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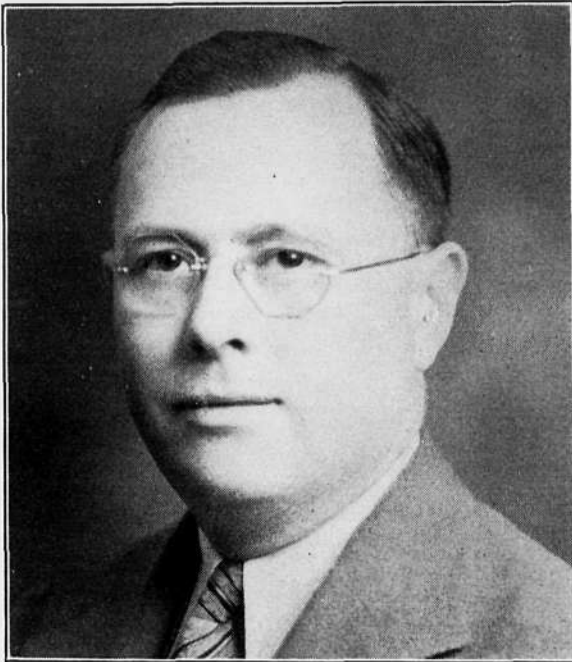
The State Employee

VOL. 10, Number 2

FEBRUARY, 1941

10c a Copy

Our New President



HAROLD J. FISHER

The Executive Committee, meeting on January 31, 1941, accepted the resignation of Charles A. Brind, Jr., and elected his successor, Harold J. Fisher, the Vice-President of the Association since October 15, 1940, a long time member of the Executive Committee and Chairman of the Association's Social Committee for several years. Mr. Fisher, in accepting the Presidency, said:

"I appreciate and accept this responsible office for I believe that the accomplishments of the Association in the past have been of tremendous value and of great benefit to State Government and to the employees, both as individuals and as a group. There is much more to be accomplished and it will require the continued fine interest and loyal support of our unselfish representatives throughout the State.

"With the cooperation of our retiring president, our officers and committees, I assure our members that everything possible will be done to continue the Association's progressive program. Our immediate efforts will be to (1), extend the Feld-Hamilton Law to cover mental hygiene institutional workers, prison guards, and ultimately all State employees; (2), bring all employees receiving less than minimum of salary grade to minimum and to salary grades corresponding with their years of service as soon as possible; (3), secure reasonable mini-

Pres. Brind Retires



CHARLES A. BRIND, Jr.

Charles A. Brind, Jr., President of the Association since October, 1935, resigned from that office effective February 1, 1941. The retirement was the aftermath of the appointment of Mr. Brind by the Regents of the University of the State of New York to the position of Counsel to the State Department of Education. Active membership in the Association is confined to civil service employees in the competitive and non-competitive classes, and therefore, when Mr. Brind took up the duties of his new position, which is in the exempt class, he relinquished his position as President of our Association. In submitting his formal resignation to the Executive Committee, Mr. Brind stated:

"It is with much regret that I find that my position as Counsel to the State Department of Education precludes me from continuing as your president.

"Under the provisions of the Constitution, eligibility to hold office is accorded to those in the competitive class and the position which I now hold is in the exempt class. Consequently, I tender to you my resignation as president effective as of February 1, 1941.

"My tenure as your president has been exceedingly pleasant. Throughout this great State I have counted and received the loyal support of a host of friends, for which I am very grateful. While I no longer continue as your president, nevertheless I shall hope to be of service in the interest of the Association wherever I can."

Our New President

mum sick leaves for employees of State institutions, either through administrative rule or by statute; (4), establish fair minimum vacation periods for all workers not now covered; (5), seek full commutation allowed by law for institutional employees; (6), secure full establishment of maximum eight hour day; (7), promote better attention to personnel matters within departments and institutions and closer cooperation with the Civil Service Department; and (8), continue to promote and develop cooperative enterprises of benefit to employees such as group accident and sickness and life insurance, group hospitalization, and credit unions.

"To continue our effectiveness and influence for good, we must, of course, maintain our splendid membership strength throughout the State. Members are invited to consult with Association Representatives in their department, institution or chapter concerning their problems. Our Association Headquarters are open to them at all times."

President Brind Retires

Needless to say the resignation was accepted with profound regret. Someone has said that historic events are but the lengthened shadows of great individuals. It is so with all human organizations and their accomplishments. Although in democratic groups the incentive and the will stem from the individual members, it is only through exalted leadership that high purposes are attained. The character of leadership which a man gives is typical of the man. Mr. Brind's leadership of the Association was sincere, humane, practical and intelligent, and was in every way only a counterpart of his home life and of his professional life. It would be difficult to find in the whole of America a more wholesome, happy home than his, and it would be impossible to find a higher conception of civic duty than preached day in and day out through his lifetime in his public acts.

During Mr. Brind's over five years of Association leadership important progress was made along every line of merit system functioning, vital improvements occurred in the State's employment practices, and the Association itself grew in size and influence to a remarkable degree. The addition to the basic civil service law of the State of the Feld-Hamilton Career provisions was the highlight not only of his administration of Association affairs, but the outstanding accomplishment in public employee legislation in the Nation. The abolition of the twelve hour day from State institutional employment, marked another milestone in good employment practice. The defense of State salary scales each year from the attack of apostles of false economy, and the careful informing of the citizens of the State as to the facts underlying economical State administration were treated by Mr. Brind as a single issue and so dealt with that long strides have been made to lift the subject of fair remuneration and efficient service from the whirlwinds of political plot and counterplot. Attention to fair sick leaves, health vacations, reasonable hours of work, have

resulted in very satisfactory conditions with regard to the departmental service of the State. President Brind's administration was also marked with two splendid achievements of benefit to employees not dreamed possible in the past, namely, the Group Plan of Accident and Sickness Insurance and the Group Plan of Life Insurance, through payroll deductions. He urged and secured attention to increased commutation payments to institutional workers, to much needed increased appropriations for the upbuilding of the Civil Service Department, to the safeguarding of the retirement system and to a multitude of matters helpful and constructive to the employees and to the State. In 1935 when Mr. Brind became President, the Association membership numbered 12,000, and when he retired it had increased to 35,000. The internal organization and strength of the Association was greatly enhanced by his close contact with the hundreds of Association representatives in the various services and sections of the State, and particularly through the organization of forty chapters. At the last Annual Meeting, Mr. Brind brought about the adoption of a new Constitution which embodies reforms long sought and which it is hoped will be helpful to even greater success.

Here is a man who has served a great employee organization with astounding success—success at a time when most labor movements were greatly distressed—and who served it without a single cent of remuneration in accord with the fundamental principle of the Association that State employees should run their own organization and give of their talents without remuneration. His progressive administration was not without great personal sacrifice of time and energy. Like all who believe in democratic good will his sacrifices were generously made.

The Association is vastly stronger because of his work in its behalf. He won the confidence and respect of its thousands of members. These constitute his reward as well as assurance that his name will live in Association history.

Canal Association Officers

The various chapters of the Barge Canal Civil Service Employees recently held their elections of officers for 1941. Those elected include:

Champlain Chapter: President L. H. Barringer; Vice-President, J. O. Fordham; Secretary-Treasurer, V. R. Warner; and delegates G. A. Rock and R. C. Bailey.

Eastern Chapter: President, Selden B. Phillips; Vice-President, Theodore H. Veditz; Secretary-Treasurer, Fred C. Hooker; delegates Fred A. Dalton and Selden B. Phillips; and alternate delegate George E. Warner.

East Central Chapter: President, E. J. Foster; Vice-President, L. C. Hayes; Secretary-Treasurer, Henry Gressel and delegates T. J. Conners and E. J. Foster.

Central Chapter: President, Donald T. Bell; Vice-President, Daniel Donavan; Secretary-Treasurer, Charles Bornheimer; and delegates Daniel L. O'Hair and Elmer Mestler.

The Budget Hearing

The interests of State employees were well represented through the Association at the hearing on the Executive Budget before the members of the Senate Finance Committee and the Assembly Ways and Means Committee on Lincoln's Birthday, February 12th, in the Assembly Chambers of the State Capitol. Appearing on behalf of the Association were President Harold J. Fisher, Legislative Committee Chairman William F. McDonough and Counsel John T. DeGraff. Also attending were John Livingstone, Vice-President of the Association of Employees of the Department of Mental Hygiene; and Harry Fritz, representing the correctional institution chapters.

An outstanding fact relative to the hearing was that although numerous speakers recommended the reduction of the budget along various lines, only two specifically recommended tampering with the Feld-Hamilton Career plan. This fact indicates well the general acceptance and recognition of the success of the career law.

President Fisher presented the following statement to the joint legislative committee conducting the hearing:

"The Association of State Civil Service Employees strongly endorses the budget submitted by the Governor for 1941-42 and asks approval by your honorable committees of the items for personal services included therein.

"This coming year is no ordinary year. It is a time of crisis—a time when the State must exert every ounce of its power to preserve its existence, its honor and its freedom.

"To weaken the fabric of government at this crucial time would come near to sabotage of our cherished institutions and our democratic faith.

"The Association asks as essential to our common defense that the government be kept strong rather than weak, efficient, intelligent and flexible rather than static and formal; for, in the last analysis, good government is our first line of defense.

"The State employees believe the Governor's Budget to be a true economy budget. Last year the Association presented an informal survey of the services rendered to the

citizen in return for the State Budget proper of 138 million dollars. A new prison and a new hospital for the mentally deficient are chiefly responsible for the increase of the budget to 145 million dollars.

"These facts remain and remain important.

"The citizens of this State receive full value in essential services for every dollar included in the Budget.

"The taxes paid to the State are returned (1) in the form of services furnished by the eighteen State Departments (2), financial assistance to cities, counties, towns, villages and other local districts and (3), the maintenance of our Legislative and Judicial systems which together if furnished the necessary means, can preserve our essential freedoms and rights—can maintain justice and peace and the inestimable values of the American way of life.

"Those who ask that the State be crippled by drastic cuts in appropriation in order to pay the costs of defense do not realize that the most essential weapon of defense is efficient and patriotic administration of the business of the State. They would have us melt our cannon to make shells.

"The Governor in this budget asks every department and agency to make the maximum possible savings in material costs of all kinds—supplies, equipment, repairs and materials. The State employees have had several years experience in making such savings. They will continue to devote their best thought and intelligence to reducing such costs to the minimum, thus making possible a balanced budget.

"The Association believes that the State employees are making a real contribution to economy and national defense by assuming new duties without an appreciable increase of personnel.

"Already many additional duties have been placed on State employees in connection with the defense program and many more will doubtless be added. Already many extra hours of work have been devoted by State employees to the emergency training program, to the organization of the home guard and local defense activities, to public health, to

inventories of defense industries and machine tools, to protection against sabotage and subversive activities and the like.

"In the coming year such extra demands will increase. The efficiency of the defense program must depend largely on the patriotism and willingness of the public employee to sacrifice his leisure and to contribute his special knowledge to the State and Nation.

"The State employee must also assume a large share of the duties and tasks of his associates who are drafted or who volunteer for military service. The Governor has ordered that vacancies caused by the draft or the mobilization of the National Guard shall not be filled except in a few emergency situations. In every department some employees are carrying this extra load and, as the draft proceeds, the extra service assumed by the remaining employees will become greater.

"If you ask the best qualified students of government whether State salaries are high, medium or low, they will answer without qualification that they are still below the maximum efficiency level. Business and public administration agree that the potency of any organization is found to lie chiefly in the ability of its staff. Seventy-five to eighty per cent of all costs of government can well be devoted to personnel costs to secure the maximum economy resulting from a competent staff. Personnel costs will amount to only fifty-one per cent of the State budget proper as recommended by the Governor. No other area of Government—Federal, city or local—operates at so low a salary cost-level.

"There is every prospect that the cost of living will increase during 1941-42. Basic commodity prices are already 20% higher than in September, 1939. Prices are closely following the World War pattern. The cost of a number of essentials such as meat have already advanced. With increased building costs rent shows a tendency to rise. As peacetime production is converted to war purposes, many, if not all, common essential goods will cost more.

"The Agriculture Division of the

(Continued on page 42)

Legislative Activities

The Budget Hearing

(Continued from page 41)

The Legislative Committee and Counsel have had many meetings relative to the legislative program of the Association, and bills to care for each matter have been introduced or are in preparation.

The large number of bills affecting civil service have been introduced. Some deal with hours of work, some with the five day week, with hearings on dismissal, with changes in the retirement system, with veteran preference, and with payments to and protection of rights of selectees under the selective service plan. All bills will be scrutinized carefully and representations made to the proper legislative committee or members of the Legislature as to the attitude of the Association. It is apparent this year as in former years that the recommendations of the Association are sought and respected as embodying the best thought as to civil service matters.

The Association has made every effort to clear up any misunderstanding as to salary increments and has insisted that any reference to these increments as salary increases is wholly erroneous. The fact that increments are given only to correct present deficiency in salary or to pay the actual statutory salary due the employee is appreciated by all when the situation is reviewed properly. It is confidently expected that salary increments will be retained in budget appropriations.

The Legislature has before it a resolution to amend the Constitution so as to permit the giving of preference to all veterans instead of the disabled veterans as at present. This unfair proposal—unfair to every young man and woman born since the World War—is similar in principle to the amendment rejected by the last Constitutional Convention after as thorough debate and consideration as was ever given to a constitutional proposal. Those who understand the merit system know that the only considerations which may properly be used when measuring a man's fitness to serve in public office are character and ability to do the task required. The Constitution now demands that every citizen shall have the right to serve his State as needed, dependent only upon demonstration of his efficiency in competition with other citizens.

The merit system is demoralized and destroyed when preference of any sort other than for merit and fitness is recognized. Opposition to the proposed Constitutional amendment is therefore desirable and necessary. It is not prompted in any way by opposition to veterans, but only to preserve the efficiency of public service.

It seems likely now that legislation to bring the employees in the institutions of the Department of Mental Hygiene, under the Feld-Hamilton provisions, will be introduced at this session of the Legislature. The vital thing in such legislation is to assure that the present compensation of such workers made up in many cases of cash salary, small increments and time service allowances, and maintenance or commutation is properly considered and evaluated in the salary scales adopted. This requires close study and analysis of every factor involved.

Representatives of the workers in the Correction Department met with the President of the Association, members of the Legislative Committee, and Association Counsel on February 18th at Albany to discuss problems and proposed legislation particularly affecting their interests.

The Joint Legislative Committee which for the past year has been studying the extension of the merit system to sub-divisions of State government, submitted its report and proposed legislation to the Legislature on February 20th. This legislation is important to the people of the State because it is the first attempt to extend the Constitutional requirement that all appointments be made on basis of merit and fitness in school districts, towns, villages, counties and cities where not now effective. The provision of the Constitution requiring this is over forty-five years old, yet it was not until the Court of Appeals in 1939 called attention to the need for applying the merit system to all appointments that the necessary legislative action was initiated. The legislation will not affect directly present persons employed under civil service rules, but the need that the new legislation preserve and safeguard constitutional requirements as to appointments to public office is important to all as citizens, taxpayers, and lovers of true Democracy.

National Defense Advisory Commission forecasts large increased demand and price increases next year for meats, poultry and eggs, dairy products and most fruits and vegetables. These are essentials of every budget.

"Increased federal taxes will operate to reduce the real salaries of State employees. The State workers are glad to pay their share of the common burden but they cannot look forward to rapidly rising wage rates, overtime at extra pay, or bonuses, as can the worker in private industries.

"The State employees do not ask a new contract, new salary legislation or increased rates of compensation. They ask only that the Feld-Hamilton plan, time service increments and other statutory salary provisions be retained in full operation.

"The Feld-Hamilton Law is a long term economy measure. It is designed to do away with favoritism and excessive salaries and to pay equal rates for equal work. It tends to reduce costly overturn in the State service. It makes State service a career.

"A great advantage to the State is already accruing from the law. Economy is measured by **what you get for what you spend**. The career system operates to get more in intelligent and expert service for the money spent. Interest in the job is increased. Competition for promotion becomes more keen. Employees devote more time and money in further education. In-service training plans increase and become more productive. The general level of efficiency in the State service shows a distinct increase.

"The Feld-Hamilton Career Law and its successors were not party measures. They were sponsored by leaders of both political parties and were passed by nearly unanimous vote of all the legislators. In the opinion of the Association it would be most unfortunate to have this great principle of equal pay for equal work become a party issue. The Association is itself non-partisan. It includes thousands of Republicans among its members and officers. It appeals equally to Republicans and to Democrats for fair and statesman-like consideration."

The Event of the Year

THE ANNUAL DINNER - SHOW - DANCE

The Date — March 6th

The Chairman of the Association's Social Committee, Thomas C. Stowell, the expert on "how to provide a good time for all attending the Annual Dinner-Show-Dance," advises that another dinner success is about to be scored. Long will State employees remember the "stunt" and "rib" shows of former years directed by Chairman Stowell, shrouded as they were in mystery until the last minute. Anything was expected to happen, and usually did. This year another surprise awaits, and again the most unfortunate person in State service will be the one who failed to make an early reservation.

The Social Committee has gone "all out" this year on providing an outstanding program.

Guests of Honor

We will again be honored by having with us as guests His Excellency, Governor Lehman, and Mrs. Lehman, leaders of the State Legislature, and many high executive and administrative heads of government.

