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Extending Civil Service

BY HOWARD P. JONES

State Civil Service Commissioner
(Delivered before the State Conference of Mayors in Albany June 10)

New York State, which pioneered in the field of Civil Service originally, is again in the van. New York adopted the first State civil service law in 1883 when Governor Grover Cleveland signed the bill introduced in the New York Assembly by Theodore Roosevelt.

We are now in the process of extending civil service to all the local units of government in the State, a program which involves nearly 12,000 units of local government and about 150,000 employees not now under civil service.

After this program of extension has been completed, there will be no employee in city, county, village, school district or special district, except those in the unclassified service, who is not under civil service.

This, of course, does not mean that all these people will have to pass competitive examinations. It does mean that examinations will be held for every position for which examinations are deemed practicable.

Our State constitution contains this provision: "Appointments and promotions in the civil service of the State, and of all the civil divisions thereof, including cities and villages, shall be made according to merit and fitness, to be ascertained, so far as is practicable, by examinations, which, so far as practicable, shall be competitive..."

For many years, this actually meant only the State service, the cities, the larger counties and a few village and town services. Chiefly for financial reasons, all other units of local government were considered in a class to which it was "impracticable" to extend civil service.

The courts, however, recently determined that the constitution meant what it said and in effect held that no positions were being filled legally unless they were under civil service. It is one thing, however, to say that these thousands of units of government legally should be under civil service; it is another to set up the administrative machinery to carry out the law. For two years, a special joint commission—the famous Fite Commission—has been studying this problem.

On this commission, William E. Capes represented the cities and villages. The remaining membership was as follows: Assemblyman Emerson D. Fite, chairman; Senator Karl K. Bechtold, Vice-chairman; myself as secretary, John T. DeGraff as counsel, and William H. Hampton, Erastus Corning, 2nd, Harold Armstrong, John A. Devany, Jr., Edmund R. Lupton, Charles A. Brind, Jr., John L. Fiester, H. Eliot Kaplan and Frank C. Moore.

This commission presented its recommendations to the legislature in the form of a bill which was passed and signed by the Governor and is now Chapter 885 of the Laws of 1941. This law became effective April 29, the date on which it was signed by the Governor.

It should be recognized at the outset that the Fite Commission was faced with an apparently serious conflict between the strong home rule tradition which now exists in New York State and the fact that personnel functions are highly technical tasks requiring trained personnel not available to most local jurisdictions.

The commission believes it has developed a program which makes possible the preservation of home rule and, at the same time, provides an opportunity for the administration to operate with the efficiency and effectiveness that is so essential. The plan submitted by the commission to the legislature is, in substance, as follows:

Every county is authorized to adopt one of three optional forms of administering the civil service law, the decision to be made by the county board of supervisors after a public hearing. These three forms are as follows:

1.—A county civil service commission.

2.—A county personnel officer.

3.—Administration by the Civil Service Commission.

In each case, the personnel agency selected would have charge of the administration of personnel in the county government and in each town, village and special district government within the county. The State Civil Service Commission, under the terms of the new law, administers the personnel function in all the school districts of the State.

Under Plan A, a county civil service commission would consist of three persons appointed by the board of supervisors for overlapping terms of six years, except in counties having a county executive, in which case the county executive would appoint the members of the county civil service commission, subject to the approval of the board of supervisors. The county commission would have the same powers and duties as now conferred upon the municipal civil service commission under Section 11 of the Civil Service Law.

Under Plan B, a county personnel officer would be appointed by the board of supervisors to serve a term of six years. He could be removed during such term only for incompetency or misconduct shown after a hearing upon due notice and written charges. The county personnel officer would have all the powers and duties of a county civil service commission except that the State Civil Service Commission would prepare and rate examinations for positions under its jurisdiction.
Under Plan C, the State Civil Service Commission would administer the civil service law if the board of supervisors so desires. Also the State Commission would have jurisdiction to administer the civil service law in any county which fails to make a choice before July 1, 1942.

At this point, it might be well to make clear that there are two deadlines under this law: First, the county board of supervisors must decide which plan it wishes to operate under by July 1, 1942, and second, the personnel agency so chosen must have all positions classified by July 1, 1943, when the full plan goes into operation. All vacancies existing under July 1, 1942, and all new positions established after that date, if in the competitive class, shall be filled by competitive examination.

The question occurs: What if a county is not satisfied with the choice it has made—can it change its form of administration, once adopted? The answer is Yes. The board of supervisors may at any time after two years have elapsed since such selection, authorize the withdrawal of the county from the form of administration selected and the adoption of one of the other optional forms authorized.

We now come to that section of the new law in which there has been the most interest from the start—the provisions regarding incumbents. The new law provides that all persons holding positions later classified in the competitive class who have been in office for more than a year prior to the adoption of the classification plan and rules by the personnel agency, shall be blanketed in without examination. It should be understood, of course, that this applies only to persons holding positions which are classified in the competitive class.

There are, under the terms of the bill, three classes: the exempt, the non-competitive and the competitive.

The exempt class covers positions of a policy-determining nature, such as deputies acting for their principals and similar positions for which, for one reason or another, examinations, competitive or otherwise, are impracticable.

The non-competitive class covers positions for which it is practicable to investigate a person’s qualifications but impracticable to hold competitive examinations. The position such as carpenter and other positions in the skilled labor class would illustrate this group.

Any position for which it is determined a competitive examination is practicable goes automatically into the competitive class. The bulk of the administrative and clerical positions fall into this class.

The question has been raised regarding elective officers. Under the terms of the civil service law, elective officers are in the unclassified service and, consequently, are not affected by this law.

Many problems will have to be met and solved during the transition period—that is, roughly, the next two years prior to July 1, 1943. Boards of supervisors, town and village officials and county personnel agencies, after they have been established, will have many problems to face, legal and otherwise, and many procedures in the establishment of which they will need help and advice. Under the terms of this law, the State Civil Service Commission is required to furnish such service free of charge and you can count on thorough cooperation from our office in helping you smooth out the wrinkles of this new program.

There are innumerable questions which may come up in the course of consideration of this measure and it is impossible to anticipate all of them. What about cities under the program? Cities will have the option of continuing their present civil service commissions or of abolishing them and having the county civil service commission (if there is one) handle the city personnel function or of requesting the State Civil Service Commission to administer the personnel functions for the city.

What about villages and special districts located in two or more counties? In these cases, the individual local unit will have the privilege of choosing which county set-up it shall be assigned. In the event of its making no choice, it automatically will be assigned to the county in which it has the greatest amount of territory.

School districts, under the new law, will be administered under the State Civil Service Commission.

In conclusion, I simply want to say that we are taking a great step in extending civil service to all local units of government within the state. It is a step in which New York is pioneering as New York did in the case of the establishment of civil service for state administration. We are approaching it in this spirit—it will succeed in the measure to which local officials and state officials charged with the responsibility make a real effort to give sympathetic understanding to the problems with which each is faced and work together in the development of intelligent solutions, making for the ultimate good of the public service.

Auburn Chapter Elects
Vincent J. Brennan was elected President of the Auburn Chapter of the Association at its meeting, Friday evening, June 6th, at the Veterans of Foreign Wars' Hall in Auburn. Martin H. Welch was selected as Vice President. John J. Gleason, retiring President, was retained as Secretary, and William J. Noonan was chosen as Treasurer. Employees reelected to the Executive Council of the Chapter included Edward P. Vanderbosch, Thomas W. Byrne and Murray D. J. Simmons. Following the business meeting a program of entertainment was enjoyed and a buffet luncheon was served under the direction of Henry F. Schmitz, chairman of the arrangements committee.

Filkins President
Members of the Public Service Motor Vehicle Inspectors Chapter have named William B. Filkins of Utica, their president for the new year.

Henry Honegger, Albany, retiring president, was toastmaster at the dinner which preceded the meeting in the Utica Elks Club.

F. Leo Clarke, Buffalo, was named vice president, and Clarence J. Atkins, Rome, secretary-treasurer.

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The Fourth Report
OF SALARY STANDARDIZATION BOARD

From Legislative Document (1941) No. 75

The Feld-Hamilton Career Law of 1937 (chapter 859) established certain general salary scales to be applied to all the various positions in the competitive and non-competitive classes of the Civil Service with certain exceptions.

The most important exception related to other existing mandatory salary laws. Where such scales were already in force, the old rates were to continue. Such older mandatory salary laws cover more than one-half of the total number of State employees and include the titles designated as o.s. (other statutory) in the State budget. These positions are chiefly in the institutions in the departments of Mental Hygiene, Corrections, in State Police, State schools and colleges, and certain groups in the Conservation and Labor departments. The positions in prisons (except guards) and in Social Welfare Institutions, have been classified by the Classification Board and allocated or re-allocated by the Temporary Salary Standardization Board. Appeals from these allocations remain to be heard.

Fair salary standardization necessarily depends on uniform titles of positions and accurate job specifications. The board found no special difficulty in determining fairly appropriate rates for such positions as were properly classified under standard descriptive titles, and where mandatory salaries within certain departments did not exist.

There were, however, several thousand employees chiefly in the prisons, schools, institutions and parks where the classification of 1932 had not been accepted or applied and where titles and specifications meant little as to exact nature of the various jobs.

The board was obliged to act in such areas, with such information as was available, and it made temporary allocations of these non-standard positions with the expectation that these allocations would be superseded as soon as the classification of these positions should be completed. The printed report of the board does not include these temporary allocations.

The board has experienced difficulty in properly allocating positions directly related by promotion, or otherwise, to positions with mandatory salaries. There are, for instance, mandatory rates for prison guards and factory inspectors. These positions are basic for the prison service and for the Division of Inspections, but the mandated rates cannot be made to fit in the general salary plan established for the State Service in general. If the board ignores the established rates for such mandated positions, inequality and friction are the result in the bureaus affected. If, however, it builds a superstructure on these mandated rates, the general principle of equal pay for equal work throughout the entire service is ignored. The board, therefore, is convinced that there should exist only one salary plan for the entire service, and that the special salary laws should either be repealed or amended to conform to the salary schedules of the Civil Service Law.

During the third year, the board attempted to carry out the additional duties then placed on it by the Legislature. It heard all appeals from its determinations requested by department officials and employees, and recommended to the Governor such changes as seemed indicated by further information and study. It also allocated all positions created under new titles or reclassified under new titles by the Classification Board of the Civil Service Commission. The Governor accepted the recommendations of the board in nearly all cases of standard classified positions, but deferred acceptance of changes suggested for unclassified, non-standard positions, in order that classification might proceed final allocation.

The third year of the board was uneventful. Relatively few new positions were created. A few institutions, schools, and positions have been reclassified by the Classification Board and allocated or re-allocated by the Salary Board. Naturally, many more positions were studied and allocated than were finally created. A few hearings were accorded to department heads and employees.

The fourth year of the board has been chiefly a continuation of the work of former years.

However, the recommendations of the Classification Board have brought before the Salary Board chiefly two categories of positions:

(1) The classification of the positions in the prisons, in the Institutions in the Department of Social Welfare and in other smaller units have created some new titles of positions which the Board has allocated. The vast majority of reclassified positions however were given titles which the Salary Board had already allocated to an appropriate salary service and grade, so that no further action was required of the board.

(2) The Classification Board created many new titles for positions under appeal for reclassification. These titles were allocated during the year.

While the board has no question as to the need for reclassified titles to describe accurately the present status of changing jobs, there seemed to be a tendency to treat such positions as unique instead of members of related groups or classes of jobs with such relationship clearly indicated in the titles. The continued erection of new titles of positions on this basis would, in the opinion of the board, create a situation similar to that existing prior to the Griffenhagen Survey of 1932.

Conferences were arranged with the Classification Board to find a means of preserving a simple uniform title structure which would be confined to a minimum number of separate titles of classes of positions. These conferences are proceeding satisfactorily.

The board has acted promptly on all business brought before it. It can act only as fast as the real nature and requirements of positions have been officially determined.

The most urgent present need is to complete the classification and salary allocation for non-standard positions.
New York Supreme Court

IS TWO HUNDRED YEARS OLD

BY ARTHUR POUND
State Historian

With impressive ceremonies the Governor and courts of New York State celebrated on May 28th the 250th anniversary of the founding of the colony, signed by the Royal Governor, Colonel Henry Sluughter, three years before William Bradford brought his printing press to New York. In the first printed laws of the colony, as reproduced by Bradford in 1694, this act is entitled: "Act for establishing courts of Judicature for the ease and benefit of each respective city, town and county within the province."

Only six copies of this old volume of Bradford’s work are known to exist. Two are in the New York State Library, and one of them, together with other rare volumes relating to the history of the court, are now part of a special display in the Law Library, State Education Building, Albany, N. Y.

In the first instance the court was created for only two years; and although its existence continued unbroken, its authority was sometimes challenged after 1699 when continuance rested upon the royal prerogative alone. Nevertheless, the Court, from its re-establishment by Bella- mont, continued its existence until the Revolution. (Scott).

Circumstances at the time of the court’s birth were stormy. Ten days after passage of the creating act, Jacob Leisler and Richard Milborne were executed for treason, following disturbances aroused by the English revolution in 1689. Therein William III, Stadtholder of the Netherlands, had ousted James II, the Stuart king who as Duke of York gave his name to the colony of New York. This overturn in England unsettled the administration in several of the American colonies. In New England Governor Andros was arrested; in New York Governor Ingoldsby fled from the Leislerians. Although technically Leisler and Milborne were guilty of treason as charged, history recognizes extenuating circumstances in the case of each. The newly arrived Governor Sluughter is accused of having signed Leisler’s death warrant while intoxicated.

In general the course of the new British monarchy was to reform colonial administration, and bring the American colonies closer to the Crown. French pretensions from Canada were immediately challenged. The decade that followed witnessed the first of a series of four wars destined eventually to destroy New France and win Canada for the British crown. In Pennsylvania proprietary government by the Penns was changed to royal government. In New England old liberties, shaken during the previous reign, were restored. In New York a solution was sought for one of the chronic problems in the administration of justice. Six years had passed since the abolition of the Court of Assize which heard appeals, and during that time government had been more a matter of men than of laws.

