

Official publication of



Local 1000, AFSCME, AFL-CIO

YOUR METROPOLITAN
REGION 2 NEWSLETTER
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Sector

THE PUBLIC

Vol. 21 No. 9 SEPTEMBER 1998

Next month: *The Work Force*

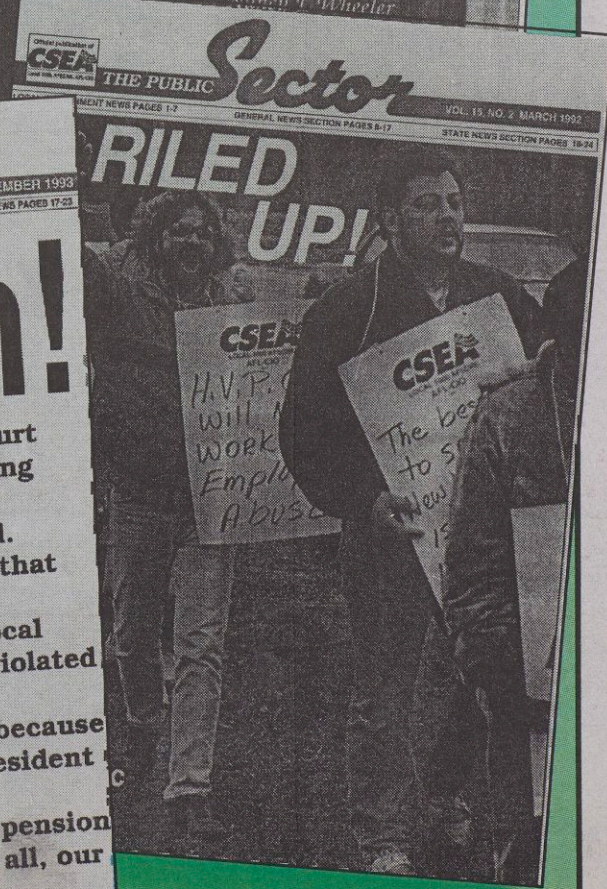
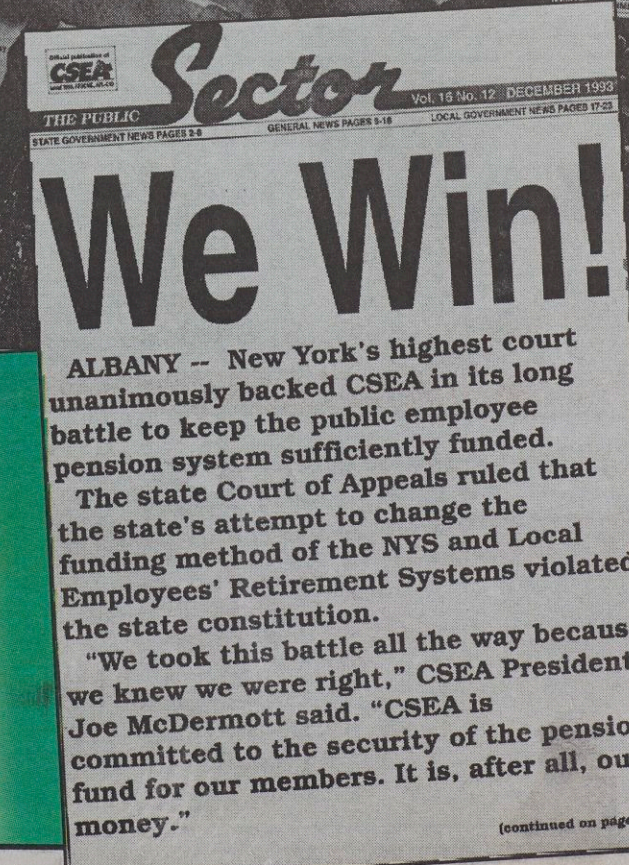
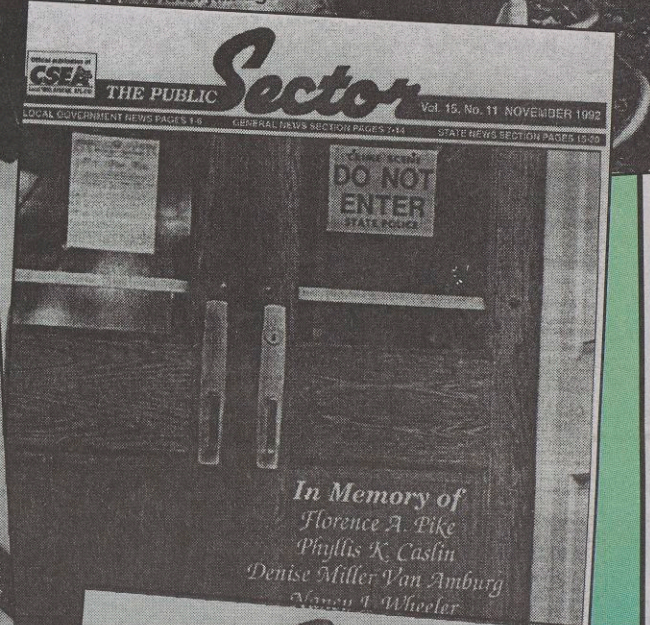
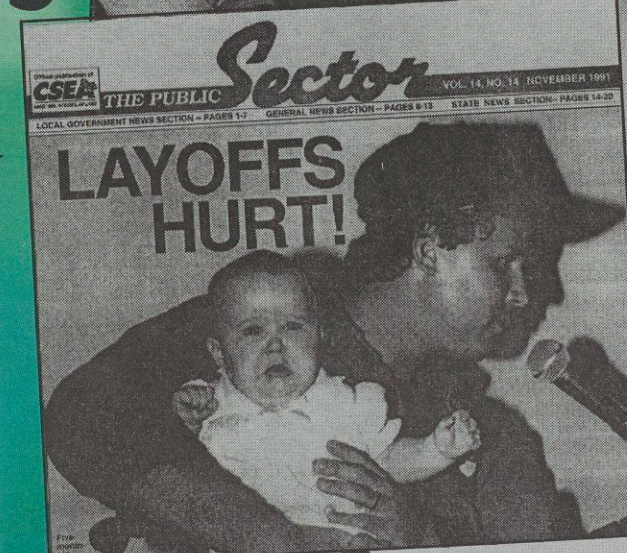
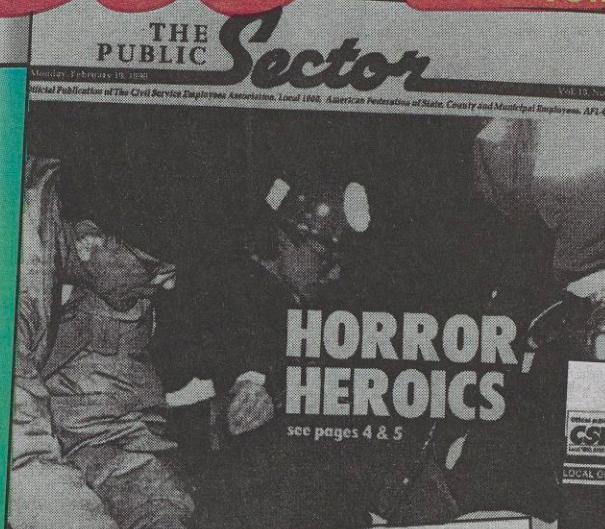
The Sector retires after two decades

In late 1978 an exceptional new union publication, *The Public Sector*, was born. It quickly became the centerpiece of an improved and expanded CSEA communications program that helped pave the way for CSEA to grow stronger and more effective by reaching out to the rank-and-file, keeping members informed and getting them more directly involved in their union and their lives.

In the two decades since, *The Public Sector* helped educate, excite and inform the rank-and-file about labor issues that impact on their lives and those of their family, friends and neighbors. It did its job well, winning national and international awards for effective labor journalism.

The Public Sector will be retired after this edition, and a new publication, *The Work Force*, will arrive at your home each month to keep the lines of communication open. Its content and appearance will be different than *The Sector*, but its mission is the same - to keep you informed and to stay in touch.

(see pages 8, 11, 12, 13 & 24)



(continued on page 3)

CSEA'S NEWEST MEMBER BENEFIT ... It's here to help you!

The CSEA WORKERS' COMPENSATION LEGAL ASSISTANCE PROGRAM covering Workers' Compensation and Social Security Disability

If you are injured on the job or sustain a job-related illness, CSEA's new Workers' Compensation Legal Assistance Program can help you navigate the maze known as Workers' Compensation. If you become disabled, the program can help you obtain Social Security Disability benefits.

The Program Services Are Absolutely Free, And So Is The Call

● If you have a possible Workers' Compensation or Social Security Disability case, SIMPLY CALL 1-800-342-4146 TOLL-FREE and select the proper menu options. Your call will be answered by the firm of **Fine, Olin and Anderman, P.C.**, through its statewide network of offices staffed by attorneys who specialize in Workers' Compensation and Social Security Disability Law.

● Brochures describing the program in detail and intake forms to assist you in compiling correct and complete information before making the initial call are available from CSEA Region Offices, CSEA Local and Unit Presidents and CSEA Labor Relations Specialists.

● All calls will be accepted, no cases will be turned down and there is no cost to CSEA members and their dependents for the program services.

NO
out-of-pocket
costs to
members

1-800-342-4146

Follow the menu options
for instructions
to access the program

Summary of July 1998 Board of Directors meeting

Editor's note: The Public Sector publishes a summary of actions taken by CSEA's Board of Directors at the board's official meetings. The summary is prepared by CSEA Statewide Secretary Barbara Reeves for the information of union members.

ALBANY — CSEA's statewide Board of Directors met here on July 23. In official action, the board:

★ Approved the appointments of Carmen Bagnoli, Cindy DerGurahian and Mary Sullivan as Employee Benefit Fund trustees;

★ Approved the appointments of Flo Tripi, Jeff Howarth, Debbie DeCicco and Barbara Moloney as Political Action Fund trustees;

★ Approved the appointments of John Shepherd, Diane Hewitt, Marguerite Stanley, Bruce Damalt and Jim Kurtz to The Public Sector Committee;

★ Approved the appointments of Liz Puttre, Joel Schwartz, Sabina Shapiro, Mike D'Alessandro, Tom Pirozzolo and Wilma Hasser to the Appeals Board Committee;

★ Approved the appointments of Margaret Capriola, Pamela Patnode, Art Townsend, George Winchell, Micki Thoms, Jim Schultz, Shelley Finnegan and Sabina Shapiro to the Region 3 Political Action Committee;

★ Approved the appointment of Bill Flanagan to the Region 1 Political Action Committee;

★ Approved the Proposed Standards for Consideration of Probationary Termination Cases, and approved the Standing Legal Committee report;

★ Approved a lease extension of office space for Rockland County Local 844; and

★ Placed several locals and units into administratorship for failure to submit election committees for the 1998-2001 election cycle.

Questions concerning this summary of actions taken by CSEA's statewide Board of Directors should be directed to CSEA Statewide Secretary Barbara Reeves, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210
1-800-342-4146 or (518) 257-1253.



Barbara Reeves

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CAPITAL REGION Marguerite Stanley

CENTRAL REGION Bruce Damalt, Acting Chair

WESTERN REGION James V. Kurtz

CSEA calls Dutchess County Infirmiry closing

'A reckless proposal'

POUGHKEEPSIE — Despite strenuous objections from CSEA and residents, Dutchess County lawmakers voted recently to close the county-run infirmiry. Union activists picketed, lobbied and spread the word among county residents that legislators were plotting to close the facility that housed 62 residents and employed 80 CSEA members.

Although one legislator pointed out that the issue was not one of money, the emphasis over the last two years has in fact been on the county's fiscal obligation and that the infirmiry was operating at a deficit.

"This is a reckless proposal," said CSEA Deputy Director of Labor Relations Steve Alviene. "The employees have done a good job. They care about the residents."

Alviene pointed out that taxpayers were not given the chance to speak at a public hearing or to vote in a referendum.

"County residents would gladly pay their share of 50 cents per year to keep it open," he said.

Indeed, public sentiment has been on the side of the employees. Praise by families of patients for the unique care and love given by infirmiry staff was emphasized over and over during the legislative session. But it seemed to have no impact on those who voted to close the facility.

Two days after the vote, the resolution was signed by the county executive, putting into motion the process that will end with the closing. Plans for placement of the infirmiry's residents will be the first order of business.

The plan must be approved by county

lawmakers as well as state officials. Meanwhile, union representatives will negotiate to ensure jobs for the facility's employees.

Unit President Liz Piraino said she is not discouraged.

"We may have lost the battle," she said, "but not the war!"

"We caused dissension among the Republicans on the legislature," Piraino said, "and we got support from the community which has been lacking."

Piraino thanked Unit First Vice President Frank Carlon and Infirmiry Shop Steward Maureen Simons for assisting her with the implementation of plans to demonstrate and speak to lawmakers.

"Maureen did a wonderful job motivating the employees," she said, "and we are very lucky to have such a dedicated shop steward."

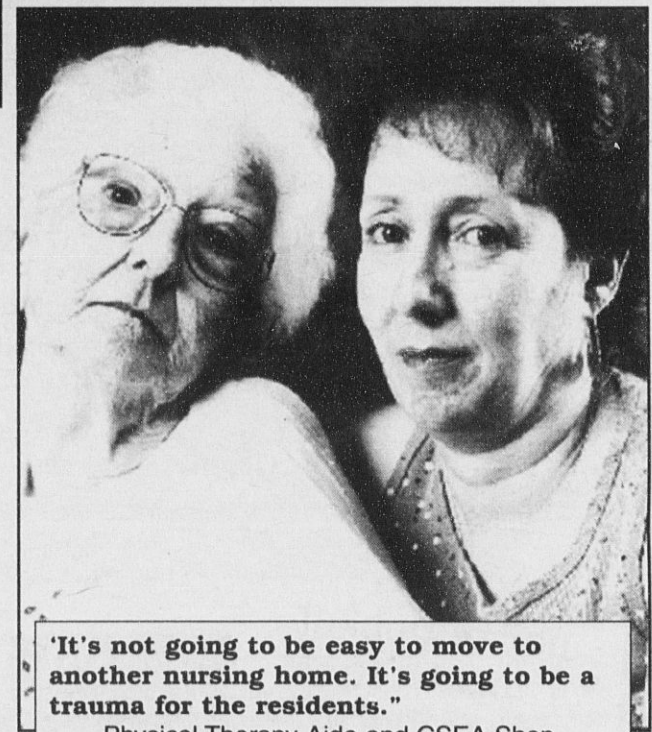
She also thanked Unit Second Vice President Tara Fitzpatrick and Shop Steward Donna Borquist for their assistance as well as all those employees who spoke at the legislative meeting.

"I would also like to thank Steve Alviene and (Region 3 Political Action Coordinator) Jason Haenel for all their help," she said.

Referring to the county's next legislative elections, Piraino had a warning for lawmakers who voted to close the facility.

"Come 1999, we won't forget you!"

CSEA Unit President Liz Piraino, Pat Brown from CSEA's Town of Poughkeepsie Unit and Labor Relations Specialist Steve Chanowsky protest plans to close the Dutchess County Infirmiry.



'It's not going to be easy to move to another nursing home. It's going to be a trauma for the residents.'

— Physical Therapy Aide and CSEA Shop Steward Maureen Simons, right, with resident Ida Walker.

— Anita Manley

Join the 1998 Labor Day parades, celebrations

New York City, Long Island and Southern Regions

New York City Labor Day Parade

Saturday Sept. 12

Parade kicks off at 1 p.m.

Join the CSEA contingent at

12:30 p.m. at 5th Avenue

and W. 46th Street.

Capital Region

Capital District Labor Day Celebration and Picnic

Monday Sept. 7, Noon to dusk

Ganser-Smith Memorial Park

Menands Road, Menands

Potluck picnic, so bring a dish to share.

The Solidarity Committee/Jobs with Justice

will provide hamburgers, hotdogs, all the

fixings and cold drinks. Bring your musical

instruments! Interfaith service at

10:30 a.m. at St. Joan of Arc Church

across from the park. The service will feature

a blessing of the tools.

Central Region

Central Region Labor Day Parade and Rally at the New York State Fair

Monday Sept. 7, 11 a.m.

Marchers assemble at 10 a.m. by the Indian

Village and will march to Cole Muffler Court

Pavilion for a brief rally. For information, call

Mark Spadafore at 315-422-3363.

Massena Labor Day Parade

Monday Sept. 7 at 11 a.m.

CSEA St. Lawrence County Local 845 members

will assemble at 10 a.m. For more information,

call Betty Thomas at 315-379-2230.

Western Region Buffalo Labor Day Parade

Monday Sept. 7, noon

from Walden Avenue & Harlem

Road, Cheektowaga, ending at

town park for a picnic.

Rochester Labor Day Parade

Monday Sept. 7, 11 a.m.

from Alexander Street and

East Avenue to Frontier Park

for a picnic from 12:30 to

2:30, followed by a ballgame.

Schenectady County DSS members take their concerns to the streets

Unsafe conditions, understaffed A disaster just waiting to happen

SCHENECTADY — "We're angry and we don't care who knows it," the frustrated Schenectady County Department of Social Service worker said as she plopped a pile of handmade protest signs down on the hot sidewalk in front of the 123 year-old ramshackled DSS headquarters.

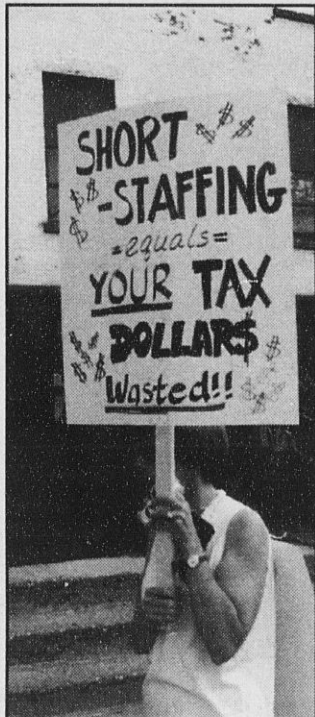
She was among more than 100 CSEA members who were gathering to conduct informational picketing to protest poor working conditions and staff shortages.

The tensions started boiling the week before when the DSS general counsel denied CSEA Local 847 President Joanne DeSarbo permission to have DSS members photographed and interviewed as they worked in the cramped and crowded offices in the antiquated old school building. The union had wanted to document the poor conditions employees are forced to work in.

"If this building represents the attitude of Schenectady County government toward those in need of social services, no wonder our clients feel betrayed and our workers feel abused," DeSarbo told the local new media that flocked to the noontime informational picket. As the building's condition continues to disintegrate, staffing has been cut by one-third in recent years, DeSarbo said.

Despite management efforts to suppress them, the union erected a display of photos that depicted some of the horribly cramped working conditions the employees have to put up with daily.

"These are the photos that Schenectady County doesn't want you to see," the CSEA news release



handed to news media members read.

The photos also trace how important paperwork winds up in boxes scattered haphazardly throughout the building.

The photos displayed how, starting at crowded desks where they don't have enough room to change their minds, the employees and clients try to conduct "confidential interviews" in the cramped work areas. The forms

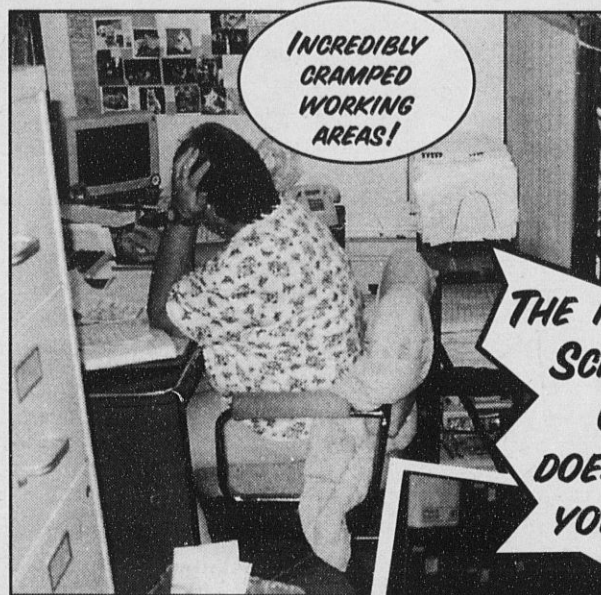
they complete are processed and then filed in "confidential" files atop desks, in cluttered open areas or lining the waiting area, exposed for all to see.

