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Sector

THE PUBLIC

Vol. 18 No. 10 OCTOBER 1995

1995 Annual Delegates Meeting Edition

- Proposed Constitution & ByLaws changes
- Resolutions
- Officers statements

Pataki's IBM deal still threatening other workers with job relocations but

CSEA halts transfers of 2,500 workers

TAXATION AND FINANCE-8

see page 3

President Donohue to 'Keep in Touch With You;' Union president will visit CSEA regions starting this month

In keeping with his commitment to be "In Touch With You," CSEA President Danny Donohue this month will begin his next round of visits to each of CSEA's six regions to meet directly with CSEA members to answer their questions and address their concerns.

The latest round of visits will begin with a stop at CSEA's Metropolitan Region office on Oct. 16. President Donohue will meet with members from 1 to 7 p.m. at the region office at 40 Fulton Street, 22nd Floor, in New York City.

Members interested in meeting with President Donohue on Oct. 16 should call the region office at (212) 406-2156 in advance to confirm attendance.

On Oct. 17 President Donohue will meet with members from 1 to 7 p.m. at the CSEA Long Island region office, 3 Garet Place, Commack.

Members wishing to meet with the president on Oct. 17 should call the region office at (516) 462-0030 in advance to confirm attendance.

A schedule of visits to the other four CSEA regions is being finalized and will be published in the next edition of *The Public Sector*.

Always protect your membership status

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

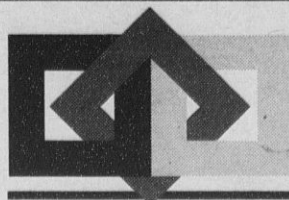
- * seeking or holding union office,
- * signing nominating petitions for potential candidates,
- * voting in union elections, and
- * voting on collective bargaining contracts.

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

If you go on unpaid leave or for any other reason have a break in your employment

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

You must notify the CSEA Membership Records Department at 1-800-342-4146, Ext. 327, of any change in your status and what arrangements you are making to continue your membership in CSEA.



I N D E X

85th Annual CSEA Delegates Meeting - Oct. 23-27, 1995

RESOLUTIONS — Page 4

CSEA OFFICER STATEMENTS — Pages 5-13

PROPOSED CONSTITUTION & BYLAW CHANGES — Pages 19-27

Address changing? Notify EBF

It is very important to notify the CSEA Employee Benefit Fund (EBF) anytime you change your address. Members frequently forget, especially, to notify CSEA EBF as their area implements the 911 emergency telephone number system and addresses containing a rural route/box number are changed to reflect actual street numbers and names.

If your address has changed recently or if you plan to change it, either due to a move or to the implementation of 911 in your area, use the form below to notify CSEA EBF immediately.

EBF Address Change Form

Member SS#	
Member Name	
Phone #	
Old Address	
Number/Street or RR#, Box #	
City	
State/Zip	
New Address	
Number/Street or RR#, Box #	
City	
State/Zip +4	
Return to: CSEA Employee Benefit Fund P.O. Box 516 Latham, NY 12110-0516	

THE PUBLIC Sector

Official publication of
The Civil Service Employees
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143 Washington Avenue
Albany, New York 12210-2303
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The Public Sector Committee

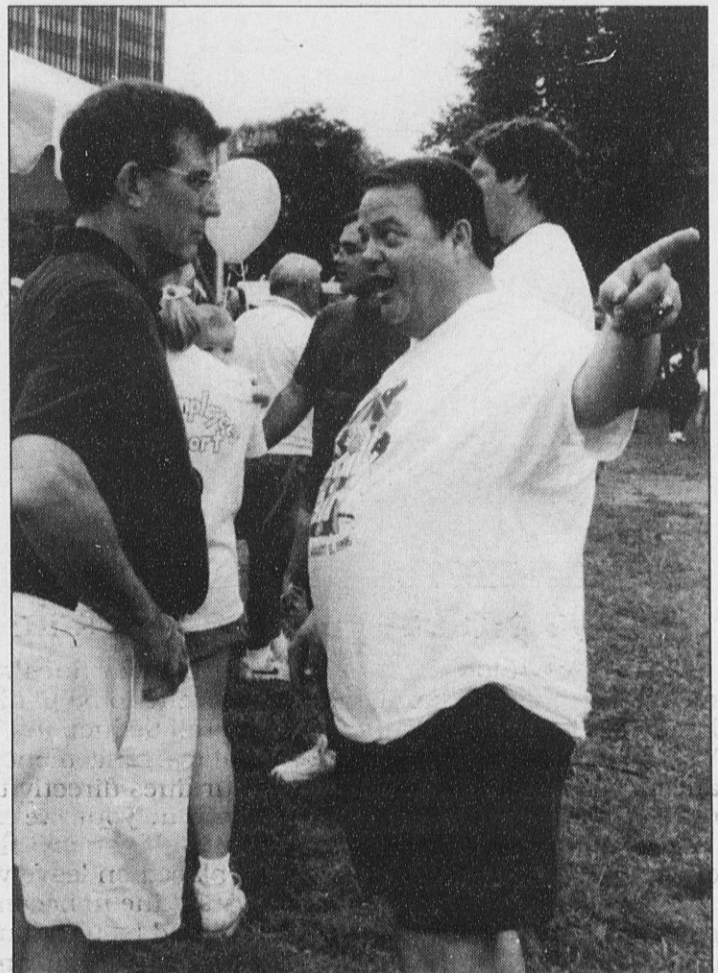
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SOUTHERN REGION Tom Schmidt