The new Supreme Court was given the powers of the English courts of King’s Bench, Common Pleas and Exchequer, and in the act of establishment it was stated: "no action can be removed from this court under a hundred pounds." At first appeals in cases involving more than 100 pounds were taken directly to the Governor and Council, the upper house of the legislature. From the Governor and Council in cases above the value of 300 pounds appeals could be made to the King and Privy Council in London. Such an arrangement, however, proved unsatisfactory, because the colonial Council consisted of men of affairs untrained in the law, and because London was so distant that under slow transport appeals were expensive and dilatory. Consequently, in 1695, the appellate character of the Supreme Court was formally established by further legislation which fixed jurisdiction over real property in the Court of Common Pleas, with appeal to the Supreme Court from the judgment rendered in the lower court.

The Supreme Court as established consisted of a chief justice, a second justice and three associate justices, commissioned under royal warrant. The first justices were William Dudley, chief justice, and Thomas Johnson, William Smith, Stephen Van Cortlandt and William Pinhorn, associate justices. Dudley and a number of the judges who followed him were not residents of the province. Throughout nearly all the colonial regime, the chief justices were active in politics, which rendered the judiciary unstable and agitated the body politic to such an extent that at one time no qualified lawyer in the colony would accept judicial office on the terms offered, which included tenure of office at the governor’s will.

Among the more distinguished chief justices of the Court were Lewis Morris, James Delaney, who continued as chief justice while serving as lieutenant governor and governor, and Daniel Horsmanden, last chief justice of the colony, who held office from 1763 to the Revolution of 1776. The Supreme Court, our most venerable continuing institution, was thus already 83 years old when our Nation was born.

Binghamton Chapter

Daniel Foley, State Insurance Fund, is the first president of the newly formed Binghamton Chapter. The group has 100 charter members and a potential membership of 850 in Binghamton and Broome County.

Employees of the departments of public works, conservation, health, labor, employment and the State hospital have been invited to join in the organization program.

Other officers are: Vice-president, A. E. Launt, Binghamton State Hospital; secretary, Mrs. J. L. Shore, Unemployment Insurance; treasurer, S. H. Henderson, Public Works. Delegates to Albany are C. W. Stott, Public Works, and J. L. Winnie, Social Welfare. Alternate is Charles F. Rose, Employment Service. Next regular meeting will be in September.
Association and Chapter Dues

At the request of many members of the Association located in the larger communities of the State, notably New York City, Syracuse, Buffalo and Rochester, and in State Institutions, the Executive Committee of the Association in 1934 adopted a special by-law which provided that “fifty or more members of the Association in any department or locality may organize a chapter of the Association upon the approval of the Executive Committee of the Constitution and By-Laws under which the chapter would operate.” Since that provision was adopted approximately 40 chapters located in various cities and State institutions have been chartered by the Association. At the last annual meeting of the Association a similar provision concerning chartering of chapters was added to the Association’s Constitution.

Each chapter has proven of great value to the Association. Through the Chapter set-up membership strength is greatly increased; many problems affecting employees arising locally are solved; employees are kept better informed through local meetings and statements issued locally; employees are more fully represented by delegates selected democratically; unity of action of State workers in any particular locality is facilitated when the occasion demands it—and there are many other advantages. Our Association therefore urges and recommends its members to join and participate in its local chapters. The question of chapter dues is left to each chapter; some chapters have $.25 annual chapter dues, others more. These dues are used solely to defray the expenses of the local chapter.

The regular annual dues of $1.00 sent direct to Albany are entirely separate from any dues which might be assessed by a local chapter and defray the expenses involved in carrying on the innumerable services which the Association renders members. These services include the maintenance of completely equipped permanent headquarters at the seat of State government, publication of a monthly magazine mailed direct to members, retention of permanent legal counsel, complete representation of employees before the administrative, legislative and executive branches of State government, promotion of a progressive program to improve the working conditions of all State workers, and the furnishing of low-cost group insurance for members.
The Waves That Sweep Our Shores

Graduation Address at Keuka College made by J. Hillis Miller, President of Keuka College. Dr. Miller has latterly been appointed Associate Commissioner of Education.

I have chosen to speak to you on the subject, “The Waves That Touch Our Shores.” These waves are not of the “past” nor of the “future.” They are waves of the present.

In spite of this philosophy, there are those who believe that they are of the future or of the past. Some believe that we are riding a “wave of the future” like robots in an age of mechanization and secularism, hopelessly lacking the power of self-determination and of effective mastery. These disciples of despair believe that we are impotent to challenge and control the future. They believe that it is impossible for us to strip an insolent and secular minority of their false robes of destiny. Against those who despair we stake our hopes in man at his best. Backed up by every trait and potential of human goodness, re-inforced by all the laws of social growth and development, and sanctified by divine command, the justice and freedom which certain people of the earth have rejected as national and international policy and for which other peoples are willing to die must still be considered the hope of the world.

In the “wave of the future” philosophy, expressed rather glibly by Mrs. Anne Morrow Lindbergh, and rather crudely by her husband, Nazism and communism are called symbols of something “pushing up through the crust of custom” against what are called the sins of democracy. These sins are interpreted as “blindness, selfishness, irresponsibility, smugness, lethargy, and resistance to change.” The leaders of Germany and Italy are supposed to have been wise enough to exploit these sins. Mrs. Lindbergh thinks “they have felt the wave of the future and they have leaped upon it.” And then she adds, by way of justifying her position, “the evils we deplore in these systems are not in themselves the future; they are the scum on the wave of the future.”

I take the position, without serious fear of contradiction, that this so-called “world revolution” of National Socialism is the scum of the past. R. H. Markham in his recent book calls it the “wave of the past.” In describing his position the author makes reference to a gifted and nobly inspired poet of 300 years ago who saw his civilization threatened by the hordes of Babylon and Egypt. As Markham writes, “though the poet was a little, helpless man and the member of a little, helpless nation, he refused to give up his spiritual fight; he would not call good evil nor evil good . . . .”

Markham sounds a warning that will echo down the lanes of time. After denouncing Hitler’s acts described by some illusioned souls as “God’s flood, bearing man to a better future,” he writes: “That moral capitulation is the most terrible wreckage of the present catastrophe. It is calling evil good, and putting darkness for light. That is the last awful blackout . . . . It is the beginning of the end when men write ‘freedom,’ ‘goodness,’ ‘purity,’ ‘right,’ ‘justice,’ and ‘God’ in quotation marks. That is the same as unfurling in all the breezes of the world the banner of defeat.” And so, let’s get the record straight! Slavery and sordidness are of the past and freedom and justice of the future, and Hitler’s so-called national glory, his looting of his neighbor’s property and his mask of “social progress” cannot destroy that! Hitlerism is a contemporary and temporary resurgence of the scum of a single black and bloody wave of the past. He bears nothing that is good of the past and holds no hope of good for the future. His so-called “new order” is the Bastille awaiting all free men who do not resist the sinister dreams spawned in the slimy labyrinth of his brutish mind.

Even though Hitlerism has gathered up the scum of the past, Hitler himself is of the present. The waves that sweep our shores from the flood-tide of his vengeance and his ambition threaten the things we hold most dear today. That threat is of the present.

He threatens all that education stands for now and all that it has stood for in the past. That unhappy truth came to me with great force three months ago when I entered the Education Building in Albany to take up my duties as Associate Commissioner of Education. On my left there was a panel designed to represent individual Aspiration. On my right, at the eastern extremity of the corridor, there is a panel typifying individual Achievement. These panels are axiomatic of Emerson’s immortal words: “Hitch your wagon to a star.” This symbol of hope is the heart-beat of education. Hitler would silence it forever if he could.

Standing before these words of Emerson I saw a youth with winged
feet, with a torch still unlighted in his hand, seeking illumination from a central star. In his eyes there were individual initiative and moral courage. Hitler would destroy them!

As I approached the legislative library I saw through an arcade facing the door three crested mountains over which there appeared the rising sun. The light shineth in this country upon those who seek knowledge and truth. Hitler would subject it to an awful blackout. Symbols of Liberty and Justice were there guarding the portals. Aspiration and Achievement, Liberty and Justice— these are of the essence of education in this great nation. Let us not forget that they are threatened today.

I walked on through for I was looking for inspiration and courage. I observed that I was surrounded by young women who were symbolized as bearers of the culture of the ages. Before me there was seated a figure garbed in a classic drapery as she proffered her scholastic honors. On her left there stood a companion who holds aloft an open book on the pages of which are the Greek letters, Alpha and Omega, which typified the beginning and the end of the garnered wealth of the printed page. On her right, there sat a companion representing Mathematics—the fountain head of technical skills, the basis of technical civilization.

As I turned to enter the law library I observed two young women ready to greet the visitor there. The one to the left is loosing a bird from her upraised hands which has been released from the opened cage at her feet. She symbolizes Permissive law and the spirit of Liberation. On her right a companion stands with lowered head in an attitude of contrition surrounded by a desolate autumnal scene. She tells all who would listen that the way of the transgressor is hard. Hitler would destroy freedom under the law, and he would set up his own brand of punishment for those who would dare transgress his will.

A young child finds refuge in the arms of Minerva, goddess of wisdom. She directs his gaze to the "clear night of stars" as he clasps his hands in wonder and awe. A youth nearby holds the symbolic lamp of research and follows the path of man over the surface of the earth.

I hastened on, for I was impressed by the richness of the culture we have pledged our talents to understand and our lives to defend. There stand Justitia, the Liberator; Patria, the Inspirer; Theseus, the Path-Finder; Icarus, the Sky-Soarer; Prometheus, the Power-Giver; and Fortuna, the Pace-Maker. There are more but I wandered no farther. I paused finally before Veritas, the Eternal, for there I found the message I needed for myself and which I wish to leave with the students of Keuka College on this occasion. Seated amid the ruins of transitory civilization, Truth uplifts her symbolic mirror, from whose surface is reflected a ray of light illuminating a page of the volume upon which her eyes are fixed, and where may be read these words of Marcus Aurelius:

"If thou workest at that which is before thee; following right reason, seriously, calmly, vigorously; keeping thy divine part pure, content with thy present activity, according to nature; with heroic truth in every word thou utterest, thou wilt live happy—and there is no man able to prevent this."

As I prepared this address flying high over the states of the middle west I said to myself: These things which I saw in the Education Building not only symbolize education, but they are the things by which we live. They were born of the human mind and spirit. They are liberated and trained by such education as you have received here at Keuka College, and they are inspired by justice and love. The waves that touch our shores today threaten to wash them into the sea of darkness and despair.

And so, higher education and those who have profited from it, and who are now responsible for it, have joined hands with the other defense forces of this nation to protect the elements of our culture against the forces of evil that would destroy them. We, in the field of education, know what these values are for we have helped to create and to develop them. We have a high stake in the outcome of the present crisis. Let me repeat the objectives and essential elements of education: Aspiration and Achievement, Liberty and Justice, Permissive and Repressive Law, Architecture, Astronomy and Geography, Music, Sculpture, Painting, Medicine and Chemistry, the Spirit of Truth, Adventure, Liberation, Inspiration, Power over the forces of nature, and friendship for the nations of the earth through travel and study.

It bears repetition! We have a high stake in these matters. Neither the colleges and universities, nor their graduates, will let this country down. They will not sell it short by subversive activities, selfish schemes of doubtful national significance, and by academic and cloistered aloofness. Our laboratories, our classrooms, our schools of engineering, our physical facilities, our individual talents—all we have is laid on the altar of our country. We have enjoyed freedom for ourselves. We now seek to free those who have recently been enchained. In the immortal words of Lincoln:

"In giving freedom to the slave we assume freedom to the free—honorable alike in what we give and what we preserve."

This is the task of the present. The world cannot survive, half free and half slave. We shall have to lay other matters aside until this situation is settled. The challenge is unmistakable. It is not of the past nor of the future.

"I stand at the end of the past—where the future begins I stand, Captains may rise again—conquerors may command, but greater than kings unborn or emperors under earth Am I, with a chance to test my courage and prove my worth. Under my feet the world—over my head the sky, Here at the center of things—in the busy present am I."

What can we do as individuals? I know no better advice than that which Marcus Aurelius gave many years ago and which I recite again:

"If thou workest at that which is before thee; following right reason, seriously, calmly, vigorously; keeping thy divine part pure, content with thy present activity, according to nature; with heroic truth in every word thou utterest, thou wilt live happy—and there is no man able to prevent this."

This is my message as you go out to live your lives in a world torn by bandit tribes. May you escape the sordidness of it all, but if you have to face it, may you do it with the same courage, stability, and unselfishness which have characterized your four years at Keuka College.
THE ASSOCIATION OF STATE CIVIL
SERVICE EMPLOYEES
OF THE STATE OF NEW YORK
Room 156 State Capitol Albany, N. Y.

Joseph D. Lochner - Executive Secretary
Janet Macfarlane .... Secretary
Harold J. Fisher President
Arthur S. Hopkins Edward L. Ryan
Ralph D. Fleming A. K. Getman

Fair Commendation

"Impatient critics of the democratic processes have a misleading tendency to refer to all who work for government as "bureaucrats," "jobholders," "payrollers," and consider them shiftless, lazy and totally unnecessary social barnacles. This is unfair and untrue and it is demoralizing to the democratic practices."

