

Official publication of
CSEA
Local 1000, AFSCME, AFL-CIO

THE PUBLIC

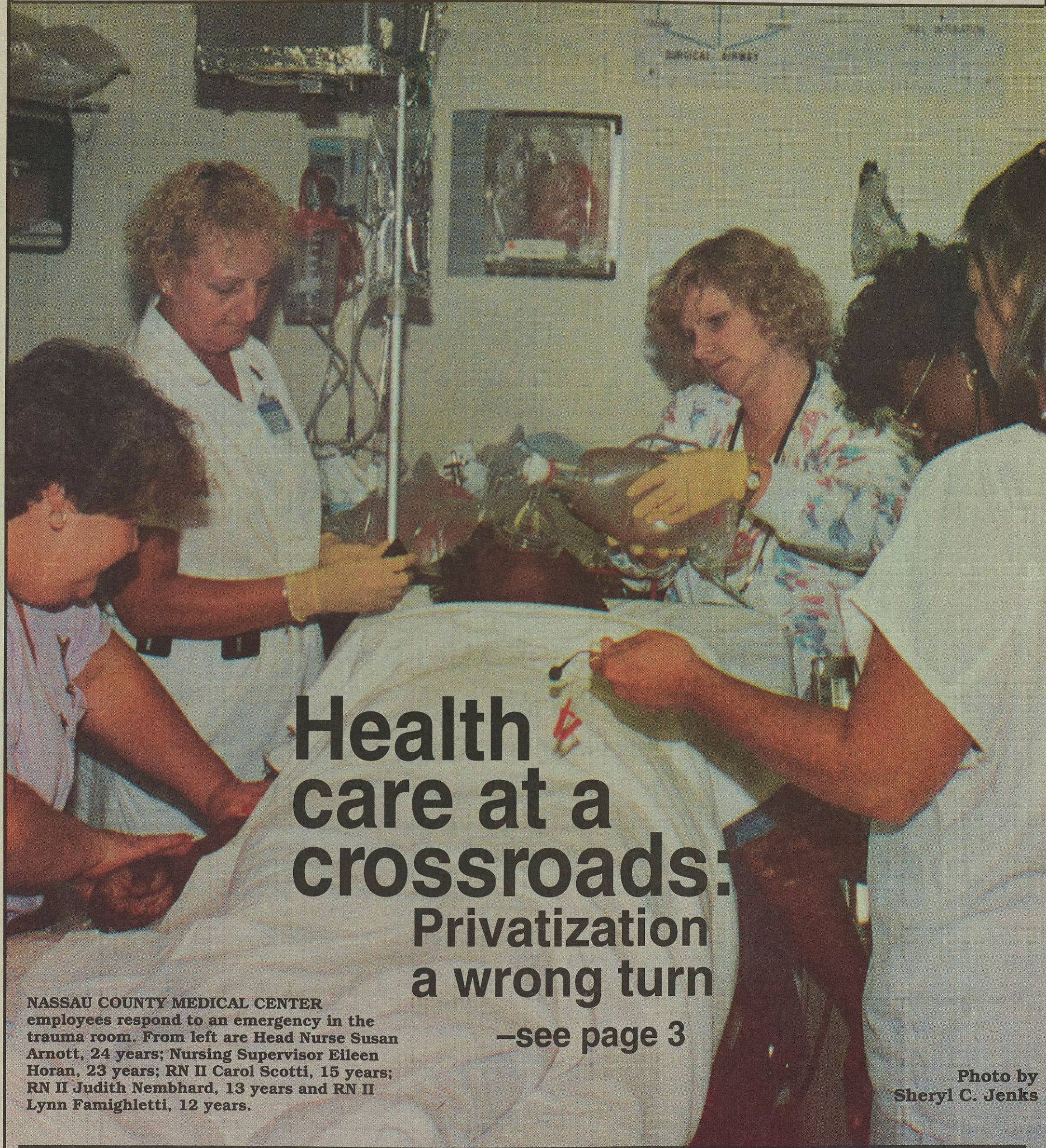
Sector

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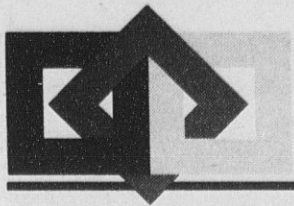
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NASSAU COUNTY MEDICAL CENTER employees respond to an emergency in the trauma room. From left are Head Nurse Susan Arnott, 24 years; Nursing Supervisor Eileen Horan, 23 years; RN II Carol Scotti, 15 years; RN II Judith Nembhard, 13 years and RN II Lynn Famighletti, 12 years.

Photo by
Sheryl C. Jenks

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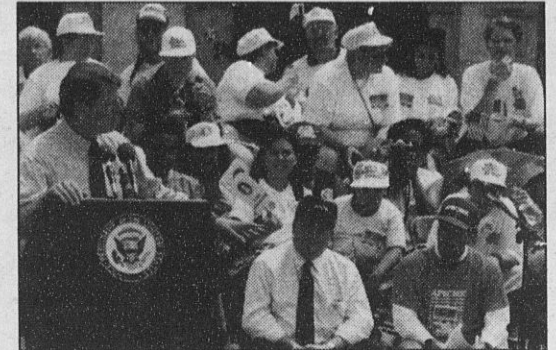
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The public's welfare is at risk, CSEA says

Battle rages to keep Nassau County public health facilities from privatizing

NASSAU COUNTY - As the threat of privatization looms over the Nassau County Medical Center, A. Holly Patterson Geriatric Center and nine county health clinics, CSEA is fighting to keep these facilities public.

In addition to media coverage, including news broadcasts, radio and talk shows and newspaper advertisements, the union is building a coalition with church groups and health care advocates who oppose privatization.

Privatization is a frightening idea to the public employees who for years have dedicated themselves to serving an indigent population in less than optimum conditions; but it is even more frightening to the people who use these public facilities, who, in many cases are elderly, have no insurance and no money.

"Before the county ever spent the money it cost to add yet another layer of bureaucracy to write the Request For Proposals (RFP), hold the presubmission meetings, do the walk-throughs and implement the bidding process, it should have gone to the experts — the employees," CSEA Long Island Region President Nick LaMorte said.

CSEA says the county needs to hear directly from the employee in the pharmacy who retired early because the contractor hired to manage the department

created so much chaos the employees feared dispensing errors. And what about the compensation cases in food service, where another contractor refuses to put new wheels on the large racks that hold heavy trays of food dragged from room to room?

Although the RFP clearly states that no services can be diminished, it is quite clear the county has no plans on how to enforce that provision.

Desperately needed areas such as the burn unit, neonatal intensive care, family planning and education and the child developmental center for children with multiple birth defects would be first on the chopping block because of cash deficits.

The union implores the

county to remember why these facilities are public institutions and what their mission is — to serve the public despite the inability to pay.

"It's our members' future and the public's welfare that is at risk," said CSEA Nassau Local

830 President Rita Wallace. "Privatization is definitely not the answer and we will keep hammering until that realization hits home in this county."

— Sheryl C. Jenks

Dependable in a crisis

EAST MEADOW - More than a thousand worried people flooded into Nassau County Medical Center's Emergency Room recently, alarmed by media reports that Hepatitis A-infected employees had handled food at a local fast food restaurant.

"We called our staff in for overtime," 23-year veteran Emergency Room Nursing

Supervisor Eileen Horan said. "We've never had an influx of such a large number of patients."

"It was continuous," said Emergency Room Nurse Susan Arnott. "I have the most faith in our staff when it's busy and everybody needs to pitch in. They went without dinners and lunches and whatever to do a great job."

Arnott assisted

many patients who were turned away by private hospitals and told to go to NCMC.

"These were people with insurance and jobs," Arnott said. "I guess it was too much of a load for those other hospitals."

"Nobody was turned away from our emergency room and we are extremely proud of the outstanding job that was done here," CSEA Nassau County Local 830 NCMC Unit President Sue Duffe said. "An incredible number of people received excellent care in addition to the 150 people who arrive almost daily with other emergencies."

"When local private hospitals are either unable or unwilling to handle health emergencies like this incident, we think Nassau taxpayers should be very concerned about proposals to sell NCMC to private providers," CSEA Nassau County Local 830 President Rita Wallace said. "This emergency should sound alarm bells for all Nassau residents, whether they have health insurance or not. We can't afford to lose the one major health facility everyone can depend upon in a crisis."

— Lilly Gioia



CSEA Emergency Room members who handled an onslaught in the Hepatitis A exposure included, from left, Ann Marie Sanacore, RN, Marilyn Goodrich, assistant head nurse, Susan Arnott, RN and Dr. Linda Bryant, MD.

No endorsement for governor

ALBANY — Citing a lack of enthusiasm among CSEA members and leaders for any of the politicians seeking the state's highest elected office, CSEA will not endorse a candidate for governor in the November elections.

"We polled our members, we reached out for advice from our political action network, we consulted with our leaders. They sent me a loud and clear message that there is no overwhelming support for either the Democratic or Republican

candidate for governor," CSEA President Danny Donohue said.

"Frankly, I am realistic that a half-hearted endorsement of either candidate would be worthless because it would not carry with it the punch that always comes with CSEA's support," Donohue said.

But Donohue does not want CSEA members to view the union's non-endorsement for governor as a signal to stay out of the voting booths in November.

"CSEA encourages its members to get

involved in the political process," he said. "We encourage them to actively support the candidate of their choice."

CSEA has already endorsed state Comptroller H. Carl McCall, plans to support a candidate for attorney general after the September primaries and will make endorsements in races for the 211 seats in the state Legislature.

"In other words," Donohue said, "except for the race for governor, we will be as active as ever in all other state races."

**A Labor Day 1994 message from
CSEA President Danny Donohue**



**Public Employees:
A valuable but too often
overlooked resource**

One of New York State's most valuable and overlooked resources is its public employees. CSEA members who work for state, county and local governments, school districts, libraries and public authorities are second to none in skills and dedication. Yet, too often their value and ability are taken for granted — not only by the public they serve but even by officials and managers they work for.

Public officials across New York should make the most of this available and valuable resource instead of wasting it.

As the newly elected President of CSEA, I am committed to ending business as usual. I will do everything I can to see that CSEA members truly have the opportunity to take the initiative and use their skills to improve public services in every part of New York.

In recent months CSEA ran a statewide advertising campaign highlighting our members' contributions to the quality of life in their communities, on the job and at home. Under the theme *Family, Friends, Neighbors*, the campaign told the story of some of our individual members. But there is so much more to tell because thousands of our members deserve recognition for the work they do to improve people's lives every day.

When lives are on the line, CSEA members in public hospitals like Nassau County Medical Center on Long Island are called on first because they have the specialized training to respond as a designated regional trauma center.

Motorists can count on safe, clear and well-maintained roads thanks to CSEA highway workers, like those at the Department of Transportation Saratoga residency. In recent years the Saratoga workers cooperatively redesigned work schedules and made other improvements saving taxpayers hundreds of thousands of dollars and getting the job done better.

CSEA direct care workers provide top quality service and excellent care to mentally retarded people at community-based facilities and group homes like those operated through the Finger Lakes Developmental Disabilities Service Office.

These are just some examples of the essential work that CSEA members perform. But their care and involvement doesn't end at the worksite. CSEA members are also leaders in their communities — doing volunteer work in service organizations, holding civic and church posts and responsibly raising their families. That same commitment and energy can be effective — in all levels of government — in meeting the challenges of the 1990s. For years, CSEA has been a leader in cooperative labor-management relations.

Because this kind of partnership has proven successful in many of the world's largest corporations, we can no longer accept public administrators paying lip service to the idea without truly empowering the front-line workers.

The people on the front line are the very ones who know how to increase efficiency and cut costs. What they need is the opportunity to present and put their ideas into practice.

That's why we bristle when the privatization — or contracting-out — of public service is given priority without even a thought to the kind of partnership with public employees that we've been promoting.

CSEA will continue to vigorously oppose knee-jerk privatization attempts because labor-management partnerships can achieve better results. We will also aggressively present the full picture of privatization gone wrong — kickbacks, bid-rigging and other forms of corruption, loss of control over services and other financial and social costs that often get overlooked.

CSEA will continue to present constructive alternative ideas and plans for improving services because our members are taxpayers too. And they also want the most for their tax dollar.

CSEA members impact the quality of life in New York everyday. And those members' talents and drive have even greater potential for strengthening CSEA as a force for positive change in this state.

My goal is to make that happen.

Danny

Your personal invitation to meet with President Donohue

I personally invite and encourage you to meet with me, one-on-one, and tell me what's on your mind when I visit the CSEA region office in your area during September. I will be at your CSEA region office between noon and 7 p.m. on the date indicated.

For your convenience, meetings will be scheduled on a first-come first-served basis. I suggest you sign in just as soon as you enter the region office. It would also be helpful if you called the region office in advance to let them know the approximate time you expect to arrive to meet with me.

Depending on the number of people who show up, you might have to wait during peak hours around noon and after 5 p.m. So, if possible, try to visit with me during off-peak hours. Regardless of how many do show up, however, I

guarantee every member will have a minimum of five minutes, more if possible, to talk with me.

I really look forward to meeting and talking with you. I truly want to know what's on your mind.

Remember, I'll be at your CSEA region office between noon and 7 p.m. on the date indicated. Here's my schedule:

- Long Island Region 1 - Monday, Sept. 12
- Metropolitan Region 2 - Tuesday, Sept. 13
- Southern Region 3 - Friday, Sept. 16
- Capital Region 4 - Monday, Sept. 26
- Central Region 5 - Tuesday, Sept. 27
- Western Region 6 - Wednesday, Sept. 28

Danny

**Announcing the
1995 AFSCME Family Scholarships
Ten \$2,000 Scholarships
renewable for up to four years**

- Applications are being accepted from now until Dec. 31, 1994, for the 1995 AFSCME Family Scholarships.
- Ten (10) scholarships of \$2,000 each will be awarded to children of AFSCME members selected from the applicants who meet the eligibility requirements.
- The scholarships will be renewed for \$2,000 each year for a maximum of four years, provided the student remains enrolled in a full-time degree program at an accredited institution.
- Any graduating high school senior who is a daughter or son of an active AFSCME member (or whose legal guardian is an active AFSCME member) and who intends to enroll in a full-time, four-year degree program at any accredited college or university, is eligible to apply for a scholarship. The scholarship may be used for any field of study.

Applications are available by writing to:

**AFSCME Family Scholarship Program
Education Department
1625 L Street, NW
Washington, DC 20036**

Completed applications for the 1995 scholarship must be postmarked no later than Dec. 31, 1994. Winners will be announced by March 31, 1995.

**Black River Valley Local 015
awards scholarships to three
children of CSEA members**

WATERTOWN - CSEA Black River Valley State Employees Local 015 recently awarded three \$1,000 scholarships to children of CSEA members in their local.

The three \$1,000 scholarships were awarded to:

Lisa A. Lane, daughter of Jack and Diane Lane of Watertown. Both Jack and Diane are CSEA members. He works for the NYS Department of Transportation at the Jefferson Residency. She works in the DOT's Purchasing Unit. Lisa is currently attending Russell Sage College in Troy and majoring in Physical Therapy.

Jennifer S. Mathys, daughter of Robert and Gail

Mathys of Glenfield. Both Bob and Gail work for the State DOT at the Lewis County Residency in Lowville. Jennifer is a member of the 1994 graduating class at South Lewis Central Schools and plans to attend SUNY Potsdam to study Elementary Education.

Matthew D. Stokes, son of Mr. and Mrs. Lloyd Stokes of Watertown. Lloyd works for DOT in the Equipment Management Shop at the Jefferson Residency. Matthew is a member of the 1994 graduating class at Sacketts Harbor Central Schools. He will be attending Jefferson Community College and majoring in Engineering Science.

— Mark M. Kotzin

**Orange County Local, Unit
give scholarships
to seven children of members**

GOSHEN — Seven high school seniors who are children of Orange County employees are winners of \$500 scholarship awards presented by the Orange County CSEA Unit and Orange County Local 836. Scholarship winners are:

Donn McDonald, son of Lorraine Secor of the Law Department, who plans to attend Messiah College in Pennsylvania. Donn also won a \$500 scholarship from the Orange County Local.

