

THE
PUBLIC *Sector*

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INSIDE NEWS YOU CAN USE

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The PEOPLE program means CSEA has clout in Washington, D.C. Find out how you can become a part of it. And don't forget — you must be registered in order to vote this November!



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Delegates at the annual meeting will also consider a number of proposed resolutions. You'll can read what they are on these pages.

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Public employees are among those defending U.S. interests in the Middle East. Several CSEA members talk about what it's like being called to active duty and leaving family and friends behind.

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Being a public employee is tough enough, but CSEA member Glen Larson has enough determination off the job to push himself beyond marathons to grueling triathlons. Now he's taking on a new challenge: the Hawaiian Ironman Triathlon World Championship!

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Occupational injuries can sneak up on you as you do your job day in and day out. A lot of injuries occur in a lot of subtle ways. Find out what to watch for and what to do.

CSEA

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STATE EMPLOYEES FEDERATED APPEAL

WE'RE WORKING WITH YOU TO HELP MAKE YOUR COMMUNITY A BETTER PLACE TO LIVE

THE PUBLIC Sector

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CANCELLED

CSEA calls off L/M meeting after commissioner snubs union

ALBANY — A furious CSEA President Joe McDermott has canceled a high-level joint CSEA/Office of Mental Health (OMH) labor-management conference in the aftermath of "a serious breach of faith and incredibly poor judgement" by OMH Commissioner Richard C. Surles.

"Surles destroyed any hope of bilateral cooperation and effectively sabotaged the upcoming labor-management conference" when he failed to notify CSEA about an OMH plan to close at least three and as many as six OMH facilities over the next five years, McDermott said.

The new plan also calls for accelerating the reduction of the OMH client population which would translate into serious additional job cuts. Surles released details of his plan to OMH facility directors recently but bypassed CSEA completely.

"That was unprofessional, insensitive and counter-productive," McDermott charged. "Surles' plan has far-reaching ramifications for the 5,000 clients in the six facilities that may be shut, for thousands of employees who work there and for thousands of other clients and employees throughout the OMH system."

McDermott said he is "deeply troubled" that "as far as we can determine" the plan makes no provision for dealing with the several thousand mental health clients who will be displaced or the workforce which may be reduced through layoffs or attrition.

The facilities slated for closing and their current client population are: Harlem Valley, 800; Gowanda, 300; and Elmira, 150. Three other facilities are targeted for at least partial closings: Kings Park, 2,100 clients; Middletown, 750; and Mohawk Valley, 900.

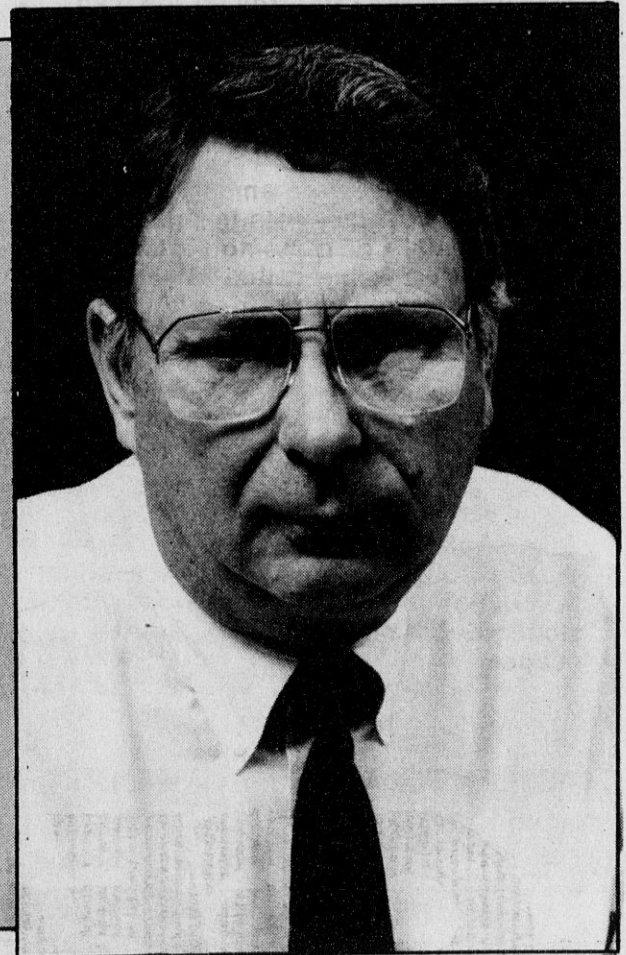
Several thousand employees would face layoffs or displacement if the plan were to become reality.

Ironically, the labor-management conference scheduled for Oct. 9 to 11 in Binghamton was to be a high-level meeting to discuss the future of the OMH workforce. CSEA President McDermott, Commissioner Surles and Elizabeth Moore, director of the Governor's Office of Employee Relations, were among those scheduled to participate.

"Unfortunately, on the eve of the joint labor-management conference, we have determined that the agency does not wish to cooperate with this union

"I will not allow CSEA to be part of a so-called 'cooperation' conference when OMH refuses to cooperate in any sense on the important issues"

**CSEA President
Joe McDermott**



and, in fact, has proven its desire to abandon both the mentally ill and its state employees. We feel betrayed," McDermott said.

"I will not allow CSEA to be part of a so-called 'cooperation' conference when OMH refuses to cooperate in any sense on the important issues."

"You can't be talking about labor-management cooperation when it's clear they have no intentions of cooperating," said Ross Hanna, CSEA director of contract administration. "We're concerned about what happens to the mentally ill. We're concerned about what happens to the workforce. They apparently are not."

OMH had been planning to reduce its client population from about 15,000 people now to about 10,000 clients over the next several years. But CSEA learned that Surles plans to lower the client population to about 8,000 over the same time period.

"This new estimate means at least an additional 2,500 jobs will be cut beyond the thousands that would be lost as a result of the newly-planned facility closings," Hanna said.

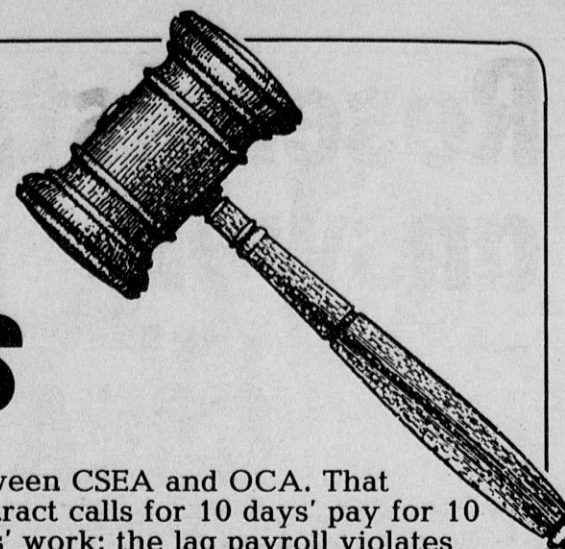
"We can't begin to take labor-management efforts seriously when Commissioner Surles is cutting us out of the process completely," McDermott said. "This defeats every effort at labor-management cooperation we've attempted to achieve at OMH. We won't stand for it."

McDermott expressed his anger in a letter to CSEA OMH Local presidents and to GOER's Moore.

"My hope was that the dialogue among the parties could be expanded," he said. "Instead, this union now finds itself in a totally untenable situation . . . We have no choice but to cancel the conference. Discussing cooperative labor-management relations with Commissioner Surles, under these circumstances, is not my idea of a productive three days."

"Governor Cuomo and I spoke, at some length, regarding this very issue some six months ago," McDermott said. "I expressed my concern that both the mentally ill and the state employees that care for them were being given short shrift by the agency. This latest insult confirms that."

CSEA fights for justice in the courts



ALBANY — CSEA is taking the Office of Court Administration to task — and to court — over a proposed lag payroll.

CSEA filed a lawsuit in state Supreme Court to challenge the plan.

Under the plan, non-judicial court employees hired after 1983 would be paid for nine of every 10 days worked for 10 bi-weekly pay periods in order for the state to institute the lag payroll. At the end of the 10 pay periods, the state would have withheld the equivalent of a full paycheck. The employees would not get that money until they left their jobs.

"It's absurd to think anyone will tolerate what amounts to a pay cut,"

said CSEA President Joe McDermott. "CSEA is not about to let this happen without putting up one hell of a fight."

The union names the Unified Court System, Chief Administrator Matthew Crosson, state Comptroller Edward V. Regan and the state Department of Audit and Control in the suit.

CSEA claims that the lag payroll violates the law because it disregards an exemption for employees who have contracts that do not include a lag payroll.

In addition, CSEA claims the lag payroll violates the U.S. Constitution because it interferes with the collective bargaining agreement

between CSEA and OCA. That contract calls for 10 days' pay for 10 days' work; the lag payroll violates that provision. The contract also contains a schedule for annual salaries which the lag payroll will reduce.

"This sounds complicated and legalistic, but it's really very simple," McDermott said. "Our contract guarantees that our members be paid 10 days' wages for 10 days' work and that they be paid a certain amount annually. The lag payroll violates these guarantees, so the lag payroll must go. CSEA plans to accomplish that goal."

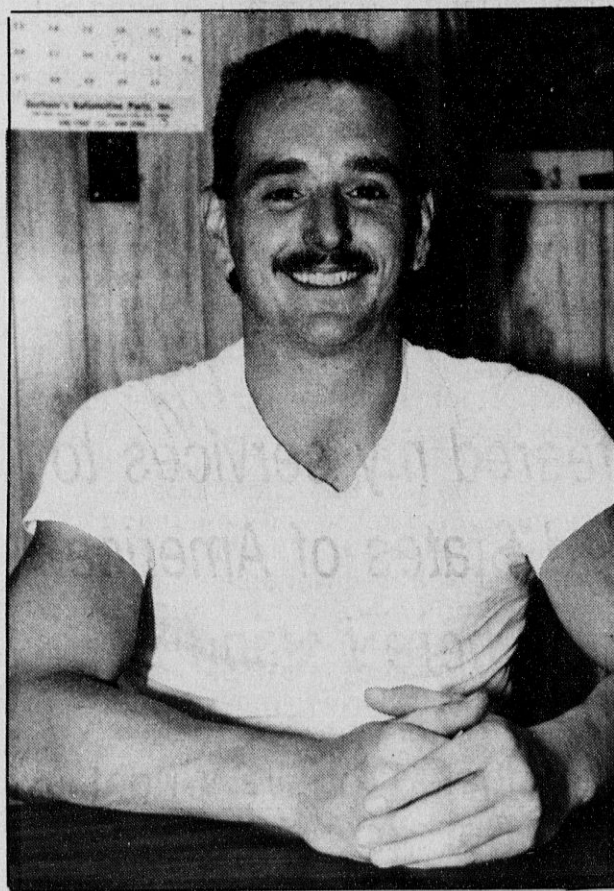
CSEA represents 3,700 OCA employees.

He's a hero

CSEA member revives drowning man

By Anita Manley
CSEA Communications Associate

BEAR MOUNTAIN — Dennis Murphy of Newburgh says fate brought him and



A REAL LIFESAVER — CSEA member Dennis Murphy pulled a drowned man from a lake and used CPR to revive him.

Ernest Mermelstien of Brooklyn together this summer. Whatever the reason, Mermelstien is alive because of it.

Murphy, a Palisades Park employee and member of CSEA Local 105, and co-worker Ed Van Tassell were stranded on Route 17 in Orange County by a loose fan belt that day in August. They had to wait for co-worker Tom Jones to bring a new fan belt.

Once on the road, they spotted people standing by the highway next to a lake and pulled over.

"I heard someone say there was a car under water," Murphy said. "I saw some guy swimming around in the water. He said the car was there and he couldn't get the door opened."

Murphy jumped in and managed to pry open the car door. The driver was in the car.

"He just floated up. He was dead," Murphy said.

Murphy and five others dragged the man, Mermelstien, to shore. Murphy jumped back in to be sure the car was empty.

He later learned Mermelstien's wife had been thrown from the car in the accident. Her husband apparently fell asleep at the wheel and the car plunged into the lake. Although injured, she managed to get to the road and flag down help.

Back out of the water, Murphy suddenly realized no one was trying to revive Mermelstien.

"I checked his pulse and there was none, so I started CPR (cardio-pulmonary resuscitation)," Murphy said. "I kept yelling to him that his wife was alive and he couldn't die."

