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The State Employee

VOL. 10, Number 4 MAY, 1941 10c a Copy

Legislative Report of Counsel

By John T. DeGraff

The 1941 session of the Legislature, held at a time when the public was largely pre-occupied with problems of national defense, was noteworthy chiefly for the continuation of the budget controversy between the Governor and the Legislature and the passage of an unusually large number of constructive Civil Service measures. Not since 1937, when the Feld-Hamilton Law was adopted, have so many important laws affecting Civil Service employees been enacted.

During the 164th session of the Legislature which closed on April 3rd, several records were established, both by the Legislature and by the Governor. 2,133 bills were introduced in the Senate and 2,248 bills in the Assembly, making a total of 4,381 bills, of which 1,335 passed and were sent to the Governor, the highest number ever to be passed at a single session. Governor Lehman vetoed a total of 378 bills, the highest on record for any session in the past twenty years. The total of 955 new laws has been exceeded only twice in the past 30 years; in 1935, when 2,133 bills were introduced. This omnibus measure contains provisions regulating appointments, promotions, seniority rights, retirement and pension protection, continuation of statutory increments, service record ratings, re-employment lists, etc., and is generally recognized as the most complete and comprehensive measure that has been enacted by any Legislature with respect to the status of public employees entering military service.

This law, which takes effect immediately, and which, by its terms, is retroactive to cover employees who entered military service subsequent to July 1, 1940, cannot be concisely summarized and, because it is of such vital interest to so many employees who are subject to the Selective Service Act, its most important provisions will be quoted in full. It amends Section 246 of the Military Law to read as follows:

“246. Provisions applicable to public employees who are absent on military duty. 1. Definitions. As used in this section:

(a) The term ‘Public employee’ shall mean an officer or employee holding a position by appointment or employment in the State of New York or in the cities, counties, towns, villages or school districts thereof, or in any other political or civil division of the State or of a municipality, or in any public or special district, or in the service of any public authority, public benefit corporation, commission or board, or in any other branch of the public service.

(b) The term ‘military duty’ shall mean military service in the military, naval, aviation or marine service of the United States, subsequent to July first, nineteen hundred forty, or service under the selective training and service act of nineteen hundred forty, or the national guard and reserve officers mobilization act of nineteen hundred forty, or any other act of Congress supplementary or amendatory thereto, or any similar act of Congress.”

The Association has every reason to be gratified by the fact that four bills of major importance affecting Civil Service employees, all of which were sponsored by the Association, and introduced at its request, were enacted into law. Several other constructive bills sponsored by the Association were likewise enacted and only one bill opposed by the Association passed the Legislature and was signed by the Governor. That bill was accompanied by a message in which Governor Lehman expressed his doubt as to its constitutionality, declaring that the question of constitutionality should be decided by the courts.

Sick Leave

CHAPTER 934

The Hampton-Ehrlich Bill

Assembly Intro. 1315 Print 1507

This bill which has been advocated by the Association for several years provides that, effective July 1, 1942, the sick-leave rules shall be extended to institutional employees. This long-awaited reform is a source of great satisfaction to the Association. The terms of the bill and the efforts of the Association to bring about its enactment are explained in detail elsewhere in this issue.

During the coming year, sick-leave rules will be formulated which will end the discrimination that has heretofore existed in certain State institutions and accord to institutional workers the benefit of the sick-leave rules that have operated so satisfactorily for departmental employees.

The following is a summary of the new laws affecting State Civil Service employees:

Military Service

CHAPTER 843

The Page-Ostertag Bill

Senate Intro. 1905 Print 2688

This bill, introduced at the request of the Association, in the closing days of the session, protects the rights of all public employees who are called into military service. Prior to its introduction at least 50 separate bills dealing with various phases of the problem had been introduced. This omnibus measure contains provisions regulating appointments, promotions, seniority rights, retirement and pension protection, continuation of statutory increments, service record ratings, re-employment lists, etc., and is generally recognized as the most complete and comprehensive measure that has been enacted by any Legislature with respect to the status of public employees entering military service.

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(b) The term ‘military duty’ shall mean military service in the military, naval, aviation or marine service of the United States, subsequent to July first, nineteen hundred forty, or service under the selective training and service act of nineteen hundred forty, or the national guard and reserve officers mobilization act of nineteen hundred forty, or any other act of Congress supplementary or amendatory thereto, or any similar act of
Congress hereafter enacted. It shall include time spent in reporting for and returning from military duty and shall be deemed to commence when the public employee leaves his position and to end when he is reinstated to his position, provided such reinstatement is within sixty days after the termination of military duty, as hereinafter defined.

(e) The term 'termination of military duty' shall mean the date of a certificate of honorable discharge or a certificate of completion of training and service as set forth in the selective training and service act of nineteen hundred forty, and the national guard and reserve officers mobilization act of nineteen hundred forty or, in the event of the occurrence of a temporary disability arising out of and in the course of such military duty, the date of termination of such disability.

(d) The term 'position' shall mean the office or position held by a public employee at the time of his entrance upon military duty.

2. Leave of absence and reemployment. Every public employee shall be entitled to absent himself from his position while engaged in the performance of military duty and shall be deemed to have a leave of absence for the duration of such military duty. Such public employee shall be reinstated to this position provided he makes application for such reinstatement within sixty days after the termination of his military duty. He may be so reinstated, at any time after such sixty-day period and within one year after the termination of his military duty, in the discretion of the appointing officer or body.

3. Substitutes. A position held by a public employee who is absent on military duty shall, so far as practicable, be continued in existence but shall be deemed temporarily vacant and shall be filled only when the public interest so requires. Any appointment to fill such vacancy shall be designated as a substitute appointment and the request for certification, the certification and the indicia of appointment shall show that the person is being appointed as a substitute. Every such appointment shall be for a period not exceeding the leave of absence of the former incumbent and shall be made in accordance with the provisions of law applicable to such position, provided, however, that a temporary appointment may be continued for a period in excess of one year, notwithstanding the provisions of section fifteen of the civil service law. Such substitute employee shall acquire no right to permanent appointment or tenure by virtue of his service as a substitute. His rights, if any, with respect to appointment or tenure shall not, however, be impaired in any way by his acceptance of an appointment as a substitute and his name shall remain on any eligible or other list and he shall be certified as eligible for any other appointment authorized by law during the existence of such list.

The appointment of a substitute shall terminate (a) upon the return of the former incumbent to his position or (b) upon the death or permanent total disability of the former incumbent or (c) upon failure of the former incumbent to return to said position within sixty days after the termination of his military duty or (d) upon the appointment or promotion of the former incumbent to another position as authorized by subdivision six of this section, and, upon the happening of any of such events, said position may then be filled in the manner provided by law.

4. Pensions. Any public employee who is a member of any pension or retirement system may elect, while on military duty, to contribute to such pension or retirement system the amount which he would have contributed had his employment been continuous and upon making such contribution he shall have the same rights in respect to membership in the retirement system as he would have had if he had been present and continuously engaged in the performance of the duties of his position.

Time during which a member is absent on military duty, shall not constitute an interruption of continuous employment, but such time shall not be counted or included in determining the length of total service unless such member contributes to the retirement system the amount he would have been required to contribute if he had been continuously employed during such period. Such contribution, or any part thereof, may be paid at any time and from time to time, while in military duty, or within five years after the date of his restoration to his position.

A member of a pension or retirement system who receives civil compensation, pursuant to section two hundred forty-five of this chapter, in excess of the amount of his required contributions to such system shall, while on military duty, continue to contribute the amount which he would have contributed had his employment been continuous and such contributions shall be deducted from his civil compensation.

Any such member, while on military duty, or his beneficiary, as the case may be, shall be entitled to all benefits of the retirement system of which he is a member except accidental disability retirement and accidental death benefit.

5. Rights upon restoration to position. A public employee restored to his position after the termination of his military duty shall thereafter be entitled to the rate of compensation he would have received had he remained in his position continuously during such period of military duty and shall be deemed to have rendered satisfactory and efficient service in such position during the period of his leave of absence and shall not be subjected directly or indirectly to any loss of time service, increment, or any other right or privilege, or be prejudiced in any way with reference to promotion, transfer, reinstatement or continuance in office.

6. Appointment while on military duty. Any appointing officer or body may, in his or its discretion, fill a vacancy by the appointment or promotion of a public employee or any other person legally eligible for such appointment or promotion, notwithstanding the absence of such person or employee in military duty but such appointment or promotion shall not serve to increase in any degree any civil compensation which he may have been receiving pursuant to section two hundred forty-five of this chapter. Such employee, upon the termination of his military duty shall have the same rights, privileges and obligations as if he had served continuously in such position from the date of his appointment thereto.

7. Status of existing lists. Any public employee or other person, whose name is on any eligible list shall, while in military duty, retain his rights and status on such list. If such eligible list expires or is ex-
hausted during such military duty, such person or employee, upon request, shall be placed on a special eligible list and shall be certified in the order of his original standing on the list any available vacancy before certification shall be made from a subsequent eligible list for the same position. Names may be placed upon such special eligible list only in the event such names were reached for certification during the life of the original list. Such names shall remain on such special eligible list for a period of one year after the termination of such military duty.

8. Service and efficiency ratings. A public employee who is absent on military duty shall be credited with the same service or efficiency rating which he received for the period immediately prior to his absence on military duty but such rating shall not be less than a passing grade for the period of such absence. In computing seniority and service requirements for promotion eligibility, such period of military duty shall be counted as service in the position held by such employee.

9. Probationary service. If a public employee or other person enters military duty before the expiration of the probationary period in any position to which he may have herefore been appointed, or to which he may thereafter be appointed or promoted pursuant to subdivision six of this section, the time he is absent on military duty shall be credited as satisfactory service during such probationary period.

10. Physical examination. If a physical examination is required for employment in or promotion to any position in the public service, the physical disability of a candidate incurred by reason of injury sustained or disease contracted while in military duty, as hereinafter defined, or during the world war, shall not be deemed to disqualify him for such position unless the disability is of such a nature as to prevent him from efficiently performing the duties of such position.

11. Preferred lists. If the position occupied by a public employee is abolished prior to the termination of his military duty his name shall be placed forthwith upon a preferred list, as herein provided. Public employees in the competitive class of the civil service shall have their names placed upon a preferred eligible list, pursuant to the provisions of section thirty-one of the civil service law and public employees subject to section eighty-eight-one of the education law shall have their names placed upon a preferred list as provided in such section.

12. Military reemployment lists. If the position occupied by a public employee, who is not included in the provisions of subdivision eleven of this section, has been abolished or is no longer in existence upon the termination of his military duty such employee, upon filing a written request within sixty days after the termination of his military duty, shall have his name placed, forthwith, upon a military reemployment list, as herein provided, for the position last held by him or any similar position. The military reemployment list for public employees in the classified civil service, other than in the competitive class, shall be established by the civil service commission having jurisdiction of such position and such list for public employees who are not in the classified civil service shall be established by the officer who makes payment of the wages or salary for such position. Separate lists shall be established for positions in the non-competitive and the labor class of the classified civil service. After the establishment of a military reemployment list it shall be made available to appointing officers and bodies and no position shall be filled until the appointing officer or body certifies to the civil service commission or to the disbursing officer, as the case may be, that no person on such military reemployment list, who formerly held the same or a similar position, is qualified to fill and willing to accept appointment to such vacancy. The civil service commission or the disbursing officer, as the case may be, shall refuse to approve the payroll for such position until such certificate is filed. Appointments from a military reemployment list may be made without regard to the order of standing on said list. Refusal to accept an offer of appointment to a position similar to that last held by such public employee shall cause the removal of his name from such list. Upon a failure or refusal to comply with the provisions of subdivisions eleven and twelve of this section, the Supreme Court is empowered, upon the filing of a petition or other appropriate pleading, by the public employee entitled to the benefits of such provisions, to specifically require compliance therewith, and may, as an incident thereto, compensate such employee for any loss of wages suffered by reason of such unlawful action. The court shall order a speedy hearing in any such case and shall advance it on the calendar. Nothing in this subdivision shall be construed to apply to positions in the exempt class of the classified civil service."

Of paramount significance is the protection given to employees by the provisions of Subdivision 3, which prescribe that an appointment to fill a vacancy when the prior incumbent is engaged in military duty, shall be designated as "substitute" appointment, thereby keeping the position vacant until the return of the prior incumbent from military service; the provision that appointments and promotions may be made notwithstanding the absence of such employee on military duty, and the complete pension protection, which would entitle the employee to practically all pension rights, including a death benefit, while in service. In addition to the provisions of the bill above quoted, there are other subdivisions containing special provisions with reference to temporary and seasonal positions, employees appointed for a definite term, and elective officers. This bill, coupled with the Steingut Bill, Chapter 686, which gives protection with respect to civil liabilities, such as installment contracts, insurance premiums, evictions for non-payment of rent, etc., establishes substantial safeguards for public employees who enter military service.

The Defense Committee—Oster tag Bill, Senate Intro. 1906, which would have reenacted and clarified the provisions of the Military Law, authorizing payment of "differential pay" to members of the National Guard inducted into Federal Service, passed the Senate but died in the Assembly Rules Committee, largely because of the widespread opposition to any act authorizing "differential pay" to public employees. A survey made by legislative leaders indicated that of 39 States investigated, only two paid a differential salary during Military service, and then only in the case of members of the National Guard. Twenty-two
States made no provision whatever for supplementary pay for any public employee and the remaining 15 States gave differential pay for periods ranging from 15 to 30 days to members of the National Guard. Consequently, all the bills which would have authorized differential pay to public employees died in committee. Even the proposal to give 30 days severance pay in lieu of accumulated vacations and overtime, which was first embodied in the Page-Ostertag Bill, was subsequently deleted by legislative leaders. While the Page-Ostertag Bill contains no provisions making severance pay for any period mandatory, it is believed that any appointing officer may, in his discretion, allow severance pay for a reasonable period, for accumulated vacations or otherwise, if sufficient funds are available.

In the midst of the session, the Supreme Court in Broome County declared that Section 245 of the Military Law, which authorizes differential pay to members of the National Guard inducted in the Federal service, was unconstitutional. The case was promptly taken to the Court of Appeals and argued at the April term and, pending the decision of the Court of Appeals, differential pay for members of the National Guard has been withheld by all units of government. It is anticipated that the decision of the Court of Appeals will be handed down during the latter part of this month.

Protection from Removal

CHAPTER 853

The Halpern-Fite Bill

Senate Intro. 2046 Print 2656

This bill, sponsored by the Association, provides that employees who are removed after charges of incompetency or misconduct, shall have the right to an administrative review by the Civil Service Commission. Governor Lehman, in signing the bill, said: "I am happy to give this bill my approval," and in his approval message, quoted a letter from the State Civil Service Commission which reads:

"The compensatory provisions of the bill are fair and provide aggrieved employees with a real right to review in place of the empty right now possessed under the present law. The provisions of this bill are in accord with progressive personnel practice."

The much vaunted civil service protection for competitive employees has been more illusory than real. Veterans, volunteer firemen and certain other special groups, have been accorded the right to a hearing, but Civil Service employees generally have been limited to the protection afforded by the provision that written charges must be preferred and the employee must be given an opportunity to make an answer in writing before he can be removed. The courts have held that if the charges on their face are sufficient, the determination of the appointing officer cannot be reviewed; consequently, there is no agency whatsoever to review the truth of the charge made by the appointing officer, who is accuser, judge and jury. The appointing officer is not required to submit any affidavits or other proof of the charges, and if the charge, on its face, sets forth some misconduct or dereliction of duty, neither the court nor any other agency is empowered to determine whether facts existed to support the charge.

This bill makes two important changes in the law: (1) At the present time, if an appointing officer prefers charges, he must either remove the employee or give him a clean bill of health. There is no middle ground. This bill provides flexibility by authorizing intermediate penalties. (2) The bill provides for an administrative review in the event of a dismissal or suspension. The employee has the option of a court review, as the law now provides, or an administrative review by the Civil Service Commission.

