

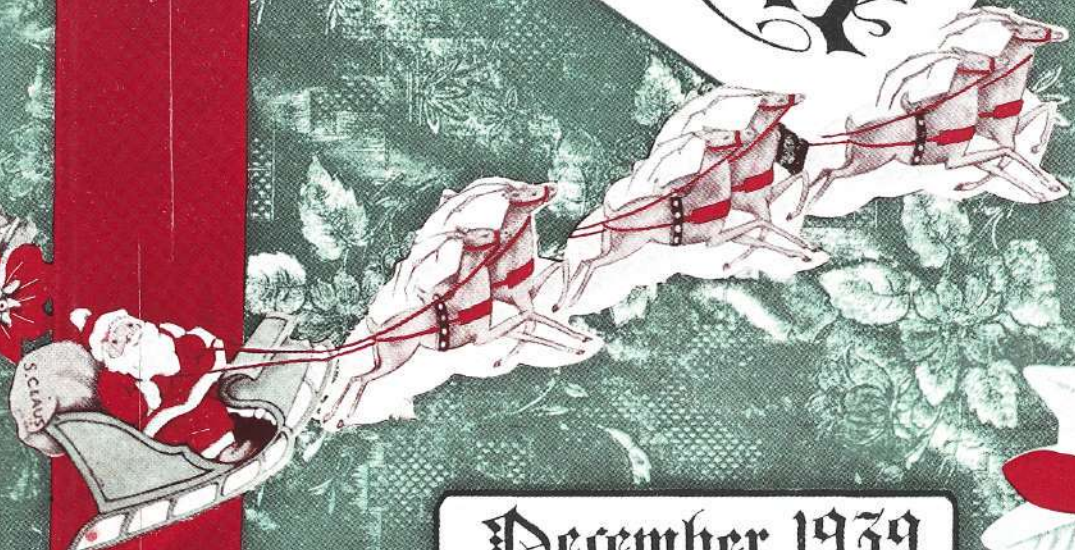
© JAN - 1939

CHRISTMAS



THE GREAT
CHRISTMAS

MERRY CHRISTMAS



December 1939

MERRY CHRISTMAS



**THREE PAYMENT
ACCOUNTS A
CONVENIENCE AT
CHRISTMAS TIME**

The First Payment on Purchases made between now and Christmas is not due until January 10th.



**McManus
AND
Riley**

"Correct Attire for Men and Boys"
State St. Phone 4-6103 Albany, N.Y.

Honigsbaum's

INC.

MAIDEN LANE AT JAMES ST.
ALBANY, N. Y.



A gift in a Honigsbaum Box
is your assurance of quality
and distinction



All Gifts Wrapped in Christmas
Packing at No Additional Charge

**RESERVE THAT
CHRISTMAS GIFT
NOW!**

State employees will find at Adels-Loeb almost every conceivable kind of welcome Christmas gifts for all members of the family.

A small deposit will hold any
article till wanted

Open a charge account. Pay
weekly or semi-monthly.

NO EXTRA CHARGE FOR CREDIT

Adels-Loeb INC

COR. STATE AND PEARL

National Savings Bank Corner

SIMMONS' . . . Your Store!



More than a store . . . Simmons' is part of the community, for our interests are your interests. Here people are learning every day that furniture, like jewelry, is apt to be "bought blind" . . . and that there's more to the question than a flashy veneer or an attractive piece of upholstery that conveniently covers up the lack of wearing qualities.

If you don't know furniture (and few people do)—**KNOW YOUR FURNITURE DEALER.** At Simmons' everything in our ads actually appears on the floor . . . and you can depend on EVERYTHING we say about it!

HARRY SIMMONS CO., Inc.
BROADWAY AT MADISON

USE OUR BUDGET PLAN UNRESTRICTED PARKING

Open Evenings by Appointment

**A Whitney
Charge Account
is a great convenience.**

Why not open one to-
day and have the help-
ful use of the Charge-
Plate when shopping at

Whitney's

ALBANY, N. Y.

We do appreciate the patronage
of all State Employees

NEW YORK

Similar low fares, convenience service to Boston, Binghamton, Syracuse, Buffalo and all parts of America.

GREYHOUND TERMINAL
350 Broadway Phone 4-6165

\$ 2.50
Round Trip
\$4.50



THE STATE EMPLOYEE is published monthly except April, July, and August. Publication office 2 Norton St., Albany, N. Y. Editorial and executive offices, Room 156, State Capitol, Albany, N. Y. 10c a single copy, 1.00 per year. Entered as Second-class matter, July 19, 1934, at the Post Office at Albany, N. Y., under the Act of March 3, 1879. Letters to the Editor, contributions, news items, applications for membership and application for advertising rates should be sent to Executive Headquarters, Room 156, State Capitol, Albany, N. Y.

The State Employee

VOL. 8, Number 9

DECEMBER, 1939

10c a Copy

“Merry Christmas”

These two words forming a salutation the meaning of which is universal have echoed down through the ages. They are said with the lips but are expressed in the heart. No expression which man is capable of uttering possesses truer meaning or is loftier in emotion than the true wish: “Merry Christmas!”

Christmas a humbug? Christmas a superstition?

Never!

Christmas is as real as life. The spirit of Christmas is the spirit of life itself. It is a state of mind greater than that sought by the oriental mystics who would achieve complete detachment from all about them. It is greater because it encompasses and modifies all life.

Without the spirit of Christmas one is detached from life in an awful manner. Old Scrooge would have nothing of Christmas and while in this mental condition was a most miserable man. It was Tiny Tim who changed the misanthropist, and the lad's cheerful “God bless us, every one!” is a perennial manifestation of the spirit of Christmas working in the new Scrooge.

Old as mankind, Christmas is as recurrent as the generations of the race. Observed at the time of the solstice when autumn merges into winter the pagans of prehistoric reckoning had festivities and celebrations at

this significant period. The heathen Saturnalia at the change of the seasons was a uplifting toward the best they knew.

Sun worshippers observing the retreat of that orb may or may not have given us the word “Yule” but the striving for a spirit greater than they is the same. The requirements of The Law as recorded in the Old Testament order rejoicing in the Feast of the Tabernacles. The Druids in their oak groves garlanded with the parasitic mistletoe had pointed out to them the evergreen tree as a symbol of the new life-giving spirit.

Today the change of seasons is one of spirit. The light of the sun and of the pagan fires has become the candles of Christmas. The evergreen still scintillates with myriad glow. The star of Bethlehem is the most prominent in the firmament of the spirit and the gifts of the Magi have become remembrances of their quest. Plays, pageants, mummeries, celebrations and carolling contain vestiges of all mankind's observation of the festival from time's dawn.

Once again is the announcement of the angels, “Peace on earth good will to men.” Would that the nations of the world were ready to hear it!

“Merry Christmas!”

WHAT DO YOU THINK?

(Answers on page 180)

1. What is vital to respect for our work and for our fellow-workers?
2. Does the maintenance of the merit system in this State depend entirely upon Legislative action?
3. What can the individual worker do to improve State service or to safeguard good working conditions?
4. What employees' organization proposed the sound policy of equal pay for equal work?
5. Who originated the idea of group life insurance with pay-roll deductions for New York State workers?
6. What action influenced most toward abolition of the twelve-hour day in New York State institutional service?
7. How much per day does the Association of State Civil Service Employees pay its organizers?
8. Does the Association co-operate with other employee groups?
9. Is reasonably priced group accident and illness insurance available to State workers, payable by pay-roll deduction?
10. Who is eligible for membership in The Association of State Civil Service Employees and what are the dues?

Training Courses

A general lecture training course for employees of the Department of Civil Service has been started by Philip Kerker, assistant secretary. The course is primarily for the 120 persons working in the department. It is also attended by about 80 persons representing many other departments.

Attendance at the lectures is voluntary. Sessions are conducted Monday nights from 5 to 6 o'clock in hearing room No. 1 of the State Office Building in Albany. The first address was November 13 and the concluding talk will be January 22.

The purpose of the course, according to Mr. Kerker, is to give employees in the Department of Civil Service a concept of the entire set up of State positions. It is a subjective approach of the complete idea of the Civil Service by members of the Department.

An objective course to follow the present one is also tentatively planned by Mr. Kerker. This will be by leaders from the outside. It will include addresses by faculty members of colleges and other institutions of learning as well as by executive officers of citizens' groups. The general nature of the second course will be the reaction on the outside of various aspects of the Civil Service.

Service with the State is such a vast enterprise that many persons must of necessity do a certain detailed form of work without complete knowledge of the relation of that detail to the whole job, Mr. Kerker said in explanation of his reason in inaugurating the course.

"I am hoping," he declared, "to develop or instill into every employee of the Department a consciousness of the fact, that, while he holds a public position, it does not set him aside from other citizens. He still has to pay taxes. He has to obey regulations, laws and rules of his community. He should become entirely aware of the dangers of becoming arrogant, thereby accruing to himself privileges not belonging to him.

"I do not like to see grow in the State of New York anything tending to develop into a bureaucracy usurping the democratic processes of government. Due to the force of acceleration governmental machinery

has been known to create a bureaucracy. It is the duty of government to protect every citizen."

Co-operating in the course with Mr. Kerker are Budget Director Webber, Tax Commissioner Graves and Albert H. Hall, Chief of the Bureau of Public Service Training of the State Education Department. Subjects of addresses in the course and speakers follow:

"The Background of the Public Service," Mr. Kerker. "The Origin of the Public Job" was discussed by three speakers. The aspect of "The Budgetary and Legislative Problems" entailed was clarified by Harry Hall of the Budget Director's office; Commissioner Mark Graves spoke on the second aspect of the public job, "Raising the Money—The Tax Problem," and "Classification and Salary Standardization" was the subject of an address by Charles Campbell.

Other lectures are "Examining for the Job—Its Problems and Technique," by Frank Densler; "The Eligible List and the Problems of Certification," Miss Mary Hughes. Two evenings will be devoted to "The Problems of Appointments and Payroll Clearances." Joseph Tammany will speak on "Promotions, Salary Adjustments, Lay-offs, etc." and Miss Catherine Geier will discuss "Auditing a Payroll." The Course is to be brought to a close January 22 by Joseph Schechter who is scheduled to speak on "The Courts and the People."

