

Manhattan Psych's
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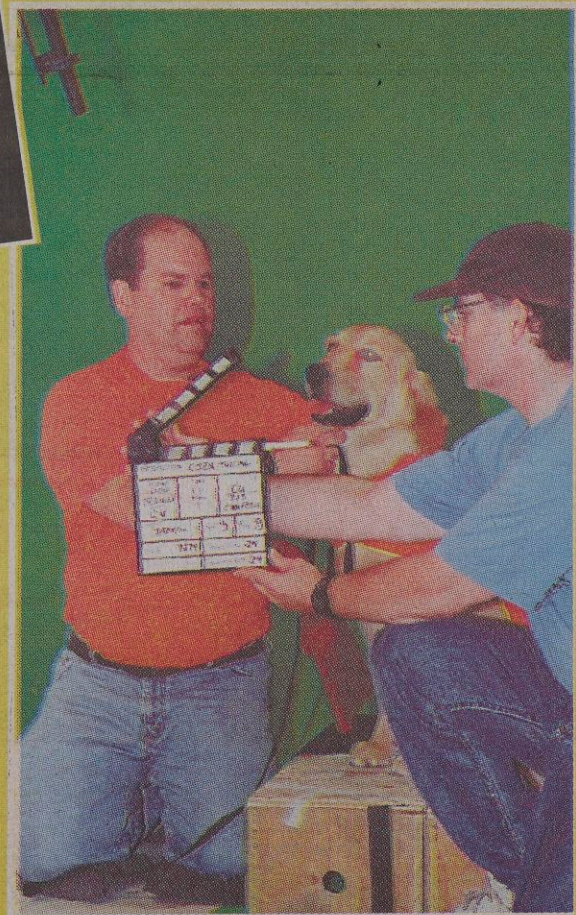
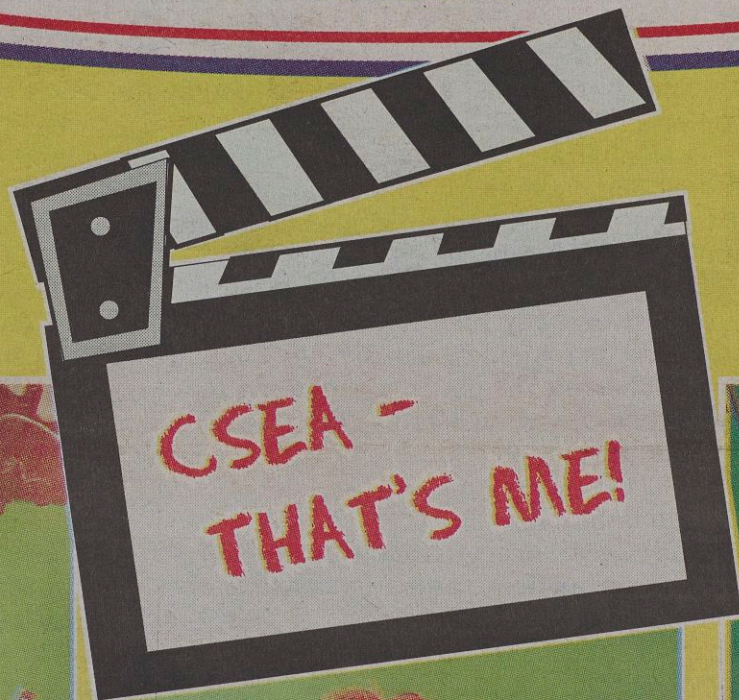
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Vol. 3 / No. 9

SEPTEMBER 2000

THE WORK FORCE

OFFICIAL PUBLICATION **CSEA** Local 1000, AFSCME, AFL-CIO



New ad campaign celebrates members' excellence

See Page 3

Photo of the Month



Photo by Ed Molitor

CSEA President Danny Donohue, left, and Gov. George Pataki shake hands after the governor signed into law pension reforms granting a cost of living adjustment (COLA) to all public employee retirees. Donohue chaired the AFL-CIO Pension Task Force and served on the governor's task force, which recommended action. (See president's column, Page 4.) The signing ended a 20-year CSEA drive to enact the legislation.

Tripi wins Western Region's top post

ALBANY —

Florence "Flo" Tripi, Monroe County CSEA Unit president, has won a special election to fill the vacant position of CSEA Western Region president.



Newly elected Western Region President Florence "Flo" Tripi

Tripi has been an active member of CSEA for more than 30 years. She has served on CSEA's Statewide Board of Directors and has been Western Region first vice president for 15 years.

As a CSEA activist, Tripi has worked with politicians across the state, working for the members of CSEA. She also serves as secretary of the Rochester Vicinity Labor Council and is an active member of the Rochester community.

"CSEA needs to build on the past to strengthen our future. Unity of the members, officers and staff is the winning combination," said Tripi.

Tripi defeated four challengers with 55 percent of the vote. She took office Aug. 14.

The election was conducted by the CSEA statewide Elections Committee.

CSEA presses lawsuit; reveals illegal scheme to cut mental health care

The state Office of Mental Health (OMH) has recklessly ignored the mental health needs of thousands of New Yorkers by secretly and illegally dismantling services at Manhattan Psychiatric Center, CSEA charged in court papers.

The union has requested summary judgment in a lawsuit alleging OMH was disregarding state law requiring a year's notice to employees and the community before starting any "significant service reduction."

"CSEA will not stand for such disregard for the needs of the community and its workers," said Metropolitan Region President George Boncoraglio.

The union bolstered its position with nearly 1,000 pages of evidence from OMH documents and depositions from key state officials.

Among the undisputed facts revealed by the union's lawsuit:

- Manhattan Psychiatric Center does not admit any patients from its designated Manhattan catchment area, instead servicing only referrals from the city jail on Rikers' Island;

- Between July 1996 and June 1999, MPC reduced its patient census by 346 and in doing so discharged 703 patients, including 16 escapees who were listed as discharged;

- Of the limited admissions MPC does take, roughly 41 percent are re-admissions;

- MPC's tracking of follow-up care for discharged patients primarily consists of phone calls for three months;

- Despite an acknowledged need for an array of dedicated community services, MPC does not operate any community residences, except for one it is constructing on the MPC campus;

- As of the spring of 1998, OMH planned to reduce MPC into a smaller specialty facility primarily for drug addicted mentally ill individuals with a history of violence. This plan has never been shared with employee unions or made public.

"These facts come directly from state documents and the sworn statements of top OMH officials and they support CSEA's case about how poorly the state has treated people with mental illness," said CSEA President Danny Donohue.

CSEA represents about 800 employees at MPC and nearly 9,000 OMH workers statewide.

CSEA believes part of OMH's strategy has been to undermine services at MPC as a pretext for the radical downsizing.

A former executive director of MPC testified the facility was an "unwanted entity of OMH" and the agency would not give it the support it needed.

The union's motion comes on the heels of a recent state Supreme Court decision in Manhattan requiring New York City to arrange appropriate mental health care for prisoners before their release.

"There is a tremendous irony that prisoners are entitled to mental health care but OMH has been allowed up until now to get away without adequately meeting the needs of other New Yorkers," Donohue said.

Contract fairness gets the red out in White Plains

The 400 members of the CSEA City of White Plains Unit were not the only ones seeing red as they entered their third year without a contract — the longest stretch in White Plains history that a group has worked without a contract.

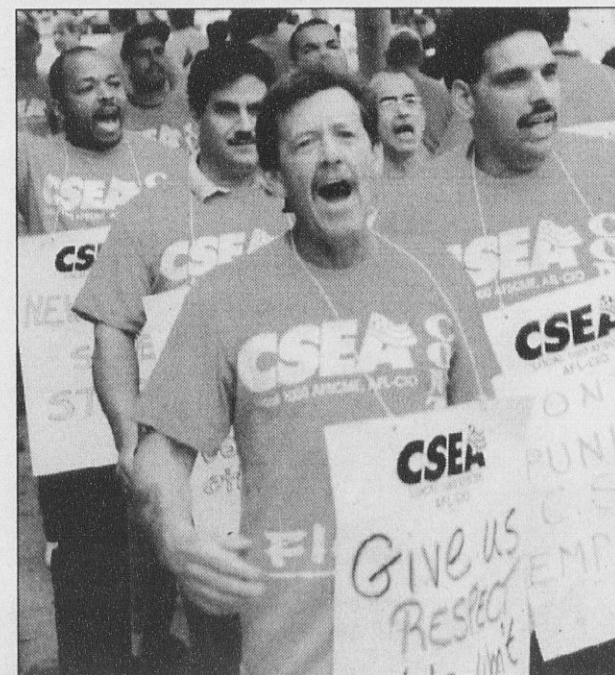
The members of the city council were also seeing red as they surveyed a sea of more than 200 protesters wearing crimson "Contract Now" T-shirts at a rally during a recent city hall meeting.

At that meeting, the council approved a \$33 million grant to a developer for downtown renovations while denying a raise to workers who have not had a wage increase since July 1997.

One of the biggest issues in CSEA negotiations with the city is dental insurance. Since 1997, the cost to employees has risen to more than \$1,500.

Unit President Howard Pinchbeck said the Unit will intensify its campaign for contract fairness.

More than 200 White Plains city workers attended a rally recently to protest being without a contract for three years.



TV, radio ads showcase CSEA members' pride, talent, community spirit

CSEA pride is showing in the lives of the union's activists statewide.

The union is making sure New Yorkers know how important that is with the launch of a dynamic new advertising campaign.

The ads, airing on television and radio stations in every New York market, feature stories about CSEA members empowered to make a difference in their worksites and in their communities because of their union membership.

Using the theme: "CSEA — That's me," the campaign puts a human face on CSEA while highlighting the dedication of CSEA members on and off the job.

"It's an honor for me to help tell the world it's great to be CSEA," said Kelly Wells, a school bus driver from the Hannibal School District in Oswego County.

Wells' union membership provided the confidence to institute a reading program on her bus to help maintain discipline and provide educational enrichment for her students.

"Media visibility is so necessary to have an effective union in the world we live in and CSEA is in the forefront of showcasing its members and their work," said Nassau County Ambulance Medical Technician Tim Jaccard.

Jaccard has generated considerable media coverage for a project called Children of Hope, which, with CSEA support and encouragement, provides the dignified burial of murdered and abandoned infants.

"There is so much good in CSEA and its members and we want the world to know it," said CSEA President Danny Donohue.

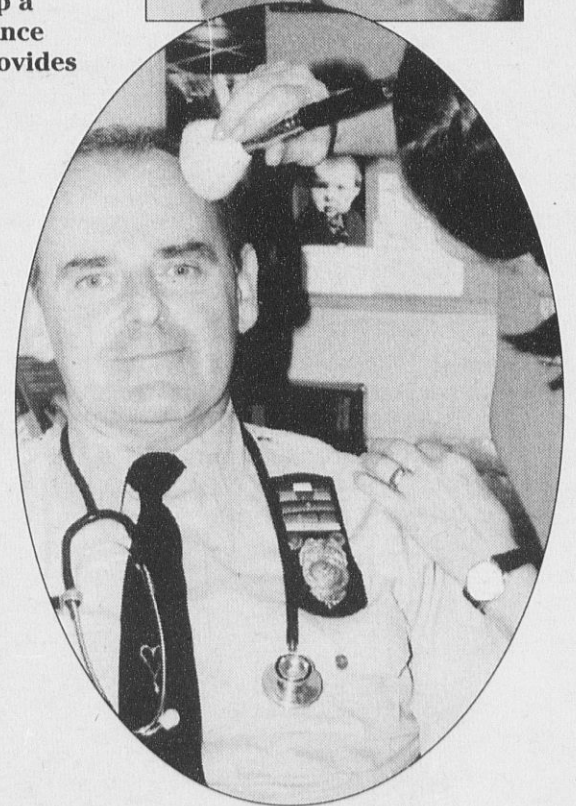
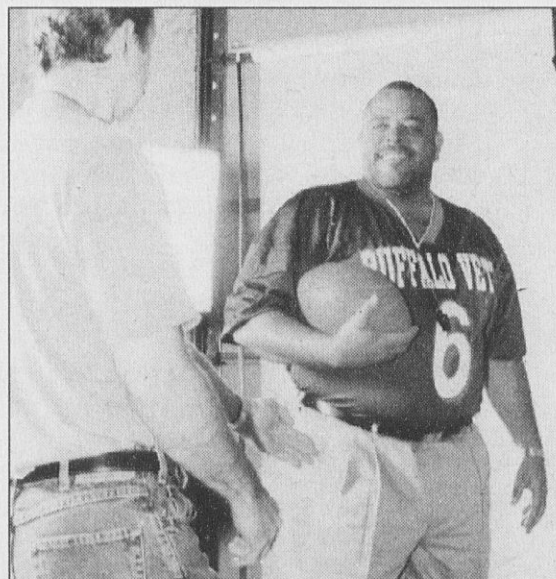
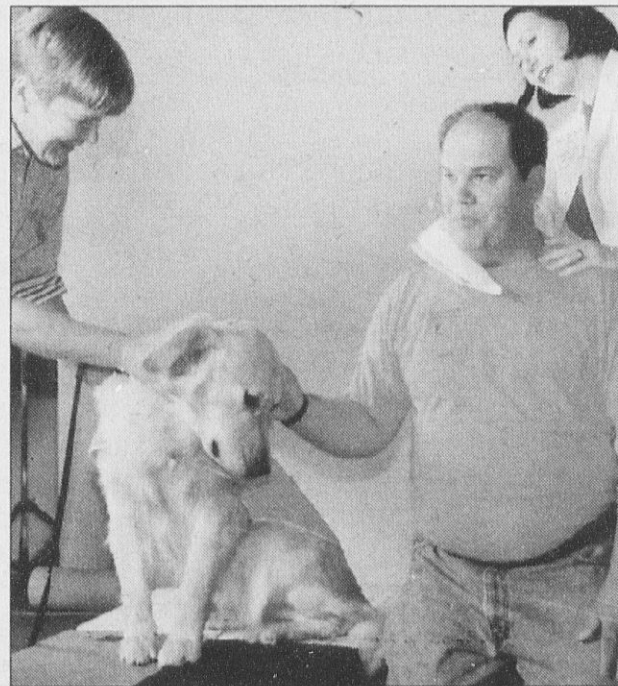
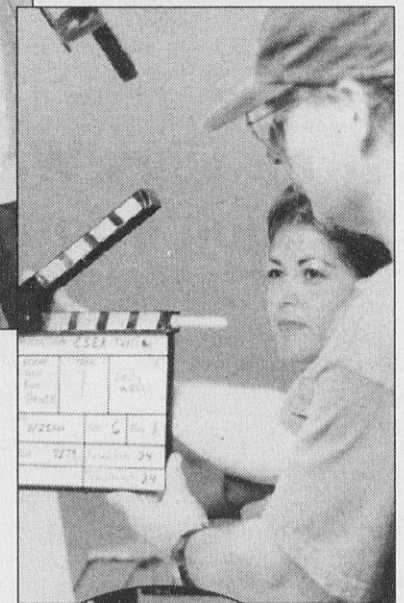
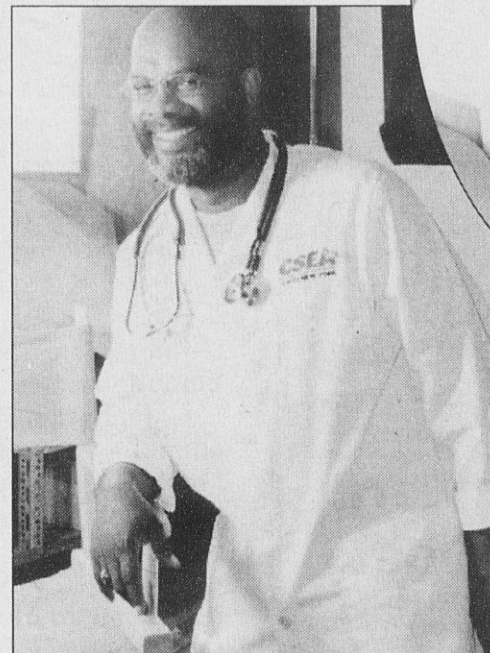
"Advertising is a powerful way to get the message out," he said.

"Our media campaigns work for CSEA members in so many different ways — they help provide a better understanding of what union membership really means and reinforce the value of the work CSEA members perform every day — and that benefits our members," the president said.

"There is so much misinformation about unions and union members and CSEA addresses that by showing real CSEA members and their accomplishments," Donohue added.

"I also hope all of our members gain even more pride in CSEA and in the work they perform when they see the best of our union represented to the world," Donohue said.

CSEA members talk about their community service work as part of the union's latest television and radio ads which will be aired this fall. Clockwise, from above: Pamela Watson, a developmental aide who has volunteered on humanitarian missions overseas; Les Eason, a licensed practical nurse who is active in professional nursing groups; Kelly Wells, a school bus driver who set up a student reading program; Tim Jaccard, an ambulance medical technician who started a program that provides the dignified burial of murdered and abandoned infants. Also shown is Norm Bineyard, a youth developmental aide who volunteers as a youth football coach and Bob Campbell, a meter repairman who trains dogs for the blind.



THE WORK FORCE

ISSN 1522-1091

Official publication of
CSEA Local 1000, AFSCME, AFL-CIO
143 Washington Ave.
Albany, NY 12210-2303
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The Work Force (USPS 0445-010) is published monthly by The CSEA Publication Office: 143 Washington Ave., Albany, NY 12210. Periodical Mail Postage paid at Post Office, Albany, New York 12288.

Postmaster: Send address changes to:
CSEA, Attn: Membership Department,
143 Washington Ave., Albany, NY 12210.
CSEA on-line: The CSEA web site
can be accessed at www.cseainc.org

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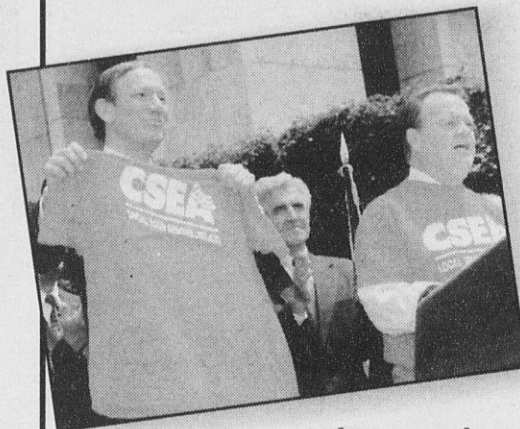
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IN TOUCH WITH THE WORK FORCE

CSEA President Danny Donohue



It was a moment of triumph for all CSEA members.

