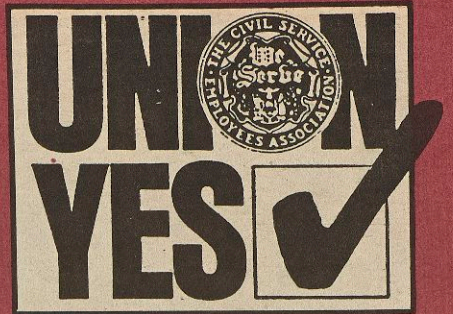


THE PUBLIC SECTOR



Official Publication of The Civil Service Employees Association, Inc., Local 1000,
American Federation of State, County and Municipal Employees, AFL-CIO

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(ISSN 0164 9949)

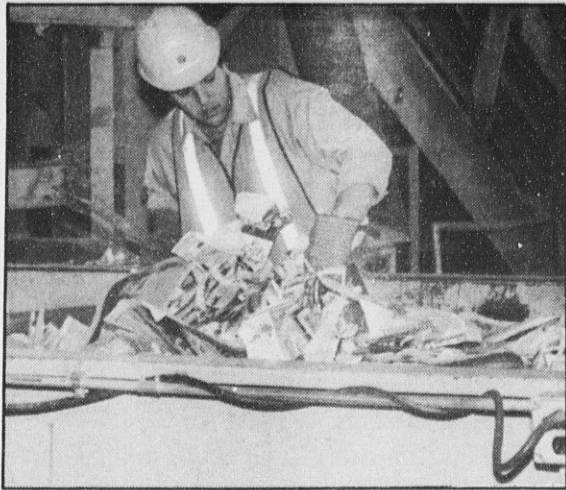
Vol. 11, No. 21
Monday, October 17, 1988

Tripped up by RUGS

CHAUTAUQUA
COUNTY
HOME

Founded in 1832

See page 3



Recycling trash: A success story

— See Page 4



Report of the Constitution and By-Laws Committee

— See Pages 14-18

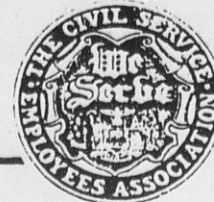


Just clowning around

— See Page 12



NOTICE



NOMINATIONS FOR CSEA STATEWIDE BOARD OF DIRECTORS ELECTION

ALBANY — A special election gets underway Oct. 21 to fill a vacancy on the union's statewide Board of Directors.

Under the union's open election procedures, any member in good standing can have his or her name placed on a ballot by obtaining the required number of CSEA member signatures on an official petition form.

Listed below is the open seat, as well as the number of member signatures required to qualify as a candidate.

Local Government Executive Committee Board Seat: Ulster County

Number of Signatures Required: 129

The union's statewide Election Committee will conduct the balloting.

CSEA's Board of Directors has adopted the following election schedule:

- | | |
|---------|--|
| Oct. 21 | Nominations open. Petitions available from CSEA Southern Region Office, Fishkill, and CSEA headquarters in Albany. |
| Nov. 4 | Final day for nominating petitions to be received at CSEA headquarters, Albany. Deadline is 5 p.m. |
| Nov. 14 | Drawing for ballot position, 2 p.m., at CSEA headquarters. Candidates (or proxies) may attend as observers. Address labels available to candidates for mailing campaign literature. |
| Nov. 14 | Campaign articles printed in <i>The Public Sector</i> . Remarks are the personal statement of the candidate and are not to be construed as reflecting the opinions or beliefs of <i>The Public Sector</i> or CSEA Inc. |
| Nov. 18 | Ballots mailed. |
| Nov. 28 | Replacement ballots available. |
| Dec. 5 | Deadline for return of ballots, 8 a.m. Ballots will be counted and results announced. |
| Dec. 15 | Protest period ends (10 days after official results are announced). |

In order to run for office, a candidate must have been a member in good standing of CSEA since June 1, 1987, and continuously paid membership dues since then. In addition, he or she cannot be a member of a competing labor organization and must not be prohibited from holding office under a penalty imposed by the CSEA statewide Judicial Board.

Essex County board seat filled

Roberta L. Chandler is the newest member of the CSEA statewide Board of Directors.

Chandler won the recent contest for the Essex County board seat. She is a member of CSEA Local 816.

THE PUBLIC SECTOR

Official publication of The Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, 143 Washington Avenue, Albany, New York, 12210

ROGER A. COLE Editor
KATHLEEN DALY Associate Editor

STANLEY HORNAK .. Asst. Dir. of Communications

The Public Sector (445010) is published every other Monday by The Civil Service Employees Association, 143 Washington Avenue, Albany, New York 12210. Publication Office: 143 Washington Avenue, Albany, New York 12210. Second Class Postage paid at Post Office, Albany, New York.

Address changes should be sent to: Civil Service Employees Association, Attn: Membership Department, 143 Washington Avenue, Albany, New York 12210.

COMMUNICATION ASSOCIATES			
SHERYL CARLIN	Region I (516) 273-2280	RON WOFFORD	Region VI (716) 886-0391
LILLY GIOIA	Region II (212) 514-9200	STEPHEN MADARASZ	Headquarters (518) 434-0191
ANITA MANLEY	Region III (914) 896-8180		
DAN CAMPBELL	Region IV (518) 489-5424		
	Region V (315) 451-6330		



• **CSEA spearheads campaign that keeps Chautauqua facility**

HOME SWEET HOME

By Ron Wofford

CSEA Communications Associate

● **MAYVILLE** — A proposal to sell the Chautauqua County Home and Infirmary — strongly opposed by a coalition of CSEA and families of patients at the facility — has been effectively withdrawn by Chautauqua County Executive John Glenzer.

And with the demise of that ill-conceived proposal, CSEA has joined with the county in a campaign to convince the state to revise the formula for reimbursement of public nursing homes.

● The dramatic turn of events means the jobs of more than 200 members of Chautauqua County CSEA Local 807 who work at the facility, and the future of patients at the home, will not be subject to a budgetary axe in the coming fiscal year.

● CSEA launched a campaign to educate the general public about the importance of keeping the county infirmary and home a public facility after the county executive announced his intention to sell the property to private sector interests.

A petition drive gathered hundreds of signatures in opposition to the proposed sale and union representatives testified against the plan at public hearings. CSEA unit employees placed newspaper ads pledging to continue a superior level of patient care during debate over the future of the facility.

● The sale proposal was dropped

following a county Legislature hearing at which more than 30 people, including patients' family members, community groups and concerned individuals all urged keeping the home a public facility. No one expressed support for selling the home.

A joint CSEA-county committee has been established to help gain support to change the state's Resource Utilization Group's Reimbursement System (RUGS) formula. CSEA Region VI President Robert L. Lattimer said he hopes the spirit of cooperation demonstrated by these efforts will extend to other issues facing the home and infirmary, which has been beset by managerial deficiencies over the past few years.

“While recognizing that many factors have contributed to the difficulties at the home, we agree that the RUGS reimbursement formula has placed an unfair burden on publicly-operated facilities,” according to Lattimer.

“CSEA has been involved in the discussions and debate concerning these problems since 1986 (when RUGS began) and we welcome the opportunity to join forces with the New York County Executives Association and renew efforts to seek changes to the formula,” Lattimer said. “The quality of care provided by these facilities is unmatched in the industry and must be preserved.”

In addition to the CSEA-county committee, Lattimer said CSEA will also work with a coalition of citizen community groups to establish a broad coalition to urge the governor and state Legislature to support recommended changes.

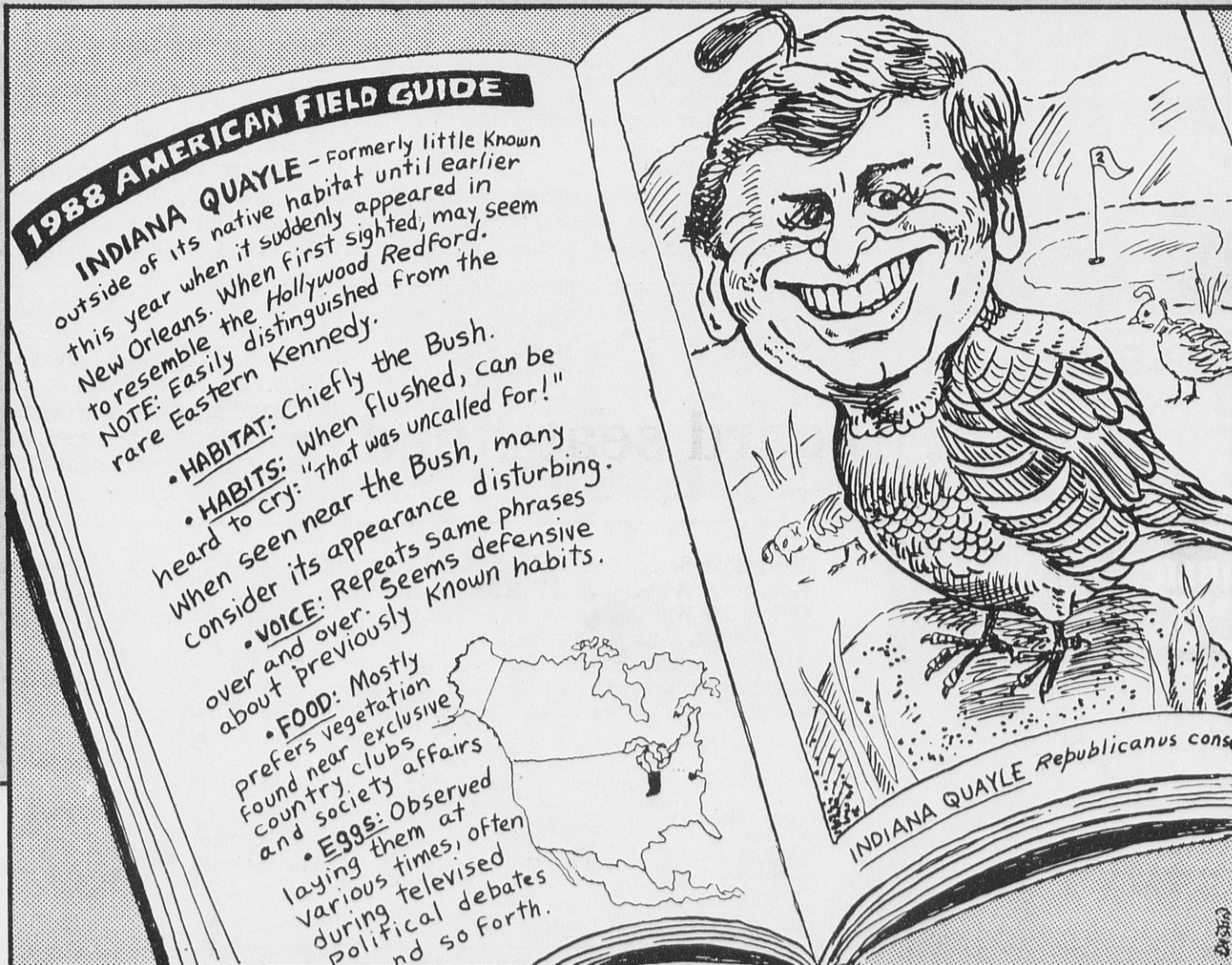
“While this ambitious movement begins in Chautauqua County,” Lattimer noted, “it is intended to spread across the state in an attempt to inform and educate the public as to the importance of this issue.”

CSEA Unit President Jim Smith said the joint CSEA-county committee is already working on the problem.

“We've developed a petition calling on the state to address the issue and we will be working up other measures that will stress the importance of maintaining these facilities for public benefit,” Smith said. “After all, taking care of our senior citizens is as important as any other county function.”

CSEA is represented on the joint committee by Smith, Local 807 President Jim Kurtz, Debbie Grisanti, Bruce Roll, Dick Cunningham and CSEA Field Representative Dick Maggio. County members include County Legislature Chair Richard Davies, Legislative Minority Leader Charles Porphiglia, County Executive Administrative Assistant Clara Penfold and Deputy County Attorney Mike Sullivan.

DON'T BE A BIRD BRAIN — ELECT MICHAEL DUKAKIS



**VOTE
NOV. 8**

**VOTE
NOV. 8**

Recycling:

Smithtown has model program

Compiled by Sheryl Carlin
CSEA Communications Associate

SMITHTOWN — Solid waste disposal is becoming the horror story of the 1980s — we have too much garbage and we're running out of places to put it.

But in the town of Smithtown, a plan has been operating for several months that could be the beginning of a solution to at least a part of the problem.

The town's Municipal Services Facility has implemented a recycling program so effective that it has become a model for the state.

In six months, the facility handled 5,900



CHECKING IT OUT — CSEA Field Representative Ken Brotherton and sanitation Supervisor Andy Wolke check out cans to be sent out for recycling.

tons of recyclable garbage — glass, metal and paper — from residents. That material, sorted at the facility was then sold for \$144,000.

