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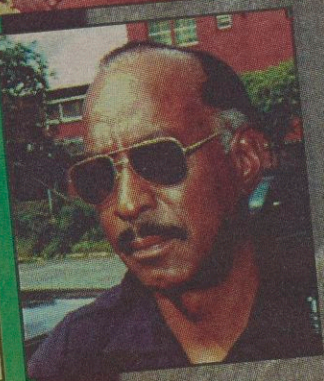
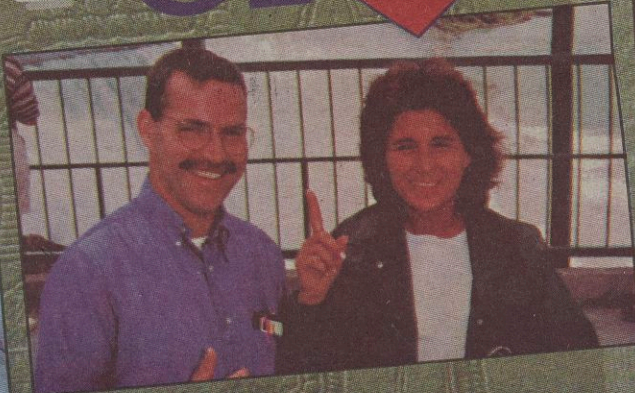
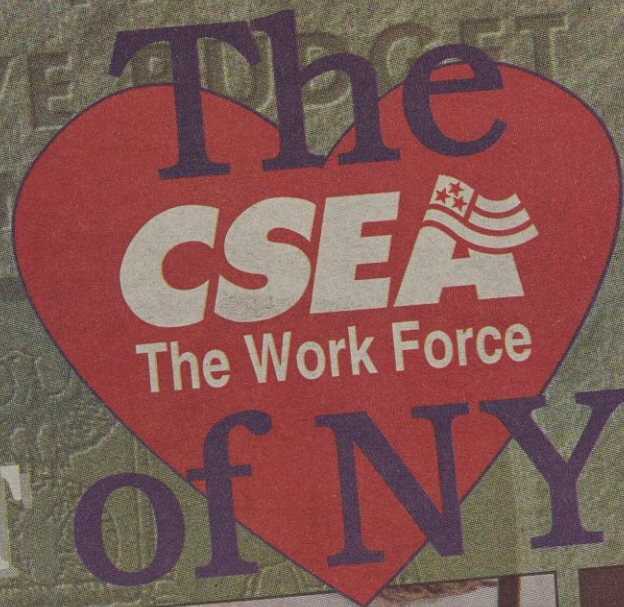
Sector

THE PUBLIC

Vol. 20 No. 9 SEPTEMBER 1997

CSEA PUTS ITS STAMP ON 1997-1998

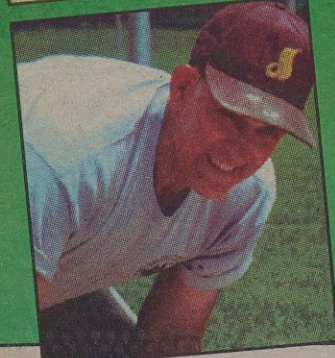
THE EXECUTIVE BUDGET
NEW STATE BUDGET
APPEAL



DOES IT MATTER?
YOU BET
IT DOES!

Patricia A. Woodworth — see page 3

Inside: Proposed Constitution & By-Laws changes, proposed resolutions - pages 14 - 22



Acquario, Maglione named recipients of Lundquist, Hytko Memorial Awards

Two well-respected CSEA staff employees have been selected by their co-workers as recipients of the 1997 Doug Lundquist and Kim Hytko Memorial Awards. The awards are presented annually to CSEA staffers who exemplify the spirit of Doug and Kim.

CSEA Political Action Coordinator Adam Acquario, who works out of the union's Capital Region 4 office, received the Doug Lundquist Memorial Award.

Ann M. Maglione, a secretary in the Labor Relations

Department at the union's Albany headquarters, received the Kim Hytko Memorial Award.

The awards are named in memory of Douglas T.

Lundquist, a CSEA political action coordinator who was killed Oct. 3, 1994, when a tractor-trailer rig overran and crushed his pickup truck on Interstate 87 near Albany, and Kim A. Hytko, who was executive secretary to CSEA President Danny Donohue when she died Nov. 7, 1994, following a brief illness.

Criteria for the Lundquist award includes that the recipient be witty, energetic and vibrant; be loyal to family and friends; care about the environment; and volunteer to help CSEA in the political arena. Criteria for the Hytko award includes that the recipient be dedicated to family, friends and CSEA; volunteer their time to help the less fortunate; be unselfish and warm-hearted with an adventurous nature; and have a positive personality.



Ann Maglione



Adam Acquario

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CSEA
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Offer available in New York/New Jersey only. New one year contract required; early termination fee of \$175. Requires credit check; may require security deposit. Airtime is billed in full minute increments so the actual number of allowance minutes available to a customer will vary. All calls, including those made with the monthly minute allowance are subject to landline, toll, or long distance charges. Landline charges are 5¢ per minute within most of the NY/NJ calling area. Note, in some parts of Southern New Jersey landline charges are 12¢ per call depending on call origination and termination. Taxes, roaming, and surcharges may apply. *A \$5 per month savings on the Association annual plans. These offers are subject to change. † Landline charge of 5¢/minute or 12¢/call, toll, roaming, and other charges may apply depending on call origination and termination. Weekend hours are from 12:01 AM Saturday until 11:59 PM Sunday. Weekend airtime is not transferable to another number. †† Employees of BANM, authorized dealers and agents are not eligible. Only new cellular lines activated as a result of this referral program will be eligible. New annual contract required. Self referral will not be accepted. Corporate accounts cannot refer additional lines under the existing corporate account name. Customer must be in good standing in order to receive referral credit. Activation subject to credit approval, may require security deposit. Offer may be cancelled at any time. Association plan peak hours are from 7:00 AM - 8:00 PM, Monday - Friday.

NOTE: CSEA members in other areas of New York state are eligible to participate in cellular phone discount programs from various companies. For information, call the CSEA Member Benefits Department at 1-800-342-4146 Ext. 1224 or 1307, or (518) 257-1224 or (518) 257-1307, or see previous editions of *The Public Sector*.

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THE PUBLIC Sector

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A state budget we can live with, thanks to you

Member pressure makes a difference

ALBANY — When people ask if CSEA's efforts to impact on the state budget matter, there's only one answer: You bet it does!

Deadlock between the Governor and state lawmakers resulted in a record late state budget and required the concentrated efforts of CSEA leaders, activists and staff for months on end. But the result was a final plan that is far better for CSEA members and all taxpaying New Yorkers than what the Governor originally proposed.

CSEA's persistence produced a number of significant victories:

* breakthrough worker protections in the welfare reform legislation (see related story on this page);

* conversion of a proposal to privatize the Roswell Park Cancer Institute into a better plan to develop a public benefit corporation (while turning back an ill-conceived proposal to sell out the Helen Hayes Hospital in West Haverstraw);

* Protection of jobs in the merging of the Department of Social Services and Division for Youth into the Department of Family Services. (Responsibilities will be split between two offices: Children's services and Temporary and Disability Services. Job programs will move to the Department of Labor.)

* An additional \$750 million in school aid combined with a plan to provide property tax relief;

* Improvements for the Department of Economic Development without a merger into the Urban Development Corporation;

* More than 1,500 new prison beds, including a new maximum security prison;

* No SUNY tuition hike.

Additionally, CSEA and AFSCME efforts in Albany and Washington, D.C., including personal lobbying by CSEA



"...improvements only happened because CSEA members took issue with the proposals and pushed hard for a better approach."

— CSEA President Donohue

President Danny Donohue resulted in a Medicaid waiver approved by the federal government that will target \$250 million to public and not-for-profit hospitals to help them transition into managed care.

This funding will have significant positive impact for a number of CSEA facilities, including Erie County Medical Center; Nassau County Medical Center; Westchester County Medical Center; SUNY Downstate Medical Center in Brooklyn; SUNY Upstate Medical Center in Syracuse; and Stony Brook University Hospital.

"CSEA members should be proud of themselves and their union for keeping up the pressure for a better budget," CSEA President Donohue said. "Letters, postcards and phone calls to individual lawmakers really do make a difference, and we know that those rank-and-file lawmakers heard from us."

"There are a lot of improvements in this budget over the original proposals from last winter," Donohue said. "Those improvements only happened because CSEA members took issue with the proposals and pushed hard for a better approach."

employees or those who may have a claim to the job.

CSEA and AFSCME also secured protections against contracting out of key social service functions.

"CSEA members made the difference in a big way," said CSEA Executive Vice President Mary Sullivan who chairs CSEA's Welfare Reform Task Force. "We had to make an intensive last-ditch effort with every state lawmaker to make sure they understood what was at stake, and CSEA members came through with hundreds of phone calls to sway the issue."

"We have gained important protections but we have to be extremely vigilant as reform is put in place to make sure that our members' rights are respected and that there aren't abuses," Sullivan said.

"CSEA members in local government especially should work to educate their local elected officials about the reform provisions and encourage them to opt into the grant diversion program to transition workfare participants into actual employment - that's how we'll end the vicious circle of dependency," Sullivan said.

"Even with protections we also have to watch out for private companies trying to find a way into social service administration."

A Message on Welfare Reform from New York's Working Families

Since last year, New York's lawmakers have been grappling with how to meet the federal government's welfare reform requirements. Unfortunately, welfare reform is not being addressed on its merits, but has been thrown into the cauldron of New York's budget politics. To meet federal requirements, New York must put an estimated 80,000 welfare recipients to work this year alone, while the state's track record has been to produce only a fraction of that number of jobs per year.

Like most New Yorkers, the 430,000 AFSCME members in this state want welfare reform to work. We agree that employable welfare recipients should work. We also believe that in adopting its welfare-to-work plan New York can't afford to do just the minimum to comply with federal law. State lawmakers must craft a comprehensive and explicit plan to prevent employers from exploiting virtually free workfare labor at the expense of working families.

AFSCME has repeatedly called on New York's lawmakers to include the following principles to meaningful welfare reform:

- Workfare participants must have the protection of employee rights under the law;
- The state must adopt a strong anti-displacement law that protects current workers and preserves their jobs;
- Public assistance programs must not be contracted out.

Labor law protections must be extended to workfare participants. Employers must afford workfare workers the rights and benefits other employees doing the same work in the same place receive.

To do less will decrease the value of the work of the recipients and those working beside them. The creation of a two-tiered labor force will create a downward spiral of wages and benefits and slow our economic growth.

In addition to ensuring that employers maintain one set of labor standards for all workers, the challenge is to find real jobs without displacing the current workforce. The state must also take action to prevent the conversion of existing jobs and vacancies into workfare slots.

Whether in the public or private sector, evidence is mounting that workfare workers are doing work once done by regular employees. Many employees are seeing their wages cut, their hours reduced and in some cases, the elimination of their jobs.

Additionally, the new welfare reform demands strong job placement services and oversight. State and local governments are accountable and must not turn this responsibility over to private contractors.

AFSCME has always believed there must be dignity in work and dignity for all workers. Our goal is to empower all working people, including workfare participants, to gain an honest day's pay for an honest day's work.

New York's lawmakers' actions now will determine the future of New York's labor force as we enter the 21st century. We urge them to secure all workers' dignity in this state.



AFSCME | New York State

212 West 10th Blvd., Albany, N.Y. 12240

This ad expressing CSEA/AFSCME's position was published in the New York Times while legislators were debating how to implement welfare reform.

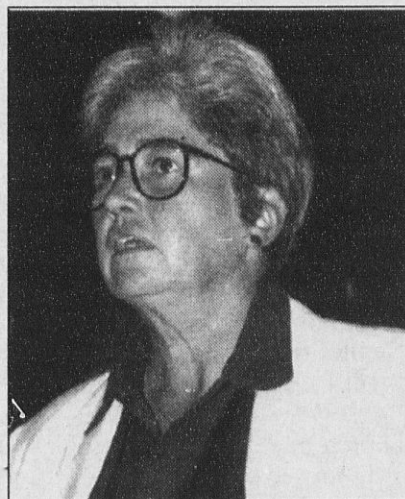
Relentless union campaign secures meaningful welfare reform package

When it came to New York's welfare reform package, CSEA and AFSCME did all working people proud by standing up to the Governor and legislative leaders and insisting on worker protections.

It wasn't easy, and it wasn't until the final hour that success was assured, but CSEA and AFSCME secured worker protection language that will prevent current workers from being displaced by workfare participants while also gaining fairer treatment for workfare participants.

CSEA and AFSCME pressed rank and file state lawmakers in an effort to ensure protection language clearly prevents current workers from losing their jobs to workfare. It also protects vacant positions from being converted to workfare slots.

Additionally, the reform package gives local governments the option of moving workfare participants into regular employment through a transitional program, provided they can perform the job. This program cannot displace existing



CSEA Executive Vice President Mary Sullivan

Class action win means big \$\$\$ for county workers

WHITE PLAINS — Approximately 300 former Westchester County employees will get back pay for time they were laid off previous to Dec. 31, 1995, thanks to a class action lawsuit that CSEA filed on their behalf.

The total settlement for the affected workers could easily exceed more than \$1 million.

The case has been before the court since 1995.

Judge John LaCava ruled that employees laid off during 1995 were entitled to back pay because their positions were never removed from the county budget by the Board of Legislators, CSEA Attorney James Rose said.

The positions include those employees who worked in the Laundry and Housekeeping Departments who were privatized and others who were laid off or bumped by someone who was laid off. Management positions were not included. Some positions in the County Executive's office were also included and will receive the back pay.

Last December, Supreme Court Judge Kenneth W. Rudolph ordered county officials to pay 24 former Woodfield Cottage employees who were laid off in December 1995 two weeks of back pay and benefits as a result of a similar lawsuit.

Those involved in the class action suit will also be entitled to lost vacation time, medical benefits and pension credit.

CSEA wants to let the former employees know that if they did not get a letter which would have included them in the suit, they should contact the union, Rose said.

Anyone who feels they should have been

included in the class action suit should leave their name and address with the CSEA Southern Region 3 office by calling 1-800-757-2732.

"This is a glorious victory," Rose said.

"We told the county that what they were doing was illegal," CSEA Unit 9200 President Cheryl Melton said. "We warned them that we would take legal action."

"The privatization initiatives of this county have cost taxpayers million of dollars instead of the savings that county officials promised," said CSEA Southern Region 3 President Carmine DiBattista. "They've been mirrored in controversy and have been nothing but financial blunders."