It came just seven months after CSEA brought 20,000 people to the state Capitol to demonstrate "We've got the Power" during difficult state contract talks.

It came less than two months after thousands of members and retirees rallied for permanent pension COLA.

There was Gov. George Pataki on the very spot where CSEA members had rallied, donning a CSEA T-shirt and signing the COLA legislation into law — the final bill in CSEA's trifecta of accomplishment.

(Earlier the governor had inked the CSEA contract pay bill and the CSEA pension reform eliminating contributions for all Tier 3 and 4 members of the retirement system and adding service credits for Tier 1 and 2 members.)

The significance of this moment cannot be overstated. It was a practical achievement and a powerful symbol of how far we've come and how effective we've been.

* The state contract fight galvanized our membership like never before and resulted in real improvements that were approved by members 20 to 1;

* CSEA's proven leadership on the pension reform issue opened the door for the benefit to be applied to all public employees in the state;

* Making COLA a reality will benefit all of our members for decades to come and also finally accomplished our long-time top legislative objective.

CSEA is today a stronger union than ever before. The proof is in these victories and they belong to our rank-and-file CSEA members.

Danny

Do I hear a bid for this midnight shift?

Union pioneers computerized scheduling

ROCHESTER — With everything from vacations to cars available on Internet auction sites, CSEA members are bidding via computer for something they do every day — their jobs.

A novel labor-management program started at the Finger Lakes Developmental Disabilities Service Office (DDSO) allows members to use a computer to bid for direct-care jobs, work shifts, locations and pass days.

The computer matches the member's preferences with job openings, saving time and easing members' frustration with arranging work schedules around day care and other obligations.

"I thought it went well," said Bob Madden, a 16-year employee, who used the computer to change his pass days.

"Once I saw something that fit my needs, I put my bid in and I was notified a short time later that it had been accepted," he said.

Cooperation as a foundation

The program, which could be used in other work sites, is a textbook example of good labor-management relations.

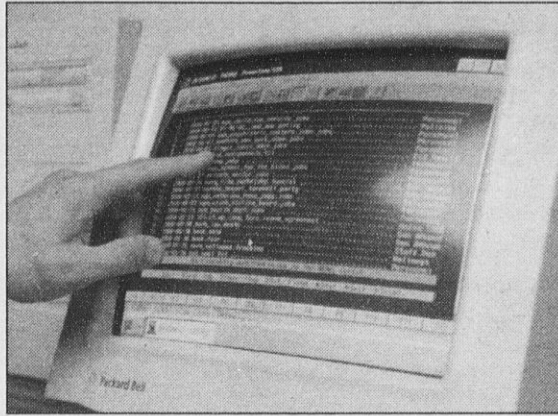
"If there's already a positive labor-management atmosphere in place, with a history of union and management cooperation, it can work," said Kathy Button, Local president.

"Computerized bidding can be a win-win for everyone," Button added.

That positive labor-management atmosphere is present at the far-flung Finger Lakes DDSO, which covers 10 counties and has 150 work locations, mostly residential group homes.

"The members know we work hard in their interest, and they're part of any substantial decision we make. The members have told us they want better communications and better labor relations with management," Button said.

"The Local's workplace presence is evident by the fact we have a steward in each work location," said Larry Lynch, local vice president.



Checking the status of a job location bid

"And those 150 stewards comprise our labor-management committee. And we have cluster labor-management committees, from five-home groups that meet regularly, they develop their own agreements, applicable to their cluster," Lynch said.

Those would include sub-Local agreements on vacations, holidays, overtime rosters, and other pertinent workplace matters.

"We were having a hard time making vacation rosters for everybody in the facility — it didn't work," added Button.

"But if it's developed at the single, or cluster group level of homes, CSEA REPRESENTS and all the members sign on, as they do in our system, there's no hidden surprises to bite a worker who is planning a vacation, and it's all easier to work out," Button said.

Sharing the knowledge

"We've even helped spread the concept," said Button, adding CSEA members have shared their experiences with others.

"You have to work together (with management)," Button said. "It helps both sides. You can't always lock horns, because the members suffer when bad labor-management relations exist. And the members are why we're here," she added.

— Ron Wofford



Voices of the Work Force

"I supervise, assist, train, schedule, medicate, cook, launder...whatever it takes to run a home. I do two jobs, I'm a supervisor as well as a developmental aide, for the salary of one. There is no sense of completion. The job always continues, it never stops. It is not like you can finish one job and move on to the next."

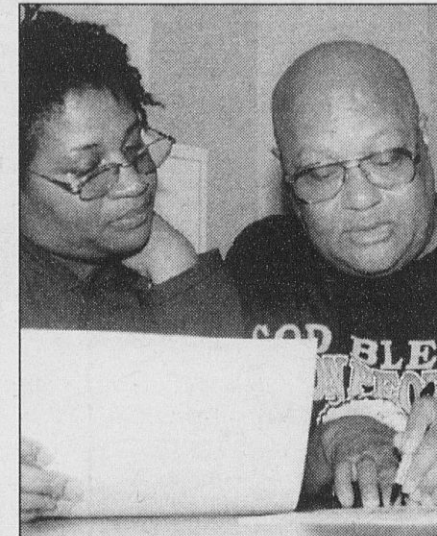
— Clinton Pierce, developmental aide at the Metro Developmental Disabilities Service Office and 24-year state employee

Finger Lakes DDSO members report it takes about three weeks to complete a desired shift change, compared to the longer waits members had to endure before computer bidding was available.

Rift between training and reality

Better supervisor training spreads statewide as CSEA IDs needs

MANHATTAN — Union activists and managers have developed a unique supervisor training program that will be used in all state mental health and mental retardation facilities across New York.



Developmental Aide Kate Brooks and Wally Nash, president of the Local, put the finishing touches on the Quality Supervision Training Program.

Years of planning and hard work by CSEA members at the Metro New York Developmental Disabilities Service Office (DDSO) have culminated in a \$25,000 training grant from the CSEA/NYS Workforce Initiative Program.

The first training session will be held this month, with another program in the series to be offered in October.

Bridging the gap

Concerned there was a chasm between what supervisors and managers were being trained to do and what was being done, union members toiled to find a better way to train supervisors.

With Hugh Tarpley, the director of the facility, the CSEA Local assembled a "team" of supervisory staff to identify the needs of supervisors.

Five modules were created, including instruction on motivation, leadership and team building skills.

CSEA Local president Wally Nash said the program will be a success

"because CSEA was involved from the

grass roots, from the bottom up.

"It is drawn from what the

members felt a supervisor should

know. It involves the union and

management knowing it's a partnership we

have for the betterment of the

individuals we serve," Nash said.

"It is not about being told what to do, but what can we do to

become a team."

— Ann Carroll

Health Care Services

60,000 WORKERS IN THIS INDUSTRY

WORK FORCE FACTS

Five Program Modules:

- Leadership
- Active Listening and Communications

Skills

- Team Building
- Performance Expectations and Evaluations
- Motivation

Key attributes to be woven through all sessions:

- Trust
- Respect
- Honesty
- Integrity
- Sensitivity



More than 1,000 inmates will call it home

From kitchen sink to inmates' cells, Five Points workers ready for opening

ROMULUS — The state's newest lockup is shaping up in this rural Finger Lakes community as dozens of CSEA members are preparing everything from the kitchen sink to the inmates' cells only days before guards start barking orders and cell gates start clanging.

While the 1,500 inmates who will call this confine home didn't have a choice coming here, union members have landed at the Five Points Correctional Facility to climb the career ladder, change surroundings, and work in a new facility.

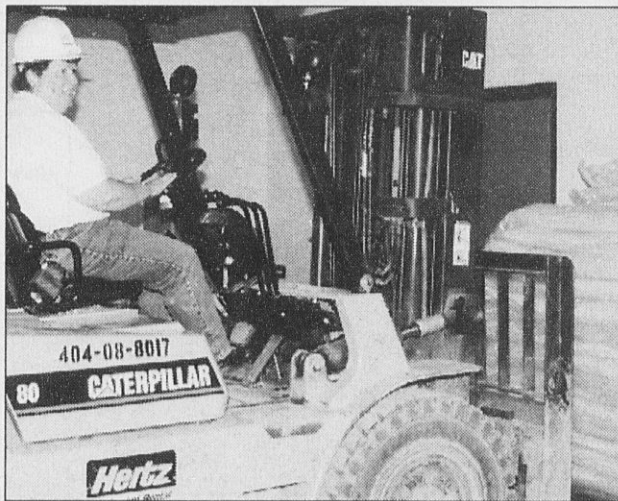
New and improved

"I wanted to work at a new facility and have all new equipment," said Peggy Stannard, a principal stores clerk and Local officer who's been with the state since 1969.

Many, like Stannard and her husband, Leon, are transferring from nearby Willard Drug and Alcohol Treatment Center, another state Department of Corrections facility.

As the first employee officially hired for Five Points and the person in charge of receiving and

Peggy Stannard, a principal stores clerk, moves inmates' mattresses with a fork lift.



Voices of the Work Force

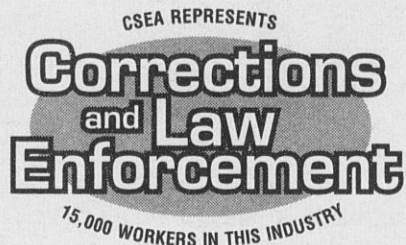


"I like my job and the people I work with. Off the job, I like a lot of things, including golf, bowling, other sports, especially the Yankees, and spending time with my family."

— Penny Brown, a 12-year clerk at Orleans Correctional Facility

storing all supplies, Stannard is quickly running out of room.

"The biggest challenge is finding the place to store the stuff until the departments are ready for it. On a daily basis we're probably getting at least 75 pieces of freight a day plus a trailer full of furniture. Keeping track of everything is a monumental task," Stannard said.



Moving up the ladder

Other workers are arriving at this former Army base for the promotional opportunities.

Chris Colvin worked at Butler Correctional Facility in Wayne County, where she was a

commissary clerk 3.

At Five Points, she's moving up to a commissary clerk 4, and will be managing and supervising the commissary, similar to what she did before, but in a much larger prison.

"Right now the biggest challenge is getting it running smoothly. For me, that's the fun part," Colvin said.

Another worker hoping for career advancement is plumber/steamfitter Tracy Smith, who transferred from Willard and previously worked at Elmira Correctional Facility.

Smith is opening the plumbing shop and would like to advance to a vocational plumbing job, where she would teach inmates.

"It's all a challenge which I enjoy. The experience of bringing a new facility on line is exciting," Smith said.

Union benefits a draw

Union benefits are a draw for some new prison employees, like electrician Rich Palmer who was hired from the community.

Palmer, who was a manager at a local bottling company, said he "didn't want to be subject to corporate downsizing."

CSEA member William Fennessy, a food service administrator who has worked in corrections for 10 years, said he's still excited to be opening this facility, even though he's helped open several others.

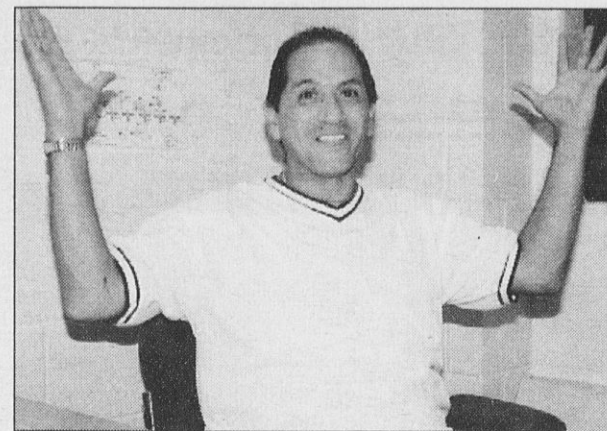
"I'm just looking forward to having a brand new kitchen to open and operate and to having a new staff in a model facility with state-of-the-art equipment," he said.

Once the facility is open, Fennessy said his biggest challenge will be making and delivering up to 4,500 meals a day for inmates.

Fresh air, not Times Square

For others, open space beckoned.

Luis Morales, a maintenance supervisor, transferred across the state from Lincoln



Luis Morales, a maintenance supervisor, shows his enthusiasm.

Correctional Facility in Manhattan, where he worked for almost 11 years since emigrating from Colombia, South America.

He said he and his wife needed a change, and wanted a more rural experience.

"My wife and I wanted to slow down before we get old, live the country life, be in a small town," Morales said.

One of his biggest challenges off the job, he said, will be integrating himself into the rural society, where many residents aren't accustomed to his thick accent or Latino culture.

So far, Morales said people are "very friendly."

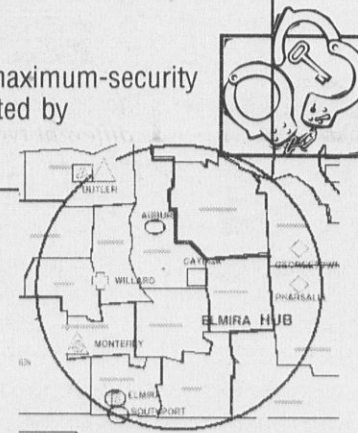
On the job, Morales said getting the prison ready for inmates is a huge undertaking.

"Wow, it's a lot of things to do," he exclaimed.

— Mark M. Kotzin

WORK FORCE FACTS

- About 640 full-time employees will run the prison, with an annual payroll of more than \$25 million;
- Cost \$180 million to build;
- 23 buildings on the complex, with 628,000 total square feet;
- 750 double-occupancy cells, each 8 1/2' x 13', to house 1,500 inmates;
- Is the 17th maximum-security lockup operated by the state.



Second best in nationwide program

Onondaga County WIC program workers build healthier families

SYRACUSE — There are no labor pains in this labor of love — helping expectant mothers better care for themselves and their newborns.

For the hundreds of CSEA members who work in county offices which administer the federal Women, Infants and Children (WIC) program, no reward is greater than building happier, healthier families.

But Uncle Sam wanted to do more, and recently bestowed WIC employees in the state with a silver medal for customer satisfaction.

Second best in the nation, CSEA members said they are proud of their efforts to help millions of mothers and their children achieve better nutrition and health.

The nationwide program has four goals: nutrition education, including breast feeding education and prenatal counseling; providing supplemental foods; referring clients to available human services; and drug and alcohol assessments and referrals.

Rewards are many

"It's a very rewarding program for us," said Nutritionist Sharon Tripolone who works for the Onondaga County Health Department, which administers the WIC program.

"You go home at night knowing you really helped make a difference in this world. We get to see children. It's rewarding just seeing their smiling faces when they're happy and healthy. I think we play a big part in that," she added.

The CSEA members who handle the WIC program in Onondaga County said they will continue to improve their services and become more accessible to women.

"Our staff here are very dedicated and they go out of their way to make special



arrangements for families and get the documentation to help the clients become eligible," said county WIC Coordinator Carol Sandford.

Knows both sides

Information Aide Jennifer Hayes knows what the program is like from both sides.

As a worker, she said she likes working with people and helping others.

As a client with an 18-month-old daughter, Hayes has gotten a great education which has helped her provide better nutrition for her family.

"Besides helping us with the food, they help teach you what's good about nutrition. I think it's better for our whole family," Hayes said.

Many are eligible

Tripolone said misconceptions about the program hamper families from getting the help they need.

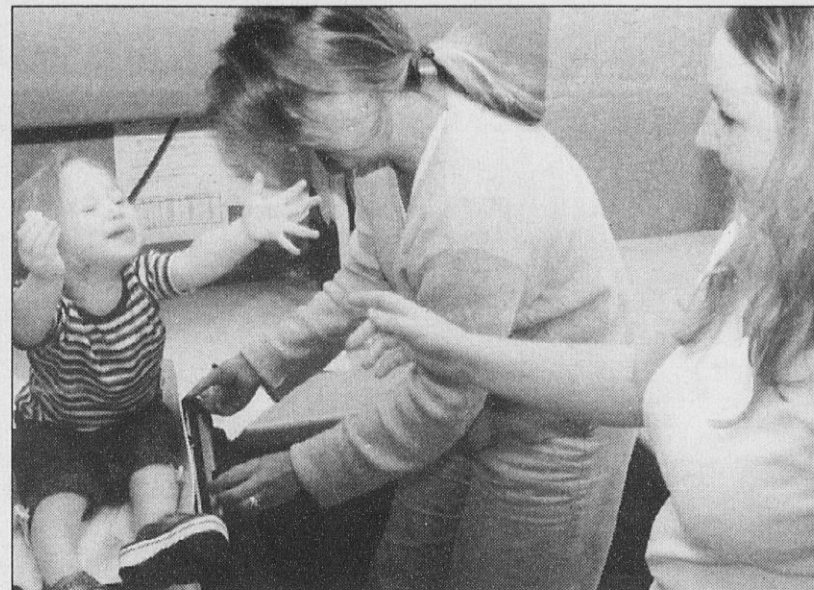
She said many working families don't realize they may qualify for WIC services.

"We're a nutrition education program. We're not just here giving handouts. Our clients are coming to this great preventative health program and as a bonus, they get a little something to help them out. Hopefully these eating habits we teach will last a lifetime," Tripolone said.

Donna Klock, a clerk at WIC for 16 years, said it takes team work to serve the 100 to 175 families they see every day.

"We all work together for the clients. It's a very fast-paced and busy job, and if you don't work as a team, it doesn't work," Klock said.

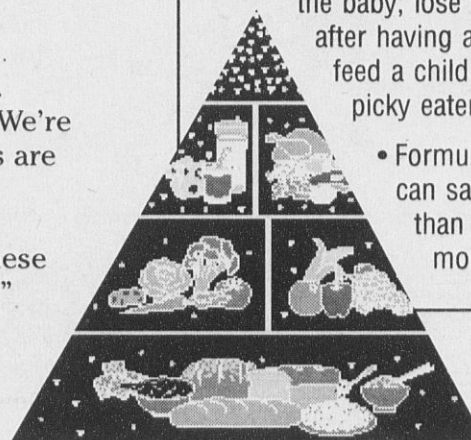
— Mark M. Kotzin



Nutritionist Sharon Tripolone weighs 18-month-old Amirah Darling as her mother, Jennifer Hayes, looks on. Hayes is both a WIC employee and recipient.

WORK FORCE FACTS

- In Onondaga County, 33 employees run seven clinics and serve about 9,700 individuals in 6,800 families;
- WIC is a federal nutrition program for pregnant and breast feeding women, infants and children up to age 5;
- WIC teaches mothers how to: plan healthy meals, stretch food dollars, eat healthy during pregnancy; nurse and feed the baby; lose weight after having a baby; and feed a child who is a picky eater;
- Formula checks can save more than \$100 each month.



