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– page 22**

Official publication of
CSEA
Local 1000, AFSCME, AFL-CIO

Sector

THE PUBLIC

Vol. 19 No. 9
SEPTEMBER 1996



**‘A victory
for all public employees’**

— See page 3

Reserve now for your vacation getaway

Reservations are being accepted until **Oct. 30, 1996** for a seven-night "Sail Away With CSEA" cruise from New York City to Bermuda May 18 - 25, 1997. Early reservations are recommended for the best choice of cabins. Participants will cruise on Royal Caribbean's *Song of America*.

Rates, per person double occupancy, are just \$1,059 for outside (Category I) cabins and \$959 for inside (Category N) cabins, cruise only. Rates include all meals and entertainment on board, port charges, departure tax and a shipboard "Bon Voyage" cocktail party. Airfares from most eastern cities, including round trip transfers from airport to the pier, can be added on for \$279 per person. Optional insurance, which covers trip cancellation, medical protection, baggage protection and emergency assistance, is also available at \$79 per person.

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For dining purposes: Smoking _____ Non-Smoking _____

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Local, Unit Treasurers training sessions scheduled for September, October, November

Dates for CSEA Local and Unit treasurers' training during September, October and November have been announced by CSEA Statewide Treasurer Maureen Malone.

Notices with training session details, including time and location, will be sent to treasurers prior to a training session. Treasurers who do not receive a detailed notice

approximately five weeks prior to the session in their region should call 1-800-342-4146 Ext. 254.

Treasurers' training schedule

Region VI - Batavia, Sept. 18
Region VI - Corning, Sept. 19
Regions IV,V - Plattsburgh, Sept. 24
Region V - Auburn, Oct. 10
Region I - Region Office, Oct. 22
Region III - Local 860 Office, Oct. 23
Region IV - Albany, Nov. 13

Sherrie, Campbell win Lundquist, Hytko Awards

Two well-respected staffers are recipients of the 1996 Doug Lundquist and Kim Hytko Memorial Awards, presented annually to CSEA staffers who exemplify the spirit of Doug and Kim.

CSEA Political Action Coordinator Roger Sherrie received the Doug Lundquist Memorial Award and CSEA Communications Associate Dan Campbell received the Kim Hytko Memorial Award. The awards are named in memory of Douglas T.



Roger Sherrie

Lundquist, a CSEA political action coordinator who was killed Oct. 3, 1994 when a tractor-trailer rig overran and crushed his pickup truck on Interstate 87 near Albany, and Kim A. Hytko, executive secretary to CSEA President Danny

Donohue, who died Nov. 7, 1994, following a brief illness.

CSEA employees nominate other employees as candidates for the two awards. Criteria for the Doug Lundquist award includes that the recipient be witty, energetic and vibrant; care about the environment and love nature; be loyal to family and friends, and volunteer to help CSEA get ahead in the political arena.

Criteria for the Kim Hytko award includes that the recipient be dedicated to family, friends and CSEA; volunteer their time to help the

less fortunate; have a very positive personality; be unselfish and warm-hearted and have an adventurous nature.



Dan Campbell

Granddaughter of CSEA activist dies after accident; contributions sought to help family with expenses

SARATOGA — A trust fund has been established to help defray medical and other expenses for 16-year-old Brooke Shattuck, who died Aug. 6 at Albany Medical Center of injuries received in a car/bicycle accident. Brooke was the granddaughter of long-time CSEA activist Judy Remington-Richards, president of CSEA Empire State College Local 641 and former CSEA Capital Region secretary.

Brooke suffered severe head and numerous other serious injuries when the bicycle she was riding was struck by a car on July 25. She had been in a coma and in critical condition until passing away.

Brooke's family has only minimal medical insurance and no life insurance. Brooke was the oldest of five children.

Contributions to the trust fund, which will remain active for some time, would be greatly appreciated. Contributions should be sent to:

"Brooke Shattuck Trust Fund"
Adirondack Trust Company

112 South Broadway, Saratoga, NY 12866



Brooke

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City violated employee's constitutional rights

Federal lawsuit victory latest in string of CSEA successes in Troy

"It was a victory for all public employees. It proves that people employed by a municipality cannot be treated poorly."

TROY — A federal court jury has ordered the city of Troy to pay former employee Norma Fatone \$112,000 in compensatory damages in a lawsuit brought on her behalf by CSEA. The federal jury agreed with CSEA contentions that Fatone was illegally fired by then-City Manager David Grandeau in 1994.

"It was a victory for all public employees. It proves that people employed by a municipality cannot be treated poorly," Fatone said.

Fatone was represented in the federal lawsuit by CSEA Senior Associate Counsel Marilyn S. Dymond and Associate Counsel Timothy Connick.

The Fatone case is the latest in a long string of CSEA wins in grievances, improper practice charges and lawsuits filed over actions taken by Grandeau while he was in office. The two largest cases with the greatest potential financial impact are still pending in state Supreme Courts, where CSEA has challenged Grandeau's lay-off of 47 CSEA-represented city workers in October 1994 and is seeking their reinstatement.

Fatone had been demoted from deputy city auditor to a city water inventory clerk, required to perform menial tasks in the lower-level job and then was fired by Grandeau on the recommendation of then

THE RECORD
OPINION

Troy must decide which cases are worth pursuing

The \$112,000 recently awarded to former Troy city employee Norma Fatone was another financial pigeon coming home to roost squarely on the shoulders of beleaguered Troy residents.

A federal court jury determined last Thursday that Fatone had been fired illegally by former City Manager David Grandeau in 1994.

The jury found that the city had violated Fatone's constitutional rights and had broken state labor and civil service laws when it fired her from her job as city water inventory clerk.

The Republican administration had demoted Fatone from deputy

city auditor to the clerk post and had given her a variety of menial jobs to do prior to firing her.

It was quite clear that Fatone's treatment and subsequent firing were politically motivated, despite the fact that Fatone was a long-time Republican. Fatone had feuded with the county Republican Party in the past.

Unfortunately for the city, Fatone's case is just one of many labor cases pending against it that could eventually cost Troy taxpayers up to \$2 million, Mayor Mark

Department of Public Utilities Commissioner Richard Casey.

Fatone said her firing was in retaliation for the belief by Casey that Fatone had leaked a story to a newspaper that Casey failed to receive water bills or have his personal water meter read.

Norma Fatone was demoted from deputy city auditor to a city water inventory clerk, required to perform menial tasks, and was then fired. She said it was retaliation by her former boss. The jury agreed.

Democratic takeover of city government after Grandeau departed, said the many labor cases

Troy must pay worker fired illegally \$112K

Fatone calls award 'a victory for all public employees'

Staff Report

Norma Fatone is \$112,000 richer, and Troy taxpayers are that much poorer.

Fatone, a former city employee, was awarded \$112,000 in compensatory damages yesterday by a federal jury in Syracuse that ruled she was illegally fired by former City Manager David Grandeau in 1994.

The decision by U.S. District Court Judge Frederick Scullin came after a three-day trial, his court clerk said.

After more than seven hours of deliberation, the

eight-member jury upheld Fatone's two claims that her firing by the city had violated New York state labor laws and constitutional protections against retaliation, the court clerk said.

"I was happy the way it turned out," Fatone said after returning from Syracuse, where she heard the verdict.

"It was a victory for all public employees. It proves that people employed by a municipality cannot be treated poorly."

THE RECORD
Troy, N.Y.
Monday, August 12, 1996

approach did not concern itself with such niceties as existing labor contracts.

It should have.

Time and again, courts have conclusively held that unilaterally imposing lag payrolls and job duty changes, without agreement from the other side, constitute contract violations.

Now, the present administration is paying the piper for these ill-conceived policies.

What's past is past. The city now needs to determine which cases are worth pursuing to their conclusion and which are

better off settled out of court.

In other words, the city better be able to marshal solid legal arguments that have a legitimate chance of winning in court before wasting any more money on fruitless legal maneuverings.

Bargaining for an out-of-court settlement instead could save the city some money.

If a contract is violated, then city officials should cut their losses by striking the best deal they can with the unions.

And in the future, city officials should be think twice about short-term cost-saving measures that only cost taxpayers more money in the long run.

already decided or pending could cost the city up to \$2 million. A Troy city councilman recently told a radio talk show the score so far is Labor 21, Troy 0 in such cases.

Grandeau, a Republican operative, was hired as city manager by the then-Republican dominated city council in 1994. He immediately blamed labor unions for the city's financial problems and began a long series of anti-union actions leading to an equally long series of legal responses by CSEA.

Grandeau's bizarre tenure as Troy city manager was relatively short lived, less than two years, but his brash, insensitive and illegal anti-union tactics in blaming labor unions for the city's budget woes continue to haunt taxpayers of this financially-strapped city. A CSEA lawsuit challenging his residency forced Grandeau to resign under pressure last year.

On the cover...

Troy City Hall and downtown Troy provides the background across the Hudson River for CSEA Associate Counsel Timothy Connick, Senior Associate Counsel Marilyn S. Dymond and former Troy city employee Norma Fatone. Connick and Dymond represented Fatone in a successful CSEA federal lawsuit against the city of Troy.

Privatization issue resurfaces in Westchester County

WHITE PLAINS — He must think it's the greatest invention since sliced bread, because Westchester County Executive Andrew O'Rourke is at it again. This time he wants to contract out the county's computerized Information Services and Child Support Services Office.

Westchester County local and unit activists have demonstrated, attended meetings and strenuously lobbied county lawmakers to convince them to reject the County Executive's proposals to privatize county services.

In July, the union brought in Mary Lacity, an author and professor who has written a number of publications that point out the problems with contracting-out information systems and who has conducted original research based on interviews with senior executives and Information Services (IS) managers. According to CSEA Political Action Coordinator Stan Merritt, Lacity made an impressive presentation to county legislators who now say they may reconsider their decision to contract out. Lacity was also interviewed by the local media.

CSEA Southern Region President Carmine DiBattista praised the efforts of the IS

employees who have worked on the anti-privatization campaign. "All the time and effort that our IS members have put into lobbying and identifying the myriad of problems with the private sector bid could and should be channeled into fixing the problems in IS that years of mismanagement and poor bidding practices have caused,"

DiBattista said.

"The O'Rourke administration has proven that CSEA's concerns about quality, oversight, accountability and hidden costs of privatization were not merely union rhetoric," Merritt said.

In regard to privatizing the Department of Social Services, employees said the DSS commissioner denied any knowledge of any such plan, but just a short while later, the assistant commissioner announced that his department was, in fact, conducting a survey to determine the feasibility of contracting out. The following day, executives from a private company were given a guided tour of the Child Support Services Office in White Plains and a few weeks later, a county legislator released a statement that he was proposing to privatize the department.

"We will not lose our jobs in order to enhance a politician's career," said CSEA Westchester County Unit President Cheryl

Melton. "We will not allow a private company to line its pockets with our tax dollars or allow DSS management to escape their responsibility of doing their job in the most efficient and effective manner."

A CSEA committee of child support workers has already been organized to fight contracting out and future plans include educating and reaching out to the community, attending legislative meetings, lobbying legislators and the county executive and organizing rallies and demonstrations.

Unit Vice President Sandra Franco is asking for a dedication of time and energy from members.

"CSEA's strength in battling contracting-out is directly related to the commitment of all of the membership," she said, "particularly workers who share job titles with the child support staff."

O'Rourke has been on a contracting out binge since last year and no one has been able to convince him otherwise. Even a few bad experiences have not discouraged him, including trash haulers with mob ties; a corporation that lost over \$6 million for the county when it ran the historical Playland Park; a huge turnover in housekeeping and laundry departments at the county's hospital, and the tragic suicide of a 17-year-old female inmate at the county jail which was blamed on the newly contracted jail medical services.

—Anita Manley

"The O'Rourke administration has proven that CSEA's concerns about quality, oversight, accountability and hidden costs of privatization were not merely union rhetoric."

CSEA saves Auto Bureau jobs in Erie County

BUFFALO — On the eve of what they thought would be their last day on the job, eight full-time Erie County Auto Bureau workers slated for layoff were spared.

County Clerk David Swarts is trying to take credit for preventing the layoffs, claiming he fought with state officials to get partial funding to restore the positions. But the real credit belongs to CSEA.

CSEA Local 815 President Mike Bogulski said the job restorations are the result of a CSEA grievance which charged that the eight should never have been targeted for layoff in the first place. According to a 1985 sidebar agreement to the Erie County white collar contract, part-time employees must be laid off before full-time employees in the same job title and work site.

The county Auto Bureau employs 65 part-timers who, unlike their full-time counterparts, don't have to take a civil service exam to be appointed. Many of the part-timers, who are not represented by CSEA, are political appointees who supported County Clerk Swarts.

"The partial funding offer was there all along," said Bogulski. "It wasn't until Swarts realized that his cronies might wind up getting the ax that he decided to accept it."

While the grievance has been dropped for now, CSEA is considering legal action to do away with the part-timers altogether.

—Ed Molitor

LOCAL GOVERNMENT BRIEFS

MONTGOMERY COUNTY

AFSCME scholarship winner



HAGAMAN — Gayle Gasner, daughter of Elaine Gasner of Hagaman, participated in "A Presidential Classroom for Young Americans," held in Washington, D.C.

Gayle, 16, attends Galway Central School. Her mother Elaine worked for the Health Department and most

recently for the Division for Youth for a total of 35 years of state service and CSEA membership.

Gayle was very impressed with the prestigious program and was honored to be chosen for one of ten AFSCME scholarships to participate.

The AFSCME program allowed Gayle to meet with elected officials involved in national politics and to learn how each state functions with its own set of laws while still being part of the United States.

"My week in Washington was truly an unforgettable experience," Gayle said.

ORANGE COUNTY

Employee thanks CSEA members

GOSHEN — Mary Kornheisl says "thanks" to CSEA members who took the time to send their well wishes to her daughter Laura Huegele.

Laura, who was featured in the June edition of *The Public Sector*, is being treated for a rare form of pancreatic cancer and is presently participating in an experimental program for treatment of the disease.

Kornheisl, who works for the Orange County Department of Social Services, said she and her daughter were overwhelmed by the many cards and letters she received from CSEA members from all over New York.

"They have truly brightened some very dark days," Kornheisl said.

Laura is now living with her in-laws and her new address is 285 NW 100th Ave., Plantation, Florida 33324.

NASSAU EDUCATIONAL LOCAL 865

School district declares impasse

HEWLETT-WOODMERE — The CSEA Hewlett-Woodmere Custodial, Cafeteria and Maintenance Unit declared impasse in negotiations for a successor agreement to their last contract which expired on June 30, 1995.

According to Unit President Bob Vorel, the negotiating team declared impasse because the district "refused to discuss any real numbers."

Vorel said the district was offering extremely low percentages while asking employees for health insurance contributions.

"My members simply can't do it. The district wants them to accept significantly less than the cost of living," Vorel said.

There are 65 CSEA members in the unit. They are planning informational demonstrations to make the taxpayers aware they have been working without a contract for more than a year.

The unit is part of CSEA Nassau Educational Local 865.

Drowns in flooded, collapsed trench working second job

City of Middletown employee killed

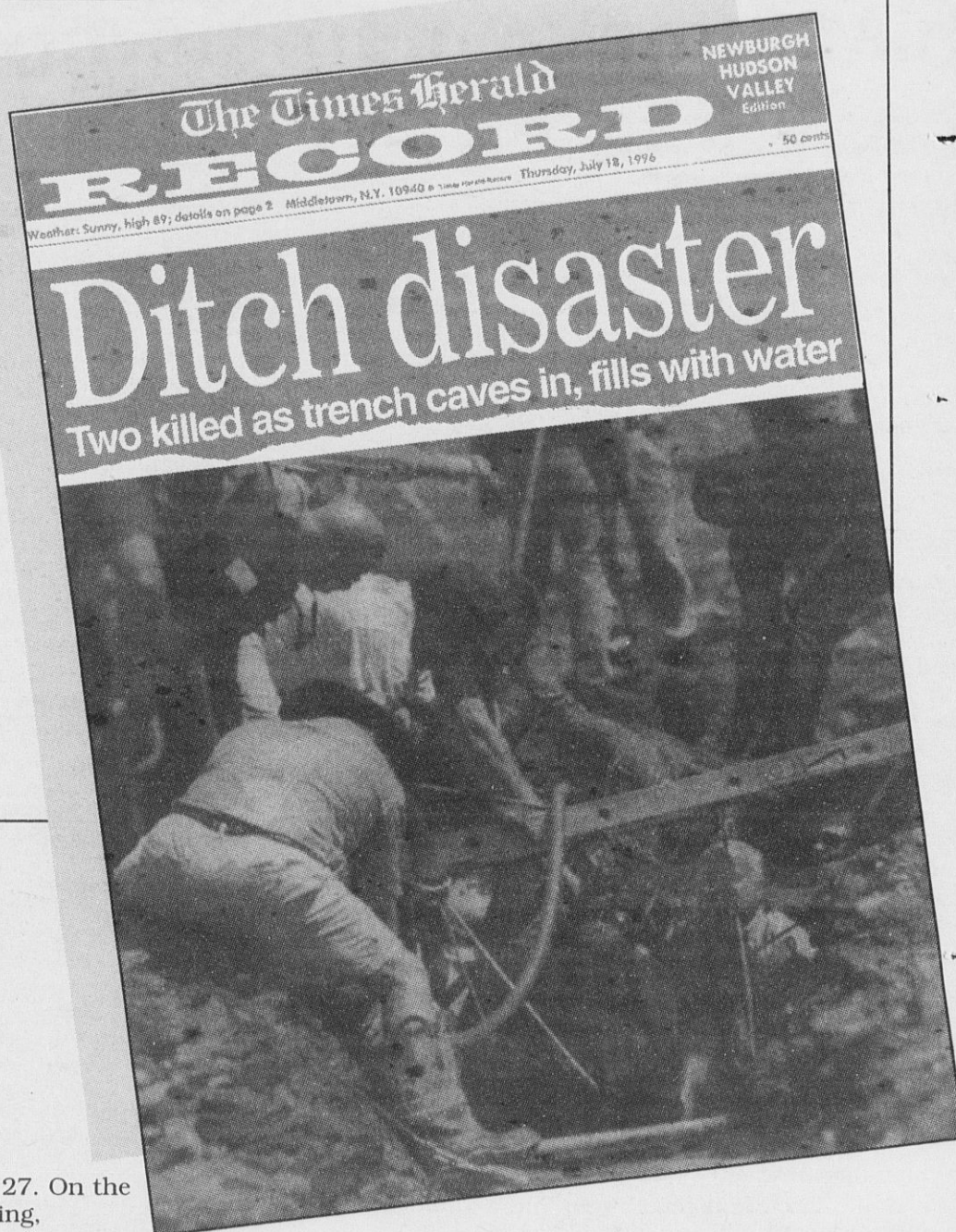
MIDDLETOWN — A City of Middletown employee who was working at a second job was killed when the trench he was working in collapsed. In a few horror-filled moments, CSEA member Martin Grenzhauser and his co-worker Ed Reiley were trapped in waist-high mud when a six-inch water main broke, flooding the collapsed trench and drowning the two trapped men. City emergency crew worked for four hours to free the bodies.

The construction company has come under fire because the eight-foot-deep trench should have been shored up to keep it from collapsing.

"Because of a lack of a few dollars worth of plywood and proper safety precautions, my friend is dead," said CSEA Unit President Dave Walters.

Walters said city officials eliminated the position of safety inspector due to fiscal problems and he has asked the mayor to reinstate the position to oversee all city construction projects and to conduct safety training for city employees.

Grenzhauser, who was 29 years old, had worked for the city since 1988.



Mt. Vernon members rally to save jobs

MT. VERNON — Mt. Vernon Housing Authority employees sent a message of solidarity to housing authority board officials and helped convince a majority of the board to reject a proposal to contract out the housing security force.