Eventually the confidential files are moved to a more secure location in the overcrowded building — the dank and dark basement. There these so important documents lie scattered about in open boxes, or stuffed into rusting file bins, wet and damp, covered with mold and mildew. There they wait, resting in pieces here and there in the smelly files, some dangerously near the facility's boiler, waiting for a spark to start a long predicted disaster.

Not far away, a huge area of downtown Schenectady has been designated by the county for massive renovation under a "Metroplex" project plan. Here, angry pickets chant "This Helloplex has got to go!"

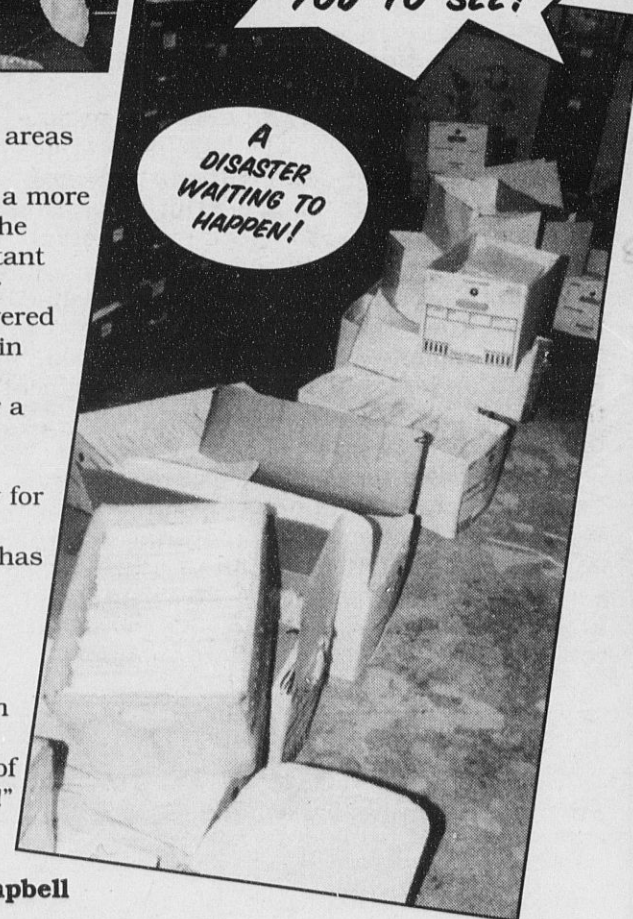
Inside, the county Commissioner of Social Services greets the press in his spacious office and, smiling, tells them how nice it is that his employees welcomed him back from his vacation with such a nice party.

But it's no joke to the workers. Their chants of "We're fired up, we ain't gonna take it any more!" can be clearly heard in the commissioner's office, and his smile fades.



THE PHOTOS THAT SCHENECTADY COUNTY DOESN'T WANT YOU TO SEE!

A DISASTER WAITING TO HAPPEN!



— Daniel X. Campbell

CSEA wins reinstatement for worker Fulton County improperly terminated

County to pay court-ordered \$50,000 to highway worker

JOHNSTOWN — A Fulton County Highway Department employee whose termination was overturned is expected to receive a court-ordered judgement totaling more than \$50,000 plus interest shortly.

CSEA member John Lane was terminated by the county two years ago after he refused to operate a piece of equipment which he said aggravated an old back injury. CSEA objected to the harsh penalty and took the case to state

Supreme Court, where a justice lowered the penalty to two months suspension without pay and ordered Lane reinstated.

The county appealed that ruling to the Appellate Court, which recently upheld the lower court's decision.

The court ordered Lane reinstated to the Fulton County Highway Department with full restoration of all benefits, including back pay; all salary increases due, all leave accruals earned

and full reinstatement in the state retirement system.

"We wanted this to be over a long time ago, but the county kept pushing this matter to the extreme. I'm very happy with the court rulings. Now it's time for the county to move on to address other problems they have ignored during this long litigation," Fulton County Local President Sandy Lewis said.

— Daniel X. Campbell

DOL cites town in member's death

QUEENSBURY — With CSEA's Safety and Health Department pushing the matter, the New York State Department of Labor has issued two citations against the Town of Queensbury for violations of the state PESH law in the death of CSEA member John W. Johnson.

DOL found that the piece of equipment that crushed Johnson to death has been improperly modified and that the workers involved in the unloading of the "hot box" pothole fill mixer were not properly trained in that operation.

Johnson died March 16, 1998 when the attachment he was helping remove from the back of a dump truck in the highway equipment yard toppled and crushed him. The 50-year-old CSEA member had worked as a laborer for the Queensbury Highway Department for 30 years.

It was the first time he and three other town highway employees were unloading the mixer, which is owned by the Town's Water Department.

DOL conducted a three-month investigation.

CSEA Occupational Safety and Health Representative Wendy Hord put pressure on DOL to trace the history of the material mixer. CSEA learned that the hot box's original manufacturer had discontinued that item when it sold its equipment division and that manuals concerning its proper operation were difficult to obtain.

DOL found that the mixer was modified when someone added a propane tank and a "cylinder sleeve" to hold the tank. The report states that tests show that the addition had altered the machine's center of gravity. The mixer fell to the side where the sleeve and tank had been added.

The investigation also found that the men assigned to remove the mixer had not been properly trained to undertake the task.

If the town does not take steps to correct the two violations it could face fines of up to \$200 per day, a Labor Department spokesman said.

— Daniel X. Campbell

East Hampton protests pause for President

EAST HAMPTON — CSEA members in the Town of East Hampton, who have been protesting in front of Town Hall prior to the town Board meetings over unfair treatment during prolonged contract negotiations, got "good press" recently for a demonstration they *didn't* conduct.

When CSEA members cancelled a scheduled protest at Town Hall and at a Democratic National Committee fundraising event while President and Mrs. Clinton were in town recently, the news media responded favorably to the union's decision.

"We cancelled that protest because of heightened security concerns over the recent shootings at the Capitol Building, and so as to not cause any additional traffic or other problems for the community during the President's visit," Unit President Tom Horn said. "We wanted to contrast the "Other Hampton" of underpaid

Town employees with the spectacle of a fundraiser that, within a few hours, would accumulate millions of dollars for political advertising. We will resume our picketing and demonstrations because we feel the importance of this issue must continue to be publicized. We will not settle until we have a fair agreement."

Of 193 Town of East Hampton members, 32 people are living below poverty level and of those, 95 percent are women, Horn said. Sixty-four percent of the membership works two jobs to get by and 11 percent work three jobs.

Employees in the Town of East Hampton are earning 32 to 52 percent less than their neighboring employees in the same titles.

"Yet, the town wants givebacks. It's crazy," said CSEA Labor Relations Specialist Pat Curtin.

— Sheryl C. Jenks

Certified nursing aides get personal training

GLENS FALLS — CSEA's 15,000 Certified Nursing Aide members have the responsible, difficult and demanding job of providing direct care for residents in residential care facilities across the state in both public and private sector settings. They are the backbone of resident care and now they know it.

Many of these workers were recently trained in "Positively Speaking," an interactive workshop program which stresses the worth of the individuals and how they can improve their self esteem and job performance by active listening, positive feedback and by changing their mind set about their own self worth.

The workshops were held in seven county residential health care facilities during July and August. Participants learned to use active listening skills as well as positive feedback to enhance their personal communications. They also examined their personal qualities which enable them to respond positively to challenges they encounter in their everyday work life, and

learned how to change their mind sets about themselves, their co-workers and their work.

Judy, a CNA at one site, was thrilled by the workshop's content.

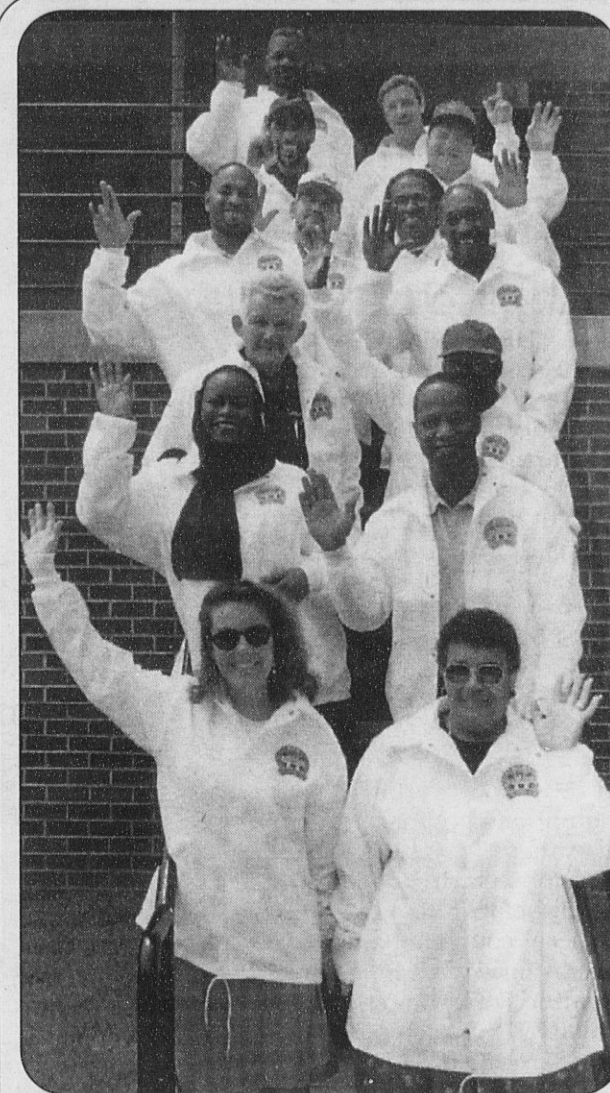
"I've never attended a workshop that made me feel good about myself, the job I do and the people I work with, both CSEA and management. This one does," she said.

Another participant offered her view in an assertive manner that was a bit different from her normally quiet style.

"Sometimes we can hear each other talk but we're not really listening. Hearing and listening are two different things, two very different things," she said. "If that's all we learn from this workshop it's enough. But we also learned about our worth to our self and to others."

Facility administrators are enthused about the workshops, which fulfill state in-service training requirements. CSEA is hopeful that the program will spread throughout the health care network.

— Daniel X. Campbell



PEOPLE PROGRAM BUILDING POWER IN ALBANY HOUSING AUTHORITY

More than a third of the CSEA Albany Housing Authority unit are white jacket CSEA/AFSCME PEOPLE Program members. PEOPLE (Public Employees Organized to Promote Legislative Equality) is CSEA's federal political action program. Members earn special white PEOPLE jackets for contributing \$2 or more per pay period. Members understand that funding for the Housing Authority comes from the federal budget, and that AFSCME lobbies heavily for additional funding, and also works with federal lawmakers to preserve the prevailing wage and protect collective bargaining rights for public housing employees. The Housing Authority is home to Albany County Local 801 President Jack Rohl, who knows the importance of political power, and PEOPLE activist Eugene Smith, who believes that everyone should be involved in PEOPLE. Some of the units white jacket members on the stairway are: Michael Commerford, Philbert McKay, Frank E. Snow, Charles L. Davis, Kevin Barte, George Mercer, Joe Raymond, Sue Caputo, Yvonne Fletcher Eugene Smith, John Marshall Jr., Beverly Evans, Marshall C. Stone and Harold McNeil.

CSEA "dumps on" OMH policies

MANHATTAN — CSEA accused the NYS Office of Mental Health (OMH) of "quietly going forward with its plans to downsize Manhattan Psychiatric Center (MPC) at a public hearing on the future of state-operated mental health services in New York City.

CSEA Metropolitan Region 2 President George Boncoraglio told the NYS Assembly Committee on Mental Health that during the past five months, MPC discharges have more than doubled over admissions. He also denounced OMH's neglect in failing to obtain real input from local governments, community organizations, unions, and advocacy groups before making changes that force "significant service reductions." Such input is mandated under State Mental Hygiene Law.

CSEA Manhattan Psychiatric Center Local 413 President Sam Koroma joined others critical of the "secrecy" rampant at OMH for concealing or disguising hospital staffing shortages. Accusing MPC of indiscriminate patient "dumping," Koroma said management had admitted to him "that no one at MPC tracks discharged patients."

"I know for a fact that many of the released patients are wandering on their own. When I drive through the streets of Harlem, I recognize patients who were former clients at MPC. They are panhandling or sleeping in cardboard boxes in front of banks and shops," Koroma said.

CSEA testimony also highlighted the horrible beating sustained by Ms. Laura Zirinsky in Manhattan last year by former MPC mental

patient Gary Graves. After five months without anti-psychotic drugs, Graves viciously attacked his victim, nearly killing her. He was sentenced to 8-16 years in prison, and some estimates show as many as 200,000 former mental patients now incarcerated. There are actually more mentally ill individuals in New York's prison system than there are in the State Mental Health system.

Advocates for the homeless mentally ill also testified about thousands of former mental patients in homeless shelters and the urgent need to increase state psychiatric services for these persons. Ironically, a new 400-bed homeless shelter was recently opened on the grounds of Kingsboro Psychiatric Center in Brooklyn.

"It's deplorable and morally wrong for the state to deny psychiatric services to sick people and instead build more prisons or open homeless shelters on the very grounds of a hospital where they could have received real treatment," Boncoraglio said.

Janet Susin, of the Nassau County/Queens Division of the Alliance for the Mentally Ill, praised the quality of services at Creedmoor Psychiatric Center in Queens, finding them far superior to any rendered by private or non-profit hospitals. The Creedmoor difference, she stressed, was its permanent and stable staff of dedicated mental health professionals.



Metropolitan Region 2 President George Boncoraglio slams OMH's dumping policy before lawmakers.

Susin said that privately run psychiatric units had very high staff turnover rates. Most private staff are newly hired college graduates with little experience who leave as soon as possible, she said, adding there was no comparison with Creedmoor's excellent patient improvement rate.

Former mental patients, now in recovery, praised the initial treatment they received at state hospitals. Unfortunately, the OMH representatives who testified first, left the hearing immediately, unwilling to hear six more hours of input from the next 20 witnesses with valid criticisms of current state mental health budget cuts and service reductions.

— Lilly Gioia

MPC dumping leads to patient suicide

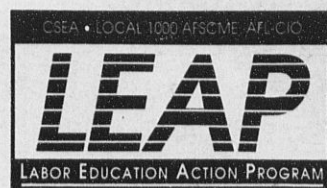
MANHATTAN — A 51-year-old schizophrenic inpatient at Manhattan Psychiatric Center committed suicide recently after he was told he must leave the hospital where he had lived for the past 15 years. When told he had no choice about the decision, Peter Fazio said he was fearful of ending up alone and homeless on the streets before he slashed his wrists and throat.

Mental Hygiene Therapy Aide Anthony Warner, who had cared for Fazio over the past year said "Mr.

Fazio was one of my best patients and he would be alive today if they hadn't tried to discharge him."

Fazio's discharge was expedited by the NYS Office of Mental Health's announced policy to downsize MPC by 500 beds as quickly as possible. CSEA Manhattan Psychiatric Center Local 413 President Sam Koroma said a "discharge team" was sent to the hospital from Albany to speed inpatient releases, on average discharging one patient per day.

— Lilly Gioia



Project REACH teaches you skills for success

Want to read or write better? Feel the need to take English as a second language

to improve speaking skills? Want to get a high-school equivalency certificate or prepare for college?

Project REACH (Reading, Education and Achievement) can help! Here's how it works. Call Kitty Zimmerman on the LEAPline (1-800-253-4332) and confidentially discuss the skill you want to improve or the test you want to pass. Kitty will discuss your background and interests and help you decide an approach. Once your direction is clear, you will be put in touch with a school or organization that can provide the classes you want, usually at no cost to you.

For example: If your goal is to obtain a high school equivalency certificate you can prepare for the General Equivalency Diploma (GED) exam by attending free classes at your local high school or BOCES. You will talk to your teachers to decide if you need to study for all the areas of the test or if

you only need to brush up your skills in a few areas. Your classmates will be at the same skill level as you are and your instructors will be experienced in teaching adult students.

To improve your reading skills, you may be referred to Literacy Volunteers of America (LVA) which would arrange for you to meet with a tutor for individual instruction.

LVA volunteers have special training in working with adult students and can help you in a way appropriate to your particular learning style and abilities. You and your tutor will meet a time and place convenient to you both, probably in a library.

Should you be aiming for college and need to get up to speed for college level courses you may study reading, writing, math or English at a college near your home. The

college will evaluate your background and be sure that you are in the appropriate class.

Do you have an educational dream? Is there a goal you want to strive for? Can you do it?

We say YES YOU CAN!

Call the LEAPline, speak with Kitty. Together, you and LEAP can make it happen.

IT'S TIME TO APPLY FOR TUITION BENEFITS

It's time to apply to LEAP for tuition benefits for the fall semester. If you do not have a catalog and are unable to obtain one in your agency or institution, call LEAP at 1-800-253-4332.

LEAP is a tuition benefit program available to members in the State Administrative, Operational and Institutional Services Units, the Division of Military and Naval Affairs and certain employees of Health Research Inc., SUNY Construction Fund, Teachers Retirement System and the Unified Court System.

Contact the LEAPline at 1-800-253-4332 with questions about LEAP or other education and training benefits for CSEA represented employees. LEAPline Advisors are available weekdays from 8:30 a.m. to 4:30 p.m. (8:30 a.m. to 8:30 p.m. on Thursdays).

Inmate disturbances highlight law enforcement risks

Recent unrest in the state prison system has again focused the spotlight on the risks and dangers faced by correction officers and civilian employees in the local and state correctional facilities.

A number of correction officers represented by AFSCME Council 82 were injured in inmate disturbances recently at the Attica Correctional Facility and the Coxsackie Correctional Facility. The disturbances involving several factions of inmates were confined to inmate areas and resulted in

lockdown conditions for several days at both locations.

No civilian employees were reported to be threatened during the most recent inmate brawls and attacks against correction officers, beyond the risks associated with working in the high security facilities.

CSEA represents some 15,000 corrections and law enforcement workers, including civilian employees, in local and state correctional facilities across the state.

"The health and safety of our members working in correctional facilities is an utmost concern. Fortunately none were directly involved in the most recent incidents," CSEA President Danny Donohue said. "Our AFSCME brothers and sisters did an excellent job in controlling the potentially explosive disturbances. The inmate population is younger and more violent than ever, and that increases the risks to all who work in correctional facilities."

New law makes SUNY hospitals more competitive

A new law, which CSEA has pushed for years, will allow SUNY hospitals in Syracuse, Brooklyn and Stony Brook to operate more efficiently in today's increasingly competitive health care market.

Introduced by Assembly Majority Leader Michael J. Bragman, the law gives the SUNY hospitals the flexibility they need to compete with private hospitals. The new law exempts SUNY hospitals from cumbersome purchasing restrictions that apply to other state agencies, allowing them to contract with low-

cost suppliers of goods and services. The law also gives the hospitals the ability to form partnerships with other health care providers, i.e. becoming a participating provider in an HMO.

SUNY management had insisted that it also needed flexibility with respect to employees, including autonomy from the Department of Civil Service and the ability to negotiate its own collective bargaining agreements. But CSEA told lawmakers this was just an excuse for SUNY to get out of having

to pay its employees fair wages and fringe benefits, and successfully fought to exclude such language from the law.