— Anita Manley

Court returns laid-off employees to work

WHITE PLAINS — The restoration of Information Services and Dietary employees who work for Westchester County is a dramatic victory for CSEA, which represents the workers.

CSEA Southern Region 3 President Carmine DiBattista said the year-long legal battle was worth the end result.

"We proved we were right," he said. "We sought to return these workers to their jobs, and we won."

"We're certainly disappointed that three legislators opposed the restoration even though it was the right thing to do and saved the county money," he added, "and especially since the courts were on our side. Even County Executive Andrew O'Rourke saw the light when he agreed to the restorations."

"You get the best value for your money when you hire public employees to do the public's work," DiBattista concluded.

The Appellate Court recently affirmed a

Supreme Court decision that the county executive acted illegally when he contracted with two private companies to take over the county's Information Services and Dietary departments.

According to the plan agreed upon by county officials, 35 Information Service and 80 Westchester County Medical Center dietary employees who were laid off when the contractors took over the department operations will be returned to work immediately at their previous salaries. The remainder of the employees who were laid off will be returned by Jan. 1, 1998.

"It is a pleasure to welcome back these employees," said CSEA Local 860 President Cheryl Melton.

"By restoring these jobs, the county executive acted in everyone's best interest. It is now a win-win situation for all the parties involved."

— Anita Manley

CSEA joins fight for fair representation in Town of Brookhaven

PATCHOGUE — CSEA is an integral force in the battle for fair representation in the Town of Brookhaven.

CSEA, the Affiliated Brookhaven Civic Organization, Inc. (ABCO) and a coalition of other groups are running a townwide petition drive to force the Town of Brookhaven to put council districts to a public vote.

Supporters of council districts maintain there is

currently no representation because town council members are not from specific geographic areas and are not assigned constituents.

"Clearly, six council districts would guarantee representation for all and would allow communities to build real relationships with their council representatives," said CSEA Long Island Region President Nick LaMorte.

The goal of ABCO and the Labor Coalition is to have all geographic communities elect a representative who is responsive to them.

Currently Brookhaven Town has "townwide" elections with no residency requirements except that each town council member reside within the 400-mile township, the largest in the state.

"One look at our map is stronger than any argument I can make for fair representation," LaMorte said.

The six current council members are from only three pocket communities.

There is no council representation for any of the other 43 hamlets and villages east, west and south of these pockets.

The areas lacking in representation have significantly larger populations. All three hamlets within the northshore pocket combined are less populated than Centereach, Coram or

East Patchogue alone.

"This is like the Boston Tea Party," LaMorte said. "We want to throw the status quo overboard and forge ahead with equal, responsive representation."

CSEA has a large number of members who live in the Town of Brookhaven.

"I hope all our members will sign the petitions and ask their families to sign them. They should have fair representation and elect their own council members," said CSEA Political Action Coordinator Tom Kilmartin.

Under the townwide elections, council hopefuls must be either independently wealthy or have a political machine backing them to run a townwide campaign for 418,000 residents; a council district would consist of approximately 69,000 residents which a politician could actually reach out to.

The idea of council districts has wide-range appeal and is backed by many groups including labor, civic organizations, environmentalists, the Long Island Progressive Coalition and educators including SUNY Stony Brook Professor Howard Scarrow, who has written many articles supporting the creation of council districts.

"We are forging ahead with the battle cry "No Taxation Without Representation," said ABCO President Richard Johannesen.

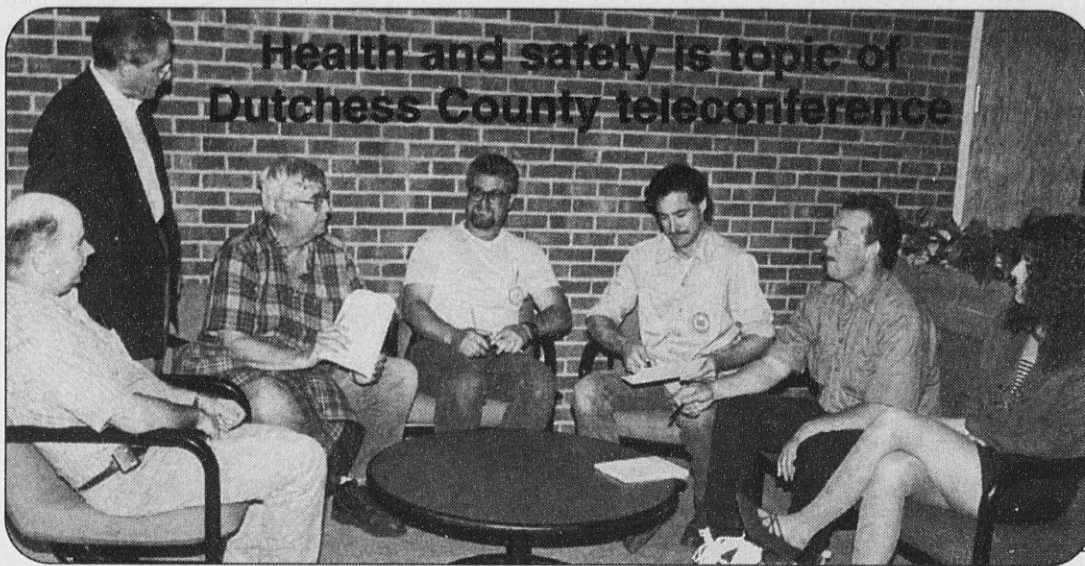
Any CSEA members who live in the Town of Brookhaven and want to carry or sign petitions should call Kilmartin at 516-462-0030.

— Sheryl C. Jenks



ABCO President Richard Johannesen, left, and CSEA Long Island Region 1 President Nick LaMorte, center, review a map created by CSEA Communications Associate Sheryl Jenks, right, showing the unfair representation in the Town of Brookhaven.

Health and safety is topic of Dutchess County teleconference



POUGHKEEPSIE — A Health and Safety teleconference hosted by the CSEA Dutchess County Local 814 Safety Committee brought home the realities of the dangers that exist for public sector workers. The teleconference was sponsored by AFSCME. Local and Southern Region 3 Committee Chairman Ken Monahan said a number of county and municipal workers as well as employees of SUNY New Paltz and Dutchess Community College attended the afternoon seminar. "The more I know, the better I feel," said Dutchess County Public Works employee Drew Richard. "I work in trenches. They're more apt to fall in." Richard's co-worker Ted Lizewski agreed. "The trenches aren't that deep," he said. "You don't realize the danger." Monahan said he hopes to plan more such conferences in the near future.

DPW unit launches anti-privatization campaign

COHOES — While their bright pink flyers are already appearing in Cohoes businesses' windows, the 50-member CSEA Department of Public Works unit wants to see 17,000 more flyers in city residents homes or car windows.

"Our CSEA DPW members are launching a petition drive aimed at stopping the privatization of their jobs in the water filtration and sewer systems," CSEA Capital Region 4 President Carmen Bagnoli said. "They plan on reaching out to the community and telling each resident, one on one, if possible, what's really going on."

The DPW Unit members recently met with CSEA Capital Region staff and elected officials and received the full support of CSEA in this campaign effort.

"CSEA is against privatization. No company should

make a profit for its stockholders off of the backs of public employees or from the pockets of taxpayers," Bagnoli said. "The Cohoes DPW employees are local citizens, taxpayers and voters providing needed public services under the direct control of the elected public officials. That's exactly the way public services should be provided. When profit margins and public services mix the taxpayers and public employees usually lose."

"We have had a tremendous initial showing of support and we intend to build on that support," CSEA DPW Unit President Frank Bariteau said. "We want the citizens of Cohoes to know that we want to work for and with the City of Cohoes no matter how hard the road to fiscal stability is. We believe that: Cohoes tax dollars should stay in Cohoes!"

— Daniel X. Campbell

Onondaga members send *BIG* message to County Exec

SYRACUSE — After working for eight months without a contract, Onondaga County employees are turning up the heat in their fight for a fair contract, and sending a big message to County Executive Nick Pirro.

The county workers, represented by the CSEA, hung letters in the windows of the building directly across the street from the Civic Center where Pirro and a large number of county employees work, to spell out the big message "CSEA CONTRACT NOW!"

According to CSEA Central Region 5 President Jim Moore, who unveiled the sign at a press conference, the sign is one of several tactics the union members are using to bring more public attention to their fight, and to pressure the county to settle the contract stalemate.

"Our members are the ones who provide needed services to the public, and it's time we let the public

know what's going on and that we need their support," he said.

The 3,300 CSEA members have been working without a contract since their previous agreement expired in December 1996. The union declared an impasse in negotiations earlier this summer and has met several times with the county and a neutral mediator from the Public Employment Relations Board (PERB), but have yet to come to an agreement.

"We're only asking for a contract that's fair. The county hasn't said that they don't have the money, they've just been unwilling to give us our fair share so far," Moore said. "We hope that this added attention will bring a swift resolution to our struggle. If not, we're prepared to continue fighting for a fair deal."

— Mark Kotzin

New school bus driver regulations take effect this month

The state Education Department has published revised regulations that change the physical performance test for school bus drivers from optional to mandatory. The revised regulations are effective Sept. 1, 1997, and include the following key provisions:

- * Drivers employed by Sept. 1, 1997, shall take and pass the test by Sept. 1, 2000;
- * Drivers employed after Sept. 1, 1997, shall take and pass the test before they are permitted to transport pupils.
- * The testing date shall coincide with the driver's requirement to take the biennial behind-the-wheel road

test required by section 509-g (Article 19-A) of the Vehicle and Traffic Law;

* The test shall be administered to any driver following an absence from service of 60 or more consecutive days;

* A driver who fails any portion of the physical performance test shall be deemed unqualified to operate a bus until a re-examination is passed. The cost of such re-examination shall be borne by the employer if the driver passes the re-examination or by the driver if he or she fails the re-examination.

Notice

Break in membership affects eligibility for union office, voting privileges

A break in union membership status can have long-term future implications. Your membership status affects your eligibility with respect to:

- ⊕ seeking or holding union office;
- ⊕ signing nominating petitions for potential candidates;
- ⊕ voting in union elections, and;
- ⊕ voting on collective bargaining contracts.

Only members "in good standing" can participate in these activities. To be in "good standing," your dues cannot be delinquent.

If you go on unpaid leave or for any other reason have a break in your employment status, your dues will not continue to be paid through payroll deductions. You must make arrangements to pay your dues directly to CSEA to continue your membership status. If you are either laid off or placed on leave without pay status due to becoming disabled by accident, illness, maternity or paternity, you may be eligible for dues-free membership status for a period not to exceed one year.

Note, however, you **must** continue to pay dues to run for office. Dues-free or gratuitous membership allows members to continue their insurance coverage while out of work. It does not protect your right to run for or hold office.

You must notify the CSEA Membership Records Department at 1-800-342-4146, Ext. 1327, of any change in your status and what arrangements you are making to continue your membership in CSEA.

3.5% raises coming in late October

CSEA-represented state employees in the Operational Services, Institutional Services, Administrative Services and Division of Military and Naval Affairs bargaining units are scheduled to receive 3.5 percent salary increases in paychecks to be distributed in late October.

The raises were negotiated by CSEA in the 1995-99 CSEA-state labor contracts.

The salary increases, effective Sept. 25 for employees on the state's institutional payroll and Oct. 2 for employees on the administrative payroll, will be included in paychecks dated Oct. 23 and Oct. 29 respectively.

The annual downstate adjustment for eligible state employees in New York City, Nassau, Rockland, Suffolk and Westchester Counties will increase from \$768 to \$795 effective the same dates.

Earlier this year eligible CSEA-represented state workers who were in full-time employment status on March 31 received \$700 lump sum payments under terms of the negotiated contract.

Get info on civil service exams

If you're looking for information on state civil service exams, you can start with the internet.

The state Civil Service Department has its own website where you can find the list up upcoming civil service exams. It gives the name of the exam, its number, date and application filing deadline. The website address is:

<http://www.cs.state.ny.us/csexams.htm>

You can also check the following sources for state civil service exam information:

□ the state Department of Labor's Community Service Centers;

□ public libraries;

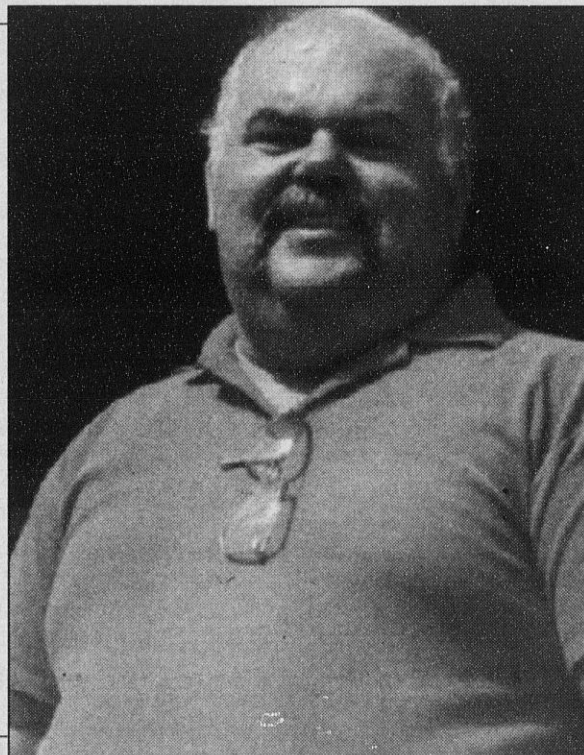
□ colleges;

□ the state Civil Service Career Information Center at 518-474-8865; and

□ the state Civil Service Career Information Desk at (518)457-6216, Department of Civil Service Building #1, Averell Harriman State Office Campus, Albany, NY 12239.

Local president named CDPC 'employee of the year'

CSEA Local President Hank Wagoner, right, has been selected employee of the year at the Capital District Psychiatric Center. The award, given with the support and approval of the facility's comes with a special perk — the right to park in a space in front of the facility for a year.



Harriett Clark is top PEOPLE recruiter for July

Harriett Clark, a member of CSEA Taconic DDSO Local 426 in CSEA's Southern Region 3 recruited 111 new PEOPLE members during July to earn PEOPLE recruiter of the month honors.

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

For more information about PEOPLE, call the CSEA Political Action Department at 1-800-342-4146 Ext. 1404.

State Employees: Save money on Child Care payments, Elder Care or care for a disabled spouse or other dependent with the Dependent Care Advantage Account

CSEA has negotiated a valuable benefit to help you keep more of your hard-earned paycheck — The Dependent Care Advantage Account.

And now is the time to take advantage — during the 1998 Open Enrollment Period.