CSEA Labor Relations Specialist Shawn McCollister said the Housing Authority Director blamed security staff and mechanics for financial problems at the housing authority in a January article in a local newspaper. The article brought workers' morale to a new low.

Unit President Geraldine Walker said shortly after the article appeared, management brought in the Guardian Angels and a private security firm to "look things over."

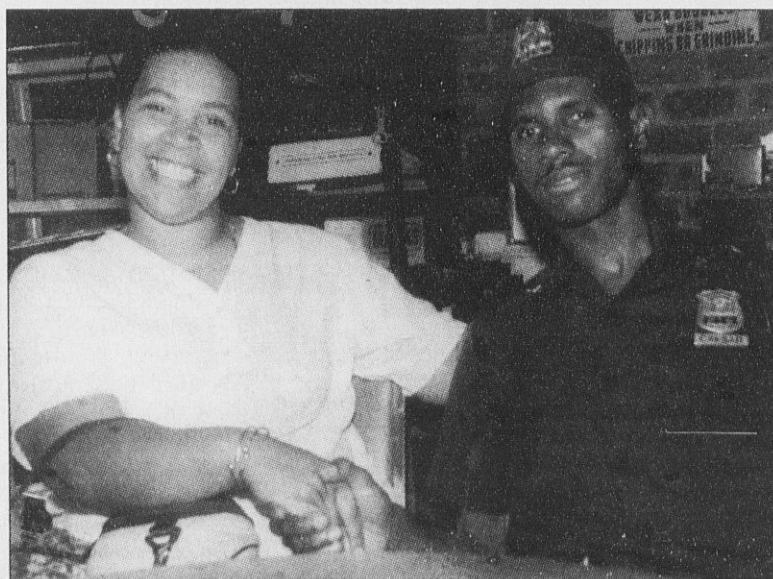
"They weren't seeking any input from us," she said. "They were just looking to replace our people."

But when Walker asked if the Housing Authority was planning to contract out security, she received no response.

During negotiations in June of this year, housing officials threatened that they were going to lay off workers if CSEA did not make concessions. Two days later, six layoff notices went out to two security guards and four maintenance employees. Housing employees held informational pickets to inform residents of the layoffs and distributed fliers to urge the tenants to

attend a Housing Authority Board meeting on June 27. On the night of the meeting, another demonstration was held with support by members of other CSEA units in Mt. Vernon in addition to CSEA staff.

McCollister said the turnout at the demonstration and the June 27 meeting "opened up the eyes" of board members.



Unit President Geraldine Walker, left, congratulates Security Guard Dave Caesar, a CSEA member, right.

The final victory came when board members surprised the audience with an unexpected resolution to contract out the security force.

"The director expected the board to rubber stamp the resolution," said Walker. "To our surprise, one board member abstained and the resolution was defeated. The tenants and employees were elated."

"It was the icing on the cake," she said. "A majority of the tenants supported our position and they had had no input."

Walker and McCollister credit the new activism of the members for the defeat of the resolution.

"The unit should take the credit," Walker said. "They really got active, they lobbied and they got involved."

Walker's job isn't over yet. Housing officials say they are short of revenue and "can't make ends meet." More layoffs are threatened.

"It's a tenuous situation," said McCollister. "The Director's goal is to drive the security force out. If they get a 'supermarket security force' in here, you're talking about chaos."

—Anita Manley

Injunction puts MH layoffs on hold at more psych centers

State plans to eliminate hundreds of jobs at Manhattan and Creedmoor Psychiatric Centers in New York City were halted when State Supreme Court Justice Alice Schlesinger issued a preliminary injunction in response to a lawsuit filed by CSEA and PEF. The injunction saves, at least for now, the jobs of mental health workers the state wants to eliminate in spite of state budget restorations for mental health services.

The injunction follows on the heels of similar favorable rulings against dismantling services and eliminating jobs at Buffalo, Kingsboro and Pilgrim Psychiatric Centers. Related lawsuits against job reductions at Mohawk Valley Psychiatric Center in Utica and Hutchings Psychiatric Center in Syracuse were rejected because the court found they did not represent a significant service reduction.

"I was lying awake at night really worried. I couldn't even eat," said CSEA Creedmoor Psychiatric Center Keyboard Specialist Cynthia Losecar. Stunned when she heard Governor

Pataki's mental health budget cuts meant abolishing her job in the Medical Records Department. Losecar called her CSEA Local 406 President Caroline Sikoryak every day for any new layoff information.

"We thought we were out in the street," responded a relieved Cynthia Losecar. "I had accumulated over 400 hours sick leave because I always came to work — rain, sleet or snow. It's like your excellent record doesn't matter, nothing matters. You're just a number." So thankful for CSEA's legal battle, Losecar added, "I think CSEA is wonderful!"

The issuance of a preliminary injunction order is significant because the Court agreed that the planned service reductions violated the law and that if implemented would pose an imminent danger to the patients and the community.

"This latest decision upholds CSEA's contention that the state's downsizing of the mental health system is too rapid and too radical," CSEA President Danny Donohue said.

Middletown worker assaulted

MIDDLETOWN — It wasn't short-staffing this time, but the new breed of violent patients and a revolving door legal system that caused a serious injury to Middletown Psychiatric Center Secure Care Therapy Aide Frank Simpson, a 27-year employee.

Violent assaults were a habitual part of this particular patient's record, said Simpson, who noted that recently the patient had stabbed another patient in the neck with a pencil.

Simpson said he had to accompany the patient to court after the stabbing, but the hearing was postponed.

"The judge ordered a psychiatric evaluation," Simpson said, "and he came back here and attacked another worker who ended up with shoulder injuries."

After facility officials transferred the patient to a secure care ward, he became agitated and attacked Simpson by throwing a table at him and hitting him in the eye.

"Three of us were able to get him down on the floor," said Simpson, "but he poked his thumb in my eye and I don't remember much after that."

Simpson is out of work, his eye recovering but his face numb from the injuries. His leg is also in a brace, due to an earlier injury by another patient.

Simpson blames the problems on changing times.

"Years ago, we worked with the patients," Simpson recalled. "They constantly had things to do, working on farms, sewing. Now, we get the



Secure Care Therapy Aide Frank Simpson shows former Local 415 President Grace Ortiz the injury he sustained due to a violent patient.

drug addicts, alcoholics and the violent ones. The rules are different, staff has no rights. There's no disciplinary process for the patients. They have all the rights."

Even the local judges have no sympathy, Simpson said. "The judge told me 'this is the environment you work in. You get paid for this.'" he said.

— Anita Manley

An act of heroism...

Two CSEA members are being hailed as heroes for their courageous actions in saving the lives of two teenagers who were canoeing on Great Valley Creek in western New York.

Jim Quinn, a youth division aide III at Cattaraugus Residential Center, and Alan Morton, a youth division aide II at Great Valley Residential Center, were part of the volunteer crew who responded to the 911 call made to the Great Valley Fire Company.

Andy Burke, 18, and Tim DeChane, 17, were canoeing on Sat., April 13, when the frigid, rushing waters sent their canoe crashing into a tree, almost breaking it in half.

DeChane was hit by a branch and went under. He surfaced a moment later and grabbed a tree limb, but the current kept slamming the limb into his chest until, 20 minutes later, he managed to pull himself out of the water onto a log.

Burke drifted downstream in a piece of the canoe, was sucked underwater, then became entangled in branches and was trapped in the water from the waist down.

Quinn and Morton immediately set out to rescue DeChane. They threw him a life vest, then Quinn, secured by Morton on shore, walked into the torrent and out to DeChane's log perch.

DeChane jumped into the stream, then onto Quinn's back. The two men then traversed the raging current to the shore.

Burke was brought to safety by other volunteers at the scene.

Both teenagers were rushed to Olean General Hospital. Burke's body temperature, after being in the water for more than 45 minutes, was measured at 87 degrees. DeChane's body temperature was 92. Both young men faced a life-threatening situation and were saved from possible tragedy.

CSEA salutes the courageous actions of members Jim Quinn and Alan Morton.

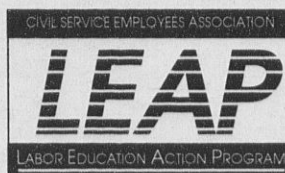
Quinn and Morton are members of the CSEA Division for Youth (Buffalo Area), Local 562.

LEAP deadline approaching; new catalog available

To expand service to members and improve distribution of the LEAP catalogs and application forms, LEAP has designed a new condensed catalog for the Winter/Spring 1997 semester. The new catalog and application form will be mailed directly to any member who has applied for a LEAP tuition benefit during the Spring '96 or Fall '96 semesters. LEAP catalogs and application forms will still be available at New York state agency personnel and/or training offices

during the first week of September. The new condensed version will substantially reduce the costs associated with printing and shipping our biannual catalog and will allow better direct distribution via bulk mail.

Applications for the Winter/Spring '97 semester will be accepted from Sept. 1 until 5 p.m., Oct. 16, 1996. Any application received after the



5 p.m. Oct. 16, 1996 deadline cannot be accepted. If you do not receive a catalog in the mail or if you are unable to obtain one in your agency by Sept. 9, call 1-800-253-4332 and you will be sent one.

The Labor Education Action Program (LEAP) is a tuition benefit program available to members of the Division of Military and Naval Affairs, Administrative,

Institutional and Operational Services Bargaining Units, and employees of the Health Research, Inc., SUNY Construction Fund, and the Teacher's Retirement System who work half-time or more and who received a paycheck issued Aug. 7 or Aug. 14, 1996.

If you have questions about LEAP or other education and training benefits for state employees represented by CSEA, call the LEAPLINE at 1-800-253-4332.

CSEA blasts OGS privatization

ALBANY — The State Office of General Services recently gave 90-day notice to 46 state janitors telling them that their jobs may be wiped out by privatization. It's the third wave of notices this summer to OGS cleaners, raising the total to 135 and angering CSEA.

"The way OGS management is treating our members is awful, just awful," said CSEA Capital Region President Carmen Bagnoli.

CSEA is gearing up for a fight against the OGS privatization efforts. CSEA is investigating whether OGS is violating civil service law by

retaining temporary, hourly workers while laying off permanent, full-time workers.

"OGS isn't bothering to tell the workers about job protections. They want them intimidated to the point of not supporting the union and its efforts to educate them about how to fight back through the existing systems of safeguards," Bagnoli said.

"The playing field isn't level at all, and as long as it stays uneven I'm prepared to fight back, under the contract, under the Taylor Law and in the courts if necessary," Bagnoli said.

—Daniel X. Campbell

"The way OGS management is treating our members is awful, just awful."

SUNY Oswego teamwork pays off

OSWEGO — A state surplus pickup truck got a facelift and new lease on life from four CSEA members in SUNY Oswego's physical plant department. The custodians, using a few dollars worth of materials and some elbow grease, got a useful vehicle for around-campus errands.

The 1987 Chevy S-10 pickup truck was acquired for free from the State Department of Transportation, where it had been used as a supervisor's truck.

The college put in about \$500 worth of repairs to get the truck running again. Janitors Jim Sweet, Mike Alfieri, Mike Flack and John Mazzoli volunteered to do the body work necessary to get the truck looking new. Alfieri and Sweet had experience with body work and led the efforts.

The men fixed dents and rusty holes, applied fiberglass body filler and repainted the bright yellow truck a metallic green to coordinate with other vehicles on campus. The materials cost \$70, and the men worked on the truck after their regular duties were finished.

"The custodians volunteered to put in time for the betterment of the college and the department," supervisor Steve Ives said. "The truck presents a better image of our campus for the public to see."



BEFORE AND AFTER — SUNY Oswego janitors, from left, Mike Alfieri, Jim Sweet and John Mazzoli pose in a before-and-after shot with two trucks acquired from the state Department of Transportation. The men fixed up the truck at right, doing body work and repainting the vehicle. The truck at left still shows rust and dents.

"The initiative came directly from the custodial department," said Jerry DeSantis, assistant vice president for facilities. "They were creative and ambitious, and that's exactly the kind of thing we want to see."

Court employees ratify new 4-year contract

ALBANY — CSEA members in the Unified Court System have overwhelmingly approved a new four year contract for approximately 4,000 state employees who work at local courthouses throughout the state.

The agreement, reached in June, was described by CSEA President Danny Donohue as "A contract that meets the needs of our members. It's a good deal, it's a fair deal, it's a deal we can live with and it has no givebacks."

The agreement covers the period from April 2, 1995 to April 1, 1999. It provides for:

- A pay raise of 2 percent or a minimum of \$500 retroactive to April 1, 1996;
- A pay raise of 2 percent or a minimum of \$550 effective April 1, 1997;
- A pay raise of 3 percent or a minimum of \$700 effective Oct. 1, 1998;
- Additional longevity bonuses beginning in the 1996 contract year of \$750 after 20 years, \$1,000 after 25 years and \$1,200 after 30 years;
- Increased funding for the Employee Benefit Fund which will now cover employees who retire on or after April 1, 1998;
- Increased funding for geographical location pay, uniform and equipment allowances and child and elder care;
- Resumption of the Labor Education Action Program (LEAP) which enables employees to enroll in tuition-free courses at two and four-year public and private colleges, BOCES and various state facilities.

The contract was ratified by a vote 1,272 yes to 119 no.

Teresa Bush, Local 423, top PEOPLE recruiter; double points in Sept.

Teresa Bush of CSEA St. Lawrence Psychiatric Center Local 423 earned Recruiter of the Month honors for July by recruiting the most new members for the PEOPLE Program.

PEOPLE (Public Employees Organized to Promote Legislative Equality) is the CSEA-AFSCME lobbying program that operates at the federal level.

Bush recruited 30 new members for PEOPLE during July.

Double points will be awarded to PEOPLE recruiters for members signed up during September.

Points are redeemable for great gifts in the new PEOPLE Recruiter Gift Catalog. For more information on the September double points promotion, call the CSEA Political Action Department at 1-800-342-4146 Ext. 404 or (518) 436-8622.



New EAP agreement inked for Workers' Comp Board workers

CSEA recently signed a new contract providing Employee Assistance Program (EAP) benefits to Workers' Compensation Board employees. Workers' Compensation Board Chairman Robert R. Snashall watches as CSEA President Danny Donohue signs the EAP contract for CSEA Workers' Compensation Board Local 671.

In touch with you

A message from CSEA President Danny Donohue



Make an informed decision and vote Your vote does count!

This year's end of summer means more than just the arrival of autumn. It marks the full-fledged start of the political campaign season in this Presidential election year.

There is much at stake in the approaching November election that requires all of us to act as responsible Americans.

The right to participate in the electoral process at every level must never be taken for granted. It is essential to a vital democracy that all of us exercise our right to register and vote. This is a right that sets America apart from most of the world.

But this right is also a responsibility.

Sadly, too many Americans do not do their part.

Your vote does count. In America we have the ability to make our communities, states and country better places by choosing responsible and responsive leaders. But it requires people to act both as individuals and in cooperation with others.

This begins with registering to vote. Any American who is not registered should do so immediately to vote in this November's election. It is easy enough — voter registration forms can be picked up at your local post office or Department of Motor Vehicles Office

or Board of Elections. You can also get a form from your CSEA Region Office. You must complete the form and mail it to the Board of Elections by Oct. 11.

If you've moved in the last year you need to re-register, so act now.

CSEA, like many other unions of the AFL-CIO, has consistently brought this message of responsibility to our members and the general public in recent months. We have vigorously pursued voter registration efforts as the first step in getting people involved. Stories about these efforts are presented on the next three pages.

But there is more to exercising election responsibility. Voters should make informed decisions. Candidates should be judged beyond just their looks, personality and TV sound-bites. What do they stand for? What is their real voting record? Whose interests do they really represent?

These are questions that voters should ask and get answers on. Not just for the Presidential candidates, but for congressional candidates and those who run for the state Assembly and Senate.

As a union, CSEA's political endorsements are made with the input and deliberation of

union members. They are carefully considered judgments about which candidates will serve the best interests of our members and other working people. The fact that most of our members work in public employment makes it even more important that we get actively involved in the political process because it can affect our working conditions directly.

There are some people who think unions should not have the right to be involved in the political process. They try to undermine the trust between union workers and their elected leaders by innuendo and fear-mongering. There has been a constant drumbeat in recent months against "union bosses" imposing their will on unsuspecting workers.

That kind of talk is nonsense.

To prove the point, I urge all CSEA members to take the time to learn the facts, make up your own mind about what's right and then vote.

Throughout the past year I have frequently stated that "together, we make it happen." There is no more powerful way to demonstrate it than through the ballot box.

Danny



"O.K., now that you're registered, you should start feeling a lot better. But remember, there's nothing more important to a VITAL democracy than EXERCISING your right to vote!"

President Donohue's schedule of region visits

CSEA President Danny Donohue will continue his series of "In Touch With You" visits to CSEA regions.

Donohue will meet with Western Region members between 1 and 7 p.m. on Wednesday, Sept. 18 at the Radisson Hotel on Market Street in Corning. Members are encouraged to make appointments for specific times by contacting the Western Region office at (716) 886-0391.

On Thursday, Oct. 17, Donohue will meet with Central Region members between 1 and 7 p.m. at the CSEA satellite office in Canton. Call the Central Region Office at (315) 433-0050 to make appointments.

On Monday, Nov. 18, Donohue will be at the CSEA Plattsburgh satellite office to meet with Capital Region members between 1 and 7 p.m. Appointments can be made by contacting the Capital Region Office at (518) 785-4400.

Donohue will be at the CSEA Southern Region office in Beacon on Tuesday, Dec. 10 to meet with Southern Region members between 1 and 7 p.m. Call the Southern Region office at (914) 831-1000 to make appointments.

NEWS & VIEWS

Items of interest from around the labor front

So, how did you spend your summer?'

More than 1,000 people have completed their assignments under the AFL-CIO's Union Summer project, a program involving young people in union efforts to bring social and economic justice to American workers and their families across the country.

Among them was Eric Muldoon, son of Bernadette Muldoon, a member of CSEA Capital Region Judiciary Local 694. Eric spent three weeks in the Sacramento, CA area, where

Union Summer activists worked on a variety of projects in support of the Living Wage initiative, organizing opposition to the anti-affirmative action ballot measure, picketing for Justice for Janitors, fighting against the privatization of McClellan Air Force Base and organizing home health care workers.

A first-hand account of Eric's experiences in the field will be published in the October edition of *The Public Sector*.

Hey, don't step in that again

The AFL-CIO is reminding that it was supply-side economics, the heart and soul of Bob Dole's economic plans for the nation, that sent the national debt soaring and widened the wage gap in the Reagan '80s. Under President Clinton, the AFL-CIO points out, the budget deficit has fallen every year. The Congressional Budget Office reports that the deficit this year will drop to the lowest level since 1981.

Labor ads dog legislators

You can run, but you can't hide

Anti-worker lawmakers may have fled Washington for the late summer months, but the AFL-CIO's grassroots education campaign is dogging them wherever they might be. A series of AFL-CIO sponsored radio and tv ads are reminding lawmakers and voters alike of shortcomings of the politicians. The ads lambast GOP attempts to undercut organized labor and working families.

'America Needs A Raise' now in bookstores

AFL-CIO President John Sweeney has authored a new book, "America Needs a Raise," a blunt account of America's economic troubles, putting a human face on American labor. Sweeney dissects the realities of the global economy and

argues that strong unions offer hope to all workers beset by economic insecurity.

Copies are available in most bookstores or from Houghton Mifflin Co., 222 Berkeley Street, Boston, MA 02116.

Keep your greedy hands off Social Security

Wall Street's drooling over the chance to get its hands on Social Security funds for so-called "privatization" and is conducting an orchestrated disinformation campaign on long-term financing problems, the AFL-CIO Executive Council is warning.

"It's time to make Americans aware of the true value of the Social Security system and to discredit the false notion that private retirement accounts could match Social Security benefits," the council says.

