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Budget Requests  
MADE IN LETTER TO GOVERNOR LEHMAN

Seldom can a job be carried on efficiently without sufficient funds. The source of all funds to carry on the multitudinous services rendered by the State government to its citizens is the Executive Budget, which is prepared each year by the Governor and approved by the Legislature. The budget which will be effective for the fiscal year beginning July 1, 1939, is at this time being prepared. The failure to place in this budget sufficient appropriations to make various statutes effective results in serious financial consequences to many employees, as well as impeding the advancement of many improvements in working conditions.

Under date of November 17th, President of the Association, Charles A. Brind, Jr., sent the following letter to Governor Lehman requesting consideration on several matters of great importance to members of this Association:

"Hon. Herbert H. Lehman
Governor of the State of New York
Executive Chamber
Albany, New York

"My dear Governor:

"Now that the time has again arrived for the preparation of the executive budget, it has seemed advisable to our committees that I write to you setting forth some of the matters in which the Association is vitally interested. I present them seriatim:

1. The Association is keenly interested in the improvement of the work of the Civil Service Department. We feel that department is not as yet supplied with sufficient funds to function adequately. We think this matter should be given the most careful consideration and the hands of the Commission strengthened in order that all positions may be promptly and properly classified; examinations may be handled with celerity with the subsequent elimination of the evil of the continuance of provisional or temporary appointees beyond all reasonable time; the prompt extension of the competitive class coverage to the thousands now improperly classified in the non-competitive and exempt classes; and that there may be a bringing of municipal civil service practices up to such a plane that the merit system may be fully developed in line with plain constitutional intent.

2. Under the Feld-Hamilton Law all new appointments must be made at the minimum salary of the grade assigned to the title. This is true even though the last incumbent received less than the minimum. The Feld-Ostertag Law contains a provision whereby those in the service may not be discriminated against because of this provision. In that law, where a vacancy occurs, the appointee receives the salary of the lowest paid employee in the promotion unit affected and those in that promotion unit are advanced toward the minimum using the minimum salary which would, under the Feld-Hamilton Law, be available for all new appointees. In view of these provisions a sufficient appropriation should be contained in the budget and allocated for each department to supply a "cushion" to take care of these contingencies. We regard this as exceedingly important in order that the spirit and the letter of the Feld-Hamilton Career Law be made effective.

3. Many employees of state institutions throughout the state have not as yet been placed upon an eight-hour day schedule. The abolition of the long day in State Service lagged for many years, to the discredit of the state. Now that the principle has been fully accepted and justified, financial provision to abolish a longer than eight-hour day should be made in every instance. This cannot occur unless sufficient moneys are contained in the budget so that no such employee may be required to work more than eight hours.

4. We are mindful that Your Excellency has done much in the last two budgets to correct the plorable condition which had existed at state institutions with reference to commutation payments. We understand that there are still cases where institutional employees do not receive the commutation payments intended under the law. We realize that it may be difficult for institution superintendents to accurately estimate their needs, but we feel that this is not an insurmountable difficulty and that in the interest of fair play for all workers the matter should be subject to such study as will result in commutation payments to all employees entitled to receive them.

5. We are advised that a number of members of our Association in institutions, and in the Public Works groups particularly, are still working seven days per week. We feel that Your Excellency should outlaw this practice completely. The whole history of attention to labor indicates that seven-day weeks are intolerable and certainly the State of New York is not justified in continuing such an example from social or from economic standpoints.

6. In the new nurse practice act adopted last year by the Legislature, the trained nurses in the State institutions are now made registered nurses and the term "trained nurse" is eliminated. The Mental Hygiene Law provides that four dollars extra per month be paid to registered nurses in the mental hygiene institutions. No appropriations were included in the budget for 1938-39 for this purpose. It

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Budget and Requests
Continued from Page 5

would seem that the matter should be taken care of in the budget for 1939-40 to comply with the aforesaid statute.

7. It is recognized by all employers that the allowance of certain sick leave to employees increases the morale and adds to efficiency. This has been recognized generally in the State Service and departmental employees are now under a practically uniform system. This system has not, however, been made applicable to certain employees in our institutions and thousands of employees lose a day's pay if they have the misfortune to be sick a single day in the year. It is not clear to me whether additional appropriations are needed in order that some reasonable arrangements can be made so that institutional employees who are not in proper physical condition may not attempt to serve in order not to lose their daily stipend. There are thousands of employees in the institutional service. They are entitled to receive the same fair treatment as to sick leaves as the workers in departmental service. They are not in any sense overpaid and deductions from their vacations or from their salaries for illness seems wholly at variance with good employment practice. We believe that if appropriations are necessary, they should be provided in the 1939-40 budget. We have heard some statements as to the costs to the State of covering illness absences and we believe that these have greatly exaggerated such costs.

8. For some period we have been urging relief for employees who are transferred by departmental order permanently from one part of the state to another. Leases have to be abandoned and moving expenses must be incurred or else the employee loses his job. In industrial concerns where the employee is thus moved, the concern pays his moving expenses. An item should be contained in the budget to recompense employees who, because of the exigencies, are compelled to uproot themselves and locate in another part of the state.

9. The Feld-Hamilton Law covers employees in the competitive and non-competitive classes. However, Section 40, subdivision 1, provides rates of pay for custodian and domestic service and cleaners, charwomen, etc., are specifically mentioned. The fact that many of these positions are not at present in either the competitive or non-competitive classes seems to be a shortcoming of Civil Service administration. There is, of course, no limitation placed upon Your Excellency to provide scales of pay in accord with those set up under custodian and domestic service classification for the workers in the Capitol, State Office Building, State Education Building and other state buildings. The rates of pay specified are not exorbitant. These workers render in their own field a necessary and excellent service. We urge that provision be made in your forthcoming budget to provide scales of pay for all such workers, based upon the rates of compensation set forth in subdivision 1 of Section 40.

"This Association has sought for many years to correct employment abuses of long standing in State Service. The Eight-Hour Day Law, the Feld-Hamilton Law and the Feld-Ostertag Law have done much to improve State Service and the condition of employees. Naturally, the correction of unsatisfactory conditions of long standing calls for action which is both vigorous and liberal. Unless such a spirit prevails, the full value of the laws is not gained by the State.

"Let me once again express to you our appreciation for your regard for employee welfare and for the merit system. In line with our policy, we call to your attention at this time only the conditions and the appropriations which we feel demand your immediate consideration. We hope for favorable attention to each of the proposals mentioned, and we look forward to presenting to you from time to time during the coming months other Civil Service matters of importance to the State and to the State Employee."

Sincerely yours,
CHARLES A. BRIND, JR., Pres.

State Publications
(Compiled by Legislative Reference Section, New York State Library)

Department of Correction
Correction, Vol 8, no. 9, September, 1938.

