

THE STATE EMPLOYEE

The Official Magazine of
The Association of State
Civil Service Employees
of the State of New York

The Season's Greetings



CHRISTMAS AT RAY BROOK

*Picture submitted by Miss Esther Penci
New York State Hospital, Ray Brook, N. Y.*

DECEMBER, 1938

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Number 9

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Group Life Insurance Plan

ENTHUSIASTICALLY RECEIVED BY MEMBERS

Numerous letters and phone calls have besieged Association Headquarters during the past few days, requesting information, literature and applications for the Group Life Insurance Plan announced in the October and November issues of THE STATE EMPLOYEE.

Literature fully explaining the plan, as well as applications and pay-roll authority cards are now available and may be secured by visiting or writing to Association Headquarters.

Thirty men, acting as representatives of the Association for the purpose of conducting group meetings and explaining the plan in detail to the employees, are at the present time working in the various State Institutions in the Hudson Valley, such as Hudson River State Hospital, Poughkeepsie; Wassaic State School, Wassaic; Harlem Valley State Hospital, Wingdale; Middletown State Hospital, Middletown; State Medium Security Prison, Wallkill; State Institution for Defective Delinquents, Woodbourne; Rockland State Hospital, Orangeburg; State Vocation Institution, West Coxsackie; and the State Institute for Defective Delinquents at Napanoch. When these institutions are completed and immediately following the holidays, it is planned that these men will be available to explain the plan and solicit the participation of employees of the State departments in Albany, New York City and elsewhere. The entire State will be completed by sections, and as it is a very huge task, it will take considerable time before every employee is covered.

Although these men have only been working for three days as this issue goes to press, and although insufficient time has elapsed to enable employees to digest the plan thoroughly, already several hundred applications have been received.

Your officers and committees have worked upon this plan for group life insurance for over a year. Through the helpful cooperation of the Comptroller, and with the consent of the Legislature, payroll deductions have been arranged. Employees need not face the difficult payment of large quarterly or semi-annual premiums, for just a few cents is automatically deducted each payday.

This is a "group" plan. Any article costs less per piece if purchased in large quantities than if purchased one at a time. So it is with insurance. Because of our vast buying power, due to our numerical strength, this plan will provide members with additional life insurance coverage at rates and under conditions not obtainable elsewhere. The low cost of our Group Plan of Accident and Sickness Insurance was also made possible through a like group purchase arrangement.

This group plan offers life insurance in one of the most reputable companies in the United States, and

without medical examination or any reference to previous medical history, providing application is made for the insurance at this time. Delay on the part of an employee in filing his application for this insurance may make a medical examination necessary if this employee wishes to enter the plan in the future. To put the plan in effect, however, we must use our cooperative buying power. We need 75 per cent of eligible employees.

In the course of several meetings called to explain the plan, and in correspondence received at Association Headquarters, several representative questions have been asked.

One question is: "What happens when an employee retires on pension?" The answer is that the employee may continue in the plan until age 70 by making premium payments to the Association, at which time the insurance may be converted into any form of insurance written by the company, except term insurance, without medical examination.

Another question frequently asked is: "In case of sickness, and I have exhausted all sick leave due me, and I am off the payroll, making payroll deductions impossible, would my insurance terminate when I need it most?" And the answer is that when the employee is out sick and is no longer on the payroll, he may continue to make his premium payments to the Association, and his insurance will remain in effect. The same arrangement applies for employees who may be on leave of absence. Thirty days' grace is allowed in the payment of each premium.

A question which is commonly asked by young women anticipating marriage is: "What happens if I leave State service." The answer is that the insurance may be converted without medical examination, to any form of insurance written by the Company, except term insurance, at the attained age rate. Your plans to leave State service some time in the future is no logical reason not to enter the plan. If you can be in this group plan for one year, or fifty years, you will have had the advantage of life insurance protection at rates lower than elsewhere, payable in small amounts through payroll deduction.

Many employees have inquired as to the date the plan will take effect. This is indefinite at present, and depends somewhat upon the time required for the Association's representatives to travel throughout the State and complete their solicitations. However, this will be done as rapidly as possible. No deduction will be made from any member's salary until the insurance goes into effect.

Employees who are interested in the plan, and who have not as yet been canvassed by representatives of the Association relative to the plan, may secure applications and literature concerning the plan from Association Headquarters. Completed applications may also be filed at Headquarters.

Executive Committee

MEETING

A meeting of the Executive Committee was held on December 8th. Several important matters were discussed at length.

Constitutions and By-Laws submitted by four proposed Chapters were approved by the Committee. The groups which may now officially function as Chapters of this Association were the Attica State Prison Chapter, which has enrolled 100 per cent membership of all employees of the State Prison at Attica; the New York State Training School at Hudson Chapter; the New York State Training School for the Blind Chapter, which has also enrolled 100 per cent of employees of the State School for the Blind at Batavia; and the Wassaic State School Chapter, which promises to be one of the most successful of the local organizations now functioning.

Consideration was given to the appointment of a special committee in Albany for the purpose of securing 100 per cent membership of the 6,000 eligible State workers in the Capital City. The Committee appointed may be found on another page of this issue.

The report of the Special Committee appointed by the President at the last meeting to secure a suitable form of pension plan for employees of the Association was considered. The report was given by Davis Shultes, chairman of the Special Committee and the plans proposed were considered from all angles. It was finally decided to have the special committee further consider the subject and make its recommendations to the President.

Chapter "charters," recently prepared, were presented at the meeting. These charters will be ready to send to the various chapters within a few days.

The progress of the Association's plan for group life insurance was reported to the committee and lengthy discussion on this subject followed.

The Association's new membership pamphlet, entitled UNITY was brought before the Committee for approval. The committee was enthusiastic over the completeness of

this new booklet which gives full information on the services, accomplishments, and future plans of the Association. Copies of this booklet should be ready for distribution within several days.

The members of the committee attending voiced considerable favorable comment on the improved appearance of the October and November issues of THE STATE EMPLOYEE. It was reported that the State workers' willingness to patronize advertisers in the magazine, as well as the improved appearance was attracting increased advertising.

Report was made that in excess of 2,000 new members have joined the Association for 1939 during the last month.

Interesting photos received as a result of the CANDID CAMERA CONTEST advertised in the November issue were presented, and it was decided that several of the pictures be used in the December issue, instead of awaiting the January issue as originally planned.

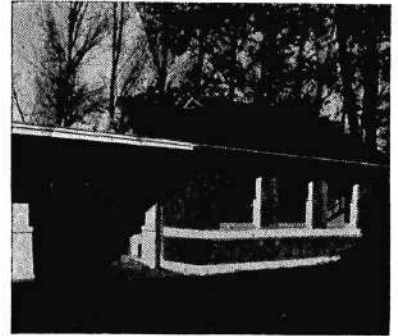
Long Island Meeting

On Friday evening, November 25th, this Association held a meeting of employees at Central Islip State Hospital. The auditorium was filled almost to capacity, with approximately 500 employees attending. James McKiernan, President of the Central Islip State Hospital Employees Association, presided and introduced the guest speakers of the evening, William F. McDonough, former President of the State Association, and present Chairman of its Legislative Committee, and Executive Secretary Joseph D. Lochner. The speakers discussed at length the need for organization, and the services and plans of the State organization.