The council is urging all unions to increase communications with their members about the importance

of defending the Social Security system.

Nix to Bell Atlantic and NYNEX deal

The AFL-CIO and the Communications Workers and Electrical Workers union is urging federal and state agencies to nix Bell Atlantic's buyout of NYNEX.

"The buyout would create an even bigger telecom monopoly with less incentive to reverse the companies' existing pattern of declining service, higher rates and destruction of good jobs," the AFL-CIO says.

AFL-CIO Boycott List Don't buy these products!

The following companies and products have been placed on the official AFL-CIO Boycott List at the request of the unions which represent the employees affected. Do Not Buy These Products Until Labor Issues Involved Have Been Resolved.

Apparel & Accessories

Acme Boot Company - Western-style boots: Acme, Dan Post, Dingo brands

***Steelworkers**

Deckers Corp. - Sandals: Deckers, Sensi and Teva brands

***Machinists**

F.L. Thorpe & Co. - "Original Black Hills Gold Jewelry"

***Steelworkers**

Howe K. Sipes Co. - Athletic apparel. Label: Howe Athletic Apparel

***Electronic Workers**

Master Apparel

Men's and boy's pants. Labels include Botany 500, Hills and Archer, and Blair

***Electronic Workers**

Building Materials & Tools

Ace Drill Corp. - Wire, jobber and letter drills, routers and steel bars

***Auto Workers**

Brown & Sharpe Mfg. Co. - Measuring, cutting and machine tools and pumps

***Machinists**

Louisiana-Pacific Corp. - Brand name wood products: L-P Wolmanized, Cedartone, Waferwood, Fiberpine, Oro-Bond, Redex, Ketchikan, Pabco, Xonolite

***Carpenters and Woodworkers**

Rome Cable Corp. - Cables used in construction and mining

***Machinists**

Southwire Co. - Commercial and industrial wire and cable: Do-it-yourself brand Homewire.

***Electrical Workers**

Appliances & Furniture

Silo Inc. - Retailers of appliances and electronics

***Teamsters**

Telescope Casual Furniture Co. - Lawn, patio, other casual furniture. Brand name: Telescope

***Electronic Workers**

Food & Beverage

California Table Grapes - Table grapes that do not bear the UFW label on their carton or crate

***Farm Workers**

Farmland Dairy - Milk sold in Connecticut, New Jersey, New York

***Teamsters**

Cook Family Foods Ltd. - Hams and ham steaks: Cooks, Blue Bird, Fire Side, Lancaster, Nottingham, Shaws, Sherwood, Super Tru, TV's labels

***Firemen and Oilers**

Diamond Walnut Co. - Diamond brand canned and bagged walnuts

***Teamsters**

Mohawk Liqueur Corp. - Mohawk label gin, rum, peppermint schnapps and cordials

***Distillery, Wine and Allied Workers**

Tyson/Holly Farms Chicken - Chicken and processed poultry products

***Teamsters**

Transportation & Travel

Alitalia Airlines - Air transport for passengers and freight

***Machinists**

Bridgestone/Firestone Inc. - Tires. Brands include: Bridgestone, Firestone, Dayton, Triumph, Road King, Roadhandler

***Steelworkers**

Go-Mart Gas - Gasoline sold at Go-Mart convenience stores and truck stops

***Oil, Chemical & Atomic Workers**

Kawasaki Rolling Stock USA - Railroad cars

***Transport Workers**

Michelin - Michelin brand tires

***Steelworkers**

Miscellaneous

Bell Atlantic/NYNEX mobile systems

***Communications Workers and Electrical Workers**

Black Entertainment Television

- BET cable television, Action pay-per-view, Bet on Jazz

***Electrical Workers**

R.J. Reynolds Tobacco Co. - Cigarettes: Camel, Winston, Salem, Doral, Vantage, More, Now, Real, Bright, Century, Sterling, YSL/Ritz. Tobacco: Prince Albert, George Washington, Carter Hall, Apple Madeira Mixture, Royal Comfort, Little Cigars, Winchester.

***Bakery, Confectionery & Tobacco Workers**

DON'T BUY!

**CSEA
AFSCME
ADVANTAGE**

UNION MEMBER DENTAL PROGRAM

Save Money Every Time You Visit The Dentist

A discount dental program especially designed for members not covered by dental insurance, it may also help lower out-of-pocket expenses for members already covered by dental insurance

Sign up with the AFSCME Advantage Union Member Dental Program and you won't have to pay full price at the dentist again. For the special CSEA/AFSCME member price of just \$29.95 per year, you and your family can choose any dentist from the list of qualified professionals and receive instant discounts with every visit. Savings through this program are so substantial that your membership can pay for itself in just one visit.

Get Immediate Savings Every Time You Visit the Dentist

Prevention is key to good dental health. The program offers CSEA members oral exams and bitewing x-rays at no charge as well as savings on routine cleanings. Plus, you'll save on everything from fillings and braces to dentures and root canals. The program reduces the fees your program dentist charges for more than 170 different procedures. For example, program members would pay only \$210 on a typical \$300 dental bill.

Experienced Dentists, Expert Care

It is important for you to feel comfortable with your dentist. That's why every program dentist is carefully evaluated through detailed back ground checks, office visits and personal interviews.

Saving Money Never Easier!

It's easy for CSEA members to save money with the Union Member Dental Program. After you join, just select one of the 5,000 program dentist, call for an appointment and show your membership card when you visit. You'll be billed for the special reduced amount available only to program members. They are no forms to fill out, no refund checks to wait for, and no limits on how much you can save. If you already have dental insurance, the program's lower fees will help reduce your out-of-pocket expenses even more. Why wait? Call 1-800-257-8352 and start saving on your family's dental bills today!

Members who have dental plans which do not require out-of-pocket expenses if they use a participating provider do not need this program, provided they use a participating dentist. This includes all CSEA-represented state employees and local government bargaining units in the CSEA Employee Benefit Fund. The program is attractive to members who do not have any type of dental coverage. It may also help lower out-of-pocket expenses for members with dental programs that do not pay 100 percent.

PROGRAM BENEFITS

- NO CHARGE for oral exams
- NO CHARGE for bitewing x-rays
- 37% SAVINGS* on teeth cleaning
- 30% SAVINGS* on 170 other dental services
- 24-HOUR emergency dental treatment
- NO WAITING PERIOD before you can use the program
- NO DEDUCTIBLE to pay
- NO FORMS to fill out
- NO LIMIT to how much you can save
- 100% no risk, MONEY-BACK GUARANTEE

The Union Member Dental Program is a discount program. It is not dental insurance.

For more information, call:

1-800-257-8352

9 a.m. - 8 p.m. Monday - Friday



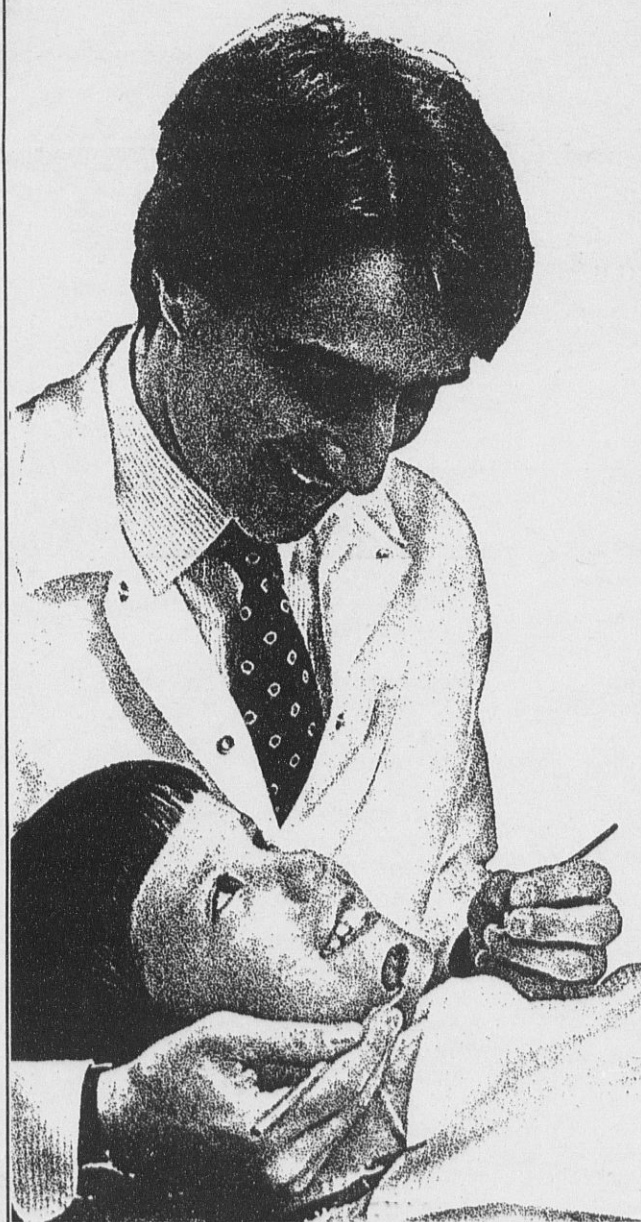
UNION MEMBER DENTAL PROGRAM

The program is not available for residents of AK, ID, ME, NH, WA, MS, ND, VT or WY. Benefits vary slightly in some states. Call the toll-free number for details.

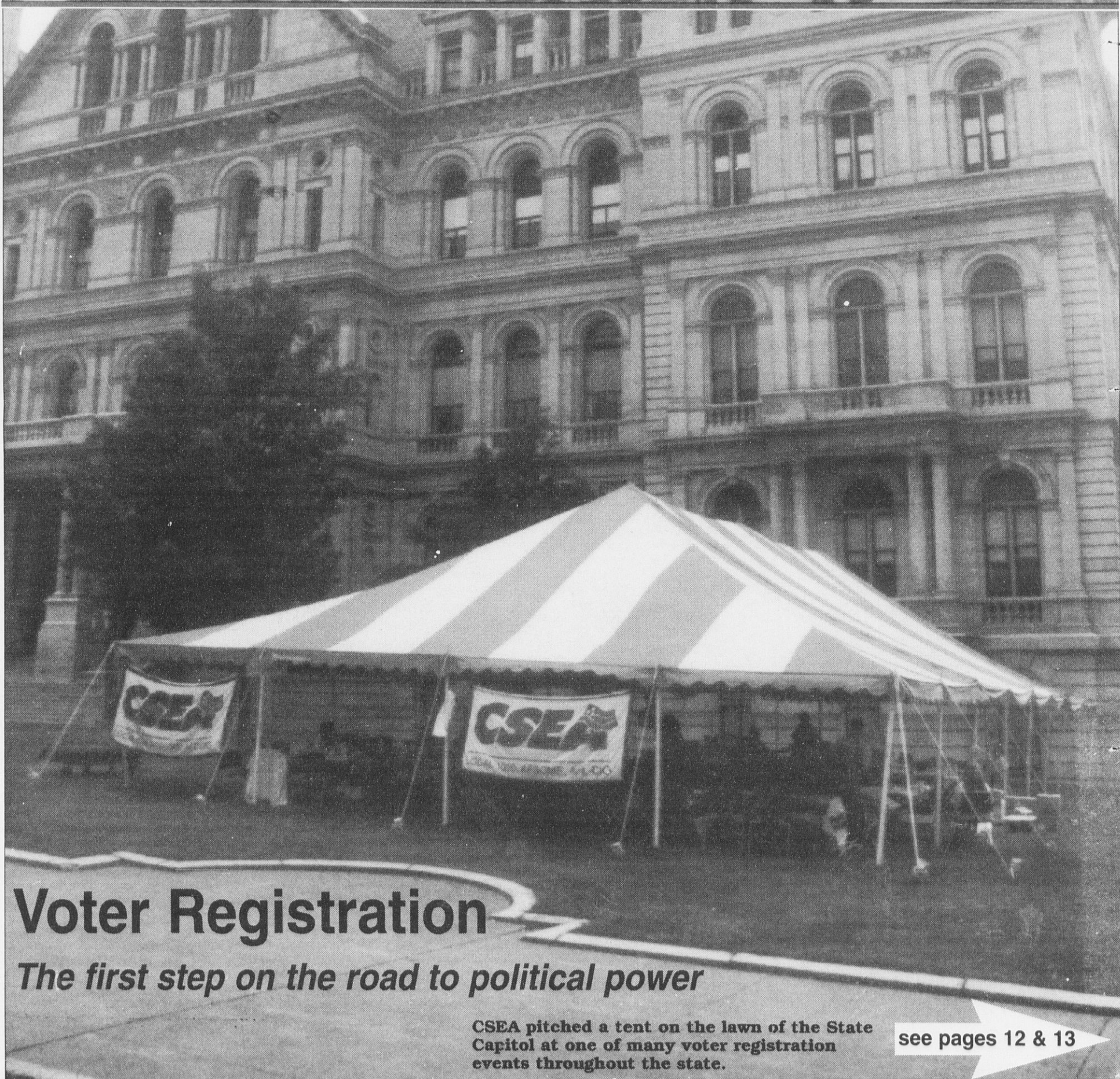
* Based on 1994 national averages.

AMERICAN FEDERATION OF
STATE, COUNTY AND MUNICIPAL
EMPLOYEES, AFL-CIO
1625 L STREET, NW
WASHINGTON, DC 20036
1-800-238-2539 TTY: 202-659-0446

**ANOTHER BENEFIT OF
CSEA/AFSCME
MEMBERSHIP**



The CSEA Work Force

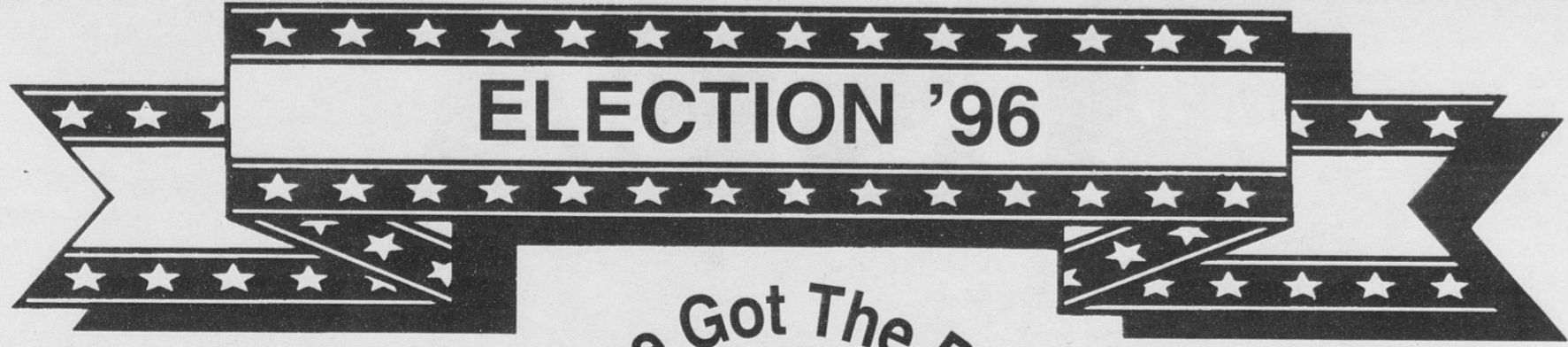


Voter Registration

The first step on the road to political power

CSEA pitched a tent on the lawn of the State Capitol at one of many voter registration events throughout the state.

see pages 12 & 13



From the State Fair to the State Capitol, CSEA activists and staff spent the summer staffing voter registration booths as part of CSEA's commitment to the AFL-CIO's "Labor '96" political action effort.

Their message was simple — Your vote does count.

Like it or not, politicians have a major impact on the lives of all working people, especially public employees. They pass budgets that directly affect your jobs and the services you provide; they have the final say on contract negotiations affecting the terms and conditions of your employment; and they enact laws that affect you outside the workplace as well as on the job.

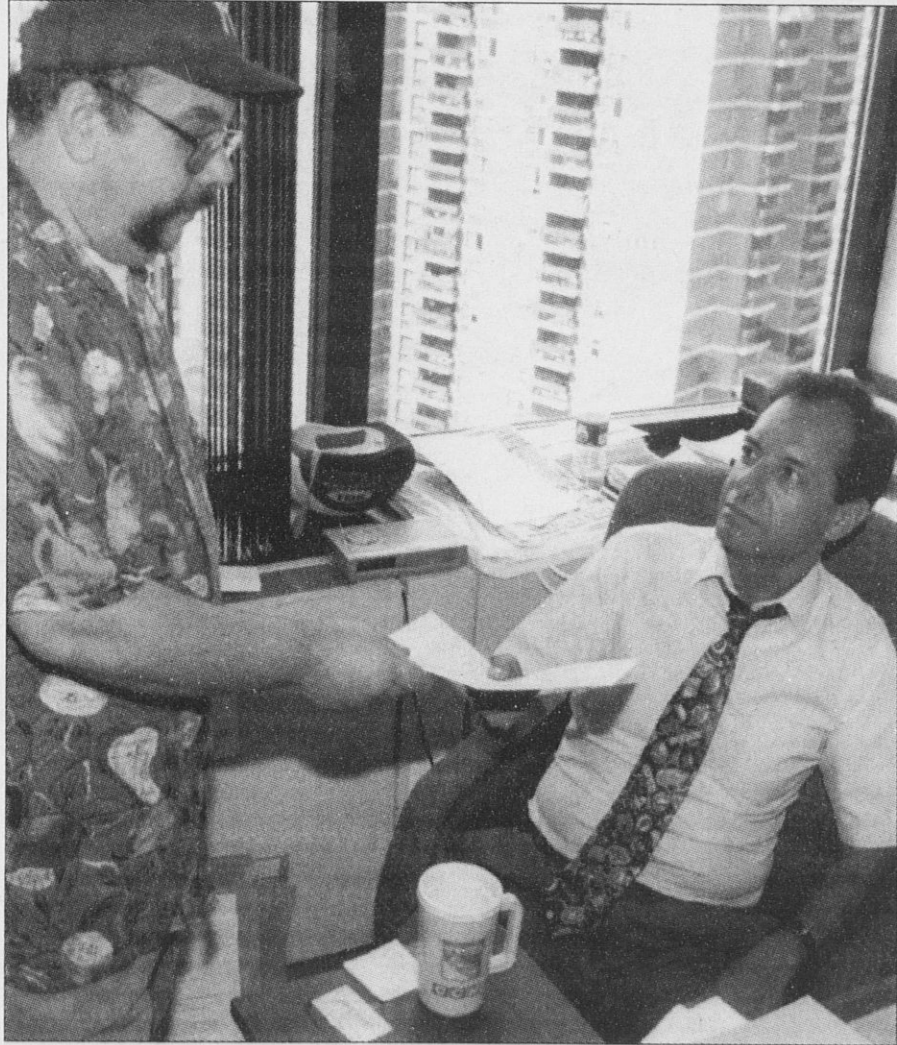
CSEA's goal is to educate not only our members, but the general public about the issues and the candidates in this fall's election so that they may judge candidates as to where they stand on the issues

that matter to their lives and livelihoods. Then we may elect politicians who respect public employees and the services they provide.

But the first step toward achieving that goal is to register everyone who is eligible to vote.

If you or someone you know have not yet registered to vote, or have moved since you last registered you may obtain voter registration forms at your local Board of Elections, post office or Department of Motor Vehicles office. You may also call the CSEA Political Action Department at 1-800-342-4146, extension 404 to receive voter registration forms.

To vote in this fall's Congressional and Presidential elections on Nov. 5, you must register to vote by **Oct. 12.**



Political activist Frank Cosentino, a member of NYS Employees Local 010, delivers completed voter registration forms to CSEA Metropolitan Region PAC Coordinator Max Neuberger.