A state trooper helped turn the man on his side while Murphy continued working. Suddenly, the man choked and coughed up water. He was alive.

"Everyone started clapping and cheering," Murphy said. "They said I had saved the man's life. It seemed so strange to realize I had done that."

Although a good swimmer, Murphy has never taken a course in CPR. So how did he know what to do?

"I know where the heart and lungs are and I had seen enough on television to know how to push on someone's chest to help him breathe," he said.

Mermelstien is doing well, thanks to Murphy, who has kept in touch with the family.

Murphy, grateful to have been able to save a man's life, is philosophical about the event.

"Had we not been delayed from waiting for the fan belt, I never would have been there at that time," he said.

He believes the "coincidence" was meant to happen. Just the day before, his two-year-old son, Ryan, had wandered onto a busy street. A man pulled the child from in front of a car that would have hit him.

"Someone saved my son's life," he said. "It was my turn to return the favor."

Reservists answer the call

EDITOR'S NOTE — Military reservists employed by New York state and called to duty because of the Persian Gulf crisis have gained an extra measure of employment security. CSEA, which has a large number of reservists among its membership, helped initiate the improved benefits.

The improved benefits include an extension of paid military leave for state employees activated for military service for up to 30 additional days and health insurance and other employee benefits for covered family for up to one year at no cost.

CSEA is actively encouraging other public employers to take similar action.

This story illustrates just part of the sacrifice some reservists must make to serve their country.



Specialist 4th class Euda Gary and her son Shawn.

NEW YORK — Leaving children, jobs and homes behind, some patriotic CSEA women are among the thousands of reservists answering the call to active military duty as part of the Persian Gulf crisis.

The reservists are trained professionals with a job to do. But there's a lot of anxiety involved even when the deployment is a lot closer to home than Saudi Arabia.

CSEA Region II Assistant Office Supervisor Euda Gary, now on military leave, is based with the 146th Supply Unit at Fort Totten in Queens. Instead of ordering supplies back at CSEA's Manhattan headquarters, Gary is now stationed in an Army warehouse where she's busy shipping and receiving supplies for battalions that are leaving for Saudi Arabia.

Specialist 4th class Gary has been an reservist for more than three years.

Leaving her four-year-old son Shawn and 22-month old daughter Charitee behind with their father, Gary is handling the disruption in her family life one day at a time.

"I joined the army not expecting to go to war. But because this is happening, you're there," she said. "My motto is stick together, do what you have to do and you come out on top."

CSEA Manhattan Developmental Center Local 443 First Vice President Margaret Whitehurst, a 17-year mental hygiene therapy aide, left her union responsibilities behind when her reserve unit was called to duty at Fort Bragg, N.C.

"Margaret is also our grievance chairperson and everyone is working extra hard to pitch in until she gets back, but there's no question that we miss her," said Local 443 President Wally Nash.

There's also anxiety in waiting to be called to duty.

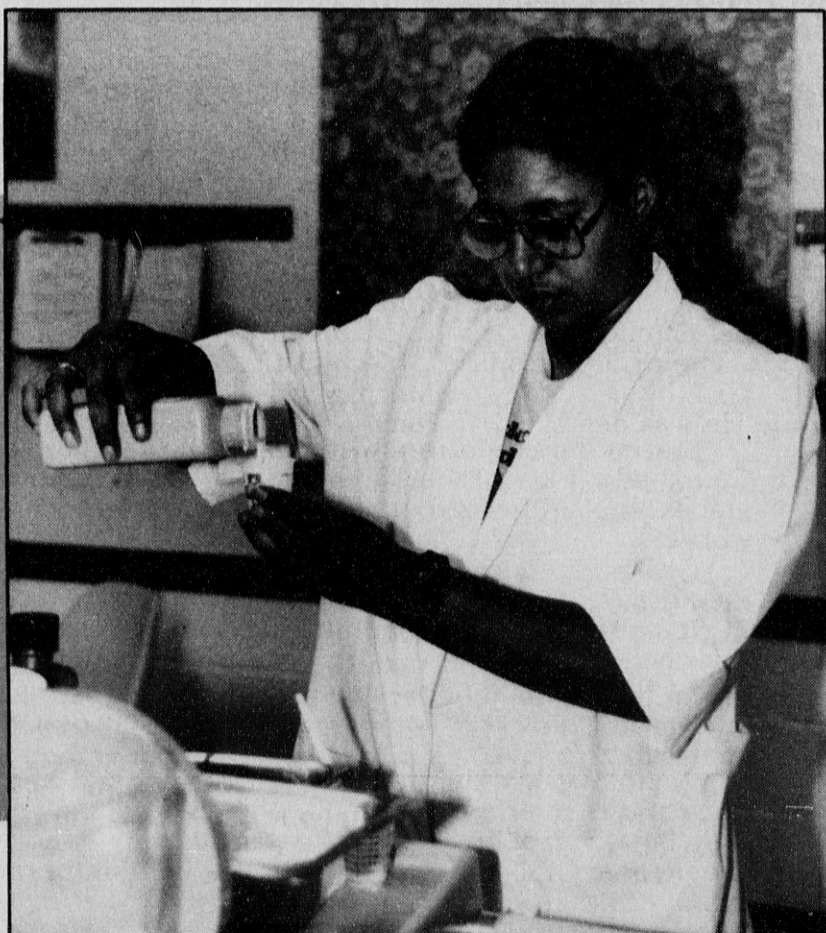
Several other MDC reservists, including Community Residence Aide Kathryn Brooks, await marching orders and may be called up with 48 hours notice.

Another, Licensed Practical Nurse Rhodella Wright, dispenses evening medications to severely retarded patients at MDC. But as a staff sergeant stationed at Fort Hamilton General Hospital in Brooklyn, she is well aware that her life could change at a moment's notice.

With a 27-year-old son, Wright isn't as concerned about leaving as parents of young children.

"I volunteered my services to the United States of America and that's where I stand," Wright said, looking out across the room of retarded clients, many of whom face their own daily battles.

Like so many others who answer the call to duty, personal sacrifice is required. But their response also leaves a giant void behind.



"I volunteered my services to the United States of America and that's where I stand"

—CSEA member Rhodella Wright
Manhattan Developmental Center

CSEA lends a hand

Union corrects \$8,000 mistake for member

By Lilly Gioia
CSEA Communications Associate

NEW YORK — Thomasina Chapman has good reason to be thankful to CSEA — nearly \$8,000 worth of good reason. "I've had seven years of aggravation cleared up with CSEA's help," Chapman said. "Just like ghostbusters, CSEA was the red-tape buster I needed."

Chapman, a Manhattan Psychiatric Center (MPC) employee, recently received a check for \$7,738 — money that was mistakenly garnished from her paycheck to pay for emergency surgery.

Praising CSEA MPC Local 413 President Mohamed Hussain's efforts, Chapman credited CSEA with making possible a happy ending for what seemed like an endless bad dream.

A medical emergency

A senior licensed practical nurse, Chapman required emergency appendix surgery on April 5, 1983, after becoming gravely ill while on the job in the MPC clinic. An ambulance rushed her to Mt. Sinai, the nearest hospital.

Hospitalized for nine days, Chapman notified her insurance carrier that she was in a hospital other than her assigned facility.

"On the third day after my surgery, I made this call and was told there would be no problem, but to follow up my post-operative visits at my assigned hospital, which I did," she said.

When she was back to work, Chapman got letters telling her that her insurance coverage would not pay the claim.

"That's when the nightmare of being told that because the ambulance took me to Mt. Sinai hospital, I was going to have my paycheck garnished \$120 a pay

period until the total of nearly \$8,000 was paid," Chapman said.

As a nurse, Chapman is well aware of what constitutes an emergency case. That's why she was appalled when the review committee determined that she could have traveled from MPC to her designated hospital in uptown Bronx.

Only four months ago, Chapman mentioned the situation to Local President Hussain. He began an immediate investigation, contacting Tim Mullens, of CSEA's Joint Committee on Health Benefits.

CSEA lends a hand

"Our department often assists employees with disputed or denied claims, and we're successful in resolving many of them," Mullens said. Wherever possible, CSEA attempts to work with

the insurance company, the Governor's Office of Employee Relations and the Department of Civil Service to bring about a favorable resolution, he said.

In Chapman's case, he noted that vital information about the severity of her condition was lost in the shuffle.

"Clearly in this instance there was a misunderstanding that was not anyone's fault," Mullens said.

Chapman plans to use the recovered money as a down payment on a co-op.

"I've been dreaming about buying a co-op apartment for a few years, but I could never save any money with the collection agency taking away my salary," she said.

"This is something that never should have happened," said Local President Hussain. "We are very happy that CSEA was able to rectify a terrible mistake."



THANKS! — Thomasina Chapman, second from left, thanks CSEA Local 413 officers for their help in winning \$8,000 that had been mistakenly garnished from her salary over seven years. Local 413 President Mohamed Hussain is at left.

Court workers win out-of-title pay



JUSTICE WINS — Local 332 President Pat Nealon with Family Court Reporter Maureen Vomero. Vomero is one of three court reporters who will receive out-of-title pay, thanks to a grievance filed by CSEA on their behalf.

GOSHEN — Justice was served when CSEA made sure three Orange County Family Court reporters got the salary they deserved for out-of-title work.

The three court reporters work for family court judges who were appointed acting Supreme Court and County Court judges to help catch up with a huge backlog of cases, said CSEA Judicial Local 332 President Pat Nealon.

Since court reporters who work for Supreme and County Court judges are grade 27 and Family Court reporters are grade 24, Nealon filed out-of-title grievances for her three co-workers.

Grade 27 court reporters earn about \$8,000 more a year than grade 24 court reporters.

It's difficult to calculate just how much out-of-title pay each person will receive, since the work is continuing and the total will depend on how much work each judge is assigned.

Nealon emphasized the importance of knowing what is in a contract.

"Employees should read their contract and know what the rules and regulations are that we've negotiated," she said. "If they have a problem or they feel something is not right, they should give their president a call. We will figure out what avenue to take."



"CSEA Today" is a collection of news briefs concerning CSEA members, units and locals around the state. CSEA locals and units are listed by county to assist in locating items of interest by area. News briefs for the "CSEA Today" column should be submitted to your CSEA unit or local president for consideration.

TODAY

ALBANY COUNTY

CSEA State University Construction Fund Local 662 has awarded its third annual scholarship to Karen Tedesco, daughter of Mike Tedesco, a member of Local 662. Karen is in her freshman year at Cornell University.

CORTLAND COUNTY

CSEA welcomes its newest bargaining unit in the city of Cortland. CSEA Organizer Charles Gregory helped form the new unit of about 30 employees working in the city's department of public works.

DELAWARE COUNTY

About 30 Delaware County employees and family members turned out for a CSEA-sponsored "night at the ballgame" recently in Oneonta. They were treated to an exciting game between the Oneonta Yankees and the Watertown Indians and pizza and soda, compliments of CSEA.

JEFFERSON COUNTY

Employees of the North Country Transitional Living Services (NCTLS) are among the newest members of CSEA. They voted to affiliate with CSEA in a representational election conducted by the National Labor Relations Board. The new private sector unit represents about 40 employees in the health care field. NCTLS has offices in Watertown, Clayton and Gouverneur.

CSEA Black River Valley State Employees Local 015 has awarded three \$1,000 scholarships for the 1990-91 school year. Winners are Tina Lane, Kimberly Shortsleeve and Brenda Seifried, all of Watertown. Tina Lane is the daughter of Jack and Diane Lane, both of whom are employed by NYS DOT, and is a freshman at LeMoyne College. Kimberly Shortsleeve is the daughter of Mr. and Mrs. David Shortsleeve and is also a freshman at LeMoyne College. Her father is employed by NYS DOT. Brenda Seifried is the daughter of William and Ardis Seifried and is a freshman at SUNY Geneseo. Her mother is employed by NYS DEC.

MADISON COUNTY

CSEA SUNY Morrisville Local 609 member Stephen Zarod retired recently after 20 years as a bus driver for the college. Zarod, who served as Local 609 president from 1972 to 1983, compiled an accident-free career driving record of more than 216,000 miles. And with all those miles behind the wheel, what is his plan for enjoying retirement? Why, to travel, of course.

MONROE COUNTY

CSEA Genesee Valley Armory Employees Local 251 has been awarded a CSEA/NYS Labor-Management Committees grant to purchase seven microwaves and seven refrigerators for the convenience of employees in armories in Rochester, Geneseo, Geneva and Hornell. The grant was awarded through the combined efforts of Assistant Director of Human Resource Management Lawrence J. Tousignant, Labor-Management Committees Field Associate Mark Houck and Local 251 President Richard J. Seeley.

