL FLOWERS

Send her some Orchids for a Valentine, February 14

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The First Xmas at the State Health Institute

BY ORAL I. BAIRD

'Twas the day before Christmas and there was hustling and bustling, everyone busy getting ready to bring good cheer to those who were less fortunate than we. Packages were being wrapped in most attractive colors, the clerical staff as well as the medical staff were tuning their vocal cords, so that they would be all set for good Old St. Nick. At 11 A.M. came "Santa" carrying his pack and his helper, a small portable organ, while the "workers" of our organization gathered in the lobby of our new hospital around the loud speaker "call system" and blended their voices in telling the story of the First Christmas in song.

The voices were heard all over the halls, bringing tears of joy to some and smiles to the faces of others. Following this, the gifts were given to every patient, who was to be our guest over the holiday, about seventy-five in all.

In this small way we were able to celebrate "Our First Christmas" in our new quarters at the State Institute for the Study of Malignant Diseases, Buffalo, New York.

Temporary Appointments

(Continued from page 10)

months if the Civil Service Commission is satisfied, upon due inquiry, that the position will not remain in existence for more than six months and that a temporary appointment may likewise be made to fill the place of a permanent employee who is on leave of absence, and in such event the temporary appointment may be made for the duration of said leave of absence, not exceeding one year.

Under the decision of the Court of Appeals, service under a temporary or provisional appointment can never give the employee permanent status. If an employee is retained beyond the legal period he still remains a temporary employee. The practice of making temporary appointments has been greatly abused in the past. It is expected that the Civil Service Commission will adhere rigidly to the limitations contained in the new law and that it will insist upon the termination of all present temporary appointments within the prescribed period.

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Protection for your salary in the form of Accident and Sickness Insurance. It pays you monthly for sickness or accident — also an Accidental Death Benefit. Many of your associates have collected. Here's what they say:

"I wish to thank you for your check covering in full my recent disability claim. This is the fourth time I have been disabled since 1936, and I have nothing but praise for the fair and prompt manner in which you handled my claims. With many thanks, I remain . . ."

"I have had a serious illness for the past three months and have had to be away from the State Education Department and under very heavy expense. The sickness insurance which has been paid me under my Civil Service Association policy has been of very great service to me and I would like to tell you how much I appreciate the efficiency. I am informing State Employees who are not members of the Loyalty Group of this with the hope that they will join."

Send in your application today to C. A. Carlisle, Jr.

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SCHENECTADY, NEW YORK

Our National Emblem

BY W. J. SCHOONMAKER

For one hundred and fifty years the Bald, or American Eagle, has been the symbol of the independence of the United States, and it was well chosen, for surely it represents power, dignity and courage. There are no other birds within our domain that are so impressive or majestic as this Eagle as it rests on its commanding perch or soars aloft.

From the top of its beak to the end of its tail it is nearly three feet and its broad expanse of wings measures more than seven feet. There is no doubt this creature is well deserving of its title, "King of Birds!"

The head, neck and tail of both male and female adults are white. In the immature stage the color is nearly uniform brownish black and it is not until after the third year that the birds show the white markings. It is certainly surprising to find that so large a bird weighs only from eight to twelve pounds.

It is more surprising to read the libelous fabrications printed rather frequently in newspapers. In such accounts the Eagle is made responsible for carrying away children, sheep, colts, deer and other wild and domestic animals. It is ridiculous to print stories of Eagles carrying off fifty-pound children or even twenty-pound infants. Yet many stories are circulated, and actually believed, that Eagles are responsible for such dramatic deprecations, even though the great bird cannot lift more than twelve pounds.

Civil Service Party

The Annual Christmas Party of the Department of Civil Service was held December 17th at the University Club, Albany. The program included Christmas carols, a buffet dinner and a one act play entitled, "Our Department," depicting a typical day in the department.

The Party Committee included: Chairman, Catherine Shanahan; Tickets, Frances Becker, Pauline Michalak and Mary McDermott; Arrangements, Garson Zausmer; Entertainment, Connie Hanrahan and Louis Drexler; Decorations, Marion Chamberlain; and Printing, Thomas Walsh and Matty Lavenia.