Praise for the Association

"When the Republican leaders of a Republican-controlled Senate and Assembly announce that they favor resumption of mandatory increments to State Civil Service employees, that's news. Good news for all State employees.

"The Leader congratulates those in the State—notably the Association of State Civil Service Employees—who have struggled for the Feld-Hamilton Law to protect low-paid State employees, and hopes that their efforts will be crowned by a vote for resumption during the early weeks of 1940."

NOTE: Above is editorial from The Leader, outstanding civil service weekly of the State.

The Civil Service Leader

A hint that The Leader will soon enlarge its activities throughout the State was given in a further request in Finkelstein's letter. He asked the delegates to forward the names of key newspapers in their communities for use in a future promotion campaign. This is particularly interesting in view of the Legislative Commission now studying ways and means to extend Civil Service to 200,000 positions in New York's towns, villages and counties.

Whatever doubts may once have existed about the success of The Leader have been dissipated in the past three months. Each of the 12 issues that have appeared has given up-to-the-minute Civil Service news in a bright, well-written fashion, meanwhile keeping well up to the slogan that The Leader has set for itself: "accurate, complete, impartial."

Editor of the paper is Seward Brisbane, only son of the late Arthur Brisbane, while H. Eliot Kaplan, executive secretary of the National Civil Service Reform League, is corresponding editor and author of a "questions-and-answers" column that is becoming a by-word in the Civil Service world.

In a move to expand the participation of the Association of State Civil Service Employees in the Civil Service Leader, successful new weekly, delegates recently received subscription booklets for distribution among their members.

Jerry Finkelstein, publisher of The Leader, is in this way attempting to bring the bargain subscription rate arranged with officials of the Association to every one of the members. ASCSE members are entitled to a year's subscription for \$1, one-half the regular price. Sample copies have also been forwarded to the delegates.

In an accompanying letter, Mr. Finkelstein urged members to forward items of their activities to the editorial offices of The Leader, 99 Duane St., New York City.

The State College of Agriculture, Ithaca Chapter, ASCSE, reports several new members, through its secretary, Elmer W. Alvord. The Chapter is in a flourishing condition.

Competitive Class Extension

So many inquiries have been received at headquarters concerning the appointment by Governor Lehman of a Commission to extend the competitive Civil Service Class by reclassifying thousands of positions, principally in the institutions, and now in the non-competitive class, that we have felt it advisable to ask our counsel, John T. DeGraff, to prepare for publication an answer to the questions that have come in to us. We are printing the questions and answers herewith, so that all employees may have full information concerning this major reform which has been advocated by the Association for many years.

1. Who are the members of the Commission appointed by the Governor?

Answer. The chairman of the Commission is Miss Grace A. Reavy, President of the State Civil Service Commission.

The other members are:

Honorable Charles E. Poletti, Lieutenant-Governor; Honorable Howard G. E. Smith, State Civil Service Commissioner; Honorable Howard P. Jones, State Civil Service Commissioner; Mr. Earl Brown, Managing Editor of the Amsterdam News; Mr. John T. DeGraff, Counsel to the Association; Mr. Homer Foulks, Executive Director, State Charities Aid Association; H. Eliot Kaplan, Secretary of the Civil Service Reform Association; Mrs. Douglas S. Moffat, Former President of New York State of Women Voters; Professor Rodney Mott, School of Administration, Colgate University; Honorable Edward T. Mulrooney, Former Commissioner of Correction; Doctor Frederick W. Parson, Former Commissioner of Mental Hygiene.

2. When will the Commission commence its work?

Answer. The Commission has already started, and has held two meetings. Governor Lehman was present at the organization meeting held on November 10, and outlined the problems to be considered by the Commission. A second meeting was held in New York City on December 2.

3. Will legislation be required before the recommendations of the Commission can be made effective?

Answer. No. The reclassification can be accomplished by resolution of the Civil Service Commission with the approval of the Governor. Governor Lehman, when he appointed the Commission, said: "These proposed transfers from one class of the

Civil Service to another can be made, I am advised, by the State Civil Service Commission in cooperation with the Governor. There is apparently no need of new legislation. The State Civil Service Commission has already been vested with ample powers so that the problem may be treated as an executive and administrative one.

4. Will present employees be required to take an examination before they can be placed in the competitive class?

Answer. No. At the annual meeting of the Association last October, when a resolution was adopted urging the Governor and the Civil Service Commissioner to extend the competitive class to cover employees now serving in our State institutions, it was emphasized that the change should be made without requiring present employees to take an examination, in view of the fact that they had demonstrated their fitness by many years of faithful service. Governor Lehman, in his message accompanying the appointment of the Commission, very clearly expressed his policy in this respect. He said, "It is my earnest desire that none of the employees now serving faithfully in their present non-competitive positions in the State institutions and other divisions of the State service, should be disturbed in their positions, and that none should be required to submit to further examination in order to retain their present position. As has been the usual practice and tradition in the State service, the competitive system should be invoked for all new appointments hereafter created, or for filling vacancies in these positions that may normally occur in the future."

5. How many employees will be affected by the proposed resolution?

Answer. That is problematical. There are about 20,000 employees in the non-competitive class. Competitive examination is probably impracticable with respect to some of these positions. On the other hand, there are thousands of positions at present classified as non-competitive, where competitive examination is certainly practicable. How many of these positions can be brought with-

in the competitive class is a matter which the Commission must decide. It is hoped that as many as 15,000 or more may be reclassified.

6. When will the reclassification take place?

Answer. The magnitude of the task is such that it may take as long as two or three years before the Commission can complete its work. It is expected, however, that some positions will be recommended by the Commission for reclassification within a few months. Whether sufficient work can be done to reclassify some positions by the beginning of the fiscal year starting July 1, 1940, is problematical. A great deal of work has to be done before the recommendations of the Commission can be made effective. Hundreds of appointments to positions in the non-competitive class are made every month. Before action can be taken, the necessary procedure must be set up to enable the Civil Service Commission to announce and hold competitive examinations for new entrants. Sufficient money must be made available to the Civil Service Commission so that it can take on the added responsibility of thousands of new competitive positions.

7. What department will be principally affected?

Answer. By far the greatest number of employees affected are in the Mental Hygiene Department. Others are employed in large numbers in the Correction Department and the Department of Public Works. There are a scattered few in other departments throughout the State.

8. Which department will be reclassified first?

Answer. The procedure to be followed has not yet been determined by the Commission. The Commission may decide to reclassify positions, regardless of what department the positions may be in. For example, if the Commission decides that attendants should be classified as competitive, all attendants in every department would be reclassified at the same time. If this procedure is adopted, the reclassifications would be extended gradually by bringing in one position after

(Continued on page 178)

The Winter Sports of

Bundle up in your best snowsuit, sharpen your skates, wax your skis and dust off your snowshoes, for more than 100 winter playgrounds await you in New York State—"The State That Has Everything"—in winter as well as summer.

No matter whether you travel by special snow train, by bus, or drive your automobile over well cleared roads, you will find a spirit of merriment and hospitality awaiting you.

Experienced skiers throughout the United States are coming to realize that New York State is able to offer some of the outstanding winter resorts in the country. Starting with the Adirondacks and the Thousand Islands on the north, through the Catskills and Long Island on the south, and the rolling hills of Central New York and the Hudson Valley in the east, the State offers an unsurpassed number of attractions for the winter sports lover.

Opportunities for such rigorous sports as ski-jumping, ski-running, bob-sledding and tobogganing abound throughout the State if you want them, or the more simple pastimes such as coasting, skating, winter motoring, snowshoe hiking—organized or informal, and good old-fashioned snow-balling, if you prefer the less strenuous activities.

The Bureau of State Publicity is cooperating with the various snow centers in conducting a program to make the advantages of the State better known to the winter sports lover.

With very little money expended and with a minimum of personnel, the State has created out of the wilderness an unexcelled recreational ground. Lovers of the snow season may find healthful relaxation at convenient points to their homes within the State or to the many gateways from other states. It is but another manifestation of the truth that this is the State that "has everything." The entire United States and many portions of Europe have sent and are sending more persons to this paradise of sports and pleasures, another activity of the State which members of the Association make possible at very little direct cost to the taxpayer.

Two booklets are published by the Bureau—one, "Gee, Winter's Great in New York State!" describes the 100 resorts in detail, while the other, "Ski Trails of New York State," gives accurate descriptions of all of the recognized ski trails in the State. Both of these booklets are mailed free to all persons writing to the Bureau of State Publicity, Conservation Department, Albany, New York.

Nothing indicates the eminence of New York State as a winter sports area more strikingly than its facilities for skiing. There are ski trails and jumps which test the world record

trails in the State, about 150 of which are State owned. All of the sport centers offer trails in varying grades so that everyone can enjoy the sport.

A word of warning has been sounded by the experienced skier and instructor to those who have never before tried this sport. A trail that is rated "novice" means that it is the easiest of the trails to negotiate, but it does not mean that a person who has never before been on skis can go safely over this trail. Practice on the open slopes and small hills until one gets the "feel" of the skis and is able to control them before attempting any of the trails is



A quartette of young ladies donning snowshoes for a trek over the trails surrounding Ticonderoga

holders, as well as excellent runs for intermediate and novice skiers.

Many points throughout the State have fine marked trails, and on all sides there are plenty of easier slopes for beginners. More than one-fifth of the recognized ski resorts in the entire northeast section of the country are in New York State, and the list is steadily growing.

Many of the ski trails are on State-owned land and are constantly being improved and reconstructed by the Conservation Department. There is a total of more than 500 miles of ski

necessary. It often prevents many accidents.

If you like breath-taking speed, don't fail to include some bob-sledding in your plans for this winter and some tobogganing, too. Running on a grooved icy slide, toboggans don't require steering, as bobs do, but they certainly can travel. Speeds of more than eighty miles an hour have been attained on some of the slides in northern New York State. Owing to their simple construction, toboggan runs are found at most of the sport centers in the State.

New York State

Bob-sledding, as most sports lovers realize, is the ultimate in winter speed and exhilaration, and a prime favorite with those who like a lot of action packed into a few seconds. With a capable pilot at the wheel, a bob-sled achieves a speed that makes an express train look like a flat-wheeled local.