The proceedings before the Commission are informal and cannot be reviewed by the courts.

While this bill is in the nature of an experiment, the procedure outlined has operated satisfactorily in several other states, and in a number of the larger cities throughout the United States. This law, which will take effect on October 1, 1941, contains the following provisions with reference to the administrative review:

"3. Any State officer or employee believing himself aggrieved by a penalty or punishment of demotion in or dismissal from the service or suspension without pay for a period exceeding ten days may appeal from such determination either by an application to the State Civil Service Commission, as hereinafter provided, or by an application to the court in accordance with the provisions of article seventy-eight of the civil practice act. If such person elects to appeal to the State Civil Service Commission he shall file such appeal in writing within twenty days after receiving written notice of the determination to be reviewed and the State Civil Service Commission shall forthwith set a time and place for the hearing of such appeal. The hearing may be held by one or more members of such civil service commission or by a person or persons designated by the commission to hear said appeal on its behalf. The person or persons holding such hearing shall make such investigation or inquiry as may be deemed advisable and shall upon the request of such officer or employee permit him to be represented by counsel and may summon witnesses upon the request of the employee or the officer whose determination is in review. Compliance with technical rules of evidence shall not be required. The determination appealed from may be affirmed or modified and the civil service commission may, in its discretion, permit the transfer of such officer or employee to a vacancy in a similar position in another division or department or direct that his name be placed upon a preferred list pursuant to section thirty-one of this chapter. The decision of the civil service commission or the person or persons designated by it to act on its behalf shall be final and conclusive and not subject to any further review in any court."

Feld-Hamilton Extensions

CHAPTER 871

The Coming-Ostertag Bill

Assembly Intro. 1869 Print 2240

This bill, sponsored by the Association, makes five important amendments to the Feld-Hamilton Law.

1. It extends the life of the temporary salary standardization board until December 1, 1945.

The State Employee
2. It clarifies the provisions of Section 41 of the Civil Service Law with reference to overlapping grades. In most of the grades set forth in the Feld-Hamilton schedules, the minimum salary of the higher grade is above the maximum of the lower grade, but in a few exceptional cases, where there were an unusually large number of separate positions in direct line of promotion, the grades overlap, and the maximum salary of the lower grade is higher than the minimum salary of the grade to which an employee may be promoted. The salary for Junior Clerks, for example, is $900 to $1,400, while the salary for the next higher position of Assistant Clerk is $1,200 to $1,700. The Feld-Hamilton Law provided that when an employee is receiving more than the minimum of the grade to which he is promoted, he shall receive the increment immediately above his former salary, but the fiscal authorities of the State ruled that such employee must then remain at that salary and could not receive a further increment until he had a sufficient number of years of service in the position to which he was promoted. Under this interpretation, if a Junior Clerk receiving $1,400 should be promoted to the position of Assistant Clerk, he would receive $1,500, but would then have to remain at that rate for three years before becoming eligible to receive his next increment.

This bill corrects this situation by providing that an employee who is promoted to a position in an overlapping grade shall be entitled to receive yearly increments in the same manner as if the grade did not overlap.

3. The bill makes a necessary correction as to the status of preferred lists with reference to reclassified positions. The language of section thirty-one of the Civil Service Law has been found to block necessary reclassifications, contrary to the intent of the statute. A reclassification does not create a new position. It simply changes the title of an existing position and this amendment provides that a preferred list shall have no priority under such circumstances.

4. It provides that appeals to the Civil Service Commission from a determination of the Classification Division must be filed within sixty days. At the present time there is no time limit within which such appeals must be filed.

5. It also repeals certain obsolete matter in Section 48a of the Civil Service Law with reference to preferred lists and authorizes the Classification Division to reclassify positions that have not heretofore been reclassified under a standard title.

Practically all departmental positions have been reclassified and appeals have been heard by the Classification Division. There remain, however, a substantial number of positions in the institutions which have not yet been reclassified. This bill authorizes such reclassification on the basis of the duties performed by the employee for a period of one year prior to the effective date of this law, and lays the foundation for the extension of the Feld-Hamilton Law to institutional employees.

Although the Association bills to extend the Feld-Hamilton Law to all State institutions failed to pass the Legislature, this goal was brought nearer to realization by the inclusion, at the request of the Association, of an appropriation of $5,000 in the supplemental budget for the express purpose of enabling the Budget Director to make a survey of the cost of extending the Feld-Hamilton Law to institutional employees.

The Association program of extending the Feld-Hamilton Law also received unprecedented support at the budget hearing this year. Of all the speakers who advocated budget reductions of one sort or another, only two even suggested that the increments of State employees be suspended again as they were in 1939. On the other hand, a great many taxpayers organizations and independent civic organizations strongly commended the principle and operation of the Feld-Hamilton Law. This support has strengthened the Feld-Hamilton Law immeasurably and has brought closer the probability of its extension throughout the State service.

The Association will continue to press the Farrell-Rapp Bill, Assembly Intro. 1432, which extends the Feld-Hamilton Law to the Social Welfare, Education and Health Institutions; the Farrell-Barrett Bill, Assembly Intro. 2237, which extends the Feld-Hamilton Law to the Mental Hygiene Institutions; and the Farrell-Ostertag Bill, Assembly Intro. 1669, which extends the Feld-Hamilton Law to the Correction Institutions. It is hoped that the survey to be made by the Budget Director with the funds appropriated in the supplemental budget will demonstrate that this extension is feasible next year.

Of major importance, although it does not directly affect State employees, was the Fite Bill, which extends the administration of the Civil Service Law to all counties, towns, villages, school districts and special districts in the State. New York State, originally a pioneer in the field of Civil Service, is now the first State in the Union to extend the operation of the Civil Service Law to all local units of government. This bill, far-reaching in its effect upon the administration of government, provides that each county of the State must, before July 1, 1942, select one of three optional forms of administering the Civil Service Law for all units of government within the county: (a) a county civil service commission; (b) a county personnel officer, who has all the powers of a civil service commission, except that examinations must be prepared and graded by the State Civil Service Commission; and (c) administration by the State Civil Service Commission.
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Reviving “Spoils”

Years ago President Garfield was murdered by a disappointed office seeker. Years ago Lincoln said that spoils in public service were more dangerous to the Nation than the rebellion. Traffic in public offices and disgraceful corruption in public service, forced the people and patriotic statesmen to assert themselves and to establish the merit system in public employment. New York State led in the fight for clean, honest, efficient public service. Theodore Roosevelt and Grover Cleveland, leaders of different political parties, joined hands in 1883 to outlaw spoils in New York State service. In 1894 the Constitution of the State of New York was strengthened by provisions which require that all appointments in public service shall be made on the basis of merit and fitness ascertained by competitive examinations which give fair opportunity to all citizens to qualify for the work in State service for which they are fitted.

At the last session of the Legislature, a feeble attempt was made to reinstate the old, discredited spoils system, in connection with the milk advertising program, and some sly sentences were inserted in the milk advertising bill intended to cover into public service workers who had not qualified under civil service rules for the positions involved. This attempt to override good employment procedure and to slurr the merit system was recognized by the Governor and by the Civil Service Commission and by the Association of State Civil Service Employees, and the provisions of the bill relating to personnel will be followed through the courts if necessary to assure that no such disgraceful precedent is established in this State which has taken such a forward position in the development of the merit system.

It is pleasing to note that the Department of Agriculture and Markets had nothing to do with the open attempt in this bill to set aside the merit system. Commissioner Holton V. Noyes has refused consistently to have anything to do with spoils and has upheld the civil service law in every instance.

We regret that it is necessary to refer to any legislative measure as vicious. But this bill is a vicious bill in that it would weaken the greatest asset to efficient, economical service that government possesses. To yield in matters of such vital importance as maintaining respect for the principle of merit and fitness in public service and fair opportunity for all citizens to enter that service the way of honest competition would be to be false to State service and unfaithful to the people of the State. We do not believe that the authors of this bill realize the seriousness of this attempt to cover into service without respect for the law even a few persons. It is not the number, it is the principle involved. It is the danger to thousands and thousands of citizens who have observed the law and have taken part in fair competition with their fellow citizens. It is the invitation to the politically selfish to begin again the sad spectacle of the years before the advent of the merit system. We must not go back; we must go forward constantly toward better and better public service and the only way to do this is to recognize and respect the fair principles of the merit system as written into our State constitution and our civil service law.

“Life”

It has come to this in the United States—we are arming to defend our lives. And to us Americans life is more than potage and pallets—it is liberty and the pursuit of happiness.

Some months ago we asked Germany to forego piracy for the sake of liberty and the pursuit of happiness for her people and for all peoples. The plea for peace and good will was rejected and then began the brutal enslavement of free men and women whose governments had neglected their peoples and whose peoples had neglected their governments.

Hitler and his cohorts had nothing miraculous with which to smite their fellow men. Where a brave Pole lifted a naked arm, Hitler had a gun, or a bomb, or a plane. On the sea appeared a scavanger ship or a secret mine or a dastardly submarine. Barbarism refined, cunning, skilled in treachery, begotten behind solemn treaties, emerged. No nation attacked by Germany was prepared to battle barbarism. Not a single people on all the earth had believed that human beings could return to animal ways and jungle habits to prey upon civilized society. There is a peculiar horror in this spectacle of human degeneration. It brings into clearer perspective the long struggle, and the tremendous strides upward from the bondage portrayed in Biblical history. We now see in Hitlerism murder and enslavement, the stark reality, in our own generation, of barbarism and its brutal social significance—the barbarism from which the great masses of civilized humanity had become emancipated by high religious fervor and the fidelity of God’s teachers and saints upon earth.

Civilized men know that human life is but a means to an end. It is the outward shield and guard of sacred things. It is offered freely by

(Continued on page 136)
Another Achievement!

Not since the passage of the maximum eight hour day law and the Feld-Hamilton Civil Service Career Law, have the officers and committees of the Association felt such real pleasure as attended the approval by Governor Lehman of the measure passed by the last Legislature which provides:

“All persons employed by the State in the competitive or non-competitive class of civil service in any hospital, school, prison, reformatory or other institution within or subject to the jurisdiction, supervision, control or visitation of the department of mental hygiene, the department of correction, the department of health, the department of education or the department of social welfare, who have served for a period of at least one year, shall, when incapacitated from performing the duties of such employment, because of accident or illness, be granted and allowed reasonable sick leave with pay. Rules shall be adopted by the head of each department, with the approval of the governor, which shall establish the extent of sick leave which may be granted and the terms and conditions regulating the allowance thereof, for the purpose of protecting as far as is consistent with good employment policies, the interest of the taxpayer and the State as an employer, and the State officers and employees, who, in the course of their work, are necessarily absent from duty because of accident, personal illness, physical disability, exposure to contagion, or death or illness in the immediate family. Such rules shall, so far as practicable, be similar to the sick leave rules now applicable to other employees of the State. This act shall take effect July 1st, 1942.”

Way back in A.D. 1930, there was little for the State to be proud of as regards its treatment of its own employees. Today the picture is entirely different, and above law, Chapter 934 of the Laws of 1941, brightens the colors of that picture. The key to the understanding of fair treatment of workers is to be found in the intelligent organization of workers and the presentation by the workers to their employers of sound plans for improvement.

In planning for the highest efficiency in any business or industry, public or private, the matters of wages, hours of work and health of employees stand out as the primary problems. The subject of the bill in question deals jointly with health and wages. In the matter of employee health it gives this subject emphasis which is important from the standpoint of interesting the personnel director and the department head. Those who supervise the work of others have a duty to see to it that no single employee endangers the health of others by remaining at his work, and that no single employee lessens his own efficiency by neglect to attend to his own physical well-being. Often a single day given over to health attention when a worker is not up to par will save many days of loss from illness. On the wage side, the worker who loses his pay because of a minor sickness is dogged with two troubles—monetary loss which he cannot make up and worry over his illness. Strange to say, in deducting wages from State workers who are ill for one or several days, no thought has apparently been given to the fact that the employees are not per diem workers and do not receive pay at the premium pay usual in the case of per diem workers. All of these employees who have lost so much, it has actually amounted to millions of dollars over the years, have been paid on the basis of annual salaries and could ill afford to lose even a few days pay.

On July 1, 1933, heartening to repeated appeals of the Association over the years, there were promulgated by Governor Lehman as the result of a study ordered by him, uniform sick rules for State service. These rules were especially well received by administrative heads and by employees. However, the rules although applied immediately to departmental service were never applied to institutional employees in the State Hospitals. This fact was a keen disappointment to over 20,000 workers and has been the cause of continuous activity by the Association along the line of appeals to and conferences with administrative heads involved, and executive and legislative officers. In 1934, and 1935, and 1936, and 1937, and 1938, and 1939 and 1940, the campaign of the Association never ceased. The Association of Employees of the Department of Mental Hygiene were constantly urging the justice of uniform sick leave rules, also, and John Livingstone, an outstanding leader in both Associations, and a veteran champion of fair treatment for workers everywhere, was among the foremost in the intelligent efforts made to convince those responsible for State employment policies that to leave the thousands of institutional workers to the mercy of chance and circumstance as to sick leaves was to single them out as a separate class of workers and to greatly interfere with the attainment of the greatest possible efficiency in institutional service.

Once before, in 1939, a sick leave bill for institutional employees was passed by the Legislature. This bill was vetoed by the Governor principally upon the theory that no law was necessary, and that the State could not then afford to pay the increased cost. The Governor’s approval of the present measure recognizes the fairness of sick leaves and makes mandatory sick leave rules to care uniformly and justly for State institutional employees in each of their various institutions scattered throughout the State.

This measure does not become effective until July 1st next year. Between now and then it is hoped that administrative heads will give consideration to all of the plans possible to make effective sick leave rules that will bear no trace of selfishness or lack of sympathy with the honest purpose of sick leave—the health and efficiency of the employee.

Obviously, the perfection of uniformly fair sick leave rules calls for cooperation with employees to the end that their experience may be consulted and respected. We have no doubt that the Governor will insist upon this and upon sound and just treatment of this major improvement in New York State service.
Chapter XIV: Department of Correction

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

By John F. Tremain
Secretary, State Commission of Correction

"Crime does not pay," is an oft-used and time-worn slogan. But the public does. From time to time various estimates of the cost of crime have been made but they are purely estimates. J. Edgar Hoover, Director of the Federal Bureau of Investigation of the United States Department of Justice, places the annual crime bill in this country at fifteen billions of dollars, or about $120 for every man, woman and child. He says a serious crime is committed every 22 seconds, and that every day from dawn to dawn, 33 of our citizens are murdered. Recent statistics show that one offense occurred for every nine persons in the United States in a year and that there are 3½ times more criminals than there are students in our colleges and universities.

New York State's offenders are housed in State prisons, reformatories, institutions for criminal insane, institutions for defective delinquents and jails, and city jails and lockups. Of these, the State Department of Correction under Commissioner John A. Lyons includes seven State prisons, three reformatories, three institutions for defective delinquents and two institutions for criminal insane. New York City, through its Department of Correction, handles thousands of prisoners in its various institutions including those serving sentence and held for trial or examination.

The New York State prison system was organized in 1796. Newgate, the first State prison, was built in Greenwich Village, New York City, and was opened November 28, 1797. It was vacated May 12, 1828, when the male inmates were moved to Mt. Pleasant Prison, as Sing Sing was then known, and the females to the Bellevue Penitentiary, which had been erected in 1816 and which was under the control of the Commissioners of the Almshouse of the City of New York.

Newgate was demolished in 1845 and in 1939 a bronze tablet marking its site was placed by the State Education Department on a building fronting on West Tenth Street which was constructed in 1937.