CAPITAL REGION Marguerite Stanley
CENTRAL REGION Bruce Damalt
WESTERN REGION James V. Kurtz

Bldg. 8 IBM transfers halted; union wary of other job shifts

Editor's Note: On Feb. 17, while CSEA and the state were in the midst of crucial contract negotiations on behalf of 95,000 CSEA-represented state employees, Gov. George Pataki announced that the state would acquire abandoned IBM buildings in Kingston, East Fishkill and Endicott and transfer thousands of state workers from 49 sites around the state to consolidate state computer operations in those IBM buildings. Five weeks later Pataki dropped a second bombshell: some 2,500 state Tax and Finance Department employees housed in Building 8 at the state office complex in Albany would also move to IBM facilities in Kingston starting in 1996. State employees, their unions and area legislators were outraged at Pataki's plan to needlessly disrupt the lives of thousands of families in the Capital District and a strong bi-partisan movement erupted to overturn Pataki's shortsighted plan. The fight against forced relocations from Building 8 was intense, and in less than seven months it was over. Now CSEA is focusing on Pataki's latest wrinkle in the IBM deal, the possible move of more than 1,000 other state jobs to IBM facilities in the Binghamton area.

"There are still some very important issues to be resolved but we believe this is a step forward and we are also pleased that the Governor met with CSEA directly to outline the new plan," Donohue said. "We hope the administration will continue that dialogue." CSEA



CSEA PRESIDENT DANNY DONOHUE, right, gestures emphatically as he discussed with Albany County Executive Michael Breslin the threat of thousands of state workers being transferred out of the Capital District. Breslin, who strongly opposed the transfer, has been endorsed for re-election by CSEA. The discussion occurred at union-sponsored Family Field Day in August at the state office complex.

remains concerned about a number of aspects of the plan but has been assured that they will be addressed through discussions with the Governor's Task Force on Relocation. Donohue thanked Senate Majority Leader Joe Bruno, Assembly Speaker Sheldon Silver, the entire bipartisan Capital District legislative delegation and local elected officials for their work to bring about the framework of a solution. Silver and other lawmakers say they remain skeptical about key aspects of Pataki's new plan.

CSEA also has reservations about the lack of information regarding state plans for redeveloping former IBM facilities in the Binghamton area. Recently the

administration began suggesting that more than 1,000 yet-to-be-determined jobs could be relocated to that site from "downstate." CSEA wants some straight answers about what that means.

Donohue vowed that the union will continue its vigilance to make sure that all aspects of the plan make sense for CSEA members and state taxpayers.

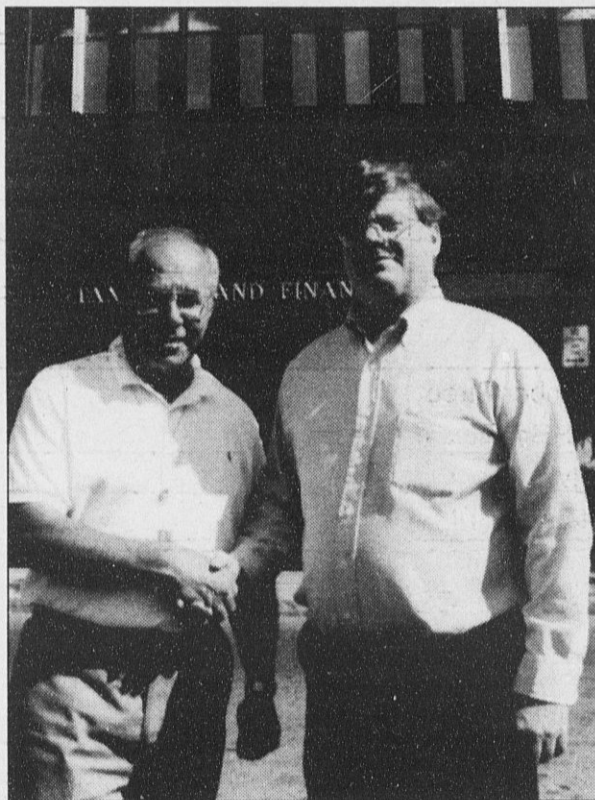
"CSEA supports efforts to improve government operations and to fuel economic development but all along we have wanted to be sure those efforts are in everyone's best interest and do not benefit one region at the expense of another," Donohue said.

ALBANY —

Following months of controversy, the Pataki administration has backed away from plans to relocate thousands of state employees to former IBM facilities in Kingston.