CSEA President Danny Donohue called the new law a victory for all.

"SUNY's Health Science Centers are critical to the overall quality of health care in New York," he said. "Employees at these facilities now have the opportunity to improve the quality and availability of services they provide to the community."

— Ed Molitor

EBF changes take effect October 1

Effective October 1, 1998 the CSEA Employee Benefit Fund will be making changes to their Workplace Security Program. These changes come as a result of drastic increases in claims filed and multiple claims since its inception in October of 1994. The changes to the plan are:

* Two levels of Assault Benefit Payments (\$2,000 for rapes, fractures or incidents requiring two consecutive nights stay in a hospital; and \$500 for all other incidents)

* The Permanent Total Disability Benefit will be 400% of the Assault Benefit

* Disability must begin immediately after the incident

The benefits for Accidental Death or Dismemberment and Captivity remain the same as well as the requirements for Police, Medical and workplace documentation. All eligible and enrolled members of the CSEA EBF are covered for this program.

ATTENTION CSEA-REPRESENTED STATE EMPLOYEES

ENHANCE YOUR JOB AND PERSONAL DEVELOPMENT SKILLS

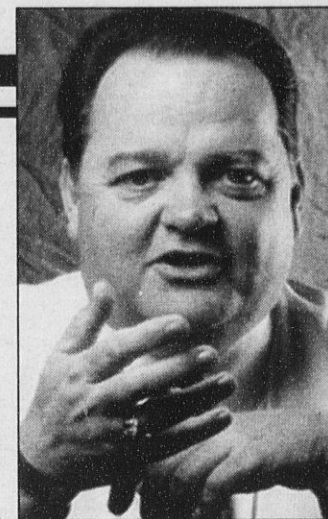
The NYS/CSEA Labor Management Committees are sponsoring a series of workshops designed to meet the personal and professional training and development needs of CSEA-represented NYS employees. The workshop series will be held between October 1998 and March 1999 on a variety of topics drawn from the OSU Job Skills and Career Development, Safety and Health, and Personal Development program categories. The registration deadline for all workshops is four weeks prior to the scheduled date of the workshop. Except for the Safe Computer Use workshop, all workshops are full-day sessions (8:30 a.m. - 4:30 p.m.). Registration forms are available in a course catalog prepared by the NYS/CSEA Labor-Management Committees. A supervisor or manager authorized to grant release time must sign the registration form.

Catalogs with course descriptions, schedules and locations are available from your CSEA Local President and personnel and training offices. You can also contact the NYS/CSEA Labor-Management Committees at (518) 473-3416.

<u>Date</u>	<u>Workshop</u>	<u>Location</u>	<u>Date</u>	<u>Workshop</u>	<u>Location</u>
10/14/98	Small Engine Repair	SUNY Plattsburgh	01/19/99	Stress In Your Life	GOER Training Room (Albany)
10/14/98	Managing Finances	NYS Veterans' Home at Batavia	01/27/99	Boilers and HVAC	Wallkill CF
10/21/98	Back Wellness	Buffalo State College	02/04/99	Managing Finances	Hudson River PC
10/22/98	Managing Finances	Central NY DDSO (Syracuse)	02/11/99	Safe Computer Use	Binghamton State Office Bldg.
10/28/98	Small Engine Repair	Green Lakes State Park	02/17/99	Managing Finances	Long Island DDSO
11/03/98	Safe Computer Use	Rochester PC	02/18/99	Emergency First Aid	Tax and Finance (Latham)
11/12/98	Stress In Your Life	Buffalo State College	02/24/99	Boilers and HVAC	SUNY Maritime College
11/18/98	Boilers and HVAC	Binghamton State Office Building	03/02/99	Safe Computer Use	Metro DDSO
12/08/98	Managing Conflict	Metro DDSO	03/03/99	Managing Conflict	Watertown State Office Building
12/09/98	Emergency First Aid	Pilgrim PC	03/10/99	Back Wellness	Utica State Office Building
12/15/98	Masonry and Drywall	State Campus (Albany)	03/10/99	Managing Finances	SUNY Plattsburgh
01/13/99	Back Wellness	Poughkeepsie State Office Bldg.	03/17/99	Boilers and HVAC	SUNY Buffalo (Amherst)
01/19/99	Diesel Engines	SUNY Farmingdale	03/17/99	Small Engine Repair	Finger Lakes DDSO (Rochester)

In touch with you

A message from CSEA President Danny Donohue



The Public Sector has served us well; The Work Force will serve us better

It's hard to believe that this is the last edition of *The Public Sector*. It's bittersweet to say goodbye to a familiar friend that has served CSEA members so well for so long.

CSEA is very excited, however, about our new publication, *The Work Force*, which debuts in October. Tremendous effort has already gone into building on the strengths of *The Public Sector* while developing a fresh perspective to help you find your voice in your work site and your union.

Change is not new to CSEA's official publication. *The Public Sector* has gone through several transformations in its history. In fact, change was at the heart of how it came into existence in the first place.

Twenty-one years ago, *The Public Sector* was born from a heated controversy with a razor-thin margin of approval in CSEA's statewide Board of Directors.

Prior to the existence of *The Public Sector*, CSEA's membership communication consisted of several pages purchased in a New York City oriented civil service

newspaper. The viewpoints in the debate about creating *The Public Sector* ranged from those who didn't want any change to those who didn't think CSEA had the capability to publish its own newspaper to those who believed we could and must do more and better.

There are lessons to be learned from that experience, especially as CSEA prepares to confront its future in so many new ways.

Those who didn't want change quickly had to recognize the improvement that came from having a statewide publication devoted entirely to CSEA issues, activities and personalities. *The Public Sector* not only helped establish a union identity but also provided an exponential increase in the valuable information presented to CSEA members.

The notion that CSEA couldn't produce its own newspaper was dispelled with the first edition and there was no looking back. *The Sector* has never missed a publication deadline

in its existence. At the same time it has set a standard for labor publications nationally that few others can match. For one example, *The Public Sector* has won awards in every labor publication competition it has entered.

As for doing more and better? Well, that's a never-ending responsibility for CSEA and part of the reason why we are transforming our official publication into *The Work Force*.

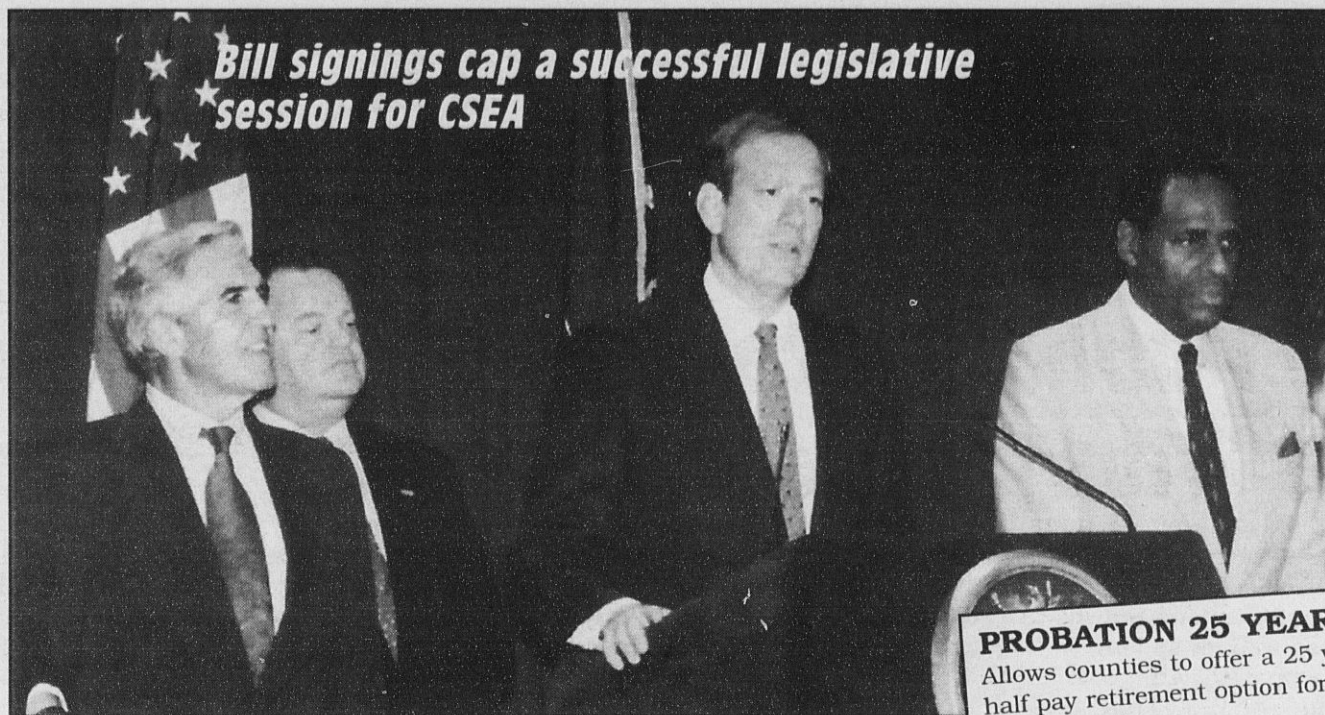
There is so much changing in the world around us and we hope to better reflect how CSEA is meeting those challenges in *The Work Force*. Look for more examples of excellence in CSEA and look for a stronger sense of community in *The Work Force*. But most importantly, look for yourself in the publication.

Like *The Public Sector* before it, *The Work Force* will be your publication and our aim is to make it relevant and inspiring to you. We have some high standards to meet which will be a challenge. But we also hope the results will challenge you as well.



Danny

Governor signs a series of bills beneficial to CSEA members



Bill signings cap a successful legislative session for CSEA

ALBANY — In one of CSEA's most productive state legislative sessions, Gov. George Pataki has signed into law a host of bills that will benefit CSEA members. Several additional CSEA-sponsored bills were awaiting the Governor's signature as this edition of *The Public Sector* went to press.

CSEA is especially proud of recently-signed legislation prohibiting the use of state funds to discourage workers from unionizing.

"This finally ends the practice of allowing the use of public money to oppose workers' rights to collective bargaining," CSEA President Danny Donohue said in applauding the bill signing.

The governor also was praised by union and religious leaders for signing legislation requiring toilets and washing facilities for farm workers. CSEA, the AFL-CIO and the NYS Labor-Religion Coalition lobbied extensively on behalf of that bill.

Here's a look at the CSEA's 1998 Legislative Program bills that union members helped push through both houses, including those signed into law by Gov. Pataki so far:

PENSION SUPPLEMENT

A two-year pension supplement. In the first year all pre-1990 retirees currently receiving a pension supplement will see a raise and all pre-1993 retirees will begin to receive a pension supplement. Single base allowance, by which pension supplement is calculated, raised from \$12,500 to \$13,500. In second year all pre-1994 retirees will receive a pension supplement and the single base allowance will be raised from \$13,500 to \$14,000.

Passed both houses, signed by Governor, in effect.

CSEA President Danny Donohue, second from left, looks on as Gov. George Pataki discusses why he recently signed into law four pension bills benefitting CSEA members. Donohue chaired the state AFL-CIO Pension Task Force that recommended the pension improvements. At left is Senate Majority Leader Joseph Bruno. State Comptroller H. Carl McCall is at right. All three state leaders, along with Assembly Speaker Sheldon Silver, were instrumental in enacting the pension improvements.

UNION ORGANIZING

Makes it an improper practice for a public employer, and an unfair labor practice for a private or not-for-profit employer, to use state funds for the purposes of discouraging employees from unionizing.

Passed both houses, signed by Governor, in effect.

TIER REFORM

Eliminates the Social Security offset for Tier 3 members and allows Tier 4 members to maximize on final average salary after 20 years instead of 25 years of service.

Passed both houses, signed by Governor, in effect.

VETERANS BUYBACK

Allows veterans of foreign conflicts to buy back one month of additional service credit for each month of military service during a period of foreign conflict, up to a maximum of three years. The employee is responsible for all costs.

Passed both houses, awaiting delivery to Governor.

FIVE YEAR VESTING

Allows for full vesting rights in the state and local retirement system after five years of service instead of 10 years.

Passed both houses, signed by Governor, in effect.

EXCLUSIVITY

Ensures that the placement of a workfare participant at a job site does not affect the exclusivity of the bargaining units.

Passed both houses, signed by Governor, in effect.

VESTED DEATH BENEFITS

Provides a death benefit for vested retired members equal to one-half the death benefits for members who die while in service.

Passed both houses, signed by Governor, in effect.

SUNY U-GRADES

Requires the approval of the state Civil Service commission before a SUNY position can be changed from classified to unclassified status.

Passed both houses, awaiting delivery to Governor.

PROBATION 25 YEARS

Allows counties to offer a 25 years at half pay retirement option for probation officers.

Passed both houses, awaiting delivery to Governor.

PERFORMANCE OF DUTY

Allows for counties to offer a three-fourths performance of duty disability retirement for sheriffs, deputy sheriffs, undersheriffs and correction officers.

Passed both houses, awaiting delivery to Governor.

CETA REOPENER

Allows former CETA employees to apply for retroactive credit for CETA service. Employees must apply for additional credit by March 31, 1999.

Passed both houses, signed by Governor, in effect.

SUNY FLEX

Allows the flexibility necessary for SUNY and Health Science Centers to be competitive in the modern health care market.

Passed both houses, signed by Governor, in effect.

UNEMPLOYMENT INSURANCE BENEFITS INCREASE

Provides for an increase in unemployment benefits and creates a wage reporting system. Also creates a re-employment fund which will retain and create 300 CSEA-represented jobs in the Department of Labor.

Passed both houses, signed by Governor, in effect.

CSEA members help provide

The Goodwill at the Goodwill Games

NASSAU COUNTY — After months of preparation, the Goodwill Games, an international, multi-sport event, rushed through Nassau County and New York City in two, whirlwind weeks recently. CSEA-represented Nassau County employees worked behind the scenes in every capacity before, during and after the games to make the event a success.

The lives of hundreds of volunteers, many of them CSEA members, have returned to normalcy, but the games will live on in their minds forever.

"The Goodwill Games were so exciting. I was meeting world-class athletes and being treated like a VIP," said CSEA member and NCMC Nurse Rose Droz.

CSEA Nassau Coliseum Local 737 employees Virginia Casasayas and Altagracia Rivas prepared and vacuumed the floors where gymnasts from around the world performed.

CSEA member Jose Rivas cleaned the tables where the judges sat to score the gymnasts.

The new Swimming and Aquatics Center was staffed by CSEA Nassau County Local 830 Engineers Dean LaBella and Vitalino Estrada.

The Nassau County Medical Center had 85 employees, many CSEA members, volunteering for the games and was totally responsible for Chinese gymnast Sang Lan's care after she was paralyzed in a fall from the vault. (See story on this page.)

CSEA member NCMC RN Noreen Lingham took a week of her own time to volunteer for the Goodwill Games.

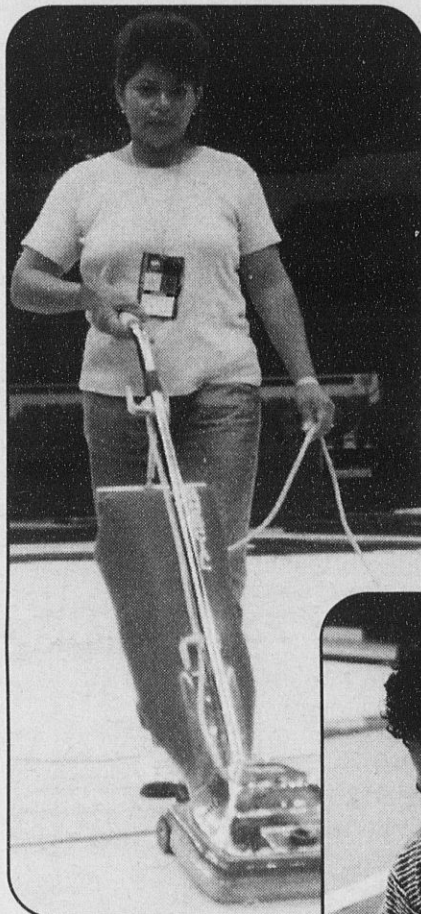
"It was awesome! I met some of the athletes while I worked a first aide station with one other nurse and a doctor," she said.

CSEA Nassau Local 830 member Leroy Hampton was one of the county employees who prepared and oversaw the state-of-the-art Mitchel Field Athletic Complex where world record holder Donovan Bailey was trounced by Maurice Greene. This was where Michael Johnson made a world class 400 meter run and where Jackie Joyner-Kersey won her last heptathlon.

"Our members were involved in every aspect of these games. The Goodwill Games were a success because our CSEA members worked hard to make the county proud," said CSEA Long Island Region President Nick LaMorte.

CSEA members helped carry on the tradition of excellence that is associated with the Goodwill Games. Past venues were: Moscow (1986), Seattle, Washington (1990) and St. Petersburg, Russia (1994).

— Sheryl C. Jenks



CSEA Nassau Coliseum Local 737 Cleaner Virginia Casasayas prepares gymnastics mat.

Cleaner Jose Rivas, a CSEA member, cleans judges' table.



Chinese gymnast Sang Lan leaves NCMC to be transported to another hospital for rehabilitation as her father (in striped shirt) looks on. CSEA member Dr. Wei-dei Zhang, center, handled most of the translating for Sang and her family.

CSEA members pour out love, attention for injured gymnast

EAST MEADOW — The Nassau County Medical Center was thrust

into the international spotlight recently when three-time Chinese National Vault champion gymnast Sang Lan crashed from the vault, headfirst, causing a serious spinal cord injury which paralyzed her.

Twelve minutes after the fall, Sang arrived at the NCMC Trauma Center where she received tests and treatments. Within days she received experimental drugs and underwent a five-hour spinal fusion surgery. The injury is considered an "incomplete injury" which means there is a possibility of partial recovery.

"That is certainly a better condition than to have a complete injury to the spinal cord where you have immediate and permanent paralysis," said CSEA member Dr. Vincent Leone who was Sang's attending physician at NCMC.

CSEA members Nurse Laurie

Haufler and Director of Pediatric Intensive Care Dr. Peter Cimenera also cared for Sang throughout her NCMC stay.

In the days it took for Sang's parents to get through the red tape of passports and travel halfway around the world from a seaport city in China, the NCMC employees acted as surrogate family to Sang.

Many CSEA members at NCMC helped translate for Sang, including Dr. Wei-dei Zhang and Dr. Julie Lee. The employees wanted Sang to feel she could depend on them for not just her physical needs, but emotional needs as well.

"The NCMC personnel played a tremendous role in the care of Sang Lan. From the nursing staff and the doctors to the administrative staff who helped with arrangements for her parents, everyone has been wonderful," said NCMC Public Affairs Director Shelly Lotenberg.

CSEA members also helped coordinate a visit to Sang by former Jets defensive lineman Dennis Byrd, who was partially paralyzed after a collision with a teammate six years ago.

CSEA Ambulance Medical Technicians Dawn Folz and Ralph Longo recently transported Sang from NCMC to Mt. Sinai Hospital in Manhattan for rehabilitation.



New York
Healthy Schools
Network

You Have a Right to a Healthy School

(NYS Board of Regents, December 1994)

Poor building conditions affect ASTHMA, HEALTH and LEARNING

Crumbling walls and ceilings and peeling paint can expose lead and asbestos; renovations undertaken without health precautions, poorly vented coal boilers, or overcrowded, damp-dirty buildings can also create unhealthy conditions.

**For information about this school's
HEALTH & SAFETY MAINTENANCE and REPAIR, call:**

(Fill in name of building Principal or other school official)

This message sponsored by members of the New York Healthy Schools Network.