Since August, when the facility also began handling commercial waste, it has been handling an average of 1,500 tons a month. August's 1,544 tons of material meant that 450 truckloads of waste was not dumped in a landfill.

Sanitation crew leader and CSEA member Doug Hanson, a 19-year veteran with the Smithtown Sanitation Department, said he is proud to be a part of the new recycling program.

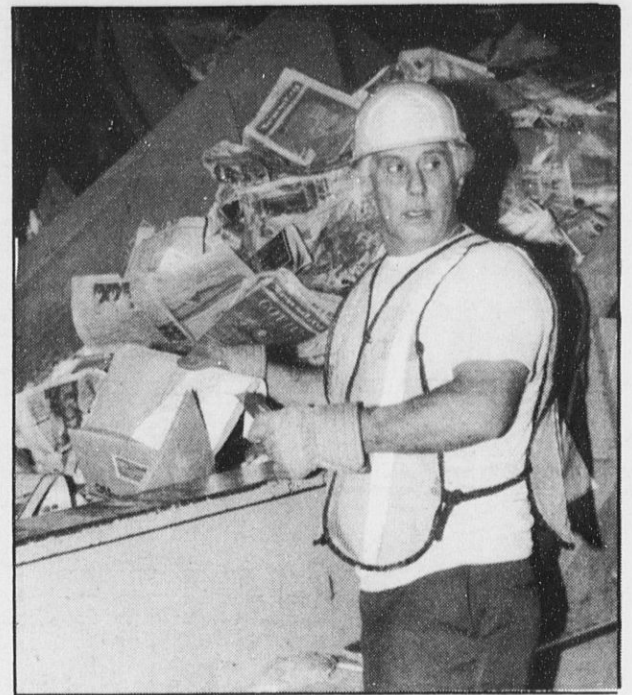
"I think it's really important," he said. "There is less waste going into the landfill, so we're saving space that way. We are also saving a lot of money by recycling."

The system is fairly simple, particularly since residents were given special trash cans for their recyclable material. Trucks pick up the waste at the curb and bring the loads to the facility.

Under a unique arrangement between the two towns, the program has been expanded, and will serve Huntington as well as Smithtown.

Inside, the facility is filled with newspapers, bottles, scrap metal and cans. The separation process that takes place allows the town to sell the waste to overseas vendors who send the material to recycling mills in Korea.

One of the first problems developed when it was discovered that about 900 tons of newspapers were contaminated with glass. The vendors rejected them, and the



ONE MORE STEP — Recycling laborer Frank Denardo cuts up cardboard that will be recycled.

newspapers were stockpiled at the facility.

Smithtown beat the problem by quickly buying a trommel — a 30-foot long, eight-foot deep cylinder with holes through which the glass drops as the cylinder turns.

According to sanitation Supervisor Andrew Wolke, the town employees worked hard to get the trommel on line as soon as possible, even working through the weekend.

"Town Supervisor (Patrick) Vechio came in to flip on the switches, you know, like a ribbon-cutting ceremony, and he had a pizza party for the guys," Wolke said.

The 53 employees at the facility, including heavy equipment operators, laborers, construction equipment operators, auto mechanics, maintenance mechanics, foremen, clerk typists and principal clerks, are all CSEA members.

The separation system itself is massive. Recyclables are delivered to the facility and loads are dumped onto a conveyor belt. The belt pulls them past a huge rolling magnet which extracts all the cans and metal objects and dumps them in a separate area. The bottles are removed manually and any glass mixed with newspapers is removed with the trommel.

The facility will only accept loads that have less than 5 percent non-recyclable garbage mixed in.

"If any loads come in with more garbage than that, they will be rejected and if they do manage to get the load on the floor, they're going to have to come retrieve it or they'll be fined," Wolke said.

Hanson said the program has been a success, in a great measure because of the acceptance by the residents and businesses of the community.

"Cooperation has been really good," Hanson said. "Within a month's time, cardboard has completely stopped being sent to the landfill. It's great that these things can be recycled."

"I think it's great. I can see the difference now that we have the trommel," echoed his co-worker heavy equipment operator Allen Olsen. "The homeowners are really doing well with the program. As long as we can keep the public aware and involved, it makes our job much easier."

The recycling program's success in Smithtown is a sure sign that recycling is not only a workable plan, but a wise one as well.



SORTING AWAY — Recycling laborer Anthony Soares is busy at work at the recycling plant.

Vote for the CSEA-endorsed Senate, Assembly candidates in Nov. 8 general election



CSEA has announced its endorsements in the vast majority of state Senate and Assembly races being contested in the Nov. 8 general elections. CSEA's Legislative and Political Action Committee decided to make no endorsements in several races and possible endorsements are still under review in a few remaining districts. Following are CSEA's endorsements by district.

-New York State Senate-

Senate District	Name	Party	Senate District	Name	Party
1	Kenneth P. LaValle	R-C	32	Israel Ruiz Jr.	D
2	James J. Lack	R-C	33	(No Endorsement)	
3	Caesar Trunzo	R-C	34	Guy J. Valella	R
4	Owen H. Johnson	R-C	35	Nicholas A. Spano	R-C
5	Ralph J. Marino	R-C	36	Suzi Oppenheimer	D-L
6	John R. Dunne	R	37	Mary B. Goodhue	R-C
7	Michael J. Tully Jr.	R-C	38	Eugene Levy	R-C
8	Norman J. Levy	R-C	39	Richard Schermerhorn	R
9	Dean G. Skelos	R	40	Charles D. Cook	R-C
10	Andrew Jenkins	D-L	41	Jay P. Rolison Jr.	R-C
11	Frank Padavan	R	42	(Endorsement under review)	
12	Leonard P. Stavisky	D-L	43	Joseph L. Bruno	R-C
13	Emanuel R. Gold	D-L	44	Hugh T. Farley	R-C
14	George Onorato	D	45	Ronald B. Stafford	R-C
15	(No Endorsement)		46	John M. McHugh	R-C
16	Jeremy S. Weinstein	D-L	47	James H. Donovan	R-C
17	Howard E. Babbush	D	48	Nancy L. Hoffmann	D-I
18	Donald M. Halperin	D	49	Tarky J. Lombardi	R-C
19	Martin M. Solomon	D	50	James L. Seward	R-C
20	Ada L. Smith	D	51	John Burns	D
21	(No Endorsement)		52	John R. Kuhl Jr.	R-C
22	Velmanette Montgomery	D	53	L. Paul Kehoe	R-C
23	(No Endorsement)		54	John D. Perry	D
24	John J. Marchi	R	55	Ralph Quattrociocchi	D-C
25	Martin Connor	D-L	56	Jess J. Present	R
26	Roy M. Goodman	R	57	William T. Stachowski	D-C
27	Manfred Ohrenstein	D-L	58	Anthony M. Masiello	D-L
28	Franz S. Leichter	D-L	59	Dale M. Volker	R-C
29	David Paterson	D-L	60	John Sheffer	R
30	Olga Mendez	D-L	61	(No Endorsement)	
31	Joseph L. Galiber	D-L			

These CSEA-endorsed congressional candidates deserve your vote Nov. 8

CSEA has endorsed candidates for the U.S. House of Representatives in most Congressional Districts for the Nov. 8 general election. Following are CSEA's endorsements of candidates by Congressional Districts:

District	Name	District	Name
1	George Hochbrueckner	18	Robert Garcia
2	Thomas Downey	19	Elliot Engel
3	Robert Mrazek	20	Nita Lowey
4	Norman Lent	21	(No endorsement)
5	Raymond McGrath	22	Benjamin A. Gilman
6	Floyd Flake	23	Michael McNulty
7	Gary L. Ackerman	24	(No endorsement)
8	James Scheuer	25	Sherwood L. Boehlert
9	Thomas Manton	26	(No endorsement)
10	Charles Schumer	27	(No endorsement)
11	Edolphus Towns	28	Matt McHugh
12	Major Owens	29	Frank Horton
13	Stephen Solarz	30	Louise Slaughter
14	Jay O'Donovan	31	David Swarts
15	(No endorsement)	32	John LaFalce
16	Charles B. Rangel	33	Henry Nowak
17	Ted Weiss	34	(No endorsement)

New York State Assembly

Assembly District	Name	Party	Assembly District	Name	Party	Assembly District	Name	Party
1	Joseph Sawicki Jr.	R-C	39	Anthony J. Genovesi	D	77	Israel Martinez	D
2	John L. Behan	R-C	40	Edward Griffith	D-L	78	Gloria Davis	D-L
3	I. William Bianchi	D	41	Helene Weinstein	D	79	George Friedman	D-L
4	Robert J. Gaffney	R-C	42	Rhoda S. Jacobs	D-L	80	G. Oliver Koppell	D-L
5	Paul Harenburg	D	43	Clarence Norman Jr.	D	81	Stephen Kaufman	D
6	Robert C. Wertz	R	44	Melvin H. Miller	D	82	Larry Seabrook	D
7	Thomas F. Barraga	R-C	45	Daniel L. Feldman	D	83	Terrence M. Zaleski	D
8	John C. Cochrane	R	46	Howard L. Lasher	D-L	84	(No Endorsement)	
9	John J. Flanagan	R	47	Frank J. Barbaro	D	85	Ronald C. Tocci	D
10	(No Endorsement)		48	Dov Hikind	D	86	Richard L. Brodsky	D
11	Robert Sweeney	D	49	Peter J. Abbate Jr.	D	87	Peter M. Sullivan	R-C
12	Phillip B. Healy	R-C	50	Joseph R. Lentol	D	88	Gregory P. Young	D
13	Lewis J. Yevoli	D	51	James F. Brennan	D	89	Henry W. Barnett	R-C
14	Frederick E. Parola	R-C	52	Eileen C. Dugan	D	90	Vincent Leibell III	R-C
15	Daniel Frisa	R	53	Vito J. Lopez	D	91	George E. Pataki	R-C
16	Thomas P. DiNapoli	D-L	54	Thomas A. Catapano	D-L	92	Robert J. Connor	D
17	Kemp Hannan	R-C	55	William F. Boyland	D	93	Samuel Colman	D
18	Earlene Hill	D	56	Albert Vann	D-L	94	Mary M. McPhillips	D
19	Charles J. O'Shea	R-C	57	Roger L. Green	D	95	William J. Larkin Jr.	R-C
20	Arthur J. Kremer	D-L	58	Elizabeth A. Connelly D	D	96	Lawrence E. Bennett	D
21	Gregory R. Becker	R-C	59	Eric N. Vitaliano	D	97	Stephen M. Saland	R-C
22	George H. Madison	R-C	60	(No Endorsement)		98	Richard I. Coombe	R-C
23	Audrey Pheffer	D-L	61	William F. Passannante	D-L	99	Glenn E. Warren	R-C
24	Saul Weprin	D-L	62	Sheldon Silver	D	100	Neil W. Kelleher	R-C
25	Douglas Prescott	R-C	63	Steven Sanders	D-L	101	Maurice D. Hinchey	D-L
26	Morton C. Hillman	D	64	Richard N. Gottfried	D-L	102	John J. Faso	R
27	Nettie Mayersohn	D-L	65	(Endorsement under review)		103	Arnold W. Proskin	R-C
28	Alan G. Hevesi	D-L	66	Mark Alan Siegel	D-L	104	(Endorsement under review)	
29	Cynthia Jenkins	D-L	67	Jerrold Nadler	D-L	105	Paul D. Tonko	D-L
30	Joseph Crowley	D	68	Angelo DelToro	D-L	106	(Endorsement under review)	
31	Anthony S. Seminerio	D-C	69	Edward C. Sullivan	D	107	James Tedisco	R
32	Edward Abramson	D	70	Geraldine L. Daniels	D-L	108	(No Endorsement)	
33	Barbara M. Clark	D	71	Herman D. Farrell Jr.	D-L	109	Glenn H. Harris	R-C
34	Ivan C. Lafayette	D	72	John Brian Murtaugh	D-L	110	(No Endorsement)	
35	Helen M. Marshall	D	73	Jose E. Serrano	D-L	111	John W. McCann	R-C
36	Denis J. Butler	D	74	Hector L. Diaz	D	112	John G. A. O'Neil	R-I
37	Catherine T. Nolan	D	75	John C. Dearie	D-L	113	Anthony J. Casale	R-C
38	Frederick D. Schmidt	D	76	Aurelia Greene	D			

Stenographers' plight gets CSEA priority

ALBANY — Foot-dragging by the state and a questionable plan for upgrading senior and principle stenographers has CSEA renewing its efforts to get action on the issue.

The senior and principle stenographers, passed over during the massive state comparable worth reclassification two years ago are slated to be reclassified into new, broader Secretary I and Secretary II titles.