Singing the carols were: Marcia Buchman, Charles Campbell, Beatrice Cohen, Harry Fox, Jerry Bushmell, John Christie, Phyllis Field, Richard Lomax and Alice Walsh.

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Full day session . . . playground activities . . . rest periods . . . hot lunches served . . . transportation available.

The Country Day School offers a service of inestimable value to parents pursuing a business career, for every effort is made to assure the children's comfort during their absence from home.

Telephone 2-6614 for appointment between 10 A. M. and 4 P. M.

DR. ROY GRABO, *Consultant Psychologist*

Our January White Sale

is now offering amazing values on towels, sheets, cases, blankets . . . in fact, outstanding values on all household linens! You'll find sizes and colors to suit your taste, and yes . . . prices to suit your pocketbook!

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MARSHALL W. TEBBUTT, JR.

H. R. S. H. Sets Good Example

On December 24th President of Hudson River State Hospital Employees' Association, John Livingstone, sent the following letter to the Commanding Officers of the ten military organizations of which former employees of the institution are now members.

"Fully realizing the many sacrifices that you and the members of your command are making in having been inducted into the U. S. Military Service, we wish you to know that we are proud of the service that you all are rendering and in that we have four members in your command we know that they are working to bring out the best "esprit de corps" and to that end we further know that they desire to share with the other members their all.

"It is our privilege to enclose herewith our check for the sum of five dollars for the Mess Fund of your command with our kindest regards and the season's best greetings."

The above letter went to Capt. E. B. Horsfall, Co. B, Anti-tank Battalion, Fort Benning, Georgia; Capt. Edward Green, Service Company of 10th Infantry, 27th Division, Fort McClellan, Anniston, Alabama; Major Walter F. McKenna, Medical Detachment, 105th Infantry, 27th Division, Fort McClellan; Colonel Paul W. Baade, Station Hospital, Fort Jay, New York; Lieut. Robert L. Haynes, Battery B, 156th Field Artillery, 44th Division, Fort Dix, New Jersey.

Capt. Thomas J. Whalen, Battery C, 156th Field Artillery, 44th Division, Fort Dix; Capt. George L. Flack, Battery E, 156th Field Artillery, 44th Division, Fort Dix; Capt. James E. Tripp, 2nd Battalion Headquarters Company, 156th Field Artillery, 44th Division, Fort Dix; Capt. H. C. Clifton, Headquarters Company, 156th Field Artillery, 44th Division, Fort Dix; and Major Charles E. Niles, Medical Detachment, 156th Field Artillery, 44th Division, Fort Dix.

Hudson River State Hospital Employees' Association also sent each man in camp a Christmas Greeting card, and cooperated with the Poughkeepsie Home Defense Council in

seeing to it that each man inducted from the hospital's staff received a special KIT, a small khaki service kit, containing a steel mirror, tooth brush, razor, soap, soap case, toothpaste, shaving cream, nail file, comb and several other articles. The kits are compact, to permit soldiers carrying them in their regular packs. They contain articles which Uncle Sam does not issue to his soldiers.

H. R. S. H. Employees' Association contributed to the Service Fund out of which the KITS were purchased, and accompanied their contribution with the following letter from John Livingstone, President, and August Eitzen, Treasurer:

"On behalf of the H. R. S. H. Employees' Association, it is a pleasure to endorse the fine job the Defense Council is doing for the Dutchess County boys who are serving in the U. S. Military Service. Naturally we of the hospital are more than proud of the fifty-three men from our organization who have volunteered their services to date. We trust that the Council will receive the well earned support of all Poughkeepsians."

On Tuesday evening, December 24th, in the Amusement Hall on the Hospital grounds, the Annual Christmas Show for the patients and employees was tendered by Superintendent Dr. Ralph P. Folsom and Staff under the direction of Arthur H. Sullivan.