Executive Department
New York State Liquor Authority
ABC News, Vol. 6, no. 3, October, 1938.

Health Department

Department of Labor

Insurance Department
Insurance Law revision, supplement no. 3 to second draft, September, 1938.

Public Works Department

State Department

Department of Taxation and Finance
Motor fuel tax law of New York with regulations and general instructions, 1937. (New York State tax bulletin, Vol. XXII, no. 8, August, 1937.)

Education Department
Amendments to the regulations of the Commissioner of Education relating to the practice of nursing and tentative course of study. (Appendix to Journal of Regents meeting, July 29, 1938.)

The State Employee
Sick Leaves

Sought by Association

One of the major objectives of the Association is to seek the extension to employees in the State institutions and elsewhere of the sick leave rules now applicable to departmental office employees. There is no justifiable reason why one group of employees should be denied the reasonable minimum sick leave that is granted to others.

In advocating the adoption of the Feld-Hamilton Bill, the Association sought to establish the principle of equal pay for equal work; we now advocate just as strongly equal and uniform treatment of all employees in the matter of sick leaves.

For many years our Association sought uniform rules for sick leaves. In 1933, a special committee was appointed by the Governor's Cabinet to study the situation and to formulate a set of rules to govern this matter. Rules were adopted and sent by the Governor to department heads to become effective July 1, 1933. These rules were recognized as fair and reasonable by officials and employees alike. They were adopted for the purpose of bringing about greater uniformity among the various departments in granting sick leaves, and were adopted generally throughout the departmental service.

The rules adopted were printed in the August, 1933, issue of this magazine. Hundreds of letters were soon received by the Association from institutional and other groups inquiring as to their continued failure to be governed by the new rules. Our Association immediately conferred with the Governor and urged their extension to all workers, and has consistently urged the correction of the present deplorable condition regarding sick leaves in State institutions and other groups. Under present conditions an employee who has served faithfully for as long as ten or fifteen years, finds a deduction from his pay check if he is ill for even one day.

There are still some employees who, despite the eight-hour day and the six-day week, work seven days a week. Is it fair to make deductions from their pay checks if they are disabled for a day or more due to accident or sickness? Deductions are made from pay checks even when in some cases the employee is not replaced on the payroll by another employee to do his work. Does the State wish to save money through the misfortune of its employees? We think not, but prompt attention should be given to this matter of uniform minimum sick leaves.

In some institutions an employee is given sick leave if he is injured by a patient. If he is kicked by a cow, however, he receives none. In each case the injury is equally disabling and sustained in the line of duty. There is no reason for such discrimination.

Sickness or injury disable the institution employee and the office worker alike. In most cases sick leave can be granted without additional cost to the State, for fellow employees ordinarily assume the added duties. Of course, in specialized positions or during long disability, the hiring of a substitute may be necessary.

A Joint Legislative Committee to Make a Study of the Working Conditions of Employees in State Institutions in its report to the Legislature in February, 1935, condemned the present sick leave practices. It stated: "In thirty-one institutions employees are granted sick leave without restriction, in five in line of duty only and in eleven no sick leave is granted. Sick leave is granted with pay in nineteen institutions, in line of duty in ten, and is optional in thirteen. In this connection the absence of any uniform standard is noteworthy."

Fairness to the institutional and other workers of the State not now covered by uniform sick leave rules, requires that these conditions be remedied.

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November
Chapter Activities

**Wassaic Chapter**

Members of the Association at the Wassaic State School have organized a chapter of the Association. At the first meeting of the newly formed chapter the following officers were elected: President, Alice H. Murtagh; Vice President, Byron B. Evans; Secretary, Grace Odell; and Treasurer, Emerson C. Payne. Also at this meeting a Constitution and By-Laws were adopted and sent to Albany for approval by the Executive Committee. A membership committee consisting of Emil Weil, Byron Evans, Elvin Sadore, Leonard Ortmann, Charles Kumpf, Evelyn Paddleford, Mrs. Nora Lee Duemler, Mrs. Mary Ferris, Mrs. Charlotte Burke, Richard Hutter, Mrs. Pearl Coddington, Harry Craft, Gilbert Smith, Elmer Middlemist and Edward Wilson was appointed.

An organization meeting was held at Wassaic on Monday evening, October 27th, at which John Livingstone, of Hudson River State Hospital, Executive Committee member of the Association of Employees of the Dept. of Mental Hygiene, and J. D. Lochner, Executive Secretary of the State-wide Association, attended to explain and discuss the work, accomplishments and program of the Association.

The newly formed Chapter is now planning a Bingo Party for December 2nd, and a Christmas party during Christmas week.

**Attica Supports 100%**

The first group of employees throughout the State to enroll 100 per cent membership for 1939 is Attica State Prison. The 350 employees of this institution are now all members of this Association. A Constitution and By-Laws are now being prepared by this group and it is expected that a Chapter of the Association will be formally approved for this institution in the very near future.

The officers and committees of the Association wish to congratulate Wilfred Denno, representative of the Association at Attica, and his co-workers of the institution for this splendid work, and in consideration of the present enthusiasm throughout the State in the future program of the Association, feel confident that the Association's accomplishments will merit such strong support.

**Buffalo Girls Bowl**

The State Girls' Bowling League, comprising employees located in the Buffalo area, are enjoying a most successful bowling season. Recently an election of officers of this league was held and the following members were selected to serve for the coming year: President, Mildred Morningstar; Treasurer, Mildred Stroehlein; Grievance Committee, Inez Horton, J. Mary O'Connor and Selma Cohen; and Publicity Chairman, Agnes Louchren.

The teams in the league are composed of: the WHIRLERS, Louise Bell, Captain, Mildred Morningstar, Estelle Kannosky, Clair Brown and J. Mary O'Connor; the STATE FUND, Jean Moscicki, Phyllis Seagert, Loretta Connelly, Virginia Rowley and Grace Hillery; the STRIKERS, Shirley Hager, Captain, Inez Horton, Lydia DiAddario, Elsie Shoewetter and Helen Hillery; the COMERS, Selma Cohen, Captain, Florence Hyne, May Loretan, Mildred Stroehlein and Helen Miller; the SKIPPERS, Katherine Graham, Captain, Rosemary Fornes, Teresa Dispenza, Ollie Frye and Agnes Louchren; and the SWINGERS, Gertrude Becker, Captain, Emma Karuse, Mahel Over, Elsie Harloff and Marie Mattern.

**Mass Meeting On Long Island**

A mass meeting of employees located in the large State institutions on Long Island, will be held in the Amusement Hall of the Central Islip State Hospital, on November 25th, at 7:45 P. M. Employees of Central Islip State Hospital, Kings Park State Hospital, Pilgrim State Hospital, Creedmoor State Hospital, Manhattan State Hospital, and other State workers in the Metropolitan Area are invited to attend.