The above quotation is from a recent talk by Walter T. Brown, Secretary to the Governor, delivered at the Troy Kiwanis Club Luncheon on May 15th last. Mr. Brown's remarks were so informative and so timely that we reprint a part of them here:

"I was a newspaper man until I went with the Governor. I wrote politics for many years, serving as a correspondent for wire services and individual newspapers in six State capitals, traveled with presidential and vice presidential candidates, wrote of the Prendergast organization in Kansas City, the Thompson organization in Chicago, the Walton regime in Oklahoma and did about everything a writer of politics is called upon to do. I would not want you to believe that I am deliberately reflecting any views of the Governor. It is possible, however, that in years of close association with him I have absorbed some of the lofty liberalism, the warm, human understanding and administrative ability that are his. If so I am better for it because I have known few public officials who so devotedly address themselves to their duties as does the Governor, and I have known thousands of public officials in many states. The Governor is No. 1 man of the State's army of workers. His devotion to duty and consideration of public obligation must necessarily be reflected among department heads, most of whom are direct appointees of his. This gubernatorial influence also is felt among lesser officials and in the ranks of the foot soldiers of government. This feeling is a year in and year out factor at work regardless of who sits in the Governor's chair or what party controls the legislature, so long as he or they do not play politics with jobs and lives.

"To a large extent the growth and development of civil service has been responsible for the high morale in New York State government. Positions are reasonably secure, promotions are made from the ranks and the financial protection of a retirement system is available to all.

"You will be interested, I am sure, to know and believe you will be surprised too, to find out that the average yearly salary of the State worker is about $1,200. Forty-two percent of the approximately 55,000 State employees receive less than $1,000 per year. Five hundred persons receive five thousand or more.

"It has been a consistent Lehman practice to take department heads and their assistants from the career men and women in service. The Governor, a business man of wide experience in many fields and thoroughly familiar with private employment, in one of his inaugural addresses said:

"'My experience in Albany for the past eight years has enabled me to attest to the great efficiency of the Government of the State of New York. In no private enterprise have I found men and women more devoted, competent or conscientious than are the officers and employees of State government.'

"I am sometimes shocked and angered by the unfair language that some of my journalistic friends use in referring to State workers. There is, doubtless, of course, a percentage of State workers who shirk their duty, ignore their obligations and forfeit their right to be trusted. But that's true of private business, too. Human nature is just about the same under all conditions. The dishonest man or woman would be dishonest in any circumstances. The loafer would be that under any employer. There are some persons who accept gossip and unfounded stories of waste, graft and laxity in government. They assume that isolated instances of dishonesty or shiftlessness are typical. I cannot, of course, speak for all government, nor can I speak for all of the State government. I do, however, know what goes on in the Governor's office. I know that the men and women who work there are as devoted to their task and as competent as those I worked with in private life. There is no money wasted and the office is operated as a business concern—your business concern—a business concern of the taxpayer who pays the bills.

"I would not have you think that I chose to speak on State employees so that I could explain their positions in government merely because of the parochial question involved. Democracy today is fighting a life and death struggle and those who unwittingly and without knowledge criticize governmental forms and practices lend comfort to the enemies of our republican system."

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Service or Scandal?

Millions of intelligent, patriotic workers in America, organized and unorganized, have been scandalized by the irresponsible, vicious, or ignorant leadership displayed by sundry individuals posing as true representatives of labor. These men have shown that the labor union plan is to them but a medium to exploit their fellow-men. They have outdone the gangsterism and the racketeerism common to prohibition days.

The old ideals of unionism—social, economic and moral benefits—are lost sight of in this new selfishness which uses these terms only as catchwords to increase membership and membership dues. Thousands and thousands of American workingmen during the past decades sacrificed and even died to promote good working conditions, living wages and fair hours of work. Because the leaders and members of such unions were animated by high motives, in accord with the policies of other truly American groups, their leaders and their members were honored citizens, welcomed everywhere. Labor leaders have aspired to and filled high offices of public trust in each generation since the beginning of labor unionism.

Above all, true leaders of labor have been patriotic and loyal to the United States, and to its aims and purposes. They have led in defending the Nation in times of peril through their industry and ability in defense projects, as well as in line of battle.

Contrast such a spirit of loyalty and sacrifice and unselfishness with the insolence and with the resistance to America's needs displayed by the hirelings of some so-called "labor unions" of today! Strikes and sabotage—and is there not question of even treason? By what right does any man in America delay the defense of America? His duly elected officers have stated officially that America is in danger. His duly elected officials have passed laws requiring work and sacrifice on the part of all. Yet the strikes caused and continued by the labor leaders at fault have caused the loss of millions of man-hours of labor, resulting in a diminished quantity of defense materials. Supposing England, our ally, is defeated because of lack of the materials which these lost hours of labor would have produced? Suppose the United States loses its liberties in a war with totalitarian forces because of these lost hours? No one can truly say when a war is lost or won, as to just what large or small contribution of guns, or tanks or airplanes might have turned the tide of events. So there are definite marks of treason on every deliberate act that delays or has delayed the defense of our Nation.

Labor has always appealed for reforms on the ground of justice. But on what ground is the plea of justice of strike action to be made in this year 1941? We have at present on our statute books the most complete and perfect provisions protective of labor rights thus far devised by mankind. We have at the head of our Government a President who has throughout his several administrations upheld the laborer and the rights of the laborer to a greater extent than any president of the United States, or any leader of any Nation has ever done previously. Comprehensive, legal machinery has been evolved to settle fair labor-capital claims. These facts make the present strike action of labor agitators so reprehensible that they smack of utter degradation and disloyalty.

This Association has the right and the duty to speak in the name of organized workers. It has within its membership over thirty-five thousand working men and women. It represents these men and women in the matter of wages, hours of work, promotions, vacations, sick leaves, retirement safeguards, hearings in cases of dismissal or discipline, life and accident insurance, and generally as to every working condition or employment practice. It is truly typical of what a labor union should be. It is respected among all groups as fair, patriotic, intelligent, experienced and strong. Its leaders are recruited from its own ranks. Those who lead are rewarded only by the unselfishness of their own service to their fellow workers. It provides the wherewithal to care for its headquarters and statistical and legal and legislative needs through dues of one dollar per year.

This Association has denounced in no uncertain terms the efforts of the C.I.O. to create dissension and discord and labor unions throughout the Nation believing that their unity in the C.I.O. would lift them up to better things. Some C.I.O. groups have held to their ideals, and have been successful. It is only those which have fallen prey to selfish and distorted motives and leadership that have brought shame upon labor union activity. But there is enough of such failure to cause every man and woman who is a member of the C.I.O. to take particular stock of those whom they have chosen to represent them and of the purposes to which these leaders are dedicated.

This is the hour in the history of civilization for the laboring people to emancipate themselves from the slavery inherent in labor dictatorships, to select leaders working in their own ranks, and to maintain their self respect and freedom of action. This is the time for labor in America to repudiate again and for all time radical leadership; leadership that would mortgage labor's economic and social welfare to political uncertainties; leadership that would apparently divorce labor from its free citizenship and make it a totalitarian thing dedicated to power and self and rash intolerance. This is the period in National progress when (Continued on page 162)
The following article is the fifteenth 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 Insurance, will be contained in the September issue.

By Clarence H. Knapp
Director of
Bureau of Publications in the
Department of State

The office of Secretary of State, dating back to the year 1778, is one of the oldest in our State governmental structure. On March 13 of that year, the first elected governor of New York State, the Honorable George Clinton, appointed John Morin Scott, formerly serving as Secretary to the Crown, as first Secretary of State. From those early revolutionary times, the Secretary of State continued to be an appointee of the Governor until 1847 when the office became elective and remained so until 1927. As a result of the reorganization of the State government in that year, by the Constitutional amendment which went into effect January 1, 1927, the Department of State, as one of eighteen major State departments, came into being with the Secretary of State, again an appointee of the Governor, as its head.

In the earlier years, the duties of the Secretary were notably of a limited nature and, apparently, none too arduous. History fails to recite any responsibilities imposed upon him other than “Keeper of the Great Seal and Archives of the State and custodian of its original papers.” While progressive legislation and methods of statecraft have brought to the office many new features in the scope of its operations and a broad expansion of its work, during the one hundred sixty-three years of its existence, it still retains those dignified jurisdictional and functional endowments it originally held. The venerable Great Seal of the State with documents issued under it, the archives and original laws, are still reposing in the custody of the Secretary where they will doubtless rest so long as the Department of State exists.

The department, as it now functions, is essentially the recording, filing and licensing agency in the State governmental scheme. Such important documentary items as certificates of incorporation of stock companies are filed in this department, as are charters of membership corporations. From the Secretary notices required to be filed by all dealers in securities. Oaths of office administered to legislators and other State officials by the Secretary of State are, likewise, matters of record here.

From these departmental operations mentioned and others, since the reorganization in 1927, the Department of State has become an important contributing factor to the State's revenue. Through the careful management of the present Secretariat, the department collected the gratifying sum of $2,176,311.01, during the calendar year of 1940 as against $2,084,719.04, in 1939, thereby showing an increase of $91,591.97.

The present Secretary of State and head of the department, is the Honorable Michael F. Walsh of Brooklyn, who was appointed by Governor Lehman January 17, 1939. Secretary Walsh is a lawyer by profession and prior to his appointment as Secretary was United States Attorney for the Eastern District of New York which includes all of Long Island and Staten Island. His Executive Deputy Secretary is the Honorable Doris I. Byrne of New York City, who was appointed to the office by former Secretary of State Edward J. Flynn, May 17, 1937. Miss Byrne is a lawyer and with an experience as a member of Assembly for a period of four years, she was already well equipped in the knowledge of State government when she came into her present position. Other deputies who capably assist Mr. Walsh are the Honorable James M. Kelly of Monticello, New York, long a prominent business man in Sullivan County; the Honorable Frank S. Sharp of Albany, a lawyer, who for thirty years has headed the Division of Corporations in the department, and the Honorable Patrick W. McMahon of New York, Finance Officer and head of the Department's Bureau of Finance and Audit, while not a deputy, is nevertheless an official whose services to the Secretariat over a period of years have proved to be of the highest efficiency and value in the manage-
Fisher enjoys the distinction of being President of the Association of State Civil Service Employees. While the offices proper of the Department of State are located in the State Capitol of Albany, the demands upon it in the Metropolitan area gradually grew to such a proportion that for convenience, New York City offices were established some thirteen years ago. These are now located in the State Office Building, corner of Worth and Centre Streets, New York City. Other offices of the department are maintained in Buffalo and Rochester.

Department administration is greatly facilitated by the eight statutory units into which the Department of State is divided. Each of these is operated separately but is directly responsible to the Secretary of State to whom such divisions report their activities. Following are the eight divisions under his supervision and control: Executive, Land Office, Corporations, Licenses, Athletic Commission, Racing Commission, Harness Racing Commission and the State Board of Canvassers.

The Executive Division, under the supervision of the Honorable Doris I. Byrne, Executive Deputy Secretary of State, it may be said, is the real control center of the department. In this Division are the following Bureaus: Finance and Audit, Personnel, Publications, Election and Laws and Miscellaneous Records.

Before setting forth facts and figures concerning the functions and activities of the Division of Corporations in the Department of State, a further word should be said of the efficient Chief of that Division, the Honorable Frank S. Sharp. Mr. Sharp has long been recognized as the leading authority in the State, on all matters pertaining to corporations and who, in an advisory capacity, may be regarded as responsible for substantially all the New York Law on corporations. The department is fortunate in having a man of Mr. Sharp's legal equipment as head of this important division.

With total receipts of $1,220,094.23 from taxes, filing fees and other sources, the Division of Corporations maintained its usual lead during the year 1940 in department revenue. This amount exceeded the 1939 total by $56,364.86. This division is empowered to charter stock, membership and all other domestic corporations with the exception of banking, insurance, and educational companies. It is, likewise, the depository of such charters, also qualification papers filed by foreign corporations doing business in the State. Upwards of a million certificates covering the chartering of some 750,000 business organizations, some dating from 1811, are here recorded and filed, this total probably exceeding the total of corporate certificates filed in all other states in the Union combined. All certificates are first submitted to the division's staff of lawyers for examination before approval for filing. In the event a certificate does not conform with the statutes or the corporate name proves to be an infringement, it is temporarily rejected and returned to the incorporators for correction. The division's legal staff also gives careful study to all proposed legislation affecting the subject of corporations, submitting memoranda and legal opinions to various legislative committees. When considered necessary, opinions from the staff relating to corporate measures before the Governor for his signature, are submitted to him.

The number of stock corporations and the amount of taxes and filing fees received by the division, during the year, undoubtedly reflect in a fair degree of accuracy general business conditions throughout the State and country. The numerical peak was reached in 1928 when there were 26,817 stock companies organized while the top figure in revenue to the State from this source, with receipts of $8,629,185 was reported for the year 1929. Following the depression beginning in the Fall of that year and continuing for some nine years, both numerical and revenue strength declined substantially, the nadir in number for that period being reached in 1938 when there were but 15,649 stock companies chartered. For the past two years there has been a slight rise but present world conditions do not warrant any upward trend in corporate formations during the current year. A monthly release, statistical in nature, of incorporation activities is issued to the press of the State by the Department's Bureau of Publications. The content of these releases is generally regarded as of material news value to the business and financial world.

The Division of the Land Office is one of the oldest State agencies in existence. Its administrative body is the Board of Commissioners of the Land Office, consisting of the Secretary of State, as chairman, the Attorney-General and the Superintendent of Public Works. The Board has the general care and superin-

Visible Index of approximately 1,000,000 Charters and amendatory certificates of Corporations filed in the Division of Corporations in the Department of State.
Page of Original

Grant of all of the land in New England, New Jersey, and part of New York, by Charles the Second, King of England, to James, Duke of York, dated June 29, 1674, recorded November 4, 1674, in Book of Deeds, No. 1, page 1, in the Division of the Land Office, Department of State.
tendence of all State lands other than those under the superintendence vested in some particular officer or State department. These include all lands under water, abandoned canal lands, salt springs lands and all lands acquired by the State through tax sales, escheat and the foreclosure of United States loan mortgages. Under provisions of the Public Lands Laws, these properties may be disposed of by the Board. Forest preserve acquisitions of land must be approved by this commission. Much of the work of the division is of a clerical nature. The original land records of the State, extending back to early treaties with the Indians and Colonial grants, including patents, maps, surveys and documentary titles are on file with the division and are frequently subject to examination by other State departments, attorneys and students of American History. In many instances copies are furnished. The board, presided over by Secretary of State Michael F. Walsh, held eight meetings during the year. The receipts for the calendar year of 1940 were not inconsiderable, amounting to $66,855.22. Of this amount, $45,409.45 came from the sale of lands under water which were largely purchased by water front business concerns.