96 South Swan Street, Albany 518-462-0632
105 Court Street, Brooklyn 718-624-8450

**Call us for a FREE BROCHURE
or for more information about becoming a HEALTHY SCHOOL!**

Visit the Healthy Schools Network website at
www.hsnet.org

The Problem — too many Unhealthy Schools!

New York State has over 4,000 public schools enrolling 3 million children, all of whom are more vulnerable than adults to environmental hazards, and increasing numbers of whom are already at risk due to poverty or disabilities. Poor facility conditions can impair children's health and ability to learn.

Federal and state surveys show that one-third of all our schools need new roofs, 37% have ventilation problems, 24% have indoor air pollution, and one-fifth have outdated wiring or heating systems.

What is the Healthy Schools Network?

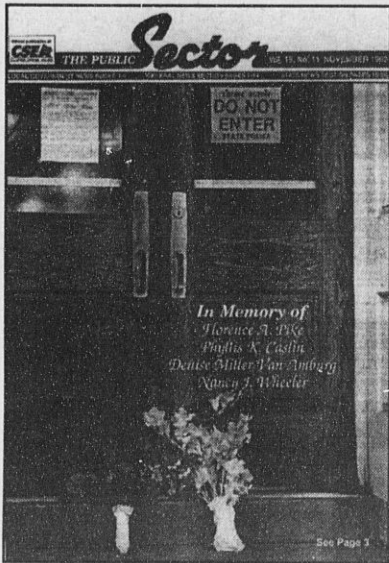
The New York State Healthy Schools Network is a state-wide coalition of parent, environmental, education, and public health groups dedicated to assuring every child and school employee an environmentally healthy school. Founded in 1994, The Network's organizational membership now collectively reaches well over one million public school building occupants.

The Network is the leading advocate for healthier public school facilities. Our leadership has resulted in the State's Board of Regents adopting new environmental principles for the operations of school facilities, establishing an oversight committee to advise the Education Department on facility reforms, and holding public hearings on public school conditions, as well as State Education's adopting specific measures to protect student and school personnel health and safety. Our collective advocacy has also resulted in the Governor and Legislature agreeing to retain education laws and funding to protect public health, and recognizing that unhealthy schools may impair children's health and ability to learn, and that environmentally responsible schools are community assets.

A glimpse back at
some memorable
moments in
The Public

1978 - 1998

Sector



The Public Sector
November 1992

The Schuyler County tragedy
**Darkest day inspires
members to honor
slain co-workers by
campaigning hard for
workplace security
improvements statewide**

WATKINS GLEN — Nearly six years later, Schuyler County Assistant Caseworker Susan Tacka still remembers in frightening detail the day that gunfire forever shattered the peace and the lives of every CSEA member in the county and beyond.

Tacka recalls brushing up against the murderer immediately before it all happened. The date was October 15, 1992.

"It was a normal day...very busy. I had been in the child support office that morning. When it happened," Tacka recalls. "John Miller was walking south toward child support, and I was walking north on the same side of the hall. He bumped into me and I bumped into Phyllis (Caslin). I remember she recognized him and even said something to the effect of 'hello John.' Then

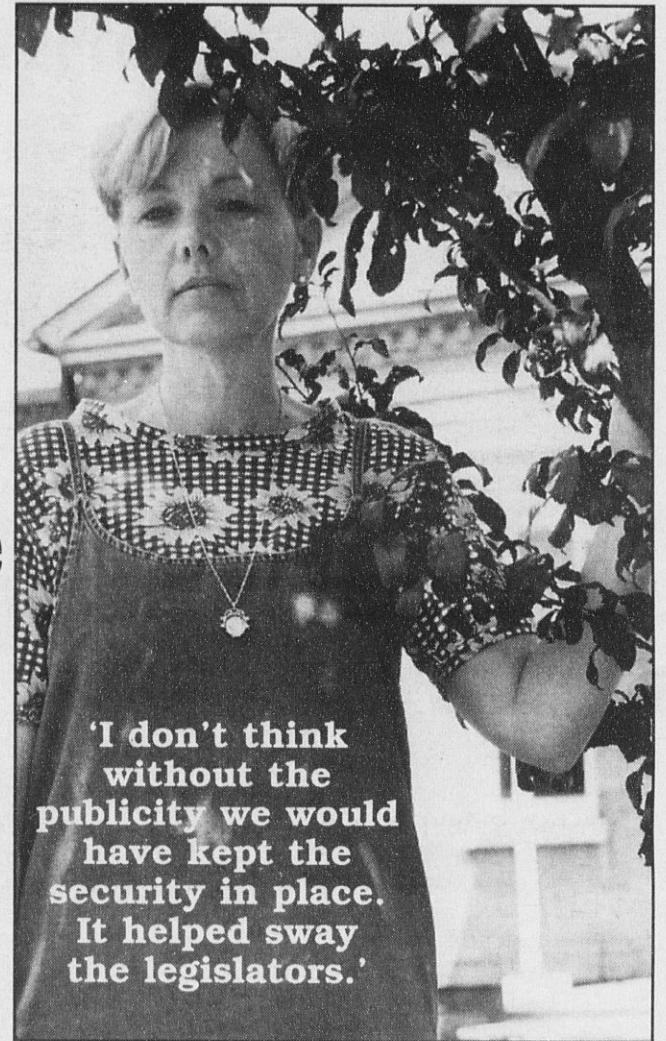
she went into the office. He followed her in and she was the first to get shot.

When it was all over, Miller, a "deadbeat dad" who was angry over having to pay child support, had killed Caslin, her co-workers Nancy Wheeler, Denise VanAmburg and Florence Pike, and finally, himself.

The next day, this *Public Sector* reporter was walking through the scene of the tragedy and talking to CSEA officers and members who were all trying to make sense of the senseless. Since then, we've done several articles, many front page, to detail what occurred and to ensure that it will never happen again.

It has been that coverage that has helped beef-up worksite security, which was all but

(Continued on Page 13)



**'I don't think
without the
publicity we would
have kept the
security in place.
It helped sway
the legislators.'**

Susan Tacka stands beneath a tree planted in memory of four Schuyler County Local 849 members killed on-the-job Oct. 15, 1992.



The Public Sector
November 1991

Sector photo brought home the pain of layoffs

CARMEL — For Kevin Prendergast, a layoff seven years ago was a bad memory. The good news is he was hired back to work just a few months after the layoff, and today he loves the tree removal job he's doing.

Prendergast, a road maintenance equipment operator, was featured on the cover of the November 1991 edition of *The Public Sector*, holding his young daughter and telling Putnam County legislators that he and his wife had a four-month-old baby, had just moved into a new home and could not afford a layoff.

Ironically, he recalls he took the job with Putnam County because he was told it was secure.

"I asked how secure the job was and was told there had never been layoffs," he said. "I had just turned down a job as a New York City cop because of the hours and the risk."

Nine months later, in spite of his impassioned plea, lawmakers put him and other co-workers out of work.

Prendergast said after his picture holding his baby daughter was on the front page of *The Sector*, his boss told him he would be rehired "before the snow flies." He was back to work in December of that year.

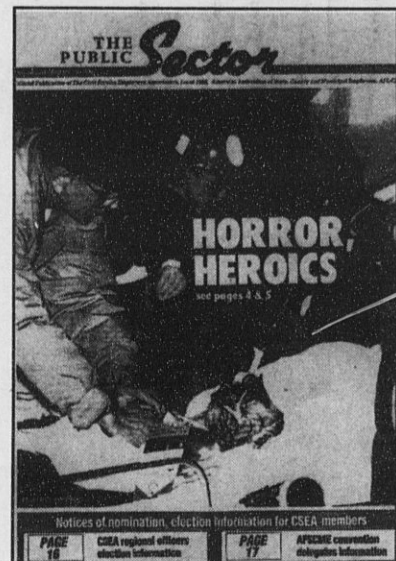
There have been no layoffs since then but Highway Department workers who have resigned or retired have not been replaced, reducing the crew to about half.

"They've restructured a lot," Prendergast said.

Lately, he has been working on a tree removal crew and says he love the work.

— Anita Manley

**More inspiring articles
from the files of
The Public Sector
— see pages 12 & 13**



Horrible plane crash brings out the best in rescue workers, care givers, NCMC

It was a cold, rainy night, nine years ago when a

passenger jet from Columbia crashed in an exclusive Long Island neighborhood while on its way to JFK airport.

For the many CSEA members who assisted in the crisis that ensued, the scenes of the aftermath of that crash are fresh and painful. Not one person interviewed remained composed while sharing their memories. In fact, most were reluctant to speak about it at all.

"It's not something I want to remember. Bodies, blood, debris, emergency crews, chaos — it was awful," said CSEA NCMC Unit President George Walsh, who worked at the site of the crash as a volunteer auxiliary policeman. "I still have nightmares," he added.

CSEA member and Assistant Director of Nursing Eileen Horan had just arrived home the night of the

Avianca plane crash when she was called to return.

"We set up teams. A doctor, nurse and anesthesiologist or respiratory therapist to triage at the ambulance doors to decide which treatment area the patients would be sent to," Horan said. NCMC also sent doctors, nurses and supplies to the site of the crash.

While Horan and her staff were treating survivors, CSEA member and Registered Nurse Linda Brauchler was working as a family support nurse. She worked with the families to help them find out the condition and whereabouts of their loved ones and she

helped them identify bodies in the morgue.

"We had 90 families looking for loved ones and we had 72 bodies in the morgue that needed to be identified," Brauchler said.

CSEA member and Nassau County Fire and Rescue Services Coordinator Peter Meade responded to the crash and did all the necessary things to get emergency vehicles in and survivors out of that long, dark, narrow, private road.

Like Walsh, the memories are extremely difficult for Meade.

"I thought I was fine afterwards. I was a biker, a Marine. I thought those memories couldn't touch me," Meade said.

"That experience changed me. I'm more aware of the frailty. The thinness of the string that holds us," he said. "It was a reawakening. I'm more religious. I enjoy life more. I hug people more often."

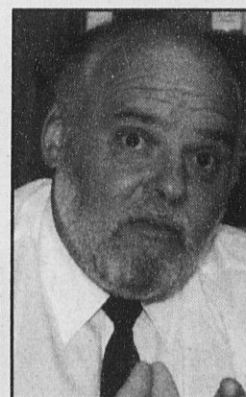
— Sheryl C. Jenks



Eileen Horan



Linda Brauchler

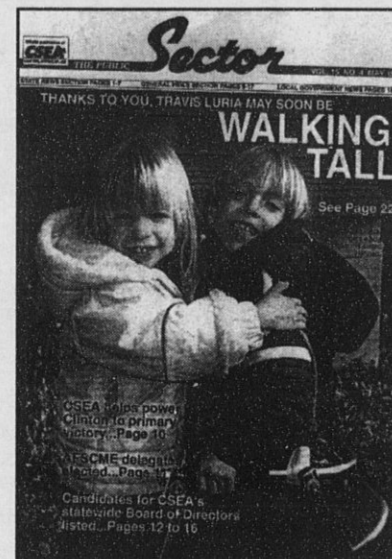


Peter Meade



George Walsh

Recalling that tragic, rainy night nine years ago...



The Public Sector
May 1992

Travis Luria His story touched many hearts

KINGSTON — When Travis Luria needed surgery to help him walk, CSEA members from all over the state came through with help for his family.

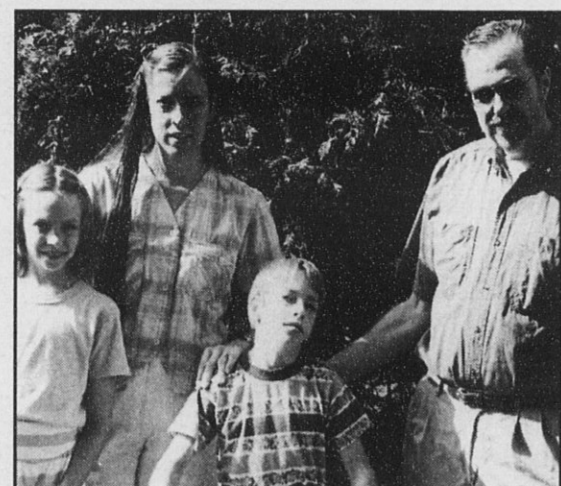
Travis' dad, Mike Luria, an Ulster County caseworker and member of Local 856, said he never expected the response he received after he was interviewed for *The Public Sector* in 1992.

Travis, meanwhile, has grown into a feisty 10-year-old fighter. Born with Cerebral Palsy, Travis had difficulty walking. Doctors at the Rusk Institute operated in 1992 and after months of therapy, Travis was able to walk with the aid of a walker and later with canes.

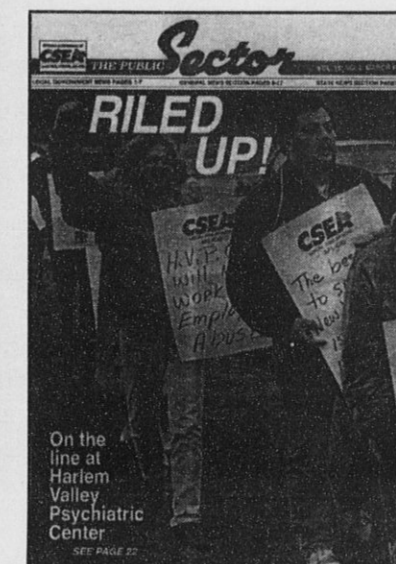
Last year Travis developed a pocket of spinal fluid which was pressing on nerves and causing pain and bowel problems. Although Travis has undergone 13 operations in the last year to drain the fluid, he is again astounding his doctors with his strength and his spirit, even through one critical bout with spinal meningitis. "He always surprises his doctors," said Luria. "He's the best patient, always smiling and upbeat."

One of the family's biggest ongoing supporters has been CSEA Central Region 5 Executive Vice President Ginger Sheffey, who sent the family a donation after the story was published in 1992. Since then, Sheffey has kept in touch and continued to send gifts to Travis and his sister Hannah. "They're like family now," Sheffey said. "The kids send me wonderful things. Alison (Travis' mother) sends me pictures. I have things the kids have made me. They've become very important, very special to me."

— Anita Manley



Travis and family today



The Public Sector
March 1992

Shouldn't have happened, former local president says

The closing of Harlem Valley PC

WINGDALE — Henry Walters says Harlem Valley Psychiatric Center should never have closed.

"They took something that was working — it was a model," said Walters, former president of Harlem Valley Psychiatric Center Local 409.

Dutchess County officials as well as representatives of towns in the area have been trying to market the property since it closed down in 1994, but with no success. Proposals for a veterans nursing home, a state operated AIDS care facility and a college campus have gone by the wayside.

Businesses in rural Harlem Valley felt the crunch when the employees had to seek work elsewhere. Walters, who lives in Wingdale not far from the facility and served as local president until it closed, said some small business were forced to close.

Walters took a transfer along with many of his co-workers to Hudson River Psychiatric Center in Poughkeepsie. Some employees took an early retirement or jobs in private industry or in other nearby state facilities. Walters has since retired and presently works as a substitute bus driver for a local school district.

Walters said the closing of the psychiatric center was a waste of resources.

"The medical-surgical building had one of the best equipped operating rooms in the state," he said. "The kitchen facility had everything — state of the art equipment. The buildings were in optimum condition."

In addition, there is a train station right on the facility grounds, he said, "and there were plans for a high speed rail in the works. Families didn't have to scramble for transportation."

For workers at Hudson River Psychiatric Center, the closing of Harlem Valley meant 200 more patients and more work with less staff.

Local 410 President Judy Watts-Divine said although staff from Harlem Valley came to Hudson River with the additional patients, Hudson River staff still has to cover for those employees who are out sick or on workers' compensation. In addition, Hudson River staff were unfamiliar with the Harlem Valley clients.

While direct care staff was short, there were no shortages of administrative staff.

"They doubled administrators in many departments," she said, "and then they slowly laid off people. We had many duplicate titles."

One year later, many of the CSEA employees were



CSEA Hudson River Psychiatric Center Local 410 President Judy Watts-Divine, left, and Local 410 Vice President Lorraine Johnson.

displaced when state officials decided to lay off a number of workers.

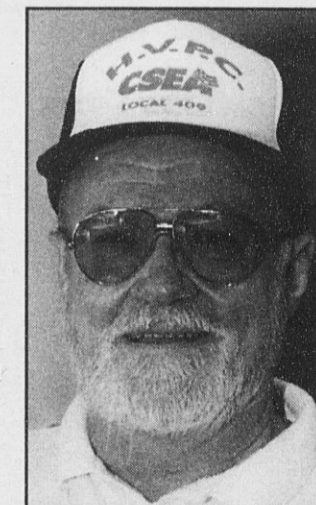
Over the last four years, conditions have only gotten worse. In order to ease some of the shortstaffing, state officials have been hiring temporary workers to fill shifts, said Watts-Divine.

"They have no seniority, no status ... they are not entitled to the disciplinary process and can be fired at any time."

Permanent workers are also filling shifts.

"We had 14 people on overtime last night. For some of them it was the second day in a row."

— Anita Manley



Henry Walters

Schuyler County tragedy touched all

(Continued from Page 11)

non-existent in Schuyler County prior to the murders.

"The impact of CSEA's coverage was advocacy. We had asked for protection and been turned down, and *The Public Sector* was reporting the information to try and make changes, whereas the news media didn't care if we had security or not," said CSEA Schuyler County Local 849 Treasurer Sandra Rhodes.

Rhodes, who also chaired the DSS Security Task Force and the countywide Security Committee, said that the CSEA news articles helped mobilize the workers to increase security and then maintain it afterward.

"CSEA galvanized the workers into demanding better security. The CSEA coverage dealt more with the impact on the workplace and the people who worked here," she said.

"What CSEA has done has had an impact nationally. People who work in other DSS offices across the country have said to me that what happened in Schuyler County is the reason they had security in their offices. The articles and coverage provided by CSEA had an impact across the nation and gave them the impetus to demand better security for their worksites."

And a few years later when politicians in Schuyler County with seemingly short memories floated ideas about reducing the security measures in the County Office Building, CSEA's *Public Sector* articles were there again to quickly squash those efforts. The April 1997 cover story "Shame on Schuyler" was posted on bulletin boards in the County Office Building, and sent to the local media to involve them in the fight.

"We used that article when we fought with the legislature to maintain the security. We used it to hit them over the head and let them know that it was unacceptable," Rhodes said.

Without that publicity, Tacka said that the security might not still be in place.

"I think the 'Shame On Schuyler' article hit it right on the head," Tacka said. "I don't think without the publicity we would have kept the security in place. It helped sway the legislators."

Tacka says that the union's continued push for a statewide Workplace Security standard still needs to remain an important focus.

"We need to have statewide regulations. You need to be able to work in a building you know is secure. I'd really like to spare anybody so that they don't have to go through what we went through here."

— Mark M. Kotzin

N.Y.C.

UNION SKYLINER



Metro Region 2

September 1998

CSEA

NEWS

CSEA • Local 1000 American Federation of State, County & Municipal Employees, AFL-CIO

Celebrating Hispanic Heritage: Get involved ... You will learn

Imagine you are eight years old growing up on a warm island in a small house surrounded by palm trees. You live with your grandmother who never lets you go out at night.

One day you are put on an airplane. That night you fly over the lights of a big US city where you land, unable to speak a word of English. You are surrounded by big buildings, noise and automobiles. It's dark and it's so cold. Your mother greets you, takes your hand and brings you home to live in the South Bronx. A small Puerto Rican child, you are one scared little girl. Welcome to New York!

This is how it all started for Ana Diaz. "I could not speak English, so they left me back in school," Ana remembers, "but within a short time I was brought back up." With both her parents working, Diaz had many responsibilities at home, but some special teachers took an interest in her artistic talents, helping her enter the High School of Art and Design where she excelled. One thing about Ana Diaz — she's a hard worker.