Representatives of the Association on Long Island, officers of the New York City Chapter, W. F. McDonough and J. D. Lochner, Legislative Chairman and Executive Secretary of the State Association respectively will attend to explain the program, work and services of the State Association.

**Hudson Organizes**

A meeting of the employees of the State Training School for Girls, at Hudson, was held on November 3rd, at which meeting it was decided to organize a Chapter of the Association. A special committee was formed of which Alex A. Schriver was selected Chairman, to prepare suitable Constitution and By-Laws for submission to the Executive Committee of the Association. Executive Secretary Lochner attended the meeting and thoroughly discussed the program, services and accomplishments of the Association.

**Waterford Chapter Meets**

The first meeting of the Waterford State Shop Chapter was held in Cohoes on Thursday evening, November 17th. The meeting was well attended and great interest in the program of the Association, as well as future plans for the Chapter, was evident.

Executive Secretary of the Association, J. D. Lochner, attended the meeting to explain the program of the Association and lengthy discussion was had concerning many matters of interest to State workers of the public works department.
What Retirement
HOLDS IN STORE FOR YOU

By Franklin B. Holmes
Director of State Employees’ Retirement System

It is a surprising fact that New York State’s incomparable “Employees’ Retirement System” is not more clearly understood by the 80,000 men and women for whom it provides security.

You, as a State employee, put your money into the Retirement System. Your money virtually becomes a partner with State funds. Your money will leave the active employment of works for you, draws interest for you and provides for the day when you can expect from it when the day comes for you to profit by your savings and the good business investments of those entrusted with the care of your savings. It is my intention in this series of articles written for THE STATE EMPLOYEE to explain the benefits of the Retirement System. In this first article of the series I shall take up only the “optional benefits.”

When a member retires he may elect how he desires to have his retirement allowance paid. If he selects none of the options, he will draw annual payments which will cease upon his death. In other words, he may not care to protect any other person; he may want the maximum allowance during his life-time but it must be remembered that if this plan is selected all payments positively cease at his death.

On the other hand, he may want to protect his wife or some other person and if so he selects one of the options outlined by the Retirement System. Of course, if the member selects no optional form of payment he takes the largest amount available for each month during his life-time.

Under option 1, of course, he receives a lesser amount, for option 1 provides that if he should die before he has received in payments the present value of his annuity, his pension, or his retirement allowance, as it was at the time of his retirement, the balance shall be paid to his legal representatives or to such person having an insurable interest in his life as he, his wife, or committee so electing shall nominate by written designation duly acknowledged and filed with the comptroller.

Before I give you an illustration of the manner in which this is carried out in actual practice, let me briefly state options 2 and 3:

Option 2. Upon his death, his annuity, his pension, or his retirement allowance, shall be continued throughout the life of and paid to such person, having an insurable interest in his life, as he, his wife or committee so electing, shall nominate by written designation duly acknowledged and filed with the comptroller at the time of his retirement.

Option 3. Upon his death, one-half of his annuity, his pension or his retirement allowance, shall be continued throughout the life of and paid to such person, having an insurable interest in his life, as he, his wife or committee so electing, shall nominate by written designation duly acknowledged and filed with the comptroller at the time of his retirement.

Let us assume a hypothetical case. John Doe retired as of February 1, 1938, and, of course, his retirement allowance without option was computed as provided in Section 63 of the Retirement Law in that (a) he would receive an annuity provided from his contributions, (b) a pension provided by the State for member service, and (c) a pension provided by the State for service rendered prior to January 1, 1921. We shall assume that John Doe’s retirement allowance without option would have been $916.81, that his age and the age of his wife each was 66 years.

Under Option No. 1, selected by the member, using the mortality and service tables and optional factors provided by the actuary, the retirement allowance is $719.01 per year or $59.92 per month with a reserve of $7,763.71 which means that if the member dies

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Politics

The State Association of Civil Service Employees is a non-political organization. It numbers among its members many Republicans and many Democrats. The Association is interested primarily in the upbuilding, promotion and preservation of the merit system and to that extent it is definitely interested in those candidates for office who avowedly advocate the principles.

Civil Service played a large part in the political campaign which is now history. The platforms of both parties proclaimed not only a pledge, but a militant pledge looking to the preservation and improvement of civil service. Both candidates for the office of Governor devoted at least one evening to a discussion of civil service, its successes and its failures, and both candidates made reference and even pointed out the non-competing class should be reduced by many thousands and these positions should be properly handled in accordance with the letter and spirit of the Constitution. All this has been pointed out before by this Association and these conditions must be remedied. It was interesting to note that many of these abuses were dragged into the forefront during the campaign and it is now incumbent upon both parties to make every effort to alleviate them.

While, as indicated before, this Association is non-partisan, nevertheless, it is the practice of its officers and committees to give credit at the time when credit is due to the friends of civil service, whether they be members of one party or the other. When the time comes for the casting of ballots, State employees are in a position to judge as to which candidates are entitled to receive their support.

These columns have many times discussed the civil service standards of Governor Lehman. We have felt that he has been proud of the employees of the State and that he is sincerely interested in their welfare and in their progress. We think he has studied the conditions of employees, particularly in the institutions, and that he is familiar with their problems in connection with hours of service and rates of pay. Employees have advanced more in the last two or three years in respect to hours of service and rates of pay than they have for many years and Governor Lehman has played a leading part in this advancement. When these things have occurred, through these columns and through bulletins, we have given credit to the Governor for his part in these transactions. We have truly called him New York's greatest civil service Governor and we do not think this title can be successfully challenged.

These columns have also and just as energetically praised members of the Republican party. The eight-hour day bill was first introduced by Republican Senator Desmond and then taken up by Republican Assemblyman Harold Ostertag. When this bill was first introduced, the proposal was not received with enthusiasm and it took much persuasion by these Republicans before the matter received the impetus that finally carried it to a successful conclusion. Much space has been devoted to their part.

Larry Hamilton, Republican Assemblyman who introduced the Feld-Hamilton Bill in the Assembly, and Democratic Senator Feld who handled it in the Senate, have been feted by the Association and have been heralded in these columns. Larry Hamilton had a genuine interest in the establishment of a career for State employees which transcended any partisan advantage which might be gained by his advocacy of this measure. His presentation of the matter in the Assembly was clear cut and forceful and it was the Republican Assembly which first passed this measure. Senator Feld had handled much legislation having to do with the enactment of salary schedules for teacher groups throughout the State and he too was interested non-politically in extending to State employees a new assurance of equal pay for equal work.