"Music by the Masters"

Frankie Masters, in person, and his Bell-Tone Rhythm Orchestra, featuring Marian Francis, charming radio songstress, will provide the music for your pleasure, dancing and otherwise, from 9 to 2.

Frankie's "Hello, Hello, Hello" greeting is familiar to N.B.C., C.B.S., and M.B.S. listeners from coast to coast. His fourteen piece orchestra, besides featured vocalists, the Masters Voices Quartet, trumpeter Jay Matthews, and Buss Dillon—the Bojangles of the drums, will provide entertainment for all attending. The composer of "Scatterbrain" and "Charming Little Faker," Frankie Masters, has made many smash-hit recordings. Rhythm will be rampant.

The Place—Edgewood

Edgewood, in East Greenbush, on Route 9, just outside Rensselaer, provides the best possible dancing facilities obtainable, and comfortable dancing space will be available for all who attend. It is likewise famous for its delicious dinners. The Edgewood has been reserved privately for our Annual Dinner-Show-Dance on March 6th. Every attention has been given to assuring an excellent dinner. Special bus transportation to and from Edgewood will be arranged.

The Program

Dinner: . . . 7:30 Sharp

Show and Dance: 9:00 to 2:00

The Cost—Only \$2.50

Tickets admitting one person are \$2.50. This includes everything, the dinner—the show—and the dancing, even the waiter's tip.

Get Your Ticket TODAY

Make your reservations early. A maximum attendance will be established and when that maximum is reached, no more reservations will be accepted. On the basis of reservations already made and present enthusiasm in the outstanding program, it is important that you make your reservations promptly.

Tickets may be obtained from any Association Representative in your office, department or institution.

Secure Your Tickets from Association Representatives

Make Your Reservation Early

The Executive Budget

By BEULAH BAILEY THULL

Governor Lehman's budget messages have during the past eight years constituted the best annual brochures available on New York State government, and his ninth message, that of January 27, 1941, adds one more interesting chapter to New York State's financial history.

This last message is unique in this age of ever rising governmental costs, as it shows an estimated \$9 million reduction in the budget for the forthcoming fiscal year, July 1, 1941, to June 30, 1942, over the budget of our current fiscal year. Governor Lehman also sees possible the abolition of the 1% emergency tax on 1941 incomes. Taxes on 1941 income are payable in 1942.

The new budget, now before the Legislature, calls for total expenditure of \$385.1 million as against \$394.2 million of the current year. This is a reduction of \$9.1 million.

The amount of money needed for the coming fiscal year is estimated at \$21 million less than anticipated revenue. Hence the possibility of the elimination of the emergency income tax. As, due to the defense program there will be such a noticeable increase in Federal taxes, a decrease in State taxes is most welcome.

Before going into the \$385.1 million of appropriations, let us first see how Governor Lehman finds it possible to eliminate the temporary 1% emergency tax. To the \$385.1 million asked for appropriations is added \$2 million to cover the supplemental budget; to this is added half a million to cover estimated interest on temporary tax anticipation notes. This makes a total of \$387.6 million. From this is subtracted \$3 million deficiency appropriation, for relief, which is included in the new budget but which must be appropriated before July 1, 1941, when the new budget goes into effect, and which therefore must come out of current revenues, and \$2 million, the estimated amount of appropriation that will lapse during the 1942 fiscal year. This leaves \$382.6 million. Governor Lehman estimates that the deficit of June 30, 1941, will be \$15.9 million. That, added to

\$382.6 million, makes \$398.5 million as the money that will be actually needed during 1942 from the year's tax revenue. The estimated revenue from taxes now in force is \$420 million. The difference between the revenue expected and the money needed is \$21.5 million. According to the oft-repeated axioms of Adam Smith, a government should not take from the pockets of the people and keep from the pockets of the people more money than is then needed for government. Hence, the \$21 million should not be levied, thus making it possible to eliminate the 1% emergency tax on personal income, the revenue from which is estimated at \$21 million.

Governor Lehman again follows the plan he used last year in discussing the budget of dividing it into four parts: Part I, the State Budget proper; Part II, the debt services, excluding relief; Part III, State Aid; and Part IV, unemployment relief.

Part I, the State Budget proper, calls for \$145 million as against \$140.7 million of the current year. This part of the budget covers current expenses, fixed charges and capital outlays. The current expenses are \$111.3 million, as against \$105.9 million of the current year. Of this \$111.3 million, \$51.9 million is for cost of the various State departments, including the Legislature and Judiciary. This is an increase of \$2.9 million over last year, due primarily to the Defense program and to \$1.4 million for statutory increments.

\$52.3 million is for State institutions. This is an increase of \$2.4 million over last year, due primarily to two new institutions: Green Haven Prison, in Dutchess County, and Willowbrook State School, on Staten Island. The remaining \$6.9 million is for schools and colleges. This is an increase of \$66,000 over last year's appropriation for the same item.

Fixed charges, or as called in this budget message, general charges, call for an appropriation of \$13.1 million as against \$12.7 million last year. Included in this item, among other things, is \$5,158,983 for the Pension accumulation fund and \$1,300,000 for local taxes paid by the State of New York on public lands.

It might be of interest to know that this year the State Tax Report has a table which shows by counties and towns the amount of such taxes.

The third item of the budget proper is Capital Outlay, including highway construction and maintenance. This appropriation was \$20.5 million, a decrease of \$1.6 million from last year. Of this amount \$17 million is for highways, and the remainder for repairs to institutional buildings, permanent equipment, rights of way, etc. Governor Lehman points out that this \$17 million is not all the money that will be available for highways. In addition there will be the State aid money amounting to \$4 million, \$6 million of Federal moneys and \$21.7 million from previous State appropriations and Federal grants.

There has already passed the 1940 session of the Legislature a resolution amending the constitution and making available for highway purposes \$60 million of that \$300 million bond issue of 1927 allocated to grade crossing elimination. As it is not all needed for that purpose, Governor Lehman recommends the passing of the same resolution again this year so that it may go before the people next November.

All this has been Part I of the budget. Part II is debt service—relief excluded. The asked-for appropriation is \$26.6 million, \$3 million less than last year. At first glance it would seem that we have passed the peak of paying for dead horses, but Governor Lehman explains that is not the case. Last year a Grade Crossing Elimination Debt Fund was established. Into this fund go the refunds on the grade crossings. As you remember, the State does not foot the whole bill; the railroads and localities pay a small share. This fund will take care of some of the debt service on grade crossing bonds. There is also a special fund for housing bonds. So this year there will be \$3 million less from the General Fund or current revenue. The actual debt service is just a little above last year's.

Parts I and II of the budget constitute the estimated payment for State purposes, a total of \$171,734.

(Continued on page 62)

Contest Prize Winners

In the October and November issues of The State Employee a Special Contest was announced. Members were invited to complete the statement: "I support The Association of State Civil Service Employees of the State of New York by membership because. . . ." in fifty additional words or less. Prizes of \$50.00, \$20.00, \$10.00, \$5.00, and fifteen prizes of \$1.00 each were offered for the best statements received.

In competing members were asked to complete an advertising questionnaire. The response to the contest was very satisfactory, and the outstanding facts concerning the advertising value of our magazine as carried in the January issue, were derived from the questionnaire.

At its meeting in December the Executive Committee selected a special committee on awards to examine the statements submitted by members competing in the contest. This committee worked hard going over the many statements received and reported as to the prize winners to the Executive Committee at its meeting January 31st. The report of the special committee was accepted.

The prize winners and the statements each submitted are printed herewith:

1st PRIZE

\$50 CASH AWARD

Submitted by

WILLIAM E. DOYLE
Department of Public Works

Residing at
245 Manning Boulevard
Albany, New York

"I support The Association of State Civil Service Employees of the State of New York by membership because I appreciate its past achievements, its present efforts, and its future plans for the benefit of the State employees, and I have confidence in its progressive leadership, its conservative policy, its 100% Americanism, its loyalty to its members, its keen understanding of their problems, and its ability to solve them."

2nd PRIZE

\$20 CASH AWARD

Submitted by

ROLAND T. FROST
Department of Taxation & Finance

Residing at
150 State Street
Albany, New York

"I support The Association of State Civil Service Employees of the State of New York by membership because I believe in adequate group representation for just causes for which this organization was established; because the gratifying results already achieved by this Association have definitely proven its great value in properly directed concentrated effort; because the rights and needs of individual members are assured continued protection."

3rd PRIZE

\$10 CASH AWARD

Submitted by

MRS. RUTH M. GREENE
Department of Education

Residing at
31 Rowley Drive
Rochester, New York

"I support The Association of State Civil Service Employees of the State of New York by membership because the Association is constantly vigilant in my behalf in matters legislative, working tirelessly for my best interests, its voice possessing strength where mine alone would never be heard. By its collective bargaining power it secures lower rates on health and life insurance. Why shouldn't I support it?"

4th PRIZE

\$5 CASH AWARD

Submitted by

ERNEST P. FREDERICKS
Division of Placement and Unemployment Insurance
Department of Labor

Residing at
222 Seaman Avenue
New York City

"I support The Association of State Civil Service Employees of the State of New York by membership

because it is the one organization that most effectually represents civil service workers. It operates with dignity and effective directness. Its many successful campaigns are conclusive evidence that it is an organization that carries weight in the councils of those who decide the matters in which civil service workers are interested."

The following are winners of \$1.00 cash awards for the statements which they submitted:

S. W. Armstrong
Div. Placement and Unemployment Insurance

Pearl River, N. Y.

Jules H. Berman
Department of Social Welfare
Syracuse, N. Y.

Robert E. Colburn
Gowanda State Hospital
Helmuth, N. Y.

Thelma S. Gorham
Dept. of Taxation and Finance
Elbridge, N. Y.

George W. Hayes
Dept. of Taxation and Finance
Albany, N. Y.

Helen M. LaDue
Niagara County A. B. C. Board
Lockport, N. Y.

Moses H. LaFountain
Department of Conservation
Cranberry Lake, N. Y.

John C. Leonard
Div. Placement and Unemployment Insurance

New York City
James A. LeSuer
Department of Public Works

Poughkeepsie, N. Y.
Frances McNamara
Department of Education

Albany, N. Y.
Marion E. Nelson
Dept. of Taxation and Finance

Albany, N. Y.
James V. Puccio
Dept. of Public Service

New York City
James B. Scallon
Wallkill State Prison

Wallkill, N. Y.
Lewis C. VanHuben
Newark State School

Newark, N. Y.
Richard I. Weiss
Elmira Reformatory

Elmira, N. Y.

Federal Income Tax Guide

BY MILTON SCHWARTZ
*Former President,
New York City Chapter*

You will recall that the year 1940 was the first one in which State and municipal employees filed a Federal Income Tax Return. Before we had an opportunity to accustom ourselves to the preparation of such tax return several changes were made in the law dealing with the personal income tax. Hence, this article.

Of the several changes in the Federal Tax law dealing with personal incomes, the principal one is the reduction in the allowance for personal exemptions. By reducing the exemption of a single person to \$800 and that of a married person or head of family to \$2,000, instead of \$1,000 and \$2,500 respectively, as heretofore existed, many more will be obliged to file a return and pay a tax than in previous years.

Another important change is that in determining whether a return should be filed, the amount of the gross income not the net income is controlling. So that even if no tax is due a return must be filed if the gross income is equal to or exceeds the personal exemption. The Defense Tax of 10% is new and is payable this year.

I — WHO MUST FILE A RETURN

A return must be filed by every employee who during the calendar year 1940 was:—

1. Single or married and not living with husband or wife, for any part of the year and having a gross income of \$800 or more.

2. Married and living with husband or wife if the combined gross income of the two is \$2,000 or more. If only one has income, he or she must file a return if the gross income is \$2,000 or more.

A single return for both husband and wife may be filed, or each may file a separate return, where both receive an income.

If husband and wife are employed and the combined income exceeds \$4,000, it is advisable to file separate returns since the combined income will result in the payment of the additional surtax. If the combined income is less than \$4,000, whether gross, or after deducting allowable

expenses, it makes little difference if joint or separate returns are filed.

II — FORMS FOR MAKING RETURNS

Forms may be obtained upon request, written or personal, from the offices of collectors of internal revenue. The location of the offices are listed at the end of the article. In some cases they may be obtainable at your local bank.

A person whose gross income for 1940 was derived chiefly from salary or wages and was not in excess of \$5,000 should make a return on Form 1040-A. A person whose gross income was in excess of \$5,000 or regardless of amount, was derived from a business, profession, rents or sale of property, is required to use Form 1040.

III — PERSONAL EXEMPTIONS AND CREDITS FOR DEPENDENTS

In computing the tax, there is allowed as a credit against the net income the amount of the personal exemption and credit for dependents. The personal exemptions are as follows:

- 1—A single person or a married person not living with husband or wife.....\$ 800
- 2—A married person living with husband or wife..... 2,000
- 3—A "head of a family"..... 2,000

A "head of a family" is an individual who though single, actually supports and maintains in one household one or more individuals who are closely connected with him by blood relationship, relationship by marriage, or by adoption, and whose right to exercise family control and provide for these dependent individuals is based upon some moral or legal obligation. A child who supports and maintains his mother, may be a "head of family"; so would one who is the chief support of his brothers and sisters.

In addition to the personal exemption there may be deducted a credit of \$400 for each person (other than your husband or wife) whether related to you or not, who is in fact dependent upon you for support; if such person is either under 18 of age or is incapable of self-support because mentally or physically defective.

If husband and wife file separate returns the personal exemption of \$2,000 may be taken by either one or divided between them in any proportion. However, credit for dependents may be allowed only to the person who furnishes the chief support and may not be divided between husband and wife.

If you were single during a part of the year and were married for the remaining period, the personal exemption must be apportioned in accordance with the number of months before and after such change of status.

IV — WHAT INCOME MUST BE REPORTED

Income must be reported on a gross basis, meaning thereby the full amount of income before any deductions are made. From the gross income there is then deducted those expenditures or expenses which the law allows as a deduction, leaving the net income on which the tax is paid.

The major source of income is, of course, wages and salaries. A state employee's salary is the amount of his annual compensation, fixed by budgetary appropriation, or in the case of those paid out of a revolving fund, fixed by the agreed rate of compensation. The pay check contains a sum usually less than the agreed compensation due to deductions for (a) contribution to the pension fund, (b) group insurance premiums, (c) return of money borrowed from the pension fund and in some cases, (d) garnishees against salary. The amount of income from salaries that is to be reported is the gross amount or the agreed compensation earned and collected exclusive of deductions made for any of the foregoing items.

Compensation paid in other than direct cash for services rendered is taxable as income. Thus, ordinary room, board and living quarters furnished should be added at their fair value to the cash compensation. Employees in the Departments of Mental Hygiene, Corrections, Public Works, Merchant Marine Academy and perhaps in some other departments receive living quarters and board. Some employees must report as income the fair value of living

quarters and board, while others need not include such compensation. The rule appears to be that if the circumstances surrounding the employment are such that quarters and board must be furnished, and are furnished for the convenience of the employer not the employee then the value need **not** be included in income. But if living quarters are furnished for the convenience of the employee, then the fair value must be included in income.

In many institutions the employee has a choice of living at the institution or elsewhere. In such cases the employee living away from the institution receives additional cash compensation. Obviously those living at the institution must include the fair value of the accommodations furnished. However, those in the Merchant Marine Academy, while at sea and receiving quarters and meals, and those who because of circumstances must live at the location where their employment takes them, need not include the value of the accommodations in income. The Federal Government recognizes the latter situation where quarters are furnished members of the army and navy, the Coast Guard, Geodetic Survey and Public Health Service.

There should also be reported as income dividends received on corporate stock; interest on savings bank account and bonds; earnings from outside employment or private work done after regular hours; rentals from property rented or leased to others, profit on sale or exchange of real estate, stocks, bonds, etc. (capital gains.)

V—ITEMS NOT TAXABLE AND NOT INCLUDED IN RETURN

The following items are wholly exempt from taxation and need not be reported:

(a) Amounts received in a lump sum by beneficiary under a life insurance contract, paid by reason of death of the insured.

(b) Amounts received as benefits under health and accident insurance policies or under workmen's compensation for personal injuries or sickness, plus the amount of damages received by lawsuit or settlement for personal injuries.

(c) Pensions and compensation received by war veterans or by the family of a veteran.

(d) Retirement annuities received

from the State are exempt from taxation to the extent of the cost or the amount of contribution made to the pension fund, by the employee. All receipts in excess of the contributions made, are income and should be included as such.

(e) Interest on obligations of a State, or political subdivision such as bonds issued by New York State or a county or municipality within the State, also interest on United States Savings Bonds and Treasury bonds.

(f) Money or property acquired by gift, bequest or inheritance.

VI—EXPENSES THAT MAY BE DEDUCTED

(a) Taxes paid during the calendar year. Some of the common taxes are:—(1) real estate taxes imposed by the city or county except taxes assessed for an improvement which increases the value of your property. (2) Income tax paid to the State. (3) City sales tax if imposed on the consumer. (4) Amusement and admission tax. (5) Gasoline tax and cigarette tax where the tax is imposed on the consumer.

(b) Interest paid on debts:

1—Mortgage interest.

2—Interest paid for money borrowed.

3—Interest on installment or financed purchases; on money borrowed from pension fund, credit unions or other lending agents.

(c) Expenses incurred in connection with your job, not reimbursed by the State.