Big Apple activist dedicated to the core

NEW YORK — "How did this guy ever get elected?" a NYS Liquor Authority employee and CSEA member, asked his wife as they sat on their sofa watching Gov. George Pataki on TV. In a conversation shorter than the next commercial, the couple decided it was time to become registered voters.

This type of story is nothing new to CSEA Local 010 political activist Frank Cosentino who constantly comes into contact with state workers fuming over budget cuts that are hurting real people. He immediately supplied his Liquor Authority co-worker with two registration forms.

"It's great that at the age of 40 a fellow CSEA member, with little previous interest in politics, suddenly understands how important his and his wife's votes really are," Cosentino said.

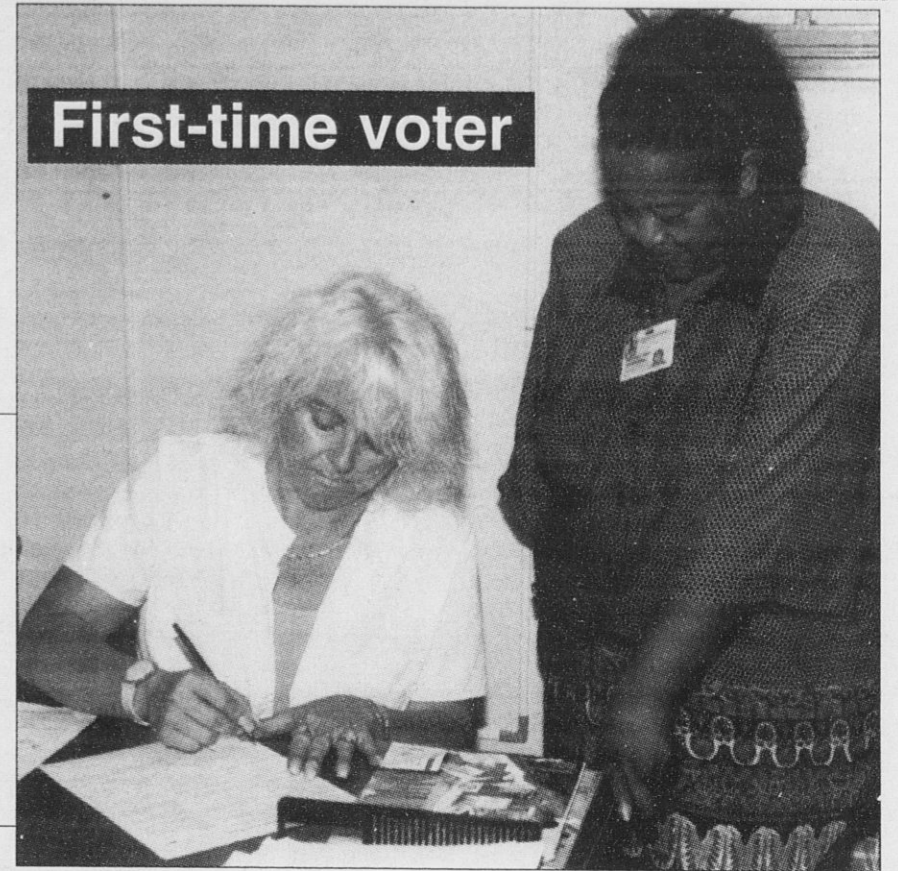
Pursuing unregistered New Yorkers for nearly nine years, Cosentino has staffed voter registration tables at countless union functions and even supermarket parking lots. As one of CSEA's most dedicated political action volunteers, he believes in his heart that voting is the one key to assure that the voices of public employees will be heard in both Albany and Washington.

"It's great that at the age of 40 a fellow CSEA member, with little previous interest in politics, suddenly understands how important his and his wife's votes really are."

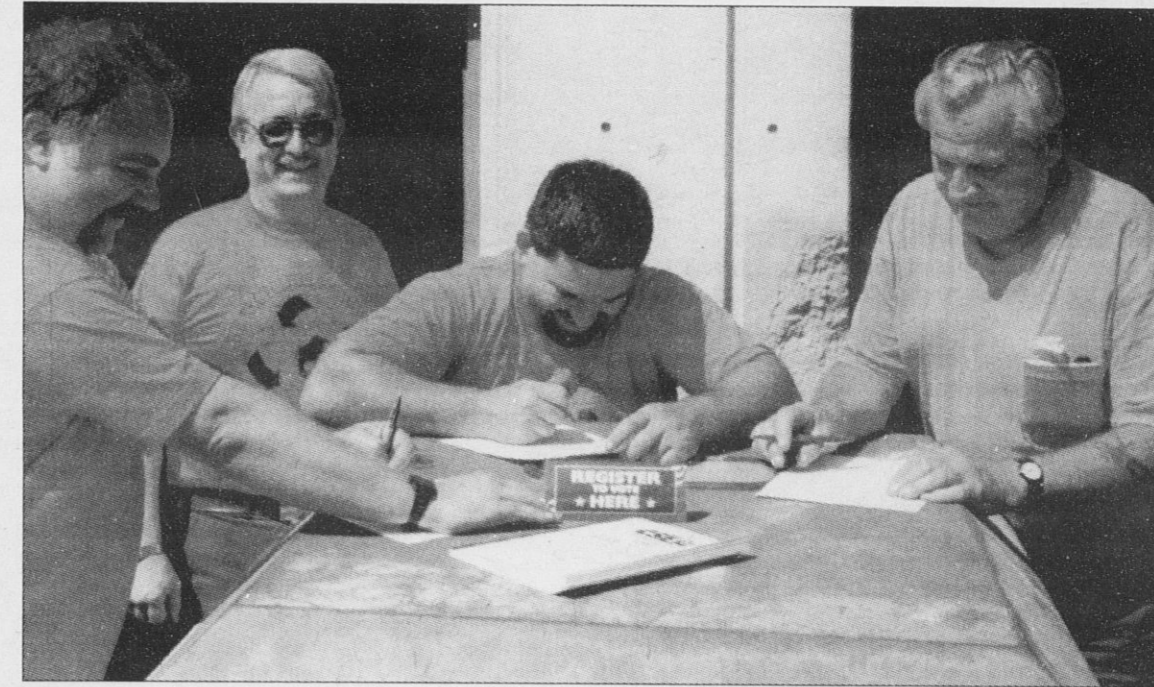
— Lilly Gioia

"I registered because I thought I could make a difference."

Middletown Psychiatric Center Local 415 member Kathy Travers, seated, registered to vote for the first time thanks to local Political Action Chair Maggie Mann. "I never felt it was a priority," said Travers, an 18-year employee. Mann said employees don't think their votes make a difference. "It does," she said. "You're the one who's in charge of who is in office. You can't complain and then not vote." Travers agreed. "I registered because I thought I could make a difference," she said. "You never know." Travers added that she plans to vote in the November election. Mann, a 22-year employee, chaired the local's annual voter registration drive at the Orange County Fair this year.



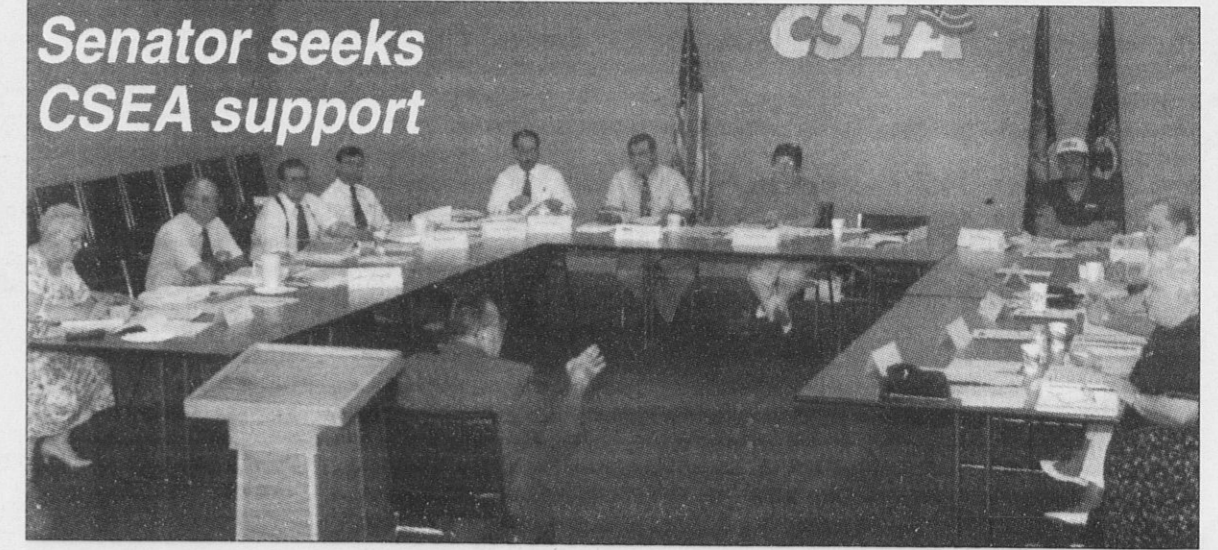
First-time voter



Nice job Bob

CSEA members on Long Island are hard at work getting people to register to vote. And CSEA Town of Smithtown Unit Shop Steward Bob Kuebler doesn't need a table and chairs to get the job done. He recently registered 12 out of 17 union members at the job site. Kuebler, second from left, is shown here with, left to right, Ray Marchand, Joe Fleming and Ray Bush.

Seeking CSEA's endorsement, state Senator Caesar Trunzo is interviewed by the Long Island Region Political Action Committee. From left to right at the table are: Suffolk Local 852 President Liz Puttre; Ken Cavanaugh, Chair-Safety Committee; Nassau Municipal Employees Local 882 Vice president Paul Nehrich; Nassau Local 830 President Tony Giustino; Nassau Local 830 Assistant to the President Ron Gurrieri; Long Island Region President Nick LaMorte; Cathy Green, Long Island Region 2nd Vice president and PAC Chair; Central Islip Psychiatric Center Local 404 President Joe Harbison; State Employees Local 016 President Tom Byrne; and SUNY Stonybrook Local 614 President Grace Roy.



Senator seeks CSEA support

Proposed amendments to CSEA's Constitution and By-Laws



The following report of the Constitution and By-Laws Committee contains recommendations for changes in the CSEA Constitution and By-Laws. CSEA delegates will vote on the proposed changes at the 1996 Annual Delegates Meeting Sept. 29 - Oct. 4 in New York City.

NOTE: **Bold-faced** language is new material recommended for insertion into the Constitution or By-Laws. The language enclosed in brackets [] is old language proposed for removal from the Constitution or By-Laws.

The Constitution and By-Laws Committee has met seven (7) times since the Annual Delegates Meeting in 1995. The meeting dates were November 28, 1995, April 17, May 8, June 6, July 9, July 10 and August 1, 1996. The Constitution and By-Laws Committee has, amongst its functions, the recommendation to the Delegates of proposed amendments to the CSEA Constitution and By-Laws. The Committee reviews suggestions made by individuals and Locals and it accepts referrals from the Delegates and Board of Directors. Additionally, the Committee can initiate proposals which it deems to be in the best interests of the Association. All recommendations of this Committee are made to the Delegates, together with the reasons for the recommendations.

THE FOLLOWING ITEMS ARE PRESENTED TO THE DELEGATES FOR A SECOND READING. IF PASSED BY A TWO-THIRDS VOTE, THE AMENDMENTS WILL BECOME PART OF THE CONSTITUTION.

(1) The following proposal was submitted by Brother Jimmy Gripper, Vice Chair of the State Executive Committee:

ARTICLE VI. State Division
Section 1. STATE EXECUTIVE COMMITTEE

The power and authority to transact business relating to state employees shall, except as provided herein, be vested in a State Executive Committee. The State Executive Committee shall consist of the officers of the Association, and one representative from each State Department. The Judiciary, the State University, the Waterfront Commission and state public authorities as one unit, shall be deemed State Departments. The Teachers' Retirement System shall be deemed a State Department. Each State Department with more than 3,000 members as of January 1 of the election year shall, for the term of office beginning the following July, be entitled to one representative on the State Executive Committee for each 3,000 members or major fraction thereof. The members of the Department of Mental Hygiene shall be elected by Region. In all other departments entitled to more than one representative on the Board of Directors, members shall be elected from the departments on an at-large basis. The State Executive Committee shall elect from its membership one member to be known as the Chairperson of the State Executive Committee[.] **and one member to be known as the Vice Chairperson of the State Executive Committee.** The State Executive Committee may create one or more subcommittees to perform such duties as the State Executive Committee shall delegate. Each department representative shall be elected by ballot by the members in that person's department in the manner prescribed in the By-Laws. No person shall be eligible for nomination unless that person shall have been a member in good standing of

the CSEA since June 1 of the year preceding the election. They shall hold office for a term of three (3) years or until their successors shall have qualified. Vacancies in the office of the State Department representatives including termination of employment with the Department may be filled for the remainder of the term by the President of the Association, from name(s) submitted by the affected Local(s), without an election with the approval of the State Executive Committee. No statewide officer shall be eligible to be a candidate for any position on the State Executive Committee. **If the office of Chairperson becomes vacant, the Vice Chairperson shall succeed to the office of Chairperson and a new Vice Chairperson will be elected by the State Executive Committee at its next scheduled meeting. Failure to assume the higher office will result in automatic removal from the office currently held.**

ARTICLE VII. Local Government Division
Section 1. [(a)] LOCAL GOVERNMENT EXECUTIVE COMMITTEE

The power and authority to transact business relating to employees of the political subdivisions of the state shall, except as otherwise provided herein, be vested in a Local Government Executive Committee which shall consist of the officers of the Association and one representative from the Local Government County Locals of each county having 100 or more members as of the preceding January 1st, and one Local Government Educational Local representative from each CSEA Region elected by the Local Government Educational Local members within each Region. One additional member of the Local Government Executive Committee shall be elected by the members of the Local Government Executive Committee to represent Local Government County Locals which have membership of less than 100 on the preceding January 1st. In addition to the foregoing, Local Government County Local(s) of any county having more than 10,000 members as of January 1 in the year of an election shall, for the term of office beginning the following July, be entitled to one additional representative. The Local Government Executive Committee may create one or more subcommittees to perform such duties as the Local Government Executive Committee shall delegate. The representatives of Local Government County Local(s) shall be elected by such Local(s) for a three (3) year term of office to be coincidental with the term of office for members of the State Executive Committee. The Local Government Executive Committee shall elect from its membership one member to be known as the Chairperson of the Local Government Executive Committee[.] **and one member to be known as the Vice Chairperson of the Local Government Executive Committee.** Vacancies in the office of Local Government representative including termination of employment with the political subdivision may be filled for the remainder of the term by the President of the Association, from name(s) submitted by the affected Local(s), without an election with the approval of the Local Government Executive Committee. No statewide officer shall be eligible to be a candidate for any position on the Local Government Executive Committee. **If the office of Chairperson becomes vacant, the Vice Chairperson shall succeed to the office of Chairperson and a new Vice Chairperson will be elected by the Local Executive Committee at its next scheduled meeting. Failure to assume the higher office will result in automatic removal from the office currently held.**

ARTICLE VIII. Private Sector Division
Section 1. PRIVATE SECTOR EXECUTIVE COMMITTEE

The power and authority to transact business relating to employees represented by CSEA who are employed in the private sector shall, except as provided herein, be vested in a Private Sector Executive Committee which shall consist of the officers of the Association, and a representative from each private sector local who shall be the Local President of each such Local. The representative shall serve on the

Executive Committee for a term of three (3) years to be coincidental with the term of office of his/her presidency. The Private Sector Executive Committee may create one or more subcommittees to perform such duties as the Private Sector Executive Committee shall delegate. The Private Sector Executive Committee shall elect from its membership one member to be known as the Chairperson of the Private Sector Executive Committee[.] **and one to be known as the Vice Chairperson of the Private Sector Executive Committee.** No statewide officer shall be eligible to be a candidate for any position on the Private Sector Executive Committee. **If the office of Chairperson becomes vacant, the Vice Chairperson shall succeed to the office of Chairperson and a new Vice Chairperson will be elected by the Private Sector Executive Committee at its next scheduled meeting. Failure to assume the higher office as outlined in this Article may be grounds for removal from the office currently held.**

Explanation: Although the practice for many years has been to elect a Vice Chair for both the State and Local Government Executive Committees, language supporting this practice does not exist in the Constitution. Similarly, the practice of elevating the Vice Chair to fill a vacancy in the Chair and electing a new Vice Chair does not exist in constitutional language. The Committee agrees with Brother Gripper that these long-standing practices should be placed in the Constitution. The Committee also believes that the same provision ought to apply to the Private Sector Division Executive Committee.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

(2) The following amendment was submitted by Charles Peritore, Chair of the Retiree Executive Committee.

ARTICLE X. Delegates
Section 4. RETIREE DIVISION MEETINGS

(c) A report from the Retiree Division, including any motions passed by the delegates to the Annual Meeting of the Retiree Division with regard to items affecting solely the Division, shall be presented to the CSEA Annual Delegates Meeting by the Chairperson of the Retiree Executive Committee for informational purposes only.

Explanation: Chair Peritore has requested that the Constitution be amended to reflect the practice that the Retiree Division gives a report to the Delegates at the Annual Delegates Meeting. The Committee has discussed this request and agrees that the practice of having a Retiree Division Report at the Annual Delegates Meeting should be placed in the Constitution so as to formalize the reporting obligation. The Committee believes that this proposal will best serve the Retiree Division in that it will continue the current practice of having a regular report of the Division's activities presented to the CSEA delegate body.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

(3) The following proposal is submitted to the Delegates as a result of the recommendation made by the Constitution & By-Laws Committee.

ARTICLE XIII. Amendments

This Constitution may be amended as follows:

(a) A proposed amendment must be submitted in writing to the Secretary of the Association [at least ninety (90) days prior to the opening] **by May 15 of the year of the delegate meeting at which it is to be presented, and**

(b) A majority of the delegates present and voting at the meeting must approve the proposed amendment or a substantially similar amendment and order that it be published in the official newspaper of CSEA at least ten (10) days prior to the next meeting of the Association, and

(c) The proposed amendment as published is

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approved by a two-thirds vote of the delegates at the next meeting of the Association.

Explanation: This proposal seeks to provide a date certain by which all proposals for changes in the statewide Constitution and By-Laws must be submitted. Presently the time frame for such submission is 90 days prior to the opening of the Annual Delegates Meeting. Since the Annual Meeting opening is not a fixed date, reminder notices must be sent yearly to notify of the cut off date for submissions based on the date of the Annual Meeting. With only 90 days to receive, review and process these submissions, too often the Constitution and By-Laws Committee is caught short in time and cannot get proper input from elsewhere in the organization nor properly consider the proposals in a timely fashion for meeting their report publication requirements. By establishing a date certain that does not fluctuate with each year's Annual Meeting date and which is far enough in advance (120 days from the earliest date for an annual meeting), the Constitution and By-Laws Committee will be able to process submissions to completion in a more efficient and complete manner and should not have to report so many items as unfinished business.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

THE FOLLOWING ITEMS ARE PRESENTED TO THE DELEGATES BY THE COMMITTEE AS PROPOSED AMENDMENTS TO THE CONSTITUTION. THE PRESENTATION TO THE DELEGATES AT THIS MEETING CONSTITUTES A FIRST READING OF THESE AMENDMENTS.

(1) The following proposal to Article III, Membership, was submitted by Sister Liz Puttre, President of Local 852.

ARTICLE III. MEMBERSHIP
Section 1. MEMBERS

(a) Persons who are employed in the Civil Service of the State of New York or any political subdivision thereof or any public authority, public benefit corporation or similar autonomous public agency in a bargaining unit for which [no other employee organization] the Association has been recognized or certified as the collective bargaining agent pursuant to law shall be eligible for membership.