It will continue to be the policy of the Association to accord its champions full credit. Such presentation is not partisan but a decent and proper recognition for those who have honestly tried, and tried we believe without thought of political aggrandizement, to accomplish something worthwhile in the government of the State. There can be no doubt but that proper recognition for the problems and difficulties of the employees of the State is reflected in increased service to the citizenry of the entire State.
Editorials
Continued from Page 10

“Peace”

Freedom from a struggle that lays waste the powers of men is the goal of those who seek to bring order out of chaos in labor union circles. With the advent of a broader vision of the National problems lays waste the powers of men is the order out of chaos in labor union circles. With the advent of a broad goal of those who seek to bring mines, its agricultural lands—ignorance shall be eliminated completely from the labor situation. It may be that conflict as between Nations can only be settled by resort to armed force. But as between the C. I. O. and the A. F. L. or any labor groups within the United States it is obvious and has been so from the beginning that a resort to a fair analysis of common needs, a resort to common sense and to common respect for the rights of the rank and file of workers is the only way open to labor peace.

And it should be evident to the leaders of the millions of American workers that they must act to bring about peace, or else give way to those wise and strong enough to meet the situation. With popular sentiment aroused to the social aspects of fair wages and good working conditions, and with the Government leading a stirring battle for social justice it should not take labor leadership long to see that internal disputes disruptive of good relationship between the crafts and also between labor and employers is the thing to avoid above all else. Close observers of progress in social justice see division among organized groups of workers as the confidence destroying, prosperity wrecking, devil inspired evil of the immediate present. Labor racketeering is the most disgusting crime in present day history. The sit-down strike was a fool’s invention. Membership proselyting by one union in a field already covered successfully by united workers is the height of ignorance. State workers have seen this in the efforts of the C. I. O. to establish itself as a dues collecting labor union in a jurisdiction where employees were already successfully and happily united. Tribal enthusiasm never sank to less constructive thinking. Waste of natural resources is exceeded in rashness only by waste of men and women and the substance of their attainments. Poverty, illness, trial and suffering have been brought to thousands through the selfish and at times brutal disregard by labor leadership for the open ways to peace for organized labor. At the door of foolish men grasping a scepter of power they were poorly prepared to wield, must be laid the blame for wrongs that will live to mock society for many years in the persons of men and women who in childhood and youth were deprived of their heritage. And whatever may be said of the past brutality of capital or the oppression of government as causes for delayed social justice, today it is internal disputes among groups of workers more than anything else that is retarding happiness and prosperity for those same workers and for everyone in our beloved country.

Let us have peace with security in the fields of organized labor. Let us have curbs upon selfishness in unions as well as upon selfishness in business. Let us have training for leadership of human beings in labor groups as well as for industrialists. Let us have cooperation and arbitration instead of force and violence in dealing with disagreements between labor and capital. Let us have application of the principles of fair play and sound justice. Let us have done with pilferery and racketeering and deceit in the household of organized labor. Let us welcome unity with common sense and the Golden Rule and make the common good our highest aim in the realm of production and distribution of all things that promote the material and spiritual welfare of humankind.

Retirement — A Contractual Obligation

Among the many proposals contained in Amendment No. 1, which was passed Election Day, was the following:

Art. V. Section 7. After July first, nineteen hundred forty, membership in any pension or retirement system of the State or of a civil division thereof shall be a contractual relationship, the benefits of which shall not be diminished or impaired.

This proposal was submitted at the Convention by Attorney General John J. Bennett, Jr., and was the one constructive amendment which this Association backed. State employees who expect sometime to obtain the protection in their old age of the benefits of the State pension system can now rest much easier since the enactment of this amendment.

As has been pointed out heretofore in these pages, in certain other states the Legislature has seen fit, by the mere expediency of repealing the statute or of refusing to make the necessary appropriations to continue the pension system on an actuarial basis, to eliminate the system entirely or impair its vitality. In one instance the Legislature refused to continue a pension system even as it related to employees who already had retired. The case traveled through the courts to the United States Supreme Court and that latter court held that, because no contractual rights existed between the employee and the State which could be invoked, the State had the right to suspend its pension system at any time. The employee who had paid into the system all those years and who had eventually retired, lost all his rights to the continuance of his income.

The amendment does not become effective until July 1, 1940. In the meantime the legislative committee of the Association will give careful consideration to the present retirement law so that the contractual relationship becomes effective the statute will be as clear an enunciation of the "contract" as possible.
New Books

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

FICTION

And Tell of Time, by Laura Krey. Houghton. $2.75.
An historical tale of the reconstruction period in Texas from 1865 to the 1880's. Its realistic picture of war and its romantic treatment of the book's characters are giving it wide popularity.

Crippled Splendour, by Evan John. Dutton. $2.50.
Intensely interesting and absorbing historical novel of James I of Scotland, based on a judicious blend of fact and conjecture and psychological insight.

Dawn in Lyonesse, by M. E. Chase. Macmillan. $1.75.
With delicate perception and in equally delicate prose the author tells the story of Ellen, a waitress at the Castle of Tintagel, and of the way her life is transformed by the legend of Tristan and Iseult.

The General's Lady, by Esther Forbes. Harcourt. $2.50.
The dramatic love affair between the loyalist wife of a patriot general in the Revolution and a young British officer is set forth in an engrossing narrative which portrays authentically the speech, manners, dress and background of the period.

On Sarpy Creek, by I. S. Nelson. Little. $2.50.
A quiet story of home and farm life in a lonesome windswept part of Montana. Refreshing in its mood of contentment and happiness.

Pomfret Towers, by Angela Thirkell. Knopf. $2.50.
Light, diverting comedy revealing what a vastly important part one week-end plays in the lives of the guests at Pomfret Towers.

Spring Always Comes, by Elizabeth Cambridge. Putnam. $2.50.
How the wife and three grown daughters and a son of a lovable English clergyman adjust themselves to life after his death.

They Talked of Poison, by March Evermay. Macmillan. $2.00.
Outstanding mystery with a surprising but credible ending. The characters are a professor's family, a doctor and his wife, a clergyman's neurotic wife and several nurses.

NON-FICTION

Brown Hills, by Judy Van der Veer. Longmans. $2.00.
Through her joyous sensitive word pictures, the author initiates the reader into her keen delight in the hills and country roundabout and in each individual animal of her California ranch.

Daylight Moon, by E. C. Forrest Stokes. $3.50.
The experiences of a young American couple who go as teachers to the Eskimos in the north of Alaska are described amusingly and informingly from the wife's point of view.

Listen! The Wind! by Anne Morrow Lindbergh. Harcourt. $2.50.
Sensitive to every shifting mood of fatigue, depression, suspense or exhilaration and to all the experiences and problems in flight and ashore, Anne Lindbergh recreates the last ten days of a six months' survey flight around the North Atlantic ocean undertaken by her husband and herself in 1933.