But the state Division of the Budget has delayed the creation of the new titles. At the same time, CSEA has questioned the procedure that the state Civil Service Department will use to determine who actually gets upgraded into the new titles.

Instead of a general, across-the-board reclassification, Civil Service intends to make its decisions based on the evaluations of middle management and personnel directors across the state — a procedure that CSEA believes could leave much of the decision-making open to subjective judgment and favoritism.

"This issue has been left on the back-burner for too long," said CSEA President Joe McDermott. "The way the state is handling the situation is causing a serious erosion of morale among employees in the stenographer titles and CSEA needs to see the state start taking the problem more seriously."

"We need a career ladder — we have no place to move," said Marilyn Tringali, a member of the CSEA senior stenographer committee at SUNY Stony Brook, which was formed to get action.

According to Tringali, 200 stenographers



THE SUNY STONY BROOK SENIOR STENOGRAPHER COMMITTEE — From left, seated, Joyce Harry; Pat Revock; Marilyn Tringali; standing from left, Jean Kendrick; Vivian Ortiz; Fern Becker; Martha Smith; Mary Galary. The committee was formed to address the needs of stenographers lost in the shuffle of the state comparable worth/reclassification project.

at SUNY Stony Brook alone have been left high and dry by the state inaction.

"They keep putting us off, but we're not going to give up on this," she added. "We have all the documentation we need."

Tringali and co-workers are also disturbed that even after the Secretary I and II titles are authorized and filled, some employees will be required to take a civil service examination.

Permanent Senior Stenographers reclassified to Secretary I and permanent Principal Stenographers reclassified to Secretary II positions will not have to take any examination.

Employees holding other titles, from which the movement to the new secretary titles would be considered a promotion, will have to take the civil service test.

In a recent letter to the Civil Service Department expressing concern about the situation, McDermott pointed out that even though there is currently a moratorium on

reclassifications due to the state budget shortfall, the creation of the Secretary I and Secretary II titles should receive priority. He indicated that the cost of implementing them might be incorporated into already-approved spending plans of departments and agencies.

"This is just another example of the Division of the Budget holding our members' salaries hostage," McDermott said.

"Thousands of stenographers are doing jobs for which they're not being properly paid."

To make sure that individuals don't get overlooked by the subjective evaluation procedure the state will employ when the new titles are finally approved, CSEA is recommending that every stenographer request a reclassification through his or her personnel office.

While this will not guarantee that your position will be reclassified, it will ensure that you don't fall through the cracks of the decision-making process.

There ought to be a law!

Do you have safety or health concerns at your worksite . . . pension problems . . . staffing shortages . . . trouble with promotional opportunities . . . harassment . . . jobs being contracted out?

CSEA wants your ideas for bills we should introduce in the 1989 legislative session.

Fill out the coupon and mail it by Nov. 1.

There ought to be a law . . .

To: CSEA Legislative & Political Action Department
143 Washington Avenue
Albany, N.Y. 12210

"I THINK THERE SHOULD BE A LAW THAT _____

Name _____

Address _____

City _____ State _____ Zip _____

Therapy Aide Jackie Bell

"A fighter for the kids" keeps busy in many ways

Compiled By Lilly Gioia
CSEA Communications Associate

STATEN ISLAND — "Basically, I'm a caring person," Jackie Bell said modestly.



JACKIE BELL AND ANGELA

That was obvious by the loving way she was holding three-month-old Angela, a bundle of joy and energy. And it becomes all the more apparent the longer you talk with Jackie, a therapy aide at Brooklyn Developmental Center and a member of CSEA Local 447.

Jackie is caring for baby Angela as a foster parent. At one time this summer, during a high stress period at the foster care agency, Jackie also accepted for a brief period two additional foster children ages two and three. Nothing extraordinary about that, she said, pointing out she was trying to relieve some of the great demand that always exists for foster parents.

But consider this: when she's not singing in the choir, or ushering, at Brooklyn's Temple of Prayer United Deliverance Church; or she's not working at her job with retarded clients; or she's not devoting time to a foster child, Jackie Bell is busy raising her 13-year-old daughter, Taimeica, and 10-year-old son, Monteal.

Monteal was born with neuro-deafness. Fluent sign language is used in the Bell home and Monteal attends a special school in Brooklyn. Jackie said it's remarkable how gentle Monteal is around baby Angela.

For Jackie, getting to Brooklyn Developmental Center by 7:30 a.m. means getting up at 4:30 a.m. and getting Monteal and Taimeica off to school and Angela to her daycare sitter. Again, she sees nothing extraordinary about all the extra efforts.

Rather, she views becoming a foster parent as "an answer to prayer because I see a lot of children being abused. I can't see how anyone can give up a child; they are so easy to love."

"A fighter for the kids in the institutions" is how she described herself on the job. She worked seven and one-half years as a therapy aide at Staten Island Development Center before transferring to Brooklyn Developmental Center in mid-1986.

"Because I have a handicapped child, it keeps me going. I know the difficulties standing in my son's way," she said.

Jackie said she took Angela as a foster baby knowing she was born with a sexually transmitted disease left untreated by her natural mother. She takes Angela for regular medical checkups and twice-monthly visits with her natural parents.

She's met Angela's natural mother, who seems to Jackie "very upset." Should Angela's mother be unable to become a responsible parent within the next 18 months, Angela will be put up for adoption.

Asked if she would consider adopting Angela, Jackie smiled in the affirmative. She called Angela "an ideal baby because she sleeps very good during the night."

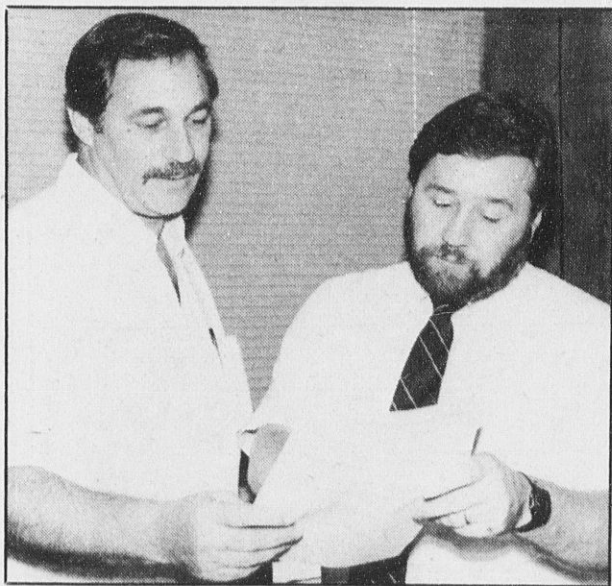
Jackie said her philosophy toward children is simple.

"Whether this child be black, blue or purple — this child needs love."

It's plain to see — she makes sure they get it.

Aide wins back pay

FISHKILL — Tenacity and faith helped a Westchester Developmental Center therapy aide withstand a seven-month suspension



LOCAL 432 President Gary Eldridge, left, shows Region III Field Representative Richard Blair the arbitrator's ruling to reinstate Therapy Aide Theresa Ford.

from her job after she was wrongly accused of abusing a patient.

Theresa Ford, a two-year state employee, will collect nearly \$7,000 in back pay plus benefits after an arbitrator ruled recently that she did not strike a patient in the face.

A patient accused Ford of striking another patient. Ford was subsequently placed on administrative leave and then suspended, according to Region III Field Representative Richard Blair.

"A colleague came forward and stated that he spoke to the patient who had allegedly been slapped and she said Theresa had not slapped her," Blair said.

Another staff member who was on duty at the time stated that no incident occurred, Blair added.

"Based on a thorough investigation by the union, Theresa's job was saved," he said. CSEA attorney Arthur Grae represented Ford.

"The union did a great job for me," Ford said. "They supported me all the way."



**"The union did a
great job"**

— Theresa Ford

Info Day reaches 3 locals

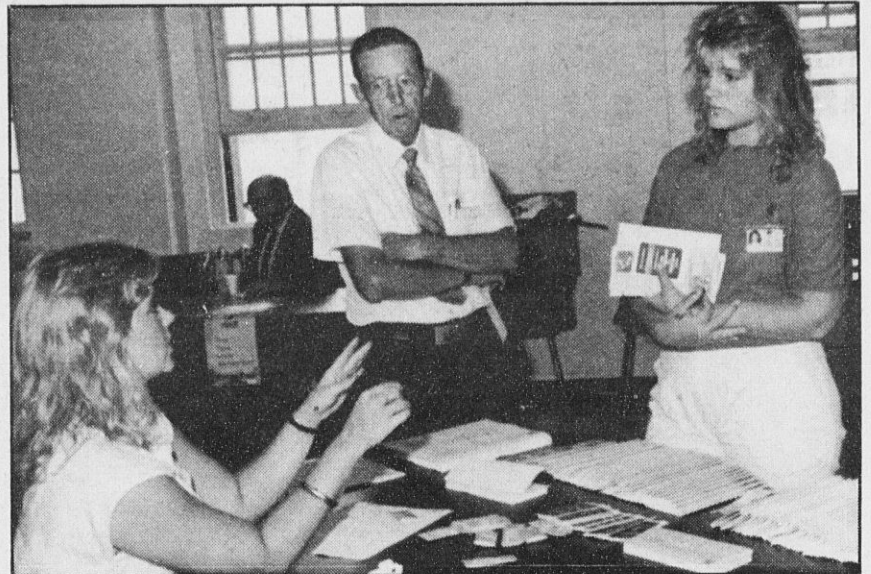
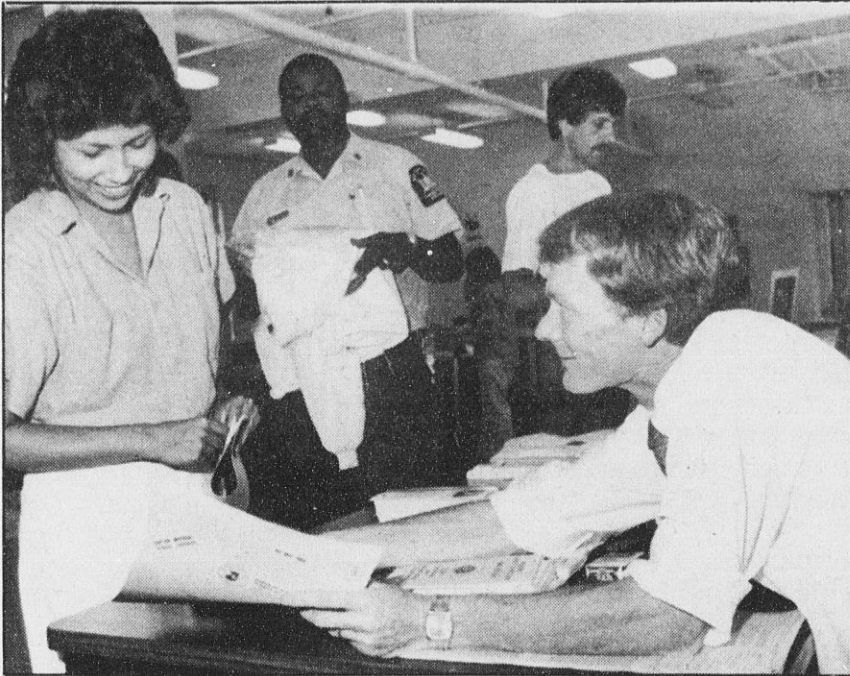
COLLINS — Members of three CSEA locals received first-hand information on the benefits of union membership at an Information Day at the Collins Correctional Facility.

Members from Collins Correctional Facility Local 174, Gowanda Psychiatric Center Local 408 and J.N. Adams Developmental Center Local 400 were able to talk to representatives from CSEA's Employee Benefit Fund, Education Department, Occupational Safety and Health Department, Field Services, PEOPLE and Political Action Department and the Committee on Work Environment and Productivity.

"This is something we've wanted to do for a long time," said

Local 174 President Terry Kennedy. "This allowed our members to ask questions, face to face, about union benefit matters in a convenient, familiar setting. And we had good cooperation from the region office and headquarters in putting it all together."

Kennedy especially praised the efforts and assistance of Connie Wunderlich, CSEA education and training specialist, and Local Vice President Ron Nowak in making the Info Day successful. He also acknowledged the management at Collins Correctional Facility for providing the space and management of all three facilities for allowing employees time to attend.



THE INFO DAY at Collins Correctional Facility offered members a chance to register to vote, as Cheryl John does, left photo. Region VI Political Action Specialist Roger Sherry answers her questions. Above is another information table.

Region III Women's Conference

Workshops offered for 'total' person

WHITE PLAINS — From "How to repair and maintain your automobile" to "AIDS in the workplace," the recent Region III Women's Conference ran the gamut of useful information for both the home and the office.

Other workshops covered stress management, public speaking, retirement

and union involvement.