(d) Bad debts. Moneys advanced to or for the account of another, with the expectation of repayment, but which repayment has not been made and cannot be collected. Also losses sustained by reason of endorsing notes for others.

(e) Contributions to religious, charitable or scientific agencies.

VII—ITEMS NOT DEDUCTIBLE

1—Contributions to the pension fund.

2—Premiums on life or health and accident insurance.

3—Personal and living expenses, including medical expenses.

4—Amounts spent for improvement to property.

VIII—EARNED INCOME CREDIT AND COMPUTATION OF TAX

After subtracting all allowable deductions from the gross income, the

balance, or net income remains. From the net income, there is then deducted, firstly the earned income credit and secondly the personal exemptions and credits for dependents. The remaining balance, if any, is the amount on which the normal tax is paid at the rate of 4%. In the main, the Federal Income Tax Laws and the State Income Tax Laws are almost identical as to items of income that are taxable and, deductions that are allowable. The rate at which the tax is payable is different for the two. However, the earned income credit is found only in the Federal Income Tax Law.

A credit of 10% on the earned net income is allowed. "Earned net income" means income from wages, salaries, commissions, fees, and other amounts received as compensation for personal services actually rendered, less the allowable deductions in connection with it. It does not include income from dividends, interest, etc. If the net income is not more than \$3,000 it is all considered earned net income.

After deducting the earned income credit of 10%, deduct the amount of personal exemptions and credit for dependents which has been discussed. Apply 4% to this remainder and the result is the amount of the normal tax. For those using form 1040, if the net income less personal exemptions and credit for dependents is in excess of \$4,000 there is then in addition to the normal tax a surtax. This is a graduated tax, with rates for the first five brackets as follows:

Amount of Surtax on Net Income	Rate-Percent	Total Surtax
\$ to \$4,000	—	—
4,000 to 6,000	4	\$80
6,000 to 8,000	6	200
8,000 to 10,000	8	360
10,000 to 12,000	10	560

IX—DEFENSE TAX

After the normal tax (4%) and the surtax, if any, has been calculated, add 10% of the amount of this tax. This 10% (not of the income, but of the tax due) is the Defense Tax and together with the normal and surtax, constitutes the entire tax payable.

WHEN AND WHERE TO FILE

The tax is due and payable on or before March 15th. The tax return should be filed with the Collector of Internal Revenue for the district in which you reside.

Editorial Page

THE STATE EMPLOYEE

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The Front Cover

The attractive winter scene on this issue's Front Cover was taken in the Helderbergs. The original photograph was furnished through the courtesy of the State Publicity Bureau of the Conservation Department. The photographer was Robert Gross.

Whither Civilization?

It is not America that is at the cross-roads, it is civilization. In every crisis affecting individuals or social integrations, thus far, with the exception of saints and martyrs, the rise of humanity has been limited to a level where satisfaction with flesh pots and wine pots has dulled the magnificence of the God-given challenge to perfection and to happiness. The long, slow struggle up from serfdom must, it seems, be continued with century long grasping and losing hold and finally gaining a small, disappointing advantage, the keeping of which is always filled with uncertainty. In the wake of the last major human involvement, the World War, the reactions of the Russians, Italians and Germans furnish an interesting but terrible example of the fallibility of human thinking. There is plain proof that with these peoples, the last social revolutions which overthrew old

orders of leadership failed almost utterly to inspire to higher living. Failure to plan for man's true freedom with temporary compulsion only as to his regard for self-efficiency is the cause for the awful calamity of the revolutions which occurred in those countries. The attainment of goods and of power—material things—is placed in the totalitarian philosophy above the attainment of individual efficiency and self-reliance. Sound growth of the individual mind is the medium and the only medium for creating truly helpful power or truly serviceable goods. Unless mankind is dedicated to immorality the aspirations of mankind will be for the perishable and the passing. It is not difficult, it is only nauseating to outline the local causes of failure to attain peace or happiness in this world. Springing as they do from the roots of non-religion or irreligion, they readily take form in social, political and economic fallacies and injustices. Selfishness upon the part of those who have as regards those who have not; selfishness upon the part of political leaders and their puppet statesmen; selfishness upon the part of those in the position of leadership and guidance of education.

How can we be so ignorant or so blind as to believe that we can continue generation after generation to follow false and unholy self-seeking as to human things, continue to disregard our responsibility to the general progress of all humanity, and yet hope for peace and contentment and happiness? It is a pathetic thing to behold eager, courageous youths, who have caught the vision of kindly cooperation running squarely up against the greed and avarice and selfishness of older men and women who believe the getting and controlling of goods and of power to their own selfish advantage is a mark of human ability and a Christian right. Unless there is a sharing of talent and of character with youth to the ultimate upbuilding of all human nature there is not even the slightest true grounds for hope of social advancement.

Efficiency demands the dedication of every human asset to the immediate broadening of our educational base to include appropriate and full opportunity for education and training to fit all of the children of men for spiritual, social and economic freedom. It most certainly does not mean limitation of opportunity to any group or class. Our boast of free education is a mockery of the truth. Millions of men and women lacking in physical fitness, mental fitness and spiritual fitness to meet the common problems of good living in a world where abundance awaits intelligent action is sufficient proof of the failure of our present limited educational plan.

There is no need to say, it would seem, that the merit system which is in important ways a system dependent upon high efficiency of our citizenry is involved, deeply involved in present day plans for defense. The success of our defense measures will equal the human resources of the Nation. Of course, those resources are greater than the present resources of any other single nation and of many nations combined. If we are to rest content with meeting competition in social advance made by other peoples we need have no fear. But we must do more than that. We must meet the known challenge to our ability to assure not to one-third or two-thirds of our neighbors but to all the means of security and happiness and that all will recognize the responsibility to use the goods and the power which they possess as stewards of the common good. If America is to meet the challenge of after-war revolutions, social and economic, it must move quickly to mobilize all of its people into a civilization which will put human values and the ability to safeguard them above selfishly used goods and power, and open to every boy and girl the doors of a really full school system extending to their twentieth year at least. If we really wish the fuller life this is the only way that is open to us. If America is to survive much less revive the rest of the

(Continued on page 62)

Public Service Training

"Democratic government is undergoing a severe test. There never has been a greater need for competence and morale throughout the public service. Efficient and devoted public employees are essential in the present emergency and in the difficult days ahead . . ."

Sober, significant in the face of ominous rumblings of a changing world, is a report just handed up to Education Commissioner Ernest E. Cole by the State Bureau of Public Service Training.

Its author—short, far-sighted Albert L. Hall—stepped into his public post a few years ago from a place on the staff of the State Conference of Mayors. That was before the full impact of World War II had resounded against the eardrums of western civilization.

Today, like many another government administrator, Mr. Hall finds his duties more complex, the time to execute them shortened by impending emergency. . . .

"We are studying the effects of current international conflicts and unrest on present and future employee training needs in State and local government. It may be necessary to train public employees for emergency duties.

"It may also be necessary to train replacements for public employees called into the armed services for the United States for military instruction and other purposes. Civilians may require training in large numbers in public emergency services."

Patterns already are laid out for such program, related Mr. Hall, in the experience of Britain and Canada. New York State, he said, "is well equipped, as a national leader in public service training, to embark on such an emergency program."

The way is not strange to Mr. Hall. To prove his oven has not been cold, he recited to Commissioner Cole the peacetime steps already taken throughout the State to mend the apparent defects in the machinery of Empire State democracy.

During the last fiscal year, he said: "28,930 State and local employees enrolled in training schools and spe-

cial courses of instruction operated with Bureau cooperation;

Enrollment exceeded the previous year's rolls by 8,461;

6,900 New York City employees were enrolled in courses operated by the Bureau of Training, Civil Service Commission;

1,269 State and local employees were awarded public service training certificates by the State Education Department."

Observed Mr. Hall: "The interests of public employees in self-improvement continues undiminished.

"With 4,500,000 in the U. S. now

ciency. Small, properly utilized expenditures for training can revitalize public services to produce substantial savings. If judged by the experience in the business world, the City of New York, by the expenditure of \$1,000,000 for training purposes during the next few years, should be able to save, through improved efficiency, five per cent of its personal service budget. The saving would amount to \$100,000 a day or the staggering total of \$25,000,000 annually."

Public service training costs, opined Mr. Hall, cannot be com-



First Sealers of Weights and Measures School, Albany, November, 1938

employed in Federal, state and local government on an annual payroll surpassing \$6,000,000,000, demands by citizens for governmental services necessarily will increase," said Mr. Hall.

"Economic conditions, however, will make it impossible to continue to expand indefinitely the public payroll," he said. "Costs must be reduced without impairing essential public services. There must be greatly increased efficiency . . . in order adequately to provide for a greater volume of essential public business. All public employees must do their jobs better.

"Training costs money. Training also saves money . . . produces effi-

pared with expenditures for the same purpose in private industry.

"Direct expenditures for public service training in New York State would be sufficient to train only a few industrial workers," he reported. "The Western Electric Company, for example, budgets \$500 for the training of each entering employee in its laboratory service.

"International Business Machines conducts a wide range of training activities for its employees. Many other major business corporations have found that it pays."

According to Mr. Hall, New York City, with 120,000 employees, spent last year for the operation of its Bu-

(Continued on page 68)

Story of State Government

CHAPTER XI: DIVISION OF STATE PLANNING

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

By DR. M. P. CATHERWOOD
Chairman, State Planning Board

The Division of State Planning for more than a year has emphasized the basic importance of the determination of industrial development in the State as a part of its broader function of surveying the resources of the State. A program has resulted which has been devoted primarily to the study of the State's important industries and trends in those industries over the past ten years, compared with those in other states.

In a situation in which a large part of the defense program of the nation relates to industrial activity and capacity, it was not surprising that the material on industry already collected and analyzed by the Division should be considered in relation to the emerging problems of national defense in New York State. On June 18, 1940, Governor Lehman wrote to Dr. M. P. Catherwood, Chairman of the State Planning Council, directing that the Council, as part of the national defense program, undertake immediately an inventory of the industrial resources of the State. The Division, in respect both to its work and its staff, was in a position to begin this work at once.

In the intervening period between these instructions and the present, the Division has completed the following projects which are related to the program of furthering production of defense materials in the State:

(1) An Industrial Directory of the State in which are listed approximately 28,000 manufacturing plants employing five or more persons, and

almost 23,000 establishments in selected non-manufacturing industries.

(2) An inventory of principal idle plant facilities in upstate New York and in New York City, published in two reports summarizing the results.

(3) A survey by questionnaire of a test industrial area, the Buffalo region, to discover the productive capacities of operating concerns in that locality. This survey was conducted in cooperation with the State Council of National Defense and Associated Industries of New York State, Inc.

(4) A report to the Governor on 44 industries in the State, which federal authorities regarded as vital to national defense.

(5) A preliminary analysis, based on the Industrial Directory, of those industrial areas of the State which probably will be most affected by the impact of increased defense production.

The Division in the period since last June, also has undertaken the following projects which are either continuous or have not yet been completed:

(1) A current record of defense contracts awarded in New York, as well as the more important contracts let outside the State; the transmission of this record to the Local Defense Councils throughout the State.

(2) A survey, in cooperation with the New York State Defense Council, and with Local Defense Councils, of machine tool facilities available for defense production in the State.

(3) An inquiry of primary contractors for defense material in New York and other states regarding their needs for subcontract work.

(4) The continuous maintenance of up-to-date records on idle plant facilities throughout the State, and the answering of inquiries concerning these facilities.

(5) The maintenance of a clearing house for information about defense contract procedures.

(6) A preliminary study of trends over the past ten years in more than 100 important manufacturing industries in the State.

(7) A survey of industrial trends

and of the social and economic repercussions of defense production in the Buffalo industrial area.

The basis for much of the Divisions subsequent work on industrial defense is its program of industrial studies, begun more than a year ago. These studies have afforded the opportunity to apply realistically in an important field much of the Division's available information concerning land use, water resources, other natural resources, population trends, transportation, and educational and recreational facilities.

After preliminary work, the State Planning Council, with the aid of the Rockefeller Foundation, called a conference of nationally known experts to consider the procedures which the Division proposed to use in its study of the industrial resources of New York. Out of this conference, evolved what the Division considered a sound method of analysis. In arriving at this method, as well as in its subsequent work, the Division has had the counsel of Colonel James M. S. Waring, eminent industrial engineer, now at Fordham University and at the National Defense Commission in Washington.

In its program, the Division undertook to answer the following questions:

(1) What are the important industries of New York State?

(2) What is happening in these important industries in New York in comparison with other states in which each of these industries also is important?

(3) What factors explain what has happened to these important industries in New York in comparison with other states?

(4) What can be done by industry and by government to improve the strategic position of New York State?

The Division has substantially completed compiling and tabulating statistics necessary to determine answers to the first two questions with respect to manufacturing industries. To identify the important manufacturing industries in New York's industrial pattern, the staff had to de-

termine the relative importance in the State of approximately 250 such industries reported periodically by the Biennial Census of Manufacturers. Other sources of statistics covering the more recent years also had to be consulted.

The Division found that 108 of the 250 manufacturing industries in 1937 accounted for almost 86 per cent of the manufacturing wage earners and over 84 per cent of the value added by manufacture. In these important industries, trends since 1929 were charted. The states in which each of the 108 industries was important had to be identified and trends since 1929 plotted and compared with trends in New York to determine New York's changing position in the national picture.

Of the 108 industries, 17 were added, not because of their leading position in New York's economy from the point of view of wage earners employed or value added by manufacture, but because of their strategic importance in the plans for national defense. These 17 were part of 44 industries regarded by federal authorities as vital to national defense. The remainder of the 44 already were included in the list of important industries in New York. Because the major part of the statistical work on these strategic industries had already been completed, the State Planning Council was able to report to Governor Lehman last fall on trends in New York's defense industries.

Statistical analyses of the remainder of the 108 industries have been completed preparatory to the publication of a report in the near future on trends in those industries which are important in the normal economy of the State.

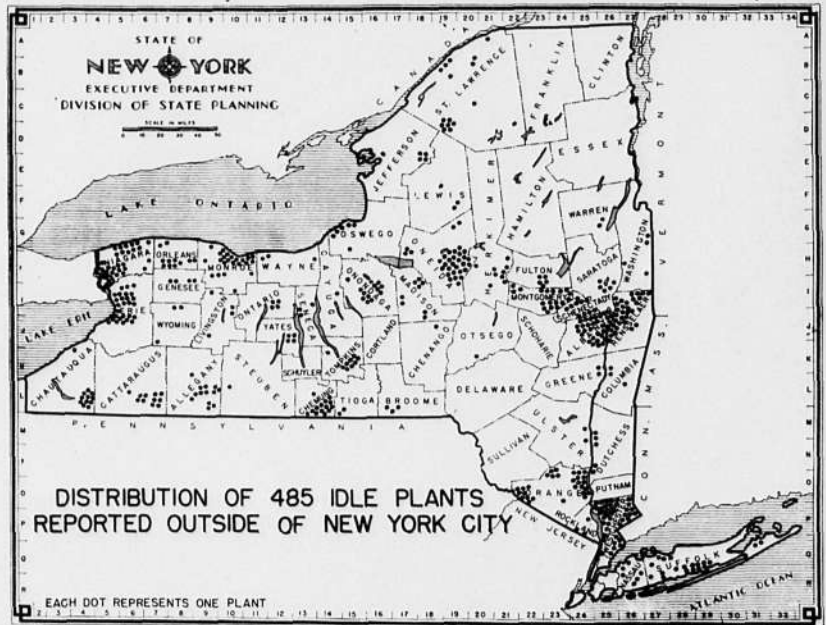
The next step in these industrial studies is that of establishing why existing trends have occurred, and to determine what steps can be taken to insure the most adequate industrial development of the State. Upon these phases of the problem, as well as upon completion of the analysis of industrial trends, the Council has been cooperating with the Ives Joint Legislative Committee on Industrial and Labor Conditions which is investigating migration of industry into and out of the State. The life of the Ives Committee was extended for another year by the 1940 session of the Legislature. From its study

of labor conditions carried forward during the two years previous, the Committee was directed by the Legislature to turn its attention to the problems of migration of industry into and out of the State. The common interest of the Committee and the State Planning Council in this field has resulted in a close cooperative effort.

To ascertain why existing trends have occurred, detailed studies of individual industries are necessary. It is upon this phase of the program that the Division places greatest importance, and which it is now beginning. For example, the industry, "foundry and machine shop products," has been found by the Division's statistical analysis to be the

seen only after a thorough study of the industry has been begun. Along with other descriptive and analytical material, a comparative cost study is important for the chief elements within the industry in order to determine the relative position of the industry in New York compared with other states with respect to the cost of labor, raw materials and supplies, power, transportation, taxes, overhead and other items.

Only by making as careful a study as has been indicated, can the factors affecting shifts in the State's important industries be determined, and steps be taken to promote the intelligent industrial development of the State. It is not possible to apply the conclusions from an analysis of



third most important manufacturing industry in the State from the viewpoint of wage earners employed during 1937. The statistical evidence indicates that this industry has declined in New York over the past ten years in comparison with other states. (See chart). To discover the reasons for the decline, it is first necessary to determine what type of foundries and what kind of machine shops in this broad and miscellaneous census classification are most vital to New York. Following this determination, it appears to be essential to describe the structure of the industry, production methods and organization, marketing organization and policy, labor supply, labor relations, forces affecting location of the industry, and other factors including those that can be fore-

one industry to industries generally, not only because trends in different industries vary tremendously, but also because a variety of reasons account for these trends in the various industries.