NASSAU COUNTY

CSEA Jerico School District Non-Instructional Unit members have ratified a new three-year contract. The agreement calls for salary increases plus increments of 7 percent, 7 percent and 6.75 percent. The contract also increases the allotment for uniforms and shoes, increases longevity payment, increases life insurance coverage and includes a health insurance buy-back clause. The union negotiating team consisted of CSEA Collective Bargaining Specialist Jim Walters, Unit President Charlotte Traugot, Irene Fuhrman, Shirley Zweig, Silvia Rassel and Doreen O'Rourke.

CSEA Village of New Hyde Park Unit members have approved a four-year agreement calling for salary increases of 5 percent, 5 percent, 5.5 percent and 6 percent annually, or \$1,000, whichever is greater. Other highlights include fully paid health insurance for all DPW employees, fully paid health insurance for retirees and increased longevity payments. Union negotiating team members were CSEA Collective Bargaining Specialist Harold Krangle, Unit President Butch Pignatelli, Vice President Ed Kotarski and Kevin Houst.

CSEA Syosset School District Non-Instructional Unit members have ratified a new three-year agreement. The contract calls for salary increases of 8 percent, 8.5 percent and 8.75 percent and includes increased dental coverage, elimination of the three lowest steps and a 75I retirement plan. Union negotiating team members included CSEA Collective Bargaining Specialist Larry Borst, Unit President Ben Gumin, Kenneth DiGiacomo, Julie DeTomaso, Emily Malin, Steve Nissan, Gloria Keenan and Lois DePalma.

ONONDAGA COUNTY

CSEA Onondaga County Local 834 honored former local secretary Rose Zimmerman, who retired recently. She was active in the union along with her husband, Don, a former CSEA statewide Board of Directors representative. Rose, an account clerk II in the county's department of facilities management, was Local 834 secretary for the past six years.

A trust fund has been established for the sons of CSEA North Syracuse School District Unit member Rosemary Brutcher, according to Unit President Chris Hoalcraft. Brutcher, a school custodian and eight-year member of CSEA, died suddenly on Aug. 19 at age 31. She is survived by two young sons, Jesse and Casey. Contributions to the trust fund set up for the boys should be sent to Brutcher Children's Trust Fund, 239 Richfield Boulevard, Mattydale, N.Y. 13211.

ST. LAWRENCE COUNTY

CSEA St. Lawrence County Local 845 has awarded three \$500 scholarships. Winners are Krista Frisina, daughter of Jim and Ann Frisina; Michael Roach, son of Robert and Carol Roach; and James Barney, son of Helen Barney. Krista, whose father works in the county Probation Department, is attending Mater Dei. Michael, whose father works for the city of Ogdensburg, is attending Canton ATC. James, whose mother works for the Department of Social Services, is also attending Canton ATC.

TOMPKINS COUNTY

The CSEA unit at Tompkins Cortland Community College now has agency shop in effect after a successful campaign raised the union membership level from 42 percent to more than 75 percent, but they had to fight every inch of the way. College management originally denied a request by CSEA to activate a provisional agency shop clause, so Unit President Jerry Fellers filed a grievance. The issue was finally resolved through the labor-management process.

WESTCHESTER COUNTY

CSEA Southern Region III President Pat Mascioli has been appointed by Yonkers Mayor Henry Spallone to an eight-member panel charged with selecting two new school board members in 1991. Yonkers does not hold elections for the school board; instead, trustees are appointed by the mayor.



PEOPLE stars keep program growing

Editor's note: PEOPLE stars are special CSEA members who make the PEOPLE program strong and effective. They sign up 50 or more eligible CSEA members to the PEOPLE payroll deduction program.

PEOPLE — Public Employees Organized to Promote Legislative Equality — is the political action arm of AFSCME, CSEA's international union. The money raised through PEOPLE payroll deductions helps AFSCME reach its federal political goals.



Rajeeyah Muuwakil

Rajeeyah Muuwakil

BROOKLYN — When it comes to convincing people of the value of PEOPLE, Rajeeyah Muuwakil knows what she is doing.

A 16-year employee at Brooklyn Developmental Center, Muuwakil has convinced more than 300 of her co-workers to join the PEOPLE payroll deduction plan — 78 of them signed up last year alone.

Muuwakil, who is treasurer and grievance chair for CSEA Local 447, is successful because she believes in the goals of CSEA and PEOPLE.

"I like talking to people and seeing their faces when they sign up as I explain that \$2 or \$3 a pay period isn't going to break me and it's important to get the money CSEA needs to fight in a system that's all politics," she said.

Betty Williams

ROCHESTER — Betty Williams a member of CSEA Rochester Psychiatric Center Local 420, takes the PEOPLE program seriously.

A 26-year employee at the center, Williams is active in Local 420 and is now serving as first vice president.

Williams signed up more than 75 new

PEOPLE members this year.

"It is important that we, as union members support our political action with more than just lip service," she said. "We must make sure that our unified voice is heard by the lawmakers and other who will be making political decisions that affect our lives. By being active in PEOPLE, we are doing just that."



Betty Williams

Local 406 signs up 500 new members

QUEENS — Capping off the most successful recruitment drive ever at Creedmore Psychiatric Center, Bernard Fineson Developmental Center and Queens Psychiatric Center, the CSEA Local 406 PEOPLE Committee celebrated signing up 546 new members for the political action dues check-off program.

Local 406 PEOPLE Chair Ana Diaz said she was overwhelmed by the response and the tremendous efforts of everyone who worked so hard to sign up new PEOPLE contributors.

PEOPLE — Public Employees Organized to Promote Legislative Equality — is the political action arm of AFSCME, CSEA's international union.

"When it comes to politics, our members understand this is our lives and jobs we are talking about. PEOPLE dues check-off gives the union the clout to have our voices heard in Washington," said CSEA Metro Region President George Boncoraglio. "What could be more important than that?"

Boncoraglio presented awards to

PEOPLE contest winners Theresa Williams, first place; Ana Diaz, second place; and Joan Greene, third place.

CSEA PEOPLE Coordinator Cheryl Sheller and CSEA Federal Issues Coordinator Joe Conway attended the celebration and thanked Region II PEOPLE Coordinator Pat Metzger for her leadership.

"Region II members are knowledgeable enough to know the importance of supporting PEOPLE because it protects the quality of our lives and our families," Metzger said.

She also applauded CSEA Local 419 at the New York Psychiatric Institute, where 50 percent of the local members joined PEOPLE.



PEOPLE POWER — CSEA Local 406 members signed up more than 500 PEOPLE members. Above are the Local's PEOPLE award winners, with CSEA Metro Region George Boncoraglio at left.



Here's how to join the PEOPLE Club

The good your contribution does is its own reward. But when you sign up to authorize a PEOPLE payroll deduction, you get something else — a reminder of just how important your contribution is.

Sign up for \$1.50 to be deducted from your paycheck every two weeks and you are enrolled in the President's Club. You'll receive:

- a President's Club membership card;
- a President's Club lapel pin;
- a subscription to *The Leader*, AFSCME's quarterly legislative and political action newsletter; and
- the AFSCME Voter Guide.

Sign up for a \$2 bi-weekly deduction and you are enrolled in the VIP President's Club. You'll receive all of the above items plus:

- a VIP windbreaker jacket the first year;
- a pen and pencil set the second year;
- a VIP sweatshirt the third year; and
- a canvas carry-on flight bag the fourth year.

Sign up for the \$3 bi-weekly deduction and you'll get all the

benefits of the President's Club, the VIP President's Club and:

- you become a member of the CSEA Local 1000 PEOPLE Club; and
- receive a CSEA/AFSCME "In partnership for PEOPLE" gold key ring.

Local government members whose contracts do not provide for PEOPLE deduction privileges may make contributions of \$35 to join the President's Club, \$50 to join the VIP President's Club and \$75 to join the Local 1000 PEOPLE Club and receive the appropriate incentives.

YES, I WANT TO BE A MEMBER OF THE PEOPLE CLUB.	
<p style="text-align: center;">• STATE DIVISION MEMBERS •</p> <p>Name _____ <small>LAST FIRST MIDDLE</small></p> <p>Address _____ Apt. # / Floor _____ <small>City State ZIP</small></p> <p>Social Security No. _____</p> <p>Work Phone () _____ Home Phone () _____</p> <p>Job Title _____</p> <p>Region _____ Local _____ Agency _____ Payroll Item # _____</p> <p>Name of Employer _____</p> <p>Number of Months Employed Annually _____</p> <p>Deduction per pay period: <input type="checkbox"/> .50 <input type="checkbox"/> 1.50 <input type="checkbox"/> 2.00 <input type="checkbox"/> 3.00 <input type="checkbox"/> Other</p> <p><small>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 indicated above 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.</small></p> <p>SIGNATURE _____ DATE _____ <small>If \$2.00 or more is checked above, circle jacket size: X-Small / S / M / L / X-L / XX-L</small></p>	<p style="text-align: center;">• LOCAL GOVERNMENT MEMBERS •</p> <p>Name _____ <small>LAST FIRST MIDDLE</small></p> <p>Address _____ Apt. # / Floor _____ <small>City State ZIP</small></p> <p>Social Security No. _____</p> <p>Work Phone () _____ Home Phone () _____</p> <p>Job Title _____</p> <p>Region _____ Local _____ Department _____</p> <p>Name of Employer _____</p> <p>Number of Months Employed Annually _____</p> <p>Enclosed is my personal check, money order or credit card contribution in the amount of: <input type="checkbox"/> 35.00 <input type="checkbox"/> 50.00 <input type="checkbox"/> 75.00 <input type="checkbox"/> Other</p> <p><input type="checkbox"/> VISA <input type="checkbox"/> MASTERCARD Expiration Date _____ ACCOUNT NUMBER _____</p> <p>SIGNATURE _____ DATE _____ <small>If \$50.00 or more is contributed, circle jacket size: X-Small / S / M / L / X-L / XX-L</small></p>

Remember to register!

To be able vote on Nov. 6 you must be registered.

If you have *not* voted in the last four years or if you have moved in the last year:

YOU MUST REGISTER TO BE ABLE TO VOTE ON NOV. 6.

The deadline to register is OCT. 15.

Call your county Board of Elections for more information.

Voting is a privilege — make the most of it!

What ails you?

Repetitive motion disorders may not sound familiar, but the symptoms are

If you do something often enough, it becomes second nature. It could also become harmful.

Jim Dwyer hardly gave it a thought the first few times he felt a tingling sensation in his wrist and forearm last spring.

"Probably just the damp spring weather," he eventually said to himself and continued hammering nails and cutting boards. A carpenter, Dwyer wasn't about to let a little discomfort slow him down.

In the office building across town, Alice Benson paused at her keyboard. There it was again, that nagging combination of pressure and pain that seemed to burn inside both wrists. It was even keeping her awake several hours a night lately.

"You're just getting old," her supervisor kidded when she mentioned it in passing.

By late summer, Dwyer could barely swing his hammer and sawing boards was out of the question. Alice Benson felt wrist pain almost constantly now and her productivity on the VDT had fallen way off.

Jim Dwyer and Alice Benson are fictitious. But there are many CSEA members just like them who suffer from a variety of physical ailments without realizing their problems are job-related, repetitive motion disorders.

Leading injury

Repetitive motion disorders are just now becoming recognized as the leading type of occupational injury among American workers.

According to the U.S. Bureau of Labor Statistics, nearly 50 percent of all on-the-job injuries reported last year were attributed to repetitive motion problems.

That fact alone is cause for CSEA concern. It's even more serious because the type of work CSEA members perform puts many of them at great risk of developing problems.

"A lot of attention has been focused on repetitive motion disorders associated with improper VDT use, primarily because the field is fairly new," said CSEA Director of Occupational Safety and Health James Corcoran. "But the problems have

actually been around for a long time and affect a lot of other workers too — particularly those in operational titles."

Repetitive motion disorders include a wide variety of ailments and injuries caused by the stress of doing tasks repeatedly. Work tasks such as gripping, twisting, reaching and lifting become hazardous with excessive repetition.

Avoiding problems

Many of these repetitive motion disorders can be avoided with some common sense and an effort to modify work practices and conditions. CSEA's landmark VDT policy developed through labor-management agreement with New York state has a goal of reducing worker injury and improving comfort and productivity by providing appropriate equipment and training to use it properly.