After an unsuccessful marriage, Diaz landed a job at Brooklyn Developmental Center (BDC). "I was separated from my husband with three small children to care for and I was fortunate to find a job with good benefits," Diaz said. BDC's CSEA Local 447 had a vacancy for the position of treasurer to which Ana was first appointed, then elected.

"Faced with the enormous task of being a single parent, I was eager to learn as much as I could," she recalled. Diaz went to CSEA workshops, saying the union was like a "support family, a network. Union people were always there for me," she said.

She credits the union classes in test-taking skills and communications skills with helping her advance in civil service from Grade 6 to Grade 13 Spanish-

speaking administrative aide at Bernard Fineson Developmental Center where she now works in Queens. Later she ran for treasurer at her new CSEA Local 406 and was elected Metro Region 2 Treasurer shortly after that.

Thanks to the trainings, workshops and union meetings she attended, Ana Diaz noticed a change in herself.

"I came away from being a Hispanic woman in the background to saying I am not just working because I need this job, but I am a person who could bring home the bacon and make a difference. Because of my union experiences I felt stronger to do this."

Now Ana Diaz-Gifford, she proudly acknowledges the commendation she's received from CSEA's Statewide Treasurer Maureen Malone. "I help the local treasurers and show them how to do the union books," she said. "I really enjoy working as a regional treasurer."

As a former member of the CSEA statewide Minorities Committee she wants to have more union information printed in Spanish.

Her children grew up with the union, Diaz will tell you: "My union work affected my whole family." To all union women, Ana Diaz-Gifford has two words of advice — "Get involved!" So many women out there just don't know about the resources that are there to help them. If you get involved, you will learn, she said.

Spanish translation

Imagínate que tienes ocho años y vives en una casita rodeada de palmeras. Vives con tu abuelita quien no te deja salir de noche.

Un día te ponen en un avión. Esa noche vuelas sobre las luces de una gran ciudad de EE.UU. donde aterrizas y no sabes ni una palabra de inglés. Alrededor tuyo hay edificios altos, ruido y automóviles. Es oscuro y hace mucho frío. Tu mamá te recibe, te toma de la mano y te lleva a casa en el sur del Bronx. Eres una pequeña puertorriqueña y te sientes muy asustada. ¡Bienvenida a Nueva York!

Así fue como empezó todo para Ana Diaz. "No sabía hablar inglés y me colgaron de grado," recuerda Ana, "pero en poco tiempo avance en la escuela." Debido a que sus padres trabajaban, Diaz tenía muchas responsabilidades dentro de la casa, pero un maestro tomó interés en su talento artístico y la

ayudó a entrar en la Escuela Secundaria de Arte y Diseño donde se destacó. Una cualidad de Ana Diaz es que es muy trabajadora.

Después de un fracaso matrimonial, Diaz empezó a trabajar en el Brooklyn Development Center (BDC). "Estaba separada de mi esposo, con tres pequeñitos a mi cargo, tuve la suerte de encontrar un trabajo con buenos beneficios," afirma Diaz. El sindicato de BDC, el local 447 de CSEA, tenía una vacancia de tesorera a la cual Ana fue

nombrada y luego elegida.

"Con la enorme tarea de ser ahora madre soltera, estaba ansiosa de aprender todo lo que pudiese," recuerda. Diaz asistió a un taller de CSEA, y dice que el sindicato era como "una familia, un apoyo. Las personas del sindicato siempre estaban presentes para ayudarme."

Ella dice que gracias a las clases del sindicato que tomó sobre cómo rendir exámenes y habilidades de comunicación, pudo avanzar del grado 6 al grado 13 como ayudante administrativa en español en Bernard Fineson Developmental Center donde ahora trabaja en Queens. Luego, se presentó como tesorera en el nuevo Local 406 de CSEA y poco tiempo después fue elegida tesorera de la región metropolitana.

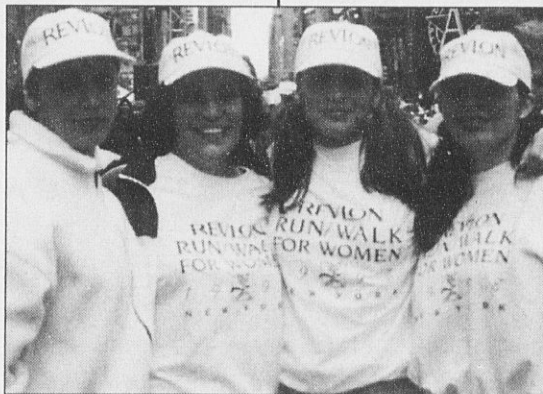
Gracias al entrenamiento, talleres y reuniones del sindicato que asistió, Ana Diaz ha notado un cambio en ella.

"Dejé de ser la mujer hispana en el fondo para decir que no solamente trabajo porque necesito este empleo, sino que soy la persona que pone la comida en la mesa y que puedo hacer la diferencia. Debido a mi experiencia en el sindicato, me siento más fuerte para hacerlo."

Ahora, Ana Diaz-Gifford acepta con orgullo las felicitaciones que ha recibido de la tesorera estatal de CSEA, Maureen Malone. "Ayudo a los tesoreros locales y les enseño cómo llevar los libros del sindicato," dice. "Me gusta mucho trabajar como tesorera regional."

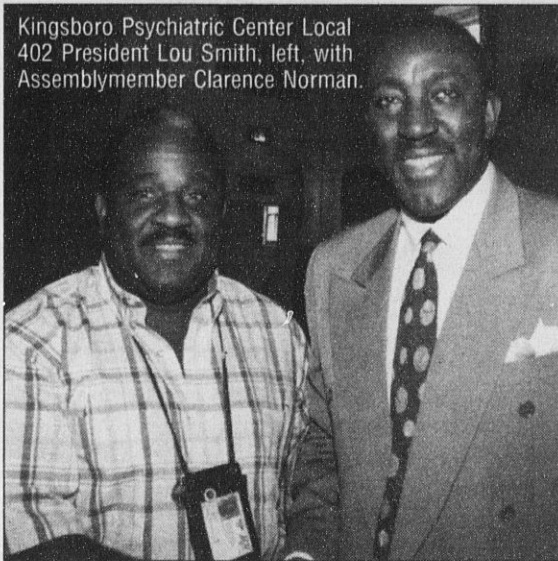
Como ex miembro del Comité de Minorías de CSEA a nivel estatal, quiere más información del sindicato impresa en español.

Sus hijos crecieron con el sindicato, Diaz le dirá "Mi trabajo en el sindicato afectó a toda mi familia." A todas las mujeres del sindicato, Ana Diaz-Gifford brinda este consejo — "Participa." Tantas mujeres no saben sobre los recursos que existen para ayudarles. Si participas, aprenderás.



Ana Diaz-Gifford, second from left, participated recently in a run for women with her daughters Jessica, left, Tamara, third from left and Melissa, right.

Kingsboro Psychiatric Center Local 402 President Lou Smith, left, with Assemblymember Clarence Norman.



CSEA kicks off city-wide

Voter Registration Drive

BROOKLYN — CSEA Kingsboro Psychiatric Center Local 402 President Lou Smith welcomed union members to the hospital's Assembly Hall to meet with the Brooklyn political leaders who helped save their facility from a threatened closure two years ago.

"When Kingsboro was on the chopping block and slated for closure, we needed strong folks in Albany to stand up for our hospital, and they did," Smith said. "That's how we

know from first-hand experience that voting is so important. We have to keep our friends up in Albany working for us and with us."

The Kingsboro meeting kicked off a city-wide CSEA voter registration drive under the direction of CSEA Metropolitan Region 2 Political Action Coordinator Max Neuberger.

Region 2 President George Boncoraglio reminded the Kingsboro members that the Senator who previously represented their Brooklyn

District never lifted a finger to help save the hospital. "It's because we helped elect Sen. Vincent Gentile, that we now have a representative in Albany who supports keeping Kingsboro's services available to all of Brooklyn," Boncoraglio said.

Any CSEA member wishing to volunteer in the 1998 Voter Registration Drive, please contact Max Neuberger at 212-406-2156.

Saluting Outstanding Leaders

MANHATTAN — At CSEA's Metropolitan Region 2 annual Political Action reception, a most outstanding union activist is always honored each year for their efforts to promote the union's political agenda. But the 1998 Regina Maxwell award was presented to not one, but two CSEA winners by President George Boncoraglio this year.

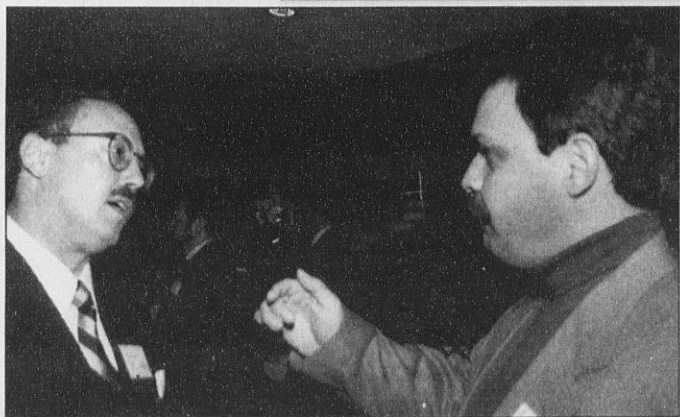
Honored for 1998 were Cheryl Copeland of CSEA Local 010 NYS Social Services Dept. and Jackie Stanford of CSEA Local 351 NYS Insurance Fund. Unable to attend last year's reception, CSEA Retirees Local 910 member Barbara Rustin also collected the Regina Maxwell Award she had won in 1997.

President Boncoraglio urged all CSEA members to be certain they are registered voters and to be sure all their co-workers and family members are also signed up to vote. "We only have to look to last June's election in California where the anti-union

prop 226 was soundly defeated by thousands of registered union voters," Boncoraglio said.

While we say it all the time, it really is true that our future as workers and the future of our kids, depends so much upon our getting out to the polls and voting, he stressed. "Who speaks for New York City in Albany makes a huge difference."

Below, saluting the 1998 Metropolitan Region 2 most outstanding union activists are, from left, Staten Island Assemblymember Eric Vitaliano, CSEA Political Action Director Fran Turner, Region 2 President George Boncoraglio, Brooklyn Assemblymember Cathy Nolan, Local 910 member Barbara Rustin, Region 2 PAC Chair Vincent Martusciello, Cheryl Copeland, Local 010 and Jackie Stanford, Local 351.



At left, attending the CSEA Metropolitan Region 2 PAC reception were PAC Chairperson Vincent Martusciello, left, with Assemblymember Felix Ortiz of Brooklyn.

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Patient took his own life rather than be turned out onto the streets

Tragic patient suicide draws media attention

MANHATTAN — CSEA members mourned the loss of a 51 year old paranoid schizophrenic Manhattan Psychiatric Center patient, Peter Fazio, who took his own life rather than be turned out onto the streets by the NYS Office of Mental Health (OMH). According to CSEA Local 413 President Sam Koroma, Mr. Fazio was well liked and often helped other patients, but he feared discharge.

"He was afraid of being alone and homeless like too many other discharged MPC patients who are now panhandling in Harlem and other Manhattan neighborhoods," Koroma said.

Under a state plan to downsize the Manhattan Psychiatric Center by two-thirds (500 patients), discharges have sharply accelerated in recent months. CSEA has faulted MPC management for failing to provide any follow-up for discharged patients.

CSEA Metro Region 2 President George Boncoraglio expressed the union's sympathies and outrage over this tragic death. "CSEA has been fighting OMH's mindless and insensitive rush to push sick people out of Manhattan Psychiatric Center," Boncoraglio said.

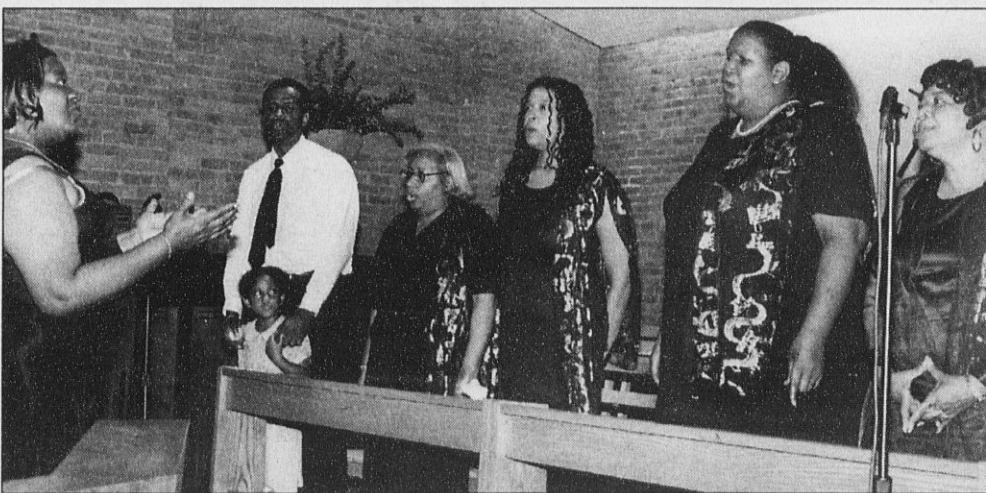
"We had a Prayer Service in Harlem just a week before Mr. Fazio killed himself, plus we presented lengthy testimony opposing this downsizing before the NYS Assembly Mental Health Committee just days before his suicide, but neither management nor the media paid attention," he added.

Now that Mr. Fazio has taken his own life, finally the Associated Press, the Fox TV News, Eye Witness News, the *Daily News*, the *Chief-Leader* and WBAI radio have all reported on the impact of these senseless cuts, Boncoraglio continued. "People are now demanding to know why OMH is inflicting this pain on both Manhattan patients and the community," he said.

An MPC patient who knew Mr. Fazio has written an impassioned plea, showing the depth of fear and depression many patients experience when they are told that their hospital discharge is near, whether or not they feel ready to leave.

"We are all deeply saddened by the suicide of Peter Fazio," the patient writes. "You are not dealing with the changes in the hospital appropriately. All you have been concerned with is downsizing the hospital as quickly as possible and you forget that you are dealing with human lives and feelings.

"Forget your stupid deadlines and let time be spent on these patients to prepare them so they don't all of a sudden feel abandoned."



"Forget your stupid deadlines and let time be spent on these patients to prepare them so they don't all of a sudden feel abandoned."

Excerpt from a letter written by an MPC patient after Mr. Fazio's death.



From left, Tony Bailous, CSEA Local 419 NY Psychiatric Institute president and a member of St. Charles Roman Catholic Parish Council, Rabbi Michael Feinberg, Greater NY Labor/Religion Coalition, CSEA Metro Region 2 President George Boncoraglio and Msgr. Wallace Harris, St. Charles Roman Catholic Church conducted interfaith prayer service to protest the downsizing of Manhattan Psychiatric services.

July 29, 1998

"To Whom It May Concern:

You can not all of a sudden force patients, you have kept here for so many years, to leave you are discharging people left and right who haven't spent a day on their own in years. Instead you could spend months taking them on day passes, teaching them about the subway or maybe send them to the movies with a staff so they get a positive outlook and not only an overwhelming one.

"You seem to have so much money to cut down the trees outside and build all kinds of concrete walkways, but when it comes to putting money into the actual care of individual patients, you don't have it.

"It is very sad that here we are in a mental health center surrounded by hundreds of professionals who supposedly know so much about mental health, and Peter Fazio felt he had no where to turn but to a razor blade and seek comfort in his own blood.

"He had been telling people he would kill himself if he is forced to be discharged. He was told he had no choice, thanks to all you so called professionals and educated people who know so much about the human mind.

"Like in other issues, in this one you will probably never address the real problem which isn't how he got the razor or what he was doing in the dormitory, because if he was so ready for discharge, you shouldn't have had to worry about any of that. The real problem was no one would listen to him and help him step by step make the transition. Instead he felt unwanted and alone.

"And don't point the fingers at the Mental Hygiene Therapy Aide staff, because this incident could have happened anywhere on the grounds. It's the people who thought they knew him better than he knew himself, and thought it was okay to disregard his feelings. They are at Fault.

"Don't hide from this incident in order to protect yourselves. Let us all use Peter Fazio's cry for help to make us more sensitive so we will hear the next person and we can do our up-most so this does not happen again. Thank you for listening."

(Patient's name remains confidential)

In Touch With You

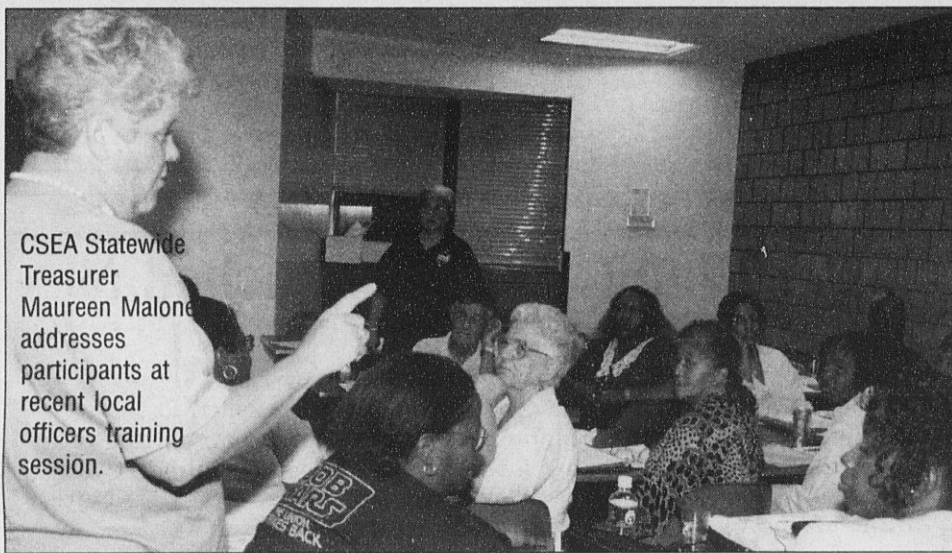
REGION 2

ROUND-UP

CSEA Big Apple Scrapbook

ALL NEWLY ELECTED CSEA LOCAL OFFICERS attended special training sessions conducted in August.

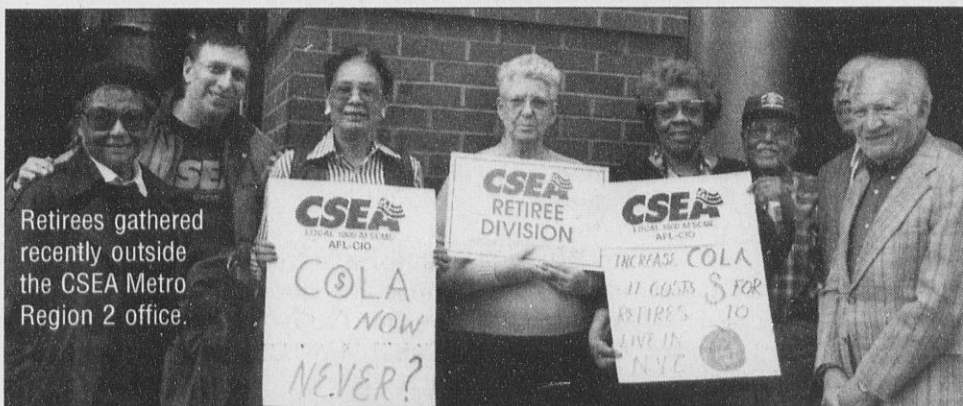
Statewide CSEA Secretary Barbara Reeves worked with newly elected local secretaries, while Statewide Treasurer Maureen Malone reviewed union financial codes and procedures with elected local treasurers, all of whom will serve three year terms. All other local officers were trained by Statewide CSEA Executive Vice President Mary Sullivan.



CSEA Statewide Treasurer Maureen Malone addresses participants at recent local officers training session.