Shortly following Governor Lehman's instructions in June, 1940, that the State Planning Council immediately undertake an inventory of the industrial resources of the State as a part of the national defense program, conferences with representatives of industry made clear that one of the most pressing needs was a simple listing of the industrial establishments in the State. It was also plain that such a compilation would be valuable in the cooperative work of the State Planning Council with the Ives Joint Legislative Committee relating to migration of industry.

Accordingly, the Division undertook the preparation of an industrial directory of the State.

This volume, numbering over 900 pages, was published in November. In it are listed all manufacturing plants in the State employing five or more persons, numbering approximately 28,000, and almost 23,000 establishments in selected non-manufacturing industries.

All of these establishments are classified according to industry, the name, address, and number of employees in each firm being given. All plants are also sub-classified according to location. For manufacturing concerns information is available for the number of men and women workers and the principal products made. Alphabetical lists of manufacturing and non-manufacturing establishments, statistical tables summarizing the number of plants and employees in the important industrial counties of the State, and extensive information on educational and other business facilities available in New York are among the other significant features of this publication.

Compilation of this information for manufacturing establishments was based on the most recent factory inspection records of the State Department of Labor. These records constituted the source for previous directories of New York manufacturing plants published in 1932 by the Division of Research and Statistics of this Department, and in 1937 by the Journal of Commerce. Through the cooperation of Miss Frieda Miller, Industrial Commissioner, and Dr. E. B. Patton, Director of the Division of Statistics and Information, the Division of State Planning was able to use the same records which contained information gathered primarily in 1940.

The value of a list of manufacturing plants compiled subsequent to the earlier volumes may be questioned. Those familiar with the statistics of business mortality, however, will readily recognize that bankruptcy, consolidation, changes of address, liquidation, and initiation of new businesses soon make out of date the information provided in a directory.

Practically the only comprehensive record of non-manufacturing establishments available in the State was that maintained by the Division

of Placement and Unemployment Insurance. These files were made available for the work through the courtesy of Miss Miller and Dr. Meredith B. Givens, the Director of the Bureau of Research and Statistics of the Division of Placement and Unemployment Insurance. Thus for the first time a comprehensive directory of non-manufacturing establishments was possible. It was estimated that the Division of Placement and Unemployment Insurance had record in its files of approximately 100,000 non-manufacturing firms. Largely because the Division considered it urgent to publish the directory as quickly as possible, it was decided to limit the non-manufacturing compilation to selected industries which were most important from the point of view of national defense, such as transportation, public utilities, warehousing, construction, and similar industries. The volume as published therefore contains approximately one-fourth of the establishments for which a record was available.

Analysis of the factory inspection records as published in the Directory indicates that in the early part of 1940 there were close to 47,000 manufacturing establishments in New York State employing over 1,260,000 persons. The most important industry in the State in terms of employment was women's clothing with over 160,000 workers. Men's clothing, printing and publishing, electrical apparatus, shoes and slippers, machine building, and photographic apparatus were among the other leading industries of the State.

More than 78 per cent of the manufacturing plants, employing over 56 per cent of the workers in all New York manufacturing industries were located in the New York Metropolitan District (New York City, Westchester, Rockland, Nassau and Suffolk Counties). Firms in this section of the State were generally smaller in size than in other New York areas, the average number of employees per firm in New York City and vicinity having been 19, compared to an average number of 40 upstate. To some extent this variation in size was due to a difference in the industry patterns between these two regions. New York City was especially predominant in clothing, printing, food products and many other industries characterized

by more or less small sized firms. Among the most important industries in upstate New York were iron and steel, electrical apparatus, photographic apparatus and others in which production was organized primarily in large establishments.

Accordingly to the Directory more than one-third of the manufacturing employees in the State were women, about 65 per cent of whom were employed in the New York Metropolitan Area. The ratio of women workers to all employees was about 40 per cent in this section, compared to only 27 per cent in the upstate area. To a large extent this difference also resulted from variations in the industrial patterns of both areas.

To lessen the demands on men and materials for the construction of new facilities at a time when resources should be utilized as fully as possible for defense production, and to help reduce possible overcapacity following a defense boom, it is desirable that full use of existing plant facilities in the State be made as far as possible and that excessive construction of new plants be avoided. To aid in achieving this result the Division has prepared a compilation of all idle plants in the State as another aspect of its inventory of the State's industrial resources.

Following preliminary conferences, a questionnaire form was devised which would provide enough detail regarding idle plants to enable prospective users to select desired manufacturing facilities. A form was filled out for each vacant plant in the various communities of the State. This work could never have been completed without the wholehearted cooperation of public service corporations, chambers of commerce, real estate boards and brokers, railroads, industrial commissions, local officials and numerous individuals.

When this material was received at the office of the Division, it was used to prepare two reports of the inventory of idle plants—one for the New York area and the other for upstate New York. It was then transposed to a permanent record card for each plant and the card filed according to county and classified according to industry, since it was intention of the Division to maintain a current file of available idle plant facilities. Additional information in the form of brochures,

circulars and other material was filed with the summary cards.

Since information concerning the idle plant inventory has become available, the Division has received numerous inquiries from both within and outside the State requesting further detail about specific plants. These requests are being met, and the inquirer is referred to the owner or broker for further negotiation. In this way the Division has been able to serve prospective manufacturers, the defense program and the locality in which the idle facilities are located. In one case an inquiry was received with reference to locating a large office of federal procurement agency within the State. Copies of the inventory have been supplied to Washington and to the local procurement offices of the Federal Government. The information, however, has not been used to the fullest extent and many of the idle plants throughout the State which are suitable for almost immediate production are still idle.

All changes in the status of these idle plants based on information received from various agencies throughout the State, are noted on the record cards and the file kept up to date. At the time the initial survey was completed, 485 idle plants were reported to the Division from upstate New York (see map). In New York City 109 plants were found having a floor space of 10,000 or more square feet. In addition, idle space of 10,000 or more square feet was reported in each of 186 loft buildings.

In the fall of 1940, the State Council of National Defense, in cooperation with Associated Industries of New York State and the State Planning Council, conducted a trial survey with guidance from the National Defense Commission, covering productive facilities in the Buffalo area. The returns were sent to the National Defense Commission with the possibility in mind of extended use of a similar survey in other areas throughout the country. The questionnaires received from this survey were sent by the Division to the National Defense Commission which later returned them to the Division for its further use.

This survey in New York State has been augmented recently by a state-wide survey undertaken by Associated Industries of New York State, in which questionnaires cover-

ing productive capacity have been sent to approximately 5,000 New York State manufacturers employing from 10 to 100 persons. These manufacturers were selected from industries in which it was thought the largest number of potential sub-contractors for defense production could be found. The industries included wood, leather, glass, metal products, plastics, rubber and composition goods, machine shops, ma-

by Associated Industries. Any number of lists required are sent to procurement offices for distribution to prime contractors. If sub-contractors of interest to those who examine the lists are found, the name and address will be furnished upon request. Negotiations from there on are carried on between the two parties involved.

In November, 1940, the Division prepared for the Hampton Joint

PERCENTAGE OF EMPLOYEES IN DEFENSE INDUSTRIES TO EMPLOYEES IN ALL MANUFACTURING INDUSTRIES IN SELECTED COUNTIES, NEW YORK, 1940

	Employees in all manufacturing industries	Employees in defense industries	% of employees in defense industries
N. Y. Metropolitan Area:	692,502	142,380	20.6
Five N. Y. C. Counties.....	664,031	132,235	19.9
Westchester	28,471	10,145	35.6
Mid-Hudson Region:	10,077	3,428	34.0
Dutchess	10,077	3,428	34.0
Capital District:	48,173	22,277	46.2
Albany	16,722	4,564	27.3
Rensselaer	13,615	4,277	31.4
Schenectady	17,836	13,436	75.3
North-Central N. Y.:	75,462	42,674	56.6
Onondaga	34,284	22,211	64.8
Oswego	7,394	3,425	46.3
Herkimer	11,800	6,163	52.2
Oneida	25,953	10,875	41.9
South-Central N. Y.:	40,415	11,552	28.6
Broome	30,843	5,412	17.5
Chemung	9,572	6,140	64.1
Western New York:	221,668	105,251	47.5
Erie	99,823	58,995	59.1
Niagara	31,464	13,939	44.3
Chautauqua	17,927	4,332	24.2
Monroe	72,454	27,985	38.6

Source: Industrial Directory of New York State, 1940

chine builders, machined goods, chemicals and transportation equipment.

From the data received from questionnaires returned, so-called Contact Lists are published, using a key number as identification for the individual firm in order not to disclose confidential information. An example follows:

16-4-(1) Special machine builder, employing 32 skilled tradesmen; location, New York City; will manufacture to order, machinery, machine tools, and certain types of ordinance equipment; has complete pattern shop, light and heavy machine shop, sheet metal shop; can increase production without expansion, or can expand if necessary.

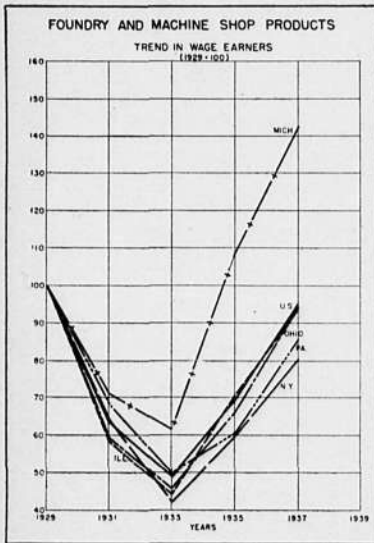
The Contact Lists are furnished to government procurement offices, and to accredited prime contractors

Legislative Highway Survey Committee at the request of Senator Hampton an analysis of those industrial areas of the State likely to be most affected by the impact of defense production. The relative importance of the different areas of the State in defense production was considered by the Division to be an important factor in the consideration of the State's highway needs. Action by the State Government and by local units within the State is likely to be required to supplement that of the Federal Government with respect to a number of different functions relating to defense such as highways, housing, labor supply, educational facilities, and local services. The development of industrial production for defense purposes is also becoming an important problem at the present time.

The analysis made in this report, therefore, was useful not only in a consideration of highway needs, but also in dealing with the many State and local governmental problems relating to the defense program.

The information on which this analysis was based, was derived in large part from the Industrial Directory, but also was drawn to a substantial extent from a compilation by the Division of defense contracts awarded in New York State.

It is of interest to observe the wide variation among different parts of the State in the predominance of the defense industries (see table). In Schenectady County 75 per cent of those employed in manufacturing industries were working in industries of vital importance in the defense



program. Generally in the upstate counties selected for this table, a larger proportion of the workers were employed in defense industries than in the New York Area. This situation is reflected in current trends in employment which apparently are turning more sharply upward in the upstate industrial areas than in New York City.

In order to keep local defense councils informed and to serve as a clearing house for information in this field, the Division has maintained a file of defense contracts awarded in New York State. Recently the Division has circularized contractors, not only in New York but in adjacent states, in order to find out whether these contractors are interested in sub-contracting part of their work to firms within this State. At the suggestion of the New

York State Defense Council, the Division is currently embarking on a much broader program to bring into defense production firms throughout the State, which are not now working to capacity. As the initial step in this program, a survey is being conducted of machine tool capacity in cooperation with local defense councils and other community organizations in New York State.

It is the intention to ascertain the metal working facilities which are available in industrial plants and the extent to which these facilities can be used for working on defense production. If this information is obtained it is anticipated that it will serve as a basis for devising community plans to make use of existing idle capacity. The information furthermore is of utmost importance to the Division in recommending possible sub-contractors to prime contractors who indicate that they are interested in sub-contracting part of their work. If this program involving the cooperation of the State Defense Council, the Division, the local organizations and the industrial community can be worked out at all successfully, it should assist materially in the production of defense materials. If it is possible to bring into production even a fraction of New York's tremendous industrial resources, its influence on the national situation should be considerable.

Highway Engineers Convention, March 20-22 Binghamton

The New York State Association of Highway Engineers will hold its Sixth Annual Convention in Binghamton, N. Y., with headquarters at the Arlington Hotel, March 20, 21 and 22, 1941.

Charles VanAmburgh, Jr., State Director from the Binghamton section has been named Convention Chairman and will be assisted by Clarence W. Pixley and A. E. Leonard, State Directors from Hornell and Rochester, respectively.

The local committees and chairmen appointed by Mr. VanAmburgh, Jr., to assist him locally were as follows: Banquet and Smoker, P. G. Baldwin; Bowling, G. L. Clark; Entertainment, H. B. Dibble; Exhibits, W. H. B. McGonigle; Housing, J. F. Welch; Program and Printing, J. B. Orr; Publicity, J. E. Randall; Registration, J. L. Rohner; Tickets, S. H. Anderson, Transportation, C. G. Adams; Speaker, F. J. Cunningham. The Secretary and Treasurer for the Convention is Russell W. Yale, 71 Frederick Street, Binghamton, N. Y.

A tentative sketch of the program for the three days convention is as follows:

Thursday, March 20th

Convention opened at 9:00 A.M. in Spanish Ballroom in Arlington Hotel.

After the usual address of welcome and the various reports a series of talks will be given by noted authorities on Highway and Bridge Engineering and related subjects.

Banquet at 7:00 P.M. in Spanish Ballroom.

Friday, March 21st

Morning and afternoon sessions—continuations of discussions of previous day.

Bowling tournament in late afternoon.

Smoker at 8:30 P.M. in Spanish Ballroom.

Saturday A.M.—March 22nd

Tour of inspection of engineering project, to be determined.

In addition to the above mentioned activities, Frank M. Harris of the Binghamton section is arranging a Bridge Tournament at the request of several sections.



AUTO EMBLEM

80c

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50c

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Hospital Attendants Go Civil Service

With the beginning of 1941 came an improvement in civil service functioning in the State of New York gratifying to Association leaders throughout the State. The Association long had advocated the extension of the competitive civil service class to additional groups of State workers, and Governor Lehman is again to be congratulated on his unwavering interest in civil service, for on January 1, 1941, 11,638 hospital attendants in the institutions of the State Department of Mental Hygiene were transferred to the competitive class from the non-competitive class of civil service. As of December 31, 1940, Governor Lehman made public the following statement:

"January 1, 1941, marks a great advance in the State Civil Service; it marks the beginning of a new career for 11,638 hospital attendants in the institutions of the State Department of Mental Hygiene. Commencing on that day, the position of a hospital attendant will be in the competitive class of the State Civil Service, instead of the non-competitive. Persons holding the position of hospital attendants will enjoy all the rights and privileges of State employees in the competitive class of the Civil Service.

"New appointments will be made from an eligible list which is now available. As a result of a civil service examination, 15,163 persons have been placed on the eligible list.

"Persons who have been serving faithfully as hospital attendants will, of course, not be discharged but their status will be transformed from that of non-competitive employees into competitive class employees.

"These changes in the State Civil Service, which reduce the number in the non-competitive class by about 60 per cent, are the result of recommendations made by a special committee I appointed to study the problem of the extension of the competitive class in the Civil Service. And I take this occasion to express my appreciation to the members of that committee for the very fine work they have done. This special committee is continuing its work and will undoubtedly have other recommendations in the future."

The change affects all employees

holding the titles of Hospital Attendant and Charge Attendant. Attendants on leave of absence less than one year, may, on reinstatement, assume competitive status. Attendants who have resigned, may, if reinstatement is approved, assume competitive status, but must be reinstated before December 31, 1941. The Civil Service Commission has ruled that appointments as Charge Attendants shall be by assignment by the appointing authority and not by promotion. No test is required. There will be no change in the individual's status other than the slight increase in salary which goes with the duties of Charge Attendant.

The Civil Service Commission has divided the State into zones for the purpose of certifying Hospital Attendants from eligible lists to the institutions. These zones are in charge of representatives of the Commission, stationed in each zone. All contacts regarding Hospital Attendants, including their appointment, dismissal, reinstatement, transfer, resignation, etc., will be made with the zone representative.

The institutions included in each zone, the zone representative and his headquarters are as follows:

Zone Representative Donald McCausland, with headquarters at Hudson River State Hospital, Poughkeepsie, serves Middletown, Harlem Valley and Hudson River State Hospitals, and Wassaic State School.

Zone Representatives Myron L. Green and W. Richard Lomax, with headquarters in the Department of Civil Service, 80 Center Street, New York City, serve the following institutions: Kings Park, Pilgrim, Central Islip, Creedmoor, Brooklyn, Manhattan and Rockland State Hospitals; also Letchworth Village and the Psychiatric Institute and Hospital, New Hospital on Staten Island.

Zone Representative Oscar S. Parker, Jr., is stationed at Utica State Hospital, and serves Utica, Marcy, St. Lawrence, Binghamton and the Syracuse Psychopathic Hospitals, as well as Rome and Syracuse State Schools.

Robert L. Rubendall, Zone Representative stationed at Rochester

State Hospital, has in his district Rochester, Willard, Buffalo and Gowanda State Hospitals; also Craig Colony and Newark State School.

All permanent appointments as Hospital Attendants are subject to a probationary term of three months and a medical examination to establish physical fitness for the position. However, if the conduct capacity or fitness of the probationer after one month of service be not satisfactory, his services may be terminated.