The Division of Licenses through its bureaus contributed to the State's revenue in the sum of $664,574.40 during the past year, an increase over the 1939 record of $29,172.48. A total of 35,414 licenses were issued to Real Estate brokers and salesmen during the license year beginning November 1, 1939, and ending October 31, 1940, carrying fees amounting to $358,272.50 as against $355,562.50 for the 1938-1939 license year. The actual receipts in fees for the calendar year were $355,628.15. From the Bureau of Miscellaneous Licenses, the sum of $70,269.75 was derived during the year from licenses issued to private detectives or investigators, billiard or pocket billiard rooms, theatre ticket agents, steamship ticket agents and auctioneers. During the year, the regulation and licensing of theatre ticket brokers was transferred by law from this department to local licensing authorities.

In the Bureau of Notaries Public in this division are records of some 80,000 commissioned Notaries Public appointed by Secretaries of State. During the year 1940, about 40,000 were commissioned or recommissioned from which source a revenue to the State amounting to $238,676.50 was received in fees for filing oaths of office. Not only does the Secretary of State have the power of appointment of these subscribing officers but also the power of removal upon cause. Complaints to the department of abuses of notarization are so frequent that the Secretary of State has found it necessary to issue warnings through the press that in no case should a Notary invade the precincts of an attorney-at-law.

The Bureau of Investigations and Hearing of the division in cooperation with the Attorney-General, is at all times alert and active in its effort to protect licensees from unfair competition by persons not duly licensed and operating in violation of the law. Numerous court prosecutions for such violations are instituted yearly and convictions in such cases are not uncommon. Inspectors from the division are accustomed to visit every city, village and town in the State during the year for the purpose of enforcing the regulatory clauses of the Real Estate Brokers' and Salesmen's License Law as well as to prevent the operations of all unlicensed brokers. Thorough inspections are made also of all licensed brokers' offices for possible violations, however slight. During the current license year of 1940-1941, it is probable that the number of inspections will reach the 20,000 mark. All investigations and hearings are under the personal supervision of the Director of Licenses.

The Bureau of Publications in the Executive Division compiles, edits and distributes all publications of the Department of State as well as supervising the printing of the annual reports of the different divisions, official announcements of the department, the tabulation of election returns following canvass by the State Board of Canvassers and all matters pertaining to official functions of which the Secretary of State has charge. Frequent releases to the newspapers are issued relating to departmental activities, among them being a monthly, numerical report of corporations chartered in the various counties of the State, capitalization figures and a count of corporate leaders, such as real estate, garment making and restaurant concerns. Mimeographed copies of the releases are sent to all Chambers of Commerce throughout the State.

The major publications emanating from the Bureau are the Legislative Manual and the State Bulletin, the official State paper since 1928. The Manual, oldest and largest of the department's publications and first in importance, appears annually in late summer or early autumn. The forthcoming edition marks the one hundred fifteenth printing of this hardy perennial. It is the official directory in State government matters and is of inestimable value not alone to State officials, legislators and department heads and their staffs, but also to newspapers, libraries and educational institutions. Compilation usually requires a period of six to seven months, depending on the length of the legislative session and the time taken for the completion of changes brought about by the Legislature. In this volume will be found a vast amount of authoritative information relating to the State's administrative functions, the Legislature and the Judiciary. It records the creation of new State agencies, the tabulation of State and national vote, the changes of personnel in both national and State administration, latest census figures and a listed revision of county and State political leaders. Such a late feature of interest as the pari-mutuel system of betting on horse racing, inaugurated in the State something over a year ago, appears in the 1940 edition.

The State Bulletin, issued on the fifteenth of each month, continues to serve the purposes for which it was created, i.e., eliminating the expense formerly imposed upon the State Department for publication of notices required under the Executive Law, in various newspapers, prior to this publication being designated as the official State paper, in which such notices now appear, and by making it possible for contractors to obtain from one source information as to the opening of bids for State construction. In the Bulletin appears the publication of the two notices by dealers in securities as required by law, the second notice stating the nature of their respective investment offerings. These notices are on file in the bureau. Publication of unclaimed amounts by savings banks, State banks and trust companies appeared in supplement form in the August, September and October is-

June
Can’t Wait wins rich Butler Handicap.

Myron T. Selznick’s Can’t Wait, ridden by jockey Basil James, is shown winning the $25,000 added Butler Handicap, the mile and three-sixteenth, highlight of the program on July 6, 1940, at the Empire City Track, Yonkers, N. Y. War Dog (5), finished second, and Eight Thirty, third. The time was 1.57-3/5, a fifth of a second off the track record.
ber following the general election in November and functions by placing its official stamp on the vote cast at such election. Not until this is done, is the result of an election in the State declared official. Presiding over the meeting is the Attorney-General with the Executive Deputy Secretary of the department acting as secretary.

In the realm of sport, there are three separate divisions in the Department of State, namely, the Division of the State Athletic Commission, the Division of the State Racing Commission and Division of State Harness Racing Commission. The primary purpose of the formation of these commissions is that they shall uphold and maintain the highest standards possible in the conduct of the respective sports under their supervision. No better example of their commendable efforts can be given, than that of the State Racing Commission reporting to the department that during the year 1940, following required saliva tests, there was not a single case of drugs administered to a horse as a racing stimulant. But one instance of this nefarious practice was reported by the State Harness Racing Commission which, upon detection, followed by an investigation conducted by the Federal Bureau of Narcotics, resulted in the arrest, conviction and imprisonment of the offending trainer. The same alert vigilance obtains in the activities of the State Athletic Commission for the prevention of fake or fixed boxing and wrestling matches.

The State Harness Racing Commission came into existence and under the supervision of the department in 1940 as a result of legislation following the adoption of the Constitutional Amendment permitting pari-mutuel betting at horse races. To this commission and to the State Racing Commission, the law gave similar powers in the issuance of licenses to conduct and supervise pari-mutuel betting at race meetings. Both of these divisions, while reporting in detail their activities and their financial returns annually to the Secretary of State, the salient features of which reports are made a part of the official Annual Report of the Department of State, are nevertheless under the direct supervision and management of commissions, composed of three members each, appointed by the Governor to serve without compensation outside of actual expenses. As sources of State revenue, these two divisions contributed during the calendar year of 1940, the sum of $6,086,653.82 as the State’s share of pari-mutel operations and taxes on admissions. While this revenue is credited with having been earned by these two divisions of the department, inasmuch as it is paid direct to the Department of Taxation and Finance, it is not included in the statement of total receipts of the Department of State. The Division of the State Athletic Commission which functions under its own board, consisting of three members, has sole management and control of all boxing and wrestling matches in the State where admission is charged. The commission submits an annual report of its activities together with a statement of the amount of fees received from the licensing of various clubs, participating boxers, wrestlers, their managers, officials and attendants at bouts, also the amount of taxes on box office receipts from both professional and amateur bouts, radio, and motion picture rights. A fair estimate of the amount of revenue the State derives annually from this division may be drawn from the figure reported to the Secretary of State for the calendar year of 1940, totaling $157,188.84. This amount was remitted direct to the Department of State and reckoned as a part of its annual income.

Outside of these many departmental functions and activities, the Secretary of State, from time to time, is called upon to take charge of several outstanding official events, acting upon these occasions as master of ceremonies. Perhaps the most important of these is the Inauguration of the Governor. The entire inaugural program including the invitation list, seating, decorations, nationwide radio broadcast of the proceedings and newspaper releases is arranged and conducted by the Secretary of State.

The details of the meeting of the New York State Electoral College are likewise arranged and carried out by the Department of State. By virtue of his official position, the Secretary of State calls the meeting of the College to order and presides briefly, pending the selection of a temporary president. The meeting...
Service or Scandal?

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of the College held in the Senate Chamber in the Capitol at Albany, December 16, 1940, called to order by Secretary of State Walsh, was noteworthy in that for the first time in history the electoral vote was cast for a third term President, the Honorable Franklin Delano Roosevelt.

Looking backward a few years, on May 23, 1933, occurred the New York State Convention for the repeal of the eighteenth amendment. The entire arrangements for this gathering were supervised by the Election Bureau of the Department of State with the Secretary of State calling the meeting to order. The booklet covering the proceedings of the meeting, prepared and issued by the department and available immediately following the convention, was greatly in demand by other States in the preparations of plans for their respective Repeal Conventions.

Again in 1938 it devolved upon the Secretary of State to call to order the Constitutional Convention of that year, held in the Assembly Chamber at Albany on the 5th day of April. During the weeks in which the Convention was in session, the facilities of the Department of State were placed, unreservedly, at the disposal of the delegates. The official Constitution, signed by the delegates, was filed with the Secretary of State on its adjourned date, August 6, 1938.

The various divisions and bureaus of the department are constantly flooded with letters of inquiry and requests for departmental publications and documentary matters, not alone from officials in this State but in others, also from educational institutions, libraries, business firms, professional men and women and individuals. As a consequence, departmental correspondence plays no small part in the routine work of division and bureau heads.

In conclusion, let it be said that while the Department of State lays no claim to be more than an agency of sizable revenue returns to the State, nevertheless, with its many important functions, duties and activities, which this reporter trusts he has set forth with some degree of clarity, it does submit that its administrative work in the Government of the State of New York, assumes and merits a commendable rating.

employers should come out forthrightly and cheerfully, to propose and encourage unions among their workers—unions led by the workers themselves and not by servitor leaders. There can be no doubt, in the light of industrial action over many years, that lack of sympathy by employers for the economic and social needs of their employees, expressed by capital by open or subtle coldness to just requests upon the part of workers, created an atmosphere of bitterness in which the seeds of brute force found readier root and blossomed easily into discreditable unionism. Now is the time for an honest partnership between employer and employee under sanction of law and with governmental aids.

The causes of industrial strife are not so many, but they are fundamental. A proper sharing of earnings, a disregard for the home and educational advantages for the children of those who work, a resistance to open, fair negotiation with chosen representatives of labor, discord among unions competing for dues, subversive influences, working conditions, have each contributed to the problem. But above all, the power plus intolerance present in the millions of dollars collected in dues and subject to expenditure by malicious or ignorant leaders has within it the same corrupting influence when improperly used as has millions in the hands of irresponsible capitalists or politicians.

We have said that this is the moment for a labor renaissance. The following wise words from U. S. Supreme Court Justice Roberts, delivered on Flag Day just celebrated, are pertinent indeed:

"Does any man dare to withheld his property, or his capacity in such an hour, in the hope of some personal advantage? Does organized labor dare to risk all its gains for the sake of some supposed temporary opportunity?"

"Mistake me not, if through selfishness or indifference we allow the staff to be shattered and the Flag to fall, the employer will have no property and the laborer will have no job, in any current meaning of those terms."

So serious is the situation as to labor union purposes and leadership that the entire Nation has its eyes focused upon those who work. In the army of the employed is the major part of the citizenship of our beloved Country. Here are the citizens who are the backbone of the church, and school and state. They are the people who voice America's ideals and aims in private polls and on official election days. Individually they are members of society, loyal to every worthwhile institution which society has created throughout the ages. They are the civic, fraternal, religious bodies, great and small. They must not be misled or betrayed by individuals of any stripe or faith foreign to the highest patriotic purposes. In the broad sphere of America's social, economic and political life, the labor union has its own particular, rightful place—to serve labor in making intelligent contacts and contracts with employers as to all matters relating to employment. Its responsibility in National affairs is such that no union may ever properly act to oppose or to delay national welfare or to excite against law and order.

As we pray for peace and welfare, let us pray especially that the workers of America may lead in loyal thought and action, unaffected by any false philosophy or any unfaithful leadership.

Help Defend Your Country by Buying U. S. Defense Bonds and Stamps at your local postoffice

The State Employee

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In - Service Training Notes

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

The Division of Placement and Unemployment Insurance, Harold R. Enslow, Director of Training, has issued two important training publications. One is a statement of training policy and organization. The other contains a detailed training plan for the Division. General and Division-wide programs are outlined as well as specialized training for certain staff services and the units of three operating bureaus.

** Twenty-five State officials responsible for or interested in the development of training programs for State and local employees held their first regular conference in Albany on May 26, under the leadership of the Public Service Training Bureau of the Education Department to exchange information and experience in public service training. Dr. Glenn M. Kendall, Acting Director of Education of the State Correction Department, presented a discussion on prison guard training. The presentation was followed by an extensive discussion on prison guard and related training programs. The next meeting of the group will be held in Albany, on June 23.

** New York City employees called for military service while enrolled in in-service training courses receive credit proportionate to the number of sessions attended prior to induction. They are not obliged to take the final examination in a course to receive credit. Together with outside school courses, satisfactory completion of in-service training courses entitles city employees to a maximum of 1 per cent each year which is added to their service rating record by the City Civil Service Commission. These ratings are computed at the time of each promotion test and determine, partially, the standing of employees on promotion lists.

** The New York State Public Service Training News has made its first appearance. This State Education Department publication is an informal periodic report of in-service training progress in State and local government. It is intended primarily for the information of State and local officials administering or interested in establishing training programs.