The New York State Conservation Department owns the only bob-sled run built on Olympic specifications in the United States. It is the Mt. Van Hoevenberg run at Lake Placid. There are plenty of thrills but little danger. The bob-sleds are manned by capable pilots who are licensed to carry passengers down the run.

Ice skating is still one of the most popular of all winter sports, attracting persons of all ages. The opportunities for this sport are limitless throughout the State. As soon as the mercury drops below the freezing mark, thousands of lakes, ponds and streams in the State become natural skating rinks. Various indoor ice palaces are also popular at the sport centers.

Many clubs and municipalities conduct ice carnivals during the winter months. Skating championships are held annually at Saratoga Springs, Saranac Lake, Lake Placid and Newburgh. Many other resorts conduct winter carnivals and tournaments.

For those who like a thrill in their sport, without too much effort, skiing behind a horse or an automobile over the frozen surface of a lake will give it to them. Ice-boating is another sport that is popular on the Thousand Islands area of the St. Lawrence River. Ice-scootering is another form of this sport that is popular on Great South Bay, Long Island. A scooter is both an ice and water boat especially adaptable to the conditions found there.

For the less active winter enthusiasts, New York offers the greatest variety of snow scenery possible. Not the least among these is Niagara Falls, an awe-inspiring spectacle of frozen beauty, when the hand of winter stills the mighty waters.

New York State highways are kept well cleared even after the

heaviest snowfalls. Visible from the highways is an entirely new panorama under a mantle of snow. Many motorists are finding that touring in winter is easy and convenient, providing their cars are properly equipped and serviced for winter temperature.

Winter also brings some new spectator sports. One of the most exciting games to watch is ice hockey, whether it is played outdoors on a skating rink or on artificial ice in a covered stadium. Horse racing on the ice is another sport that draws thousands of spectators each year. While ski-jumping is only for a few, hundreds can thrill to watching the jumpers fly through the air.



Skiing enthusiasts getting off a "snow train" at North Creek and apparently looking forward to a pleasure bound day on the ski runs.

The winter also opens up new possibilities for the camera fan. Sparkling snow, frozen waterfalls and the winter sun combine to furnish enthusiasts a complete new range of scenic beauty to catch forever on the film. In addition, the speedy pace of winter sports activities tests the skill of the photographer, whether he is shooting still or motion pictures.

Wherever you go in New York State you will find excellent roads, made safe for winter traveling, hundreds of hotels with excellent accommodations and a spirit of hospitality that says, "Stay a while."

FOR FINE FOOD AT
POPULAR PRICES
EAT AT . . .



HOWARD JOHNSON'S
ICE CREAM SHOPPE AND
RESTAURANT

739 Central Ave. Albany, N. Y.

CLEVER IS THE LADY WHO
CHOOSES "HIS" TIES AND
SOCKS FROM MYRON'S HABER-
DASHERY, State and Pearl. They'll



lend you helpful advice and information on authoritative styles and fabrics. Here's where you'll find HAND TAILORED TIES IN INDIVIDUAL DESIGNS at 55c each or two for \$1. He'll most assuredly appreciate the fine workmanship and tailoring of these exquisite ties. INTERWOVEN SOCKS are sold in MYRON'S at just 35c or three for \$1. MYRON'S are also agents for ADAMS HATS—an all one price hat—\$2.95. All purchases are wrapped in special gift boxes.

WALDORF FOR
NEW YEAR'S EVE

TO HIRE
NEW
TUXEDOS
\$2.50

Complete with
Dress Shirt, Collar,
Tie, Studs\$3.50



DRESS SUITS, CUTAWAYS TO HIRE

Waldorf Tuxedo Co.

"Men's Formal Wear—Exclusively"

452 Broadway
Opp. Postoffice
Open Evenings by Appointment

Second Floor

Phone 4-5011

EDITORIAL PAGE

THE STATE EMPLOYEE

Official Publication of
THE ASSOCIATION OF STATE CIVIL
SERVICE EMPLOYEES
OF THE STATE OF NEW YORK
Room 156 State Capitol Albany, N. Y.

Editor Charles A. Brind, Jr.
Assistant Editor Charles Lathrop
Art Editor Roger Stonehouse
Business Manager Joseph D. Lochner

Editorial Board

W. F. McDonough
Ralph D. Fleming Linda J. Wharton
Foster Potter Charles L. Mosher

A. K. Getman

Association Officers

Charles A. Brind, Jr. - - - President
Charles L. Campbell - - - Vice-President
Earl P. Pfannebecker - - - Treasurer
John T. DeGraff - - - - - Counsel
Mary H. Ahern - - - - - Secretary
Joseph D. Lochner - Executive Secretary



Increments As Usual

As announced in bulletins to members and as appeared in the Albany Evening News and the public press, Majority Leader of the Senate, Joe R. Hanley, Speaker of the Assembly, Oswald D. Heck, and Chairman of the Assembly Ways and Means Committee, Abbot Low Moffat, have stated definitely that State employees this year can rest assured that the provisions of the Feld-Hamilton Law and other increment statutes will be followed and that the next budget will contain these increments.

This, of course, was welcome news to the Association and its members. At this time last year no economy cloud had appeared upon the horizon. The Feld-Hamilton Law had been passed two years before unanimously by both houses of the Legislature, Senator McNaboe dissenting, and the budget for 1937-38 had contained the increments. There was no reason to suppose that the policy enunciated so short a time before by the legislators would be halted.

There had been rumblings and complaints made particularly by real estate bodies. The Association, hundreds of members of which were real estate owners, were sympathetic with these rumblings. The burden of taxation is resting too heavily upon real estate and Association members are just as conscious of this fact as those

who are not in the employ of the State. But no real estate tax goes into the State treasury.

During the legislative session, the lack of knowledge, however, on the part of many people concerning the sources of revenue, concerning the cost of the maintenance of State government, concerning the essential services given to the citizens of the State by the State and concerning the financial contributions made by the citizens to receive those same services, was startling. A dignified and forceful effort was made by the officers, counsel and committees of the Association to counteract the effect of insidious propaganda based upon false premises.

We are now confident that enlightened public opinion has swung away from the misunderstandings surrounding the questions of economy, and that the people of the State now know better that faithful service is being rendered by their employees and that such employees are just as much entitled to fair wage scales and fair living conditions as are the other employees throughout the State for whom so much progressive legislation has been passed.

The soundness of the Feld-Hamilton Law is no longer questioned. Departmental heads and department budgetary committees each year, when asked for budgetary recommendations, bless the Feld-Hamilton Law. It saves them many a headache. The law is an economy measure. References to raises under it are inaccurate. The raises are adjustments. The wage scales represent fair living wages and many of the employees are receiving money decidedly less than the schedules call for. To bring these employees up to the fair living wage commensurate with the services performed is not a raise but an adjustment. When the adjustments are made, then the item for personal service will decrease to a "norm" and remain stationary.

While many newspapers talked much about economy, at no time was the Feld-Hamilton Law and its policies under attack. On the contrary, the Albany Evening News, for in-

stance, while it consistently advocated economy in the budget, always insisted that the Feld-Hamilton Law should not be scuttled. The Feld-Hamilton Law is the brain child of the Association. It represents the best policy the State has ever had in fixing scales of pay for its employees. The Association will work tirelessly until all employees of the State are covered by the Feld-Hamilton Law. Last year a bill was presented in the Legislature with the intention of bringing under the coverage of this law many thousands of employees in the Mental Hygiene and Social Welfare Departments who are not covered because they receive time service. There can be no doubt that these employees will be in a much sounder position and will greatly benefit from this coverage. This is one of the programs for the coming year.

The Association at the commencement of this legislative session looks forward to an understanding year.

Highest Court in New York State Upholds Merit Principles in Appointment to State Position

On November 14, 1939, the Court of Appeals, which is the tribunal of last resort of the State of New York, decided unanimously that a provision in the State Labor Relations Act which provides that trial examiners shall be appointed "from eligible lists to be promulgated by the Civil Service Commission as a result of competitive examinations held pursuant to the Civil Service laws and rules" means exactly what it says. The Court held that this statute is explicit and unambiguous and nothing in it permits the conclusion that when the Legislature directed that employees of the Board shall be appointed "from eligible lists" promulgated "as a result of competitive examinations," it meant to authorize the appointment of persons who had not taken an examination and were not on an eligible list.

Samuel Seabury, noted New York lawyer, contended upon behalf of

(Continued on page 176)

Committee Appointments

President Brind has recently announced the following committee appointments for the year 1940:

Legislative Committee

W. F. McDonough, Agriculture and Markets, Albany, Chairman
Dr. Frank L. Tolman, Education, Albany
Andrew C. Doyle, Labor, Albany
John Jahn, Public Works, Albany
Joseph Lipsky, Education, Albany
Milton Schwartz, Insurance, New York City
Earl Kelly, Tax, New York City
Leslie S. Wood, Education, Rochester
William McKernan, State A. B. C. Board, Buffalo
Arthur Mulligan, Department of Public Works, Syracuse
Leo Farrell, Division of Placement and Unemployment
John Livingstone, State Hospital, Poughkeepsie
John H. McDonald, State Hospital, Rochester
James McKeiran, State Hospital, Central Islip
Wilfred Denno, State Prison, Attica
Harry Fritz, Vocational Institution, West Coxsackie
Joseph McMahan, State School, Industry
Stanley Maxson, State Hospital, Ithaca

Social Committee

Thomas Stowell, Health, Albany, Chairman
Harold Fisher, State, Albany
Hazel A. Ford, Tax, Albany
Beulah Bailey Thull, Tax, Albany
Janet Macfarlane, Mental Hygiene, Albany
Evelyn Patton, Audit and Control, Albany
Frances Sperry, Division of Placement and Unemployment, Albany
Jesse McFarland, Social Welfare, Albany
Lillian Hyatt, Education, Albany
Mildred Meskill, Agriculture and Markets, Albany
Grace E. Keck, State Health Laboratory, Albany
Albert Hughes, Public Works, Albany
Mrs. Jane Z. La Chapelle, Conservation, Albany

Auditing Committee

Owen E. Maxwell, Agriculture and Markets, Albany, Chairman
Francis E. Maher, Law, Albany
Robert B. Haner, Audit and Control, Albany