The appointing authority may appoint people planning to enter the next nurses' training school as Hospital Attendants on a non-competitive basis. The number of such appointments, however, cannot exceed the usual number enrolled in each year's class. Such non-competitive Hospital Attendants shall be paid the minimum wage for the position and shall receive no increase for time service. If such employees do not enroll in the next training class, their services will be terminated.

Between the time student nurses complete their training and the time they receive their Registered Nurses License, they may be carried as Hospital Attendants in the non-competitive civil service classification, for a period not to exceed one year, unless they originally had an appointment as Hospital Attendant in the competitive class, in which case they revert to their competitive status.

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Chapter News From

Attica News

At the February 3rd meeting of the Attica Prison Chapter the following members were installed for the coming year: President, J. Hyland; Vice-President, W. Wolfe; Treasurer, W. Denno; Recording Secretary, M. R. Wooley; Financial Secretary, R. Leyden.

The Executive Council of the Chapter consists of: T. Shea, A. Byram, R. Martin, T. O'Neil, and E. F. Lyons.

The new group of officers made plans to contact all non-members and those delinquent in their dues, and endeavor to make the Attica Chapter membership 100%. They also requested that all members of the organization cooperate with the officers, the Attica Chapter, and the Association, and work as a whole.

On January 21st, the 4th Annual meeting of the Attica State Prison Employees Federal Credit Union was held and the following officers were elected: President, T. Shea; Vice-President, P. Bernhard; Clerk, L. Dietrich; Treasurer, P. Carnevale; Directors: H. Strang, J. Davis, G. Roberts. Credit Committee: H. Strang, R. Zinke, T. Shea; and the Supervisory Committee: I. Boss, R. Beachman, C. Wellman.

A 5½% dividend was voted on by the members.

Rochester Credit Union

The Annual Meeting of the Rochester State Employees Federal Credit Union was held January 20th. The following directors were elected for 1941: President, H. H. Duncan; Vice-President, R. J. Quandt; Clerk, O. Kenneth Baker; Treasurer, A. L. Thomas and James H. Surridge. The Supervisory Committee Chairman selected was Burton R. Pompun. Assisting him are Fred G. Kimball and Joseph F. McMahan. The Credit Committee consists of R. L. Sweezy, Chairman; George M. Bryant, Clerk; Clemence Neubauer, Caroline M. Green and R. J. Quandt.

Wingdale Play

The play, "Hell Bent for Heaven," will be presented by the Harlem Valley Dramatic Club on Tuesday evening, March 4th, at 8:15 P.M., in the Alfred E. Smith Hall of Harlem Valley State Hospital, Wingdale.

L. I. Inter-County Chapter Meets

The regular bi-monthly meeting was held at the Wantagh Fire House, Wednesday, January 22, 1941. The meeting was called to order by Vice-President Edward Bert, after which the minutes of the previous meeting were read by Secretary Theron Chase, and accepted as read.

A letter of regret for absence due to death in the family from President Clinton Travis was read and a note of condolence sent by the Secretary.

Membership cards of the Association of Civil Service Employees were distributed and dues were collected. Six new members were accepted into our chapter.

A letter was read submitting a bid for orchestral entertainment which was filed for future reference.

A report was read by the sickness committee and get-well cards sent.

The meeting was then given over to a guest speaker for about an hour, after which a five minute recess was called for sociable discussion. Business was resumed and a report of the financial committee read and accepted, after which the by-laws were discussed.

Nominations for election of officers will be held at the next meeting. Motion for adjournment was made and accepted, after which refreshments were served by the refreshment committee.

Creedmoor Officers

The Annual Election of Officers of the Creedmoor State Hospital Chapter, Queens Village, was held January 9th. Officers and members of the Board of Governors selected included: President, William L. Brinkerhoff; Vice-President, Frank Foster; Secretary, Anne Boyd; and Treasurer, Maurice Massaro.

Elected to the Board of Governors were: John L. Florence, Chairman; Frank Gettler, Daniel Hennessey, Emma Chaplin, Effie McCarthy and Mrs. George Tooker.

The Chapter announces that the first issue of the new Chapter publication, "The Creedmoor Employee," is going to press and will be ready for distribution.

Wassaic Chapter News

The President's Birthday Ball, held at Wassaic State School for the first time, was a grand success and \$90.00 was realized after all expenses had been paid. Music was furnished by Bill Dehey's orchestra of Pittsfield, Mass.

The Chapter is sponsoring a Valentine Dance on February 14th. The proceeds from this dance will be used to put lights at the swimming pool and skating rink. George Dunbar's orchestra will furnish the music for this occasion.

The employees were saddened by the death of Jean Velie on February 2nd and many of her co-workers in the Hospital where she was a nurse attended her funeral in Pawling, N. Y.

Sing Sing News

Lewis E. Lawes, Warden of Sing Sing Prison, was the principal speaker at the February 14th meeting of the Sing Sing Prison Chapter, at the Ossining Elk's Club. Several important legislative matters were acted upon. Jack Duvarjo, representing the civilian employees, and Alfred Werben the guard force, were selected to represent the chapter at the departmental legislative convention to be held in Albany February 18th.

The First Semi-Annual Dinner Dance of the Chapter will be held March 22nd, at the Ossining Elks' Club. Many prominent public officials have signified their intention to attend. Proceeds of the affair will go to the Widow's Fund of the Chapter.

Buffalo Chapter Dinner

The Annual Dinner and Dance of the Buffalo Chapter will be held Saturday evening, March 15th at the Buffalo Trap and Field Club, Cayuga Road, near Genesee Street, Buffalo. George C. Aronstann has been appointed Chairman of the event. Other members of the committee in charge appointed by President J. Milford Diggins are: W. G. Clark, Katherine Stahl, Robert J. Burns, Fred Dopp, Mary C. Stravino, Edward Hylant and William McKernan.

All Over the State

Westfield Chapter Dinner

The Westfield State Farm Chapter of the Association held its Third Annual Dinner and Dance February 15th, at Motor Inn Farm at Mt. Kisco. The regular dinner was served about 8:00 P.M. and another serving was made at 11:00 P.M. to accommodate members of the staff who had to be on duty at 12:30 P.M. or those who were relieved from duty at 10:30 P.M.

The invocation at the dinner was given by Rev. Thomas J. Temple. Following the dinner the retiring president of the chapter, Dr. Mildred J. Buzza, spoke. The principal speaker of the evening was Henrietta Addition, Superintendent of Westfield State Farm. The new president of the chapter, Mrs. Lillian Vaughan Fish, acted as toastmaster. Dancing followed until a late hour.

A radio was given as a door prize. Decorations were in red and white, in honor of St. Valentine's Day.

Committees appointed by Mrs. Fish are as follows: Entertainment: Ellen McLean, Chairman; Josephine Hall, Helen Locke, Alice Lang, Naomi McAdoo, Mildred Sanders, Jane Huth, Frank Kniffen, Joseph Lennon and Godfrey Rosberg.

Legislative: Chairman, Elizabeth Robinson; James Gillen and Elizabeth Kingsbury.

Dora Theroux was selected Chairman for the Committee to cheer the sick. Others on the committee are: Dr. Mildred Buzza, Evelyn Montgomery and Lewis Bloom.

The Membership Committee is composed of Mabelle Pickett, Chairman; Joseph Lennon and Rose Brickell.

Chairman of the Auditing Committee is Irene Noe. Assisting as members are Marion Jackson, Edward Flewellyn and John J. Corrigan.

The tentative calendar of events for the chapter to be taken up at its regular meetings on the second Tuesday of each month during 1941 included: January 13th, State Membership Drive and Organization of Committees. February 11th, Chapter Business Meeting, and February 15th, Annual Dinner and Dance. March 11th, Social Hour. April 8th,

Spring Dance at Davis Hall. June 10th, Chapter Membership Drive. August 12th, Annual Picnic. September 9th, Card Party. October 14th, Nomination of new officers. November 12th, Election and Installation of Officers and December 9th, Business Meeting and Christmas Party.

Newark Credit Union

The Newark State School Federal Credit Union held its fifth annual meeting Monday evening, January 27th, in the School Building. The Credit Union is a savings and loan cooperative organization open to employees of the School and their families, operating under a Federal charter.

For the fourth successive year a 6% dividend was declared on all paid-up \$5.00 shares.

The Treasurer's report showed a balance of \$10,383.20 in savings at the close of the year, with outstanding loans of \$9,012.00.

There is a total membership of 208, a net gain of 27 for the year.

During the past year 92 loans were made ranging from \$25 to \$950, making a total loaned of \$14,393.00.

New officers were elected to fill vacancies as follows: M. Jean Williams and Leverette Lancaster to the Board of Directors, Edna Van De Velde to the Credit Committee and Harold C. Sawyer, Ann Synesael and Harold C. Lytle to the Supervisory Committee.

Newly elected officers of the Board of Directors are: Mary W. Bidwell, President; Benn Townley, Jr., Vice-President; Ora S. Cutting, Clerk; and M. Jean Williams, Treasurer.

The Credit Committee consists of: Lowell A. Dunlap, Edna Mae Van De Velde and Helen T. Smith.

The Supervisory Committee consists of: Harold C. Sawyer, Ann Synesael and Harold C. Lytle.

The following is a record of financial progress made:

	Year	1936	1940
Number of loans	41		92
Total amount loaned	\$2,695.00	\$14,393.00
Average loan	..	65.73	156.44
Share holdings	892.00	10,383.20

Assistant Superintendent Cochran Honored

The employees of the New York State Vocational Institution, West Coxsackie, N. Y., consisting of about 150 staff members, gathered in the auditorium on Thursday, February 6, 1941, to honor George H. Cochran, Assistant Superintendent and Principal Officer, for having served 35 years in this organization.

Mr. Cochran was formerly employed at the House of Refuge, Randall's Island, New York City, of which the New York State Vocational Institution is the successor. He was appointed Guard at the House of Refuge and received the promotions of Parole Officer, Assistant Superintendent, and now holds the position of Assistant Superintendent and Principal Officer.

Guard John Towner, delegated spokesman for the occasion, conveyed the hearty congratulations of the employees to Mr. Cochran and spoke regarding the high esteem and respect held for Mr. Cochran by his fellow workers, presenting him with the latest model in a Savage 300 calibre rifle with engraved plaque.

Mr. Cochran is direct supervisor of the Guard Personnel of the Institution, a man of sterling character and quiet manner, who is beloved by all who know him and work with him. Mr. Cochran is a native of Greene County, having been born at Round Top, N. Y., living there for many years. He now resides with his family on Jefferson Avenue, Catskill, N. Y.

Public Works Chapter Elects

The Chautauqua County Public Works Chapter held its Annual Meeting recently. Elected as officers for 1941 were: President, A. M. Whitney, Findley Lake, N. Y.; Vice-President, A. A. Straight, Cassadaga; and Secretary-Treasurer, Harold Kolpien, Westfield.

Members of the Executive Committee of the Chapter elected were: Edward Zenns, Mayville; Purl Cornell, Maple Springs; Rex Kibbe, Mayville; and Joseph Green, Kennedy.

Summary of Legislation Pending

The following is a complete list of legislative measures which have thus far been introduced in both houses of the legislature which affect State workers and are of interest to them. This summary will be continued in future issues of THE STATE EMPLOYEE so that a complete record may be had. Record of legislative action on these measures is also noted.

IN SENATE

- Int. 1, Print 244—Senator Wicks**—Allows State and municipal officers and employees conscripted or volunteering for military service to be absent and to receive regular compensation for 30 days and thereafter the difference between military pay and regular pay. Referred to Military Affairs Committee. Amends Section 245 of Military Law. (Same as Assembly Introductory 3).
- Int. 15, Print 15—Senator Williamson**—Allows State and municipal officers and employees to be absent for federal military service without loss of any privileges and rights until three months after discharge; person filling vacancy not to acquire permanent appointment. Adds Section 10-a to Civil Service Law. Referred to Civil Service Committee.
- Int. 16, Print 16—Senator Wicks**—Allows persons promoted to positions in competitive class of civil service to be deemed permanent employees without serving probationary period. Amends Civil Service Law, Section 16. Referred to Civil Service Committee. (Same as Assembly Introductory 58).
- Int. 23, Print 23—Senator Page**—Provides that State comptroller upon application by member of State employees' retirement system, at any time, instead of within one year, or upon his own initiative within one year from date of issuance of prior service certificate, may modify such certificate in accordance with total of allowances for service to which member is entitled. Amends Civil Service Law, Section 53. Referred to Pensions Committee.
- Int. 43, Print 43—Senator Mahoney**—Prohibits removal of officer or employee in competitive, non-competitive or labor class of civil service except for incompetency or misconduct or insubordination shown after hearing, with right of accused to be represented by counsel and to a review by the courts. Amends Civil Service Law, Section 22. Referred to Civil Service Committee.
- Int. 44, Print 44—Senator Mahoney**—Prohibits removal of officer or employee in competitive class of civil service except for incompetency or misconduct or insubordination shown after hearing, with right of accused to be represented by counsel and to a review by the courts. Amends Section 22, Civil Service Law. Referred to Civil Service Committee.
- Int. 45, Print 45—Senator Mahoney**—Prohibits rating of oral examinations as part

of competitive examinations for promotion but allows use for personal interview. Adds Section 14-d to Civil Service Law. Referred to Civil Service Committee.

- Int. 46, Print 46—Senator Mahoney**—Provides that examinations for promotion in civil service competitive positions shall consist of two parts, one a written test and the other of credit for seniority and record, final average to be computed and list to contain names of all candidates receiving 70 per cent or more. Adds Section 16-c to Civil Service Law. Referred to Civil Service Committee.
- Int. 47, Print 47—Senator Mahoney**—Provides for medical examination of members of State Retirement system 60 years and over, for purposes of accidental disability retirement, as well as for those under that age. Amends Section 65, Civil Service Law. Referred to Pensions Committee.
- Int. 49, Print 49—Senator Coughlin**—Provides for allowance on superannuation retirement to officers and committees in State civil service at minimum retirement age, instead of at age 60, and for an additional pension based on years of service. Amends Section 63, Civil Service Law. Referred to Pensions Committee. (Same as Assembly Introductory 126).
- Int. 58, Print 276—Senator Phelps**—Prohibits discrimination against person in promotional civil service examination by reason of age and prohibits penalizing for age in a final rating. Amends Section 25-a, Civil Service Law. Bill amended and recommitted to Civil Service Committee. (Same as Assembly Introductory 53).
- Int. 59, Print 277—Senator Phelps**—Provides that employees in labor class of classified civil service shall be eligible for promotion examinations to competitive class after one year in labor class. Amends Section 14, Civil Service Law. Amended and recommitted to Civil Service Committee. (Same as Assembly Introductory 240).
- Int. 63, Print 278—Senator Phelps**—Protects pension and retirement rights of civil service employees who are absent in performance of federal military service; allows contribution to system during absence and entitles such employees to receive benefits as if employment had been continued. Amends Section 245, Military Law. Amended and recommitted to Pensions Committee. (Same as Assembly Introductory 21).
- Int. 75, Print 75—Senator Condon**—Provides for optional retirement of policemen who are members of State employees' retirement system and who elect on or before July 1, 1942, to contribute on basis of retirement after 25 years of service or at age 60, municipalities to make additional contributions of increased pensions. Adds Section 68-d to Civil Service Law. Referred to Pensions Committee.
- Int. 94, Print 94—Senator Page**—Authorizes legislature to grant preferences to honorably discharged veterans in original civil service appointments but not in promotions, similar but subordinate to

preference granted to disabled veterans; veterans are required to be citizens and residents for five years immediately preceding application. Amends Article 5, Section 6, of Constitution. Referred to Judiciary Committee. On January 20 referred to Attorney General for opinion.

- Int. 100, Print 100—Senator Joseph**—Authorizes Governor to make temporary appointment to fill vacancy in State appointive office caused by absence for military service, original appointee to resume such office upon termination of military service. Adds Section 62-b, Public Officers Law. Passed by both houses and signed by Governor—Chapter 1 of Laws of 1941.
- Int. 145, Print 145—Senator Howard**—Allows payment upon death to beneficiary of member of State retirement system from pension accumulation fund of additional amount equal to 50 per cent of rate of compensation after ten years of allowable service. Amends Section 65-b, Civil Service Law. Referred to Pensions Committee. (Same as Assembly Introductory 147).
- Int. 146, Print 146—Senator Howard**—Allows member of State retirement system to contribute on basis of minimum retirement age of 55, by written election filed with comptroller. Amends Section 62, Civil Service Law. Referred to Pensions Committee. (Same as Assembly Introductory 135).
- Int. 155, Print 155—Senator McCaffrey**—Allows civil service employees in non-competitive class or in positions subject to qualifying examinations, the same preference as competitive class employee upon separation from service through abolition of department, office or position and provides for demotion in inverse order of original appointment of non-competitive and labor classes of civil service. Amends Section 31, Civil Service Law. Referred to Civil Service Committee. (Same as Assembly Introductory 134).
- Int. 161, Print 161—Senator Feinberg**—Fixes salary schedules for prison guards, prison keepers, kitchen keepers, yard masters and guard officers of prisons in correction department, with annual increments depending on years of service. Amends Section 40, Civil Service Law. Repeals Sections 111 and 114, Correction Law. Referred to Finance Committee.
- Int. 176, Print 176—Senator McCaffrey**—Prohibits removal from civil service positions honorably discharged veterans after one year of military service without hearing based on charges. Referred to Civil Service Committee. Amends Section 22, Civil Service Law. (Same as Assembly Introductory 185).
- Int. 178, Print 303—Senator Wicks**—Provides that person in competitive civil service class separated from or demoted in service after ten years service shall be eligible for reinstatement until he reaches compulsory retirement age. Amends Section 31, Civil Service Law. Amended and recommitted to Civil Service Committee.
- Int. 246, Print 248—Senator Johnson**—Allows classified civil service employees

sick leave with pay for fifteen days a year, right to be cumulative but not to exceed six months in any fiscal year; department head may grant further leave of absence with pay. Adds Section 169-b to Labor Law. Referred to Labor Committee.

