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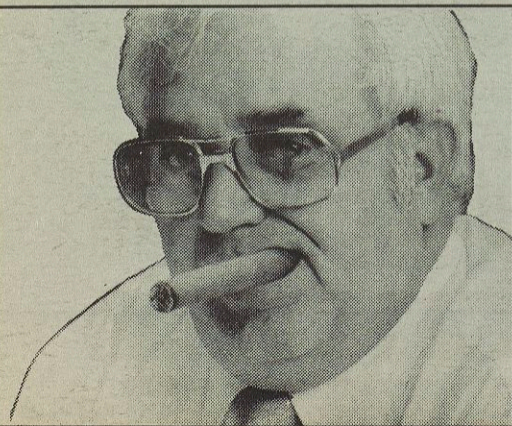
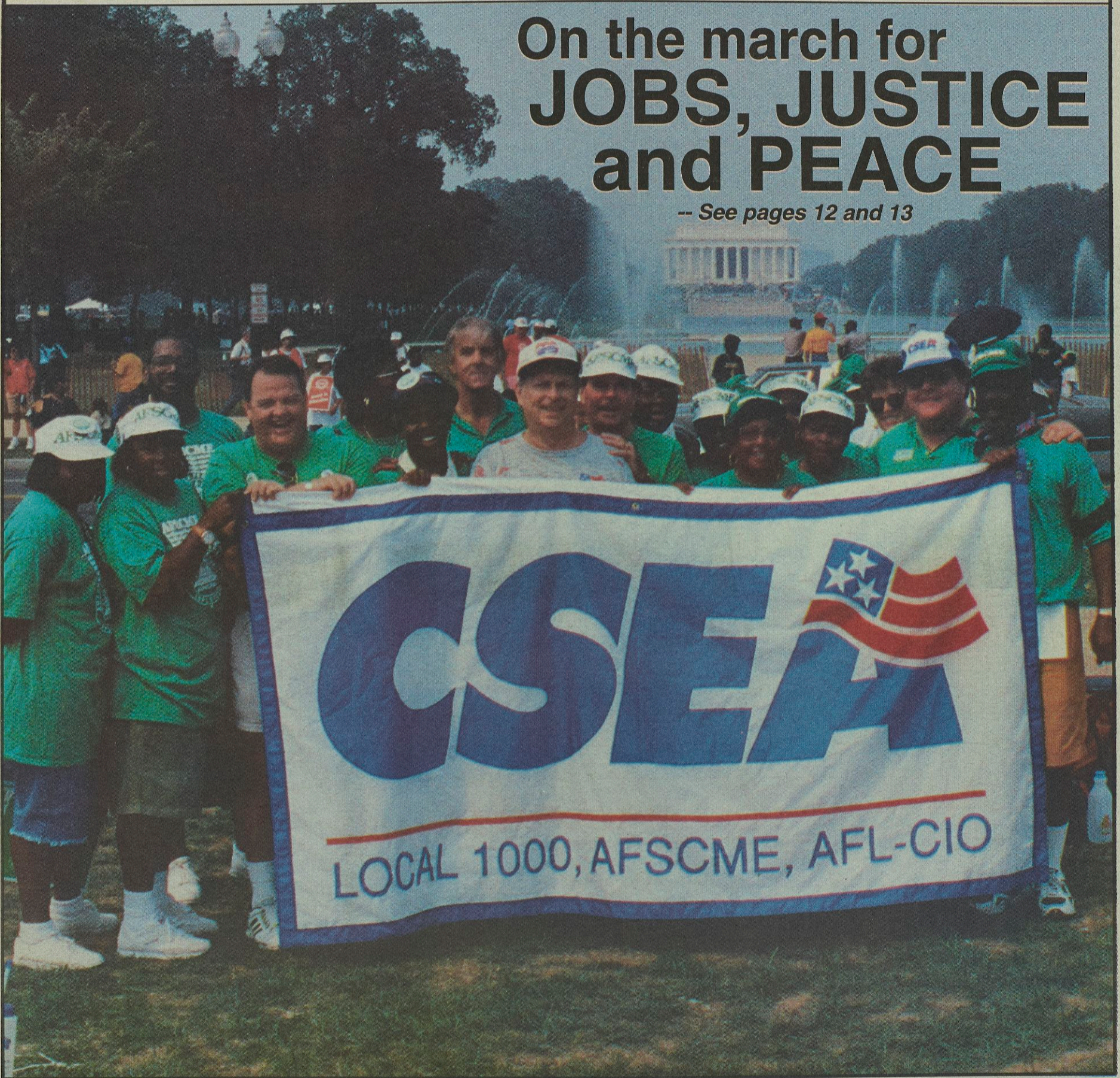
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On the march for **JOBS, JUSTICE and PEACE**

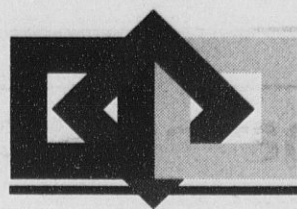
-- See pages 12 and 13



Former CSEA President William L. "Bill" McGowan dies

"Our mission was always the same: to serve and do right by the membership. During my 11 years as president I never forgot the working person. I knew then, and realize it even more today, that the people we represent make CSEA -- not the elected officials but rather the office worker, the MHTA, school district employee and all the others that make up our great nation."

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CSEA, AFSCME save 660 NYS jobs

ALBANY — When a plan to privatize part of the federal student loan program threatened 660 members' jobs, CSEA and AFSCME went to work and saved them.

"I'm so proud of our union," CSEA Local 667 President Liz Habiniak said. "I never really understood until now how influential AFSCME is. They were there in full force to get the changes we needed."

The proposal would have favored private vendors over state loan administration services such as Higher Education Services Corp. (HESC).

"We do an excellent job administering student loan programs cost-effectively, but the proposed changes could have put us out of business for no good reason," Habiniak said.

CSEA President Joe McDermott marshalled the union's forces in Washington and Albany.

McDermott, who is also an AFSCME international vice-president, directed CSEA lobbyist Tom Hartnett and Federal Issues Coordinator Joe Conway to work with AFSCME in Washington. They met with key congressional staff and lawmakers about the union concerns.

It worked. CSEA and AFSCME got language included in the bill which would require entities such as HESC that have experience and proven effectiveness, to get priority in federal contracts for

student loan administration.

HESC President Neil Foley thanked CSEA and AFSCME for their effective response.

"Management has been extremely cooperative and kept people informed through this whole ordeal," Habiniak said. "It's really impressive that when we worked together we were able to conquer something we never thought we could beat."

With many state and local government services dependent on federal funding it's good to have AFSCME's clout in Washington, McDermott said.

-- Stephen Madaras

Kelly scholarships to be awarded

Children of deceased or totally and permanently disabled CSEA members may now apply for the J.J. Kelly Memorial Scholarships if their parent or guardian was killed or totally and permanently disabled while on the job or died while an active CSEA member.

CSEA will award two college scholarships from the J.J. Kelly fund

this year. The Kelly scholarships are continuing four-year grants of \$500.

Individuals who meet this criteria should fill out the application below to receive a scholarship application. The coupon should be mailed to CSEA headquarters at the address below.

The deadline to submit applications is Nov. 10, 1993.

Name: _____

Address: _____

Phone: _____

Name of parent/guardian killed/permanently disabled on the job: _____

Date of incident: _____

Mail to: CSEA Memorial Scholarship Committee
143 Washington Avenue
Albany, NY 12210

Practicality pays off

NAPANOCH — An Eastern Correctional Facility electrician came up with a money-saving suggestion that will benefit prisons statewide.

Kevin Gray said the gear mechanism in a gate located in a high-traffic area repeatedly malfunctioned, costing the state unnecessary expense.

"Between the cost of the repair and our time and the need to assign a guard to the gate each time it broke down, we figured it was costing about \$3,000 a year," Gray said.

The solution was simple, he said. The old gear box was not lubricating properly and was wearing the gear too quickly. So Gray designed fittings to adapt to a new gear box that would lubricate itself.

For his suggestion, Gray received a certificate of merit. CSEA Local 159 President Jeff Howarth said Gray should receive more than a certificate.

"This is going to save money all over the state. He should get a percentage of the savings," Howarth said. "I'm happy he was recognized for what he did. It's well deserved."



Kevin Gray

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Long fight leads to improved security at Manhattan PC

WARD'S ISLAND — CSEA Manhattan Psychiatric Center Local 413 members had a good reason to celebrate with extra gusto at their annual August Employee Recognition Day.

Their brand new electronically-monitored security system began operating Aug. 1, capping CSEA's three-year struggle to improve safety and protect staff and patients.

"We never gave up the fight to get the NYS Office of Mental Health (OMH) to free up the funds for increased hospital security," CSEA Local 413 President Mohammed Hussain said.

The addition of 10 security guards and the new fence will take a real bite out of crime while also protecting employee cars from vandalism, Hussain said.

"This is a major step toward better protection for everyone," he said. "Violent intruders have



CSEA MEMBERS at the new security gate at Manhattan Psychiatric Center. Local 413 President Mohammed Hussain, fifth from left, and CSEA Labor Relations Specialist Bart Brier, third from left, led the fight for increased security at the facility.

mugged, raped and vandalized here for far too long because we had no security fence. That made us easy targets, but no more."

Local 413 is grateful to Assembly Representative Steven

Sanders who interceded with OMH officials to hire more security, Hussain said.

"We deeply appreciate Assemblyman Sanders' concern for the patients and staff at MPC," he said. "Now we no

longer will be such easy targets of Ward's Island homeless men from the shelter who had easy access into our parking lot and buildings."

—Lilly Gioia

CSEA fights Kings Park PC over contract violations

KINGS PARK - Charging that Kings Park Psychiatric Center attempts to slash overtime violate the contract and put members' lives in jeopardy, CSEA slapped the center with an array of improper practice (IP) charges and grievances.

CSEA Local 411 President Barry Malone said the primary charge is that the facility is assigning professional staff to work wards to avoid paying overtime to trained therapy aides.

"Not only does this violate the contract, it is causing unsafe working conditions for our members," Malone said.

CSEA members are also being re-assigned regularly to avoid overtime.

"We have members who work with geriatric patients all day suddenly being deployed to the admissions building where the clients are often the youngest, strongest and most agitated," Malone said.

The second IP charge is a result of the facility's demand that union members drive their own cars to other hospitals if they are assigned there to oversee a patient.

The new policy has problems, said both Malone and Local 411 Vice President Terry Shaughnessy.

Under past practices, members reported to work at the facility and were then transported to their hospital assignment by a KPPC carpool, on state time.

"Now the administration is saying if you have your own car you must drive it to the

hospital, and you are not considered on duty until you call in from there," Malone said.

The hospital assignments are often 20 to 30 miles from KPPC.

CSEA Long Island Region President Nick LaMorte said the clients as well as staff suffer.

"The facility is cutting care

while they cut cost. Our contract is being violated, and everybody at the facility, clients and union members, are paying a price," LaMorte said. "We won't stand for it."

For example, management decided to stop assigning staff to work one-on-one with patients who need constant monitoring.

"We used to be assigned to do one-to-ones whenever a patient was suicidal; now the facility is simply putting those patients on close observation," Malone said. "I guess someone will have to die before the administration realizes this is not enough."

CSEA filed another grievance charging the administration with arbitrarily changing pass days for bus drivers and motor vehicle operators in another attempt to cut overtime.

CSEA filed three other grievances because female employees are being discriminated against by being deployed to other work areas regardless of their seniority.

The union is also fighting the contracting out. The facility has hired outside contractors to do maintenance work that had been done CSEA members who were laid off.

-- Sheryl Jenks



CSEA Kings Park Psychiatric Center Local 411 President Barry Malone and Local 411 Vice President Terry Shaughnessy look at a binder full of grievances and improper practice charges.

Helping prepare workers for a tough job

WINGDALE - CSEA members at the Harlem Valley Secure Center are helping to curb employee turnover by screening Youth Division Aide (YDA) applicants.

Local 553 President Chris McLaurin said applicants often do not realize what the job of a YDA entails.

"I was concerned with the quality of people hired in a job dealing with troubled youth," McLaurin said. "I wanted to be part of the process."

McLaurin arranged with the facility director to speak with applicants before they are hired to inform them of some of

the situations they will encounter as YDA's, he said. Employee teamwork is also emphasized as part of the success of dealing with troubled kids.

"A lot of times they come here and haven't the slightest idea of what they're getting into," he said. "Their main purpose of being there is for the kids. If we can't show that we can work together, what are we showing the kids?"

Time and attendance charges have been a common problem at Harlem Valley. McLaurin believes that better

preparation for the job will help alleviate the number of charges.

"I felt we could change a person's outlook about coming to work," he explained.

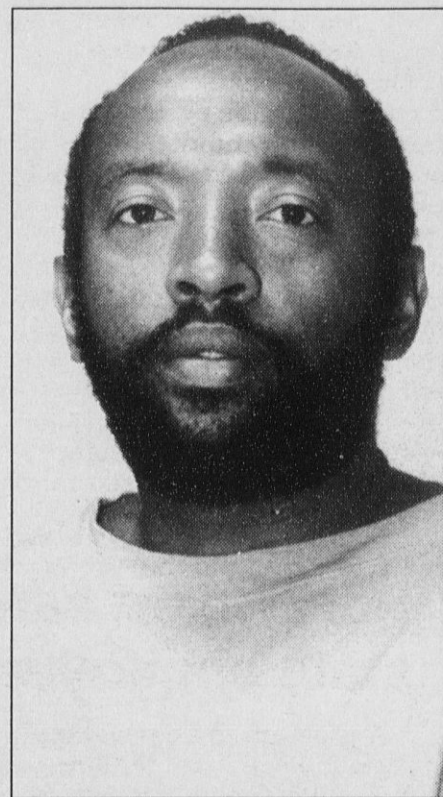
A 12-year state employee, McLaurin grew up in the neighborhoods that many of his clients come from.

"I walked the same streets," he said. "I made some bad decisions when I was a kid, but I had family support. Now I'm here for the kids helping them make changes, allowing them the opportunity to grow and make decisions."

More funding should go into follow-up programs for youngsters who are released from youth facilities, McLaurin said.

"They go right back into the same environment," he pointed out. "The state should look into aftercare programs and follow up with the family. They need healing, too."

-- Anita Manley



Local 553 President Chris McLaurin

'Now I'm here for the kids -- helping them make changes, allowing them the opportunity to grow and make decisions.'

CSEA members help feed their community

BROOKLYN - Seeing that more than 75,000 pounds of government surplus food gets to the elderly and needy of Brooklyn's East Flatbush section is a job that would intimidate almost anybody. But two dedicated CSEA members have gotten the job done for nearly 10 years.

NYS Insurance Fund CSEA Local 351 members Jackie Stanford and Marietta Small

volunteer five days of their personal or vacation leave annually to coordinate government surplus food distribution for 1,500 to 2,000 residents at Vandevier Houses.

"When the deliveries arrive we start at 8 a.m. and distribute the food all day, sometimes until 9 or 10 at night," said Stanford. "After 6 p.m., there is a constant line waiting at the door."