** An advanced training course for custodial officers in institutions of the State Correction Department was inaugurated on June 1. The course is directed by the Division of Education and supervised by the Central Guard School staff at Wallkill Prison. The State Education Department is cooperating. Purposes of the course are to continue training started at the Central Guard School, to facilitate self-improvement on the job, to increase efficiency and morale and to prepare officers for positions of greater responsibility. The response was immediate and the course was oversubscribed. Enrolment is voluntary and classes are held outside regular hours of duty. Classes of twenty-five to forty have been formed at each institution. The training program will extend over a period of one year. A class session of an hour and a half is held each day and each student is required to devote three and a half hours a week to the course. A lesson study unit is sent to each student every week. Students work out study unit assignments which are sent to the Central Guard School for correction and grading. A committee from the staff of each institution handles the project. An additional vacation of one week will be granted to those who serve as instructors and also carry on regular duties.

** Four training schools for town and county officers were held at leading colleges during June. A four-day school for welfare officials opened at Hobart College, Geneva, on June 9. Colgate University at Hamilton was the scene of a three-day school for town clerks beginning on June 12. Justices of the Peace convened at St. Lawrence University, Canton, on June 16 for a four-day school. A two-day school for clerks of county boards of supervisors was held on June 19 and 20 at Cornell University, Ithaca. Through lectures by outstanding authorities, classroom discussions and practical demonstrations, the schools presented intensive courses of training. The schools were sponsored by the Trustees of the Town and County Officers' Training School and the Public Service Training Bureau of the State Education Department, with the cooperation of the Association of Towns, County Officers Association, State Charities Aid Association, New York State Public Welfare Officials Association and State departments, including Social Welfare, Audit and Control, Civil Service, Conservation and Health.

** The Bureau of Training of the New York City Civil Service Commission is providing, in collaboration with various departments of the city government, in-service training courses in mechanical accounting equipment; real estate operation, leasing and selling; accounting and auditing; medical secretarial work and municipal sanitation. The State Education Department is cooperating. Information on training courses conducted for New York City employees may be obtained from Dr. John J. Furia, Bureau Director, 299 Broadway, New York City.

** The third annual short course for school building service employees, supervisors, custodians, janitors, engineers and other school employees interested in building service problems will be held in New York City on June 23-27 by Teachers College, Columbia University. The intensive course consisting of lectures, demonstrations and round table discussions relating to problems of school building operation and maintenance will be given at the Lincoln Building, 425 West 123rd Street. The course is designed to help school building service employees to become more efficient and economical in the care, operation and maintenance of the school plant. The State Education Department is participating in the course.

June 163
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.

The draft may have grabbed many a swell bridegroom from the altar (as the lasses like to think), but it nevertheless made 1940 the biggest year for marriages in the history of the State.

In all 52,000 marriages in which upstate girls were brides were recorded in vital statistics bureaus. The previous high was 1937's 48,500 which, if memory serves, might have resulted from that boom. From 1920 to 1930 the annual number of marriages fluctuated from year to year without indicating any definite trend. Came the depression and a sharp drop to a low, 33,000 in 1932. Then, with 1933, came a reversal.

A decrease resulted in 1938 by some 8,000 directly after legal provisions for the 72-hour waiting period and serological premarital tests took effect. Now, the draft.

Said Dr. J. V. DePorte, Health Department's vital statistics chief: "The increase ... proportionately the greatest on record, represents in large measure the impetus given by the Selective Service act to the immediate consummation of many contemplated marriages."

A total of 6,472 stock companies incorporated during the first five months of 1941, as against 7,772 for the same period in 1940. "The decline," said Secretary of State Michael F. Walsh, "I believe can be directly attributed to the unsettled conditions all over the country."

State personal income and unincorporated business tax returns indicate 1940 was a markedly better year than 1939.

Mark Graves, commissioner of taxation and finance, said the number of personal income tax returns increased by more than 400,000 to 1,555,000, while the number of tax returns climbed from 750,000 to 855,000.

Will a fish bite twice on the same bait?

Bass No. 8648 fell for the same line twice. A numbered tag was put on this particular fish. When he was caught the second time, which happened to be the morning after he became tagged, there was no doubt as to his identity. And he bit, according to State Conservation Department researchers, in almost the identical spot as in the first instance.

Liquor wholesalers and retailers in New York State employ approximately 74,200 people, who in turn support 163,000 dependents with an estimated $100,000,000 payroll annually.

The possibility of conscription "to man the farms as we man our defense weapons" has been suggested by Agricultural Commissioner H. V. Noyes, in view of the growing farm labor shortage.

Even the State's cows are giving their all nowadays. A Federal-State report, released by the Department of Agriculture and Markets, showed that the average cow produced 5,585 pounds of milk annually during the past five years, 1936-40, an increase of 4.5 per cent over the average for 1924-28. The national average has increased 2.4 per cent.

"As tragic and threatening as the present crisis is," said Clifford R. Plumb, director of the State Bureau of Food Control, at the conference of the Association of Food and Drug Officials in St. Paul, Minn., "I feel it is not without some compensation. Its very danger, its threatening potentialities, may accomplish for us what reasoning and consultation have failed to achieve in removing State trade barriers."

Trouble loomed for the State Minimum Wage Law when, on last February 11, it was ruled unconstitutional by a Bronx Court of Special Sessions.

But since then, something else has happened. It has been upheld by other courts 41 times in cases involving beauty shops, laundries, restaurants, and cleaning and dyeing establishments.

Game Protectors Andrew J. Vormwald, Lawrence H. Tompkins and Joseph F. Hirsch of the Conservation Department, chanced upon three true incidents that wouldn't go stale at one of those "Liar's Contests."

Patrolling Keuka Lake one day, they saw:

A dead 31\(\frac{1}{2}\) inch lake trout, with a 6-inch stone lodged in its throat. It weighed 10 pounds, minus the stone.

Two hundred dead yellow perch and black bass, electrocuted by a short circuit in a water system of a cottage on the lake shore.

A doe deer, swimming near their boat.

Charles A. Brind, Jr., former Association president (and still editor), is now Dr. Brind.

The State Education Department counsel was presented an honorary degree of Doctor of Laws at the Keuka College commencement.

You've heard about boring-from-within. Well, this concerns gnawing-from without.

Firefighters sped to a remote Adirondack section, several miles back from Route 8, last week. During the night, one of the lengths of linen hose was completely destroyed. The culprit—a porcupine—had chewed it up.

As the first quarter of 1941 passed, both motor vehicle registration and gross motor vehicle receipts increased more than six per cent higher than during the corresponding period last year.

Motor Vehicle Commissioner Carroll E. Mealey said the number of vehicles registered totalled 2,393,232, an increase of 144,548 over the same months of 1940. Motor vehicle receipts for the first quarter aggregated $44,079,874.18, an increase of $2,847,811.61 over the same period a year ago.
Are You a State Employee?

Do you know that any person on any State payroll is entitled to buy, on easy terms, insurance that pays you cash each month when you are disabled by SICKNESS or ACCIDENT?

You must be a member of The Association of State Civil Service Employees of the State of New York, who sponsors this insurance.

Over $500,000 in benefits has already been paid out to State Employees.

READ WHAT ONE STATE EMPLOYEE SAYS ABOUT THE INSURANCE

May 31, 1941

DEAR MR. CARLISLE:

I was amazed and very agreeably surprised that it could be taken care of so promptly and efficiently. The assistance which this insurance has so recently given me has meant a great deal and from the time I took it out — at the very beginning — the sense of protection which I have had has been worth a great deal. This is the first time that I have made such a claim and my confidence in the sick and accident insurance is even greater now.

Let me assure you and your co-workers that I am a “booster” for such a wonderful protective insurance.

Sincerely yours,

(SIGNED)

LOOK AT THIS LOW COST!

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:

<table>
<thead>
<tr>
<th>ANNUAL SALARY</th>
<th>MONTHLY INDEMNITY</th>
<th>ACCIDENTAL DEATH BENEFIT</th>
<th>SEMI-MONTHLY PREMIUM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than $600</td>
<td>$30.00</td>
<td>$500</td>
<td>$.45</td>
</tr>
<tr>
<td>$600 but less than $1,000</td>
<td>50.00</td>
<td>500</td>
<td>.75</td>
</tr>
<tr>
<td>$1,000 but less than $1,200</td>
<td>60.00</td>
<td>500</td>
<td>.85</td>
</tr>
<tr>
<td>$1,200 but less than $1,600</td>
<td>75.00</td>
<td>500</td>
<td>1.05</td>
</tr>
<tr>
<td>$1,600 and over</td>
<td>100.00</td>
<td>500</td>
<td>1.45</td>
</tr>
</tbody>
</table>

NOTE: Maintenance and time service, if any, may be added to cash salary to determine salary group. 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.
THINGS TO REMEMBER ABOUT ACCIDENT & HEALTH INSURANCE

By C. A. Carlisle
TerBush & Powell, Inc.

In the last issue was explained the broad coverage, low cost easy premium payment and many other outstanding features of the group plan of accident and sickness insurance as arranged for members of The Association of State Civil Service Employees. In this issue I think it is only fair to give you the reasons and conditions under which the Group Plan does not pay.

Whenever there is a material misrepresentation in the application, particularly in the answer to the two questions—"Are you free from diseases and infirmities," and "Have you had medical attention in the last five years," the group plan of accident and sickness insurance does not pay. These two questions are of the utmost importance and you are the only one that knows whether you are free from disease and infirmities. If you have a high blood pressure, if you have hardening of the arteries, rheumatism year in and year out, if you have had many attacks of appendicitis, or attacks of hernia, or anything of this kind, such information should be put in your application for the insurance. It would not necessarily mean that your application would be rejected. Oftentimes you can still secure the insurance, but failing to answer the questions correctly in your application may void your claim at the time when the benefits of the group accident and sickness insurance are needed most. Employees are encouraged to make out their applications honestly, putting down correct and honest answers, avoiding nothing, omitting nothing and covering up nothing. The Insurance Company in turn will do everything possible to be of service to applicants, and to issue their insurance if the regulations governing good underwriting will allow it.

Your group plan policy will not pay you unless you have medical attention or care at least once in every seven days as required under the policy provisions. This provision protects both the insured and the company.

The group plan will not pay for pregnancy or childbirth, if confinement occurs during the first ten months from the effective date of the policy but after the policy has been in force ten months, in the case of pregnancy or childbirth, the policy pays for a period not to exceed four weeks.

Claims arising from tuberculosis will be paid for twelve months in the aggregate. After a tuberculosis claim has been paid for twelve months in the aggregate, if the policyholder continues premium payments during the disability, the policy may be reinstated upon request from the policyholder within 30 days from the date he returns to State service.

Claims

The policy of our claims department is to pay all just claims fairly and promptly, and to decline courteously all claims not covered by the policy and resist all unjust or fraudulent claims to the utmost.

During the past winter many hundreds of State workers were sick every month and received benefits under the group accident and sickness insurance plan. During the month of March alone, over $19,000.00 was dispensed to State workers to help pay their bills in time of need and to repay them for any lost salary or lost time due to accident and sickness disability. No one is immune from accident and sickness. Perhaps some are fortunate enough not to ever have a serious illness, but those lucky ones never know just how long their good luck will last.

Each State employee should put this question to himself. Supposing your physician should advise you suddenly that you had tuberculosis, arthritis or some other serious disease, would your finances be ready for the obligation that would probably be incurred by a disability which might extend over a long period of time? Would you have to rob the savings that you have been putting aside to buy an automobile, take a vacation, or pay for your own home? Would you have to borrow funds to finance your disability, or would you be one of the farsighted State employees, numbering over 15,000, who takes advantage of the protection accorded by the group accident and sickness insurance plan?

Circulars fully explaining the group accident and sickness plan, as well as applications therefor, have been well distributed throughout the State. It would be wise for you, if you are not already a member of this plan, to consider it carefully.

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:

<table>
<thead>
<tr>
<th>SALARY GROUPINGS, BENEFITS AND PREMIUMS</th>
</tr>
</thead>
<tbody>
<tr>
<td>These Rates Subject to Change Without Notice for New Applicants</td>
</tr>
<tr>
<td>Annual Salary</td>
</tr>
<tr>
<td>Less than $600</td>
</tr>
<tr>
<td>$600 but less than $1000</td>
</tr>
<tr>
<td>$1,000 but less than $1,200</td>
</tr>
<tr>
<td>$1,200 but less than $1,600</td>
</tr>
<tr>
<td>$1,600 and over</td>
</tr>
</tbody>
</table>

NOTE: Maintenance and time service, if any, may be added to cash salary to determine salary group.

If you desire additional information concerning the coverage, cost, or other feature of the group plan of accident and sickness insurance, or an application, send the attached coupon to TerBush & Powell, Inc., 423 State Street, Schenectady, N. Y.

Please send the undersigned application and detailed information concerning the group plan of accident and sickness insurance sponsored by the Association:

<table>
<thead>
<tr>
<th>Name</th>
<th>Street and City</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department Employed</td>
<td>Work Address</td>
</tr>
</tbody>
</table>

166 The State Employee
Insurance Plans

HOW MEMBERS OF LIFE PLAN CAN HELP

The second year of operation of the Group Life Insurance Plan sponsored by the Association was completed May 31, 1941. During the two years claims in the total amount of $418,500 have been paid. Two hundred and forty-seven claims have been paid, most of them within twenty-four hours after notice has been received at Association Headquarters. Many letters of commendation of our group life plan have been received from beneficiaries, friends, relatives, and fellow workers of deceased employees.

There are several points relative to the life insurance that every policyholder must remember:

1. Employees who are "off the payroll" temporarily, because of sickness, leave of absence, or for any other reason, thereby making a premium deduction from their salary impossible, should keep their insurance in effect by making a cash payment to cover the premiums involved direct to Association Headquarters, Room 156, State Capitol, Albany, N. Y. When deductions from the salary are made, the insurance involved is automatically kept in force. When there is no pay due the policyholder from which a deduction can be made, it is the responsibility of the insured employee to send the premium to Association Headquarters if the insurance is to remain in effect.