Instead, the private sector Fleet Financial Group will open a computer center to occupy most of the site. The new plan means that 2,500 Albany-based Department of Taxation and Finance employees will not see their jobs head south. However, the Governor still plans to relocate 800 state data processing jobs to Kingston but now says those moves will be entirely voluntary.

CSEA President Danny Donohue, who led the effort to halt the transfer of Building 8 workers, was briefed on the shift in plans by Gov. Pataki prior to the public announcement on Sept. 11. Donohue expressed guarded optimism about the revised plan.



A JOB WELL DONE — CSEA Board of Directors representative Carmen Bagnoli, left, congratulates CSEA Tax and Finance Local 690 President T.J. O'Donnell following announcement that Building 8 employees would not be relocating.

'CSEA supports efforts to improve government operations ... but all along we have wanted to be sure those efforts are in everyone's best interest and do not benefit one region at the expense of another'

Therefore, be it resolved...

The following resolutions will be presented for the consideration of delegates attending CSEA's 85th Annual Delegates Meeting Oct. 23-27 in Lake Placid. Members wishing to see copies of any resolution should contact their delegate.

1. Commitment, Solidarity, Empowerment Action

Submitted by Tim D'Grew, Local 333 Delegate

The resolution would establish seven specific tenets for CSEA to meet in representing its members.

Committee recommends not be adopted since CSEA is already doing what the resolution proposes

2. Protecting the Pension Fund

Submitted by Lavarne (Lee) Pound, Local 918 Delegate

This resolution calls for CSEA to support Comptroller H. Carl McCall, who has filed a lawsuit to prevent the use of the state pension fund to balance the state budget and prevent a delay in the payment of pension supplementation.

Committee recommends adoption as amended

3. Objection to Cuts in Medicare & Medicaid

Submitted by Lavarne (Lee) Pound, Local 918 Delegate

This resolution calls on CSEA to continue to actively lobby the New York State Congressional delegation and President Clinton to vote against drastic cuts in Medicare and Medicaid.

Committee recommends adoption as amended

4. Labor Law "Reform"

Submitted by Joel Schwartz, Local 446 Delegate

This resolution would place CSEA on record as being strongly opposed to Congressional efforts to weaken the National Labor Relations Act, dismantle OSHA, eliminate minimum wage laws, create company unions and reduce the opportunities to establish independent labor unions.

Committee recommends adoption

5 Affirmative Action

Submitted by Joel Schwartz, Local 446 Delegate

This resolution calls on CSEA to strongly oppose any and all efforts to eliminate, dismantle or weaken affirmative action programs.

Committee recommends adoption as amended

6. Contract Servicing from an Organizing Model

Submitted by Willie Terry, Local 460 Delegate

This resolution urges the adoption of the concept of a continuous examination of all union actions to determine how best to increase participation of members in the union.

Committee recommends not be adopted since a policy encompassing those tenets already exists

7. Support for Continued Day Care Funding

Submitted by Willie Terry, Local 460 Delegate

This resolution urges CSEA to join with AFSCME Council 1707 in New York City to jointly fight efforts to eliminate the "block grant" concept of funding, which would undermine current child care funding for day care centers.

Committee recommends adoption

8. Opposition to Death Penalty

Submitted by Willie Terry, Local 460 Delegate

This resolution urges CSEA to declare its opposition to capital punishment and to work with coalitions to overturn the New York State Death Penalty Law.

Committee recommends not be adopted in that committee feels the union should not intrude on the personal positions of its members on this issue

9. Including Dr. Martin Luther King Jr. in Labor Hall of Fame

Submitted by Cheryl A. Mitchell, Local 460 Delegate

This resolution urges CSEA to submit a formal request for the inclusion of Dr. Martin Luther King in the Labor Hall of Fame at the U.S. Department of Labor.

Committee recommends adoption as amended

10. The Asian Pacific American Labor Alliance

Submitted by Willie Terry, Local 460 Delegate

This resolution would encourage CSEA members to participate in activities of Asian Pacific American Labor Alliance (APALA) chapters.

Committee recommends not be adopted since CSEA already encourages members to participate in all legitimate labor organizations

11. Minority Leaders Concerns

Submitted by Willie Terry, Local 460 Delegate

This resolution calls for more minority involvement and more recognition of minority concerns within CSEA, AFSCME and the AFL-CIO.

Committee recommends not be adopted since many of the issues are already a matter of CSEA policy, certain critical information was not included in the resolution, and that CSEA and AFSCME are already leading the fight for a change in leadership of the AFL-CIO

12. The "Teamwork For Employees Act"

Submitted by Willie Terry, Local 460 Delegate

This resolution calls for the sending of letters to members of Congress in opposition to legislation which would amend the National Labor Relations Act.

Committee recommends adoption as amended

13. Affirmative Action and the AFL-CIO Full Participation Committee

Submitted by Willie Terry, Local 460 Delegate

This resolution urges CSEA to support the continuation of vigorous Affirmative Action programs and policies.