Diagnosing the pain

Carpal Tunnel Syndrome is the most frequently reported repetitive motion disorder. Carpal Tunnel Syndrome is a disorder of the hand caused by injury of the median nerve inside the wrist. The Carpal Tunnel is a narrow passageway on the palm side of the wrist which contains tendons, nerves and blood vessels.

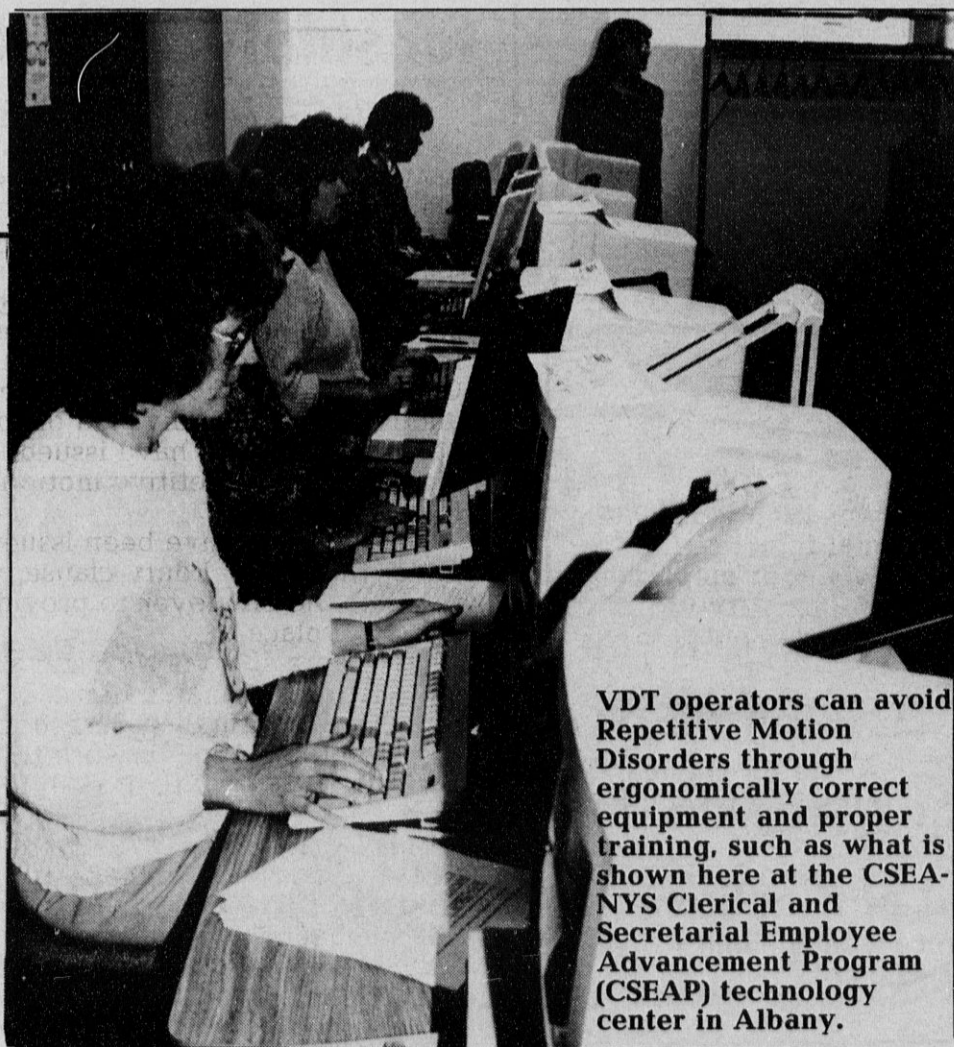
Symptoms include numbness of the hands, tingling and pain and an inability to grasp, hold and manipulate objects. It is not unusual to experience pain all the way up the arm to the shoulder.

There are other common repetitive motion disorders caused by on-the-job strain, such as tendonitis, epicondylitis or tennis elbow, writers cramp or bursitis, to name a few.

It's also important to note that individual workers may develop one or more of these ailments at the same time.

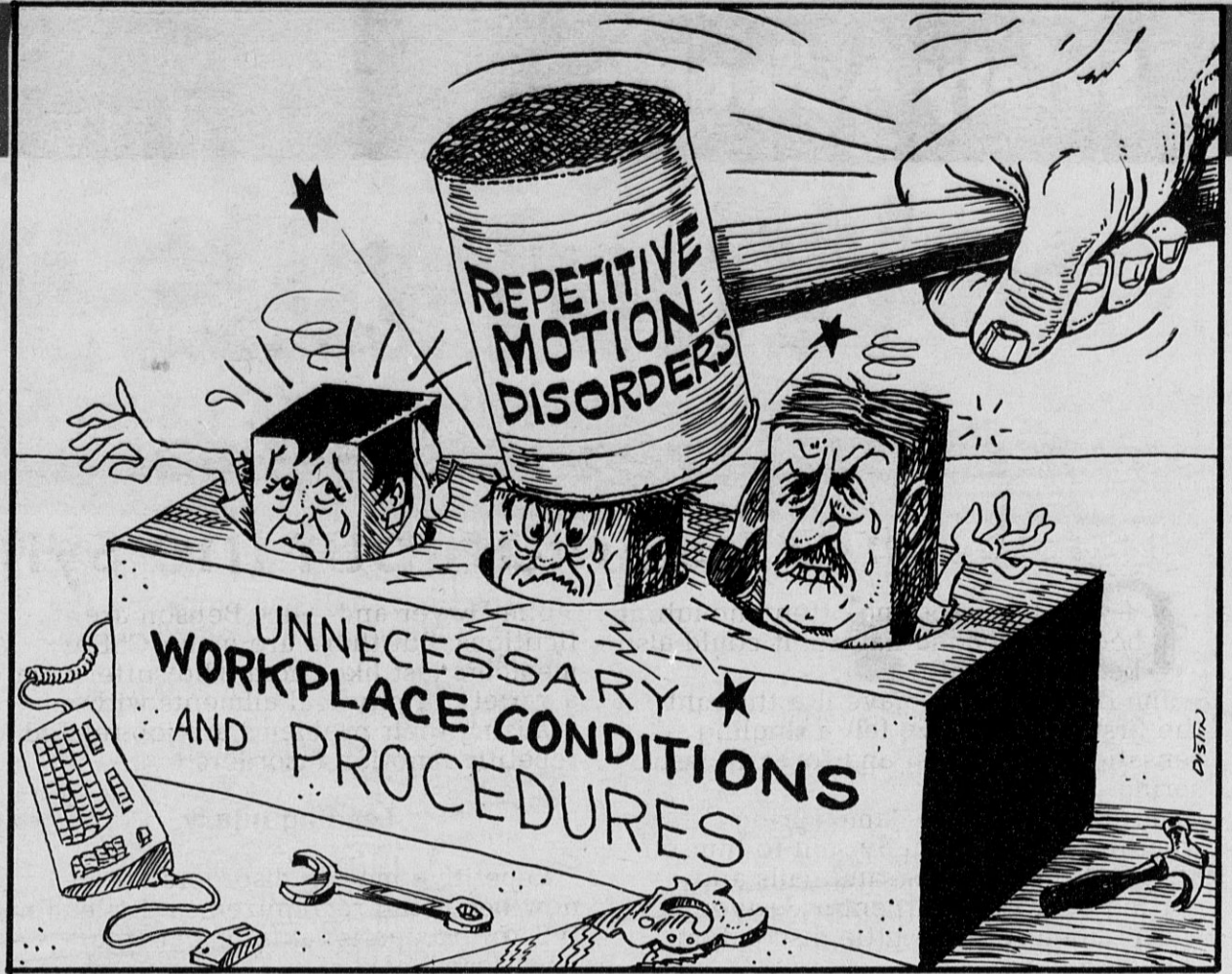
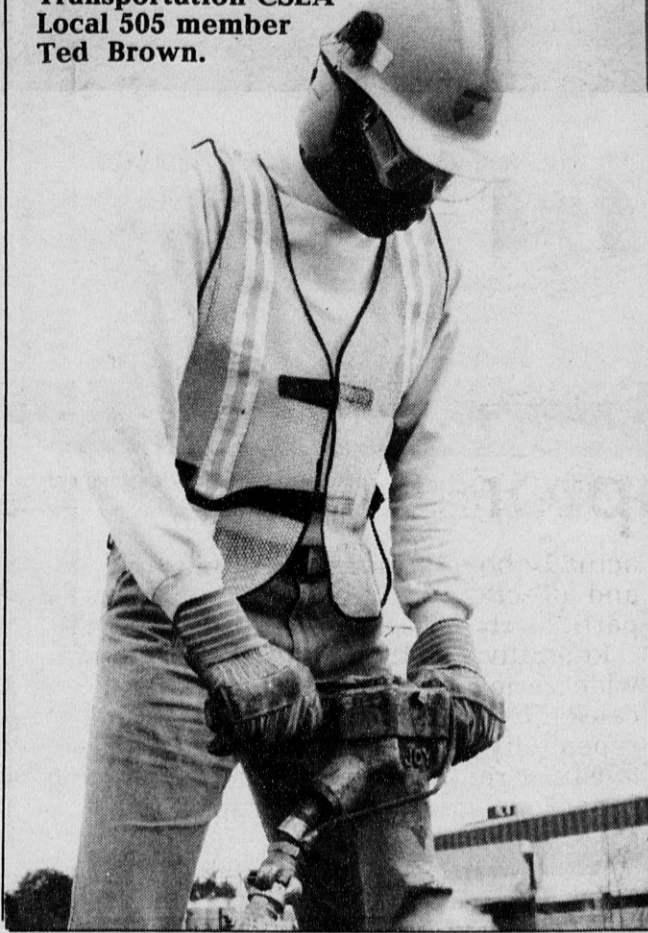
At one time it was thought that women are more susceptible to many of these ailments than men are. Today it's not clear if that's true.

While large numbers of women workers suffer from repetitive motion disorders, it may be related to the work they perform or the use of equipment that was not properly designed for their use.



VDT operators can avoid Repetitive Motion Disorders through ergonomically correct equipment and proper training, such as what is shown here at the CSEA-NYS Clerical and Secretarial Employee Advancement Program (CSEAP) technology center in Albany.

Department of
Transportation CSEA
Local 505 member
Ted Brown.



Similar approaches can be used for workers in other circumstances:

* **Training and Education** — Through training workers learn how to reduce awkward repetitive motion patterns. Using proper technique helps reduce the risk of injury and makes them more productive. It's also important that supervisors and workers learn to detect early signs of repetitive motion injuries.

* **Job Rotation/Job Enlargement/Regular Breaks** — Jobs can be redesigned to eliminate or greatly reduce monotonous repetitive tasks. Instead of performing the same tasks over and over again, varied duties allow muscles and tendons to relax and even heal.

* **Redesign Tools** — Grips that don't fit the hand create more stress on the hands when manipulating, squeezing or

pressing. Having various sizes available helps avoid problems. Also, engineering controls such as anti-vibration clothing, gloves and equipment can greatly reduce injury caused by vibrating tools.

* **Redesign workstation** — using ergonomics, a science that fits workplace to the worker, not vice versa, the work environment becomes less hazardous and more productive.

These modifications cost money but they also save a lot more money in the long run through increased productivity and by eliminating the high cost of the occupational injury.

For example, when Carpal Tunnel Syndrome, one of many repetitive motion disorders, becomes severe it may require surgery followed by extensive therapy. Recovery can take from three to 10 weeks.

Worst of all, Carpal Tunnel Syndrome can return after surgery unless you change the stressful circumstances that caused it in the first place.

* * *

Understanding Repetitive Motion Disorders is a key to avoiding injury. This feature is one of several planned efforts, initiated by the CSEA Standing Committee on Safety and Health, to inform CSEA members about the issue.

File workers comp claim for repetitive motion injuries

If you suffer from repetitive motion disorders, you should certainly tell your doctor about the type of work you perform whether he/she asks or not.

You should also consider getting a diagnosis from one of the occupational safety and health clinics located across the state. The clinics are staffed with medical specialists who are trained to determine whether injuries are occupationally related.

Workers who suffer from occupational repetitive motion injuries should also file for Workers Compensation.