2. Seasonal employees who do not work the year round each year must also pay their insurance premiums direct to Association Headquarters to cover the period they are off the State payroll in order to continue their insurance coverage without interruption. A seasonal employee may keep his insurance in effect up to one year after going off the payroll, if he is not reinstated to his position before the expiration of that time. If such employee should fail to make cash payments to cover premiums upon being taken off the payroll, his insurance would terminate. But if the employee was brought back to work before the expiration of six months, his insurance could be reinstated with the execution of a new application.

3. Employees who transfer from one department to another, or from one institution to another, should protect their insurance coverage by informing their new department and the Association that they are a member of the group life or group accident and sickness plan or both. If possible, it would be to the advantage of the employee who anticipates a transfer to write Association Headquarters advising as to the date the transfer will become effective and as to the new department.

4. Employees who are forced to leave work because of illness or accident disability may keep their life insurance in force until their 70th birthday by making cash payments to cover premiums direct to Association Headquarters. Of course, such employees must be disabled during this period.

5. Upon retirement, a policyholder under the life plan may keep his insurance in effect by sending premiums direct to the Association until attainment of age 70, at which time his group insurance automatically terminates. At this point, however, such employee may convert the insurance, without medical examination and at the attained age rate, into any other form of insurance written by the Company, except term insurance. Application for such conversion must be made within thirty days after the group coverage ends.

6. Upon leaving State service, a policyholder is automatically dropped from the group plan and may convert under the same conditions as explained in the preceding paragraph.

7. In the event of a death of an insured member, present members can cooperate by seeing to it that the Association is notified promptly, so that the claim may be paid without delay.

Cost

The cost of the group life insurance is low. The coverage is very broad, paying for death due to any cause. Payment of premiums is made easy through payroll deductions. Employees may carry this insurance without regard to the hazardousness of their occupation.

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>$30</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>

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

<table>
<thead>
<tr>
<th>Insurance Class</th>
<th>Annual Salary</th>
<th>Amount of Insurance</th>
</tr>
</thead>
<tbody>
<tr>
<td>I</td>
<td>Less than $500</td>
<td>$500</td>
</tr>
<tr>
<td>II</td>
<td>$500 but less than $1,100</td>
<td>1,000</td>
</tr>
<tr>
<td>III</td>
<td>$1,100 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.

If you are interested in the group life insurance, fill out the attached coupon and send it to Association Headquarters, Room 156, State Capitol, Albany, N. Y., and application and detail information will be sent you.

Please send the undersigned application and detail information concerning your group life insurance for members:

Name
Street and City
Department Employed
Work Address

June
N. Y. S. Employees Federal Credit Union

By John J. Adler
Member of Educational Committee

In a modest cheerful room on the highest floor of New York City's State Office Building, the New York State Employees Federal Credit Union carries on its cooperative thrift and loan service. It is here that its almost fourteen hundred members come to increase their share savings and it is here that they come to borrow when necessary.

This article is written with a twofold purpose: 1—to acquaint the members of the Credit Union more fully with its organization and operations; and 2—to introduce to non-members the purposes and functions of the Credit Union in the hope that they will be encouraged to join and share in the benefits of this cooperative agency.

Let us consider, first, the background of credit unions generally. It must be kept in mind that a credit union is a cooperative thrift and loan organization. As such it may arise under the general banking laws of any State if those laws are broad enough to permit the organization of such corporations, or, if the State has specific legislation on credit unions, it may naturally be chartered under such legislation. A third possibility is a charter from the United States Government. Such charters are authorized by federal legislation, which in 1934 set up the Credit Union Section of the Farm Credit Administration.

Inasmuch as the New York State Employees Federal Credit Union is chartered under the federal law this article will be concerned only with credit unions so chartered, although it may be that any particular statement is equally true of one or the other types. Too, it must be remembered that we are speaking particularly of the New York State Employees Federal Credit Union and any figures quoted apply only to this particular federal credit union.

All credit unions are cooperative organizations whose primary functions are to provide their members with thrift facilities and a source of loans “for provident or productive purposes.” Because the members can participate actively in credit union management he has opportunities for practical education in financial and economic matters.

Any employee of the State of New York who is employed within the limits of the city of New York may join the New York State Employees Federal Credit Union if he is not already served by some other federal credit union.

The prospective member files a signature card and pays a fee of twenty-five cents. This fee, the only charge levied, is not returnable and is credited to a reserve account.

In his initial purchase of shares the incoming member may pay into the New York State Employees Federal Credit Union any amount from $1.00 to $250.00. Thereafter, the member's monthly share purchase may not exceed $30.00. The right to own shares is further limited in that no member may own more than $1,500.00 in shares.

In some respects a share in a credit union may be compared with a deposit in a mutual savings bank. The credit union shareholder is entitled to an annual dividend whereas the savings bank depositor is entitled to periodic dividends. Both the share and the deposit may be withdrawn at the will of the owner, subject to the power of each institution to require preliminary notice before permitting withdrawals. This power, it may be noted, has never been invoked by the New York State Employees Federal Credit Union.

One point of dissimilarity between the Savings Bank depositor and the credit union member is the right of participation in management which belongs to the latter. As a part owner of a cooperative enterprise, the credit union shareholder has a vote in those matters of management wherein the members have a direct voice. Note that, because the credit union is a cooperative organization, each shareholder has but one vote, regardless of the number of shares he owns.

Dependent, of course, on profitable management, the credit union share carries a right to dividends. Dividends may only be paid from the income derived from loans and investments permitted the credit union by law, after all operating expenses have been set aside. The credit union, during each year of its existence, has paid an annual dividend of 3½ per cent or more. The charter of every federal credit union requires that its loans be made only for provident or productive purposes and only members are eligible for such loans.

The application for a loan is transmitted to the Credit Committee, which meets on Tuesdays and Fridays. If the Credit Committee is satisfied that the purpose of the loan is provident or productive, it then considers the applicants' responsibility, the security offered, and the terms of the loan. The Credit Union will lend to a member any amount from twenty-five to one hundred dollars, without collateral and without a comaker. Loans above one hundred require sufficient collateral or satisfactory comakers. It must be remembered that whether a loan is to be made at all is a matter to be determined by the credit committee in the exercise of its discretion. A loan may have any term between one and twenty-four months, subject to the Credit Committee's approval. Repayment may be in monthly or semi-monthly installments.

The current interest rate charged by the N. Y. State Employees Federal Credit is three-quarters of one per cent per month, this rate having been adopted in January, 1940. Previously the rate had been one per cent per month.

Typifying the spirit of service which animates the credit union in all its functions is the recently inaugurated travelers' loan service. Many State employees are subject to temporary duty away from their home offices, and must make disbursement for their traveling expenses from their own funds, reimbursement not being made until later. It frequently happens that the employee is given only a day or two notice and is found without the necessary money. In this case the N. Y. State Employees Federal Credit Union will act upon the loan application immediately. Any State employee traveling in the course of his duty is eligible for such a loan.

It has already been stated that a member of the credit union has a part in its management. Let us begin an examination of the functional organization of the Credit Union by...
considering the members' responsibilities:

Since the credit union is a cooperative, quite naturally the members as a body hold the ultimate power over the credit union affairs, subject, of course, to its charter, to the Federal Credit Union law and to the regulations of the Farm Credit Administration. The members elect the directors, the credit committee and the supervisory committee. In addition, they fix the compensation paid to the Treasurer, authorize educational and other special expenditures, declare dividends, and may remove any official for cause. Analysis of these powers reveals that the individual member of the credit union has a voice in the control of all of its affairs, either directly, or through his election and supervision of the directors and committee men.

Directly under the membership and second to it in responsibility is the board of directors. Directors are elected for staggered terms of two years each, the current directors of the N.Y. State Employees Federal Credit Union being: Hugh J. Murphy, Department of Labor, President; Harry M. Hirsch, Department of Social Welfare, Vice President; Sidney G. Rosenberg, Banking Department, Treasurer; John I. McGrath, Department of Housing, Secretary; James G. Carlin, Banking Department; Alfred W. Jones, Law Department; and Carl Typermass, Insurance Department.

The directors are charged with the general management of the credit union. It is their duty to pass upon the applications of prospective members; they also fix the amount of the surety bonds covering the treasurer and other employees. It may be mentioned that the Credit Union has bonded all of its directors, committee men and employees though required by law to bond only its treasurer and employees. Other duties of the board include designating a depository for credit union funds, filling vacancies on the board and on the credit committee, hiring employees and fixing their duties and compensation, appointing the educational committee, making the annual report to members and planning the operating budget.

The credit committee, whose functions were described above in connection with the procedure of making a loan, is a body whose duties are more specialized than those of the board of directors. Members of the credit committee are elected by the membership of the credit union on staggered terms of two years each.

At present the members are:

- Chairman, Harry Brawer, Labor Department; Lawrence Epstein, Tax & Finance Department; Solomon Bendet, Insurance Department; Joseph Weiss, Motor Vehicle Bureau; Kilmer McLaughlin, Public Buildings.

Another committee whose members are elected by the general membership is the supervisory committee. This committee's duties are those of policing. They examine all the credit union's affairs, audit its books, verify the members' pass books with the treasurer's records; they prepare quarterly audit reports for the board of directors and for the Farm Credit Administration. The Supervisory Committee may suspend officers, directors, or members of the credit committee for cause; they may call special meetings of members for cause, and they must see that a record of all the transactions of the Credit Union is kept. They are elected by the members for one-year terms, and no director is permitted to be among their members.

The present members are: Chairman, Francis J. McAnany, Public Service Commission; Edward J. Powers, Banking Department; Robert R. Wilson, Law Department.

There are two limitations, important for obvious reasons, which apply to every director and to every member of the credit and supervisory committees. They are, first: No director or committeeman may borrow from the credit union in excess of his own shareholdings therein, second: No director or committeeman may become a surety for a prospective borrower of the Credit Union.

The last of the committees is the Educational Committee. Under the charter of the N.Y. State Employees Federal Credit Union the educational committee is appointed by the board of directors. Its duties are four-fold. It must develop methods for members to study thrift and related economic problems, it must induce active participation in credit union management on the part of the members, it must arouse the interest of non-members, and it must correlate its educational program with the immediate activities of the credit union.

The State Association of Civil Service Employees has approved of credit unions as a means of thrift and financial assistance to State employees and the members of the N.Y. State Employees Federal Credit Union appreciates this support and co-operation by the Association. Our membership is steadily increasing and ultimately may include every State employee in the City of New York, who is not now served by a credit union. During the past year, we are pleased to announce the following distinguished personalities who have joined our Credit Union: Hon. Herbert H. Lehman, Governor; Hon. Charles Poletti, Lieutenant Governor; Hon. John J. Bennett, Jr., Attorney General; and Hon. Freida S. Miller, Industrial Commissioner.

We are proud to inform our readers that the N.Y. State Employees Federal Credit Union has been designated a fiscal agent of the Treasury Department for the sale of United States Defense Savings Bonds. The facilities of the Credit Union for the purchase of these bonds has been placed at the disposal of every State employee in the Metropolitan Area. The Credit Union sold over $5,000 worth of bonds last month.

New York State Employees Federal Credit Union

Balance Sheet as of May 31st, 1941

<table>
<thead>
<tr>
<th>Assets</th>
<th>Liabilities</th>
</tr>
</thead>
<tbody>
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<td>Cash on hand and in banks</td>
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<td>Change fund</td>
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<td>U. S. Government Bonds</td>
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<td>Furniture and Fixtures</td>
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<td><strong>$104,689.25</strong></td>
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<td>Accounts Payable (Insurance Exchange)</td>
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<td>U. S. Defense Bonds, remittances payable</td>
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<tr>
<td></td>
<td><strong>$104,689.25</strong></td>
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Our New Constitution

The revised Constitution of our Association, as adopted at the last annual meeting, and put into effect January 1, 1941, provides that the voting power of chapter delegates or members of the executive committee shall be based upon the paid membership in the Association on the first day of July preceding the meeting.

It is important therefore that all members of the Association now delinquent in payment of their dues pay such dues prior to July 1st, so that delegates and executive committee members may cast their proper voting strength.

The Constitution provides in detail:

Members of each Chapter shall, by majority vote, elect from their membership one or more delegates to represent the members of the Chapter at all meetings of the Association until their successors are elected. Such delegate or delegates shall have one vote for each one hundred eligible members or fraction thereof in such Chapter, based upon the paid membership in the Association on the first day of July preceding the meeting.

It further provides in reference to chapters:

"Prior to July 1st of each year, each chapter shall file with the Secretary an accurate list containing the names and addresses of its duly elected delegates for the ensuing year. The number of eligible members of the Association, the number of eligible members of each department, and the number of votes each chapter and member of the executive committee is entitled to cast shall be determined by the Board of Canvassers based upon the paid membership in the Association on the first day of July preceding the meeting."

Relative to the members who are not affiliated with any local chapter the Constitution provides:

"All members of the Association who are not entitled to representation by chapter delegates pursuant to this section, shall be represented at all meetings of the Association by members of the Executive Committee as delegates representing each of the State Departments, each of whom shall have one vote for each one hundred eligible members, or fraction thereof, in the department from which he was elected, excluding those members who are represented by delegates as provided in this section."

In reference to delegates the Constitution states:

"A delegate who is unable to attend any meeting is empowered to appoint, by written designation filed with the Secretary, a member of the same chapter as proxy to act in his place, and a member of the Executive Committee is empowered to appoint in the same manner, a member in the same department as proxy to act in his place. Such delegates elected or appointed pursuant to the terms of the constitution shall have and may exercise all the powers, rights and privileges of members at any meetings of the Association."

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The State Employee
Don't Take Chances

Sure, go swimming—but don't take chances!

Why?

The State Health Department replied with statistics as a new campaign was launched to cut the accidental drowning toll during the summer of 1941. Gathered by Dr. Joseph V. DePorte, director of the Division of Vital Statistics, they showed:

Only 7 of the 220 recorded fatalities in the four month June-to-September season in 1940 occurred among bathers at supervised beaches and pools.