Both women confess that a long day working at the food bank leaves them exhausted. But Stanford continues to volunteer for the back-breaking job because it's so important to neighborhood families and elderly, she said.

"You feel so good when you see people being helped."

Small originally applied 10 years ago for the federal program at Vandevier Houses.

In the early days volunteers had to go to distribution centers, pick up the food and truck it back to East Flatbush. Now she is grateful for help from Vandevier Director Ronald Clarke, who aids with loading and unloading shipments that range from 75,000 to 100,000 pounds of food.

Small, a senior account clerk at the State Insurance Fund, and Stanford, a senior typist, met at work. Good friends, both reside in East Flatbush and are determined to better their community. In addition to handling the five or six federal food surplus shipments per year, they also participate in a monthly community Foodshare program that provides fresh vegetables, fruit and meat to low income residents at reduced cost.

Both Stanford and Small also volunteer each week helping community children at the after school Homework Helpers Program.

BLACK HISTORY YEAR

1993 IS BLACK HISTORY YEAR IN NEW YORK STATE, COMMEMORATING THE 130TH ANNIVERSARY OF THE EMANCIPATION PROCLAMATION

This summer the dynamic duo of CSEA women worked on the campaign of CSEA-endorsed City Council candidate Dr. Lloyd Henry.

Stanford, chair of Local 351's Women's Committee, works hard for CSEA. A staunch unionist, she radiates a concern for others in all she does. Neither she nor Small are intimidated by the size of a project if the end result will be helping other people.

-- Lilly Gioia



CSEA members Marietta Small and Jackie Stanford.

Important updates from JCHB for state employees

MetLife Improves Telephone Service

Over the past several months, MetLife evaluated its current telecommunications system and ran a series of pilot projects in an effort to improve their telephone service. As a result, MetLife has instituted a computer voice response (CVR) system which consolidates all incoming lines and more effectively channels them to the appropriate department. This enhanced telephone system also enables Met to assist more enrollees at one time. Please

note that all telephone inquiries to Met (including inquiries to the Participating Provider Hotline, HealthCare Hotline, and questions regarding the status of a claim) should be directed to:
1-800-942-4640

Be Prepared . . . November is Annual Health Insurance Option Transfer Period

The month of November is the annual health insurance Option Transfer Period for state employees.

Employees who wish to

change Empire Plan or Health Maintenance Organization (HMO) options must do so during the Option Transfer Period by contacting their health benefits administrator, located in their agency personnel office.

The 1994 "Profiles" booklet containing benefit overviews of all the available health insurance options will be mailed to each employee's home in early November. Upon approval of the 1994 premium rates, an informational sheet listing these rates will be shipped to agency personnel offices, and employees will be given the required 30 days to make health insurance option changes.

Employees who wish to opt into the **Pre-tax Contribution Program** and who currently are not utilizing the program, must enroll by Nov. 30, 1993. Personnel offices will provide basic information and all necessary forms for enrollment.

Also, state employees who

wish to participate in the Dependent Care Advantage Account Program (DCAAccount) must enroll by Nov. 12. Current enrollees must re-enroll for 1994. See your personnel office for information and enrollment forms (see adjacent story).

The DCAAccount program enables employees to set aside up to \$5,000 of pre-tax salary annually to be reimbursed for dependent care expenses. Contributions to accounts are deducted tax free from gross pay, thereby reducing taxes and increasing spendable income.

Additional details regarding the annual Option Transfer Period will be published in the next edition of *The Public Sector*.

J O I N T
C O M M I T T E E
O N

HEALTH BENEFITS

Dependent care account offers state employees advantages

A program to help working parents keep more of their money for dependent care is available to state employees.

The Dependent Care Advantage Account (DCAAccount) allows state employees to set aside up to \$5,000 to pay for child care, elder care or disabled dependent care.

More than 2,500 state employees are already taking advantage of the program, saving an average of \$1,500.

The 1994 open enrollment for DCAAccount runs from Sept. 7 to Nov. 12.

Enrollment kits are available from your agency's employee benefits administrator.

New York state also has a network of 53 child care centers throughout the state which offer a full spectrum of services from infant care through school-age summer programs and holiday care.

The centers receive Enrichment Grants from the NYS Labor-Management Child Care Advisory Committee to enhance the quality and affordability of the services that are offered.

CSEA & sefa

Together with you, making your community better

CSEA members are being encouraged to contribute generously to the annual SEFA (State Employees Federated Appeal) campaign to be held this fall. The theme of this year's campaign is "Let's All Give A Little to Help a Lot."

"CSEA members have a strong history of voluntarily contributing to their communities," CSEA President Joe McDermott said. "And giving to worthwhile charities and agencies is an excellent way we can help make our own communities better places to live."

SEFA is the annual fund-raising drive that CSEA helped form many years ago as a convenient way for state employees to contribute to worthwhile charities and agencies without being solicited by individual agencies in the workplace.

State employees may designate specific charities, if they wish, to share in their contribution.

"I urge CSEA members to contribute generously to their favorite charities in their own communities through SEFA," said CSEA Executive Vice President

Danny Donohue, who is serving as labor co-chair of the SEFA campaign. "You can do this by using the SEFA pledge and payroll deduction form distributed to state workers. In this way we'll all be working together to help our communities."

"People who rely on assistance from charitable organizations and agencies are counting on us to provide the funds that make that help available," Donohue said. "The poor, the less fortunate and the needy all benefit when we give generously through SEFA."

Let's All Give A Little to Help a Lot

'CSEA members have a strong history of voluntarily contributing to their communities. And giving to worthwhile charities and agencies is an excellent way we can help make our own communities better places to live.'

--CSEA President Joe McDermott

Member shot while on the job

NEWBURGH — A City of Newburgh sanitation truck driver is recuperating from a gunshot wound to his face which occurred while he sat in the cab of his truck.

The shot came from a wooded area where shooting targets had been set up. Police believe the incident was accidental.

According to reports in the local newspaper, Richard Frangipane, a member of Orange County Local 836, was

shot with a lead pellet which struck his jawbone.

A Newburgh police detective was quoted as saying that the pellet, which is twice the size of a BB, is no less serious than a bullet.

"They're very powerful," he said. "It would be equal to getting shot with a .22 bullet."

Frangipane was treated and released from St. Luke's Hospital.

"The shooting just points out even more the danger of performing public sector jobs," said CSEA Southern Region President Pat Mascioli, who expressed his concern for Frangipane.

"While our politicians quibble over paying our members fair and equitable salaries, they're out there performing the toughest jobs there are for the lowest wages."

-- Anita Manley

Rensselaer bans guns in county buildings

TROY -- CSEA praised the Rensselaer County Legislature for passing a law banning guns in county public buildings.

"CSEA applauds Rensselaer County's lawmakers for outlawing guns in county buildings," CSEA President Joe McDermott said. "Public employees across the state face violence every day, and it's time

they get the security in the workplace they deserve.

CSEA is releasing a whitepaper on workplace security as part of its drive to keep public employees safe on the job (see page 10 for more details).

A year ago, four Department of Social Services workers in Schuyler County were killed

when a gunman opened fire in their offices. The gunman, who also killed himself, was angry that the department had garnished his wages for repeatedly failing to pay child support.

"Rensselaer County's new law is a victory for CSEA members every where," McDermott said. "It shows that we have made

our case clearly: Public employees face dangerous, violent clients and must be protected. We will continue the fight to keep all our members safe."

The county has confiscated hundreds of weapons since installing a metal detector in the county courthouse annex over only five months.

They put recycling on parade

SMITHTOWN — Calling the float built by members of CSEA Town of Smithtown Unit "garbage" is no insult: they recycled to make a point.

Unit members, part of CSEA Suffolk County Local 852, volunteered their time to build the float as part of a recycling program called STAR (Smithtown Town Aggressive Recycling).

The float is literally composed of garbage. It displays sample bails of compacted newspaper, cardboard, plastics, aluminum and bulk metal. A sign lists the number of tons which were recycled in 1992.

A lawnmower on a piece of astroturf, promoting the "Just Mow It" program to recycle grass clippings, is mounted on the front of the float.

The float has appeared in a number of parades.

Department heads and the community have been enthusiastic about the float.

In a letter thanking the CSEA members, Sanitation Supervisor Andrew Wolke said, "I would like to personally thank you for the unselfish time you devoted to the building and showing of the recycling float. The float was very well accepted and was a credit to the department and the men who

worked on it."

The memo was sent to sanitation employees Bill Maccaro, Al Topkin, Joe Fleming, Ray Marchand, Doug Hallock, Matty Gorecki and

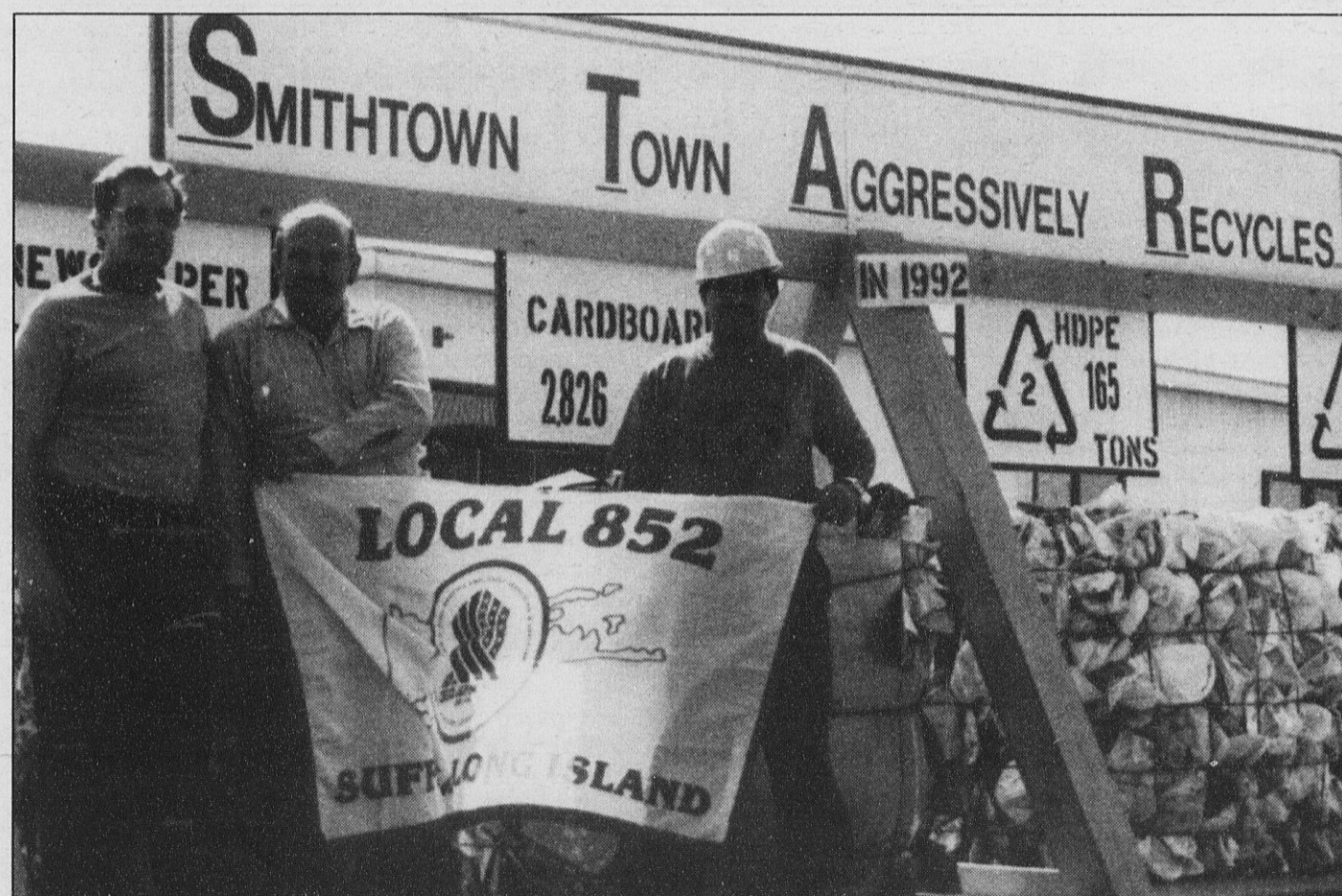
Herb Carleton.

Acting Unit President Doug Keltner said the float helps educate people about the importance of recycling.

"People have a hard time

understanding the need to recycle," he said. "I think the float made it more tangible for them."

-- Sheryl C. Jenks



TOWN OF SMITHTOWN CSEA UNIT acting President Doug Keltner, left, on the recycling float with unit members Bill Maccaro and Chris Micene.

CSEA claims Rockland County officials lied

NEW CITY - CSEA is charging that Rockland County negotiators lied under oath to a fact finder during contract negotiations.

CSEA filed the improper practice charges after county employees approved a three-year contract for 1993-95, foregoing salary increases for 1992.

CSEA Local 844 represents 2,400 county employees.

After the unit's last contract expired at the end of December 1991, CSEA and the county continued negotiating throughout 1992. When mediation failed, CSEA asked for a fact finder. During fact finding, the county maintained that it was unable to fund increases for 1992 and was able to fund only limited increases for 1993.

The fact finder agreed that the county's financial status was such that he recommended no increases for 1992.

Six months later, the county executive announced an \$8.4 million budget surplus, and the county budget director told reporters that the executive knew of the increase prior to the fact finding hearing.

"The collective bargaining process works

when both sides deal fairly and honestly with the issues," CSEA Labor Relations Specialist Annette Raetz said.

"After review of the negotiations history," she said, "CSEA feels that the representatives of County Executive John Grant clearly failed to meet their obligation under the Taylor Law to bargain in good faith."

Raetz pointed out that it is the union's responsibility to bring such a violation to the attention of the Public Employment Relations Board.

"By filing this charge, we are exercising our right to seek administrative review of a practice we feel severely undermines labor relations between the parties," she said.

"The county must be made aware that lying is simply not acceptable."

-- Anita Manley



WHITE PLAINS CSEA UNIT President Glen Fortunato, right, congratulates member Vinny Caldarola, who displays his back pay check.

CSEA keeps fighting and member wins

WHITE PLAINS - It took two years, but Vinny Caldarola figures it was worth the wait for his back pay.

Caldarola, a ramp attendant with the city's Parking Authority, is a member of the CSEA White Plains Unit of Westchester County Local 860.

He was due his increment in 1991, but a city administrator improperly evaluated him by citing him for using sick leave.

In fact, city officials told him that he would have received a higher rating if he had not

used sick leave.

Pointing out that Caldarola, a six-year employee, had never abused sick leave nor had ever been disciplined for using sick leave, an arbitrator agreed with CSEA that Caldarola should have received a higher rating and a higher increment.

The city lost its appeal of the arbitrator's ruling, and was again directed to pay Caldarola what he was owed. This time they paid.

Unit President Glen Fortunato wonders if city

taxpayers realize how much of their tax money is wasted on fighting such issues.