Auburn Prison, which dates back to 1816, is the oldest of the present State's prisons. However, none of the original structure remains except the old front gate and part of the stone walls. Fire destroyed many of the shops and one by one the old cell blocks were demolished to make way for modern structures. A new administration building was completed last year on top of which stands "Copper John," replica of a continental soldier which weathered the storms of a century atop the original building. At the time Auburn was built two schools of thought prevailed regarding prison construction—one, the so-called "Pennsylvania system" of solitary confinement which prevented association of vicious elements, and the other the "Auburn system" which consisted of a congregate type of large cellblock for the separate detention of prisoners at night and when not employed, but permitted them to mingle freely during the day while at work. The silent system, which forbade talking among inmates, prevailed in Auburn and continued for many years.

Auburn Prison was the scene of the first electrocution in the world when, on August 6, 1890, William Kemmler was put to death in the electric chair. With the acceptance of this mode of inflicting the death penalty in New York State, electrocutions were later conducted at Sing Sing and Clinton prisons but since September 1, 1914, all death penalties have been carried out at Sing Sing. In the half century since Kemmler was put to death, 538 persons have been electrocuted in this State, including six women.

On the 10th of April, 1825, a party of State Officials journeyed from New York City to Mt. Pleasant in Westchester county to examine sites for another prison which had been authorized by the Legislature the previous month. With them was Elam Lynds, the agent of Auburn Prison. They selected a site on the bank of the Hudson River upon which Sing Sing now stands. These Commissioners appointed Lynds to take charge of building the new prison and directed him to take 100 convicts from Auburn to the site and proceed with the construction. It is related by the Commissioners in their report that the 100 convicts "with their guards, keepers, appurtenant baggage, and provisions, were, however, all safely brought to the Hudson in two canal boats, and from thence in freight steamers to the prison grounds, where they arrived, without accident or disturbance, on the 14th of May."
While Sing Sing, like Auburn, has been modernized, the original cellblock with its massive tomb-like stone cells still remains. In 1917, during the administration of Governor Charles S. Whitman, the Legislature directed the demolition of the old building and on November 7th of that year Governor Whitman removed the first stone with appropriate ceremonies. About 300 of the cells were torn out but approximately 800 are still in use because of the crowded condition of the prisons at the present time.

In 1842 the Legislature authorized the appointment of a Commissioner to examine the mineral regions of the State and obtain proposals for the sale of mines with a view to providing employment for convicts which would not seriously interfere with the activities of “free mechanics,” a term commonly used at the time. Ransom Cook of Saratoga county accepted the commission and, as a result of a survey, Clinton Prison was established at Dannemora by legislative enactment and Cook was appointed agent and keeper.

To him fell the task of erecting the prison and opening an iron mine on the mountainside not far from the Canadian line. In February, 1845, with snow “more than five feet deep on the average” the erection of a stockade to provide a prison yard began, and in April, with snow still three feet deep, temporary buildings for the housing of officers, guards, workmen and prisoners were started. The country was practically a wilderness with dense forests and no roads worthy of the name. Convicts were transferred during the summer from Auburn and Sing Sing and thus the prison was constructed.

A glimpse of the type of prison officer who ruled at Clinton years ago is afforded in the accompanying picture of a group taken probably in the early seventies. The picture was one of several found in the attic of an old house in Dannemora. Contrast this group with another photographed at Elmira Reformatory recently.

Like Auburn and Sing Sing, Clinton Prison is being modernized with new administration building, cellblocks, hospital and shops. The old East Hall, one of the original cellblocks, still remains and a portion of it is shown in an accompanying illustration. The old iron mines have long since been abandoned but the prison still maintains a sawmill in the woods a few miles from the institution.

As offenders increased from year to year another prison was constructed on a site at Comstock in Washington county. It was opened in 1911 with a capacity of nearly 1,200 and in the early years was described as an honor prison because it had no wall. Difficulty was experienced in selecting a sufficient number of prisoners of the honor type and eventually, about fifteen years later, a wall was constructed. Up to that time all of the cells had not been occupied. New buildings have been added from time to time and the prison is regarded as a modern institution.

Attica Prison was next constructed to fulfill the need for an institution of maximum security type. It was begun in 1929 and first occupied June 14, 1931, but it was not until October 25, 1938, that the last of its 2,000 cells was completed. It cost approximately $9,000,000. This was considered at the time of construction the last word in a maximum security prison but there is now under construction at Green Haven in Dutchess County a new prison of approximately the same capacity at an estimated final cost of $7,700,000.

Quite in contrast was the cost of Newgate, with its 52 rooms for prisoners, each 12 x 8 feet to accommodate three or more, chapel, dining hall, work shop, hospital, kitchen and cells for solitary confinement. It is related in an article written in

Prison Guards in the Early Seventies

Clinton Prison Guards in the Early 70's

Group of Guards at Elmira Reformatory

Today

1824 that “the original cost of the ground, buildings and wharf, was estimated at 208,846 dollars.”

The Legislature of 1931 authorized the construction of a medium security prison without walls on a site two miles north of Wallkill in Ulster county for 500 selected inmates. Such an institution had been recommended by the Commission to Investigate Prison Administration and Construction. Wallkill Prison, which appears more like a college than a prison, was first occupied November 1, 1932.

In 1862 it was recommended that a prison be constructed in the southern part of the State but instead, Elmira Reformatory was built and opened in 1876, the first institution of its kind in the country for youthful first offender felons. On October 1, 1900, the Eastern New York Re-
formatory at Napanoch was opened to receive youthful offenders by transfer from the Elmira Reformatory.

On June 1, 1921, it became an institution for male defective delinquents, a pioneer of its kind in the United States. Fourteen years later, on November 21, 1935, another institution, at Woodbourne, known as the Woodbourne Institution for Defective Delinquents, was opened to care for the increasing number of defective delinquents which Napanoch was unable to accommodate.

To take over the population of the House of Refuge on Randall's Island in New York City, which was established March 29, 1824, and which it had been decided to abolish, the Legislature authorized the construction of an institution at West Coxsackie to be known as the New York State Vocational Institution, for males between 16 and 18 years, and the New York State Training School for Boys at Warwick for those under 16 years of age, the latter to be under the jurisdiction of the State Department of Social Welfare. The Vocational Institution was opened in 1935, when the staff and inmates were transferred to it, except those under 16, who went to Warwick.

The State Hospital at Matteawan, established for the care of the criminal insane, was opened in April, 1892, with patients transferred from Auburn where an Asylum for Insane Criminals had been established by act of the Legislature passed in 1855 and where buildings were erected on grounds adjoining Auburn Prison. It is said that Matteawan antedates by a short period of time a hospital of similar character at Broadmoor, England. Both males and females are cared for at Matteawan, where they are sent direct from the courts or by transfer from other penal institutions. Later, when Matteawan became overcrowded, the Dannemora State Hospital was constructed at Dannemora for convicted males declared insane after sentence to the State institutions. It was opened in November, 1900.

Two institutions for women are under the jurisdiction of the State Department of Correction—the Westfield State Farm at Bedford Hills, and the Albion State Training School at Albion. The institution at Albion was opened December 8, 1893, as the Western House of Refuge for Women. It continued to receive youthful misdemeanants and some felons until July 1, 1931, when its function was changed to that of an institution for defective delinquent women over the age of 16 years.

Westfield State Farm was originally known as the New York State Reformatory for Women and was opened May 11, 1901. The Legislature of 1932 changed the name of the Reformatory to Westfield State Farm and in 1933 the State Prison for Women was transferred from in the Executive Department as are the inmates of Elmira Reformatory and the various State prisons.

The superintendent of the Albion State Training School has the authority to parole as have the superintendents of the Institution for Male Defective Delinquents at Napanoch and the Woodbourne Institution for Defective Delinquents. A staff parole committee functions at the West Coxsackie institution.

Prior to the creation of the present Division of Parole in the Executive Department, established in 1930, the Board of Parole consisted of the Superintendant of State Prisons and later the Commissioner of Correction, and two citizens, not members of the Department of Correction, appointed by the Governor. The present Division of Parole consists of three commissioners appointed by the Governor for six year terms with a chairman elected by the members of the Board.

In the early days of the New York State prison system supervision and control of the prisons were vested in a Board of Inspectors for each of the prisons. The Boards were not to exceed seven persons each and were appointed by the Governor with the consent of the Council of Appointment. The Boards had very broad

Newgate
New York State's First Prison

Opened November 28, 1797—Vacated May 12, 1828

Auburn to a section of the Westfield State Farm where it is still known as the State Prison for Women, functioning under the same administrative head as the Reformatory.

Three institutions of the Department of Correction—Elmira Reformatory, Westfield State Farm, and the Albion State Training School—have Boards of Visitors, each consisting of seven members appointed by the Governor for seven-year terms. They have the power of visitation and inspection and the Board at the Westfield State Farm functions as a Board of Parole for the Reformatory but the inmates of the State Prison for Women at that institution are paroled by the State Board of Parole.
powers and were required to meet once each month at the prison for which appointed, and also to designate two members as visiting inspectors who were required to visit each prison at least once a week.

The number of members of the Boards of Inspectors and the appointing authority were changed from time to time, but the system of having a separate board for each prison continued until January 1, 1848, when a Board of Inspectors having charge of all the prisons assumed office. A new State constitution adopted on November 3, 1846, provided that this Board should be composed of three members elected by the people. This system continued until 1877, when, as a result of another constitutional amendment, adopted in 1876, the Board of Inspectors was superseded by the Superintendent of Prisons.

When the State government was reorganized by constitutional amendment adopted in 1925, effective January 1, 1927, the office of Superintendent of Prisons became the Commissioner of Correction and the Prison Department was renamed the State Department of Correction.

The State Commission of Prisons, established in 1895 by constitutional amendment, was renamed the State Commission of Correction by the amendment of 1925, and the Commissioner of Correction was by the same amendment, made its chairman. Up to that time the State Commission of Prisons had functioned as an independent department with an elected president, but it became a part of the State Department of Correction under the reorganization plan. Although a part of the Department of Correction, the Commission has independent constitutional powers of visitation and inspection of all institutions used for the detention of sane adults charged with or convicted of crime.

It is composed of seven members, appointed by the Governor for four year terms, and the chairman. The Commission inspects not only the institutions in the State Department of Correction, except the two hospitals for the criminal insane, but also the New York City penal institutions and police stations and county penitentiaries, county jails, city jails and town and village lockups.

A Glimpse of Attica Prison from the Air

Aerial view of Attica Prison showing the thousand of inmates housed in the institution.

... and court detention pens throughout the State.

The Commission has authority to close county penitentiaries and jails, and city and village jails and lock-ups and court detention pens which are found to be unsanitary, inadequate or unsafe. The Commission is charged with securing the just, humane and economic administration of the institutions subject to its supervision and approves plans for these institutions. Departmental divisions include Administration; Industries; Criminal Identification, Records and Statistics; Probation; and Education.

Prison administration is confronted with many problems, particularly that of overcrowding in the institutions. The prison population has risen sharply in the last ten years as shown in the accompanying graph. Actually the number of commitments is slightly under what it was ten years ago. This increase is attributed in part to longer sentences, return of parole violators, and the inability to secure employment for many of those eligible for parole. The Correction Law provides that no prisoner shall be paroled by the Board of Parole "unless the Board is satisfied that he will be suitably employed in self-sustaining employment if so released."

Until the new prison at Green Haven is completed later in the year, lack of housing facilities makes it necessary to quarter prisoners in temporary dormitories in shops, recreation rooms, corridors and other available places. At the present rate of increase it is not certain that, even with the completion of Green Haven with its 2,000 additional cells, it will be possible to discontinue the use of the century-old cell block at Sing Sing Prison. The highest population of all the Department institutions during 1940 was 18,400 inmates.

Corporal punishments such as flogging, the shower bath, yoke and lockstep, closely cropped hair and the silent system are no longer a part of prison administration. Deprivation of privileges is now an effective disciplinary measure. A trained personnel, education and vocational training as a means of rehabilitation and resocialization have been substituted. Safekeeping and the maintenance of physical and mental health of inmates are important.

There is lack of sufficient employment to keep the thousands of inmates regularly employed. Under the direction of the First Assistant Commissioner of Correction, the Division of Industries carries on the manufacture of varied products in the prisons. The industries are operated under the State use system whereby the products are sold only to the State and its political divisions and the industries are diversified as to compete as little as possible with outside labor. The total net sales for the fiscal year 1939-1940 amounted to $1,690,067.84.

The Legislature of 1896 passed a law for the adoption of the Bertillon system of identification of criminals in all of the penal institutions of New York State. The system was practically new in this country and...
in July of that year a school of instruction in Bertillon methods was attended by representatives of each of the institutions in the Department who learned to make duplicate cards bearing the descriptions, measurements and photographs of each convict which were to be indexed and classified at the office of the Superintendent of Prisons. This was the beginning of the present Division of Criminal Identification, Records and Statistics in the Department. In 1903 the Superintendent of Prisons reported that, for the purpose of experiment, a fingerprint department had been added to the bureau of identification and that from March 1st until September 30th of that year the fingerprints of 3,200 criminals had been taken. At the beginning of the present year there were in the Division approximately 970,000 prints. Bertillon records ceased to be taken about 1931.

This Division, which includes a Bureau for compiling statistics of crimes of all descriptions committed in the State, is now, in cooperation with the Federal Bureau of Identification in the Department of Justice at Washington, an important link in the chain of criminal identification facilities throughout the country.

In November, 1939, following a two year period of study and experimentation, a system of identifying latent fingerprints discovered at scenes of crimes was put into operation in the Division. By means of the system, single prints may now be searched by automatic means at the previously unattainable speed of four hundred prints per minute. The value of the new method lies in the fact that, whereas in former years prints discovered at scenes of crimes could be checked only against known suspects, law enforcement agencies are now presented with a system whereby the prints which they submit may be speedily compared with those of thousands of known criminals. Numerous identifications already have been made.

As the result of an inquiry by a commission appointed in 1905 to inquire into the operation of the probation system of the State, a State Probation Commission was created in 1907 consisting of four members appointed by the Governor, one each by the State Commission of Prisons and the State Board of Charities from among their membership and the Commissioner of Education ex-officio. The Commission functioned as an independent body until the reorganization of State departments in 1927, when it became the head of the Division of Probation in the Department of Correction.

A year later provision was made for a Director of Probation and the Probation Commission was continued in an advisory capacity. Since then, four members have been appointed by the Governor, the State Commission of Correction has designated one of its members to serve on the Probation Commission and the Commissioner of Correction and Director of Probation are also members.

The Division is responsible for the supervision of work of probation officers and the effective application and the enforcement of all probation and children's court laws throughout the State. There are about 500 salaried city and county probation officers in the State.

About the time the lockstep and stripes were abolished at the turn of the century, there was increased emphasis on educational work in the institutions, and schools adapted to the needs of the prison population were organized by the Superintendent of Prisons but it was not until July 1, 1935, that the Legislature authorized the appointment of a Director of a Division of Education in the Department. A year later two assistant directors were appointed, one in charge of general education and another in charge of vocational education. The educational programs in the various institutions were reorganized and their staffs of instructors increased.

This advance was started by the Commission to Investigate Prison Administration and Construction which recommended an expanded educational program for the institutions of the Department, and in 1932 appointed an educational adviser who reorganized the educational program at Elmira. The Commission on Education in Correctional Institutions in the State of New York financed educational experimentation at Wallkill and Clinton prisons and continues to assist the Department in developing education in its institutions. There are now over 7,000 inmates enrolled in organized general, social, and vocational educational activities.

The Central Guard School at Wallkill is under the direction of the Director of Education. The Department first inaugurated training for prison guards at Attica Prison in April, 1932, and classes were later carried on at other institutions. However, it was not until November, 1936, that the Central Guard School was organized and a comprehensive program of training started in recognition of the vital importance of the guard in correctional work. Eight weeks of intensive instruction is given at each session to both guard recruits and in-service members. Since its establishment 732 recruits and 332 in-service guards have been trained at the school.