"The continued high rate of injury and death from all types of accidents is in a large measure a reflection of the traditional fatalistic concept that 'accidents will happen,'" announced the department.

"But even a superficial inquiry shows that many accidents can be prevented by the exercise of individual or public foresight. With the approaching summer, it is timely to consider the degree of preventability of accidental drowning."

Dr. DePorte's inquiry into the 1940 figures proved that, even in the small group of seven fatalities, the fault apparently lay with the bather or, in the case of children, with the elders who had them in charge.

"A great majority of the victims, 9 out of every 10, were men," he said. "The bathers were mainly young people: 72 out of the 81 males and 11 of the 12 females were between the ages of 5 and 45 years. Drownings among non-bathers were distributed fairly evenly among all ages.

"Of the 93 drownings which occurred while bathing, 49 were in places not generally used for bathing," he continued. "Drownings in places generally used for bathing, but not supervised, number 29. Of 7 persons who lost their lives while bathing in supervised places, one was a 6-year-old child who went into a swimming pool after regular hours when the lifeguard had already left. The child was accompanied by his grandfather who could not swim. The remaining six drownings occurred when the bathers suffered heart attacks or epileptic seizures or, not being able to swim, ventured outside the life lines.

"Of the 127 drownings of non-bathers, most of the 35 victims did not know how to handle motor boats or canoes and could not swim. The victims of 9 accidents among non-bathers included 2 boys under 15 years of age, and the rest older men, who were drowned while fishing from shore or from boats.

"Intoxication was the cause of seven drownings. One man walked off a ferry boat, another into a river, 4 fell from motor boats and one, a young woman, walked into a private swimming pool," said Dr. DePorte, summarizing the grim story.

Here is the report of the coroners in one death studied by Dr. DePorte, which graphically illustrates that accidents don't always "just happen":

"Man went in bathing after dark. Two others were present. None could swim. The bather was caught in current and drowned."

Wrote another coroner . . . "A boy of seven was playing in shallow water in a suburban creek. Father left child and went home to fetch something and was gone about a half hour. During this time, child waded into deep water and when father returned, the child was not to be seen. The neighboring city has a very good supervised pool. The child should have been sent to this pool to learn to swim."

Even in generally-used swimming pools, accidents loom. As still another coroner described a case:"

"The man was drowned in an abandoned ore bed filled with water. Several lakes in the county have a large number of week-end residents, many of whom can not swim. If these summer people were made to bathe at common beaches which could be properly supervised, there would be fewer drownings."

Boating and canoeing last year contributed to the deaths of 35 victims, most of whom never knew how to handle watercraft and could not swim.

Commented Dr. Daniel L. Rogers, coroner of Bolton Landing:

"If there was some way to keep people from going out in canoes who do not know how to handle them or do not know when it is safe to go out, most of these drownings could have been prevented. Canoes have caused most of the drownings in Lake George since I have been here, which is 51 years."

The victims of 9 accidents, the department learned, were drowned while fishing from shore or boat. Two were boys under 15, the rest older men.

"A study of all the available information makes possible the formulation of a minimum set of suggestions, which, if adhered to, would immediately reduce the number of deaths from drowning," the department announced.

The 7-point program for life follows:

1.—Schools should impress on children the hazard of swimming in unsupervised places.
2.—No one, not even a good swimmer, should go into deep water without a companion who is able to swim.
3.—Young children should never be left alone at or near a body of water.
4.—Sufferers from epilepsy or heart disease should be particularly cautious about bathing in deep water even though they may be good swimmers.
5.—No one without sufficient experience should attempt to handle a motorboat, rowboat or canoe.
6.—Warning signs should be erected at all places generally used for bathing, and where it is impracticable to employ a lifeguard, the services of a person who is familiar with first aid should be provided. Warning signs should be erected at all places generally used for bathing if these places are known to be dangerous because of swift currents or abrupt drops in the river or lake bed.
7.—At every bathing beach, lake, stream, and swimming pool which is commonly used for bathing, and where it is impracticable to employ a lifeguard, the services of a person who is familiar with first aid should be provided.
Inside the Draft Centers

By Philip J. Mahar

As the first year of the Selective Service Training Act draws toward a close with the armed might of America swiftly mounting into the million figures, New York State troops, close to 70,000 of them, are learning the art of war in a hundred huge army camps from Maine to Oregon.

From the sidewalks of New York to the tiny little border towns of the north country they've left factories and offices, mines and fields, home and school to answer the draft call.

At the close of the Ninth Draft Call on April 29, New York State Induction Stations had sent exactly 65,774 selectees into the army—the equivalent of approximately three complete divisions.

In Manhattan and Queens, in Buffalo, Syracuse and Albany, and in the early months of Selective Service at Rochester and in the Bronx, the army set up these induction stations for sifting trainees from hundreds of thousands of registrants.

Within a few months after the system began functioning, stations at Rochester and the Bronx were discontinued, leaving only the Albany, Buffalo, Syracuse, Manhattan and Queens centers functioning. Now, since May 19, only two remain active, Buffalo and Manhattan. The others, which were closed temporarily when most local draft boards delivering draftees to them completed their gross quotas for the first year, may reopen in June or July.

It is in the induction station where Johnny Draftee gets his first taste of a new life.

In true Army fashion, the operations of these induction posts are as identical as peas in a pod. No matter which station he enters to be inducted, the process for Johnny is the same.

To get inside a draft induction post, if you're not a draftee or a civilian employee of the post, is next to impossible because precision is the keynote and the army doesn't like outside interference to interrupt its routine.

But Johnny gets in, whether he wants to or not, and when it's all over and he comes out again, this time marching with a hundred other newly-made soldiers, he tells you "How He Got His Gun."

You're already familiar with the various steps which have led up to his arrival at the induction post—registration at his local board, filling out a lengthy questionnaire, medical examination by his local board physicians, being put in Class A1 (subject to immediate call), and finally the call.

Now comes the transition.

Johnny arrives at the induction center, usually by train if he has any distance to travel, or by bus and subway in the case of most New York City draftees, and is met at the end of the transportation line by khaki-clad military police.

He's lined up with his fellow draftees and marched single file into the induction post. Once he has set foot inside that door, he has left the civilian world behind.

He is led to a desk at which sit a civilian and a soldier, where, in turn, he deposits his wallet and valuables and is given a small metal disc with a number on it. He is told to attach this to his wrist, and to memorize the number thereon, because from there on he'll be called by that number instead of his name.

Johnny, who by this time is somewhat bewildered, doesn't know it then, but the first stop he has made is at the reception clerk's desk. That individual enters his name on an envelope, numbered in accordance with the tag Johnny received, and stores it away in a locked and guarded steel box. When the processing is over he'll reclaim his valuables by simply turning in the metal disc—but that will be some several hours later.

"Deposit your hats, coats and bags here," orders a soldier, indicating the floor, "and follow me."

Through swinging doors, marked with a small white "MD" lettering, he leads Johnny and his fellow-seleeces.

At the far end is a long locker room and to it goes Johnny. "Pick out a locker and remove your clothing," directs the soldier, "and snap it up, boys, because there are more to come."

The first phase of the physical is the X-ray test.

Johnny is brought before a machine, told to take a deep breath and the swift, metallic click of the switch is all that he hears. He can't see the ray of light flash from the eye of the machine as the technician opens the shutter for a split second. But fifteen minutes later he could see the completely developed X-ray picture of his chest and lungs.

He's not there 15 minutes later, however, for the processing moves swiftly and as soon as the X-ray technician has done with him he is led on to the next medical examiner.

It is the urologist and here Johnny spends several minutes while analyses are being made, for the army is extremely cautious. Venerable diseases were one of its most annoying medical problems in the World War and against these the army has set up an iron-clad defense.

On down the long line of waiting examiners he moves, to the epidemiologist, who examines him for skin diseases, etc., marks his papers, and sends him on his way.

Johnny, incidentally, has been given a long sheet of paper since he left the X-ray machine with the instruction to carry it with him and give it to each physician before the latter begins his examination. The paper is marked with the findings of each doctor so that each succeeding examiner knows at a glance what the previous examiners have found.

The next to give him a "going over" is the heart specialist. With bronoscope, he checks Johnny's ticker.

From him, Johnny moves on to the ear doctor, whose mirror-encrusted head gives him the appearance of a miner.

The ear doctor examines the ear passages, tests Johnny's hearing by asking him simple questions in a barely audible voice, indicates his findings and sends him on.

Thus far Johnny has faced the examiners who find the fewest causes for rejection, but from now on, with five physicians still awaiting him, he faces the most rigid phase of the rigid examination.

The very next doctor he approaches is one who accounts for many rejections—the dentist. The army is lenient in its dental de-
mands, requiring only six upper and six lower teeth, but specifying that the draftee must have two cutters and two grinders, one upper and one lower, that meet.

Withal, however, the dental examiners daily turn back more draftees than all but two other physicians of the examining board. They are the psychiatrist and the eye-doctor.

After Johnny has "opened wide" for the dentist, he steps across the room to the orthopedic and bone-specialist who puts him through seemingly ridiculous antics.

First he tells Johnny to look to the right, then to the left.

"Now raise both hands above the head; bend forward and touch your toes without bending your knees; stand on your right foot; now on your left; hop up and down on your right foot, your left foot; now, heels in and toes out and squat, way down, now drop forward to your knees, back to squatting position; okay, stand up.

"Hold out your hands, palms up, fists closed. Move the wrists up, down. Extend arms toward me, open your hands and spread your fingers wide apart."

Johnny may be perplexed by these seemingly childish actions but what he doesn't know is that each exercise is designed to reveal to the keen, observing eyes of the specialist bone deformities, spinal irregularities or hand or finger derangements he may have.

In addition, the orthopedic exercises reveal to what extent, if any, Johnny's feet are flat.

An interesting fact the current draft is showing is that flat feet, the cause of so many rejections in the World War, today is among the minor causes of rejection.

Johnny's vision now becomes the pivotal point in his physical inspection as he moves away from the staccato-voiced bone-specialist, barking his commands at another group of selectees.

He now stands facing the eye-chart, illuminated by a bright light. Suddenly a card is held over his left eye and the voice of the doctor asks him to read a line of letters on the chart.

If Johnny is wearing glasses he keeps them on and is asked to read various lines of the lettering on the chart. When he has done that, he is told to take off the glasses, rest his eyes for several seconds and read the second line of letters from the top.

This is at a distance of 20 feet, but the letters are large, at least two inches high and in heavy black type.

Nevertheless the optician has his quota of rejects each day, same as the dentist.

Once safely past the eye and dental examiners, Johnny just about has the gun on his shoulder but there's one more examiner waiting—the psychiatrist.

That gentleman, usually a smiling individual with an encouraging word for all, often sends Johnny and many of his colleagues away wondering.

He sits Johnny down at a little table, with a bright light playing on him, and begins by twisting his head suddenly, first to the right, then to the left. Next he raises a finger before Johnny's face, to the extreme right, asks "See it?" then swiftly repeats the performance on the left side of Johnny's face.

"Now touch your nose with the tip of your left index finger, now the right."

Then seizing a three-cornered rubber hammer, he lightly taps Johnny on the legs, arms and chest, testing his reflexes.

After that comes a series of ques-
tions and that's when Johnny begins to wonder—"Six times six? five times eight? What's the difference between coal and wood? What do both have in common? Repeat after me: Christopher Columbus, 1776."

Abruptly he dismisses Johnny, signing him away by waving his hand at him and indicating the next, and the last doctor, Johnny must face.

This last doctor, Johnny quickly discovers, is the Chief Medical Officer of the post and the man upon whose decision rests his military future.

Down the long listings of examining physicians, the CO runs his eyes, reading intently each notation thereon. Often he pauses to ask Johnny a question, muses on the answer for several seconds then goes on.

Finally he reaches the bottom of the sheet, looks up suddenly at Johnny, surveys him carefully from head to foot, picks up his pen and with a smile nods Johnny toward the door:

"All right, get dressed," he says, and his pen scratches something on the bottom of the sheet.

It's that something, which, if Johnny could linger to read, would tell him at once whether or not he's going to become a soldier.

For as Johnny is leaving the room the Chief Medical Officer is marking either a "pf 1A" on the bottom of the sheet or an "npf D."

The first means "physically fit" and Johnny's accepted. The second means "not physically fit, deferred."

But Johnny couldn't linger to see what the doctor wrote down. Instead he has returned to the locker room and is busy donning his clothing.

Fully garbed once again, he goes out into a long room where scores of other draftees sit, impatiently anxious to learn their fate.

Their impatience cools, however, as the army personnel goes efficiently about its task of processing other draftees, seemingly forgetting the constantly swelling group who have been examined.

About the time Johnny begins to think he's being turned down a staff sergeant or some other enlisted man comes out of the medical section carrying an armful of papers. He stands in the middle of the room and starts calling off numbers.

When he's through the list, he instructs the individuals, whose numbers were called, to follow him. They go to the far end of the long room where more soldiers operate fingerprint laboratory setup.

One by one they are fingerprinted.

Here again, if they could only know, is the tip-off. The army only fingerprints the men approved for training.

Neither Johnny, nor any of the others know this. So once more they return to their little chairs, to chat, play checkers, cards or idle away the time as they choose till the next move.

That comes a half an hour, maybe an hour, or even longer, after they've been fingerprinted.

Once more Johnny's number is called out. This time it comes from the section of the post occupied by a corps of civilian clerks. Here Johnny learns, at last, whether he has been accepted or rejected.

The clerks take his family history, enter it on multiple forms, give him a little slip of paper with his number on it—and alongside it another number, an army serial number—and tells him to report back to the reception clerk's desk.

The rejectees do not fare so well. They're simply instructed to return to the waiting room and again wait till they hear their number called.

In their case the next individual to summon them is the transportation officer's aide, who informs them they've been rejected and gives them a train ticket, or bus fare, whichever their case requires, and implicit instructions as to time of departure of their train or bus for home.