Constitutional Amendment Committee

John Cromie, Tax, Albany, Chairman
Arthur S. Hopkins, Conservation, Albany
Patrick J. McCormick, Mental Hygiene, Albany
W. F. McDonough, Agriculture and Markets, Albany
Charles Hutchins, Tax, New York City
Anna B. O'Boyle, Labor, Syracuse
Gerald Fenner, Public Works, Utica
John H. McDonald, State Hospital, Rochester
Guy E. DeCordova, State Hospital, Poughkeepsie
Harry Dupree, Parole, Buffalo
Camile Dame, State Hospital, Dannemora
Alex Schriver, State School, Hudson

Education Committee

Warren G. Cox, Education, Chairman
Dr. Istar Haupt, Civil Service, Albany
W. F. McDonough, Agriculture and Markets, Albany
Albert Hall, Education, Albany
Dr. Sidney Leete, Health, Albany
Louis Drexler, Civil Service, Albany

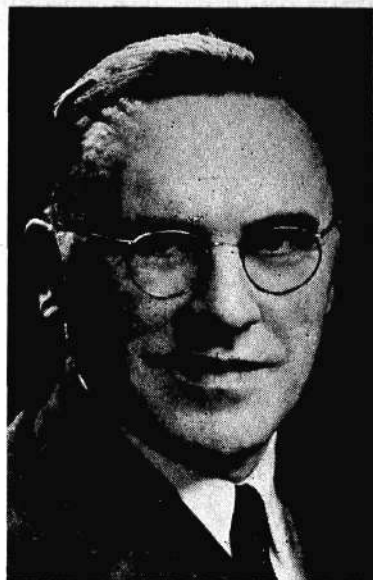


Photo courtesy of Henry Alexander

THOMAS STOWELL

Chairman, Social Committee

Before entering State service Mr. Stowell was in newspaper work with the Knickerbocker Press at Albany, finally covering the Capitol and State Departments for that paper. In 1916 he entered State service as secretary of the Military Training Commission and served in that position during the life of the Commission. In 1921 he returned to newspaper work for several years, was Capitol correspondent for various publications and news services. For several years he covered the Assembly for the Associated Press and was Albany correspondent for the New York Herald-Tribune many years.

Mr. Stowell has done publicity work for various State Departments and Commissions. For one legislative session he was secretary to the majority leader of the Assembly. He acted as Public Relations Counsel to the State Aviation Commission and the Farm to Market Roads Committee. He did publicity work for the State Tax Commission and for a short time for the Department of Social Welfare and has been with the State Department of Health, where he is now Assistant Director of Public Health Education, since 1933.

Mr. Stowell has had considerable theatrical and radio experience, both amateur and professional. He has been active in amateur theatricals with the Albany Players for many

(Continued on page 182)

Services of the Department

The following article is the first of a series on New York State Government. The next article of this series, which will appear in the January issue, will deal with the Division of Police. The series is in charge of our Editorial Board Member, A. K. Getman, of the State Education Department.

By HOLTON V. NOYES,
Commissioner of Agriculture and Markets

The first venture in the promotion of agriculture through the State of New York took place one hundred and twenty years ago in the establishment of a Board of Agriculture and the appropriation of \$10,000 for county fairs and to encourage greater interest in agriculture. Governor DeWitt Clinton recommended this action because of the dire condition of agriculture following the Revolution. The State has taken DeWitt Clinton's call to promote and protect agriculture seriously during the years since that date through many and increasing appropriations and protective laws.

Department's First Duty, Prevention of Adulteration of Dairy Products

The major act which eventually led to the establishment of the Department of Agriculture and Markets had its beginning in 1884. In that year two committees appeared before the Legislature. One, representing the dairymen from the North Country, complained that their pure butter and "full cream" cheese must compete on the markets with adulterated butter and cheese made from fats other than butter fat, ninety-nine per cent of which sold as and for pure butter and cheese. The other committee, composed of consumers from the Metropolitan district, complained that three-fourths of the milk sold on the market was either adulterated with water or skim milk and colored with chalk or other foreign ingredients. Both committees asked for protection. In response the Legislature established the Dairy Commission, the forerunner of the Department of Agriculture and Markets, with an appropriation of \$30,000 and placed upon it responsibility for protecting the producers and consumers from being defrauded through adulteration in the sale and purchase of dairy and food products.

Department Protects Farm and Food Products from Farm to Consumer

The origin of these two committees and their complaints indicates that while the department may have its major interest and responsibility in the promotion and protection of the interests of the producer, it also carries a large responsibility toward the consumer. The department protects and promotes agriculture from the farmer who produces and markets his product, through the processor and distributor, to the ultimate consumer, including the protection of the latter from adultera-

laws, as for example, disease control, milk control and food control.

Department Organization

The personnel of the department consists of the Commissioner, two Assistant Commissioners, the Executive Officer, the Counsel, fifteen Directors of as many Bureaus, the necessary number of secretarial, stenographic and clerical workers, advertising experts, statisticians, accountants, appraisers, veterinarians and a large number of inspectors of various kinds. The total permanent staff employed by the year is 438. Those employed on a per diem or



Governor Lehman with Commissioner Noyes examine a package of apples packed under Empire State quality label at the New York State Fair at Syracuse

tion and misbranding of farm and food products. For the processor and distributor it prevents misrepresentation and checks dishonest operators, thus protecting the honest ones from unfair competition. It also protects the farmer from fraudulent practices by dealers in the purchase of materials used in the process of production and marketing. It likewise guards his plants and animals from infectious and contagious diseases and insect and fungous pests. The department performs this service through the enforcement of more than 100 agricultural laws, also by the operation of fully as many scientific and economic projects authorized by and growing out of such

other temporary or seasonal basis the major portion of the year, 566, or a total of 1,004 employees in all groups. In addition, a large number of temporary persons are employed during the State Fair season. Practically ninety-nine per cent of the positions must be filled by the Commissioner from Civil Service lists under the rules and regulations of the Civil Service Department.

Milk Control

New York State's dairy industry has an estimated value of a billion dollars. The supervision of the State over the quality and sanitary condition of dairy products, provides its consumers with the purest and best

of Agriculture and Markets

fluid milk in the nation, if not in the world. Owing to the presence in this State of New York City, the largest city and consuming center in the world, and many other cities of good size, farmers of the State have the advantage of the nation's and probably the world's, biggest fluid milk market. With this advantage has come many difficult problems such as overproduction, surpluses and consequent low prices, lack of agreement and organization among farmers to control production and establish prices, and a consequent

from eighty-five cents to \$2 per hundred weight, this law failed because it could not control the producers' price of floods of cheap milk from other states.

In 1937, the Rogers-Allen Law placed the initiation of control with the industry through the Metropolitan Producers' Bargaining Agency, consisting of approximately one hundred local cooperatives representing about seventy per cent to seventy-five per cent of the producers. It functions for the metropolitan districts through the State and Federal

termining the average blended price for the State, establishing an equalization fund into which is placed the money collected from dealers receiving more than the average price, thus bringing their price down to the average price, and from which is paid to dealers whose milk was sold for less than the average price, a sum sufficient to bring that price up to the average. This plan, supported by the highest State courts and United States Supreme Court, has raised the price of milk for October, 1939, to \$2.27 per hundred-weight, the highest October price since 1930. This is, without doubt, the most promising solution to the dairy industry control which has yet been devised.

The milk control work has required a tremendous amount of legal work in all the State courts, as well as the United States Supreme Court, in supporting the interpretation, application and constitutionality of the Milk Control Laws.

In addition to the administrative and general office force, milk control work is handled by milk control investigators, milk accounts examiners and attorneys, practically all of whom are under Civil Service.

Food Control

By the enforcement of the New York State Pure Food Laws and related laws and standards, the department protects the consuming public against unhealthy foods, unsanitary practices in manufacture and handling of foods, and dishonest representation and misbranding of food products sold in this State. These laws are parallel to the Federal Pure Food Laws in extent and effectiveness, and on intrastate measures protect the public of New York State as the Federal laws do for intrastate matters and the nation. The following are examples of this type of work.

In bygone days purchasers of eggs had little redress against the retailer who sold them inedible eggs. At that time the "sixteen-egg nest" (partly hatched) found on the sunshiny side of the strawstack often brought as much money to the farmer as newly laid eggs, gathered early and prop-

(Continued on page 172)



Food products of all kinds are guaranteed as to wholesomeness and honest labeling. Department Inspector visiting one of the thousands of stores in the State

control of prices by dealers who are first to receive the returns from the consumer. The consequence of this has been too often starvation prices to the producers.

In May, 1933, the blended price dropped down to less than two cents per quart to the producers. It was then that through the Governor and Legislature, the industry turned to the department for new and additional services authorized by the Milk Control Law. This placed the control of the entire dairy industry, including price fixing, in the department. While during the four years of control the prices were raised

Departments of Agriculture by means of State and Federal orders enforced by a Market Administrator in establishing uniform and equalized blended prices to farmers. On intrastate markets, the Commissioner functions alone. The prices are thus stabilized because each farmer receives the same equalized blended price per unit, transportation costs excepted, at the two-hundred-mile zone without reference to his location in the state or the use of his milk and no distributor can purchase milk at a lower price.

The prices are equalized by the Market Administrator through de-

Services of Department of Agriculture and Markets

(Continued from page 171)

erly cooled. Against such injustices, the department enforces standard quality grades through the retail egg grade law for the benefit of both the consumer and producer of eggs. Under these grades an "inedible" egg cannot legally be sold. Eggs are now sold according to grades dependent upon interior quality as determined by the candling process. In addition to protection through the grades, the term "freshness" is limited in meaning to eggs which comply with the standards for "Fancy" and "Grade A." The consumer now has a legal basis for redress.

Another example of the protection of the food supply is illustrated by an experience in protecting the public from the sale and purchase of contaminated flour. A barge loaded with flour, enroute from Buffalo to New York, met with an accident, causing the boat to become partially filled with very seriously polluted canal water. This flour was prevented by the department from threatened entrance into the channels of trade for human consumption, thereby ridding the State of approximately four hundred tons of flour that would have been a danger to health.