Voices of the Work Force



"The best part of my job is the different types of people you get to interact with every day. It makes my job difficult not having shield protection from irate customers who are spitting at you and throwing paper and things."

— Sharon Skinner, motor vehicle representative, state Department of Motor Vehicles, New York City

**FOR MORE WIC INFORMATION, CONTACT:
New York State Department of Health WIC Program, Division of Nutrition, Second Floor,
11 University Place, Albany, NY 12203-3399
or call toll-free: (800) 522-5006**

Working safely earns 100-day recognition award for DOT members

SPENCERPORT — Union members at the state Department of Transportation (DOT) in Rochester know safety is no accident.

Using safety tips learned at CSEA training sessions, members of the CSEA Rochester DOT Local assigned to the Monroe West section have been cited for working 100 days without any loss of work hours.

“We’re really proud to show that our guys are doing a great job for the public,” said Chuck Parsons, Local vice president. “And doing it safely is the only way to go.”

The workers accomplished the safety mark by following department safety guidelines for motor vehicle use, and avoiding accidents, motor equipment damage and personal injuries that required time off, Parsons added.

“The DOT guidelines, along with regular consultations with our occupational safety and health specialist, John Bieger, should be credited with helping us reach this goal,” Parsons said.

Parsons said he is proud of his members’ safety record because they work in very hazardous conditions on expressways, where the traffic is much faster and dangerous.

“We reduce some of the danger by knowing how to set up a traffic safety work zone,” Parsons said.

Although Gov. George Pataki recently vetoed a bill granting hazardous duty pay to DOT workers assigned to highway crews, Parsons and other CSEA members voted to continued fighting for the dangerous duty pay.

The Monroe West residency was one of nine statewide to reach the 100-day safety mark.



Above, Harold Park, left, DOT highway maintenance supervisor at Monroe West Residency in Ogden, and Jeff Brown, a highway maintenance operator, helped the residency to win a 100-day safety award.

— Ron Wofford



Summer's over but the construction season continues. Show your support for your union brothers and sisters working in dangerous traffic situations by getting CSEA's "Give 'em a brake!" bumper sticker and send a safe message at the same time.

Call 1-800-342-4146, ext. 1271 or e-mail your request to csea35@capital.net.

Voices of the Work Force



“I work full-time in the Town of Hempstead and part-time in the Nassau Coliseum. The thing I like most about my coliseum job is watching the people. The building holds 16,000 so you certainly see a lot of people in the course of an event. I also like my co-workers, they make the work more enjoyable.”

— CSEA member Amelia Handel

Reading, writing and using the lowest bidder

CSEA members' help plan new school

NIAGARA FALLS — When the new, one-of-a-kind, ultra-modern Niagara Falls High School opens in triumph this fall, it will be a proud moment for the community and the CSEA members who helped make it happen.

"We're all pretty excited and proud of how innovative and state-of-the-art it is," said Dave Spacone, Unit president.

"CSEA members pitched in, working on planning committees, and saved the school thousands of construction dollars. The school board showed wisdom and common sense by enlisting, and listening to money-saving suggestions from the members," he added proudly.

Bidding and winning

Worker-inspired, money-saving aspects included a bid by maintenance employees to provide and install window blinds and shades for the 650 classroom windows, and to make and install more than 1,000 signs throughout the four-tiered building.

"We saved more than \$100,000 on the purchase of window shades, compared to the next lowest bidder," said Pat Cristiano, a senior carpenter.

"And on the signs, we spent \$20,000 on the machine that makes them, and it paid for itself. The lowest bid was \$67,000 and we delivered for \$32,000," Cristiano said.

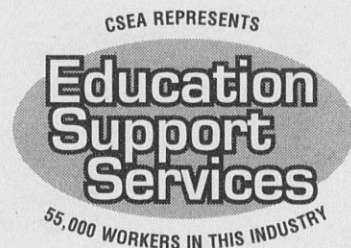
Members didn't punch a time clock to get the work done.

"Our members worked evenings, after their normal workday, to complete the bid work," said Spacone. "More than 48 members worked to get the jobs done on time, and at costs way below the private bidders," he said.

Best equipment installed

State-of-the-art audio and video equipment will help students keep pace with multi-media developments.

The new school's audio-video setup will rival that of any school in the country, and technicians Earl Smeal and Randy Rieker were instrumental in planning the layout and setup.



Unit President Dave Spacone with clerical staff, from left, Louise Neubauer, Janice Reynolds, Barbara Mungia, Shirley Warner, Ida Tirabassi and Carolyn Macri.

"The audio-video operation at this school will feed all the schools in the district," said Smeal. "Teachers in each classroom will be able to plan their video programs and control when they are run," he added. "This will be an interactive cable system," said Rieker, "On a par with any city's cable system. I don't think there are too many schools anywhere with this ability. And this is definitely the largest of its type anywhere," Rieker said.

The walls and floors of the new building are made of materials that resist graffiti, and the security staff will have a bank of video monitors to view pictures sent from security cameras mounted throughout the school.

"The security staff will be undergoing specialized training, so they will be up to speed on the new layout and security measures," said Spacone. "Our security staff will be among the best, too."

"It's going to be a great new day for our high school students," said Spacone. "We're all looking forward to working here."

— Ron Wofford

ATTENTION: School bus drivers!

Last year, CSEA member and school bus driver Kelly Wells was frustrated about the lack of control she had on her school bus. For the sake of safety and sanity, Wells developed an innovative school bus reading program that helped calm the kids and reassert her control.

Since that success, Wells has developed several other ways to make the bus ride safer and more enjoyable for the kids on her route.

Now, Wells is working with CSEA to publish a handbook/resource guide to help share her ideas and others with fellow bus drivers.

Your help is needed!

If you're a school bus driver who's

developed a special tool, method or program for making the bus ride safer or more educational, created an innovative way to relate to children, or have a bus-driving tip you'd like to share with other drivers, we'd like to hear it.

Send a note explaining your idea, with your name, address, and daytime and evening telephone numbers, to:

CSEA Bus Driver Handbook
c/o Mark Kotzin, communications
associate

CSEA Central Region Office
6595 Kirkville Road
East Syracuse, NY 13057

Voices of the Work Force

"I like dealing with the public, talking with them and helping with any problems. And I like my co-workers very much."



— Robin Rendina, building attendant for two years, Niagara Falls School District

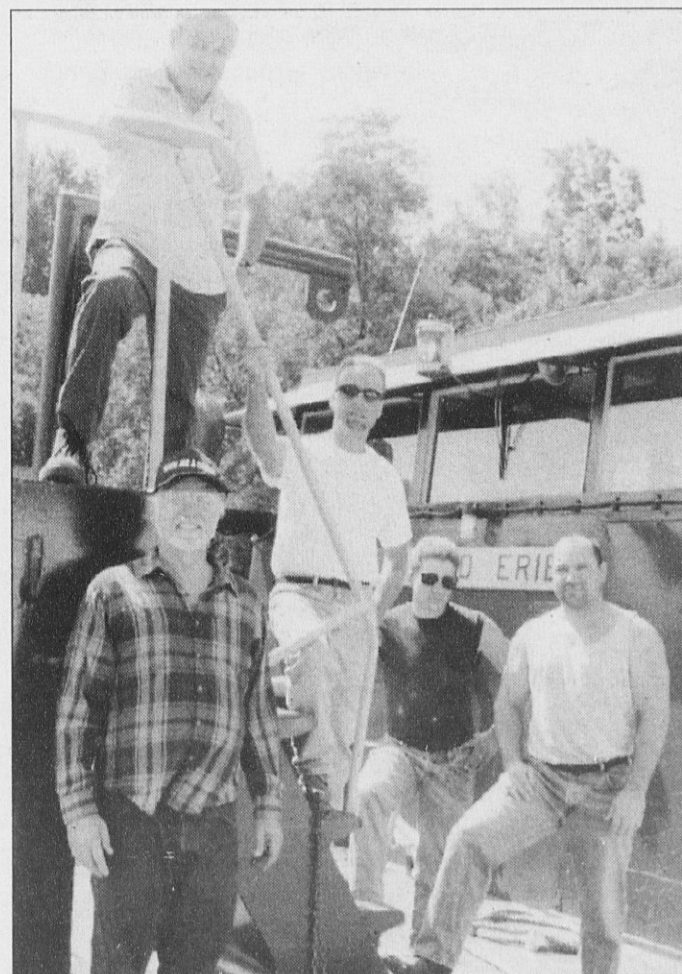
Erie Canal celebrates 175th Anniversary

CSEA generations at work along the Canal

Getting immersed in this job was easy. The work place is a 524-mile ribbon of dark, still water — a narrow, shallow constantly-changing trench connecting eastern and western New York.

Just as the Erie Canal formed the fertile landscape of commerce and history in New York the last 175 years, so has it imprinted itself onto the fabric of thousands of CSEA members who have called it their office.

Generations of union members have operated the massive 30-ton steel lock gates, deftly jockeyed tug boats along the canal, and maintained the sprawling system of locks and waterways.



When Joe Stranges began working for the state Barge Canal in 1952, there were few on-the-job safety measures in place. And he paid the price, losing a lower leg in a terrible accident.

But it didn't stop him from putting in 40 years on the job, at Locks 34 and 35 in Lockport, before retiring in 1992, leaving son Nick to carry on the family name.

Son Nick Stranges now has 22 years, and counting, on the canal, currently as a canal maintenance supervisor in Albion.

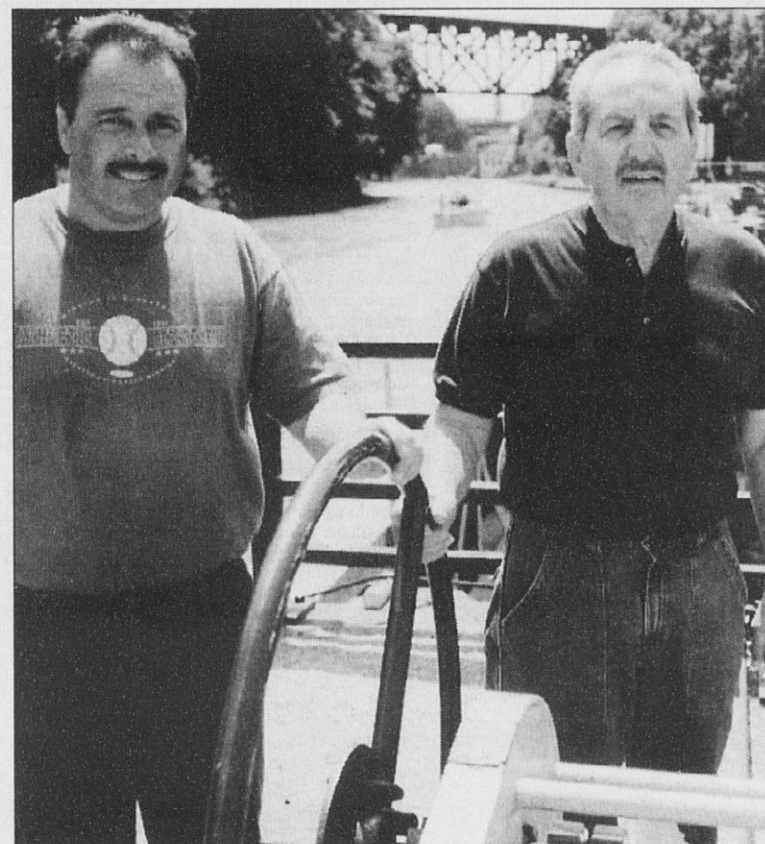
Both worked many years side-by-side, and shared many of the same job titles, from laborer to lock operator.

"When I started, I was only going to work here for a few months."

"Right," said Joe. "Right."

"The times have seen quite a reduction in the number of workers here in the yard," said Nick. "It used to be normal for about 100 workers to be on board. Now, there's not even ten."

"There's been quite an evolution over the years," said Joe. "It used to be, all you would see going through the locks were commercial, industrial materials on barges, like pig iron, or other loads. There was no access to the land along the banks, like now, for public use. Now it's pleasure craft and yachts, no commercial or industrial use at all. It's for tourism now, and I think that's great."



Joe Stranges feels his accident wouldn't happen today, because workers and employers are more safety conscious, thanks in part to unions pushing for more job safety measures.

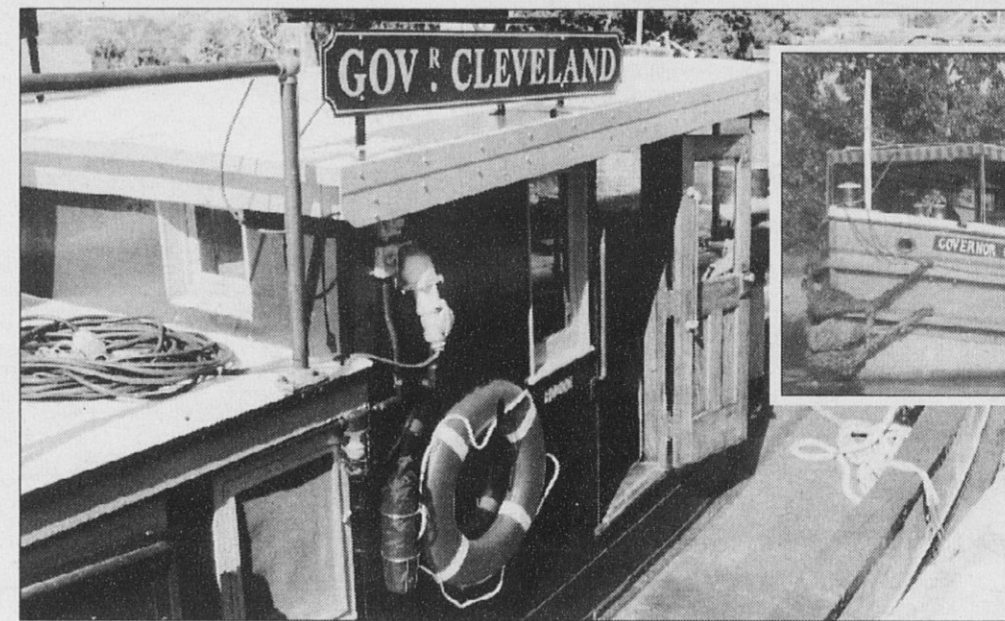
"For one thing, the crane operator that was driving the sheet pilings into the canal walls was from the highway department, and not a regular

canal crane operator," he said.

"A regular canal operator would have known the hazards, and not proceeded the way this happened. Also, there was no supervisor present at the time. But there was little safety consciousness then. We didn't have helmets, or gloves, or safety meetings, as they do now. Also now, every accident is investigated and examined to see what can be done for prevention of it happening again."

It is a measure of the man he is that Joe Stranges did not let his accident keep him down. After rehabilitation, he went on to continue playing baseball, even playing for a semi-pro team.

"And I wasn't given any slack on the job," he said. "I continued to take exams for promotion, and work like everyone else. I didn't just go sit in



a corner. I continued to earn my pay, working for a living."

"Most people don't realize that we used to make our own power for electricity from the canal water. That only ended about 25 years ago," said Don Bonnett, a 33 year canal employee. "I even helped remove the tubing for it when it ended."

"And when the lift bridges were operated to let large craft through, instead of the traffic lights we have now, a crew member would stand on each side of the bridge with a hand-held stop sign, to hold up traffic until the bridge was lowered."

At the other end of the canal, in Waterford, CSEA member John Callaghan was born and raised within 100 yards of the beginning of the Erie Canal.

Callaghan and CSEA Eastern Barge Canal Local 500 members Steve Wunder and Tom Doin, now in management, were actively involved in establishing the first Canal Tug Boat Roundup last year and this year's roundup, three times the

size of the first is one of the major events kicking off the 175th Anniversary of the state's Erie Canal.

"I work everyday in a living part of American history," Callaghan, captain of the tug "Waterford," said.

"Steve Wunder, the former Waterford Captain, now Captain of the Seneca is taking a week's vacation to come back to Waterford to work on the Tug Boat Roundup.

"That's real dedication," Callaghan added.

— Ron Wofford and Daniel X. Campbell



Clockwise from left, opposite page: CSEA members Frank Langdon, Don Bonnett, Curt Forsyth, Bill Beutel and Dan Beaudoin represent 98 years of work experience of the Barge Canal; Western Canals member Nick Stranges and his father, Joe Stranges; the "Gov. Cleveland" as it appears now and 75 years ago; a barge fills a Barge Canal lock in an earlier era when the canal saw more commercial traffic; opening ceremonies for the Barge Canal at Lock 2 in Waterford in 1915.

Historical photos courtesy of the Waterford Historical Society and the Michon Vessels Photography Collection.

Westchester County's 'skeeter beaters' fight virus

Editor's note — Much media attention recently has been generated about the West Nile virus. While not a serious threat to most of the population, the mosquito-borne virus is spreading throughout New York State. A growing number of CSEA members are helping fight the virus in many ways, including attacking mosquito populations head-on with chemicals and working to educate the public on how to reduce mosquito habitats. All members should take precautions to prevent contracting the disease. The following is an account of members' efforts in Westchester County.

As the West Nile virus creeps farther north into upstate New York, more municipalities are taking protections to battle the mosquito-borne disease.

CSEA members in the Westchester County Health Department responding to the virus' spread are getting the support and training they've requested from management as they deal with the latest health threat.

As more CSEA members may be called into action to help curb the latest threat to public health, they can use the Westchester County Unit's work as an example of how to do the job safely and effectively.

"We're doing whatever they need us to do — going out on complaints, larvaciding storm drains and picking up dead birds," said

county sanitarian Kathy Torrisi.

The virus is carried by mosquitos and is particularly lethal to blue jays and crows.

The virus' threat to humans is about the same as that of the flu — which is to say it can be deadly to the elderly, infants, and anyone with a compromised immune system.

Originally a health threat on Long Island and Manhattan, the virus has been tracked

through dead birds north to Syracuse, Albany and east to Boston. Early in the Westchester County response, CSEA members raised safety concerns, having to work in traffic as they dropped larvacide into storm drains.

But the county responded promptly, said CSEA member Marty Kerschus, providing workers in the field with orange safety vests and lights for their cars.

Kerschus and co-worker Pete Delucia are trained as certified pest control operators as well, which helps them on the job to know whether they are applying pesticide or larvacide that is approved by the state Department of Environmental Conservation for use in New York, and whether they are applying it properly.

"That's why we were able to do this," Kerschus said.

Larvacide is a biological agent that prevents the mosquito larvae from maturing and becoming mosquitos. Pesticide is usually a nerve-agent based poison that must be handled with caution.

The county has contracted out some of the pesticide applications, while county workers are applying the larvacide.