(Same as Assembly Introductory 91).

Int. 248, Print 250—Senator Phelps—Allows competitive civil service employees who have been members of any retirement or pension system for ten years to have a hearing and to be represented by counsel, with right of review by courts, before being suspended or removed from positions. Amends Section 22, Civil Service Law. Referred to Civil Service Committee.

(Same as Assembly Introductory 341).

Int. 270, Print 272—Senator Page—Provides that honorably discharged veterans or exempt volunteer firemen may request to be transferred to any branch of civil service, instead of being discharged when position is abolished and shall have preference in filling vacant or unfilled positions; civil service commission shall publish monthly list of vacant or unfilled positions. Amends Section 22, Civil Service Law. Referred to Civil Service Committee.

(Same as Assembly Introductory 333).

Int. 301, Print 313—Senator Coughlin—Fixes grades and salaries of positions in safety inspection service of State insurance fund. Amends Section 40, Civil Service Law. Referred to Civil Service Committee.

Int. 305, Print 317—Senator Coughlin—Establishes five day week for officers and employees in civil service, except in case of public emergency, allows employee to select either Saturday or Sunday for religious observance and provides for time off and vacation period; State police and uniformed forces of police and fire departments and employees of institutions are excepted. Adds Section 161-a to Labor Law. Referred to Labor Committee.

(Same as Assembly Introductory 340).

Int. 310, Print 322—Senator Coughlin—Allows State and municipal employees conscripted or volunteering for military service to be absent without prejudice to civil service or pension rights and privileges until two months after discharge, and to receive regular salary less military pay, which difference shall not be less than \$25 per month. Amends Section 245, Military Law. Referred to Military Affairs Committee.

(Same as Assembly Introductory 428).

Int. 412, Print 439—Senator Seelye—Provides that ordinary benefit upon death of member in State retirement system shall be paid to beneficiary only if member received pay for at least two full months and contributed to retirement system within twelve months period prior to his death. Referred to Pensions Committee. Amends Section 65-b, Civil Service Law.

(Same as Assembly Introductory 420).

Int. 461, Print 499—Senator Hampton—Provides that any veteran, veteran's wife or widow, who has served continuously in veteran relief agency since July 1, 1937, in a similar position to the one now held, shall be appointed to civil service without further examination. Amends Section 13, Civil Service Law.

Int. 466, Print 522—Senator Burney—

Permits retirement and pension credit to members of State militia for time spent in active service rendered under call or order of the President of U. S. Amends Military Law, Section 19-a. Referred to Pensions Committee.

(Same as Assembly Introductory 649).

Int. 512, Print 568—Senator Muzzicato—Authorizes employees of State hospitals after one year's service, to receive sick leave with pay for not less than 14 working days a year, without limiting present sick leave provisions; sick leave shall not be cumulative for more than two consecutive years, and shall not run concurrently with vacations. Adds Section 61-a, Mental Hygiene Law.

Int. 541, Print 605—Senator Gutman—Provides that civil service employee shall have right to be represented by counsel at hearing on charges for suspension, removal or disciplinary action. Adds Section 22-e, Civil Service Law. Referred to Civil Service Committee.

Int. 541, Print 606—Senator Gutman—Provides that when employee in classified civil service resigns to accept provisional appointment, position from which he resigns shall not be permanently filled until after probationary term and he shall be restored to former position if unqualified for new position. Amends Section 9, Civil Service Law. Referred to Civil Service Committee.

Int. 558, Print 623—Senator Esquirol—Establishes grades and salaries for bedding inspectors in labor department. Amends Section 18-a, Labor Law. Referred to Labor Committee.

Int. 582, Print 647—Senator Phelps—Exempts from probationary term for appointment or employment in classified civil service, honorably discharged veterans disabled in performance of duty in any war, to extent recognized by U. S. veteran's bureau if disability exists at time of application. Amends Section 9, Civil Service Law. Referred to Civil Service Committee.

Int. 588, Print 659—Senator Mahoney—Extends to January 1, 1942, time when nurses must be licensed for practice in this State, permits education department to admit to examination, graduate nurses of other states and permits practice pending results of examinations for licenses. Amends Sections 1375, 1377, 1378, 1385, Education Law. Referred to Education Committee.

(Same as Assembly Introductory 746).

IN ASSEMBLY

Int. 3, Print 352—Mr. Archinal—(Same as Senate Intro. 1.) Amends Section 245, Military Law. Amended and recommitted to Military Affairs Committee.

Int. 8, Print 8—Mr. Crews—Prohibits educational discrimination and preference in all civil service competitive or promotional examinations, except where professional or similar requirements are imposed by statute. Adds Section 14-c, Civil Service Law. Referred to Civil Service Committee.

Int. 9, Print 9—Mr. Crews—Provides for absence of State and municipal officers and employees for federal military purposes with compensation sufficient to allow them same as for regular employment. Adds Section 245-a, Military Law. Referred to Military Affairs Committee.

Int. 21, Print 21—Mr. McLaughlin—(Same as Senate Intro. 63.) Referred to Pen-

sions Committee. Amends Section 245, Military Law.

Int. 22, Print 22—Mr. McLaughlin—Provides for five day week for civil service employees of the State and cities of 100,000 population or more, allows time off for overtime, prohibits employment in other business or trade during the other two days, exempts military and police forces and makes other changes. Adds Section 161-a to Labor Law. Referred to Labor Committee.

Int. 28, Print 28—Mr. Sullivan—Allows State and municipal officers and employees conscripted or volunteering for federal military service subsequent to October 1, 1940, to be absent from regular employment and for two months period after military discharge, or if disabled in service, for two months after disability ends, without prejudice to increment or pension or service rating. Amends Section 245, Military Law. Referred to Military Affairs Committee.

Int. 53, Print 53—Mr. Davidson—(Same as Senate Intro. 58.) Amends Section 25-a, Civil Service Law. Referred to Civil Service Committee.

Int. 58, Print 58—Mr. Kreinheder—(Same as Senate Intro. 16.) Amends Section 16, Civil Service Law. Referred to Civil Service Committee.

Int. 91, Print 91—Mr. Wagner—(Same as Senate Intro. 246.)—Adds Section 169-b to Labor Law. Referred to Labor Committee.

Int. 134, Print 134—Mr. Cana—(Same as Senate Intro. 155.) Amends Section 31, Civil Service Law. Referred to Civil Service Committee.

Int. 126, Print 126—Mr. L. Bennett—(Same as Senate Intro. 49.) Amends Section 63, Civil Service Law. Referred to Pensions Committee.

Int. 135, Print 135—Mr. Glancy—(Same as Senate Intro. 146.) Amends Section 62, Civil Service Law. Referred to Pensions Committee.

Int. 146, Print 146—Mr. Moran—Allows credit to members of State employees retirement system for service as employees of U. S. with civil service status or as employee of U. S. Agency or Board. Amends Section 52-c, Civil Service Law. Referred to Pensions Committee.

Int. 147, Print 147—Mr. Owens—(Same as Senate Intro. 145.) Amends Section 65-b, Civil Service Law. Referred to Civil Service Committee.

Int. 175, Print 185—Mr. Delany—(Same as Senate Intro. 176.) Amends Section 22, Civil Service Law. Referred to Civil Service Committee.

Int. 221, Print 221—Mr. Cariello—Provides that salary reductions in competitive class of civil service shall not be lower than minimum of salary grade and \$100 for each year of service nor, for ungraded service, below salary at time of appointment and \$100 for each year of service. Amends Section 31, Civil Service Law. Referred to Civil Service Committee.

Int. 240, Print 240—Mr. Caffrey—(Same as Senate Intro. 59.) Amends Section 14, Civil Service Law. Referred to Civil Service Committee.

Int. 284, Print 284—Mr. Andrews—Provides for maintenance by all public utilities of merit system of employment with provision for public announcements of vacancies, rating of appointments and

maintenance of eligible lists. Adds Section 220-f to Labor Law. Referred to Labor Committee.

Int. 289, Print 289—Mr. Andrews—Requires public officers who pass over an eligible applicant for position in favor of lower eligible person to make sworn certification of reasons therefor and that such acts were not done by reason of race, color or creed. Adds Section 14-c to Civil Service Law. Referred to Civil Service Committee.

Int. 333, Print 334—Mr. Sherman—(Same as Senate Intro. 270.) Amends Section 22, Civil Service Law. Referred to Civil Service Committee.

Int. 340, Print 341—Mr. Crews—(Same as Senate Intro. 305.) Adds Section 161-a to Labor Law. Referred to Labor Committee.

Int. 341, Print 342—Mr. Crews—(Same as Senate Intro. 248.) Amends Section 22, Civil Service Law. Referred to Civil Service Commission.

Int. 342, Print 343—Mr. Crews—Strikes out provision which permits State and municipal civil service commissions to adopt age requirements for positions requiring extraordinary physical effort, or for positions such as policemen, firemen and prison guards unless age limit is prescribed by law. Amends Section 25-a, Civil Service Law. Referred to Civil Service Committee.

Int. 343, Print 344—Mr. Crews—Provides that person in competitive civil service separated from or demoted in service and whose name appears on preferred list, shall be eligible for reappointment to corresponding office until age for retirement, instead of for period of four years from date of separation or demotion. Amends Section 31, Civil Service Law. Referred to Civil Service Committee.

Int. 444, Print 450—Mr. Fite—Extends to February 20, 1941, time for report of commission studying application of civil service provisions of Constitution to political subdivisions. Became Chapter 4, Laws of 1941—February 4, 1941.

Int. 451, Print 457—Mr. Hammer—Permits State police to receive salary increment for seven, instead of six years, with maximum at \$2,100 instead of \$1,900 and gives to members assigned to criminal investigation bureau an additional annual salary of \$250. Amends Sections 94 and 94-a, Executive Law. Referred to Ways and Means Committee.

Int. 456, Print 462—Mr. Sullivan—Provides that members of State retirement system shall not be prejudiced with reference to any pension or any other benefits by reason of absence for federal military service and for period of two months thereafter, or, if disabled in service, until termination of disability. Amends Section 50, Civil Service Law. Adds Section 75-c.

Int. 473, Print 482—Mr. Andrews—Prohibits employment of State employees for no more than five instead of six days a week, except State police and employees of mental hygiene department, days of rest to be determined by head of department or institution, and so far as practicable, shall be Saturday and Sunday. Amends Section 169-a, Labor Law. Referred to Labor Committee.

Int. 475, Print 484—Mr. Bormann—Requires that suspension or reduction in grade of civil service employees shall be

made in inverse order of original appointment irrespective of whether such service was in labor or non-competitive service, as now applies only to competitive class. Amends Section 31, Civil Service Law. Referred to Civil Service Committee.

Int. 511, Print 873—Mr. Emma—Strikes out provision that Labor Relations Act shall not apply to employees of educational organizations. Amends Section 715, Labor Law. Referred to Labor Committee.

Int. 513, Print 874—Mr. Emma—Provides that educational institutions shall be subject to workmen's compensation law. Amends Section 2, Workmen's Compensation Law. Referred to Labor Committee.

Int. 611, Print 633—Mr. McLaughlin—Provides that no rule or regulation of any civil service commission shall require more than elementary school education for positions not necessitating professional or technical knowledge. Amends Section 6, Civil Service Law. Referred to Civil Service Committee.

Int. 621, Print 651—Mr. Barrett—Extends to employees who protect and guard buildings and grounds of State institutions, provision for eight hour day and six day week. Amends Section 168, Labor Law. Referred to Labor Committee.

Int. 649, Print 679—Mr. Morgan—(Same as Senate Intro. 466.)

Int. 666, Print 701—Mr. Devany—Prohibits removal, except for incompetency or misconduct of veterans and volunteer firemen in temporary or provisional positions in welfare departments or emergency relief bureaus if employed on or before December 31, 1937. Amends Section 22, Civil Service Law. Referred to Civil Service Committee.

Int. 746, Print 816—Mr. Todd—(Same as Senate Intro. 588.)

Int. 751, Print 823—Mr. Austin—Permits civil service employees to be absent for federal military service without loss of pension, salary increment, seniority right or other privilege and provides for notification of subsequent appointment from eligible list. Amends Sections 22-b, 22-c, 22-d, Civil Service Law. Referred to Civil Service Committee.

Int. 752, Print 824—Mr. Austin—Protects rights of promotion in civil service of persons in federal military service. Amends Section 22-a, Civil Service Law. Referred to Civil Service Committee.

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H. R. S. H. News

George G. Lozier was reelected President of the Hudson River State Hospital Federal Credit Union at a meeting in Ryon Hall, on January 29th. Others reelected included: Board of Directors, Mary E. Belton and Otto V. Faust; Credit Committee: John J. Whalen, Chairman; and John F. Glavin and Supervisory Committee: Howard R. Chase, Chairman; Mary Scott and Ann Virginia Bennett.

The report of the treasurer of the union, Raymond A. Joyce, showed that the total assets were \$43,664.81; that the total expenses for the year amounted to \$1,423.38; that the income for the year was \$3,831.68, and that a balance of \$1,926.64 could be credited to undivided profits. A dividend to shareholders was declared of five per cent. The potential membership of the union is approximately 1,200, with an actual membership strength of 645. The paid-up shares have shown an increase of 30 per cent during the year closed December 31, 1940.

Other members of the Board of Directors whose terms have not yet expired include: Mary V. Manna, August Eitzen, and Elizabeth V. Ryan, as well as member of the Credit Committee Andrew J. Delaney.

The President's Birthday Ball, held at the Nelson House, Poughkeepsie, January 30, was well attended from Hudson River State Hospital. Among those attending were Superintendent Ralph P. Folsom. Doctors Albert Lafleur and James P. Kelleher, Steward Andrew J. Delaney and Assistant Steward John F. Glavin. Also Mr. and Mrs. Thomas Hanlon, Ella T. Mahar, Delia Dockery, Kate Riddle, Bernard McPeck, Paul Smith, Karl P. H. Wilson, David Edgerton, Joseph Winchell, Ray Wilbur, Leonard Whiten, James Wilbur, John Livingstone and Mary E. Belton.

Fourteen girls graduated at the Hudson River State Hospital School of Nursing with the September, 1940 class, received notification January 14th that they had successfully passed their examinations given by the Board of Regents and have become registered professional nurses. They are: Mary Apuzzo, Winifred Caire, Marion Crotty, Dorothy Bargeski, Audrey Billingham, Marie Ellsworth, Emily Flanagan, Dorothy

Hilger, Mary Hoffman, Eleanor Poucher, Victoria Oskia, Dorothy Reardon, Florence Scoma and Emily Schetter.

Dr. Howard P. Carpenter, of the staff of H. R. S. H., was honored by the Dutchess County Medical Society with a testimonial dinner at the Nelson House, Poughkeepsie. Dr. Carpenter had served for twenty-six years as Secretary of the Society.

It is pleasing to note that employees of H. R. S. H. drafted into the Federal Military Service were appreciative to the extent of writing thank-you letters to the Poughkeepsie Defense Council for their kindness in sending Christmas Gifts to the men inducted in the service.

Albany Home and Food Show

The City Club of Albany is sponsoring again this year a mammoth exposition devoted to food and home products, to be held at the Capitol Arena on Chapel Street, Albany, April 28th to May 3rd.

One of the features of the show will be the award of an \$8,000 home to the holder of the lucky admission ticket presented during the period of the show. The home is now being built at 185 Colonial Avenue, Albany, and will be open for inspection March 15 to May 3rd, inclusive. Books of tickets are available as indicated in an advertisement in this issue.

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Whither Civilization?

(Continued from page 48)

World after its gross debauch, this is the way. Only the truth and the capacity to serve it will make men free—the truth and the strength that comes to each generation through active unselfishness on the part of the preceding generation. No really civilized person would think of giving unjust advantage to any runner in a race for physical supremacy, and on the same moral grounds each generation and each individual of that generation should have a fair start where happiness is the goal.

The merit system idealizes and emphasizes character and knowledge.

Public workers should as citizens take an active interest in broadening the educational functioning of our Nation. We have to wait patiently for every important help to our security and success. Consider the years it takes for only a battleship. For the results of a system of universal, compulsory education for all youth, even if begun at once, we would have to wait a generation. Is a generation too long for a sound reform in the light of civilization's failures in many lands after thousands of years?

The Executive Budget

(Continued from page 44)

220. Parts II and III cover financial assistance to the localities.

Part III deals with State Aid. This year, \$143 million as against \$143.8 of last year. The State aid school moneys amount to \$120.2 this year, a decrease of \$462,809 from last year. This is due to a decrease in the average daily attendance of children. Not only a fewer number of children enrolled, but also such epidemics as Influenza have a very marked effect on the Average Daily Attendance.