The employees attending went on record in favor of establishing a Chapter of the Association at Central Islip State Hospital. A special committee was appointed by President McKiernan to revise the Constitution and By-Laws for submission to the State Association's Executive Committee for approval.

New Headquarters for H. R. S. H. Assn.

The Hudson River State Hospital Employees' Association is sincerely grateful to Dr. Ralph Folsom, Superintendent of H. R. S. H., for assignment of new headquarters for the Association. New office furniture and equipment has been secured and the Association now has suitable meeting facilities for the officers and committees. Its prestige is greatly enhanced.



A special meeting of the Employees' Association was called at 12:45 noon on Wednesday, December 7th, at which representatives of the State Association attended and explained in detail the new Group Life Insurance Plan. Much enthusiasm was manifested.

The student nurses of the hospital, class of 1940, are making final plans as this issue goes to press for a dance to be held in the Amusement Hall of the institution on Friday evening, December 9th. Edna Acker is general chairman of arrangements and her assistants are Dorothy Hilger, tickets; Audrey Billingham and Florence Scoma, decorations; Gerald Oakes, advertising, and John Peluse, music. Among the patronesses at the dance will be members of the faculty of the training school, including Mrs. Gladys Russell, Mrs. May Jerrell, Miss Leona Ward and Miss Alma Babcock.

Mr. John F. Glavin, formerly of Pilgrim State Hospital, Brentwood, with his family transferred to the Hudson River State Hospital to assume his new duties as Assistant Steward. The Employees' Association extends to him their most cordial greetings.

Continued on Page 7

Unity

The Association will issue very soon a little booklet containing interesting facts about the Association. The booklet will be entitled "Unity." Last year the Association published a somewhat similar leaflet and the title was "Loyalty." The booklet will be a handy help to the hundreds of members of the Association's Membership Committee now active throughout the State. New workers in State service will find all of their questions as to the need for worker organization, as to desirable organization, and as to effective organization answered concisely but completely.

The words "Unity" and "Loyalty" mean much to State employees. They bespeak the relationship of the State civil service employee to the people of the State and to each other.

The new Association year is here. Membership enrollment and renewal of membership for 1939 is progressing at the most astounding rate in the history of the Association. Hundreds of new members are hurrying to join this live, progressive, and democratic State employee organization. There are no paid high-pressure, membership salesmen—State employees themselves recruit all members of the Association. Just as the officers of the Association receive no pay for their splendid work throughout three hundred and sixty-five days of each year, so the work of recruiting members is voluntary and spontaneous and "all for the cause." There are no promptings from far away labor leaders; no dues-hungry organizers; no foreign isms casting their killing blight of doubt over the question of membership. Here is an Association that stands free and fine and strong—above and beyond the taint of selfish reward or racket reasoning—a veritable Gibraltar in an ocean of labor disension.

Contrast the worthwhile accomplishments, the progressive program, the unity, the loyalty, the unselfishness, the intelligence, of the Association of State Civil Service Employees with the Communist group seeking to organize State

workers, the C. I. O. group seeking to organize State workers, and groups that seek to breed distrust and discontent among State employees. Contrast their methods, their publications, their programs, with the simple but soul-stirring history set forth in the Association's booklet "Unity." Write for a copy of this booklet and show it to your fellow employee. Like all Association services the booklet is free.

The following quotation from the news section of the New York Times of December 2nd, 1938, tells its own story:

"Washington, Dec. 1.—Homer Martin, President of the United Automobile Workers of America, affiliate of the C. I. O., was confronted before the Dies committee today by two 'off the record' speeches which he made last summer in Royal Oak, Mich., and he admitted having taken the lid off communism in his own union and in the C. I. O. on those occasions . . . Among the statements read to him by Chairman Dies from what purported to be stenographic accounts of his remarks and which the union president said were correct or substantially correct were the following:

1. There was 'an intelligent and knowing attempt on the part of certain people within the C. I. O. to turn the whole C. I. O. over to the Communist party.'

2. C. I. O. organizers were appointed for no other reason than that they were Communists.

3. Harry Bridges was not to be believed when he denied he was a Communist.

4. After four days of conference between Vice President Richard T. Frenkensteen of his union and W. K. Gebert of the Central Committee of the Communist Party and Clarence Hathaway, editor of the Daily Worker, a 'deal' was arranged according to which the command of the Dodge local was turned over to the Communist Party by Frenkensteen in exchange for which the latter would receive the political backing of the Communist Party.

Continued on Page 17



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EDITORIAL PAGE

THE STATE EMPLOYEE

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This Is the Truth

On December 1st, 1938, Isador Lubin, Federal Commissioner of Labor Statistics, appearing before the Congressional Temporary National Economic Committee, placed before the World as remarkable an array of facts as have come forth from public or private studies since time began. Mr. Lubin is a statistician. He lives with figures and charts. They are his palette and his brush. Figures are the life blood of the scheming and the selfish. They are used to destroy. But they are used also to construct. In the hands of the lover of humanity they may become bread and meat and churches and homes and schools. The truth which Mr. Lubin proved was this: Progress in satisfactory functioning of the national economy depends upon a rise in the income of the lower income groups. Against the sophistry of virtue in low wages he measures the indisputable fact of the loss of a hundred and nineteen billion dollars in wages and salaries during the last nine years. Says Mr. Lubin:

"American industry, geared to large-scale production and markets capable of consuming the output of mass production methods, cannot profitably maintain itself," he said, "from the proceeds of sales to that portion of our families which has

incomes of more than \$5,000. That segment of our population numbers but 807,000 families and constitutes but 2.7 per cent of the total families of the nation.

"Nor indeed, can American industry maintain itself on the sales to the income group that receives \$2,500 or more. These comprise less than 13 per cent of all our families, and in numbers, constitute a population approximately equal to that of the State of New York. And even at an income level of \$1,250, and above, we only touch approximately one-half of our families. Fifty-four per cent, some 16,000,000 families of a total of more than 29,000,000 fall below that \$1,250 income level.

"There were approximately 9,500,000 wage-earner families in the United States in 1935-36 who had received no direct or work relief during the twelve months covered by our survey. Of these 9,500,000 wage-earner families, approximately 5,200,000 or 55 per cent had incomes of \$1,250 or less. The total combined income of these families aggregated around \$4,000,000,000."

And he shows that an increase of \$2.00 per paid income for each of the low income group of 5,200,000 families would mean additional revenues for the industries involved of: Food, \$800,000,000; clothing, \$416,000,000; housing, \$613,000,000; fuel, light and refrigeration, \$213,000,000; house furnishings and equipment, \$224,000,000; transportation, \$385,000,000; personal care, \$73,000,000; recreation, \$254,000,000; and medical care, \$208,000,000.

Letters to Editor

The Editor of this magazine is glad to receive letters from members for publication herein. Any letters received if important and of reasonable length, will be printed at the first opportunity that space permits.