Explanation: The justification presented with the proposal is as follows: "My Local, which is made up of Towns, Villages, and Libraries, has had serious problems with management employees who are full dues paying CSEA members. While we have no problem with them getting our insurance benefits, we most certainly have a problem with them being allowed to vote in our elections.

All our Towns are extremely political, and it is no secret that management would like to get union leaders into office who are more "amenable" to management's point of view. In our Town, twenty-four members of management are CSEA members. Ten of them voted in my White Collar Unit election, including an elected town Councilwoman. This is wrong and if our political party leaders choose, they could encourage ALL management members to sign up with CSEA. They would then, under the current language in our Constitution, be not only eligible to vote but also eligible to run for union office.

This proposal would still allow management personnel who wish to take advantage of some of our benefits to pay associate dues BUT it would stop them from being able to vote or run for union office. We feel this recommendation is definitely in the best interests of our Union and hope your Committee looks favorably upon it."

The Committee strongly supports this proposal. There have been numerous problems stemming from the inclusion of persons whose terms and conditions of employment are not directly negotiated by CSEA. Many such individuals are managers or supervisors who sit across the bargaining table from us, or across the disciplinary table from some of our members, and yet under present language in the past many have run for office in our units, locals, regions, and even statewide and they have voted in our officers' elections. Often these individuals want to remain members of CSEA for the purposes of retaining their CSEA insurances. This opportunity continues to exist by

virtue of our associate membership status which was created specifically by the Delegates to give the PS and T unit members the opportunity to retain CSEA insurances when the unit left CSEA and became PEF. In many instances local government units and locals have informally negotiated titles out of a CSEA bargaining unit to avoid some of the problems as explained above; however, in many of these situations the individual's membership status has not been changed to that of associate member. This proposal will clarify that individuals whose positions are not in a CSEA bargaining unit may not continue as full members of CSEA and will give the Association the ability to treat all similarly situated people in the same manner. While it will take some cooperation and effort to adjust the many situations that have been continued in the past, once we achieve that correction, the problems of managers and supervisors being on both sides of the table will be eliminated.

THE COMMITTEE STRONGLY URGES THE APPROVAL OF THIS PROPOSAL.

(2) The following proposal is submitted to the delegates as a result of the recommendation by the Constitution & By-Laws Committee.

ARTICLE IV. Organization of the Association
Section 5(a) TEXT REMAINS THE SAME
Section 5(b) NOMINATIONS. Nominations for the offices of President, Executive Vice President, Secretary and Treasurer shall be made by official petition. Upon the written request of any member, official petition forms shall be provided by the Chairperson of the Statewide Election Committee or designated employee of the Association. When nominating petitions are given out, the name of the candidate and the office that candidate is seeking must be typed or clearly printed at the top of the petition. A record must be kept of all petitions distributed. A member who is otherwise eligible may qualify as a candidate for office by submitting a nominating petition carrying the signatures and social security numbers of not less than [1,000] **2,000 members in good standing eligible to vote in the election[.], with a minimum of 500 signatures from each of four (4) regions.** Any member submitting the required number of signatures to the Statewide Election Committee at CSEA Headquarters in a timely manner shall be placed on the ballot as a candidate for office. Write-in votes are prohibited.

Section 5(c) TEXT REMAINS THE SAME

Section 5(d) TEXT REMAINS THE SAME

Explanation: For the past several years, the Committee has received various proposals to consider qualifications for statewide office. Concern exists throughout the membership that candidates ought to have some leadership or activist experience with the Association in order to run for statewide office. Legal research has revealed that requirements to run for office are very strictly construed by the courts and that a union may not require that a candidate have held prior office or other positions as a qualification for higher office. A union may impose a requirement for a reasonable period of membership prior to running for office and it may require a reasonable showing of support for that candidacy. We have a process by which a member may run for office on a showing of support from less than 1% of our voting membership and which requirement may be satisfied in many instances by signatures secured totally from the candidate's own unit or local. Where the requirement for region office is 500 signatures and there are 6 regions in CSEA, the Committee believes that the existing 1,000 signature minimum for statewide office is patently insufficient. Moreover, the Committee strongly believes that there needs to be some showing of statewide support for a candidacy for statewide office. The Committee believes that by establishing a higher minimum of signatures and at the same time requiring that there be a minimal showing of support in several regions, we will have achieved a means of establishing a statewide candidacy that will not run afoul of any legal requirements and will insure that no serious candidate seeking to become a statewide officer is kept from qualifying to run for statewide office.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS PROPOSAL.

(3) The following proposal is being resubmitted by the Committee. Last year the proposal was submitted as the result of an inquiry brought to its attention by a careful review of the election procedures that apply to

the Retiree Division Executive Committee elections. At the request of the Retiree Division Chair, the Delegates referred this proposal back to the Committee for further consideration.

ARTICLE IX. Retiree Division
Section 1. RETIREE EXECUTIVE COMMITTEE
(a) POWER AND AUTHORITY. TEXT REMAINS THE SAME

(b) DUTIES AND FUNCTIONS. TEXT REMAINS THE SAME

(c) **NOMINATIONS AND ELIGIBILITY. A member seeking election onto the Retiree Executive Committee must submit an Application for Election to the Retiree Executive Committee on the form provided by the Statewide Election Committee and published by the Association in the Retiree Newsletter. The application must include the name of the candidate, the office sought, and a declaration that the candidate has been a member in good standing of the Retiree Division since June 1 of the year preceding the election, has not been a member of a competing public retiree organization since June 1 of the year preceding the election and is not currently serving a disciplinary penalty imposed by the CSEA Judicial Board. The Retiree Division election for Retiree Executive Committee representative shall be held, with the representatives elected by region, by the Retiree Local Presidents thereof, in accordance with the procedures and times as determined by the Statewide Election Committee which shall oversee all aspects of the election.**

Explanation: This proposal was reconsidered at the direction of the Delegates. In response to the Committee's request for further input, Chair Peritore submitted a request that language be included to establish that in any tied election the tying candidates would be given the option to split the term of office or toss a coin to resolve the winner. The Committee has considered this request and determined that the issue of how election ties are to be resolved is properly within the jurisdiction of the Statewide Election Committee to address in the Election Guidelines that are presented by the Election Committee to the Board of Directors for approval. On further review the Committee determined that the initial rationale for supporting this proposal remains unchanged from last year. Presently, there is no Constitution and By-Laws' language addressing the procedures and supervision of the Retiree Division Election for its Executive Committee. This proposal embodies the existing procedures that have been followed for several years to elect the representatives to the Retiree Executive Committee and insures that the nomination procedures and eligibility requirements are clearly set forth. The issue of how to break a tie vote has been referred to the Statewide Election Committee.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS PROPOSAL.

(4) The following proposal was submitted last year by Brother Walter Nash of Local 443. The Delegates referred this matter back to the Committee for further review.

ARTICLE X. Delegates
Section 2. DELEGATE DUTIES

(a) It shall be the responsibility of each Delegate to any Association meeting to attend the general business sessions **until adjournment by the Statewide President officially ending the session.**

(b) TEXT REMAINS THE SAME

Explanation: This proposal seeks to insure that delegates remain until the close of the Annual Meeting which occurs with the final strike of the official gavel by the Association President. While the intention of this language is commendable, the Committee believes that the existing language already establishes this requirement. The existing language in Article X of the Statewide Constitution requires that each Delegate "attend the general business sessions" of any Association meeting. This requirement does not allow for a delegate to "make an appearance" and not stay for the duration; the language makes it a delegate responsibility to attend the sessions in their entirety. Existing Judicial Board provisions allow for follow up where there is a failure to meet this requirement. Such failure could constitute (a) a violation of the Statewide Constitution, (b) the refusal or failure to carry out legally authorized mandates of the Delegate Body, and (c) conduct detrimental to the best interests

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of CSEA. Accordingly, the Committee believes that the proposed additional language is unnecessary and that the interest of the proposal is already covered by the existing provision. In addition, by amendment to the Convention Rules, Rule No. 17, the closing time of the Convention has been clarified.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS PROPOSAL.

(5) The following proposal is submitted to the delegates by Robert W. Lorenc, President of Local 332, Timothy E. Drew, President of Local 333, Pasquale M. Ferraro, Jr., President of Local 330, Edward A. Heffernan, II, President of Local 694, Sharon Carraway, President of Local 334, Barbara A. Epstein, President of Local 335, Vincent F. Martuscielli, President of Local 010, Edward S. Satran, President of Unit 050098 and Thomas F. Jefferson, Board of Directors.

ARTICLE IV

Section 1. DIVISIONS. The Association shall be organized in [four] **five** divisions to be known as the State Division, the Local Government Division, the Private Sector Division, **the Judiciary Division** and the Retiree Division. Members who are employees of the State shall be in the State Division, and members who are employees of the political subdivisions of the State shall be in the Local Government Division. Members who are employees of any public authority, public benefit corporation or similar autonomous public agency may, with the approval of the Board of Directors, elect as a unit to affiliate with a State Department or a State or Local Government Local with the consent of such State Department or Local and shall thereupon become members of the division with which they have affiliated. Members who are employees of private sector employees in positions represented by CSEA shall be in the Private Sector Division. Retired members shall be in the Retiree Division, Chapter 1000, AFSCME, AFL-CIO.

Section 2. BOARD OF DIRECTORS. The power and authority to transact all business of the Association shall, subject to the power and authority of the Delegates at meetings of the Association, be vested in a Board of Directors which shall consist of the following

(a) Voting Members—The voting members of the Board of Directors shall be the Officers of the Association, members of the Executive Committee of the State Division, members of the Executive Committee of the Local Government Division, [and] the Chairperson of the Private Sector Executive Committee, **and at large members of the Executive Committee of the Judiciary Division.**

(b) Non-Voting Members—TEXT REMAINS THE SAME

Section 3. TEXT REMAINS THE SAME

Section 4. DIRECTORS' COMMITTEE. The Board of Directors shall elect from its membership a Directors' Committee, to consist of not less than ten and not more than twenty-two members. Such committee shall include the officers of the Association, the Chairperson of the State Executive Committee, the Chairperson of the Local Government Executive Committee, the Chairperson of the Private Sector Executive Committee, [and] the Chairperson of the Retiree Executive Committee, **the Chairperson of the Judiciary Division**, and as many other members as the Board deems necessary not to exceed twenty-two. Such Directors' Committee shall be vested with the power and authority of the Board of Directors when the Board is not in session.

ARTICLE X. Judiciary Division

Section 1. JUDICIARY EXECUTIVE COMMITTEE. **The power and authority to transact business relating to judiciary employees shall, except as provided herein, be vested in a Judiciary Executive Committee which shall consist of the officers of the Association, one representative who shall also be the Local President from each Judiciary Local and one representative elected on an at large basis for every 1,000 members or major fraction thereof. The Judiciary Executive Committee shall elect from its membership one member to be known as the Chairperson of the Judiciary Executive Committee.**

The Judiciary Executive Committee may create one or more subcommittees to perform such duties as the Judiciary Executive Committee shall delegate. The representative shall serve on the Executive Committee for a term of three (3) years to be coincidental with the term of office of his/her presidency. The at-large representatives shall be elected for a three (3) year term of office to be coincidental with the term of office for members of the State Executive Committee. Vacancies in the office of the Judiciary Division representative including termination of employment with the Judiciary may be filled for the remainder of the term by the President of the Association, from name(s) submitted by the affected Local(s), without an election with the approval of the Judiciary Election Committee. No statewide officer shall be eligible to be a candidate for any position on the Judiciary Executive Committee.

Section 2.

(a) NOMINATIONS. **Nominations for members of the Judiciary Executive Committee shall be made by official petition. Upon the written request of any members, official petition forms shall be provided by the Chairperson of the Statewide Election Committee or designated employee of the Association. When nominating petitions are given out, the name of the candidate and the office that candidate is seeking must be typed or clearly printed at the top of the petition. A record must be kept of all petitions distributed. A member who is otherwise eligible may qualify as a candidate for the Judiciary Executive Committee by submitting a nominating petition carrying the signature and social security numbers of not less than ten percent (10%) of the members in good standing eligible to vote in the election provided, however, that in no event will more than 450 valid signatures be required. Any member submitting the required number of valid signatures to the Statewide Election Committee at CSEA Headquarters in a timely manner shall be placed on the ballot as a candidate for the Judiciary Executive Committee. Write-in votes are prohibited.**

(b) ELIGIBILITY. **In order to be eligible to seek office, a candidate must be at least 18 years of age, a member in good standing of the Department since June 1 of the year preceding the election, shall not have been a member of a competing labor association or union since June 1 of the year preceding the election, and shall not currently be serving a disciplinary penalty imposed by the Judicial Board of CSEA.**

Section 3. LOCALS. **A Local may be formed by the members in the Judiciary Division in any department or locality upon the approval by the Board of Directors. In the event that a Unit of the Judiciary is transferred to the government of a political subdivision and provided that the employees of such government Unit transferred would not be eligible for membership in another Local, such Unit may be affiliated with the Local to which the employees of such government Unit belonged prior to becoming employees of the political subdivision. Each such Local shall make available to the duly authorized representative of the Association at the request of the President or the Board of Directors at reasonable intervals, all Local records for inspection by the Association. It shall be discretionary for each Local to establish Units within its Local where more effective representation of its members would be thereby accomplished.**

[ARTICLE X. Delegates] **ARTICLE XI. Delegates**

Section 1. DELEGATE STATUS. Members of each Local shall elect from their membership one or more delegates and/or alternates to represent the members of the Local at all meetings of the Association, except that the Local President, Vice Presidents in ranking order, Secretary and Treasurer, shall, by virtue of their offices, automatically be designated as delegates and/or alternate delegates. It is the responsibility of each Local to notify the Office of the Statewide

Secretary of any change affecting the status of the delegate listing at the time of such change. Such delegate or delegates shall have one vote for each one hundred (100) members or fraction thereof in such Local, based upon the paid membership in the Association on the first day of June preceding the meeting. The number of votes each Local or Department is entitled to cast shall be determined by the Membership Committee. All members of the Board of Directors who are not elected delegates shall have all the rights and privileges of delegates at meetings of the delegates except the right to vote.

When State and/or Local Government Division and/or Private Sector Division **and/or Judiciary Division** Delegates meet in official session, the motions passed with regard to items affecting solely their respective divisions and not the Association general policy shall be presented to the delegate body by the respective Chairpersons for informational purposes only.

Region officers not in the capacity of Local Delegates shall be delegates at all delegate meetings of the Association. They shall have all the rights and privileges of delegates at meetings except the right to vote, provided, however, that Region Presidents may vote at all meetings of the Association. Allowed expenses may be paid by the Region.

Section 2. DELEGATE DUTIES. TEXT REMAINS THE SAME

Section 3. RETIRED MEMBERS. TEXT REMAINS THE SAME

Section 4. RETIREE DIVISION MEETINGS. TEXT REMAINS THE SAME

[ARTICLE XI. Funds] **ARTICLE XII. Funds**

[ARTICLE XII. Affiliation and Merger]

ARTICLE XIII. Affiliation and Merger

[ARTICLE XIII. Amendments] **ARTICLE XIV. Amendments**

BY-LAWS

ARTICLE II. Meetings

Section 1. ANNUAL MEETING

(a) ASSOCIATION. The Annual Meeting of the Association shall be held on call of the President between the 15th day of September and the 15th day of November in each year. The President shall give notice of the date of such meeting to the President of each Local, Region and members of the Board of Directors before April 15th in each year. Each year the Annual Meeting shall last for five days. Prior to the convening of the general session, meetings shall be conducted which shall be consistent with the internal makeup of CSEA with direction toward bargaining unit seminars and State Department meetings for the State Division delegates and appropriate workshops for the various components of the Local Government, [and] Private Sector, **and Judiciary** Divisions. Standing Committees, which are submitting reports to the delegate body, shall conduct an open forum during the first two days of the meeting. Separate sessions of the State Division, Local Government Division, [and] Private Sector Division **and Judiciary Division** shall be held prior to the general meetings. Necessary business appropriate to the separate divisions shall be conducted at these separate sessions, while business pertaining to the Association as a whole shall be conducted at the General Business meetings. Subsequent dates shall be devoted to an agenda fully prepared, described and distributed to Local Presidents, Region Presidents and delegates, thirty days prior to the Annual Meeting. The President may call a meeting of the Board of Directors for the day prior to the first day of the Annual Meeting.

Any resolutions which are to be submitted for action by the delegate body concerning any subject matter must be submitted to the Secretary of the Association by May 15 of the year of the Annual Meeting at which the resolution will be considered. The Secretary will forward the resolution to the Resolutions Committee

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for study and recommendation to the delegate body. The Resolutions Committee will publish the resolutions together with its recommendations in the official newspaper of CSEA at least fifteen (15) days prior to the beginning of the Annual Meeting at which the resolutions will be considered. Any resolution which does not comply with this provision can be presented for action to the delegate body only upon the affirmative vote of two-thirds of the delegates present at the delegate meeting.

The Resolutions Committee will be appointed on or before July 15 in each year as follows:

One delegate to the convention from each Region to be appointed by the President of CSEA, and one delegate to the convention from each Region to be appointed by the respective Region Presidents. The Committee will review all resolutions submitted in accordance with the procedures described herein and will make the necessary recommendations to the delegate body regarding action to be taken on the proposed resolutions. The Committee should use appropriate resources within CSEA so that it is fully knowledgeable of the issues regarding each proposed resolution and can make an informed decision and recommendation to the delegate body.

(b) RETIREE DIVISION. TEXT REMAINS THE SAME

Section 2. BOARD OF DIRECTORS. TEXT REMAINS THE SAME

Section 3. DIRECTORS' COMMITTEE. TEXT REMAINS THE SAME

Section 4. STATE EXECUTIVE COMMITTEE. TEXT REMAINS THE SAME

Section 5. LOCAL GOVERNMENT EXECUTIVE COMMITTEE. TEXT REMAINS THE SAME

Section 6. PRIVATE SECTOR EXECUTIVE COMMITTEE. TEXT REMAINS THE SAME

Section 7. JUDICIARY EXECUTIVE COMMITTEE. Meetings of the Judiciary Executive Committee shall be held upon call to the President. Upon the written request of ten or more members of the Judiciary Executive Committee, the President shall call a special meeting of the Committee within ten days. Such request must set forth the reason for calling the meeting and the proposed agenda.

[Section 7.] Section 8. RETIREE EXECUTIVE COMMITTEE. TEXT REMAINS THE SAME.

[Section 8.] Section 9. SPECIAL MEETINGS. TEXT REMAINS THE SAME

[Section 9.] Section 10. NOTICE AND QUORUM.

(a) NOTICE OF ASSOCIATION MEETINGS. Notice of all meetings of the Association, the Board of Directors, the Directors' Committee, the State Executive Committee, the Local Government Executive Committee, [or] the Private Sector Executive Committee, **or the Judiciary Division Committee** shall be given in the official publication or by mailing or by telegram to each delegate or committee member at least three days before the date of such meeting. The President may call an emergency meeting upon 24 hours notice.

(b) NOTICE OF RETIREE DIVISION MEETINGS. TEXT REMAINS THE SAME

(c) QUORUM OF ASSOCIATION MEETINGS. The presence in person of one-third of the members entitled to vote shall be necessary to constitute a quorum at all delegate meetings of the Association, the Board of Directors, the Directors' Committee, the State Executive Committee, the Local Government Executive Committee, [or] the Private Sector Executive Committee, **or the Judiciary Division Committee.** The presence in person of one-half of the committee members entitled to vote shall constitute a quorum for that committee.

(d) QUORUM OF RETIREE DIVISION MEETINGS. TEXT REMAINS THE SAME

[Section 10.] Section 11. PROXIES. Members of the State Executive Committee, the Local Government Executive Committee, [or] the Private Sector Executive Committee, **or the Judiciary Executive Committee** who are unable to attend a meeting are empowered to appoint, by written designation filed with the Secretary of the Association, a member of their Local or Department to act in their place. No officer of the Association shall be represented by proxy.