Savage Symphony, by Eva Lips; tr. from the German by Caroline Newton. Random House. $3.00.
A telling commentary on Nazi aims and methods is found in this record of what happened to the author and her husband, director of the Cologne Museum of Ethnology, when they insisted on keeping their intellectual and spiritual integrity.

A Southerner Discovers the South, by John Daniels. Macmillan. $3.00.
The author traveling through the South records his impressions and observations and his conversations with many kinds and ranks of people.

This Is My Country, by Stoyan Christowe. Carrick. $2.75.
A Bulgarian born in Macedonia, who came here as a 13-year-old boy, writes appreciatively of his years of "American growth."

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The State Employee

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

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

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

President Brind has recently announced the following committee appointments for the year 1939:

**LEGISLATIVE COMMITTEE**

W. F. McDonough, Agriculture & Markets, Albany, *Chairman*
Dr. Frank L. Tolman, Education, Albany
C. L. Campbell, Civil Service, Albany
Elmer E. Lawton, Public Works, Albany
John Jahn, Public Works, Albany
Milton Schwartz, Insurance, New York City
Earl Kelly, Taxation & Finance, New York City
Joseph Schechter, Civil Service, Albany
John Livingstone, State Hospital, Poughkeepsie
John H. McDonald, State Hospital, Rochester
James McKiernan, State Hospital, Central Islip
Wilfred Denno, State Prison, Attica
Joseph McMahon, State School, Industry
M. Harry Tewey, State Health Hospital, Ithaca
Leslie S. Wood, Education, Rochester
A. H. VanAuken, Labor, Utica
Harry C. Dupree, Parole, Buffalo
Anna R. O'Boyle, Labor, Syracuse

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MEMBERS OF ASSEMBLY

Republicans—97; Democrats—65; American Labor—1

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Rep. • John H. Easy, 939 E. 28th St., New York

AMHERST COUNTY

Rep. • George C. Sherwood, 150 14th St., Rochester

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Dem. • Joseph L. White, 150 14th St., Rochester

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Rep. • James H. Chase, Aurora

CHAUTAUQUA COUNTY

Rep. • John A. Devan, Jr., 120 W. 133rd St., New York

CAYUGA COUNTY

Rep. • James H. Chase, Aurora

CHEMUNG COUNTY

Rep. • Chauncey B. Hammond, R. D. 2, Elmira

COLUMBIA COUNTY

Rep. • Fred A. Wathburn, Hudson Heights

CORTLAND COUNTY

Rep. • Harold G. Crippen, Homer

CUMBERLAND COUNTY

Rep. • William T. Webb, Sidney

CUNNINGS COUNTY

Rep. • Howard N. Allen, Pawling

DUTCHESS COUNTY

Rep. • Emerson D. Fite, Poughkeepsie

FINGER LAKES COUNTY

Rep. • Anthony Guida, 409 E. 122nd St., New York

FRANKLIN COUNTY

Rep. • Daniel L. Burrows, 2257 Seventh Ave., New York

GORDON COUNTY

Rep. • William J. Butler, 65 Rose St., Saratoga

GREEN COUNTY

Rep. • Joseph A. Boccia, 331 E. 116th St., New York

GRAYSON COUNTY

Rep. • Anthony J. Canney, 44 Paul PI., Buffalo

GRIFFIN COUNTY

Rep. • John T. Walsh, 2114 Charlotte St., Utica

HANCOCK COUNTY

Rep. • Joseph J. Walsh, 92 Mt. Morris Rd., Rochester

HATTON COUNTY

Rep. • Daniel L. Burrows, 2257 Seventh Ave., New York

HLOW ISLAND COUNTY

Rep. • William J. A. Glancy, 60 Seaman Ave., New York

HURON COUNTY

Rep. • James J. Wadsworth, Geneseo

HUTCHINSON COUNTY

Rep. • Chauncey B. Hammond, R. D. 2, Elmira

IOWA COUNTY

Rep. • Chauncey B. Hammond, R. D. 2, Elmira

JACKSON COUNTY

Rep. • Daniel L. Burrows, 2257 Seventh Ave., New York

JEFFERSON COUNTY

Rep. • Russell Wright, 274 Ten Eyck St., Watertown

KANSAS COUNTY

Rep. • Crawford W. Hawkins, 2814 Henry St., Brooklyn

KENT COUNTY

Rep. • Lee P. R. Knight, 244 E. 3rd St., Rochester

KING COUNTY

Rep. • Charles J. Beckinella, 588 Union St., Brooklyn

KIRKLAND COUNTY

Rep. • Bernard Austin, 559 Bedford Ave., Brooklyn

LACON COUNTY

Rep. • J. Edward Conwnv, 30 Fairmont Ave., Kingston

LANNAN COUNTY

Rep. • Charles C. McAdam, 305 11th St., Rochester

LANCASTER COUNTY

Rep. • Russell Wright, 274 Ten Eyck St., Watertown

LATEX COUNTY

Rep. • Crawford W. Hawkins, 2814 Henry St., Brooklyn

LEWIS COUNTY

Rep. • Benjamin H. Demo, Coughran

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Rep. • James J. Wadsworth, Geneseo

LITTON COUNTY

Rep. • Wheeler Millers, Canastota

MONROE COUNTY

Rep. • John P. Hayes, 30 Walter St., Albany

MONTGOMERY COUNTY

Rep. • Walter B. Wickins, Scottsville

NEW YORK COUNTY

Rep. • William B. Kingsbury, Franklinville

NASSAU COUNTY

Rep. • Daniel L. Burrows, 2257 Seventh Ave., New York

NERCH COUNTY

Rep. • John T. Walsh, 2114 Charlotte St., Utica

ONTARIO COUNTY

Rep. • John T. Walsh, 2114 Charlotte St., Utica

ORANGE COUNTY

Rep. • Francis J. McCaffrey, Jr., 230 E. 71st St., N. Y.

OSWEGO COUNTY

Rep. • Ernest J. Banicki, 456 Park Ave., Syracuse

OTTIS COUNTY

Rep. • Charles I. Sebring, 44 Grand Ave., Oswego

POTTSDAM COUNTY

Rep. • Myer Goldberg, 265 E. 7th St., New York

RANNOULLE COUNTY

Rep. • Norman F. Penny, Manhasset

RICHMOND COUNTY

Rep. • John M. White, 130 E. 23rd St., New York

ROCKLAND COUNTY

Rep. • Mario J. Cariello, 25-55 32nd St., Long Island City

RORIE COUNTY

Rep. • John T. Walsh, 2114 Charlotte St., Utica

SCHENECTADY COUNTY

Rep. • Charles J. Beckinella, 588 Union St., Brooklyn

SCHUYLER COUNTY

Rep. • Philip J. Casey, 501 1st St., Troy

SCHUYLER COUNTY

Rep. • Maurice Whittier, Bar None Ranch, Berlin

SHELHAMER COUNTY

Rep. • Charles B. Farrington, 477 Broadway, Schenectady

SIBLEY COUNTY

Rep. • Albert V. Manisileos, 234 McLean Ave., S. I.