The DCAAccount is a valuable pre-tax employee benefit that can help you save money on dependent care expenses which you incur in order to work.

During the open enrollment period, you choose the amount of money you want to set aside in your account, up to \$5,000 a year. Then each pay period, a regular portion of this amount will be deducted from your bi-weekly gross paycheck —BEFORE federal, state and social security taxes are deducted. That reduces the amount of your taxable income. Because you have paid LESS tax, you have MORE spendable income.

Enroll NOW!! The 1998 Open Enrollment Period ends Nov. 21, 1997.

Call the DCAAccount Hotline for a 1998 Enrollment Kit and to register for a General Information Meeting

1-800-358-7202

Member assaulted at Hudson River PC

POUGHKEEPSIE — Gia Torelli said it was like a bad dream.

Torelli, a therapy aide who works at Hudson River Psychiatric Center, said a patient blamed her for placing him on restriction, a term used for patients who have misbehaved and are denied certain privileges.

"He kept calling me names and telling me he was going to kill me for putting him on restriction," she said. "He grabbed me and put his hands around my neck and his finger in my mouth. I started to go unconscious, and another patient saved me."

Torelli, who weighs all of 104 pounds, said the patient said he was trying to hurt her "because she deserves it."

What happened afterward angered Torelli even more than the attack itself. Although the patient was taken off the ward for the rest of the day, he was returned there after Torelli's shift ended.

"It's like nothing ever happened," she said. "He thinks he got away with it, and he did."

"I'm not looking to punish the patient, but to protect the other patients," she said. "He is very dangerous. He should be in more secure environment."

Torelli said she is frustrated and feels the system protects the patients, but not the workers.

"If a patient reports a worker, the worker is put on leave immediately," she said. "But if a worker reports a patient, nothing is done. You get no help or support."

"My main concern is the next time," Torelli said. "Some of these patients are a bunch of time bombs waiting to go off."

— Anita Manley



Middletown Psychiatric Center workers honored for service

Middletown Psychiatric Center CSEA Local 415 members with 25 or more years of service recently received certificates at an Employee Recognition dinner in their honor. From left are CSEA Southern Region 3 President Carmine DiBattista, Marsha Schmid (30 years), Stephanie Stephens (25 years), accepting for Marva Crump (30 years) is her sister Geraldine Greer, a retired employee; Charlotte Rivera (30 years), Jeri Tiffany (30 years), Beverly Smolenski (25 years) and Local 415 President Diane Hewitt.

Childhood inspires SEFA liaison

This state worker was first touched by a community service agency when he was just a child in an orphanage.



John, front, with his brothers Eugene, David and Tom at the orphanage.

"I remember crying a lot at night," recalled John Farnan of his childhood years that were spent in an orphanage. John, who works for the Department of Social Services (DSS), was the youngest of a family of nine. His mother left soon after he was born, and his father couldn't be home to take care of the children because his work involved travel.

"The courts decided the best thing to do was to put us in the hands of Social Services," John explained. "Ironically, years later I ended up working for DSS."

John was three when he and three brothers were sent to an orphanage in 1954. Over the years, each of his brothers left to live with their father. John spent three long years on his own at the institution.

"It was tough, especially after all of my brothers left," he said. "Sometimes at night I'd look out a window at a beacon light atop a radio antenna and make a wish that my family could one day all be together again. At 13, my wish came true when I left the orphanage and was reunited with my brothers."

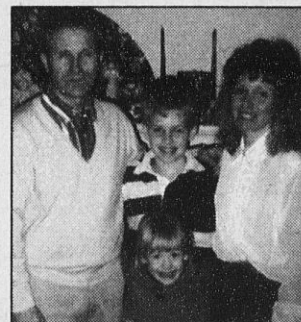
While his institutional home was emotionally cold and lonely, John, who is married and has two children, is thankful for the orphanage. "As I got older, I considered what the options might have been had the orphanage not been there and realized that we could've been fostered out," he explained. "That would have meant my brothers and myself would have been separated."

In those years, the orphanage and many other local human service agencies were funded through the Community Chest Appeal. Many of those agencies are now funded by SEFA. John pointed out that several human service organizations have touched him throughout his life. When he left the orphanage, a mentor from a community agency helped get him on the right path. Through another agency, John was able to locate his mother in Arizona and saw her for the first time when he was 33. More recently, in 1994 John's brother Dave, 48, lost a battle with cancer and during his illness received daily visits from a health service organization.

John first heard about SEFA 18 years ago, the year after he joined state service, and has been involved with the campaign ever since. John started out as a solicitor and today is the DSS Statewide Liaison. He finds that the payroll deduction process makes it simple for state employees to donate to SEFA. "Just one dollar a week can go a long way in helping children, families and communities," said John.

He points out that people may never know if there will come a time when they need assistance. "We can never be certain about our lives," says John, "no matter how much wealth or comfort we have. We all have a responsibility to each other, and through SEFA, we can insure ourselves and others against those uncertainties."

If you would like to contribute to SEFA, contact your agency's campaign manager.



John today with wife Kathy and children Ryan and Kimberly.

For every dream you've ever made come true, thank you.

Lives change when public employees care.

You and United Way. Changing lives.



Brand New Benefit!

Free life insurance for members

Just by being an active CSEA member, you can now receive \$2,000 life insurance coverage.

No premium, no health exam, no hassles. Just insurance. Free.

This free coverage is available ONLY to active CSEA members.

This free coverage takes effect Nov. 1, 1997.

Watch *The Public Sector* for further details.

CSEA Security Life Plan offers coverage opportunities for all

To introduce the new Security Life Insurance Plan, CSEA, working together with Jardine Group Services Corp. as the broker and Metropolitan Life Insurance Company as the new underwriter, offers great coverage opportunities for all CSEA members.

CSEA members who currently have this coverage should have already received their new Certificate of Insurance in the mail. Valuable coverage increase offers will be arriving in mid- September.

◆ **\$25,000 Guaranteed Increase Offer:**

CSEA members can increase their coverage to \$25,000 — guaranteed!

◆ **\$50,000 Simplified Increase Offer:**

By answering two simple medical questions, members can increase coverage to \$50,000!

◆ **For members who currently do not have CSEA Security Life Insurance:**

There's a \$25,000 Guaranteed Purchase Offer. By signing one form and mailing it back in before the Oct. 31, 1997 deadline, members can purchase \$25,000 of CSEA Security Life Insurance.

◆ Members can also apply for higher amounts of CSEA Security Life Insurance, up to \$250,000, with a **10 Percent Premium Discount** for coverage amounts of \$175,000 or more!

Along with these great coverage offers, the new plan features these expanded benefits:

◆ **Line of Duty (Occupational Accident) Benefit:**

Extra benefits payable if an insured CSEA member dies accidentally while on their CSEA job.

◆ **No Age Limit!**

After you retire, coverage can continue, as long as your coverage has been in effect for 10 years before your 70th birthday.

◆ **Accelerated Death Benefit:**

Pays a one-time lump sum benefit to use while you're living if you suffer a terminal illness.

◆ **Seat Belt Benefit:**

Additional 10 percent of your Accidental Death or Dismemberment is payable for a death in a vehicle where a seatbelt is worn correctly.

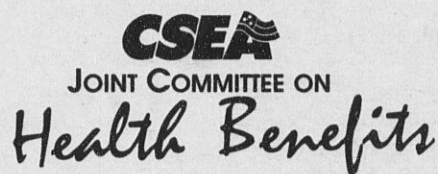
If you would like more information on this new CSEA Security Life coverage, call Jardines at 1-800-929-6656.

Check out Civil Service Department's expanded Web site on the Internet

The Department of Civil Service Employee Benefits Division has improved and expanded the Employee Benefits section of their web site on the Internet.

The Empire Plan Participating Provider Directory is now easier to search. An improved design makes it

INFORMATION FROM



simpler to find providers by location, specialty or name.

In addition, they have added telephone numbers and web addresses for the retirement systems, Medicare and other governmental agencies.

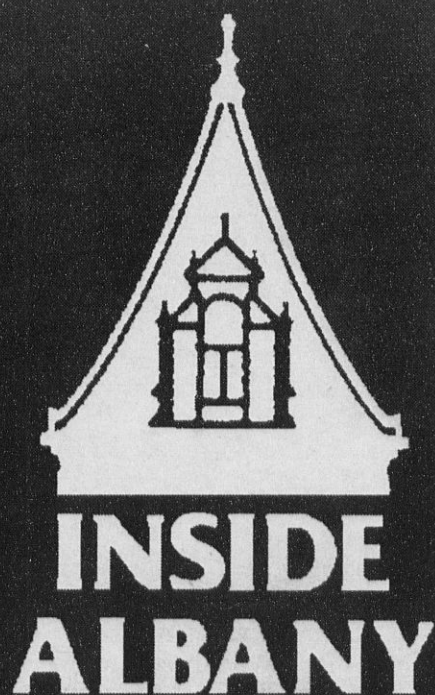
Check out the web site at:
<http://www.cs.state.ny.us>

One of the best ways you can keep up with what's happening in New York state government is to watch *Inside Albany*, the highly acclaimed television show that presents a critical look at state government. CSEA is a prime underwriter of the program which airs on public television.

You can catch *Inside Albany* on the following public television stations:

Albany, Schenectady, Troy	WMHT (17)	Saturday	6:30 p.m.
	WMHQ (45)	Sunday	11 p.m.
Binghamton	WSKG (46)	Saturday	4 p.m.
Buffalo	WNED (17)	Saturday	6:30 p.m.
Long Island	WLIW (21)	Sunday	11 a.m.
		Tuesday	6 a.m.
New York City	WNET (13)	Saturday	1:30 p.m.
		Sunday	6:30 a.m.
Plattsburgh	WCFE (57)	Saturday	6:30 p.m.
Rochester	WXXI (21)	Saturday	5:30 p.m.
Syracuse	WCNY (24)	Saturday	6:30 p.m.
Watertown	WNPE (16)	Saturday	6 p.m.

Inside Albany also has a website: www.insidealbany.com, which includes a monthly commentary by CSEA President Danny Donohue.





CSEA supports Teamsters in strike

Albany-area International Brotherhood of Teamsters members show their thanks for CSEA's support during their strike against United Parcel Service. CSEA members and staff have walked picket lines with striking Teamsters throughout the state. CSEA has refused to accept any deliveries statewide from UPS trucks driven by management scabs for the duration of the strike and erected the "NO SCAB DELIVERIES" sign in the freight delivery area at CSEA headquarters, where this photo was taken. Paul V. Obermayer, special assistant to the president/union affiliation for CSEA, second from left, welcomed the Teamsters. As this issue went to press, the victorious Teamsters were back at work with a tentative agreement that increases full-time positions, increases wages and limits subcontracting.

Local 912 President George M. Growney passes away at 59

George M. Growney, president of CSEA Rochester Area Retirees Local 912 and a former president of CSEA Monroe County Local 828, died Aug. 10. He was 59.

A longtime CSEA activist, Growney was a graduate of Aquinas and John Carroll University. He was retired from the Monroe County Department of Probation. He was an avid golfer.

Survivors include a brother, a sister, nieces and nephews.

Interment was in Holy Sepulcher Cemetery, Rochester.

Changes involved as CSEA EBF Prescription Drug Plan switches administrators Oct. 1

As noted in the August edition of *The Public Sector* and in mailings from the CSEA Employee Benefit Fund (EBF) last month, the CSEA EBF Prescription Drug Plan will be changing administrators, from Merck-Medco Rx Services to ValueRx, on Oct. 1.

With this change also comes several modifications to the program. The change with the largest effect on members will be that members will no longer be required to use mail order for maintenance prescriptions. Maintenance prescriptions can be purchased at a local ValueRx pharmacy without mandatory mail order provisions, although you will reduce your co-payment expense by using the ValueRx mail order service.

In order to fill prescriptions at the ValueRx

mail service pharmacy, you must obtain new written prescriptions from your physician and mail them to Value Rx. Existing refills at Merck-Medco Rx Services cannot be transferred to the Value Rx mail service pharmacy.

Also, the age 25 restriction for acne therapy medication has been eliminated, and when pre-approved based on medical necessity, these and anti-obesity medicines will now be covered.

All EBF Prescription Drug Plan enrollees will be receiving new ValueRx ID cards during the week of Sept. 22. Also included will be information about the prescription drug and mail order pharmacy programs as well as a ValueRx Mail Service envelope.

ValueRx has set up a toll-free customer service number, 1-888-435-4338, which will be available

starting Sept. 2 from 8:30 a.m. to 5 p.m. Monday through Friday. Beginning Oct. 1 the times will expand to 24 hours daily to answer any prescription drug questions members may have.

If you did not receive the original August information letter, check with the Fund to ensure your correct address is on file. Due to the implementation of 911 in areas throughout the state, mailing addresses, especially those containing a rural route or box number, have been changing to reflect actual street numbers and names.

If your address has changed recently or if you plan to change it, please notify the CSEA EBF immediately by calling 1 800 323-2732 or (518) 782-1500.

Join the Safety and Health Network for important information

CSEA members are encouraged to join the CSEA Occupational Safety and Health Network and keep up with the latest safety and health information.

You'll receive the quarterly newsletter *The Canary*, a copy of any new safety and health booklets, changes in rules or regulations and any other pertinent information relating to the safety and health of CSEA membership.

To join the network, fill out the coupon at right and return it to:

CSEA, Attn: Janet Foley
143 Washington Ave.
Albany, NY 12210



Local or Unit: NAME: _____

NUMBER: _____

PRESIDENT: _____

I WISH TO BE ADDED TO THE SAFETY AND HEALTH NETWORK:

NAME _____

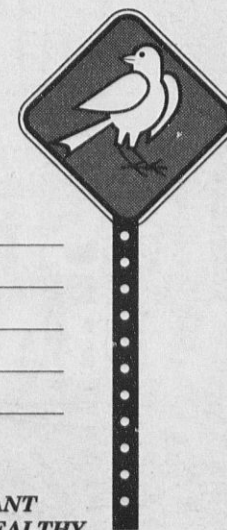
ADDRESS: _____

PHONE NUMBER: _____

SOCIAL SECURITY NUMBER: _____ - _____ - _____

Clip and return completed coupon to:
CSEA, Attn: Janet Foley
143 Washington Ave., Albany, NY 12210

DON'T MISS OUT ON THIS IMPORTANT INFORMATION! KEEP CSEA MEMBERS HEALTHY AND WORKING!



In touch with you

A message from CSEA President Danny Donohue



ORGANIZE! ORGANIZE! ORGANIZE!