In another instance, it was discovered that sixteen animals which were being offered for sale, had died as a result of poisoning. These animals were destroyed before any of the meat was distributed and placed on the market.

The protection of the public against fruit and vegetables containing spray residue and aiding the farmers in discovering and removing same has become a major problem.

The problem of protecting producers and consumers against the fraudulent attempts to sell oleomargarine as butter, cheese and milk containing foreign fats as pure products, and the enforcement of definitions and standards of milk and dairy products in general have been large important responsibilities and services since the beginning of the department.

The activity of the department in connection with exposed food is constantly increasing. The requirements

provide that all food-handling establishments such as cafeterias, stores, and bakeries properly protect foods from contamination by having it covered or wrapped. This is a very important provision. If all foods were properly protected and not exposed to contamination from flies, dust, dirt, or from handling, breathing upon or coughing upon by the public, much sickness would be eliminated.

In addition to field inspection, food control requires a large amount of most careful analytical laboratory work in the State food laboratory of the department; also legal, licensing and bonding activities.

tivity as well as an economic protection to the farmer. Quarantines preventing the introduction of disease from other states and nations also constitute an important service.

In the campaign of eradicating bovine tuberculosis, 975,000 animals have been tested and removed since 1918, thus leaving the herds of the State in practically perfect health in respect to this disease. New York State citizens are, therefore, assured of the purest and most healthful dairy and meat products from its fine healthy herds.

On November 4, 1937, the department celebrated the completion of the eradication of bovine tuberculosis



The department technician and laboratory aid
in Milk Control

Aside from the administrative and general Civil Service office force, this work is handled by dairy and food inspectors, chemists and attorneys, practically all of whom are under Civil Service.

Animal Disease Control

The department is responsible for the protection of domestic animals in this State from contagious diseases and their control and eradication. Many ailments such as bovine tuberculosis and Bang's disease in its relation to undulant fever are common to man and beast. This function of the department is, therefore, an important public health ac-

from the herds of the State by an "Achievement Day." Over five hundred leading citizens from New York State and the nation, including officials from the United States Department of Agriculture, were present to celebrate the occasion and give recognition to this, the largest and most difficult disease control project ever successfully completed by any state in the nation or in the world.

The major activity of the department in disease control is now concentrated on freeing all herds in the State from Bang's disease. In this

(Continued on page 173)

(Continued from page 172)

work, the department employs a large number of veterinarians and appraisers in addition to a big clerical administrative staff, as well as many other temporary and per diem workers. Practically all of these are Civil Service employees.

Marketing

The department carries forward a basic marketing program aimed at decreasing marketing costs, reducing marketing risks, and otherwise improving the market position of New York State agriculture in its competition with other producing areas. To thus decrease the cost of marketing means a decrease in the spread between the producers' and consumers' price, better prices for New York State farmers, cheaper food costs to consumers in the cities, and increased prosperity in the cities where this farm money is largely spent. This basic market program consists of a number of service activities.

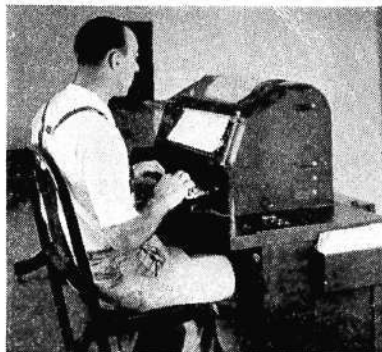
One of these is the Market News and Information Service, the primary aim of which is to supply New York State farmers, shippers and dealers with timely and dependable information on market conditions and prices in principal markets of this State and of the nation, and to aid distributors of farm products in routing their shipments to the markets that are least congested and have highest prices.

Another is the Farm Products Inspection and Certification Service which makes available a force of trained Civil Service inspectors to determine the grade and condition of farm products and certify thereto, in order that products of known quality may move to market with the least amount of risk involved and an elimination of sales resistance. A new inspection and certification service is the promotion of and inspection for the New York State trade mark.

A third is the City and Regional Market Development Service which devises plans for the improved operation and management of public markets, a development of regional market facilities providing modern terminals for products transported on our farm-to-market highway system. This most important new feature brings buyers of farm products together, increases competition among them, reduces market-

ing costs and brings about much more efficient and wider distribution. One large regional market at Buffalo has been in successful operation for several years. A million-dollar market is in operation at Syracuse. Another at Menands, near Albany, has operated for five years, and a regional market is in operation at Newburgh for the benefit of the Southern District of the State. These markets are closely related to the great markets of New York City, thus making a most complete system.

A service to cooperative associations aids in the organization and operation of cooperative associations and corporations among producers and consumers of farm products in order to facilitate volume grading and modern market methods for producers and consumers. This has been particularly valuable this year in helping to organize the dairy industry.



Market information being teletyped for publication throughout the State

Still another service is the enforcement of Regulatory Marketing Laws. This is a marketing service in which the original responsibility for proper grading and marketing of farm products is placed directly upon producers and distributors by law subject to department checking. Examples of this are the apple, grape, and potato grading laws.

Agricultural Statistics

Fundamental to any marketing or control project, and to business in general, is accurate, detailed statistics. The important work of collecting and disseminating statistics pertaining to agriculture is carried on by the department in cooperation with the Federal Government. Some 30,000 voluntary and official crop reporters throughout the State submit an enormous amount of statistics, which, through standard methods of

calculation, form dependable information on practically every agricultural subject. All segments of the work dovetail with the United States Department of Agriculture in producing the official statistics of New York for both the State and Federal Governments.

A monthly crop reporting service is provided which gives the estimated production of all crops from the beginning of their growth to final accurate figures at harvest time. The relative accuracy of these pre-harvest estimates is remarkable. They are based upon the known acreage and monthly reports on weather and crop conditions. They are all of great value to producer and distributor alike.

Traffic

Every large industry protects itself by its own traffic expert. Beginning with 1921, the traffic experts in the department have protected the great agricultural industry of the State in a similar manner. This has meant hundreds of thousands of dollars saving and advantage every year to producers and shippers in their freight and traffic costs.

Publicity and Consumer Education

Since 1932, the department has concerned itself with conducting advertising and promotion campaigns to stimulate greater consumption of New York State farm products.

In 1934, one of the most important activities in this field, the milk advertising campaign, was started. Funds for this are appropriated by the State originally, but are reimbursed to the State from the proceeds of a tax paid jointly by producers and distributors. It is believed that this campaign is responsible for checking the five-year decline in milk consumption which began in 1930 and replacing it with an accumulative increase which since August, 1935, to date totals 252,049,760 quarts.

Last year the Legislature authorized a similar campaign in behalf of other farm products, under an official State brand and trade-mark. Many states have already successfully utilized this means for the greater and more profitable distribution of their farm products. The department is confident that New York, possessing the greatest markets in the world, as well as favorable climate and soil

(Continued on page 174)

Services of Department of Agriculture and Markets

(Continued from page 173)

conditions, plus unequalled transportation facilities, can do equally as well, if not better.

In 1932, the department instituted a Consumers' Information Service to acquaint New York State citizens with the quality and desirability of using more New York farm products. By radio, mail and publicity this service has been developed until it is one of the most important in the department.

Protecting Returns to Producers

Old-time producers of milk, fruit and vegetables selling their products through milk plants and through commission merchants at terminal markets can give vivid descriptions of disastrous marketing experiences and loss of both product and payment. For protection against such losses, the department licenses and bonds milk plant operators, commission merchants and canneries. In the case of failures of milk plants, canneries, commission merchants and other bonded industries to pay producers for their products, collections are made on their bonds. From \$300,000 to \$500,000 are in this way collected annually and distributed to producers.

Insect and Plant Disease Control

Through the department, the citizens of the State receive protection against the introduction of new plant pests and diseases. All of the twelve hundred nurseries of the State are regularly inspected and nursery stock and plant shipments are disinfected of such pests.

In spite of constant vigilance, however, the department is confronted with the Dutch elm disease, the alfalfa snout beetle, the Japanese beetle and other truly destructive insects and fungi. The Dutch elm disease, brought to this country in the past ten years, threatens all our beautiful elms. Eradication and control measures are under way, and while the number of infected trees each year has decreased, during the past few years, the area has been extended, and the eventual outcome is uncertain. The Japanese beetle has long since become firmly established here, and efforts against this pest are now centered to retard further spread and to devise new control methods.



Reproduced by special permission of *The Saturday Evening Post*, Copyright 1936 by the Curtis Publishing Company, Leslie Thrasher, Artist

The Department watches the "finger on the scale" through Weights and Measures inspection

Some insects are beneficial, for example, the honey bee. Here the problem is to eliminate bee diseases. This work has made for an expansion of the bee and honey industry in this state and incidentally has increased crops through pollination of trees and other crops by bees.

Weights and Measures

In intimate connection, and fundamental to marketing, is the control of weights and measures. The elimination of fraud through weights and measures—the most common and costly kind of deception—rests largely with the enforcement of the Weights and Measures Laws of the State. The department accomplishes this through its own force and by supervision over the work of sealers of weights and measures in all the counties and large cities of the State, both groups of which are under Civil Service.

The department licenses all weigh-

masters in the State. The work consists of such activities as checking deliveries of coal, deliveries of gasoline at filling stations, checking scales, from delicate instruments used in drug stores to large platform scales, and many other activities which affect almost every transaction in the daily life of practically every individual.

The department is also the depository for state official standardization of weights and measures to which all weighing and measuring devices in the State must be compared and standardized.

Dog Licensing

The department supervises the licensing of the more than 500,000 dogs of the State annually. All damage claims involving animals and domestic fowls killed or maimed by dogs are paid for from the license fees under the supervision of the department.

New York State Fair

The department annually conducts the New York State Fair, known as the Agricultural and Industrial Exposition, on the permanent exposition grounds at Syracuse. This fair is one of the greatest agricultural and industrial shows in the nation. Constantly expanding to embrace new features for the education and enlightenment of the public, this exposition is now in its 100th year. Boasting of exceptionally fine cattle and other fine livestock exhibits, as well as other agricultural and industrial exhibits, this exposition in recent years has placed particular stress on livestock raised and exhibited by farm boys and girls—future farmers of New York State.