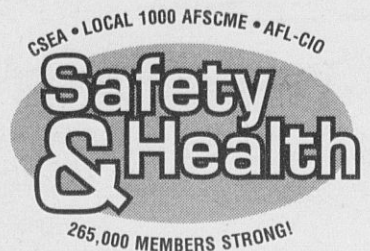
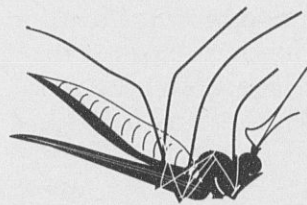
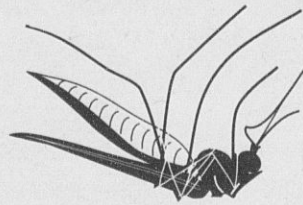
"They do part of it and we do part of it. Part of us being out there is to keep and eye on the contractors," Kerschus said.

Meanwhile, health department sanitarians try to keep a step ahead of the virus by working with municipalities to limit, as much as possible, mosquito infestations.

Poorly maintained pools, buckets catching rainwater, even hollow trees give mosquitos with the standing water they need to breed, sanitarian Karen Gennarelli said.

"People generally comply, it's just that with all the rain we've been having, it's been tough," Gennarelli said.

And while the West Nile virus can present a health risk similar to the flu, Gennarelli noted Lyme disease, borne by deer ticks, is a more serious health threat that people should not disregard.



Keep your home safe from mosquitos

- ✦ **Infants, the elderly, and people with compromised immune systems are susceptible to the West Nile virus.**
- ✦ **Any standing water gives mosquitos the breeding ground they need.**
- ✦ **Empty water from planters, watering cans, old tires, anywhere it can collect.**
- ✦ **Make sure pools are properly chlorinated and filtered.**
- ✦ **Patch any holes in door or window screens.**
- ✦ **Apply insect repellent when working or playing in shady, damp areas.**

— Lou Hmieleski

Proposed amendments to CSEA's Constitution and By-Laws

The Constitution and By-Laws Committee has met six (6) times since the Annual Delegates Meeting in 1999. The meeting dates were March 6, 2000; April 26, 2000; June 6, 2000; June 19, 2000; July 5, 2000 and July 17, 2000. The Constitution and By-Laws Committee has, amongst its functions, the duty to make recommendations to the Delegates regarding proposed amendments to the CSEA Constitution and By-Laws. The Committee reviews suggestions made by individuals and Locals and it accepts referrals from the Delegates and Board of Directors. Additionally, the Committee can initiate proposals which it deems to be in the best interests of the Association. All recommendations of this Committee are made to the Delegates, together with the reasons for the recommendations.

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

The following proposals were submitted by Sister Betty Lennon of Local 612 and Brother Thomas Jefferson of Local 694.

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

Section 2. (a) NOMINATIONS. Nominations for members of the State Executive Committee shall be made by official petition. Upon the written request of any member, official petition forms shall be provided by the Chairperson of the Statewide Election Committee or designated employee of the Association. When nominating petitions are given out, the name of the candidate and the office that candidate is seeking must be typed or clearly printed at the top of the petition. A record must be kept of all petitions distributed. A member who is otherwise eligible may qualify as a candidate for the State Executive Committee by submitting a nominating petition carrying the signatures and social security numbers of not less than ten percent (10%) of the members in good standing eligible to vote in the election provided, however, that in no event will more than [450] **300** valid signatures and social security numbers be required. Any member submitting the required number of valid signatures to the Statewide Election Committee at CSEA Headquarters in a timely manner shall be placed on the ballot as a candidate for the State Executive Committee. Write-in votes are prohibited.

(b) ELIGIBILITY. TEXT REMAINS THE SAME.
Section 3. LOCALS. TEXT REMAINS THE SAME.
EXPLANATION: The proposer provided the following justification with the proposals: "The number of signatures to run for the Board of Directors is more in line with the number of signatures required for individuals to run for Region and Statewide office."

At last year's Annual Delegates' Meeting, the Delegates accepted an amendment from the floor to modify the original proposal which sought 200 signatures as the operative figure. The proposal, as amended by the Delegates last year, now requires 300 signatures. This year, the Delegates are voting a second time on the proposed amendments with the number of signatures required being 300.

The Committee does not agree that this change is appropriate. A Board member serves an organizational role, with each Board member focusing on the interests of the union as a whole, and not on the particular interest of his or her local or unit. Each State Division Board seat represents at least 3000 members and usually extends beyond an individual's local. These factors make Board seats comparable to other statewide positions in terms of focus, scope, responsibility and fiduciary relationship. The requirement to secure 10% of the eligible votership, with a maximum of 450 signatures and social security numbers, was designed to protect Board candidates who come from the larger locals. Examples of such situations are the larger county locals which have over 5000 members. In these instances the maximum of 450 signatures was set to ease those candidates' burden which, without the maximum, would require them to secure 500, 600 or even more signatures. Having to use a network of supporters to secure signatures reflects the true nature of the position. The elected Board member will have to communicate with and act on behalf of a significant number of members scattered over a large geographic area, working in several locations, and across numerous shifts. The Committee believes that lowering the maximum required number of petition signatures diminishes the role and the responsibility of Board members. It would also increase the lack of connection, real or perceived, between

Board members and their constituencies. The proposal also seeks the inclusion of the reference to social security numbers a second time in the text to make it consistent in wording with the comparable language for the Local Government Executive Committee. The omission of this reference was an inadvertent error resulting from the numerous revisions of language over the years. The Committee will insure as a matter of housekeeping that these words are restored to the text in the appropriate position at the time of the next republication of the Constitution and By-Laws.

ARTICLE VII. Local Government Division Section 1. LOCAL GOVERNMENT EXECUTIVE COMMITTEE. TEXT REMAINS THE SAME.

Section 2. (a) NOMINATIONS. Nominations for members of the Local Government Executive Committee shall be made by official petition. Upon the written request of any member, official petition forms shall be provided by the Chairperson of the Statewide Election Committee or designated employee of the Association. When nominating petitions are given out, the name of the candidate and the office that candidate is seeking must be typed or clearly printed at the top of the petition. A record must be kept of all petitions distributed. A member who is otherwise eligible may qualify as a candidate for the Local Government Executive Committee by submitting a nominating petition carrying the signatures and social security numbers of not less than ten percent (10%) of the members in good standing eligible to vote in the election provided, however, that in no event will more than [450] **300** valid signatures and social security numbers be required. Any member submitting the required number of valid signatures to the Statewide Election Committee at CSEA Headquarters in a timely manner shall be placed on the ballot as a candidate for the Local Government Executive Committee. Write-in votes are prohibited.

(b) ELIGIBILITY. TEXT REMAINS THE SAME.
Section 3. LOCALS. TEXT REMAINS THE SAME.
EXPLANATION: The proposer provided the following justification with the proposals: "The number of signatures to run for the Board of Directors is more in line with the number of signatures required for individuals to run for Region and Statewide office."

This is the same proposal as the preceding one which addressed the maximum number of signatures for the State Division Executive Committee. The Committee does not support this proposal for all the reasons set forth in opposition to the earlier related proposal. A Board member serves an organizational role, focusing on the interests of the union as a whole and not on the particular interests of a given local or unit. County locals having at least 100 members have one Board seat. Each Region has one Education Local Board seat as well. Board seats are comparable to other statewide positions in terms of focus, scope, responsibility and fiduciary relationship. As such, the requirement to secure 10% of the eligible votership, with a maximum of 450 signatures and social security numbers, protects the candidates from the larger county locals that have over 5000 members. In these instances the maximum of 450 signatures eases the task of securing nominating signatures. For example, in the case of Nassau County, as many as 1100 signatures or more would have to be secured if there was no signature cap. Having to use a network of supporters to secure signatures reflects the true nature of the Board position, wherein the elected Board member has to communicate with and act on behalf of many members scattered over a large geographic area, working in several locations, and across numerous shifts. The Committee believes that to lower a cap on the maximum required number of signatures diminishes the role and the responsibility of Board members. It would also increase the lack of connection, real or perceived, between Board members and their constituencies. The proposal also seeks the deletion of the reference to subdivision (a) at Section 1. This deletion is appropriate as there are no subdivisions in this Section. The Committee will insure as a matter of housekeeping that this reference is removed when the Constitution and By-Laws are next republished.

At last year's Annual Delegates' Meeting, the Delegates accepted an amendment from the floor to modify the original proposal which sought 200 signatures as the operative figure. The proposal, as amended by the Delegates last year, now requires 300 signatures. This year, the Delegates are voting a second time on the proposed amendments with the number of signatures required being 300.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS AMENDMENT.

The following proposal was submitted by Brother Charles Peritore of Local 922.

ARTICLE IX. Retiree Division Section 1. RETIREE EXECUTIVE COMMITTEE.

(a) POWER AND AUTHORITY. The power and authority to transact business relating to retired members shall, except as provided herein, be vested in the Retiree Executive Committee. The Retiree Executive Committee shall consist of [two representatives (except the Metropolitan Region which shall have only one representative) from each CSEA Region elected by the presidents of the Retiree Locals in that Region, a representative from the State of Florida elected by the presidents of the Retiree Locals in the State of Florida, and the retired member appointed by the President of CSEA to serve on the Statewide Political and Legislative Action Committee. In those Regions which have two representatives, one representative shall be a member who has retired from employment with the state of New York and the other representative shall be a member who has retired from local government employment.] **one representative from each retiree local who shall be the Local President of each such Local. The representative shall serve on the Executive Committee for a term of three (3) years to be coincidental with the term of office of his/her presidency.** The Retiree Executive Committee shall elect from its membership one member to be known as the Chairperson of the Retiree Executive Committee, a Vice Chairperson and a Secretary. The Retiree Executive Committee may create one or more subcommittees to perform such duties as the Retiree Executive Committee shall designate. [Terms of office of Retiree Executive Committee members shall be coincidental with the terms of office of members of the Board of Directors of CSEA.]

(b) DUTIES AND FUNCTIONS. TEXT REMAINS THE SAME.

(c) NOMINATIONS AND ELIGIBILITY. TEXT REMAINS THE SAME.

EXPLANATION: The proposer provided the following justification: "We are requesting that the Retiree Executive Committee be restructured so that it is made up of all Retiree Local Presidents (structure to mirror the Private Sector Division). As you are aware, the current make-up requires two representatives from five Regions (one being a State Division Retiree and the other being a Local Government Division Retiree), and one representative from Region 2. We feel that it really does not matter what division the person was in when they were employed; what matters is who is dealing with the members on a daily basis and that is the Local President. In addition, since we are moving more toward increasing our Private Sector Division, it does not seem fair to limit representation only to members who retired from State or Local Government. This change would increase our communication with all Locals and hopefully with our membership." This proposal has the support of the Statewide Officers.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

The following proposal was submitted by Brother Charles Peritore of Local 922.

ARTICLE X. Delegates Section 1. DELEGATE STATUS. TEXT REMAINS THE SAME.

Section 2. DELEGATE DUTIES. TEXT REMAINS THE SAME.

Section 3. RETIRED MEMBERS. TEXT REMAINS THE SAME.

Section 4. RETIREE DIVISION MEETINGS.

(a) Delegates to the Annual Meeting of the Retiree Division shall consist of one delegate from each Local and one additional delegate from each Local for each additional 1,000 members or major fraction thereof. [The members of the Retiree Executive Committee and] The officers of the statewide Association shall be delegates. All such delegates shall attend at the expense of the statewide Association.

(b) Members of each Local shall elect from their membership one or more delegates to represent the members of the Local at all meetings of the Division, except that the Local President shall, by virtue of that office, automatically be designated as a delegate. Other officers of the Local as set forth in Article IV, Section 1 of the Retiree Local Constitution, shall, by virtue of their office, be automatic delegates to CSEA Retiree Conventions, provided that the



Local is entitled to more than one delegate. It is the responsibility of each Local to notify the office of the Statewide Secretary of any change affecting the status of the delegate listing at the time of such change. Such delegate or delegates shall have one vote for each one hundred (100) members or fraction thereof in such Local, based upon the paid membership in the Association on the first day of June preceding the meeting. The number of votes each Local is entitled to cast shall be determined by the Membership Committee.

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

EXPLANATION: The proposer provided the following justification: "Since Local Presidents will make up the Retiree Executive Committee, there will be no additional reimbursement to Locals for REC attendance. Reimbursement is limited to one Local delegate per 1,000 members or major fraction thereof." This language to be deleted is no longer necessary, as all Retiree Executive Committee members will be delegates by virtue of being Local Presidents. This proposal has the support of the Statewide Officers.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

The following proposal was submitted by Statewide Treasurer Maureen Malone.

ARTICLE X. Delegates

Section 1. DELEGATE STATUS. Members of each Local shall elect from their membership one or more delegates and/or alternates to represent the members of the Local at all meetings of the Association, except that the Local President, Vice Presidents in ranking order, Secretary and Treasurer, shall, by virtue of their offices, automatically be designated as delegates and/or alternate delegates. It is the responsibility of each Local to notify the Office of the Statewide Secretary of any change affecting the status of the delegate listing at the time of such change. Such delegate or delegates shall have one vote for each one hundred (100) members or fraction thereof in such Local, based upon the paid membership in the Association on the first day of June preceding the meeting. The number of votes each Local or Department is entitled to cast shall be determined by the [Membership Committee] Office of Statewide Secretary. All members of the Board of Directors who are not elected delegates shall have all the rights and privileges of delegates at meetings of the delegates except the right to vote.

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

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

EXPLANATION: The justification provided with the proposal is as follows: "This function of the Membership Committee may have been necessary before the era of computerization. At this point, the Membership Committee must meet in June of each year to review computer generated reports. The function of the determining delegate number certification is being done by the office of the Statewide Secretary for credentialing purposes. This is where this

function belongs."

This proposal has the support of the Statewide Officers. The Committee believes that this change is in order, as it reflects both the current practice and the appropriate alignment of responsibilities. All membership information is maintained in one integrated data base and numbers and local breakdowns are determined from that information. The role of the Membership Committee in the past in determining delegate voting strength is no longer necessary. Hence the Committee believes that this proposal is clearly warranted.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

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

The following proposals were submitted by Ellen Lennon of Local 184, Betty Lennon of Local 612, Judy Richards of Local 641 and Francis Strack of Local 262.

ARTICLE VI. State Division

Section 1. STATE EXECUTIVE COMMITTEE. The power and authority to transact business relating to state employees shall, except as provided herein, be vested in a State Executive Committee. The State Executive Committee shall consist of the officers of the Association, and one representative from each State Department. The Judiciary, the State University, the Waterfront Commission and state public authorities as one unit, shall be deemed State Departments. The Teachers' Retirement System shall be deemed a State Department. Each State Department with more than 3,000 members as of September 1 of the year preceding the election shall, for the term of office beginning the following March, be entitled to one representative on the State Executive Committee for each 3,000 members or major fraction thereof. The members of the Department of Mental Hygiene shall be elected by Region. In all other departments entitled to more than one representative on the Board of Directors, members shall be elected from the departments on an at-large basis. The State Executive Committee shall elect from its membership one member to be known as the Chairperson of the State Executive Committee and one member to be known as the Vice Chairperson of the State Executive Committee. The State Executive Committee may create one or more subcommittees to perform such duties as the State Executive Committee shall delegate. Each department representative shall be elected by ballot by the members in that person's department in the manner prescribed in the By-Laws. Solely for the term commencing July 1, 1998, their term shall be for two (2) years. Vacancies in the office of the State Department representatives including termination of employment with the Department or political subdivision may be filled for the remainder of the term by the President of the Association, from name(s) submitted by the affected Local(s), without an election with the approval of the [State Executive Committee] respective affected Locals. Locals/units affected by the vacancy will caucus within 30 days of the vacancy and submit name(s) of which the president must choose his/her nominee from. No statewide officer shall be eligible to be a candidate for any position on the State Executive Committee. If the office of Chairperson becomes vacant, the Vice Chairperson shall succeed to the office of Chairperson and a new Vice Chairperson will be elected by the State Executive Committee at its next scheduled meeting. Failure to assume the higher office will result in automatic removal from the office currently held.

Section 2. LOCALS. TEXT REMAINS THE SAME.

ARTICLE VII. Local Government Division

Section 1.(a) LOCAL GOVERNMENT EXECUTIVE COMMITTEE. The power and authority to transact business relating to employees of the political subdivisions of the state shall, except as otherwise provided herein, be vested in a Local Government Executive Committee which shall consist of the officers of the Association and one representative from the Local Government County Locals of each county having 100 or more members as of the preceding September 1st, and one Local Government Educational Local representative from each CSEA Region elected by the Local Government Educational Local members within each Region. One additional member of the Local Government Executive Committee shall be elected by the members of the Local Government Executive Committee to represent Local Government County Locals which have membership of less than 100 on the preceding September 1st. In addition to the foregoing, Local Government County Local(s) of any county having more than 10,000 members as of September 1 in the year preceding an election shall, for the term of office beginning the following March, be entitled to one additional representative. The Local Government Executive Committee may create one or more subcommittees to perform such duties as the Local Government Executive Committee shall delegate. The representatives of Local Government County

Local(s) shall be elected by such Local(s) for a three (3) year term of office to be coincidental with the term of office for members of the State Executive Committee, including the sole two-year term of office commencing July 1, 1998. The Local Government Executive Committee shall elect from its membership one member to be known as the Chairperson of the Local Government Executive Committee and one member to be known as the Vice Chairperson of the Local Government Executive Committee. Vacancies in the office of Local Government representative including termination of employment with the Department or political subdivision may be filled for the remainder of the term by the President of the Association, from name(s) submitted by the affected Local(s), without an election with the approval of the Local Government Executive Committee. Locals/units affected by the vacancy will caucus within 30 days of the vacancy and submit name(s) of which the president must choose his/her nominee from. No statewide officer shall be eligible to be a candidate for any position on the Local Government Executive Committee. If the office of Chairperson becomes vacant, the Vice Chairperson shall succeed to the office of Chairperson and a new Vice Chairperson will be elected by the Local Executive Committee at its next scheduled meeting. Failure to assume the higher office will result in automatic removal from the office currently held.

Section 2. LOCALS. TEXT REMAINS THE SAME.

EXPLANATION: The proposers provided the following justification with the proposal: "The intent is that the president has only several names to choose from. While this is mainly a state issue, it also affects local government in that with the number of units in some locals many, many names could come forth. This provides a timeline to fill the vacancy. This puts the right of representation in the hands of those represented. It is more democratic as there is more of a voice of those represented."