This Labor Day marks a renewed spirit of commitment and purpose in organized labor.

For years, our primary focus has been winning better wages, benefits and working conditions for the members we represent. That's our job, and we've done a damn good one.

But quite frankly, we need to do a lot better, and we know it.

We know we need to do better when, in real dollars, family incomes today are about the same as they were back in 1973; we know we need to do better when 40 million Americans still go without the health insurance they need; and we know we need to do better when one out of every five American children is growing up in poverty.

Wall Street is booming. But in today's climate of corporate greed, the majority of workers are taking it on the chin. Since 1980, corporate profits have risen 205 percent. And despite the fact that worker productivity has risen 24 percent since then, corporate CEO's now earn 187 times more than the average worker.

The sad fact is, while the American economy has been growing stronger, the American worker has not shared in its success. While unionized workers are doing better than most, too many of our family, friends and neighbors have fallen behind.

But things are changing.

Under the leadership of AFL-CIO President John Sweeney, Executive Vice

President Linda Chavez-Thompson and Secretary Treasurer Richard Trumka, the entire labor movement has dedicated itself to a new and dramatic commitment to organizing working people, and CSEA intends to lead the nation's unions in this mission.

Our members are our strength and our greatest resource, but we need to be even stronger to put political and economic power back into the hands of working people and make America a place where every family can get ahead and no worker is ever left behind.

This won't come quickly or easily. We realize we can't just become stronger — we have to grow stronger — one worker at a time. So we're reaching out to all workers who don't have a union and asking them to join with us as we begin to build a better, stronger labor movement.

CSEA knows the power workers can generate when they stand together. We know that everyone is better off — employees and management — when workers have strong and effective representation. And we're proud to take part in the dramatic revitalization of organized labor as a dominant force in the lives of working men and women and their families.

Danny

Meet with President Danny Donohue

I believe in keeping "In Touch With You," and I will continue my visits to locations in your area to meet with you. I will be available to meet and talk with you between 1 and 7 p.m. on the following dates at the following locations. Please call your CSEA region office for an appointment and directions.

Please note that the Southern Region 3 visit date is one day earlier than previously announced:

Central Region 5

Sept. 10, Region Office,
6595 Kirkville Rd., East Syracuse

Capital Region 4

Oct. 7, Gideon Putnam Hotel, Saratoga Spa State Park,
Saratoga Springs

Southern Region 3

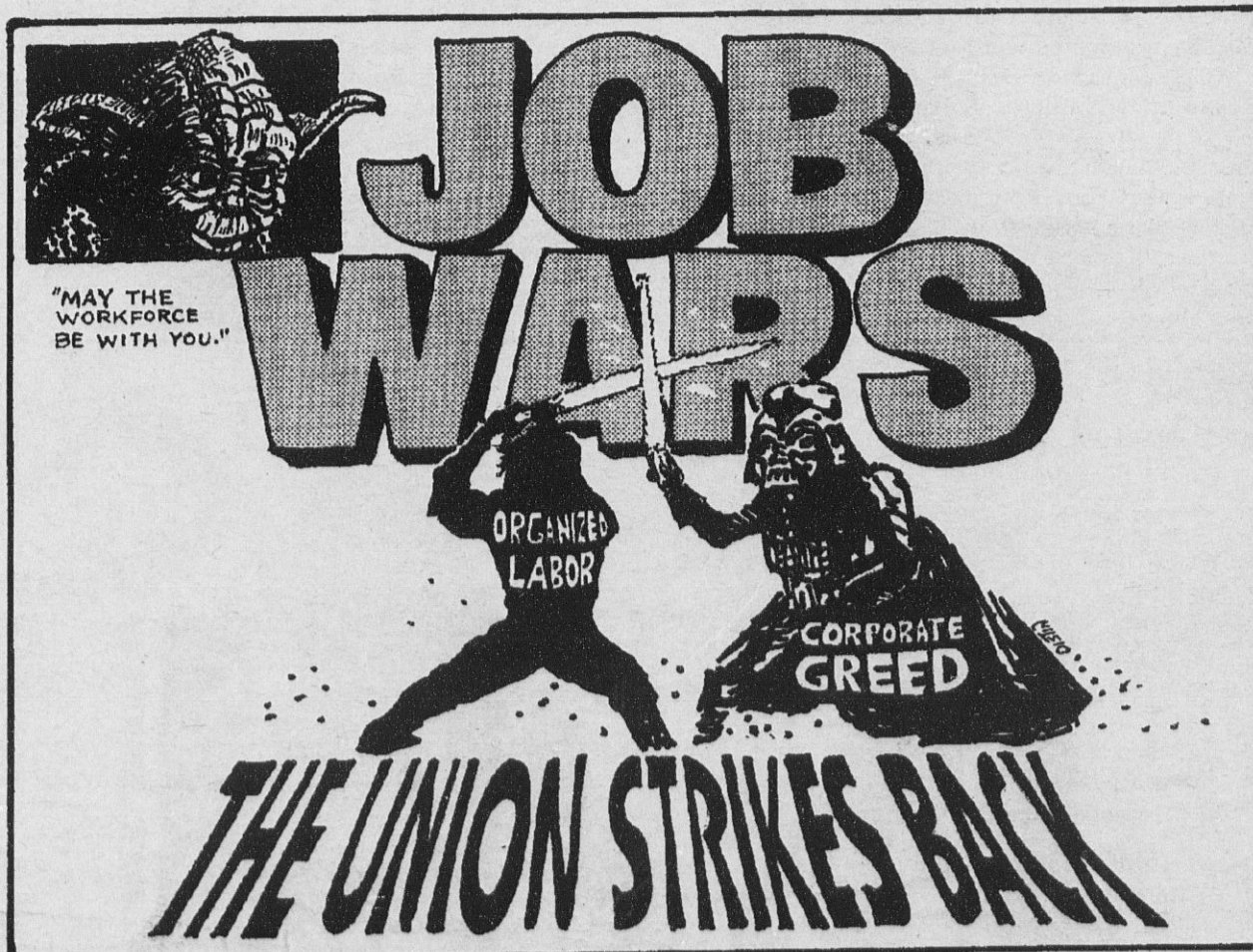
Oct. 15, Region Office,
735 State Route 52, Beacon

Metropolitan Region 2

Nov. 6, Region Office,
44 Fulton St., 22nd floor,
New York City

Long Island Region 1

Dec. 9, Riverhead Ramada Inn East End, Rt. 25 at exit 72 of the Long Island Expressway



*A labor
leader for
change
and
growth*



AFL-CIO President
John J. Sweeney

Sweeney leads the AFL-CIO on path to growth, power

Editor's note: This is a third in a series of profiles of national labor leaders.

When John J. Sweeney talks about the AFL-CIO, it's clear he believes political and economic power belongs in the hands of working people, and he's doing his damndest to see that it gets there. Elected president of the AFL-CIO in 1995,

Sweeney has re-invigorated the XXXXXX -union federation with a new emphasis on organizing and political action.

With the "Organizing for Change, Changing to Organize" campaign, Sweeney is reaching out to working people across the country to build not only the labor movement but the power and influence of workers who fuel the economy and yet often suffer from current economic trends.

It's a formula that's working.

"The new leadership of the AFL-CIO have implemented new programs together with the affiliates that are helping to rebuild the labor movement from the bottom up, rather than from the top down," Sweeney said. "As (Executive Vice President) Linda Chavez-Thompson, who happens to be a member of AFSCME, and (Secretary Treasurer) Richard Trumpka and I travel around

the country, we feel the excitement and enthusiasm that is spreading through the labor movement that we're back.

"We're back in the work place, we're back in politics, and we're back in our communities," he said. "Our new program Union Cities unites international unions, state federations, central labor councils and local unions in a common effort to educate and motivate union members, defend the rights of workers to join unions, to organize thousands of new members and create a powerful new political voice that speaks for working families, from county courthouses to the White House."

Sweeney knows about building unions and defending workers' rights. While he was president of the Service Employees International Union from 1980 to 1995, membership ballooned from 625,000 to 1.1 million. The union has been a leader in dramatic demonstrations and organizing techniques, shutting down bridges and blocking traffic with SEIU's "Justice for Janitors" campaign. He came to the SEIU presidency after nearly 20 years with SEIU Local 32B in New York City where he led two city-wide strikes of apartment maintenance workers.

Sweeney is determined to increase the pool of unionized workers, urging unions to follow the AFL-CIO's commitment to organizing.

"Organizing is the top priority of the federation and our program 'Organizing for Change, Changing to Organize' will help us begin to build a bigger, stronger labor movement," Sweeney said.

"First by engaging central labor councils in organizing through our new Union Cities program.

"Second by spending 30 percent of the AFL-CIO program budget on organizing and working with internationals and through internationals with their local unions to do likewise," he continued.

"And third by learning how to organize on a big scale through campaigns like the drive to organize 20,000 strawberry workers in California and through multi-union efforts like the one to organize health care, gaming and construction industries in Las Vegas and the work that AFSCME together with the Teamsters and the teachers have done in organizing the state employees in Maryland."

Sweeney knows AFSCME, CSEA's international union well. AFSCME President Gerald McEntee led the campaign to put Sweeney at the helm of the AFL-CIO. He sees a vital role for CSEA in the new labor movement.

"The role that I see that CSEA and other statewide unions across the country can play is a two-fold one. One is continue to fight for bringing justice and fairness and decency to the lives of public employees, because both you and I know that a union is the only guarantee of dignity and decent wages that these working people have," Sweeney said.

"Not only do we have to protect public sector workers, we have to reach out and organize all workers, private and public, who do not have a union. And I know that AFSCME and CSEA are doing that, are ready to meet the serious new challenges of organizing. Whether the challenge is contracting out or workfare or attacks on welfare disguised as welfare reform, I think that CSEA is uniquely equipped to respond."

Well aware of the problems public employees face, Sweeney has incorporated their concerns into his plan for justice.

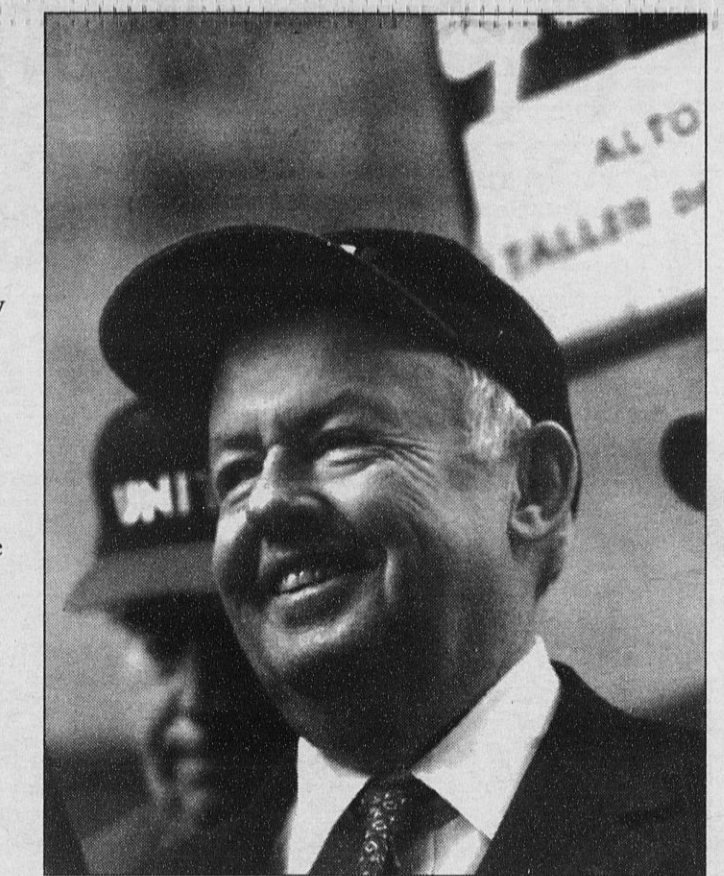
"It's no big mystery that government bashing is the same thing as union bashing. State and county employees across the country are confronted with freezes in wages, givebacks in health care and reductions in staff. Part of our job is to turn back the nonsense of contracting out, the crazy foolish idea that private business is the marketer, is always wonderful in everything they do," he said.

"Part of our job is to turn back the tax reductions and the breaks for corporations and the wealthy.... Another part of our job is to turn back the budget cuts that make it impossible for public sector agencies to do their jobs," Sweeney said.

"At the AFL-CIO we're doing exactly that right now.

"We're providing a new economic analysis to replace the nonsense put forward by business and conservative politicians that immigrants, welfare, affirmative action and government are to blame for declining worker incomes. We're building a grassroots movement against cuts in government programs that help working families, and we're pressing businesses to show more responsibility for their employees and their communities. And if we as unionists are going to succeed at what we do, if we're going to help America get a raise, if we're going to bargain for good contracts and elect officials who help working people, we have to increase our membership."