Committee recommends not be adopted since CSEA already adheres to the principles set forth in the resolution

14. Political Options/Political Education

Submitted by Willie Terry, Local 460 Delegate

This resolution calls on CSEA to examine all political options and provide political action education programs for members.

Committee recommends not be adopted since CSEA already has programs and policies in place that meet objective of the resolution

15. The Coalition of Labor Union Women (CLUW)

Submitted by Cheryl A. Mitchell, Local 460 Delegate

This resolution calls on CSEA to support the activities and programs of CLUW.

Committee recommends adoption as amended

16. Youth Mentor Program

Submitted by Cheryl Mitchell, Local 460 Delegate

This resolution would establish a Youth Mentor Summer Internship Program in each CSEA Region. **Committee recommends not be adopted since it would be inappropriate to formally mandate programs on Regions which involve such extensive cost, legal liability and time constraints**

17. Support for The A. Philip Randolph Institute

Submitted by Willie Terry, Local 460 Delegate

This resolution urges CSEA to support the work of the A. Philip Randolph Institute.

Committee recommends not be adopted since CSEA already has policy in effect

18. The Labor Council for Latin American Advancement

Submitted by Eduardo Diaz, Local 460 Delegate

This resolution encourages CSEA to support the LCLAA. **Committee recommends not be adopted since CSEA already has policy in effect**

19. E-Mail Access for Local Executive Board Officers

Submitted by Walter C. Nash, Local 443 Delegate

This resolution urges CSEA to provide E-Mail system access to local officers.

Committee recommends not be adopted since issue is part of an ongoing study of overall union communication policy

20. Election of Statewide Officers by Delegate Body

Submitted by David Lawson, Local 814 Delegate

This resolution would provide for the election of CSEA statewide officers by CSEA delegates

Committee recommends referring to the Constitution and By-Laws Committee

21. Equity for Members of Tier 2 Retirement System

Submitted by Veronica Anderson, Local 443 Delegate

This resolution calls on CSEA to continue to seek legislation that would allow Tier 2 members to retire at age 55 after 30 years of service without any reduction in benefits.

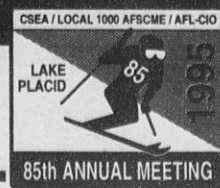
Committee recommends adoption as amended

Therefore, be it resolved...

Statewide PRESIDENT

Danny Donohue

143 Washington Avenue, Albany, NY 12210-2303 (518) 434-0191 1-800-342-4146



You told me what you want and we're delivering

The events and activities of 1995 make me more committed than ever before to

being In Touch with You.

At every level CSEA faces unprecedented challenges which we must confront vigorously. We must do a better job than ever before because the stakes are higher than ever before.

Our ability to improve the job we do comes from solidarity. We must work together and stand together in every fight, at every level throughout this great union of ours.

Your CSEA officers and staff are working as hard as possible to do the best job we can for you. We have had an impact but there is more to be done.

It is important to remember, however, that CSEA is not about me or your elected officers. You wash the face of CSEA every day. You are the union and CSEA needs every one of you to be involved and committed to working to protect our hard-fought gains. The contractual rights, benefits and protections that we have should not be taken for granted.

That is doubly true in this era when we must confront the misguided philosophy that no government is good government.

CSEA recognizes the need for change, the need to find better ways to get the job done. But we reject the top-down, slash-and-burn budget approach being applied in the current federal and state politics.

Real change in public services requires the involvement and dedication of the front line workers.

That's why my commitment to be In Touch With You has taken me to every corner of New York State in the past year, conducting regular "open house" meetings to hear from you directly. I don't have all the answers but I do know that one of the ways to get them is by listening and responding to your ideas.

You have told me what you want from CSEA and we are delivering. And CSEA will continue to pursue additional ways to improve the delivery of services and more effectively involve you, the member in every aspect of this union's activities.

Here are just some of the ways CSEA has worked to protect your interests, meet your needs and expectations in the past year:

A staff reorganization has enabled us to put more CSEA

staff into the field. Negotiating and enforcing your contract remains our top priority but it takes a lot more to service your needs and strengthen our union. That's why we have taken steps to beef up our frontline responsiveness.

But there is more to our coordinated approach to serving and mobilizing our members.

CSEA's new, state-of-the-art computerized telemarketing system provides a groundbreaking ability to reach members directly to gather or share information. Using this technology, we have reached nearly 120,000 of you over the past year while completing projects that included surveys, lobbying reminders, notices about critical issues and get-out-the vote efforts.

Circumstances also required CSEA to take our message public on your behalf in a big way during the past year. For the past several years CSEA has conducted an extensive statewide media advertising campaign to promote better perceptions and understanding of public employees and improve awareness of privatization. But this year's protracted state budget battle necessitated an unprecedented targeted radio and television campaign as well, to inform the public and pressure lawmakers over what was at stake and leverage positive action.