CSEA METRO REGION 2 PRESIDENT GEORGE BONCORAGLIO announced that a joint installation of all new local officers and delegates is planned for September 23, 1998 at Manhattan DDSO, 75 Morton Street. "Local officers and delegates from across the City will be coming together for this first time joint installation, pledging their oaths of office to a new CSEA, a union that will become a national leader in organizing the unorganized," President Boncoraglio said.

LEAD BY NEW YORK CITY RETIREES PRESIDENT IRENE HILLIS, members of Local 910 worked hard to support the long overdue NYS Pension Supplement bill signed into law By Gov. George Pataki on July 21, 1998. (See photo, page ?? of *The Public Sector*.) Faced with the high cost of living in New York City, Local 910 members complained bitterly for years about being deprived of urgently needed cost of living increases at a time when NYS Pension fund investment income had increased dramatically thanks to the boom on Wall Street.



Retirees gathered recently outside the CSEA Metro Region 2 office.



CSEA Local 419 members proudly display their well-deserved employee recognition awards.

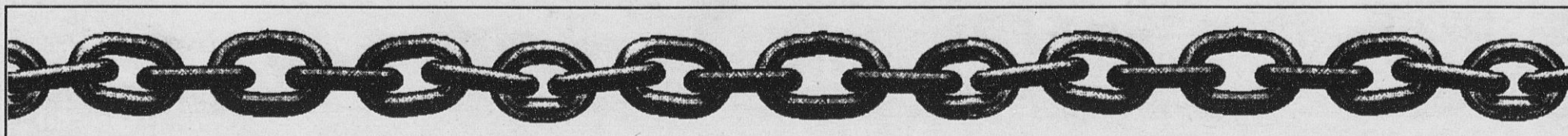
NYS PSYCHIATRIC INSTITUTE CSEA LOCAL 419 members enjoyed a well deserved Employee Recognition Celebration honoring their years of service to the community. Working with NYS/CSEA Labor-Management Committee Representative Maryanne Fallmann, Local President Tony Bailous and First Vice President Joe Aravena obtained grant funding for service award plaques. Congratulations to all!

CSEA LOCAL 460 NYS TAX & FINANCE DEPT. WOMEN'S COMMITTEE members who collected baby items and donations for Hale House are already working on their next good will project, according to newly elected President Cheryl Mitchell.



Local 460 President Cheryl Mitchell, left, and co-workers Louise Canty and Darlene Lynch (Local 460 Women's Committee) present a donation to Dr. Louise Hale, director of Hale House.

American Labor Link



CSEA member to compete on tv's top game show, it's...



ALBANY — "We were Wheel Watchers," said CSEA Department of Law Local 672 member Marquerite Alexander. "Now we're Wheel Players."

Alexander, and her twin sister Marita Brown, a former CSEA member will represent CSEA when *Wheel of Fortune*, America's most popular television game show, airs a week-long special salute to America's

working families and their unions beginning Labor Day, Sept. 7. Alexander and Brown are scheduled to appear on Thursday Sept. 10.

Taped in Pittsburgh, the salute to America's working families features twelve contestants selected from the ranks of unions affiliated with the AFL-CIO. Each union member teamed up with a family member to spin the Wheel for prizes that are all Union-made in the USA. Union members from auto workers to hotel workers to service workers will show the fruits of their labor as cars, family vacations and other exciting prizes are described to the television audience.

The sisters won a national contest to be considered as contestants. Coached by their mother, Marvella Brown, the pair then successfully held their own against 56 other teams at auditions in Boston to be selected as one of 7 finalists for the program.

We're very proud to represent CSEA," Alexander said. "We watched the union week last year and it's great to be recognized."

"Marquerite and Marita have tremendous energy and enthusiasm," CSEA President Danny Donohue said. "They represent the best of what we want a

national television audience to see in CSEA members."

No one knows yet how the two did on the show because the show's rules specifically state contestants can't talk about the results until after the show airs. We'll all have to wait until Sept. 10 to find out.

"Everyone in the office is excited about this and pulling for Marquerite," CSEA

Department of Law Local 672 President Angela Fiore said. "We can't wait to see the program air in September."

"Americans are working harder and smarter than ever before," said Wheel of Fortune Producer Harry Friedman, explaining the special salute to

working families. "We think a salute to workers, their unions and the products and services they provide our society is a fitting tribute to offer on Labor Day."

AFL-CIO President John Sweeney agreed.

"American workers have made personal sacrifices and investments to improve the products and services they produce," he said. "They're the most productive and efficient workers in the world. They deserve the highest possible respect for their major contributions that make our country the economic power that it is."



The twins chat on the set with hosts Vanna White and Pat Sajak, who they described as "very approachable."

Linda Chavez-Thompson, Executive Vice President of the AFL-CIO, will talk with hosts Pat Sajak and Vanna White about the importance of unions on the show airing on Sept. 7.

— Ed Molitor

Another victory for Cornell labor professor

Beverly Enterprises, the nation's largest nursing home operator, has dropped its appeal of a federal court judge's decision to dismiss a libel lawsuit it filed against Cornell labor professor Kate Bronfenbrenner.

As reported in the August edition of *The Public Sector*, Beverly had filed the suit against Bronfenbrenner for remarks she made during a Congressional hearing about contractors who do business with the federal government. She had commented on the unfair labor practices of certain employers, including Beverly Enterprises, to curb organizing efforts, and called Beverly "one of the nations most notorious labor law violators."

Bronfenbrenner expressed satisfaction that Beverly dropped its action against her.

"I am grateful for the widespread support I have received in fighting this lawsuit," she said. "Beverly's attempt to stifle the right of academic researchers to present the results of their research in appropriate public policy forums has failed."



Bronfenbrenner



I'D LIKE TO BUY A VOWEL — Holding vowels, the twins are flanked by CSEA President Danny Donohue, CSEA Department of Law Local 672 President Angela Fiore and CSEA Statewide Treasurer Mary Sullivan at a visit to CSEA headquarters prior to taping the show.

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 1998 CSEA Annual Delegates Meeting Oct. 5-9 in Rochester.

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

STANDING CONSTITUTION AND BY-LAWS COMMITTEE

The Constitution and By-Laws Committee has met five (5) times since the Annual Delegates Meeting in 1997. The meeting dates were February 12, 1998; May 8, 1998; June 8, 1998; July 8, 1998 and July 22, 1998. 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 ITEM IS PRESENTED TO THE DELEGATES FOR A SECOND READING. IF PASSED BY A TWO-THIRDS VOTE, THE AMENDMENT WILL BECOME PART OF THE CONSTITUTION.

The following proposal was submitted by Brother Walter Nash of Local 443. In 1996, the Delegates referred this matter back to the Committee for further review. Last year, it was passed by the delegates and comes before the delegates this year for a second reading.

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 Delegates Meeting which occurs with the final strike of the official gavel by the Association President. Upon further review of this matter and additional explanation

provided by Brother Nash, the Committee supports the intention of this proposal. Existing language in Article X of the Statewide Constitution requires that each Delegate "attend the general business sessions" of any Association meeting. In practice, however, this does not always occur. Group travel plans or individual travel preferences sometimes result in delegates individually or as a delegation leaving the Annual Meeting before the conclusion of business on the last day. This language is intended to make it clear that it is a delegate's responsibility to attend the business sessions in their entirety and that necessary travel should be arranged to encompass this responsibility in its entirety. The Committee believes that the proposed additional language is appropriate to insure that there is full delegation participation for the entire meeting and that travel arrangements are made to reflect this responsibility. In addition, Convention Rules, Rule No. 17, stipulates the closing time of the Convention which would be recognized by this language.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

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.

ELECTION CYCLE PROPOSAL

This proposal will lengthen the ten Association Officers' terms to four years. It will also place the Region elections on the same sequence as the election of the four Association officers and of the Board of Directors elections.

The following proposal to amend the By-Laws is submitted by President Donohue.

ARTICLE I. Officers

Section 1. PRESIDENT. TEXT REMAINS THE SAME

Section 2. EXECUTIVE VICE PRESIDENT. TEXT REMAINS THE SAME

Section 3. VICE PRESIDENTS. TEXT REMAINS THE SAME

Section 4. TREASURER. TEXT REMAINS THE SAME

Section 5. SECRETARY. TEXT REMAINS THE SAME

Section 6.

(a) The Officers of the Association, President, Executive Vice President, six Vice Presidents, Secretary and Treasurer shall be elected by secret ballot every four years, commencing with the year 2004 election cycle. Such elections shall be held in accordance with Article III of these By-laws. These ten (10) officers shall by virtue of their office be designated as voting delegates at all meetings of the Association. The Association President, Executive Vice President,

Secretary and Treasurer shall be designated as voting delegates at all meetings of the Association's international affiliate, the American Federation of State, County and Municipal Employees.

(b) Vacancy in the office of President shall be filled by the Executive Vice President. Vacancy in the office of Executive Vice President shall be filled by the Board of Directors by electing any one of the six Vice Presidents, the Secretary or the Treasurer. A vacancy in the term of any of the Vice Presidents shall be filled according to the Constitution and By-Laws of the respective Region. Vacancies in the office of Secretary and Treasurer may be filled for the remainder of the term by the Board of Directors. No person elected to a position as an officer of the Association shall remain an officer of a Local or Unit.

Section 7. HONORARIA. TEXT REMAINS THE SAME

ARTICLE III. Statewide Elections Section 1. ELECTION TERMS.

(a) Commencing with the close of the 1998 Annual Delegates Meeting, the term of office for the ten officers of the Association shall be extended and changed as follows:

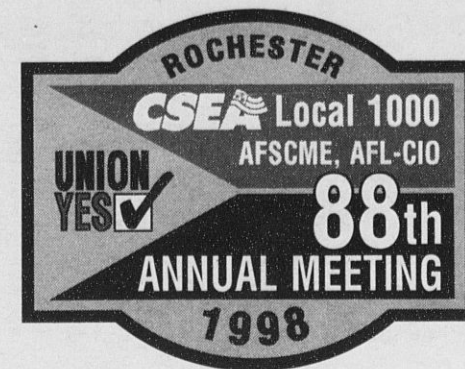
1. The Region Officer terms due to expire on June 30, 1999 shall be extended to March 1, 2000. Thereafter, commencing with election year 2000, Region Officers will serve four year terms, commencing March 1, 2000.

2. The Association President, Executive Vice President, Secretary and Treasurer terms due to commence July 1, 2000 shall be for a single term of three and three-quarter years, ending March 1, 2004. Thereafter, commencing with the election year 2004, the Association President, Executive Vice President, Secretary and Treasurer shall serve four year terms, commencing March 1, 2004.

3. The Board of Directors terms due to commence July 1, 2000 shall be for a single term of three and three-quarter years, ending March 1, 2004. Thereafter, commencing with the election year 2004, Directors shall serve four year terms, commencing March 1, 2004.

(b) All elections for terms commencing in the year 2000 shall be held concurrently, and in such manner as to allow for the timely March 1, 2000 commencement of the term of office for Region Officers. For the Association President, Executive Vice President, Secretary and Treasurer and for the Board of Directors, their terms shall commence July 1, 2000 as provided for herein.

(c) Commencing with the election cycle in year 2004, elections for the 10 officers of the Association and for the Board of Directors shall be held in such manner as to allow for the commencement of four year concurrent terms of office as of March 1 of the election year. The schedule



for the elections shall be adjusted to allow for such term commencement.

(d) All officers shall hold office for the full term set forth herein or until their successors shall have qualified.

Section [1]2. 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 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. Commencing with the year 2000 election cycle, balloting is to be conducted for all elective offices between [May] January 15 and [June] February 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] December 1 of the [election] year preceding the election 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 elections. 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] any potential candidate[s] upon request at any time and to Local Presidents on or before [May] December 1 of the [election] year preceding the election. Write-in votes are prohibited.

(a) 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 Association since January 1 of the

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the year preceding the election year, shall not have been a member of a competing labor association or union since January 1 of the year preceding the election year, and shall not currently be serving a disciplinary penalty imposed by the Judicial Board of CSEA.

(b) NOMINATIONS. Nominations for the offices of President, Executive Vice President, six Vice Presidents, Secretary, Treasurer and for State Executive Committee and Local Government Executive Committee 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 the candidate is seeking must be typed or clearly printed at the top of the petition. A record must be kept of all petitions distributed.

(1) A member who is otherwise eligible may qualify as a candidate for Association President, Executive Vice President, Secretary or Treasurer by submitting a nominating petition carrying the signatures and social security numbers of not less than 1,000 members in good standing eligible to vote in the election.

(2) A member who is otherwise eligible may qualify as a candidate for Region President (CSEA Vice President) by submitting a nominating petition carrying the signatures and social security numbers of not less than 500 members in good standing eligible to vote in the election.

(3) A member who is otherwise eligible may qualify as a candidate for the State Executive Committee or Local Government Executive Committee by submitting a nominating petition carrying the signatures and social security numbers of not less than ten percent (10%) of the members in good standing eligible to vote in their election provided, however, that in no event will more than 450 valid signatures be required. 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.

(c) TRAVEL REIMBURSEMENT. The Board of Directors shall within reasonable limits authorize the reimbursement of travel expenses for duly nominated candidates for the ten (10) officers of the Association.

(d) OATH. All officers of the Association and the Board of Directors shall be required to take an oath of office as prescribed by the Board of Directors prior to assuming the duties of their respective offices.

Section 3. ASSOCIATION OFFICERS. The President, Executive Vice President, Secretary and Treasurer of the Association shall be elected by secret ballot every four years. The six Vice Presidents of the

Association shall be elected by secret ballot for a term of four years, by the members of their respective region, such elections to be conducted concurrent with the statewide elections.

Section [2] 4. ELECTION AGENCY. The Board of Directors shall select an impartial, disinterested agency outside the public service, prior to [February] July 15 of the [election] year preceding the election.

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.

Section [3] 5. 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.

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: With our present election cycles, the Association President, Executive Vice President, Secretary and Treasurer begin their terms in July. They are immediately faced with having to put together a CSEA budget for the new fiscal year, deal with already-late State budgets in many years and generally set the course for the union at a time when many necessary parties, both in and out of the union itself, are on vacation or otherwise unavailable as a result of summer schedules. In certain years, they also face contract negotiations with the two staff unions and State negotiations in other years. In the past there have been times when both State negotiations and negotiations with our staff unions have run concurrently, adding even more to the initial challenges facing the newly elected officers. This proposal will move the term starting date back to March 1 which will provide the newly elected officers with a meaningful opportunity to address the CSEA budget and program-planning in a more comprehensive, thoughtful and focused manner. By bringing the Region elections onto the same cycle as the statewide elections, the Region Presidents who also serve as Vice Presidents of the Association will have a more meaningful opportunity to contribute to budget and program planning, along with the other four Association officers. In addition, we must find internal resources with which to support our many future projects. One area in which we consistently drain time, energy and resources away from representation, organizing and political action is our election process. Every year the Statewide Election Committee is charged with conducting at least one major election which drains our resources in terms of both dollars and time. For several years there has been a lot of pressure to streamline the election process, to eliminate continuous election cycles, and to make the election process more meaningful in terms of candidate viability and voter participation. This proposal will lengthen the terms of the ten Association officers from three years to four years which can be done under applicable law. Longer terms mean not only fewer elections but also more effective leadership for accomplishing our long term goals of defeating work place injustice and enhancing workers' lives. This proposal which insures that all Association positions (ten officers and Board of Directors) are elected at the same time, also will simplify the election process and reduce the members' perception of there being too many elections.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

The following proposal to amend the Constitution is submitted by President Donohue as necessary housekeeping as a result of the approval of the new election language placed in the By-Laws.

ARTICLE IV. Organization of the Association

Section 1. DIVISIONS. TEXT REMAINS THE SAME.

Section 2. BOARD OF DIRECTORS. TEXT REMAINS THE SAME.

Section 3.
TEXT REMAINS THE SAME.

Section 4.
DIRECTOR'S COMMITTEE.
TEXT REMAINS THE SAME.

Section 5. OFFICERS. The officers of the Association shall be a President, an Executive Vice President, six Vice Presidents to be the six Region Presidents, the Secretary and Treasurer, and shall by virtue of their office be designated as voting delegates at all meetings of the Association.]

[(a) ELECTION. DELETE ENTIRE SECTION.]

[(b) NOMINATION. DELETE ENTIRE SECTION.]

[(c) ELIGIBILITY. DELETE ENTIRE SECTION.]

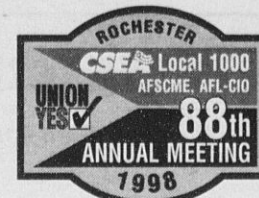
[(d) DELETE ENTIRE SECTION.]

[SECTION 6. OATH. DELETE ENTIRE SECTION.]

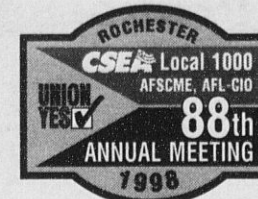
ARTICLE VI. State Division

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] September 1 of the [election] year preceding the election shall, for the term of office beginning the following [July] March, 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, except that] [s]Solely for the term commencing July 1, 1998, their term shall be for two (2) years. Vacancies in the office of the State Department representatives including termination of employment with the

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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.

[Section 2. DELETE ENTIRE SECTION.]

Section 3]2. LOCALS. TEXT REMAINS THE SAME

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] September 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] September 1st. In addition to the foregoing, Local Government County Local(s) of any county having more than 10,000 members as of [January] September 1 in the year [of] preceding an election shall, for the term of office beginning the following [July] March, 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, including the sole two-year term of office commencing July 1, 1998. 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.

Section 2. TEXT REMAINS THE SAME

Section 3. TEXT REMAINS THE SAME

EXPLANATION: Based on the Delegates' approval of changes to the By-Laws to establish four year terms for Association officers and establish the concurrent election cycle for the ten Association officer and for the Board of Directors' positions, these changes are needed to eliminate conflicting and unnecessary language.

THE COMMITTEE RECOMMENDS APPROVAL OF THESE AMENDMENTS.

AMENDMENT CYCLE PROPOSALS

These next two proposals seek to alternate the years in which the Delegates will consider Constitution/By-Laws amendments with years open for other important union business warranting the delegates' deliberation and debate.

The following proposal to amend the Constitution is submitted by President Donohue.

ARTICLE XIII. Amendments
DELETE ENTIRE SECTION AND
REPLACE WITH:

Commencing with the 1999 meeting of the delegates, this Constitution may be amended biennially by a two-thirds vote at a meeting of the Delegates of the Association provided the proposed amendment has been submitted in writing to the Secretary of the Association by May 15 of the year of the Delegates meeting at which it is to be presented and a copy of the proposed amendment is published in the official newspaper not less than ten days before the meeting at which the proposed amendment is voted upon. Any approved amendment must be published in the official newspaper within forty-five (45) days of the close of the meeting at which it was approved. Upon the call of the Statewide President and with the approval of the Board of Directors, a proposed amendment may be placed before the Delegates at any other meeting of the Delegates. Such amendment must be approved by a two-thirds vote of the Delegates and is subject to the publication requirements contained herein.

EXPLANATION: The business of the Delegates has, over the past several years, centered primarily on proposals for changes to the Statewide Constitution and/or By-Laws. While such matters are important to the Union and these deliberations are an important responsibility of the Delegates, there also are many other matters requiring the Delegates' attention and consideration. As we move forward to build our force and strengthen our voice, we have many policy issues that should be discussed. Additionally,

we have long-term planning to undertake to address future leadership challenges and union survival. By focusing attention on Constitution/By-Laws matters every two years (biennial), we will open up significant time for the Delegates to participate in meaningful discussion, deliberation, and consideration of the many issues facing the union now and in the foreseeable future. We will be able to do this without incurring additional expense or time away from our day-to-day representation of our members. The impact of this proposal would not delay the time it takes to enact a change to the language of the Constitution. Presently with the two reading requirement, it takes two years to change constitutional language and there must be a two-thirds approval vote on the second reading. The new proposal would require only one reading and a two-thirds vote at that reading to pass a constitutional amendment. This proposal also allows for an exception to the biennial rule when there is an urgent matter that cannot wait and that must be addressed through constitutional change. Any proposal which requires an immediate review can be presented to the President with an explanation as to why the proposal cannot wait for the regularly scheduled Constitution and By-Laws Committee Report. With the President's support and the approval of the Board of Directors, that matter can be presented to the Delegates in the "off" year, without awaiting the next regularly scheduled Committee Report. Delegate meeting formats like we experienced last year and again this year allow for Delegates to work together in small groups with brothers and sisters from different parts of the union, to enhance our sense of solidarity and to raise our strength for fighting joint battles against the efforts to bring about the demise of the union movement by weakening workers' voices. This is our mandate for the future and we must find, within our means, ways for allowing our leadership, the delegates and the elected officers together, to debate and decide how this great union will position itself for the battles ahead.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

The following proposal to amend the By-Laws is submitted by President Donohue.