The Committee does not support this proposal. The intent of this proposal is to insure input from those to be affected by the President's choice to fill a Board seat. This input is already provided for in the Constitution language, with the exception of the word "must". The Committee does not believe that mandating who can be appointed to fill a Board seat would benefit the membership. The Committee reminds the Delegates that it was not so long ago that the language was changed to allow for the filling of these vacancies by the President so as to avoid the need for numerous and never-ending special elections. At that time, an argument was made that in making the appointment the President should take advice from those to be effected by the choice. The current language does just that, while leaving the actual choice to the Statewide President. The Board seat is a statewide position; it is not a local or geographic position.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS AMENDMENT.

The following proposal was submitted by Brother Edward Blodgett of Retiree Local 912.

ARTICLE IX. Retiree Division.

Section 1. RETIREE EXECUTIVE COMMITTEE.

(a) **POWER AND AUTHORITY.** TEXT REMAINS THE SAME.

(b) **DUTIES AND FUNCTIONS.** TEXT REMAINS THE SAME.

(c) **NOMINATIONS AND ELIGIBILITY.** A member seeking election onto the Retiree Executive Committee must submit an Application for Election to the Retiree Executive Committee on the form provided by the Statewide Election Committee and published by the Association in the Retiree Newsletter. The application must include the name of the candidate, the office sought, and a declaration that the candidate has been a member in good standing of the Retiree Division since June 1 of the year preceding the election, has not been a member of a competing public retiree organization since June 1 of the year preceding the election and is not currently serving a disciplinary penalty imposed by the CSEA Judicial Board. The Retiree Division election for Retiree Executive Committee representative shall be held, with the representatives elected by region, by the Local Presidents thereof, in accordance with the procedures and times as determined by the Statewide Election Committee which shall oversee all aspects of the election. A member shall be considered in good standing and eligible to seek office in the retiree division of CSEA if they transferred into a retiree local from an active local before the selection of candidates for election. Such member shall have been an active member in good standing for a period of three (3) years prior to transferring to the retiree local and within ninety (90) days of retirement.

Section 2. LOCALS. TEXT REMAINS THE SAME.

EXPLANATION: The proposer provided the following justification with the proposal: "Under existing policy, potential activists, members retiring from the active work force, and moving to retiree status are precluded from seeking office in the Retiree organization because the current policy states that they are ineligible for up to one year from date of retirement. (Example: if a person retires in August after being involved with an Active local, they do not qualify

for office in the Retiree local until one year later in June. At this point many activists have moved to other interests that can utilize their experience immediately.)"

The Committee believes that an active member who retires and has less than one year's membership in the Retiree Local would not adequately understand the needs of the Retiree Local's membership. The Committee is of the opinion that prior to holding a retiree office, a person should take time to become acquainted with retiree issues which are very different from those of working members. Additionally, in the other Divisions, a member moving from one subdivision to another generally does not get to be a candidate without first meeting the year requirement. In a couple of instances where a very large local was restructured into smaller subdivisions the one year requirement was waived. This waiver was necessary to allow sitting elected officers to continue to represent their constituencies. It did not involve members changing divisions or geographic areas. Based on these reasons the Committee believes that the current language for retiree candidate qualifications is sufficient and in the best interests of the Retiree Locals and their membership.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS AMENDMENT.

The following proposal was submitted by Joe Aravena of Local 419.

ARTICLE XIII. Amendments.

This Constitution may be amended as follows:

(a) A proposed amendment must be submitted in writing to the Secretary of the Association by May 15 of the year of the delegate meeting at which it is to be presented, and

(b) A majority of the delegates present and voting at the meeting must approve the proposed amendment or a substantially similar amendment and order that it be published in the official newspaper of CSEA at least ten (10) days prior to the next meeting of the Association, or the President may request a vote from the delegates to, in no less than twenty-four hours, resubmit the amendment to the delegates present for a second reading, and

(c) The proposed amendment as approved at the first reading [published] is approved by a two-thirds vote of the delegates present at the [next] meeting when the second reading occurs [of the Association].

EXPLANATION: The proposer provided the following justification with the proposal: "Over the past few years CSEA has committed itself and taken action towards reorganizing to improve its structure, constitution, and to better provide service to its members. The President, Board of Directors, and you the delegate body of this great union, have taken the necessary steps to redefine the role and position CSEA will take in the labor movement for the new millennium. This proposal would allow the President to present to the delegate body, proposals which have an impact on the union, which may have been inspired by a current event, or when circumstances or necessity warrants. You, the delegate body would have the opportunity and choice to decide whether a proposal needs to be immediately acted upon for the good of the union, or if it can wait until the next annual delegates meeting. This is another tool the delegates will have to assist in moving the union forward timely."

The Committee believes that there is merit to the concept of allowing for a quicker way to address proposed changes to our governing structure. The Delegates already have the ability to change the Statewide By-Laws in one reading. This proposal would allow, under limited circumstances, for the Delegates to change the Constitution in one ADM year as well. The proposal would allow for both readings to take place within the same ADM. While it is not envisioned that this would happen often, or regularly, sometimes it may be preferred to allow for such an occurrence. For instance, should there be proposals put forth to restructure the Board or the Divisions, waiting two years could be a disservice to the Union in seeking to achieve the goals of a restructuring proposal that has the support of the Delegates already and is necessary to allow for the union to move forward. The proposal provides that only the President can bring the issue of a second reading at a single ADM to the Delegates and it also provides that the Delegates would have the final say as to whether to allow for this "fast track" approach. There would be no loss of the Delegates' authority.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

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

The following proposal was submitted by Sister Cathy Duncan of Dutchess County Local 813.

ARTICLE III. Statewide Elections

Section 1. ELECTION TERMS.

(a) Commencing with the close of the 1998 Annual

Delegates Meeting, the term of office for the ten officers of the Association shall be extended and changed as follows:

1. TEXT REMAINS THE SAME.

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

3. TEXT REMAINS THE SAME.

Section 2. ELECTION PROCEDURE. TEXT REMAINS THE SAME.

Section 3. ASSOCIATION OFFICERS. TEXT REMAINS THE SAME.

Section 4. ELECTION AGENCY. TEXT REMAINS THE SAME.

Section 5. ELECTION PROTEST. TEXT REMAINS THE SAME.

EXPLANATION: The proposal to limit the Statewide President to two consecutive terms of office included the following justification: "It has become apparent that after one term of office the President and his executive board forget what it was like to earn a living as a Civil Service employee. By the end of the second term they are just another bureaucracy and totally removed from the middle class individuals they were elected to represent. If the President knew that at the end of the second term he/she might have to return to the salary they left 8 years ago, he/she might fight just a little harder to get a good contract. He/she might provide legal assistance more readily to protect the rights of a member. Contracting out might also be addressed as it might be his/her future job that is being contracted out. He/she might be more interested in protecting and defending the public employee's rights than in signing up public sector employees. More CSEA dues should not be the main focus for our leadership, but defending the existing employee should. It has also become a major expense to run for the office of President. The individual in office has a major advantage in that he/she can campaign on work time as he is always in the public eye. Anyone else running would need major amounts of money and would be forced to take a leave from his/her regular job to campaign."

The Committee does not support this proposal. Limiting the Statewide President to two terms of office ought to be done by the members not returning the incumbent to office and not by some language in our By-Laws. In 1997, the Committee brought to the Delegates a proposal to have the Association Officers elected by the Delegates at Convention. This proposal was defeated based on the Delegates' strong belief that the members want and are entitled to determine directly who they want in office. Implicit in that reasoning is the members' right to decide whether any particular incumbent officer has been doing a job that warrants an additional term or has either failed to do the job satisfactorily or has been in office too long. This decision belongs to the members. The Committee believes that, if polled, most members would have a problem with this proposal as they would see it as the Delegates telling them who they can choose to lead their union. The Committee strongly disagrees with this proposal.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS PROPOSAL.

The following proposal was submitted by Brother Bob Graham of Local 013.

ARTICLE III. Statewide Elections

Section 1. ELECTION TERMS. TEXT REMAINS THE SAME.

Section 2. ELECTION PROCEDURE. TEXT REMAINS THE SAME.

(a) ELIGIBILITY. TEXT REMAINS THE SAME.

(b) NOMINATIONS. TEXT REMAINS THE SAME.

(1) TEXT REMAINS THE SAME.

(2) TEXT REMAINS THE SAME.

(3) TEXT REMAINS THE SAME.

(4) All candidates must submit with their petitions the following information. The information is to be typed, dated, and must contain the candidates signature.

a. Their full name.

b. Their age.

c. The position they're seeking.

d. Their current job title, agency, and worksite location.

e. The total number of years they've been a public employee.

f. Any previous CSEA experience, including any offices held.

g. A 250 word essay stating why they're seeking office, what their goals are if elected, and why these goals are of benefit to the members they'll serve.

h. A black and white photograph at least 5 inches by 7 inches, of themselves taken within the last two years.

CSEA, Inc. will then publish, in the first issue of the "Workforce" immediately following the deadline for accepting candidates, the aforementioned information for all candidates for all statewide and regional offices. All pictures will be published at the same size as each other. The written information will be published in its entirety, unedited except for spelling.

(4)(5) Any member submitting the required number of signatures to the Statewide Election Committee at CSEA Headquarters in a timely manner shall be placed on the ballot as a candidate for office. Write-in votes are prohibited.

(c) TRAVEL REIMBURSEMENT. TEXT REMAINS THE SAME.

(d) OATH. TEXT REMAINS THE SAME.

Section 3. ASSOCIATION OFFICERS. TEXT REMAINS THE SAME.

Section 4. ELECTION AGENCY. TEXT REMAINS THE SAME.

Section 5. ELECTION PROTEST. TEXT REMAINS THE SAME.

EXPLANATION: The proposer submitted a resolution containing an explanation which stated as follows: "Whereas the purpose of having officers of CSEA elected by a general democratic ballot of the members is to afford the members the opportunity to select as their officers those they feel are best qualified for the positions up for election, and whereas, knowledge of a candidates person, experience, involvement, and goals for the office are essential to the members deciding upon a candidates qualifications for office, and whereas, it is not feasible for members to on their own be able to gather such information from the candidates..."

The Committee does not agree with this proposal for several reasons. First, the conditions set forth would place an unreasonable burden on the candidates, and therefore would be in violation of the Labor-Management Reporting and Disclosure Act of 1959, (LMRDA) as amended. The LMRDA does not allow for any qualifications which could have the effect of substantially limiting the number of potential candidates. For instance, a 250 word essay may be burdensome to a potential candidate. There is no need for voters to know a candidate's age, appearance or current job title as these factors would not necessarily have a bearing on the candidate's ability to seek and hold office. Additionally, prior experience is not a legal qualification to run for office; to highlight the absence of such experience would be not much different from requiring the prior experience as a qualification for candidacy. Since any statements would have to be published without editing, this practice could also allow for a lot of misinformation.

The Committee also reminds the Delegates that it is a constitutional responsibility of the Board of Directors to approve Election Guidelines based on recommendations received from the Statewide Election Committee. As recently as 1997, the Board entertained three options relating to publication of candidate information in the Union newspaper. The Board voted to end the practice of allowing short statements, and rejected the option of allowing for pictures and basic biographic information as envisioned by this proposal. The Committee believes that this proposal is not proper for the Delegates to consider since it is in the specific jurisdiction of the Board to determine Election Guidelines.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS AMENDMENT.

The following proposal was submitted by Sister Wilma Hasser of Local 552.

ARTICLE III. Statewide Elections

Section 1. ELECTION TERMS. TEXT REMAINS THE SAME.

Section 2. ELECTION PROCEDURE. TEXT REMAINS THE SAME.

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

(1) **If a member who is elected to an office declines taking that office, that member shall not be an eligible candidate during the specific term of office the member refused.**

(2) **A current elected officer must resign their position before running for another vacated position during the current term of office.**

(b) NOMINATIONS. Nominations for the offices of President, Executive Vice President, six Vice Presidents, Secretary, Treasurer and for the State Executive Committee and Local Government Executive Committee shall be made by official petition. Upon the written request of any member, official petition forms shall be provided by the Chairperson of the Statewide Election Committee or designated employee of the Association. When nominating petitions are given out, the name of the candidate and the

office that the candidate is seeking must be typed or clearly printed at the top of the petition. A record must be kept of all petitions distributed.

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

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

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

(4) Any member submitting the required number of signatures to the Statewide Election Committee at CSEA Headquarters in a timely manner shall be placed on the ballot as a candidate for office. Write-in votes are prohibited.

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

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

Section 3. ASSOCIATION OFFICERS. TEXT REMAINS THE SAME.

Section 4. ELECTION AGENCY. TEXT REMAINS THE SAME.

Section 5. ELECTION PROTEST. TEXT REMAINS THE SAME.

EXPLANATION: The proposer provided the following justification for the first part of the proposal: "An elected member who declines their elected office forcing CSEA to repeat the election expenses, wasting Union resources and making a mockery of the election process should not be eligible to be a candidate for the same office they refused to serve in the first election." With regard to the second part of the proposal the proposer provided the following justification: "The reason for this by-law is fair distribution of representation for the members and to avoid concentration of power."

This proposal seeks to add language limiting the opportunity to rerun for an office that the candidate had declined. It also would require any candidate to resign his or her current office prior to running for a different office.

The Statewide Election Committee (SEC) does not support this proposal. With regard to the first part, the SEC is of the opinion that to prohibit any member in good standing from running in any election for which he or she qualifies would be a violation of the LMRDA. The LMRDA and the regulations of the U.S. Department of Labor provide that every member in good standing shall be eligible to be a candidate and to hold office, subject to a few "reasonable" qualifications. Reasonable qualifications include such things as minimum time period of membership prior to candidacy, and continuity of good standing. The SEC believes that the restriction sought by this proposal would be deemed "unreasonable" if ever challenged before the Department of Labor.

With regard to the second part of the proposal, the SEC believes that it is overboard. On its face, the proposal seems to require that whenever a current officer seeks to run for a different position he or she must resign his or her current position. The present applicable CSEA Constitutions and By-Laws prohibit any member from running for more than one Statewide, Region, Local or Unit position (with the exception of delegate) at the same time. The Region Constitution further prohibits the running for Statewide Office while running for Region Office. The SEC believes that this proposal will discourage members from running for higher office, especially at the local and unit level, depriving the union of continued excellence in leadership.

The Committee agrees with the SEC and its explanations as stated. In addition, the Committee has been advised that requiring a candidate to give up a duly elected position in order to run for another position would violate the LMRDA and other applicable law. It would serve as an unreasonable restriction on the right to run for office. The Committee believes that it is sufficient that upon election to a higher office, one must step down from the position previously held.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS PROPOSAL.

The following proposal was submitted by Sister Susan Crawford of Local 656.

ARTICLE III. Statewide Elections

Section 1. ELECTION TERMS. TEXT REMAINS THE SAME.

Section 2. ELECTION PROCEDURE. TEXT REMAINS THE SAME.

(a) ELIGIBILITY. In order to be eligible to seek office, a candidate must be at least 18 years of age, a member in good standing of the Association since January 1 of the year preceding the election year, shall not have been a member of a competing labor association or union since January 1 of the year preceding the election year, and shall not currently be serving a disciplinary penalty imposed by the Judicial Board of CSEA. **No member may seek office for a position they have already been elected to but declined to take office.**

(b) NOMINATIONS. TEXT REMAINS THE SAME.

(c) TRAVEL REIMBURSEMENT. TEXT REMAINS THE SAME.

(d) OATH. TEXT REMAINS THE SAME.

Section 3. ASSOCIATION OFFICERS. TEXT REMAINS THE SAME.

Section 4. ELECTION AGENCY. TEXT REMAINS THE SAME.

Section 5. ELECTION PROTEST. TEXT REMAINS THE SAME.

EXPLANATION: The proposer provided the following justification with the proposal: "Due to the recent chain of events in the Region 6 elections, there needs to be a change in the By-Laws to prohibit a candidate from being elected to a position, declining the position before assuming office, causing the re-run of the election, and then running again for the same position. For whatever reason this happened, it has made a mockery of the whole process, not to mention the added cost to the organization to re-run this election and the expense, time and aggravation to the other candidates. It is time to change the By-Laws to prohibit this from ever happening again."

The Committee sought the input of the Statewide Election Committee which does not support this proposal. The SEC was troubled by the situation that led to this proposal. However, the SEC believes that restrictions placed on a member in good standing from running in any election for which he or she qualifies would be a violation of the LMRDA. The LMRDA and the regulations of the U.S. Department of Labor provide that every member in good standing shall be eligible to be a candidate and to hold office, subject to a few "reasonable" qualifications. Reasonable qualifications include such things as minimum time period of membership prior to candidacy, and continuity of good standing. The SEC believes that the restriction sought by this proposal would be deemed "unreasonable" if ever challenged before the Department of Labor. In addition, while the SEC believes that this situation is not likely to arise again, it is also of the strong belief that it is up to the voters to elect their leadership. This is one of the fundamental principles that has always been part of CSEA's great tradition.

The Committee agrees with the SEC and its explanations as stated. The Committee also has received a legal opinion that such a restriction would run afoul of the LMRDA which applies to the Region election because the Region President position serves as a Vice President of the Statewide organization and Regions have private sector members.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS PROPOSAL.

The following proposal was submitted by Brother Michael Van Nostrand of Local 737.

ARTICLE IV. Finance.

Section 1. FISCAL YEAR. TEXT REMAINS THE SAME.

Section 2. DUES AND SHOP FEES. TEXT REMAINS THE SAME.

Section 3. REFUND AND REIMBURSEMENT.

(a) REFUNDS TO LOCALS. Each duly organized Local of the Association which has complied with all of the provisions of the mandated Local Constitution and this Constitution and By-Laws shall receive from the Treasurer an annual payment of twenty-five percentum (25%) of the membership dues and twenty-five percentum of the agency shop and union shop fees collected from the employees in such Locals after the net per capita payment to AFSCME, based on the June 1 audit, has been deducted. The expense of the delegates to regular or special meetings of the Association shall be paid by the Local from such funds as hereinafter provided **unless said Local can not afford to send a delegate to region or special meetings of the Association because of lack of rebate funds then, the Association must absorb the costs, and whereas Locals 25% net rebate does not exceed \$5,000, then Association should provide a minimum of \$5,000, as a net rebate to cover costs of running the Local.**

EXPLANATION: The proposer provided no justification with the proposal. The Committee forwarded this proposal to the Statewide Treasurer's office for review and feedback. The Statewide Treasurer advised she could certainly understand the concern of the proposer that all locals have money to operate during the fiscal year.