ST. LAWRENCE COUNTY

Rep. • J. Edward Conwnv, 30 Fairmont Ave., Kingston

SUNNYSIDE COUNTY

Rep. • Robert E. Reynolds, Opelousas

TOMPKINS COUNTY

Rep. • Richard J. Sherman, 1 Russell St., Saratoga Springs

TROY COUNTY

Rep. • Patrick W. Glancy, 60 Seaman Ave., New York

UPPER CANYON

Rep. • Joseph A. Boccia, 331 E. 116th St., New York

VERMILLION COUNTY

Rep. • Irwin D. Davidson, 144 W. 86th St., New York

VIRGINIA COUNTY

Rep. • John W. Reed, 1511 Broad St., Richmond

WASHINGTON COUNTY

Rep. • William J. Butler, 65 Rose St., Saratoga

WHEELER COUNTY

Rep. • William J. Butler, 65 Rose St., Saratoga

WILLIAM COUNTY

Rep. • William J. Butler, 65 Rose St., Saratoga

WILLOW COUNTY

Rep. • William J. Butler, 65 Rose St., Saratoga

WILLIAMSON COUNTY

Rep. • William J. Butler, 65 Rose St., Saratoga

WILSON COUNTY

Rep. • William J. Butler, 65 Rose St., Saratoga

WITTON COUNTY

Rep. • William J. Butler, 65 Rose St., Saratoga

WOLFEBRO COUNTY

Rep. • William J. Butler, 65 Rose St., Saratoga

WOOD COUNTY

Rep. • William J. Butler, 65 Rose St., Saratoga

WRIGHT COUNTY

Rep. • William J. Butler, 65 Rose St., Saratoga

XAVIER COUNTY

Rep. • William J. Butler, 65 Rose St., Saratoga

YORK COUNTY

Rep. • William J. Butler, 65 Rose St., Saratoga

ZION COUNTY

Rep. • William J. Butler, 65 Rose St., Saratoga

Continued on Page 16
before we have paid to him the re­
serve in monthly installments of
$59.92, the balance will be paid to his
beneficiary, his wife in this instance,
in one lump sum payment.

Had this member selected Option
No. 2 the retirement allowance pay­
able to him during his lifetime would
have been $664.14 per year, in month­
ly installments, with the same amount
payable to his wife on his death if she
should survive him.

The allowance under Option No. 1
of $59.92 is payable from the contri­
butions of our hypothetical member
amounting to $2,061.56 in an amount
of $15.91 per month. The pension
payment by the State is $44.01 per
month payable from a reserve set up
by the State of $5,702.15.

John Doe is assumed to have had
18 years, 7 months of service prior to
January 1, 1921, and 15 years, 1
month of member service after Jan­
uary 1, 1921.

The proportionate part of a retire­
ment allowance paid by the State and
the member depends upon the amount
of prior service rendered by the mem­
ber. If a member has no prior serv­
ice the annuity payable from the con­
tributions and the pension payable by
the State would be about equal.

In the next article of this series, I
shall discuss "Pension Payments."

Theatre Group

Enthusiastic discussion prevails
among employees of the State Educa­
tion Department at Albany these days
concerning plans to form a Little The­
atre Group of that department. Mem­
bership in the group is open to any
employee of the State Education De­
partment. Experience is not neces­
ary; ideas, interest, and cooperation
counts. At the first get-together, to be
announced later, the election of offi­
cers, President, Vice President and
Business Manager of the group will
be elected, as well as the appointment
of a chairman of the various commit­
tees, Publicity, Stage, Property, etc.
Employees of the Education Depart­
ment who are interested should watch
their bulletin boards for further an­
nouncements.

November
## Legislature 1939-40

### Continued from Page 14

#### WASHINGTON COUNTY

<table>
<thead>
<tr>
<th>Dist. Pol.</th>
<th>Rep.</th>
<th>27th State Senate District</th>
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</thead>
<tbody>
<tr>
<td>Rep.</td>
<td>Herbert A. Barthomomey, Whitehall</td>
<td></td>
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</table>

#### WAYNE COUNTY

<table>
<thead>
<tr>
<th>Dist. Pol.</th>
<th>Rep.</th>
<th>26th State Senate District</th>
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</thead>
<tbody>
<tr>
<td>Rep.</td>
<td>Harry L. Averill, Palmyra</td>
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</table>

#### WESTCHESTER COUNTY

<table>
<thead>
<tr>
<th>Dist. Pol.</th>
<th>Rep.</th>
<th>24th State Senate District</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Rep.</td>
<td>Chris H. Lawrence, 23 Sagamore Rd., Bronxville</td>
<td></td>
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<tr>
<td>3 Rep.</td>
<td>James E. Owens, 75 State St., Ossining</td>
<td></td>
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<tr>
<td>4 Rep.</td>
<td>Jane H. Todd, 41 North Broadway, Tarrytown</td>
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</tbody>
</table>

#### WYOMING COUNTY

<table>
<thead>
<tr>
<th>Dist. Pol.</th>
<th>Rep.</th>
<th>23rd State Senate District</th>
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<tbody>
<tr>
<td>Rep.</td>
<td>Harold C. Osterlak, Attica</td>
<td></td>
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</table>

#### YATES COUNTY

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<tr>
<th>Dist. Pol.</th>
<th>Rep.</th>
<th>22nd State Senate District</th>
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<tbody>
<tr>
<td>Rep.</td>
<td>Fred S. Hollowell, R. D. 2, Penn Yan</td>
<td></td>
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</tbody>
</table>

* New; others re-elected.