"It seems like they are willing to spend a lot of money to fight us just for the sake of disagreeing," he said. "When they refuse to abide by an arbitrator's ruling, they make it difficult to have a positive working relationship."

"(CSEA Attorney) Jim Rose did a great job," Caldarola said. "CSEA did a great job. They never let us down."

Nassau County employee wins back pay

MINEOLA - Martha Matthews will be grateful to her union when she enjoys a relaxing weekend in the Poconos.

Thanks to CSEA, Matthews, a 23-year veteran in the Nassau County Civil Service Commission and member of CSEA Local 830, recently won a back pay award.

Last year, during the layoffs in the county, keyboard operators worked overtime to review employee histories on the computers.

When Matthews requested overtime, her supervisor denied it, citing her union activism.

"I have 10 years seniority over the other two keyboard operators," Matthews, a CSEA section representative, said. "After being turned down the first time, I approached my supervisor again for the overtime. When he said no a second time, I filed my grievance."

The grievance went to a hearing, and CSEA Labor Relations Specialist John Clahane and CSEA Attorney Dick Gaba represented Matthews, arguing that overtime should be distributed according to seniority.

The union won the case and Matthews expects a check for about \$400.

"I think the union did very well for me. I'm very pleased," Matthews said. "I think I may just use the money and go on a weekend trip to the Poconos."

-- Sheryl C. Jenks



Martha Matthews



Greenport workers picket over impasse

GREENPORT — CSEA members who work for the Town of Greenport in Columbia County took to the picket line last month to protest impasse in their contract talks.

All 14 members of the CSEA Greenport Unit of Local 811, along with family members, friends and members of other CSEA bargaining units, held an informational picket outside the Town Board meeting in September.

"The issue is money," Unit President Tom Haigh said. "We work

hard for this town, and many of us are taxpayers. We deserve a decent wage."

The workers in the highway and water and sewer departments make an average of about \$21,000 a year.

CSEA member Danny Grant, assistant water foreman, said the department handled seven water breaks in the course of two days. The crew worked from 9 p.m. through 7 p.m. the next day, during which time they were often at risk. One member was injured, he said.

"We feel very angry at the town board for not thinking we're worth a raise," Grant said.

CSEA declared impasse in negotiations after the town refused to move on its wage offer, CSEA Collective Bargaining Specialist Don McCarthy said.

"Our members are not demanding outrageous raises, but only what's reasonable for hardworking town employees," McCarthy said. "The town has yet to make an offer we can agree to."

—Kathleen Daly

Westchester member rescues ill co-worker

VALHALLA - Kris Schuck said he just happened to be in the right place at the right time, and, fortunately for a correctional officer at the Westchester County Jail, he was.

Schuck, a motor equipment operator and member of the Westchester County CSEA Unit of CSEA Local 860, drives maintenance workers to their job locations throughout the huge Westchester County "Grasslands" campus that includes the county hospital, the jail and other facilities.

One day in July as Schuck drove through the gate at the new county jail he realized that the correctional officer who had opened the gate had fallen down.

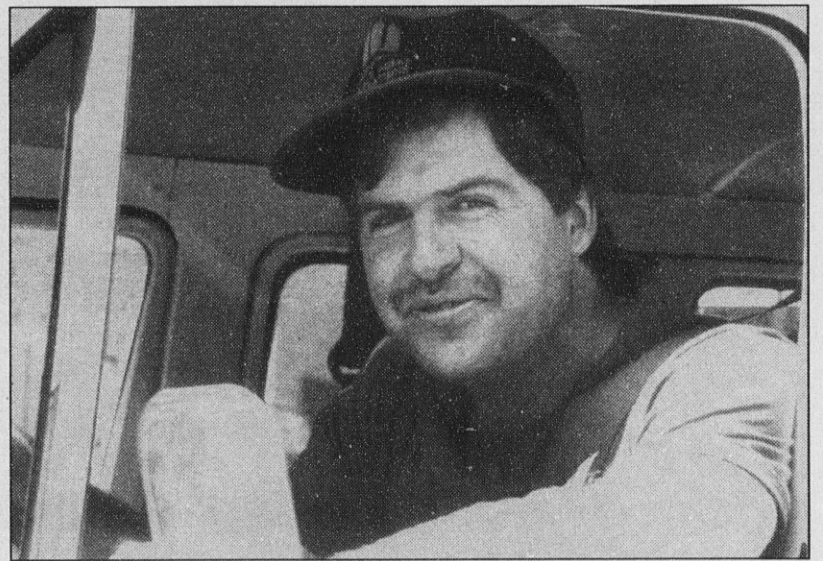
"At first I thought he had bent over to pick something up," Schuck said. "Then I realized he had collapsed and hit the concrete."

Schuck immediately picked up the officer's walkie-talkie and called for assistance. He later learned that the officer, who was taken to a hospital and has since recuperated, had collapsed from the heat.

Officials said that if Schuck had not been in the vicinity when the officer collapsed, the victim might have laid on the ground for some time before help arrived.

"I'm the type of guy who stops for accidents on the road," Schuck said. "I like to help."

— Anita Manley



CSEA Member Kris Schuck: "I like to help."



LIVINGSTON COUNTY Local 826 President Tammy Macomber, left, Vice President Barbara Pfaff and CSEA Western Region President Bob Lattimer display memorial plaque CSEA presented to the county board of supervisors.

Livingston County workers dedicate worker memorial

GENESEO — In a moment filled with poignancy, Livingston County employees Tammy Macomber and Barbara Pfaff presented a plaque dedicated to county workers who have died on the job to the county board of supervisors.

The lone name on the plaque is William Kramer, the brother of Barbara Pfaff, vice president of CSEA Livingston County Local 826. The plaque contains space for other names to be added in the future, if needed, and the sheriff deputies and nurses unions have been invited to add any of their members' names.

"We entrust this memorial to the board of supervisors," said Macomber, Local 826 president, "in the hope that it will be prominently displayed and serve as a reminder of the county employees who have made the ultimate sacrifice in the service of Livingston County."

After a moment of silence in the legislative chamber, the plaque was given to the chairman of the board of supervisors.

CSEA Western Region President Robert Lattimer and the parents and sister of Barbara Pfaff joined in the memorial ceremony.

—Ron Wofford

A message from CSEA President Joe McDermott



Not this NAFTA!



NAFTA, the North American Free Trade Agreement, is neither American nor free.

It is not American because it is against our national interest. And it is certainly not free because the price tag is too high in jobs.

Free trade in the global market is an ideal which, unfortunately, does not produce even-handed benefits for all. The fact is that we do not start with a level playing field. We have living standards which make it possible for most Americans to buy the products they make. The same is not true in Mexico where workers make one-seventh the wages.

NAFTA supporters argue that it will create a demand for American goods in Mexico. I believe it will simply create even more low paying jobs there.

What is our stake in this issue?

As our nation's economy shrinks so, too, does the tax base, forcing governments to lay off workers and cut programs.

Our priorities must be JOBS, JOBS, JOBS. The survival of the public sector depends on a flourishing private sector. NAFTA is not the answer.

I have designated Western Region President Bob Lattimer, who also chairs our Federal Issues Committee, to lead the fight against NAFTA.

He will work with our brothers and sisters in the AFL-CIO to keep American jobs at home where they belong.

What you can do — Contact your representatives and both Senators Moynihan and D'Amato and urge them to say "NO" to NAFTA. The deal would destroy jobs and depress wages in the U.S. and do nothing to advance the poverty-level wages and living conditions for Mexican workers.

As CSEA Secretary, Saxon continues activism

ALBANY — In a lifetime of activism, becoming CSEA statewide secretary is one more level of involvement for Mary "Candy" Saxon.

"I've always been an activist, from the time I was a kid," Saxon said. "Normally I jump in with both feet."

And she jumped into CSEA, joining as soon as she became inventory clerk at Niagara County Community College in 1977. Within three months, she was shop steward.

"I've always been somewhat vocal, so the local officers said, 'Candy, why don't you be the steward?'" she said. "I got progressively more involved with CSEA, serving on a variety of committees."

Saxon's appointment as statewide secretary caps a career of activism. She was elected statewide secretary by the Board of Directors when Irene Carr retired last month after 17 years.

But first, Saxon moved up the CSEA activist ladder. She became a delegate, ran for the Board of Directors seat for Niagara County Local 832 and won, and in 1981, she was appointed Western Region secretary. She's been re-elected

three times.

Her CSEA activism followed years of involvement with the Niagara County Democratic Party. Saxon has always believed in the power of political action, but unionism changed her approach.

"When I joined CSEA and got active in the union, my involvement shifted. To me it became more important and more rewarding to be involved with CSEA," she said.

Political action has taken root in Local 832, and Saxon is pleased.

"That's the only way to make the legislators respect you, by proving you have clout," she said.

Saxon has served on several CSEA board committees, including: Statewide Personnel Committee where she was vice chair; Political Action Fund; Standing Committee to Study State and Federal Job Training Issues; and the Federal Issues Committee.

Until now, only Saxon's board meetings have been covered by release time. She's used her personal leave time to go to the Annual Delegates Meeting, state and local government workshops,

AFSCME conventions and other union meetings. As statewide secretary, she will be on leave from her job as youth employment counselor with the Niagara County Employment and Training Department.

She doesn't begrudge a minute of her activism.

"This is an extremely good union; it's extremely good at helping you develop your skills and competence levels and your ability to do lots of things," Saxon said. "It builds skills because of the training you get and the good people you come in contact with."

Saxon is already digging into her new job.

"If I'm going to continue my efforts to help the membership, this is the next logical step," she said.

Stepping into Carr's "big shoes" will be easier, Saxon said, because Carr has always been helpful to unit, local and region secretaries.

"Irene is very well respected, very loved," Saxon said. "She's earned that."

Saxon wants to take time to set concrete goals for her tenure as statewide secretary.



CSEA statewide Secretary Candy Saxon

"My first priority is to go out and do some listening to what the members are thinking, some real grassroots stuff," she said. "Then I think I'll be better able to know what my goals are. I'd like their goals to become mine."

-- Kathleen Daly

Safety report marks tragic anniversary

On Oct. 15, 1992, a gunman slipped into the Schuyler County Department of Social Services office in Watkins Glen and killed four employees in cold blood before ending his own life.

That horrifying episode shattered forever the tranquility of that Finger Lakes community, and the shock waves reached far beyond it.

As this edition of *The Public Sector* went to press, CSEA was preparing to mark the

anniversary of that senseless tragedy with a report on the union's effort to protect its members and make worksite security a top priority for public employers.

"CSEA members and all workers have a right to a safe worksite," CSEA President Joe McDermott said. "CSEA has worked hard to ensure secure worksites, and we've had real impact across the state, but there's a lot more to do. Our report clearly details the

problem and offers a strong action plan."

While violence against public employees has long been a CSEA concern, the Watkins Glen murders underscored the urgent need to improve workplace security. CSEA immediately responded with its campaign to fight for security for union members.

CSEA published a comprehensive booklet on worksite security and distributed it to county officials across the state with recommendations for safety improvements. The union then met with county officials to assess individual worksites and publicize the dangers.

"The process of assessing worksites county by county has yielded invaluable information which we have incorporated into the whitepaper report," CSEA Director of Local Government Steve Alviene said. "We not only make a series of recommendations but we also include a county-by-county description on the state of worksite security at the time the assessment was performed."

CSEA intends to update the report regularly to share new information and ideas and provide a way to measure success.

-- Stephen Madarasz

Murders highlight dangers on the job

When four Schuyler County social service members were murdered in Watkins Glen last October, thousands of CSEA members heard the echoes of the gunshots.

Public employees often face danger on the job, and if such senseless violence could happen in rural Watkins Glen, it can happen anywhere.

The gunman, who had been arrested at least six times for failing to pay child support, came from Ohio to commit the murders because DSS had

garnished his wages.

The four women he killed, Florence Pike, Phyllis Caslin, Denise Miller Van Amburg and Nancy Wheeler, were all union members. Three were CSEA unit officers. They were murdered simply because they were doing their jobs. Only one of them had ever had contact with the killer before.

CSEA is committed to improving worksite security to protect its members and make sure that its Schuyler County members did not die in vain.



CSEA Schuyler County members march in memory of their slain co-workers.

GENERAL NEWS

McDermott pledges to retirees that push for permanent solution will continue

COLA still a goal

SARATOGA SPRINGS - The continuing battle for a cost of living adjustment (COLA) for CSEA retirees and a national health care plan were the focus of this year's ninth annual CSEA Retiree Convention.

CSEA President Joe McDermott said the campaign for a COLA was not as successful this year as he hoped and pledged that the state's largest public employee union will continue the fight.

"We have to make it clear that we are not a gullible group," McDermott said. "This union will make it clear to the legislators and the Governor that we don't want another supplement, but a permanently enacted COLA."

McDermott said the union will also continue to fight the projected unit credit (PUC) funding system that threatens the security of the pension system. The union won two court decisions on the PUC lawsuit and the next appeal is pending.

"The court said that money is there for us," he said. "It's not a slush fund."

McDermott told retirees that the union is pushing for the creation of a board of trustees for the pension fund. Currently the state comptroller is the sole trustee of the \$56 billion fund.

"There have been some unsound investments," he said. "The only way to watch and have a voice is to get representation on the board. It's important for the integrity of the fund."

McDermott credited

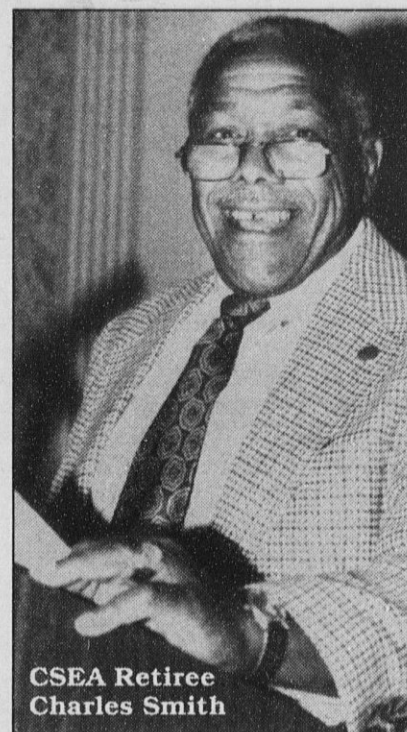
retirees with the successful outcome of a battle in Onondaga County where lawmakers tried to take away health benefits from retired county employees.

"It shows what vigilant retirees can accomplish," he said.

McDermott asked retirees to help recruit new members during the "100 Percent Union" campaign launched this year.

"Tell these employees what it means to have a union," he said. "We will call on you to assist us."

--Anita Manley



CSEA Retiree
Charles Smith



CSEA retirees take part in one of many programs.



CSEA Retiree Division President
Charles Peritore, left, and retired
CSEA statewide Secretary Irene Carr.

Ben Wollner wins Webster Memorial Mission Award

SARATOGA SPRINGS - Ben Wollner is this year's recipient of the Donald Webster Memorial Mission Achievement Award. Wollner, president of Schenectady County Retiree Local 924, is a 23-year retiree member who joined CSEA while he worked for the state Education Department.