There are several reasons why these actions are important:

* **Workers Compensation is intended to cover occupational injuries; failure to use the system lets your employer off the hook on responsibility for workplace safety and also puts an inappropriate strain on your medical insurance that will result in higher premiums.**

* **Workers Compensation medical costs are paid in full while protecting your time away from work.**

* **Medical proof that workers are getting hurt from their working conditions forces management to take the situation seriously.**

Employer responsible for safety and health

Repetitive Motion Disorders are increasingly recognized as an occupational injury. As such, your employer has a legal obligation to eliminate the risk of injury — no matter what that requires.

While there is no specific OSHA standard to protect workers from repetitive motion disorders, both OSHA and the Public Employee Safety and Health (PESH) division of the state Labor Department have issued citations over repetitive motion injuries.

The citations have been issued under the general duty clause, which requires the employer to provide a safe workplace.

If workers at your worksite are experiencing ailments that may be repetitive motion disorders, document the symptoms, type of work they perform and detail their daily activities.

This is particularly true if there are clusters of workers experiencing problems.

If management is unresponsive, file a PESH complaint with the state Labor Department.

REPORT OF THE CONSTITUTION AND BY-LAWS COMMITTEE

to be presented to
delegates attending CSEA's 80th Annual Meeting
October 21-26, 1989 at Kiamesha Lake, N.Y.



Bold Face = new material
[brackets] = removal of old material

The Constitution and By-Laws Committee has met 11 times since the Annual Delegates Meeting in 1989. The meeting dates were February 15, 1990; February 16, 1990; March 12, 1990; March 13, 1990; April 18, 1990; April 19, 1990; May 7, 1990; June 4, 1990; July 9, 1990; August 1, 1990; and August 14, 1990. The Constitution and By-Laws Committee has, amongst its functions, the recommendation to the Delegates on 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 interest of the Association. All recommendations of this Committee are made to the Delegates, together with the reasons for the recommendations.

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

(1) The following amendment to Article III is submitted to the Delegates by the Constitution and By-Laws Committee.

"ARTICLE III Membership

Section 1. MEMBERS. (a) Persons who are employed in the Civil Service of the State of New York or any political subdivision thereof or any public authority, public benefit corporation or similar autonomous public agency for which no other employee organization has been recognized or certified as the collective bargaining agent pursuant to law shall be eligible for membership.

(b) The President, subject to the approval of the Board of Directors, may issue Local charters or authorize the enlargement of the jurisdiction of existing Local charters to include other appropriate groups of workers not specifically enumerated in this Article, whose employment while not in the public sector is of such a type and nature that it is the same or similar to

work traditionally performed by public sector workers. Workers within such jurisdictions shall be eligible for the types of membership defined in this Article.

Section 2. ASSOCIATE MEMBERS. TEXT REMAINS SAME.

Section 3. RETIRED MEMBERS. TEXT REMAINS SAME.

Section 4. REPEALED."

Explanation: This amendment merely moves language now found in Article III, Section 4 to Article III, Section 1(b). Article III will then cover all members who are actively employed and are not in negotiating units represented by other unions. The Committee recommends adoption of these amendments.

(2) The following amendment to Article IV, Section 1 is submitted to the Delegates by the Committee as a result of a recommendation of the late Donald Webster, Chairperson of the Retiree Executive Committee.

"ARTICLE IV

Organization of the Association

Section 1. DIVISIONS. The Association shall be organized in [two] **three** divisions to be known as the State Division, [and] the Local Government Division **and the Retiree Division**. Members who are employees of the State shall be in the State Division, and members who are employees of the political subdivisions of the State shall be in the Local Government Division. Members who are employees of any public authority, public benefit corporation or similar autonomous public agency may, with the approval of the Board of Directors, elect as a unit to affiliate with a State Department or a Local Government Local with the consent of such State Department or Local and shall thereupon become members of the division with which they have affiliated. **Retired members shall be in the Retiree Division, which shall be governed by the Retiree Division Constitution to the extent that it is not inconsistent with the Constitution of the Civil Service Employees Association, Inc.**

Explanation: Article III, Section 3 of the Constitution authorizes "Retired Members" and "Retired Member Locals" of CSEA, but Article IV which provides for the organizational structure of CSEA omits any reference to them. This amendment corrects the omission and conforms the Constitution to the actual practice. The Committee recommends adoption of these amendments.

(3) The following amendment to Article VII, Section 3 is being submitted by the Constitution and By-Laws Committee as a

result of a recommendation of William McMahon, former Chairperson of Directors' Charter Committee.

"ARTICLE VII

Local Government Division

[Section 3(c). LOCALS. It shall be discretionary for each Local Government Local to provide for the granting of Sections within the Units of the Local, each of which shall be empowered to elect its own officers.]"

Explanation: This language is inconsistent with current practice. Article XIV, Section 3 of the Model Unit Constitution provides that the creation of Sections of a Unit is the responsibility of the Unit Executive Board. This is the current practice and it is effective. Accordingly, the Committee recommends adoption of this amendment.

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

(1) The following amendments to Article VIII, Sections 1 and 2 are submitted to the Delegates by the Committee as a result of recommendations made by Charles Peritore, Chairperson of Retiree Division.

"ARTICLE VIII

Delegates

Section 1. ACTIVE MEMBERS. TEXT REMAINS SAME.

Section 2. RETIRED MEMBERS. The Chairperson of the Retiree Executive Committee, or in his or her absence, the Vice Chairperson, shall be a non-voting delegate to the annual delegate meeting of CSEA, provided however that on issues and motions relative to the Retiree Division, the Retiree Delegate shall have both the right to speak before the Delegates and one vote for each Retiree Local of the Retiree Division."

Explanation: The proposed language represents the current practice of CSEA and the Committee endorses it. Moreover, this practice is set forth in Article IV, Section 4 of the Retiree Division Constitution. Since it affects a structure governed by the Constitution of CSEA, Inc., it belongs in that Constitution. The Committee recommends adoption of this amendment.

(2) The following amendment to Article IV, Section 2 is submitted to the Delegates by the Committee as a result

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(Continued from Page 12)

of recommendations made by Charles Peritore, Chairperson of Retiree Division.

"ARTICLE IV

Organization of the Association Section 2. BOARD OF DIRECTORS.

The power and authority to transact all business of the Association shall, subject to the power and authority of the Delegates at meetings of the Association, be vested in a Board of Directors which shall consist of the following:

(a) Voting Members — The voting members of the Board of Directors shall be the Officers of the Association, members of the Executive Committee of the State Division, and members of the Executive Committee of the Local Government Division.

(b) Non-Voting Members — The non-voting members of the Board of Directors shall be the Chairpersons of all Standing Committees as established in Article VI, Section 1 of the By-Laws and the Chairperson or Vice Chairperson of the Retiree Division Executive Committee.

Non-Voting Members of the Board of Directors shall not introduce, second, or debate any action before the Board except matters affecting the non-voting member's own Committee, **provided however that the Chairperson of the Retiree Executive Committee, or in his or her absence, the Vice Chairperson, shall have one vote at a meeting of the Board of Directors on matters concerning the Retirees.**

The Board of Directors shall establish and appoint committees to be known as Board Committees. The Board Committees shall consist of only voting members of the Board of Directors and each committee shall elect its own Chairperson."

Explanation: The representative of the Retiree Division is now permitted to vote at the Delegates' meeting on issues affecting Retirees. This same privilege should apply at meetings of the Board of Directors. The Committee recommends adoption of this amendment.

(3) The following amendment to Article VI, Section 2 is submitted to the Delegates as a result of recommendations made by Thomas Jefferson, First Vice President of Local 694, Betty Lennon, President of Local 612 and Wanda Lubinski of Local 673.

"ARTICLE VI

State Division

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%)] **five percent (5%)** of the members in good standing eligible to vote in the election provided, however, that in no event will more than [450] **250** 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."

Explanation: Positions on the Board of Directors represent Statewide responsibility for the Union as a whole. Given the size of CSEA, candidates for its Board of Directors should have recognition beyond a small number of members, as their responsibility and duties do not correlate solely with their own particular interest group. For most positions, the number of signatures submitted has far outreached the number required at 450 as well as the number available in the candidate's home Local. This leads the Committee to believe that most candidates for Board seats recognize their broad responsibility and do not have difficulty in meeting the 450 signature requirement now in effect. Since the petition process has been in effect, the Committee is aware of only a handful of situations wherein a candidate has failed to secure the requisite number of signatures. In one recent instance, the home Unit was over 6,000 members but only 291 signatures were secured. That candidate did not have to go outside the home Local to secure signatures but was unable to gain enough anyway. The Committee feels strongly that the present requirement is no obstacle to a serious candidate securing a place on the ballot, yet ensures that there is at the least some credible showing of interest in the candidacy. The Committee recommends defeat of this amendment.

(4) The following amendment to Article VII, Section 2 is submitted to the Delegates as a result of recommendations made by Thomas J. Jefferson, First Vice President of Local 694, Betty Lennon, President of Local 612 and Wanda Lubinski of Local 673.

"ARTICLE VII

Local Government Division

Section 2. (a) NOMINATIONS.

Nominations for members of the Local 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%)] **five percent (5%)** of the members in good standing eligible to vote in the election provided, however, that in no event will more than [450] **250** 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 Local Government Executive Committee. Write-in votes are prohibited.

Explanation: Positions on the Board of Directors represent Statewide responsibility for the Union as a whole. Given the size of CSEA, candidates for its Board of Directors should have recognition beyond a small number of members, as their responsibility and duties do not correlate solely with their own particular interest group. For most positions, the number of signatures submitted has far outreached the number required at 450 as well as the number available in the candidate's home Local. This leads the Committee to believe that most candidates for Board seats recognize their broad responsibility and do not have difficulty in meeting the 450 signature requirement now in effect. Since the petition process has been in effect, the Committee is aware of only a handful of situations wherein a candidate has failed to secure the requisite number of signatures. In one recent instance, the home Unit was over 6,000 members but only 291 signatures were secured. That candidate did not have to go outside the home Local to secure signatures but was unable to gain enough anyway. The Committee feels strongly that the present requirement is no obstacle to a serious candidate securing a place on the ballot, yet ensures that there is at the least some credible showing of interest in the candidacy. The Committee recommends defeat of this amendment.

(5) The following amendment of Article VIII is submitted to the Delegates by the Committee as a result of the recommendations made by President Joseph E. McDermott.

"ARTICLE VIII

Delegates

Section 1. DELEGATE STATUS. TEXT REMAINS SAME.

Section 2. DELEGATE DUTIES.

(a) It shall be the responsibility of each Delegate to any Association meeting to attend all general business sessions of said meeting.

(b) It shall be the responsibility of each Local President, who by virtue of his/her office is a Delegate to all Association meetings, to ensure that there is attendance from his/her delegation at education and training sessions held during any Association meetings.

(c) It shall be the responsibility of all Delegates in attendance at any Association meeting to report on the business and other programs of that Association meeting, at their Local Executive Board's first meeting following the close of the Association

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(Continued from Page 13)
meeting upon which the report is based."

Explanation: The annual meeting has two components: educational programs and general business meetings. Delegates to the annual meeting attend it on behalf of their Locals. Accordingly, they should be required to report to the Local membership, sharing with the membership information obtained at the educational programs and informing the membership as to actions taken at the general business meetings. The Committee recommends adoption 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, THE AMENDMENTS WILL BECOME EFFECTIVE IMMEDIATELY.

(1) The following amendment to Article I, Section 7 of the By-Laws is being submitted to the Delegates by the Constitution and By-Laws Committee as a result of a suggestion made by Jeff Howarth, President of Local 159.

"ARTICLE I Officers

Section 7. HONORARIA. The Board of Directors may establish an honorarium for each officer [in an amount to be determined by the Board of Directors.] of the Association.

Honoraria for the Board of Directors may only be established by the delegate body. Establishment of any honorarium or change in the amount of any existing honorarium shall not take effect until after an intervening election has occurred.

The establishment of any honorarium or the change in any existing honorarium must be approved by the [appropriate] delegate body prior to the beginning of the election procedure for the next term of office for the position or positions affected. All newly created honoraria or any changes in honoraria shall be published in the official paper of the CSEA within thirty (30) days of the change."

Explanation: Mr. Howarth wrote, in support of this proposal: "The rapid increases in honoraria for the officers of the Association are not in tune with the financial picture presented to the delegates before the last dues increase. Also the increase is not consistent with the raises negotiated around N.Y. State for the general membership. The elected Local union leadership, delegate body, should decide all amounts for honoraria at a statewide level."