Currently, there are 121 Locals that receive a rebate of less than \$5,000 annually. Of this number, 14 are Retiree Division Locals. To compensate these Locals at the \$5,000 figure would require an additional \$290,000 in rebated funds. That amount of money could only come from a decrease in staff and member services. For this reason, the Statewide Treasurer does not think it is feasible to consider rebating more money to a Local than CSEA receives in total from the Local.

The Committee agrees with the analysis of the Statewide Treasurer. Although the proposal appears to be one of good intention, implementation would be fiscally crippling and felt throughout the entire organization.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS PROPOSAL.

The following proposal was submitted by Brother Les Eason of Local 830.

ARTICLE V. Judicial Board

Section 1. MEMBERS. TEXT REMAINS THE SAME.

Section 2. JURISDICTION. TEXT REMAINS THE SAME.

Section 3. PROCEDURE.

(a) Charges against individual members.

(1) Any member may file a complaint against any member or officer of CSEA. Any Executive Board of a Unit, Local or Region may file a complaint against any member or officer of CSEA.

(2) Each complaint must be filed with the Judicial Board, 143 Washington Avenue, Albany, New York 12210, by certified mail, return receipt requested, and a copy of the complaint must be served on any person against whom the complaint is made by certified mail, return receipt request. **If the complaint is found to be frivolous in nature, lacking sufficient substantiation or alleging conduct for which penalty is not appropriate or if the Judicial Board determines that there is probable cause to believe that the complaint, if proven would not sustain a finding of misconduct and if the Judicial Board does not issue formal charges, CSEA Inc. shall reimburse all reasonable costs incurred by the respondent of the complaint (e.g. postage & photocopies). Reimbursement will be given only with proper receipts for actual costs.**

(3) TEXT REMAINS THE SAME.

(4) TEXT REMAINS THE SAME.

(5) TEXT REMAINS THE SAME.

(6) TEXT REMAINS THE SAME.

(7) TEXT REMAINS THE SAME.

(8) TEXT REMAINS THE SAME.

(9) TEXT REMAINS THE SAME.

(10) TEXT REMAINS THE SAME.

(11) TEXT REMAINS THE SAME.

(12) TEXT REMAINS THE SAME.

(13) TEXT REMAINS THE SAME.

(14) TEXT REMAINS THE SAME.

(b) Trusteeships. TEXT REMAINS THE SAME.

EXPLANATION: The proposer provided the following justification with the proposal: "The justification is basically the same, removing the personal expense from an activist that takes leadership roles, when defending themselves on issues raised from that role, especially when the complaint is found to be unsubstantiated."

Last year Brother Eason submitted a proposal to the Delegates to implement a \$50 filing fee which would be returned to the complainant, if the complaint was found to be valid. When the Committee put the proposal before the Delegates, Brother Eason moved to have the proposal referred back to the Committee. This year Brother Eason offered a modified proposal which would substitute Union reimbursement for a filing fee in those instances where the Judicial Board found the complaint lacking substantiation or appropriate penalty. The intention is to protect the subject of a complaint considered frivolous and/or "political" in nature from the numerous costs and time necessary to defend against the complaint.

The Committee forwarded this proposal to the Judicial Board for its review and input. The Judicial Board responded that it felt that the proposal may limit or inhibit members from filing charges. In other words, the imposition of any monetary fee would serve to "chill" the rights of members to file a Judicial Board complaint.

The Committee agrees with Brother Eason that a mechanism needs to be put in place to deal effectively with those who use the Judicial Board process for personal gain, political advantage during local or unit election, or for retribution. However, the Committee also believes that this proposal will not ultimately solve the problem. The Committee believes that the Judicial Board's authority to throw out frivolous complaints should be a sufficient deterrent to any wholesale misuse of the process. The Committee does not believe that the organization should be responsible to reimburse members, as it does not truly address the misuse or abuse of the process at the front end. It is for the Judicial Board to design an approach that both protects the rights of members to utilize the Judicial Board process properly as well as the rights of other members not to be unduly and inappropriately harassed. Until such time, the Committee is hesitant to support the use of

financial sanctions at either end of the process.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THE PROPOSAL.

The following proposal was submitted by Sister Jocasia Relf of Local 192.

ARTICLE VI. Committees

Section 1. STANDING COMMITTEES. TEXT REMAINS THE SAME.

Section 2. BOARD COMMITTEES. TEXT REMAINS THE SAME.

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 Committee shall be [made by the President upon the advice and consent of the appropriate Region Executive Board] from the membership at large and nominated by the members of each Region's rank and file, and ratified by a two-thirds majority vote by the appropriate Region(s) Executive Board. All negotiations with the State of New York or its representatives shall be done solely by the duly elected State Negotiating Committee on behalf of any duly certified bargaining unit or units. When, as the result of the collective bargaining process between the State Negotiating Committee and the State of New York, 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 complete copy of such additions and deletions to the contract by section along with the appropriate voting package shall be sent to each member of the affected unit or units no later than one (1) month prior to the expiration date of the current contract for the allowance of a [and] reasonable amount of time for reading and discussion [shall be allowed] prior to the taking of the ratification vote.

Section 4. SPECIAL AND AD HOC COMMITTEES. TEXT REMAINS THE SAME.

Section 5. COMMITTEES. TEXT REMAINS THE SAME.

EXPLANATION: The proposer provided the following justification: "The reason for the change to the current language on the duties of our negotiation team is because the language does not specify the duties of the actual team. In light of the recent shenanigans during the last attempts to cut a deal instead of negotiating, we would like to provide strong language to ever prevent this type of behavior in the future. The reason for the second change is because I was personally told by two different negotiators that they were to, and I quote, "take this proposal and tell the members how much they love it and that it is the best we will ever do and if you don't like it you can leave now." If they had left, it would have been CSEA political suicide. Changing the language would provide for a democratic process and alleviate the political pressures that now accompany this position."

The Committee does not support this proposal. First, given the nature of negotiations, there is no way to insure that a tentative agreement is reached at any particular time, and especially not "one month prior to the expiration" of the current agreement. This aspect of the proposal is simply not workable. Second, regarding election of the negotiation team, the cost and time involved in running for the position of negotiating team member would far outweigh any perceived gain in having the negotiating team members elected by the membership. In so many of our officer elections voter participation is low, candidate cost in terms of money and time is high, and the entire process is costly and time consuming. The Committee believes that there is nothing of any substantial value to the union to be gained by running elections for negotiating team composition.

The Committee also sought input from the President who responded that the proposal for elected negotiating committees would be a disservice to the union. There is a definite need for the selection to be done centrally, to ensure that the Negotiating Committees are diverse in the areas of job titles, gender, department, and negotiating experience. This diversity could not be ensured, if each Region Executive Board had sole discretion to elect whom it wanted to represent the region.

In addition, in the Local Government Division and in the Private Sector Division, negotiating committees are appointed by the subdivision president, with advice from the applicable executive board. That same approach is and should be followed from the State Division, with the Region Executive Board bringing forth recommendations to the Statewide President. Elections of negotiating teams in one division would raise a similar issue in the other divisions. The Committee believes that would be inappropriate.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS AMENDMENT.

The following proposal is submitted by the Standing Constitution and By-Laws Committee.

ARTICLE VI Committees

Section 1. STANDING COMMITTEES. TEXT REMAINS THE SAME.

Section 2. BOARD COMMITTEES. TEXT REMAINS THE SAME.

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 Committee shall be made by the President upon the advice and consent of the State Division members of 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 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.

Section 4. SPECIAL AND AD HOC COMMITTEES. TEXT REMAINS THE SAME.

Section 5. COMMITTEES. TEXT REMAINS THE SAME. **EXPLANATION:** During review of a proposal related to this article it came to light that not all regions interpret the existing language in the same manner. Some regions allow their entire Executive Board to vote on the Region's designees for the state negotiating committee; others just allow for the State Division board members to vote. In the local government and private sector divisions the selection of negotiating committee members is made by the respective division's members only. There is no provision for any participation in the selection process by members of another division. Similarly, the Committee believes that in the State Division only State Division members should participate in the selection process for State negotiating team members. Accordingly, the language has been inserted to make this clear and to insure uniformity across all regions in this regard.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

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

ARTICLE VI. Committees

Section 1. STANDING COMMITTEES. TEXT REMAINS THE SAME.

Section 2. BOARD COMMITTEES. TEXT REMAINS THE SAME.

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

Section 4. SPECIAL AND AD HOC COMMITTEES. The Special Committees of the Association shall be as follows: Audit, Human Rights, Memorial Scholarship Fund, Memorial Plaque, [Social Services, Probation, School Employees,] Veterans Affairs, Committee on Minority Issues, Committee for Methods and Procedures, Health-Care Services Committee, Education Services Committee, Maintenance and Infrastructure Committee, Corrections and Law Enforcement Committee, Human Services Committee and such other committees designated by the President of the Association. Members of these committees shall be appointed by the President of the Association for the duration of the President's term of office or until successor appointments have been made. Special Committees shall meet as required and review matters pertinent to the committee assignment and/or upon call of the Association President. The membership of these committees shall not be less than seven, nor more than eleven, and the makeup of such committees shall include representation from each Region and proportional representation for the Local Government Division on such committees that affect Local Government problems. The membership of the Region Political and Legislative Action Committee(s) shall not be less than seven.

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

Section 5. COMMITTEES. TEXT REMAINS THE SAME.

EXPLANATION: The proposer provided the following justification: "This proposal is in line with President Donohue's call that for CSEA to go from a great public employee union to a great union, we have to think industrially. This proposal creates some of the structure to do that. Last year at the Annual Delegate's meeting, we voted to create the Health Care Services Committee, one of the five industries we work in. The Committee was structured to be inclusive of all regions, have representation from the Local Government, State and Private Sector divisions of CSEA and cover all areas of health care that CSEA members work in. This is precisely how an industrial committee should be structured and how I think the four committees I'm proposing should be structured. Along with this proposal, I think it also makes sense to look at all the Special and Ad Hoc Committees with a view toward consolidating, eliminating or adding committees that are in line with our current thinking." The Committee agrees with the proposal and has also gotten positive feedback from the President's office as well.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

The following proposal was submitted by the Statewide President.

ARTICLE VI. Committees

Section 1. STANDING COMMITTEES. TEXT REMAINS THE SAME.

Section 2. BOARD COMMITTEES. TEXT REMAINS THE SAME.

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

Section 4. SPECIAL AND AD HOC COMMITTEES. The Special Committees of the Association shall be as follows: Audit, Human Rights, Memorial Scholarship Fund, Memorial Plaque, Social Services, Probation, School Employees, Veterans Affairs, Committee on Minority Issues, [Committee for Methods and Procedures] Health-Care Services Committee, and such other committees designated by the President of the Association. Members of these committees shall be appointed by the President of the Association for the duration of the President's term of office or until successor appointments have been made. Special Committees shall meet as required and review matters pertinent to the committee assignment and/or upon call of the Association President. The membership of these committees shall not be less than seven, nor more than eleven, and the makeup of such committees shall include representation from each Region and proportional representation for the Local Government Division on such committees that affect Local Government problems. The membership of the Region Political and Legislative Action Committee(s) shall not be less than seven.

(a) TEXT REMAINS THE SAME.

Section 5. COMMITTEES. TEXT REMAINS THE SAME.

EXPLANATION: President Donohue offered the following justification with his proposal: "This committee has not met for the last two years. Additionally, we have utilized more member input when seeking to make changes in our union over the past few years."

The Committee is in agreement with President Donohue. The organization has developed and refined its processes for securing input and review of new ideas. We now have other avenues to deal with the business at hand. Starting with his first administration, President Donohue has appointed special ad hoc committees comprised of activists and members with particular expertise to address the various issues facing our union. With the appointment of the Task Force for the Future, and the numerous subcommittees established as part of that effort, more than one hundred new activists and rank and file members got involved in committee work and in contributing to the Union dialogue on issues such as union structure, field services delivery, staff development, organizing targets, mission statement, CSEA newspaper, and so on. From many of these brothers and sisters we have gotten the ideas and plans that have resulted in the new CSEA Mission Statement, the targeting of our organizing efforts by industry and the new Staff Development Program. The Committee supports the President's proposal because it strongly believes that using ad hoc and special committees, focused on specific areas and comprised of those with both interest in and experience with the necessary information to make informed and useful recommendations, the Union is strengthened. The Committee also believes that this approach puts into practice the intent and spirit of the new Mission Statement, that we are a union inclusive of all, exclusive of none, and hearing from rank and file as much as from activists. The Committee believes that the proposal embodies this clearer and bolder way of doing business.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

UNFINISHED BUSINESS: Several items submitted this year propose considerable restructuring of the Board of Directors. The Committee has discussed each item thoroughly and separately. The Committee is of the opinion that any undertaking to restructure CSEA, any of its subdivisions and the Board must be reviewed and deliberated thoroughly and extensively before any particular restructuring proposal can be evaluated. Items 1, 2 and 3 below involve these restructuring proposals. The Committee has referred these items to the Statewide President for organizational analysis, study and feedback.

(1) The Committee received proposals to amend Constitution, Article IV, Section 2(a); Article VI, Section 1; and Article VII, Section 1(a). The proposals seek to significantly restructure the composition of the Board of Directors, to better reflect region profiles.

(2) The Committee received a proposal to amend Constitution, Article VII, Section 1 seeking to create separate Board of Director seats for Local 880 and Local 882 which are now included with Local 830 for Board seating purposes. This proposal also deals with the composition of the Board of Directors.

(3) The Committee received a proposal to amend Constitution, Article VII, Section 1(a) as it relates to Education Board seats in the Local Government Division.

The proposal seeks to increase the potential number of Board seats for region educational locals with over 10,000 members.

(4) The Committee is still reviewing another proposal which seeks to allow seasonal employees the right to vote. The Committee is in agreement with the underlying goal of the proposal, which is to give voting rights to members who are regular seasonal employees. This matter was referred back by the Delegates a second time last year, for a study of administrative feasibility as to the question of such members being able to establish their eligibility to vote. The Committee is undertaking a survey of other unions to find out how they handle this situation. Analysis incomplete.

MISCELLANEOUS BUSINESS: Some matters were before the Committee as the result of referral by the Delegates or otherwise and required more input by the proposers before the Committee could take any action. The Committee expended a good deal of deliberation time and communication time trying to get some clarification in each instance. Here are those items and the action taken by the Committee.

(1) At the 1999 Annual Meeting, the Delegates referred Resolution #6-99 [rebate reimbursement to locals] to the Constitution and By-Laws Committee. Resolution #6-99 was addressed by the Board of Directors as a proposal to the Local Constitution. At its July 13, 2000 meeting the Board voted to disapprove this proposal.

(2) At the 1999 Annual Meeting, the Delegates referred back a proposal to amend By-Laws, Article IV, Section 2(d) to allow voting rights for gratuitous members. The Committee sent a follow-up letter to the proposer inquiring as to his intentions based on the discussion at the 1999 ADM. He was asked to resubmit any language he wished the Committee to consider this year. The Committee did not receive any response to its inquiry. Since the proposer failed to submit a revised proposal or clarification, the matter has been deemed closed.

(3) Proposal to amend By-Laws, Article V seeking full disclosure of all Judicial Board matters. This proposal was not properly submitted as required by the By-Laws. It was neither directed to the Statewide Secretary on the appropriate form nor did it set forth proposed language changes. The Committee sent a letter to the proposer advising that if the language were provided the Committee would consider the proposal at a later time. Having received no response from the proposer, this matter has been deemed closed.

(4) Proposal to amend all relevant sections to add language regarding appointment to fill a vacancy in a subordinate body. This proposal was not properly submitted as required by the By-Laws. It did not set forth the relevant Article(s) and Section(s) the proposer was seeking to modify. The Committee was unable to consider this proposal in its submitted format and the matter has been deemed closed.

(5) Proposal to amend By-Laws, Article I, Section 7 with regard to Honoraria. The Committee forwarded two letters to the proposer seeking clarification. Having received no response to either letter, this matter has been deemed closed.

(6) Proposal to amend all relevant sections regarding political action rebates. The article and section referenced by the proposer did not correspond with the Statewide Constitution and By-Laws. A letter was sent to the proposer requesting clarification. Since no response was received, this matter has been deemed closed.

ALL CORRESPONDENCE REGARDING RESOLUTIONS AND/OR PROPOSED AMENDMENTS RECEIVED BY THE COMMITTEE AS OF THE CONSTITUTIONAL DEADLINE OF MAY 15, 2000 HAVE BEEN REVIEWED. APPROPRIATE RESPONSES HAVE BEEN DIRECTED TO THOSE INDIVIDUALS.

RESPECTFULLY SUBMITTED,
Tony Bailous, Chair
Sabina Shapiro, Vice-Chair, Region III
Jim Wall, Region I
Lester Crockett, Region II
Gail Hansen, Region IV
JoAnn Mastronardi, Region V
Marcia Olszewski, Region VI
Sam Mogavero, Retire Division
Barbara Reeves, Officer Liaison
Nancy E. Hoffman, Staff Advisor
Steven A. Crain, Staff Advisor



Heroes among us: Saving lives just part of their day

CSEA • LOCAL 1000 AFSCME • AFL-CIO
**Family,
Friends and
Neighbors**
265,000 MEMBERS STRONG!

Three CSEA members recently added the word "hero" to their resumes, saving the lives of a neighbor, a motorist and a co-worker.

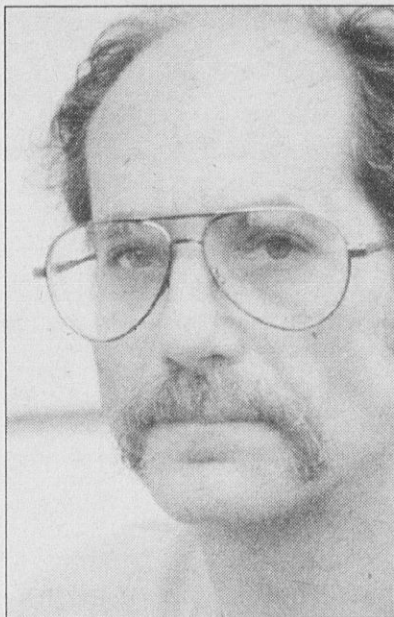
As an assistant volunteer fire chief near Buffalo, union member Barry Kobrin is used to jumping out of bed, racing to a fire and heading back home without any personal fanfare.

One recent night, Kobrin heard a smoke alarm from the house next door. After calling 9-1-1, Kobrin forced open the front door, located a sleeping resident and pulled him from the smoke-filled house before other help arrived.

"I wasn't expecting the hoopla that followed," said Kobrin, who has worked 22 years in the SUNY Buffalo labs and has been active in the CSEA SUNY Buffalo Local. He is also a member of CSEA's statewide Standing Safety and Health Committee.