CSEA President Joe McDermott presented the award at the ninth annual CSEA Retiree Convention in Saratoga Springs.

"There is no better person to be nominated for this award," McDermott said. "Ben is a tireless leader who has always been available."

Wollner has held an incredible number of appointments during his life and is known to be an outspoken advocate for senior

citizens' and retirees' causes.

A former Schenectady County auditor and Rotterdam town councilman, Wollner has also served on the Human Services Planning Council, is past president of the local chapter of the American Association of Retired Persons, president of the Catholic Families and Community Services Nutrition Program and serves on the board of the Ingersoll Memorial Home in Schenectady and the Rotterdam Planning Commission.

In addition, Wollner has served on the Advisory Council for the NYS Public Service Commission, the Advisory Boards of the NYS Senate and Assembly Committees on Aging, the Democratic Club, the Firechiefs Association, the

International Lions Club, the Volunteer Firemen's Association and the executive board of the state Citizens Council on Traffic and Safety.

"Like the Energizer rabbit, I'll keep on going," Wollner said.

"In a long lifetime of public involvement, I've received many awards. This award is very special."

Wollner said Don Webster, the Westchester County retiree for whom the award was

named, was an extraordinary activist who spearheaded the effort for retiree benefits.

"He's not only an inspiration," Wollner said, "he is a leadership challenge."



CSEA Retiree Ben Wollner, right, accepts the
1993 Donald Webster Memorial Mission
Achievement Award from CSEA President Joe
McDermott.

CSEA members take to the streets



Helping to make history in the March on Washington

WASHINGTON D.C. — In the sweltering August heat, CSEA and AFSCME members joined with thousands of others to participate in the 30th anniversary of the legendary 1963 March on Washington for Jobs, Justice and Peace.

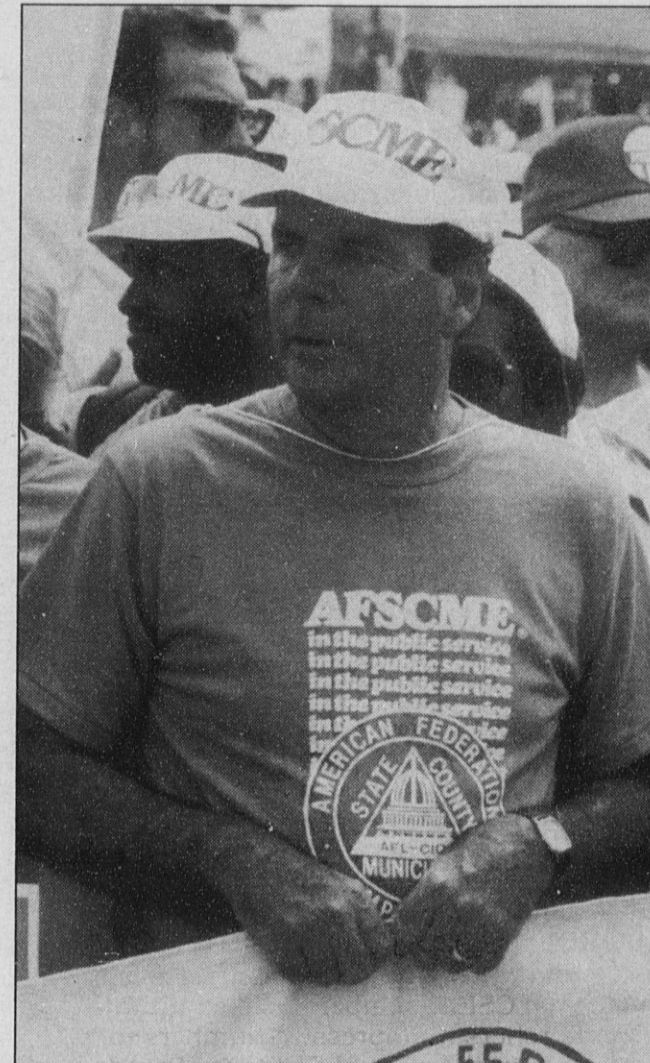
AFSCME was a proud co-sponsor of the event which commemorated the march and rally at which the late Rev. Martin Luther King Jr. delivered his famous "I have a dream" speech.

CSEA members from various parts of New York traveled long distances to make their voices heard at the historic event.

"What I took away from the event was that

there were so many people from so many different areas working so well together," said CSEA Nassau County Local 830 activist Barbara Jones. "It was also heartening to see so many children, so many young people there and asking questions."

"CSEA's involvement in this event sends an important message about our commitment to seeing full employment and social justice become a reality," CSEA President Joe McDermott said. "The 1963 March was a defining moment in the struggle for civil rights and we can only hope that this event will help define the agenda for change in the 1990s."



SPEAKING OUT LOUD AND CLEAR FOR JOBS AND JUSTICE -- CSEA President Joe McDermott, Metropolitan President George Boncoraglio and CSEA Executive Vice President Dan Donohue, all AFSCME International vice presidents, join with CSEA and AFSCME members at the start of the Aug. 28 March on Washington, above left. Above, AFSCME President Gerald McEntee greets early arriving CSEA members.

'Give privateers the hook' is call to arms for Labor Day 1993

In rain and shine CSEA members across New York took to the streets to show their union pride in annual Labor Day Parades. In New York City, Rochester and Utica, CSEA marchers enthusiastically expressed CSEA's priority message to "Stop the Privateers".

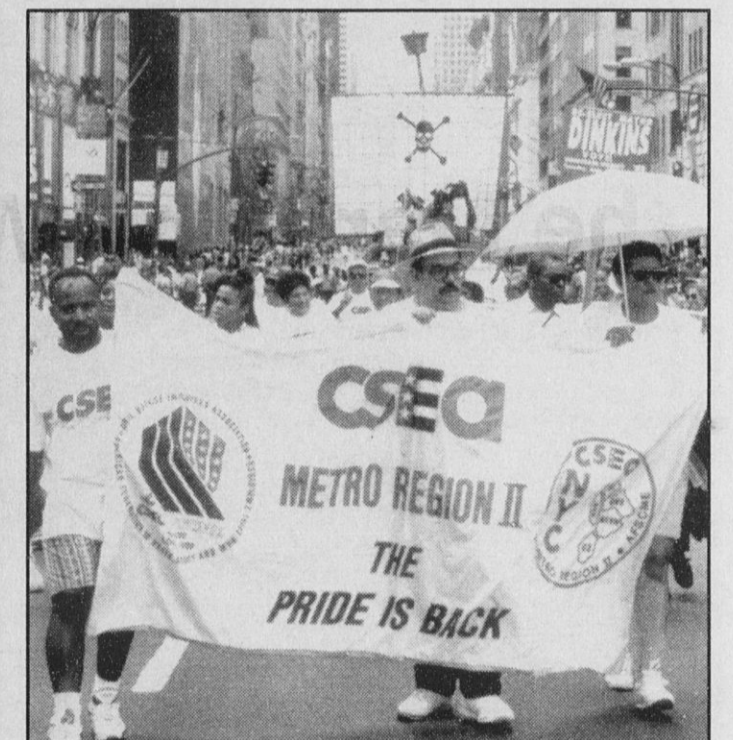
In New York, CSEA members were the scourge of the annual Parade up Fifth Avenue as they escorted a pirate ship float backed with "Captain Hook" and other cutthroats. The crowds cheered as the CSEA members sang "Stop contracting out, it breeds a bunch of crooks/Privatizing doesn't work, give privateers the hook."

A similar theme was sounded in Rochester, where members railed about the costs and flaws of privatization and floated their own pirate ship to emphasize the point.

In Utica, CSEA members hooked up with other marchers in impressive numbers to participate in the annual Solidarity Parade.



SETTING SAIL IN THE BIG APPLE -- CSEA activists from the Long Island, Metropolitan and Southern Regions were joined by CSEA Executive Vice President Dan Donohue, Long Island Region President Nick LaMorte, Metropolitan Region President George Boncoraglio and Southern Region President Pat Mascioli for Labor's annual March up Fifth Avenue, above. Below, some of the CSEA sights of the day -- privateers and union pride.



RAIN DIDN'T DAMPEN CSEA PRIDE IN ROCHESTER --- Monroe County and Rochester area CSEA members marched to stop the privateers in the city's annual Labor Day Parade. At left, CSEA's newly elected statewide Secretary Candy Saxon, Monroe County CSEA Local 828 President George Growney, statewide Treasurer Mary Sullivan and CSEA Monroe County Unit President Flo Lipi in the spirit of the day. Above, Captain Hook on the loose.



ENTHUSIASTIC IN UTICA -- CSEA statewide officers joined with CSEA Central Region President Jim Moore and region activists in Utica's annual Solidarity Parade, above. At left, CSEA floats its message.

Bill McGowan

Former four-term CSEA President

CSEA is mourning the death of its former president, William L. "Bill" McGowan, who died of a heart attack on Aug. 27 at his home in West Seneca. He was 69 years old.

McGowan was elected CSEA president four times and headed the union for an unprecedented 11 years from 1977 until his retirement in 1988.

He is remembered as a man of his word and a tough-but-fair labor leader who put the concerns of the membership first.

Although he rubbed elbows with the President of the United States, governors of New York, members of Congress and political, labor and community leaders, McGowan said he was proudest of the fact that he touched and enriched the lives of hundreds of thousands of public employees and their families. "I never forgot the working person," he said.

McGowan leaves behind a legacy of labor achievements. He steered CSEA into an historic affiliation with AFSCME in 1978, bringing CSEA into the AFL-CIO House of Labor. That is considered one of the turning points in CSEA's history.

CSEA pumped up its legislative and political action muscles under McGowan and became a major player in state politics. CSEA, under McGowan's leadership, is widely credited with being the deciding factor in the initial election of Mario Cuomo as governor of New York.

Under McGowan's leadership the union successfully fought to extend federal health and safety standards to state and local government worksites while strengthening state standards. Workplace conditions also improved with creation of the Committee on Work Environment and Productivity and the union pioneered the Employee Assistance Program (EAP) to help members resolve personal problems that affect their job

performances. McGowan was also a prime mover in the creation of day care centers for

children of public employees, and was in the forefront on pay equity programs designed to end sex-based wage discrimination. He also helped establish and administer the CSEA Employee Benefit Fund which provides dental, prescription and optical benefits to many members.

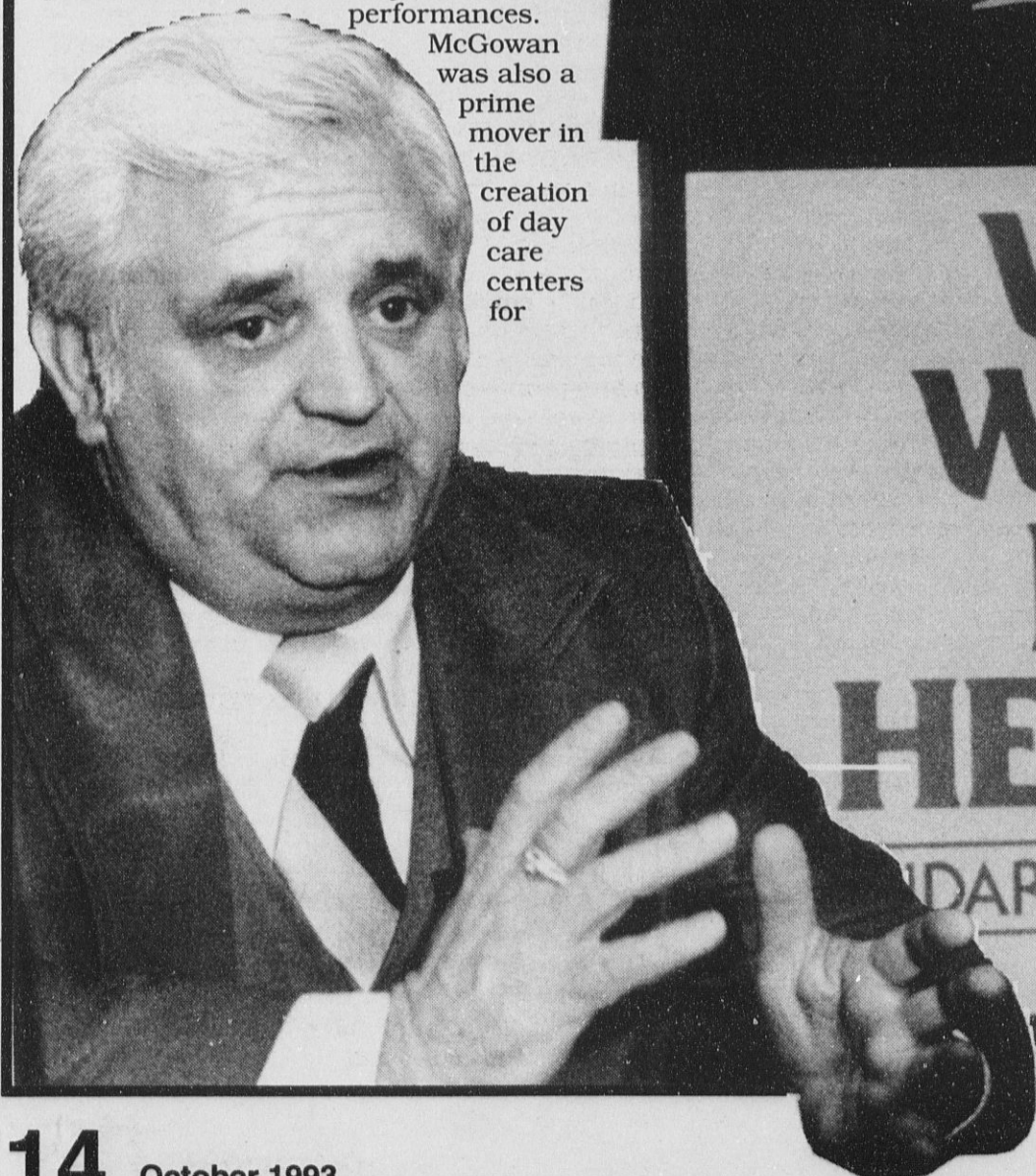
His name lives on with "The William L. McGowan Dependent Children's Tuition Program," a state college scholarship program he fought for at the bargaining table on behalf of children of CSEA state employees who die in work-related accidents. The state named the scholarship program in his honor in 1988.

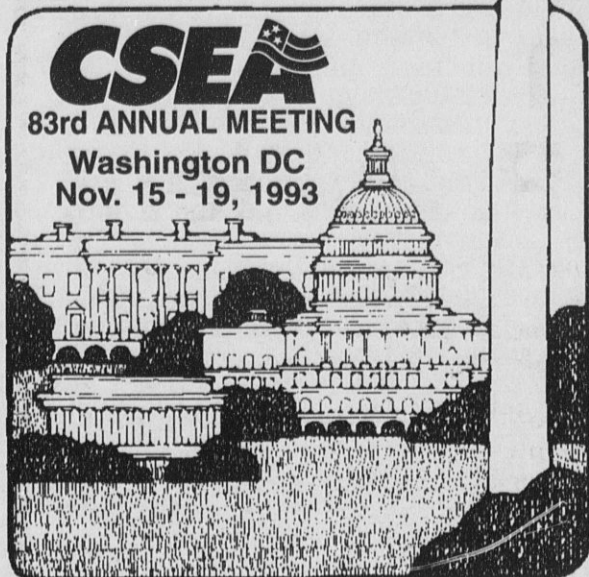
McGowan joined CSEA as an electrician at West Seneca Developmental Center and worked his way up through the ranks to lead the union. He served as Local director, grievance chair and president, was elected to the statewide Board of

Directors and as a statewide vice president before becoming president of CSEA's Western Region in 1973. He served as CSEA's statewide executive vice president from 1975-77 before winning his first term as CSEA president in 1977.

