

# Civil Service LEADER

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Special  
PS&T Election  
Issue

## CSEA BIDS FOR BIG PS&T WIN; READY TO ENTER NEGOTIATIONS

Professional, Scientific and Technical Unit workers are facing an important, although not difficult, decision in casting their votes in the current union representation election. While there are many issues involved, it really boils down to which labor union can do the best job of representing them in winning and enforcing a good, sound and equitable contract.

The current PS&T champion, the Civil Service Employees Assn., is backed by 65 years of continuous experience in representing state employees. The challenging Public Employees Federation has a short and uneventful history of about 10 months and absolutely no background in representing state or local municipal public employees.

CSEA has prepared a long list of demands for PS&T employees to present to the state side of

the bargaining table (see page 4 for highlights of PS&T demands in a dozen key contract areas). CSEA has put together an experienced negotiating team representing every segment of the PS&T Unit and every section of the state. PEF has no bargaining team and no demands at all.

CSEA has established an exceptionally low dues structure for its members. PEF refuses to discuss its planned dues struc-

ture, hinting it will decide what to charge employees later.

CSEA has a professional staff of more than 200 full-time employees. Field representatives, professional negotiators, attorneys, research experts, public relations people, insurance experts, data processing specialists, and others. They are working for public employees and are always available.

PEF, on the other hand, has nothing to compare. They bor-

rowed staff from a number of unions just to put together people to give the illusion of having a staff. Many have already been returned back to their original unions because their own unions suffered heavily during their absence: Take the teachers union, for example. PEF has no full-time staff of any kind.

CSEA stood up to the Legislature, going to court to win a major case that prevented the State from investing employees' pension funds in a near-bankrupt New York City. CSEA negotiated one of the finest retirement programs anywhere. It is committed to protecting employees' pension funds now and in the future. PEF was embarrassingly silent while the legislators tried to rape the pension money.

### Stopped 'Lulus'

And it was CSEA that again took the state to court and stopped the payment of legislator lulus. The lawmakers who turned their backs to public employees in negotiations while trying to legislate thousands of dollars for themselves found out the power of CSEA the hard way. PEF, meanwhile, again remained silent on the lulu issue.

Experience—and the lack of it—is a big issue in this election and as in other areas, CSEA wins going away.

CSEA has been representing  
(Continued on Page 2)



**READY TO WORK** — CSEA's PS&T negotiating team members are, from left in front row, E. Jack Dougherty (Tax & Finance), Timothy McInerney (Transportation Region I), Gene Treacy (Division of Employment, Utica), Betty Duffy (Pilgrim Psychiatric Center), Arthur Allen (Transportation, Long Island). From left, second row, are Jack Weisz (Correctional Services, NYC), Patricia Comerford (Helen Hayes Hospital), Robert Stafford (Office of Drug Abuse Services, Lancaster), CSEA collective bargaining specialist Paul Burch, and Robert Lattimer (Department of Labor, Buffalo, and CSEA Western Region president). Team member Canute Bernard (NYC) is absent from the photo.

## 65 Years Of Progress With CSEA

New York State employees rank right at the top in the nation in a comparison of wage and benefits, and they got there under the representation for 65 years by the Civil Service Employees Assn. CSEA is the oldest and the largest independent public employee union in the United States, and it's that kind of experience that makes CSEA representation so valuable.

Name any major benefit now enjoyed by State employees and it's a good bet CSEA was responsible for winning it. This is true, for instance, of the Employees Retirement System, the finest in the country, which CSEA pushed for way back in 1921.

In 1937, CSEA worked successfully to get the first effective salary plan set up for State workers, and in the late forties,

it was CSEA that got the five-day work week for state employees.

In the fifties, it was CSEA that pushed through legislation that made state workers eligible for Social Security benefits on top of pensions. And CSEA also got the whole State Health Insurance Plan started during that same period.

Throughout this period, CSEA was also winning numerous other major benefit improvements, along with periodic pay raises, that enabled New York State employees to outdistance fellow state employees in the rest of the nation.

CSEA is proud of its long history, its democratic principles, and its tremendous achievements on behalf of public workers in New York State. No other labor union in any capacity can match that record.