Paul Kruger, son of Donna Kruger of the Nursing Home Unit, Medicaid, in the Department of Social Services, who will attend the University of North Carolina at Chapel Hill.

Jonathon Lust, son of Lorretta Lust from the County Clerk's office, who will attend Orange County Community College.

Stacy Marie Heter, daughter of Ron Heter from the Department of Public Works, who will attend St. Thomas Aquinas College in Spaarckill.

Karen Vidal, daughter of Alice Vidal from the County Clerk's office, who will attend Ithaca College.

Samuel Bauer, son of Marian Morris from the Department of Social Services, who plans to attend Penn State University. Samuel was also the recipient of the Hudson-Catskill Central Labor Council AFL-CIO Scholarship.

Jamie Frost, daughter of Patricia Dyser from the Department of Social Services, was the winner of a \$500 scholarship from the Orange County Local.

— Anita Manley

**Cayuga County Local 806
awards three scholarships in
memory of Sabina Kulakowski**

AUBURN — Three children of CSEA members of Cayuga County Local 806 are the recipients of scholarships awarded by the union. Receiving the Sabina Kulakowski Memorial Scholarships of \$500 each were:

Matthew Gray, son of Ralph Gray, a deputy sheriff sergeant in the Cayuga County Sheriff's Department. Matthew will attend Mansfield University in Pennsylvania;

Joanna Lupo, daughter of Joanne Lupo, a senior account clerk for the City of Auburn. Joanna will attend the State University of New York at Oswego; and

Amy Jordan, daughter of Patricia Jordan, a senior welfare examiner in the county Department of Social Services. Amy will attend Boston College in Massachusetts.

The scholarship is named after former CSEA Local 806 member Sabina Kulakowski, a DSS caseworker, who was killed by a former DSS client several years ago.

— Mark Kotzin

**Fulton County Local 818
awards 13 scholarships to
sons, daughters of members**

CSEA Fulton County Local 818 has presented 13 scholarships to the children of CSEA members.

The recipients are:

from Broadalbin-Perth High School, **Alison Cowles, Debra DeLong, Wendy Fitzgerald and Lisa Santo;**

from Johnstown High School, **Christopher Eaton, Todd Smith and Jennifer Tagliatela;**

from Gloversville High School, **Jodi Ann Hammond, John Heimer IV, Irene Mitchell, Timothy Rizzo, Mary Rooney and Amy Ruberti.**

Each graduate received a \$250 scholarship to be used toward their college expenses.

— Daniel X. Campbell

Orange County member eyes '96 Olympics

GOSHEN - How do you train for the Olympics when you are working two jobs to support a family? According to CSEA member Wayne Beam, great determination and a burning lifelong ambition to make it is the winning formula.

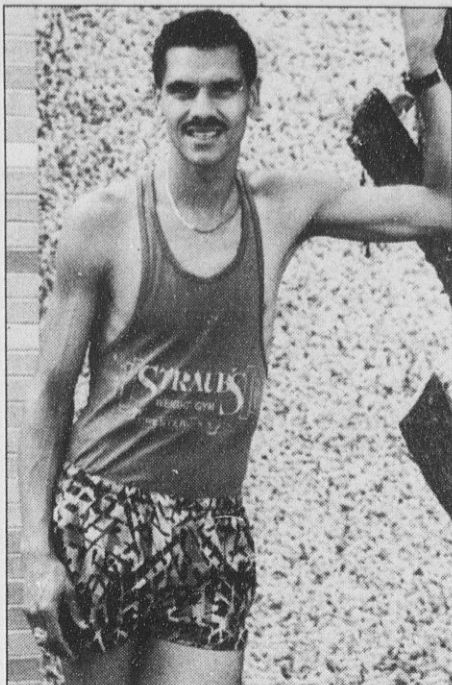
Beam, a maintenance mechanic who works in the Orange County Infirmary, has been running since he was in the third grade. By the time he was in high school, Beam was a county champion. He continued running while in college, but in 1986 he broke his leg in two places, and was grounded for a year.

"My doctor told me I would never run or walk without a limp," Beam said.

Beam proved his doctor wrong when he decided he would begin running again and has since participated in numerous runs and marathons.

Despite a hectic schedule working two jobs, Beam is running about 80 hours a week and expects to increase to 100 hours and then to 120 hours by the time he is ready to run the Washington D.C. marathon in November. He also plans to run the Boston marathon in April 1995 and then the Columbus, Ohio marathon later in 1995.

The next step is the qualifying



A fit and trim Wayne Beam is aiming for Olympic glory.

trials where he would compete with the United States' best runners. He would need to be among the top three of this group in order to qualify for the 1996 Atlanta, Ga., Olympics.

Orange County members have established a fund for Beam. Anyone wishing to donate to the "Help Wayne Run Fund" should send checks to the fund, c/o CSEA Orange County Unit, PO Box 544, Goshen, NY 10924.

"If every member contributed just \$1, this man would have enough to accomplish his goal," Orange County Unit Third Vice President Alexis Geis said. "This is CSEA's pride."

— Anita Manley

Seneca County members help with bicycle safety

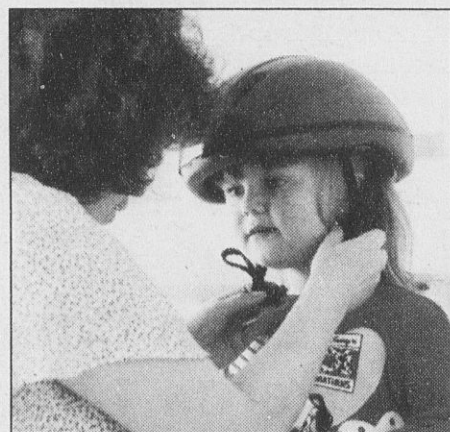
WATERLOO - CSEA members working in Seneca County are helping make a favorite pastime safer for kids in their community.

Thanks to their efforts, more children will be wearing helmets as they head out on their bicycles this year.

Earlier this year, a state law made bicycle helmet use mandatory for children under the age of 14. To help lower income families provide helmets for their children, the Seneca County Health Department set up a program to purchase and distribute low-cost helmets. The CSEA Seneca County Local 850 members helped raise funds for the program.

CSEA members made donations and collected in the County Office Building and at union meetings, Local 850 President Paulette Barrett said. Several CSEA school district units of the local also helped.

CSEA members collected



CSEA member Teresa Gable helps Brianna Palmer, 3, with a new bike helmet. Brianna's grandmother is CSEA member Barbara Lambert.

more than \$200, which they gave to CSEA member Teresa Gable, program administrator for the health department's injury control program. In the past year, Gable said, more than 200 children received helmets thanks to the program.

— Mark Kotzin

Quick action by CSEA squashes Fulton County dress code memo

JOHNSTOWN - An attempt by the Fulton County Social Services commissioner to unilaterally establish dress codes for county social services workers was quickly squashed by CSEA.

When Commissioner Jeanne Johannes issued a memo regarding how employees were to dress, CSEA Fulton County Office Building Unit Vice President Richard Stahl Jr. discussed the memo with the commissioner twice and then filed a second step grievance with the county personnel director, pointing out a dress code is a mandatory subject of negotiations that cannot be unilaterally imposed. Almost immediately the county personnel director informed the commissioner to rescind her dress code memo.

"Quick action by Unit Vice President Stahl prevented the county from eroding our members' rights to negotiate this important subject," CSEA Labor Relations Specialist Michael Sheldon said. "The issue is where it belongs, on the table for negotiations."

— Daniel X. Campbell

Don't believe all rumors about Woodstock

KINGSTON - An important note to parents of kids who attended Woodstock '94 - You will be relieved to hear that most of the rumors you heard about the horrors at the concert are grossly exaggerated. That's according to Arthur Markle, an Ulster County Department of Health employee who was at the historic concert site most of the weekend.

Markle, a 22-year county employee, said his department issues mass gathering permits which oversee such items as water, sewage, liquid and solid waste disposal and food. He and six of his co-workers were assigned to make sure rules and regulations were complied with.

"I think the systems we were monitoring worked as well as the security would allow," Markle said. "Garbage didn't get picked up, even with people trying, but there was no easy way to transport the stuff out. Food services functioned as we expected and the water supply held up wonderfully."

And, he said, it's not true that most of the toilets either overflowed or were overturned, or that communicable diseases were being spread around the concert site.

— Anita Manley

Woodstock - The memories remain

SAUGERTIES - Jack Rinaldi will not soon forget the summer of 1994, especially that August weekend when the population of his hometown swelled by about 350,000 tourists who attended Woodstock '94.

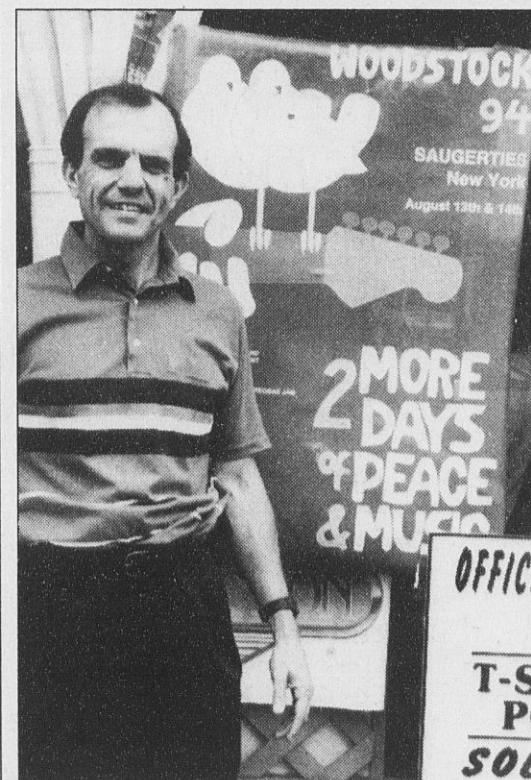
Rinaldi, an Ulster County probation officer and member of CSEA Local 856, rented out part of his house to four NBC television staffers who spent most of their time at the infamous concert site.

"I never saw them," Rinaldi said. "They slept here from about 3 to 7 a.m. each day and were at the site the rest of the time."

Rinaldi rented the space through a friend who is a real estate agent. Rinaldi also allowed a relative's friend to camp in his back yard.

"He said he was going to bring a friend," Rinaldi said. "He brought six friends!"

— Anita Manley



CSEA member Jack Rinaldi says he won't soon forget Woodstock concert.

Member gains fame as artist

GREENBURGH — Jacques Midi is a custodian with a special talent. In fact, the *New York Times*

and the Westchester County Arts Council have already discovered what Midi has taken for granted for many years: he

is a gifted man.

Midi, a member of CSEA Westchester County Local 860, doesn't just 'carve' wood. He sculpts emotions and memories of his life in Haiti before he came to the U.S.

When he was just 15, Midi was arrested for trying to leave Haiti. While in prison, he learned wood carving. Later, because there is so little work in Haiti, he sold his carvings to tourists to earn money for food.

Midi finally came to the U.S. in 1981. In order to support himself and send money to his family in Haiti, Midi took a job as a dishwasher and later as a custodian. Midi's wood carving took a back seat to many hours of work.

"I had to put food on the table," he said.

When students from an area high school recently exhibited their art work at the Greenburgh Town Hall, Midi saw Town Supervisor Paul Feiner admire the students' work.

"I've done some wood carving," Midi told Feiner.

"I'd like to see it sometime," Feiner said. So Midi brought in one of his pieces to show Feiner.

"I was stunned," he said. "Like Michelangelo, no one knew he had such talent!"

Midi said he is inspired by his own experiences.

"The ideas for my work come from my culture," he said.

He pointed to his carving of a woman and her three children.

"I picture my mother in my pieces," he said. "I remember starving when I was a kid. I had seven brothers and sisters. She would bring the food and we would all wait our turn to be fed."

'The ideas for my work come from my culture'

Midi has launched a new career. Soon after Feiner saw his work, the Westchester County Arts Council offered Midi a job instructing a wood carving course.

Articles in local newspapers and the *New York Times* have snowballed into hundreds of offers to purchase his pieces and calls from art

lovers from all over.

"Jacques is exceptionally talented," Feiner said. "He's the type of employee everybody roots for. My goal is for him to be famous."

For Midi, it is a dream come true. Already he has put together an instruction manual for his Arts Council class and is looking forward to sharing his talents especially with kids.

"There's a lesson here," Feiner said. "People who hold management positions should get to know what talents their employees have."

— Anita Manley



Jacques Midi with carving inspired by memory of his mother.

Fighting for Schenectady retirees

SCHENECTADY — Backed by CSEA, City of Schenectady retirees are fighting for their health insurance benefits after the city unilaterally changed them.

In March the city told all retirees over age 65 it would only pay half of the Medicare Part B premiums, and in June informed them that "any future payments for Medicare reimbursement will only be by the approval and appropriation of funds in any subsequent fiscal year budgets." All this happened despite CSEA city contracts dating back to 1975 which provide for full-paid health insurance benefits for retirees, including Medicare Part B premiums.

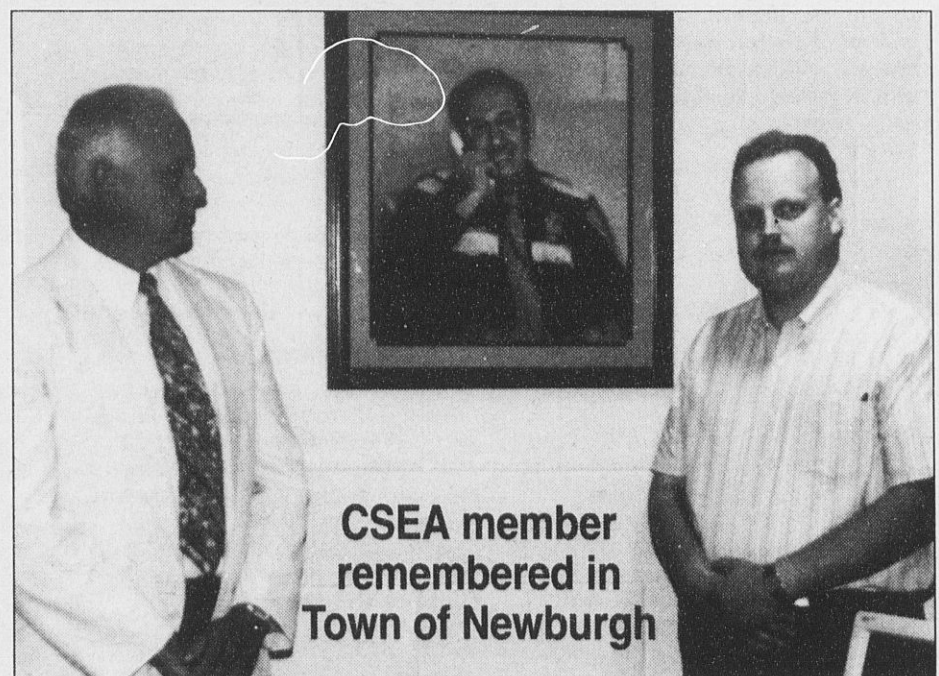
"We believe that the retired employees of the City of Schenectady vest their rights to

specific retirement benefits mentioned in their last employment contract when they retired," said Attorney Kathleen De Cataldo, of the law firm of Grasso and Grasso. "Now the City of Schenectady cannot change the terms and conditions of those agreements."

The city's new plan places the reimbursement at the mercy of the strained fiscal situations facing the city.

CSEA wants the city stopped from reducing the coverage for the retired union members. The union is also asking a court to order the city to make whole any individual who lost any benefit coverage and to comply with the agreements in effect when the workers retired.

— Daniel X. Campbell



CSEA member remembered in Town of Newburgh

TOWN OF NEWBURGH Police Benevolent Association President Scott Manley, right, presented a portrait of Dispatcher Raymond Tweed to Police Chief Charles Kehoe. The painting will be displayed in the dispatch area of the Town Police Department. Tweed, a CSEA member of Orange County Local 836 and dispatcher for 24 years, died a year ago. Disabled by polio when he was a child, Tweed worked from his wheelchair.

CSEA saves jobs; new DFY facility to be built

BRONX — "I don't know that much about CSEA's workings, but I'm sure glad they saved our jobs," Pyramid House Division For Youth Cook Michael Blackman said.