State aid for highways is reduced from \$5.7 million last year to \$4 million this year. In estimating State aid for both schools and highways, Governor Lehman followed out the wish of the Legislature as indicated by 1940 legislation. That is, State aid is decreased by 2% from what would be required under our normal statutes, and State aid for highways is reckoned in the same way as last year. There was this year an increase of \$1.8 million in social welfare aid, that being \$17.9 million as against \$16.1 million of last year.

The fourth part of the budget deals with relief. This is where the biggest reduction takes place. \$70.2 million this year, as against \$79.7

million last year. There is a \$7 million decrease in estimated home relief for the coming year and a \$2.4 million decrease in debt service. Here the debt-load peak has been passed, and we are on the downward slope. It is to be remembered that of the \$50 million to be appropriated for Home Relief, \$3 million must be appropriated before July 1, 1941.

Governor Lehman makes an interesting pie-chart of the appropriation dollar. In this chart the piece for the cost of the administration of State departments including defense is 9.86c; institutions and schools, 15.4c; Legislature and Judiciary, 1.64c; public works, 1.99c; fixed charges, 3.41c; unemployment relief, 18.3c; State aid is the largest piece of pie, 37.2c.

Governor Lehman estimates the amount of revenue available for the general funds under proposed statutes will be \$399 million. This is excluding the emergency income tax. However, the yield from the State collected taxes will be at least \$472.5 million. The additional \$73 million will be the localities' share of State collected taxes. This, added to State aid, means that for the coming year out of every dollar of taxes collected by the State 59c goes for the support of local functions of government, and 41c for State activities.

The yield of our latest tax, the Pari-mutuel, is of interest: \$5.5 million, and the estimate last year was only \$4 million. The only tax that took a decided slump in its yield was the stock transfer tax. The appendix of Governor Lehman's budget gives a very clear picture of the New York State taxes as to their yield over the last seven years.

Governor Lehman particularly calls the attention of the citizens of the State to a resolution that has already passed one Legislature, and it is his earnest hope that it will not pass this. This resolution is a proposed amendment to the Constitution that would substitute a lump-sum executive budget for our present line-item budget. We who have been a long time in State service remember the old lump-sum budget. That unhappy memory should be reason enough for the Association to give very careful thought to this pending amendment. Let our course be ever one of progress.

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“An Honor Roll”

The Association is pleased to continue herewith the list of State employees from throughout the State, who as members of a military organization, have been inducted into the Federal Military Service for a year's training in accordance with federal legislation recently adopted. This list is continued from the December issue. It does not include employees who have been recently conscripted under the terms of the Selective Service Act. The names of those drafted will be contained in a future issue.

<i>Name</i>	<i>Department</i>	<i>Date Inducted</i>	<i>Military Organization</i>	<i>Rank</i>
Richard Nerf	Audit & Control	Oct. 15	Headquarters Company, 53rd Infantry	Sergeant
John J. Mullens	Audit & Control	Oct. 15	10th Infantry	1st Lieutenant
Frank Ryan	Audit & Control	Oct. 15	10th Infantry, Company C	Private
Robert Pritchard	Audit & Control	Oct. 15	Headquarters Company, 53rd Infantry	2nd Lieutenant
E. J. Eliason	Conservation	Dec. 29	Field Artillery Reserve	Captain
M. Lieber	Conservation	Dec. 1	Sanitary Corps	1st Lieutenant
Clarence Douglas	Clinton Prison	Nov. 11	1st Instructor's Course	Captain
Russell Bigelow	Dannemora S. H.	Oct. 15	National Guard	Private
Leroy Weaver	Elmira Reform.	Oct. 15	108th Infantry	Captain
Salvatore Galletta	Matteawan S. H.	Sept. 16	Headquarters Battalion	Staff Sergeant
Paul Stankiewicz	Matteawan S. H.	Sept. 16	Medical Detachment, 156th Field Artillery	Private
Vincent Smith	Matteawan S. H.	Sept. 16	Headquarters Battery, 156th Field Artillery	Duty Sergeant
Frederick J. Hoff	Matteawan S. H.	Sept. 16	National Guard	Sergeant
Leroy Shunk	Napanoch Inst.	Sept. 16	Battery D, 156th Field Artillery	Sergeant
Frank Harkin	Napanoch Inst.	Sept. 16	156th Field Artillery	2nd Lieutenant
F. K. Gundlack	Executive	Dec. 3	Naval Militia	Lieut. Com.
Frank Whaley	Executive	Oct. 16	Company A, 10th Infantry	Private
Alfred Loos	Executive	Nov. 28	Coast Artillery Corps	1st Lieutenant
J. T. Ryan, Jr.	Executive	Nov. 27	1213th Service Unit, Fort Niagara	Captain
William Murphy, Jr.	Health	Jan. 6	101st Anti-Tank Battalion, Med. Det.	Sergeant
Frederick J. Schultz	Health	Oct. 15	Service Company, 10th Infantry	Private
Louis Drowlette	Raybrook S. H.	Oct. 15	Headquarters Detachment, 105th Infantry	Private
Ernest Stringham	Raybrook S. H.	Oct. 15	Headquarters Detachment, 105th Infantry	Corporal
Herman B. Snow	Binghamton S. H.	Oct. 15	10th Infantry, Medical Detachment	Captain
William J. Murray	Binghamton S. H.	Jan. 6	101st Anti-Tank Battalion, Med. Det.	1st Lieutenant
Earl W. Brady	Binghamton S. H.	Jan. 29	Regular Army Reserve, Engineers	Private
Clarence H. Holland	Binghamton S. H.	Jan. 29	Regular Army Reserve, Coast Artillery	Private
Donald Lamon	Binghamton S. H.	Feb. 3	Regular Army Reserve, Field Artillery	Private
Harold Regan	Binghamton S. H.	Feb. 3	Regular Army Reserve, Field Artillery	Private
Charles Zimmer	Binghamton S. H.	Feb. 6	Regular Army Reserve, 2nd Corps. Area Inf.	Private
Thomas Conkling	Brooklyn S. H.		258th Field Artillery	Corporal
Joseph A. Murphy	Brooklyn S. H.		106th Infantry	Sergeant
Joseph V. Fowler	Brooklyn S. H.		104th Field Artillery	Corporal
Thomas O'Donnell	Brooklyn S. H.	Feb. 8	National Guard	Private
William G. Beh	Brooklyn S. H.	Feb. 3	National Guard	Private
Thomas Geraghty	Brooklyn S. H.	Feb. 3	National Guard	Private
Francis McCarl	Brooklyn S. H.	Feb. 3	National Guard	Private
Steven Hefner	Brooklyn S. H.	Feb. 3	National Guard	Private
Thomas Jones	Brooklyn S. H.	Feb. 3	National Guard	Private
Anthony Grabouckas	Brooklyn S. H.	Feb. 3	National Guard	Private
Edward Douglas	Brooklyn S. H.	Feb. 3	National Guard	Private
Michael Hoey	Brooklyn S. H.	Feb. 3	National Guard	Private
John Shanahan	Brooklyn S. H.	Feb. 3	National Guard	Private
Gerald J. Tiernan	Brooklyn S. H.	Feb. 3	National Guard	Private
William Boomhower	Brooklyn S. H.	Feb. 3	National Guard	Private
Jack Phillips	Brooklyn S. H.	Feb. 3	National Guard	Private
William Clarken	Brooklyn S. H.	Feb. 3	National Guard	Private
Leonard M. McGlynn	Brooklyn S. H.	Feb. 3	National Guard	Private c. 7
Thomas Duffy	Brooklyn S. H.	Oct. 15	Headquarters Company, 165th Infantry	Private
Harold Belote	Buffalo S. H.	Jan. 6	Medical Detachment	Private

<i>Name</i>	<i>Department</i>	<i>Date Inducted</i>	<i>Military Organization</i>	<i>Rank</i>
August Hoogers	Buffalo S. H.	Jan. 6	Medical Detachment	Private
Leon Lewanduski	Buffalo S. H.	Jan. 6	Medical Detachment	Private
Joseph L. Marso	Buffalo S. H.	Jan. 6	Medical Detachment	Private
Felix E. Martin	Buffalo S. H.	Jan. 6	Medical Detachment	Private
Andrew Murphy	Buffalo S. H.	Jan. 6	Medical Detachment	Private
Kenneth Phillips	Buffalo S. H.	Jan. 6	Medical Detachment	Private
Aloysius Volk	Buffalo S. H.	Jan. 6	Medical Detachment	Private
James Murray	Buffalo S. H.	Oct. 15	Battery F, 106th Field Artillery	Private
John R. Dutchess	Buffalo S. H.	Oct. 15	Battery F, 106th Field Artillery	Private
Nicholas Gember	Buffalo S. H.	Oct. 15	Battery F, 106th Field Artillery	Private
Gerald Ellis	Buffalo S. H.	Oct. 15	Battery F, 106th Field Artillery	Private
Anthony Privetera	Buffalo S. H.	Oct. 15	Battery F, 106th Field Artillery	Private
John McGowan	Buffalo S. H.	Dec. 28	1st Medical Battalion, Fort Devons	1st Lieutenant
Cecil Wittson	Central Islip	Dec. 8	Medical Corps, Naval Reserve	Lieutenant
Harry Hanners	Central Islip	Oct. 15	104th Field Artillery	Private, 1st cl.
William Klinke	Central Islip	Jan. 6	Naval Reserves—YP-12	Machinist Mate
Andrew Ryan	Central Islip	Jan. 1	Company B, 102nd Anti-Tank Battalion	Private, cl. 7
John Fuori	Central Islip	Feb. 3	Anti-Tank Battalion, 187th Field Artillery	Private
Michael Sarno	Central Islip	Feb. 3	Anti-Tank Battalion, 187th Field Artillery	Private
William Julian	Central Islip	Feb. 3	Anti-Tank Battalion, 187th Field Artillery	Private
Daniel Gleason	Central Islip	Feb. 3	Medical Detachment, 187th Field Artillery	Private
Edwin Brown	Central Islip	Feb. 3	Medical Detachment, 187th Field Artillery	Private
Harold Smith	Central Islip	Feb. 3	Medical Detachment, 187th Field Artillery	Private
Robert Smith	Central Islip	Feb. 3	Battery B, 187th Field Artillery	Private
James Hanford	Central Islip	Feb. 3	Anti-Tank Battalion, 187th Field Artillery	Private
Timothy Dyas	Central Islip	Feb. 3	Anti-Tank Battalion, 187th Field Artillery	Private
James Benedict	Central Islip	Jan. 27	Medical Detachment, 187th Field Artillery	Private
Joseph Ertl	Central Islip	Jan. 27	Medical Detachment, 187th Field Artillery	Private
Byford T. Lee	Central Islip	Jan. 28	Headquarters Company, 1222nd Service Unit	Private
Louis Magarino	Central Islip	Jan. 30	Quartermaster's Reserve	Private
Paul Heesch	Central Islip	Feb. 3	Battery B, 187th Field Artillery	Private
Victor Aiken	Central Islip	Feb. 3	Battery B, 187th Field Artillery	Private
Frank Connolly	Central Islip	Feb. 3	Battery B, 187th Field Artillery	Private
Joseph Strand	Central Islip	Feb. 3	Battery B, 187th Field Artillery	Private
Joseph Quinn	Central Islip	Feb. 3	Battery B, 187th Field Artillery	Private
Donald Bellefeuille	Central Islip	Feb. 3	Battery B, 187th Field Artillery	Private
James P. Connolly	Central Islip	Feb. 3	Battery B, 187th Field Artillery	Private
Thomas J. Hogan	Central Islip	Jan. 31	Headquarters Company, 1222nd Service Unit	Private
Arlington Visscher	Central Islip	Feb. 3	Battery A, 187th Field Artillery	Private
Daniel McKearney	Central Islip	Feb. 3	Battery B, 187th Field Artillery	Private
Arthur Mayer	Central Islip	Feb. 3	Battery B, 187th Field Artillery	Private
Philip Piscatella	Central Islip	Feb. 3	Battery B, 187th Field Artillery	Private
Alfred McInerney	Central Islip	Feb. 3	Battery B, 187th Field Artillery	Private
Thomas Janusz	Central Islip	Feb. 3	187th Field Artillery, 71st Brigade	Private
James Flynn	Central Islip	Feb. 3	Battery B, 187th Field Artillery	Private
Anthony Guzowski	Central Islip	Feb. 3	Anti-Tank Battalion, 187th Field Artillery	Private
Rudolph Schaller	Central Islip	Feb. 3	Anti-Tank Battalion, 187th Field Artillery	Private
Frank Stolarski	Central Islip	Feb. 3	Service Battalion, 187th Field Artillery	Private
George Greenafege	Central Islip	Feb. 3	Anti-Tank Battalion, 187th Field Artillery	Private
Wilbur Thomman	Gowanda S. H.	Oct. 15	106th Field Artillery	Private
Carl Gangi	Gowanda S. H.	Oct. 15	Battery Band, 106th Field Artillery	Private
Charles Buskey	Gowanda S. H.	Sept. 16	Company F, 174th Regiment	Private
Warren Hall	Gowanda S. H.	Feb. 10	209th Coast Artillery	Private
Clifford Hussey	Gowanda S. H.	Feb. 10	209th Coast Artillery	Private
Wesley Hewitt	Gowanda S. H.	Feb. 10	209th Coast Artillery	Private
Donald Allport	Gowanda S. H.	Feb. 10	209th Coast Artillery	Private
Walter Whitcomb	Gowanda S. H.	Feb. 10	209th Coast Artillery	Private
R. Beckman	Gowanda S. H.	Feb. 10	209th Coast Artillery	Private
William Hayes	Harlem Valley	Oct. 23	102nd Medical Detachment, 27th Division	1st Lieutenant
Lester Cooper	Harlem Valley	Sept. 16	156th Field Artillery, Battery B	Private
Warren Winship	Harlem Valley	Sept. 16	156th Field Artillery, Battery B	Private
George Phelps	Harlem Valley	Sept. 16	156th Field Artillery, Battery B	Private
Maurice Santopadre	Harlem Valley	Sept. 16	156th Field Artillery, Battery B	Private
James Kelleher	Harlem Valley	Sept. 16	156th Field Artillery, Battery B	Private

<i>Name</i>	<i>Department</i>	<i>Date Inducted</i>	<i>Military Organization</i>	<i>Rank</i>
John Wall	Harlem Valley	Sept. 16	156th Field Artillery, Battery B	Private
Michael Parren	Harlem Valley	Sept. 16	156th Field Artillery, Battery B	Private, 1st cl.
James Ackerman	Harlem Valley	Sept. 16	156th Field Artillery, Battery B	Private, 1st cl.
Harold Poluzzi	Harlem Valley	Sept. 16	156th Field Artillery, Battery B	Private
Joseph Sekelsky	Hudson River	Oct. 15	Service Company, 106th Infantry	Private
John Purcell	Hudson River	Oct. 15	Service Company, 106th Infantry	Private
Joseph Doltols	Hudson River	Oct. 17	Station Hospital, Fort Jay	1st Lieutenant
Wilfred Pae	Hudson River	Oct. 15	Medical Detachment, 105th Infantry	Corporal
David Jones	Hudson River	Oct. 15	Medical Detachment, 105th Infantry	Private
Charles Taylor	Kings Park	Oct. 21	Reception Center, Fort Dix, N. J.	1st Lieutenant
Edward Wichern	Kings Park	Jan. 13	Company B, 102nd Anti-Tank Battalion	Private
Robert Terjesen	Kings Park	Jan. 13	Company B, 102nd Anti-Tank Battalion	Private
Thomas Baker	Kings Park	Jan. 13	Company B, 102nd Anti-Tank Battalion	Private
Wilbur Clark	Kings Park	Jan. 13	Company B, 102nd Anti-Tank Battalion	Private
John Porteous	Kings Park	Jan. 13	Company A, 102nd Anti-Tank Battalion	Private
Thomas Gilmer	Kings Park	Jan. 13	Company A, 102nd Anti-Tank Battalion	Private, cl. 7
Daniel Scott	Kings Park	Jan. 13	Company A, 102nd Anti-Tank Battalion	Private, cl. 7
John O'Brien	Kings Park	Jan. 13	Company A, 102nd Anti-Tank Battalion	Private, cl. 7
Charles Clark	Kings Park	Jan. 13	Company A, 102nd Anti-Tank Battalion	Private, cl. 7
Ted Kelley	Kings Park	Jan. 27	186th Field Artillery, Battery F	Private
William Costello	Kings Park	Jan. 27	186th Field Artillery, Battery F	Private
Edward Winslow	Kings Park S. H.	Jan. 27	186th Field Artillery, Battery F	Private
John T. Reilly	Kings Park S. H.	Jan. 27	186th Field Artillery, Battery F	Private
Joseph Nelson	Kings Park S. H.	Jan. 27	186th Field Artillery, Battery F	Private
William Burke	Kings Park S. H.	Jan. 27	186th Field Artillery, Battery F	Private
Cyril Biegen	Kings Park S. H.	Jan. 27	186th Field Artillery, Battery F	Private
Albert Arnoulet	Kings Park S. H.	Jan. 27	186th Field Artillery, Battery F	Private
Peter Hildenbrand	Kings Park S. H.	Jan. 27	186th Field Artillery, Battery F	Private
Maurice J. Cassidy	Kings Park S. H.	Jan. 27	Company F, 186th Field Artillery	Private
Arthur A. Mull	Kings Park S. H.	Jan. 27	Company F, 186th Field Artillery	Private
Edmund Horgan	Manhattan	Oct. 15	165th Infantry, Company F	Private
Robert Martin	Manhattan	Jan. 13	101st Signal Battery	Private
Harry Levine	Manhattan	Jan. 25	Dental Reserve, Fort Bragg, N. C.	1st Lieutenant
Richard Fitzgerald	Manhattan	Feb. 3	Battery C, 258th Field Artillery	Private
Gerald Griffin	Manhattan	Feb. 3	Battery C, 258th Field Artillery	Corporal
Albert Kilgore	Manhattan	Feb. 3	Battery C, 258th Field Artillery	Private
William Griffin	Manhattan	Feb. 3	Battery C, 258th Field Artillery	Private
William Hahn	Manhattan	Feb. 3	Battery C, 258th Field Artillery	Private
Raymond Lefevre	Manhattan	Feb. 10	207th Coast Artillery, 7th Regiment	Private
Dennis Ryan	Manhattan	Feb. 10	207th Coast Artillery, 7th Regiment	Private
Burton Phillips	Marcy S. H.	Jan. 6	101st Anti-Tank Battalion	Private
Thomas Evans	Marcy S. H.	Jan. 6	101st Anti-Tank Battalion	Sergeant
Henry Toner	Marcy S. H.	Jan. 6	101st Anti-Tank Battalion	Private
Stuart Colwell	Marcy S. H.	Jan. 6	101st Anti-Tank Battalion	Private
William Rice	Marcy S. H.	Jan. 6	101st Anti-Tank Battalion	Private
Herman McGough	Marcy S. H.	Jan. 6	101st Anti-Tank Battalion	Private
Leroy Whipple	Marcy S. H.	Jan. 6	101st Anti-Tank Battalion	Private
Raymond Wickwire	Marcy S. H.	Jan. 6	101st Anti-Tank Battalion	Private
Delos Brady	Marcy S. H.	Jan. 6	101st Anti-Tank Battalion	Private
Armand Gaudin	Marcy S. H.	Jan. 6	101st Anti-Tank Battalion	Private
Donald Sperry	Marcy S. H.	Jan. 6	101st Anti-Tank Battalion	2nd Lieutenant
Bernard Kent	Marcy S. H.	Jan. 6	101st Anti-Tank Battalion	Private
George Butler	Marcy S. H.	Jan. 6	101st Anti-Tank Battalion	Private
Nelson DeLa Marter	Marcy S. H.	Jan. 6	101st Anti-Tank Battalion	Private
Fred Lamb	Marcy S. H.	Jan. 6	101st Anti-Tank Battalion	Private
Thomas Davis	Marcy S. H.	Feb. 1	Regular Army Reserve	Private
Edward Van Loan	Middletown	Sept. 16	Battery D, 156th Field Artillery	Private
Edward Allen	Middletown	Sept. 16	Battery D, 156th Field Artillery	Sergeant
George Robertson	Middletown	Sept. 16	Battery D, 156th Field Artillery	Corporal
Albert Ahrenholz	Middletown	Sept. 16	Battery D, 156th Field Artillery	Corporal
Vivan Jay Montrose	Middletown	Sept. 16	Battery D, 156th Field Artillery	Priv. 1st cl., cl. 5 spec.
Emil J. Faber	Middletown	Sept. 16	Battery D, 156th Field Artillery	Private, cl. 6
Leonard Elliott	Middletown	Sept. 16	Battery D, 156th Field Artillery	Private