"The workshops we offered have to do with the 'total woman,'" said Region III Women's Committee Chairperson Helen Zocco, "both on and off the job, in and out of the home and as union activists creating a networking and support system we can use and rely on."



REGION III WOMEN'S COMMITTEE Chairperson Helen Zocco, left, listens attentively to a workshop speaker. With her are, from left, Local 009 President Carol Peets, Dutchess County Unit member Barbara Hogan and Rockland County Unit member Florence Kimmel. At right is Mary Lehman of Cornell University, who gave a presentation on stress management.



A time to reflect

Alaska has lessons for CSEA

By Anita Manley
CSEA Communications Associate

When Alaska state employees recently voted to affiliate with the American Federation of State, County and Municipal Employees (AFSCME), it was an especially sweet moment for CSEA Region III Director Diane Campion.

Campion spent three months in Anchorage earlier this year working on the AFSCME organizing campaign. She believes the nearly 8,000 members of the Alaska State Employees Association (ASEA) made a wise choice and will reap significant benefits from their affiliation with AFSCME.

Campion recently reflected on her experience in the 49th state. She was reminded of the progress CSEA has made in her years as a member, a field representative and as regional director.

One of the key issues in the AFSCME campaign was the right to union democracy, Campion said, "a concept that has become routinely accepted within CSEA and therefore taken for granted.

"Alaska state employees did not elect their officers or vote on important items

— rights taken for granted by many of our members," she said. "It is cause for reflection on the privileges as well as the responsibilities of a democratic union."

Campion pointed out that many of the terms and conditions under which our members have worked for years were completely foreign to Alaska state workers.

"As I showed them examples of our state contracts, they were amazed at the achievements of CSEA across the bargaining table.

"Such items as safety language, quality of work life issues, job security and protections, grievance and arbitration



Diane Campion
Region III Director

rights, day care, pay equity, educational provisions — all these were new and progressive ideas in Alaska — ideas that the members just could not hear enough about from me."

Campion said her experience working on the campaign was enjoyable, and not only from the perspective of the environment — "Alaska is the most beautiful place I've ever seen," she said.

"The ability to bring the achievements of CSEA to the attention of people so in need of hope for their future and looking for affirmation that they were making the right choice was the greatest reward," she said.

"I was proud to share the success of all of you, CSEA activists, officers and staff, with our new brothers and sisters in Alaska.

"As we move CSEA into a new and exciting era with renewed vigor and direction," she said, "each of you should take a moment to reflect on your progress and to congratulate yourselves on the many achievements of the union."

Onondaga wins King holiday — for now

SYRACUSE — When nearly 4,000 Onondaga County employees celebrate Martin Luther King Day as a paid holiday for the first time on Jan. 19, it won't be because of the generosity of management.

County workers can thank CSEA for a tough, tireless campaign that will enable county workers to share the holiday with hundreds of thousands of federal, state and local government employees who have already celebrated the day as a paid holiday.

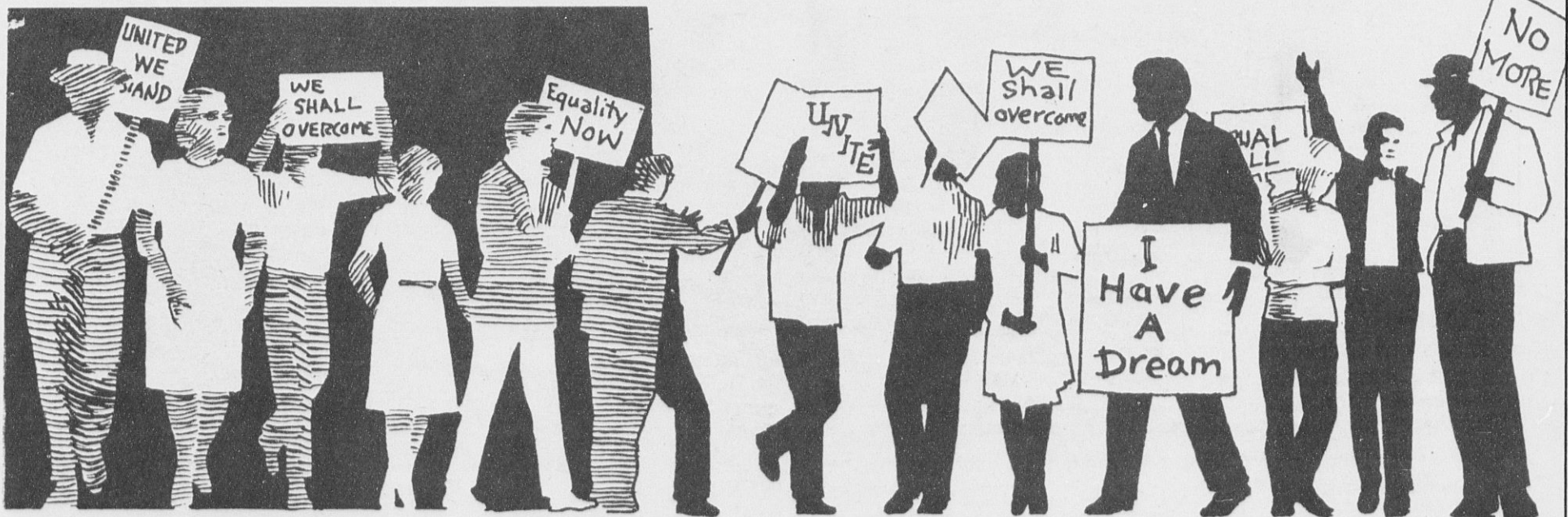
The question of granting Martin Luther King Day as a paid holiday had bogged down for months during negotiations between CSEA and Onondaga County management. The issue went to impasse but remained unresolved.

CSEA mounted a campaign to convince the Onondaga County Legislature that it was appropriate to honor the memory of the

slain civil rights leader with a paid holiday. The legislators recently approved a resolution making Martin Luther King Day a paid holiday for county employees in 1989, but requiring the issue be sent back to the negotiating table after that.

Local 834 President Dale King praised county legislators Clarence Dunham and Timothy Rice for co-sponsoring the resolution and recognized the efforts of his Onondaga County CSEA negotiating committee for leading the campaign.

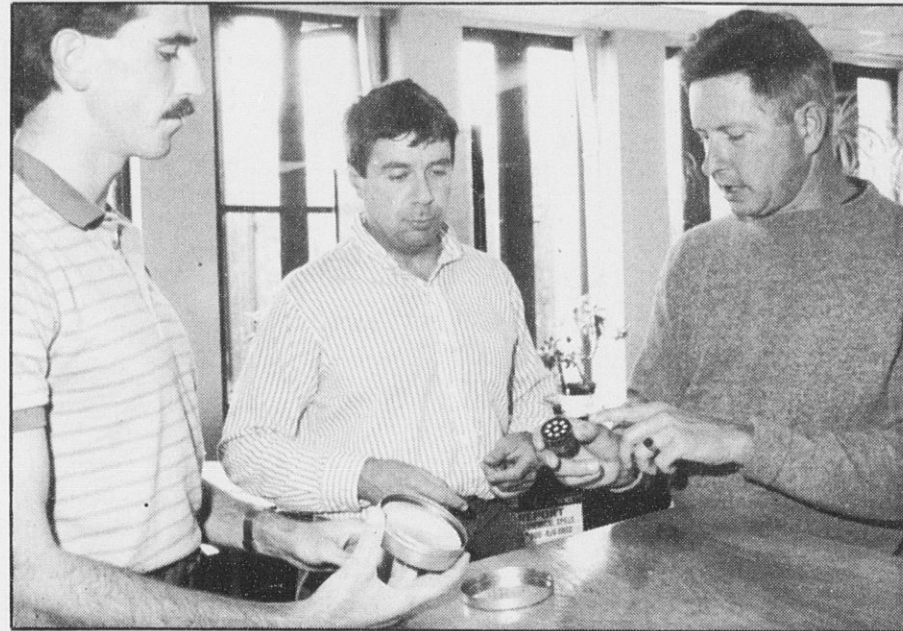
"Naturally we are very pleased with the vote, but we must renew our efforts to make it a permanent county holiday after 1989," said Sarah Soule, a negotiating team member. "We are confident we will be successful with the support of Local 834 members and CSEA officials and staff on the regional and state level."



RADON: Get facts before you panic

By Ron Wofford
CSEA Communications Associate

MAYVILLE — When reports about high radon gas levels in many homes across the state became public knowledge recently, CSEA member Jim Metzger knew about the studies



DISCUSSING THE DIFFERENCES in radon detection are, from left, Chautauqua County employees Jim Metzger, Don Swingle and Don Husted.

firsthand. And he also has some advice for those people who may be concerned that their homes are no longer safe because of the cancer-causing gas: Don't panic.

As laboratory supervisor for Chautauqua County's Environmental Health Department, Metzger helped set up testing equipment in Chautauqua County homes for the state Health Department. Working with him were 12 sanitarians, including Don Swingle and Don Husted. The resulting reports of high radon levels are only a beginning, he explained.

"Those reports were based on a short-term survey," said Metzger, a member of CSEA Local 807. "If a survey of a home gives an indication of higher than recommended levels

on the short-term test, it only means that a longer, more accurate measurement of radon should be made in the living quarters of the home."

The initial, short-term test samples are taken in the basement with an activated charcoal kit over four days during winter months.

"If that sample returns a reading of more than the recommended safe levels of 4 picocuries of radon per liter of air, an alpha track detector, which allows air particle analysis, is placed in the living quarters of the home for a year. This allows a more accurate survey of the air that is actually breathed in the home," Metzger explained. "That finding is always going to be a fraction of what the basement-level reading is."

"We're doing all we can to keep up with the demand . . ."

Metzger and 12 department sanitarians placed 280 activated charcoal detectors in Chautauqua County homes last winter as part of a state program.

The state Health Department determined that 35 percent of the county's homes had elevated radon levels. The average elevated level was 19.2 picocuries, Metzger said.

Those homes have since been equipped with alpha track detectors and levels will be read in the spring.

Exposure to radon, a naturally occurring radioactive gas that develops from the breakdown or decay of uranium, is known to increase a person's risk of developing lung cancer. More than 20,000 deaths a year have been attributed to radon gas exposure, about 15 percent of the 130,000 annual lung cancer deaths attributed to cigarette smoking.

Metzger said his department has been swamped with requests for radon detectors since the recent announcement of elevated radon levels in the county.

"We're doing all we can to keep up with the demand. However, we may have to start mailing them instead of placing them ourselves because of the large number of requests."

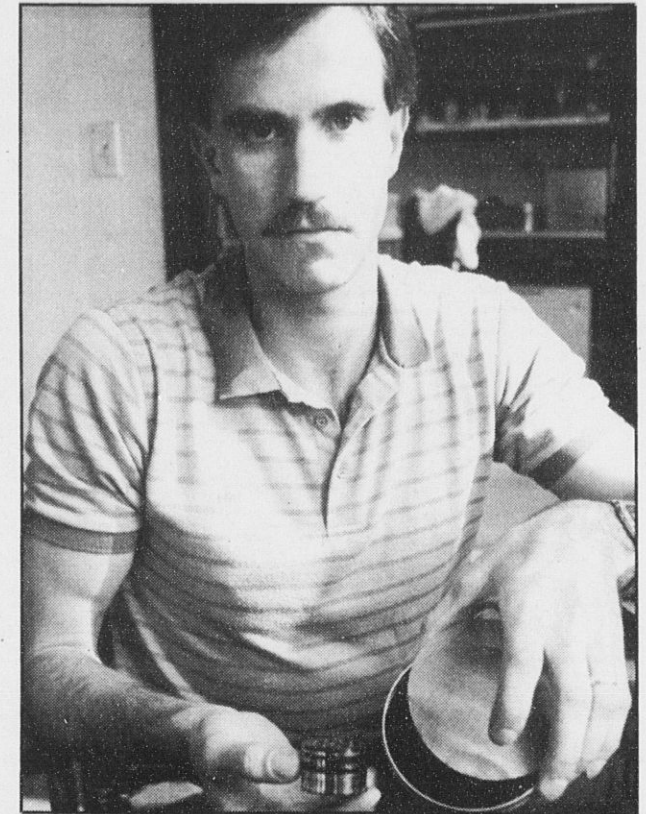
Placement of the detectors is very important, he said. The devices should be

"Before anyone panics . . . they should get a long-term analysis."

placed about waist high in the basement, away from sump pumps or other openings that could give false readings.

The detectors are available from several sources, including the state Health Department, for \$18. To obtain the kit, call 1-800-458-1158. Another way to get a kit, often without cost, is to have an energy audit conducted in your home by a local utility, he said.

"Again, let me stress that the initial readings are only preliminary," Metzger said. "They are screenings that let us know we may have a potential problem. So before anyone panics and gets involved in a potentially expensive abatement project, they should get a long-term analysis."