A Hopeful Sign

The American Institute of Public Opinion, Dr. George Gallup, President, conducted a nation-wide survey recently on the question: "Do you think officials in charge of relief should be under civil service?" The vote was: Yes, 75 per cent; No, 25 per cent. A substantial number of those who voted in the negative did so because they oppose making relief a permanent agency and another group voted "No" because they wished relief to become a local rather than a Federal function. Some voted in the negative because they felt "it would be just as subject to corruption that way as any other way." The fact that there are people who have this opinion of the merit plan is the real concern of this Association. It should stir to the very soul those responsible for civil service administration, national, state and local. It is because of the belief that individuals and commissions directly charged with preservation for respect for the merit system in public employment—servants directed by the laws passed by the people, the laws they are sworn to uphold—have disregarded their duty and betrayed their fellow citizens, that large numbers of people thus express loss of confidence in the merit system. This betrayal must cease. This Association is pledged to an active campaign to see that it does cease.

Harry Hopkins, Federal W. P. A. Director, is quoted as saying: "The American people resent the injection of petty politics into unemployment relief work. I would like to see my whole organization go under civil service, lock, stock and barrel."

The American people have spoken more than once on the subject of selecting their public servants solely upon the basis of merit and fitness as ascertained in a fair and impartial way. They may well demand this as a necessity to efficient and honest government and it is our opinion that this demand is making itself felt as never before.

Albany Committee on Membership Announced

President Brind announces the appointment of a Special City of Albany Committee composed of energetic Association workers located throughout all State offices in the Capital City. The principle work of this Committee will be a 100 per cent Membership Campaign to enroll every one of the approximate 6,000 State workers in Albany. A like committee functioned very effectively and successfully last year. Frequent meetings of this committee are being planned, and it will be used also in social and other functions. All members will be kept informed on the activities of the Association up to the minute, and it is hoped that greater enthusiasm and participation in Association endeavor among State workers in the Capital City will result from its efforts.

Agriculture & Markets

Mildred Meskill, Fred Frone and Jacob Hastings LaGrange.

Audit and Control

Robert B. Haner, Retirement Fund; Mrs. Rose Reschke and Herman Hoffman.

Civil Service

Marion Chamberland, Nina Foran and Winifred Kelly.

Conservation

Agnes Keenan and John McCormick.

Correction

May Raymond and Isabelle Neary.

Executive

Executive Chamber, Ann E. Hogan; Division of Parole, Sam Viner; Division Standards and Purchase, Adelaide Cusack, and Division of Budget, Ellis Kolodny.

Health

Effie DeShaw and Ann Quirk; State Health Laboratory, Grace E. Keck.

Insurance

Margaret Scully and Lillian Campion.

Labor

Albert F. Stevens, Jr., John Miller and Agnes Ranney; State Insurance Fund, Cornelius Gray; Employment Service, Helen C. Coffey; Unemployment Insurance, Louis Paladino, Milton Livingston, Ag-

Committees Appointed

President Brind recently announced the appointment of the following committees for the year 1939 in addition to the committees contained in the November issue:

Association Constitution Committee

John Cromie, Taxation and Finance, Albany, Chairman
Arthur S. Hopkins, Conservation, Albany
W. F. McDonough, Agriculture and Markets, Albany
George Kehoe, Public Service, Albany
Albert Stevens, Jr., Labor, Albany
C. C. Colesanti, State Hospital, Wingdale
Charles Hutchins, Taxation and Finance, New York City
A. E. Jones, Education, Syracuse
Gerald Fenner, Public Works, Utica
Guy deCordova, State Hospital, Poughkeepsie
F. Leo Clarke, Public Service, Buffalo
Mrs. Lucy Baumgrass, State Hospital, Marcy
Clarence Packman, Jr., State Institute, Napanoch

State Institution Committee

John Livingstone, State Hospital, Poughkeepsie, Chairman
John McDonald, State Hospital, Rochester
Mrs. Lucy Baumgrass, State Hospital, Marcy
C. C. Colesanti, State Hospital, Wingdale
Herman Redmond, State Hospital, Ogdensburg
James McKiernan, State Hospital, Central Islip
M. Harry Tewey, State Hospital, Ithaca
Joseph McMahan, State School, Industry
Wilfred Denno, State Prison, Attica

Auto Emblem and Pin Committee

John T. Higgins, Standards and Purchase, Albany, Chairman
Roger Stonehouse, Education, Albany
Harold Fisher, State, Albany

State Grievance Committee

Arthur S. Hopkins, Conservation, Albany, Chairman
George E. Kehoe, Public Service, Albany
Davis L. Shultes, Insurance, Albany

atha Brusio, Frances Sperry, Sally Cassidy, Marjorie Maxwell, Emilie Smith.

Law

Mildred Munson.

Mental Hygiene

Olive E. West and Janet Macfarlane.

Public Service

Albert R. Hogben, John Frawley and Mary Riley.

Public Works

R. J. Keays, Clifford Westervelt, John J. Murphy, Carroll Blanchard, Bert Hughes, Stephen A. Smith, Jr., Agnes Crone; Highway District Office, C. A. Vander Voort, John McNamara and Ira Paul.

Social Welfare

Rita O'Neil and Marie Carrigan.

State

Isabelle O'Hagen, Frederica Knapp and Lillian Heitzman.

Tax

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

H. R. S. H. News

Continued from Page 4

Mr. and Mrs. Walter Pink and Mr. and Mrs. Howard Brundage entertained in honor of Mr. and Mrs. Henry Connolly at dinner Thursday night at the Dells, the occasion being their first wedding anniversary. A Colonial bouquet was used as a table centerpiece around which gifts were arranged. Mrs. Connolly was formerly Laura M. Murphy of Gouverneur and Rochester, and now holds the position of dental hygienist at the Hudson River State Hospital. Mr. Connolly is employed in the grounds department of the institution.

The new officers of the Employees' Association are to be congratulated on the success of the stage show, "Yes, My Darling Daughter," presented at the institution recently by the Maryverne Jones' Starlight Theatre Players.

Buy Good Food

By Gladys Citek
State School, Delhi

This is the second article of a series on MODERN FOOD FASHIONS FOR THE OFFICE SET as edited by an expert on food and dietetics. Your comments on these articles would be appreciated.

In looking over the rules for selecting a day's meal, certain food groups stand out as belonging to definite meals. Usually meat, fish, or poultry will be part of the dinner menu. If selecting this meal away from home, select those meat cuts that will give the most nutritive value for the amount of money spent. For example, savory vegetable stews made with beef, veal and lamb are excellent in flavor and food value as well as low in cost. You will be pleasantly surprised at the subtle flavors concealed in these dishes. Liver affords a good supply of that blood building mineral, iron, and usually can be purchased for a small sum. Potatoes, too, are most often left for dinner. Vary the kind of potato chosen and be sure to include the sweet potato when possible. Don't skimp on the vegetable part of this meal. Try to select a wide variety served in many different ways. Give first preference to leafy, green and yellow vegetables. These are the vegetables that have the most abundant supply of vitamins and minerals. Vegetables that are creamed or escalloped have additional food value and will help in meeting the milk requirement for the day. If you are one who likes breadstuff with this meal, be sure to select the brown crunchy, flavorsome bread that is served so frequently now. The whole grain which is used in the making of it will help you obtain the daily quota for cereal food.

Dinner for most people is not complete without a bit of sweet at the end of the meal. If you have not managed to get your full supply of milk, choose a dessert that has milk as an ingredient, such as, tapioca pudding, rice pudding, blanc manges or ice cream. These desserts are tempting to the palate, as well as easy to digest. Beware of rich desserts such as

cakes, pies, sundaes, and chocolates, after as large a meal as dinner.