This media campaign was complimented by our extraordinary grass roots effort involving thousands of members demonstrating and lobbying state lawmakers in every part of the state. Without these vital efforts, a state budget that was bad from the start would have been even worse for state agencies, local governments and school districts.

CSEA also took a giant step

forward by using modern technology to hold video conferences to reach thousands of our members across the state with programs on the state budget, the tentative state contract agreement and as a cost-effective means of training grievance representatives.

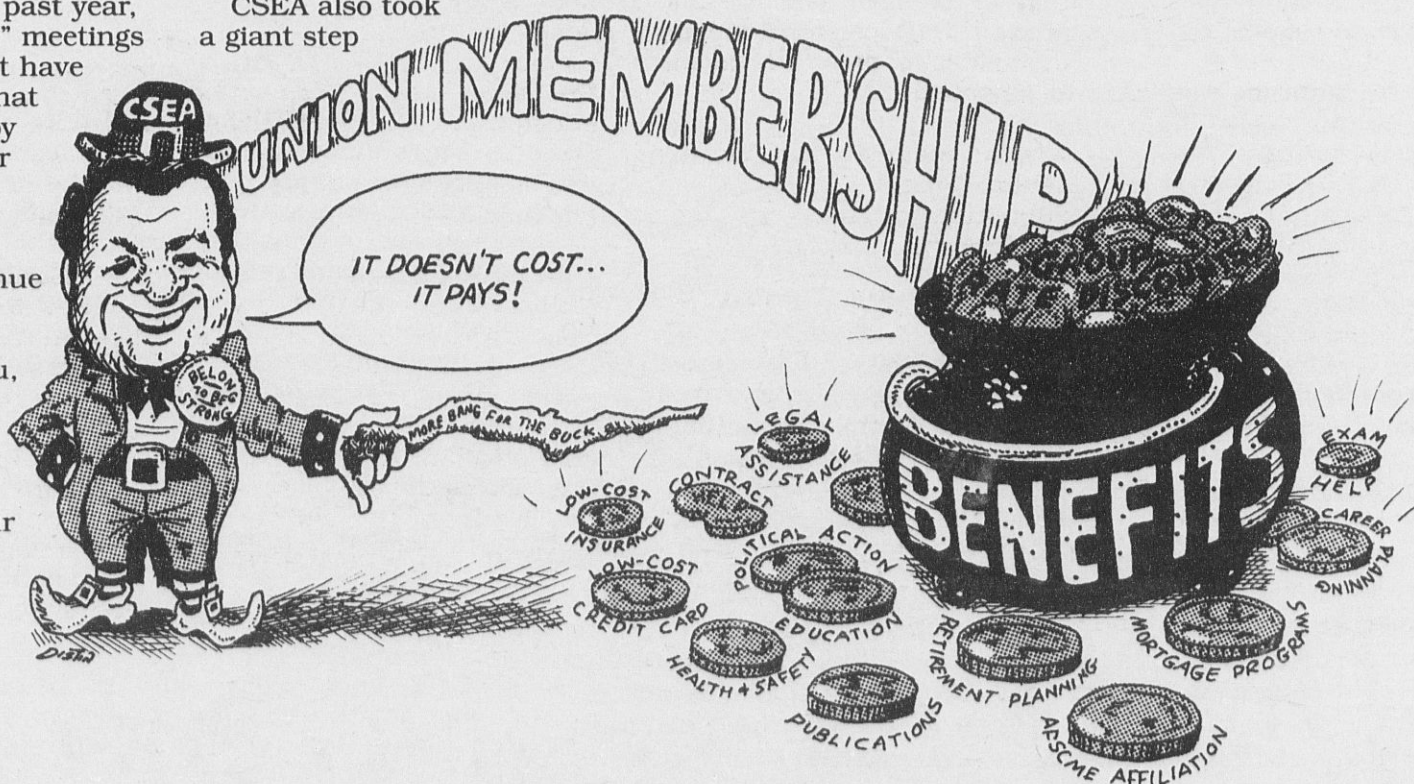
Through the efforts of our newly reorganized Membership Benefits Department, information and assistance about the vast array of CSEA benefits and services has been brought directly to more and more of you in your own worksite. A coordinated set of In Touch With You Information Days and events were conducted in every CSEA region with nearly 20,000 of you attending since April. More of these events are planned in the months ahead.

It must also be pointed out that the successful negotiation of new four-year contracts for more than 90,000 New York State employees (the first on-time agreements in the past decade) was no small accomplishment. The agreements had no give-backs and contained improvements in members' already outstanding health insurance and Employee Benefits along with some real money and job security improvements.

Our full court lobbying also resulted in a two-year extension of the Agency Shop provision — legislation that was very much in doubt until CSEA's hands-on involvement won the day.

I am proud of our activities and accomplishments of the past year. Unfortunately there is no time or opportunity for resting on our laurels because there is so much more work to do.

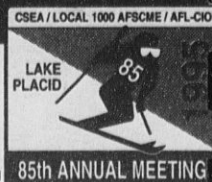
Together we can make a difference.