At about the same time as Kobrin's heroics, a local car dealer and radio station had developed a program to sponsor a weekly salute to a local hero.

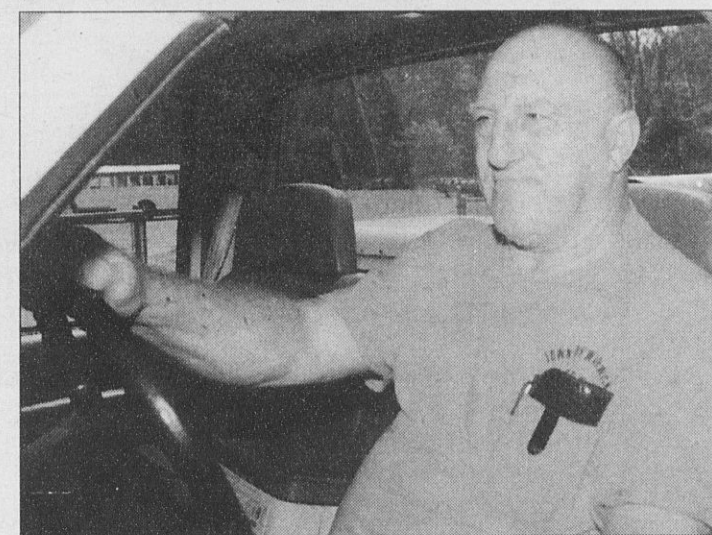
"So I became the first to have my name mentioned twice daily on the radio station, every day, for a week, and the car dealership mounted a framed certificate with my name on it in the showroom. I wasn't expecting anything like that. We (volunteer firefighters) do our jobs without looking for any reward," Kobrin said.



Top left, Barry Kobrin of the SUNY Buffalo Local, was saluted publicly as a hero.



Top right, Sam LaPolla Jr. thanks Keith Kazala, left, for saving the life of his father, Sam LaPolla, center. Right, Town of Warwick worker Stanley Van Duzer rescued a man from a burning vehicle.



Trapped in a burning car

Stanley Van Duzer was on an ordinary assignment for the Town of Warwick department of public works but quickly found himself in the extraordinary position to help save an unconscious man trapped in a burning car.

Van Duzer, a public works foreman and CSEA member, was driving in town when he saw a burning car wrapped around a tree.

Another passerby had called 9-1-1 for help. Using a fire extinguisher, Van Duzer, a 27-year public works employee and father of five, doused the blaze and both men waited for a medical team to arrive to help the victim.

Suddenly, the fire rekindled, exposing the unconscious driver to the flames. Van Duzer said he knew he had to act quickly.

He climbed inside and pulled the victim from the burning car.

"I just happened to be in the right place at the right time," Van Duzer said, downplaying his role as 'hero.'

"To me, heroes are people who put their lives on the line. I don't consider myself a hero and would hope if anyone else found themselves in the same situation, they would do the same. I was just fortunate to be there," Van Duzer said.

Right place, right time

Six years ago, immediate medical attention saved the life of CSEA member Keith Kazala who was stricken with a heart attack. When a co-worker suddenly collapsed earlier this year, it was Kazala's turn to help save a life.

Kazala, a state Department of Transportation worker at the Fultonville office, was visiting the DOT office in Utica when "someone came around the corner yelling they needed somebody who knew first aid."

Sam LaPolla, a highway worker, had suffered a heart attack in a nearby radio room.

Kazala, who has been a volunteer CPR instructor with the Red Cross for more than 25 years, bolted into the room where LaPolla lay unconscious on the floor.

"He (LaPolla) wasn't breathing and was about 15 shades of deep, deep, blue," Kazala recalled.

Kazala started and continued CPR for more than 10 minutes until paramedics arrived. LaPolla had to be defibrillated several times. "We lost him a couple of times, but we were able to bring him back," Kazala said.

Today, LaPolla is doing well following bypass surgery and expects to take a disability retirement.

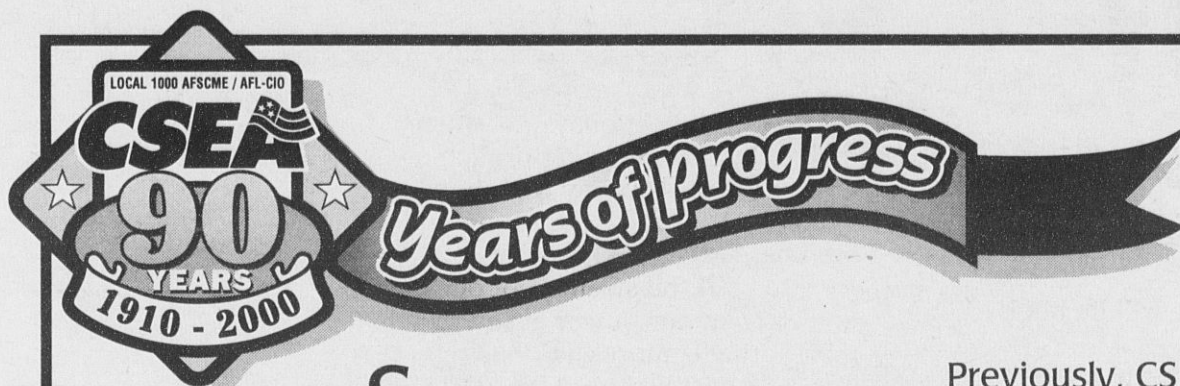
LaPolla said he has no memory of the heart attack or Kazala's life-saving efforts.

"I called him up. I was crying. I didn't know what I could tell him. There's no way I can thank him enough. When someone saves your life, you don't know what to say — you're speechless," LaPolla said.

Perhaps LaPolla's 13-year-old son, Sam Jr., said it best when asked about Kazala's heroic efforts on his father's behalf.

"Thank God," was the son's simple but powerful response.

— Ron Wofford and Mark M. Kotzin



1967

Since its passage in 1967, the state Taylor Law quickly became the bible of public employee unionism.

The Taylor Law gives public employees the right to belong to a union and to bargain collectively.



Without the law, CSEA members would have no right to sit at the bargaining table with management.

The law also protects union members' rights between contracts by continuing the terms and conditions of employment during negotiations.

Strikes by public employees, however, are prohibited by the law, which imposes the penalty of two days pay for every day on strike.

Passage of the Taylor Law had a major effect on CSEA operations.

Previously, CSEA had acted as an effective lobby for state employees and, to a lesser extent, for employees of a few local governments.

Once the Taylor Law was in place, CSEA negotiated contracts for most state employees. It began to organize employees of most local governments and negotiate contracts for them.

The law took the name of George Taylor, whom Gov. Nelson Rockefeller appointed to a special committee to recommend labor law changes in the wake of labor unrest and strikes in New York City.

Also in 1967:

- ❖ The first microwave oven hits the stores;
- ❖ The Beatles release *Sergeant Pepper's Lonely Hearts Club Band*;
- ❖ Race riots erupt in Detroit, New York City and other cities;
- ❖ The first heart transplant is performed in South Africa;
- ❖ Muhammad Ali refuses to report for the draft; loses his heavyweight boxing title.

Editor's Note — Throughout the next year, CSEA will celebrate our 90 years of progress with a look back at the important milestones in our proud history.

LABOR DAY CELEBRATIONS

CSEA encourages its union brothers and sisters to take part in Labor Day festivities. Our union is only as strong as our involvement in it, and shows of solidarity are key to building that strength. Labor Day events across the state include:

**Long Island/
Metropolitan/Southern Regions**
Saturday, **Sept. 9**, New York City — Assembly location: West 46th Street at 5th Avenue. Assembly time: 11:30 a.m. (The parade starts at 10:30 a.m. but the CSEA section will not march until later.)

Capital Region
Picnic to be held Labor Day, **Sept. 4** at the Ganser-Smith Park in Menands. Hours: from noon to dusk. Call Stephanie at (518) 462-1388 for more information.

A Labor parade will be held Saturday, **Sept. 23**. Meet at Albany High School, on Washington Avenue between 8 - 9 a.m.

Central Region
Labor Day, **Sept. 4** there will be a 10 a.m. blessing of the workers at the New York State Fairgrounds. A parade and rally will be held at 2 p.m.

Western Region
Buffalo area: Parade begins at noon, **Sept. 4** at Walden and Harlem roads (Thruway Mall). Lineup begins at 10:30 a.m. near the starting point.

Rochester area: Parade begins at 11 a.m. **Sept. 4** at Meigs Street and East Avenue. Lineup begins at 9:30 a.m.

Son of Wyoming County members wins AFSCME scholarship

The son of CSEA members who work in Wyoming County is one of a handful of students nationwide to receive an AFSCME scholarship.

Darren John Fox, son of CSEA member Karen Fox who is a member of the Wyoming County Local, was selected from more than 4,800 applicants to receive the \$1,000 award.

"It will be such a help to my parents and me in financing my goal of working as a physical therapy assistant," Fox said about the "generous" scholarship.

In his scholarship essay, Fox wrote that his father, a CSEA member working at the Attica Correctional Facility, "explained to me that the eye exams, glasses, and dental visits were benefits provided by the union.

"When I look back over the years of my youth, I realize how lucky I was to have two parents with steady jobs, weekends and holidays off, and benefits facilitating the quality time we spend together," Fox wrote in his essay.

He was among 126 scholarship winners representing 33 unions across the nation. Criteria included academic standing, social awareness, financial need and knowledge of the role of the labor movement.

Register and Vote! You Hold the power!

The first election day of the new millennium is quickly approaching and CSEA President Danny Donohue has set a simple goal: 100 percent of our members registered to vote.

Much of the strength of our union comes from our power at the ballot box. Voting is more than our right it is our responsibility. And for working people, the stakes have never been higher.



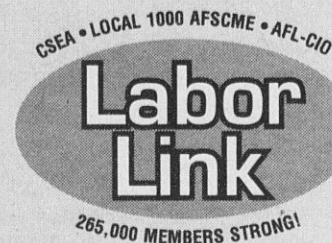
As an added incentive, CSEA is conducting a voter registration contest with exciting prizes. Polls predict close elections and it's up to us to make a difference on vital issues for working families such as education, Social Security, an enforceable Patients' Bill of Rights, and relief for the middle class. So it's important to register and vote. Get your families, friends and neighbors registered, too.

As an added incentive, CSEA is conducting a voter registration contest with exciting prizes.

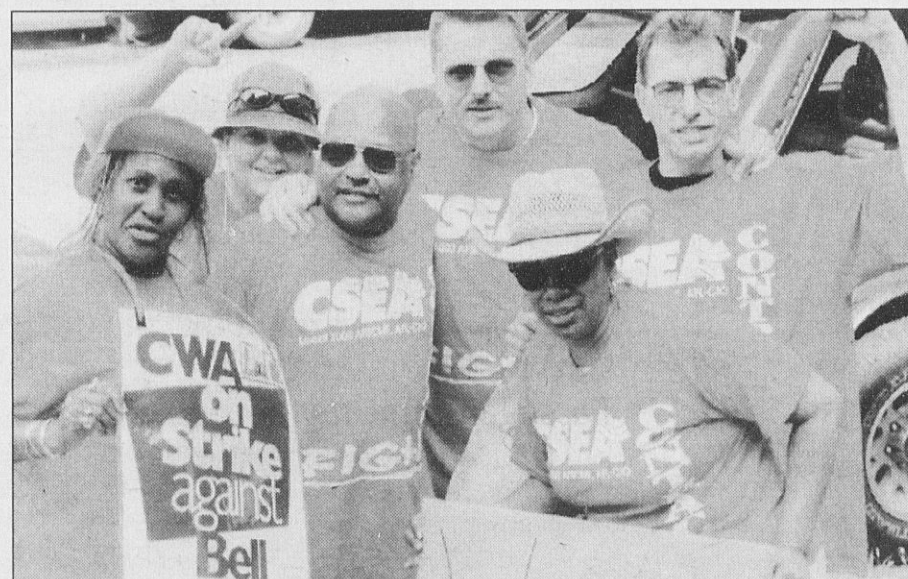
The member from each region who signs up the most new registrants will win a CD Radio Cassette Recorder. If the region winner has signed up 50 or more new registrants they will be entered into the grand prize drawing.

That lucky member will win a trip for two to Washington, D.C. which includes a tour of the White House and Congress.

The contest runs Aug. 15 through Oct. 9. Voter registration forms and additional information are available from the political action coordinator in your CSEA region office. *Marc Alessi (631) 462-0030, Michael Holmes (212) 406-2156, Jason Haenel (845) 831-1000, Adam Acquario (518) 785-4400, Mike Ottaviano (315) 433-0050, William Benfanti (716) 886-0391.*



Signs of Solidarity



CSEA members show their solidarity with striking Communications Workers of America at a picket in Troy recently, responding to the CWA's support during CSEA's huge January rally in Albany. Joining two CWA members are Joel Schwartz, top right; Don Johnson, center; Wally Nash and Maxine Rice in front.

Resolutions proposed for CSEA's annual delegates meeting

PROPOSED RESOLUTIONS to be presented for consideration by delegates attending CSEA's 90th Annual Delegates Meeting, Sept. 25-29 in New York City.

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

Therefore, be it resolved:

1. Social Security System

*Submitted by Lee Pound
Delegate - Local 918*

The resolution proposes CSEA and AFSCME's political action departments continue to lobby to defeat the Social Security Solvency Act of 1999 which would allow for the establishment of personal investment accounts in lieu of a portion of an individual Social Security tax.

The Resolutions Committee recommends this resolution be adopted as amended.

2. Protect Medical Records Privacy

*Submitted by Lee Pound
Delegate - Local 918*

The resolution proposes CSEA and AFSCME support federal legislation that would ensure medical information privacy.

The Resolutions Committee recommends this resolution be adopted as amended.

3. Reinstate A.3563 and S.2077

*Submitted by Lee Pound
Delegate - Local 918*

The resolution proposes CSEA support the re-introduction of this bill in the state Legislature. Gov. George Pataki vetoed this legislation which would prohibit all local governments from unilaterally reducing health benefits or increasing costs to retirees unless a corresponding change is negotiated for current employees.

The Resolutions Committee recommends this resolution be adopted as amended.

4. Deny Extension of Drug Patent Law

*Submitted by Lee Pound
Delegate - Local 918*

The resolution proposes CSEA and AFSCME lobby to defeat the Drug Patent Term Restoration Act in Congress. Several drug manufacturers have supported legislation that would allow certain drugs to maintain their exclusive patents for three years beyond the years prescribed by law. This would result in higher costs of drugs to union members and retirees, as insurance premiums would rise to cover brand-name prescription drugs.

The Resolutions Committee recommends this resolution be adopted as amended.

5. Certification of MHTAs as Nurses Aides

*Submitted by Carol L. Hamilton
Delegate - Local 418*

The resolution proposes CSEA continues to work to have Mental Health Therapy Aides receive state certification as nurses aides. Therapy aides perform a variety of vital services in the mental health field, including the activities of daily living, first aid, and crisis intervention, among others.

The Resolutions Committee recommends this resolution be adopted as amended.

6. Free Union Dues in Lieu of Honoraria

*Submitted by Patrick Nikkels
Delegate - Local 637*

The resolution proposes establishing a committee to explore the possibility of giving free union dues instead of an honorarium to members who serve as Local or Unit officers.

The Resolutions Committee recommends this resolution be defeated. The committee said, "It is the responsibility of the Local or Unit to determine how to compensate, or not, their officers for service. If, as presented by this individual, the entity cannot afford to compensate their officers, this responsibility should not fall to the statewide organization. Additionally, if no dues are collected for these individuals, the Local or Unit's rebate would be reduced by the percentage of the officers' dues."

7. Agency Building Renaming

*Submitted by Catherine Barretta
Delegate - Local 014*



The resolution proposes CSEA support state legislation that would rename the four agency buildings at the Empire State Plaza in Albany after Susan B. Anthony, Mother Frances Xavier Cabrini, Harriet Tubman and Eleanor Roosevelt.

The Resolutions Committee recommends this resolution be adopted as amended.

8. Diversity Hiring Policy

*Submitted by Janet Ventrano-Torres
Delegate - Local 258*

The resolution proposes CSEA's Local and Units should make every effort to recruit and promote a diverse work force when hiring staff. Locals and Units are strongly encouraged to reach out to minority-based publications and organizations when recruiting for staff positions.

The Resolutions Committee recommends this resolution be adopted as amended.

9. Harriet Tubman Day

*Submitted by Les Eason
Delegate - Local 830 on behalf of the
Committee on Minority Issues
and
Catherine Barretta
Delegate - Local 014 on behalf of the Standing
Women's Committee*

The resolution proposes CSEA support state legislation making March 10 an official state holiday honoring Harriet Tubman, who served as a conductor on the Underground Railroad and led more than 300 slaves to freedom in the north.

The Resolutions Committee recommends this resolution be adopted as amended.

Newly elected Board of Directors holds organizational meeting



Editor's note: The Work Force publishes a summary of actions taken by CSEA's Board of Directors. The summary is prepared by CSEA statewide Secretary Barbara Reeves for union members.

ALBANY — CSEA's statewide Board of Directors met on July 13. It was the newly elected board's organizational meeting and the following committees were designated:

Appeals

Liz Puttre, Joel Schwartz, Sabina Shapiro, Mike D'Alessandro, George Lawson and Wilma Hasser;

Publications Committee

John Shepherd, Dutch Wade, Diane Hewitt, Helen Fishedick, Bruce Damalt and Jim Kurtz;

"Mini-Board"

Georgianna Natale, Tom Moylan, Tom Jefferson, Mike Febraio, Joe McMullen, Ginger Sheffey, Roslie Tallman, Bruce Damalt, Jack Rohl and John Shepherd;

Personnel Committee

Mike Febraio, Lori Nilsson, Kathy Button, Bob Calhoun, Sue Crawford, Mark Dotterweich, Pat Labrozzi, Irena Kobbe, Roslie Tallman and Betty Thomas;

Budget Committee

Alan Ackerman, Joe McMullen, Maggie McCafferty, Jeanne Kelso, Dave Mayo and George Smith;

Charter Committee

Sue Matan, Cindy DerGurahian, Rose DeSorbo, Paul McDonald, Laurie Hayes Wiley, Cindy Herman, Ron Gillespie, Tom Pirozzolo, Chris Covell and Maryjane MacNair; and

Committee to Study Group Life Insurance

Ray LaRose, Angela Fiore, Lyle Evans, Vern French, Bob Simoni, Sadie Ross, Carol Thornton, Dan Brady, Sandie Boyd and Vic Putman.