Food chosen for luncheon is usually less in quantity and more conducive to easy digestion than the food chosen for the dinner meal. The average worker has from an hour to an hour and a quarter for his lunch. Not all of this time is always available for the selection and eating of food. Some ready knowledge of popular and nutritious luncheon foods, may help decrease the amount of time spent in looking over menu cards and boards.

This is a good time for adults to drink half their milk requirement. If milk happens to be one of your less favored foods, choose a cream soup, creamed or escalloped vegetables or try a little flavoring with it. Have flavoring added to the milk rather than choosing the commercial chocolate milk, for this product is not always equal in food value to the whole milk. At lunch time the meat-potato-vegetable grouping of the dinner meal is usually replaced by a simple combination of several foods in a baked dish, salad, soup, or sandwich. Some interesting luncheon combinations are scalloped cheese and vegetables, creamed eggs, peas, fish or beef on toast; eggs in the form of omelets and souffles, rarebits of many varieties. If these combination dishes seem like a good deal of food on any one day, change and select a large crisp salad made up of fruits, vegetables, (cooked or raw) cottage cheese, or eggs. Be sure to ask for one with a generous helping of green lettuce in place of the pale heart leaves that are so often served. In the green of this vegetable the minerals and vitamins so essential to good health are found. If the day is cool and not too much time is left of your lunch hour, choose a large bowl of soup, filled with colorful vegetables, a well flavored chowder, or, if you haven't had old-fashioned pea or bean soup for some time select one of those for variety.

Sandwiches are acceptable for luncheon if chosen with an eye to the kind of bread and filling. Select one made with whole grain bread. Be sure it contains a good helping of lettuce and a generous amount of filling

"I adore this place"



"What place?"

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of egg, cheese, peanut butter, or minced meat of some kind. Sandwiches are more desirable if a small salad accompanies them. Fruit is the best dessert for lunch. The tart flavor and ease of digestibility makes it a good combination with the majority of luncheon dishes. Select seasonable fruits, their flavor will be superior to those out of season.

Breakfast is by far more standardized than any other American meal. Fruit is usually the first course. Any of the citrus fruits, tomato juice, bananas, or melons is very acceptable; sometime include some stewed fruit for a change. Breakfast usually denotes some kind of cereal food. Remember, the whole grain cereal such as oatmeal, and wheatina are more desirable because of the vitamin content than the highly milled cereals, such as cream of wheat. A mixture of milk and cream poured over hot cereal make it a more nutritive and a superior flavored dish.

New York City Dinner

AT HOTEL ASTOR, DECEMBER FIRST

On December 1st, State employees of 80 Centre Street (the State Office Building) practically en masse moved over to the Astor Hotel. The Grand Ballroom, one of New York City's most popular, dignified and swanky places of night life, opened its portals to New York City Chapter enthusiasts reaching up toward a thousand celebrants. The Chapter acted as host to Governor Lehman and department heads. Even the Grand Ballroom of the Astor was hardly able to provide a dais large enough to seat the notables in State government who attended.

All the department heads were either "present or accounted for." Charles Conklin, chairman of the dinner committee, and his cohorts, Milton Schwartz, President of the Chapter, and Earl Kelly, Generalissimo, had good reason to feel that the Chapter had covered itself with glory upon this occasion.

A large crowd, an excellent dinner, some speeches, not too many and not too long, an after dinner show of eight acts of New York's best vaudeville, dancing—the program of many evenings jammed into one. The evening was hardly long enough for this great occasion.

Mark Graves, President of the State Tax Commission, acted as toastmaster at which he is a past master.

The Governor, unfortunately, was not able to return from his vacation in California, taken at the close of the election, to be present at the dinner but he took occasion to wire from California to the employees assembled in his honor. Unfortunately, too, Hon. Charles Poletti, Lieutenant-Governor-elect, who had fully planned to be present, was still confined to his bed with grippe, having had a week's session with this germ, enemy of all State employees and mankind generally. Short addresses were, however, presented by Grace Reavy, President of the Civil Service Commission; Hon. John J. Bennett, Attorney General; Senator Feld, co-sponsor of the Feld-Hamilton Bill; Milton Schwartz, President of the New York City Chapter, and Charles A. Brind, Jr., President of the Association.

The New York City Chapter had issued a general invitation to any member of other chapters or of the Association to be present and many from Albany and intermediate points, and from Long Island and the institutions near New York joined in the celebration. Excerpts from remarks of the speeches follow.

WESTERN UNION

GREETINGS FROM GOVERNOR LEHMAN

HON. MARK GRAVES, TOASTMASTER

DINNER OF ASSOCIATION OF STATE CIVIL SERVICE EMPLOYEES

HOTEL ASTOR, NEW YORK CITY

I AM DEEPLY SORRY THAT ABSENCE FROM NEW YORK MAKES IT IMPOSSIBLE FOR ME TO ATTEND THE DINNER TONIGHT. IT WOULD HAVE BEEN A SOURCE OF GREAT PLEASURE AND SATISFACTION AGAIN TO HAVE HAD THE OPPORTUNITY OF MEETING SO MANY OF MY OLD FRIENDS AND FELLOW WORKERS IN THE STATE SERVICE. I AM DEEPLY GRATEFUL TO THE CIVIL SERVICE EMPLOYEES FOR THE SPLENDID AND LOYAL SERVICE THEY HAVE GIVEN TO THE STATE. MRS. LEHMAN JOINS ME IN HEARTIEST GREETINGS AND GOOD WISHES TO THE OFFICERS AND MEMBERS OF THE ASSOCIATION AND THEIR GUESTS. PLEASE ASSURE THEM THAT I WILL BE WITH THEM TONIGHT IN THOUGHT EVEN THOUGH NOT IN PERSON.

HERBERT H. LEHMAN

Message from Lt. Gov. Poletti

It is a matter of sincere regret to me that I will be unable to attend the Testimonial Dinner to Governor Herbert H. Lehman, given by the New York City Chapter of The Association of State Civil Service Employees. The activity of the campaign has finally caught up with me. I am confined to my bed under doctor's orders for about a week.

In anticipation of attending your dinner I had intended to advert to the courageous actions that Governor Herbert H. Lehman has taken to strengthen civil service in our State.

I believe most strongly in the sound democratic principles of civil service. No business, public or private, can survive unless its personnel is efficient and competent. Efficiency and competence in the State service cannot be obtained unless employees are chosen solely on merit and unless they are protected in their tenure.

Continued on Page 10



Picture taken at the New York City Chapter Dinner, showing the Guests of Honor seated on the Dais, and a portion of guests attending.