Statewide EXECUTIVE VICE PRESIDENT

Mary E. Sullivan

143 Washington Avenue, Albany, NY 12210-2303 (518) 434-0191 1-800-342-4146



There's too much at stake to stand on sidelines

A couple of months ago, I had the honor of installing the newly elected officers of SUNY Stonybrook Local 614. After taking the oath of office, Local President Grace Roy, a longtime union activist, addressed those gathered for that special evening. I'd like to share some of her words with you.

"We are fighting daily to maintain dignity in the workplace and to keep our self-respect. Brothers and sisters, we, and I say we, are the union and we are strong as long as we stick together. We cannot allow ourselves to be torn apart from within and we should defend and protect what we fought to gain. We are in a battle of survival, and have no doubt, this is a war...a bureaucratic government wants our jobs. They want our livelihood and we are not going to let them have their way. What this government forgets is that when they put their kids on that school bus it's a public worker that has their most prized possession in their hands. When they come into the hospital it's the public worker who cares for them and meets their needs. We do the feeding, licensing, registering of cars, process the taxes they keep hitting us with and we educate their children. We are what New York is all about. When they chip away at us they chip away at the heart and soul of what makes this such a great state.

"The responsibility is great and the task sometimes overwhelming. The joy is the win,

the thank you, the smile and the handshake. Sometimes we even get a hug and a kiss. That's the reward and that kind word or look can and does keep us going for months. But there is also the loss, and the animosity, and the uncaring, but mostly there is the ignorance and the mouths that condemn and tear apart just for sake of a grandstand moment. Then we encourage each other and pick up our chins and keep on working for the member so that when you walk through the door of your workplace and you put on that tool belt, pick up that drill, grab that thermometer or pound that keyboard you are covered with a protective shield. You are represented by the best legal staff and you have the best contract advisors and the best network that money and education can buy. You have CSEA. You may not always agree with us and we may not have the strong arm that you would like but keep the doors of communication open and, my brothers and sisters, put in your head and don't forget it because you are CSEA and until we stop destroying the very essence of what we are, and until we stop chiseling away at our core of strength, we cannot win the battles...so put on your armor and let's take the hits together. Don't hover in a corner and be afraid...know your contract. Come to your shop stewards for help and come to your executive board for guidance and counsel. Put on your shield of knowledge, and your armor of wisdom, and remember you are 260,000-plus strong. You are CSEA and don't you ever forget who you are, where you came from and always

remember what's ahead...a bright new tomorrow!"

We face a philosophy of governing that doesn't respect the working men and women of this state and this country. We face a philosophy of governing that doesn't respect retirees who've earned their pensions and their right to affordable, quality medical care. We face layoffs, the selling of our jobs to private employers, efforts to reduce our benefits.

But the point of Grace's message, one that can't be repeated enough, is that none of us face these battles alone. We are CSEA members, we have our union and we can win this war.

We have dedicated officers to represent us and a professional staff to support us. We have the resources of a mighty affiliate to assist us.

All that's missing is YOU; the guy or gal who goes to work every day but doesn't read the CSEA notices or the union's newspaper; doesn't volunteer for committees or work at the phone bank; doesn't go to union meetings or write letters to legislators.

Your brothers and sisters who are on the battle lines every day need your help. We need you to stand with us and let everyone know that we're the working men and women of CSEA, we're proud of the jobs we do and we'll fight for what we've earned for ourselves and our families.

November is health insurance option transfer period

Enrollees will receive information via mail

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

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

The 1996 *Benefit Choices* booklet containing benefit overviews of all available health insurance options will be shipped to agency HBAs in early November. Union approval of the 1996 premium rates, an informational sheet listing the

rates of all available health insurance options and any significant changes within the benefit structure will be sent directly to the homes of enrollees. Employees will be given the required 30 days to make health insurance option changes.

Employees who are not currently utilizing the Pre-Tax Contribution Option but wish to participate must enroll by Nov. 30. Personnel/human resource offices will provide basic information and all necessary forms for enrollment.

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

Empire Plan's Managed Physical Medicine Program's Transition Period ends Oct. 31

If you have received service for chiropractic treatment or physical therapy prior to Aug. 1, 1995, and your provider is not participating in the Managed Physical Medicine Program (MPMP), you have a transition period of 90 days to complete treatment with the same provider for the same diagnosis or condition until discharge from this course of treatment or Oct. 31, 1995, whichever is sooner. You will receive significantly lower benefits if you wish to continue seeing a non-network provider after the transition period ends.

When you utilize a network provider of MPMP, you are only responsible for a \$5 co-payment per visit for medically necessary chiropractic treatment or physical therapy.

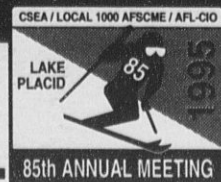
Coverage for medically necessary treatment continues under the Basic Medical Program for non-network providers. You must first reach the \$250 MPMP deductible, then your reimbursement will be at 50 percent of the "reasonable and customary" charge with a \$1,500 annual maximum.