To appreciate where state workers are today, it is important to understand how, and who, got them there. But like any great labor union, CSEA lives one step into the future, preparing for tomorrow with an occasional look into the past to draw upon the wealth of experience that lies there.

CSEA is prepared to guide New York State workers into the future. That's one reason why CSEA already has a negotiating team and contract demands ready to present the State at the bargaining table. CSEA understands public employees and the public employment sector  
(Continued on Page 2)

(Reprinted from Albany Times-Union)

### NYS worker pay rate rated 2nd nationally 11/3/75

By United Press International  
The salaries and fringe benefits of New York, New Jersey and Connecticut state government employees, excluding those at state colleges, ranked second, third and fourth in the nation in a study by the U.S. Bureau of Labor Statistics.

Herbert Bienstock, head of the BLS New York regional office, said Sunday total compensation for employees of the three states was exceeded only in Alaska, according to 1972 data.

The study said the average total pay in New York was \$7.58 per hour, 40 per cent over the national average.

In New Jersey, it was \$6.98, or 29 per cent above the average. In Connecticut, it was \$6.90, 28 per cent over the average.

CSEA MEANS SUCCESS! Sometimes we tend to forget where we are and how we got there.

Well, CSEA reminds you that you're right up at the top — ranked number two out of all 50 states in salaries and fringe benefits. Only Alaska, with its inflated costs, is higher.

AND WE'D LIKE TO REMIND YOU IT WAS CSEA WHO GOT YOU TO THE TOP BY TOUGH, HARDLINE NEGOTIATING. The State "gives" you nothing — it has to be won at the table . . . AND CSEA WON IT!

CSEA has been representing state workers for 65 years, and it is prepared to keep you moving forward. CSEA deserves your vote of confidence.

### PS&T VOTING TIMETABLE

The Public Employment Relations Board will mail ballots to all eligible PS&T voters on Nov. 18.

Ballots will be counted by PERB on Dec. 5.

Replacement ballots may be obtained by calling PERB, collect, on Nov. 24, 25, 26 and 28. Call any of these numbers: Albany—(518) 457-2929; New York City—(212) 661-6970, or Buffalo—(716) 842-2357.

PLEASE—CAST YOUR BALLOT AND MAIL IT IN TIME TO ARRIVE BEFORE DEC. 5.



# Keep Independence With CSEA

State employees have got a lot going for them with CSEA, more than any other state workers in the nation, in fact. But in spite of official governmental figures to that effect, the AFL-CIO loves to boast how great they are in representing public employees.

Well, one need only look to the New York City employees mess, and that claim is disputed. New York City employees are represented by an AFL-CIO affiliate, and as everyone knows those employees are in deep trouble. Thousands of layoffs, frozen wages and gambled pension funds are all involved and their AFL-CIO unions have been powerless in protecting the employees' interests.

In neighboring Pennsylvania, an AFL-CIO union took state workers out on strike earlier this year amid claims of great benefits won as a result. But look at the facts — Pennsylvania state workers still average \$2,000 a year less than New York State workers by comparable job titles! CSEA has put its members out in front and the AFL-CIO bunch can't catch up, period!

The United Teachers are a part of PEF, in fact one of the ringleaders. So what achievements can the teachers point to that would convince a state employee to let them represent her or him? A long series of pay-losing strikes this fall? Leaders and chief supporters sentenced to jail terms? A willingness to allow their pension funds to be used to bail out bankrupt New York City? Hardly positive stuff, to say the least.

SEIU, another ringleader of PEF, is an AFL-CIO union. But this election affects professional employees and SEIU doesn't represent professional, public workers to any extent. And because SEIU simply doesn't fit into the picture, CSEA-represented public workers in a dozen or more recent elections have rejected SEIU and stayed with CSEA. SEIU people conducted five strikes in New York State from May 1974 to May 1975. A look at

who they struck will show how professional that union is: Long Island Humane & Dog Protective Society; Syracuse Window Cleaning Companies, the Waterview Hills Nursing Center and Cam-

pus Hall Apartments! Just a few more reasons for maintaining independence with CSEA, a professional public employees labor union for professional public employees.