Guests of Honor seated on the dais, reading left to right: Judge John C. Clark, Civil Service Commissioner; Senator Phelps Phelps; Senator A. Spencer Feld; H. Elliott Kaplan, Secretary of the National Civil Service Reform League; M. Maldwin Fertig, State Transit Commissioner, Carroll E. Mealey, Motor Vehicle Commissioner; Louis H. Pink, Superintendent of Insurance; Attorney General John J. Bennett; Mark Graves, President of State Tax Commission; Milton Schwartz, President of the New York City Chapter; Charles A. Brind, Jr., President of The

Association of State Civil Service Employees; Grace A. Reavy, President of State Civil Service Commission; Charles J. Conklin, Chairman of Arrangements for the Dinner; J. Earl Kelly, Executive Secretary for the Dinner; Frieda S. Miller, State Industrial Commissioner; Joseph J. Canavan, Chairman of the State Division of Parole; Abraham S. Weber, Director of the Budget, Edward P. Mulrooney, Commissioner of Correction; Dr. Edward S. Godfrey, Commissioner of Health; Milo R. Maltbie, Chairman of Public Service Commission; Lithgow Osborne, Commissioner of Conservation, and David Soden, District Tax Supervisor.

Message from Lt. Gov. Poletti

Continued from Page 9

Considerations of race, color, religion or political affiliation must not be permitted to determine a candidate's eligibility or fitness and must not be permitted to affect a candidate's promotion and tenure.

As Lieutenant Governor, an office I assume with much gratitude, I pledge myself to a continued devotion and a militant regard for the sound principles that have given to the State of New York a body of able, devoted and non-political civil servants.

Finally, may I take this occasion, as a public official, to express to you my appreciation of the fine services that have been rendered by civil service employees. During the past six years I have worked with many of them and I have learned at first hand of their ability, energy and loyalty. New York State has a good civil service and I know that your Association will do everything within its power to guarantee the continuation of a strong civil service.

With warm regards and my best greetings to all.

Yours sincerely,

CHARLES POLETTI

By Mr. Milton Schwartz

It is my distinct pleasure to welcome all of you here tonight to the Second Annual Dinner of the New York City Chapter of this Association.

This dinner is tendered by the State employees to His Excellency the Governor of the State of New York and to those elected and appointed officials that comprise the Governor's official family. In this manner we express to them our respect for their high office and our appreciation of the many fine things they have done not only for the Civil Service employees, but in

connection with the performance of their official duties.

A year ago I expressed the hope that our first annual dinner would mark the beginning of a better understanding between State employees and Department heads. That hope has been realized to a large extent. I feel certain that the continuance of these annual dinners will create and will result in a better understanding and a finer spirit of co-operation between the State officials and the State employees.

It cannot be denied that our interest in salary allocations, efficiency ratings and title changes have brought us in closer contact with our superiors. In my opinion,

the administration of the Feld-Hamilton and Feld-Ostertag laws have resulted, for the first time in this State, in a basis on which both State heads and employees could meet on a common ground for a discussion and solution of a problem of mutual interest. As far as I know, most Department heads have done, and are doing all they can to assist their employees with respect to salary allocations and title changes. In these matters they have been patient, most courteous and considerate.

I trust that the Toastmaster will convey to Governor Lehman our regret at his inability to attend, and our recognition of the fact that he

is entitled to his well-earned rest.

I want to thank Mr. Charles Conklin, Chairman, and all the members of the Dinner Committee for their hard work and for the splendid results achieved in arranging this dinner. To our State officers and to the members of the Chapter Executive Board I publicly acknowledge my indebtedness for their whole-hearted co-operation and unselfish devotion to this Association and to the Chapter. I deeply appreciate the honor conferred upon this Chapter and this Association by the presence of so many honored and distinguished guests.

Continued on Page 12

Remarks At N. Y. C. Dinner

Continued from Page 11

By Mr. Charles A. Brind, Jr.

I want to congratulate you upon this magnificent occasion, Milton Swartz, Charlie Conklin, the Chairman of your Dinner Committee, your committees and your President, Earl Kelly, all of you, for this magnificent showing. The State Association can well be proud of the New York City Chapter. And not only has your dinner grown, but has also your chapter. And not only has the Chapter grown, but I am very happy to report that the Association is steadily growing.

Last year at the dinner I reported to you that we had about 15,000 members. Now we are headed onward toward 20,000—the largest Association of State employees in the United States and Canada.

The Association is very happy in the co-operation that we have from the heads of all our departments and from those in authority in the State service. Their presence here tonight is their evident desire to be with State employees, to indicate that all of us as a whole are working very definitely toward a common goal. The continued and additional strength as indicated by the increase from 4,000 since last year, is very gratifying to the President and to the various officers and committees. It establishes that there is a very definite need for an organization such as ours, an organization which has a very definite aim—to make the service of government of this State the most efficient of any State in the union and of any country in the world. This is the primary job of the State employee, and hence it is the primary job of this Association of all State employees. To accomplish this, the Association must be exceedingly vigilant—vigilant to insist that the merit system, the value of which is unquestioned by any citizen of the State, is maintained in accordance with the constitutional mandate that efficient and competent people only be admitted into the service of the State to carry on the regular State business.

In order that competent people may be brought into the service, the service itself must be made attractive. Salary and working conditions must be such that the State can secure the best to fill its variant positions. After the State secures the best, it is important that the State continue to retain their services. This necessitates security of position and satisfaction of employment with always the goal of advancement open.

No person in the State service should be required to work more than eight hours per day. No person in the State service should be required to work more than six days a week. No person in the State service should be asked to serve for pay which is not ample to maintain good living standards. Efficiency, ambition and faithful service must be given consideration, and promotion should be open in the first instance to such people who are employed in the system.

Social security is important. It is with great satisfaction that State employees note that there is no better pension system, no sounder system in the world than the New York State employees' pension system; and our Association has been glad that it has had something to do with that insurance, in that system, and in its continuance.

The Association is securing insurance to ward off as far as humanly possible the dread of sickness, of the hospital, and of even death itself. We have accident and health insurance at rates not obtainable individually. Some localities have undertaken to assist in offering the benefits of the Associated Hospital Service to employees, and the Association has cared for State employees on this plan. This year we are undertaking to present group life insurance, an opportunity to secure life insurance at rates not obtainable elsewhere and with payroll deductions. We hope that every employee will supplement his coverage by the minimum coverage available under this new plan.

It is not my purpose tonight to review (as the Toastmaster says,

my time is short and this occasion should not be made too serious) all the things that the Association stands for and is doing and accomplishing.

The State Employee, our State-wide magazine—and I would like to digress for just a minute to also call attention to your own New York Chapter Magazine, which our officers regard with a great deal of enthusiasm, and think that the editors of that publication are doing great work in preparing it, in the content of it, and in publishing it. We are delighted at the support that it gets. The editors are entitled to a great deal of credit for that work also. Our magazine, and that magazine, reviews the things that the Association is doing not only that the members may know of them, but they can add their bit to the effort to keep the ball rolling.

I do wish, however, to comment in short upon the subject of loyalty. With a world so disturbed that we know not what next awaits us, with the specters of depression, repression, oppression, with Hitlers and Mussolinis abroad, with communism and other un-Americanisms continually seeking to undermine the principles of American democracy, it is of the utmost importance that State employees be militant to preserve the constitutional principles of the American Government. It is important to State employees themselves to steer clear of propaganda, insidious, vicious, with which this country is flooded and it is important that the employees band themselves together to underwrite and preserve the principles of American liberty, American justice and American happiness. These are the things we stand for, this Association of ours, not only as they affect the employees themselves but primarily because the employees must set the example as the governing power to those governed and that example must be unequivocal, fearless and powerful.