[Section 11.] Section 12. ORDER OF BUSINESS. TEXT REMAINS THE SAME

[Section 12.] Section 13. PARLIAMENTARY PROCEDURE. TEXT REMAINS THE SAME

[Section 13.] Section 14. SERGEANT-AT-ARMS. TEXT REMAINS THE SAME

ARTICLE III. Statewide Elections

Section 1. ELECTION PROCEDURE. The Election Committee shall have the responsibility for supervising elections of the officers of the Association, members of the State Executive Committee, members of the Local Government Executive Committee, **members of the Judiciary Executive Committee**, and members of the Retiree Executive Committee, who shall be elected by secret ballot. Persons running for office may petition and appear on a ballot as a slate or individually. Where candidates run as a slate there must be an opportunity for members to vote for the whole slate and/or individuals. The Election Committee shall supervise the distribution, receipt, and verification of nominating petitions, and the drafting, distribution, verification and counting of the ballots. The ballot must clearly recite the date, place and time for the return of ballots and must be accompanied by instructions as to how a secret ballot may be cast. The names of the candidates shall appear on the ballot in the order in which they were drawn by lot. Such drawing shall be conducted by the Election Committee upon notice to all candidates. Balloting is to be conducted for all elective offices between May 15 and June 15 of the election year. The distribution of ballots and the return of completed ballots shall be accomplished in a manner which will assure each member in good standing a fair opportunity to vote. Only CSEA members in good standing as of April 1 of the election year will be eligible to vote in the election. All candidates or their designees may be present to observe at each stage of the election process, including the ballot count and tally processes. The member receiving the greater number of votes for the office shall be declared elected. The Board of Directors of the Association shall establish rules and regulations concerning the conduct of the election. Such rules and regulations shall be adopted by a simple majority of the Board of Directors and may be amended thereafter. Printed copies of the rules and regulations shall be mailed to all candidates and Local Presidents on or before May 1 of the election year. Write-in votes are prohibited.

Section 2. ELECTION AGENCY. TEXT REMAINS THE SAME

Section 3. ELECTION PROTEST. TEXT REMAINS THE SAME

ARTICLE VI. Committees

Section 1. STANDING COMMITTEES

(a) TEXT REMAINS THE SAME

(b) TEXT REMAINS THE SAME

(c) TEXT REMAINS THE SAME

(d) The membership of the standing committee shall not be less than seven nor more than eleven and the makeup of such committee shall include representation from each Region with representation from the Local Government, **Judiciary** and State Divisions.

Section 2. BOARD COMMITTEES

(a) TEXT REMAINS THE SAME

(b) DIRECTORS' BUDGET COMMITTEE. The Directors' Budget Committee shall consist of [six] **seven** members of the Board of Directors, three from the State Division, [and] three from the Local Government Division, **and one member from the Judiciary Division**, to be elected by the Board of Directors at its first organizational meeting. Such committee shall meet not later than ten days after the President shall have furnished the proposed budget to the members of the Board of Directors. Such committee shall elect its own Chairperson, examine such proposed budget, and report its recommendations for the adoption or modification thereof to the members of the Board of Directors. The committee shall, from time to time, make such further recommendations relating to the budget as it may deem advisable.

Section 3. STATE NEGOTIATING COMMITTEES. TEXT REMAINS THE SAME.

Section 4. SPECIAL AND AD HOC COMMITTEES. The Special Committees of the Association shall be as follows: Audit, Human Rights, Memorial Scholarship Fund, Memorial Plaque, Social Services, Probation, School Employees, Veterans Affairs, Advisory Committee on Minority Issues, and such other committees designated by the President of the Association. Members of these committees shall be

appointed by the President of the Association for the duration of the President's term of office or until successor appointments have been made. Special Committee shall meet as required and review matters pertinent to the committee assignment and/or upon call of the Association President. The membership of these committees shall not be less than seven, nor more than eleven, and the makeup of such committees shall include representation from each Region and proportional representation for the Local Government Division on such committees that affect Local Government problems, **and proportional representation for the Judiciary Division.** The membership of the Region Political and Legislative Action Committee(s) shall not be less than seven.

Section 5. COMMITTEES. TEXT REMAINS THE SAME

Explanation: The rationale provided by the proposers for the creation of a separate division for our Judiciary members is as follows:

Our activists sincerely seek the establishment of a separate division because it is consistent with the pattern of CSEA's history of acknowledging the uniqueness and inherent differences of the various and distinct groups of its members, e.g., the Local Government Division, the State Division, the Retirees Division and the Private Sector Division...Court employees already have a separate collective bargaining agreement, bargaining unit, negotiating committee, and contract administrative staff. To CSEA's positive credit, our activists believe this is an acknowledgment and understanding on the part of CSEA of the uniqueness of our position. What has been advocated in our proposal is that CSEA continue this acknowledgment by completing the circle in permitting the Judiciary the division it seeks.

There are important distinctions between the Judiciary and other groups. The Governor is not the head of, or appointing authority, for the employment of our members as he is for our brothers and sisters in the Executive Branch. Rather the Chief Judge of the Courts is the Chief Executive Officer as the head of a separate branch of government, the "Judiciary". As a result, our members operate under an employer whose budgetary requests and constraints are totally separate apart from those of the Executive Branch, and are thus removed from accountability or intervention by the Governor. While the rights and obligations of our brothers and sisters in CSEA are regulated by the Civil Service Law, we, in the Judiciary, are not! The Rules of the Chief Judge, while admittedly paralleling the Civil Service Law in many respects, just as frequently vary in form and substance and present unique problems, and special circumstances affecting our court employees.

For these reasons and many, many others, the de facto situation is that court employee members in CSEA do not have a communality of interest with our brothers and sisters in terms of contract rights, negotiations, benefits, duties, obligations, education and training. Our obligations and rights in each of these areas are effected by dealing with and being accountable to a "different" employer - not the Governor, but rather the Chief Judge. Further, the on-going significant process of Labor/Management Committee meetings is colored differently by dealing with the Office of Court Administration's Office of Employee Relations, (OCA's/OER) as opposed to the Governor's Office of Employee Relations (GOER). The political action process is slightly different. For example, candidates for judicial office are elected or appointed to office for terms ranging in length from nine (9) to fourteen (14) years, and are rarely, if ever, interviewed by the Union. Once in office judges are seldom displaced, thus strengthening administrative forces. The Judiciary's budget, legislative programs, etc. are subject to different analytical criteria and edicts than the Legislative & Executive Branches.

The Committee met with representatives of the proposers for purposes of clarifying their reasons for desiring a separate division. Brothers Tom Jefferson and Bob Lorenc explained that our 4000 judiciary members include many members who feel that the needs of our Judiciary members are lost in the State Division and that a sense of common separate identity would enhance the Judiciary members strength with their employer as well as within CSEA. They indicated that other court employees have, over the years, left CSEA in part, at least, to become part of a group that

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represents only court employees and their unique interests. The representatives believe that a separate division would enable the Judiciary employees to have specialized training of members as well as assigned staff to better understand and reflect the issues that are common to Judiciary employees but perhaps not common for other state employees.

The Committee discussed this proposal at length. It believes that another division is neither necessary nor appropriate. The Committee believes that creating divisions fragments the organization at a time when unity and solidarity are imperative. The creation of the private sector division was driven by the legal complications related to keeping our private and public sector brothers and sisters in the same locals. If we begin to create divisions for separate interest groups, we will find ourselves unable to rationalize doing so for some interest groups and not for others. In addition, neither the State Division nor the Local Government Division presently reflect members of a single employer, nor with homogenous bargaining or service needs.

The Committee believes that the types of issues and concerns expressed by the proposers can best be addressed by intensified review of our service delivery to our Judiciary members and by tailoring such delivery to their special needs without creating a separate division. The Committee can see no basis for recommending a further fragmentation of our public sector members into additional divisions.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS PROPOSAL.

THE FOLLOWING ITEMS ARE PRESENTED TO THE DELEGATES BY THE COMMITTEE AS PROPOSED AMENDMENTS TO THE BY-LAWS. IF PASSED AT THIS MEETING, THESE AMENDMENTS WILL BECOME EFFECTIVE IMMEDIATELY.

(1) The following proposal is submitted to the Delegates as a result of the recommendation made by Brother Joel Schwartz, Local 446 President.

ARTICLE II. Meetings

Section 1. ANNUAL MEETING

(a) ASSOCIATION. The Annual Meeting of the Association shall be held on call of the President between the 15th day of September and the 15th day of November in each year. The President shall give notice of the date of such meeting to the President of each Local, Region and members of the Board of Directors before April 15th in each year. Each year the Annual Meeting shall last for five days. Prior to the convening of the general session, meetings shall be conducted which shall be consistent with the internal makeup of CSEA with direction toward bargaining unit seminars and State Department meetings for the State Division delegates and appropriate workshops for the various components of the Local Government and Private Sector Divisions. Standing Committees, which are submitting reports to the delegate body, shall conduct an open forum during the first two days of the meeting. Separate sessions of the State Division, Local Government Division and Private Sector Division shall be held prior to the general meetings. Necessary business appropriate to the separate divisions shall be conducted at these separate sessions, while business pertaining to the Association as a whole shall be conducted at the General Business meetings. Subsequent dates shall be devoted to an agenda fully prepared, described and distributed to Local Presidents, Region Presidents and delegates, thirty days prior to the Annual Meeting. The President may call a meeting of the Board of Directors for the day prior to the first day of the Annual Meeting.

Any resolutions which are to be submitted for action by the delegate body concerning any subject matter must be submitted to the Secretary of the Association by [May 15 of the year of] **one hundred (100) days prior to the opening of the Annual Meeting** at which the resolution will be considered. The Secretary will forward the resolution to the Resolutions Committee for study and recommendation to the delegate body. The Resolutions Committee will publish the resolutions together with its recommendations in the official

newspaper of CSEA at least fifteen (15) days prior to the beginning of the Annual Meeting at which the resolutions will be considered. Any resolution which does not comply with this provision can be presented for action to the delegate body only upon the affirmative vote of two-thirds of the delegates present at the delegate meeting.

The Resolutions Committee will be appointed on or before July 15 in each year as follows:

One delegate to the convention from each Region to be appointed by the President of CSEA, and one delegate to the convention from each Region to be appointed by the respective Region Presidents. The Committee will review all resolutions submitted in accordance with the procedure described herein and will make the necessary recommendations to the delegate body regarding action to be taken on the proposed resolutions. The Committee should use appropriate resources within CSEA so that it is fully knowledgeable of the issues regarding each proposed resolution and can make an informed decision and recommendation to the delegate body.

(b) TEXT REMAINS THE SAME.

Explanation: The proposal contained the following explanation: "I am proposing this change to the By-Laws because the current May 15th deadline is just too soon to get them done. Resolutions should be timely. May 15th practically insures they'll be out of date. I could live with 100 days, though frankly, that's not ideal either.

For example, if you wanted to write a resolution about issues in an election campaign, writing for a May 15 deadline would make a resolution read in October out of date. Delegates have to have some ability to submit timely resolutions.

During the convention, the Delegates are the voice of the Union. A May 15 deadline for resolutions makes that voice practically irrelevant. 100 days should be more than enough time for CSEA to act on however many resolutions are submitted."

This proposal seeks to change the time frame for submitting resolutions for the Annual Meeting. Until the 1995 Annual Meeting, the time frame for such submission was 90 days prior to the opening of the Annual Meeting. Last year the delegates changed this language to require that all resolutions be submitted by May 15. This proposal seeks to return to a floating submission date 100 days before opening of the Annual Meeting. Since the Annual Meeting opening is not a fixed date, reminder notices must be sent yearly to notify of the cut off date for submissions based on the date of the Annual Meeting. In the past, with only 90 days to receive, review and process these submissions, too often the Resolutions Committee did not have enough time to get proper input from elsewhere in the organization nor properly consider the substance of the proposals in a timely fashion for meeting their report publication requirements. Since establishing a date certain which does not fluctuate with each year's Annual Meeting date and which is far enough in advance, the Resolutions Committee was able this year to process submissions in a more efficient and complete manner. It was able to deal with substance of the resolutions it received in ample time before the Annual Meeting and to have meaningful deliberation. If this proposal is passed by the delegates, it would turn back the procedure to shorter time frames which the delegates last year agreed were unworkable.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS PROPOSAL.

(2) The following proposal was submitted by Sister Elaine Kennedy of Local 830.

ARTICLE III. Statewide Elections

Section 1. ELECTION PROCEDURE. The Election Committee shall have the responsibility for supervising elections of the officers of the Association, members of the State Executive Committee, members of the Local Government Executive Committee, and members of the Retiree Executive Committee, who shall be elected by secret ballot. Persons running for office may petition and appear on a ballot as a slate or individually. Where candidates run as a slate there must be an opportunity for members to vote for the whole slate and/or individuals. The Election Committee shall

supervise the distribution, receipt, and verification of nominating petitions, and the drafting, distribution, verification and counting of the ballots. The ballot must clearly recite the date, place and time for the return of ballots and must be accompanied by **simple, concise, and consistent format of instructions** as to how a secret ballot may be cast, **and then it is to be approved by the Statewide Board of Directors by a simulated election.** The names of the candidates shall appear on the ballot in the order in which they were drawn by lot. Such drawing shall be conducted by the Election Committee upon notice to all candidates. Balloting is to be conducted for all elective offices between May 15 and June 15 of the election year. The distribution of ballots and the return of completed ballots shall be accomplished in a manner which will assure each member in good standing a fair opportunity to vote. Only CSEA members in good standing as of April 1 of the election year will be eligible to vote in the election. **All ballots will be counted at one time after the close or deadline of the election. All candidates may be present during the counting of all the ballots on that day.** All candidates or their designees may be present to observe at each stage of the election process, including the ballot count and tally processes. The member receiving the greater number of votes for the office shall be declared elected. The Board of Directors of the Association shall establish rules and regulations concerning the conduct of the election. Such rules and regulations shall be adopted by a simple majority of the Board of Directors and may be amended thereafter. Printed copies of the rules and regulations shall be mailed to all candidates and Local Presidents on or before May 1 of the election year. Write-in votes are prohibited.

Explanation: Sister Kennedy provides the following justification for her proposal: "This will help to eliminate the members confusion and/or complexity, and inconsistency with the ballot format, instruction, and process. It will also give each candidate due process to observe the entire ballot count, after all, every candidate doesn't have the allowable time to view a weekly off the job process. This will allow all candidates a fair and equal observance allowance."

The Committee does not support this proposal. After long consideration of the proposal and feedback from the Statewide Election Committee, the Committee has determined that ballot format and instructions cannot be achieved as a matter of constitutional or by-law language. The SEC strives each year to achieve the most simple, concise and consistent format of instructions for the given election. Depending on the type of election and changes in Board policy such as the establishment of slate petitioning, instructions from time to time have to be changed. When this happens, sometimes it is not apparent until the new wording is actually in use that particular phrases or word choice may cause confusion. For example, since the first experience with the new slate voting provisions, all instructions have been re-written and the SEC is in the process of reviewing not only its instructions, but all other aspects of election procedures and guidelines, under a directive from President Donohue. To have the Board of over 100 directors involved in the actual writing of instructions would be cumbersome and costly and would lend more confusion rather than less confusion to the process. The Committee is confident that the SEC has the commitment, resources and will to do a thorough review of all of its processes and materials, and to republish such materials as necessary to insure the most effective election process and the most understandable election materials. As for running simulated elections, simulations do take place on the day of the tally. The SEC participates in a simulation before it allows the tally to be run. To have the Board participate in such a simulation would be unnecessarily cumbersome and very costly. It would also greatly slow down the process. Lastly, the Committee believes that the remainder of the proposal

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1996 ANNUAL DELEGATES MEETING NEWS

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is unnecessary. All ballots are counted on one time and all candidates or their duly authorized designee may be present for the count. Prior to the tally, the election agency does proceed to verify and process returned ballots on a daily basis. Candidates or their designees may observe this ongoing procedure as well. No count or tally takes place until the last ballots are processed, the SEC has signed off on all questionable ballots, and the simulation of the tally program itself is approved by the SEC. If the agency did not do this front-end part of the process as it receives ballots daily from the post office, the tally, which now takes between 4-6 hours, would take approximately 40-80 hours going forward from the time all the ballots were received, depending upon the size of the return. Accordingly, this additional language only further prolongs the process unnecessarily.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS PROPOSAL.

(3) The following proposal was submitted by Sister Elaine Kennedy of Local 830.

ARTICLE III. Statewide Elections

Section 2. ELECTION AGENCY. [The Board of Directors shall select an impartial, disinterested agency outside the public service, prior to February 15 of the election year.] **The Board of Directors shall take bids of not more than 10 disinterested and impartial agencies outside the public service to include one submitted by each Regional Board. By a majority vote the Board of Directors shall select 2 impartial, disinterested agencies, and then submit them to each Regional Board for the final vote. At no time can any agency contract with CSEA exceed two (2) consecutive elections e.g. (statewide, regional, local or unit) prior to February 15 of the election year.**

Elections shall be conducted by the selected agency in accordance with the provisions of the Constitution and By-Laws of the Association and any policies adopted by the Board of Directors. The agency shall notify all candidates of the election results.

Explanation: Sister Kennedy gave the following justification for her proposal: "This is to allow all impartial, disinterested agencies outside the public service to have a fair and equal share of contracting business with CSEA."

The Committee does not support this proposal. In every election year to date, the SEC has put out to bid our election work. We have seldom received more than a couple of bids and never received more than 3 or 4 bids. We have an election each year that is supervised by the Statewide Election Committee. We have worked with the same election agency for many, many years and, until the 1996 AFSCME election, we had neither problems nor delays in our elections. The 1996 AFSCME delegates' election was seriously delayed due to problems stemming not from the election agencies that have been doing our elections over the past decade or more, but because of the decision to go to a new agency which, at the last minute, decided that, despite its bid and assurances to the contrary, it could not meet the requirements of our elections. This last minute information resulted in us having to redirect the AFSCME election elsewhere, to a print house and a mail house that had no experience with our elections or with union elections in general. If it were not for the last minute involvement of the election agency that has done our elections for these many years, we would not have met the AFSCME time requirements for our delegates to be credentialed for the 1996 AFSCME election.

Most agencies that do large size elections deal with corporate elections involving shareholder votes which are not subject to the oversight of the Department of Labor. We have invested a lot of money and resources over the years to achieve a process which does meet those requirements and to establish a working relationship with an election agency and with its mail house to insure proper management of our elections. This proposal will not only destroy all that investment, it will also create major obstacles to CSEA being able to conduct efficient and error-free elections in a timely manner and on the frequent basis upon which our elections occur. While the intent of the proposal is laudable, the Committee believes strongly that the existing system and our recent experience with other agencies demonstrates clearly just how important it is to work with companies which understand our process and understand the Labor Department requirements

and which have established themselves as being able to give us the kind of service we need.

THE COMMITTEE STRONGLY URGES THE DISAPPROVAL OF THIS PROPOSAL.

THE COMMITTEE RECEIVED A PROPOSAL TO ALLOW FOR CANDIDATES IN AN ELECTION TO BE GIVEN THE NAMES AND ADDRESSES OF OTHER CANDIDATES IN THAT SAME ELECTION SO AS TO BE ABLE TO MEET ELECTION PROTEST REQUIREMENTS TO GIVE NOTICE TO ALL CANDIDATES WHEN A PARTICULAR CANDIDATE FILES A PROTEST. THE COMMITTEE PREFERS AN APPROACH THAT MAKES SUCH NOTIFICATION THE RESPONSIBILITY OF THE STATEWIDE ELECTION COMMITTEE. AS A RESULT, THE COMMITTEE PRESENTS ITS PROPOSAL FIRST WITH A RECOMMENDATION FOR APPROVAL AND SISTER KENNEDY'S PROPOSAL SECOND WITH A RECOMMENDATION FOR DISAPPROVAL. THE RATIONALE FOR THE COMMITTEE'S POSITION ON THE DIFFERENT APPROACHES IS SET FORTH WITH EACH PROPOSAL.