He was sure he'd lose his job when layoffs were proposed for DFY last spring. But CSEA fought hard to save the jobs of 80 youth workers at Bronx Pyramid House and Brooklyn's Ella McQueen Center.

Hosting a DFY Lunch and Learn program, CSEA Metropolitan Region President George Boncoraglio said the union not only got \$1.7 million restored to the state budget for the DFY facilities, but also won another \$7.7 million for a new DFY facility to be built in New York City.

"I would have been the first to go in layoffs," Youth Division Aide Mark Wong said. He is relieved that the threat of layoffs is over.

"It gets pretty stressful here, but most of these kids are pretty good

kids who really need some positive guidance," Wong said. "Many of them remind me of myself at their age."

The general feeling of relief was most visible on the faces of Pyramid House CSEA Steward Gloria Gordon and Youth Division Aide Richard Moultrie. President Boncoraglio presented them with award certificates recognizing their outstanding efforts to save youth services.

Moultrie not only lobbied state legislators to restore DFY funds, but also appeared on a report on the WNBC Today Show analyzing problems within the state juvenile justice system. Gordon led an informational picket line at the Harlem State Office Building last Christmas to dramatize the need for more youth services in New York City.



Pyramid House DFY Cook Michael Blackman, left, DFY Shop Steward Gloria Gordon and Metropolitan Region President George Boncoraglio at Pyramid House Lunch & Learn meeting.

— Lilly Gioia

CSEA's battle ends in victory for therapy aides

QUEENS VILLAGE — CSEA won a long battle to stop Creedmoor Psychiatric Center therapy aides from being forced to do food service work, said CSEA Local 406 President Caroline Sikoryak.

"Employees in Building Four, which houses both transient and hostile patients, were being forced to violate sanitary procedures," she said. "That's

why CSEA filed a class-action out-of-title work grievance, and we won."

Aides on all shifts were mandated to serve food to patients.

The workers objected to serving ward patients in a location that lacked hot water to sterilize cutlery. Since the union win, the facility has provided a dishwasher for the food service

personnel now assigned to the building.

Sikoryak said management overlooked the health hazards that could arise from therapy aides serving food and taking care of other patient needs at the same time.

"There was a real health hazard, combined with the fact that sanitary clothing and hairnets were never supplied

either," she said.

"We could not do patient care and serve food," CSEA member Jake Deas said. "We had to monitor patients at the same time and see that they don't choke. I really feel good about winning this grievance because CSEA fought hard to get this improvement in patient care."

— Lilly Gioia

Attention Empire Plan Enrollees: New Home Care Program and Emergency Room Benefits

Home Care Advocacy Program 1-800-638-9918

The Empire Plan's Home Care Advocacy Program (HCAP) begins Oct. 1, 1994, and will be administered by MetLife. When you call HCAP and use HCAP providers for medically necessary home care, you will receive **paid-in-full benefits**.

The following services require Empire Plan enrollees to call the HCAP Program:

- home nursing
- home infusion therapy
- durable medical equipment/supplies (including diabetic supplies)
- home health care services when they take the place of hospitalization or a skilled nursing facility (i.e., home health aides, physical, occupational and speech therapy, medical supplies and medications and home laboratory services).

When you use HCAP

Call HCAP as soon as your doctor prescribes home care services. MetLife will pre-certify medically necessary care and then make all the arrangements for you. They will work with participating providers in your area. If there are none available, MetLife will arrange for you to receive the care from a non-participating provider with paid-in-full benefits.

You will have no out-of-pocket cost, no co-payment, no deductible, no exclusion for the first 48 hours of home nursing, no surprise bills for services that are not covered.

If you call HCAP but do not use HCAP Providers

After you call HCAP and your care is pre-certified as medically necessary, you may choose the services of a non-participating provider even though a participating provider is available. Please note, you will have out-of-pocket expenses and these expenses can be costly.

If you choose to use a non-participating provider, the current Basic Medical benefits will apply. Under Basic Medical, you must pay for the first 48 hours of private duty nursing and meet your annual deductible. You must submit a claim to MetLife. MetLife will reimburse you 80% of the reasonable and customary charges for covered services. You are responsible for the remaining 20% and any charges above the reasonable and customary charge.

If you do not call HCAP

If you do not call HCAP, Basic Medical benefits will apply regardless of whether you choose a participating provider or non-participating provider and **you will pay a much higher share of the cost**.

Under Basic Medical, the first 48 hours of home nursing will not be covered. If you do not call HCAP prior to receiving services, you must pay 50% of the covered charges or \$250, **whichever is less** and you must meet your annual deductible. You must submit a claim to MetLife. MetLife will reimburse you 80% of the reasonable and customary charge for

the remaining balance.

** If you are currently receiving any of the home care benefits listed above, please call the HCAP at once so you can receive certification of paid-in-full benefits for your remaining care.

When you do not need to call HCAP

You are not required to call the HCAP if you receive durable medical equipment items (cast, crutches) while at your providers office and the cost of such items are under \$100.

Enhanced Emergency Room Benefit

Beginning Oct. 1, 1994, your \$15 hospital outpatient co-payment will cover your hospital emergency room visit for a medical emergency. Your cost will be \$15 whether the emergency room staff is employed by the hospital or contracts with the hospital to provide emergency room services.

A medical emergency is defined as a sudden, unexpected onset of a medical condition where immediate care is necessary to prevent what could reasonably be expected to result in either placing your life in jeopardy or cause serious impairment to your bodily functions. Emergency care for an accident must be given within 72 hours of the accident. Emergency care for sudden onset of an illness must be given within 24 hours after the first appearance of the symptoms of an illness.

Until now, if the hospital emergency room was staffed by

doctors who were not hospital employees, you paid your \$15 co-payment for the use of the hospital facility and received separate billings from the providers of services. If these providers were non-participating providers, you paid the bill, then submitted a claim to MetLife under the Basic Medical portion of The Empire Plan, subject to the Basic Medical annual deductible and co-insurance.

Now, your \$15 hospital outpatient co-payment covers use of the hospital facility and services of the attending emergency room physicians and providers who administer or interpret radiological exams, laboratory tests, electrocardiograms and pathology services. As always, if you are admitted into the hospital on an inpatient basis via the emergency room, the \$15 hospital outpatient co-payment will be waived.

WATCH YOUR MAILBOX

All Empire Plan enrollees will receive the September "Empire Plan Report" at their homes during the next couple of weeks. Please read this information carefully as it contains the actual Certificate Amendment to the Empire Plan benefit provisions outlined above.

CSEA
JOINT COMMITTEE ON

Health Benefits



Park workers build playground

POUGHKEEPSIE — Taconic Parks employees are especially proud of the newly opened playground at James Baird Park — they designed it, they built it, and they're maintaining it.

Best of all, they get to watch hundreds of children enjoying the newest addition to the park which is located in Dutchess County.

Workers and managers agreed that a new playground was desperately needed at Baird, CSEA Taconic State Park Commission Local 108 President Art Griffith said.

"Our pool has been closed for three years because of a lack of funds for lifeguards and maintenance of the pool," Griffith said. "There were plenty of activities for adults, like tennis, golf and hiking, but very little for children to do."

Representatives from each union formed a committee and surveyed area communities and playgrounds to determine the need and the components of the ideal playground.

The result is a playground which officially opened this summer and is being enjoyed by hundreds of children.

Griffith said workers are proud of their project and have enjoyed just watching the kids have fun.

"Make sure you emphasize that there is no admission charge!" Griffith said.

To add to improvements, park workers were happy to learn, the state budget includes money to renovate and re-open the park's pool.

Playground committee members included Griffith, Larry Salvatore, Jed Guilfoil, Kathy Kelly, Pam Alley and Park Manager Jim Gell. Construction crew members included Salvatore, Guilfoil, Griffith, Ed Studley, Bill Cochran, Andy Seiver, Steve Miller, Eddie Dunne, Brock Race, Dawn Riccio, Dave Gagliardy, Roy Francis and Giles Shipley.

— Anita Manley

SOME OF THE WORKERS who built the playground are, from left, Larry Salvatore, a PEF member, CSEA Local 108 President Art Griffith and CSEA members Dave Gagliardy, Roy Francis, Jed Guilfoil and, on slide, Dawn Riccio.

REMINDER

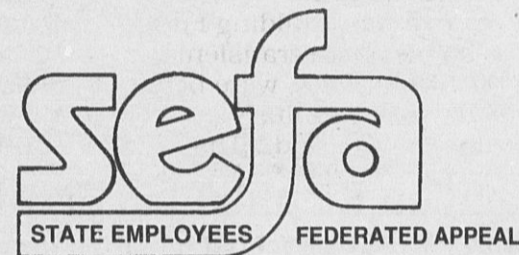
LEAP applications accepted until Oct. 17

Just a reminder that LEAP's Spring 1995 application period is rapidly approaching. LEAP catalogs and application forms will be available at New York State agency personnel and training offices during the first week of September. **Applications will be accepted from Sept. 1 until Oct. 17, 1994.** Any application received after the Oct. 17 deadline will not be accepted. If you do not see the catalog in your agency by Sept. 23, please call 1-800-253-4332.

The Labor Education Action Program (LEAP) is a tuition voucher program available to members of the Division of Military and Naval Affairs, Administrative, Institutional, and Operational Services Bargaining Units, and employees of Health Research, Inc., SUNY Construction Fund, and the Teacher's Retirement System who work half-time or more and who received a paycheck issued **Aug. 10 or Aug. 24, 1994.**

If you have questions about the tuition voucher program or other education and training programs available to state employees, call the LEAPLINE at 1-800-253-4332.

CSEA members urged to continue strong support of



CSEA members can help many organizations that serve people across the state through the State Employees Federated Appeal, known as SEFA.

SEFA, an annual campaign supported by labor and management, is a way for state employees to contribute to qualified, voluntary and non-profit organizations that provide services to hundreds of human health and welfare programs, helping thousands of New York state residents.

Contributions are made through payroll deduction and contributors may designate which programs they wish to help or simply give to where it is needed most in their community.

More information and pledge cards will be distributed to all state employees in their worksites during September.

Dear CSEA State Employee,

CSEA members are among the most caring and generous people I know. And you demonstrate it year after year in your support of the State Employees Federated Appeal (SEFA).

For this reason I am proud to announce that CSEA is once again endorsing SEFA. I am even prouder that I have been selected to serve as this year's Labor chair.

Contributions to SEFA help improve people's lives in thousands of different ways every day. Best of all your donation helps United Way programs in your own community — it makes a difference right where you live.

The theme of this year's campaign is "From Big Hearts Come Many Miracles." Please contribute generously through payroll deduction when you are approached this Fall.

Together we can touch the lives of real people in real need.

Thank you for your support of SEFA.

In Solidarity,

Danny Donohue, President

Proposed amendments to CSEA's Constitution and By-Laws

to be considered by delegates to CSEA's Annual Delegates Meeting



The Constitution and By-Laws Committee has met seven (7) times since the Annual Delegates Meeting in 1993. The meeting dates were March 21 and 22, 1994, April 13, 1994, May 3, 1994, July 12 and 13, 1994, and July 22, 1994. The Constitution and By-Laws Committee has, amongst its functions, the recommendation to the Delegates of proposed amendments to the CSEA Constitution and By-Laws. The Committee reviews suggestions made by individuals and Locals and it accepts referrals from the Delegates and Board of Directors. Additionally, the Committee can initiate proposals which it deems to be in the best interests of the Association. All recommendations of this Committee are made to the Delegates, together with the reasons for the recommendations.

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

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

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

ARTICLE II. Purpose and Policy
This Association is organized and exists to promote the organization of workers in general and public employees in particular; to represent its members with respect to all terms and conditions of employment, to uphold and extend the principles of merit and fitness in public employment, to maintain and promote efficiency in public

service and to advance the interests of all civil service employees. It is dedicated to the principle that Government is the servant and not the master of the people, that its objectives are to be attained by truly democratic methods, without regard to race, creed, color, national origin, age, sex, physical challenges, marital status, political affiliation or sexual orientation.

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

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

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 the Statewide Constitution, Article II, Purpose and Policy, is submitted to the Delegates as a result of the recommendation made by the Constitution & By-Laws Committee.

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

Explanation: We now represent over 2000 private sector brothers and sisters. Our jobs are subject more and more to the privatizing and downsizing efforts of government and private sector business interests. We find ourselves faced with organizing efforts in the private sector more often. We organize in the private sector when we are following our jobs there, in order to defeat the employers' false belief that privatizing will be more cost efficient because the salaries and benefits of private sector workers will be less than those of public sector workers. We organize in this way as a strong deterrent to further erosion of our public sector jobs.

Because we are participating more in the representation of private sector employees, we have a need to reflect our commitment to their employment goals as well as those of our public sector brothers and sisters. With this in mind, the proposal seeks to reflect that commitment in our formal statement of purpose and policy.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

(2) The following proposal was submitted by Sister Elaine Kennedy of Local 830.

ARTICLE II. Purpose and Policy
This Association is organized and exists to promote the

organization of workers in general and public employees in particular, to represent its members with respect to all terms and conditions of employment, to uphold and extend the principles of merit and fitness in public employment, to maintain and promote efficiency in public service, to advance the interests of all civil service employees and to foster and advance the interests of its retiree and laid-off members. It is dedicated to the principle that Government is the servant and not the master of the people, that its objectives are to be attained by truly democratic, fair and equal methods.

Explanation: Sister Kennedy offered the following as her explanation for this proposal: "During my campaigning throughout the State, rank-and-file members have expressed many concerns with the language of our Constitution and By-Laws; these concerns have motivated my submitting the following amendments." The Committee has reviewed these proposals separately. With respect to the addition of the language "fair and equal methods", the Committee believes that the earlier proposal of Brother Smith of Local 435 which was presented to the Delegates today for a second reading, addresses the presumed intent of Sister Kennedy's proposal. With the Delegates' action on Brother Smith's proposal, the Committee believes that this additional language is not necessary. With respect to the language seeking to insert reference to laid off members, the Committee believes that the changes offered in its own earlier proposal regarding the Purpose and Policy statement covers this point as well. By adding the word "all" and deleting the one reference to the words "civil service" in the purpose and policy statement, the Committee believes that the interests of our brothers and sisters who have been laid off are addressed, to the extent that they seek to return to employment in bargaining units represented by CSEA.

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Proposed amendments to CSEA's Constitution and By-Laws

(continued from page 10)

Accordingly, the Committee does not believe that this additional language proposed by Sister Kennedy is necessary.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS PROPOSAL.

(3) The following proposal was submitted by brothers Willie Terry, Local 460 President and Walter Nash, Local 443 President.

ARTICLE III. Membership
Section 1. MEMBERS. TEXT REMAINS THE SAME.

Section 2. ASSOCIATE MEMBERS. TEXT REMAINS THE SAME.

Section 3. RETIRED MEMBERS. TEXT REMAINS THE SAME.

Section 4. BILL OF RIGHTS FOR ASSOCIATION MEMBERS.

(1) No person otherwise eligible for membership in this association shall be denied membership, on a basis of unqualified equality, because of race, creed, color, national origin, sex, age, sexual orientation, disability, or political belief.

(2) Members shall suffer no impairment of freedom of speech concerning the operations of this association. Active discussion of association affairs shall be encouraged and protected within the organization.

(3) Members shall have the right to conduct the internal affairs of the union free from employer domination.

(4) Members shall have the right to fair and democratic elections, at all levels of the association. This includes due notice of nominations and elections, equal opportunity for competing candidates, and proper election procedures which shall be constitutionally specified.

(5) Members shall have an equal right to run for and hold office, subject only to constitutionally specified qualifications, uniformly applied.

(6) Members shall have the right to a full and clear accounting of all union funds at all levels. Such accounting shall include, but not be limited to, periodic reports to the membership by the appropriate fiscal officers and periodic audits by officers elected for that purpose or by independent auditors not otherwise connected with the association.

(7) Members shall have the right to full participation, through discussion and vote, in the decision-making processes of the association, and to pertinent information needed for the

exercise of this right. This right shall specifically include decisions concerning the acceptance or rejection of collective bargaining contracts, memoranda of understanding, or any other terms and conditions of employment. All members shall have an equal right to vote and each vote shall be of equal weight.

(8) Charges against a member or officer shall be specific and shall be only on grounds provided in the constitution. Accused members or officers shall have the right to a fair trial with strict adherence to due process. The accused shall be considered innocent until proven guilty.