Continued on Page 14

"The Big Cheese"

Pictures and text were submitted by H. Chester Williamson, of Lacona, N. Y., a Field Representative of the Bureau of Food Control of the State Department of Agriculture and Markets.

For many years a "Big Cheese" weighing six tons, has been a leading attraction at the annual New York State Fair at Syracuse. Numerous people who have seen this huge cheese wonder how it is made and handled.

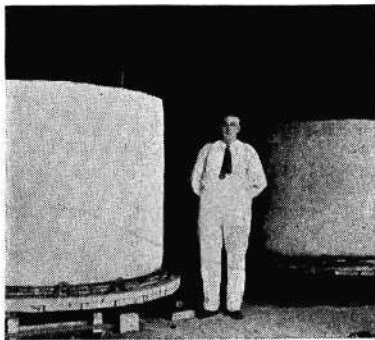


Photo No. 1

Photo No. 1 shows Mr. W. C. Kelsey, Agriculture and Market Inspector of Copenhagen, and maker of the cheese, and two of the completed cheeses, each weighing six tons.

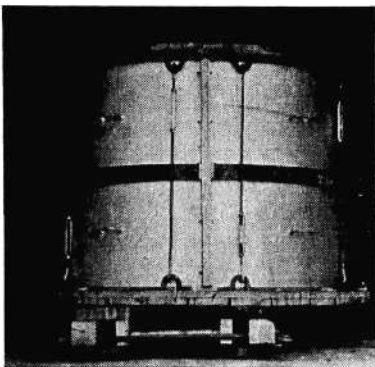


Photo No. 2

In Photo No. 2, the cheese is inside a huge metal container, or box, the real secret in handling such a large cheese, for it must be turned weekly to enable it to curd and later be moved.



Photo No. 3

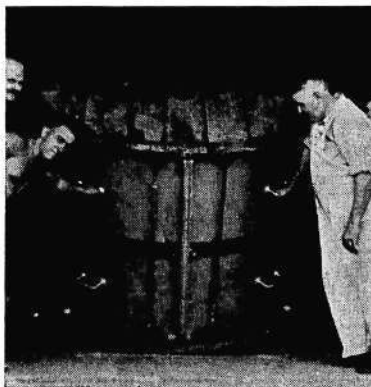


Photo No. 4

The cheese and its box are hoisted by chain falls shown in Photo No. 3, the chains being run from cross-beams in the building to sides of the metal box where they are attached in pivot fashion so that when the box is raised, it clears the floor and may easily be turned as shown in Photo No. 4.

Syracuse Chapter Elects

The Syracuse Chapter of the Association at its annual meeting Wednesday, November 16th, elected Andrew R. Mulligan, of the Syracuse District Office of the State Department of Public Works.

Other officers elected include, Arthur J. Goodwin of the State Department of Taxation and Finance, vice president; Edward F. Palmatier of the Syracuse State School, treasurer, and Anna B. O'Boyle of the State Department of Labor will continue as secretary.

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Remarks at N. Y. C. Dinner

Continued from Page 12

By Senator Feld

It is needless for me to say that I am very happy to be with you again upon this, your second annual dinner. It is very encouraging to see that your members have doubled in attendance at least since last year. After all, a satisfied group of Civil Service employees is something to be happy over and something, I think, that the State of New York has accomplished. Keep up your good work, and remember the admonition of Charles Brind. Thank you.

By Miss Reavy

Toastmaster, Associates in the State Government and Fellow Toilers in the Great Vineyard of the State of New York:

Extremes meet, and so often we find that the springs of laughter arise from wells of tears. Oftentimes we say "I laughed until I cried." And so, coming into this room tonight, unaccustomed as I am yet to meeting Civil Service employees en masse, I would expect to be treated as a stepmother and have some hostile glances; and instead of that I find myself surrounded by those whom I know so well and by those who have helped me so much in the administration of any office I have been privileged to fill.

When I see here three tables filled with my loyal camp followers and look at and see the friendly eyes of those who are helping me in my own department to make the administration of Civil Service a success in the State, then I realize that some of us who are holding State office (and Judge Clark will not hand down a dissenting opinion) think our days are hurried, or harassed or harried, and remind us of the famous celluloid mouse who was chased through hell by an asbestos cat.

We find that if the whole is only equal to the sum of its parts, those of us who are holding State office realize that our administrations are only as successful as those who are

associated with us help us to make them be. In other words, those of us who sit at this side of the table are only as great and successful as those of you who sit on that side of the table will permit us to be. The pleasure of being a planet consists in having satellites who revolve about you and who are satisfied to shine by your reflected light.

No Civil Service occasion is complete unless something be said about Grover Cleveland. I remember dimly, he said on one occasion "No matter how splendidly conceived the principle of Civil Service might be, the policy lay in the hands of the executives who outlined and designed it." And so, in the absence of our great Governor, that great friend of Civil Service, who has permitted me to be entrusted in part with the administration of the Civil Service of this State, may I say what you already know that in Governor Lehman you have had and will have always your great friend and counsellor. And last of all, may I say that since I came to the Civil Service I learned some very big words that I had not known before, and as I have said to President Brind tonight, on every occasion I would say that this Association has shown great perspicuity in picking him out as President and great perspicacity in re-electing him.

By Attorney General John J. Bennett

Certainly I am delighted to be with you again this evening at the annual dinner of the Civil Service Employees Association of the New York Chapter. I had the pleasure last year of being your toastmaster.

I have always enjoyed my association with the Civil Service Association. I have enjoyed, too, working with the executives of the Association. I am not trying to boast any, but I don't think that any of the Civil Service members of my staff have ever felt like asking for a transfer to another department. I am proud to say, too, that I found a great many employees from other departments who were anxious to be transferred into the Department of Law. I must admit that I have not made any transfers, because I

have an idea that I would like to protect my own when there are opportunities for advancement and I might like to move them along in grade as well as salary; and I tried to do that in the eight years that I have been there.

May I say to you that I look forward with a great deal of pleasure to the fact that I will be associated with the employees of the State for the next four years. Now, I have been compelled to say "No" once in a while to the Civil Service Commission, to some of the heads of departments to some things they want to do. I don't say "No" very often, and it has to be a pretty clear-cut case when I say "No" to a proposition which involves Civil Service employees of the State.

I know that this is a celebration tonight, and I think it ought to be a celebration as far as I am concerned. I think it ought to be a celebration for another reason, because you will recall that in the last election the people were called upon to vote on Amendment No. 1. And there was included in that Amendment No. 1 a proposition of great interest and importance to the Civil Service employees of the State. I had the honor to present at the last Constitutional Convention that provision which enables the various Civil Service employees to get contract rights, an extremely important provision to the Civil Service employees of the State, and I am glad to say that the people passed favorably on that proposition.

Like the Governor and my colleagues who have either written here tonight or who have come here in person, I subscribe wholeheartedly to the idea of Civil Service. I think that the State and the Civil Service employees have a mutual interest, the State in the welfare of the employees and the employees in the welfare of the State. From my observation over a period of eight years, certainly each party to that mutual benefit arrangement has been performing as each of the parties should.

New Books

Compiled by the Book Information Section of the New York State Library.

FICTION

All This, and Heaven Too, by Rachel Field. Macmillan. \$2.50.