THE TWO TESTS — Laboratory Supervisor Jim Metzger shows the long-term alpha track detector, the smaller disc, and the short-term activated charcoal test, used in detecting radon.

New method of deducting health insurance premiums will lower taxes

CSEA-represented state employees enrolled in the New York State Health Insurance Program (Empire Plan or HMOs) will be paying less federal income tax, less Social Security taxes and, in most cases, less state and local income taxes beginning Jan. 1 under a pre-tax contribution program agreed to between CSEA and the state. CSEA enthusiastically supports the new program.

The program will not affect the amount of health insurance premiums paid but a change in the manner in which health insurance contributions are deducted will result in overall lower income taxes and Social Security deductions. CSEA endorses the program because it will enable employees to save taxes on their health insurance contributions, not pay taxes on them.

The program, which is expected to be adopted by other unions representing state employees, will also apply to state management/confidential employees and employees of the state Legislature and judiciary. Detailed information on the program will be distributed to employees by agency health benefit administrators in early November.

Effective Jan. 1 contributions for health insurance coverage will be made on a pre-tax basis. That means contributions will be deducted before taxes are withheld, which effectively will reduce the individual's salary by the amount of the contribution and, therefore, lower the salary on which taxes are based. Currently contributions are taken from the salary after all taxes have been withheld. The new pre-tax contribution of health plan premiums is allowed under Section 125 of the Internal Revenue Service Code and is a tax-favored benefit that can only be extended by an employer to its employees.

Enrollment in the pre-tax contribution program is automatic but employees who do not want to participate may withdraw by notifying the state Department of Civil Service prior to Nov. 30, 1988.

The state pays 90 percent of the cost of individual comprehensive health insurance coverage and 75 percent of the cost of dependent coverage under the Empire Plan. Effective Jan. 1 the state will pay the same percentages of coverage for employees and/or their dependents enrolled in alternative Health Maintenance Organization (HMO) coverage.

Here are some questions and answers about the new program.

How do I enroll?

Enrollment is automatic. You do not have to do anything. Beginning with your first pay check after Jan. 1, 1989 (Jan. 4 for the administrative payroll; Jan. 11 for the institutional payroll) your contributions will be deducted automatically on a pre-tax basis.

If I don't want to participate, what should I do?

If you do not want to participate, contact your agency health benefits administrator. The administrator will give you a form to complete which will allow you to opt out of the program. You must mail the form to the Department of Civil Service post marked not later than midnight Nov. 30, 1988.

I am a member of a HMO, not the Empire Plan. Will my contributions be made on a pre-tax basis?

Yes, any eligible active employee who makes a contribution through payroll deductions under any option of the State Health Insurance

Program will make those contributions on a pre-tax basis. However, retirees cannot participate and individuals who pay for health insurance on a direct-pay basis also cannot participate.

Will everyone save the same amount of money when contributions are made on a pre-tax basis?

No, the amount saved will depend on individual circumstances. Savings will vary and will be based on, among other things, the health plan option you choose, whether you have individual or family coverage and the number of withholding allowances that you claim on your taxes. Here are some examples:

Example: Married employee earning \$43,000 annually, two withholding allowances, enrolled in the Empire Plan with family coverage. Estimated biweekly contribution of \$28.

Approximate Savings		
	Biweekly	Annual
FICA (Social Security)	\$2.11	\$ 54.86
Federal	7.84	203.84
N.Y. State	2.34	60.84
Total Approx. Savings	\$12.29	\$319.54

Example: Married employee earning \$20,475 annually, one withholding allowance, enrolled in a HMO with family coverage. Estimated biweekly contribution of \$18.

Approximate Savings		
	Biweekly	Annual
FICA (Social Security)	\$1.35	\$ 35.10
Federal	2.70	70.20
N.Y. State	1.44	37.44
Total Approx. Savings	\$5.49	\$142.74

Example: Single employee earning \$20,475

annually, one withholding allowance, Empire Plan participant with individual coverage. Estimated biweekly contribution of \$6.40.

Approximate Savings		
	Biweekly	Annual
FICA (Social Security)	\$.48	\$12.48
Federal	.96	24.96
N.Y. State	.51	13.26
Total Approx. Savings	\$1.95	\$50.70

Individuals who pay local taxes, such as New York City, could realize additional savings.

Will I see a change in my gross salary on my pay check?

No. You will see a reduction in the taxes withheld from your salary on your check, but you will not see a reduction in gross pay. The reduction in gross salary will be shown on your W-2 at the end of 1989.

Will I work for New York state but I live in New Jersey. Will where I live affect my tax situation?

There are only two states, New Jersey and Pennsylvania (and a few cities: Erie, Pa; Philadelphia, Pa; and Pittsburgh, Pa.) in the United States that will not allow health plan contributions to be exempted from state or local taxes. If you live in these areas you may only get a break on your federal income taxes and Social Security taxes. Contact your tax advisor for advice on how participation in the program will affect your individual situation.

Will contributing my health plan premiums on a pre-tax basis effectively lowers my salary, but will it affect my other state benefits?

For the calculation of employee benefits such

as pension, life insurance and sick pay, your compensation will be your gross salary unreduced by your health plan contribution. Therefore there will be no effect on these benefits. It may affect individuals who contribute to the Deferred Compensation Plan. Contributions made to the Deferred Compensation Plan are made as a percentage of salary. For individuals contributing to this plan, "salary" will equal gross salary minus the amount of the health plan contribution and, therefore, the percentage they contribute will be applied to a lower amount. Individuals contributing less than the maximum allowed may wish to adjust their percentage of contribution to ensure they are saving a similar dollar amount. Individuals contributing the maximum and earning less than \$30,000 generally will realize a reduction in the dollar amount they are able to save when the maximum is applied.

If I pay less in Social Security taxes, will my Social Security benefit be less?

Based on current Social Security law, your Social Security benefit at age 65 will be slightly less. The effect will be minimal and would be offset by the amount you save in taxes today. For example, an individual age 55 earning \$35,000 per year who contributes \$500 per year in pre-tax health plan contributions beginning in 1989 would experience an annual reduction of approximately \$24 in Social Security benefit at age 65. Under the same circumstances, an individual age 35 who earns \$25,000 a year would experience an annual reduction of approximately \$84 at age 65.

Can I change my pre-tax contribution to the Health Program during the year?

The IRS allows changes under the following circumstances: you have a change in family

status (e.g. marriage, birth, death, divorce, attainment of the maximum age for coverage of a dependent child); you are newly eligible for or lose eligibility for Dual Family Eligibility Coverage; you are enrolled in a HMO and move out of that HMO's service area and must choose another HMO or the Empire Plan; your spouse loses his/her coverage due to termination of employment and you apply for coverage for your spouse under the State Plan; you are an employee who first becomes eligible for health coverage after Jan. 1 or your employment with the state terminates. Your contribution could not be changed if, for example, you want to switch mid-year from family to individual coverage or to drop coverage entirely under the State Plan so that you or members of your family could be covered under another employer's plan. You also could not have your spouse or dependents enroll mid-year because coverage under another employer's plan became too expensive. The IRS imposes restrictions as a trade-off for a tax benefit. They want to avoid what they consider arbitrary changes in contributions that are treated in a tax-favored manner.

Why is New York state doing this?

Because the program can lower the net cost to employees of their health insurance premium. Allowing employees to contribute health plan premiums on a pre-tax basis is especially useful in an environment where increases in health benefit costs have necessitated increases in employee contributions. The program was agreed to by the state and unions representing state employees during the recent round of negotiations and its administration will be monitored by the Joint Labor/Management Committees on Health Benefits.

Clowning around

Rowdy the clown belongs to CSEA!

By Daniel X. Campbell
CSEA Communications Associate

SCHODACK — Rowdy the Clown wears a button “IYQ,” and when you fall for it and ask “IYQ?” she promptly replies, “I like you, too.” And the fun begins.

The exchange might happen in a local restaurant’s birthday party room or in the entrance to a shopping mall or even at Sunday church services. But no matter where she is, the aim of the person behind the bright makeup is always the same.

“Clowning makes people happy, and that makes me happy, and I just love it,” Nancy Rosekrans said with a giggle just below the surface of her light voice.

“My mother often told me if I could only figure out a way to get paid for having fun, I’d be happy,” the exuberant public employee said. “Well, I have, and I am, and it’s great!”

Rosekrans has been a bus driver for a decade, a church teacher for 15 years and a clown for three.

“Actually, I’ve been a clown all my life, but now I wear the right makeup,” she said, laughing.

“Being a bus driver lets me have the summer off, which I really enjoy, because I can either spend my summer starving or doing something different than driving a bus — like working with children as a church camp counselor or working with horses as the riding instructor at camp. I’ve been a leader in 4-H for 15 years, and I love working with horses, too,” she went on.

Clowning also supplements Rosekrans’ salary from the Schodack Central School District, where she is a member of the CSEA Unit.

“I started after a three-hour session with another clown, and I’ve just taken off from there,” she said. “I joined the Happy Valley



Clown Alley and Clowns of America International, and that’s where I get a lot of jobs,” she explained. “But I bill myself as a Christian Clown, and I do like to do clown ministry at local churches.”

Her bright eyes twinkling, Rosekrans explains how she sets up the children to “correct” her version of Bible stories.

“If I tell them that on the first day God created sneakers and telephones, they’ll scream and shout their corrections until I listen and they learn,” she said.

There is one place where Rosekrans doesn’t clown around — behind the wheel of her school bus.

“Oh, I make the children feel right at home, and I will kid with them,” she explained. “But I’m a professional school bus driver and when I’m behind that wheel with a full passenger compartment, I don’t clown around. Their safety comes first, last and always!”



SCHOOL BUS DRIVER Nancy Rosekrans on duty for the Schodack Central School District, above, and as Rowdy the Clown, above right.

“My mother often told me if I could only figure out a way to get paid for having fun, I’d be happy,” the exuberant public employee said. “Well, I have, and I am, and it’s great!”

Region IV Workshop

Celebrating 40 years



GUEST SPEAKER John Fryer, president of the Canadian National Union of Provincial Government Employees, addresses the workshop.

MONTREAL — Combining union information with a lesson in Canadian culture and a celebration of 40 years of existence, Region IV conducted its annual workshop in Montreal recently.

A highlight was the appearance of John Fryer, president of Canada's 273,000-member National Union of Provincial Government Employees. Fryer pointed out the similarities and differences of the two countries, particularly in their unions.

"Our trade union movement, I think it's fair to say, is stronger than in the U.S., with nearly 40 percent of our workers unionized," Fryer said. "Over 90 percent of all public sector workers are unionized."

He also noted that the labor movement backs its own political party in Canada, and he is a candidate for the Canadian Parliament in upcoming elections.

Nearly 250 people attended the workshop to hear annual reports from officers and committees, as well as presentations by Art Wilcox of the state AFL-CIO, Kathy Murray-Cannon from Cornell University and John McAlonan of AFSCME. CSEA's four statewide officers also spoke during the workshop.

Douglas Persons, president of Warren County CSEA Local 857, was presented the annual President's Award for his dedication in increasing the membership of his local and his constant work for CSEA.

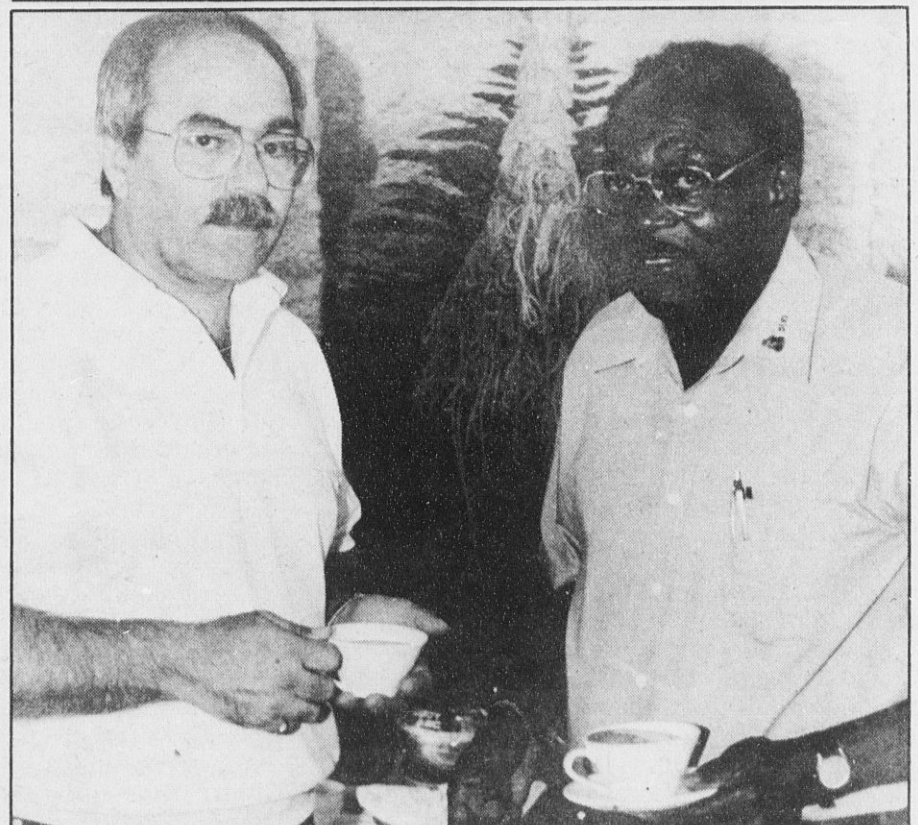


CSEA PRESIDENT Joe McDermott (left photo) talks with Gail Hansen, treasurer of Green County Local 820, during the Region IV workshop.