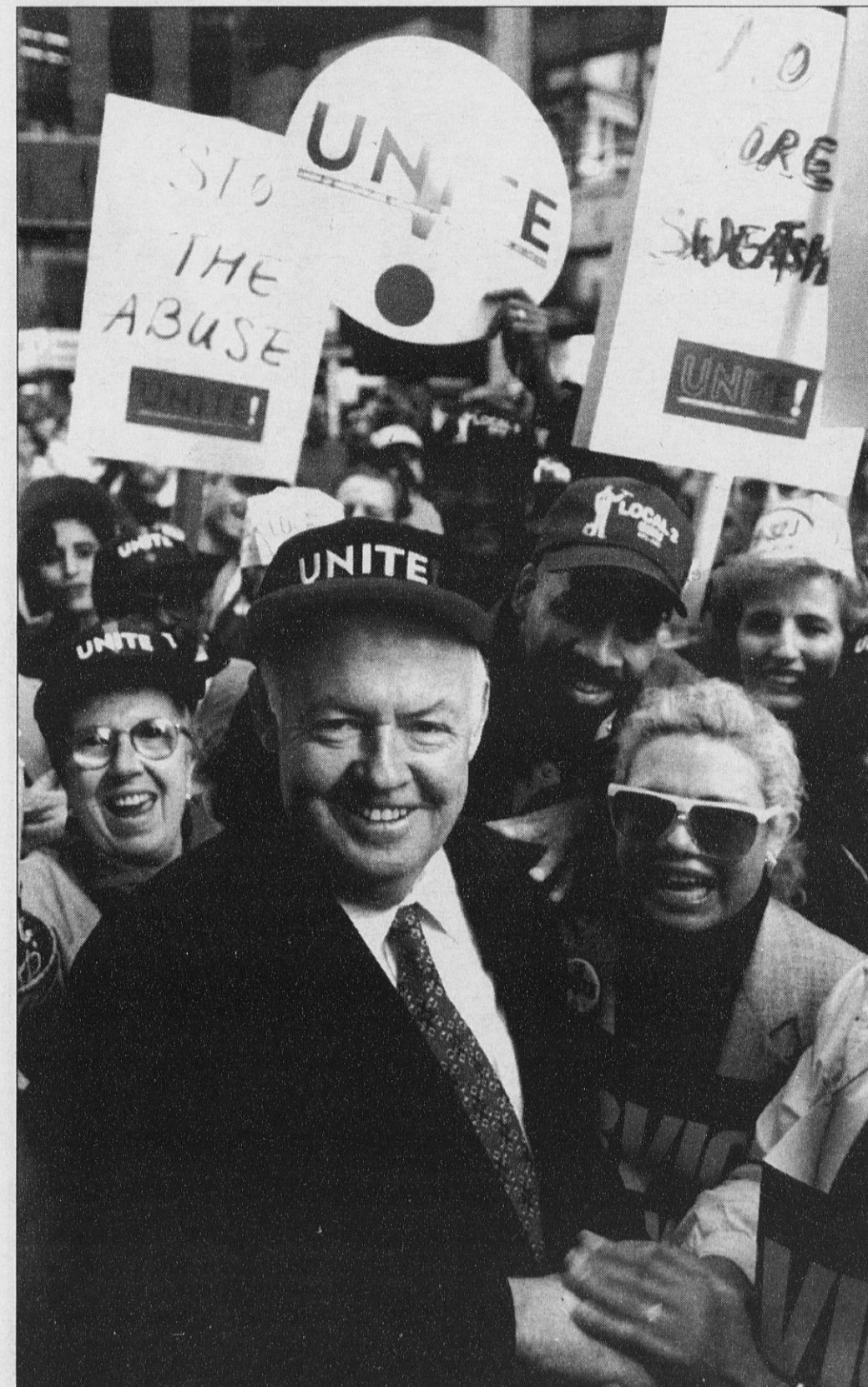
Sweeney's commitment to workers is deeply rooted. He started his union career with the International Ladies Garment Workers (now UNITE after a merger with the Amalgamated Clothing and Textile Workers Union). With a lifelong history in the labor movement, he knows the power and the value of individual workers.



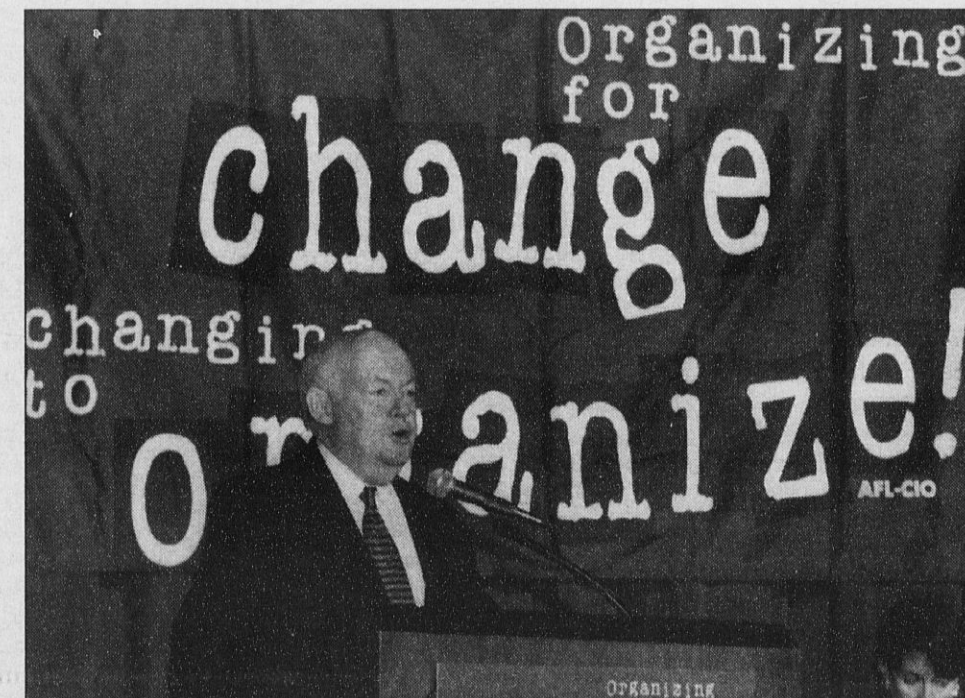
Sweeney offering his support at a UNITE rally.

"I think our strongest resource is our rank-and-file membership, and whether it's organizing or it's building a stronger political voice, the better educated and the more active we can motivate our members to be, the more effective they're going to be in terms of encouraging unorganized workers to join unions and (in) promoting the issues that are important to working families, in educating workers in their communities around what's important and what's at stake in all of this," Sweeney said. "I think that that's the strongest role that rank-and-file workers can play, and shame on us if we don't develop those talents."

— By Kathleen Daly



AFL-CIO President John J. Sweeney joins a UNITE rally, one of the many labor demonstrations he takes part in across the country.



Sweeney speaks in New York City during one of his cross-country town meetings on the AFL-CIO's program to organize the unorganized.

Sweeney on politics

"Labor's legislative and political program is a movement, it's not just about an election campaign, and in 1996 we spoke out for working families.

"Our goal was to put the issues important to working families at the front of the debate, and I think we succeeded; Pensions, education, Medicare and taxes were the defining issues of 1996.

"Our goal is to educate voting men and women about how their elected representatives are voting on working family issues and to mobilize workers to lobby their congressperson to change his or her vote on issues. That's how we got Americans a raise last July when we had the raise in the minimum wage.

"Our legislative efforts are not about Republicans and Democrats. It's about speaking out for America's workers and holding elected representatives accountable for their votes on issues important to America's workers. Last year we reinvigorated the political program under the leadership of AFSCME President Jerry McEntee.

"We're continuing to build political power through the creation of grassroots political action committees. We're also lobbying at the national level for A Working Families' Agenda, which includes strengthening and modernizing Social Security, Medicaid and Medicare, extending the benefits of the Family and Medical Leave Act and providing health coverage for children and unemployed workers, improving education and job training, college loan programs, restoring the balance of national priorities by eliminating subsidies for sending jobs overseas and other forms of corporate welfare, preserving health and safety and environmental protection and wage standards."

Proposed amendments to CSEA's Constitution and By-Laws

The following report of the Constitution and By-Laws Committee contains recommendations for changes in the CSEA Constitution and By-Laws. CSEA delegates will vote on the proposed changes at the 1997 CSEA Annual Delegates Meeting Sept. 22-26 in Buffalo.

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

STANDING CONSTITUTION AND BY-LAWS COMMITTEE

The Constitution and By-Laws Committee has met four (4) times since the Annual Delegates Meeting in 1996. The meeting dates were November 6, 1996; June 23, 1997; June 24, 1997; and July 23, 1997. The Constitution and By-Laws Committee has, amongst its functions, the recommendation to the Delegates of proposed amendments to the CSEA Constitution and By-Laws. The Committee reviews suggestions made by individuals and Locals and it accepts referrals from the Delegates and Board of Directors. Additionally, the Committee can initiate proposals which it deems to be in the best interests of the Association. All recommendations of this Committee are made to the Delegates, together with the reasons for the recommendations.

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

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

ARTICLE III. Membership Section 1. MEMBERS.

(a) Persons who are employed in the Civil Service of the State of New York or any political subdivision thereof or any public authority, public benefit corporation or similar

autonomous public agency in a bargaining unit for which [no other employee organization] the Association has been recognized or certified as the collective bargaining agent pursuant to law shall be eligible for membership.

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

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

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

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

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

THE COMMITTEE STRONGLY URGES THE APPROVAL OF THIS AMENDMENT.

(2) The following proposal is submitted by the Committee as the result of a careful review of the election procedures that apply to the Retiree Division Executive Committee elections.

ARTICLE IX. Retiree Division Section 1. RETIREE EXECUTIVE COMMITTEE

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

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

(c) NOMINATIONS AND ELIGIBILITY. A member seeking election onto the Retiree Executive Committee must submit an Application for Election to the Retiree Executive Committee on the form provided by the Statewide Election Committee and published by the Association in the Retiree Newsletter. The application must include the name of the candidate, the office sought, and a declaration that the candidate has been a member in good standing of the Retiree Division since June 1 of the year preceding the election, has not been a member of a competing public retiree organization since June 1 of the year preceding the

election and is not currently serving a disciplinary penalty imposed by the CSEA Judicial Board. The Retiree Division election for Retiree Executive Committee representative shall be held, with the representatives elected by region, by the Local Presidents thereof, in accordance with the procedures and times as determined by the Statewide Election Committee which shall oversee all aspects of the election.

Explanation: This proposal was presented to the Delegates two years ago and referred back once for further consideration at the request of the Chair of the Retiree Division, Charles Peritore. Last year the delegates accepted the proposal as presented to them after the Committee's further review. Presently, there is no Constitution and By-Laws language addressing the procedures and supervision of the Retiree Division Election for its Executive Committee. This proposal embodies the existing procedures that have been followed for several years to elect the representatives to the Retiree Executive Committee and insures that the nomination procedures and eligibility requirements are clearly set forth.

THE COMMITTEE RECOMMENDS THE APPROVAL OF THIS AMENDMENT.

The Association is embarking on an exciting and challenging journey into the next century. CSEA is a model union and its members everywhere will benefit greatly from the massive effort being undertaken to revitalize the labor movement and reclaim Labor's rightful place at the helm of the struggle for dignity, justice and opportunity for all working people. CSEA is looking inward to find the resources, strength and courage to be a part of this effort, while at the same time being able to continue with our high level of services. The Constitution and By-Laws Committee is using its Report this year to help our Union refocus by bringing to the Delegates the issues of major institutional and directional importance first. These primary issues will then be followed, later in the Report, by other matters of importance and concern but which are not directly connected to our efforts in terms of charting the future course of the Union.

(Continued on next page)

Proposed amendments to CSEA's Constitution and By-Laws

(Continued from previous page)

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.

Introduction to Proposal 1

CSEA, as well as the national labor movement, is in the process of moving boldly in a new aggressively organized the unorganized! Given our size and our stature in the labor movement, we should be and must be leaders in moving Labor in the right direction. We must take on this organizing effort to make Labor a force to be reckoned with, to bring dignity to workers throughout the State, to bring up the standard of living for ALL working people, and to send a message to public employers that we will not desert our members if their work is privatized. We must do this to reclaim Labor's rightful place in a position of power at the bargaining table, in the political arena, and in our communities. We must do this simply because it is the right thing to do! And, in order to move forward effectively to organize the unorganized, we must have the ability to face this challenge with the maximum strength possible in terms of the units we already represent.

(1) The following proposal to amend the By-Laws is submitted by Statewide President Danny Donohue.

Article IV. Finance

Section 3. REFUND AND REIMBURSEMENT

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

(b) TEXT REMAINS THE SAME.

(c) TEXT REMAINS THE SAME.

(d) TEXT REMAINS THE SAME.

(e) TEXT REMAINS THE SAME.

Explanation: With organizing the unorganized as our reference point,

we must put our own house in order first before we can honestly and with conviction undertake this charge. This proposal seeks to rebate Locals for MEMBERS only. The proposal will not necessarily have a significant impact on the finances of Locals. And we MUST take a stand that EVERY PERSON IN OUR BARGAINING UNITS SHOULD BE A MEMBER OF OUR UNION. In addition, as the largest and best union in the country, we should adopt this amendment to show our organizational commitment to the Labor movement and as a living embodiment of our belief that the best workforce is a fully organized workforce.

In addition, by isolating and restricting the use of agency fee monies to CSEA headquarters, we will be in a better position for dealing with agency fee challenges. Difficult litigation issues involving unit by unit and local by local record-keeping as to expenditures will be minimized. Organizational accountability for how dues and fee monies are spent will be addressed primarily by statewide and AFSCME financial records. While all monies collected and spent will remain subject to the Hudson standards, Local and Unit money will be more directly available for allowable purposes, including member-only functions and benefits. The Committee supports this proposal.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

Introduction to Proposal 2

In 1995, we came to the delegates seeking an increase in revenues in the form of a dues structure adjustment. This was necessary because the Union was facing a significant growing structural budget deficit. The adjustment was designed to make CSEA solvent. As leaders in this Union, you saw this need and had the wisdom and courage to approve a change in our dues structure. Since that time, CSEA has experienced a loss of approximately 12,000 members, as a result of State and Local Government early retirement incentives and layoffs. Because the members taking advantage of the early retirement incentives normally were those members in the higher tiers of our dues structure, we have suffered a significant loss in revenues to the union, leaving our current budget with a deficit of \$1.2 million. In an effort to be fiscally prudent, we have instituted several initiatives to reduce general operating costs, including: - directing that budget requests for 1997-98 not exceed the dollars

authorized in the 1996-97 budget;

- eliminating one cabinet level manager position; - maintaining control over personnel costs by requiring justification before posting and filling vacant positions; - centralizing the purchase of promotional items to maximize purchasing power and minimize costs; - decreasing the use of overtime; - requiring prior authorization to purchase goods and services which exceed \$5,000; - recovering litigation costs and disbursements;

- discontinuing unnecessary subscriptions and organizational memberships; - upgrading printing/sorting equipment to enable us to qualify for lower postage rates on bulk mailings.

- changing the Statewide Women's Conference to a biennial event;

- changing the Statewide Safety and Health Conference to a biennial event;

In addition to the above, a committee including Statewide Officers, Board Members, Local Officers, CSEA Management staff and representatives from the two in-house staff unions was appointed by the President to review every aspect of CSEA's finances, such as staffing, operations, purchasing, workshops, travel, and constitutional mandates.

(2) The following proposal to amend the By-Laws is one of several proposals recommended by the finance review committee to President Donohue and is submitted by President Danny Donohue and Treasurer Maureen Malone.

Article IV.

Finance Section 3.

REFUND AND REIMBURSEMENT
(a) REFUNDS TO LOCALS. Each duly organized Local of the Association which has complied with all of the provisions of the mandated Local Constitution and this Constitution and By-Laws shall receive from the Treasurer an annual payment of twenty[-five] percentum (20[5]%) of the membership dues and twenty[-five] percentum of the agency shop and union shop fees collected from the employees in such Locals after the net per capita payment to AFSCME, based on the June 1 audit, has been deducted. The expense of the delegates to regular or special meetings of the Association shall be paid by the Local from such funds as hereinafter provided.

(b) TEXT REMAINS THE SAME.