The absorbing tale of Henrietta Desportes, the magnetic elegant and charming French governess who was made notorious when she was charged with instigating the murder of the Duchesse de Praslin.

Crippled Splendour, by Evan John Dutton. \$2.50.

Intensely interesting historical novel of James I of Scotland, expertly weaving the strands of fact and conjecture about his life.

Journey of Tapiola, by Robert Nathan. Knopf. \$1.75.

Tapiola, a timid little Yorkshire terrier, sets forth on a journey to prove that he is a hero, together with a canary and an unpopular old grey rat. A charming fantasy delicately barbed with ironic implications.

Mr. Finchley Goes to Paris, by Victor Canning. Carrick. \$2.00.

How Robert, a spirited, enchanting, precocious small boy attaches himself as guide to Mr. Finchley, a shy English bachelor, on a week-end visit to Paris, and thereupon leads him into some disconcerting situations is blithely revealed in a story of feminine appeal.

Testament, by R. C. Hutchinson. Farrar. \$3.00.

Against the background of the World War and the Russian Revolutions of 1917 and 1918, the narrator tells a long but moving and dramatic story of a Russian lieutenant's fight to maintain his personal integrity.

Three Bright Pebbles, by Leslie Ford, pseud. Farrar. \$2.00.

A family's various reactions to a murder are cleverly portrayed in this tense and baffling mystery story.

NON-FICTION

Grandma Called It Carnal, by Bertha Damon. Simon. \$2.00.

Mirth-provoking portrayal of the author's grandmother, who, in the midst of her materialistic Connecticut neighbors, lived "serenely" in the light of the gospel according to Henry Thoreau, keeping at bay such

modern inventions as stoves, egg-beaters and automobiles.

Land of the Burnt Thigh, by E. E. Kohl. Funk. \$3.00.

Homesteading on a quarter section of prairie land in South Dakota, as experienced by two sisters, totally unfitted for primitive frontier life, is described in this entertaining and informing narrative.

Let's See if the World Is Round, by Hakon Mielche. Putnam. \$5.00.

Free and easy adventurous life ashore and afloat is described in this account of a ten month's cruise on an auxiliary ketch which finally piled up on a coral reef in Melanesia. The artist-author, a young Dane, provides amusing pen and ink sketches on the margins of every page.

\$200,000 Feet; The Edge of the World, by Michael Powell. Dutton. \$3.50.

Comedy, adventure and struggles with inclement weather, all became a part of an Englishman's attempts to make a dramatic film showing how the Outer Isles of Scotland were slowly being depopulated.

Zaca Venture, by William Beebe. Harcourt. \$3.00.

Beebe's keen zest for further scientific knowledge contributes a dramatic quality to his engaging record of the schooner Zaca's expedition to the Gulf of California in the spring of 1936.

Books at Discount

The Association has for several months now been purchasing the latest fiction, biography, travel, science and other books at a considerable savings to members.

This new service to members has been taken advantage of in increasing proportions during the past few weeks. Several reading clubs have been organized at institutions and elsewhere.

If you contemplate the purchase of a book, whatever kind, first direct a letter to the Association, Room 156, State Capitol, Albany, and get a quotation. The savings possible will surprise you.

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"How to Tell a Communist

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In the heart of every intelligent, humane man and woman there is a true loathing of Communism. Here is the most gruesome heresy ever to enter the mind of man. Here is a potion that transforms civilization into barbarism, and degrades men to beasts.

This Association stands shoulder to shoulder with every institution dedicated to spiritual vision and a respect for mankind. We print here part of an address delivered by William F. Russell, Ph.D., LL.D., Ed.D., Dean of Teachers College, Columbia University, New York City, as delivered at the New York Department Convention of the American Legion at Endicott, New York, August 12, 1938. This address has been praised throughout the Nation. Because the address is helpful to an understanding of the insidiousness of the evil of Communism and sets forth practical ways to combat Communism we delight in being able to print at least a part of it in THE STATE EMPLOYEE.

"I am a professor, but I am not here to give you 'book learning.' I am here to set before you a problem which concerns all of us who love democracy and the ideal of liberty for which it stands. The problem is 'How to Check Communism.' When I talk about Communism I know what I am saying. I have had a lot of experience with this menace. I know where it is most likely to appear, where it is most likely to take hold, and I think I know the best way to fight it.

"It was before The American Legion was formed, in fact it was in August, 1918, that I met my first Bolshevik. We didn't call them Communists in those days. . . .

"Communism is not new. There have been forms of Communism since earliest times, even in America. Note the tribes on the Indian reservations. But Communism as we know it was formulated by Marx, Engels and others less than a hundred years ago. They saw something wrong with the world.

The few had too much, the many too little. . . .

"Of course you and I remember how the Kolchak government failed in Siberia, how the Bolsheviks took complete control. They never made any pretense of democracy. They seized the power. . . .

"The way they worked their way to the seizure of power was as follows: Talk about peace, talk about social equality, especially among those most oppressed. Talk about organization of labor, and penetrate into every labor union. Talk on soap boxes. Publish pamphlets and papers. Orate and harangue. Play on envy. Arouse jealousy. Separate class from class. Try to break down the democratic processes from within. Accustom the people to picketing, strikes, mass meetings. Constantly attack the leaders in every way possible, so that the people will lose confidence. Then in time of national peril, during a war, on the occasion of a great disaster, or on a general strike, walk into the capital and seize the power. A well-organized minority can work wonders.

"Now the Communist leaders have steadily insisted that Communism cannot live in just one country. Just as we fought to make 'the world safe for democracy,' so they are fighting to make the world safe for Communism. They are fighting this fight today, twenty years after my talk with Wax. Every country must become communistic, according to their idea. So they have sent out missionaries. They have supplied them well with funds. They have won converts. These converts have been organized into little groups called 'cells,' each acting as a unit under the orders of a superior. It is almost a military organization. They attack where there is unemployment. They stir up discontent among those oppressed, particularly among the Negroes and Jews. They work their way into the unions, where they form compact blocks. They publish and distribute little

papers and pamphlets. at the New York Times they pass out one called 'Better Times.' At the Presbyterian Hospital it is called 'The Medical Worker.' At the College of the City of New York it is called 'Professor, Worker, Student.' At Teachers College it is called 'The Educational Vanguard.' These are scurrilous sheets. In one issue I noted twenty-nine errors of fact. After a recent address of mine they passed out a dodger attacking me, with a deliberate error of fact in each paragraph. These pamphlets cost money, more than \$100 an issue. The idea is to try to entice into their web those generous and public-spirited teachers, preachers, social workers, and reformers who know distress and want to do something about it. These Communists know what they are doing. They follow their orders. Particularly they would like to dominate our newspapers, our colleges, and our schools. The campaign is much alike all over the world. I have seen the same articles, almost the same pamphlets, in France and England as in the United States.

"You see, when it comes to fighting communists I am a battle-scarred veteran. But after twenty years I cannot tell one by looking at him. If only he were a tall dark man with bushy black whiskers, a bomb in his hand, a knife in his teeth, and a hand grenade in each pocket of his smock, I could recognize him. However, only the leaders proclaim their membership. The clever are silent, hidden anonymous, boring from within. You can only tell a Communist by his ideas.