AS THE WORKSHOP winds down, (right photo) statewide Treasurer Mary Sullivan, left, shares a joke with Delores Iacobelli, a member of SUNY at Albany Local 691.



THE PRESIDENT'S AWARD — Region IV President C. Allen Mead, right, presents the annual President's Award to Douglas Persons, president of Warren County Local 857.



COFFEE BREAK — Region IV Second Vice President Carmen Bagnoli, left, meets with LeRoy Holmes, president of Office of General Services CSEA Local 660.

REPORT OF THE CONSTITUTION AND BY-LAWS COMMITTEE

to be presented to
delegates attending CSEA's 78th Annual Meeting
October 30-November 4, 1988 Lake Placid, N.Y.



Bold Face = new material

[brackets] = removal of old material

The Constitution and By-Laws Committee has met five times since the Annual Delegates Meeting in 1987. The meeting dates were January 21, 1988; May 19, 1988; June 13, 1988; August 1, 1988; and August 23, 1988. The Constitution and By-Laws Committee has as its function the recommendations to the delegates of amendments to the CSEA Constitution and By-Laws. The Committee reviews suggestions made by individuals and Locals and 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 made by 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, THE AMENDMENTS WILL BECOME PART OF THE CSEA CONSTITUTION.

(1) The following amendment to Article I was recommended by the Officers of the Association.

"ARTICLE I
NAME.

This organization shall be known as THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. **LOCAL 1000, AFSCME, AFL-CIO.**" THE REST OF THE ARTICLE REMAINS THE SAME.

Explanation: This is the name by which the organization is known and accurately reflects our affiliation with AFSCME. The Committee recommends adoption of this amendment.

(2) The following amendment to Article III, Section 2 is submitted to the delegates by the Constitution and By-Laws Committee with a recommendation that it be rejected.

"ARTICLE III

Section 2. ASSOCIATE MEMBERS.

Persons who are employed in the Civil Service of the State of New York or any political subdivision thereof or any public authority, public benefit corporation or similar autonomous public agency for which CSEA is not the duly recognized or certified collective bargaining agent pursuant to law shall be eligible for associate membership. Associate members shall have none of the rights or privileges of membership but shall be eligible to the extent the insurance program permits for participation in insurance programs

sponsored by CSEA and shall be eligible for such other rights and privileges approved by the Board of Directors. **Effective January 1, 1989, no new Associate Members shall be permitted in the Association.**"

Explanation: The creation of an Associate Membership was done as an accommodation to a major segment of CSEA membership who were in the Professional, Scientific and Technical Services Unit, in order to allow these CSEA members to keep their insurance coverage with CSEA after the Professional, Scientific and Technical Services Unit had decertified.

The authors of this amendment have argued that this need no longer exists and Associate Membership has the effect of offering a benefit to members of competing labor organizations who take advantage of CSEA's discount insurance rates. The Committee reaches a different conclusion. It finds the offering of insurance and social benefits to Associate Members does not dilute the benefits of full members. Furthermore, the Associate Members give added strength to CSEA's legislative efforts and contribute significant revenue to CSEA. In this latter context, it is noted that a proposed amendment of the By-Laws, approved by this Committee, would raise the dues of Associate Members to \$52.00 a year. The Committee recommends rejection of this amendment.

(3) The necessity for the following amendments to Article IV, Section 5(b), Article VI, Section 2(a) and Article VII, Section 2(a) were brought to the Committee's attention by Thomas Jefferson, member of the Board of Directors, by letter dated May 29, 1987.

"ARTICLE IV

ORGANIZATION OF THE ASSOCIATION.

Section 5(b). NOMINATIONS. Nominations for the offices of President, Executive Vice President, Secretary and Treasurer shall be made by official petition. Upon the written request of any member, official petition forms shall be provided by the [Executive Director or other responsible employee of the Association so designated] **Chairperson of the Statewide Election Committee or designated employee of the Association.**" REST OF THE SECTION REMAINS THE SAME.

"ARTICLE VI

STATE DIVISION.

Section 2(a). NOMINATIONS. Nominations for members of the State Executive Committee shall be made by official petition upon the written request of any member, official petition forms shall be provided by the [Executive Director or other responsible employee of the Association so designated] **Chairperson of the Statewide Election Committee or designated employee of the Association.**" REST OF THE SECTION REMAINS THE SAME.

"ARTICLE VII

LOCAL GOVERNMENT DIVISION.

Section 2(a). NOMINATIONS. Nominations for members of the Local Government Committee shall be made by official petition. Upon the written request of any member, official petition forms shall be provided by the [Executive Director or other responsible employee of the Association so designated] **Chairperson of the Statewide Election Committee or designated employee of the Association.**" REST OF THE SECTION REMAINS THE SAME.

Explanation: Because of the reorganization, CSEA no longer has a position of Executive Director and the Administrative Director of Field Operations is not involved in elections in any way. The Committee was of the opinion that the appropriate person to have this responsibility would be the Chair of the Election Committee who can always be reached through CSEA Headquarters, or a responsible employee designated by the Chair of the Election Committee. The Committee recommends adoption of these amendments.

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

(1) The following amendment to Article III, Section 3, is submitted to the Delegates by the Committee as a result of correspondence received from Statewide Secretary Irene Carr.

"ARTICLE III
MEMBERSHIP.

Section 3. RETIRED MEMBERS. Any person who, while actively employed, was a member or an associate member and who has retired from active employment may elect to become a retired member or who receives a retirement allowance from the New York State Employees' Retirement System or the New York State Policemen's and Firemen's Retirement System shall be eligible to become a retired member. Retired members shall have none of the rights or privileges of membership except that they shall be eligible to the extent the insurance program permits for participation in insurance programs sponsored by CSEA, and they shall be eligible for membership in Retired Member Locals and such other rights and privileges approved by the Board of Directors. **Retired Member Locals shall be organized into a Retiree Division which shall be governed by the Retiree Division Constitution to the extent that it is not inconsistent with this Constitution.**"

Explanation: This amendment was proposed by this Committee last year. The Delegates did not adopt this language, but remanded this proposal back to this Committee for further consideration. Upon such further

(Continued on next page)

CSEA's Constitution and By-Laws

(Continued from previous page)

consideration, the Committee is satisfied that this language properly recognizes the organization and governance of the Retiree Division within CSEA. The Committee recommends adoption of this amendment.

(2) The following amendment to Article VII, Section 1 is being submitted to the Delegates by the Constitution and By-Laws Committee as a result of correspondence from Vicki Burton, President of Rockland County Unit.

"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 [each] the Local Government County Local(s) 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, [each] Local Government County Local(s) of any County having [with] 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 [a] 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. The Local Government Executive Committee shall elect from its membership one member to be known as the Chairperson 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."

Explanation: These amendments are intended as housekeeping issues, to clarify the current practice within CSEA. Specifically, Local Government Executive Committee representatives are elected by geographic county. Additionally, it is the Committee's understanding and that of the President that the issue of additional Local Government Locals are permitted under Article VII, Section 3 of the Statewide Constitution. This language is simply to clarify the issue of how Local Government Executive representatives are designated and elected. The Committee recommends adoption of the amendments.

(3) The following amendment to Article IV, Section 1 and Article VII, Section 1(b) are submitted to the Delegates by the Constitution and By-Laws Committee based on a recommendation from the Statewide Membership Committee.

"ARTICLE IV

ORGANIZATION OF THE ASSOCIATION.

Section 1. DIVISIONS. The Association shall be organized in two divisions to be known as the State Division and the Local Government Division. Members who are employees of the State shall be in the State Division, and members who are employees of the political subdivisions of the State **and of private sector employers in positions represented by CSEA** shall be in the Local Government Division. Members who are employees of any public authority, public benefit corporation or similar autonomous public agency may, with the approval of the Board of Directors, elect as a unit to affiliate with a State Department or a State or Local Government Local with the consent of such State Department or Local and shall thereupon become members of the division with which they have affiliated."

"ARTICLE VII

LOCAL GOVERNMENT DIVISION.

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

Section 1(b). PRIVATE SECTOR REPRESENTATIVE. **There shall be one statewide representative on the Local Government Executive Committee elected by members of CSEA who are in private sector locals.**

Explanation: CSEA continues to recruit new private sector members. However, currently there is no provision in the Statewide Constitution for members in Private Sector Locals to be represented on the Statewide Board of Directors. It is essential that CSEA correct this; therefore, the Committee recommends adoption of these amendments.

(4) The following amendments to Article VI, Section 1 and Article VII, Section 1 are being submitted to the Delegates by the Constitution and By-Laws Committee.

"ARTICLE VI

STATE DIVISION.

Section 1. STATE EXECUTIVE COMMITTEE. The power and authority to transact business relating to state employees shall, except as provided herein, be vested in a State Executive Committee. The State Executive Committee shall consist of the officers of the Association, and one representative from each State Department. The Judiciary, the State University, the Waterfront Commission and state public authorities as one unit, shall be deemed State Departments. The Faculty Student Associations and Teachers' Retirement System shall as a unit be deemed a State Department. Each State Department with more than 3,000 members as of January 1 of the election year shall, for the term of office beginning the following July, be entitled to one representative on the State Executive Committee for each 3,000 members or major fraction thereof. The members of the Department of Mental Hygiene shall be elected by Region. In all other departments entitled to more than one representative on the Board of Directors, members shall be elected from the departments on an at-large basis. The State Executive Committee shall elect from its membership one member to be known as the Chairperson of the State Executive Committee. The State Executive Committee may create one or more subcommittees to perform such duties as the State Executive Committee shall delegate. Each department representative shall be elected by ballot by the members in that

person's department in the manner prescribed in the By-Laws. No person shall be eligible for nomination unless that person shall have been a member in good standing of the CSEA since June 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. Vacancies in the office of the State Department representatives including termination of employment with the Department [may] **shall** be filled for the remainder of the term by [members of the Association employed in such department at special election to be called by the Board of Directors within fourteen (14) days after the first meeting of the Board subsequent to the time that such vacancies occur under rules established by the Board; however, where the unexpired term of office is six (6) months or less,] **appointment of the President of the Association [may fill such vacancy without an election with the approval of the Board of Directors.] upon recommendation of the Presidents of Locals represented by that State Executive Committee Seat.**" REST OF THIS SECTION REMAINS THE SAME.

"ARTICLE VII

LOCAL GOVERNMENT DIVISION.

Section 1. 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 each Local Government County Local 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, each Local Government county Local with 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 Local shall be elected by such Local for a three (3) year term of office to be coincidental with the term of office for members of the State Executive Committee. **Vacancies on the Local Government Executive Committee for seats which are elected by one Local shall be filled for the remainder of the term by appointment of the President of the Association upon recommendation of the Local Executive Board. Vacancies on the Local Government Executive Committee for seats which are elected by more than one Local shall be filled by appointment of the President of the Association upon recommendation of the Presidents of the Locals represented by that Board seat.** The Local Government Executive Committee shall elect from its membership one member to be known as the Chairperson of the Local Government Executive Committee. No

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statewide officer shall be eligible to be a candidate for any position on the Local Government Executive Committee."

Explanation: CSEA is continuously running elections for Statewide Board seats under our current language. These amendments would alleviate the exorbitant cost associated with continuous rerun elections and would allow for more consistency in the way CSEA fills vacant positions from the Statewide to the section level of the organization. The Committee recommends adoption of these amendments.

(5) The following amendment to Article IV, Section 5(a) is submitted to the Delegates by the Constitution and By-Laws Committee as a result of a recommendation made by Secretary Irene Carr.

"ARTICLE IV

ORGANIZATION OF THE ASSOCIATION.

Section 5. OFFICERS. The Officers of the Association shall be a President, an Executive Vice President, six Vice Presidents to be the six Region Presidents, the Secretary and Treasurer.