## PEF Embarrasses Self At Clinton Meeting

We've told you a lot about PEF. Now let's have a PEF representative tell you about PEF.

On November 6, a PEF representative on loan from the New York State Teachers conducted an information meeting for about 20 PS&T employees at the Clinton Correctional Facility at Dannemora.

In response to direct questions from the employees, the PEF rep embarrassingly admitted: PEF dues could be between \$84 to \$110, but maybe more; PEF has no constitution, no treasury, no money in the bank, no membership voting procedure, did not know when they could begin negotiating for PS&T people with the state, and had no position relative to a possible job action by state employees!

Some of the 20 employees who attended admitted they were, at the time, neutral on the two unions and came to that meeting to learn something about PEF. They learned something all right, and according to CSEA chapter president Ron Marx, it was that PEF was an opportunist group and nothing more. "PEF destroyed itself at that meeting and gave added support for CSEA. I just wish every PS&T employee in the state could have been present. PEF wouldn't get a single vote," Mr. Marx noted.

## CSEA Prepared For Tough Negotiations

Both the State and CSEA have publicly predicted that upcoming negotiations on behalf of state workers will be the toughest sessions ever. State officials have been talking tough for months, trying to get the union to back off from hardline contract talks.

CSEA's answer? An ultimatum of its own to the State—either negotiate in good faith a reasonable contract offer or be shut down. CSEA delegates, elected in true democratic fashion by the membership, comprise the top policy-making body of CSEA, and the delegates this fall established a firm "NO CONTRACT, NO WORK" position effective on April 1, 1976, the day after the expiration of the present State/CSEA contracts.

With the hardline stance taken by the State relative to upcoming contract talks, it will take a union that knows its way around to be a match

at the bargaining table for the employees. It certainly is not the time to be represented by a group fumbling around in the dark with no knowledge of what to expect from the State or what to do to counteract it. And none of the PEF bunch, not one, has even been to the bargaining table with the State, and none probably has ever attempted to bargain under the type of pressure that will exist this time around.

CSEA is fighting force with force, power with power. And that force, that power, is the united support of nearly 150,000 New York State employees. With CSEA, an employee is not alone. There is a huge and committed membership eager to make its collective voice heard at the bargaining table. Alone, each person would be vulnerable, but united together with other state workers, the employees can be more than a match for the State.

## The CSEA Record

CSEA'S NEGOTIATING RECORD SPEAKS FOR ITSELF  
SALARY INCREASES WON RANGING TO MORE THAN 115% SINCE 1967  
A RECORD ANY UNION OR MEMBER CAN BE PROUD OF

SALARY HISTORY OF CSEA MEMBER HIRED IN APRIL 1967  
AT SELECTED LEVELS

Grade	Starting Salary 4/1/67	Present Salary 4/1/74	Dollar Increase 1967-74	% Increase 1967-74
3	\$ 3,635	\$7,823	\$4,188	115.2%
5	3,995	8,423	4,428	110.8%
9	5,000	10,225	5,225	104.5%
14	6,675	12,885	6,210	93.0%
18	8,365	15,711	7,346	87.8%
23	10,895	20,121	9,226	84.7%
27	13,500	24,685	11,185	82.9%

NOTE: Consumer Price Index for 4/67 - 4/74 equals 51.9% increase  
IT'S A FACT — CSEA negotiated salary increases from 1967 to 1974 that totaled up to 115.2%. Subtracting the increase in the Consumer Price Index during that same period, salaries of grade 3 state workers INCREASED A NET OF 63.3% over and above the rise in the cost-of-living. A grade 5 employee realized a net salary increase of 58.9% during the same period, and for a grade 27, the salary increase over and above the rise in the cost-of-living was 31%! THAT'S REAL NEGOTIATING STRENGTH THAT PUT REAL MONEY IN WORKERS' POCKETS!

**It PAYS To Stay With CSEA**

## CSEA Bids For Win

(Continued from Page 1)  
New York State workers since 1910, and CSEA specialists know and understand state government, probably better than anyone. PEF's lack of experience is even more evident when it is realized that of the five unions comprising that coalition, there is not a single union with any experience whatsoever involving state government.