The Committee wrote to Mr. Howarth that his proposal does not appear to be reasonably related to the justification, and it sought further clarification. Mr. Howarth responded that his justification was self-explanatory and he requested that his proposal be submitted to the Delegates. The Committee has acceded to his request, but recommends defeat of this amendment.

(2) The following amendment of Article II, Section 1 is submitted to the Delegates by the Committee as a result of the recommendations made by President Joseph E. McDermott.

"ARTICLE II Meetings

Section 1. ANNUAL MEETING. The Annual Meeting of the Association shall be held on call of the President between the 15th day of September and the 15th day of November in each year. The President shall give notice of the date of such meeting to the President of each Local, Region and members of the Board of Directors before April 15th in each year. Each year the Annual Meeting shall last [for] up to a maximum of five days. Prior to the convening of the general session, meetings shall be conducted which shall be consistent with the internal make-up of CSEA with direction toward bargaining unit seminars and State Department meetings for the State Division delegates and appropriate workshops for the various components of the Local Government Division. Standing Committees, which are submitting reports to the delegate body, shall conduct an open forum during the first two days of the meeting. Separate sessions of the State Division and Local Government Division shall be held prior to the general meetings. Necessary business appropriate to the separate divisions shall be conducted at these separate sessions, while business pertaining to the Association as a whole shall be conducted at the General Business meetings. Subsequent dates shall be devoted to an agenda fully prepared, described and distributed to Local Presidents, Region Presidents and delegates, thirty days prior to the Annual Meeting. The President may call a meeting of the Board of Directors for the day prior to the first day of the Annual Meeting.

TEXT REMAINS SAME."

Explanation: President McDermott has written to the Committee: "The obvious benefit is to provide more flexibility in location choice due to availability, less costs if Union business does not necessitate a lengthy agenda and more flexibility in planning. Further, a good number of Delegates are still required to utilize their personal accruals to attend these meetings." The Committee understands the reasons of President McDermott, but takes no position with respect to them. Accordingly, it makes no recommendation.

(3) The following amendment to Article VI, Section 1 of the By-Laws is submitted to the Delegates by the Constitution and By-Laws Committee as the result of the suggestion made by C. Allen Mead, President of Region IV.

"ARTICLE VI Committees

Section 1. STANDING COMMITTEES. The Standing Committees of the Association shall be as follows: Insurance Committee, Legal Committee, Revision of Constitution and By-Laws Committee, Convention Committee, Political and

Legislative Action Committee, Committee for Methods and Procedures, Education and Training Committee, Election Committee, Committee to Investigate Governmental Employment and Training Programs, Membership Committee, Statewide Safety and Health Committee, and Women's and Working Families Committee. Standing Committee chairpersons and members shall be appointed by the President for the duration of the President's term of office or until the successor appointments have been made. No officer shall be eligible to be a member of a standing committee. No member of the Board of Directors shall be eligible to serve as a chairperson of a standing committee. All standing committee appointments shall be made within sixty days after the installation of the Association President and any vacancies which occur shall be filled within thirty days. If no appointments have been made by the President within thirty days of the occurrence of a vacancy, such appointments shall be made by the Board of Directors. As far as practicable, consideration shall be given to a candidate's qualifications and expertise in the area in which the standing committee shall be operating.

TEXT REMAINS SAME."

Explanation: The Constitution and By-Laws Committee sought the advice of the Women's Committee with respect to this proposal. The Women's Committee recommended that the proposal be rejected. It indicated that while women have concerns regarding working families, those concerns are also shared by men. The primary concern of the Women's Committee is with issues that are particular to women. Thus, while the Women's Committee is concerned with working families' issues, it believes that the proposed change of name would lead to a change in the primary mission of the Committee. The Committee recommends defeat of this amendment.

(4) The following amendment to Article VI, Section 3 of the By-Laws is submitted to the Delegates by the Constitution and By-Laws Committee as a result of the suggestion made by Jeff Howarth, President of Local 159.

"ARTICLE VI Committees

Section 3. STATE NEGOTIATING COMMITTEES. There shall exist the following negotiating committees: 1. Operational; 2. Administrative; 3. Institutional, in addition to any other duly certified state bargaining unit or units which CSEA may represent. All appointments to the Negotiating Committees shall be made by the President [upon the advice and consent of] with two (2) members of each team being appointed for each of the six (6) Regions upon submission by the appropriate Region Executive Board. When, as the result of the collective bargaining process, a tentative agreement or contract is reached between CSEA, Inc. and the State of New York on behalf of any duly certified bargaining unit or units, a full and

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complete copy of such additions and deletions to the contract by section shall be sent to each member of the affected unit or units, and a reasonable amount of time for reading and discussion shall be allowed prior to the taking of the ratification vote."

Explanation: The proposal would set the number of persons on the State Negotiating Committee at two (2) per Region and would provide for appointment by the President of those members submitted by the Region Executive Board. The Committee believes that it is not appropriate for the By-Laws to set forth the size of a negotiating team because that determination should be based upon the fiscal considerations, negotiating strategy and other concerns that are appropriate in the negotiation year. In addition, the Committee feels that the present structure, which allows the Region Executive Board to submit names from which the Association's President will appoint persons to the Statewide Negotiating Committee, is appropriate because the collective bargaining agreements being negotiated are Statewide and not Regional agreements. The Committee recommends defeat of this amendment.

ALL CORRESPONDENCE WITH RESOLUTIONS AND/OR PROPOSED AMENDMENTS RECEIVED BY THE COMMITTEE AS OF THE DATE OF ITS LAST MEETING (AUGUST 14, 1990) HAVE BEEN REVIEWED. APPROPRIATE RESPONSES HAVE BEEN DIRECTED TO THE INDIVIDUALS. LISTED BELOW ARE PROPOSED AMENDMENTS THAT THE COMMITTEE CHOSE NOT TO REPORT OUT WITH THE RATIONALE FOR SAID DECISION:

(1) Proposal of Beth Luttinger, Treasurer of Local 830, dated June 13, 1989 that (a) when a Local submits its Budget & Audit forms as prescribed by the appropriate constitution, it shall receive its rebate within 30 days thereafter; and (b) the Auditing Committee of the State, Region, Local and Unit shall have the authority to review the financial records of their subordinates.

Rationale: As to the first proposal, the Committee has ascertained that delays in issuing rebates to Locals are usually the consequence of the late receipt of information from Units of the Locals regarding dues and agency shop fees, or the delay in receiving payments and information from employers. The Committee has also ascertained that Locals which have cash flow problems because of these delays have requested and received advances on rebates. Under these circumstances, the Committee believes that mandating a particular time frame for the issuance of rebates would place an undue burden on the limited resources of CSEA. As to the second proposal, the Committee has ascertained that Local Treasurers already have the ability to contact subordinate Units to clarify reports submitted. Furthermore, the purpose of Audit Committees is to

review the financial records of CSEA subdivision at its own level and not of lower level subdivisions.

(2) Proposal of Charles Peritore, Chairperson of Retiree Division, at a meeting of the Committee on May 7, 1990 to amend the Constitution as appropriate to provide that both the Chairperson and Vice Chairperson of the Retiree Division shall be representatives of the Retiree Division on the Board of Directors and that one shall be a representative of the Retiree Division on the State Executive Committee while the other would be a representative of the Retiree Division on the Local Government Executive Committee.

Rationale: The Committee believes that it is appropriate for the Retiree Division to be represented at Board of Directors meetings by a single representative. The Committee also sees no reason for Retiree representatives to attend State or Local Government Division meetings as a routine matter because the Retiree Division is a distinct and separate division.

(3) Proposal of Charles Peritore, Chairperson of Retiree Division, at a meeting of the Committee on May 7, 1990 to amend the Constitution as appropriate to prescribe standards for ascertaining what is a "Retiree issue" for the purposes of permitting the representative of the Retiree Division to vote at Delegate and Board of Directors meetings.

Rationale: The Committee believes that it would be difficult if not impossible to anticipate the issues that might be determined to be Retiree issues. Accordingly, it believes that the current procedure is the appropriate one: That the Chairperson of the meeting make a ruling whenever the question of whether a proposal involves a Retiree issue is raised. Such rulings of the Chairperson are subject to appeal in accordance with Robert's Rules of Order.

(4) Proposal of Dorothy Kothen, Local 903 President, that the Chairperson of Retiree Executive Committee be accorded all the privileges of a Vice President of the Association with the exception of a salary.

Rationale: CSEA has three divisions, a State Division, a Local Government Division and a Retiree Division. The Chairperson of the State and Local Government Division do not, as an incident of their offices, receive the benefits of CSEA Vice President, neither should the Chairperson of the Retiree Division.

(5) Proposal of William McMahon, former Chairperson of the Directors' Charter Committee, that elections for various Statewide, Regional, Local and Unit officers be put on a rotating four year schedule.

Rationale: This recommendation is not consistent with federal law. The Labor-Management Reporting and Disclosure Act provides that "every local labor organization shall elect its officers not less often than once every three years by secret ballot among the members in good standing." This provision is applicable to

CSEA Elections.

(6) Proposal of Charles Peritore, Chairperson of Retiree Division, at a meeting of the Committee on May 7, 1990 to amend the Constitution that the voting strength of the Retiree members be increased at the Delegates meeting — on Retiree issues only — to one vote for every 100 members.

Rationale: Article III of the Constitution provides that retired members are not entitled to those rights afforded full dues paying members of CSEA. Furthermore, they are not full dues paying members and additionally, CSEA locals are not afforded representation allowances for less than full dues paying members such as associate members. The rationale has existed since the establishment of the Retiree Division and Retiree Conventions. Thus, all retiree issues should be addressed through those forums and since the Committee is already supportive of a change in Article VIII in this report which allows recognition of the Retiree Division's voice at the CSEA, Inc. Convention (one vote per Retiree Local) as outlined and approved in their Division Constitution, the Committee does not believe that they should be given full voting strength even on retiree issues.

(7) Proposal of Peter Ellison, President of Local 880, dated July 16, 1990 to amend Article IV, Section 5(c) to disqualify "part-time members" from being candidates for office in CSEA Elections.

Rationale: CSEA has no part-time members: all membership is full-time even if the employment is part-time. Part-time employees pay dues to CSEA on the same basis as full-time employees. The disqualification of full dues paying members from running for office raises serious questions under the Labor-Management Reporting and Disclosure Act.

UNFINISHED BUSINESS

(1) Proposal of Betty Lennon of Local 612 and Henry Brennan of Local 426 that slate voting be authorized.

Analysis incomplete.

(2) Proposal of William McMahon of Local 688 that instead of holding special elections for vacancies on the Statewide Board of Directors, the President be given the authority to appoint, with approval of the Board of Directors, a replacement for the remainder of the term of a vacant office.

Analysis incomplete.

(3) Proposal of William McMahon of Local 688 that candidates for Statewide and Region officers be elected by their respective Executive Boards rather than by the membership as a whole.

Analysis incomplete.

Respectfully submitted,
Terrence Melvin, Chairperson
Rita Wallace, Vice Chairperson
Vicki Burton
Allan Teitler
Richard Noreault
Barbara Reese
Robert Simoni

Therefore be it resolved . . .

A report by the CSEA Resolutions Committee concerning proposals to be submitted for consideration of delegates attending CSEA's 80th Annual Delegates Meeting Oct. 21 to 26 in Kiamesha Lake, N.Y.

The Resolutions Committee met at CSEA Headquarters on September 4, 1990. In attendance were: Jack Rudy, Chair, Alan Tietler, Isabel Cohen, Rebecca Lawson, Harold Reinhardt, Liz Puttre, Sam Longo, Marge Flynn, Karen Spottford and Bob Nurse. At this meeting the following resolutions were reviewed:

RETIREE DUES

Submitted by President Joseph E. McDermott and Charles Peritore, Chair of the Retiree Executive Committee, and recommended by the Resolutions Committee:

WHEREAS: CSEA recognizes the special contributions made by union retirees via sponsorship of the Retiree Division; and

WHEREAS: The Retiree Division, also known as AFSCME Retiree Chapter 1000, promotes and protects the rights of retired public employees through legislative, educational, community involvement and organizing programs and

WHEREAS: Retiree Division membership is the passport to an active lifestyle and staying involved; and

WHEREAS: Retiree members enjoy members-only benefits of the AFSCME Mastercard, United Buying Service, Personal Legal Services Plan and continuation of CSEA insurance plans; and members stay informed via the CSEA Retiree Newsletter, the AFSCME Retiree Rights Newsletter, and the AFSCME Public Employee Magazine; and

WHEREAS: CSEA continues to work very hard to improve the services and benefits for retiree members and to encourage their continued involvement in the Union;

THEREFORE BE IT RESOLVED: That all CSEA Locals consider paying the first year of retiree membership dues for their retiring members; and

BE IT FURTHER RESOLVED: That Local Presidents inform the Retiree Division at Headquarters if the Local will pay the first year dues; and

BE IT FINALLY RESOLVED that UNIONISM CONTINUES AT RETIREMENT.