(Continued on page 128)
In-Service Training Notes

A new State Employee feature reviewing efforts of State employees to improve service to citizens through training on the job.

Edited by ALBERT H. HALL
Chief, Bureau of Public Service Training, and Secretary, Regents' Council on Public Service Training, State Education Department.

State officials responsible for or interested in the development of training programs for State employees will hold monthly conferences in Albany under the leadership of the Bureau of Public Service Training of the State Education Department to exchange information and experience in public service training. This decision was reached at an Albany conference of State executive and employee groups on April 30. The conferences also requested the Education Department to supply regularly to State officials information on current developments in State employee training. Another conference result was action by the State Employees Association making this page available for training news.

The Bureau of Public Service Training acts as a service agency in the operation and coordination of training programs for State and local employees. Last year 28,000 State and local employees enrolled in training courses operated with Bureau cooperation. Public service training certificates were awarded by the Bureau to 1,269 public employees. The Bureau recently has assisted the State Departments of Correction and Conservation, State Bureau of Motor Vehicles and the State Division of Placement and Unemployment Insurance in organizing and operating in-service training programs.

There should be coordination of in-service training in the State government and opportunity for regular exchange of information and ideas among those administering or interested in establishing State employee training programs. Even the brief conference of April 30 developed possibilities for improved cooperative relationships among State departments in training work. The ultimate goal of all in-service training is to fit the public employee to discharge his duties more efficiently. These conferences and other information facilities will assist in achieving that objective by improving existing training procedures and developing new training programs. The next conference will be held on May 26.

Eighty-five inspectors and seven supervising license examiners attended and completed successfully a 30-hour motor vehicle license examiners training course approved by the Education Department and conducted by the State Bureau of Motor Vehicles in Buffalo, Albany and New York City in February and March, 1941.

The 21st and 22nd sessions of the Police School of the Division of State Police were held during the past winter. The courses included lecture periods, physical and military training and instruction in firearms, fingerprinting, teletype and tear gas. The Division of State Police also conducted recently its fourth annual Traffic Officers Training School at Rensselaer Polytechnic Institute.

Uncle Sam believes in training for his employees. The United States Civil Service Commission has announced open competitive examinations for the new post of Training Specialist. Salaries for various grades range from $3,200 to $5,600 a year. Duties of the Training Specialist are to organize and direct training programs in major departments of the Federal government and to act as consultant on training policy and procedure.

The tenth in-service session of the Central Guard School conducted by the State Correction Department for prison guards is now being held at Wallkill Prison. About June 1 the Department will inaugurate a comprehensive advanced course for employees of its institutions. The advanced course will be a combination of correspondence instruction and assembled classes at the various institutions.

State and local food inspectors will attend a training school in Albany on May 21-23, directed by the Municipal Training Institute of New York State. The State departments of Agriculture and Markets, Health and Education are cooperating. Food inspectors of the Federal government and neighboring State and local governments have also been invited to enroll.

Regulations of the Commissioner of Education govern the approval of certain public in-service training courses and the granting of public service training certificates to State and local employees who complete such courses successfully. Public agencies desiring Education Department approval of a training course are required by the Regulations to file with the Bureau of Public Service Training data on course organization and operation. A minimum of 30 clock hours of instruction shall be given. Students must participate in all instructional work to the satisfaction of the course director and must pass an examination with a minimum grade of 70 per cent. The public agency administering the course recommends to the Education Department the students to whom certificates shall be granted. Public service training certificates may be issued only to State and municipal employees.

These regulations are assisting in improving the quality of course content and instruction in public in-service training programs. The issuance of certificates by the Education Department on the basis of definite completion standards also provides an added stimulus to State and local employees to participate successfully in training courses. State employee groups receiving such certificates recently include game protectors of the Conservation Department, prison guards of the Correction Department, motor vehicle license examiners of the Bureau of Motor Vehicles, metal trades placement interviewers of the Division of Placement and Unemployment Insurance and graduates of courses in introductory accounting and elementary statistics sponsored by the D. P. U. I. and open to employees of all State departments.
Guarding N. Y. State Forests

As this issue of the State Employee went to press, New York's tinder-dry forests were closed to hikers and fishermen. The State faced its worst forest fire menace in three decades. How the Conservation Department protects our woodlands, not just in times of peril but year-round, is told below in an exclusive feature story.

BY JOHN L. HALPIN
Secretary, State Conservation Department

The recent forest fires throughout the eastern states that have consumed thousands of acres of woodland, burned hundreds of homes but which fortunately to date have taken no human lives, bring forcibly to the attention of New Yorkers, particularly State employees, the efficient force of forest fire fighters who toil under the banner of the Conservation Department. Forest rangers and fire tower observers to the number of about 225 comprise this force. Although seasonal in character with some reductions in the winter a fairly large-sized force is employed the year around. As in everything else in this modern age of ours, mechanical equipment is playing a most important part in the forest fire control program. The airplane, the radio and the automobile are three of the important factors.

The Conservation Department is charged with the protection of the woods and the Adirondack and Catskill forests. The fire towns in these two regions are defined by statute and there the fire control measures of the Department are carried on in an intensive manner not only because of the more valuable forested stands in those localities but also because of the large State holdings in the Forest Preserve. There also are fire districts comprising the important forested areas outside the Adirondacks and Catskills where the Department also assumes responsibility for forest fire control. In fact all forest land in New York State is under organized protection. The fire towns have an area of approximately 7,500,000 acres of land of which nearly 90 per cent comprises valuable forests of the State. The fire districts have an area of about 9,750,000 acres with 50 per cent forested and include essentially all of the important forested areas outside the Forest Preserve. In all other towns throughout New York the town supervisor is the official responsible under the law for the protection of the forests from fires. He is required each spring to appoint fire wardens and file a list of such appointees with the Conservation Department.

New York receives some aid from the Federal Government. Under the Federal Clarke-McNary Cooperative Fire Control Agreement certain funds are received from the Federal Government each fiscal year for use in the State's fire control program. There are some 97 fire towers located throughout the State, each manned by an observer during the fire season. In the center of the steel tower, perched about 80 feet above the ground, the observer is on duty. Armed with a powerful pair of field glasses, a large table map scaled to the area visible from his tower, the telephone, and in some cases, the radio, as his equipment, when he sees that first telltale wisp of smoke rising above the tree tops, he views it carefully with his field glasses and then checks it just as carefully on his map identifying it with certain landmarks. Usually he also checks with neighboring towers. Once the location is definitely established, he calls the nearest ranger and his district ranger at headquarters. From the ranger's home or at the district headquarters office go

Inferno of Nature

From a State Conservation Department plane, a State pilot snapped this air view of a costly fire raging just north of Middletown.

Federal Clarke-McNary Cooperative Fire Control Agreement certain funds are received from the Federal Government each fiscal year for use in the State's fire control program. There are some 97 fire towers located throughout the State, each manned by an observer during the fire season. In the center of the steel tower, perched about 80 feet above the ground, the observer is on duty. Armed with a powerful pair of field glasses, a large table map scaled to the area visible from his tower, the telephone, and in some cases, the radio, as his equipment, when he sees that first telltale wisp of smoke rising above the tree tops, he views it carefully with his field glasses and then checks it just as carefully on his map identifying it with certain landmarks. Usually he also checks with neighboring towers. Once the location is definitely established, he calls the nearest ranger and his district ranger at headquarters. From the ranger's home or at the district headquarters office go
to answer the call to fight the forest fires.

Under the rangers are wardens—civilians with a sort of semi-official status. It is these men that the rangers usually put in charge of fire fighting crews and they and the men under them are paid by the hour. Once the ranger is in on the fire, he usually makes a hurried survey, deploys his men and if the fire hazard in his particular section is acute, he usually goes back to headquarters to await the next call, leaving that particular fire in charge of the warden.

Where water can be obtained the trucks are run up to the side of the stream or lake, the booster pump hooked up, the hose lines laid and the men placed on the hose line. If no water is available the men carry knapsack pumps on their backs. Each of these holds five gallons of water. Other men are given rakes, brooms, shovels, and set to work. Sometimes it becomes necessary to build a back fire in order to head a fire off. Trenches are dug, brush cleared away and every effort made to halt the progress of the fire.

In the southern part of the State, where towers are few and the region inaccessible, the airplane plays an ever-increasingly important part. Here day after day the plane drones overhead. The pilot spots the smoke, flies to the location, definitely locates the fire on his map and then reports his observations by means of radio to the nearest tower and the district ranger. In certain sections during severe fire hazards the Department's trucks patrol the highways and the plane pilot picks them up with the fire message. Over the fire he flies, back and forth, hour after hour, for "sitting on top of it," he has much better knowledge of what is happening than the men on the ground. He directs one truck here, another there, tells the third where they can find a pond with water, advises the ground crews what trail to take to get in to the head of the fire and otherwise acts as the general in command. Once the fire is definitely under control, he can advise the ground crews so that men may be released for needed duty elsewhere. When the fire is practically out and only the patrol is left, he can keep them informed of any possible outbreaks at distant points. Finally he measures carefully the area burned, advises headquarters and he is off on his endless patrol and fire fighting work.

Forest fires in New York State, of course, follow the season. That is, the forest fire hazard is acute on Long Island before the ice and snow is out of the woods in the Adirondacks. But as the sun slowly creeps northward each day in the spring, so the fire hazard moves north and usually by the time it is over on Long Island it is just beginning in the Adirondacks. In the fall the reverse is true. In between times the rangers have numerous other duties to perform—checking trespass on State land, watching lumbering operations to see that they do not get over on State-owned property, keeping the trails clean and well marked for the benefit of hikers and vacationists and issuing permits to burn brush and refuse.

When the snow is deep on the ground and only the hardiest skiers...
We're in the Army Now!

NOTE: On February 21, 1941, an assistant in the Headquarters of the Association, Paul W. McDonough, was drafted into Uncle Sam’s new army. He has written the following interesting and accurate first-hand description of the first week after the call. Association Headquarters is proud to have a representative side by side with the scores of members of the Association, Paid W. McDonough describes as “our democratic army.”

Induction Friday, February 21st: Approximately 175 men reported to the State Armory in Albany at Nine A.M., coming from all points of the State. We were told to disrobe at once and went through a rigid medical examination, which lasted slightly over two and one-half hours. We were then told to dress and take seats on one side of the Armory. The boys were then presented with their approved or rejected medical papers. We were then lined up and fingerprinted. Lunch was served consisting of a roast beef and a bologna sandwich, cup of coffee and a tangerine. Immediately after lunch we were told to report to the clerks in the offices and have the reports completed. Then Major Allen, commanding officer of the induction center, addressed the men and we were than sworn in. Forming a line, we were marched to the Kenmore Hotel and assigned rooms after which we were free to do as we wished until midnight. Some of the boys went home and others from out of town remained at the hotel where their supper was provided. Many gathered in numerous parties with their relatives and friends during the evening. A few of the men inducted were rather dejected but all took the matter as a serious and important event.

On Saturday morning we were aroused at 7:00 A.M. and told to bring all of our belongings into the lobby. After breakfast we took our luggage and formed a double line on the street and were marched off to Union Station railroad depot. We had about fifteen minutes there to say goodbye to our friends and then boarded the train for New York City. Even before the train had pulled out of the depot some of the boys had fallen asleep, tired from the previous evening.

Some began to play cards while others took their last few glimpses of Albany. We arrived in Grand Central Terminal, New York City, at 1:00 P.M. and immediately were escorted into a restaurant in the terminal for dinner. After making two more transfers on the subway, we boarded a Long Island Railroad train and about four-thirty in the afternoon we arrived at Yaphank, Long Island. We were given a brief medical examination and then loaded into army transport trucks and taken to a mess hall where one of the officers read “The Articles of War” which rule the Army. Next a Medical Lieutenant lectured us shortly on how we were to care for our health while in the Army. The Chaplain came next and told us what was to be expected of us as far as religion was concerned. Services are held in camp for Catholic, Protestant and Jew. We were then assigned to our respective companies and tents.

PRIVATE PAUL W. MCDONOUGH

Lining up at the supply tent, we were given a pillow, pillowcase, two bed sheets and four heavy blankets as well as a complete shaving outfit, a bath towel, a face towel, comb, toothbrush and soap. We then went to our tents and were instructed on how to make up our cots. Supper was served, after which we returned to our tents exhausted with the events which had occurred during the day.

Sunday was a day free of duties about camp so we did not have to rise at the usual 5:45 A.M. Most of the boys attended religious services and the balance of the day was spent resting, eating and becoming generally acquainted with the Camp. In the evening we all went to see a movie in the new War Department Building.

Monday morning everybody was up at 5:45. It was very cold and after a quick shower breakfast was served. Then we did our first work since we came to camp. The entire company street was cleaned up of every kind of paper and refuse. The tents were cleaned out and from that day on it would be difficult to find any paper or cigarette butts on the Company Street. That afternoon we marched to a large supply depot and received our complete military outfit: 3 pairs of heavy woolen underwear, 3 pairs of socks, 2 shirts, 3 handkerchiefs, one black tie, a pair of trousers, a blouse, an overcoat, a heavy pair of army shoes, an overseas cap, a fatigue outfit (for work), a barracks bag, a raincoat, a knapsack and a mess kit.

We immediately attired ourselves in our new uniforms and our civilian clothes were carried back to camp in our barracks bag. On our way out of the supply depot we were given a vaccination and an inoculation by two doctors present. We returned to our tents and were dismissed until mess call. After supper most of the boys explored the canteen, recreation hall and dugout where we entertained ourselves for the evening. About 115 of the boys who had come to the camp a few days before us were notified that they were to be transferred to Fort Sam Houston, Texas, the following day.

Tuesday morning after breakfast some of the company were given a brief drill while others were given kitchen police duty. I happened to be one of the three lucky fellows...
however, who was given a detail of delivering a trunk by army truck to the Army Transport Depot in Brooklyn at 1st Avenue and 59th Street. This trip took us about two-thirds the length of Long Island. We had dinner in the mess hall at the Army Depot. Upon our return to Camp Upton we were all assembled in the Company Street and were called to attention. A First Lieutenant called out the names of quite a number of the boys who were to be transferred early Wednesday morning. Our destination was not revealed but later in the evening it was generally known that we were going to be sent to Mitchell Field, near Hempstead, Long Island. One of the boys with whom I had become well acquainted on the day of induction was also called for duty at Mitchell Field, much to my pleasure.

Wednesday, February 26th, we were aroused at 5:30 A.M. We turned in our blankets, sheets, and pillow case to the supply tent and reported to the mess hall for an early breakfast. After “chow” the roll call of the boys going to Mitchell Field was called and after a brief medical examination we boarded army transport trucks and left for the railroad station at Camp Upton. Not one of us shed a tear over leaving this camp. All we could think of were the tents with little stoves and the cold wind blowing in, the hard time it was to jump out of warm blankets in the middle of the night to put more coal on the fire or still worse, to lie in our blankets shivering and hoping for morning to come so we could get in the warm mess hall.

We arrived at Mineola at 11:00 A.M. and were transported to Mitchell Field by large Army transport trucks. The men were then brought to the mess hall and “Boy, Oh Boy,” we really ate. It was a much better dinner than you would expect to get in an average restaurant and we could eat all we wanted to. We had pie and I for one had two pieces. Who would believe, especially after all the rumors you hear on the outside, that the soldiers in the army were fed like this! It certainly put new life in the boys and now I can see where the saying originates, “An army moves on its stomach.” After dinner we were taken to the army supply depot where we received a pillow case, bed sheet, two blankets and a nice warm comforter. Again we were shown how to make a neat cot with square corners and if anyone hasn’t been in the army thinks he knows how to make up a bed he really has something to learn. Next we were given instructions on how to pack our clothes in a foot locker which is comparable to a miniature steamship trunk. Each garment must be folded just so with no rough edge showing and placed on its side in the locker. In this way a man has but to glance in the trunk and he knows just what he has on hand in the way of clean clothes. On the top is a removable shelf on which our toilet articles are displayed in a very orderly manner in one section; our writing paper, stamps, pen and pencil in another; and in the third section handkerchiefs, socks and smaller items of clothing are placed.