A feature motion picture was shown at the party, Jeanette MacDonald and Nelson Eddy in "New Moon," as well as several acts of vaudeville, with music furnished by Gene Belez and his orchestra. The entertainment concluded with Santa Claus in person distributing gifts from under the Christmas Tree.

In keeping with the practice followed in former years, lights were turned on the twenty large Christmas trees erected at conspicuous locations on the hospital grounds. Together with over 100 smaller trees in the various buildings and patients' wards, the holiday decorations greatly helped employees and patients alike to feel the true Christmas spirit.

On Christmas Day a complete and

delicious turkey dinner was enjoyed by all in the institution.

The Annual Banquet of the Officers and Committee members of the H. R. S. H. Employees' Federal Credit Union was held at Ryon Hall, Wednesday evening, December 11th. An elaborate menu was prepared by George C. Lozier, who has been President of the Union since its inception, and under whose guidance it has developed to its present healthy condition.

The Poughkeepsie Police Bowling Team defeated the Hudson River State Hospital team by 2,374 to 2,195 on Thursday, January 2nd. Wesley Harmon rolled 586 for the police, while Van Tassel with 542 was high for the hospital team.

Leo F. Greenburg, Charge Nurse in Ryon Hall of Hudson River State Hospital, and Director of Publicity of District Twelve of the State Nurses Association, is now aiding in conducting a survey of hospital accommodations now available if needed in an emergency. A special Committee of the Hospital Association of New York State was appointed to draft a questionnaire giving the name of the hospital, type, chief administrative officers, governing board, professional staff and bed capacities of different types. A second questionnaire was sent to determine what facilities could be obtained in case of an emergency. This asked the institutions how many more beds could be provided, what percentage of space can be furnished with present equipment and taken care of by present personnel, whether the service departments could meet an emergency and other related questions.

The H. R. S. H. Nurses Alumni Association is sponsoring a Card Party, to be held Friday, February 21st, 8:00 P.M., in the Amusement Hall of the institution. Employees of the institution and their friends are invited to attend. The Committee in charge of the affair is headed by Isabelle Gierisch, assisted by: the Mesdames A. Leonard, E. Bernard, C. Gierisch; the Misses F. Muzyka, M. Card, F. Bach and W. Reynolds; and the Messrs. J. Peluso, Benjamin Nuhn, L. Peluso and K. P. H. Wilson.

During Four Years

OVER \$400,000 PAID IN BENEFITS TO INSURED

The Group Plan of Accident and Sickness Insurance, sponsored by the Association, and inaugurated four years ago, has attained a remarkable record of aiding State workers when help was most needed.

The following is a record of claims paid from June 1, 1936, to May 31, 1940, broken down into departments and institutions:

Department or Institution	Approx. No. Emp.	No. Ins.	Total Amount Claims Paid
Agriculture & Markets	506	85	\$6,007
Audit & Control	627	95	5,962
Banking	210	30	551
Civil Service	136	19	1,543
Conservation	1,199	177	10,686
Correction, Main Office	142	23	2,693
Institution			
Albion Tr. School	165	119	6,446
Attica Prison	345	143	1,219
Auburn Prison	343	28	336
Clinton Prison	345	56	246
Dannemora Hosp.	264	91	730
Elmira Reformatory	256	74	1,125
Great Meadow Prison	264	114	1,848
Matteawan St. Hosp.	579	101	598
Napanoch Inst.	198	26	981
Sing Sing Prison	407	53	1,166
Wallkill Prison	143	42	130
West Coxsackie	165	54	1,594
Westfield St. Farm	246	107	8,951
Woodbourne Prison	153	84	899
Court		8	1,370
Education	1,756	380	23,668
Executive	700	119	10,524
Health Admin.	1,186	207	13,307
H. M. Biggs	183	89	9,071
St. Inst., Buffalo	118	42	3,426
Homer Folks	186	39	3,942
Mt. Morris	182	23	5,147
Raybrook Hosp.	182	37	8,973
Reconst. Home	276	98	2,390
Insurance	296	75	7,874
Labor	1,304	180	14,667
Place. & Unem. Ins.	3,995	285	7,777
Department or Institution	Approx. No. Emp.	No. Ins.	Total Amount Claims Paid
Insurance Fund	1,371	47	2,025
Law	298	54	3,643
Mental Hyg. (Admin.)	95	24	1,553
Binghamton	704	227	4,192
Brooklyn	796	138	667
Buffalo	572	153	1,241
Central Islip	1,392	243	2,201
Craig Colony	520	203	2,255
Creedmoor	1,009	127	2,251
Gowanda	562	272	4,207
Harlem Valley	991	360	3,434
Hudson River	1,133	421	6,828
Kings Park	1,348	456	5,825
Letchworth Village	708	306	2,532
Manhattan	551	189	1,670
Marcy	634	217	8,291
Middletown	760	281	3,955
Newark	480	278	5,686
Psychiatric Inst.	274	23	516
Psychopathic Hosp.	84	32	376
Pilgrim State	1,713	599	3,917
Rochester	693	263	3,170
Rockland	1,262	428	7,564
Rome	711	300	7,933
St. Lawrence	599	237	1,796
Syracuse School	287	124	4,792
Utica	538	118	5,843
Wassaic	789	342	7,107
Willard	763	290	1,976
Public Service	914	123	9,535
Public Works	6,334	527	42,810
Social Welfare			
Main	468	70	2,845
St. School, Batavia	77	35	4,045
Tr. Sch., Hudson	167	28	873
Indus. St. School	221	114	11,660
Thomas Indian School	96	30	1,529
W.R.C. Home, Oxford	91	19	1,668
Tr. School, Warwick	204	25	1,223
State	231	34	4,379
Tax & Finance	2,087	433	24,219

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FICTION

Embezzled Heaven, by Franz Werfel, tr. by Moray Firth. Viking Press. \$2.50.

An old Austrian serving woman bent only on acquiring "a future mediator for herself before the throne of God" sends her savings for many a long year to a nephew whom she thinks she is educating for the priesthood. How Teta discovers she has been supporting the worst kind of charlatan and cheat, and how aware at last of her own shortcomings, she finds relief from her dreadful burden in the friendship of a fine, young priest on a pilgrimage to Rome, is the center of an increasingly absorbing story told by a writer, once the perennial guest in the cultured happy family for whom Teta cooked.

For Us the Living, by Bruce Lancaster. Stokes. \$2.75.

The Braces, like thousands of other families in the 1820's, are poor "movers," and young Hugh Brace's life is made unendurable by his mean, shiftless pappy, but as they move on, Hugh's path crosses that of another boy, a peculiarsome fellow, by the name of "Abe Linkern." How the two boys, fast friends, meet from time to time, Hugh always relying on Abe to help him "figger" things out, until at last they both settle in New Salem, is related in a long, colorful story, introducing picturesque types, colloquial speech and the way of life of the "movers" and pioneers in Indiana and Illinois during this period.

Morning Shows the Day, by Evelyn Bolster. Vanguard Press. \$2.50.

How three motherless children did the housework and had to fight their way in school and at play, how they lied and cheated and quarreled, but showed the strength of their family bond in a crisis and in the warmth of their love for their wise and devoted father, a journeyman electrician, is related in this vivid, realistic story, which tells of the family's year together in Olympia on Puget Sound and shows at the same time rare penetration into the child mind.

My Own Murderer, by Richard Hull. Messner. \$2.

A murder story, which will prove most satisfying to readers who admire the qualities of originality and ingenuity in combination with subtle humor, credibility and overtones of horror.

The Pilgrim Hawk, by Glenway Wescott. Harper. \$1.50.

Because he is visiting a woman friend in France, a young American author happens to be present at an afternoon call, which fires his imagination to the point of endeavoring to interpret the strange incidents of a still stranger triangle, and thus discover the actual relationship between the man and his wife and her adored falcon, Lucy, which she bears on her wrist. The hawk with its maniacal eyes becomes for the young writer a symbol, leading him into musings on love and death and freedom, which he sets down in the midst of his shifting deductions arising from petty scenes between the Cullens, or from the sudden tense moment when the man slyly releases the hawk. Written with polished artistry.