Explanation: Brothers Nash and Terry explained that they "would like to add to the Constitution and By-Laws of CSEA, Inc., Article III, an additional Section (4) entitled 'BILL OF RIGHTS FOR ASSOCIATION MEMBERS' which will incorporate the text of the Bill of Rights for Union Members now included in the current Constitution of AFSCME." The Committee believes that it is unnecessary to recreate the AFSCME constitutional language in our CSEA Constitution. The various rights set forth in the AFSCME Constitution under the title of Bill of Rights already exist for CSEA members as a matter of our own constitutional language, our Financial Standards Code, our Standing Election Committee rules, our Board policy and our mandated Local and Unit Constitutions. Setting forth the language of the AFSCME Constitution in our own Constitution adds nothing of substance to our document or to the rights of our members.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS AMENDMENT.

(4) The following proposals were submitted by Lee Pound, President of our Rockland Retirees Local 918.

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 and Local 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 vote for the President, Executive Vice President, Treasurer and Secretary of the Association and 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.

ARTICLE IV. Organization of the Association

Section 5(c). ELIGIBILITY

In order to be eligible to seek office, a candidate must be at least 18 years of age, a member in good standing of the Association since June 1 of the year preceding the election, shall not have been a member of a competing labor association or union since June 1 of the year preceding the election, and shall not currently be serving a disciplinary penalty imposed by the Judicial Board of CSEA or is receiving a retirement allowance from the New York State Policemen's and Firemen's Retirement System, or who receives a retirement allowance from the New York State and Local Employees Retirement System.

(d). VOTING MEMBERS

Eligibility to vote for the office of President, Executive Vice President, Secretary and Treasurer of the Association shall be a CSEA member in good standing of the Association as of April 1 of the election year and a member of the Association's Retiree Division in good standing as of April 1 of the election year.

[d][e].
The Board of Directors shall within reasonable limits authorize the reimbursement of travel expense for duly nominated candidates for the four statewide officers of the Association.

Explanation: The proposals involve two points: (1) giving retirees the right to vote for CSEA Association officers; and (2) giving retirees the right to run for a position as Association officer. The Committee believes that the issue of giving retirees the right to vote for Association officers has been reviewed numerous times in the past recent years and that nothing has changed warranting the delegates to address this issue again. The reasons for the negative action in the past remain: the organization should be lead by members who work for the employers with whom the Association is in collective bargaining relationships. In

addition, as the organization's historians know, there was a time when a retiree was Association President and the Delegates, in amending the Constitution so as to prevent that from happening again, determined that such possibility was not in the best interest of the Association or of its working members.

The Retiree Division has its own elected officials as well as representation on the appropriate bodies of the Association. There is nothing new in the Retiree Division's desire to have voting and candidacy rights and there is nothing new in the Committee's recommendation that these matters be put aside once and for all in the negative.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THESE PROPOSALS.

(5) The following proposal was submitted by Sister Elaine Kennedy of Local 830.

ARTICLE IV. Organization of the Association

Section 5.

(e) The Board of Directors shall grant expenses for duly nominated candidate a sum of \$1,000 toward their campaign, with a maximum of \$1,500 that can be contributed from any other source for each candidate, of (sic) the four Statewide officers of the Association.

Explanation: Sister Kennedy offered the following as her explanation for this proposal: "During my campaigning throughout the State, rank-and-file members have expressed many concerns with the language of our Constitution and By-Laws; these concerns have motivated my submitting the following amendments." The Committee believes that the language granting candidates one thousand dollars toward their campaign is unnecessary. The Board has authority to authorize reimbursement of travel expenses for duly nominated candidates for the four statewide officers of the Association by virtue of the language in Section 5(d) of Article IV. The Standing Election Committee election guidelines for candidates advises of the Board's allowances for travel throughout the state during the campaign. This existing allowance provides statewide candidates with reimbursement, for one trip into each region which, depending upon the candidate's travel plans, may total more or less than the one thousand dollars sought by this proposal. The Committee

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CSEA members literally bring salmon fishing to life

ALTMAR — Upstate New York is renowned for its Chinook and Coho salmon sportfishing, which often nets fish weighing 20 to 30 pounds.

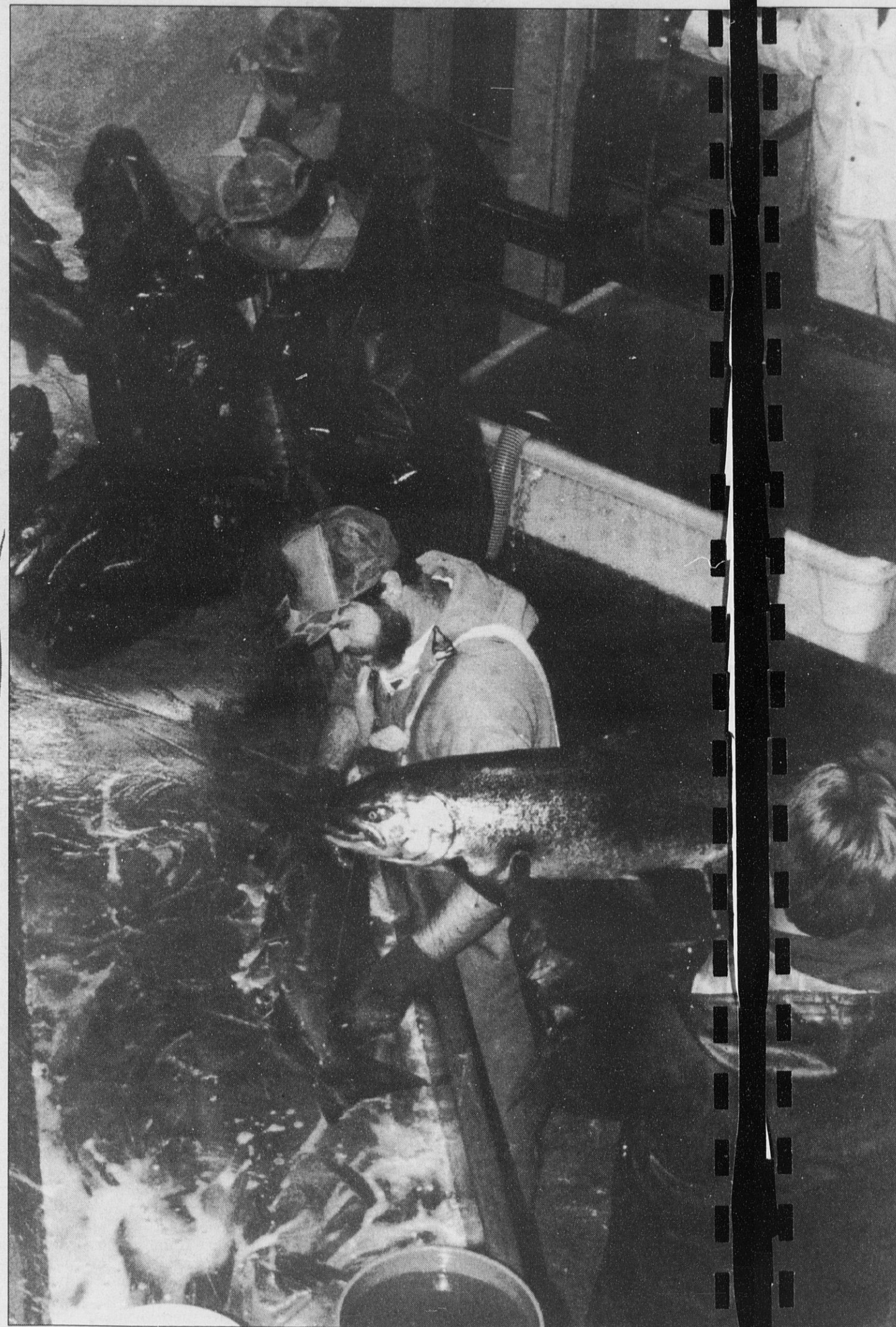
Each fall, thousands of men and women flock to the region's streams and rivers hoping to catch a trophy-sized fish. They spur a multi-million dollar state industry.

Charged with keeping this industry alive are the CSEA Local 117 members working at the state Department of Environmental Conservation's Salmon River Fish Hatchery in Altmar.

Every year, the hatchery workers renew the miracle of life by taking eggs and sperm from three-year-old mature salmon that have returned to spawn. The workers fertilize millions of eggs which are incubated and then grown into fingerlings that stock the region's waters and begin the process again.

This photo essay documents the process CSEA members follow to keep salmon thriving.

Photos by Mark Kotzin



Workers separate male and female fish and those ready to spawn as they come down a chute. From left, the workers are Dennis Wischman, Ron Lashomb, Steve Dolan and Larry King.



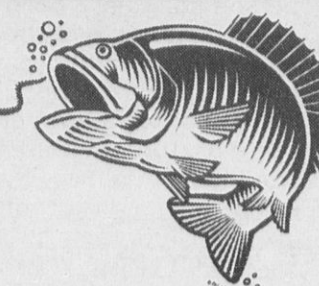
Chris Petrie takes samples from a fish to be screened for different viruses.



Fish Culturist Rose Greulich washes the eggs off after they have sat in the fertilization mixture for about five minutes.



A nine-month-old Chinook salmon fingerling, about to be stocked.



Right, CSEA member Jeff Eller steadies a tube which carries thousands of Chinook salmon fingerlings from a tank truck into Lake Ontario.



Proposed amendments to CSEA's Constitution and By-Laws

(continued from page 11)

believes that the existing provisions are sufficient to insure access to the electorate. It does not believe that additional funds are necessary for organizational reimbursements of this nature. In addition, the Committee believes that the per campaign limitation of fifteen hundred dollars is impossible to monitor. Whereas the proposal is not clear as to whether the intention is to limit the entire campaign fund to the amount of fifteen hundred dollars, or just to limit any one contribution to that amount, the Committee believes that requiring financial disclosure of campaign contributions would be necessary in order for there to be any meaningful enforcement of this proposal. The Standing Election Committee, when presented with this issue earlier this year, advised the Board that it considers such monitoring beyond the Standing Election Committee's ability to administer. The Standing Election Committee did revise its guidelines to candidates to remind them of the LMRDA prohibition against the use of any employer money in any union election and that the Standing Election Committee would review any election protest alleging a violation of this requirement. Based on all of these considerations, the Committee does not believe that the proposal is appropriate or can be meaningfully enforced.

**THE COMMITTEE
RECOMMENDS DISAPPROVAL
OF THIS AMENDMENT.**

(6) The following proposal was submitted by Sister Betty Lennon, Local 612 President.

**ARTICLE VI. State Division
Section 1. STATE EXECUTIVE
COMMITTEE**

The power to and authority to transact business relating to state employees shall, except as provided herein, be vested in a State Executive Committee. The State Executive Committee shall consist of the officers of the Association, and one representative from each State Department. The Judiciary, the State University, the Waterfront Commission and state public authorities as one unit, shall be deemed State Departments. The Teachers' Retirement System shall be deemed a State Department. Each State Department with more than 3,000 members as of January 1 of the election year shall, for the term of office beginning the following July, be entitled to one representative on the State Executive Committee for each 3,000 members or major fraction thereof. The members of the Department of Mental Hygiene

shall be elected by Region. In all other departments entitled to more than one representative on the Board of Directors, members shall be elected from the departments on an at-large basis. The State Executive Committee shall elect from its membership one member to be known as the Chairperson of the State Executive Committee. 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 representative including termination of employment with the Department may be filled for the remainder of the term by the President of the Association, from name(s) submitted [by] as a result of a consensus of the presidents of the affected Local(s), without an election with the approval of the State Executive Committee. No statewide officer shall be eligible to be a candidate for any position on the State Executive Committee.

Explanation: Sister Lennon suggests that if there is a consensus requirement perhaps only three or four names will be submitted rather than twenty or thirty in some instances where each local submits names. The Committee believes that the present language allows for Locals to confer and reach consensus and to submit a short list of names for consideration by the Association President. Consensus cannot be forced nor should it be used to hold up the appointment process or to allow a vacancy to linger unfilled. The Committee suggests that if there is an issue with the support for the presidential appointee, the place to address that is with the Executive Committee when the name is submitted for approval.

**THE COMMITTEE
RECOMMENDS DISAPPROVAL
OF THIS AMENDMENT.**

(7) The following proposals are submitted by the Committee as a result of the defeat of the Committee's proposals last year regarding the CSEA Election Cycle. This limited proposal seeks to address some of the confusion experienced every third year when we have the multiple elections involving Local officers,

Unit officers, Delegates and the Board of Directors. The proposal will result in the Board elections taking place in the same year as the elections for Association President, Executive Vice President, Secretary and Treasurer. To accomplish this objective, there will have to be one single Board term of only two years, after which the regular three year terms will continue. This proposal has the two-year Board term run from 1998 to 2000. The Board and Association elections will be held in the same year as of the year 2000 and then every three years thereafter.

**ARTICLE VI. State Division
Section 1. STATE EXECUTIVE
COMMITTEE.**

The power and authority to transact business relating to state employees shall, except as provided herein, be vested in a State Executive Committee. The State Executive Committee shall consist of the officers of the Association, and one representative from each State Department. The Judiciary, the State University, the Waterfront Commission and state public authorities as one unit, shall be deemed State Departments. The Teachers' Retirement System shall be deemed a State Department. Each State Department with more than 3,000 members as of January 1 of the election year shall, for the term of office beginning the following July, be entitled to one representative on the State Executive Committee for each 3,000 members or major fraction thereof. The members of the Department of Mental Hygiene shall be elected by Region. In all other departments entitled to more than one representative on the Board of Directors, members shall be elected from the departments on an at-large basis. The State Executive Committee shall elect from its membership one member to be known as the Chairperson of the State Executive Committee. The State Executive Committee may create one or more subcommittees to perform such duties as the State Executive Committee shall delegate. Each department representative shall be elected by ballot by the members in that person's department in the manner prescribed in the By-Laws. No person shall be eligible for nomination unless that person shall have been a member in good standing of the CSEA since June 1 of the year preceding the election. They shall hold office for a term of three (3) years or until their successors shall have qualified, except that solely for the term commencing July 1, 1998, their term shall be for two (2) years. Vacancies in the

office of the State Department representatives including termination of employment with the Department may be filled for the remainder of the term by the President of the Association, from name(s) submitted by the affected Local(s), without an election with the approval of the State Executive Committee. No statewide officer shall be eligible to be a candidate for any position on the State Executive Committee.

**ARTICLE VII. Local
Government Division
Section 1**

**(a) LOCAL GOVERNMENT
EXECUTIVE COMMITTEE.**

The power and authority to transact business relating to employees of the political subdivisions of the state shall, except as otherwise provided herein, be vested in a Local Government Executive Committee which shall consist of the officers of the Association and one representative from the Local Government County Locals of each county having 100 or more members as of the preceding January 1st, and one Local Government Educational Local representative from each CSEA Region elected by the Local Government Educational Local members within each Region. One additional member of the Local Government Executive Committee shall be elected by the members of the Local Government Executive Committee to represent Local Government County Locals which have membership of less than 100 on the preceding January 1st. In addition to the foregoing, Local Government County Local(s) of any county having more than 10,000 members as of January 1 in the year of an election shall, for the term of office beginning the following July, be entitled to one additional representative. The Local Government Executive Committee may create one or more subcommittees to perform such duties as the Local Government Executive Committee shall delegate. The representatives of Local Government County Local(s) shall be elected by such Local(s) for a three (3) year term of office to be coincidental with the term of office for members of the State Executive Committee, including the sole two-year term of office commencing July 1, 1998. The Local Government Executive Committee shall elect from its membership one member to be known as the Chairperson of the Local Government Executive Committee. Vacancies in the office of Local Government representative including termination of employment with

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Proposed amendments to CSEA's Constitution and By-Laws

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the political subdivision may be filled for the remainder of the term by the President of the Association, from name(s) submitted by the affected Local(s), without an election with the approval of the Local Government Executive Committee. No statewide officer shall be eligible to be a candidate for any position on the Local Government Executive Committee.