The exposition aims to interest every class of people in the Empire State, to educate them by dramatic displays in bettering their living and working conditions, in proper utilization of their spare time, and in providing them with the "unusual" in the field of amusements, in short, to keep them fully informed on the progress of the world.

Other Lines of Work

Space does not permit illustrations of all of the more than one hundred important lines of work by which the State, through the Department of Agriculture and Markets, promotes and protects the State's great agricultural resources, particularly our food supply, and aids all of our thirteen million taxpayers in one or more important ways by constant twenty-four-hour-a-day vigilance.

Other features include a militant legal service which has supported the legal and technical work of the department by numerous successful cases in State and Federal courts and even to many cases in the United States Supreme Court; an efficient publications service; inspection of feeds, fertilizers, seeds, edible oils, frozen desserts, meats, Kosher products, slaughterhouses and cold storage warehouses; maintenance of lists of licensed and bonded commission merchants and milk dealers, livestock dealers, and stallions enrolled; auditing accounts and payrolls; analyzing food and agricultural products and making diagnostic tests for diseases.

The Department of Agriculture and Markets, while not the largest State Department, in some ways, without doubt, handles the greatest variety of work and deals with the largest number of citizens.

State Institution Farms

The department supervises the operation of the forty-two State Institution Farms which is in effect the largest farming operation in the



Department Inspector making dangerous climb in tall elm tree to investigate presence of Dutch Elm disease threatening the magnificent elms of our State.

State. These farms produce nearly one-third of the food consumed by nearly 100,000 wards of the various institutions. The department also supervises the purchase of lands, animals and materials for the institution farms and in addition inspects our town and county fairs.

The Mask Is Off

As workers and citizens of a free land, we speak out against the arch-enemy of all individual freedom and all common justice—the Communist. Since Communism cast aside its filthy mask and began the ravishment of Finland only short days ago, we have had brought home to us, vividly indeed, the truth that every Communist is a foe of every American. Russia, the fatherland of Communism, snarling at the throat of a Nation of happy, prosperous, free workingmen, exposes with awful starkness the hypocrisy of its world wide propaganda of friendship for workers. At last we know that the Communistic Bear of the New Russia is not the playful fellow who dances to progressive five year plans and promises a worker's paradise, but a frightful beast of tooth and claw and purge and blood and hate and war.

Are we surprised? Were we beguiled by the tolerance—vain universities and counterfeit peace societies playing host to lamb-robed wolves of Communism? Some of us are surprised; some of us are doubtless chagrined; surely all of us are equally aroused to the need for strong, prompt condemnation of every sign of Communism in our State and Nation. We have seen Communism creep toward labor groups in this country, and even to the portals of public service itself. And, make no mistake, it is the same Communism that guides the leader of Russia in his mad, diabolical scheme to embroil the workers of the world in bloody conflict. Now that the mask is off, we know that Communism is treason to freedom and death to Democracy and that those who espouse it would as willingly destroy America from within or without as Stalin, their Red God, has invaded with bomb and blood the free and orderly land of the Finns. Communism knows only false reason and stealthy revolution. Equality to the Communist means a place in the gutter for every man; fraternity, a state of brotherly hate. The Communists have banned Christmas from the Russian lands. The Christmas trees grow, but Christmas bells do not ring. The Communism that defies God could not be expected to respect man nor to cherish the joy of little children. In all the land of

(Continued on page 176)

**Secure Your
Association Auto
EMBLEM and PIN
TODAY!**

**Emblem 80c
Pins 50c**

The Five Day Week

A recent announcement by the New York State Bankers' Association that a referendum among member banks shows a great number in favor of a five day week brings to mind the existence of a shortened work week among several of the largest employers in the state.

Banks, retail merchants, public utilities and newspapers are in favor of or have made the forty-hour week an actuality. A trend toward concentration of hours of labor is seen in many lines of commerce and industry.

A questionnaire sent to all discount banks throughout the State shows overwhelming approval of the mandatory closing on Saturdays in summer and general favor of year-round Saturday closing. The vote showed city banks strongly in favor and country banks not so positive of the issue. Most banks indicated they would go along with legal closing. Few said they would oppose the matter. Some said they were not sure the business world was ready for such closing.

The vote as recorded is:

For making Saturday closing mandatory in July and August, 1940: Yes, 214; no, 26; undecided, 11.

For year round Saturday closing mandatory: Yes, 147; no, 78; undecided, 26.

Based on replies to the questionnaire amendments will be prepared to the Quinn bill, under which measure banks operated on a Saturday closing schedule this past summer.

Two utilities questioned by The State Employee are the New York Telephone Company and the New York Power and Light Corporation. The five day week long has been enjoyed by approximately 20,000 employees in these two organizations.

In the upstate area of the Telephone Company office workers have had a 37½ hour week as a basic figure and other crafts have had 40 hours for many years. The policy of the Company is to follow prevailing practices among workers of comparable skill and requirements.

The New York Power and Light Corporation has had a forty-hour week for every one of its 3,000 em-

ployees beginning five years ago. This did not come about all at once but was a slow growth as public utilities are not in a position to initiate any radical change. Only last October were the shift workers in substations granted this shortened work week after friendly conferences with executive committees representing company officials and employees.

The Merchants Association of New York City reports that three quarters of metropolitan employers are already operating on a five-day week and that others would like to have the plan universally adopted in the city. The report was issued following a survey of 120 establishments which showed that of the number only sixteen worked employees more than forty hours a week.

The effects of the almost universal five-day week are extensively felt and many employers look to city-wide uniformity of the practice. Old fashioned employers are caused great inconvenience and a rapidly rising cost for conduct of greatly diminishing business on days when other merchants have closed.

The situation means that those employers who have not adopted the five-day week maintain more or less regular staffs for doing a greatly reduced amount of work. As a result there is a strong attempt toward adoption of what amounts to a universal five-day basis of employment in New York City.

Newspapermen, who for years were subject to call twenty-four hours a day and in emergencies worked until the emergency ceased, are now basking in the delights of a work day eight hours long and a week of five working days. News is just as speedily or more rapidly brought to readers and extra cost for personnel, if any, is not borne by the publishers. This drastic change, while perhaps long desired by a few humanitarian owners of papers, came at about the same time as the rise and growth in membership of the American Newspaper Guild.

Leaders questioned by The State Employee agreed that it is only a question of time when the five-day week is as universally adopted as is the eight hour day now.

Utica Meeting

John T. DeGraff, counsel to the Association, on November 15, at the Utica State Hospital, addressed a joint meeting of the employees of the Rome State School, Marcy State Hospital and the Utica State Hospital. The legislative program of the Association for the 1940 session was outlined. The employees were particularly interested in the report of the work of the Commission recently appointed by Governor Lehman to extend the competitive class of the Civil Service by reclassifying many institutional positions that are now in the non-competitive class.

Mr. DeGraff explained the problems before the Commission and outlined the benefits to employees that would result from the proposed reclassification.

Court Decision

(Continued from page 168)

the Metropolitan Life Insurance Company, which had been ordered to a hearing before a trial examiner who was not appointed as a result of a competitive Civil Service examination from an eligible list that he would not try the Metropolitan case before the said examiner. When the Labor Relations Board overruled Mr. Seabury's objections to the competency of the Trial Examiner, he refused to proceed to trial before the said examiner and brought a proceeding in the courts. The Supreme Court and the Appellate Division did not agree with Mr. Seabury in the stand which he had taken on behalf of his client, but the Court of Appeals unanimously indicated their accord with his position, thus resulting in another victory in the courts for the principles of the merit system.

The Mask Is Off

(Continued from page 175)

the Communists there is no shining Star, no holy hymn, no peace that passeth understanding—only the glistening tooth, only the ravenous growl, only the turmoil of hate.

To be well warned of an enemy is to be well armed. To keep our public service clean of the Communist despoiler is the plain duty of the citizen within and without the public service. In denouncing Communism, this Association but keeps faith with worker loyalty to America and its institutions.

W. R. C. Home Elects

Mrs. Willis Fingar, Miss Ruth Munyan and Cecil Gilday were re-elected as members of the executive committee at the annual meeting of New York State Woman's Relief Corps Home, Oxford, ASCSE, November 15. La Verne P. Smith, representative, was reelected despite his declination to serve again.

The membership committee for the coming year is composed of Mary S. Middaugh, Wilson Hemstrought, Louise E. Reed and Marian Burns.

Members of the entertainment committee are: Margaret Dutcher, Paul Winters, William Purdy and Leon J. Hutchison.

Miss Thelma V. Douglas acted as secretary for the meeting which was conducted in the Assembly Hall.

New Officers of Wassaic Chapter

Wassaic State School Chapter of the ASCSE elected Emil C. Weil president at the annual meeting. Other officers are: Vice president, John D. O'Brien; Treasurer, Pauline Martin and Secretary, Grace Odell. Delegates are Byron B. Evans and George J. Penfield.

Syracuse Chapter

Syracuse Chapter, ASCSE, conducted its annual meeting November 15 to elect officers for 1940. The result of the election was as follows:

President, H. H. Wagenhals, Department of Health; Vice president, Edward Palmatier, Mental Hygiene Department; Treasurer, Miss Catherine O'Connell, Division of Placement and Unemployment Insurance; Secretary, Miss Amy Cregg, Public Works Department.

Ithaca Activities

New officers chosen for 1940 follow:

President, Paul Swartwood; vice president, Clarence Dickens; financial secretary, James Watt; and recording secretary, Elmer W. Alvord.

As we go to press, President Brind is planning to address a special meeting of this Chapter December 12.

An Unusual Photo



The above very unusual snapshot was taken in the Court of States at the New York World's Fair. This building is the State of Pennsylvania's exhibit and is an exact model of Philadelphia's Independence Hall. The picture was taken by Irene E. Walker, 72 Grandview Terrace, Albany, N. Y.

NOTICE TO POLICYHOLDERS

To Policyholders in the Association's Group Plans of Life and Accident and Sickness Insurance:

As of December 31, 1939, the membership of policyholders in the Association's group plans of insurance will expire. Participation in the group plans is restricted to members of the Association. In order to make certain that your policy remains renewable and non-cancellable, it is important that you renew your membership prior to, or about, January 1, 1940.

Through a cooperative group purchasing arrangement, the Association has been able to secure for members valuable insurance protection, at the lowest rates obtainable anywhere, which thousands of State workers could not probably afford otherwise.