"Now the Legion loves loyalty. It upholds the American Way. It seeks to perpetuate democracy. As a patriotic power, alert to alien 'isms,' it justly considers Communism subversive, and has taken up the fight. What tactics should we adopt? What plan of campaign should we map? The answer, as I see it, is to note the conditions un-

Continued on Page 17

"How To Tell a Communist"

Continued from Page 16

der which Communism has come to flourish in foreign lands and then do our best to see to it that these conditions never obtain here.

"Now what were the conditions that gave Communism its chance in Russia? These were, I think, three. First, widespread misery, poverty and distress; second, suppression of freedom of speech and the right of meeting and assembly; third, general ignorance. These are the three conditions that give Communism a chance to flower and flourish.

"When you have abject poverty widespread, when people are out of work, when houses are damp, dirty, cold and crowded, when children cry for food, there you have a soil fertile for Communism. It is no accident that there are Communists in the suburbs of Paris and London, in Harlem, or along the water front in New York and San Francisco. After a drudging day of despair, the family sick and cold, the doors of hope shut, you can't blame the unlucky for giving willing ear to the blandishments of the Communist propagandist, who says that Russia is a happy land with golden gates, flowing with milk and honey. When men are down they'll sell their birthright either for a mess of pottage or for a pot of message.

"One way, then, to fight Communism is to go to the root of poverty and distress. Whatever you may think of certain aspects of the work of the present administration, you must see that in the program of resettlement, in the WPA, in the CCC Camps, and in the National Youth Administration, President Roosevelt and his advisers have been helping the poor and distressed. Some think we can never pay for it. Some think that conditions will be worse in the long run. We must admit, however, that what they have done for the poor has been the most powerful blow against Communism. No matter what the national government does, whether you agree with this program or not, the good American who wishes to fight Communism must lend every effort to clean up the slums, to assist the unlucky, to

Continued on Page 18

Unity

Continued from Page 5

5. Frankenstein made at least four 'deals' with the Communists to seek election of certain Communist party leaders to the local Hamtramck Council."

State workers cannot play with loyalty to the ideals and purposes of American freedom and liberty, and so they must emphasize unity and strive for it. All New York State Civil Service employees must in the interest of loyalty and unity hold fast to a single, progressive, alert, patriotic, tolerant, just labor organization governed and financed by State employees, and the Association of State Civil Service Employees is the only state-wide, all-State-employee organization that by its history and its accomplishments guarantees this happy combination. Get a copy of the booklet "Unity" and join with 19,000 other State employees in extending the membership so that every State employee wherever located will be one in Loyalty and Unity.

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"How To Tell a Communist"

Continued from Page 17

cure the sick, to care for the widow and the orphan.

"You have a second condition favorable to Communism when people dare not speak their minds. Let the right of assembly become abridged and sympathy follows the supposedly injured party. If an idea is so subversive that it cannot be talked about openly, how alluring it is likely to be when it is heard in a whisper. When you cannot speak on the public square, you gossip down the alley. When you cannot meet in the open, you conspire in the cellar. Then you hear only one side. Then you think you are a martyr, and you may be willing to die for a belief which, because it has never been effectively opposed, may be half-formed and ill-considered. Ideas expressed openly are, of course, subject to the law of treason, slander, or morality. The people of the United States would not approve and adopt the Constitution until it was explicitly stated that the rights of 'freedom of speech, or of the press; or the right of the people peaceably to assemble' should not be abridged; and so far as fighting Communism is concerned, I think they are right. Nothing pleases the Communists more, nothing advertises them so much, nothing wins them more converts, than violation of these rights.

"But what the Communist is most afraid of is education. I do not mean any kind of education, because you will naturally think at once of this Communist who is a college graduate, that Communist who is a Doctor of Philosophy, groups of college students who support and uphold Communism. Conversely, you can recall at once many an un-schooled illiterate who holds to the American Way. There will always be impractical intellectuals who look to the speedometer, not to the brakes. But Communism cannot flourish where all, or almost all, the people know a good deal about history, political science, and sociology. Communists advance their ideas as if they were new. They try to make people think that their plans are practical and workable. They don the sheep's clothing of democracy trying to deceive the ignorant, when they have not the

slightest belief in democracy at all. The person who knows history will know better. The fallacy in Communism is not in the ultimate goals which they borrow, like peace, prosperity, social justice and human brotherhood, as in their practical plans for realizing these goals. The person who knows history and political science and economics knows that these plans have been tried repeatedly, and repeatedly they have failed. The same plans, and much the same tactics, failed in France in 1789. They failed again in 1848. They failed in Germany since the War, they failed in Hungary, they failed in Spain, they failed in Russia itself. They sought peace; they got war. They sought fraternity; they divided brother from brother. They sought social justice; they achieved more poverty, more misery, more distress. As one learned Frenchman said, '**Communism can destroy capitalism but cannot replace it.**'

"The person who is educated in the manner I describe learns to take a long look at the world. He sees the age-old aspirations of man for prosperity and well-being, for liberty of conscience, speech, property, freedom to earn and to spend, for equality before the law, and an equal opportunity for youth. He has watched the gradual development of these ideals, now advancing, now retreating, now advancing again. He knows how the Fathers of our Country caught a new vision, how by compromise and adjustment they devised a new form of government and a new form of relationship between man and man. Of course it was not perfect. The idea was to build a little at a time in the hope that what they had done would persist. The educated person knows that social changes come very slowly. If you are in a hurry, as in Germany from 1919 to 1933, or in Spain, there is revolution and reaction. If you try dictatorship as in Nazi Germany or Italy or Soviet Russia, of course everybody has work but then you are only a serf. Up to now those who have been socially secure in this world have been only the slaves. The educated man moves slowly. He is in no hurry. The educated man moves steadily and persistently. He will not be lulled to sleep.

"So to hit Communism at its weakest point you must have education. You cannot fight an idea by banishing it. You cannot fight an idea by shooting it. **Purges, 'red scares,' teachers' oaths, discharging professors, never stopped Communism.** The only way you can fight an idea is by meeting it with another idea; and the only way you can meet it with another idea is by proper education.

"It is most fortunate for us that most of our children have a chance to go to school. It is fortunate for us that most of them can finish the high school course. Let us make very sure that these boys and girls have a chance for a good education for modern times, especially in the controversial and difficult fields of government and social life. It does not make much difference to me as an American what sort of Latin or Spelling or Algebra they study, but I do hope that they will learn what democracy is and why we have it; what life was like when our ancestors lived under tyranny, and what life must be like today in Russia and Germany, in Spain, Japan and Italy; what these liberties are that we prize; what these rights are that we must maintain; and what our corresponding duties must be. Let these boys and girls hear of the theories of social improvement. Let them know what Communism and Fascism think they are. Let them go right down to the bottom. Knowledge is power.

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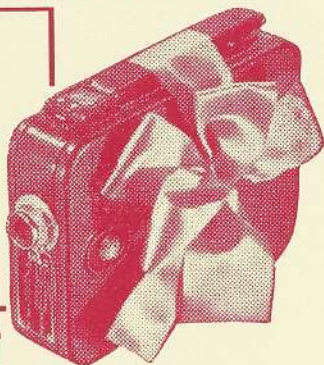
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