### SENATORS

#### Republicans—27; Democrats—24

<table>
<thead>
<tr>
<th>Dist. Pol.</th>
<th>Rep.</th>
<th>31st State Senate District</th>
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</thead>
<tbody>
<tr>
<td>1 Rep.</td>
<td>George L. Thompson, Kings Park</td>
<td></td>
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<tr>
<td>2 Dem.</td>
<td>Joseph D. Nunn, Jr., 335 Grovenor St., Douglaston, L. I.</td>
<td></td>
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<tr>
<td>4 Dem.</td>
<td>Phillip M. Kleinfield, 1388 62nd St., Brooklyn</td>
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<tr>
<td>5 Dem.</td>
<td>John M. Howard, 433 55th St., Brooklyn</td>
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<td>6 Ed.</td>
<td>Edward J. Coughlin, 266 Washington Av., Brooklyn</td>
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<tr>
<td>7 Dem.</td>
<td>Jacob J. Schwartzwald, 700 Willoughby Ave., Brooklyn</td>
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<tr>
<td>8 Dem.</td>
<td>Joseph A. Esquirol, 21 Woodruff Ave., Brooklyn</td>
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<tr>
<td>9 Dem.</td>
<td>*Peter H. Ruvolo, 571 Glenmore Ave., Brooklyn</td>
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<tr>
<td>10 Dem.</td>
<td>Jeremiah F. Twomey, 511 Manhattan Ave., Brooklyn</td>
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<tr>
<td>11 Ed.</td>
<td>James J. Crawford, 588 Bedford Ave., Brooklyn</td>
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<tr>
<td>12 Dem.</td>
<td>Elmer F. Quin, 35 Christopher St., New York</td>
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<tr>
<td>13 Dem.</td>
<td>*Phelps Phelps, Hotel New Yorker, 8th Ave., N. Y.</td>
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<tr>
<td>14 Dem.</td>
<td>William J. Murray, 471 Grand St., New York</td>
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<td>15 Dem.</td>
<td>John L. Buckley, 400 West End Ave., New York</td>
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<td>18 Dem.</td>
<td>John T. McCall, 151 E. 50th St., New York</td>
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<td>19 Dem.</td>
<td>Charles D. Perry, 126 W. 122nd St., New York</td>
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<td>20 Dem.</td>
<td>A. Spencer Feld, 920 Riverside Dr., New York</td>
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<tr>
<td>22 Dem.</td>
<td>*Carl Pack, 809 Manida St., Bronx</td>
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<tr>
<td>23 Dem.</td>
<td>John J. Dunnigan, 1495 Bogart Ave., Bronx</td>
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<tr>
<td>24 Dem.</td>
<td>Rae L. Egbert, 70 Nixon Ave., Tompkinsville, S. I.</td>
<td></td>
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<tr>
<td>26 Dem.</td>
<td>*William F. Condon, 26 Hollis Terrace, Yonkers</td>
<td></td>
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<tr>
<td>27 Rep.</td>
<td>Thomas C. Desmond, Newburgh</td>
<td></td>
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<tr>
<td>28 Rep.</td>
<td>*Allan A. Ryan, Jr., Rhinebeck</td>
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<tr>
<td>29 Rep.</td>
<td>Arthur H. Wicks, Kingston</td>
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<tr>
<td>30 Rep.</td>
<td>Erastus Corning, 2nd, Bethlehem</td>
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<tr>
<td>31 Rep.</td>
<td>Clifford C. Hastings, West Sand Lake</td>
<td></td>
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<tr>
<td>33 Rep.</td>
<td>Benjamin F. Felberg, Pittsburgh</td>
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<tr>
<td>34 Rep.</td>
<td>Rhoda Fox Graves, 130 Clinton St., Governor</td>
<td></td>
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<tr>
<td>35 Rep.</td>
<td>*Fred A. Young, Lowville</td>
<td></td>
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<tr>
<td>37 Rep.</td>
<td>Perley A. Pitcher, 1033 State St., Watertown</td>
<td></td>
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<tr>
<td>39 Rep.</td>
<td>Walter W. Stokes, Middlefield</td>
<td></td>
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<tr>
<td>40 Rep.</td>
<td>Roy M. Page, 158 Chapin St., Binghamton</td>
<td></td>
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<tr>
<td>41 Rep.</td>
<td>C. Tracey Stagg, 4 Sunset Drive, Cayuga Heights</td>
<td></td>
</tr>
<tr>
<td>42 Rep.</td>
<td>*Henry W. Griffith, Palmyra</td>
<td></td>
</tr>
<tr>
<td>43 Rep.</td>
<td>Earle S. Warner, Phelps</td>
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<tr>
<td>44 Rep.</td>
<td>Joe R. Hanley, Perry</td>
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<tr>
<td>45 Rep.</td>
<td>Rodney B. James, East Rochester</td>
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<tr>
<td>48 Rep.</td>
<td>Walter J. Mahoney, 125 Highland Ave., Buffalo</td>
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<tr>
<td>49 Rep.</td>
<td>Stephen J. Weitkowitz, 23 Academy Rd., Buffalo</td>
<td></td>
</tr>
<tr>
<td>51 Rep.</td>
<td>*James W. Riley, 307 East State St., Olean</td>
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</tbody>
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### H. R. S. H. News

At a special meeting of the Hudson River State Hospital Employees' Association on October 31st, called by the new President, Guy deCordova, Carmen E. Althiser was elected secretary, and Edward Weaver was elected Treasurer to fill vacancies in these two offices. The time of the regular monthly meeting has been changed to 8:00 P.M. on the third Wednesday of each month with the exception of May, June and July, during which months no meetings are held.

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**GUY de CORDOVA**

At the annual meeting of the Association, October 19th, President-elect deCordova delivered his initial address on behalf of himself and fellow officers. His message was very well received by the employees, and it is regrettable that space in this magazine does not permit the printing of it in full. He urged the cooperation and whole-hearted support of employees of the H. R. S. H. to the work, activities and future program of the Association, as well as commending former officers for their splendid efforts and record. In closing his message, President deCordova said: "Remember, fellow workers, this is your organization. To succeed it must have your

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**Continued on Page 18**

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**The State Employee**
Be Fair To Yourself

By Gladys Citek, State School, Delhi

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

Twelve o'clock: Throughout the city, office workers are hurriedly filing out of State buildings, asking themselves the time worn question, "What shall I eat for lunch today?"

After a morning full of problems and tiring assignments, the solving of this personal problem seems too great a task. The average individual finds it a good deal easier to delegate the solution of it to the corner drug store clerk, the cafeteria counter man, or the waitress in his favorite tea-room. More often than not, these employees of clever business men are ready with a suggestion. You may be sure the suggestion will be one that will, more than likely reap rewards for the restaurant owner rather than for the patron. Restaurant owners have learned that intelligent, well trained, business men and women, who would not hesitate to consult expert authors on the style of their hair and, or the cut of their suit, are only too anxious to put the important problem of food selection in the hands of poorly paid, semi-skilled, food shop employees. It is no wonder that the restaurateur capitalizes on this poor business ability of his patrons and instructs his employees to suggest luncheon combinations, which have been planned for the sole purpose of using yesterday's leftovers. This is an era of keen competition in which the matching of wits plays a most important part in earning a living. It is not for us to criticize the man who takes advantage of a good business opportunity, rather we should fortify ourselves against any further submission to the wiles of this profit-bent food shop owner. The pertinent question that now arises: How can the man or woman going to business and who is consequently required to select at least one meal a day in some food shop, arm himself against the attacks of poorly planned luncheon combinations, plate combinations of fried foods, overcooked vegetables, drooping salads, and glee looking desserts?