In back of each cot fastened to the wall is a steel bracket on which our clothes are hung. By this time supper was served and after that we were free to do as we pleased for the rest of the afternoon and evening.

Most of the boys busied themselves writing to their parents and the girls they left behind them. The barracks in which we are now stationed is heated by hot air. They have hot and cold showers, porcelain wash bowls, mirrors, running water, and are otherwise fully equipped. Lights are out at 9:00 P.M. sharp and any noise or disturbance of any sort after that time is strictly forbidden. Every man must be in bed by 11:00 P.M., when a bed check is made and if a person is not in by that time he is considered A.W.O.L. (Absent without leave) and is subject to company punishment or whatever punishment the company commander may see fit. Punishment usually consists of a week’s hard work in the kitchen.

Thursday morning we were awakened to the call of “all out” at 5:45 A.M. There is a general scramble to see who is first to wash and clean up. At 6:15 all cots are made up and we are on our way to the mess hall for breakfast. Again we eat, and in most cases more than we would at home. Breakfast consisted of scrambled eggs, home fried potatoes, ham, toast, our choice of several kinds of breakfast foods, a half pint of milk and all the coffee we could drink. After mess we return to the barracks and a general clean up follows. Not a match or a particle of dust remained, and each man is held responsible for the territory surrounding his cot. At 7:00 A.M. we are assembled in front of the barracks and form three platoons after which we are marched to the nearby drill field. We are then introduced to calisthenics, and some of us, in fact the greatest portion, seemed to find out that we had muscles that were never used before. After the exercises we were given the basic movements of foot drills in the army. It might look easy to most people to see perfect drill formations, but to a bunch of rookies like ourselves, it certainly was anything but easy. At 11:00 A.M. we marched back to the barracks and were dismissed for lunch. All this time we are drilling we can see formation of swift pursuit ships darting through the sky like hornets, huge flying fortresses are taking off and landing, and other army planes are towing targets for the pursuit ships to practice on. Nearby at Roosevelt Field are numerous private planes landing and taking off. Everywhere you look you see intense activity. After an afternoon of drilling and exercising we were dismissed for the day, and most of the boys explored the post. It is like a huge new development in one of our largest cities. Every barracks, mess hall, hangar, hospital, officers’ quarters, storage shed and garage is laid out according to a well-prepared plan. In our explorations today we came to the enlisted men’s club. This is a large brick building, beautifully situated on a huge circle in the central part of Mitchell Field. Inside you can relax in luxurious ease in huge overstuffed chairs or if inclined, sit in the grill room for a glass of beer. No hard liquors are permitted. A few buildings down the street is the P.X. (Post Exchange) where you can buy most anything from a pin to an automo.
bile. You may also buy light meals or lunches at the exchange.

At 9:00 P.M. we are very tired after our first day of activity since induction and most of the men are retiring for the day. Quite a few of the boys, in fact most of all of them, have been busy at some time or another during the evening writing to their folks or friends who are no doubt worrying about them. Well, if they only knew how careful the army is of our health, how well we are fed and clothed, their worries would soon be over. Just this evening I heard a fellow say, "when I get home and tell my girl how I can sew, make a bed, clean house, etc., she will know then that she is doomed to die an old maid."

This evening Sergeant Francis T. Gainey, who is in charge of our barrack's, consented to help in explaining the purpose for which this military organization was formed. Its primary purpose is to be prepared for invasion by air, and to notify our combat aviation corps of the position of the invading enemy. It has also the duty of warning civilian towns and cities of impending air raids and prepare to black out as well as to have a welcoming committee in the form of anti-aircraft ready to go into action before they reach our shores. It is expected that during the summer we will travel on maneuvers from Maine to Virginia and west as far as St. Louis, Mo. There is also a possibility, in case of hostilities, that we might be located in Alaska, California, or some island of the Carribean Sea. This all sounds very interesting and we are looking forward to a year of intense activity. Sergeant Gainey is assisted by three very able corporals, Sturgeon, Walls and Goodman, all of whom have seen previous service in the army. These men are as fine and able a group of young men as can be found in the Army. We are indeed fortunate to have such men as these to train us. Many a time these men are exasperated by our apparent inability to execute an order but they still keep plugging.

Friday morning dawned very cold and with that dull grey sky that usually is a forerunner to a heavy snow. The wind blew in fitful gusts but inside the barracks all was cozy. It was just a week today that we were inducted into the U. S. Army. Most of us at that time had forebodings of a dreary year ahead, but today all is changed. Because of the cold threatening weather we are not required to leave the barracks for drill or exercises. The exercises are given in the barracks, followed by a brief appropriate instruction period. After another fine dinner, we had the balance of the day to ourselves, due to a heavy snowstorm. We listened to the radio, chatted with our new friends and wrote letters. It is certainly interesting to see a rookie from Lake Placid, another from Albany, one from Binghamton and still another from Brooklyn chatting together. Some are college men and others may not even have finished the grades, but they are all soldiers of Uncle Sam. Every man has his chance for promotion in his particular field. It is truly a democratic army, and every man here would lay down his life willingly to preserve this democratic spirit. Surely a nation as great as this has nothing to fear from foreign aggression as long as this spirit sings in the hearts of the men of this great Nation.

**State Government**

(Continued from page 122)

The Prison System, almost from the beginning, has been a target for numerous investigations. Even Newgate, the first prison, became so bad because of overcrowding, lack of employment and a resultant breakdown of discipline, that in 1816 a commission of three was appointed to investigate its management. This was the first of nearly fifty inquiries of one sort or another by committees, special commissioners, and commissioners appointed by the Governor or the Legislature. While the charges which brought about these investigations were not proved on all occasions, usually there was sufficient justification for them and improvements in most cases followed.

**Old Clinton Prison Cell House**

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**UNUSUAL FLORAL ARRANGEMENTS — WE GROW OUR OWN (Our Business Is Growing)**
A brisk review of State news, big and little, but mostly good. Such stories happen in your office every day. Make sure we get them.

"Eric, the Eradicator," New York State's most famous skunk, has left the Civil Service.

For about a year, he was of inestimable value at the world's largest forest tree nursery at Saratoga. His job: to eliminate white grubs, which are a detriment to seedling trees.

Eric's departure was necessitated by flood conditions in the area where he was confined. A rescue party arrived just in time to lay planks so he could escape over the sides of the enclosure to dry ground. Once out of the pen Eric headed for the woods, undoubtedly to carry on his grub-eating activities on a free-lance basis.

Conservation Department workers said Eric was in a sort of semi-hibernation all winter. When the ground started to freeze, he left his box and started a complex system of burrows. He came to the surface thereafter by flood conditions in the area where he was confined. A rescue party arrived just in time to lay planks so he could escape over the sides of the enclosure to dry ground. Once out of the pen Eric headed for the woods, undoubtedly to carry on his grub-eating activities on a free-lance basis.

Game Protector Murray A. Cranell of Glens Falls played a hunch—and solved a case out of his line. Spotting a parked auto near Northwest Bay, Lake George, he climbed in and waited, thinking the owner might be fishing illegally in the lake.

In 20 minutes, he saw the owner returning. In his arms were several antiques. Protector Cranell promptly took a confession. The man admitted burglarizing a nearby cottage on the Lake George-Bolton Lake Road.

New York State's leading cheese, American cheddar, is suffering an injustice. Too many people don't know it by its true name.

While taking note of the increased interest in New York's cheese industry since stoppage of many cheese imports, the Agriculture and Markets Department found that a surprising number of storekeepers did not know what customers wanted when they asked for cheddar.

The department found New York cheddar being called such uncomplimentary names as "Store" cheese, "state" cheese, and "farmer's" cheese. Ask for "New York" American cheddar.

You've heard the story of Typhoid Mary. Well, the State Health Department counted 434 such disease carriers up-State at year's end. Thirty-seven new carriers were added to and 25 removed from the department register during the year.

Beware of so-called "bargain seeds." So warns the Agriculture & Markets Department. Cheap seed is invariably below par. Consider the purity, germination and weed seed content, or such bargains become anything but that.

Seedsmen are reminded that all seed must be labeled properly to comply with State requirements. "Be sure to examine the analysis label on all seeds before you purchase," is the advice of the Bureau of Food Control.

A one-month search for skilled workers, needed in defense industries, brought registration of approximately 326,000 persons with the State Employment Service. New registrations totaled 148,000, while reinstatements numbered 178,000.

Preliminary reports, however, indicate only a small number of applicants with needed skills were uncovered by the drive.

The State will spend $25,000 to advertise the State Fair in Syracuse this year.

Investments in New York State's model Retirement System, of which 93,674 State and municipal employees are members, reached a par value of $145,839,388.94 recently.

Comptroller Morris S. Tremane said the vast investment value meant an increase of 1,000 per cent of the 1927 value, $14,124,560. Membership meanwhile increased by 62,000.

A State-wide drive against unemployment insurance chiselers has resulted in 212 flagrant offenders being taken to court to date, it was announced today by Milton O. Loeven, Executive Director of the Division of Placement and Unemployment Insurance, State Department of Labor. All pleaded guilty and some were fined, some received jail sentences, and others a suspended sentence. In every case, the money taken illegally was ordered repaid to the State, and in a majority of the cases, the repayment was made before sentence was pronounced.

In all, a total of 2,742 cases have been investigated by the Special Investigation Unit alone since it was set up. These cases involved overpayments of $118,414.53, of which more than $30,000 has thus far been recovered. The balance will be recovered before the overpaid claimants are paid any more benefits. At present, prosecutions are pending in more than 150 cases.

Is mankind getting soft? The State Employment Service wouldn't say so. Clerks recently enrolled an 86-year-old man for unemployment insurance benefits. He explained, upon registering, that he had been employed for 20 years as a collector for a publishing house. He had been laid off.

Further proof: Elmira employment service workers recently placed a 73-year-old baker, a 79-year-old woman as a companion and housekeeper, and a 60-year-old machinist.

The State Police got their man—for a job. It seems an up-State job hunter registered with one of the local offices of the employment service for work. He continued reporting daily for several weeks, but no job materialized.

Discouraged, he left town the day a job opened that he could have filled. A check at his address showed he had moved to a neighboring city. State Police put out a call on tele-type machines. Next day, the man had his job.

It's a bit early, but here's a bit of Thanksgiving news. Not so good, at that. Turkey producers, according to the State Department of Agriculture and Markets, intend to raise about three per cent less poults in the nation as a whole. But in the North Atlantic States, which include ours, there'll be two per cent more.
H. R. S. H. Party

Members of the Hudson River State Hospital Employees Association will conduct their eleventh annual card party May 21, in the Amusement Hall of the hospital. Featuring the special awards will be a 1941 sedan. Other prizes will be awarded at each table.

Mary E. Bolton was appointed chairman of the committee. Workers, appointed by John Livingstone, association president, include:


Benjamin Nuhn, George Lozier, Sara Galbraith, Frederick Conrad, Carl Weil, Mary E. Belton, George Hein, Margaret Schoonmaker, Annie Kenney, Raymond Puff, Albert V. McKee, Olive VerVlain, Gladys E. Russell, Margaret Kohler, Kate B. Riddle, August Eitzen, Grace de Cordova.

John G. Hart, G. Carleton Nuhn, Gabriel Bentley, Mary and David Brown, Arletta and Anges E. Brownell, Helen Brundage, Editha S. Chase, Laura Connolly, Ernie Dalheimer, Katherine Delaney, Clyde and Gladys Douglass.

Gertrude Flinn, Mary I. Hemp, John J. Hennessy, Henrietta Huntley, Elizabeth Larkin, Catherine Leheay, John Livingstone, Mary V. Manna, Judson V. Manning, Brendin McDonald, Mary Meara, Margaret B. Murphy, Ernest Myers, Mary V. O'Donnell, Beth J. Russell, Elizabeth V. Ryan, Margaret Scott, Anna Smith, Katherine Smith, David Taylor, Dorothy H. B. Terwilliger, Margarette Walter, William Weldon and David Whiten.

Judson Manning is the new president of the H. R. S. H. bowling league. He was elected at a league banquet recently. Other officers are: Wallace Burgess, vice president; Frank Sheridan, treasurer; and Francis Van Tassell, secretary.

As a farewell gift, association members gave an engraved pocket book, containing $77, to John Leydon, member of the hospital staff since 1910, who retired May 1. He was first employed at Kings Park Hospital in 1906 and for a time worked at Central Islip Hospital, before joining H. R. S. H. He served 30 years, 8 months and 14 days as a special attendant truck driver in the farm and grounds department.

Thomas Hanlon ended 31 years and nine months of service at H. R. S. H. with his retirement April 1. Mr. Hanlon, who was supervisor of Inwood service, was given a purse by fellow employees. He became supervisor in 1922.

The Poughkeepsie Community Chest for the first time in its history made its full quota. Employees of Hudson River State Hospital did their share, contributing over $1,330.00. Dr. Wirt C. Groom and Carleton G. Nuhn were co-chairmen of the drive in the institution. Otto V. Faust and Mary M. Senkler were general assistants with Mrs. Marguerite F. Smith as office assistant.

Don Holden, Horticulturist at H. R. S. H. is finally hanging up his baseball spikes. He has just decided against any further participation in the sport at which he was an outstanding player. His fellow employees and friends outside the institution will miss their very capable shortstop.

A novel idea has been formulated by the Poughkeepsie Evening Star. It is called a "Service Directory" and ultimately it will contain names and military addresses of men and women of the City of Poughkeepsie and Dutchess County inducted into Federal Military Service. The stated purposes of the Directory are to inform relatives and friends of men in service and where they are stationed; to encourage the flow of mail and small gifts from the people back home. The directory is being composed from results obtained from a coupon questionnaire inserted in issues of the newspaper. As soon as the plan was announced, John Livingstone, president of H. R. S. H. Employees Association announced: "We wish you to know that we think your idea of sending mail to the men and women in the service is a most worthy one and we trust that the responses will more than justify the effort that your paper is making."

Murphy Heads Elmira

Election of William T. Murphy to the presidency was voted by the Elmira State Reformatory Chapter. C. J. Knuth was named vice president; Francis Weaver, secretary; and Gilbert Scofield, treasurer.

The Cage team won first prize in the Reformatory Bowling League, winning 51 of 81 games. Earl Laird captained the champions. Final standing of teams was: Cage, Front Office, Main Hall and West Gate, tied for third, Service Unit, Restaurant, Gym, Dining Room, Center Gate and Visiting Room.

Chalmer Brownell won the league's high triple of 742 with handicap and Fred Van Buren was second with 701. High game awards went to Millard C. Hayes for a 269, and Theodore Levanduski, who hit 267.

Prizes were awarded at a dinner, where Dr. Leo J. Palmer, reformatory superintendent, extolled the friendliness of reformatory employees. William C. Gray, league president, was toastmaster.

N. Y. Credit Union Prospers

Paid-in shares of $91,665.54 was announced by Sidney G. Rosenberg in his first report as treasurer of the State Employees Federal Credit Union, New York City.

Of 2,065 State employee members, 1,407 now have active accounts in the credit union. Mr. Rosenberg was elected to office with Hugh J. Murphy, the new president; Harry M. Hirsch, vice president; John I. McGrath, secretary; and other directors, James G. Carlin, Alfred W. Jones, and Carl Typermass.

Willard Plans Fete

The second annual Old Home Day at Willard, N. Y., home of Willard State Hospital, will be June 10. Plans are being made, said Gregory McGuire, Willard Association secretary, for a full day's observance, including a parade of visiting firemen and bands at 6:30 p.m.
All Over the State

Canal Ass'n Banquet

The fourth annual banquet of the "Champlain Chapter of Barge Canal Civil Service Employees Association" was held April 19, 6:30 P.M., at The Hotel Schuyler, Schuylerville, N. Y. A turkey dinner and all the fixin's was enjoyed by about fifty members and guests. R. C. Bailey, of Lock 4, Stillwater, was toastmaster.