He is survived by his wife, Jeanne, a son, two daughters, two sisters, two brothers and two grandchildren.

"All of CSEA is saddened by the untimely death of our past president," CSEA President Joe McDermott said. "I know that CSEA will want to memorialize Bill's recognized service, tenure and impact on this great union." He is naming a committee to recommend what meaningful action CSEA can take to permanently memorialize McGowan's contributions to CSEA and its members.





Proposed amendments to CSEA's Constitution and By-Laws

The Constitution and By-Laws Committee has met ten (10) times since the Annual Delegates Meeting in 1992. The meeting dates were

October 5 and 6, 1992; November 13, 1992; December 4, 1992; January 26, 1993; March 26, 1993; June 25, 1993; July 23, 1993; August 17; and September 21, 1993. The Constitution and By-Laws Committee has, amongst its functions, the recommendation to the Delegates on proposed amendments to the CSEA Constitution and By-Laws. The Committee reviews suggestions made by individuals and Locals and it accepts referrals from the Delegates and Board of Directors. Additionally, the Committee can initiate proposals which it deems to be in the best interest of the Association. All recommendations of this Committee are made to the Delegates, together with the reasons for the recommendations.

NOTE: The underscored () language is new material for insertion into the Constitution or By-Laws. The language enclosed in brackets [] is old language proposed for removal from the Constitution or By-Laws.

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

(1) The following amendments to Article VI, Section 1 are submitted to the Delegates by the Committee.

**"ARTICLE VI
State Division**

Section 1. STATE EXECUTIVE COMMITTEE. The power and authority to transact business relating to state employees shall, except as provided herein, be vested in a State Executive Committee. The State Executive Committee shall consist of the officers of the Association, and one representative from each State Department. The Judiciary, the State University, the Waterfront Commission and state public authorities as one unit, shall be deemed State Departments. The [Faculty Student Associations and] Teachers' Retirement System shall [as a unit] be deemed a State Department. Each State Department with more than 3,000 members as of January 1 of the election year shall, for the term of office beginning the following July, be entitled to one representative on the State Executive Committee for each 3,000 members or major fraction thereof.... REST OF TEXT REMAINS THE SAME."

Explanation: The creation of a Private Sector Division makes the inclusion of the Faculty Student Associations in the State Division inappropriate. The reference to the FSAs as part of the State Executive Committee is therefore being deleted.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

(2) The following amendments to Article III, Section 2, are submitted to the Delegates as a result of a recommendation made by Rita Wallace, Local President of 830.

"ARTICLE III MEMBERSHIP

Section 1. TEXT REMAINS THE SAME.

Section 2. ASSOCIATE MEMBERS. Persons who are employed in the Civil Service of the State of New York or any political subdivision thereof or any public authority, public benefit corporation or similar autonomous public agency for which CSEA is not the duly recognized or certified collective bargaining agent pursuant to law, or who have been laid-off from a CSEA represented job shall be eligible for associate membership. Associate members shall have none of the rights or privileges of membership but shall be eligible to the extent the insurance program permits for participation in insurance programs sponsored by CSEA and shall be eligible for such other

rights and privileges approved by the Board of Directors."

Explanation: This proposal addresses a situation that has become more prevalent as a result of recent fiscal problems and resulting layoffs. In granting a one year "gratuitous membership" to laid-off members, there has never been any clarification as to their voting status. As they are not presently employed in a position represented by CSEA and may even be working elsewhere or in the private sector, it appears inappropriate to allow these individuals to continue to have voting privileges and arguably to be able to run for office. It is, however, understandable that certain of these individuals would want to continue their CSEA insurances. To allow for laid-off members to convert to Associate Member status would protect those wanting to continue their CSEA insurances, if otherwise qualified to do so. Elsewhere in this report it is set forth that such status will be granted gratuitously for one year.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

THE CONSTITUTION AND BY-LAWS COMMITTEE HAS BEEN WRESTLING WITH THE EXPRESSED DESIRE OF THE CSEA RETIREE DIVISION TO BE CONSIDERED MORE A PART OF "MAINSTREAM" CSEA. AS A STEP TOWARDS ADDRESSING THIS PERCEPTION, THE COMMITTEE CONSULTED WITH THE RETIREE CHAIR AND RETIREE EXECUTIVE COMMITTEE. THE COMMITTEE HAS DETERMINED THAT IT WOULD BE APPROPRIATE FOR THE RETIREE DIVISION TO NO LONGER MAINTAIN A SEPARATE CONSTITUTIONAL DOCUMENT AND TO JOIN THE STATE DIVISION, THE LOCAL GOVERNMENT DIVISION AND THE NEWLY CREATED PRIVATE SECTOR DIVISION BY BECOMING A PART OF THE STATEWIDE CSEA CONSTITUTION. WHAT FOLLOWS ARE SEVERAL AMENDMENTS NECESSARY TO ACCOMPLISH BRINGING THE RETIREE DIVISION INTO STEP WITH THE ASSOCIATION'S STRUCTURE AND ITS CONSTITUTION AND BY-LAWS. THESE AMENDMENTS PLACE INTO THE STATEWIDE CSEA CONSTITUTION THE VARIOUS PARTS OF THE RETIREE DIVISION CONSTITUTION VIRTUALLY UNCHANGED IN TEXT. THE VARIOUS PROVISIONS MATCH AS CONSISTENTLY AS POSSIBLE WITH COMPARABLE PARTS OF THE ASSOCIATION'S CONSTITUTION.

(3) The following amendments to Article II, Purpose and Policy, are submitted to the Delegates by the Committee.

"ARTICLE II PURPOSE AND POLICY

The Association is organized and exists to promote the organization of workers in general and public employees in particular, to represent its members with respect to all terms and conditions of employment, to uphold and extend the principles of merit and fitness in public employment, to maintain and promote efficiency in public service, [and] to advance the interests of all civil service employees, and to foster and advance the interests of its retiree members. It is dedicated to the principle that Government is the servant and not the master of people, that its objectives are to be attained by duly democratic methods."

Explanation: CSEA has over 40,000 retiree members who comprise the CSEA Retiree Division, Chapter 1000 AFSCME. The CSEA Retiree Division's purpose should be reflected in the CSEA Constitution. The language of this amendment is taken directly from the Retiree Division Constitution.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

(4) The following amendments to Article IV, Section 1, are submitted to the Delegates by the Committee.

"ARTICLE IV

ORGANIZATION OF THE ASSOCIATION

Section 1. DIVISIONS

...Retired members shall be in the Retiree Division, Chapter 1000 AFSCME, AFL-CIO. [which shall be governed by the Retiree Division Constitution to the extent that it is not inconsistent with the Constitution of the Civil Service Employees Association, Inc.]"

Explanation: The Retiree Division has had a separate constitution

(Continued on Page 16)

(Continued from page 15)

and not been included in the Statewide CSEA Constitution and By-Laws. For some time now it has been the wish of the Retirees to be a part of the overall organization. As neither the State Division, the Local Government Division nor the newly created Private Sector Division has separate constitutions, it is neither appropriate nor necessary for the Retiree Division to continue with a separate constitution. Unlike the other Divisions, however, the Retiree Division does have its own separate affiliation with the AFSCME Retiree Division and therefore it is appropriate for the Retiree Division to be known by its AFSCME designation which is Chapter 1000, AFSCME.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

(5) The following amendments to Article IV, Section 4, are submitted to the Delegates by the Committee.

"ARTICLE IV ORGANIZATION OF THE ASSOCIATION

- Section 1. TEXT REMAINS THE SAME.
- Section 2. TEXT REMAINS THE SAME.
- Section 3. TEXT REMAINS THE SAME.
- Section 4. DIRECTORS' COMMITTEE.

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

Explanation: The Directors' Committee is comprised of all Association officers as well as the Chairs of the various Executive Committees. It is only proper to include on this Committee the Chair of the Retiree Executive Committee. The Directors' Committee continues to have additional members elected by the Board in accordance with the constitutional language.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

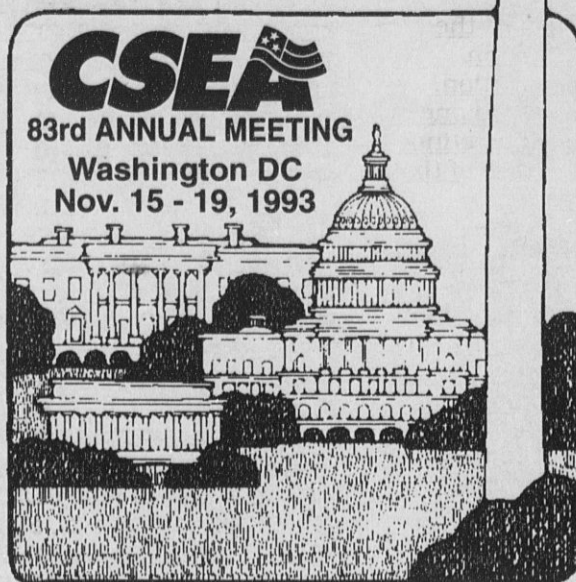
(6) The following amendments to Article IX are submitted to the Delegates by the Committee.

**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. 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. The Chairperson of the Retiree Executive Committee shall be the chief spokesperson of the Division, the Executive Committee, and the retired members. He, or she shall be liaison between the Retiree Division and the Statewide Officers of the Association. The Chairperson or the Vice Chairperson of the Retiree Division Executive Committee, by virtue of his or her office, shall be a non-voting member of the Board of Directors of the



**Proposed amendments
to CSEA's
CONSTITUTION
and BY-LAWS**

Association, and a voting delegate to the AFSCME Convention; and in said capacity shall represent the interests and concerns of the Retiree Locals and their members. The Chairperson, and in his or her absence, the Vice Chairperson, shall preside at all meetings of the Executive Committee of the Division and shall perform such other duties and functions consistent with the purposes of the office and as prescribed by the Board of Directors. The Secretary of the Retiree Executive Committee shall be responsible for the official minutes of meetings. If the office of Chairperson becomes vacant, the Vice Chairperson shall succeed to the office of Chairperson. A new Vice Chairperson will be elected by the Retiree Executive Committee at its next scheduled meeting. Failure to assume the higher office as outlined in this article will result in the automatic removal from the office currently held.

Section 2. LOCALS. A Local may be formed by CSEA retiree members in any county or in any contiguous group of counties in New York State or any other state of the USA upon approval of the Board of Directors of the Association. The Board of Directors shall approve the Constitution and By-Laws of such Local. Each such Local shall make available to a duly authorized representative of the Association at the request of the President or the Board of Directors at reasonable intervals, all local records for inspection by the Association."

Explanation: The Retiree Division is steered by an Executive Committee which is made up of regional representatives, an elected representative from the State of Florida, and a retired appointee to the CSEA Statewide Political and Legislative Action Committee. The Executive Committee elects its Chair, Vice-Chair and Secretary. Similar to the Statewide officers, the elected Chair is also a delegate to the AFSCME Convention. Also, it is necessary to set forth who the AFSCME Delegates are. This is required by AFSCME for granting delegate status to our retiree representative. The Chair is a non-voting member of the CSEA Board of Directors. The Chair also presides over all Executive Committee meetings. In the Chair's absence, the Vice-Chair assumes these duties. Retiree Locals may be formed upon consent of the Board of Directors.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

(7) The following amendments to Article IX, Section 2 are submitted to the Delegates by the Committee, at the request of Dorothy Kothen, Secretary of the Retiree Executive Committee.

"ARTICLE IX DELEGATES

- Section 1. TEXT REMAINS THE SAME.
- Section 2. TEXT REMAINS THE SAME.

Section 3. RETIRED MEMBERS. The Chairperson, the Vice Chairperson and the Secretary of the Retiree Executive Committee, [or in his or her absence, a designee,] shall be [a] non-voting delegates to the annual delegate meeting of CSEA, provided however that on issues and motions relative to the Retiree Division, the retiree Delegates shall have both the right to speak before the Delegates and one vote for each Retiree Local of the Retiree Division."

Explanation: The Retiree Executive Committee elects three "officers" to service the members of the Retiree Division. With the Retiree Division Constitution becoming a part of the statewide CSEA Constitution and By-Laws, changes in language regarding the Retiree Division will come before the Delegates for action as opposed to coming before the Board of Directors as is presently the case with the separate Retiree Division Constitution. To allow for more proper representation, for the opportunity to consult as well as to articulate fully the concerns of the Retiree Division, it seems only proper to allow for the additional two delegates on behalf of the Retiree Division.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

(8) The following amendments to Article IX, Section 3 are submitted to the Delegates by the Committee.

"ARTICLE [IX] 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

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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. 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."

Explanation: The Retiree Division has its own annual meeting attended by elected delegates from each Retiree Local. The Retiree Executive Committee, the Statewide officers and the Retiree Local Presidents are automatic delegates as well. Voting strength is tied to membership of 100 or a fraction thereof.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

(9) The following amendments to Article X are submitted to the Delegates by the Committee.

"ARTICLE [IX] XI FUNDS
TEXT REMAINS THE SAME.

ARTICLE [X] XII AFFILIATION AND MERGER

Section 1. Any affiliation or merger of the Civil Service Employees Association, Inc. with another organization after approval by the Board of Directors must be ratified by a majority vote of the delegate body in order to be effective.

Section 2. In addition, any affiliation of CSEA's Retiree Division with another organization must be ratified by a majority vote of the Retiree Delegate body prior to it being brought for approval before the Board of Directors and delegates of CSEA, Inc."

Explanation: The CSEA Retiree Division has a separate affiliation with AFSCME, as Chapter 1000 of the AFSCME Retiree Division. It is appropriate to keep this separation and to ensure that the Retiree Division approve any additional separate affiliation first, before such proposals are made to the Board of Directors and delegates of CSEA, Inc. on behalf of our Retiree Division.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT

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

(1) The following amendment to Article II is submitted to the Delegates as a result of a recommendation by Thomas E. Smith, President, CSEA Local 435.