For more information call Metropolitan at 1-800-942-4640 and select Managed Physical Medicine Program for information about chiropractic treatment or physical therapy. To speak directly with a representative, call Monday through Friday, 8 a.m. - 4:30 p.m.

Statewide **TREASURER**

Maureen Malone

143 Washington Avenue, Albany, NY 12210-2303 (518) 434-0191 1-800-342-4146



This great union touches every facet of daily life

A little over one year has passed since I was elected to the position of Statewide

Treasurer for CSEA, Inc. AFSCME Local 1000. What a year this has been!

Many members do not see CSEA as a business. Many members do not see CSEA as an employer. Many members do not see CSEA as having a statewide political impact. The fact is, CSEA is definitely all these things. But, most members see CSEA as their co-worker who gives up time and

energy to fight management for fair treatment, get us a raise, make sure we are safe at our jobs and make sure I get a vacation every year. To many members, the services performed by the union - legal assistance, contract negotiations, insurance programs, benefit packages, labor management agreements, etc., are somehow abstract, not real.

But, in the past year, I have learned that the reality of CSEA and being a member of this great union touches every facet of daily life. Attending trainings, meeting with local/unit leadership, and sharing thoughts

and ideas with the members is a great pleasure that I have come to enjoy. There are many wonderful people across New York State who devote energy and bring life to CSEA in the worksites.

So, to all the members of CSEA, Inc., AFSCME Local 1000, thanks. I look forward to the Annual Delegates Meeting, learning, sharing and making policy decisions in the best interests of all members and continuing the change and growth that make and keep CSEA the best.

Lincoln Center performance thrilling

ORANGEBURG — Pam Alexander is bursting with pride and with good reason: her son recently performed with his church's gospel choir at the famous Lincoln Center in New York City. The appearance followed the choir winning a regional Gospel Choir competition representing the St. John Deliverance Tabernacle Church in Nyack.

Alexander, who is president of CSEA Rockland Psychiatric Center Local 421, said the choir was the smallest of 200 groups which participated in the competition.

Alexander's mother, the Rev. Elizabeth Alston, founded the church in her home 30 years ago while she was a CSEA member working at Rockland Psychiatric Center. Today the church, which boasts 300 member families, owns a beautiful old gothic style building which overlooks the Hudson River.

Alexander's 15-year-old son, Jovonn, plays the keyboard for the choir and was thrilled with the chance to perform at Lincoln Center where they sang to a sold out audience. The choir is also performing all over the area in

churches and in benefit concerts.

Jovonn also has two other brothers, 11-year-old Brandon and 13-year-old Torione. Rev. Alston is proud of her grandsons and the youngsters who participate in the choir and in other church activities.

"Young people come and go," she said. "You're not always successful. But with this group, it gives you the power to go on."

"Young people are not all bad, they're not all on drugs," she said.

Rev. Alston also has the distinction of being the only African-American and female minister to broadcast a radio gospel ministry on Rockland County's radio station, WRKL and on cable TV. In addition, she serves as president of "AGAPE", a womens' fellowship, and conducts workshops on marriage, single parenthood, enrichment and bible studies.

Don't be surprised if you hear more about the little gospel choir from Nyack — one of the prizes in the competition was a recording session with SONY. Remember, it all started with a CSEA member!

— Anita Manley



Standing are Pam Alexander and her son, Jovonn Alexander. Seated are Brandon Alexander and the Rev. Elizabeth Alston.

LEAP applications deadline 5 p.m. Oct. 16

Labor Education Action Program (LEAP) catalogs for Spring, 1996 and application forms were distributed to state agency personnel and training offices in September. **Applications for Spring courses must be received (not postmarked) in the CSEA/LEAP office, 1 Lear Jet Lane, Suite 3, Latham, NY 12110-2393 by 5 p.m. Oct. 16.** Applications may also be faxed until 5 p.m. on Oct. 16 to (518) 785-4854 or (518) 785-4862. The LEAP Office has added an additional fax line to help applicants. LEAP is not part of the OGS telecommunications system, so you must dial the entire fax number.

Plan ahead. Every term LEAP hears from members who waited until the last minute to fax or mail an application and missed the

deadline. Due to the large volume of applications received via fax during the last few days before the deadline, many members are unable to get their application through on time. Don't wait until the last minute. **Any application received after 5 p.m. on Oct. 16 cannot be accepted.**

The LEAP program is available to CSEA-represented state employees in the ASU, OSU, ISU and DMNA bargaining units and to employees of Health Research, Inc., SUNY Construction Fund and the Teachers Retirement System.

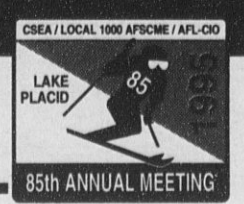
If you have questions about the program, call the LEAPLINE at 1-800-253-4332.