United singing of old time songs was enjoyed and a male quartet led by J. Walter Moore, rendered several old selections which were very much enjoyed. The singing by the assembly was led by Rollin Fisher, who also entertained those present with several humorous recitations.

Among the guests present were Homer Kline, John Bryan, and Perry Felkins of Albany; Steve LaFarr of Schenectady and Fred Holmes of Glens Falls; Timothy Connors, of Little Falls and F. J. Nicholas of Glens Falls, who all responded with short speeches. A telegram of regret was received from Nicholas of Glens Falls, who all responded with short speeches. A telegram of regret was received from Nicholas of Glens Falls, who all responded with short speeches. A telegram of regret was received from Nicholas of Glens Falls, who all responded with short speeches. A telegram of regret was received from Nicholas of Glens Falls, who all responded with short speeches.

The entertainment concluded with the showing of a motion picture presented by the Bell Telephone System. This showed the important part played by vacuum tubes in modern long distance communication. Everyone was very much pleased with the pleasant evening and entertainment.

L. I. Chapter

Long Island Inter-county State Park Chapter of the Association of State Civil Service Employees resolved at its bi-monthly meeting, April 1, to cooperate with the Nassau County police department in its traffic safety campaign. President Clinton Travis conducted the session at the Wantagh firehouse. Harry Lemily, chairman of the social committee, arranged a social program to follow the business meeting.

A full length motion picture, shown by Fred Dolton, and a talk on group insurance by Secretary Theron A. Chase, featured the April 23 meeting of the Long Island Inter-county State Park Chapter of the Association at Valley Stream. President Clinton Travis inducted three new members into the chapter.

Westfield State Farm News

Department heads are putting into effect a system of approved holidays and compensating time for all employees. Approval of the plan, sought by the local chapter, was granted recently by Miss Addison, Superintendent.

Recent changes at the Westfield State Farm are: Alice M. O'Brien of New York joined the teaching faculty; May D. Elting of Scarsdale, Grace Thompson of Champlain, Anne K. Sharlot of Troy, and Margaret Stuart of Washington, D.C., appointed to matronships. Bess C. Tucker, Dansville; Ruth B. Marcus, Mt. Kisco; Bebe Martin, Harrison, and Genevieve Callahan, Saratoga Springs, were named assistant matrons. Joseph Scully, Liberty, was appointed fireman, and Edward Conklin, Central Nyack, formerly of the Rockland State Hospital, was appointed assistant engineer and electrician. John A. Lally was promoted from assistant electrician to assistant engineer and electrician.

Orangeburg Doings

Five members of the Rockland State Chapter lent a helping hand to fellow-chapterites in filing income tax returns during March. Headed by vice-president Harold A. Williams, the group met at the Steward's office from 7 to 9 p.m., on the evenings of March 6, 7, 10, 12, 13 and 14, to proffer their services to all who desired assistance—and there were many. The others of the group included H. Carlton Mason, Samuel Cohen, Arthur Gifford and Oswald Graf.

Rockland State Chapter highlighted its March meeting with a report by Arthur Gifford, chapter delegate to a meeting of the association in Albany. The group met March 11 at its clubrooms following a luncheon.

Wassaic Bowlers Dine

The Wassaic State School Bowling Association held its third annual dinner April 26 in Millbrook with John O'Brien, Wassaic chapter president, serving as toastmaster. Individual and team prizes were awarded.

Newcomers to the hospital include: Miss Pauline Murphy of Albany and Miss Mabel Gleason, Mechanicville, to the Girls' Group staff; Gerald Gilchrist, Shushan; Joseph Roselli, Middletown, and Lawrence Darbee, Middletown, to the Boys' Group staff.

Departures were made by: Mrs. Anna French, to her home in Ghent; Richard Coombs, to a job in Pound keepsie; and Miss Grace Hinsdale, to her home in Pine Plains. All resigned.

Vacationists: Mrs. Mary Kilmer to Stottville, Miss Anna Sharts to Philmont, Miss Edna Stuart to Wappinger Falls, Mrs. Kate Enderlin at home in Rhinebeck, Mrs. Alice Redick to Texas.

George Burgin, who has served as athletic director at the Wassaic school, will leave May 5, it was announced.

Central Islip F. C. U.

Assets of the Central Islip State Hospital Employees Federal Credit Union grew approximately $23,000 during 1940, the report of E. J. Holland, president, revealed.

The employees' bank made 514 loans, aggregating $73,000, during the year and membership increased 217, the books showing 630 active accounts at the close of 1940.

"Our delinquency problem," wrote Mr. Holland, "is at a minimum, about $1,000. This, indeed, speaks well for the careful selection on the part of your credit committee and also the honesty and integrity of hospital employees."

C.P.A. Review Booklets

(Paper Bound)

CONCISE ANSWERS to:
500 Auditing and Theory Questions
(pub. 1937) formerly $2.00...$1.00
600 Law Questions (pub. 1939)...1.00
How to Prepare for the C.P.A.
Examination...15
Descriptive Circular Sent Upon Request

L. Marder, LL.B., C.P.A.
136 LIBERTY ST. NEW YORK CITY
Beacon Elects

Matteawan State Hospital Employees Association inaugurated their new officers at a meeting held on Thursday, April 3. They are Percy Larrabee, president; Roy Hennelly, vice-president; Yvonne Lahey, secretary; and Joseph Keating, treasurer.

New committees have been appointed: On the general committee, are William McCarroll, chairman; Percy Larrabee, James Browne, Yvonne Lahey, Charles Wesley, George Laidlaw, Claude Stevens, Theophile De Paepe, Frank Osoba, August Vix, Michael Kirby, Frank Patterson, Roy Hennelly, Joseph Keating. Publicity Committee: Yvonne Lahey, chairman; Agnes Gibney, James Browne, Peter Didio, Eugene Panella. Grievance Committee: Roy Hennelly, chairman; Charles Wesley, John Martin, Madeleine Smyth, James Power.

The Inaugural Dance of the Matteawan State Hospital Employees Association was a colorful event. Approximately three hundred were present. In a refreshing setting emphasizing Spring colors and effect, the dance, held on Friday evening, April 25, proved to be the outstanding social function of the season. The Spring motif was carried out throughout the evening. Much credit for the gala evening goes to live wire Frank Vassalo and his committee, composed of the following members of the association: Frank Osabar, Joseph Nameth, Michael Sholdis, Mrs. Mabel Powell, James Browne, Peter Didio, Frances Pechosak, Percy Larrabee, Mrs. James McMahon, Charles Wesley, Madeline Smyth, Lewis Vix, William Hayden, George Dennis, Joseph Keating, Yvonne Lahey, and Helen Briggs.

Mr. William Sloan, retired approximately a year from service in Matteawan, died recently. He is deeply mourned by family and friends.

Guarding Forests

(Continued from page 125)

Statistics on New York’s forest fire losses over the past few years indicate that smokers, because of their carelessness in disposing of burning tobacco and matches, are responsible for the largest number of forest fires. Sportsmen, including hunters, campers and fishermen and residents burning brush comprise two other groups, which together with smokers, cause nearly 90 per cent of the forest fires each year in New York State.

Railroads, once the primary cause of forest fires, are now of minor importance, largely because the operating companies have cooperated with the Conservation Department in reducing the forest fire hazard along their rights of way and in installing and properly maintaining suitable fire protective devices on locomotives.

JUST PUBLISHED

ANSWERS By L. MARDER
C.P.A.

to more than 1,200 C.P.A. Questions in AUDITING and THEORY brought up to date. Cloth Bound, 470 pages, Large Type. A Concise answer to each question. Price $3.50 (Plus 2% sales tax if shipped in N. Y. City).

CONCISE TEXT PRESS
136 LIBERTY ST.  N. Y. CITY
Carrying on its policy of supplying study material for all important Civil Service examinations, the Civil Service Leader, New York State’s Civil Service news weekly, currently features home helps for the Hospital Attendant test scheduled for Saturday morning, June 21. In successive issues, The Leader is publishing excerpts — questions and answers — from the previous examination for this title, held last June.

The new Hospital Attendant test, called just a few months after a 15,000-name list was established for the job, has been made necessary by the large percentage of declinations among eligibles. In a recent editorial The Leader called upon prospective candidates not to file for the coming test if they have no inclination to accept a position once it is offered to them. The editorial said:

“The Leader hopes that the success of the coming Hospital Attendant list will be greater than that of the present list. We urge every one interested in the test to learn beforehand exactly what he will be expected to do should he be appointed, and under what conditions he will work. If he then thinks that he won’t accept a job, our advice is: please don’t file.”

Another recent Leader feature was an exclusive article on the status of Civil Service in war-torn Britain. The article recounted first-hand experiences in England of Reagan McCrary, chief editorial writer of the New York Daily Mirror. Before leaving for England, McCrary was asked by Seward Brisbane, editor of The Leader, to keep an eye out for what happens to Civil Service when a nation goes to war.

Jerry Finkelstein is publisher of The Leader and H. Eliot Kaplan is contributing editor and conducts its free question-and-answer service.
CHAPTER 630—The Mahoney Bill
Senate Intro. 1343  Print 1669
This bill repeals that part of section 14 of the Civil Service Law which has frequently been interpreted to mean that an employee can be covered into the competitive class without examination after he has "served for three years in a similar position". The repeal of this provision will go a long way toward clearing up the misunderstanding and confusion that has existed in the past and will prohibit "covering-in" persons who have never taken a civil service examination and who seek to obtain competitive status solely because they have worked three years in a similar position.

CHAPTER 784—The Hampton Bill
Senate Intro. 1344  Print 1983
This is the only law opposed by the Association to pass the Legislature and be approved by the Governor. It provides, in substance, that veterans and volunteer firemen holding temporary or provisional positions in a public welfare department shall not be removed except after a hearing upon stated charges. In fact, it illegally covers in these employees by prohibiting their removal even though competitive civil service lists are available for filling the positions. The Association opposed this bill on the ground that it was unconstitutional, and Governor Lehman, in approving the bill, said:

"There is no doubt as to the constitutionality of this bill extending special privileges to veterans and volunteer firemen in the Public Welfare Departments and Emergency Relief Bureaus. The issue of constitutionality should be decided in the courts."

CHAPTER 829—The Hollowell Bill
Assembly Intro. 2236  Print 2801
This bill continues the milk advertising campaign at an annual cost of $350,000.
One provision of the bill permits present employees of the Bureau of Milk Publicity who have served for one year to continue in their positions without examination. This provision is unquestionably unconstitutional because civil service examinations have already been held for several, if not all, of the positions which this bill seeks to cover in without examination. The Association has advised the Governor and the Attorney-General that it is prepared to institute a court proceeding to declare this portion of the bill unconstitutional if it is sought to be enforced by the department. The Governor, in approving the bill, said:

"There was inserted in the bill, however, an objectionable provision which is detrimental to our civil service merit system. I have been advised by the State Civil Service Commission that the provision is obviously unconstitutional and in its opinion cannot be enforced. Because of the importance of the other provisions of the bill, I am approving it with my approbation."

CHAPTER 933—The Keenholttne Bill
Assembly Intro. 1544  Print 1790
This bill amends the Civil Service Law to provide that rules of civil service commissions may be amended only after a public hearing, due notice of which has been published for not less than three days, setting forth a summary of the subject matter of the proposed changes and that subsequent to the changes in the rules, all such changes or modifications shall be filed with the Secretary of State within 30 days after their final approval by the State Civil Service Commission. This bill will not require employees and their representatives of ample opportunity to oppose any detrimental changes in rules of various civil service commissions throughout the State and also provide means whereby they may have immediate access to any changes which may have been approved.

No other bills of any particular significance to State employees were signed by the Governor. The bill of interest to State employees was vetoed, including four bills sponsored by the Association.

The Hampton-Kreinheder Bill
Senate Intro. 1544  Print 2510
This bill was introduced at the request of the Association to clarify the provisions of Section 31 of the Civil Service Law with reference to suspensions and seniority rights. It clarified and revised the present procedure with reference to the use of preferred lists and promotion lists by providing that lists should be certified in the following order of preference: (a) departmental preferred lists; (b) departmental promotion lists; (c) general preferred lists; (d) general promotion lists; (e) open competitive eligible lists.

"No general promotion list, general preferred list or open competitive eligible list shall have priority over a transfer made in accordance with the provisions of this chapter. The State Civil Service Commission or a municipal commission may, however, by rule, provide that transfers shall not be permitted when there exists an appropriate departmental preferred list or when it is practicable to fill such position by promotion."

Governor Lehman recognized the merit of the bill and indicated that he might approve it at a future time, but vetoed it on the ground that it would adversely affect a group of employees in New York City whose positions are about to be abolished. His veto message reads:

"I believe that the eligibility provisions of this bill are sound. I am informed that its present form would create a serious hardship on a large group of engineers in the City of New York whose positions may shortly be abolished. While I have always sought to encourage departmental promotions, I believe that for the present, at least, preference in employment should be given to those persons on eligible lists who are out of work."

The Barrett Bill
Assembly Intro. 612  Print 651
This bill sponsored by the Association, would have entitled all eight-hour day for industrial employees. It was vetoed in a memorandum which reads as follows:

"This bill limits the hours of work of State employees employed in the protection and care of buildings and grounds of State institutions. It would increase the cost of government each year by $50,000."

The Feinberg Bill
Senate Intro. 24  Print 1002
Was vetoed with the following message:

"This bill appropriates $218,709.00 for the first step in the plan to lift the educational level of the normal schools to collegiate standing. While $72,700 is appropriated to non-recurring items, the remainder represents items which must be annually increased over a five-year period by the additional sum of $222,700. This would add a permanent annual minimum load of $568,709.00 to future State budgets."

The Bennett Bill
Assembly Intro. 126  Print 126
To permit retirement allowances to be computed on ten years instead of thirty years of service instead of thirty-five as at present, was vetoed, accompanied by the following message:

"This bill increases the rate of service retirement allowance in the New York State Employees' Retirement System from the present rate of 1/70 of the final average salary per year of service to 1/60 of that average. This means an increase of 16 2/3 per cent in every pension paid by the State or local unit of government. The immediate cost to the State alone next year would be $300,000. In five years the bill would be costing the State alone about $500,000 a year and the localities another $500,000 a year."

The Glancy Bill
Assembly Intro. 999  Print 1112
Provided for the payment of an annuity to a widow of a retired member of the Correction Department Employees' Retirement System, was vetoed with the following message:

"This bill increases the benefits for the retirement system of the Correction Department at a yearly increase of $15,000."

The Mahoney Bill
Senate Intro. 47  Print 47
Would have permitted the payment of an accidental retirement allowance for employees over 60 years of age, was vetoed with the following message:

"This bill would permit members of the New York State Employees' Retirement System, who have attained the age of sixty and who therefore are eligible for the ordinary retirement, to claim a disability retirement allowance on the basis of an accident in the performance of their duty. This will enable members to obtain retirement allowances of $34 a week at the expense of the taxpayers instead of obtaining the
ordinary service retirement allowance which amounts to about one-half pay after 35 years of service. The employee now pays part of the cost of this ordinary retirement allowance. This bill would increase the cost to the State by $2,45,000 and to the municipalities whose employees are members of our System by a similar amount.

Several bills, which would have raised the salaries of certain groups of State employees, were vetoed without memoranda. The bills so vetoed were:

The Milmoe Bill, Assembly Intro. 1136, Print 1019, which provided for new salary schedules for employees of the New York State Merchant Marine Academy.

The Wright Bill, Assembly Intro. 2060, Print 2902, which amended the Field-Hamilton schedules for insurance examiners.