The first step in protecting oneself, would be to obtain reliable information about the wise choice of foods. The source should be one which is entirely uninfluenced by commercial advertising of any kind. A great many text books have been written on the science of nutrition and food selection. Few people spending the major part of their day in offices have the time to read through a technically written book. Much glib advice as to how to balance your diet, is given over the radio. Most times it amounts to naught. For these reasons it is important for the busy worker to have at his command a simple set of rules for the selection of food combinations that will stimulate the appetite, promote digestion, and tempt one to eat wholesome foods.

The following basic set of rules, if followed each day will meet all the food demands of your body:

I—MILK—A minimum of a pint, more if possible.

II—VEGETABLES — One potato, two other vegetables (more if opportunity arises). Use green and yellow vegetables plentifully.

III—FRUITS and TOMATOES—Tomato, fresh, canned or bottled, or an orange. In addition one other fresh or stewed fruit.

IV—EGGS—Choose two or three times a week.

V—MEAT, FISH or POULTRY—One or more of these (additional milk, eggs, cheese, may be substituted for this food group occasionally).

VI—CEREALS—Two helpings of whole grain cereal or three slices of whole wheat bread.

VII—WATER—Not less than eight glasses (beverages such as milk may be substituted for some of these glasses).

VIII—A hot food at every meal is a good rule, especially at noon for it seems to relieve fatigue and makes you better able to carry on the work of the afternoon.

Resolve that these rules shall be followed each day. It will not be long before the habit of good food selection will be strong enough armor against any of the poor assortment of food that may be offered you.
support, both mentally and physically. You must give yourself. You will only get as much out as you give in. Do I hear your promise that we are going to work together toward better living and working conditions in this institution?"

The first Annual Banquet of the H. R. S. H. Yacht Club was held at the Amrita Club in Poughkeepsie on November 7th. Fifty-four members and their guests attended. The banquet was followed by a brief meeting at which Commodore H. P. Carpenter presided and reviewed the accomplishments and plans for the future. Sound movies covering all phases of Naval work were shown by William W. Simpson, Chief Signalman and Local Recruiting Officer of the Navy. The banquet committee, headed by Arthur Marx, and composed of Mrs. P. R. Leonard and John Peluso is to be congratulated for their efforts in arranging a thoroughly enjoyable affair.

On November 3rd the H. R. S. H. Nurses' Alumnae Association held a successful dinner meeting presided over by President Mrs. Elizabeth Connolly. The arrangements were in charge of Mrs. Andrew Morris. The new officers of the H. R. S. H. Association got off to a flying start in presenting Maryverne Jones' Starlight Theatre Players in "Yes, My Darling Daughter" at a matinee and evening performance on November 2nd in the Amusement Hall at the institution. The matinee performance was given for the patients exclusively and the employees and public attended the evening show. The event was well received, approximately 500 attending the evening show, and is really

In the above picture are ten employees of Buffalo State Hospital, all of whom have served the State at this particular institution for twenty-five years or more. Their combined total years of service amounts to 313.

Seated from left to right are: Charles Finn, Paint Shop Foreman, 31 years service; Harry Yocke, Tailor, 38 years; Horace Gosney, Clothing Clerk, 28 years. Standing from left to right: Frederick Cheesman, Watchman, 27 years; Thomas Loughlin, Chief Engineer, 30 years; James McDonald, Nurse, 30 years; Julius Menno, Meat Cutter, 31 years; Edward Kennedy, Plumber 27 years; Stephen Koler, Engineer, 35 years; A. V. Harris, Storekeeper, 36 years.

Our Association congratulates these faithful employees and wishes them continued success in their undertakings.
Attention! Camera Fans

Candid Camera Contest

CASH PRIZES

Commencing with the January issue, CASH PRIZES will be awarded for any picture or photo printed in THE STATE EMPLOYEE, which is submitted by any State employee, under the rules of this Contest.

A Special Committee will be appointed by the President of the Association to judge all pictures submitted.

... Contest Rules ...

1. Pictures submitted must pertain to some phase of state service, for example: state buildings; state activities in progress; state employees at work; or relating directly to any State service.

2. Entries must reach Association Headquarters, Room 156, State Capitol, Albany, by the first of the month in order to be judged for the issue of the current month. Negatives of pictures will not be considered. actual prints only will be judged.

3. Only Employees of the State of New York are eligible to compete, and the pictures submitted must have been taken by the employee sending it to the Contest.

4. Each picture submitted must be accompanied by the employee's Name, Department Employed, and Work Address, and a statement of not more than 50 words explaining the photo. The Association can not be responsible for the safe return of photos submitted, but will return them when requested if possible.

5. Entries will be judged on the basis of clarity, quality and unusualness.

6. A CASH PRIZE OF THREE DOLLARS WILL BE AWARDED FOR EACH PICTURE SUBMITTED TO THIS CONTEST AND PRINTED IN "THE STATE EMPLOYEE".
A GOOD WILL CONTRACT

TO ALL STATE CIVIL SERVICE WORKERS:

On behalf of the officers and the Executive and other committees of this Association, I wish to call to your attention at this time a very important matter — YOUR GOOD WILL CONTRACT FOR 1939.

We do not look upon membership in this Association as a mass proposition. We feel a responsibility to each individual member — a responsibility to maintain the State service upon a high plane, because if it is not efficient and trustworthy, you as a State employee are dishonored. We feel a responsibility to executive, legislative and administrative heads of State Government to see to it that they appreciate your needs as a civil service worker — the need you have for an adequate salary, fair hours of employment, reasonable sick leaves, health building vacation period, opportunity for promotion, proper work quarters and suitable equipment, old-age disability, loss of job pensions, and respectful recognition as a worker.

We feel a responsibility to make available to each individual member accident, sickness and death insurance at the most moderate cost anywhere possible. We feel a responsibility to maintain headquarters so manned and equipped as to serve the needs of you as a State worker, and particularly for representation in all matters that effect your welfare. We feel a responsibility to make the workers' organization to which you entrust your membership, an organization of character, efficiency and dignity — the greatest public employees' organization in the World.

We know that no worker, whether in private or public employment, can afford to be without an alert and honest organization. We know that while you may have enlisted as a member of many organizations, social or fraternal, that no organization to which you belong is as important to you as that which seeks to assure your annual income and good working conditions.

Your individual membership in this Association is looked upon as representing a sacred contract between yourself and your fellow workers and the officers of the Association — a good-will contract far above and far beyond any dues involved in that membership. To those of us who have the privilege of directing the Association, the dues are the least important thing.

With this plain statement of what your membership means, we invite you to renew the good-will contract for 1939 and we invite you also to help to make certain that all of your fellow workers are enrolled in their own great workers' Association.

CHARLES A. BRIND, Jr., President.