In other business, the board:

*Selected Jim Moore, Cindy DerGurahian and Mary Sullivan as trustees of the CSEA Employee Benefit Fund;

*Appointed Grace Ann Aloisi, Jeff Howarth, Tony Giustino and Barbara Moloney to the Political Action Trust Fund;

*Authorized adoption of a Pilot Legal Services Plan;

*Approved an office lease for Local 865 and a copier lease for Local 413;

*Designated Buffalo (May 4 to 6, 2001), Saratoga (April 12 to 14, 2002), Albany (April 4 to 6, 2003) and Lake Placid (dates not finalized, 2004) as sites for upcoming State workshops;

*Selected White Plains (June 1 to 3, 2001), Lake Placid, (first weekend in June, 2002), Buffalo (May 30 to June 1, 2003) and Albany (June 4 to 6, 2004) as sites for upcoming Local Government workshops;

*Amended timetable for previously adopted schedule for special Region 6 election;

*Approved as members of the Region 1 Political Action Committee John Shepherd (chair), Liz Puttre (co-chair), Tom Byrne, Tony Giustino, Nick Pollicino, August Buckhardt, Mary Ellen DeLouise, William Flanagan, Ken Cavanaugh, Alfred Carlo, Betty Pavlica, Barbara Reynolds, Ron Gurrieri (co-chair), Liz Pearsall, Rose Dellarosa, Jim Wall, Gene Haynes, Ann Marie Sarlo and Catherine Pipitone;

*Approved as members of the Region 4 Political Action Committee Hal Gray Jr. (Chair), William VanGuilder (co-chair), Scott Allison (vice-chair), Barbara Moloney, Patricia Antinello, Frank Brady, Linda Hillje, Chris Ross, Felice Schreiber, Anthony Muscatiello, Hank Wagoner, Jeffery Zabielski, Gordon Duprey, Thomasine Walsh, Virginia Johnson, Michael Myers, Lois Biette, Carol Bruno, Robert Calhoun,

William Rosenberger, Joseph Rounds, Ed Williams, Bruce Kosakoski, Vianna Boyko, Victor Putman, Christine Benson, Michael Byrne, Patricia Goyette, David Kircher, Donald Larock and Debra McCallen;

*Approved as members of the Region 5 Political Action Committee Mike Kaiser (chair), Charlotte Adkins, Joseph Alcaro, Derrick Bell, Harry Bello, Dan Brady, Ann Braga, Teresa Bush, Sharon Connor, Timothy Douglas, Parrish Gabor, John Harbin, Sally Heater, Kathy Johnson, Beverly Kane, Patricia Labrozzi, George Lawson, David Lee, Joann Mastronardi, Rose McBlane, Joseph McMullen, Margaret Menart, Lorraine Morris, Louis Nefflen, Lori Nilsson, Dolly Petrychka, Doreen Reigles, Rick Rogala, Tony Scalise, Fred Seeburger, Ginger Sheffey, Wayne Sherman, George Smith, Roslie Tallman, Charles Taylor, Bob Timpano, Casey Walpole and Gary Wendell;

*Amended the region, local, private sector and retirees local constitutions to add in the statement of purpose and policy that "We exist as a union to organize working people and, through our active involvement in the Union, to enhance the quality of life for all workers and their families, to improve and protect our working conditions, and to have a voice in the political process.

"We are devoted to the concept that

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

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

*Amended the region constitution to include a Human Rights Committee;

*Amended the unit and local constitutions to require that all election materials including ballots be retained for one year after elections have been certified;

*Adopted a motion that directors receive at least 10 days notice (with relevant written reports) prior to any discussion or vote on proposed financial or structural changes; and

*Placed into administratorship East Williston School District Unit and the Massapequa School District Cafeteria Unit.

Questions about the summary should be directed to CSEA statewide Secretary Barbara Reeves, CSEA Headquarters, 143 Washington Ave., Albany, N.Y. 12210 (800) 342-4146 or (518) 257-1253.

The Empire Plan

A Closer Look at Two New Health Care Programs

Cardiovascular Risk Reduction Program (CVRR): The Empire Plan began offering in July a new comprehensive disease management program, focusing on the heart to CSEA state employees and their eligible dependents. Participation in the CVRR Program is voluntary and is free. Empire Plan enrollees and their eligible dependents who have had a recent event of angioplasty, open heart surgery and/or heart attack will be invited to participate in the program, which will be conducted confidentially over the phone. If you or your eligible dependents agree to participate, your case will be assigned to a cardiac nurse who is experienced in working with patients to reduce heart disease risk factors. The nurse will consult with your cardiologist to develop a plan of care with the best promise of success. The nurse will talk with you periodically on the phone about heart-healthy diet, exercise, medication, stress management and smoking cessation, if applicable. You will receive, as needed, informational and educational materials developed in conjunction with the American Heart Association.

The Cardiovascular Risk Reduction Program is provided to Empire Plan enrollees and their eligible dependents by United HealthCare and is administered by CorSolutions. To find out more about the CVRR Program, call United HealthCare at 1-800-942-4640.

The Empire Plan NurseLine: The Empire Plan began offering in July health information and advice to CSEA State enrollees and their eligible dependents 24 hours a day, seven days a week. Enrollees can contact the Empire Plan NurseLine at 1-800-439-3435 toll-free to talk with a registered nurse. You can ask about minor illness or injuries, chronic conditions or how to prepare a list of questions for your next doctor's appointment. You can even call the Empire Plan NurseLine for advice when you can't reach your doctor or when you wonder if you should go to the emergency room.

You can also call the same number, 1-800-439-3435, for recorded messages on more than 1,000 topics in the Empire Plan NurseLine's Health Information Library. Enter PIN number 335 and a 4-digit topic code from the Empire Plan NurseLine brochure mailed to enrollees' homes in June. If you would like to find out more about the NurseLine Program or request a copy of the brochure please contact the Empire Plan NurseLine at 1-800-439-3435.

In addition, the Empire Plan also offers Health Forums on the Web at www.healthforums.com. There you'll find the latest health care news plus a health library that includes an encyclopedia, a medical dictionary and symptom guides. There is no charge to Empire Plan enrollees and their eligible dependents for using the Empire Plan NurseLine or the Health Forums Web site.

Hillary Clinton stands with LBMC workers

LONG BEACH — CSEA workers at Long Beach Medical Center (LBMC) who are fighting a yearlong battle for their first contract heard from another fighter who knows the value of organizing and solidarity — Hillary Rodham Clinton.

Clinton's visit with her daughter, Chelsea, to a union rally on Long Island recently rejuvenated the battle-tough CSEA members who work at the hospital.

During her speech, Clinton, the U.S. Senate Democratic candidate, talked about the importance of education and health care.

"And just as important are the people who work in our health care facilities. They must be treated with fairness and respect," said Clinton as cheers surged from the crowd of LBMC workers, highly visible in their red "CSEA Contract Fight" T-shirts.

Speaking labor's language

Clinton asserted "Workers have the right to organize!" as CSEA members erupted into another round of cheers, their fists pumping emphatically in the air.

"We have made Mrs. Clinton aware of our contract battle and fight for fairness at the Long Beach Medical Center and she cared enough to address us in her speech," said Local President Marcene Sutton.

"When you are at an event like this and Mrs. Clinton takes the time to talk to you, you know CSEA has clout!" said CSEA LBMC Vice President Naomi Marri.

"It really boosted the workers' spirits and recommitted us to our fight for a fair contract," said Sutton.

Shopping for support in aisle 3

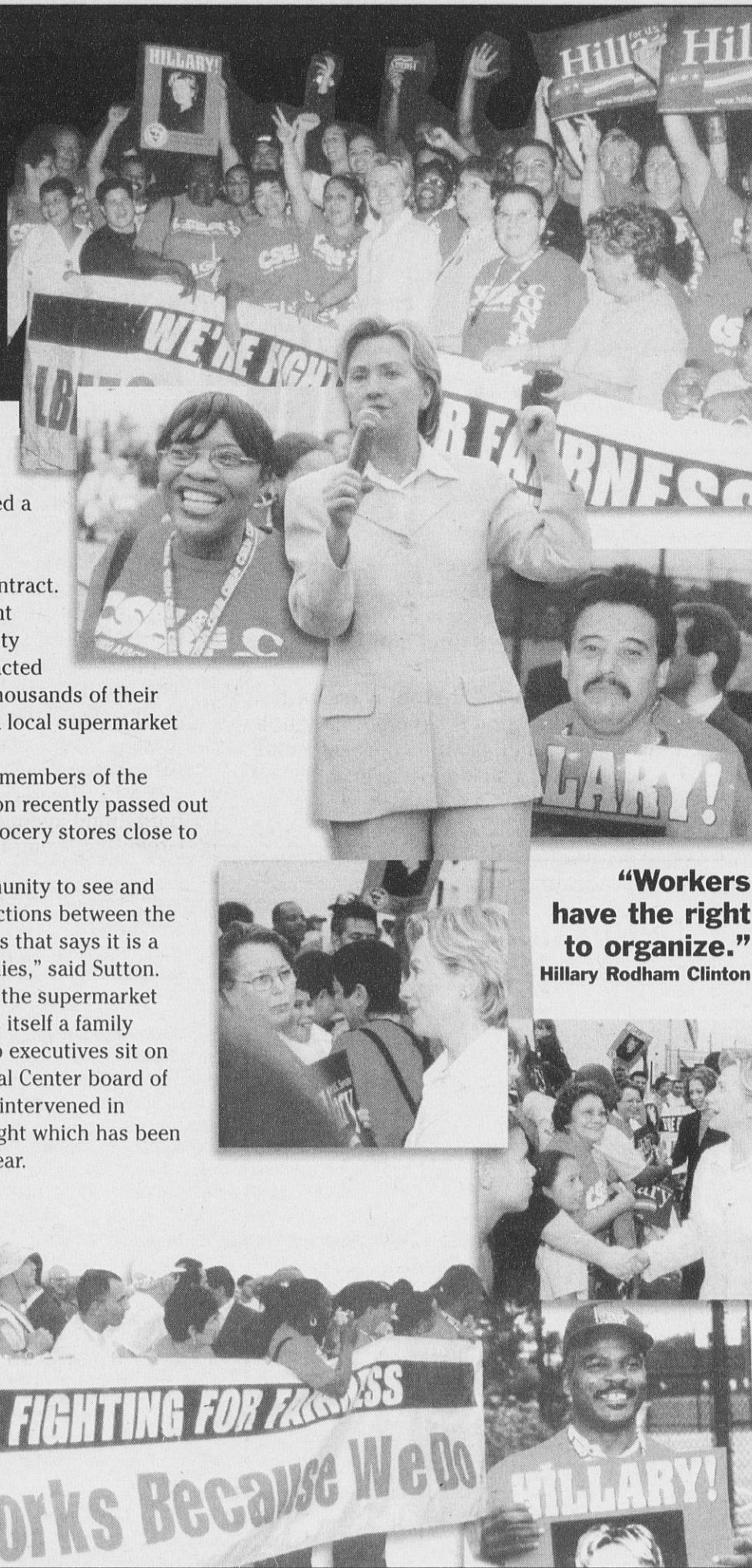
Clinton's visit capped a week of intensive campaigning by CSEA members for a new contract.

Union members went shopping for community support in their protracted contract fight where thousands of their neighbors shop — at a local supermarket chain.

Union activists and members of the Labor/Religion Coalition recently passed out leaflets at four local grocery stores close to the hospital.

"We want our community to see and understand the connections between the hospital and a business that says it is a friend to working families," said Sutton.

Shoppers were told the supermarket chain King Kullen calls itself a family business, yet three top executives sit on the Long Beach Medical Center board of trustees and have not intervened in CSEA's first contract fight which has been ongoing for nearly a year.



"Workers have the right to organize."
Hillary Rodham Clinton

Orange County Unit ratifies 3-year pact, 11% in raises

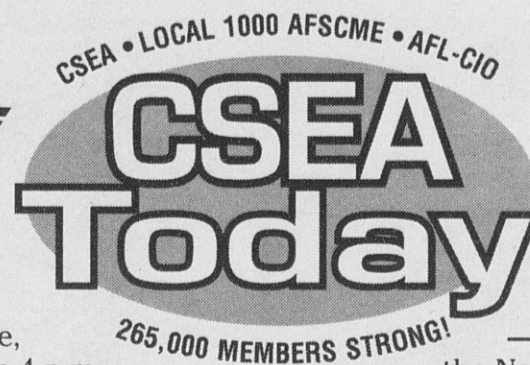
GOSHEN — County employees in CSEA's range County Unit overwhelmingly ratified a new, three-year contract that includes pay increases, better leave policies and other improved benefits.

County workers will see salary increases of 3 percent, 4 percent and 4 percent (retroactive to Jan. 1, 2000) plus a \$450 increase in base salaries.

The contract, which affects 2,200 workers, runs through Dec. 31, 2002. The salary increases will take effect Jan. 1, 2000, Jan. 1, 2001 and Jan. 1, 2002.

Vacation leave accruals will increase by one hour per pay period under the new deal. New employees will receive four hours of vacation time per pay period, up from three, while senior employees' accruals would increase from eight to nine hours per pay period.

The cash payment for employees with excess sick time upon retirement is doubled under the new plan, from 15 percent to 30 percent of unused sick leave accrual in excess of 165 days.



OPEN HOUSE —

CSEA's Capital Region will host an open house and family barbecue at the region office, One Lear Jet Lane, Latham, on Aug. 31 from 4 p.m.

to 7:30 p.m. RSVP to the office at 800-874-7344 ... **5-9 SPLIT** — CSEA members working in the Utica/Rome area recently helped raise more than \$2,000 at a bowling event for a local "safe shelter" being built for victims of domestic violence in the Rome area. CSEA Oneida County Local President Frank D'Allesandro said union members plan to sponsor a major fund raiser annually for community charities ...

NO BONDING — CSEA Long Island Director Ron King testified against Long Beach Medical Center's application for a bond because the medical center's application was "rife with irregularities." The bond hearing testimony was covered by the Long Island print and television media ... **WELCOME PART-TIMERS** — After three years of tough negotiations, CSEA has been recognized as the bargaining agent for 40 part-time Town of Greenburgh employees. The part-timers,

who are in a wide range of titles, were folded into the town unit ... **SEX HARASSMENT CHARGE**

— Several CSEA members at the Nassau County Medical Center filed an extensive sexual harassment complaint with the Equal Employment Opportunity Commission against the hospital and its board chairman. Members allege "a constant display of lewd behavior and sexual harassment toward several of the female staff," the complaint states. The alleged harassment includes a hand-written note one secretary said she received from the board chairman who made a sexual demand ... **MONEY MAN** — Victor Putman, president of the Essex County Unit, was honored recently by Port Henry Village Mayor Richard Gonyeau for being "the backbone of the village in securing all of our grant money for projects that would never have been completed had it not been for his help. His ingenuity and hard work has helped our community tremendously." A typo on the town's proclamation had Victor Putman Day on Aug. 3, 3000 — but they moved it up 1,000 years so he could enjoy the accolades ... **PEOPLE PERSON** — The PEOPLE recruiter of the month for July is Rutha Bush of CSEA's Long Island Region. She has recruited 26 new PEOPLE members. PEOPLE is AFSCME's political action program aimed at getting friends of working families elected to Congress ...

Tell us how You've Made A Difference!

CSEA needs your story now!

Tell us how your actions at work have improved services to your community. Did you come up with a new way of doing your job that made it more efficient, safer, cost less? Do you participate in an activity off the job that benefits the community? And, how has your membership in CSEA helped you realize these achievements? Training, networking, informational resources?

If being part of the CSEA Work Force has helped you make a real difference in the quality of life on the job or for your community - *tell us about it.* Send us the facts -- today. We'll follow up later for more details.

The story: (use as much space as necessary)

Results of your effort (check all applicable):

- A more efficient way to do a job
- A new service to the community
- A safer worksite
- Saving money
- Community improvement
- Other (please explain)

Efforts instituted on what level (check all applicable):

- Local
- County
- State

How CSEA empowered you to take action (check all applicable):

- On the job training
- Seminars
- Safety programs
- Other (please explain)

Recognition (check all applicable):

- Awards
- Certificate of appreciation
- Newspaper article
- Other

Your Name _____
 Local # _____
 Address _____
 City _____ Zip _____
 Phone _____

Want to know more about the issues in important election races



this fall affecting working families? Visit CSEA's Web site today for expanded and enhanced statewide news, goings on in the union, and important election information. www.cseainc.org, your one-stop shop for union news.

Please mail this form to
 Ron Kermani, CSEA Communications Dept., 143 Washington Ave., Albany, NY 12210

Come join us at



MORE TO EXPLORE.

Aug. 24 - Sept. 4, 2000, Syracuse

www.nysfair.org

The New York State Fair is at the Empire Expo Center located off Exit 7 of Interstate 690, 3 miles west of Syracuse. Hours of operation are 10 a.m. to 10 p.m. daily.

Clip one coupon at right for each CSEA member and family member and bring coupon(s) to any fair gate for a two-for-one admission on Saturday, Sept. 2 and Sunday, Sept. 3, 2000, only.

Reproduced coupons will not be accepted. Additional coupons will be available at your CSEA region office.

TWO-FOR-ONE ADMISSION for CSEA members and families on Sept. 2 and 3 during CSEA Weekend.

SAVE-SAVE-SAVE-SAVE-SAVE-SAVE-SAVE-SAVE-SAVE

Two for One

Buy one admission for \$7, get one free CSEA member or family member

Coupon good for Saturday and Sunday, Sept. 2-3, 2000, only

Celebrate CSEA Weekend at the New York State Fair Saturday and Sunday, Sept. 2 and 3, 2000.

CSEA

Buy one fair admission for \$7, receive the second free for one CSEA member or family member. Children under 12 free.

NAME _____

ADDRESS _____

PHONE _____

CSEA LOCAL _____

SAVE-SAVE-TWO FOR ONE-SAVE-SAVE

SAVE-SAVE-SAVE-SAVE-SAVE-SAVE-SAVE-SAVE-SAVE

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ADDRESS _____

PHONE _____

CSEA LOCAL _____

SAVE-SAVE-TWO FOR ONE-SAVE-SAVE

Saturday, Sept. 2 and Sunday, Sept. 3, 2000, is CSEA WEEKEND at the New York State Fair in Syracuse. CSEA members and their families will receive two-for-one admission that weekend, compliments of CSEA and the New York State Fair.

CSEA will maintain a booth in the Center of Progress Building on the fairgrounds throughout the entire fair, so stop by and visit the CSEA booth at any time. The two-for-one coupons above, however, are only good during CSEA Weekend, Saturday and Sunday, Sept. 2 and 3.