The Lawrence Bill, Assembly Intro. 2115, Print 2578, which increased the salaries of game protectors.

The Stokes Bill, Senate Intro. 2000, Print 2583, which provided for compulsory retirement of game protectors after age sixty.

The Rapp Bill, Assembly Intro. 1761, Print 2069, which established new salary schedules for the superintendent and instructors of the New York State School for the Blind at Batavia, and the

Esquirol Bill, Senate Intro. 558, Print 623, which increased the salaries of inspectors of bedding in the Department of Labor.

The Sherman Bill
Assembly Intro. 333 Print 1103
Gave a special preference to veterans and volunteer firemen with reference to transfer and reinstatement, was vetoed by the Governor with the following comment:

"In providing that 'a war veteran or volunteer fireman shall be the first to fill a vacant or unfilled position' this bill will give this group priority in reinstatement over persons on preferred lists with greater seniority and will, in effect, place this group at the head of every preferred list. This type of legislation runs counter to the spirit of the merit and fitness provisions of the State Constitution."

The Crews Bill
Assembly Intro. 1751 Print 2059
Provided that employees who were dismissed for lack of funds or lack of work should remain on a preferred list until a period of time had elapsed equivalent to the total length of service of such person preceding the date of his lay off, was vetoed with the following message:

"I would have no serious objection to a reasonable extension of the present four year eligibility provision. However, this bill would raise difficult administrative problems."

The Gugino Bill
Senate Intro. 1990 Print 2395
Attempted to accord a preference to disabled veterans who were not citizens of the State at the time of their entrance into the military service, was vetoed on the ground that it was unconstitutional.

The Mahoney Bill
Senate Intro. 46 Print 46
Attempted to prescribe in meticulous detail the manner in which promotion examinations should be conducted, was vetoed with the following message:

"This bill sets forth the subjects to be tested in civil service promotion examinations and attempts to define the nature of such tests and the weights to be given to various parts of the tests. The bill would also have the effect of abolishing oral examinations in promotions."

"The State Civil Service Commission has written to me requesting that the bill be disapproved, stating:

"The conduct of examinations is a matter peculiarly within the province of a personnel agency trained in its specialized techniques. The standardization of examination procedure by legislative fiat destroys the flexibility necessary in examination work. Not all civil service positions are alike and the same examination technique cannot successfully be applied to all. While for some positions an oral examination may not be necessary, in others it is very essential. This bill completely ignores, and hence bars oral examination in promotions."

"The preparation and conduct of examinations is a civil service departmental function and should be left entirely in the discretion of the civil service commission. There should be no restrictive statutory enactments to interfere with the work of the Commission in developing the best examination techniques, whether they be in the oral or written field, in order to best determine merit and fitness by competitive examination as is provided by the Constitution."

The Kreinheder Bill
Assembly Intro. 58 Print 58
Provided that a civil service employee who is promoted should not be required to serve a probationary period, was vetoed.

This bill was applicable primarily to the City of New York because State employees, under the rules of the State Civil Service Commission, are not required to serve a probationary period upon promotion.

The Page Bill
Senate Intro. 1408 Print 1749
Authorized retirement regardless of age, after forty years of service, was vetoed without memorandum.

Numerous pension bills authorizing special benefits for particular individuals or groups, which Governor Lehman has consistently vetoed in the past, were likewise vetoed without memorandum. These bills include: The Page Bill, Senate Intro. 1720, Print 2161, The Bechtold Bill, Senate Intro. 1486, Print 1862 and The Corning Bill, Senate Intro. 2020, Print 2616, which would have given retirement credit for certain United States government service, and the Hampton Bill, Senate Intro. 1516, Print 1892, which authorized special benefits for a particular group of employees.
Life

(Continued from page 116)

free men whenever these sacred things are challenged. The people of America have much that they love, much that is dear to them, much with which life is tripping in comparison. Here is the home and the hedge and the garden where happy children have played and sung and studied and broadened into manhood and womanhood. Here the springtime and the summer sun have ever brought blossom and bloom and here the harvest has never failed. Here schools and universities have become memory shrines of youthful joy and mature achievement. Here churches hallow every hamlet and church bells ring out resurrection and spiritual exaltation.

Here great souls in every period solved the problem of higher and higher human relationships, and, where necessary, yielded life to preserve those relationships. Nowhere does the sun shine upon records of greater heroism, greater wisdom, greater love. Nowhere is the heritage of spiritual greatness so rich and fine.

And now every minute of over 150 years of our Nation's life calls to America's sons and daughters to respond to the love that has become established in their hearts and to defend with courage and honor the liberty and opportunity to achieve happiness and to pass that opportunity on to future generations. We rise to armed defense of America because such hate menaces the lives and liberties and happiness of those who dwell here with us. America, like a proud and courageous Mother, springs to the defense of the children, the homes, the institutions and the good, good earth which God has given to her stewardship. Loyalty to and love of America are the greatest resources of America. Let us cherish them in unity now with intense anxiety and the utmost of vigilance and courage.

Photo Guild

A group of State employees at 80 Centre Street, interested in photography, met and formed the State Photographic Guild.

Those attending the first meeting of the Guild and comprising its membership committee were:

W. L. P. Ingraham, Public Service Department; Benjamin Heffner, Law Department; Milton Schwartz, Insurance Department; H. N. Weber, Public Service Department; George Sharon, Tax Department; Edward J. Powers, Banking Department; S. W. Seals, Labor Department; Fay Salisbury, Agriculture & Markets; L. S. Patterson, Public Service Department; J. E. Cruickshank, Public Service Department.

Mr. Ingraham was elected president. All State employees interested in photography are invited to join. Contact any one of the above named committee or forward your name, department and room number to Mr. Ingraham.

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On Lake Champlain

NEAR WILLSBORO, N. Y.

Where twenty acres of fragrant pine woods and sunny fields coax the vacationer to walk or ride or laze through summer days. Exceptional, private sand beach. A program of delightful and interesting things to do ... or to leave undisturbed Buildings have screened porches, fireplaces, electricity, modern appointments. Main dining room, private cottages, duplex and triple; cabins, cottage rooms or tents. Adjoining golf course. Dairy and farm produce from Camp Farm. "New Growth" for 1941 includes a large Recreation Hall and shuffleboard court. Moderate in cost but high in dividends of healthful food and rest, happy companionships and beautiful surroundings. Rates: day, week or season. Accessible by main highways and D. & R. R. R. Free transportation from station. June 28th to Labor Day. Restricted. Write for illustrated folder. Camp-of-the Pines, 67 Columbia St., Albany, N. Y. (July and August address Willsboro, N. Y.) Or phone Albany 4-2790.
Craig Colony News

A benefit card party in Shanahan Hall returned a splendid profit to the Craig Colony Chapter April 22 and won plaudits for Margaret Duffy, committee chairman.

Privates George Sullivan and Walter Damon of Troop B, 101st Cavalry, stationed at Fort Devens, Mass., paid a return visit to the colony during the Easter holidays.

Association president, J. A. Blair, and E. M. Witcher attended the meeting of the Association of Mental Hygiene Employees in Albany March 31 to April 1.

Planning Albany Tax Group Dance

Here are committee members who staged the Easter Dance of employees in the State Department of Taxation and Finance, who packed the hall of Fort Orange American Legion Post in Albany, April 17. Committee workers included: Agnes Doyle, Kenneth Clark, Florence McEntee, Mary Casazza, Raymond Hanifan, Aaron Wing, Gerald Ryan, Frank Devane, Alice Walsh, Irene Wolcott, Irma Philpot, William Wright, Harry E. Kennedy and Tom Fealey.

YOUR GROUP PLAN OF ACCIDENT AND SICKNESS INSURANCE

Sponsored by the Association of State Civil Service Employees of the State of New York

The cost of this Insurance is so extremely low that many Insurance men throughout the State have been very honest about it, stating that the premium could not be so low if it were not for the very large group covered by this Insurance. The following are the rates now in force under the non-occupational form:

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<th>SALARY GROUPINGS</th>
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<td>ANNUAL SALARY</td>
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NOTE: Maintenance and time service, if any, may be added to cash salary to determine salary group.

In the above schedule, the semi-monthly premium is the amount deducted from your salary each pay-day to pay for the benefits shown under the heading "Monthly indemnity." If you desire, you may take less than the monthly indemnity shown opposite your salary but not more.

Write for Details Today

TO C. A. CARLISLE, JR., TER BUSH & POWELL, Inc.
423 STATE STREET. SCHENECTADY. N. Y.
An open-competitive civil service examination for the position of "Hospital Attendant" will be held June 21st, according to a recent announcement of the State Department of Civil Service. The last eligible list of over 15,000 names for this position lasted less than one year. A large number of appointments are made to this position each month.

Members of the Association throughout the State, and especially in institutions, are urged to familiarize their relatives and friends with this opportunity to secure a job in a State institution. In this way they can assure themselves that a large number of suitable and acceptable persons will take the examination and become eligible for appointment to the numerous jobs of hospital attendant in the various institutions that are becoming vacant continuously.

The announcement of the examination follows:

Written examination application forms may not be issued by mail after June 2, and to be accepted should be delivered personally or be a postmark not later than June 3. When writing for application forms specify "Hospital Attendant" and enclose a 3½” x 9” or larger self-addressed return envelope bearing 6c postage. Address request, and application when completed including fee of fifty cents, to Examinations Division, State Department of Civil Service, Albany, N. Y.

The examination fee of fifty cents is based on the minimum announced salary and must be paid at the time of filing application, by money order or check made payable to the State Department of Civil Service. No third party checks will be accepted. Fees paid by any applicant whose application is not approved will be refunded after the examination has been held. Do not mail cash or stamps.

Attendant, State and County Institutions. Usual salary range $54.00 to $66.00 per month and maintenance. Appointment will be made at $54.00 per month plus maintenance for self but not family. The salary is increased $4.00 a month at the end of every six months of service until it reaches $66.00 a month at the end of eighteen months of service. Also, automatic time service payments further increase the salary to $86.00 a month in a period of years. There are opportunities for promotion to other competitive positions in institutional service and some hospital attendants may enter the Nurse Training Schools.

Duties

Under immediate supervision on an assigned shift, to perform routine ward work in the care of patients and their quarters in State hospitals and other institutions for the mentally and physically ill, mental defectives, and epileptics; and to do related work as required. Examples: Personally bathing patients either in a tub, in shower, or in bed; personally bringing trays of food to patients, watching them in the dining room or actually feeding them; personally assisting patients in getting dressed and undressed; personally keeping patients' and their beds, clothes, and quarters clean; personally changing or assisting patients in changing their clothes when they have soiled them, personally changing soiled bed linen and preparing it for the laundry, and scrubbing and cleaning beds and rooms when these have been soiled by the patients; assisting with housecleaning of wards and rooms; keeping order and maintaining the welfare of patients; watching over patients and reporting upon their actions and conditions; overseeing the activities of patients while at work and during recreation; escorting patients to and from work, church, recreation, assemblies, and meals; assisting doctors and nurses in preparing patients for treatments and attending them while undergoing prescribed treatments; distributing clothing, laundry, supplies; courteously attending and escorting visitors; when required, assisting in the dining room, kitchen, and laundry; assisting with outside maintenance and operation of institution, buildings and grounds other than ward service; personally working on the lawns, in the coal yard, in snow removal or helping on the farm or garden in its planting, cultivation and harvesting.

Minimum Qualifications

Candidates must be able to speak, read and write the English language understandably; they must have the ability to understand and carry out simple oral and written directions; to oversee the work, amusements, and exercise of patients; to keep simple written records and make simple reports; to size up and adapt themselves to situations arising in the performance of the work; to accept discipline, and to get along well with others. Candidates must have good moral character, temperate habits, reliability, cheerfulness, tact, patience, neat personal appearance, sympathetic attitude toward the mentally and physically ill, and willingness to live in an institution. (There are no quarters available in the institutions for wives or children.) Candidates must be in good physical condition; possess satisfactory vision and hearing, and be physically proportioned within the range of the accepted standards. Candidates must undergo and pass satisfactorily a thorough medical examination at time of appointment. For the purpose of character investigation, candidates must submit the names of not fewer than three reputable persons (not relatives) at the time of filing application. Candidates will be fingerprinted.

Applicants who have been removed from public employment for cause, or who have court records considered to affect proper performance of the duties or who have been confined as patients in mental institutions may be determined to be ineligible.

Residence. All candidates are required to be citizens of the United States and in addition must be legal residents of New York State for not less than one year immediately preceding June 21, 1941.

Subjects of Examination

Written examination, testing general intelligence and elementary knowledge of the skills involved in the bathing, clothing, feeding, and cleaning of patients, and in the making of beds, cleaning of wards, and caring for the clothing and other property of patients, and an elementary knowledge of "first aid" and of

The State Employee
common health, safety, and precautionary measures required in the care of patients, relative weight 100%.

Medical and Physical Requirements

Candidates must be free from any physical defect which may tend to prevent satisfactory performance of the duties of the position; and they will be rejected for any of the following:

Ears: Defective hearing, inability to hear normal conversation at 20 feet.

Eyes: If candidate brings eyeglasses, vision with glasses, poorer than 20/40 (Snellen) in one eye and 20/70 (Snellen) in other eye, and also uncorrected vision poorer than 20/100 (Snellen) in each eye.

If candidate is not equipped with eyeglasses, vision without glasses poorer than 20/40 (Snellen) in one eye and poorer than 20/70 (Snellen) in other eye.

Respiration: Tuberculosis.

Circulation: Heart ailments; arteries; blood pressure.

Varicose (enlarged) veins: Varicocele; hydrocele.

Hernia (rupture): Single or double.

Rectum: Hemorrhoids (piles); fistulas.

Mental diseases: Epilepsy; mental deficiency; alcoholism.

Flat feet: Third degree in either foot.

Deformities: Hands, feet; curvature of the spine.

Swollen joints: Arms, legs, hands, feet; arthritis.

Mouth: Badly decayed teeth or diseases of the mouth such as pyorrhea; gingivitis.

Venerable diseases: Gonorrhea; chancre; early syphilis.

Any other serious defects.

Excessive overweight or underweight in proportion to height.

In accordance with General Order No. 21 of the Mental Hygiene Department, institution superintendents shall arrange for the immunization of all new employees against smallpox, typhoid fever and diphtheria as soon after they enter the institution as practicable but only when the physical condition of the person warrants the procedure.

Certification: Certification will be made according to residence in territorial zones and by sex where nature of work requires sex selection.

Names of eligibles who refuse to accept appointment following certification from the eligible list will be removed from such list, and they will not be certified for future vacancies until they submit to the department of Civil Service acceptable reasons for refusal to accept previous offers of employment and notice of their willingness and ability to accept present and future offers.

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Ten half-hour lessons
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97 Duane Street
NEW YORK, N. Y.

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

May
THINGS to REMEMBER ABOUT ACCIDENT and HEALTH INSURANCE

BY C. A. CARLISLE, JR.
Ter Bush & Powell, Inc.

The policy of Accident and Sickness Insurance, sponsored by this Association for New York State Employees, covers many conditions which are not usually covered under any Accident and Sickness policy. A brief resume of the benefits to be derived from this policy should enlighten the many thousands of State Employees who think that they can buy Insurance that is just as good. Of course, everyone is told from time to time by experienced Insurance men that the Group Plan policy is as broad a policy as can be purchased and it is almost, if not entirely, impossible to meet its coverages and rates by an individual policy from anyone at any time, anywhere.

Payments
Payments begin for the first day for accidents and under the non-occupational form pay for five years; and for sickness the payments begin on the eighth day and pay for a period of one year. The Insurance may be had under the non-occupational or the occupational basis. 90% of the State Employees who are insured, however, prefer the non-occupational coverage so as not to duplicate the coverage under their Workmen’s Compensation and to get the longer coverage for accidents occurring away from their work.