ARTICLE VII

These By-Laws may be amended by a majority vote at any meeting of the Delegates of the Association at which amendments to the Constitution may be entertained provided the proposed amendment has been submitted in writing to the Secretary of the Association by May 15 of the year of the delegates meeting at which it is presented and a copy of the proposed amendment is published in the official newspaper not less than ten days before the meeting at which the proposed amendment is voted upon. Any approved amendment to the By-Laws shall be published in the official newspaper within forty-five (45) days of the close of the meeting at which it was approved. Upon the call of the Statewide President and with the approval of the Board of Directors, an amendment to these By-Laws may be considered at any other meeting of the delegates. Such amendment may be

approved by a majority vote of the delegates and is subject to the same publication requirements as set forth herein.

EXPLANATION: The business of the Delegates has, over the past several years, centered primarily on proposals for changes to the Statewide Constitution and/or By-Laws. While such matters are important to the Union and these deliberations are an important responsibility of the Delegates, there also are many other matters requiring the Delegates' attention and consideration. As we move forward to build our force and strengthen our voice, we have many policy issues that should be discussed. Additionally, we have long-term planning to undertake to address future leadership challenges and union survival. By focusing attention on Constitution/By-Laws matters every two years (biennial), we will open up significant time for the Delegates to participate in meaningful discussion, deliberation, and consideration of the many issues facing the union now and in the foreseeable future. We will be able to do this without incurring additional expense or time away from our day-to-day representation of our members. The impact of this proposal would not delay the time it takes to enact a change to the language of the By-Laws. This proposal also allows for an exception to the biennial rule when there is an urgent matter that cannot wait and that must be addressed through constitutional or by-law change. Any proposal which requires an immediate review can be presented to the President with an explanation as to why the proposal cannot wait for the regularly scheduled Constitution and By-Laws Committee Report. With the President's support and the approval of the Board of Directors, that matter can be presented to the Delegates in the "off" year, without awaiting the next regularly scheduled Committee Report. Delegate meeting formats like we experienced last year and again this year allow for Delegates to work together in small groups with brothers and sisters from different parts of the union, to enhance our sense of solidarity and to raise our strength for fighting the joint battles against the efforts to bring about the demise of the union movement by weakening workers' voices. This is our mandate for the future and we must find, within our means, ways for allowing our leadership, the delegates and the elected officers together, to debate and decide how this great union will position itself for the battles ahead.

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.

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Proposed amendments to CSEA's Constitution and By-Laws

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The following proposal was submitted by Mike Febraio, Local 674; Tim Jaccard, Local 830; Tracy Jordan, Local 436; Cheryl Melton, Local 860; Steven Sayles, Local 406; Sabina Shapiro, Local 836 and Mary E. Sullivan, Local 822.

ARTICLE II. Purpose and Policy

[This Association is organized and exists to promote the organization of workers in general and public employees in particular, to represent all its members with respect to all terms and conditions of employment, to uphold and extend the principles of merit and fitness in employment, to maintain and promote efficiency in public service, to advance the interests of all employees and to foster and advance the interests of its retiree members. It is dedicated to the principle that Government is the servant and not the master of the people, that its objectives are to be attained by truly democratic methods, without regard to race, creed, color, national origin, age, sex, physical challenges, marital status, political affiliation or sexual orientation.]

We exist as a Union to organize working people and, through our active involvement in our Union, to enhance the quality of life for all workers and their families, to improve and protect our working conditions, and to have a voice in the political process.

We are devoted to the concept that an injury to one is an injury to all. We are responsible as union members to forcefully and effectively defend our rights and those of all workers to ensure justice and dignity in the workplace and the community.

We are dedicated to the principle that the democratic process within our union is a right of every member, whether employed or retired, without regard to race, creed, color, national origin, age, sex, physical challenges, marital status, political affiliation, or sexual orientation.

EXPLANATION: The justification presented with the proposal is as follows: "The creation of a new mission statement, utilizing the input from the delegate body, was a great first step on the long road we'll all travel to change our Union.

As a second step, we submit the attached language to replace Article II Purpose and Policy of the CSEA Constitution.

The current language refers to CSEA as an "Association." CSEA is a Union and the Constitution should stipulate that.

Language such as "...the principles of merit and fitness..."; "to maintain and promote efficiency in public service..." no longer reflect our membership and excludes our brothers and sisters in the Private Sector Division.

Finally, if we are truly a Union of members organized to represent ourselves and each other, without regard to who we work for or where we work; if we are truly a Union of members united to support working people in their continuing struggle for a living wage and benefits for themselves and their families, and a safe and healthy workplace; if we are truly a Union of members committed to ensuring that working people have a right to participate in the political process, then the Purpose and Policy Article of our Constitution should say

so."

THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

The following proposal was submitted by Sister Betty Lennon of SUNY Plattsburgh Local 612.

ARTICLE VI. State Division
Section 1. STATE EXECUTIVE COMMITTEE. TEXT REMAINS THE SAME.

Section 2. (a) NOMINATIONS. Nominations for members of the State Executive Committee 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 the State Executive Committee by submitting a nominating petition carrying the signatures 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] 200 valid signatures and social security numbers be required. Any member submitting the required number of valid signatures to the Statewide Election Committee at CSEA Headquarters in the timely manner shall be placed on the ballot as a candidate for the State Executive Committee. Write-in votes are prohibited.

(b) ELIGIBILITY. TEXT REMAINS THE SAME.

Section 3. LOCALS. TEXT REMAINS THE SAME.

EXPLANATION: The justification presented with the proposal is that the number of signatures to run for the Board should be more in line with the number of signatures required for individuals to run for Region and Statewide office. Also, for some reason social security numbers are not mentioned in this section but are mentioned in the comparable section for Local Government. Adding the reference here will conform the language to actual practice as well as to the language in the Local Government section.

The Committee does not agree that this change is appropriate. The role of a Board member is an organizational role, with each Board member focusing on the interests of the union as a whole and not on the particular interests of his/her local or unit. Each State Local Board seat represents at least 3000 members and most usually extend beyond an individual's local. These factors make the Board seats comparable to other statewide positions in terms of focus, scope, responsibility and fiduciary relationship. The requirement to secure 10% of the eligible votership with a maximum of 450 signatures and social security numbers was designed to protect the candidates from the larger locals wherein one or more Board seats were elected wholly from within a given local. Examples of such situations are the larger county locals

that have over 5000 members. In these instances the maximum of 450 signatures was set to ease these candidates' burden which, without the maximum, would require them to secure 500, 600 or even more signatures. Having to use a network of supporters to secure signatures reflects the true nature of the position. The elected Board member will have to communicate with and respond to and on behalf of a large number of members who, most likely, are scattered over a large geographic area, in several locations and across numerous shifts. The Committee believes that to lower the maximum required number of signatures to 200 would diminish the role and the responsibility of the Board members. It would also increase the lack of connection, real or perceived, between Board members and their constituencies. As for the inclusion of the reference to social security numbers a second time in the text to make it consistent in wording with the comparable language for the Local Government Executive Committee, the omission was a matter of inadvertent error in the numerous revisions of language over the years. The Committee will insure as a matter of housekeeping that these words are placed back in the text in the appropriate position at the time of the next republication of the Constitution and By-Laws.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS AMENDMENT.

The following proposal was submitted by Sister Betty Lennon of SUNY Plattsburgh Local 612.

ARTICLE VII. Local Government Division

Section 1. [(a)] LOCAL GOVERNMENT EXECUTIVE COMMITTEE. TEXT REMAINS THE SAME.

Section 2. (a) NOMINATIONS. Nominations for members of the Local Government Executive Committee 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 the Local Government Executive Committee by submitting a nominating petition carrying the signatures 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] 200 valid signatures and social security numbers 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 Local Government Executive Committee. Write-in votes are prohibited.

(b) ELIGIBILITY. TEXT REMAINS THE SAME.

Section 3. LOCALS. TEXT REMAINS THE SAME.

Section 3(b). TEXT REMAINS THE

SAME.

EXPLANATION:

The justification presented with the proposal is as follows: "The number of signatures to run for the Board is more in line with the number of signatures required for individuals to run for Region and Statewide office."

This is the same proposal as the preceding one which addressed the maximum number of signatures for the State Division Executive Committee. The Committee does not support this proposal for all the reasons set forth in opposition to the earlier related proposal. The role of a board member is an organizational role, with each board member focusing on the interests of the union as a whole and not on the particular interests of his/her local or unit. County locals having at least 100 members have one Board seat. Each Region has one Education Local seat, regardless of size. Board seats are comparable to other statewide positions in terms of focus, scope, responsibility and fiduciary relationship. As such, the requirement to secure 10% of the eligible votership with a maximum of 450 signatures and social security numbers protects the candidates from the larger locals by capping the number of signatures they must have. Examples of such situations are the larger county locals that have over 5000 members. In these instances the maximum of 450 signatures was set to ease these Board candidates' burden which, without the maximum, would require them to secure 500 or 600 or in the case of Nassau County, as much as 1100 signatures or more. Having to use a network of supporters to secure signatures reflects the true nature of the position wherein the elected Board member will have to communicate with and respond to and on behalf of a large number of members who most likely are scattered over a large geographic area, in several locations and across numerous shifts. The Committee believes that to lower the maximum required number of signatures to 200 would diminish the role and the responsibility of the Board members. It would also increase the lack of connection, real or perceived, between Board members and their constituencies. The proposed deletion of the reference to subdivision (a) at Section 1 is appropriate as there are no subdivisions in this Section. The Committee will insure as a matter of housekeeping that this reference is removed when the Constitution and By-Laws are next republished.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS AMENDMENT.

The following proposal is submitted by Brother Thomas Jefferson from Capital Region Judiciary Local 694.

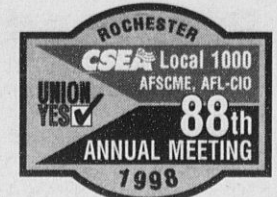
ARTICLE VI. State Division
Section 1. TEXT REMAINS THE SAME.
Section 2. (a) NOMINATIONS.

Nominations for members of the State Executive Committee 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

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Proposed amendments to CSEA's Constitution and By-Laws



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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 State Executive Committee by submitting a nominating petition carrying the signatures and social security numbers of not less than [ten] five percent [(10%)] (5%) 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 State Executive Committee. Write-in votes are prohibited.

(b) ELIGIBILITY. TEXT REMAINS THE SAME.

Section 3. LOCALS. TEXT REMAINS THE SAME.

EXPLANATION: The justification presented with the proposal is as follows: "There is a relatively short time period allowed by the Statewide Election Committee to obtain nominating signatures. State workers are generally spread quite wide throughout the system and the minimum number is not easily obtainable. Most importantly, no other CSEA office requires the 10% in order to qualify. As an example, I needed to obtain 350 signatures to qualify. In order to get that amount I had to call on about 30 working friends throughout the State to gather signatures on my behalf, and return them to me within about 3 weeks. Realistically, I need about 425 in order to insure that all signatures are done by members, and not mistakenly signed by an agency person. Simplify and standardize is the intent here, and is endorsed by this departmental representatives."

The Committee does not support this proposal. Firstly, the proposal only "benefits" the State Division and for that reason alone would be objectionable as creating an inequity across the divisions. Moreover, the Committee believes that this proposal is no different in effect than the earlier proposals that also sought to lessen the number of maximum signatures necessary for nomination as a candidate for a Board seat. For all the reasons it objected to the earlier proposals, the Committee does not find this proposal to offer an appropriate change.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS AMENDMENT.

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

The following proposal is submitted by Brother Fred Gerloff, President of Local 015.
Article III. Statewide Elections
Section 1(a) 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 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.

(b) VOTER ELIGIBILITY. Only CSEA members in good standing as of the applicable eligibility date for the election year will be eligible to vote in the election, except that for CSEA members who work regularly in seasonal jobs, good standing will be determined by the member's certification of his/her dues paying membership status for a minimum of twelve consecutive weeks in the twelve months immediately preceding the applicable eligibility date and a demonstrated continuity of dues paying membership status of at least the immediate past two years in a CSEA represented bargaining unit as a seasonal employee.

EXPLANATION: Several members hold yearly seasonal jobs which do not commence until after April 1. These members return to these jobs year after year and participate in CSEA regularly when they are working in these jobs. They do not get to vote in our elections because of the April 1 eligibility date. Upon receiving a request on behalf of our Black River Valley State members who work seasonal jobs, to find a way to allow these members to partake in the membership right

to vote in their union election, the Committee investigated possible options. The simple option of changing the eligibility date does not work. No matter what date is chosen, somewhere in our union some seasonal employee will be disenfranchised. There are additional problems for our Membership Records Department due to the incomplete information contained in most payroll information received from over 900 employers in local government. Accordingly, the Committee looked for a different type of approach and decided that the best approach would be one that reflected most truly the nature of seasonal work. Seasonal work is short-lived, fixed in time and place depending upon the nature of the work, and tends to be repeated year after year. By imposing upon the seasonal members who seek to vote the burden of certifying and documenting their own work history in order to be able to exercise the vote, our Membership Records Department will be spared an insurmountable burden. In addition, to preclude the situation of seasonal employees voting in elections and having no true continuity of membership, the Committee believes that some demonstrated continuity of past seasonal employment would serve to indicate a sufficient expectation of continued future seasonal employment to allow for a vote in union elections. The Committee was guided throughout its deliberations on this issue by the principle that the right to vote is an important right of union membership.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

The following proposal was submitted by Sister Marcia Olszewski, Local 815.

ARTICLE III. Statewide Elections

Section 1. ELECTION PROCEDURE. Text remains the same.

Section 2. ELECTION AGENCY. Text remains the same.

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. Notice of such protest must also be sent by certified mail, return receipt requested, to all other candidates, by the Election Committee, which Notice of Protest shall include a written statement that the affected candidates have a right to respond to the protest by filing an answer along with any supporting documentation by certified mail to the Statewide Election Committee, with

copy to all other parties, within ten (10) days of receipt of the Notice of Protest.

If the Statewide Election Committee determines that the signed statements 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 statements and supporting proof fail[s] 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 statements and supporting proof raises of 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 proposal suggests that it is appropriate to set forth in the By-Laws a specific right for candidates affected by a protest to respond to the allegations of the protest before the Election Committee deliberates on the matter. Over the past years there have been many delays in election protest processing caused by the Election Committee's need to gather input from other candidates and/or local and unit election committees. Sometimes information was not forthcoming until after the Election Committee had deliberated on the matter and issued its decision. Other times, requests to reconsider were made based on additional information coming to light. And, all these problems led to longer and longer delays before protests were finally determined. The Statewide Election Committee has revised its procedures to insure that all persons affected by a protest do have an opportunity to give the Election Committee input before any decision is made and that there is a specific due date by which it will receive any relevant information. As a matter of good governance, it is the Statewide Election Committee's

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opinion that having the By-Laws set forth this opportunity to respond is in order.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

The following proposal was submitted by Brother Frank Forte of Onondaga Local 834.
Article IV. Finance
Section 2(a) TEXT REMAINS THE SAME.
Section 2(b) TEXT REMAINS THE SAME.

Section 2(c) TEXT REMAINS THE SAME.
Section 2(d) DISABLED MEMBERS. A member in good standing who becomes incapacitated by accident, illness, maternity or paternity and, as a result of such incapacity, is placed on a leave without pay, upon proper notification to the Membership Records Department of CSEA, will be granted a gratuitous membership for the duration of that member's leave without pay, not to exceed one year. Such gratuitous membership shall [not] satisfy the member in good standing requirements for purposes of running for or continuing in elected office, signing nominating petitions, voting in union elections and voting on collective bargaining agreements. [A disabled member wishing to remain in elected office or to run for office must arrange with the Membership Records Department for the direct payment of their full dues for the duration of that member's leave without pay.]

Section 2(e) TEXT REMAINS THE SAME.
Section 2(f) TEXT REMAINS THE SAME.
EXPLANATION: The justification presented with the proposal is as follows: "I am aghast at the thought that gratuitous membership serves only one purpose, to allow members to continue their insurance coverage while out of work."

CSEA By-Laws Article IV allows for gratuitous membership status for up to one year in instances involving a member's disability due to accident, illness, maternity or paternity leave, and in situations of layoff. The purpose of this status is to allow for such members to remain as members for insurance coverage purposes during the term of their leave without pay. However, to run for or hold CSEA office one must have been "a member in good standing" since June 1 of the year preceding the election. Gratuitous membership status does not constitute "good standing" for election purposes. During the 1995 Local and Unit election cycle and prior, the Statewide Election Committee was presented with many election situations in which individuals seeking office were found to be ineligible to be candidates for office because they had been on gratuitous status for some time during the preceding eligibility year. The fact that their gratuitous membership status did not constitute "good standing" for election purposes came as a surprise to many of those potential candidates, some of whom were long-time CSEA activists. Accordingly, the SEC believes that there is sufficient confusion among the membership who are of the mind that one can run for office while on a gratuitous status to warrant clarification regarding the need to maintain full membership status. Regular reminders of the

value of such membership have been appearing in each edition of The Public Sector for over a year. The Committee believes that the day-to-day business of running a local or unit cannot be done effectively by one who is not at work on a regular basis.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS AMENDMENT.

The following proposal is submitted by Brother Joel Schwartz of Local 446 South Beach Psychiatric Center.

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.

Starting October 1, 1998, those Locals that have more than three years of their current yearly rebate in hand would not get a rebate for Fiscal Year 1999. On October 1, 1999, those Locals that have more than two years of their current yearly rebate in hand would not get a rebate for Fiscal Year 2000. On October 1, 2000, those Locals that have more than one year of their current yearly rebate in hand would not get a rebate for Fiscal Year 2001.

- (b) TEXT REMAINS THE SAME.
- (c) TEXT REMAINS THE SAME.
- (d) TEXT REMAINS THE SAME.
- (e) TEXT REMAINS THE SAME.

EXPLANATION: The proposer provided the following justification with the proposal: "The primary purpose of this proposal is to put CSEA members' dues money to use for CSEA members, so it is not just sitting in bank accounts collecting interest. This proposal is not intended to take one penny away from any Local, but rather to get those Locals that have saved a lot of money over the years to spend it (according to the Financial Standards Code) for the benefit of the Union and our members. Right now there is over \$8 million sitting in Locals' bank accounts, while our members and leaders cry out for more action and more services. We, as a union, are hamstrung by the fact that we have a fairly low dues structure. This has worked to our benefit as well as our detriment.

By this proposal, in order for Locals to get a rebate from CSEA, they would have to have one year or less of their current yearly rebate in hand. Once a Local gets below the threshold in any of the next three years, they would get a rebate at the beginning of the following fiscal year. There would be no retroactive rebates.

If this proposal were passed, CSEA would have the ability to do many of the things our union and members need without raising dues or taking money away from any Local.