Explanation: These proposals will provide for one shortened term of office for Board members, for the term of office commencing July 1, 1998. That term of office will be for two years in place of the normal three-year terms in order to synchronize the Board elections with the Association officers' election cycle commencing in the year 2000. The Committee reviewed all the feedback from last year's election cycle proposal. The Committee also sent a copy of last year's proposal to all Local Presidents for review with their respective Executive Boards and comment back to the Committee. The Committee received comment back from only six Local Presidents. Despite this disappointing response, the Committee believes that there is value in realigning the Board elections to coincide with the Association statewide elections. The Committee believes that there will be less confusion if all the elections overseen by the Standing Election Committee are separated from those overseen by Local and Unit Election Committees. In addition, since both the Association statewide elections and the Board elections are handled by an outside election agency, there will be significant financial savings in having the Board elections in the same year as the Association elections. Thirdly, the Committee believes that if Board elections run along with the statewide elections there would be greater participation in the elections, as the opportunity for interest and participation will be enhanced by the inclusion of persons directly familiar and known to a greater portion of the potential voting membership.

THE COMMITTEE RECOMMENDS ADOPTION OF THESE AMENDMENTS.

(8) The following amendments to Article X, Section 4, are submitted to the Delegates as a result of the recommendations made by the Constitution and By-Laws Committee.

ARTICLE X. Delegates
Section 4. RETIREE DIVISION MEETINGS.

(a) Delegates to the Annual Meeting of the Retiree Division

shall consist of one delegate from each Local and one additional delegate from each Local for each additional 1,000 members or major fraction thereof. The members of the Retiree Executive Committee and the officers of the statewide Association shall be delegates. All such delegates shall attend at the expense of the statewide Association.

(b) Members of each Local shall elect from their membership one or more delegates to represent the members of the Local at all meetings of the Division, except that the Local President shall, by virtue of that office, automatically be designated as a delegate. Other officers of the Local as set forth in Article IV, Section 1 of the Retiree Local Constitution, shall, by virtue of their office, be automatic delegates to CSEA Retiree conventions, provided that the Local is entitled to more than one delegate. It is the responsibility of each Local to notify the office of the Statewide Secretary of any change affecting the status of the delegate listing at the time of such change. Such delegate or delegates shall have one vote for each one hundred (100) members or fraction thereof in such Local, based upon the paid membership in the Association on the first day of June preceding the meeting. The number of votes each Local is entitled to cast shall be determined by the Membership Committee.

(c) In the event that a Local is entitled to a different number of delegates than there are officers, the officers shall be deemed automatic delegates in accordance with Article IV, Section 4 of the Retiree Local Constitution.

Explanation: At the time of the placement of the Retiree Division Constitution into the Statewide Constitution, a small discrepancy between the wording in the two documents as relates to automatic delegate status for the Retiree Division meetings went unnoticed. The failure to notice this has caused some confusion in the Retiree Division which warrants the insertion of this language as a matter of housekeeping. The proposed language embodies the actual practice in the Retiree Division.

THE COMMITTEE RECOMMENDS THE 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, THESE AMENDMENTS WILL BECOME EFFECTIVE IMMEDIATELY.

(l) The following amendment to Article I, Officers, is submitted to the Delegates as a result of recommendations by the Constitution and By-Laws Committee.

ARTICLE I. Officers

Section 1. PRESIDENT. The President shall be the responsible and chief administrative officer of the Association and shall preside at all Board of Directors and Delegate meetings of the Association. The President shall serve on a full-time basis. If the President is unable to obtain a paid leave of absence from the employer, the Association shall, pursuant to law, obtain a paid leave of absence for the President and the Association shall reimburse the employer for the cost of such leave. The President's signature shall be required on all contracts and on all orders drawn upon the Treasurer that have been approved by the Association or the Board of Directors. The President shall be a member ex officio of all committees except the Election Committee and shall initiate and implement plans which, in the President's judgment, are in the best interest of the Association. The President shall be responsible for Association activities of all elected officials and for the organization and direction of the staff of the Association, and shall direct and supervise the collection of dues. The President shall direct and supervise the issuance of all publications of the Association. The President shall appoint all committees of the Association unless the method of selection is otherwise directed or provided. The President shall be bonded at the expense of the Association in an amount fixed by the Board of Directors. The President shall by September first of each year furnish to each member of the Board of Directors a proposed budget consisting of an itemized statement of estimated revenues and anticipated and proposed expenditures for the ensuing fiscal year.

Explanation: All officers by operation of law and constitutional language are agents of CSEA. Unauthorized actions may have both financial and legal consequences for the union. The proposal seeks to clarify the line of responsibility for conduct by elected officers. The proposal is not intended to interfere with or in any way modify any duties assigned to full-time release people by a Local President, pursuant to arrangements in collective bargaining agreements allowing for release time positions. Nor is this intended to interfere with any other Employee Organizational Leave

arrangements or assignments made by Local or Unit Presidents.

The proposal will strengthen the Local and Unit status with employers. By establishing the line of direction under the Constitution from the Association to the Unit or Local officer, their activity becomes "union business", protected by the Taylor Law from interference by the employer.

THE COMMITTEE RECOMMENDS THE ADOPTION OF THIS AMENDMENT.

(2) The following amendment to By-Laws, Article I, Section 5, Officers, is submitted to the Delegates as a result of the recommendation made by Candy Saxon, former CSEA Statewide Secretary.

ARTICLE I. Officers

Section 5. SECRETARY. The Secretary shall serve on a full-time basis. If the Secretary is unable to obtain a paid leave of absence from the employer, the Association shall, pursuant to law, obtain a paid leave of absence for the Secretary and the Association shall reimburse the employer for the cost of such leave. The Secretary shall be the custodian of all official papers of the Association and be responsible for keeping and disseminating records of Association meetings, Board meetings, Officers' meetings, and special meetings of the Board including any motions made at such meetings. The Secretary shall be responsible for the training of Region, Local and Unit secretaries. The Secretary shall perform those other duties as assigned by the President or the Board of Directors of the Association. The Secretary shall be bonded at the expense of the Association in an amount fixed by the Board of Directors.

Explanation: The language in the By-Laws setting forth the Treasurer's responsibilities states that the Treasurer is "responsible for" the training of the treasurers of the Regions, Locals and Units. In contrast, the language for the Statewide Secretary sets forth a less standard of accountability, stating that the Secretary "shall be involved in" the training of Region, Local and Unit secretaries.

With the creation of the Officers Institutes and other training initiatives for elected officers, the Statewide Secretary is indeed "responsible for" the union's training programs and efforts for subdivision secretaries. This proposal brings the By-Laws language in compliance with actual practice and responsibilities.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS PROPOSAL.

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(3) The following amendment to By-Laws, Article II, Meetings, Section 8, Special Meetings, is submitted to the Delegates as a result of the recommendation made by Candy Saxon, former CSEA Statewide Secretary.

ARTICLE II. Meetings
Section 8. SPECIAL MEETINGS.

(a) REMAINS UNCHANGED.

(b) In addition to the procedure set forth in subsection (a) of this section, a Special Delegates' Meeting shall be called by the President within fifteen days of the receipt of a petition filed by at least 25% of the 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.

(c) REMAINS UNCHANGED.

Explanation: Presently there are over 300 Local Presidents. To call a Special Delegates' Meeting only 25 such presidents need to petition the Statewide President. The cost and disruption of a special delegates meeting warrant that such a meeting be called only in the most serious of situations and that there be some consensus amongst Local Presidents as to the need to call such a meeting. To avoid the potential for this call to go out based on a very limited "consensus" upon issues not reflecting the concerns of a large proportion of Local Presidents, the proposal seeks to increase the minimum number of Local Presidents necessary to petition for a Special Delegates' Meeting. The Committee believes that any issue worth the time, cost and disruption of such a meeting should have, and indeed would have, the endorsement of at least a quarter of the elected Local Presidents.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

(4) The following amendment to By-Laws, Article II, Meetings, Section 9, Notice and Quorum, is submitted to the Delegates as a result of the recommendation made by Candy Saxon, former CSEA Statewide Secretary.

ARTICLE II. Meetings
Section 9. NOTICE AND QUORUM.

(a) REMAINS UNCHANGED.

(b) REMAINS UNCHANGED.

(c) QUORUM OF ASSOCIATION MEETINGS. The presence in person [or by proxy] of one-third of the members entitled to vote shall be necessary to constitute a quorum at all delegate meetings of the Association, the Board of Directors, the Directors' Committee, the State Executive

Committee, the Local Government Executive Committee or the Private Sector Executive Committee. The presence in person of one-half of the committee members entitled to vote shall constitute a quorum for that committee.

(d) REMAINS UNCHANGED.

Explanation: Historically, the union has not allowed proxy voting in any of its meetings, except as specifically provided for meetings of the State Division and Local Government Division Executive Committee meetings. It has always been the union's practice that persons elected to perform certain responsibilities ought to be present to hear and participate in debate of the issues and to cast their vote; to do otherwise is to allow for misrepresentation of the fiduciary trust instilled in the elected official by virtue of the actions of the members in voting that person into office. Proxies leave open the opportunity for individuals not elected by the members to greatly influence the outcome of matters entrusted to the elected officials by the Constitutions and the will of the membership. Accordingly, this language which deviates from actual practice by suggesting that an elected official may be counted present for purposes of a quorum by sending a proxy but that the proxy may not vote greatly distorts the democratic principles by which we operate and to which we are dedicated as a union.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

(5) The following By-Laws proposal is based on a submission by Sister Denise Berkley.

ARTICLE III. Statewide Elections

Section 1. ELECTION PROCEDURE

The Election Committee shall have the responsibility for supervising elections of the officers of the Association, members of the State Executive Committee, members of the Local Government Executive Committee, and members of the Retiree Executive Committee, who shall be elected by secret ballot. Persons running for office may petition and appear on a ballot as a slate or individually. Where candidates run as a slate there must be an opportunity for members to vote for the whole slate and/or individuals. The Election Committee shall supervise the distribution, receipt, and verification of nominating petitions, and the drafting, distribution, verification and counting of the ballots. The ballot must clearly recite the date, place and time for the return of ballots and must be accompanied

by instructions as to how a secret ballot may be cast. The names of the candidates shall appear on the ballot in the order in which they were drawn by lot. Such drawing shall be conducted by the Election Committee upon notice to all candidates. Balloting is to be conducted for all elective offices between May 15 and June 15 of the election year. The distribution of ballots and the return of completed ballots shall be accomplished in a manner which will assure each member in good standing a fair opportunity to vote. Only CSEA members in good standing as of April 1 of the election year will be eligible to vote in the election. All candidates or their designees may be present [during the counting of the ballots] to observe at each stage of the election process, including the ballot count and tally processes. The member receiving the greater number of votes for the office shall be declared elected. The Board of Directors of the Association shall establish rules and regulations concerning the conduct of the election. Such rules and regulations shall be adopted by a simple majority of the Board of Directors and may be amended thereafter. Printed copies of the rules and regulations shall be mailed to all candidates and Local Presidents on or before May 1 of the election year. Write-in votes are prohibited.

Explanation: CSEA Statewide and Region President elections are under the jurisdiction of the LMRDA which requires that candidates be permitted to observe or have an observer present at various stages of the election process. This right encompasses every phase and level of the process, including the mailing of the ballots, receipt and retrieval of the returned ballots by the election agency, and the opening, recording and tallying of the results. These opportunities have been afforded to candidates or their designees as a matter of Standing Election Committee rules and election guidelines. As a result of Sister Berkley's protest of the 1993 Region President's race in Region 2, the observation procedures were reviewed by the U.S. Department of Labor. The DOL determined that the observation procedures, as they existed in 1993, were too limited. Accordingly, for the 1994 AFSCME delegate elections and the 1994 statewide elections, the SEC ensured that the election agencies allow for expanded observation opportunities that comport with the LMRDA requirements. The SEC rules for candidates advise candidates of the procedures for observing the election process. It is appropriate at this time that these

requirements also appear in our By-Laws.

THE COMMITTEE RECOMMENDS THE APPROVAL OF THIS AMENDMENT.

(6) The following proposal was submitted by Lee Pound, President of our Rockland Retirees Local 918.

ARTICLE III. Statewide Elections

Section 1. ELECTION PROCEDURE

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

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the Board of Directors and may be amended thereafter. Printed copies of the rules and regulations shall be mailed to all candidates and Local Presidents on or before May 1 of the election year. Write-in votes are prohibited.

Explanation: This proposal accompanies the related proposals to amend the Constitution. Taken together, these proposals involve two points: (1) giving retirees the right to vote for CSEA Association officers; and (2) giving retirees the right to run for a position as Association officer. The Committee believes that the issue of giving retirees the right to vote for Association officers has been reviewed numerous times in the past recent years and that nothing has changed warranting the delegates to address this issue again. The reasons for the negative action in the past remain: the organization should be lead by members who work for the employers with whom the Association is in collective bargaining relationships. In addition, as the organization's historians know, there was a time when a retiree was Association President and the delegates, in amending the Constitution so as to preclude that from happening again, determined that such possibility was not in the best interest of the Association or of its working members.

The Retiree Division has its own elected officials as well as representation on the appropriate bodies of the Association. There is nothing new in the Retiree Division's desire to have voting and candidacy rights and there is nothing new in the Committee's recommendation that these matters be put aside once and for all in the negative.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THESE PROPOSALS.

The dues proposal set forth below establishes new dues levels for those members earning at the higher end of our present dues structure, that is, at or above \$22,000.

The language of the proposal appears to change the dues amounts presently being paid by members earning below the \$22,000 salary level. However, the proposal **does not** do this. Since the 1988 constitutional changes to our dues structure, the annual January dues adjustments caused by the AFSCME annual dues adjustments have not been reflected in new constitutional language. Accordingly, the language changes in dues amounts for those members earning below \$22,000 are being

made solely to reflect the annual changes since 1988 and represent the actual dues currently being paid by our members at their respective salary levels.

(7) The following amendment to By-Laws, Article IV, Finance, has been proposed by President Danny Donohue.

ARTICLE IV. Finance
Section 1. FISCAL YEAR. TEXT REMAINS THE SAME.

Section 2. DUES AND SHOP FEES.

(a) (1) Effective December 31, [1989] 1994, the annual membership dues, agency shop fees and union shop fees of the Association shall be: members and persons paying an agency shop fee or union shop fee who earn under \$5,000 a year, the rate shall be [seventy dollars] eighty dollars (\$[70] 80.00); for those earning \$5,000 to \$9,999 a year, the rate shall be one hundred twenty dollars and thirty-eight cents (\$[100] 120.38); for those earning \$10,000 to \$15,999, the rate shall be [one hundred seventy-five] two hundred nine dollars and four cents (\$[175] 209.04); for those earning \$16,000 to \$21,999, the rate shall be [two hundred] two hundred thirty-eight dollars and sixty-eight cents (\$[200] 238.68); for those earning \$22,000 [and over.] to \$29,999, the rate shall be [two hundred twenty-five] two hundred ninety-five dollars (\$[225] 295.00); for those earning \$30,000 and over the rate shall be three hundred twenty dollars (\$320). Effective January 1, [1990] 1995 and annually thereafter, the amount of dues and fees set forth above shall increase by the percentage used by the Association's International Affiliate, AFSCME, to adjust its annual minimum dues, except that for those members and persons paying an agency shop fee or union shop fee who earn [under \$5,000] \$22,000 or over a year, such increase shall take effect January 1, [1991] 1996. Effective January 1, 1996, and annually thereafter, an additional organizational assessment of 2% shall be added to the percentage increase required by the AFSCME minimum increase defined above. The total of the AFSCME minimum increase and the organizational assessment shall not exceed 7.5% in any given year. No part of the organizational assessment shall be subject to the political appropriation provisions of Article IV, Section 2 (a)(2) or to the refund provisions of Article IV, Section 3 herein. No local, unit or region has the right to assess additional dues from members or agency fee payers or union shop fee payers.

Explanation: The proposal adds two tiers to the CSEA dues

structure. Under the present structure everyone earning \$22,000 or more pays the same amount of dues or fees. The proposal creates a tier for those earning \$22,000 to \$29,999 and then another tier for all those earning \$30,000 or more. Half of our membership presently earns over \$22,000. The proposal also creates an organizational assessment to be added to the annual AFSCME minimum increase, with a maximum cap of 7.5% for the combined increase in any one given year. The proposal will enable us to correct the structural imbalance in the dues structure while at the same time generating funds to enable us to keep up with service and program demands while we meet the challenges of the future.