(c) TEXT REMAINS THE SAME.

(d) TEXT REMAINS THE SAME.

(e) TEXT REMAINS THE SAME.

Explanation: It is difficult to ignore such a major portion of our budget. Local rebates in budget year '97 will total over \$10 million, which constitutes a 50% increase in Local income since 1988. Although this proposal makes a significant change to the rebate formula, our locals overall maintain a net worth equal to their total annual revenue. In fact, the balance on hand as of September 30, 1996, for all reporting Locals totaled \$9.4 million, which represents a 50% increase in Local reserves since 1988. This amount is also double what the statewide reserve was at the time of the 1995 dues increase. Since that time, the statewide reserve has been depleted to meet ongoing operating costs, despite efforts to reduce overall operating expenses. While Locals have been able to maintain financial health, the statewide union has incurred \$4 million in deficits in the last three years. The statewide share of dues dollars is required to provide direct member services at the Local level as follows:

-Salaries, benefits and business expenses for labor relations specialists, safety and health specialists, communications associates in the field, as well as the personnel resources that are headquartered in Albany. Total staff costs in the current budget amount to \$22,300,000.

-Costs related to legal services including regional attorney fees, grievance arbitration and disciplinary costs, labor board costs, court costs, and litigation disbursements which total \$2,170,000 in the 1996-97 budget.

-Expenses related to the ever-expanding demand for training, including programs for election committees and officers in 1998, as well as the specialized separate training sessions for Secretaries and for Treasurers, and a new training program for Presidents of Locals and Units.

-Reimbursements to Locals for delegate expenses to attend the Annual Delegates Meetings.

-Costs related to providing promotional items which are distributed at conventions, workshops, informational meetings, health fairs, and Region, Local, and Unit meetings.

Many of our Union's battles are fought on a statewide basis. The annual state budget struggle, as well as efforts to educate our members about Welfare Reform, to influence the legislation implementing Workfare, and to hold off decertification attempts by Local

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424, all draw on the statewide union's resources. As we prepare to become a union that makes organizing a priority, while maintaining the same high quality of services to our members, it is essential that we be able to ensure the financial strength of the statewide union. ALL MEMBERS AND LOCALS BENEFIT FROM OUR STRENGTH IN NUMBERS. All Locals have benefited from the improved communication resources we have in place. Some Locals now provide their members information as part of statewide mailings at significant savings. We have established a Web page on the Internet that our members can visit to obtain information on many of our programs. Our automated phone system has been used by Locals and Units to provide negotiations updates, for meeting reminders, to conduct member surveys and to communicate political campaign information. All Locals have benefited from the Member Benefits Department which was created without adding new personnel. Members have direct access to information about various benefits of membership by calling department staff at Headquarters and from staff attendance at Local and Unit Information Days, Health Fairs, and Membership Meetings. These enhanced services are funded by the already limited resources of the statewide treasury. If adopted as proposed, this change would provide a positive adjustment of approximately \$2 million in the general fund of CSEA.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

Introduction to Proposal 3

As the Union prepares for the next century and embarks on the "Organizing to Change/Changing to Organize" campaign, certain structural changes become necessary. Finding the internal resources with which to support this massive undertaking, while at the same time remaining financially able to continue our historic level of services for our members, means that we must reach deep within to find viable ways of doing our business more efficiently, more expeditiously, and more effectively than in the past. One area in which we have continuously spent large sums of money annually and had to divert major staff resources away from our focus on service and growth has been our election process. Every year the Statewide

Election Committee is charged with conducting a major election which, in terms of both dollars and time, drains our limited resources disproportionately and dysfunctionally. For several years we have been under a lot of pressure to streamline the election process, to eliminate the continuous election cycles, and to make the election process more meaningful in terms of candidate viability and voter participation. The ten Statewide Officers have proposed to the Committee that it seriously consider changing the way in which we elect our Statewide officers by moving the responsibility for selecting our leadership to the elected delegates, who are ultimately responsible for setting the direction of the union. The Committee has taken this proposal and considered numerous ways of accomplishing it. The Committee has reviewed our International's Constitution for guidance and determined that the following is the most viable approach.

(3) The following proposal to amend the By-Laws is submitted by the ten Statewide Officers.

ARTICLE I. Officers

Section 1. PRESIDENT. TEXT REMAINS THE SAME

Section 2. EXECUTIVE VICE PRESIDENT. TEXT REMAINS THE SAME

Section 3. VICE PRESIDENTS. TEXT REMAINS THE SAME

Section 4. TREASURER. TEXT REMAINS THE SAME

Section 5. SECRETARY. TEXT REMAINS THE SAME

Section 6.

(a) The Officers of the Association, President, Executive Vice President, six Vice Presidents, Secretary and Treasurer shall be elected every four years by the Delegate body at the Annual Meeting, commencing with the 1999 Annual Meeting. Such elections shall be held in accordance with Article III of these By-laws. These officers shall by virtue of their office be designated as voting delegates at all meetings of the Association.

(b) Vacancy in the office of President shall be filled by the Executive Vice President. Vacancy in the office of Executive Vice President shall be filled by the Board of Directors by electing any one of the six Vice Presidents, the Secretary or the Treasurer. A vacancy in the term of any of the Vice Presidents shall be filled according to the Region Constitution. Vacancies in the office of Secretary and Treasurer may be filled for the remainder of the term by the Board of Directors. No

person elected to a position as an officer of the Association shall remain an officer of a Local or Unit.

Section 7. HONORARIA. TEXT REMAINS THE SAME

ARTICLE III. Statewide Elections Section

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

Write-in votes are prohibited.

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

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

Section 2. ASSOCIATION OFFICERS. The President, Executive Vice President, Secretary and Treasurer of the Association shall be elected by secret ballot every four years by the Delegate body at the Annual Meeting. The six Vice Presidents of the Association shall be elected for a term of four years, by the delegates from their respective region, such elections to be conducted concurrent with the statewide elections at the Annual Meeting.

(a) NOMINATIONS. Nominations for the offices of President, Executive Vice President, Secretary and Treasurer shall be conducted at a general business session and no nominating committee shall be used. Any duly seated delegate may nominate any eligible member for the office of President, Executive Vice President, Secretary or Treasurer. The delegates shall be divided by Region for the purpose of nominations for the Region officer positions for their Region. Any delegate may nominate any eligible member for any region office to represent the delegate's own region. Following the nominating procedures, nominees shall be afforded the opportunity to decline, and the name of any person so declining shall not appear on any ballot. No person shall be a candidate for more than one office. Any challenge concerning the eligibility of any nominee shall be filed in writing with the Chair of the Statewide Election Committee prior to the opening of the next business session of the Annual Meeting following the business session at which nominations are conducted. The Statewide Election Committee shall report on the eligibility of all nominees prior to the election. All nominees declared eligible by the

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Statewide Election Committee shall appear on the respective ballot as a candidate for office.

(b) In any case where there is only one eligible nominee for office, the unopposed candidate shall be declared elected. In all other instances elections shall be conducted by secret ballot.

The names of the candidates for President, Executive Vice President, Secretary and Treasurer shall not appear on the same ballot with the candidates for Region office. No paper ballot shall have a value of more than 100 votes and any delegate entitled to cast more than 100 votes shall be given additional ballots to make up the total number of votes to which such delegate is entitled. Write-in votes shall not be valid for any purpose.

(c) Any delegate desiring to protest the conduct of the election shall lodge a written protest immediately with the Statewide Election Committee.

(d) The Statewide Election Committee shall report to the Delegate body the results of the balloting, together with its determination on any protests which have been lodged regarding the conduct of the election.

(e) Except as set forth hereinafter, all officers elected at the convention shall take office as the last order of business prior to final adjournment or at three o'clock on the afternoon of the last day of the convention, whichever is earlier. Upon assuming office, each new officer shall subscribe to the oath of office as prescribed by the Board of Directors prior to assuming the duties of their respective offices. In election year 1999 only, the term of office for the Association President, Executive Vice President, Secretary and Treasurer shall commence July 1, 2000 and continue until the Annual Meeting in the election year 2003 when the new terms shall begin as set forth above.

(f) The Board of Directors may employ an independent agency which shall assist the Statewide Election Committee with the conduct of the election.

Section 3. EXECUTIVE COMMITTEES. For members of the State Executive Committee, the Local Government Executive Committee, and the Retiree Executive Committee, 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.

(a) Persons holding office as a

member of the State Executive Committee or of the Local Government Executive Committee shall serve for concurrent terms of (4) years or until their successors shall have qualified, except that solely for the term commencing July 1, 1998, their term shall be for two (2) years.

(b) Balloting is to be conducted between May 15 and June 15 of the election year.

(c) Only CSEA members in good standing as of April 1 of the election year will be eligible to vote in the election.

Section [3] 4. ELECTION PROTEST. Except as modified by Section 2 above, [A]ny member believing himself or herself aggrieved by any aspect of the nomination or election process may file a written protest with the Statewide Election Committee, Civil Service Employees Association, Inc., 143 Washington Avenue, Albany, New York 12210 by certified mail, return receipt requested. Such written protest must be postmarked within ten (10) calendar days after the member first knew or should have known of the act or omission complained of. Notice of such protest must also be sent by certified mail, return receipt requested, to all other candidates, by the Election Committee. The protest must include the member's signed statement, supported by necessary documentary proof, containing a short and plain statement of the facts upon which the member relies to show that he or she has been aggrieved. Each election protest must contain the name, address and telephone number of the member protesting the election and a statement that all other candidates have been notified of the protest.

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

to determine whether in fact the protest is valid.

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

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

Explanation: This proposal changes the way we elect our Statewide Officers. As we take our rightful place in the labor movement by organizing to change and changing to organize, we must allocate a greater portion of our dues money to services and organizing. Every avenue for finding effective ways to reallocate resources is being and will continue to be pursued. This is a difficult task, as we must maintain our historic quality services, while at the same time expanding our size and thereby needing even more service ability. The labor movement is at a crossroads and its ability to be flexible and creative, while at the same time being bold and courageous, is imperative to any success we will have as a social and political force in the next century. This proposal will have the effect of freeing resources, both in terms of money and in terms of staff and activist time, while at the same time responsibly addressing the hue and cry of our membership to streamline and rationalize our cumbersome and never-ending election process.

Our elected delegates are charged with the responsibility of setting the direction of the union and ensuring that the union is responsible to the membership. This proposal goes a step further by placing the responsibility for selecting our Officers with our delegates, who are elected by the membership.

Members know their own officers and elected delegates best. Our members will continue to have effective participation in the choice of officers in the region and statewide, by virtue of their ability to choose local officers and delegates and the direction they give to those local elected officials regarding the statewide and region elections.

It is a fact that major unions in this country do not have member-direct election of officers. We are a major union in this country and this proposal would place us along side other unions of our stature and influence, in having delegates elect our officers.

While the cost for conducting statewide elections is ever increasing, there is a steady decline in the number of members who avail themselves of the opportunity to vote in elections. For example, in the 1988 Statewide election, **24.2%** of our members voted; in the 1991 Statewide election, **20.6%** of our members voted; and in 1994, **15.8%** of the members voted. This is an overall decrease of **8.4%** in voter participation. In the 1993 Region Officer elections, **21.2%** of the members voted, while in 1996 only **15.3%** of the members voted. This is a decrease in voter participation of **5.9%**.

The cost of direct elections for statewide and regional officers exceeds \$200,000 per cycle. This figure reflects only the independent agency costs. In addition, there are the unavoidable staff and Election Committee costs and time which must be considered when assessing the overall "costs" of any election cycle. In the case of elections, there are innumerable staff hours spent on telephone and written inquiries, on computer services and print shop tasks, on communications and *Public Sector* matters, and on records maintenance and legal department functions. Then, there is also the time of the Election Committee members both in terms of pre-election meeting time to establish and review the election notices and related documents, as well as the post-election time for protests. Taken together, this is a major expenditure of money and time.

Postage costs (which are a major part of the mail ballot election costs) continue to rise, and additional costs for candidates to campaign and reach the membership continues to outstrip most members' ability to run a meaningful campaign, or, for that matter, even to run for office at all.

When considering the low
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participation levels and the broader national practice amongst major unions to replace direct member voting for officers with convention voting by the elected delegates, along with the large cost factor, these realities make turning to delegate elections for statewide and region officers the most sensible and effective choice for us at this time.

The proposal also gives the Board of Directors a four-year term which will create additional substantial savings in terms of both time and money. A Board of Directors election costs the union about \$85,000 for the independent agency each time the Board election is run. Extending the term for Board of Directors by one year will further enhance our ability to allocate our valuable resources better and more broadly, towards both member services and organizing efforts. Additionally, extending the term to four years will place all elections for positions at the state level in the same year, thereby creating greater cohesiveness to the planning and administration of union programs and policy.

It is the intention of the proposal that all region officers will be elected at the same time and in the same manner as the Region Presidents, that is by the region delegates at the Annual Meeting. Upon passage of this proposal, the necessary language changes will be presented to the Board of Directors for amending the Region Constitution.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

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

(1) The following proposal is submitted by the Committee as a necessary result of the previous proposal amending the By-Laws to reflect delegate elections of our ten statewide officers.

ARTICLE IV. Organization of the Association

Section 1. DIVISIONS. TEXT REMAINS THE SAME

Section 2. BOARD OF DIRECTORS. TEXT REMAINS THE SAME

Section 3. TEXT REMAINS THE SAME

Section 4. DIRECTORS' COMMITTEE. TEXT REMAINS THE

SAME

[Section 5. OFFICERS.] DELETE ENTIRE SECTION

[Section 6. OATH.] DELETE ENTIRE SECTION

Explanation: Sections 5 and 6 of Article IV are neither necessary nor appropriate in the Constitution as a result of the amendments to the By-Laws to provide for delegate elections of the statewide officers. All of the election provisions being deleted from this Article are recreated as appropriate in By-Laws Articles I and III.

THE COMMITTEE RECOMMENDS THE APPROVAL OF THIS AMENDMENT.

(2) The following proposal is also submitted by the Committee as a necessary result of the By-Laws amendment extending the term of office for State and Local Government Executive Committee members to four years.