"ARTICLE II PURPOSE AND POLICY

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

Explanation: CSEA has strived to assure equal rights and equal employment opportunities for all workers and citizens of the State of New York, its political subdivisions, as well as private employers doing business in the State. CSEA has been a leader in the support of laws, regulations and policies that guarantee equality in the workplace and in the national community. Despite its long tradition in favor of equality, CSEA's own governing documents fail to contain any statement of CSEA's commitment to equal opportunity within its own Association. While there is no question that the actions of CSEA confirm and affirm its commitment to the principles of equal rights and equal opportunity for all members, inclusion of a statement in all CSEA constitutions relevant to this issue is both timely and warranted.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

PROPOSED CHANGES IN CSEA ELECTION CYCLES

FOR SEVERAL YEARS THE CONSTITUTION AND BY-LAWS COMMITTEE HAS RECEIVED NUMEROUS PROPOSALS SEEKING

TO EASE THE BURDEN OF CSEA ELECTIONS AND TO STREAMLINE THE PROCESS SO AS TO LIMIT THE NUMBER OF CSEA ELECTION CYCLES. AS IT PRESENTLY STANDS, CSEA HAS ELECTIONS EVERY YEAR. THE COMMON THREADS RUNNING THROUGH ALL THE PROPOSALS ARE (1) CONSOLIDATION OF ELECTIONS SO AS TO AVOID THE ANNUAL ELECTION CYCLE AND (2) REDUCTION OF THE EXCESSIVE AMOUNT OF MONEY SPENT BY CSEA ON ITS ELECTIONS.

THE COMMITTEE HAS REVIEWED SEVERAL OPTIONS AND SOUGHT THE INPUT OF THE CSEA OFFICERS ON THIS ISSUE. CERTAIN LEGAL REQUIREMENTS MUST BE MET TO COMPLY WITH THE LMRDA AND NOT-FOR-PROFIT CORPORATION LAW MANDATES. UNDER THE LMRDA, CSEA'S 10 OFFICERS MUST BE ELECTED AT LEAST EVERY 3 YEARS. UNDER THE NOT-FOR-PROFIT CORPORATION LAW, CORPORATE DIRECTORS MUST BE ELECTED AT LEAST EVERY 5 YEARS, WITH LESSER TERMS ALLOWABLE UNDER THE CORPORATION'S BY-LAWS.

WHAT FOLLOWS IS A PROPOSED NEW ELECTION CYCLE WHICH WOULD RESULT IN CSEA ELECTIONS TAKING PLACE IN 2 SUCCESSIVE YEARS, FOLLOWED BY ONE YEAR WITHOUT CSEA ELECTIONS. TO ACCOMPLISH THIS NEW ELECTION CYCLE, SEVERAL CHANGES MUST BE MADE IN THE STATEWIDE CONSTITUTION AND BY-LAWS, AS WELL AS IN THE REGION CONSTITUTION. (ASSUMING THE PASSAGE OF THE PROPOSAL BY THE DELEGATES, THE BOARD OF DIRECTORS WILL HAVE THE OPPORTUNITY TO AMEND THE REGION CONSTITUTION IN A TIMELY FASHION.) THE CHRONOLOGY FOR THE IMPLEMENTATION OF THESE CHANGES IS SET FORTH BELOW.

The Chronology of the Reconfiguration of the CSEA Election Cycles:

Year	Source of Election	Requirements	Term
1994	Statewide Officers Election	statutory	3 year term
1995	Local/Unit/Delegate Elections Board Election	const./statutory constitutional	3 year term 5 year term ¹
1996	Region Elections	constitutional	3+ year term ²
1997	Statewide Officers Election	statutory	3 year term
1998	Local/Unit/Delegate Election	const./statutory	3 year term
1999	NO ELECTION		
2000	Statewide Board of Directors Region	statutory constitutional constitutional	3 year term ³ 3 year term 3 year term ⁴
2001	Local/Unit/Delegates	const./statutory	3 year term
2002	No Election		

¹ Single extended term for Board. Three year terms restored as of year 2000.

² Single extended term for Region officers. Three year term restored as of year 2000.

³ Term begins June 1 through May 31.

⁴ Term for Region officers other than President begins September 1 through August 31.

(2) The following amendments to Article IV, Section 5 and Article VI, Section 1 are submitted to the Delegates by the Committee as a result of the recommendations made by Rita Wallace, President of Local 830, and Sabina Shapiro, Vice President of Local 836.

"ARTICLE IV ORGANIZATION OF THE ASSOCIATION
Section 5.

(a) ELECTION. The President, Executive Vice President, Secretary and Treasurer of the Association shall be elected by secret ballot tri-annually (every three years) and shall be designated as voting delegates at all meetings of the Association's international affiliate, the American Federation of State, County and Municipal Employees. The six Vice Presidents (Region Presidents) of the Association shall be elected for a term of three years, such elections to be conducted concurrent with [Region] the other elections set forth herein effective with the election held in the year 2000. All officers of the Association shall hold office for a term of three years, commencing on July 1 (June 1 effective the year 2000) of the year in which they were elected, or until their successors shall have qualified, provided, however, that for the term of office to commence in 1996 the six Vice Presidents (Region Presidents) shall hold office for a term ending May 31, 2000. Vacancy in the office of President shall be filled by the Executive Vice President. Vacancy in the office of Executive Vice President shall be filled by the Board of Directors by electing any one of the six Vice Presidents, the Secretary or the Treasurer. A vacancy in the term of any of the Vice Presidents shall be filled by the ranking elected region Vice President, according to the Constitution and By-Laws of the respective Regions. Vacancies in the office of Secretary and Treasurer may be filled for the remainder of the term by the Board of Directors. No statewide officer shall be an officer of a Local or Unit.

(b) NOMINATIONS. (1) Nominations for the offices of President, Executive Vice President, Secretary and Treasurer shall be made by

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official petition. Upon the written request of any member, official petition forms shall be provided by the Chairperson of the Statewide Election Committee or designated employee of the Association. When nominating petitions are given out, the name of the candidate and the office that candidate is seeking must be typed or clearly printed at the top of the petition. A record must be kept of all petitions distributed. A member who is otherwise eligible may qualify as a candidate for office by submitting a nominating petition carrying the signatures and social security numbers of not less than 1,000 members in good standing eligible to vote in the election. 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.

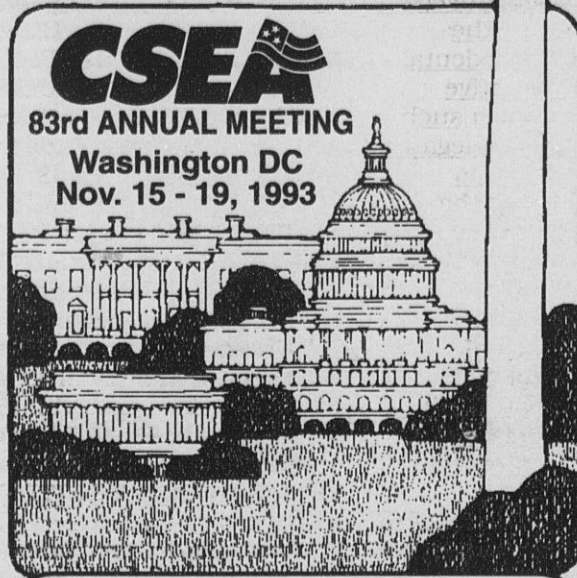
(2) Nominations for the offices of the six Vice Presidents (Region Presidents) shall be made by official petition. Upon the written request of any member, official petition forms shall be provided by the Chairperson of the Statewide Election Committee or designated employee of the Association.

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

"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 Faculty Student Associations and Teachers' Retirement System shall as a unit be deemed a State Department. Each State Department with more than 3,000 members as of January 1 of the election year shall, for the term of office beginning the following July, be entitled to one representative on the State Executive Committee for each 3,000 members or major fraction thereof. The members of the Department of Mental Hygiene shall be elected by Region. In all other departments entitled to more than one representative on the Board of Directors, members shall be elected from the departments on an at-large basis. The State Executive Committee shall elect from its membership one member to be known as the Chairperson of the State Executive Committee. The State Executive Committee may create one or more subcommittees to perform such duties as the State Executive Committee shall delegate. Each department representative shall be elected by ballot by the members in that person's department in the manner prescribed in the By-Laws. No person shall be eligible for nomination unless that person shall have been a member in good standing of the CSEA since [June] July 1 of the year preceding the election. They shall hold office for a term of five years for the period beginning July 1, 1995 and three (3) years for the term beginning July 1, 2000 and thereafter, or until their successors shall have qualified. Vacancies in the office of the State Department representatives including termination of employment with the Department may be filled for the remainder of the term by the President of the Association, from name(s) submitted by the affected Local(s), without an election with the approval of the State Executive Committee. No statewide officer shall be eligible to be a candidate for any position on the State Executive Committee."

Explanation: These proposals will provide for elections in two out of every three years, with the cycle commencing in 1997. The first year of the election cycle will include all the "Association" officer positions: Association President, Executive Vice President, Secretary, Treasurer, 6 Vice Presidents, and Board of Directors. The second year of the cycle will include all subdivision positions: local and unit officers and delegates. Year three will have no CSEA elections. (The AFSCME



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delegate elections are every two years and not subject to CSEA scheduling.) Also effective in the year 2000, the term for the ten (10) Association officers will begin June 1.

The key transitional factors are one single extended year term for region officers for the term commencing in 1996 and one single extended year term for the Board of Directors (the term commencing in 1995). By the year 1997, CSEA will begin an election cycle that complies with law, minimizes the impact of elections on our members, and saves around \$150,000 per year.

(3) The following amendment to Article IX, Section 1 is submitted to the Delegates by the Committee as a result of the recommendation made by Thomas Warzel, Chair of the Standing Methods and Procedures Committee.

"ARTICLE IX, DELEGATES

Section 1. DELEGATE STATUS. Members of each Local shall elect.... REST OF TEXT REMAINS THE SAME. 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 CSEA fiscal year preceding the year in which the meeting is held. The number of votes each Local.... REST OF TEXT REMAINS THE SAME."

Explanation: The Standing Methods & Procedures Committee seeks to address the dilemma that occurs when the number of voting delegates outnumber the number of allowable delegate votes which is determined on the 1st of June preceding the meeting. This problem occurs when, due to a reduction in force, or other types of reduction in paid membership numbers, the total number of paid membership drops after delegate elections take place. The Standing Methods and Procedures Committee's recommendation provides a method for identifying an exact number of paid membership a year prior to the delegates' meeting. This method however will not address the situation.

If this procedure is adopted, the paid membership count will be known almost six months prior to the election of delegates. In the delegate election year, presumably there would not be more elected delegates than votes. However, in the subsequent two years of the three year delegate term, the number of delegates and voting strength will continue to vary depending upon changes in membership during that time. Thus, tying the number of votes to the delegate count a year before the Delegates' Meeting will not correct the problem.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS AMENDMENT

PROPOSAL TO CREATE A PUBLIC AUTHORITIES DIVISION
OUR MEMBERSHIP IS EXPANDING INTO NONTRADITIONAL QUASI-PUBLIC EMPLOYER CONFIGURATIONS. THIS IS A RESULT OF THE PRESSURE ON THE STATE AND VARIOUS LOCAL GOVERNMENTS TO FIND ALTERNATIVE COST EFFECTIVE WAYS TO PROVIDE SERVICES. OUR INTERNAL STRUCTURE NEEDS TO SERVICE AND ACCOMMODATE THE STRUCTURAL DIFFERENCES OF EMPLOYERS FOR WHOM SOME OF OUR MEMBERS WORK. TO DATE WE HAVE INCLUDED MEMBERS WHO WORK FOR A PUBLIC AUTHORITY, PUBLIC BENEFIT CORPORATION OR SIMILAR AUTONOMOUS PUBLIC AGENCY AS PART OF OUR STATE DIVISION, WITHOUT REGARD TO THEIR UNIQUENESS IN TERMS OF EMPLOYER ACCOUNTABILITY AND AUTHORITY. RECENTLY WE HAVE SEPARATED OUR PRIVATE SECTOR BROTHERS AND SISTERS FOR PURPOSES OF LMRDA PROTECTION. SIMILARLY, WE NEED TO CREATE A SEPARATE DIVISION FOR OUR BROTHERS AND SISTERS WHO ARE EMPLOYED BY THESE AUTONOMOUS PUBLIC AGENCIES WHERE THE BARGAINING POWER, LABOR BOARD STATUS, CIVIL SERVICE STATUS, LEGISLATIVE PROCESS AND BUDGET PROCESS ARE DIFFERENT FROM BOTH THE EXECUTIVE BRANCH STATE AGENCIES AND FROM THE LOCAL POLITICAL SUBDIVISIONS.

(4) The following amendments creating a new Article VIII are submitted to the Delegates by the Committee as a result of a recommendation made by Treasurer Mary E. Sullivan.

"ARTICLE VIII PUBLIC AUTHORITIES DIVISION

Section 1. PUBLIC AUTHORITIES EXECUTIVE COMMITTEE. The power and authority to transact business relating to employees represented by CSEA who are employed in public authorities, commissions and public benefit corporations shall, except as provided herein, be vested in a Public Authorities Executive Committee which shall consist of the officers of the Association, a representative from each public authority local who shall be the Local President of each

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such Local and the duly elected public authorities representative(s) to the Board of Directors. These representatives shall serve on the Executive Committee for a term of three (3) years to be coincidental with the term of his/her office. The Public Authorities Executive Committee may create one or more subcommittees to perform such duties as the Public Authorities Executive Committee shall delegate. The Public Authorities Executive Committee shall elect from its membership one member to be known as the Chairperson of the Public Authorities Executive Committee. No statewide officer shall be eligible to be a candidate for any position on the Public Authorities Executive Committee.

Section 2. BOARD REPRESENTATION. The Public Authorities Division shall be entitled to one representative on the Board of Directors for each 3,000 members or major fraction thereof.

(a) **NOMINATIONS.** Nominations for board representatives 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 a Board seat 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 valid signatures be required. Any member submitting the required number of valid signatures to the Statewide Election Committee at CSEA Headquarters in a timely manner shall be placed on the ballot as a candidate for the Board of Directors. Write-in votes are prohibited.

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

Section 3. LOCALS.

(a) A Local may be formed by the members in the Public Authorities Division in any bargaining unit represented by CSEA, upon the approval by the Board of Directors. Each Local shall make available to the duly authorized representative of the Association at the request of the President or the Board of Directors at reasonable intervals, all Local records for inspection by the Association.

(b) Any Public Authorities Local existing as of the implementation of the Public Authorities Division shall continue as a Local and shall be assigned to the region in which it is located."

Explanation: This proposal creates a fifth CSEA division to be known as the Public Authorities Division. Members employed by public authorities, commissions and public benefit corporations will be in this division. The Division will have an executive committee consisting of the officers of the Association and a representative from each of the Division's locals who will be the Local President, and also the Division's elected representatives to the Board of Directors. Division representation on the Board of Directors will be at the rate of one representative for each 3,000 members or major fraction thereof.