The figures presented in the proposal for those earning up to \$22,000 are the current dues amounts actually being paid. For those earning at or above \$22,000, the present dues or fees are \$268.58. For these brothers and sisters, the proposal increases this amount in 2 steps. Overall the proposal provides for dues and fees in the approximate area of 1% of gross income at the top end.

The organization has a structural deficit much like the national deficit, which cannot be corrected by minor adjustments and cutbacks in expenditures. Thirty-five percent of our budget is personnel related and we are always hearing that we do not have enough staff in the field to be visible to all our members on a regular basis. We are fighting decertification efforts across the state which are run on campaigns that ask "when was the last time you saw your CSEA representative?" or "would you rather have a union that services you or one that expects you to do it all?" We have made many changes in our service delivery and have many additional changes in progress to place more staff in the field and to bring services more directly to our brothers and sisters, region by region. Yet we are still losing ground in terms of staff, technology, members' education and training programs, as well as information days and "lunch and learn" programs and other similar opportunities to bring the union closer to our members.

The statewide budget is greatly strained by the general day-to-day cost of doing business, the large expenditures necessary to fight the decertification efforts and challenges to CSEA across the state, and the costs of strengthening our members' services and benefits around the state. Locals big and small, with and without large amounts of unspent rebate money, are demanding more services from

Legal Assistance, Local Government and School District Affairs, Research, Education and Training, Health and Safety, Budget Analysis, and just about every department in the organization. The increasing costs of leadership training, members' training and education and staff training, along with the spiraling costs of representation at local government arbitrations, disciplinaries and court cases, is now beyond the ability of the statewide budget to keep up. Without addressing the problem of our structural deficit on an organization-wide basis, we will find ourselves falling further and further behind in our ability to maintain and strengthen our membership services and to fight the challenges from outside — both privatization and decertification.

We need to get more member involvement and that takes more money. We need to give our members a greater sense of belonging to this great union and that takes more money. To be fair in doing this, we need to reallocate the burden of these costs so as to even out the relationship of dues paid to salary earned.

The additional tiers will enable the Association to correct the structural deficit for several years into the future, assuming relatively stable spending and staffing levels, and no unforeseen extra drains on income due to loss of membership or excessive challenges. The organizational assessment will be dedicated totally to improving and expanding the service programs and organizing efforts financed by the statewide budget. Without this minimal increase, we will not be able to maintain our current level of services nor increase our efforts to resist challenges and meet members' demands for more frequent and expanded services. This inability, in turn, will serve to render us more vulnerable to member disenchantment and alienation, thereby sowing seeds for further loss of members and the unrecoverable expense of challenges.

While our dues may be increasing, we remain, for the time being at least, the pre-eminent public sector labor union. We provide services and benefits matched nowhere else, while paying the lowest dues for an organization of our stature.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS PROPOSAL.

(8) The following proposal is submitted on the recommendation of the Constitution and By-Laws Committee:

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

(a) (2) An annual amount of three percent (3%) of the dues or agency shop fee or union 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 biweekly 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 his objection with the State Treasurer during the month of 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 biweekly period for which dues were collected.]

(a) (3) TEXT REMAINS THE SAME

Explanation: The Committee recommends the elimination of the rebate of 3% dues money to members. There is no entitlement in law to this rebate. Fee payors are entitled under the Taylor Law to an annual rebate of moneys involuntarily taken from them and spent for political and ideological purposes. This entitlement stems from a federal constitutional right to freedom of speech and association as contained in our Bill of Rights. The involuntary taking of moneys, as agency shop and union shop fees, is only allowable to the extent that such moneys are used for union collective bargaining and contract administration purposes. An involuntary taking for political purposes violates the Bill of Rights protections of the federal constitution. Union members are not entitled to such rebate; they do not suffer the involuntary taking of money for political use that a fee payor does. The only entitlement to the return of 3% of dues is this language in our By-Laws. The Committee believes that the continued rebating of partial dues to members is improper. It recognizes that some few members may decide that if they cannot get back the 3% of their dues, they will become fee payors. However, the Committee also believes that the benefits of

membership far outweigh this possible handful of backlash. The time and cost of processing these requests is extensive. Last year we processed about 6,000 requests, taking several staff days away from other productive member services. It is the Committee's opinion that in light of our serious financial difficulties, the continued unrequired rebate of dues money just because it is available is no longer justified.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

(9) The following proposals were submitted by Sister Elaine Kennedy of Local 830.

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

(a) (1) TEXT REMAINS THE SAME.

(a) (2) TEXT REMAINS THE SAME.

(a) (3) TEXT REMAINS THE SAME.

(b) NEW MEMBERS. TEXT REMAINS THE SAME.

(c) RETIRED MEMBERS. TEXT REMAINS THE SAME.

(d) DISABLED MEMBERS. A member in good standing who becomes incapacitated by accident, illness, maternity or paternity and, as a result of such incapacity, is placed on a leave without pay, upon proper notification to the Membership Records Department of CSEA, will be granted a gratuitous membership for the duration of that member's leave without pay, not to exceed one year, or upon the member's return to work or request to terminate their membership.

(e) LAID OFF EMPLOYEES. A member in good standing who is laid off from employment and placed on a preferred list, who otherwise qualifies as such, upon proper notification to the Membership Records Department of CSEA, shall be granted status as an Associate Member, the first year of which will be gratuitous, or no longer wishes to be an Associate Member, or until the member has found employment.

(f) ASSOCIATE MEMBERS. The annual membership dues of an associate member shall be fifty-two dollars (\$52.00). Effective October 1, 1994 the annual dues of a laid off, disabled member shall be twelve dollars (\$12.00), fifty (50) cents after the first year of layoff or disability for a maximum of four (4) years.

Explanation: These related proposals were received without specific explanation or supporting arguments. The Committee believes that the proposed extension of gratuitous membership status to disabled or laid off members is unwarranted. With respect to brothers and

sisters who are in layoff status, the Delegates only recently clarified their status as associate members to ensure that these brothers and sisters can maintain their insurances derived from their membership status. As most laid off members hopefully will be employed either within a CSEA bargaining unit or elsewhere within a year, it was deemed by the Delegates that a one-year gratuitous associate member status was sufficient protection in the situation of a layoff. Similarly, for a disabled brother or sister who is on leave of absence without pay, the gratuitous membership status allows for the same maintenance of insurance opportunity. In both instances, the members may maintain their appropriate membership status after the expiration of the gratuitous one year by resuming to pay their dues at the appropriate level. As long as they are not working, the members may become associate members at a greatly reduced annual dues level of fifty two dollars, until such time as they resume working in a CSEA represented unit.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS AMENDMENT.

(10) The following proposal is submitted as a result of a recommendation by the Constitution and By-Laws Committee:

ARTICLE IV. Finance Section 3. REFUND AND REIMBURSEMENT.

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

(b) Where, in any given year, the annual report of any Local demonstrates Local current assets in an amount exceeding more than one hundred percentum (100%) of the Local's rebate payable for the year following, that overage shall be offset against the rebated amount to be paid for that fiscal year.

(b)(c) TEXT REMAINS THE SAME.

(c)(d) REFUNDS TO UNITS. TEXT REMAINS THE SAME.

((d)e) REFUNDS TO REGIONS. TEXT REMAINS THE SAME.

((e)f) REIMBURSEMENT OF DELEGATE EXPENSES. TEXT REMAINS THE SAME.

Explanation: The current ongoing drain on the Association's financial resources requires that we rethink how services and programs are to be funded and just how the continued competing needs for our limited resources are to be met. In reviewing the overall financial issues, it has come to the Committee's attention that over nine million dollars (\$9,000,000) presently sits in Local treasuries, unused and unspent on Association business or the members' needs. The rebated dues money that flows from the Association to the Locals is intended to be utilized. It is intended to be used for members' education and training, for members' attendance at workshops, for union meetings and union outreach, for contract administration and for services to the members from whom the dues is collected. Somehow this purpose has been overlooked to the point that millions of dollars sits dormant with our Locals. The proposal would provide as follows: Local A's Annual Report (Form 6) shows \$150,000 in assets such as cash on hand, CDs and a savings account. Its upcoming rebate amount is \$125,000. For the upcoming fiscal year, the Local would only receive \$100,000, offsetting the \$25,000 on hand that is in excess over the rebate amount, due against the upcoming rebate. The Association is being asked regularly to pick up more and more costs: to reimburse Locals for more expenses; to expand the Legal Assistance Program; to pay for more people to attend union functions; to reimburse for activists' salary lost to attend to union business; to totally fund the large costs of defending CSEA in decertification challenges; to organize new members; and to run the union with professional staff, new technology and an adequate physical plant. This simply cannot all be done without some greater sense of cost-sharing between the Locals' budgets and the Association budget. We need much more active union oriented participation at the local level to create an affinity and bond between our rank and file members and the Association. This costs money and, indeed, Locals have the funds to do more education and training, more lunch and learn programs, health fairs, information days and so on. At the same time, the Association's resources cannot continue to be further strained and drained while millions of

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dollars of dues money sits idle and unused for the purposes for which it is collected. This proposal insures that where there is a large amount of money not being spent on proper union business, additional dues moneys are not sent off to remain unused for union business.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS PROPOSAL.

(11) This proposal to Article IV, Finance, is submitted to the delegates by Sister Flo Tripi, President of our Monroe County Unit.

ARTICLE IV. Finance Section 3. REFUND AND REIMBURSEMENT.

(a) & (b) TEXT REMAINS THE SAME.

(c) REFUNDS TO UNITS

All recognized Units established by Locals shall receive a rebate of not less than twenty-five percent and not more than [fifty] seventy-five percent of the per capita rebate extended by the Association to a Local based upon the collection of membership dues and agency shop fees collected from the employees in the Unit. A Local with more than one Unit shall ensure that its percentage rebate is uniform for all of its Units. If a Local does not receive a rebate due to its failure to comply with all the provisions of the mandated Local Constitution and this Constitution, the Local is still obligated to pay rebates to Units which have complied with reporting standards, providing there are sufficient funds in the Local treasury.

Explanation: The proposal is intended to provide for greater funding for Unit work in Local Government Units. The Committee and the Association officers discussed this proposal at their joint meeting last spring. It was their consensus that such adjustment was unnecessary.

At the Committee's request, our former Statewide Treasurer, Mary Sullivan, conducted a survey of Locals with Units. At that time there were 4 such Locals in the State Division and 67 in the Local Government Division. Of the thirty nine responses, it was determined that 49%, or 19 Locals, now rebate at the maximum allowable rate level of 50%. Fifty-one percent, or 20 Locals, now rebate at less than the maximum rate. Of the 20 Locals rebating at less than 50%, more than half rebate at the lowest level of 25%.

In the Local Government Division the large County Units tend to dominate the smaller Units in a Local, leaving the Association's members in these smaller Units somewhat alienated

and vulnerable to outside influences. These Units need more services from Locals, not less. The larger County Units already receive the lion's share of the Local's attention. In Local Government, with few exceptions such as Local 830, CSEA Locals are service entities for their various Units. It is the Unit that has the bargaining relationship with the employer. This, of course, is different from the State Division where the Local tends to be in the most direct relationship with the employer at the facility or agency level. In those situations where the larger County Units may need assistance in fulfilling their role, that assistance should come from the Local, including in the form of financial assistance for Unit attendance at training and education opportunities, Association workshops, and the like. A greater share of the Local's rebate money is not necessary to accomplish a greater share of the Local's attention and services. A greater share of the Local's rebate money will, however, mean lesser attention by the Local to the many smaller Units that already have difficulty in attending Local, Region and Association programs and in participating fully in the Association's activities and governance.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THE AMENDMENT.

(12) The following amendment to Article IV, Finance, Section 3, is submitted to the Delegates as a result of the recommendation made by James V. Kurtz, Chautauqua Local 807 Treasurer.

ARTICLE IV. Finance Section 3. REFUND AND REIMBURSEMENT

(e) REIMBURSEMENT OF DELEGATE EXPENSES.

(1) ANNUAL DELEGATE MEETING. All State Division and the Private Sector Division Locals shall receive reimbursement for the expense of one delegate to the annual meeting and Locals having more than 1,000 members shall receive reimbursement for the expense of one additional delegate for each additional 1,000 members or major fraction thereof. All Local Government Division Locals shall receive reimbursement for the expense of one delegate to the annual meeting and Locals having more members than the Equalization / Representation / Remuneration Quotient (the previous year "had all State Locals Delegates Attended" divided into the total of the membership of the State Division = the number of Local Government Division delegates needed to insure parity) shall receive reimbursement for

the expense of one additional delegate for each additional E.R.R.Q. or major fraction thereof. The maximum reimbursement for such delegate shall be for full group rate quotation if appropriate, or full lodging and meal expense which shall not exceed the rate paid to State Board of Directors Committees for the duration of the meeting. Transportation expense shall also be reimbursed.

(2) SPECIAL DELEGATE MEETINGS. All State Division and the Private Sector Division Locals shall receive reimbursement for the expense of one delegate for attendance at any special delegate meeting and Locals having more than 1,000 members shall receive reimbursement for the expense of one additional delegate for each additional 1,000 members or major fraction thereof. All Local Government Division Locals shall receive reimbursement for the expense of one delegate for attendance at any Special Delegate Meeting and Locals having more members than the Equalization / Representation / Remuneration Quotient (The previous year "had all State Locals Delegates Attended" divided into the total of the membership of the State Division = the number of Local Government Division delegates needed to insure parity) shall receive reimbursement for the expense of one additional delegate for each additional E.R.R.Q. or major fraction thereof. The maximum reimbursement for such delegate shall be for the full group rate quotation if appropriate, or full lodging and meal expense which shall not exceed the rate paid to State Board of Director Committees for the duration of the meeting. Transportation expense shall also be reimbursed.

Explanation: According to Brother Kurtz, the proposal is aimed at insuring parity, fairness, equality of representation and reimbursement between the State and Local government divisions. Currently we have the following:

Division	Delegates
Private Sector	18
<u>Number of Members</u>	<u>Ratio</u>
735	1/40

Division	Delegates
State	279
<u>Number of Members</u>	<u>Ratio</u>
96,967	1/347

Division	Delegates
Local Government	118
<u>Number of Members</u>	<u>Ratio</u>
100,013	1/848

Total	Delegates
	415
<u>Number of Members</u>	<u>Ratio</u>
197,715	1/476

Under Brother Kurtz's proposed E.R.R.Q. for 1992 we would have the following:

Division	Delegates
Private Sector	18
<u>Number of Members</u>	<u>Ratio</u>
735	1/40

Division	Delegates
State	279
<u>Number of Members</u>	<u>Ratio</u>
96,967	1/347

Division	Delegates
Local Government	288
<u>Number of Members</u>	<u>Ratio</u>
100,013	1/347

Total	Delegates
	585
<u>Number of Members</u>	<u>Ratio</u>
197,715	1/337

Brother Kurtz's Equalization Ratio for 1992 would have meant an additional reimbursement of delegates from 118 to 288 for the Local Government Division. The State Division reimbursement would stay the same at 279.

The Remuneration Quotient for Local Government for 1992 would be 1 reimbursed delegate for each 347 members, the same as for the State.

Brother Kurtz explains that the E.R.R.Q. would be adjusted each year as the number of State and/or Local Government Locals increases and/or decreases and the number of members that each division represents changes. This system would insure parity, fairness, equality of representation and reimbursement between the State and Local Government Divisions.

In its meeting with the CSEA officers, the Committee discussed the proposal and there was consensus that this proposal be reported out in the negative for the following reasons.

The purpose of the statewide rebates to Locals is to ensure that there is sufficient funding for Locals to properly represent CSEA members at statewide meetings, trainings, workshops and conferences. Dues rebates are not intended to be kept unspent by Locals in large bank accounts unused for union business or membership needs. In addition, the fiscal impact of shifting more expenses to the statewide budget at this time would be unbearable and is unsupported by any demonstrated need. In fact, the statewide budget is greatly strained by the costs of doing business, the large expenditures necessary to fight decertification efforts and challenges to CSEA across the state, and the cost of strengthening members' services across the state. Already the statewide budget is greatly strained, while many Locals have

(continued on page 20)

Proposed amendments to CSEA's Constitution and By-Laws

(continued from page 19)

a reported surplus of unspent rebated money totaling several millions of dollars. Increasing costs of leadership training, staff training, and representation at local government arbitrations, disciplinaries and in court cases already are beyond the ability of the statewide budget to fund. Without further participation of the locals in addressing some of these institutional needs, we will find ourselves falling further and further behind in our ability to maintain and strengthen our membership services and to fight the challenges from outside.