Make no mistake about it, the state has assembled a strong, intelligent and experienced negotiating team to negotiate against the employees. Against it, an inexperienced group would be eaten alive.

CSEA's superior experience is evident, of course, but equally important is the fact that the negotiating team is composed of fellow state employees, democratically elected during the past two months.

The CSEA negotiating team will be assisted by members of the professional staff—again, people who have been out in the field working with employees to understand their needs and problems.

It only takes a moment to make a crucial mistake, but understanding comes with years of dedication and experience, which is the backbone of CSEA's success as the PS&T Unit negotiator.

## 65 Years

(Continued from Page 1)  
better than anyone else, because it has served public employees longer and fought in the public sector arena for decades to earn that experience.

## Special Edition

This is a special edition of the Civil Service Leader printed on the occasion of the coming union representational election in New York State's Professional, Scientific and Technical Bargaining Unit.

(Reprinted from Albany Times-Union)

### CSEA fights Carey order on disclosure

Legal action against Gov. Hugh L. Carey's executive order for disclosure of financial data by state employees earning in excess of \$30,000 annually is planned today in Buffalo by the Civil Service Employees Association.

The CSEA announced the plan Thursday, saying it feels part of the disclosure requirements are unconstitutional. It has advised its membership to submit incomplete forms pending the resolution of the court action. About 1,700 CSEA personnel would be affected by the order, according to the organization.

#### PS&T EMPLOYEES:

There's more to being a great labor union than just sitting down to negotiate a contract. You have to enforce it constantly also.

And then there are areas of concern to the membership that often are not related to the actual contract.

A great union protects all the interests of its employees, and CSEA is a great union. IT STANDS UP FOR YOU!

CSEA

N. Y. State's Largest Public Employee Union



**CSEA THERE WHEN NEEDED** — CSEA's mobile office is capable of setting up a fully operative union headquarters anywhere it's needed, anytime. It supplements CSEA's modern state headquarters in Albany and six regional headquarters across the Empire State designed to put CSEA near the employees—where the action is.

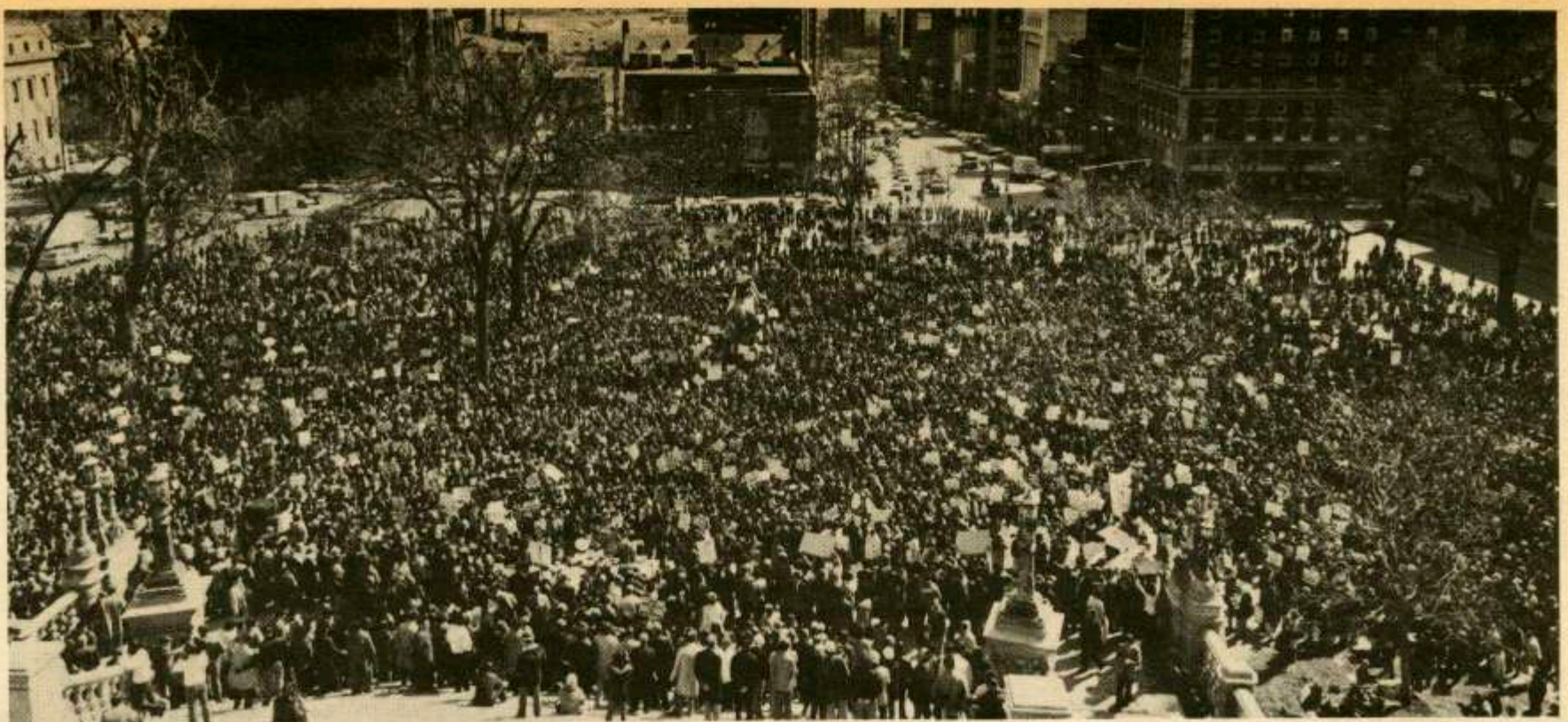
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**CSEA STRENGTH IS A UNITED MEMBERSHIP** — The date, March 18, 1975. Nearly 50,000 CSEA members and supporters marched on the Capitol in Albany in the greatest showing of unity by a labor union ever witnessed in the State of New York.