Any public authority local existing as of the implementation of this new Division will continue as a local and be assigned to the region in which it is located. A new public authority local may be formed in any new public authority bargaining unit represented by CSEA, upon approval of the Board of Directors. Board approval for a new local is required in the other divisions, i.e. State, Local Government and Private Sector. Services and training for public authority division members will be greatly enhanced by having them separated into a Public Authorities Division. The members to be included in the new division in existing public authorities locals and in newly created locals are:

STATE AUTHORITIES (7)	CSEA REGION
NYS Insurance Liquidation Bureau	2
NYS Canal	4
NYS Dormitory	4
NYS Olympic Regional Development	4
NYS Teachers Retirement System	4
NYS Thruway-Unit II	4
NYS University Construction Fund	4
BRIDGE AUTHORITIES (4)	
Nassau County Bridge	1
NYS Bridge	3
Ogdensburg Bridge & Port Authority	5
Niagara Falls Bridge	6
SOLID WASTE (3)	
Town of North Hempstead	1
Montgomery-Otsego-Schoharie Authority	4

Chemung County Solid Waste Disposal	5
WATER SEWER (16)	
Baldwin Sanitary District #2	1
Great Neck Water Pollute	1
Town of Hempstead Sanitary District #1	1
Town of Hempstead Sanitary District #2	1
Town of Hempstead-Oceanside #7	1
Manhasset-Lakeville Water/Fire	1
Massapequa Water District	1
Roslyn Water District	1
South Farmingdale Water District	1
West Long Beach Sewer District	1
Binghamton/Johnson City Sewage	5
Chemung County Sewer District #1	5
Elmira Water Board	6
Buffalo Sewer Authority	6
County of Erie Water Authority	6
Monroe County Water Authority	6

HOUSING AUTHORITIES (25)

City of Glen Cove	1
Town of Hempstead	1
Town of North Hempstead	1
Town of Oyster Bay	1
Village of Freeport	1
City of Newburgh	3
City of Peekskill	3
City of Mount Vernon	3
City of New Rochelle	3
City of White Plains	3
Town of Greenburgh	3
Village of Port Chester	3
Village of Spring Valley	3
City of Albany	4
City of Schenectady	4
City of Troy	4
City of Watervliet	4
City of Elmira	5
City of Ogdensburg	5
City of Oswego	5
City of Syracuse	5
City of Utica	5
City of Watertown	5
City of Buffalo	6
City of Lackawanna	6

OTHER (9)

Baldwin Sanitary District 2- Recycling Workers Unit	1
Great Neck Park District	1
Waterfront Commission of NY Harbor	2
City of White Plains (parking)	3
Yonkers Parking Authority	3
Hudson River/Black River Re District	4
Village of Endicott Light	5
Bath - Gas, Water and Electric	6
Buffalo Urban Renewal Agency	6

THE COMMITTEE RECOMMENDS ADOPTION OF THESE AMENDMENTS

(5) The following amendment to Article VI, State Division, Section 1 is submitted to the Delegates by the Committee.

"ARTICLE VI STATE DIVISION

Section 1. STATE EXECUTIVE COMMITTEE. The power and authority to transact business relating to state employees shall, except as provided herein, be vested in a State Executive Committee. The State Executive Committee shall consist of the officers of the Association, and one representative from each State Department. The Judiciary and the State University [the Waterfront Commission and state public authorities as one unit] shall be deemed State Departments. The [Faculty Student Associations and] Teachers' Retirement System shall as a unit be deemed a State Department. Each State Department with more than 3,000 members as of January 1 of the election year shall, for the term of office beginning the following July, be entitled to one representative on the State Executive Committee for each 3,000 members or major fraction thereof. REST OF TEXT REMAINS THE SAME."

Explanation: With the creation of the Private Sector Division, all of the Faculty Student Associations have been reallocated to that new division. Similarly, with the anticipated creation of the Public Authorities Division after a second reading in 1994, the Waterfront Commission and the Authorities will be reallocated to that new division.

Accordingly, these changes are necessary to have the constitutional language conform to the reallocations.

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Note: Language enclosed in { } refers to changes presented for second reading earlier in this report.

The following amendment to Article III, Section 1 is submitted to the Delegates by the Committee as a result of a recommendation made by James Monroe, President of Local 823.

"ARTICLE III MEMBERSHIP
Section 1. MEMBERS.

(a) Persons who are employed in or who have been laid off for less than one year from the Civil Service of the State of New York or any political subdivision thereof or any public authority, public benefit corporation or similar autonomous public agency for which no other employee organization has been recognized or certified as the collective bargaining agent pursuant to law shall be eligible for membership ... REST OF TEXT REMAINS THE SAME."

Explanation: For the past several years, Brother Monroe has sought to provide a means for officers who are laid off to continue as officers of CSEA during their layoff. To do so, it is necessary to change the definition of "member" to allow for a person not presently employed to continue in full membership status.

Present CSEA policy provides that laid-off officers may not continue in their elected position during any period of layoff. Such officers may resume their elected position and all of its duties and responsibilities upon return to their employment at any time prior to the termination of their term of office. The rationale for this policy is that individuals in layoff status should not be running the day-to-day operations of the union. Nor is it likely that such individual will remain idle with time to do this job in light of a layoff. More likely, such individuals will seek employment elsewhere and therefore no longer have ties to nor time for the duties and responsibilities incumbent upon the positions to which they were elected. With the existing policy allowing for such individuals to return to office upon reinstatement to employment, there is sufficient protection afforded a laid-off elected official. Some unions seek additional protection provided through negotiations in the form of superseniority granted to elected officials insulating them from layoff. CSEA does not generally support this concept although it recognizes that such protection could be negotiated.

You should also note that if this language is passed, certain changes will be necessary in the CSEA By-Laws, Article IV, to be consistent with this change. Such By-Law changes would be proposed next year.

THE COMMITTEE RECOMMENDS DISAPPROVAL 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.

(1) The following amendment to Article II, Section 1 is submitted to the Delegates by the Committee as a result of a recommendation made by Secretary Irene Carr.

"ARTICLE II MEETINGS
Section 1. ANNUAL MEETING

Any resolutions which are to be submitted for action by the delegate body concerning any subject matter must be submitted to the Secretary of the Association at least [sixty] ninety ([60] 90) days prior to the beginning of the Annual Meeting at which the resolution will be considered. REMAINING TEXT STAYS THE SAME."

Explanation: The time frames for submitting resolutions to be considered by the Delegates needs to be changed from 60 to 90 days. This change will accomplish two major things: the time frame for submitting resolutions will be the same as that for submitting proposed amendments to the Constitution and By-Laws Committee, thereby avoiding confusion; secondly, the extended time frame will give the Resolutions Committee sufficient time to review the submissions and make substantive recommendations at the Annual Delegates' Meetings. There has been a steady increase in the volume of resolutions. The Resolutions Committee has not had sufficient time to review all the resolutions on substantive grounds before presenting the resolutions to the Delegates.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

(2) The following amendments to Article II Meetings are submitted to the Delegates as a result of the proposals placing the Retiree Division into the Statewide By-Laws.

"ARTICLE II MEETINGS
Section 1. ANNUAL MEETING.

(a) ASSOCIATION. The Annual Meeting of the Association shall be held on call of the President between the 15th day of September and the 15th day of November in each year. . . .TEXT REMAINS THE SAME.

(b) RETIREE DIVISION. The annual meeting of the Retiree Division shall be held within the state of New York on call of the Retiree Executive Committee between the 15th day of August and the 1st day of November in each year, provided that the Annual Meeting of the Division shall take place at least two weeks prior to the Annual Meeting of the Civil Service Employees Association. The Chairperson of the Retiree Executive Committee shall give notice of the date of such meeting to the President of each Local before April 15th in each year. Necessary business appropriate to the Retiree Division shall be conducted at the Annual Meeting, which shall not exceed three (3) nights and four (4) days.

Section 2. BOARD OF DIRECTORS. TEXT REMAINS THE SAME.
Section 3. DIRECTORS' COMMITTEE. TEXT REMAINS THE SAME.
Section 4. STATE EXECUTIVE COMMITTEE. TEXT REMAINS THE SAME.

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

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

Section 7. RETIREE DIVISION EXECUTIVE COMMITTEE. Meetings of the Retiree Executive Committee shall be held upon call of the Chairperson. Upon written request of seven or more members of the Retiree Executive Committee the Chairperson shall call a special meeting of the Committee within ten days. Such request must set forth the reason for calling the meeting and the proposed agenda.

Section [7] 8. SPECIAL MEETINGS.

(a) TEXT REMAINS THE SAME

(b) TEXT REMAINS THE SAME

(c) Special meetings of the Retiree Division shall be held upon call of the Chairperson with the approval of the Board of Directors of the Statewide Association.

Section [8] 9. NOTICE AND QUORUM.

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

(b) NOTICE OF RETIREE DIVISION MEETINGS. Notice of all meetings of the Division and the Retiree Executive Committee shall be given in the official publication or by mailing or by telegram to each committee member at least seven (7) days before the date of such meeting.

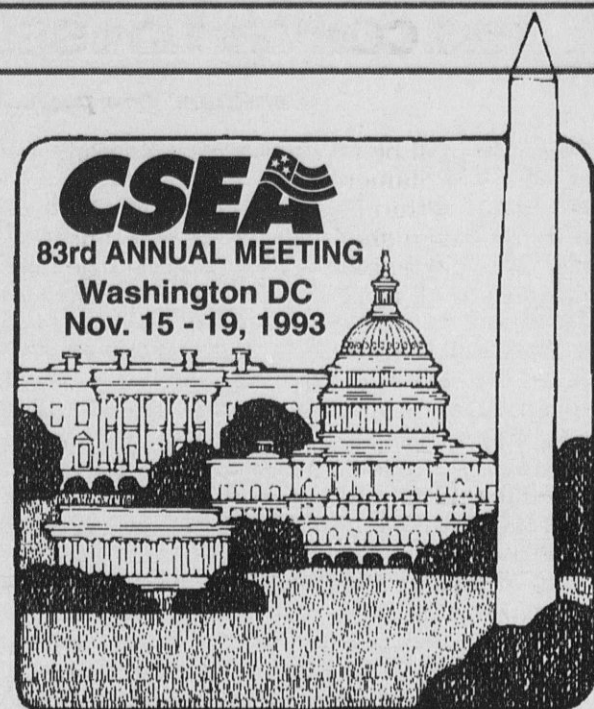
(b) (c) QUORUM OF ASSOCIATION MEETINGS. The presence in person or by proxy of one-third of the members entitled to vote shall be necessary to constitute a quorum at all delegate meetings of the Association, the Board of Directors, the Directors' Committee, the State Executive Committee, the Local Government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

(d) QUORUM FOR RETIREE DIVISION MEETINGS. The presence in person of one-third of the members entitled to vote shall be necessary to constitute a quorum at all delegate meetings of the Division. The presence in person of one-half of the members entitled to vote of the Retiree Executive Committee shall constitute a quorum.

Section [9] 10. PROXIES - TEXT REMAINS THE SAME.

Section [10] 11. ORDER OF BUSINESS - TEXT REMAINS THE SAME.

Section [11] 12. PARLIAMENTARY PROCEDURE. Parliamentary



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(Continued from page 20)

procedure shall be in accordance with Roberts' Rules of Order, Revised. A Parliamentarian shall be appointed by the President of the Association within thirty days after the President's election, and this Parliamentarian shall be present at all meetings of the Association. A Parliamentarian shall be appointed by the President of the Association to preside at all meetings of the Retiree Division.

Section [12] 13. Sergeant-At-Arms. One or more Sergeants-at-Arms shall be appointed by the President from a list submitted by each Region for each Annual or Special Delegates' Meeting. One or more Sergeants-at-Arms shall be appointed by the President of the Association from a list submitted by the Retiree Division for each Annual or Special Retiree Division Meeting.

Explanation: These changes to the By-Laws are necessary based upon the inclusion of the Retiree Division as part of the Statewide Constitution.

THE COMMITTEE RECOMMENDS THE ADOPTION OF THESE AMENDMENTS.

(3) The following amendments to Article III Statewide Elections are submitted to the Delegates by the Committee as a result of recommendations made by Rita Wallace, President of Local 830, and Sabina Shapiro, Vice President of Local 836.

"ARTICLE III STATEWIDE ELECTIONS

Section 1. ELECTION PROCEDURE. The Election Committee shall have the responsibility for supervising elections of the officers of the Association, members of the State Executive Committee, and members of the Local Government Executive Committee who shall be elected by secret ballot. Persons running for office may petition and appear on a ballot as a slate or individually. Where candidates run as a slate there must be an opportunity for members to vote for the whole slate and/or individuals. The Election Committee shall supervise the distribution, receipt, and verification of nominating petitions, and the drafting, distribution, verification and counting of the ballots. The ballot must clearly recite the date, place and time for the return of ballots and must be accompanied by instructions as to how a secret ballot may be cast. The names of the candidates shall appear on the ballot in the order in which they were drawn by lot. Such drawing shall be conducted by the Election Committee upon notice to all candidates. Effective with the 1995 elections, [B]balloting is to be conducted for all elective offices between April [May] 15 and May [June] 15 of the election year. The distribution of ballots and the return of completed ballots shall be accomplished in a manner which will assure each member in good standing a fair opportunity to vote. Only CSEA members in good standing as of April 1 of the election year will be eligible to vote in the election. All candidates may be present during the counting of the ballots. The member receiving the greater number of votes for the office shall be declared elected. The Board of Directors of the Association shall establish rules and regulations concerning the conduct of the election period. Such rules and regulations shall be adopted by a simple majority of the Board of Directors and may be amended thereafter. Printed copies of the rules and regulations shall be mailed to all candidates and Local Presidents on or before April [May] 1 of the election year. Write-in votes are prohibited.

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

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

Explanation: This proposal is necessary as part of the changes relating to the proposed new election cycle. The proposed change to the Statewide Constitution provides that the Region Presidents will be elected separately from the remaining region officers. All region positions must be elected in sufficient time to ensure completion before the Annual Delegates' Meeting. It is therefore necessary to move up the CSEA Association officers' election schedule to ensure completion of all other elections in a timely manner.

These By-Laws changes assume the election cycle language passes the second reading and will not be effective until 1995.

THE COMMITTEE RECOMMENDS ADOPTION OF THESE AMENDMENTS.

(4) The following amendment to Article III Statewide Election, Section 1 is submitted to the Delegates by the Committee.

"ARTICLE III STATEWIDE ELECTIONS

Section 1. ELECTION PROCEDURE. The Election Committee shall have the responsibility for supervising elections of the officers of the Association, members of the State Executive Committee, [and] members of the Local Government Executive Committee and Board of Directors representative(s) from the Public Authorities Division who shall be elected by secret ballot. Persons running for office may petition and appear on a ballot as a slate or individually. REST OF TEXT REMAINS THE SAME."

Explanation: Certain By-Laws changes become necessary in the event of the passage of the constitutional language creating a new Public Authorities Division. This proposal provides for the Election Committee to oversee the election of the Board representatives from the Public Authorities Division.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

(5) The following amendments to Article III, Section 1 are submitted to the Delegates by the Committee.

"ARTICLE III STATEWIDE ELECTIONS

Section 1. ELECTION PROCEDURE.

The Election Committee shall have the responsibility for supervising elections of the officers of the Association, members of the State Executive Committee, [and] members of the Local Government Executive Committee, and members of the Retiree Executive Committee who shall be elected by secret ballot. . . . REST OF TEXT REMAINS THE SAME."