ARTICLE VI. State Division
Section 1. STATE EXECUTIVE COMMITTEE. The power and authority to transact business relating to state employees shall, except as provided herein, be vested in a State Executive Committee. The State Executive Committee shall consist of the officers of the

Association, and one representative from each State Department. The Judiciary, the State University, the Waterfront Commission and state public authorities as one unit, shall be deemed State Departments. The Teachers' Retirement System shall be deemed a State Department. Each State Department with more than 3,000 members as of January 1 of the election year shall, for the term of office beginning the following July, be entitled to one representative on the State Executive Committee for each 3,000 members or major fraction thereof. The members of the Department of Mental Hygiene shall be elected by Region. In all other departments entitled to more than one representative on the Board of Directors, members shall be elected from the departments on an at-large basis. The State Executive Committee shall elect from its membership one member to be known as the Chairperson of the State Executive Committee and one member to be known as the Vice Chairperson of the State Executive Committee. The State Executive Committee may create one or more subcommittees to perform such duties as the State Executive Committee shall delegate. Each department representative shall be elected by ballot by the members in that person's department in the manner prescribed in the By-Laws.

No person shall be eligible for nomination unless that person shall have been a member in good standing of the CSEA since June 1 of the year preceding the election. [They shall hold office for a term of three (3) years or until their successors shall have qualified, except that solely for the term commencing July 1, 1998, their term shall be for two (2) years.] Vacancies in the office of the State Department representatives including termination of employment with the Department may be filled for the remainder of the term by the President of the Association, from name(s) submitted by the affected Local(s), without an election with the approval of the State Executive Committee. No statewide officer shall be eligible to be a candidate for any position on the State Executive Committee. If the office of Chairperson becomes vacant, the Vice Chairperson shall succeed to the office of Chairperson and a new Vice Chairperson will be elected by the State Executive Committee at its next scheduled meeting. Failure to assume the higher office will result in automatic removal from the office currently held.

Section 2. TEXT REMAINS THE SAME

Section 3. TEXT REMAINS THE SAME

ARTICLE VII. Local Government Division

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

term of office beginning the following July, be entitled to one additional representative. The Local Government Executive Committee may create one or more subcommittees to perform such duties as the Local Government Executive Committee shall delegate.

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

Section 2. TEXT REMAINS THE SAME

Section 3. TEXT REMAINS THE SAME

Explanation: This language is no longer necessary or appropriate based upon the earlier amendment to the By-Laws extending the Board members' terms to four years. The terms of office for both the State and Local Government Executive Committees are set forth in the new language of Article III of the By-Laws as relates to the election of members of those Committees.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

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

ARTICLE X. Delegates

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Section 2. DELEGATE DUTIES.

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

(b) TEXT REMAINS THE SAME.

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

THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

THE FOLLOWING ITEMS ARE PRESENTED TO THE DELEGATES BY THE COMMITTEE AS ADDITIONAL PROPOSED AMENDMENTS TO THE BY-LAWS. THESE PROPOSALS HAVE BEEN RECEIVED FROM BROTHER AND SISTER ACTIVISTS.

(1) The following proposal is submitted by Brothers Daniel L. Jean and Len Foster, Region 5, Onondaga County Local 834.

ARTICLE II. Meetings

Section 1. ANNUAL MEETING.

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

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

[Any resolutions which are to be submitted for action by the delegate body concerning any subject matter must be submitted to the Secretary of the Association by May 15 of the year of the Annual Meeting at which the resolution will be considered. The Secretary will forward the resolution to the Resolutions Committee for study and recommendation to the delegate body. The Resolutions Committee will publish the resolutions together with its recommendations in the official newspaper of CSEA at least fifteen (15) days prior to the beginning of the Annual Meeting at which the resolutions will be considered. Any resolution which does not comply with this provision can be presented for action to the delegate body only upon the affirmative vote of two-thirds of the delegates present at the delegate meeting.]

All resolutions shall be submitted to the Statewide Secretary who will forward them to the Resolution Committee for recommendation to the Board of Directors where they

will be considered at the meeting following receipt of the Resolution Committee's recommendation. The Resolution Committee shall publish all proposed resolutions together with their recommendations and any actions taken by the Board of Directors in the official paper of CSEA at least fifteen days prior to the Annual Delegates Meeting. Any resolution reported on by the Resolution Committee to the Board of Directors, may, with the approval of the Delegate body be brought before the Delegates at the Annual Delegates Meeting for the sole purpose of appealing the decision of the Board of Directors. Resolutions may not be amended by the Delegate body.

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

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

(b) TEXT REMAINS THE SAME.

Explanation: The justification presented with the proposal is as follows: "The effectiveness of a resolution can be greatly diminished when it is untimely. By having the Board of Directors vote on resolutions it enables CSEA to act more swiftly to events that effect CSEA. At the same time it allows more time at the Delegate meetings for other business." The Committee believes that this proposal is unnecessary. Resolutions are the work of the Delegates and not of the Board of Directors. The entire resolutions process has been revamped and streamlined by the Resolutions Committee over the past couple of years such that all resolutions received in a timely fashion are fully considered, referred for input where necessary, and reported out to the Delegates with appropriate and timely recommendations. The cost of bringing in the Resolutions Committee every 6 or 8 weeks to coincide with Board meetings is

prohibitive. Matters requiring timely action or consideration by the Board which may also require or be appropriate for Delegate action by way of a resolution are taken up by the Board in the due course of its regular business. A good example of this is the Board's timely consideration of many organizational issues relating to Workfare. In addition, based on the Resolutions Committee's more efficient and thorough deliberation, there has been ample time at the Annual Meeting for consideration of any new business as part of the general business sessions of the Delegate body. Accordingly, the Committee can find no basis for supporting this proposal.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS AMENDMENT.

(2) The following proposal is submitted by the statewide Election Committee.

ARTICLE III. Statewide Elections Section 3. ELECTION PROTEST.

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

If the statewide Election Committee determines that the signed statement and supporting proof establish that the member has been aggrieved by an aspect of the election process, it shall sustain the protest and take any other action which it deems appropriate in order to remedy the situation. If the statewide Election Committee determines that the signed statement and supporting proof fails to establish a violation of any

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Proposed amendments to CSEA's Constitution and By-Laws

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of the election procedures, it shall dismiss the protest and so notify the member. If the statewide Election Committee determines that the signed statement and supporting proof raises a question of fact which, if resolved in favor of the member, would establish that there has been a violation of the election procedures, it shall hold a hearing to determine whether in fact the protest is valid.

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

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

Explanation: Last year the delegates supported a proposal to modify the protest procedures whereby the statewide Election Committee is now responsible for notifying candidates of any protests received in statewide, region or board elections. As a result of this change, which the delegates made last year, certain other language changes have to be made to conform to the original intent of last year's proposal and this language is no longer needed.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

(3) The following proposal was submitted by Charles Peritore, Chair, on behalf of the Retiree Executive Committee.

ARTICLE IV. Finance Section 2. DUES AND SHOP FEES.

(a) TEXT REMAINS THE SAME.
(b) TEXT REMAINS THE SAME.
(c) RETIRED MEMBERS.
Effective October 1, 1991, the annual membership dues of retired members shall be twelve dollars (\$12.00), fifty (50) cents of which,

exclusive of rebates, shall be put in the political action fund. [Upon reaching age eighty (80), a retired member shall become a fully paid lifetime member without further dues payment.]

(d) TEXT REMAINS THE SAME.

(e) TEXT REMAINS THE SAME.

(f) TEXT REMAINS THE SAME.

Explanation: At the 1995 Annual Delegates Meeting the Retiree Division proposed the creation of an honorary lifetime membership without further dues payment for its more senior members, based on their financial status in some instances, and in recognition of their long years of membership and service to the Union. In reporting out the proposal, the Committee initially set the age for such recognition at 90 years of age. The Delegates, in response to the discussion at the Annual Meeting, sent the proposal back to the Committee for further consideration of the age at which such recognition would be available, based on expressed concerns that such honorary membership should be available before 90 years of age. In 1996, the proposal was placed before the Delegates for a second time, this time with the operative age being 80 years old and this time, again, with the support of the Retiree Division. The Delegates passed the proposal as modified and it became part of the By-Laws as amended in October 1996. In February of 1997, the Retiree Division Chair wrote to President Donohue, expressing certain reservations which the Retiree Division now had with the honorary membership program. Those concerns included (a) revenue loss to the Union; (b) reduction of rebates to Retiree Locals and Units; (c) the question of "membership in good standing" with regard to running for elected office in the Retiree Division and other instances where official membership comes into play with respect to the functioning of the Retiree Division; and finally (d) the problem of implementing the policy in and of itself, since we do not maintain the birthdates of members presently.

With the foregoing in mind, the Retiree Executive Committee passed a motion seeking the delay in overall implementation of this honorary retiree membership proviso to the Constitution and By-Laws until autumn of the year 2000 and recommended that this entire issue be referred back to the Constitution and By-Laws Committee for reconsideration in its entirety. Given the history of the proposal, the Committee is

constrained to make no recommendation on this newest proposal and leaves the decision up to the esteemed delegate body. For purposes of placing the matter on the floor for discussion, the Committee moves the adoption of the amendment.

THE COMMITTEE MAKES NO RECOMMENDATION ON THIS AMENDMENT.

(4) The following proposal was submitted by the Statewide Election Committee.

ARTICLE IV. Finance Section 2. DUES AND SHOP FEES

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

Explanation: CSEA By-Laws Article IV allows for gratuitous membership status for up to one year in instances involving the member's disability due to accident, illness, maternity or paternity leave, and in situations of layoff. The purpose of this status is to allow for such members to remain as members for insurance coverage purposes and other similar purposes during the term of their leave without pay. However, to run for or hold CSEA office one must have been "a member in good standing" since June 1 of the year preceding the election. Gratuitous membership status does not constitute "good standing" for election purposes. During the 1995 Local and Unit election cycle and prior, the Statewide Election Committee was presented with many election situations in which individuals seeking office were found to be ineligible to be candidates for office because they had been on gratuitous status for some time during the preceding eligibility year. The fact that their gratuitous membership status did not constitute "good standing" for election purposes came as a

surprise to many of those potential candidates, some of whom were longtime CSEA activists. Accordingly, the SEC believes that there is sufficient confusion among the membership, who are of the mind that one can run for office while on a gratuitous status, to warrant clarification by the inclusion of this proposed language. Other efforts to educate the membership as to the value of maintaining their full membership status have included regular reminders of the value of such membership appearing in each edition of *The Public Sector*.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

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

ARTICLE IV. Finance Section 3. REFUND AND REIMBURSEMENT.

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

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

(b) through (f) TEXT REMAINS THE SAME.

Explanation: When submitted, this proposal did not have a separate justification but from clarification provided by Brother Nash since the referral back to the Committee, it is clear that Brother Nash is looking to insure that all delegates remain at the business sessions of any delegates' meetings

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Proposed amendments to CSEA's Constitution and By-Laws

(Continued from previous page)

until the completion of the meeting. The proposal seeks to provide an extra night's reimbursement for any delegate whose transportation options mandate a stay beyond the close of the meeting in order to be present for the full meeting. In addition, the proposal seeks reimbursement from delegates who leave before the close of the meeting. Our present procedures allow for a Local to approve an extra night's lodging and meals at either end of the delegates' meeting, where travel arrangements and costs warrant. In addition, under present rules, it is proper practice for a delegate to return any advanced monies received for meeting days he/she does not attend, due either to emergency or non-emergency changes of plans. Thus, the Committee believes that this proposal adds nothing to the existing requirements or procedures already in place to handle early/late arrivals or early/late departures. Those Locals that do not allow for such flexibility or do not follow up to recoup inappropriate advances ought to review their procedures to insure proper use of local funds. With the additional language proposed in the earlier related item amending Constitution Article X, Delegate Duties, and supported by the Committee, the Committee finds no basis to change its negative recommendation on this additional proposal.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS AMENDMENT.

(6) The following proposal was submitted by the Methods and Procedures Committee.

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

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

(a) All standing committees must meet at least [three times] once annually and any member of a standing committee failing to attend [two consecutive] meetings without proper notification to the committee chairperson shall be determined to have resigned from the committee.

(b) TEXT REMAINS THE SAME.

(c) TEXT REMAINS THE SAME.

(d) TEXT REMAINS THE SAME.

(e) TEXT REMAINS THE SAME.

Explanation: The justification presented with the proposal is as follows: "Many standing committees can and do accomplish their stated business by meeting only once annually and only meet more often because of the Constitutional requirement to do so. This is a waste of time, effort and money, if there is no pressing business to conduct. This proposed change does not prohibit the committees from meeting more often, if needed, but it does not force them to meet just to be in compliance with the Constitution." The Committee supports the efficiencies of this proposal in terms of time and fiscal soundness, particularly in these times of financial stress and excessive demands on activists' time for organizational purposes.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

(7) The following proposal was submitted by the Methods and Procedures Committee.

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

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

Explanation: The justification presented with the proposal is as follows: "Due to the fact that no other CSEA committee has that word as part of their title, and due to the fact that other special interest committees (i.e. Women's, Veterans and Human Rights) do not have the word Advisory as part of their title, and due to the fact that most CSEA Committees render advice to the President or Delegate Body as part of their overall responsibilities, we respectfully submit that the word Advisory is inappropriate for this Committee's title and should be deleted. This Committee would then follow the title structure of all other CSEA Committees."

THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

UNFINISHED BUSINESS

(1) The Committee received a petition seeking a change in the current dues structure indicating that the signers wished to return to a single dues rate structure, without any indication as to what dues they intended to apply across the membership. As the petition was not submitted as an actual proposal and it lacked the necessary information as to dues amount necessary for the Committee to do a thoughtful analysis, the Committee is unable to report this submission out this year and has requested that if the proposers wish to proceed with this matter, they provide the Committee with the specific dues they are seeking to impose, so that the appropriate financial analysis as to the proposal's impact may be done and presented to the delegates at a future Annual Meeting. Analysis incomplete.

(2) The Committee received a proposal to amend By-Laws, Article III, Section 3, regarding notification

of protests and the opportunity for affected candidates to offer evidence to the Standing Election Committee prior to it making any determination on such protest. The Committee referred the matter to the Standing Election Committee for its review and recommendations on what action, if any, should be taken by way of amendment to Constitutional or By-Law language. Analysis incomplete.

(3) Last year the Committee received and reviewed a proposal for the creation of a Judiciary Division and reported the proposal out with a recommendation for disapproval. At the request of the proponents, the proposal was referred back to the Committee by the delegates for further analysis and review. The Committee sent a letter to the proponents requesting that they provide additional information. The Committee received a response back stating that it was the proponents' intent to resubmit language substantially similar to that which had already been submitted and to provide additional arguments which they felt would convince the Committee to render a favorable recommendation in 1997. The Committee did not receive any additional information from the proposers and therefore reports this matter out as unfinished business. Analysis incomplete.

(4) The Committee received a proposal to change the name of the Personnel Committee to the Human Resources Committee. The proposer has requested additional time to submit further background information for review and consideration. Analysis incomplete.