Transforming ourselves into a Union that is

prepared for the challenges of the 21st century will not be easy, but it is something we must do. As leaders of this great Union, we have to think creatively and be prepared to change some of our old habits. I strongly believe that no Local needs more than one year of their yearly rebate in hand when a new fiscal year starts. This proposal gives us three years to get there without asking anyone to stop doing anything they're currently doing."

Unions today have to make hard decisions on how to use their limited resources, both monetary and otherwise. This proposal provides at least a short-term and temporary approach to enhancing the General Fund resources by providing a one or two year respite that drains the significant local rebate allocation that drains the General Fund each year. The purpose of local rebates is to provide dues money for locals and units to mobilize, organize and represent our members. It is understandable that the idea of large sums of money being "saved" and remaining unspent or being spent on non-chargeable events provides a tempting opportunity for redirecting these funds into expenditures more consistent with the needs of the Union and the requirements of law. The administrative plausibility of this proposal is questionable and its long-term impact is quite limited. Reliance on the annual reporting and periodic audits can yield only a piece of the true picture. However, the Committee believes that the idea of freeing up money for use by the General Fund is sound and the intention is commendable.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

The following proposal was submitted by Sister Betty Lennon of SUNY Plattsburgh Local 612.

ARTICLE IV. Finance
Section 3. REFUND AND REIMBURSEMENT.

- (a) TEXT REMAINS THE SAME.
- (b) TEXT REMAINS THE SAME.
- (c) TEXT REMAINS THE SAME.
- (d) TEXT REMAINS THE SAME.
- (e) REIMBURSEMENT OF DELEGATE EXPENSES.

(1) ANNUAL DELEGATE MEETING. All locals shall receive reimbursement for the expense of one delegate to the annual meeting. [and Locals having more than 1,000 members shall receive reimbursement for the expense of one additional delegate for each additional 1,000 members or major fraction thereof.] The maximum reimbursement for such delegate shall be for full group rate quotations if appropriate, or full lodging and meal expenses which shall not exceed the rate paid to State Board of Directors Committees for the duration of the meeting. Transportation expenses shall also be reimbursed.

(2) SPECIAL DELEGATE MEETINGS. TEXT REMAINS THE SAME.

EXPLANATION: The justification presented with the proposal is as follows: "We speak of the need for Headquarters to have money to service our members and to continue to grow. This will save money for Headquarters. If each Local is allowed reimbursement for at least one delegate, the Local will have a voice at the convention and it

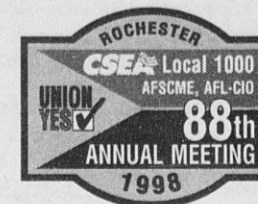
does not effect the vote of said Local." The Committee supports this proposal as an appropriate and necessary way to redirect General Fund resources to the important work and projects the Union is undertaking as part of our efforts to expand our power base and recapture our position as a forceful voice for workplace justice and worker quality of life. Historically, when financial resources were less strained, the General Fund was able to financially support multiple delegates from larger Locals. This is no longer the case. As General Fund resources are more limited and the demands upon those funds are greater, the luxury of having the cost of multiple delegates reimbursed from the Union's General Fund is no longer feasible. Local voting strengths are not tied to the number of delegates who attend the Annual Delegates Meeting. Each Local Executive Board has, as a matter of budgetary planning and discretion, the authority to determine how many delegates the Local can afford to send to the Annual Delegates Meeting beyond the delegates for whom the Local will be reimbursed. In some instances in the past, larger Locals have received back in delegate reimbursement more in total dollars than smaller locals receive as annual dues rebate. In effect then, the smaller Locals have been subsidizing the larger Local delegations which practice can no longer be ignored. The impact of this proposal as provided by Statewide Treasurer Maureen Malone is as follows: "Two years, 1996 and 1997, of delegate reimbursements were used to analyze the proposal. The number of delegates reimbursed for each year was almost identical 257/254. The average cost per delegate was \$1,150. The number of delegates in excess of one per Local was 57. This generates a potential savings of \$65,550 per year. Most of the Locals entitled to more than one delegate are from Local Government Locals, but the most reimbursements are made to State Division Locals." The delegates should also remember that CSEA is not reimbursed by AFSCME for the delegates we send to the AFSCME Convention every two years. CSEA must budget for the cost of sending our entire delegation. The Committee strongly believes that attendance at the CSEA Annual Delegates' Meeting is an event which should be provided for out of Local monies. As long as the General Fund will reimburse one delegate per Local, the full voting strength of the Local will be represented at the Annual Meeting. Additional participation should be up to each Local to determine based upon its own resources and priorities.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

The following proposal was submitted by Sisters Noreen Lingham and Kathy Martinez-Walsh and Brother Timothy Jaccard of Nassau Local 830.

Article VI. Committees
Section 4. SPECIAL AND AD HOC COMMITTEES. The Special Committees of

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Therefore, Proposed RESOLUTIONS to be be it resolved: presented for the consideration of delegates attending CSEA's 88th Annual Delegates Meeting Oct. 4-9 in Rochester

Members wishing to see copies of any resolution should contact their delegate

1
**Defeat the Kyl/Archer Bill
(HR-2497 and S-1194)**
Submitted by:
Lee Pound, Delegate - Local 918

The resolution proposes that CSEA and AFSCME continue to lobby against passage of the Kyl/Archer Bill which would remove the current two-year Medicare billing restrictions on doctors, rescind Medicare reimbursement caps and "expose seniors to price gouging by physicians."

The Resolutions Committee recommends this resolution be adopted as amended.

3
**Legislation to Protect
Elder, Disabled and
Mentally Challenged
Abuse Victims, and to
Impose Harsher
Sentences to Offenders**
Submitted by:
Lee Pound, Delegate - Local 918

The resolution proposes that CSEA lobby for passage of a bill in the State Senate, similar to one passed in the State Assembly, that would increase penalties for caregivers and guardians who assault or abuse elderly, disabled or incompetent persons.

The Resolutions Committee recommends this resolution be defeated since current laws address the issue and the proposal does not contain specific protections for CSEA members who work in such locations as hospitals, nursing homes, mental health and developmental facilities and group homes who may be brought up on erroneous charges.

5
**Protection For
Field Workers**
Submitted by:
Ken Monahan,
Delegate - Local 814

The resolution proposes that CSEA continue to lobby for and support legislation that would provide additional protection for CSEA members who are at extra risk by performing their jobs in the field in dangerous areas and at all times of the day.

The Resolutions Committee recommends this resolution be adopted as amended.

7
**Cultural Diversity
and Leadership**
Submitted by:
Les Eason, Delegate - Local 830 on
behalf of the Statewide Advisory
Committee on Minority Issues

The resolution proposes that CSEA continue to incorporate National Coalition Building Institute training in its leadership development and officer institute programs and strongly encourages regions, locals and units to participate.

The Resolutions Committee recommends this resolution be adopted as amended.

2
**SUPPORT RAPP
(Relatives As Parents
Program)**
Submitted by:
Lee Pound, Delegate - Local 918

The resolution proposes that CSEA, in concert with the Retiree Executive Committee, lobby for increased monies for RAPP so information can be more widely distributed to grandparents and relatives about legislation affecting caregivers of children and advise caregivers of available state programs. The resolution also suggests the CSEA Women's Committee use their workshops and newsletter to educate and advocate for grandparent/relative caregivers.

The Resolutions Committee recommends this resolution be adopted as amended.

4
**Protecting Funding For
Section 202, "Elderly
Housing For
Low Income Seniors"**
Submitted by:
Lee Pound, Delegate - Local 918

The resolution proposes that CSEA and AFSCME continue to lobby against cuts in funding for "Elderly Housing For Low Income Seniors," as proposed by the US Department of Housing and Urban Development.

The Resolutions Committee recommends this resolution be adopted as amended.

6
**Cumulative Trauma
Disorder in the Workplace**
Submitted by:
Catherine Barretta,
Delegate, Local 014, and
Jim McHugh, Delegate, Local 518,
on behalf of the Standing Women's
Committee and the Standing
Safety & Health Committee

The resolution proposes that CSEA continue to offer ergonomic training to all members, to educate members on using labor/management committees to meet state policy on promoting the cost-saving benefits of ergonomics and continue to lobby state legislators on safety and health issues.

The Resolutions Committee recommends this resolution be adopted as amended.

8
**Sweat Shops,
Slave Wages
and Child Labor
Law Violations**
Submitted by:
Jim McHugh, Delegate - Local 518

The resolution proposes that CSEA continue to actively oppose sweat shops, slave wages and violations of child labor laws through educating and mobilizing members and to lobby for legislation providing equity for workers everywhere.

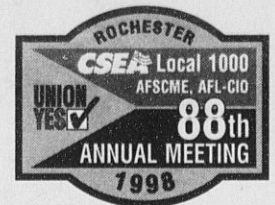
The Resolutions Committee recommends this resolution be adopted.

Resolutions Committee members

The Resolutions Committee met at CSEA Headquarters on June 8 and July 14, 1998. Members of the Resolutions Committee are Karen Spotford, chair; Paul D'Aleo, Diane Gamache, Mike Febraio, Andrea

Frank, Diane Hewitt, Rose MacBlane, Alfredo Carlo, David Lawson, Jim McHugh, Dutch Wade, Lloyd Roberts, Roslie Tallman, Jose Aravena, Cindy Stiles and Robert Mootry.

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the Association shall be as follows: Audit, Human Rights, Memorial Scholarship Fund, Memorial Plaque, Social Services, Probation, School Employees, Veterans Affairs, Committee on Minority Issues, Committee for Methods and Procedures, Health-Care Services Committee, 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 Committees 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 make-up 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.

(a) Notwithstanding any of the foregoing, the Health-Care Services Committee shall consist of no less than 2 representatives from each region. It shall include but not be limited to representatives from local government, state and private sector divisions in each of the following categories: Mental Health, EMS, Long Term Care, Acute Care Hospitals, Public Health and Home Care.

EXPLANATION: With the driving forces of HMO's, managed care, and deregulation of

both the health-care industry and health-care professions, we must mobilize. As health-care providers, we must be advocates for our patients as well as for ourselves. This new committee will promote unity and influence through communications in an effort to maintain quality and accountability in the health-care system by means of organizing, education and political action at the region, state and federal levels. Existing committees do not sufficiently or directly address health-care issues. The Human Rights Committee appropriately deals with employment practices and related cultural, ethnic and gender issues as raised by those practices. The Social Services Committee focuses on human services programs such as child protection, elder-care, food stamps, workfare case management and so forth. Health-care is part of employment and human services. However, the needs of workers in the health-care fields must be met directly in light of the onslaught of legislative initiatives seeking to radically restructure health-care systems and the delivery of health-care services. We need to have a vehicle for staying ahead of the curve on these issues. We need a clearinghouse for basic information and for separating ideas and positions that work from those that do not. We need a way to provide research and actual experience to our brothers and sisters throughout the health-care industry. Health-care is this union's largest represented industry. It includes county medical centers, MH and MR community residences, substance abuse treatment centers, home health-care agencies, HMOs, PPOs, and private hospitals. The health-care industry cuts across the State, Local Government and Private Sector divisions. It extends beyond New York State as reflected

in CSEA's participation on AFSCME's UNA Advisory Committee and on AFSCME's Health-Care Committee. What is sorely lacking inside CSEA is a vehicle for focused, timely and continuous dissemination of the ever-changing industry-related information to CSEA health-care workers. The health-care industry is under a concerted attack by corporate America. Privatization, deregulation, proliferation of more profitable and less service-oriented delivery systems, and the de-professionalization of certain care-giving, all serve to greatly threaten our ability to remain a viable voice in the health-care industry. With loss of power comes a loss of jobs, a loss of members, and a loss of quality care. While we will not be able to stop all the intended efforts at seeking more profits for the owners of health-care services, we cannot afford to remain spectators in the dialogue and must fight for the formation of health-care policy at both the state and national level that is informed, worker-friendly, and most of all, patient-appropriate. The Health-Care Services Committee will provide a statewide network and structure for the brothers and sisters in the industry to work together to insure the continuation of quality care our members provide and the public expects to receive, for themselves and for their loved ones. If this statewide committee is established, language will be proposed for our Local and Unit Constitutions to allow for similar committees where appropriate in our local government units and private sector and state locals. With the addition of these subdivision committees, we will be able to reach all our health-care members in a direct and timely manner on just about any issue we need to address in the

health-care field. We will become a force to reckon with in determining health-care policy in New York State!

THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

UNFINISHED BUSINESS

The Committee has no unfinished business to report this year.

ALL CORRESPONDENCE REGARDING RESOLUTIONS AND/OR PROPOSED AMENDMENTS RECEIVED BY THE COMMITTEE AS OF THE CONSTITUTIONAL DEADLINE OF MAY 15, 1998 HAVE BEEN REVIEWED. APPROPRIATE RESPONSES HAVE BEEN DIRECTED TO THE INDIVIDUALS.

Respectfully submitted,

Tony Bailous, Chair, Region II
Sabina Shapiro, Vice Chair, Region III
Gail Hansen, Region IV
Anthony Giustino, Region I
Karen Spotford, Region VI
Lester Crockett, Region II
Dominick Grasso, Region V
Sam Mogavero, Retiree Division
Mary Sullivan, Officer Liaison

Therefore, be it resolved: See Proposed Resolutions delegates will also consider: Page 22

YOU CAN EARN DOUBLE PEOPLE POINTS DURING SEPTEMBER AND NOVEMBER

CSEA members can earn double points for every member they recruit to join the union's PEOPLE (Public Employees Organized to Promote Legislative Equality) during September and November.

PEOPLE is CSEA's federal political action program, raising money to promote the interests of the membership in federal election and legislative processes.

CSEA members who sign up to make voluntary payroll deductions to the PEOPLE program earn gifts depending on the level of contribution, and CSEA members who sign up those members earn points, which can be redeemed for gifts in the PEOPLE Recruiter Gift Catalog.

Points will be doubled for all recruiters who submit completed PEOPLE applications to CSEA's PEOPLE Department during September and November.

Micki Thoms of Letchworth

Developmental Center Local 412 earned recruiter of the month honors for July by recruiting 12 new members for PEOPLE.

To join with the more than 13,000

CSEA members who already contribute to PEOPLE, contact your CSEA Local or Unit President. Or complete the application below and send it to CSEA PEOPLE, Legislative

and Political Action Department, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210, or call (518) 257-1404 or 1-800-342-4146 Ext. 1404.

YES! I want to be part of the action. ★ VOLUNTARY PEOPLE MEMBERSHIP AUTHORIZATION ★ YES! I want to be part of the action.

• PAYROLL DEDUCTION APPLICATION •

Name _____
Last First Middle
Address _____ Apt. # / Floor _____
City _____ State _____ ZIP _____
Social Security No. _____
Work Phone () _____ Home Phone () _____
Job Title _____
Region _____ Local _____ Agency # _____ Payroll Item # _____
Name of Employer _____

Deduction per pay period: \$1.50 \$2.00 \$3.00

In addition to my Civil Service Employees Association, Inc. dues deduction previously authorized by me, I further authorize the State of New York or associated agencies to deduct each pay period the PEOPLE deduction amount listed below and remit to the Civil Service Employees Association, Inc. as a voluntary contribution to be forwarded to the Treasurer of the PEOPLE Qualified Committee, AFSCME, P.O. Box 65334, Washington, D.C. 20035-5334, to be used in accordance with the By-Laws of PEOPLE Qualified Committee for the purpose of making political contributions. My contribution is voluntary and I understand that it is not required as a condition of membership in any organization or as a condition of employment, and is free of reprisal, and that I may revoke this authorization at any time by giving written notice.

SIGNATURE _____ DATE _____

If \$2.00 or more is checked above, circle jacket size: X-Small / S / M / L / XL / XXL

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Enclosed is my personal check, money order or credit card contribution in the amount of: \$35.00 \$50.00 \$75.00

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SIGNATURE _____ DATE _____

What Do You Know About Insurance?

As a service to our members, CSEA, along with Jardine Group Services Corporation, presents the second in a series of Clip-N-Save Insurance Facts.

Your CSEA insurance broker, **Jardine Group Services Corporation**, can help with all your insurance needs. Jardines works with CSEA to provide a wide range of insurance programs available exclusively to CSEA members. To learn more about the Jardines sponsored Personal Lines Insurance Program, please call

1-800-833-4657.

Clip this out and save for your future reference.

What do you know about auto insurance premium rates?

During the last decade, these four factors* have led to an increase in auto premiums:

1. The number of auto accidents has dramatically increased — 4.3% in one year.
2. The cost of auto accidents has skyrocketed — 7.9% in one year.
3. Accidents involving lawsuits increased — 41.2% in one year.
4. Auto theft is on the rise — 11.2% in one year.

*Source: Preferred Mutual Insurance Company, 1995

Q. What steps can I take to lower my auto premiums?

A. One thing is clear: if you have a car, you need insurance. Unfortunately, car insurance is expensive. The best way to keep costs down is with a clean driving record. Since keeping a clean record is easier said than done, the following tips may help keep your premiums more economical.

1. Take a driver training course! It could help reduce some of your coverages by 10%, and take up to four points off your license. Call the National Safety Council at 1-800-962-3434 for information.
2. Purchase a car with safety features, such as automatic seat belts, air bags, anti-lock brakes and anti-theft devices. Insurance companies assume accidents and theft are less likely, and that less damage will result if your car has these features.
3. Increase the deductibles on your collision and comprehensive coverages! This could lower your premiums because if you're in an accident you'll absorb a larger portion of your loss. Consult your insurance agent to see if this option is right for you.
4. Purchase both automobile and homeowner's coverages from the same insurance company, which may entitle you to a multi-policy discount.

Just remember, however, cheaper is not always better. And striving to get the least expensive insurance can be disappointing if you don't know how to make sure that your policy has enough coverage. So make sure the auto insurance you have is complete and will keep you covered.

Joint Committee on Health Benefits winners announced

D N U F L B E N E F I T S P
 E R W A Y E M P Z U P A L R
 R O E M A F P S O N A R I E
 R H T I T O L I A R Y B R M
 E M S L N V A C X D R T E I
 F E D Y E A N K B S O D F U
 E D U C D L M L O Y L H S M
 R I N M N R I E M A L I N O
 P C E F E W E A R T K P A G
 O A T C P Y P V N I O E R L
 S R H O E O P E I B I R T H
 L E A B D I D N S A N C A I
 N I X R H U O F T G W S I T
 E S A A T D R U A E C I V E
 R C T S V E A L O Z U M R R
 T O B T L M P R E N T R A P

Answer Key:

- Birth pg.8
- Sick Leave pg. 18
- Card pg. 10
- Medicare pg. 28
- Partner pg. 4
- Fund pg. 1
- Preferred pg. 15
- Payroll pg. 6
- COBRA pg. 24
- Benefits pg. 6
- Premium pg. 10
- Dependent pg. 22
- Waiver pg. 13
- Student pg. 5
- Family pg. 14
- Transfer pg. 2

The Joint Committee on Health Benefits was very pleased by the response to our Word Search Contest regarding the New York State Health Insurance Program which appeared in the August edition of *The Public Sector*. The answers with the corresponding page numbers of where they appear in the General information booklet and Empire Plan or HMO Certificate are at left.

The first 10 CSEA active members who submitted a correct entry will receive a JCHB T-shirt. The winners are:

Linda M. Rowland	Local 414	Central N.Y. DDSO
Irene Martin	Local 676	Schenectady County DOT
Linda S. Brown	Local 263	NYS Police Troop C - Sydney
Kathy Blodgett	Local 449	Broome Developmental Center
Suzanne Lehtonen	Local 013	Syracuse State Employees
Debbie Downey	Local 426	Taconic DDSO
Joan Cameron Ciccone	Local 857	City of Glens Falls
Charles J. Lopez	Local 419	NYS Psychiatric Institute
Elvis Thomas	Local 860	Mount Vernon School District
Susan Zehner	Local 653	Department of Civil Service

Congratulations to all of the winners from the Joint Committee on Health Benefits.

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