Additionally, voting strength at the Annual Meeting reflects amply the varying strength of the Local Government and State Divisions. As those two divisions shift in membership size in relation to each other, the voting strength at the Annual Meeting reflects such changes. The issue of parity between the State and Local Government Divisions should be an issue of voting strength and not of dollars rebated.

Reducing the number of members entitling a Local to additional delegate reimbursement will impact significantly on the statewide budget. Firstly, both the State Division and the Local Government Division locals will be affected, thereby increasing the number of reimbursed

delegates by a significant factor. If the membership level is changed for additional reimbursement, i.e. lowered from 1,000 to 750, the cost to the statewide budget will be an additional \$78,000; if lowered to 500 members, an additional \$225,600. Under Brother Kurtz's equalization formula, reimbursement for an additional 170 delegates for the Local Government Division will cost the statewide budget in the area of \$204,000 (\$1200 per delegate). Such a cost shift would further restrict programs funded by the statewide budget and member services such as Legal Assistance, Leadership Training, Contract Negotiations, Organizing and Maintaining Membership, and so on, will fall further and further behind both institutional need and members' expectations.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS AMENDMENT.

UNFINISHED BUSINESS

(1) Proposal submitted by Sister Elaine Kennedy and Brother Michael Timmons of Local 830 to amend Article IV, Section 5 (b) of the By-Laws. Proposal referred to the Statewide Election Committee for review and input. Analysis incomplete.

(2) Proposal submitted by former Statewide Secretary Candy Saxon to amend Article V, Section 4(g) of the By-Laws. Proposal

referred to the Judicial Board for review and input. Analysis incomplete.

(3) Proposal submitted by Brother Michael Timmons of Local 830 to amend Article VI, Section 1 of the By-Laws. Referred to the Statewide Election Committee for review and input. Analysis incomplete.

(4) Proposal submitted by Brother Del Perrier of Local 676 to amend Article X, Section 1 of the Constitution. Analysis incomplete.

(5) Request from the former Statewide Secretary Candy Saxon that the Committee review and clarify certain language regarding when an elected officer's term of office begins. Analysis incomplete.

MISCELLANEOUS

(1) The Committee recommended the following resolution to the Board of Directors:

WHEREAS, it is the policy of CSEA to represent all its members the best it can, including protecting them against unlawful discrimination by the employer based on race, creed, color, national origin, age, sex, physical challenges, marital status, political affiliation or sexual orientation; and

WHEREAS, it is the right of all CSEA members to enjoy the rights and privileges of their membership in CSEA without

suffering such discrimination, **BE IT RESOLVED**, that it is the policy of CSEA that no member shall be denied any of the rights or privileges of membership under the Statewide, Region, Local or Unit Constitutions because of race, creed, color, national origin, age, sex, physical challenges, marital status, political affiliation or sexual orientation. The resolution was adopted by the Board of Directors at its June, 1994, meeting.

ALL CORRESPONDENCE REGARDING RESOLUTIONS AND/OR PROPOSED AMENDMENTS RECEIVED BY THE COMMITTEE AS OF THE CONSTITUTIONAL DEADLINE OF JULY 5 HAVE BEEN REVIEWED. APPROPRIATE RESPONSES HAVE BEEN DIRECTED TO THE INDIVIDUALS.

The Committee wishes to thank Steve Gonzalez and Robert Simoni for their work as members of the Committee for the past year.

Respectfully submitted,
Terry Melvin, Chairperson
Rita Wallace, Vice Chairperson
Gail Hansen
Sabina Shapiro
Barbara Moore
Ricky Noreault
Barbara Reese

START OWNING A HOME OF YOUR OWN!

What's stopping you from becoming a homeowner?

CSEA realizes that for many of you, it's not the monthly payment - it's the large amount of money required for the *down payment* and *closing costs* that make getting a mortgage so difficult.

There's a way to overcome these obstacles:

The Empire Home Mortgage Program.

- **Low downpayment** - means less money needed to buy your home.
- **Closing costs may be funded** - with a gift from a relative, or a grant or unsecured loan from a nonprofit organization or public entity.
- **Borrow with peace of mind** - as the low interest rate mortgage is fixed for the entire 15 or 30 years (whichever you choose), your rate will never go up. Plus, should you ever wish to pay your mortgage off early, you'll never pay a prepayment penalty.
- **Qualifying for your mortgage will be easier** - due to relaxed guidelines on total debt amount you may have.
- **Competitive interest rates** - means lower, more affordable monthly payments.
- **Homeowner's and private mortgage insurance available** - getting your mortgage is a "one-stop" shopping experience!
- **Education through a Home Study Guide provided at no cost to you.**
- **Affordably priced strike, unemployment and mortgage disability insurance available.**
- **No points mortgages are available**
- **Act now - A FREE 90-Day Rate Guarantee is currently being offered.** This means you can "lock-in" for 90 days the rate available when you call to apply - even if the rates go up!
- **Thinking about refinancing?** - Refinance plans also available through the Empire Home Mortgage Program.

Experienced, professional and courteous mortgage representatives are available now to help you determine your range of affordability and take your application right over the phone. And they can do it in 140 languages. Plus, the program is committed to making the entire process hassle free. And use of the Union Privilege Legal Services Plan, accessed through your CSEA regional office, can further reduce your closing costs. Call today and you'll see how CSEA members can make the dream of homeownership a reality.

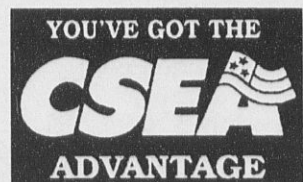


"Through the Empire Home Mortgage Program, CSEA is committed to enabling its members to achieve the dream of homeownership."

- Danny Donohue, CSEA President

CSEA Members can take advantage of this program just by calling the Empire Home Mortgage Program Today at 1-800-377-2989.

8:30 a.m. to 9 p.m. ET, Monday through Thursday
8:30 a.m. to 6 p.m. ET, Friday & 9 a.m. to 3 p.m. ET, Saturday



Therefore, be it resolved...

The following resolutions will be presented for the consideration of delegates attending CSEA's 84th Annual Delegates Meeting
Oct. 3 - 7 in Rochester



1. CSEA Membership Speaks - Advocate Platform

Submitted by Willie Terry, Local 460 Delegate
This resolution involves a 32-point platform of positions affecting CSEA members.

2. A Right to Caucus - CSEA Black and Hispanic Caucus

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

This resolution calls for CSEA to support the rights of any member or group of members to form caucuses to discuss internal union affairs, to conduct orderly campaigns inside the union for or against any policy or action and to freely express any views or opinions without fear of retribution.

3. Mandating Action by Locals

Submitted by Willie Terry, Local 460 Delegate

This resolution would mandate that each CSEA Local meet and choose one or more resolutions from the convention resolutions to work on during the course of the year and that the results be presented in a report at the next convention.

4. Organizing the South

Submitted by Willie Terry, Local 460 Delegate

This resolution calls on CSEA to work with other organizations and coalitions to focus attention on the status of southern workers and to work actively with other trade unions and organizations to repeal right to work laws.

5. Minimum Wage

Submitted by Willie Terry, Local 460 Delegate

This resolution calls on CSEA to continue to join with other labor organizations and coalitions to lobby Congress and the New York State legislators to increase the minimum wage.

6. Celebration of Black/Hispanic History Month

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

This resolution calls for CSEA to encourage Regions, Locals and Units to support and participate in Black/Hispanic History Month programs.

7. Reparations

Submitted by Willie Terry, Local 460 Delegate

This resolution calls on CSEA to fully support a House of Representatives bill establishing a commission to examine the institution of slavery and make recommendations to Congress on appropriate remedies to be taken on behalf of the descendants of slavery.

8. Youth

Submitted by Willie Terry, Local 460 Delegate

This resolution calls on CSEA to focus on activities aimed at decreasing violence and guns among today's youth.

9. Health and Safety in the Workplace

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

This resolution calls on CSEA to lobby for regulations covering a variety of workplace dangers, fight unfunded mandates to the OSHA Reform Bill which would prevent OSHA coverage of state public sector workers and work with other organizations committed to the enactment of comprehensive OSHA reform legislation.

10. Democracy in South Africa

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

This resolution deals with recognition of the people of South Africa for their successful commitment to change and urges New York State to provide appropriate assistance, including reinvestment by the State Comptroller, to aid in the fight for economic justice and equity.

11. Comprehensive Welfare Reform

Submitted by Joel Schwartz, Local 446 Delegate

This resolution calls on CSEA to urge the Clinton Administration and Congress to undertake a bold and comprehensive approach to welfare reform.

12. Jobs With Justice and the Global Economy

Submitted by Joel Schwartz, Local 446 Delegate

This resolution urges CSEA to call for the inclusion of a strong, enforceable social clause in the General Agreement on Tariffs and Trade (GATT) and to strengthen the enforcement of GATT labor rights provisions.

13. Unity of All Working People

Submitted by Joel Schwartz, Local 446 Delegate

This resolution calls for working people and others to reject issues that divide the human race on the basis of ancestry and/or culture and support efforts to unite workers, the poor and the oppressed throughout the world through progressive labor and social legislation.

14. Immigration

Submitted by Joel Schwartz, Local 446 Delegate

This resolution deals with human and civil rights for immigrants.

15. Maker of Resolution Contact

Submitted by Walter Nash, Local 443 Delegate

This resolution deals with certain procedures regarding the discussion and presentation of resolutions to the resolutions committee and the delegates.

16. Delegates Convention Attendance

Submitted by Walter Nash, Local 443 Delegate

This resolution concerns procedures all delegates must adhere to while attending the Annual Delegates Meeting.

17. Regional Newspaper Section in The Public Sector

Submitted by Walter Nash, Local 443 Delegate

This resolution would require the allocation of space in *The Public Sector* on a region basis.

18. Health Care Reform - Universal Coverage

Submitted by Laverne Pound, Local 918 Delegate

This resolution calls on CSEA to continue to fight for universal health care coverage and comprehensive benefits for all Americans and to vehemently oppose taxing of any health care benefits in health care reform legislation.

19. Elder Abuse

Submitted by Laverne Pound, Local 918 Delegate

This resolution calls on CSEA to take a stand against abuse of elderly people and to urge legislation guaranteeing protection of elderly people from becoming victims of abuse.

20. Health Care Reform - Elder/Disabled Care

Submitted by Laverne Pound, Local 918 Delegate

This resolution calls on CSEA to urge state legislation to provide for long-term care for the elderly and disabled in the event such coverage is not included in a federal health care reform legislation.

21. POW/MIA Flag at CSEA Statewide Events

Submitted by Will Streeter, Local 605 Delegate, Chair, Special Veterans Committee

This resolution calls on CSEA to show support and faith for US Service members who may still be held prisoners or may still be missing in action by displaying the POW/MIA flag at all CSEA statewide events.

22. Medically Afflicted Gulf War Veterans

Submitted by Will Streeter, Local 605 Delegate, Chair, Special Veterans Committee

This resolution calls on CSEA to urge and support a variety of federal programs providing treatment and assistance to afflicted Gulf War veterans and their families.

23. Computer Link

Submitted by Tom Sonnenberger, Local 400 Delegate

This resolution calls on CSEA to explore and establish a computer link between and among all CSEA Locals.

24. Scheduling of Convention Speakers

Submitted by David Lawson, Local 814 Delegates

This resolution would require the completion of old and new business and presentation of resolutions at CSEA Annual Delegates Meetings prior to presentations by all guest speakers.

Health Care Reform Riders deliver a message to Congress

WASHINGTON — In a week of non-stop activity a group of CSEA members joined with the President of the United States, the First Lady and citizens from all over the country to help shape the historic debate over national health care.

The CSEA members participated in the Health Care Express, the bus caravan which converged on Washington, D.C. from all over the country in early August to coincide with the opening of congressional debate over health care reform. Three CSEA member activists and a staff employee rode the bus caravan that departed out of Boston on July 31 with stops in Albany, Jersey City, Philadelphia and Wilmington along the way to Washington.

CSEA's participation, coordinated with AFSCME, was the latest development in CSEA's political activism over health care reform. Earlier this year CSEA members generated more than 70,000 letters to Congress in a grassroots effort for fair and meaningful reform. Copies of those letters were transported to the Capitol during the caravan in a symbolic reinforcement of the union's message.

CSEA remains dissatisfied with key aspects of the health care reform legislation under

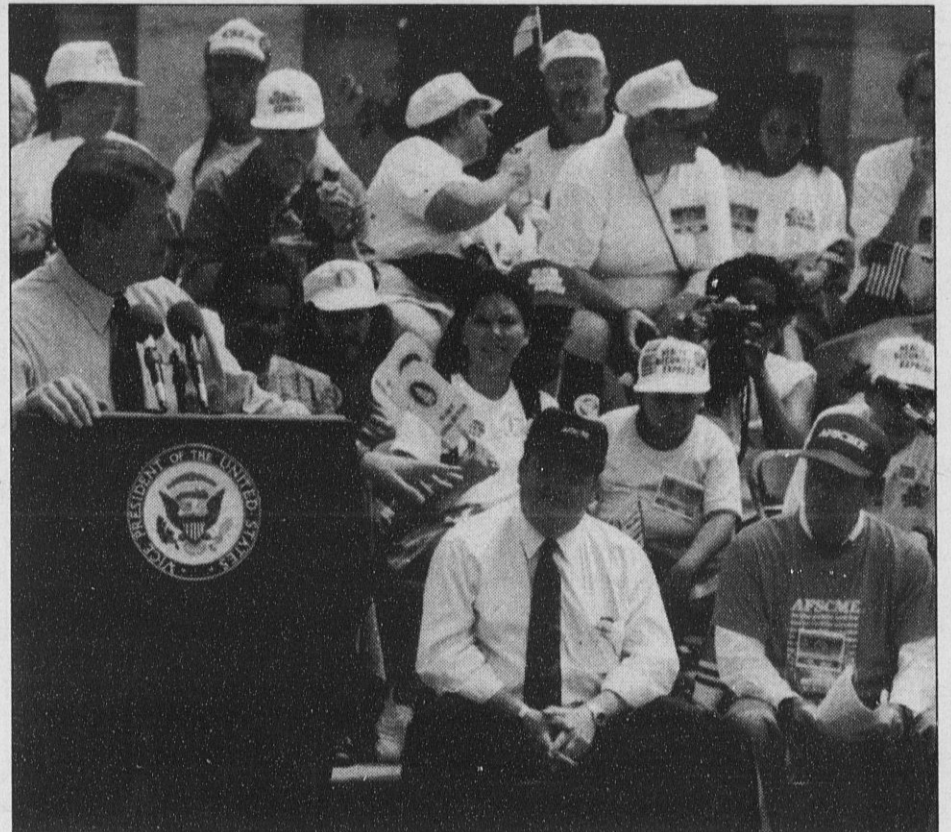
debate. That's why the union is continuing to make its points to lawmakers.

For the CSEA members involved, helping to deliver that message was a thrilling, once-in-a-lifetime experience:

CSEA Berne-Knox-Westerlo School District Unit President Terry Schinnerer's itinerary began with a meeting in Boston's historic Fanueil Hall with First Lady Hillary Rodham Clinton. It was followed by a whistlestop bus tour down the eastern seaboard highlighted by a rally with President Bill Clinton and other dignitaries including AFSCME President Gerald McEntee in Liberty State Park. It concluded with a visit to the White House and the delivery of the health care letters up the steps of the Capitol with Vice President Al Gore and CSEA President Danny Donohue.

"I wanted to do this because I think the issue of health care reform is so important but the whole week was just unbelievable for me," Schinnerer said. "The fact that a unit officer like me gets to participate in an event like this says a lot about what CSEA is all about."

"I'm very grateful to have had the opportunity to participate," said CSEA Judiciary Local 333 President Tim Drew, who



VICE PRESIDENT AL GORE greeted reform riders and others as the caravan pulled into Washington. Seated in the front row on the platform are CSEA President Danny Donohue and AFSCME International President Gerald McEntee. CSEA reform riders Tim Drew and Geordie Pierce are in the top row.

boarded the bus in Albany and traveled through to Washington.