(4) The following proposal is submitted by the Committee as a substitute for the proposal submitted by Sister Elaine Kennedy of Local 830.

ARTICLE III. Statewide Elections

Section 3. ELECTION PROTEST. Any member believing himself or herself aggrieved by any aspect of the nomination or election process may file a written protest with the Statewide Election Committee, Civil Service Employees Association, Inc., 143 Washington Avenue, Albany, New York 12210 by certified mail, return receipt requested. Such written protest must be postmarked within ten (10) calendar days after the member first knew or should have known of the act or omission complained of. Notice of such protest must also be sent by certified mail, return receipt requested, to all other candidates. **by the Election Committee.** The protest must include the member's signed statement, supported by necessary documentary proof, containing a short and plain statement of the facts upon which the member relies to show that he or she has been aggrieved. Each election protest must contain the name, address and telephone number of the member protesting the election and a statement that all other candidates have been notified of the protest.

If the statewide Election Committee determines that the signed statement and supporting proof establish that the member has been aggrieved by an aspect of the election process, it shall sustain the protest and take any other action which it deems appropriate in order to remedy the situation. If the statewide Election Committee determines that the signed statement and supporting proof fails to establish a violation of any of the election procedures, it shall dismiss the protest and so notify the member. If the statewide Election Committee determines that the signed statement and supporting proof raises a question of fact which, if resolved in favor of the member, would establish that there has been a violation of the election procedures, it shall hold a hearing to determine whether in fact the protest is valid.

At the hearing, the protestor shall bear the burden of proof. The statewide Election Committee may also invite other interested parties to appear and present evidence. All interested parties will be entitled to bring witnesses and present evidence in support of their positions. All personal expense incurred relative to the hearing must be borne by the individuals involved. No member of the statewide Election Committee will be permitted to vote on a protest which involves his or her own Department or Local.

If the statewide Election Committee determines that the protestor has failed to establish a violation of the election procedures, the Committee shall so notify the protestor. If the statewide Election Committee sustains the protest, the Committee shall notify the protestor and all affected candidates. The statewide Election Committee may take any action it deems appropriate in order to remedy the situation.

Explanation: The Committee supports this approach to the problem. It agrees that in certain instances a candidate may not be able to comply with the requirement that he/she send a copy of his/her protest to all other candidates as the other candidates' whereabouts are unknown to the protestor. The Committee believes that for those elections supervised by the Statewide Election Committee, the obligation to

make sure that all candidates are aware of any protest that affects their election should rest with the Statewide Election Committee. Our general practices include very limited disclosure of addresses and other personal information regarding our membership files. Giving the Statewide Election Committee the responsibility of assuring that all necessary parties are given timely notice of any protests involving their election achieves the original purpose of Sister Kennedy's proposal without compromising our practices regarding the confidentiality of our membership's personal information.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS PROPOSAL.

(5) The following proposal was submitted by Sister Elaine Kennedy of Local 830.

ARTICLE III. Statewide Elections

Section 3. ELECTION PROTEST. Any member believing himself or herself aggrieved by any aspect of the nomination or election process may file a written protest with the Statewide Election Committee, Civil Service Employees Association, Inc., 143 Washington Avenue, Albany, New York 12210 by certified mail, return receipt requested. Such written protest must be postmarked within ten (10) calendar days after the member first knew or should have known of the act or omission complained of. Notice of such protest must also be sent by certified mail, return receipt requested, to all other candidates. **The Election Committee shall provide each candidate(s) with all the candidate(s) mailing addresses.** The protest must include the member's signed statement, supported by necessary documentary proof, containing a short and plain statement of the facts upon which the member relies to show that he or she has been aggrieved. Each election protest must contain the name, address and telephone number of the member protesting the election and a statement that all other candidates have been notified of the protest.

If the statewide Election Committee determines that the signed statement and supporting proof establish that the member has been aggrieved by an aspect of the election process, it shall sustain the protest and take any other action which it deems appropriate in order to remedy the situation. If the statewide Election Committee determines that the signed statement and supporting proof fails to establish a violation of any of the election procedures, it shall dismiss the protest and so notify the member. If the statewide Election Committee determines that the signed statement and supporting proof raises a question of fact which, if resolved in favor of the member, would establish that there has been a violation of the election procedures, it shall hold a hearing to determine whether in fact the protest is valid.

At the hearing, the protestor shall bear the burden of proof. The statewide Election Committee may also invite other interested parties to appear and present evidence. All interested parties will be entitled to bring witnesses and present evidence in support of their positions. All personal expense incurred relative to the hearing must be borne by the individuals involved. No member of the statewide Election Committee will be permitted to vote on a protest which involves his or her own Department or Local.

If the statewide Election Committee determines that the protestor has failed to establish a violation of the election procedures, the Committee shall so notify the protestor. If the Statewide Election Committee sustains the protest, the Committee shall notify the protestor and all affected candidates. The statewide Election Committee may take any action it deems appropriate in order to remedy the situation.

Explanation: Sister Kennedy provided the following justification for this proposal: "To eliminate confusion and lack of information allocated to every candidate. Since this is your requirement to notify each candidate of a protest, then it is more than fair that the Election Committee provide each candidate sufficient information for mailing."

The Committee does not support this proposal. It agrees that in certain instances a candidate may not be able to comply with the requirement that he/she send a copy of his/her protest to all other candidates, as the other candidates' whereabouts may be unknown to the protestor. However, the Committee is concerned not with the intent of the proposal but rather with the means to achieve the intent. Our long-standing

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Proposed amendments to CSEA's Constitution and By-Laws

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practices include the protection of personal information regarding our membership. Disclosure of membership information such as addresses and telephone numbers is almost never done, except where there is some legal compulsion requiring that we do so. The Committee believes that for those elections supervised by the Statewide Election Committee, the obligation to make available the names and addresses of all candidates in an election should rest with the Statewide Election Committee.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS PROPOSAL.

(6) The following proposal was submitted by Sister Elaine Kennedy of Local 830.

ARTICLE III. Statewide Elections

Section 3. ELECTION PROTEST. Any member believing himself or herself aggrieved by any aspect of the nomination or election process may file a written protest with the Statewide Election Committee, Civil Service Employees Association, Inc., 143 Washington Avenue, Albany, New York 12210 by certified mail, return receipt requested. Such written protest must be postmarked within ten (10) calendar days after the member first knew or should have known of the act or omission complained of. Notice of such protest must also be sent by certified mail, return receipt requested, to all other candidates. The protest must include the member's signed statement, supported by necessary documentary proof, containing a short and plain statement of the facts upon which the member relies to show that he or she has been aggrieved. Each election protest must contain the name, address and telephone number of the member protesting the election and a statement that all other candidates have been notified of the protest.

If the statewide Election Committee determines that the signed statement and supporting proof establish that the member has been aggrieved by an aspect of the election process, it shall sustain the protest and take any other action which it deems appropriate in order to remedy the situation. If the statewide Election Committee determines that the signed statement and supporting proof fails to establish a violation of any of the election procedures, it shall dismiss the protest and so notify the member. If the statewide Election Committee determines that the signed statement and supporting proof raises a question of fact which, if resolved in favor of the member, would establish that there has been a violation of the election procedures, it shall hold a hearing to determine whether in fact the protest is valid.

At the hearing, the protestor shall bear the burden of proof. The statewide Election Committee may also invite other interested parties to appear and present evidence. All interested parties will be entitled to bring witnesses and present evidence in support of their positions. [All personal expense incurred relative to the hearing must be borne by the individuals involved.] **All travel expenses incurred relative to the hearing shall be reimbursed by the State CSEA to the aggrieved candidate(s).** No member of the statewide Election Committee will be permitted to vote on a protest which involves his or her own Department or Local.

If the statewide Election Committee determines that the protestor has failed to establish a violation of the election procedures, the Committee shall so notify the protestor. If the statewide Election Committee sustains the protest, the Committee shall notify the protestor and all affected candidates. The statewide Election Committee may take any action it deems appropriate in order to remedy the situation.

Explanation: Sister Kennedy provided the following justification for this proposal: "In addition if a candidate is an aggrieved candidate then the Election Committee and/or Board determines the location and timing of such hearings that the union should reimburse each aggrieved candidate with lodging and travel expenses for that process."

The Committee does not support this proposal to have the Association pick up the costs of candidates' protests. Expenses related to a protest and to any hearing convened as a result of that protest must be

borne by the candidates. The Association has no control over the number of protests filed nor the basis to properly control the volume of protests or the number and kind of contacts the SEC must make to process the protests to decision. The Association picks up the expenses of the SEC members who come from all over the state for Committee meetings and for hearings set down by the Committee. The Committee's expenses, while not exorbitant, certainly are substantial and subject to increase as the demand for Committee time and work is ever increasing. For this past fiscal year, Committee expenses were in the area of \$20,000. To add to this the cost of candidates' travel places an unnecessary drain on limited resources. In addition, the current demand to hold more hearings will seriously increase costs for this Committee if it must hold hearings more often on these protests and also pay for the candidates and others to attend such hearings. In the 1995 local, unit and board elections, the Election Committee processed close to 200 protests. If it held hearings on half of these matters and incurred the expenses of the protestor and other candidates called to the hearing, the additional costs for the Committee would have far exceeded \$20,000. With plane fare alone from Buffalo currently over \$500 round-trip, and car mileage around \$180 round-trip, one hearing involving only two candidates could cost at least \$450 (mileage, meals and tolls). The Committee does not believe that these costs ought to be borne by the union.

THE COMMITTEE STRONGLY URGES DISAPPROVAL OF THIS PROPOSAL.

(7) The following proposal was submitted last year by Sister Barbara Reese of Local 303 and Brother Sam Mogavero of Retiree Local 903. The proposal was referred back to the Committee for consideration of a different age.

ARTICLE IV. Finance

Section 2. DUES AND SHOP FEES

(a) TEXT REMAINS THE SAME

(b) TEXT REMAINS THE SAME

(c) RETIRED MEMBERS. Effective October 1, 1991, the annual membership dues of retired members shall be twelve dollars (\$12.00), fifty (50) cents of which, exclusive of rebates, shall be put in the political action fund. **Upon reaching age eighty (80), a retired member shall become a fully paid lifetime member without further dues payment.**

(d) TEXT REMAINS THE SAME

(e) TEXT REMAINS THE SAME

(f) TEXT REMAINS THE SAME

Explanation: The Retiree Division includes several brothers and sisters who have reached the age of 80 or beyond and for whom the payment of \$12.00 in dues may be a hardship. These members have been a part of CSEA for many, many years and wish to continue their membership regardless of their financial status. This proposal seeks to honor these long-standing members by giving lifetime membership status upon reaching age 80. Last year the age factor for this proposal was 90 and the matter was referred back for consideration of a lower age. The Committee has determined that 80 years of age is a more meaningful cutoff.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS PROPOSAL.

(8) The following proposal to Article IV, Finance, Section 3, was submitted by V. James Powers, member of Local 191.

ARTICLE IV. Finance

Section 3. REFUND AND REIMBURSEMENT

(a)(1) REFUNDS TO LOCALS. Each duly organized Local of the Association which has complied with all of the provisions of the mandated Local Constitution and this Constitution and By-Laws shall receive from the Treasurer an annual payment of twenty-five percentum (25%) of the membership dues and twenty-five percentum of the agency shop and union shop fees collected from the employees in such Locals after the net per capita payment to AFSCME, based on the June 1 audit, has been deducted. The expense of the delegates to regular or special meetings of the Association shall be paid by the Local from such funds as hereinafter provided.

(2) For Locals having 100 or fewer members, such

annual payment shall be in an amount of not less than fifty percentum (50%) of the membership dues and fifty percentum of the agency shop and union shop fees collected from the employees in such Locals after the net per capita payment of AFSCME, based on the June 1 audit, has been deducted. The expense of the delegates to regular or special meetings of the Association shall be paid by the Local from such funds as hereinafter provided.

Explanation: The proposal seeks to rebate to locals with 100 members or less at least 50% of their dues. The Committee realizes, as suggested by Brother Powers, that smaller locals may have limited resources for sending members to workshops and training opportunities. In the past in similar situations, locals of limited means have been able to receive subsidies from the Association so as to enable the local to participate in these very important programs. Such subsidies may be requested through the office of the Statewide Treasurer. This proposal would have a large financial consequence for the Association. We presently have 5875 members and 425 fee payors who are assigned to 117 locals of 100 or fewer members. The resulting cost of this proposal is a loss of at least \$300,000 to the Association annually. This loss would adversely affect the services provided to both these small locals as well as larger locals. The Committee believes that such loss would be very detrimental to the ability of the Association to meet its service and representation obligations.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS PROPOSAL.

(9) The following proposal was submitted last year by Brother Walter Nash of Local 443. The proposal was referred back to the Committee by the Delegates.

ARTICLE IV. Finance

Section 3. REFUND AND REIMBURSEMENT

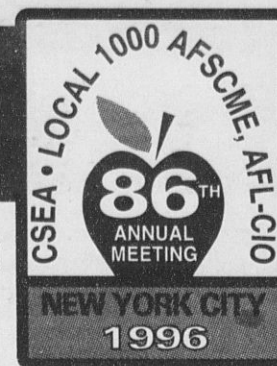
(a) REFUNDS TO LOCALS. Each duly organized Local of the Association which has complied with all of the provisions of the mandated Local Constitution and this Constitution and By-Laws shall receive from the Treasurer an annual payment of twenty-five percentum (25%) of the membership dues and twenty-five percentum of the agency shop and union shop fees collected from the employees in such Locals after the net per capita payment to AFSCME, based on the June 1 audit, has been deducted. The expense of the delegates to regular or special meetings of the Association shall be paid by the Local from such funds as hereinafter provided. **At the end of the above mentioned meetings, if the delegate is unable to secure transportation home on the same day, expense shall be allowed for one more overnight lodging and meals.**

Should the delegate leave the meeting before the official ending, for non-emergency reasons, they must reimburse the Local or Association 1 day's allowance for each day or part thereof.

(b) through (f) TEXT REMAINS THE SAME

Explanation: This proposal did not have a separate justification but from its wording it appears that Brother Nash is looking to insure that all delegates remain at the business sessions of any delegates' meetings until the completion of the meeting. The proposal referred back from last year's meeting seeks to provide an extra night's reimbursement for any delegate whose transportation options mandate a stay beyond the close of the meeting in order to be present for the full meeting. In addition, the proposal seeks reimbursement from delegates who leave before the close of the meeting. Our present procedures allow a Local to approve an extra night's lodging and meals at either end of the delegates' meeting, where travel arrangements and costs warrant. In addition, under present rules it is proper practice for a delegate to return any advanced monies received for meeting days he/she does not attend, due either to emergency or non-emergency changes of plans. Thus, the Committee

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believes that this proposal adds nothing to the existing requirements or procedures already in place to handle early/late arrivals or early/late departures. Those Locals not allowing for such flexibility or which do not follow up to recoup inappropriate advances ought to review their procedures to insure proper use of local funds. The Committee found no additional basis to change its negative recommendation.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS PROPOSAL.

(10) The following proposal was submitted by Brother Philip Arnold, President of Local 880.

ARTICLE V. Judicial Board

Section 6. REINSTATEMENT

Upon a written request to the Judicial Board and upon a showing sufficient to insure loyalty to CSEA and no reoccurrence of any future culpable conduct, a former Association member who was expelled from the Association as a result of a Judicial Board penalty may seek reinstatement as a member of the Association. In the event of favorable action on such request, reinstatement shall be conditioned on the imposition of a suspension of the right to hold or seek any elected or appointed office or position for a period not to exceed five years from the date of reinstatement.

Explanation: Brother Arnold provided the following justification for this proposal: "It is inconceivable that in today's society we, as a democratic organization, cannot find it in our hearts to forgive the indiscretions that some of our membership may or may not have perpetrated against CSEA. We must, as a governing body, be able to recognize that just as our government releases criminals on probation to become productive members of society, we must have the ability to do the same for those individuals who we have punished. I am seeking a procedure which will allow us to reinstate any persons who we, as a governing body, feel have paid their debt to the membership, and that those persons may have their rights and privileges returned to them whether on a trial or permanent basis."

The Committee referred this proposal to the Judicial Board and the Appeals Committee for input. The Judicial Board has seen no evidence that it has abused its discretion in setting penalties. The Judicial Board opposes the reinstatement of expelled members. It believes that in cases where it has expelled a member, it has done so based on strong evidence of guilt for offenses which severely impact the integrity of CSEA. The Judicial Board can see no reason to entertain reinstatement without exposing CSEA to the risks from which it sought to protect itself in the first place. The Appeals Committee offered no different analysis.

The Committee does not support this proposal either. The idea of reinstatement of expelled members has come up before, as recently as last year, and each time has been defeated. The Committee believes that dual unionism is equal to treason and that it is unpardonable. Except in the rarest of circumstances, this is the only basis upon which the Judicial Board imposes expulsion. The Committee believes that the Judicial Board guards this extreme penalty in an appropriate and respectful manner and that the discretion to impose such an extreme penalty without reprieve ought to be left to the good work of the Judicial Board and the Appeals Committee.

THE COMMITTEE STRONGLY RECOMMENDS DISAPPROVAL OF THIS PROPOSAL.

(11) The following proposal was submitted by Sister Elaine Kennedy of Local 830.

ARTICLE VI. Committees

Section 1. STANDING COMMITTEES. The Standing Committees of the Association shall be as follows: Insurance Committee, Legal Committee, Revision of Constitution and By-Laws Committee, Convention Committee, Political and Legislative Action Committee, Committee for Methods and Procedures, Education and Training Committee, Election Committee, Committee to Investigate Governmental Employment and Training Programs, Membership Committee, Statewide Safety and Health Committee, [and] Women's Committee[.], and **Statewide Child Care Committee.** Standing Committee chairpersons and members shall be appointed by the President for the duration of the President's term of office or until the successor appointments have been made. No officer shall be eligible to be a member of a standing committee. No member of the Board of Directors shall be eligible to

serve as a chairperson of a standing committee. All standing committee appointments shall be made within thirty days after the installation of the Association President and any vacancies which occur shall be filled within thirty days. If no appointments have been made by the President within thirty days of the occurrence of a vacancy, such appointments shall be made by the Board of Directors. As far as practicable, consideration shall be given to a candidates qualifications and expertise in the area in which the standing committee shall be operating.

(a) through (e) TEXT REMAINS THE SAME

Explanation: Sister Kennedy provided the following justification for this proposal: "On a national level employers are involved with child care in the work place. A committee is needed for research and study in establishing child care in all public service agencies. After all we should spearhead all human services."

The Committee does not support this proposal. The Committee referred the idea of a Statewide Child Care Committee to the Director of Field Operations, the Methods and Procedures Committee and the Local Government Executive Committee. Feedback to the Committee was unanimous. The Association has considered child care to be an important issue for our membership and we have struggled for years with the issue. On the State side we have had some considerable successes over the years under the leadership of former Secretary Irene Carr. On the local government side, the efforts have been more dispersed due to the nature of local government. Our Statewide Women's Committee has been involved in addressing child care as a family issue. And, there are other avenues available for the organization's participation such as the New York State Child Coordinating Council.

In the past the Committee has guided similar requests for committees based on special interest groups to existing avenues for attention. Consistent with that approach, the Committee believes that there is no basis to establish an additional special interest committee on child care.

THE COMMITTEE STRONGLY URGES DISAPPROVAL OF THIS PROPOSAL.

(12) This proposal was submitted by Brother Vinnie Lord, Chair of the Methods and Procedures Committee and President of Local 009.