ALL CORRESPONDENCE REGARDING RESOLUTIONS AND/OR PROPOSED AMENDMENTS RECEIVED BY THE COMMITTEE AS OF THE CONSTITUTIONAL DEADLINE OF MAY 15, 1997, HAVE BEEN REVIEWED. APPROPRIATE RESPONSES HAVE BEEN DIRECTED TO THE INDIVIDUALS.

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

Proposed RESOLUTIONS

to be presented for the consideration of delegates attending CSEA's 87th Annual Delegates Meeting Sept. 22 - 26 in Buffalo

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

1 Rescindment of Section 217 of the Kennedy/Kassenbaum Health Insurance Portability and Accountability Act of 1996

Submitted by Local 918 Delegate Lavarne (Lee) Pound

The resolution proposes that CSEA support passage of House of Representatives bill 216 which would eliminate Section 217 of the Health Insurance Portability and Accountability Act, which reads: "Whoever knowingly and willfully disposes of assets (including any transfer in trust) in order for an individual to become eligible for Medicaid will be guilty of a Felony."

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

2 Let the Bureau of Labor Statistics continue to establish the CPI

Submitted by Local 918 Delegate Lavarne (Lee) Pound

The resolution resolves that CSEA lobbyists urge Congress and President Clinton to not reduce the Social Security Cost of Living Adjustment (COLA) and urge AFSCME to lobby federal officials to continue to allow the Bureau of Labor Statistics to determine the Consumer Price Index (CPI).

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

3 The New York Health Reform Act of 1996

Submitted by Local 918 Delegate Lavarne (Lee) Pound

The resolution proposes that CSEA's Political Action Committee lobby for rescindment of that section of the New York Health Reform Act of 1996 that required health care providers to assess an 8.18% surtax on all laboratory charges, x-rays, services received in hospitals and ambulatory surgical centers.

The Resolutions Committee recommends defeat of this resolution as not in the best interest of CSEA.

4 Retroactive retirement service credit for 10-month school-related personnel

Submitted by Local 865 Delegate Denis Midnet

The resolution resolves that CSEA continue to diligently pursue legislation which would allow school-related personnel in Retirement Tiers II, III and IV who have worked a full school calendar year (10 months) to receive a full year (12 months) of service credit for retirement purposes, retroactive from 1989 to the date of hire, without reimbursement costs to the employees.

The Resolutions Committee recommends this resolution be adopted as amended.

The Resolutions Committee met on June 3, 1997 and July 16, 1997. Members of the Resolutions Committee are Karen Spofford, chair; Paul D'Aleo, Diane Gamache, Mike Febraio, Andrea Frank, Dan Lasky, David Lawson, Barry Malone, Jim McHugh, Bob Nurse, Lloyd Roberts, Grace Roy and Dutch Wade.

5 Bilingual agreement between CSEA and the State of New York - OSU, ASU, ISU, DMNA for 1999 to 2003

Submitted by Local 637 Delegate Patrick Nikkels

The resolution resolves that CSEA explore the feasibility and practicality of CSEA and the state providing a supply of the next CSEA-NYS labor agreements printed in Spanish.

The Resolutions Committee recommends this resolution be adopted as amended.

6 CSEA's plan for real welfare reform

Submitted by CSEA Executive Vice President Mary Sullivan on behalf of the CSEA statewide officers

The resolution resolves that CSEA take action to insure that CSEA members are not harmed by welfare reform, including that the existing work force is not displaced; public assistance programs are not contracted out; working welfare recipients be placed in real jobs with full employment rights; adequate funds be made available for child care, education and training programs; all parts of the state be treated equally, and all people in need be eligible for Medicaid.

The Resolutions Committee recommends this resolution be adopted as amended.

7 Elder care

Submitted by Local 351 Delegate Harriet Hart

The resolution resolves that CSEA continue to address members' elder care needs, including advocating for increased state and federal funding; encouraging locals and units to sponsor worksite elder care info fairs; continue negotiating family-oriented policies such as flex-time, part-time work and job sharing; negotiating dependent care benefits, and expanding "dependent" to include dependent elders in health insurance eligibility.

The Resolutions Committee recommends this resolution be adopted as amended.

8 Carpal tunnel syndrome and the New York State Workers' Compensation system

Submitted by Local 351 Delegate Harriet Hart and Local 012 Delegate Doris Cota

The resolution resolves that CSEA initiate discussions with the State Insurance Fund and Workers' Compensation Board to change the Fund's policy of widespread controversion of carpal tunnel claims and review such claims as any other occupational injury or illness. Additionally, that CSEA aggressively pursue legislation and initiatives to address unwarranted time delays in the Workers' Compensation controversion and adjudication process and ensure equal treatment for all.

The Resolutions Committee recommends this resolution be adopted as amended.

PART 8 IN A SERIES in conjunction with the 20th anniversary of *The Public Sector*, exploring significant events in CSEA's history through the eyes of CSEA members.

1910¹⁹¹⁸ 1929 1931 1942 1952 1962 1978 1997²⁰⁰⁰

LEAP: a launch pad to success for members

"The road to success is always under construction" is LEAP's motto.

"Now what the heck is LEAP?" CSEA members reading about it for the first time in *The Public Sector* 15 years ago probably wondered.

CSEA negotiators back then proved to be visionaries, bargaining to include the Labor Education Action Program (LEAP) into the 1982 state contract. LEAP has since opened the doors of higher education to 100,000 CSEA members.

"A lot of people would not be going to school without this benefit," said LEAP's Assistant Director Dr. Harvey Huth, who pointed out that the average cost of a four-credit college course has risen to \$548.

Since 1989, LEAPline advisors at 1-800-253-4332 have answered thousands of questions about financial aid, career and mobility counseling, GED help or civil service test preparation booklets and videos.

LEAP staff also set up project REACH for brush-ups in reading, writing, math and English language, leading to advancement for many CSEA members.

CSEA's LEAP helps 6,500 members attend college each year using a tuition voucher system that, since 1991, is accepted by more than 160 colleges, universities and BOCES. With a tuition voucher at participating institutions, CSEA members don't have to wait for reimbursement.

"CSEA's LEAP vouchers have become a national model. We've gotten inquiries from many other states and from as far away as Brazil asking how we did this," Huth said.

Through a network of 180 CSEA Local LEAP Liaison activists begun in 1992, LEAP works constantly to improve.

"Demand has definitely been increasing, but the cost of tuition has skyrocketed," Huth said. "Funding for LEAP has not kept pace with this increase."

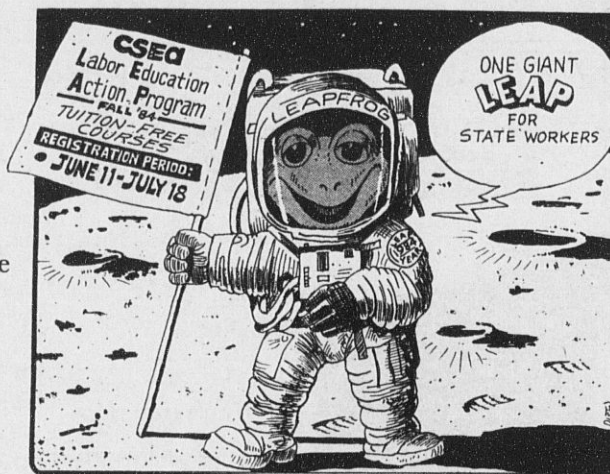
When LEAP began, SUNY tuition was \$45 per credit hour. Now it's \$137. Yet the state's LEAP funding level has not increased.

This year CSEA Onondaga County Local 834 became the first local government local to offer LEAP telephone advisement services to its members. LEAP Director Ira Baumgarten said efforts are continuing to expand LEAP services to additional CSEA local government members.

LEAP's role is more important than ever because the quality of the public work force matters even more as we move toward a higher tech 21st century, Baumgarten said.

Baumgarten credits Tom Quimby, the former union staffer who, in 1982, most helped bring LEAP to life by his unshakable belief in educational opportunities for CSEA members as the path to success.

"The most rewarding aspect of working with LEAP is helping people succeed and discover how good they really are by going to school," Huth said. "Success is there just waiting to happen. It's a major effort and sacrifice going to school, but it changes lives. The success stories of CSEA members keep us all going." — Lilly Gioia



This cartoon ran in *The Public Sector* in 1984.

**Charles Sedita,
Law Department
Local 010**

"I am very grateful to LEAP because it helped me graduate from Queens College in June 1996 with a bachelor's degree majoring in English and creative writing and minoring in secondary education. When my co-worker encouraged me to return to school I made the excuse that I'd be 53 by the time I got a degree.

"So what," she said, "you're going to be 53 anyway aren't you?" So I went back to school and am now working toward a master's in English. The LEAP tuition benefit really helps."



Terrence Irving, Division of Parole, Local 009

"The LEAP program is wonderful! I only need 20 more credits for my bachelor's degree. If it weren't for LEAP, I wouldn't have gotten as far as I have. I'm working toward my bachelor's in business administration and psychology at Marist College... It's a lot of work and sometimes I lose enthusiasm, but when I see other people there my age and I see how they're fighting to keep up, it motivates me to go on."

CIVIL SERVICE EMPLOYEES ASSOCIATION

LEAP

LABOR EDUCATION ACTION PROGRAM

**LEAPLINE
1-800-253-4332**

LEAP deadline approaching for winter/spring semester applications

It's time to apply to LEAP for winter/spring '98 tuition benefits.

Catalogs and application forms were mailed Sept. 2 to all eligible employees who applied for a LEAP tuition benefit during the past two semesters. New York state agency personnel and training offices also have a small supply of catalogs. If you did not receive a catalog and are unable to obtain one in your agency, call LEAP at 1-800-253-4332 to obtain one.

The Labor Education Action Program (LEAP) is a tuition benefit program available to members in the Administrative, Operational, and Institutional Services Units, the Division of Military and Naval Affairs Unit and CSEA-represented employees of Health Research Inc., SUNY Construction Fund, Teachers Retirement System and the Unified Court System. Other eligibility requirements are detailed in the catalog.

The application deadline for winter/spring '98

is 5 p.m. Oct. 15, 1997. LEAP funds for the winter/spring semester are committed on Oct. 15; therefore applications cannot be considered after that date.

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

Help make the Heart of New York beat *stronger*

**ORGANIZE
ALL WORKING
PEOPLE**

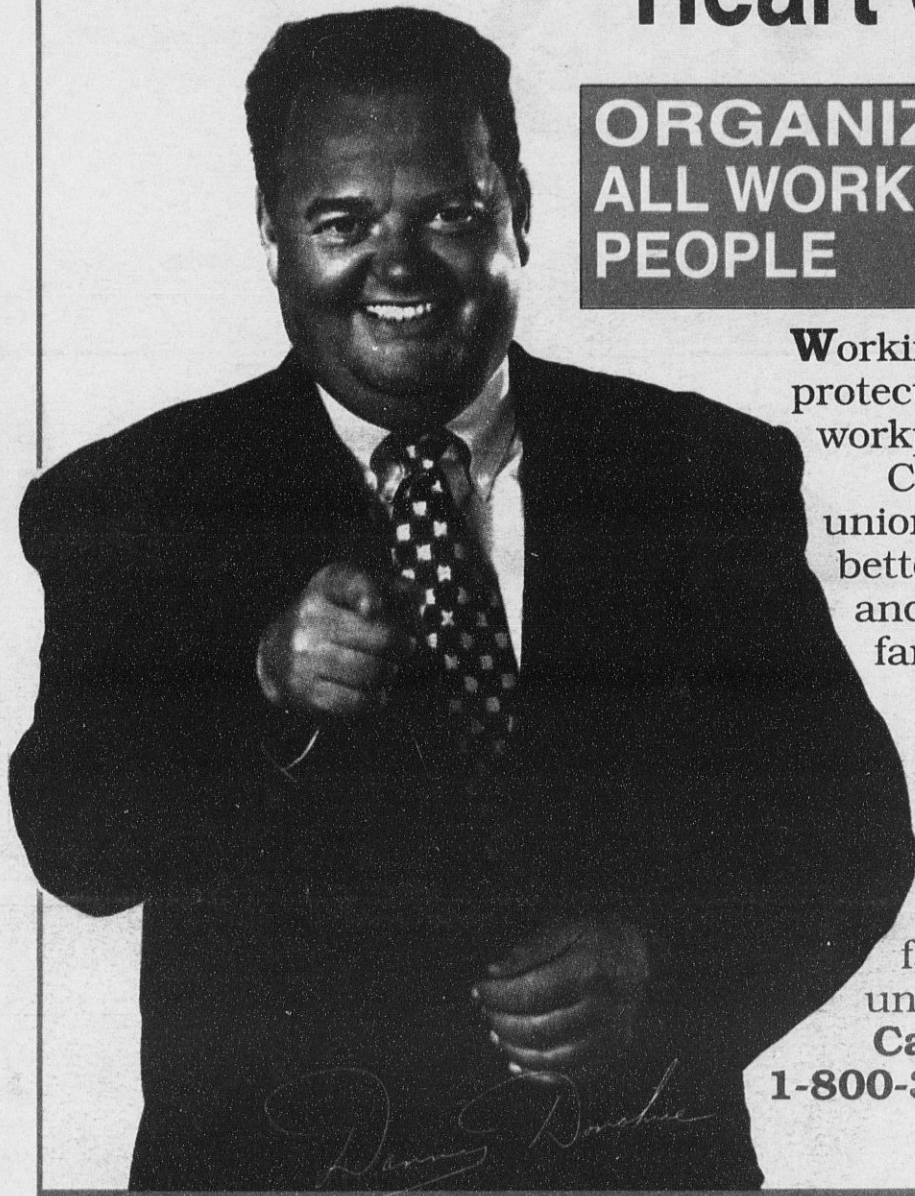
Working people need job security, family protection and respect. And a voice in the workplace.

CSEA earned its reputation as the top union in New York by winning and defending good wages, better benefits and safer, healthier working conditions — and dignity and pride — for all members of the CSEA family.

But far too many of our family, friends and neighbors are forced to do without what unionized workers have achieved. All working people deserve dignity, pride and protection in the workplace.

I urge you to join the CSEA and AFL-CIO effort to organize all working people. Let us know about any family, friends and neighbors of yours that may need a union in their workplace.

**Call the CSEA Organizing Department —
1-800-342-4146 ext. 1300.**



The Work Force
Local 1000, AFSCME, AFL-CIO
Danny Donohue, President

Sector

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Local 1000, AFSCME, AFL-CIO
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SEPTEMBER 1997

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