(a) ELECTION. The President, Executive Vice President, Secretary and Treasurer of the Association shall be elected by secret ballot tri-annually (every three years) and shall be designated as voting delegates at all meetings of the Association's international affiliate, The American Federation of State and County Municipal Employees. The six Vice Presidents of the Association shall be elected for a term of three years, such elections to be conducted concurrent with Region elections. All officers of the Association shall hold office for a term of three years, commencing on July 1 of the year in which they were elected, or until their successors shall have qualified. Vacancy in the office of President shall be filled by the Executive Vice President. Vacancy in the office of Executive Vice President shall be filled by the Board of Directors by electing any one of the six Vice Presidents, the Secretary or the Treasurer. A vacancy in the term of any of the Vice Presidents shall be filled according to the Constitution and By-Laws of the respective Regions. Vacancies in the office of Secretary and Treasurer may be filled for the remainder of the term by the Board of Directors. No statewide officer shall be an officer of a Local or Unit." THE REST OF THIS SECTION REMAINS THE SAME.

Explanation: This ensures that CSEA will always be represented by its four officers elected statewide at the AFSCME conventions. The committee recommends adoption of this amendment.

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

"ARTICLE XI

AMENDMENTS.

This Constitution may be amended as follows:

(a) A proposed amendment must be submitted in writing to the Secretary of the Association at least ninety (90) days prior to the opening of the delegate meeting at which it is to be presented, and

(b) The proposed amendment or a substantially similar amendment is [A majority of the delegates present and voting at the meeting must approve the proposed amendment or a substantially similar

amendment and order that it be] published in the official newspaper of CSEA at least ten (10) days prior to the [next] meeting of the Association, and

(c) The proposed amendment as published is approved by a two-thirds vote of the delegates at the [next] meeting of the Association."

Explanation: This would give the Delegates the right to change the CSEA Constitution with one reading and a two-thirds vote. The Committee recognizes that this would allow the Delegates to make necessary changes in the Constitution in a more timely fashion. The Committee recommends adoption of this amendment.

(7) The following amendment to Article IV, Section 5 is submitted to the Delegates by the Constitution and By-Laws Committee.

"ARTICLE IV ORGANIZATION OF THE ASSOCIATION.

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

REST OF THE SECTION REMAINS THE SAME.

Explanation: This amendment is intended for housekeeping purposes. This provision is now in the By-Laws, Article I, Section 6. The Committee believes that it is more appropriate to set forth officers' designation as delegates in the Constitution, rather than the By-Laws. The Committee recommends adoption of this amendment.

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

"ARTICLE VIII

DELEGATES.

Members of each Local shall elect from their membership one or more delegates and/or alternates to represent the members of the Local at all meetings of the Association, except that the Local President, Vice Presidents in ranking order, Secretary and Treasurer, shall, by virtue of their offices, automatically be designated as delegates and/or alternate delegates. Prior to July 15 of each year, each Local shall file with the Secretary of the Association an accurate list containing the names and addresses of its delegates and alternate delegates for the ensuing year. Such delegate or delegates shall have one vote for each one hundred (100) members or fraction thereof in such Local, based upon the paid membership in the Association on the first day of June preceding the meeting. The number of votes each Local or Department is entitled to cast shall be determined by the Membership Committee. All members of the Board of Directors shall have all the rights and privileges of delegates at meetings of the delegates except the right to vote.

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

Region officers not in the capacity of Local Delegates shall be delegates at all delegate meetings of the Association. They shall have all the rights and privileges of delegates at

meetings except the right to vote, provided however, that Region Presidents may vote at all meetings of the Association. Allowed expenses may be paid by the Region."

Explanation: The present language of the Constitution is ambiguous. Article VIII could be read to deny the Region Presidents their right, as officers of the Association, to vote at meetings of the Association. This was not the intent of the language of Article VIII and has never been the practice in CSEA, as is demonstrated by Article 1, Section 6 of the By-Laws. The Committee recommends adoption of this amendment.

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

(1) The following amendments to Article II, Section 6 are submitted to the Delegates by the Constitution and By-Laws Committee.

"ARTICLE II MEETINGS.

Section 6. SPECIAL MEETINGS.

(a) Special meetings of the Association shall be held upon call of the President. Upon the written request of [twenty-five] one-third of the members of the Board of Directors, the President shall call a special meeting of the Association within fifteen days after the receipt of the written request. Such request must set forth the reason for calling the meeting and the proposed agenda.

(b) In addition to the procedure set forth in subsection (a) of this Section, a Special Delegate's Meeting shall be called by the President within fifteen days of the receipt of a petition filed by at least [twenty-five] one-third of the Association's Local Presidents. Such petition must set forth the reason for calling the meeting and the proposed agenda. Copies of the agenda shall be sent to all Local Presidents at least ten days prior to the date fixed for the meeting."

Explanation: Special Delegates Meetings are expensive to the Association, as well as to Locals. It is the opinion of the Committee that more than a "hand full" of people should be needed to call the 2,000+ Delegates into session. We believe that if the issue is of utmost importance, the number of signatures should be easy to obtain. The Committee recommends adoption of these amendments.

(2) The following amendments to Article IV, Sections 2 and 3 are submitted to the Delegates by the Constitution and By-Laws Committee at the request of President McDermott and Treasurer Sullivan.

"ARTICLE IV

FINANCE.

Section 2. DUES AND AGENCY SHOP FEE.

[(a) (1)] Delete current language.

New language: (a) (1) Effective January 1, 1989, the annual membership dues and agency shop fees of the Association shall be: members and persons paying an agency shop fee who earn under \$10,000 a year, the rate shall be one hundred dollars (\$100); for those earning \$10,000 to \$15,999, the rate shall be one hundred seventy-five dollars (\$175); for those earning \$16,000 to \$21,999, the rate shall be two hundred dollars (\$200); for those earning \$22,000 and over, the rate shall be

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two hundred twenty-five dollars (\$225). Effective January 1, 1990, and annually thereafter, the amount of dues set forth above shall increase by the percentage used by Association's International Affiliate, AFSCME, to adjust its annual minimum dues. No local, unit or region has the right to assess additional dues from members or agency fee payers."

[(a) (2)] delete entire section;

[(a) (3)] delete entire section;

(a) [4] (2): "An annual amount of three percent (3%) of the dues or agency shop fee paid by an individual shall be appropriated by the Association for political or ideological purposes. Such annual amount shall be collected and set aside on a bi-weekly basis in the same manner as dues are collected. Any dues paying member of the Association who objects to the appropriation of this portion of their payment for political or ideological purposes unrelated to collective bargaining shall have the right to object to such appropriation. An objector shall file written notice by registered or certified mail of this objection with the State Treasurer during the month of [October] **March** of each year. Upon receipt of such objection, the State Treasurer shall remit to the objector three percent (3%) of the annual dues for the period of time objected to by the objector, or if the objector has not paid dues for each of the preceding twelve months, the State Treasurer shall remit to the objector an amount equal to three percent (3%) of each bi-weekly period for which dues were collected."

(a) [5] (3) REST REMAINS THE SAME;

(b) REMAINS THE SAME;

(c) REMAINS THE SAME;

(d) REMAINS THE SAME;

(e) REMAINS THE SAME;

(f) ASSOCIATE MEMBERS. The annual membership dues of an associate member shall be [twenty-six dollars (\$26.00)] **fifty-two dollars (\$52.00)**.

Section 3. REFUND AND REIMBURSEMENT.

(a) REMAINS THE SAME;

(b) REMAINS THE SAME;

(c) REMAINS THE SAME;

(d) REFUNDS TO REGIONS. Each Region of the Association shall receive from the Treasurer an annual payment of [twenty-five] **fifty** cents of the membership dues and agency shop fees collected from each of the employees in such Region. In the event that a region adopts a plan for assessing the Local within its Region, the State Treasurer shall, upon notification by the Region Treasurer that a Local is delinquent in its Regional assessments, deduct that assessment from the Local's direct rebate from the Association and transmit the assessment to the Region Treasurer."

Explanation: This would be the first increase for CSEA, other than those required to meet the AFSCME minimum dues, since 1981. When the Delegates affirmed the AFSCME Affiliation Agreement in January, 1981, it was projected that CSEA could exist on the AFSCME minimum dues schedule for 4 to 5 years. This was possible because CSEA received \$12 million in organizing grants from AFSCME.

However, those funds have been expended, we are at least 3 years beyond the projected time that the AFSCME minimum dues would be sufficient, and the demands

for increased services continue.

For the past 4 years, savings, which amounted to \$9 million, have been utilized to offset expenditures. \$1.5 million remains in savings as of September 30, 1988.

Without a dues increase, use of ALL of the Union's savings and reductions in staffing and services amounting to more than \$1 million will be necessary to break even in 1988-89. The Union, in essence, will be in financial ruin.

While CSEA has not had an increase in income for nearly 8 years, many of our members have realized steady increases in their salaries. In the vast majority of contracts, negotiated salary increases have not been appointed equally. Those who earned more gained more because of the way salary increases were paid.

The tier structured dues proposal acknowledges the reality that negotiated salary increases have varying levels of benefit to the many diverse groups which CSEA represents, provides a fair and equitable means to address our differences while, at the same time, puts CSEA on solid financial ground for the first time in recent years. The Committee recommends adoption of these amendments.

(3) The following amendments to Article V, Sections 5 and 6 of the By-Laws are submitted to the Delegates by the Constitution and By-Laws Committee at the request of Joel Schwartz and Lavarne Pound.

"ARTICLE 5

JUDICIAL BOARD.

Section 5. APPEALS.

(a) **The Appeals Board shall be comprised of seven members. One shall be appointed by the President of the Association, and shall be Chairman of the Appeals Board. Three shall be elected by the State Executive Committee. Three shall be elected by the Local Government Executive Committee. The terms of the members of the Appeals Board shall coincide with that of the President of the Association.**

In order to be eligible to serve on the Appeals Board, a person must have been a member in good standing of CSEA for a continuous period of five (5) years preceding the appointment/election and must have held, or be currently holding, an elected office. No Statewide Officer, Region President, member of the Judicial Board or member of the State or Local Government Executive Committees shall be eligible to serve on the Appeals Board.

The Secretary of the Association shall arrange for the solicitation of nominations from Regions, Locals and Units. Eligible nominees will be delivered to the State and Local Divisions, as appropriate.

Each member of the Appeals Board shall have the right to vote on all matters before the Board, except those affecting his/her Local or Unit, and provided that he/she has participated in the review of the matter before the Board. No member of the Appeals Board shall participate in the review nor vote on a matter in which he/she is an affected party.

Three (3) members of the Appeals Board, present in person, shall constitute a quorum.

[(a)] (b) Any person or entity believing himself/herself aggrieved by a formal decision of the Judicial Board may appeal the formal decision by filing an objection with the Appeals [Committee of the Board of Directors of the statewide Association] Board within

fifteen (15) days of the receipt of the formal decision of the Judicial Board. The objections must be sent certified mail, return receipt requested, to the **Appeals** Board [of Directors, Appeals Committee], 143 Washington Avenue, Albany, New York 12210. The objections must state with specificity, all portions of the Judicial Board decision to which objection is taken, including the specific questions of procedure, fact, law or policy to which objections are taken and the reasons therefor.

(c) [(b)] The Appeals [Committee] Board shall consider any objections which have been duly filed and shall issue a determination no later than [the second Board of Directors meeting] **ninety (90) days** following receipt of the objections.

(d) **A decision of the Appeals Board reversing, modifying or remanding a decision of the Judicial Board shall require a vote of three-fourths of the participating members of the Appeals Board.**

(e) **A determination of the Appeals Board shall be final and binding and may not be appealed.**

Section 6. CONTRACT RATIFICATIONS.

(a) REMAINS THE SAME;

(b) REMAINS THE SAME;

(c) Such determination of the Judicial Board shall be final and binding on the members of the bargaining unit affected by the ratification vote and may not be appealed [to the Board of Directors of the statewide Association].

Explanation: Joel Schwartz and Lavarne Pound both argue that it is inappropriate for matters that go to the Judicial Board to be reviewed by the Board of Directors. They urge an application of the doctrine of separation of powers between judicial and legislative functions to assure that justice is meted out without "political considerations."

The Committee agrees. Accordingly, it is proposing an amendment to the By-Laws which establishes an independent Appeals Board to replace the present Appeals Committee of the Board of Directors. The proposed amendment establishes standards for service on the Appeals Board and procedures for appointment or election to it that are designed to assure the quality and independence of its membership. Finally, a three-fourths vote of the participating members of the Appeals Board is required to reverse or modify a decision of the Judicial Board. This is because the Judicial Board will have had greater familiarity with the issues and evidence than the Appeals Board and its judgment ought not be overturned unless it has made a serious error that is clearly observable when that judgment comes before the Appeals Board.