The Association conceived the idea of group insurance for State workers, secured legislation to make such plans possible, and expended tireless efforts to make them successful. Also, Association Headquarters has worked hard to administer the plans. Please cooperate by renewing your membership promptly.



INFORMAL . . . GAY Plan to Meet in the PALM LOUNGE

(4 P. M. to Closing)

Smart Rhythms by the
MEN OF NOTE

Sweet and Swing Quartet

The Conga and other dances demonstrated Wednesday and Saturday evenings by Vivian Milstein and partner

HOTEL ten EYCK ALBANY
FILON J. RYAN, Manager

Competitive Class Extension

(Continued from page 165)

another in every department instead of reclassifying all the positions in a particular department or institution. The Commission has not determined which positions should first be reclassified.

9. Are employees entitled to appear before the Commission?

Answer. The Commission has not determined whether public hearings will be held. Employees who have suggestions to make or who have facts which they believe should be considered by the Commission, should transmit their suggestions and facts to headquarters. They can then be brought to the attention of the Commission through our counsel, who is a member of the Commission.

10. Will salaries be increased or decreased by the proposed reclassification?

Answer. The change from a non-competitive to a competitive Civil Service status would have no effect whatever upon salaries paid in the various positions. The change of classification would of itself neither increase or decrease salaries. The Association hopes, however, that a general survey of the departments where non-competitive employees predominate followed by a reclassification to the competitive class would lay a stronger foundation for the extension of the Feld-Hamilton Law to employees of State institutions. The Association from the beginning has contended that the Feld-Hamilton Law should apply to all competitive and non-competitive employees.

11. In what way will employees benefit from the proposed reclassification?

Answer. The employees get all the protection incident to the competitive class. Many of these benefits are direct, many indirect. Of major importance are the protection from removal and the seniority rights given by statute to employees of the competitive class. No employee in the competitive class can be removed unless written charges have been preferred against him and he has been given a reasonable opportunity to answer in writing. This protection is already given in a law sponsored by the Association in 1938,

(Continued on page 180)

HOVER SELLS FOR LESS

Could any gift be more practical than furniture?

Chairs Desks Secretaries
Lamp Tables End Tables Coffee Tables
Lamps Mirrors

Fine assortment to select from

ADD BEAUTY TO YOUR HOME WITH A
PIECE OF FURNITURE PURCHASED FROM

L. J. HOVER

76 STATE STREET OVER BOND CLOTHES

Open Evenings by Appointment

Budget Plan if Desired Telephone 4-8113



Exactly as Pictured

WINTER MONTHS BRING MUCH **SICKNESS!**

**BUY YOUR GROUP PLAN ACCIDENT AND SICKNESS POLICY
NOW WHILE YOU CAN STILL GET IT AT THIS LOW COST**

WE PAY YOU CASH

When you are disabled due to accident or illness you receive a check every month all in accordance with the terms of your policy. **Do not confuse this with any other policy — under this plan you get a regular check.**

PAY YOUR DOCTOR BILLS WITH CASH

New York State employees only are eligible for this group plan

This plan is the only low cost group plan of Accident and Sickness Insurance available to State employees sponsored by **The Association of State Civil Service Employees of the State of New York.** MAIL THE COUPON TODAY FOR DETAILS.

OVER 12,000 STATE EMPLOYEES NOW INSURED

Claims Amount to Nearly \$150,000 Every Year

NO MEDICAL EXAMINATION REQUIRED

**Just fill out a small Application Blank and sign a salary deduction card
Send coupon for details NOW**

**THIS IS YOUR PLAN
MAIL COUPON OR SEND PENNY POSTCARD TODAY
YOU MAY BE SICK OR INJURED NEXT**

Sick Leave or Other Benefits do not affect your benefits under this plan in any way.
PROTECT YOUR INCOME TODAY.

SEND NO MONEY—MAIL COUPON TODAY

NOTE: Representatives wanted in all State Departments in all cities in New York State. If interested write for details. How to use your spare time successfully. (Advt.)

C. A. CARLISLE, JR., TER BUSH & POWELL, INC.
423 State Street, Schenectady, N. Y.

Department

Division or Institution.....

Without obligation please furnish me with complete details of the Association's low cost group plan of Accident and Sickness Insurance underwritten by The Commercial Casualty Insurance Co. of Newark, N. J. I am a New York State employee. My work address is.....

..... My duties are as follows:

..... I am interested in a monthly indemnity of \$..... (\$30, \$50, \$60, \$75 or \$100). Age..... Salary.....

NAME..... MAIL ADDRESS.....

Remarks:

What Do You Think ?

(Answers to questions on page 163)

1. (a) Complete knowledge of the duties and responsibilities of the position. (b) Appreciation of the value of the work to the people of the State. (c) Standing firmly and loyally with fellow-workers throughout all Departments and institutions in the State workers' own organization—The Association of State Civil Service Employees.

2. No. The merit system of selection and appointment of workers is a basic part of the Constitution of the State. Legislatures have from time to time passed laws which they believed met Constitutional requirements but which would have weakened or destroyed the merit system. All such have been vetoed by Governors or repudiated by the Courts as contrary to the Constitution. The surest way for workers to help sustain the valuable merit plan is to join with other State employees in membership in The Association of State Civil Service Employees which maintains day by day scrutiny of every legislative act and of every rule relating to civil service and moves promptly through its officers, committees, secretary and counsel to inform truthfully as to all of the facts and, when necessary to present these facts before the Courts.

3. As an individual you can help most by intelligent, energetic, enthusiastic performance of the duties of your job. As an individual you cannot be effective in safeguarding security of that job, the adequacy of salary, the retirement system or any other good employment practice. You can assure these desirable things in common with other workers only by loyalty to your own and your fellow workers' organization—The Association of State Civil Service Employees.

4. The Association of State Civil Service Employees, organized in 1910. This Association prepared the Feld-Hamilton Bill and labored successfully for its passage and approval by Governor Lehman.

5. In 1937, The Association of State Civil Service Employees having attained to a membership of nearly 20,000, appointed a Committee to study such a plan. In 1938 the Association urged and secured passage

of necessary legislation. The Association through contact with the Travelers' Insurance Co. put the plan in operation on June 1, 1939.

6. The workers in State Hospitals joined The Association of State Civil Service Employees in large numbers following 1930 when the Association opened its membership to non-competitive employees. They supported the Association loyally in every activity. The Association took up their battle for the abolition of the disgraceful long day in institutional service and by means of radio, press, public meetings, petitions and otherwise carried on a campaign to inform citizens generally of the undesirability of the twelve hour day in public service. The Association called upon the Legislature to study the question and a Legislative committee was appointed and in its report condemned the long day. In 1936, Governor Lehman recognized the justice of the Association's plea and included an appropriation of \$2,000,000 in the annual budget to employ necessary help to establish a maximum eight hour day. In 1937 the maximum eight hour day was established by law. This just reform could have been secured many years earlier had employees recognized the need for State-wide amalgamation and unity of action.

7. The Association of State Civil Service Employees does not now and never has employed an "organizer." From its inception, this great Association now numbering 30,000 loyal members has depended solely upon intelligent cooperation among workers and unselfish activity on the part of unpaid committees to secure its members.

8. Yes, and with many civic groups and workers' organizations. The Association takes an active part in all worthwhile public activities.

9. Members of The Association of State Civil Service Employees have open to them through the efforts of their Insurance Committee an accident and illness insurance coverage with semi-monthly pay-roll deduction of premiums by the State which is moderate in cost.

10. All workers in the competitive and non-competitive class of State civil service are eligible for membership and may hand their member-

Competitive Class Extension

(Continued from page 178)

to employees in the non-competitive class in the Mental Hygiene Department, but employees in the non-competitive class in other departments have no such protection.

Of equal importance is the seniority rule which provides that when positions are abolished for lack of appropriation, or lack of work, the employee with the shortest period of service must be the first to be suspended. This gives older employees a security which non-competitive employees do not have, for non-competitive employees can be dismissed at any time without charges, without explanation, and regardless of their length of service. An employee in the competitive class, who has served for a number of years, has a reasonable assurance that, barring unexpected changes in the functions of the department, he will be continued in office.

Competitive employees have greater opportunity for advancement on the basis of merit and fitness demonstrated in Promotion examinations. The law provides that higher positions in the department shall, whenever practicable, be filled by promotion. The more responsible positions in the State institutions, instead of being filled in the sole discretion of the department head or superintendent, will be filled on the basis of a promotion examination.

The competitive class likewise affords better opportunity for transfer. An employee in a non-competitive position cannot be transferred to a competitive position, and is not eligible for promotion to positions in the competitive class. If such positions are reclassified as competitive, however, an employee can be transferred to any similar competitive position in any State department. There are many indirect benefits too numerous to mention. Experience has shown that there is greater incentive and a higher morale among employees when they are given the protection of competitive Civil Service classification.

ship application to a local chapter representative or send it direct to Association Headquarters at Room 156, State Capitol, Albany, N. Y.

With the Christmas Books

At every Christmas season a veritable avalanche of books descends upon the person who is looking for this form of a Christmas gift. He is so nonplused with the wealth of offerings that choice is made difficult. In the following list of short book reviews an endeavor has been made, by the Association, to offer a brief list of good fiction, biography, travel and essay literature that will help our members who are faced with the difficulty of choosing books as Christmas presents for relatives or friends.

The Association has for some time now been purchasing the latest fiction, biography, travel, science and other books at a considerable saving to members. If you are interested, direct an inquiry to Association Headquarters, Room 156, State Capitol, Albany.

Fiction

"Seasoned Timber," by Dorothy Canfield, is a story of an academy in the rural region of Vermont. The principal of the school is faced with the dilemma of accepting a million dollar bequest with strings to it, left by an eccentric alumnus, or pursuing a broadminded policy of letting the money go. Before the affair is settled the whole town gets into the melee.

Harcourt, 485 pages. \$2.50.

With a Nazi setting **"Mr. Emmanuel"** is a long story by Louis Golding in which an elderly English Jew attempts to do his bit by helping a young refugee. He puts the boy in an English school where the lad exhibits poignant grief about his mother of whom he can find no record. Mr. Emmanuel goes to Germany in a search for the woman, has many adventures there and returns with the information that leads to a "kindly story to cover deadly facts."