THIS LIST WILL BE CONTINUED IN THE NEXT ISSUE

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Buffalo Party



It may be a little late to speak of a Christmas Party, but the kind spirit of that season should last throughout the year. The employees of the outside departments of Buffalo State Hospital, wishing to share their happiness with those less fortunate, gave a Christmas Party for the forty-seven patients of that institution who work in outside departments. The item was delayed in reaching headquarters of the Association, but it actually is worthy of printing in any issue.

The patients were given cigars, cigarettes, candy, ice cream and cake—served by the State employees. Dr. H. Becket Lang, new Assistant Commissioner of Mental Hygiene, then Superintendent of Buffalo State Hospital, visited the party and was pleased with the manner in which the patients were enjoying themselves.

Beacon President's Ball

Nearly 1,000 persons attended the President's Birthday Ball January 30, held at the Matteawan State Hospital. Dr. John F. McNeill was chairman of the affair, and W. Vincent Grady was in charge of the entertainment. The auditorium of the hospital was attractively decorated with patriotic colors, bunting and flags. A fine program of entertainment was arranged and presented.

District No. 8 Elects

The employees of District 8 of the Department of Public Works recently chose J. J. Balog as President for 1941. Others elected were Vice-President, H. B. Coleman; Secretary, Ethel Mae Thomas; and Treasurer, Frank A. Fetter.

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The Leader

The Civil Service Leader is still available to members of this Association on a special subscription offer. A year's subscription may be had for only \$1.00; the regular price is \$2.00. A blank for applying for this subscription is to be found on another page of this issue.

The Leader contains first hand information on all new civil service examinations, establishment of eligible lists, certifications and appointments, examination requirements, progress of lists, State department news, question and answer columns and many other features of interest to Association members.

The Leader publishes up to date news on the new Hospital Attendant list, and is carrying regularly study material for preparing for the clerk, stenographer, typist examinations, which will be the big lists for 1941.

Poster Contest

The New York State Liquor Authority has announced a poster contest open to art students of all colleges and universities in the State of New York.

Stating that it is searching for posters which will interpret the need of moderation in the use of alcoholic beverages, the Board announces that details of the contest have been developed by the Authority with the assistance of Dr. George M. Wiley of the New York State Department of Education.

Awards of \$100 for the first prize; \$50 for the second prize; and \$25 for the third and fourth prizes will be made. The contest closes March 1, 1941.

Money for the prizes has been contributed by a member of the State Liquor Authority.

The Authority's pamphlet, "The Effects of Alcohol on the Individual and the Community" will be given to students entering the contest as a basis for creating their own designs. Poster designs must be black and white line drawings for reproduction. (Mr. Alfred H. Barr, Jr., Director of the Museum of Modern Art, will head the committee of judges.)

Five posters will be accepted for the competition from each college—the five which have the greatest merit in the judgment of the head of the college art department.

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Public Service Training

(Continued from page 49)

bureau of Training \$16,000 of which \$8,000 came from Federal vocational education funds. To the city the direct cost for each of the 6,900 persons trained was about \$1.25. For each of 16,000 upstate city and village employees enrolled last year in courses offered by the Municipal Training Institute of New York State, the cost was 50 cents.

"It is not claimed," said Mr. Hall, "that public service training given for such expenditures is completely adequate. Furthermore, large indirect costs, difficult to determine exactly, appear in public service training."

"Items which must be counted in any cost appraisal of a program," he said, "are those to the municipality and employee personally, plus: time spent in classes, traveling expenses, custodial and maintenance costs of public and private structures in use, cost of instructional staffs, among others."

"New York State leads the nation in demonstrating how extensive public service training facilities and resources may be made available at little or no direct cost," declared Mr. Hall, adding:

"However, there are limits to free services and facilities in public service training, particularly as programs enter advanced fields. Training programs for some groups of public employees in the State have already reached such limits. When, therefore, public funds are requested for carefully planned practical training programs which promise increased governmental efficiency, appropriating bodies may be justified in spending money to save money."

"A better-knit program of in-service training for State employees," said Mr. Hall, "is in the offing. Already, however, there are numbered among the holders of training certificates many types of State workers."

"Certificates have gone to prison guards and employees of the State Correction Department, motor vehicle license examiners of the Motor Vehicle Bureau and game protectors of the Conservation Department, among others."

"This bureau functions," said Mr. Hall, "under the supervision of the Board of Regents Council on Public Service Training and in close cooperation with the Department of Civil Service."

"The Bureau regularly goes outside of the State to give or seek help in public service training," he said. "It utilizes new developments in training programs in Federal, State and local service and private business. It assists in selecting as instructors and cooperating agencies, officials and departments of Federal, State and local governments and national associations of public employees, technicians and trade groups. It opens training facilities of the State to Federal, State and local employees throughout the country."

"The bureau also informs public employees of this State of training opportunities wherever available."

Classed by Mr. Hall as "high quality" are the programs currently conducted by the Correction Department, Municipal Civil Service Commission of New York City, Municipal Training Institute of New York State, Town and County Officers' Training School of the State and Nassau County Vocational Education and Extension Board.

"As these programs are enlarged and developed, the Bureau," he said, "acts to coordinate activities, eliminate possible duplications, stress economical administration and aid groups to use training facilities."

"Among the wide variety of 28,930 public employees trained during the year, whose instruction the Bureau aided either directly or indirectly," said Mr. Hall, "were:

"123 assessors from cities and villages; 188 City Civil Service Commissioners and Secretaries in seven regional zone courses, 200 more of the same type officers in extension courses, 60 village and city clerks, 200 town and village clerks in extension courses, 125 town clerks, 75 city and village financial officials;

"12,865 firemen, 138 game protectors, 200 city and village legal advisers, 200 city and village legislators, 466 mayors, department heads and legislators from cities and villages in 12 regional zone sessions, 200 city and village mayors in extension courses, 15 milk inspectors in advanced studies, 89 motor vehicle license examiners, 1,400 policemen in 12 regional zone class sessions, 200 city and village police chiefs in extension courses."

"963 State prison guards and employees, 200 city and village purchasing officials in extension courses,

36 recreational officials, 54 operators of sewage treatment plants in three separate zones, 100 county sheriffs, 214 town highway superintendents, 2,500 general town officers, 700 general town and county officers, 25 water treatment plant operators in advanced courses, 185 more in basic courses, 115 city and county welfare officials in advance courses and 194 more in regular courses.

"Added to these are the heavily-numbered New York City employee-students."

On the public service training horizon, according to Mr. Hall, are "new programs or expansion of existing programs for employees of the Education, Health, Civil Service, Correction, Conservation and Motor Vehicle units of State Government."

"The New York State Association of District Attorneys is named as a committee to work with the Bureau in the organization of an institute."

"A Police Chiefs' Institute is likely to take form soon, as well as a permanent cooperative training relationship with the State Sheriffs' Association. In cooperation with the office of the Federal Bureau of Investigation, Albany, arrangements have been developed for training of local law enforcement officers."

"Utilization of college structures of New York University, Cornell, Rensselaer Polytechnic Institute, Siena College, Colgate University and other great education centers has been the subject of several conferences."

War emergency or no, the "efficient and devoted public employees" which Mr. Hall deems so essential "in the difficult days ahead" are answering the call of democracy.

The interest of public employees in self-improvement DOES continue undiminished.

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Group Plan of Accident and Health Insurance

The Group Plan of Accident and Sickness Insurance sponsored by the Association was established in June, 1936. Since that date it has grown rapidly until at present writing over 12,500 employees are insured and claim payments are being made totaling over \$15,000 monthly.

The fact that claims are being paid promptly is evident from letters of satisfaction regularly received from policyholders throughout the State. A detailed statement of claims paid and letters received may be secured from C. A. Carlisle, Jr., Ter Bush & Powell, Inc., 423 State Street, Schenectady, N. Y., the agency handling the accident and sickness insurance.

There is perhaps no broader policy written as to coverage available to members of the Association. There are practically no exclusions or limitations. Mental diseases are not excluded; house confinement during disability is not necessary; no exclusion is made when accident occurs when policyholder is under the influence of intoxicating liquors, etc.

Payment for the insurance is made

painless through small semi-monthly deductions from the salary of the insured. Of course, the insurance can be cancelled by the insured at any time, simply by cancelling the authority to deduct which is filed with the State Comptroller.

The group plan of accident and sickness insurance was designed for State workers—any State worker may apply for it. Applications or information may be secured by writing Ter Bush & Powell, Inc.

Many employees doubt the need for disability insurance. However, in the U. S. each minute 51 persons become disabled through sickness and 17 through accident. There are more wages lost through accident and sickness disability than through unemployment.

One State worker, age 45, who purchased the insurance in March, 1937, had no disability until September, 1939, when he was disabled twice by illness. During the course of several months he was paid \$1,351. He has this to say, which warrants repeating:

"In these days when defense of country is the main topic of the day, is a good time for all of us to look

into our personal defense against an enemy that strikes out of a clear sky and issues no warning in many cases. When illness comes it is hard enough alone, but if one has not arranged or provided for taking care of financial expense, he or she are only adding a big obstacle to recovery."

Because of the splendid broad coverage, low cost, easy payment through payroll deductions and the fact that the group plan has been of tremendous help to policyholders who have become disabled by accident and sickness, careful consideration of this plan is recommended.

For applications, or information, write TerBush & Powell, Inc., 423 State Street, Schenectady, N. Y., or Association Headquarters.

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New Books

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FICTION

The First Rescue Party, by Karel Capek, tr. by M. & R. Weatherall. Macmillan. \$2.

A shy, lonely, young Czech miner grows from youth to manhood in the few days after he volunteers as a member of the first party to attempt the rescue of some trapped fellow workmen. Each man in the squad is touched to life as the search progresses, but it is Standa Pulpan, hero-worshipper, innocently in love with the wraithlike wife of his unhappy landlord, and caught in the rescue work between fear and courage, on whom the author focuses his discerning insight and loving yet whimsical tenderness.

The Giant Joshua, by Maurine Whipple. Houghton. \$2.75.

While following closely the general events of the troublous years in which a group of pioneering Mormons sought to establish the Dixie Mission on the banks of the Rio Virgin, fighting plagues, floods, starvation and finally the government deputies seeking to wipe out polygamy, this long story centers in the experiences of Clory, vivid, gay, dauntless young third wife of the fanatic, yet lusty, Abijah. Clory's life with here privations, sorrows, brief joys, and constant domestic crises, epitomizes that of all those Mormon women pioneers, who struggled against the wilderness and against the vicissitudes of plural marriage.

The Hill is Mine, by Maurice Walsh. Stokes. \$2.50.

A young Montanan goes to Scotland on a holiday to see and dispose of a croft that has fallen to his inheritance. Someway his visit is prolonged as he savors the life in the glen, enjoying the excitement of poaching salmon and deer, and having his heart set fluttering by three girls, one a redhead, one a dark, flaming beauty, and one a long-legged virginal creature, daughter of the dispossessed and daft laird of the neighboring castle. What happens when Stephen tries to play "little tin-god-out-of-the-machine" in a num-

ber of lives makes light romantic reading.

Murder Out of Turn; A Mr. and Mrs. North Mystery, by Frances Lockridge & Richard Lockridge. Stokes. \$2.

Summer camps are becoming the familiar stamping ground of mystery story writers, but readers of the Mr. and Mrs. North detective tales will realize what the Norths' sense of humor, intelligence (especially Mrs. N's) and their gay, good fellowship do to the Lockridges' tales in which they are the chief characters. This is a more complicated story than the **Norths Meet Murder**, for there are many characters and many angles from which the murders might have been committed, and as many or more possible motives. Detective Weigand is on the scene, and the results of the Lockridges' expert interpretations of Weigand's intuitions, and of the various characters and situations, materialize into a super-tale.

Quick Service, by P. G. Wodehouse. Doubleday. \$2.

Nothing can daunt the high spirits of the debonair Joss Weatherby, neither his unexpected dismissal from the secretaryship to J. B. Duff of Paramount Hams, the unsatisfactory progress of his sudden love affair, nor the necessity of stealing a portrait he himself had painted. These and other complications in Joss's own life are inextricably intertwined, of course, with those of at least five other amusing characters. The story, while proceeding at a slower tempo than usual, bears the unmistakable Wodehouse stamp of lighthearted, effervescent humor.

Random Harvest, by James Hilton. (Atlantic Monthly Press bks). Little. \$2.50.

The knowledge that he is the youngest son of a rich English industrialist comes to a shell-shocked ex-soldier after an accident in Liverpool, but his inability to recall his immediate past takes the edge of happiness from his later successes as a student in Cambridge, and in business, love and political life. The cleverly contrived story, weaving back and forth between past and

present against the background of events of the last twenty years and always with a sense of a fourth dimension, is intensely absorbing and romantic.

NON-FICTION

America's Dilemma, by Sir Norman Angell. Harper. \$1.75.

After presenting a succinct and fair statement of the arguments of American isolationists and replying to them, the distinguished publicist-author, with clarity, sincerity and eloquence points out that peace and freedom in the future depend upon America's unlimited cooperation with Great Britain in its war against Nazism.

Behind God's Back, by Negley Farson. Harcourt. \$3.50.

This lively record of a journey in Africa, completed just before the present war, offers Farson's candid observations on the political administration of colonies and mandates in Central and South Africa, and his many and varied experiences, thrilling, dangerous, bizarre or exasperating, when driving in a Ford with his wife across Africa from coast to coast.

A Home of Your Own, by Henrietta Ripperger. Simon. \$2.49.

Of all-round practical help to the young housekeeper, this author's friendly and sage advice covers every aspect of housekeeping from the choice between a house and an apartment to the care of the wardrobe; it includes selection of linen, china, and silver, routine of the week's work, hints on cooking, tips on buying food, the engaging and managing of a maid, and also the subject of budgeting.

Juggernaut Over Holland, by E. N. van Kleffens. Columbia University Press. \$2.

The Dutch minister of foreign affairs, who was part of it all, tells in a forceful narrative—all the more forceful for his well-controlled indignation—what happened in the Netherlands, just before the German invasion and during the ruthless, five-day surprise attack, which Germany made on a peace-and-freedom-loving people, who had taken scrupulous pains to observe neutrality.

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