"There were some very moving

moments during the week and I'm proud that I was able to represent CSEA members and see them firsthand."

But it was CSEA Health Research Local 664 Executive Vice President Robert Simoni who had the most visibility on the tour. During the President's Liberty State Park speech, Simoni was right behind him wearing a CSEA cap. The image was carried nationally on television and in newspapers.

CSEA staffer Geordie Pierce also participated in the Caravan, including driving a

van loaded with CSEA letters written by CSEA members, officers and staff to Washington.

CSEA's participation was directed by Federal Project Coordinator Sean Egan.

"We made an important statement," said CSEA President Danny Donohue, who joined AFSCME President Gerald McEntee and many reform riders on the platform in Washington as Vice President Al Gore addressed the group. "But we obviously have more work to do

given the direction of the debate in Congress."

— Stephen Madarasz

'I wanted to do this because I think the issue of health care reform is so important.... The fact that a unit officer like me gets to participate in an event like this says a lot about what CSEA is all about.'

— Terry Schinnerer



CSEA EXECUTIVE VICE PRESIDENT Mary Sullivan, center, was on hand to greet Health Care Express reform riders when the caravan pulled into Albany en route to Washington, D.C. With Sullivan are riders Tim Drew, president of CSEA Judiciary Local 333, and Terry Schinnerer, president of the CSEA Berne-Knox-Westerlo School District unit.

¿Cómo me puede ayudar la CSEA?

Guía de Servicios y Beneficios para los Miembros de la CSEA

Póngase en contacto con la Sede Central, llamando gratuitamente al 1-800-342-4146

Luego, en cualquier momento, marque el 0 y el número de la extensión con la que desea comunicarse.

Si su teléfono es de disco rotatorio, una operadora le atenderá y le comunicará con la persona con la que usted desea hablar cuando la grabación termine.

Si tiene un teléfono de botones, marque el 1 para comunicarse con estas Divisiones:

Si no sabe el número de la extensión,

*marque el 1 para comunicarse con la División de Operaciones que atiende, entre otros, asuntos relacionados con Salud y Seguridad Ocupacionales, Administración Estatal de Contratos, Gobierno Local y Escuelas del Distrito, Investigación, EAP y División de Jubilaciones;

*marque el 2 para comunicarse con la División de Asuntos Legales en relación con quejas y medidas disciplinarias;

*marque el 3 para hablar con la División de Comunicaciones que está a cargo, entre otros, de *The Public Sector*, las Oficinas Ejecutivas o Acción Política;

*marque el 4 si desea hacer averiguaciones sobre cuotas, requisitos para afiliarse o talleres afiliados a sindicatos, seguros colectivos (no de salud), o si desea hablar con el Departamento de Finanzas;

*marque el 5 para escuchar una grabación sobre Temas de Actualidad.



Sede Central del Estado de Nueva York
143 Washington Avenue
Albany, NY 12210

Su conexión gratuita con el Fondo de Beneficios para Empleados: 1-800-323-2732.

Si el código de área es 518, llame al 782-1500 para pedir información sobre atención dental y oftalmológica, medicamentos con receta y el Paquete 7 de Beneficios para empleados del Estado y empleados participantes de entes administrativos locales. Servicio TDD únicamente para personas con pérdida de la audición: 1-800-532-3833. Dirección postal: CSEA Employee Benefit Fund, One Lear Jet Lane, Suite One, Albany, NY 12110-2395.

Quejas y medidas disciplinarias

Usted puede quejarse de inmediato al representante de quejas o al dirigente sindical de su localidad. Si no puede comunicarse con ellos, puede quejarse a la Unidad de la CSEA, al Presidente del Sindicato Local de la CSEA o al Especialista en Relaciones Laborales de la oficina regional de la CSEA de su comunidad. No deje pasar el tiempo si tiene algún problema. Las quejas deben presentarse oportunamente.

Seguros

La CSEA ofrece varios programas de seguros colectivos a precios bajos y la ventaja de deducciones automáticas de la nómina de pagos.

Si desea conocer mayores detalles sobre el Plan Security de Seguro de Vida, el Programa de Protección de los Ingresos, el Plan de Indemnización Hospitalaria y el Plan de Protección Familiar de la CSEA, llame gratuitamente al 1-800-697-CSEA.

Para obtener información sobre seguros de autos y seguros para inquilinos y propietarios de casas, llame gratuitamente al 1-800-366-7315.

Seguro de salud

Números telefónicos para hacer preguntas específicas sobre:
Reclamaciones a Blue Cross:.....1-800-342-9815 ó (518) 367-0009
Reclamaciones a Metropolitan.....1-800-942-4640
Médicos y hospitales participantes.....1-800-942-4640
Aprobación de la admisión en el hospital/
revisión de intervenciones quirúrgicas:
Empire Plan Health Call1-800-992-1213
Línea directa de Salud Mental y
Abuso de Substancias1-800-446-3995

Información y capacitación

La CSEA ofrece talleres y programas de capacitación para dirigentes sindicales. Si desea más información, llame gratuitamente al 1-800-342-4146. Si su teléfono es de botones, marque primero el 0 y después, el número 294 de la extensión. Si su teléfono es de disco rotatorio, dígame a la operadora que le comunique con la extensión 294.

En las oficinas regionales de la CSEA hay cintas de video sobre temas sindicales a disposición de las personas interesadas.

Ayuda para el examen de funcionarios públicos

El Programa de Capacitación en Asuntos Laborales (LEAP, por su sigla en inglés) puede ayudarle a prepararse para el examen de los funcionarios públicos proporcionándole folletos de estudio a bajo costo.

Llame gratuitamente al: 1-800-253-4332.

Seguridad en el puesto de trabajo

Usted puede informar a los Especialistas en Asuntos Laborales de la oficina regional de la CSEA de su comunidad sobre accidentes graves o condiciones de trabajo insalubres e inseguras.

Si desea información sobre seguridad y salud ocupacional, llame a la sede central de la CSEA al 1-800-342-4146. Si tiene un teléfono de botones, marque el 0 y luego, la extensión 465. Si tiene un teléfono de disco rotatorio, dígame a la operadora que le comunique con la extensión 465.

Jubilación

Si desea información general sobre planes de jubilación o sobre la afiliación de los miembros jubilados, llame al 1-800-342-4146. Si tiene un teléfono de botones, marque el 0 y luego, la extensión 363. Si tiene un teléfono de disco rotatorio, espere que le atienda la operadora y dígame que le comunique con la extensión 363.

Si se va a jubilar dentro de poco, hable con un asesor de la CSEA especializado en jubilaciones. Es importante que elija la opción adecuada del Sistema de Jubilación para Empleados a fin de planificar desde ahora el estilo de vida que desea llevar cuando se jubile. Llame gratuitamente al 1-800-366-5273.

AFSCME Advantage Mastercard

Ofrece las tasas de interés más bajas - 5% sobre la tasa de interés más favorable. Sin pago de comisiones anuales. Para pedir un formulario de solicitud, llame a la oficina regional de la CSEA de su comunidad.

Si usted presenta una solicitud y no recibe respuesta en un lapso de cuatro semanas, llame gratuitamente a Bank of New York, el banco emisor, al 1-800-942-1977.

AFSCME Advantage Servicios legales

Union Privilege Legal Services Program (Programa Sindical de Servicios Legales Privilegiados) de AFSCME Advantage le ofrece servicios legales de calidad, al alcance de su bolsillo, para una gran variedad de asuntos personales de carácter legal. Si desea obtener información más detallada y una lista de los abogados participantes de su comunidad, llame a la oficina regional de CSEA de su comunidad.

AFSCME Magic Kingdom Club

Este es otro de los beneficios del Programa AFSCME Advantage — descuentos para viajar a DisneyWorld en la Florida o a Disneyland en California. Documentos imprescindibles para demostrar su identidad: número de Seguridad Social y número de afiliación al sindicato local (Local 1000 de AFSCME).

Póngase en contacto con AFSCME Research Dept., 1625 L St. NW, Washington, DC 20036. Teléfono: (202) 429-1215.

AFSCME Advantage Programa de hipotecas

Ofrece facilidades de compra o de refinanciamiento de hipotecas a precios más bajos. Ahorros para compradores y vendedores. Ayuda especial para las personas que compran una casa por primera vez. 1-800-848-6466.

AFSCME Advantage Planificación de estudios y carreras

Planificación para ahorrar en gastos de estudio. Planes para obtener ayuda financiera. Asesoramiento y seminarios para adoptar decisiones relacionadas con carreras profesionales. Tarifa anual: \$ 10. 1-800-733-GRAD.

The Buyer's Edge

Es un servicio de compras por teléfono que puede ayudarle a ahorrar dinero en compras importantes. *The Buyer's Edge* (La Ventaja del Comprador) negocia descuentos adicionales y garantiza precios más bajos de los que la gente suele conseguir por su cuenta. En el folleto titulado *Buyer's Edge* encontrará la información pertinente y los números telefónicos a los que puede llamar gratuitamente, los cuales se publican regularmente en *The Public Sector*. Si desea obtener un folleto, diríjase a una de las oficinas regionales de la CSEA que figuran abajo. Si necesita otras informaciones, llame al 1-800-342-4146. Si su teléfono es de botones, marque el 0 y luego, el 297 o dígame a la operadora que le comunique con la extensión 297.

Corte esta hoja y guárdela como fuente de referencia.

OFICINAS REGIONALES

LONG ISLAND: OFICINA REGIONAL I
Hauppauge Atrium Building, 300 Vanderbilt
Motor Pkwy, Hauppauge, NY 11788.
(516) 273-2280 & 273-2285

AREA METROPOLITANA: OFICINA REGIONAL II
40 Fulton Street, 22nd Floor, New York, NY
10038-1850. (212) 406-2156.

ZONA SUR: OFICINA REGIONAL III
735 State Route 52, Beacon, NY 12508.
(914) 831-1000.

AREA CAPITALINA: OFICINA REGIONAL IV
One Lear Jet Lane, Suite Two, Albany, NY 12110-2394.
(518) 785-4400.

ZONA CENTRAL: OFICINA REGIONAL V
6595 Kirkville Road, East Syracuse, NY 13057.
(315) 433-0050.

ZONA OCCIDENTAL: OFICINA REGIONAL VI
482 Delaware Avenue, Buffalo, NY 14202.
(716) 886-0391.

How Can CSEA Help Me?

A Reference Guide To CSEA Member Services & Benefits

Get In Touch With Headquarters – Toll-Free – 1-800-342-4146.

Press **O** plus the extension number you want at any time.

With a rotary phone, an operator will come on the line at the end of the recording to help you reach your party.

With a touch-tone phone, you must press 1 for these options:

If you don't know the extension number,

- press 1 for Field Operations, which include Occupational Safety & Health, State Contract Administration, Local Govt. & School District Affairs, Research, EAP and the Retiree Division.
- press 2 for Legal Matters, such as disciplinaries & grievances;
- press 3 for Communications including *The Public Sector*, Executive Offices or Political Action;
- press 4 for answers about dues, membership & agency shop, group insurance (not health) and to talk to the Finance Dept.;
- press 5 to hear a recording of Current Issues Update.



Statewide Headquarters
143 Washington Avenue
Albany, NY 12210

Your Toll-Free Connection To The Employee Benefit Fund – 1-800-323-2732.

In the 518 area, call 782-1500. For answers regarding the Dental Care, Vision Care, Prescription Drug and Package 7 Benefits for state employees and participating local government employees. **TDD for hearing impaired only:** 1-800-532-3833. Mailing address: CSEA Employee Benefit Fund, One Lear Jet Lane, Suite One, Albany, NY 12110-2395.

Grievances & Discipline

Report any grievance immediately to your local grievance representative or shop steward. If they are unavailable, tell your CSEA Unit or Local President, or your CSEA Labor Relations Specialist at your region office. Don't delay if you believe you have a problem — grievances must be filed on a timely basis.

Insurance

CSEA offers several insurance programs at low group rates and provides the convenience of automatic payroll deduction.

For details on CSEA Security Life Plan, Income Protection Program, Hospital Indemnity Plan and Family Protection Plan, call toll free: 1-800-697-CSEA.

For details on Auto Insurance and Homeowners/Renters insurance, call toll free: 1-800-366-7315.

Health Insurance

For answers to your specific questions about the Empire Plan:

Blue Cross Claims: 1-800-342-9815 or (518) 367-0009
Metropolitan Claims 1-800-942-4640
Participating Providers 1-800-942-4640
Hospital admission approval/ surgical review:
Empire Plan Health Call 1-800-992-1213
Mental Health & Substance
Abuse Hotline 1-800- 446-3995

Education & Training

CSEA provides workshops and training programs for union activists. For more information, call toll-free 1-800-342-4146. On a touch tone phone, press **O**, then extension 294. On a rotary phone, ask the operator for extension 294.

Union-oriented videotapes are available from your CSEA region office.

Civil Service Exam Help

The Labor Education Action Program (LEAP) can help you prepare for civil service exams with low-cost study booklets.

Call toll free: 1-800-253-4332.

Safety Concerns

Report serious accidents, unsafe and unhealthy working conditions to the CSEA Labor Relations Specialists at your region office.

For occupational safety and health information, call CSEA Headquarters at 1-800-342- 4146. On a touch tone phone, press **O**, then extension 465. On a rotary phone, ask the operator for extension 465.

Retirement

For general information about retirement and retiree membership, call 1-800-342-4146. On a touch tone phone, press **O** and extension 363. On a rotary phone, wait for the operator and ask for extension 363.

Talk to a CSEA-provided retirement counselor if you are retiring soon. It's important that you select the proper option from the Employees' Retirement system, so you can plan the lifestyle that you want to enjoy. Call toll free: 1-800-366-5273.

AFSCME Advantage Mastercard

Features one of the lowest interest rates - 5 percent above the prime lending rate. No annual fee. For an application form, call your CSEA region office.

If you apply and there is no response within four weeks, call the issuing bank, the Bank of New York, toll free: 1-800-942-1977.

AFSCME Advantage Legal Services

You can obtain high quality, affordable legal services for many personal legal matters through the AFSCME Advantage Union Privilege Legal Services Program. For details and a list of participating lawyers in your area, call your CSEA region office.

AFSCME Magic Kingdom Club

Another benefit from the AFSCME Advantage program — discounts to both DisneyWorld in Florida and Disneyland in California. Membership verification requirements: your Social Security number and your local number (AFSCME Local 1000).

Contact the AFSCME Research Dept., 1625 L St. NW, Washington, DC 20036. Phone: (202) 429-1215.

AFSCME Advantage Mortgage Program

Makes buying a home or refinancing your mortgage easier and more affordable. Savings for buyers and sellers. Special help for first-time buyers. Call toll free: 1-800-848-6466.

AFSCME Advantage Career & Academic Planning

Tuition savings planning. Financial aid projections. Counseling and seminars for career decisions. \$10 annual fee. 1-800-733-GRAD.

The Buyer's Edge

It's your buy-by-phone service designed to save you money on major purchases. The Buyer's Edge negotiates extra discounts and lowest price guarantees individual buyers don't get. The appropriate information and toll-free numbers are in your Buyer's Edge brochure, and they're published regularly in *The Public Sector*. To receive a brochure contact your CSEA region office listed below. For other information call 1-800-342-4146. On a touch-tone phone press **O** and 297 or ask the operator for extension 297.

Clip and save this page for future reference.

REGION OFFICES

LONG ISLAND REGION I OFFICE
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METROPOLITAN REGION II OFFICE
40 Fulton Street, 22nd Floor, New York, NY 10038-1850. (212) 406-2156.

SOUTHERN REGION III OFFICE
735 State Route 52, Beacon, NY 12508.
(914) 831-1000.

CAPITAL REGION IV OFFICE
One Lear Jet Lane, Suite Two, Albany, NY 12110-2394. (518) 785-4400.

CENTRAL REGION V OFFICE
6595 Kirkville Road, East Syracuse, NY 13057.
(315) 433-0050.

WESTERN REGION VI OFFICE
482 Delaware Avenue, Buffalo, NY 14202.
(716) 886-0391.