Explanation: The Retiree Division has had a separate constitution in a combined document with the Retiree Division Local Constitution. None of CSEA's other divisions--the State Division, the Local Government Division or the new Private Sector Division--have separate constitutions. Each of these divisions is created in the statewide Constitution. Consistent with the goal of bringing the Retiree Division into step as much as possible with the Association's structure and its Constitution and By-Laws, this amendment places into the statewide CSEA By-Laws the provision that the Standing Election Committee shall have responsibility for supervising the Retiree Executive Committee elections. This provision was formerly in the Retiree Division's separate constitution.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

UNFINISHED BUSINESS

(1) Proposal submitted by James Kurtz, Treasurer of Local 807, to add an equalization ratio for local government delegates so as to provide for greater Association reimbursement for local government delegates to the Annual Delegates' Meeting.

Analysis incomplete.

(2) Proposal submitted by Thomas E. Smith, President of Local 435, which would bring under the Judicial Board's jurisdiction members' complaints involving alleged denials of CSEA constitutional rights/privileges based upon a discriminatory reason.

Analysis incomplete.

(3) Proposal submitted by Florence Tripi, Unit President of Local 828, which would allow Locals to reimburse units as much as 75% of the per capita rebate extended by the Association.

Analysis incomplete.

(4) Proposal submitted by the Retiree Division which would allow the Retirees to vote for CSEA Statewide officers. The Committee believes this matter requires no action.

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

Respectfully submitted,
Terrence Melvin, Chairperson
Rita Wallace, Vice Chairperson
Steve Gonzalez
Sabina Shapiro
Robert Simoni
Ricky Noreault
Barbara Reese
Patricia Callahan



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For the latest information on issues and events affecting you and your union, call the Current Issues Update line on 1-800-342-4146 and hit 5 on your touch-tone phone

'Therefore, be it resolved...'

The following resolutions will be presented for the consideration of delegates attending CSEA's 83rd Annual Meeting Nov. 15 - 19 in Washington, DC

1. Hunger Resolution

Submitted by Cecilia Richards, Local 443 Delegate and Willie Terry, Local 460 Delegate

This resolution calls for CSEA to support the fight against hunger in America.

2. Fighting for the Rights of CSEA Members With Disabilities Resolution

Submitted by Willie Terry, Local 460 Delegate

This resolution calls for CSEA to support the improvement of the lives of members with disabilities both in and out of the workplace.

3. Statehood for the District of Columbia Resolution

Submitted by Willie Terry, Local 460 Delegate

This resolution calls for CSEA to support the enactment of legislation granting the District of Columbia statehood status.

4. Register and Vote Resolution

Submitted by Willie Terry, Local 460 Delegate

This resolution calls for CSEA to participate in year-round voter registration and political action education programs with full use of the resources provided by AFSCME, AFL-CIO and Central Labor Councils.

5. Labor Activity Child and Youth Care Resolution

Submitted by Willie Terry, Local 460 Delegate

This resolution calls for CSEA to implement a policy that provides for child and youth care assistance where applicable at all State, Regional and Local meetings.

6. In Memoriam Resolution

Submitted by Willie Terry, Local 460 Delegate

This resolution calls for all delegates to rise and observe a moment of silence in honor of departed members at every Convention.

7. A Wake-up Call Resolution

Submitted by Walter Nash, Local 443 Delegate and Willie Terry, Local 460 Delegate

This resolution calls for CSEA to join with other organizations in launching a movement to end discrimination in America.

8. Worker Lobby Day Resolution

Submitted by Willie Terry, Local 460 Delegate

This resolution calls for CSEA to designate a day as CSEA State/County Workers' Lobby Day.

9. Women's Rights Resolutions

Submitted by Willie Terry, Local 460 Delegate

This resolution calls for CSEA to fight for the rights of women and to provide programs dealing with women's issues at State, Regional and Local conferences.

10. Striker Replacement Bill Resolution

Submitted by Willie Terry, Local 460 Delegate

This resolution calls for CSEA/AFSCME to take a strong public stand on the passage of the Striker Replacement Bill.

11. North American Free Trade Agreement Resolution

Submitted by Willie Terry, Local 460 Delegate

This resolution calls for the defeat of the North American Free Trade Agreement.

12. Criminal Justice System: Fairness for Minorities Resolution

Submitted by Willie Terry, Local 460 Delegate

This resolution calls for CSEA to support fairness for minorities in the American Criminal Justice System.

13. Adequate Staffing and Training for Workers in the Health Care Industry New York State Resolution

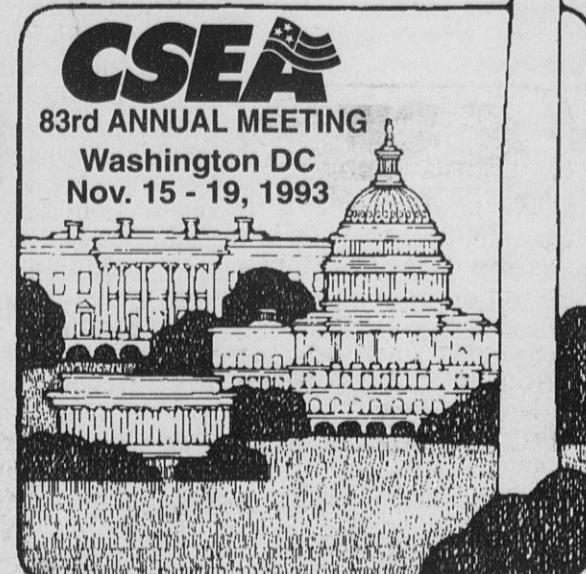
Submitted by Willie Terry, Local 460 Delegate

The resolution calls for better education and training, and safer work environments for health care workers in New York State.

14. Solidarity with Trade Unions on the African Continent Resolution

Submitted by Willie Terry, Local 460 Delegate and Joel Schwartz, Local 446 Delegate

This resolution calls for the establishment of linkages between CSEA members and our Trade Union brothers and sisters on the African Continent and for educational programs and activities to support same.



15. CSEA in the Community Resolution

Submitted by Carol Harvin, Local 671 Delegate, Cecilia Richards, Local 443 Delegate and Willie Terry, Local 460 Delegate

This resolution calls for CSEA to support Community Action Programs and for the establishment of a community action/service committee.

16. Employee Assistance Programs Resolution

Submitted by Willie Terry, Local 460 Delegate, Leonita Wilson, Local 010 Delegate, Carol Harvin, Local 671 Delegate and Walter Nash, Local 443 Delegate

This resolution calls for CSEA to continue the establishment and improvement of EAP programs through negotiations and joint labor-management committees in Locals.

17. Restore the Right to Strike Resolution

Submitted by Edwardo Diaz, Local 460 Delegate and Lucy Corbin, Local 460 Delegate

This resolution calls for support of the Striker Replacement Bill.

18. Consumer Protection Resolution

Submitted by Willie Terry, Local 460 Delegate and Cecilia Richards, Local 443 Delegate

This resolution calls for the support of consumer groups, their goals and programs in New York State.

19. Domestic Violence Resolution

Submitted by Willie Terry, Local 460 Delegate, Lucy Corbin, Local 460 Delegate, Joel Schwartz, Local 446 Delegate

This resolution calls for CSEA to strongly support the Violence Against Women Act; the development of education and training materials for CSEA members to assist victims of domestic violence; inclusion of counseling and other support services for victims of domestic violence through EAP.

(Continued on page 23)

'Therefore, be it resolved...'



*'Therefore,
be it resolved...'*
RESOLUTIONS

(Continued from page 22)

20. Contracting Out Resolution

Submitted by Willie Terry, Local 460 Delegate and Eduardo Diaz, Local 460 Delegate

This resolution calls for the opposition of contracting out services and the passage of legislation restricting contracting out.

21. Tuberculosis Resolution

Submitted by Willie Terry, Local 460 Delegate and Leonita Wilson, Local 010 Delegate

This resolution calls for CSEA to support education programs, legislation and protection of members with regard to Tuberculosis.

22. Sexual Harassment Resolution

Submitted by Leonita Wilson, Local 010 Delegate and Willie Terry, Local 460 Delegate

This resolution calls for CSEA to continue the fight against sexual harassment and support legislation aimed at strengthening the laws against sexual harassment.

23. Protection of the Environment Resolution

Submitted by Willie Terry Local 460 Delegate and Leonita Wilson, Local 010 Delegate

This resolution calls for CSEA to support the strict enforcement of the Clean Air Act and the Clean Water Act; the strengthening of the federal pesticide law; the expansion of the Asbestos Hazard Emergency Response Act.

24. The Health Care Crisis and the Black and Latino Community Resolution

Submitted by Carol Harvin, Local 671 Delegate, Cecilia Richards, Local 443 Delegate and Willie Terry, Local 460 Delegate

This resolution calls for the support of National Health Care Reform and oversight of insurance carriers, hospitals and doctors.

25. Occupational Health and Safety Resolution

Submitted by Walter Nash, Local 443 Delegate, Willie Terry, Local 460 Delegate and Joel Schwartz, Local 446 Delegate

This resolution calls for CSEA to support Occupational Health and Safety training; the establishment of Safety and Health Committees in Regions and Locals; and the observation of Workers Memorial Day every April 28th.

26. Substance Abuse Resolution

Submitted by Willie Terry, Local 460 Delegate and Walter Nash, Local 443 Delegate

This resolution calls for CSEA to design and implement substance abuse education programs and to support public policy initiatives on substance abuse as a public health problem.

27. A Tribute to Cesar Chavez/Boycott Grapes Resolution

Submitted by Joel Schwartz, Local 446 President

This resolution calls for all CSEA members to boycott grapes in memory of Cesar Chavez.

28. The End of Apartheid/Support for Free Elections in South Africa Resolution

Submitted by Joel Schwartz, Local 446 President

This resolution calls for the financial support of the current process for national elections led by the African National Congress (A.N.C.).

29. Resolution Opposing Privatization of Social Services

Submitted by the Special Social Services Committee

This resolution calls for CSEA to make every effort to fight privatization of Social Services.

30. Resolution Promoting Safety and Security in the Workplace

Submitted by the Special Social Services Committee

This resolution calls for the continuation, expansion and improvement of security and safety of the workplace for Social Services employees.

31. Resolution for Adequate Social Services Funding

Submitted by the Special Social Services Committee

This resolution calls for CSEA to be involved in the development of a new reimbursement system providing adequate funding for Social Services Districts.

32. Mother Jones Postage Stamp Resolution

Submitted by the CSEA Standing Women's Committee

This resolution calls for CSEA to support the issuance of a postage stamp with the likeness of Mary Harris Jones (Mother Jones).

Local 427 aids flood victims

CSEA WEST SENECA DEVELOPMENTAL CENTER LOCAL 427 activists held cookouts and conducted food and clothing drives to aid victims of the recent midwest floods. The effort raised more than \$2,200 in cash and boxes of clothing and non-perishable foods and pet foods that were sent to AFSCME councils in Chicago, Des Moines, Iowa and Jefferson City, Mo. Many of the Local 427 activists are shown at one of their cookouts. Local 427 Women's Committee chairperson Pam Watson, who spearheaded the effort, is at far right.



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Local 1000, AFSCME, AFL-CIO

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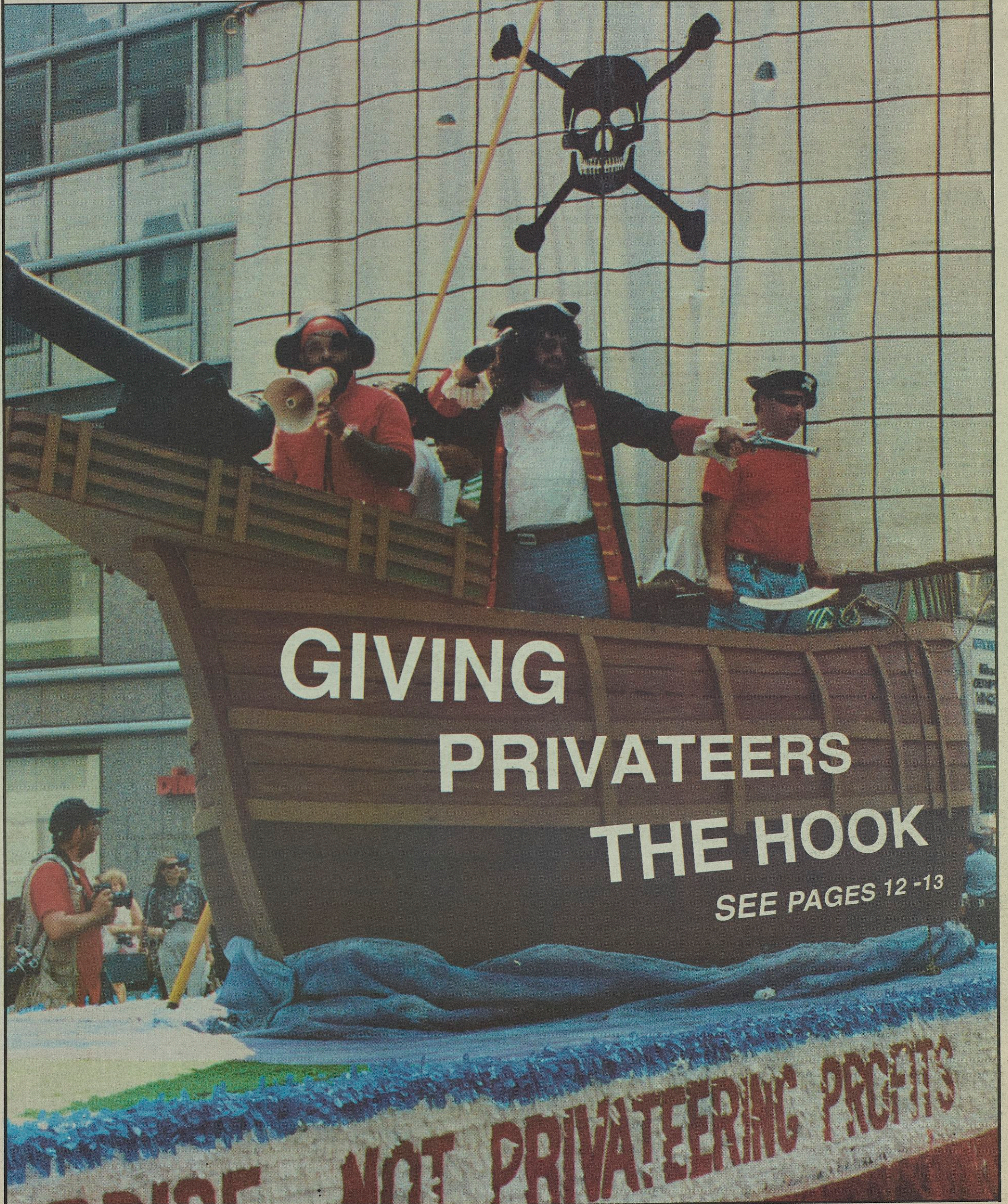
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GIVING PRIVATEERS THE HOOK

SEE PAGES 12 -13

NOT PRIVATEERING PROFITS