ARTICLE VI. Committees

Section 1. STANDING COMMITTEES. The Standing Committees of the Association shall be as follows: Insurance Committee, Legal Committee, Revision of Constitution and By-Laws Committee, Convention Committee, Political and Legislative Action Committee, [Committee for Methods and Procedures], Education and Training Committee, Election Committee, Committee to Investigate Governmental Employment and Training Programs, Membership Committee, Statewide Safety and Health Committee, and Women's Committee. Standing Committee chairpersons and members shall be appointed by the President for the duration of the President's term of office or until the successor appointments have been made. No officer shall be eligible to be a member of a standing committee. No member of the Board of Directors shall be eligible to serve as a chairperson of a standing committee. All standing committee appointments shall be made within thirty days after the installation of the Association President and any vacancies which occur shall be filled within thirty days. If no appointments have been made by the President within thirty days of the occurrence of a vacancy, such appointments shall be made by the Board of Directors. As far as practicable, consideration shall be given to a candidates qualifications and expertise in the area in which the standing committee shall be operating.

(a) TEXT REMAINS THE SAME

(b) TEXT REMAINS THE SAME

(c) TEXT REMAINS THE SAME

(d) TEXT REMAINS THE SAME

(e) TEXT REMAINS THE SAME

Section 2. BOARD COMMITTEES. TEXT REMAINS THE SAME

Section 3. STATE NEGOTIATING COMMITTEES. TEXT REMAINS THE SAME

Section 4. SPECIAL AND AD HOC COMMITTEES

The Special Committees of the Association shall be as follows: Audit, Human Rights, Memorial Scholarship Fund, Memorial Plaque, Social Services, Probation, School Employees, Veterans Affairs, Advisory Committee on Minority Affairs, **Committee on Methods and Procedures,** and such other committees

designated by the President of the Association. Members of these committees shall be appointed by the President of the Association for the duration of the President's term of office or until successor appointments have been made. Special Committee shall meet as required and review matters pertinent to the committee assignment and/or upon call of the Association President. The membership of these committees shall not be less than seven, nor more than eleven, and the makeup of such committees shall include representation from each Region and proportional representation for the Local Government division on such committees that affect Local Government problems. The membership of the Region Political and Legislative Action Committee(s) shall not be less than seven.

Explanation: The Methods and Procedures Committee is presently a standing committee, required to meet at least three (3) times a year, regardless of whether it has issues to review. The Committee believes that it can fulfill its charge and conduct its business without being a standing committee. If it were to become a Special Committee, Methods and Procedures could continue to meet when necessary to review matters pertinent to its charge, as well as upon the call of the Association President. However, the Committee would not be required to meet a minimum number of times, thereby incurring unnecessary expense when it does not have actual business to conduct.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS PROPOSAL.

MISCELLANEOUS BUSINESS:

(1) Last year the Delegates approved certain changes to By-Laws Article V, regarding Judicial Board procedures. These changes placed certain time limit requirements into Article V. At the 1995 Annual Meeting, the Committee reported that there remained certain unfinished business with respect to Article V. After consultation with the Judicial Board and the Appeals Committee, it was determined that the changes made last year addressed the issues of timeliness of Judicial Board matters from complaint to decision. With these changes and the efforts of the Judicial Board to meet more often, the Committee believes that there are no remaining issues to be addressed at this time.

(2) At the request of the Delegates, the Committee took another look at a proposal by Brother Del Perrier, Local 676, to revise the way in which we determine voting strength for the Annual Meeting. The voting strength report is not a computerized report and must be prepared manually from various employer-payroll reporting systems and other outside reports. After learning further what is involved in working these calculations and how difficult it would be to vary the time sequence or to do these calculations at several times during the year, Brother Del Perrier has withdrawn his proposal.

UNFINISHED BUSINESS:

(1) The Committee received a proposal to include in our Constitution certain affiliation agreement language regarding rights of CSEA members in AFSCME. The Committee has determined that during the pendency of certain federal court litigation which in part addresses the CSEA/AFSCME affiliation agreement, it is inadvisable to entertain this proposal at this time. Accordingly, the Committee's analysis is incomplete.

ALL CORRESPONDENCE REGARDING RESOLUTIONS AND/OR PROPOSED AMENDMENTS RECEIVED BY THE COMMITTEE AS OF THE CONSTITUTIONAL DEADLINE OF JULY 2, 1996, HAVE BEEN REVIEWED. APPROPRIATE RESPONSES HAVE BEEN DIRECTED TO THE INDIVIDUALS.

Respectfully submitted,
 Tony Bailous, Chair, Region II
 Ricky Noreault, Vice Chair, Region V
 Sabina Shapiro, Region III
 Gail Hansen, Region IV
 Sam Mogavero, Retiree Division
 Anthony Giustino, Region I
 Lester Crockett, Region II
 Karen Spotford, Region VI



*Therefore,
be it resolved...*

The following resolutions will be presented for the consideration of delegates attending CSEA's 86th Annual Delegates Meeting Sept. 29-Oct. 4 in New York City. Members wishing to see copies of any resolution should contact their delegate.

1. Statement of support for the mutual goals of labor-advocated organizations

Submitted by CSEA President Danny Donohue, Executive Vice President Mary E. Sullivan, Secretary Barbara Reeves and Treasurer Maureen S. Malone.

This resolution would resolve that CSEA maintain and strengthen its support for the mutual goals and activities of the A. Philip Randolph Institute, Labor Council for Latin American Advancement, Coalition of Labor Union Women, National Council of Senior Citizens, the Coalition of Black Trade Unionists, the Asian/Pacific Labor Alliance and other similar labor-supported organizations.

The Resolutions Committee recommends that this resolution be adopted as amended.

2. Protecting the quality of health care for all

Submitted by Local 918 Delegate Lavarne (Lee) Pound.

This resolution would commit CSEA to continue, through its Political Action Department, to take an active role in advocating legislation that would ensure quality health care for all.

The Resolutions Committee recommends that this resolution be adopted as amended.

3. Protecting our New York State Pension

Submitted by Local 918 Delegate Lavarne (Lee) Pound.

This resolution would commit CSEA to continue using "all of its resources to protest any and all raids on the New York State Pension System."

The Resolutions Committee recommends that this resolution be adopted as amended.

4. PAC support for conservative candidates

Submitted by Local 815 Delegate Nicholas J. Paolini.

This resolution would require that CSEA recommend to all its Political Action Committees that, whenever possible, conservative candidates be examined on their views of public service labor organizations prior to the union endorsing candidates for public office.

The Resolutions Committee recommends that this resolution not be adopted since the CSEA endorsement process already ensures that all candidates for elected office will be interviewed and considered for endorsement if they so desire.

5. Certificate from state for certification of mental health therapy aides

Submitted by Local 404 Delegate Hope Catapano.

This resolution would resolve that CSEA utilize all available avenues to establish a state certification program similar to the Nurses' Assistant Certification program for MHTA's, based on appropriate training and experience.

The Resolutions Committee recommends that this resolution be adopted as amended.

6. Providing CSEA benefits and coverage to employees with interrupted service

Submitted by Local 404 Delegate Joe Harbison.

This resolution proposes that CSEA make contributions to the Employee Benefit Fund to provide full coverage and benefits for up to one year for employees laid off or on disability leave.

The Resolutions Committee recommends that this resolution not be adopted because it would be cost prohibitive, would be applicable to less than half the union membership, is not within the sole control of the delegates to decide, and would require a bilateral agreement with the State.

7. Voter program

Submitted by Harriet Hart on behalf of the CSEA Standing Women's Committee.

This resolution would resolve that CSEA continue an aggressive, comprehensive voter program that includes special outreach to women as well as registration, education and voting motivation components for all to make the union vote a deciding factor in all future elections.

The Resolutions Committee recommends that this resolution be adopted as amended.

8. Breast cancer

Submitted by Harriet Hart on behalf of the CSEA Standing Women's Committee.

This resolution would resolve that CSEA educate its members about breast cancer and the value of early detection of the disease, seek multiple options for delivery of mammography services and support federal and state legislation that will maintain and increase funding for breast cancer research, education, outreach and early detection programs.

The Resolutions Committee recommends that this resolution be adopted.

9. CSEA, Inc. rebate reimbursement to locals

Submitted by Local 852 Delegate Meg Shutka.

This resolution would require that CSEA reimburse 100 percent of a Local's portion of dues rebate which is currently withheld whenever a Unit of that Local fails to or improperly files unit election paperwork.

The Resolutions Committee recommends that this resolution not be adopted since it would remove an incentive for the Locals to oversee their Units' elections.

Sept. 2-8 is Union Label Week

A strong American economy has always been dependent on good jobs, and vice versa. One of the best ways to strengthen the economy and preserve jobs is to buy union-made goods and services.

A union label, union shop card, union store card or union service button on a product or service guarantee that those products and services are American-made and of the best quality.

Sept. 2-8 is Union Label Week in America. It is a week set aside every year to remind shoppers of the products and services produced by the 17 million

men and women who are members of America's labor unions.

Shoppers who buy union label are buying the best. They also have the assurance that they are buying "Made in America" products and services created by skilled workers who are treated fairly on the job because they are represented by an American labor union.

You'll help America's economy and preserve jobs by always looking for and buying the union label product or service all year round.

Always look for the union label



Your Reference Guide To CSEA Member Services & Benefits

CSEA Headquarters

143 Washington Avenue
Albany, NY 12210

Toll-Free - 1-800-342-4146

Press **O** plus the extension number you want at any time. With a rotary phone, an operator will come on the line at the end of the recording to help you reach your party.

With a touch-tone phone, you must press **1** for these options:

If you don't know the extension number,

*press **1** for Field Operations, which includes Occupational Safety & Health, Local Govt. & School District Affairs, Research, EAP, the Retiree Division and State Contract Administration;

*press **2** for Legal Matters, such as disciplinarys & grievances;

*press **3** for Communications including *The Public Sector*, Executive Offices or Political Action;

*press **4** for answers about dues, membership & agency shop, group insurance (not health) and to talk to the Finance Dept.;

*press **5** to hear a recording of Current Issues Update;

*press **7** for Membership Benefits.

Your Toll-Free Connection To The Employee Benefit Fund - 1-800-323-2732.

In the 518 area, call 782-1500. For answers regarding the Dental Care, Vision Care and Prescription Drug for state employees and participating local government employees. **TDD for hearing impaired only:** 1-800-532-3833. Mailing address: CSEA Employee Benefit Fund, One Lear Jet Lane, Suite One, Latham, NY 12110-2395.

Grievances & Discipline

Report any grievance immediately to your local grievance representative or shop steward. If they are unavailable, tell your CSEA Unit or Local President, or your CSEA Labor Relations Specialist at your region office. Don't delay if you believe you have a problem — grievances must be filed on a timely basis.

The Buyer's Edge

It's your buy-by-phone service designed to save you money on major purchases. The Buyer's Edge negotiates extra discounts and lowest price guarantees individual buyers don't get. The appropriate information and toll-free numbers are in your Buyer's Edge brochure, and they're published regularly in *The Public Sector*. To receive a brochure contact your CSEA region office listed below or call the Membership Benefits Department at Headquarters, 1-800-342-4146.

Insurance

CSEA offers several insurance programs at low group rates with the convenience of payroll deduction.

For details on CSEA Security Life Plan, Disability Income Protection Program, Hospital Income Insurance Plan and Family Protection Plan, call toll free: Jardine Group Services Corp. 1-800-697-CSEA.

For details on Auto Insurance and Homeowners/Renters insurance, call toll free: 1-800-366-7315.

For details on the CSEA Long Term Care Program, call toll free: 1-800-366-5273.

Health Insurance

For answers to your specific questions about the New York State Health Insurance Program's Empire Plan: Blue Cross Claims: . . .1-800-342-9815 or (518) 367-0009
Metropolitan Claims (MetraHealth).....1-800-942-4640
Participating Providers1-800-942-4640
Home Infusion/Nursing, Diabetic Supplies, Durable Med Equip Home Care Advocacy Program....1-800-638-9918
Hospital admission approval/ surgical review:
Empire Plan Health Call.....1-800-992-1213
Mental Health & Substance
Abuse Hotline.....1-800-446-3995
Managed Physical Medicine
(chiropractic & physical therapy).....1-800-942-4640

Education & Training

CSEA provides workshops and training programs for union activists. For more information, call toll-free 1-800-342-4146. On a touch tone phone, press **O**, then extension 294. On a rotary phone, ask the operator for extension 294. Union-oriented videotapes are available from your CSEA region office.

Civil Service Exam Help

The Labor Education Action Program (LEAP) can help you prepare for civil service exams with low-cost study booklets on a variety of relevant subjects. Call toll free: 1-800-253-4332.

Safety Concerns

Report serious accidents, unsafe and unhealthy working conditions to the CSEA Labor Relations Specialists at your region office.

For occupational safety and health information, call CSEA Headquarters at 1-800-342-4146. On a touch tone phone, press **O**, then extension 465. On a rotary phone, ask the operator for extension 465.

Retirement

For general information about retirement and retiree membership, call the Membership Benefits Department at Headquarters, 1-800-342-4146.

Talk to a CSEA-provided retirement counselor if you are retiring soon. It's important that you select the proper option from the Employees' Retirement system, so you can plan the lifestyle that you want to enjoy. Call toll free: 1-800-366-5273.

AFSCME Advantage Mastercard

Features one of the lowest interest rates - 5 percent above the prime lending rate. No annual fee. For an application form, call your CSEA region office or the Membership Benefits Department at Headquarters, 1-800-342-4146.

AFSCME Advantage Legal Services

You can obtain high quality, affordable legal services for many personal legal matters through the AFSCME Advantage Union Privilege Legal Services Program. For details and a list of participating lawyers in your area, call your CSEA region office or the Membership Benefits Department at Headquarters, 1-800-342-4146.

AFSCME Union Driver and Traveler Program Discounts

The AFSCME Union Driver and Traveler Program saves you money whether you're traveling by car, bus, train or plane. It's a motor club, travel service and auto repair service all in one. Annual cost: \$49.95. Call 1-800-547-4663.

Disney World, Theme Parks Discounts

Discount admission to Disney World in Florida, Disney Land in California, Six Flags Amusement Parks and Anheuser Busch Theme Parks Clubs (i.e. Sea World and Busch Gardens). To receive discounts, call 1-800-238-2539 between 7:30 a.m. and 7 p.m. Monday-Friday. Identify yourself as a CSEA/AFSCME Local 1000 member and provide your Social Security number.

AFSCME Advantage Mortgage Program

Makes buying a home or refinancing your mortgage easier and more affordable. Savings for buyers and sellers. Special help for first-time buyers. Call toll free: 1-800-848-6466.

AFSCME Advantage Dental Program

A discount dental program (not dental insurance) that allows you and your family to choose your dentist from a lengthy list of qualified professionals and receive instant discounts on a wide variety of dental services on every visit. May help lower your out-of-pocket expenses even more if you are already covered by dental insurance. Membership fee \$29.95 annually. For more information call toll-free 1-800-257-8352.

AFSCME Advantage Loan Program

Unsecured personal loans from \$2,500 to \$15,000, with affordable monthly payments, are available to credit-qualified applicants. Call toll-free 1-800-343-7097 for applications, information.

AFSCME Advantage Flower Service

Savings on long-distance flower delivery. Order directly from the local delivering florist. No processing charge or handling fees — get more gift for your money. 100% satisfaction guarantee. It's easy: ① Have a major credit card ready; ② Call 1-800-823-5246 toll-free, 24 hours a day; ③ Enter the Zip Code for your delivery destination; You'll be connected to the local delivering florist or a Floragift associate.

REGION OFFICES

LONG ISLAND REGION I OFFICE
3 Garet Place, Commack, NY 11725.
(516) 462-0030.

METROPOLITAN REGION II OFFICE
40 Fulton Street, 22nd Floor, New York, NY
10038-1850. (212) 406-2156.

SOUTHERN REGION III OFFICE
735 State Route 52, Beacon, NY 12508.
(914) 831-1000.

CAPITAL REGION IV OFFICE
One Lear Jet Lane, Suite Two, Latham, NY
12110-2394. (518) 785-4400.

CENTRAL REGION V OFFICE
6595 Kirkville Road, East Syracuse, NY 13057.
(315) 433-0050.

WESTERN REGION VI OFFICE
482 Delaware Avenue, Buffalo, NY 14202.
(716) 886-0391

LABOR DAY 1996
 It's your day to
 celebrate your working
 heritage, and
 this year some of you
 will get the opportunity
 to celebrate it twice!

You are encouraged to actively celebrate Labor Day this year!

NEW YORK CITY

CSEA again this year will participate in the New York City Labor Day parade, the largest Labor Day celebration in New York state. This year the New York City parade will be held on Saturday, Sept. 7, the weekend after the traditional observance of Labor Day on Monday, Sept. 2, 1996. CSEA will be there with a float and a contingent of marchers. The CSEA contingent will meet at 12:15 p.m., Saturday, Sept. 7 at East 45th Street and Fifth Avenue to form up for the parade, and you and your family, friends and neighbors are invited to join in the fun. For additional information on participating, call: CSEA Metropolitan Region office, (212) 406-2156; CSEA Long Island Region office, (516) 462-0030, or CSEA Southern Region office, (914) 831-1000.

ROCHESTER

CSEA will participate in the annual Labor Day parade, sponsored by the Greater Rochester Labor Council, in Rochester on Monday, Sept. 2. Marchers should meet at 9 a.m. at East Avenue and Meigs Street in Rochester. For details, contact the CSEA Monroe County Local 828 office at (716) 328-5250 or the CSEA Rochester satellite office at (716) 272-0800.

ALBANY

The Capital District Solidarity Committee will hold its annual Labor Day picnic from noon to dusk on Monday, Sept. 2 at Ganser-Smith Memorial Park, Menands Road, Menands. For more information, call the Solidarity Committee at (518) 489-4749.

The CSEA Advantage Cellular Phone Discount Programs

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FOR MORE INFORMATION, CALL
 1-800-440-1894

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Contract term: 12 months
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 Stephanie Togni
 1-800-524-2351
 607-273-0400 or 607-280-0606

CELLULAR ONE

Service Areas: Ulster, Sullivan, Dutchess and Orange

Monthly access charge: \$15.95
Per minute charge: 100 free, \$.35 peak,
 \$.25 off peak,
 \$.55 NYS roam

Activation fee: Waived
Contract term: 2 years
Discounted equipment

NEW

CELLULAR ONE

Service Areas: Columbia, Greene, Otsego, Schoharie and Delaware

Monthly access charge: \$8.95
Per minute charge: 100 free, \$.19 peak,
 \$.16 off peak,
 \$.45 NYS roam

Activation fee: Waived
Contract term: 2 years
Discounted equipment

For more information, call:

ED FRATZ 607-434-1128, 434-1129, 914-399-1129 or 914-389-9000
 RON BROWN 914-389-9000

Applications are being accepted now for 1997 AFSCME FAMILY SCHOLARSHIPS

Ten (10) \$2,000 AFSCME Family Scholarships will be awarded to children of AFSCME members for 1997. Winners will be selected from applications that meet the eligibility requirements. The scholarships will be renewed for \$2,000 each year for a maximum of four years, provided the student remains enrolled in a full-time degree program at an accredited institution.

Applicant must be a high school senior graduating in the Spring of 1997 who intends to enroll in a full-time, four-year degree program at any accredited college or university. Applicant must be a daughter or son of an active AFSCME member, or whose legal guardian is an active AFSCME member.

Applications must be postmarked by Dec. 31, 1996. Winners will be announced by March 31, 1997.

Applications are available by contacting:
 AFSCME Family Scholarship Program
 Education Department, 1625 L Street, NW,
 Washington, DC 20036

Sector

THE PUBLIC

SEPTEMBER 1996

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