LYME DISEASE

Submitted by the CSEA Officers and approved by the Resolutions Committee.

WHEREAS: Lyme disease is a potentially debilitating illness which is transmitted to humans by ticks; and

WHEREAS: Ticks which carry Lyme disease can be found in many outdoor settings; and

WHEREAS: Many CSEA members such as park and recreation workers, forestry workers, and others work in outdoor settings where Lyme disease-carrying ticks may be prevalent; and

WHEREAS: Lyme disease is not easily detected by current diagnostic methods; and

WHEREAS: Some CSEA members have been unable to obtain workers' compensation benefits for Lyme disease.

THEREFORE BE IT RESOLVED: That CSEA educate its members, through whatever means possible, about the hazards and symptoms of Lyme disease; and

BE IT FURTHER RESOLVED: That CSEA will support Federal and State legislation that will:

1. Educate all workers about Lyme disease,
2. Declare that workers with outdoor occupations and job assignments in areas with Lyme disease infected ticks are at greater risk from Lyme disease; and

BE IT FINALLY RESOLVED: That CSEA will urge locals and councils to obtain employer-paid testing for Lyme disease when more definitive diagnostic methods become available.

RECYCLING

Submitted by Irene Carr, Statewide Secretary, and approved by the Resolutions Committee.

WHEREAS: The CSEA Solid Waste Task Force has researched and analyzed the problems of solid waste as a phenomenon which threatens the environmental quality of life for all CSEA members as citizens and

WHEREAS: the solid waste problem may have far reaching labor relations implications, and

WHEREAS: CSEA has documented the Solid Waste Task Force findings in a widely distributed report, *Throwing Away our Future*, and

WHEREAS: CSEA has criticized government for lack of creative vision and poor public policy relative to such environmental, quality of life and workforce concerns and

WHEREAS: CSEA, in addition to issuing the report, can do more and should be challenged to do more, therefore,

BE IT RESOLVED that CSEA shall henceforth not purchase, supply, or use non-biodegradable or toxic products and materials and further

BE IT RESOLVED that CSEA shall henceforth print on both sides of our reports, and further

BE IT RESOLVED that CSEA shall institute a program for the in-house collection for recycling all waste paper and other recyclable waste products in Headquarters, Regional Offices, Satellite Regional Offices and other affiliated entities, and further

BE IT RESOLVED that such policy and program shall be designed and implemented by the Director of Human Resources and Building Maintenance not later than the December 13, 1990 CSEA Board of Directors meeting.

AMERICAN LABOR HISTORY IN PUBLIC SCHOOLS

Submitted by Joel Schwartz and approved by the Resolutions Committee.

WHEREAS: American labor history is omitted entirely or dealt with superficially in most educational curriculums from elementary school through the secondary school levels; and

WHEREAS: As a result, a significant portion of American society is unaware that the labor movement was instrumental in the passage of legislation and/or the introduction of such standard benefits as child labor laws, the minimum wage, standard workweeks, health and fringe benefits, and health and safety regulations, and civil rights which have profoundly improved the lives of most Americans; and

WHEREAS: The International Union's Education Department has worked with several school districts to develop lesson plans which focus on the role of labor in this country's history; and

WHEREAS: CSEA members are actively involved in coalitions and other advocacy efforts in their communities.

THEREFORE BE IT RESOLVED: That CSEA promote the inclusion of labor history in curricula at all levels of education.

BE IT FINALLY RESOLVED: That CSEA will do this by encouraging the AFL-CIO Education Department to work with textbook companies to enhance the role of labor history; by reaching out to other unions that are involved with educating the nation's children, and working with councils and locals that want to develop educational materials.

(Continued on Page 17)

Therefore

(Continued from Page 16)

SOLID WASTE CRISIS

Submitted by the CSEA Officers and approved by the Resolutions Committee.

WHEREAS: One third of the nation's landfills will be full by 1993, with other landfills closing because they do not meet Federal and State standards; and

WHEREAS: The amount of solid waste generated by Americans is expected to increase each year; and

WHEREAS: Diminishing landfill capacity is resulting in higher costs of solid waste disposal which could reduce the amount of resources available for other public services, with potentially negative consequences for CSEA members; and

WHEREAS: There are solid waste reduction and disposal techniques which can offset the shortage of landfill capacity.

THEREFORE BE IT RESOLVED: That CSEA take an active role in developing an integrated approach to resolving the solid waste crisis giving first priority to waste reduction and recycling, followed by incineration and landfilling as fiscally and environmentally appropriate; and

BE IT FURTHER RESOLVED: That CSEA seek to insure that federal, state and local government legislation, regulations and plans address health and safety concerns associated with the collection and disposal of solid waste; and

BE IT FURTHER RESOLVED: That CSEA will oppose all attempts by state and local governments to use the solid waste crisis as an excuse to transfer public sector responsibilities for waste disposal into the private sector through "contracting out"; and

BE IT FINALLY RESOLVED: That CSEA locals and units support participation in recycling programs in their communities and offices and assist in the development of markets for the materials recovered by these programs by purchasing paper and other products made with recycled materials.

RIGHT-TO-KNOW LAWS

Submitted by the CSEA Officers and approved by the Resolutions Committee.

WHEREAS: CSEA members are exposed to thousands of toxic chemicals on the job, many of which cause cancer, reproductive effects, and other serious chronic and acute health problems; and

WHEREAS: Most CSEA members are now covered by Right-to-Know laws which require labeling of chemical containers, training about the dangers of chemicals and how to protect yourself, and provision of Material Safety Data Sheets; and

WHEREAS: Most employers of CSEA members are not complying with the requirements of Right-to-Know laws. Most members have not received adequate training or information; and

WHEREAS: Few states have provisions in their Right-to-Know laws which require employers to train workers about the infectious diseases they may be exposed to; and

WHEREAS: Most Material Safety Data Sheets that CSEA members receive do not contain much of the information required by law, and most are very difficult for the average member to understand

THEREFORE BE IT RESOLVED: That CSEA locals and units work to include infectious disease training in those Right-to-Know laws which do not have such language; and

BE IT FURTHER RESOLVED: That CSEA urge federal and state OSHA and PESH to better enforce the Right-to-Know laws; and

BE IT FINALLY RESOLVED: That CSEA urge OSHA and PESH to work out a standard format for Material Safety Data Sheets which can be understood by the average person, and that OSHA and PESH work to better enforce accurate and complete contents of Material Safety Data Sheets.

LABOR LAW

Submitted by the CSEA Officers and approved by the Resolutions Committee.

WHEREAS: The public policy to encourage unionization for workers who desire it has been turned on its head by a succession of National Labor Relations Boards more and more tilted in favor of union busters; and

WHEREAS: Employers in the private sector, and a growing number in the public sector, use delaying legal strategies that stall union representation elections by months, and often by years; and

WHEREAS: Employers in the private sector discriminate against and fire large numbers of union adherents, secure in the knowledge that little or no punishment will be imposed, and the legal doctrines around so-called "mixed motive discharges" threaten to infect public sector labor relations law; and

WHEREAS: Employers in the private sector now frequently break strikes with scabs and are being permitted by the courts to retain the scabs even when the striker offers to return; and

WHEREAS: This state of affairs strikes at the heart of the union movement, and threatens the security of all our gains.

THEREFORE BE IT RESOLVED: That CSEA will campaign to raise the priority of Labor Law Reform on labor's political agenda; and

BE IT FURTHER RESOLVED: That CSEA will seek to dramatize to the public the unfairness of the current labor law and its enforcement, and the comparable unfairness under which public employees in more than two dozen states have no bargaining rights whatsoever.

ASBESTOS

Submitted by the CSEA Officers and approved by the Resolutions Committee.

WHEREAS: Asbestos is a well-known killer, causing cancer, mesothelioma, asbestosis, and other diseases; and

WHEREAS: Thousands of buildings where CSEA members work contain asbestos; and

WHEREAS: To protect custodians, maintenance workers, and other occupants from asbestos exposure, it is necessary to inspect buildings for asbestos, take actions necessary to eliminate existing hazards, and institute a program to manage remaining material in-place; and

WHEREAS: Congress already required that all primary and secondary schools be inspected for asbestos and take appropriate actions where asbestos is found; and

THEREFORE BE IT RESOLVED: That accredited personnel inspect all buildings for asbestos where CSEA members and non-members work, and develop plans to remove or manage asbestos, and provide all information to the Union; and

BE IT FURTHER RESOLVED: That damaged asbestos be removed or the hazard otherwise abated, by appropriately qualified personnel, undamaged asbestos be carefully monitored until it is removed, workers be informed of the locations and hazards of asbestos and actions taken to control those hazards prior to conducting abatement actions, and that building service workers receive training and equipment to avoid uncontrolled disturbance of asbestos; and

BE IT FURTHER RESOLVED: That CSEA pursue regulatory or legislative action to force asbestos inspections and response actions to asbestos in buildings where CSEA members are employed, and

BE IT FURTHER RESOLVED: That CSEA continue to support funds for the asbestos in school programs; and

BE IT FURTHER RESOLVED: That CSEA assist locals and units in establishing employer-paid asbestos medical screenings to identify members and retirees with asbestos-related disease, and that CSEA assist members and retirees with asbestos-related claims; and

BE IT FINALLY RESOLVED: That CSEA locals and units negotiate language, contact elected officials, seek state and local government legislation, and use whatever means available to get buildings inspected, employees trained, and hazards abated.

(Continued on Page 18)

Therefore be it resolved . . .

(Continued from Page 17)

CSEA AND THE ENVIRONMENT

Submitted by Joel Schwartz and approved by the Resolutions Committee:

WHEREAS: Every day CSEA members work to protect and preserve the environment; and

WHEREAS: CSEA members are continually fighting for tougher toxic and infectious waste standards, cleaner air and water, and safe and healthy work environments; and

WHEREAS: CSEA members across New York State are active in local environmental groups fighting to reduce pollution in their communities; and

WHEREAS: Tougher environmental laws and regulations will create new jobs in some areas and eliminate jobs in others, and our Nation has a responsibility to assist workers whose jobs are eliminated as a result of enhanced environmental protection; and

THEREFORE BE IT RESOLVED: That CSEA support the efforts of these members by fighting to elect politicians who recognize that Americans want a planet that is clean enough not just for us, but for our children and grandchildren; and

BE IT FURTHER RESOLVED: That CSEA fight in Congress, in the state Legislature, and in our workplaces for regulations requiring the use of less toxic pesticides and other materials, clean air and water, and safe and environmentally sound disposal of wastes; and

BE IT FURTHER RESOLVED: That CSEA support the strengthening of the Clean Air Act, the Resources Conservation and Recovery Act and other legislation to protect the environment, and which will include strong worker protection and training programs covering public employees; and

BE IT FURTHER RESOLVED: That CSEA support legislation providing workers displaced by environmental laws or regulations with severance pay, retraining, extended unemployment insurance, moving expenses, and other assistance leading to new employment; and

BE IT FURTHER RESOLVED: That CSEA urges unions and environmental groups to work together on protecting both jobs and the environment, such as the recent successful effort in Montana; and

BE IT FINALLY RESOLVED: That CSEA join with other public sector unions throughout the world to educate citizens of every nation that the protection of the environment belongs in the public sector, as it is too fragile and important to be governed by private interests.



SOUTH AFRICA

Submitted by Willie Terry, Chairman, and Joel Schwartz, Co-Chair of the Region II Africa Committee, reported but not recommended:

WHEREAS: The fight against the racist apartheid regime in South Africa has been waged by freedom-loving people around the world for scores of years; and

WHEREAS: Despite the reluctance of U.S. administrations to join that fight, and instead concentrate on less effective means than sanctions, ostracism and isolation; and

WHEREAS: CSEA and other committed organizations have been able, with support in Congress and in the society at large, to achieve a level of sanctions and other activities that have been effective in applying pressure on the racist regime in South Africa; and

WHEREAS: The world campaign has finally convinced the regime in South Africa that changes must be made and that racism cannot remain an established policy of that country if it wishes to participate in the world community; and

WHEREAS: Despite certain changes, including the freeing of Nelson Mandela and other political prisoners, many aspects of apartheid and established racism remain in South Africa, and an enormous task of establishing a free and just society faces all people in that country.