That's the kind of strength and support CSEA will take to the bargaining table this fall for state workers, and that's the only kind of strength the State will understand and respect. The State knows that demonstration, as big as it was, will be small compared to nearly 150,000 CSEA-represented state workers walking off

their jobs on April 1, 1976, under a CSEA-mandated strike call if the State fails to negotiate in good faith and make a reasonable offer. A completely united stance under the CSEA banner can bring about a sound contract. PS&T employees cannot afford to stand alone against Governor Carey and his sidekicks.

## BEFORE YOU VOTE, ASK YOURSELF:

- If PEF has no negotiating team and no demands, how could they hope to have timely, meaningful negotiations?
- Why won't PEF tell me the straight story on what their dues would be?
- Am I willing to gamble on throwing away CSEA's 65 years of experience in state government for something that doesn't have any experience at all in such intricate operations? And how badly would such inexperience hurt me against the negotiations-wise state team?
- Why did the PEF bunch put together a coalition of unions that have no background in public employment and government? Are they only after my dues money?
- If PEF has no permanent staff, how would I find a fieldman to help me when I needed one? The teachers seem to spearhead PEF, but didn't the teachers have terrible contract problems themselves?
- Where do the Building Trades Council, Laborers International, SEIU and Teamsters, all part of PEF, fit into the picture? And why?
- If I belonged to an out-of-state union, would I be asked to support their out-of-state strikes through special assessments?
- Is it true that John Trela, director of PEF, is a CSEA reject whose labor background was a CSEA bus driver? And that he never negotiated a single labor contract, handled a single grievance or had any basic labor experience while with CSEA? Is that the degree of professionalism I'd be getting with PEF?
- CSEA stopped the State from raiding my pension fund; why didn't PEF have any position about that? CSEA stopped the legislator's lulu ripoff, but why was PEF silent?
- I like the independence and democracy of CSEA, so why should I throw that away and become a pawn for the power-hungry AFL-CIO bosses? Am I willing to have part of my dues sent off to Washington, D. C., by PEF to be used somewhere else without doing me one bit of good?
- Have I honestly compared both unions? And isn't it a fact that CSEA always comes out ahead? So why would anyone want PEF?