Cost
The cost of the Insurance is so extremely low that many Insurance men throughout the State have been very honest about it, stating that the premium could not be so low if it were not for the very large group covered by this Insurance. The following are the rates now in force under the non-occupational form:

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<td><strong>BENEFITS</strong></td>
</tr>
<tr>
<td>Monthly Indem.</td>
</tr>
<tr>
<td>$30.00</td>
</tr>
<tr>
<td>50.00</td>
</tr>
<tr>
<td>60.00</td>
</tr>
<tr>
<td>75.00</td>
</tr>
<tr>
<td>100.00</td>
</tr>
<tr>
<td><strong>Principal Monthly Premium</strong></td>
</tr>
<tr>
<td>$500</td>
</tr>
<tr>
<td>500</td>
</tr>
<tr>
<td>500</td>
</tr>
<tr>
<td>500</td>
</tr>
<tr>
<td>500</td>
</tr>
<tr>
<td><strong>Sum</strong></td>
</tr>
<tr>
<td>$1.45</td>
</tr>
<tr>
<td>1.05</td>
</tr>
<tr>
<td>.85</td>
</tr>
<tr>
<td>.75</td>
</tr>
<tr>
<td>.45</td>
</tr>
<tr>
<td><strong>Note:</strong> Maintenance and time service, if any, may be added to cash salary to determine salary group.</td>
</tr>
</tbody>
</table>

In the above schedule, the semi-monthly premium is the amount deducted from your salary each pay-day to pay for the benefits shown under the heading “Monthly Indemnity.” If you desire, you may take less than the monthly indemnity shown opposite your salary but not more.

One of the important benefits under the Group Plan of Accident and Sickness Insurance, as sponsored by this Association, is the method of payment. It may be paid by payroll deduction. That means that a certain amount of money, as shown above, is deducted from your pay each pay-day automatically, as long as you are on the payroll. It keeps your Insurance in force and pays for it in small installments—rather than having a larger premium come due several times a year.

**Valuable Coverage**
On every policy issued under the Group Plan, there is an endorsement which states that this policy shall be renewable and non-cancellable, except that the Company reserves the right to decline to renew this policy on the following grounds only. (The following are for the non-occupational policies.)

1. Non-payment of premium.
2. When the Insured becomes seventy years of age.
3. If the Insured ceases to be a member of the Association.

Another very valuable item in this policy is, that the insuring clause calls for accidental bodily injury; while most policies, in addition to accidental bodily injury coverage, require accidental means which, in the opinion of a great many experts in the Accident and Health field and in a great many Courts, limits the policy considerably. You, then, have the broadest form which calls for accidental bodily injury only.

An additional coverage you have under this policy is medical reimbursements for non-disabling accidents; that is, if you have an accident where you are not disabled but you were required to pay certain medical fees, the Company will pay these bills upon receipt of receipted bills for medical and surgical attention in an amount not to exceed one week’s indemnity.

This policy covers hernia, which you will usually find excluded in a great many policies. It covers aerial navigation, as long as you are on a regular transport plane as a regular passenger. It covers sexual diseases which are excluded in most policies. It covers female complaints, which are excluded in most policies.

Above all, this policy covers mental diseases, while in the majority of Insurance policies you will find this excluded. Certainly no person in the Mental Hygiene Department in the State of New York would buy an Insurance policy covering sickness which excludes mental diseases.

We do not exclude accidents occurring while intoxicated or under the influence of liquor. The policy may be continued after leaving State Service if you have a non-occupational form, or converted to that form, and if you are leaving State Service and going into active employment and not just into retirement, and if you are not disabled at the time you leave State Service.

The above statements have given you some of the reasons why this Insurance is superior to anything that you, as an individual, can buy. If you feel that you need protection for your salary, for your family, during any period of disability due to accident or sickness, you should apply for this Insurance now. Applications or additional information for this insurance may be secured from your local Association Representative, from Association Headquarters or from Ter Bush & Powell, Inc., 423 State Street, Schenectady, N. Y.
Members of the Association who do not have the Group Life Insurance may take advantage of a special opportunity which exists only during the Month of May, 1941. During this month the Travelers Insurance Company offers this low-cost life insurance without medical examination. This offer is good during May only; commencing June 1st the regular medical examination will be required for all who apply.

Exceptions to This Offer

The Insurance Company advises that the exceptions to this offer are (1) employees who, on May 31, 1941, will be 50 years of age or over and (2) employees who have already been rejected on the basis of a previous medical examination for this insurance.

Plan Is Successful
Claims Paid Promptly
Plan Continuously Growing

Our Group Life Insurance plan has proven a tremendous success. Since the plan started June 1, 1939, over $375,000.00 in claims have been paid. Claims have arisen in almost every State department and institution, in every age grouping, and have usually been paid within twenty-four hours after the Insurance Company has been notified. Many highly commendable letters have been received from beneficiaries of deceased employees attesting to the prompt and efficient service received in the settlement of their claims. Applications for the Group Life Insurance are being received every day from employees in addition to the thousands insured under the plan since its beginning.

Some Did Not Apply

Of course many State workers did not apply for this insurance and have since become deceased. Dependents of these employees frequently inquire, “Surely everyone should have had this insurance—the need is so great, the cost is so low. Why didn’t our family have this protection?”

The Cost Is Low
Coverage Is Broad
Payment Is Easy

The Cost of this insurance is low. The coverage is very broad, covering death due to any reason. The payment of premiums is made easy through payroll deductions. The same rates apply regardless of occupation of the applicant. The unpaid officers of the Association expended much time and effort in using the tremendous purchasing power of its over 35,000 members as a group to arrange this low-cost insurance for members. Any member may take advantage of their good work.

Act Now—No Solicitors

Act now. This special offer of Group Life Insurance without medical examination is open only during May, 1941. No solicitor will call upon you in reference to the group life insurance.

The following table shows the amount of insurance each employee is entitled to:

<table>
<thead>
<tr>
<th>Class</th>
<th>Annual Salary</th>
<th>Amount of Insurance</th>
</tr>
</thead>
<tbody>
<tr>
<td>I</td>
<td>Less than $900</td>
<td>$500</td>
</tr>
<tr>
<td>II</td>
<td>$900 but less than $1,400</td>
<td>1,000</td>
</tr>
<tr>
<td>III</td>
<td>1,400 but less than 1,700</td>
<td>1,500</td>
</tr>
<tr>
<td>IV</td>
<td>1,700 but less than 2,100</td>
<td>2,000</td>
</tr>
<tr>
<td>V</td>
<td>2,100 but less than 2,700</td>
<td>2,500</td>
</tr>
<tr>
<td>VI</td>
<td>2,700 but less than 3,500</td>
<td>3,000</td>
</tr>
<tr>
<td>VII</td>
<td>3,500 but less than 4,500</td>
<td>4,000</td>
</tr>
<tr>
<td>VIII</td>
<td>4,500 and over</td>
<td>5,000</td>
</tr>
</tbody>
</table>

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

Due to the low premium rates for this insurance and the privilege given to secure it regardless of physical condition, the rules governing this form of insurance do not permit the selection of amounts other than those determined by annual salary as indicated above.

On August 1 of each year the amount of insurance for each member whose annual salary has changed so as to place him in a Class providing a larger amount than provided for the Class under which he was previously insured will be increased to the amount for the Class in which his annual salary then places him, but no increase in insurance resulting from such reclassification shall become effective as to any member away from work because of disability until he returns to work. Increase in the semi-monthly cost to the Member will be effective from the effective date of his new amount of insurance.

Cost of the Insurance

The cost to insured members during the first five years of the plan will be based on the following table:

<table>
<thead>
<tr>
<th>Age</th>
<th>Semi-Monthly Cost for Each $1,000 of Insurance</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>$3.00</td>
</tr>
<tr>
<td>B</td>
<td>.38</td>
</tr>
<tr>
<td>C</td>
<td>.50</td>
</tr>
<tr>
<td>D</td>
<td>.70</td>
</tr>
<tr>
<td>E</td>
<td>1.00</td>
</tr>
<tr>
<td>F</td>
<td>1.50</td>
</tr>
<tr>
<td>G</td>
<td>2.25</td>
</tr>
</tbody>
</table>

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

Any employee of the State of New York, not excepted as stated heretofore, who is or becomes a member of the Association, may take advantage of this special offer to apply for the insurance. An essential requirement however, is that such application must be made while the employee is actively employed.

Discuss this Group Life Insurance with your fellow employees who carry it—then fill out an application and send it to Association Headquarters today. Applications or additional information may be secured from your local Association representative or from Association Headquarters.
Recommended for Reading

Prepared by the
Book Information Section of the
New York State Library

FICTION

Better See George, by Freeman Tilden. Harper. $2.50.

The Santons, a city couple, decide to move to a New England village and choose Stepney, where they find shrewd, kindly, humorous George Hadlock, a farmer at heart, but treasurer of the Stepney bank "by accident and improvisation." It is through John Stanton's eyes that the village is seen, a place of "decency, security and old-fashioned integrity"; the village in reality but a background for George and a varied episodes, which show him as the capable neighbor, the confidant, and the settler of every kind of problem from those of finance to those of love. The narrative has a homespun quality that is very restful and diverting.

Cheerfulness Breaks In, by Angela Thirkell. Knopf. $2.50.

During the first, more uneventful months of the present World War, Lydia Keith, the bouncing and irrepressible schoolgirl of an earlier volume by this author, is observed as, in a quiet, self-effacing way, she assumes many responsibilities at home and in local war work, while her great friend, the much-sought-after barrister, Noel Merton, now in uniform, becomes disturbingly aware of a desire to protect her. Other familiar characters, including that "exquisite nitwit" Rose Birkett, are ushered into the story with the author's accustomed humor, and occasional malicious wit.

Drink to Yesterday, by Manning Coles. Knopf. $2.

A spy story written with such skill and understanding that it ranks with any good work of fiction. Accent the extreme youth of the spy, his remarkable proficiency in languages at the age of 19, and his supreme aplomb, and the tale is completely convincing. It is often poignant and always gripping.


The pitifulness, the horror and tragedy that are overtaking civilians in invaded countries are skillfully epitomized in this moving little story that follows adolescent young Paul, his Mom and little sister, as they push the laden baby carriage out into the stream of refugees fleeing from the enemy. It is not alone of fear, fatigue, grief and hunger that Nathan writes, but of the sudden flashes of insight and wisdom that come to Paul, and also of "the loveliest single moment of his life," when he and the frightened lost girl, who has joined them, one night realize they want always to be together.

This Above All, by Eric Knight. Harper. $2.50.

True, a patriotic member of the W. A. A. F., and independent young daughter of a noted London surgeon, and Clive, risen from the lower classes through his own dogged efforts and good mind, a soldier who survived Dunkirk, are swept into a love affair, which carries them for the duration of his leave to a hotel in a small coastal town. The tensely vivid narrative centers in the changes in the relationship of these two, now quarrelling, now attaining deeper understanding and love, and in their recurring agitated arguments over Clive's decision to desert, not through cowardice but because he "refuses to die to perpetuate the incompetence of the Government and the General Staff."

To Sing With the Angels, by Maurice Hindus. Doubleday. $3.

When the Nazis invade Czechoslovakia, a German youth, brought up in the little Czech village of Lip-towitsa, is made commissar as a reward for turning Nazi. The deeply moving and harrowing story portrays the increasingly tragic plight of the unconquerable villagers and the bitter struggle between the commissar and the Czech girl, who marries him for love while futilely hoping to win him away from his new vindictive ruthlessness, and thus alleviate the sad fate of her people.

NON-FICTION

Kabloona, by Gontran de Poncins and Lewis Galantiere. Reynal. $3.

M. de Poncins, a French ethnographer, went to the Central Arctic, a region remote and difficult of access, to live for many months with the Canadian Eskimos, a people 20,000 years behind his own point of evolution. How, with difficulty, he penetrated into the Eskimo world and adjusted himself to their mentality, traits and communal way of living, is related in an engrossing narrative, which recreates every sort of experience at the Post on barren King William Land, on the trail or in the igloo, hunting or fishing, summer and winter.

Many a Green Isle, by Glanville Smith. Harper. $3.50.

A young tombstone designer from Minnesota drifts for a year through the West Indies, making friends with boys in bathing, with singers in fields and taverns, going to churches for the music, prowling among teeming shanties built in tidal swamps, visiting some remote island on a schooner packed with humanity, pigs and trussed fowls. The picturesque chronicle, threaded with bits of history and shot through with the author's zest and exhilaration, has all the color and glint and variety of pattern of a shifting kaleidoscope.

Road to Bordeaux, by C. D. Freeman and Douglas Cooper. Harper. $2.75.

Rejected by the medical authorities for active duty, two young Englishmen offered their services to France and became Red Cross ambulance drivers, and soon found themselves caught in that awful refugee rout on the road to Bordeaux, in the tragic June of 1940. Not only an absorbing record of the dangerous and fine work of ambulance drivers in all the hazards of modern warfare, but an illuminating and harrowing eye-witness account of the chaos and frenzied panic, the confusion beyond imagination on the roads caused by civilians fleeing in unorganized, undisciplined hordes, and sweeping back with them the troops, who were advancing to protect them.

Sombrares Are Becoming, by Nancy Johnstone. Longmans. $2.50.

Dauntless Nancy Johnstone, who wrote of earlier experiences in Hotel in Spain and Hotel in Flight, now relates what happened after her husband, Archie, and she decided to try their luck in Mexico, where they arrived with two hundred and fifty dollars and their health.
Have You Paid 1941 Dues?

Are you one of the over 29,000 State employees who have already this year enthusiastically given their membership support in recognition of the Association's outstanding accomplishments, its progressive program for the future, and the many cooperative services it sponsors for the benefit of its members?

Have you the . . .
GROUP LIFE INSURANCE?
ACCIDENT AND SICKNESS INSURANCE?
HOSPITALIZATION?

If so, pay your 1941 dues today, as no doubt you wish to retain the splendid broad protection accorded by the insurance which has been arranged at such low rates because of the group purchasing power of the Association's large membership. Paid-up membership must be retained by policyholders. Do not neglect or overlook your 1941 dues and cause stoppage of premium deductions from your salary and cancellation of your insurance.

DO YOU WISH TO CONTINUE TO RECEIVE "THE STATE EMPLOYEE"?

This magazine will be the last issue sent to unpaid members. Postal regulations do not permit indefinite mailing of magazines to non-subscribers. A sincere effort has been made to make THE STATE EMPLOYEE more valuable and informative to members. You will agree that improvements have been achieved with each succeeding issue, and certainly you wish to renew membership and continue receiving it.

It All Adds Up to . . .

Pay Your 1941 Dues Today!

Give your 1941 dues, only One Dollar, to the Association Representative or Local Chapter in your department or institution or send to Association Headquarters, Room 156, State Capitol, Albany, N. Y.
Just for You!

Stonehenge . . do you know what that means to you?

STONEHENGE offers you an opportunity to raise your standard of living and to save money while doing it.

Now under construction on Colonial Avenue just off Western Avenue is a Garden Apartment Project which when completed will be the finest of its type in America.

STONEHENGE will provide 212 modern apartments ranging from 2 rooms to 4½ rooms, many with their own private entrances. Spread over 14 beautifully landscaped acres, nothing has been spared to make STONEHENGE an ideal home for you.

State Employees, your needs and your budget were constantly in the minds of the planners of STONEHENGE. It is designed for you, and conveniently located within 10 minutes' drive of your office. Frequent bus service on Western Avenue, a stone's throw from STONEHENGE, provides speedy and economical transportation to and from work.

Rentals range from $45 to $75 per month. Free gas and electricity included.

Send coupon below for further information to
P. O. BOX 823, ALBANY, N. Y.

Without obligation to me please send STONEHENGE booklet!

Name: ________________________________________________________________

Address: ______________________________________________________________

My present lease expires: ________________________________________________

I require ___ bedrooms. (Number)