THEREFORE BE IT RESOLVED: That CSEA welcome the changes that have been placed into effect in South Africa, while at the same time acknowledging that much more must be done before the fight against apartheid can be said to have been won; and

BE IT FURTHER RESOLVED: That CSEA welcome the releases of Nelson Mandela and a number of other political prisoners from prison, but notes that as of August 1990, there were still thousands of political prisoners in South Africa — many of those convicted of armed action against apartheid; and

BE IT FURTHER RESOLVED: That until political prisoners are restored to freedom in South Africa and other vestiges of apartheid are dismantled, CSEA continue its efforts in the fight against racism and injustice in South Africa; and

BE IT FURTHER RESOLVED: That CSEA support Congressional action to maintain sanctions and all other forms of U.S. pressure on South Africa until the conditions spelled out in the law have been met; and continues to support legislation in the New York State Legislature, calling for divestment of those companies in the NYS Employees Retirement System that continue to do business with South Africa; and

BE IT FURTHER RESOLVED: That CSEA will oppose any administrative actions proposed by the Bush administration that would in any way relieve pressure on the South African regime until all the conditions established by Congress have been met; and

BE IT FURTHER RESOLVED: That CSEA supports the efforts of the Congress of South African Trade Unions (C.O.S.A.T.U.) to fight the apartheid government by organizing the workforce of South Africa into unions.

BE IT FINALLY RESOLVED: That CSEA pledges its continuing support — moral and material — to Nelson Mandela and the African National Congress in their efforts to establish democracy and justice in South Africa.

(Continued on Page 19)

Therefore be it resolved . . .

(Continued from Page 18)

HOMELESSNESS

Submitted by Joel Schwartz and reported as follows:

WHEREAS: Estimates of homelessness in the United States range in the one million to three million range; and

WHEREAS: Homelessness is growing as a result of an economy that does not produce adequate numbers of jobs to allow families and individuals to live in a dignified manner; and

WHEREAS: The cruel and shameful policy of denying essential care to the mentally impaired has produced hundreds of thousands of homeless mentally ill persons; and

WHEREAS: The fundamental struggle of the homeless for jobs, for housing, for health care, for child care, for supportive services and for dignity is our struggle also; and

WHEREAS: Many homeless people at one time in their lives held jobs; were in Unions and will be again; and

WHEREAS: In several areas the homeless have organized in a Union structure, the National Union of the Homeless, and have stood shoulder to shoulder with members of other Unions; and

THEREFORE BE IT RESOLVED: That CSEA extend our solidarity to the organized movement of the Homeless, and offer them our aid and support in their struggle, recognizing their rallying cry of "HOMELESS, NOT HELPLESS".

FAMILY AND MEDICAL LEAVE

Submitted by the CSEA Officers and reported as follows:

WHEREAS: American workers should not be forced to choose between having a job and responding to major family needs; and

WHEREAS: The United States and South Africa are the only industrialized countries without a national policy providing job guaranteed leave to employees at the birth or adoption of a child, to deal with family medical emergencies or for the employee's own illness. Indeed in many countries, including some of America's major trade competitors, employees are entitled to paid leave; and

WHEREAS: It has now been five years since the Family and Medical Leave Act was first introduced in the U.S. Congress. Despite several major compromises to meet the objections of small business, this modest legislation providing unpaid, job guaranteed leave is yet to be enacted due to opposition from business groups and the Bush Administration; and

WHEREAS: Several states have already passed and others are considering state family and medical leave legislation.

THEREFORE BE IT RESOLVED: That CSEA will continue to make passage of the Family and Medical Leave Act a legislative priority; and

BE IT FURTHER RESOLVED: That CSEA encourages all affiliates to support appropriate state family and medical leave legislation; and

BE IT FINALLY RESOLVED: That CSEA locals and units continue to negotiate liberal and comprehensive paid and unpaid leave provisions for CSEA members.

SEXUAL HARASSMENT

Submitted by Joel Schwartz, Local 446, and reported as follows:

WHEREAS: Numerous surveys have shown that the majority of working women as well as an increasing number of men have been victimized by sexual harassment at sometime during their careers; and

WHEREAS: Sexual harassment can have devastating psychological, physical and economic consequences for its victims; and

WHEREAS: The United States Supreme Court unanimously held in *Meritor Savings and Loan v. Vinson* that unwelcome, sexually directed behavior at the work place violates Title VII of the 1964 Civil Rights Act if it creates a hostile or offensive working environment and;

WHEREAS: Although sexual harassment violates Title VII of the Civil Rights Act, Title VII remedies are limited to restoring job benefits lost due to the harassment. Victims cannot be awarded compensatory damages to compensate them for physical and psychological suffering or for medical or other expenses resulting from the harassment. Nor are punitive damages available to make employers who tolerate or condone sexual harassment pay a stiff penalty. Therefore victims have turned to a variety of state tort law theories including assault and battery, intentional infliction of emotional distress and interference with an employment contract to obtain compensatory and punitive damages. The results have been mixed. Plaintiffs in one state may have legal theories and remedies unavailable in others. In some states, victims are barred by the state workers' compensation laws from obtaining damages for their employers under state tort law; and

WHEREAS: Many unions and employers have taken positive steps to stop sexual harassment through well enforced contract language and policy statements and through education and training programs.

WHEREAS: Despite the positive steps taken by some employers and despite the fact that the courts have put employers on notice that they may be liable for the sexual harassment of their workers, the problem has not been eradicated. Many employees victimized by sexual harassment have no work place procedures available to deal with the problem.

THEREFORE BE IT RESOLVED: That CSEA at all levels will continue its commitment to fighting sexual harassment by: Continuing and strengthening its educational programs on sexual harassment; urging employers to enforce a strong policy against sexual harassment throughout the work place; providing a support system within the union for victims of sexual harassment; supporting the filing of charges and lawsuits to secure relief for sexual harassment victims where appropriate and meritorious; and

BE IT FURTHER RESOLVED: That CSEA strongly supports the enactment of the Civil Rights Act of 1990 which includes a provision allowing victims of discrimination to obtain compensatory and punitive damages; and

BE IT FINALLY RESOLVED: That CSEA supports legislative and regulatory changes to ensure that persons who quit their jobs as a result of sexual harassment are not denied unemployment compensation.

RESPECTFULLY SUBMITTED,

Jack Rudy, Chair	Liz Puttre
Alan Teitler	Bob Nurse
Isabel Cohen	Henry Walters
Rebecca Lawson	Marge Flynn
Harold Reinhardt	Sam Longo
Karen Spotford	Jack Geraghty

Therefore be it resolved . . .

IRONMAN

By Mark M. Kotzin
CSEA Communications Associate

CANTON — Many people dream of going to Hawaii for a vacation, and every year a lot of them see their dream come true. For instance, CSEA member Glen Larson and his wife, Kathleen, are spending 12 days on Hawaii's Big Island, one of the more popular vacation destinations in the world.

But how many would go through what Larson has done to make it to Hawaii, or be willing, or able, to do what he's doing there on his "vacation?"

Larson is in Hawaii to swim 2.4 miles, bike 112 miles and then run a 26.2 mile marathon without stopping over several grueling hours in competition with 1,300 of the finest triathletes in the world.

Larson, a probation assistant and member of CSEA St. Lawrence County Local 845, will compete in the Hawaiian Ironman Triathlon World Championship on Oct. 6. The world-class athletic event will be nationally televised on ABC-TV's "Wide World of Sports" program. He qualified for the world championship by winning his age group in a triathlon in Maryland in June.

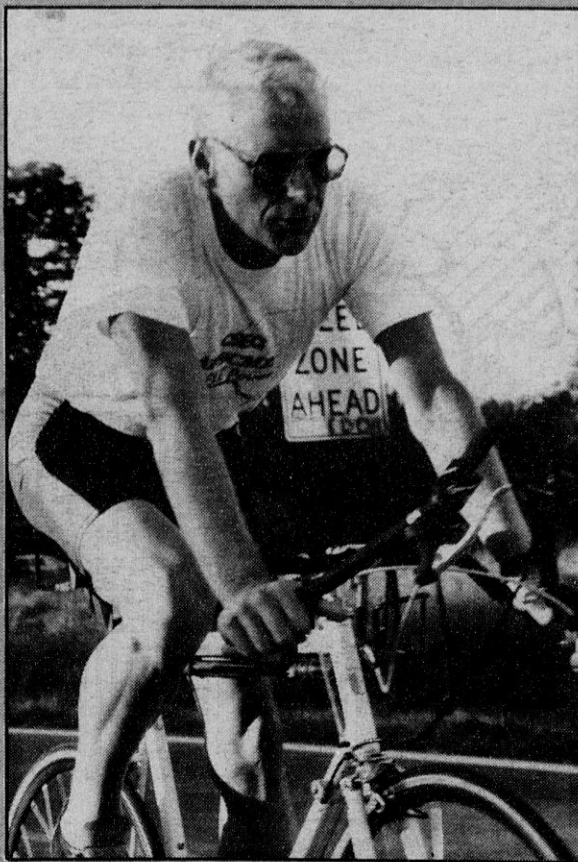
CSEA helped Larson, a former CSEA shop steward and local Board of Directors member, get to Hawaii by sponsoring his entry fee for the Hawaiian event. And while he's in Hawaii preparing for the event, Larson sports a CSEA tee-shirt and cap to show his appreciation.

New lease on life

Larson's travels to the world championship, "a once in a lifetime opportunity," started five years ago. At age 37, and after 18 years of smoking "like a locomotive," Larson found a lump in his chest. Fearing the worst, he quit smoking cold turkey, hoping it was not too late. He began to gain weight, eventually ballooning to around 225 pounds.

When his doctor told him that the lump was a benign cyst, Larson said he felt as if he had been given a new lease on life. He began to set goals for himself to improve his way of life, such as taking off the weight. He cut fats from his diet, and with support from his family and co-workers, lost 65 pounds in five months.

Larson, a competitive swimmer in high school, began swimming for exercise. By the spring of 1986 he added biking and running to his exercise program. In June 1986 he competed in his first triathlon and the rest is history. In 1989 a national



GLEN LARSON gets in some triathlon training in Canton, St. Lawrence County, before leaving for Hawaii.

magazine named him an "All American" for his triathlon successes.

"I had set a goal for myself and met it. I felt really self-satisfied," Larson said.

His success is the result of hard work. Larson trains an average of 20 to 25 hours a week, including working out on his lunch hour to take less time away from his family.

"My wife, Kathleen, and my daughter, Ami, are my best supporters," he said. "I wouldn't be able to do this without them." The competition bug must be catching as Kathleen has run in a 10k race and Ami competed as a member of her high school varsity track team.

Toughest competition

Larson said he is looking forward to facing his toughest competition yet in Hawaii. The distances are about double those in an average triathlon and the competitors are world-class.

"The competition is really with yourself," Larson said. "It's an endurance contest. The ocean swim will take about an hour while the bike race will be a six-hour affair. The run, a full marathon distance, lasts about four hours."

Just before he left for Hawaii, Larson seemed confident that he would do well and said he was encouraged by the support from CSEA

and from throughout his community.

"With CSEA as my primary sponsor, I know I've got a lot of support behind me," he said.

"I'm certain that many CSEA members will be inspired by your example and interested in your performance in the triathlon," CSEA President Joe McDermott told Larson before he left for Hawaii. "CSEA is proud to help sponsor you in the Hawaiian Ironman World Championship. It is obviously a tremendous accomplishment just to qualify. But your story of personal determination and success make the achievement even more dramatic."

"Glen exemplifies the dedication and perseverance of public employees," CSEA Central Region President Jim Moore said. "We're proud to have him in our region and wish him good luck in the competition."

Larson said he looks forward to future competitions after the world championship, and mentioned the world-class Marine Corps Marathon as one target.

Larson said he hopes his story will inspire others to improve their lives.

"It's never too late to change," he said. "You can always make a positive change in your lifestyle. What's Nike say? Just Do It!"



"I WOULDN'T BE ABLE to do this without them," Larson said of his wife, Kathleen, and daughter, Ami.