## On Leave Without Pay? You Can Request Vote

On leave without pay? That's OK, you're still eligible to vote in the PS&T representation election if you meet all other qualifications. Unfortunately, the State's Public Employment Relations Board (PERB), in typical bureaucratic fashion, decided they couldn't be bothered with getting an accurate list of PS&T employees on leave without pay in time to mail you a ballot. But you can vote by calling PERB (see numbers on page 1) and re-

questing a replacement ballot. So, remember these points. If you're on leave without pay and otherwise qualify as an eligible PS&T voter, you may request a ballot by calling PERB. You will not be mailed one without making that request, however, so be sure you call and tell them you're on leave without pay and want a ballot. You have a right to vote, so please use it. Call PERB and request your rightful ballot—and then use it.

TIMES-UNION \*\*\* Friday, October 17, 1975

### Teamsters pension fund eyed by Labor Department

WASHINGTON (AP) — The Labor Department has begun a preliminary investigation of a \$1.4 billion Teamsters Union pension fund amid criticism the department is not enforcing a new pension reform law.

Sen. Harrison A. Williams, D-N.J., chairman of the Senate Labor Committee, expressed concern over what he called the department "unacceptable delay in implementation of the new fiduciary standards" in the 1974 Employee Retirement Income Security Act.

If investigators look hard enough, they would find a seemingly classic test of standard in the new law — a \$7 million loan made by Teamsters' Central States Pension Fund at 4 per cent interest, with no down payment required and no interest on any of the \$7 million scheduled for 10 years.

Labor Secretary J. P. Dunlop said investigators are examining records of the government-owned Central States Fund, a full-scale program that was started in 1967.

The Central States Fund has been looked at on and off by probers for 20 years. Occasionally someone connected with it has gone to jail. The newest interest in the fund was fueled by the disappearance of former Teamsters President James R. Hoffa.

Investigations have been conducted by the Justice Dept. and the FBI. Hoffa was long believed to have fled to Mexico after his disappearance in 1962.

The \$7 million, 4 per cent Central States' loan involves a planned real estate development in Los Angeles called Beverly Ridge Estates. Records of the transaction were filed at the Los Angeles County Superior Court.

### Shanker Doesn't Oppose Aid From Pension Funds

By FRED FERRETTI  
NY TIMES 10/31/75

Albert Shanker, president of the United Federation of Teachers, who reluctantly and at the last minute consented to the release of teachers' pension fund money that prevented the city's default two weeks ago, said yesterday that he was "not opposed in principle" to a plan that would use city pension funds to guarantee loans and prevent future default.

However, Mr. Shanker said, "It has to be done with a view to the integrity of the funds."

Under the plan, drafted by the city's executive director of Finance, Jack Bigg, the city would use pension funds to guarantee loans to the city's various departments.

Even skepticism about the plan's workability and its impact on pension resources was not enough to prevent the plan's approval.

**CONCERNED ABOUT YOUR PENSION?** Of course, and so is CSEA. It was CSEA that went to court and prevented the State from investing state pension funds in shaky MAC bonds. But the Teachers (part of PEF) are "not opposed" to using their pension funds to sink into an already bankrupt city. And the Teamsters (also part of PEF) have a pension fund that's not only mismanaged but also under almost constant investigation. CSEA is concerned about employees while they are working and when they retire. That's why CSEA negotiated one of the finest retirement programs in existence. And why CSEA is always protecting it.



# CSEA Demands For PS&T People

THESE DEMANDS REFLECT THE INDIVIDUAL SUGGESTIONS OF PS&T EMPLOYEES FROM ACROSS THE STATE, AND WILL BE PRESENTED TO THE STATE AS DEMANDS FROM CSEA FOR PS&T UNIT EMPLOYEES. BY WAY OF CONTRAST, PEF HAS NO BARGAINING TEAM AND HAS PREPARED NO DEMANDS.

(THE FOLLOWING ARE HIGHLIGHTS OF THE EXTENSIVE DEMANDS YOU, THE PS&T EMPLOYEE, ASKED CSEA TO TAKE TO THE TABLE AND WIN FOR YOU)

## • SALARY

A substantial salary increase making up past losses, plus a cost of living increase to keep PS&T people ahead of increases in inflation.