Sapphira and the Slave Girl, by Willa Cather. Knopf. \$2.50.

Having married below her social rank, Sapphira Colbert, before the Civil War, exiled herself to a backwoods Virginia farm, with her husband, a miller, and her family slaves, and now aging and dropsical, she puts an erroneous construction on her husband's interest in Nancy, a golden-skinned slave, once her own favorite. How Sapphira not only spoils a sweet companionship, but sets about to persecute the once happy and devoted girl and even to bring about her downfall by keeping a rakish young nephew about the house, is related in the author's accustomed pellucid prose, which though seeming to confine itself to events is all the time subtly defining character and relationships, and lovingly depicting the beauties of the Virginia countryside.

NON-FICTION

Beyond the Smoke that Thunders, by L. P. Cullen. Oxford University Press. \$3.

Going out in 1928 as secretary to the general manager of the first cop-

per mine to be developed in Northern Rhodesia, and later marrying, the author had many curious and vivid experiences. In an amusingly original way, she writes of the early copperbelt days, of the difficulties of observing the social amenities while teaching the native boys to be servants, of personal encounters with the more spectacular and dangerous animals of the bush, of the termites which "usually had the last word," of her pets, including bush babies, enchanting but easily inebriated creatures fitting into the palm of the hand.

A Judge Comes of Age, by J. C. Knox. Scribner. \$3.

Twenty-two years a District Judge in the Southern District of New York, the author ably gives point to his statement that there is "a strange fascination to judicial work" through his succinct and vivid summaries of countless widely varied cases, including many that have made the headlines in the newspapers. No less interesting is the account of Judge Knox's earlier years as a young lawyer and Assistant United States attorney.

My Vanished Africa, by P. W. Rainier. Yale University Press. \$2.75.

"Curiosity . . . and the game of matching his strength against the wilderness" drove the author and many another free-lance prospector into the bush in South Africa. Various futile attempts to make his fortune—hunting elephants and diamonds and a dead king's buried treasure—brought valuable knowledge of unmapped country, and men who knew Mozambique were in demand. Then came the first World War and other kinds of dangerous experience.

Wings at My Window, by A. C. Govan. Macmillan. \$2.50.

To the author, incapacitated by illness and other misfortunes, life seemed hopeless 'till one day she saw a chickadee seeking shelter from a blizzard at a window of her north of Boston home. After that, the days were filled with providing food, and improvising feeding stations and bird baths and in banding many of the ever-increasing numbers of birds attracted to the yard.



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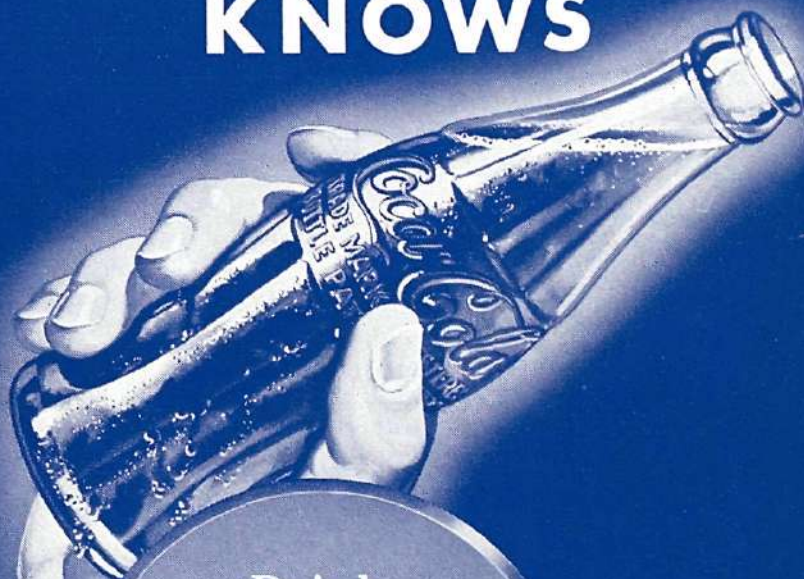
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