ALL CORRESPONDENCE WITH RESOLUTIONS AND/OR PROPOSED AMENDMENTS RECEIVED BY THE COMMITTEE AS OF THE DATE OF ITS LAST MEETING (AUGUST 23, 1988) HAVE BEEN REVIEWED. APPROPRIATE RESPONSES HAVE BEEN DIRECTED TO THE INDIVIDUALS LISTED BELOW ARE PROPOSED AMENDMENTS THAT THE COMMITTEE CHOSE NOT TO REPORT OUT FAVORABLY WITH THE RATIONALE FOR SAID DECISION:

(1) Proposal by Del Perrier, dated June 22, 1987, regarding members who take leave of absence from their public employment to work for CSEA or AFSCME, and the relation of that job to their holding office in CSEA.

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Rationale: The Committee felt that this was more a policy decision rather than something to be incorporated into the Constitution. The Committee forwarded this to the Statewide Officers and recommended that they formulate a policy dealing with this subject. Such a policy statement was issued by the President of the Association on August 19, 1988.

(2) A letter from Alice Steckiewicz requesting that a person could only be a member of **one** Statewide Committee rather than **two**.

Rationale: The Committee felt that the present practice was working well and that there was no need to change the constitutional language. However, Ms. Steckiewicz's concerns were forwarded to the Statewide President.

(3) Memorandum from Betty Lennon, dated November 25, 1987, requesting to amend the Constitution to decrease the number of signatures needed on a nominating petition for the State Executive Committee.

Rationale: The Committee felt that the number of signatures required were reasonable and that it was desirable that a person seeking a State Executive Committee seat circulate petitions in Locals other than their own since they would be representing other Local's interests on the State Executive Committee.

(4) A letter from Bud Mulchy seeking to incorporate language in the Constitution stating that when a vacancy occurs on the State Executive Committee, the person with the next highest votes would automatically move to the Board seat.

Rationale: The Committee has submitted constitutional language proposals to deal with the exorbitant expenses that CSEA spends in running rerun elections.

(5) Proposal from Marie Prince dated July 7, 1988, to amend Article VIII of the Constitution to permit all Region Officers to vote at Delegate meetings whether or not they have been elected as Local Delegates.

Rationale: The Committee determined that it would be inappropriate to permit Region Officers, other than Region Presidents, to vote at Delegate meetings unless they are elected Local Delegates. To do so would be inconsistent with the constitutional requirement that delegates be elected; in some cases, it would increase the number of delegates per Region beyond that which the Region is entitled to; and might do so unequally.

(6) Memo from Statewide Methods and Procedures Committee dated May 18, 1988, proposing that the election for the four CSEA Officers elected statewide be amended to allow for these elections to be conducted tri-annually at the CSEA Convention by secret vote of the Delegates present.

Rationale: It is the Committee's position that if CSEA is to remain a democratic union, we must continue to allow our rank and file members their basic right to vote for the Officers of the Association.

(7) Proposal of Anthony Ruggiero dated June 26, 1988, to amend By-Laws, Article V, Section 4 to permit the Judicial Board to penalize a person bringing charges before the Judicial Board which are malicious and frivolous.

Rationale: This Committee sought input from the Judicial Board giving its opinion as to the merits of this proposal. In a letter dated August 8, 1988 to the Judicial Board, it has not responded as of the date of the last meeting of the Committee.

The Committee expresses its appreciation for the contributions to its work of former Committee members, Carmen Bagnoli, Chair, Enrico Paradiso, Gloria Rutkey and Maureen Malone.

Respectfully submitted,

Terrence Melvin, Chair
Rita Wallace, Vice Chair
Vicki Burton
Fred Daniels
Richard Noreault
Barbara Reese
Robert Simoni

CSEA/LEAP opens spring term

Course Announcements and application forms for the spring semester of CSEA's Labor Education Action Program (LEAP) are now available at state agency training or personnel offices.

The deadline for applying for the Spring 1989 semester is Nov. 23. Completed applications must be received in the LEAP office by that date. LATE APPLICATIONS CANNOT BE ACCEPTED.

See the Bulletin page in the Course Announcement for the latest developments in the LEAP program.

Because of the great response to the course "Empowered Learning: Unleashing Your Career and College Potential," more seats are available at each site. This semester you can apply for "Empowered Learning" in addition to another first- and second- choice LEAP tuition-free course. See Section 2 of the program announcement for more information.

Be sure to mail your LEAP application yourself and mail it early.

Remember, the Spring '89 deadline is Nov. 23. If you have any questions, problems or ideas for courses, call the LEAP office at 518-434-0191.

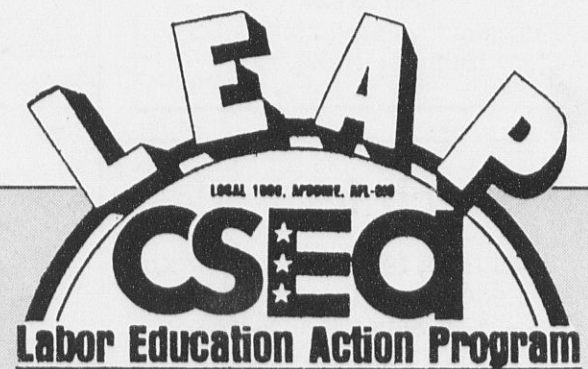
New courses, new schools

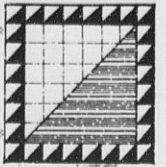
LEAP will offer the following new courses: AC-A-R Accounting Info Systems; BU-G-G Money and Banking; HI-G-F U.S. History II; and SL-I-C Sign Language II.

New providers to the LEAP network are: BOCES Suffolk 3; Branson Ort Technical Institute; LaGuardia Community College; SUNY Empire State College, Capital District Region and Metropolitan Region; and Union College.

LEAP is the Labor Education Action Program of CSEA. It offers tuition-free courses at two- and four-year public and private colleges, BOCES and various state facilities across New York state. LEAP is available only to CSEA-represented state employees in the Operational Services, Administrative Services, Institutional Services and Division of Military and Naval Affairs units, Health Research Inc., SUNY Construction Fund and the Teacher Retirement System.

CSEA/LEAP courses are designed to increase upward career mobility in state service and improve the quality of life on and off the job.





CSEA court member named ATC outstanding alumnus

Roy S. Hall, first vice president of Judicial CSEA Local 334 and former vice president and delegate of Franklin County CSEA Local 817, was named *Distinguished Alumnus* at the Canton Agricultural and Technical College annual meeting of the Alumni Association.

The Distinguished Alumnus Award is presented to a graduate of the school who has served community and college in an outstanding way.

Hall, a member of the Canton ATC Class of 1940, has served for many years on the Agricultural Advisory Board at the college, been active in numerous community projects and civic affairs and was instrumental in influencing many Malone area students in continuing their education at ATC Canton.

Hall was also director of the Franklin County Fair for 20 years. During his tenure

he was responsible for expanding and improving the 4-H department.

His other activities include the Malone Garden Club, Malone Elks Lodge, and he has been a member of the Malone Grange for 46 years.

For the past 24 years, Hall has been the Franklin County Supreme and County Court clerk and has held various offices in the Association of Supreme and County Court Clerks of New York State. At present, he is treasurer and a member of the Executive Committee and member of another committee drafting a handbook for court clerks.

In addition to his duties as chief clerk and many civic activities, Hall also serves on the CSEA Region V Program Planning Committee, a task that takes him to all conferences and workshops held throughout the 20-county region.



SPECIAL HONOR — Roy S. Hall, left, accepts the Distinguished Alumnus Award from last year's recipient, professor Harry King. Both are 1940 graduates of ATC Canton.

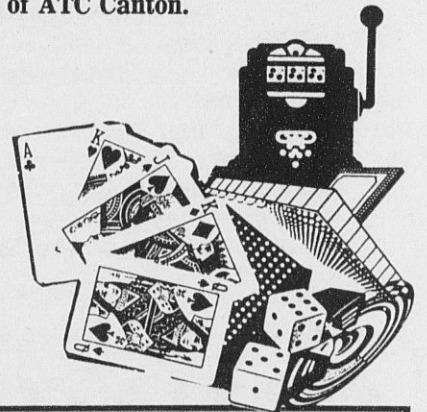
Atlantic City trip planned

CSEA Region I is planning a one-day trip to the Sands Hotel in Atlantic City, Nov. 12.

The \$20 cost per person includes bus transportation, \$7.50 in coins, a \$10 food voucher and a \$10 deferred voucher.

There will be Nassau and Suffolk County departures.

Call Barbara Harrington at (516) 273-2280 to reserve a seat.



Help is needed

CSEA Brookhaven Blue Collar Unit members have joined in a major fundraising effort that has brought in \$52,000 for Nancy Sulikowski, daughter of Steven Sulikowski, a CSEA member in the Brookhaven Parks Department.

Nancy, 13, is battling a rare form of

spinal cancer.

CSEA Brookhaven Blue Collar Unit President Pat DeLuca and activist Artie Raguso have worked hard recruiting volunteers to help with the activities and thank those who have given their support.

If you'd like to contribute, send a check to Nancy Sulikowski Trust Fund, P.O. Box 346, Yaphank, N.Y. 11980.



B is for Buffalo, Baseball

CSEA Region VI President Bob Lattimer poses for a photo with the Buffalo Bison's mascot just prior to throwing out the ceremonial first pitch during *CSEA Night* festivities at Buffalo's new Pilot Field. The 1,100 CSEA members in attendance that night helped the Bisons break the all-time minor league season attendance record of more than one million.

South Beach festivities.

Sharing good food, fun and games with family and friends was the order of the day as members of South Beach Psychiatric Center CSEA Local 446 got together for the local's first annual picnic.

At right, local Vice President Lorraine Burris holds her nephew during a break in the activities.



STATEMENT BY
 CSEA PRESIDENT JOSEPH E. McDERMOTT
 RESPONDING TO
 COMPTROLLER'S AUDIT
 OF THE
 CIVIL SERVICE DEPARTMENT

The Comptroller's audit of the Civil Service Department's administration of the Health Insurance Plan painfully demonstrates that the department's administration is inefficient, incompetent and unprofessional.

The report, frankly, contains few surprises since it exposes the same problems previously raised in 1985 and 1988 contract negotiations. In fact, many of our members and retirees that we — along with other members — more directly involved in monitoring the delivery of health insurance.

CSEA, then, is not surprised that the audit found serious deficiencies in the Civil Service Department both seriously deficient. We already knew it from listening to our members. The Comptroller's report.

The union found itself forced to fill the gap created by the department's inefficiency. More often than not people turned to us for assistance in the department's house in order by assisting on such administrative matters.

- * formal training for agency health benefits administrators
- * improved lines of communication
- * enhanced consumer education
- * better service to enrollees

In response,

Nonetheless,

Empire Plan management blasted

Audit on target!

**THE
 EMPIRE
 PLAN**

benefits should be the body responsible for administering them.

The CSEA leader rejected the Civil Service Department's attempt to shift blame for the Empire Plan's administrative failings onto "the unions."

"Nonsense," said McDermott. "The Empire Plan was the Civil Service Department's brainchild. They conceived it. They nurtured it. They promised significant cost benefits which never materialized."

"If anything," he continued, "CSEA was forced to get more directly involved in the plan's operation because of a gap created by the Civil Service Department's incompetence."

CSEA's input has insisted on improvements such as:

- * Formal training for agency health benefits administrators
- * Improved lines of communications

* Better consumer education

* More effective service to enrollees

McDermott also pointed out that there is nothing wrong with the Empire Plan as a health insurance program that good management can't cure.

"The Empire Plan was conceived as a model of employee health benefit programs. It can still be that if the right steps are taken to put its administration on firm footing," McDermott added.

With that in mind, McDermott has written to Gov. Mario Cuomo urging his personal involvement in correcting deficiencies.

McDermott noted that the management failings of the Empire Plan are not a reflection of the dedicated work carried out by the vast majority of people employed by the Civil Service Department.

ALBANY — CSEA is applauding the findings of the state comptroller's recently-released audit of the Civil Service Department's administration of the Empire Plan.

The highly critical report found mismanagement in nearly every aspect of the plan's administration.

"The report, frankly, contains few surprises since it exposes problem areas and failures that we raised in 1985 and 1988 contract negotiations with the state," said CSEA President Joe McDermott.

"We already knew from listening to our members that the plan's administration has been seriously deficient and in dire need of immediate improvement — the comptroller's report confirms it."

McDermott renewed CSEA's long-standing call for the Empire Plan to be administered by the Governor's Office of Employee Relations (GOER) — saying the body responsible for negotiating health

'We already knew from our members that the plan's administration has been seriously deficient — the comptroller's report confirms it.'



Bottom-line discussions

State Comptroller Edward Regan, left, recently visited CSEA President Joe McDermott at CSEA headquarters for an informal discussion about a number of key issues. Among the topics: the comptroller's audit criticizing the Civil Service Department's administration of the Empire Plan; reform of the state retirement system; and New York state budget problems.