Continuing salary increments. Increments made effective on April 1, 1976.

Establish salary schedule that places every employee on proper step.

Increase and expand location and inconvenience pay.

All employees to receive overtime and time and one-half rate after completion of a day's work or a week's work.

All employees in unit to be eligible to earn overtime.

Call-back pay with a four-hour minimum guarantee.

Premium pay to be paid for 6th and 7th day of work week, guaranteed minimum.

On-call rosters for all employees with a 15% premium.

## • RETIREMENT

Demanding many improvements in the retirement plan. However, after April 1, 1976, by law, retirement is to be negotiated.

## • SENIORITY

Shall be basis for shift and pass days. Shall be criteria for work assignment.

## • HEALTH AND DENTAL

Increases in Blue Cross/Blue Shield coverage for full maternity, out-patient care, medical emergencies, and diagnostic work, among others.

A fully paid optical and prescription drug plan.

Improvements in dental plan to eliminate the deductible, improve the co-insurance feature and increase the fee schedule.

## • ATTENDANCE AND LEAVE

Mandatory sick leave at half-pay.

Increase leave for institution teachers.

Release time for temperature-humidity conditions.

Vacation approval not to be rescinded.

Specific language regarding tardiness, excused absences and extraordinary circumstances to be written for all employees, including "field employees."

Professors' leave to be increased to five days. Eliminate the 10% factor and allow all nurses to use the time for in-service or other training.

Additional vacation days based on years of service.

Shift employees to have same benefit for professional exam leave.

Eliminate recording at time for PS&T people.

## • EMPLOYEE DEVELOPMENT AND TRAINING

A substantial increase in negotiated education and training funds.

Contractual language for graduate work.

Release time during work hours for courses not affected after work hours.

100% tuition reimbursement for any related course (agency funds).

## • OUT-OF-TITLE WORK

Prohibition for out-of-title work for any period of time.

Make grievances for this topic arbitrable.

## • TRAVEL AND PER DIEM

A guarantee of liability coverage for use of personal car.

All travel and per diem claim regulations to be contractual (eliminate Comptroller discretion).

A substantial increase in mileage allowances with a re-opener every six months. Disputes subject to binding arbitration.

Per diem extended travel allowances to be increased to reflect higher costs of hotels, motels and meals.

One State-paid telephone call for every two days of travel.

## • WORK DAY, WORK WEEK

A reduction of the standard work day.

Eliminate management's ability to arbitrarily alter a work week.

No reduction in the number of work days per work week.

A defined starting and ending time for the work day and work week.

## • PARKING

Rescind all exceeding parking and registration fees.

No new fees or increases during the term of the agreement.

## • PERSONNEL FOLDER

Reduce time for access to personnel folder to 5 days.

Remove all reports or adverse work performances after one year.

The State to maintain only one personnel file.

Employees to have right to representation at inspection of personnel folder.

## • INSTITUTION TEACHERS

Standardized work week 8:30 a.m. to 3:30 p.m. for all institution teachers.

A school calendar of 180 days.

Bilateral agreement between CSEA and the State establishing the school calendar.

Summer session salary shall be at the normal rate of pay for the teacher.

New grade or salary to be paid immediately upon certification.



**YOU ARE CSEA  
AND WHO KNOWS BETTER  
WHAT'S RIGHT FOR YOU — THAN YOU?**

IT IS CLEAR THAT CSEA, AND ONLY CSEA, IS PREPARED TO ENTER NEGOTIATIONS ON BEHALF OF PS&T EMPLOYEES. WE HAVE THE DEMANDS—YOUR DEMANDS, AND WE HAVE THE EXPERIENCE OF 65 YEARS TO NEGOTIATE THE BEST CONTRACT POSSIBLE FOR THE MEMBERS OF THE PROFESSIONAL, SCIENTIFIC AND TECHNICAL BARGAINING UNIT. IT IS IMPORTANT THAT CSEA GO INTO THESE NEGOTIATIONS, THOUGH, WITH THE UNIFIED SUPPORT OF ALL STATE EMPLOYEES. EACH VOTE IS IMPORTANT.