Viking, 444 pages. \$2.50.

"Star Spangled Virgin," by Du Bose Heyward, takes us to the Virgin Islands where a negro tells of the depression and the coming of the New Deal. The title may throw you off, because of its inappropriateness, but the story is a comedy backed with a satirical tinge that some readers relish. At least it is amusing and piquant and a good story for a rainy afternoon.

Farrar, 230 pages. \$2.

In **"Wickford Point,"** by J. P. Marquand, we have a story with a New England setting. The Brills at the family homestead near Boston represent a New England family held together by smugness and threatening to collapse through the inefficiency of its members. Cousin Jim Calder is loyal to the family but doesn't want to be strangled by its affection and dependence. If you have New England leanings, this story will be tops with you.

Little, Brown and Co., 458 pages. \$2.75.

P. G. Wodehouse has established a name for himself in America as a sort of composite Mark Twain and Will Rogers. In **Uncle Fred in the Springtime** the scene is laid in Blandings Castle, where the mystification centers around the Earl of Emsworth, his sister, Lady Constance, and the attempted kidnapping of the Earl's prize pig, the Empress of Blandings. This concoction is the basis of a humorous tale that will go far to take your mind off the European war, high taxes and unemployment.

Doubleday, 292 pages. \$2.

"The Sister of the Angels," by Elizabeth Goudge, is a real Christmas story that one may run through in a couple of hours and feel happy while doing it. It may be a parable but it brings before us the great value of humility, the sinfulness of pride and the strength that lies in integrity. Anyone who has read the *City of Bells*, *Tormunster*, will be interested in the *Sister of the Angels* and the same characters that are found in Miss Goudge's other stories.

Coward, McCann, 155 pages. \$1.50.

"Ararat," by E. E. Groseclose, as the title indicates, takes us to the Black Sea region in the year 1895 and recounts a story of warfare between races. Amos Lyle, an American missionary, is the hero, and he it is who leads a persecuted people from massacre to a home. The book is timely, exciting and argumentative. It is a tale to read before the winter fire and to make one thankful for the blessings of American civilization in the year 1939.

Carrick, 482 pages. \$2.50.

Non Fiction

"Travels in the North," Karel Capek. This book is largely devoted to Norway and the lands north of the Arctic Circle. Denmark and Sweden are also touched on. Illustrations in the form of small line drawings are sprinkled through the book, which make the countries described glow with an added vividness.

Macmillan, 269 pages. \$2.25.

"Not Peace But a Sword," Vincent Sheean. This is the story of war torn Europe as a newspaper correspondent saw Spain, Vienna and Prague in the dark days of the period spanning March, 1938 to March, 1939. It is an account of the feelings and thoughts of a trained observer who has seen strange things in worlds great and small and who can tell about them in a vivid way.

Doubleday, 367 pages. \$2.75.

"How War Came," by Raymond Grain Swing, begins with the seizure of Czecho-Slovakia and then recounts events that finally lead to the encirclement of Danzig and the Polish Corridor. The author as a commentator is familiar to all. His book is written in the same straightforward style that gives the reader a vivid picture of what really happened in those eventful days in which all the small countries in Europe were threatened. Mr. Swing was a foreign correspondent in the World War and can tell a story with a reporter's insight, shorn of any bias or hysteria. **"How War Came"** is a good book for one who wants to keep in touch on rapidly moving Europe.

Norton, 266 pages. \$2.

"Little Mammals of Tropical America," by Ivan T. Sanderson, is a sort of follow up of *"Animal Treasures"* which described the small wild animals of Africa. Sanderson goes in for the small animals in a way which interests readers who delight in natural history—rats, opposums, scorpions, and a host of other creatures that no popular writer so far has noticed. Through his eyes small game becomes big game and the reader is thus introduced to a brave new world.

Viking Press, 292 pages. \$3.

Dance Calendar

at the DE WITT CLINTON

• Albany



PAUL SABIN
and his Orchestra
featuring DONNA LEE

Opening
at DINNER, DECEMBER 16

at DINNER and
the SUPPER DANCE

Every evening through
New Year's Eve

in the COCKTAIL LOUNGE
The Three "Suns"

Every afternoon from 4 to 8
Every evening except Sunday

... and that's fun!

NEW YEAR'S EVE

Couvert \$3 per person
(plus 10% Federal Tax)

IMMEDIATE
RESERVATIONS
ADVISABLE

Serving Morals and Revenue, Too

Of the 1,920 motion picture films viewed by the motion picture division of the State Education department during the 1938-39 fiscal year, 18 were rejected as being unfit for public showing in New York State, Irwin Esmond, division director, reports.

Total receipts from motion picture licenses during the period amounted to \$298,023.50, as compared with \$304,073.83 during the preceding year. The net revenue to the State after deduction of operating costs, was \$230,727.05 during the 1938-39 period as compared with \$239,425.22 the preceding year. Since organization of the motion picture commission in 1921, net revenue to the State from licensing fees has been \$2,768,049.07, Esmond reports.

Thomas Stowell

(Continued from page 169)

years and was the last manager of Harmanus Bleecker Hall, Albany, under the late F. F. Proctor. Before taking over the radio work of the State Health Department he was a partner in General Broadcasting Service, which prepared commercial radio programs. He has written and directed various pageants and as director of public celebrations for the State George Washington Bicentennial Commission was in charge of the Washington Pageant in the State Armory in Albany.

S A B O U R I N ' S

Sunnyside Port, Sherry, Tokay, Muscatel
Gallon, \$1.29 ½ Gallon, 79c 3 Full Fifths, assorted, \$1.00

Sunnyside Dry Wines

CLARET, BURGUNDY AND ZINFANDEL

Full Gallon, 95c Half Gallon, 55c
¼ Quarts (24-oz. bottles), 29c — 4 for \$1.00

Sunnyside California Brandy, 90 Proof

½ Pints, 49c Pints, 89c Fifths, \$1.49

Imported Scotch

Page & Sandeman's, 86 Proof, formerly \$2.69, now \$2.39 fifth
Holt's Mountain Queen, 86 Proof, formerly \$3.09.....\$2.89 fifth
TENTH, formerly \$1.79, now \$1.59

Dennison, 8 years, formerly \$3.29, now.....\$3.09 fifth
Three-Year-Old Rye and Bourbon, 90 Proof.....\$1.69 qt., .89 pt.

269 CLINTON AVENUE

TEL. 5-1969

PROMPT DELIVERY . . . COURTEOUS SERVICE

HOTEL CAPITOL

GREEN STREET—Just off State

Restaurant and Tap Room

Excellent Food—Moderate Prices

Rooms from \$1.25 per Day
Weekly Rates to Permanent Residents. Rooms with running water from \$4; with private shower and toilet from \$7.



UNWANTED HAIR REMOVED FOREVER

By electrolysis. Modern equipment. No regrowth. Now \$1.00 treatment.

Strict Privacy

Ernest Swanson

123 STATE ST. PHONE 2-4988
OPEN EVENINGS

The Privilege of Membership

Thanksgiving and Christmas and the New Year remind, among other worth-while things, of our Association membership privilege and responsibility. A man's job is actually a very important part of a man. It reflects somewhat his social and political concepts.

A man's job should have much to do with promoting a man's happiness. Collections of jobs build churches, schools, museums, parks, theatres, and homes. These facts are what make membership in an organization having to do with jobs so important.

State employees are no longer beset as workers with the question: "What labor group shall we belong to?" They have their own organization. Thirty thousand State workers in a constructive movement have built up in their Association not only an institution for themselves, but a model for public groups in other states and countries.

In New York State there is unity in one state-wide, all state-employee organization, and that is the one which the workers created with their own hands and which they have nurtured with loyalty to the position of the outstanding labor organization among public workers in the United States.

Part of your Christmas joy may well be your membership in your own workers' organization — The Association of State Civil Service Employees.

Civil Service LEADER

Attention: Association Members!

The **CIVIL SERVICE LEADER** is happy to announce that, by special arrangement with Charles A. Brind, Jr., members of the Association of State Civil Service Employees may still subscribe for the next 52 issues at the special introductory rate of \$1. The regular price is \$2, or 5c per copy at your favorite newsstand.

Each Tuesday, the **CIVIL SERVICE LEADER** describes the latest ASCSE activities, as well as those of other significant civil service groups. The **CIVIL SERVICE LEADER** interprets the latest news affecting civil service, as soon as it comes from the commissions, legislatures, and courts. The **CIVIL SERVICE LEADER** brings you complete news of

civil service exams (federal, state, city) as soon as they are announced:

- PROMOTIONS
- SAMPLE QUESTIONS
- CERTIFICATIONS
- REQUIREMENTS
- EXAM KEYS
- PROGRESS OF EXAM RATINGS
- FUTURE EXAMS
- OTHER VITAL NEWS

Miss Mary R. Corkrey
State Education Dept.
Albany, N. Y.

VOTE NOW

Who Is Your Choice for 1940?

The ballot below is provided for Civil Service employees who want to take part in a sampling of Civil Service sentiment on the question of 1940 presidential choices.

1. Do you favor a third term for President Roosevelt?
2. If not, which of the following will you vote for?

Bruce Barton	Paul V. McNutt
Thomas E. Dewey	Lloyd C. Stark
James A. Farley	Robert A. Taft
John Nance Garner	Arthur H. Vandenberg
Cordell Hull	(Others)
Fiorello H. LaGuardia

Simply fill in this ballot and mail it to Straw Poll Editor, **CIVIL SERVICE LEADER**, 99 Duane Street, New York, N. Y. You need not sign your name.

SUBSCRIBE NOW

CIVIL SERVICE LEADER
99 Duane Street
New York, N. Y.

I enclose (check, money order, cash) \$1, for which kindly mail the next 52 issues of the **CIVIL SERVICE LEADER** to

Name.....
Address (Office, Home).....
City.....

Civil Service LEADER

SEWARD BRISBANE, Editor
JERRY FINKELSTEIN, Publisher
BURNETT MURPHEY, Managing Editor
H. ELIOT KAPLAN, Contributing Editor

99 Duane Street

New York, N. Y.