The rejectee is then turned over to military police who are charged with the responsibility of delivering the rejectees to bus terminals or railroad depots and he departs, bidding his fellow draftees goodbye.

But to return to Johnny who has fared differently.

He has reported to the reception clerk and has received a postcard, stamped and ready for mailing, upon which he is asked to write his parents, or nearest relative's name and address.

The card, which will be mailed that night, informs Johnny's family that he has been accepted for military training and to what training camp he is being sent.

That's his last act as a civilian. He sits down again and falls to contemplating what his new life will be like.

Unaware of the passage of time as he plunges deep in his thoughts, he is suddenly startled by the clear notes of a bugle resounding throughout the induction post.

As the bugle call fades away, there is accentuated activity among the military personnel. While the inductees watch in expectation, non-commissioned officers and privates don their blouses and service hats.

The inductees are lined up in a company front formation, a color guard marches smartly to the center of the formation and the officers of the post file out of their offices to take stations facing the draftees.

Executing military regulations, the executive officer steps forward, salutes the post commander, then turning to the draftees, administers the oath of allegiance which makes them soldiers.

With the completion of the oath-taking the bugler sounds the "retreat" call while the new soldiers and the veterans stand at salute.

Then follows an address of welcome by the post commander and the induction ceremony is over.

The inductees are instructed to report to the reception clerk once more, and turn in their identification tags with which they reclaim civilian apparel.

They're ready now for delivery to a training post. They will go to Camp Upton, L. I., which has been serving as a receiving and distributing center along with Fort Niagara, which receives the selectees from the Syracuse and Buffalo posts, and Fort Dix, N. J., to which Manhattan Induction Station sends its inductees.

The distribution centers, however, usually do not become the permanent post. They act, rather, as a sort of quarantine station for the new men where the army anti-toxoid treatments against communicable diseases are administered.

Texas, Alabama, North and South Carolina, Georgia, Virginia, Massachusetts, New York's Pine Camp and Madison barracks—to these and other of the army's training posts have gone the 65,000 New York troops already in the field.

There, in one of those farflung outposts, Johnny will get his gun. Which one, he won't know in advance. A sage veteran will tell him: "As long as you're in the Army, buddy, you'll never know where you're going till you get there."
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. Buildings have screened porches, fireplaces, electricity, modern appointments. Main dining room, private cottages, duplex and triplex cabins, lodge rooms or tents. Adjoining golf course. Dairy and farm produce from Camp Farm. "New Growth" for 1941 includes a large Recreation Hall and shuffle board court.

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positions in the Mental Hygiene, parks, hospitals for the insane, Law Department and scattered positions in other departments.

The work of classification and salary allocation is never completed. The State Service is not and never will be static and fixed. New positions with new duties in new areas—many of them highly specialized—will continue to be created. The duties and responsibilities of existing positions change in vital characteristics, as new duties are assumed by the departments. Reorganization of bureaus and offices are frequently required for greater efficiency or to carry out new duties.

The central idea of the Salary Standardization Board was the establishment of a single board on which all State agencies, chiefly concerned, should be represented, viz., the Governor, the Budget Division, the Civil Service Commission, and the employees.

The Governor has a large measure of final authority through his Budgetary control. The Civil Service Commission cannot operate successfully entirely divorced from salary determination. Department heads have an interest, but cannot be placed in control without sacrifice of the principle of a single pay plan for the entire State Service. Employees are recognized by law as having a place in any method of wage determination.

The board recommends:
1. Prompt allocation or reallocation of non-standard positions now under the Feld-Hamilton Act, as rapidly as the Classification Board can determine the actual character of their position and their proper descriptive titles.

2. Extension of the life of the Temporary Salary Standardization Board until December, 1945, to permit the Classification Board time to report on standard titles and specifications for the remaining unclassified titles.

3. Gradual extension of the Feld-Hamilton Act to include eventually the entire State Service. It is suggested that those departments with the largest percent of employees with appropriate descriptive titles, properly classified and designated, receive first attention.

Informal opinions of the Attorney-General advised the board that the employees of the State hospitals, including those for the insane at Matteawan and Dannemora, came within the provisions of the law.

Many bills have been introduced to extend the coverage of the law. These usually take the form of repeal of older salary scales, or amendment of Feld-Hamilton schedules. The board recommends the extension of the law as rapidly as the necessary preliminaries of classification can be concluded.

4. The board has taken the position that any change or amendment of the salary scales in the law should be deferred until experience should clearly indicate what alterations are essential. The board believes that certain changes are now indicated and recommends that a study be undertaken by the board in association with the Division of the Budget and heads of departments.

Wassaic Dance
Miss Grace Odell was committee chairman for the Wassaic State School Chapter’s dance, June 6, in the club rooms, for the benefit of the chapter flower fund.

Harold J. Fisher, Association president, was speaker at the monthly meeting of the chapter, May 12.

H. R. S. H. News
Dr. Ralph P. Folsom, superintendent of the Hudson River State Hospital who died May 12, was a member of the hospital’s Employees Association.

During his 10-year service in the position, he laid out a 9-hole golf course, a yacht club building, and ice skating rink on the hospital grounds. He was a staunch supporter of the HRSH baseball teams and bowling leagues.

Number 4820 won the automobile at the Hudson River State Hospital Employees Association card party May 21—and it was a happy night for the holder, Mrs. Marie Conley, Bircher Avenue, R. D. 1, Poughkeepsie.

Prizes for the most donations went as follows: $20 to Miss Mary E. Belton; $15 to Judson Manning; $10 to David Brown, and $5 to Angus E. Brownell.

The drawing was conducted by Mayor Albert H. Slocum, assisted by Master Eugene Frank of Poughkeepsie. Sixty electric lamps were awarded to bingo winners. Ice cream and cake was served free to guests. Profits reached between $600 and $700.

The H. R. S. H. will hold a monster “I Am an American Day” on July 4th. Combined with the usual athletic events and mass drill of over 100 patients, both men and women, starting at 9 A. M., there will be day fireworks, carnival booths, booths displaying various industries at the hospital. Pony and donkey rides—popcorn and crullers made on the carnival grounds, the midway will have all kinds of attractions, fishing ponds, chuck-o-luck games, dolls to knock over and targets to ring. Ice cream and cake and lemonade will be given to over 2000 patients. Circus acts will be presented and a baseball game will be played in the afternoon at 2 P. M. between the Hyde Park Baseball Club and H. R. S. H.

Captain John Livingstone will be master of ceremonies for the day and his melodious voice will call off the attractions over the public addressing systems inviting all patients to play the games, ride the donkeys and have a grand time—as everything will be free.

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In addition the Physician Training Glee Club, with over 100 voices, will sing the following songs accompanied by the H. R. S. H. Patients Carnival Band: Yankee Doodle Dandy, Grand Old Flag, I Am an American, and America I Love You. Also The World is Waiting for the Sunrise, God Bless America and the Star Spangled Banner.

Six employees of Hudson River State Hospital, in response to an appeal by the American Red Cross for volunteer blood donors, made special trips to the Presbyterian Hospital, New York City, to donate their blood. The employees are August Eitzen, Earl Hornbeck, Bert Forstrom, Kenneth C. English, Grenard G. Kipp and Kenneth Krom. On the first trip to New York City each of the employees donated a pint of blood, and it is expected that the group will make a similar donation within the next few weeks.

**Attention! Glamour Girls!**

Glamour girls of New York State, here’s your chance! For a long time now the editors of the Civil Service Leader, weekly Civil Service newspaper, have been listening to cynics who maintain that pretty girls don’t hold down government jobs. They’re now preparing the complete and final answer to this wheeze... with their contest for the most beautiful girl in Civil Service.

Some time ago Columnist Walter Winchell devoted a column to the pretty government gals who are in Washington. Life magazine recently seconded him with a whole feature-spread on a Washington belle.

The Leader maintains that the best-looking femmes are right here in New York State—and the proof is already flooding the desk of the Beauty Contest Editor. Pictures of the early entries have been published. But there’s still time to enter—the final date is midnight, Tuesday, July 15.

The hunt is still on.

Perhaps you know her, the girl who will win a prize in this contest. Perhaps you have lunch with her every day. Perhaps she works at the desk next to yours, or in a department that you know about.

The rules for entering the Leader beauty contest are simple. The entrant must be a Civil Service employee and she must work in New York State. She may be a typist, a teacher, a welfare worker, a technician, a nurse, a clerk, an investigator or what have you. And she may be single or married. And the color of her hair doesn’t matter.

Judges in the contest are handsome Newbold Morris, President of the New York City Council; glamorman Victor Mature, brilliant star of “Lady in the Dark”; the prominent Fifth Avenue furrier, I. J. Fox, and Seward Brisbane, editor of The Leader.

First prize is a $400 fur coat, to be selected by the winner; second prize is a $200 fur coat for the runner-up. The first two prizes are being contributed by I. J. Fox. There will be other prizes, too.

To enter the contest, all you have to do is forward a photo or snapshot (or at least name and address) to Beauty Contest Editor, Civil Service Leader, 97 Duane Street, New York City. Choose any photo or snapshot you like—full-face or profile, head or complete figure, whatever you think the best presentation. There’s no objection if you want to enter yourself in the contest. The name of the person entering the contestant is kept confidential.

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June 177
For Summer Reading

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

FICTION
Cousin Honore, by Storm Jameson. Macmillan. $2.50.
Honore Burckheim, of a prominent and old Alsatian family, has no direct heir to inherit the ancestral estate or the vineyards or the money, which should be rejuvenating his antiquated iron works factory. As the years run out before the second World War, Honore is seen in the midst of the intrigues of his bailiff, his secretary and an illegitimate grandson, all jockeying for control, each with his private desires and animosities. Closely knit and absorbing, the story excels in individual character analysis as well as in the delineation of French characteristics at a critical period in world history.
The Neutral Ground, by F. O. Hough. Lippincott. $2.75.
As in If Not Victory, the author uses Westchester county as the scene of a fine, authentic colorful novel of the American Revolution, emphasizing the fact that the war was not only a revolution but a civil war; friend fighting friend, while those families who attempted to remain neutral were harried and looted of their possessions by both sides, as the contending armies campaigned across the Neutral Ground. The story follows the fortunes and misfortunes of war as they shape the lives of Sam Hilton, Loyalist, who joins the Queen's Rangers, and Robert Trowbridge, American, in command of the Westchester Lines, whose love for a girl dwelling on Neutral Ground runs a stormy course.
Remember Today, by Elswyth Thane, pseud. Duell. $2.
A love story, which begins when a boy of 12 stays for some months on the ranch of the father of a 12-year-old girl, but which fails to run smoothly for years and years. Indeed, it is not till the guardian angels of the two have interfered, after having watched with growing dismay the widening of the breach between them, that the light, humorous, and deftly told tale reaches a happy conclusion.

A Toast To Tomorrow, by Manning Coles. (Crime Club). Double-day. $2.
Like the author's Drink to Yesterday, this spy and mystery tale is characterized by excellent writing, grim humor, and surprising, realistic twists in its action. The plot is concerned with a man, who in 1918 was washed ashore at Ostende, wounded and half dead, and who is not able to identify himself till 15 years later, when he is deputy chief of police in Berlin and finds himself caught in a dilemma dangerous to his life and increasingly so as Goebbels becomes more and more jealous and suspicious of him.
The Twenty-One Clues, by J. J. Connington. Little. $2.
Cleverly contrived detective story. The minister of a rather fanatical English sect is found murdered in a bracken patch and lying nearby is the body of a wealthy woman parishioner, who had been active in the work of the church. The abundant evidence that points to murder and suicide seems suspiciously like a "plant," but if a double murder, who could have had the motives and the ability to work out all the ingenious details?
When The Living Strive, by Richard La Piere. Harper. $2.50.
Lew Gan, a naive, young Chinese boy, arrives in San Francisco cherishing the idea that here are "golden mountains" from which he can chip gold to fill his little pigskin sack. In an entertaining story, revealing with psychological acumen the character and devious mental processes of Lew Gan, he is followed through the years from the time he is made a member of his uncle's tong and works in his shop, till after many ups and downs in his own business ventures, and after various encounters with tong warfare and murders, he decides that old traditional ways are best, and plans to take his children, used only to modern American life, back to his native village that the family on its native soil may prosper and "become renowned."

NON-FICTION
A comprehensive, lucid, and timely history of the Monroe Doctrine from its origins in the famous message of December 2, 1823, down to the present. The author, professor of history in the University of Rochester, is an authority on the subject, and this work is both a summary of his detailed studies, and a continuation of them on a less intensive scale.
The Incurable Romantic, by Roderick Peattie. Macmillan. $3.
Chronicling with a gay and delightful informality the life of the author, a romantic who became a geographer. When he has married his never predictable wife, and together they are called "the crazy Peatties," the narrative becomes increasingly buoyant with genuinely entertaining incidents of daily living, of travel abroad, and of the summer home established in Vermont. Having all his life been a student and a teacher, Peattie has some interesting things to say about various institutions of learning and about education in general.
Lanterns On the Levee; Recollections of a Planter's Son, by W. A. Percy. Knopf. $3.
A Southern aristocrat and idealist writes engagingly of his childhood, drawing delightful pen portraits of his merry young Mammy, of Skillet, the little Negro boy who was his first boon-companion, of his beloved grandparents and his father and mother. He tells also of the Mississippi Delta region, of its problems today, of his own interpretation of Negro character, of sharecroppers, and of floods when every true Delta citizen volunteers to walk the levee all night with pistol and lantern.

The part the valiant and lovely little city of Williamsburg played in the early history of Virginia and what she meant in the American scene, as well as her later decline, serve as a valuable introduction to this record of the present-day restoration of the most significant portions of this historic and important city. Both through text and the charming drawings of E. H. Suydam, the book becomes a guide to the individual buildings.
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