1995 CONVENTION NEWS

Statewide SECRETARY

Barbara Reeves

143 Washington Avenue, Albany, NY 12210-2303 (518) 434-0191 1-800-342-4146



Strength of unionism required to combat turbulent times

The past year has been one of the most turbulent and challenging in CSEA's history.

Through it all we can be proud that our solidarity has once again proven CSEA's leadership role as an advocate for working people.

Our wages, benefits, job security and workplace rights, including the right to a safe and healthy work environment are under attack.

CSEA has fought the good fight at the local, state, and federal levels and it is not easy. Recognize how much worse the situation might be were it not for our relentless drive for fairness.

There is no stronger organization than CSEA anywhere when it comes to standing up for its members rights. But that strength comes from all of us working together and it should not ever be taken for

granted.

That means we need the involvement and direct action of every one of our individual members. And we need each of you to enlist the assistance not only of your co-workers but also your family, friends and neighbors.

Make no mistake — the stakes are very high.

Economic studies show that the U.S. has the most unequal distribution of wealth among the western nations. And you don't have to be an economist to know that the gap between rich and poor is widening and threatening to swallow up the middle class.

CSEA members feel that every day. I have traveled this state and spoken to members everywhere. They are angry and frightened as they face layoffs and downsizing. They are pressured on the job as positions are eliminated or left vacant, requiring the shrinking workforce to pick up the slack.

Unions like CSEA provide the last best hope for preserving the balance of

democracy. Big business and wealthy political lobbies outspend labor organizations 3-1 in the political arena. They have helped bring about the extreme right wing revolution that is driving the current political agenda.

That inequity can only be offset if CSEA remains strong and unified. CSEA provides the means to give working people a voice on the job and in the political process. That voice must be heard.

CSEA is at its best in times of adversity. We demonstrated it when we stood up to the Governor's horrendous state budget last winter and spring. We demonstrated it by forcefully speaking out against irresponsible federal budget plans this summer and fall.

We will demonstrate it whenever and wherever we must.

But let there be no illusion. Our solidarity and resolve to do what's right will continue to be tested repeatedly in the months ahead. We must be prepared and stand strong.

All of us together are the union. And in union there is strength.

Summary of August meeting of CSEA's Board of Directors

Editor's Note: The Public Sector regularly publishes a summary of actions taken by CSEA's Board of Directors at the Board's official meetings. The summary is prepared by CSEA Statewide Secretary Barbara Reeves for the information of union members.

ALBANY — CSEA's statewide Board of Directors met here on Aug. 24. In official action, the Board:

- Approved a motion to support a proposed dues increase;
● Approved the appointments of Carmen Bagnoli, Elaine Mootry and Mary Sullivan as trustees of the Employee Benefit Fund;
● Approved the appointments of Flo Tripi, Lou Altieri, Jimmy Gripper and Jeff Howarth as trustees of the Political Action Fund;
● Approved the appointments of Liz Puttre, Lester Crockett, Diane Lucchesi, Mike D'Allesandro, Ginger Sheffey and Wilma Hasser to the Appeals Committee;
● Approved the appointments of Jimmy Gripper, Gloria Moran, Tom Schmidt, Marguerite Stanley, Bruce Damalt and Jim Kurtz to the Public Sector Committee;
● Approved the appointments of Norma Condon, Pat Labrozzi, Irena Kobbe, Gary China and William Sohl to the Personnel Committee;
● Approved the appointments of

- Jeanne Kelso, Dave Mayo and Ken Monahan as Local Government Division representatives and Bob Nurse, Al Ackerman and Joe McMullen as State Division representatives to the Budget Committee;
● Approved the appointments of Roslie Tallman, Doug Persons, Ralph Spagnolo, Chris Covell and Grace Ann Aloisi as Local Government Division representatives and Sue Matan, Cindy DerGurahian, Rose DeSorbo, Sue Crawford and Kathy Button as State Division representatives to the Charter Committee;
● Approved the appointments of Shirley Ponkos, Ginger Sheffey, Gary China, Marie Prince, Carmine DiBattista and Dan Lasky as Local Government Division representatives and Georgianna Natale, Jimmy Gripper, Tom Jefferson, Bud Mulchy, Betty Lennon and Bob Calhoun as State Division representatives on the Directors' Committee;
● Approved the appointments of Betty Browell, Carol Thornton, Betty Thomas, Sabina Shapiro and Sandy Boyd as Local Government Division representatives and Ray LaRose, Maria Mesiti, Angela Fiore, Paul McDonald and Helen Fishedick as State Division representatives to the Committee to Study Group

- Life Insurance;
● Approved the appointments of Tony Giustino, Ron Gurreri, Grace Roy, Robert Carney, Ken Cavanaugh, Cathy Pipetone, Joe Harbison, Cathy Green, Paulette Barbera, Phil Arnold, Eileen Musgrave, Gene Townsend and Diane Klement to the Region I Political Action Committee;
● Approved the appointments of Sheila Thorp, Sharon Carraway, Rick Rogala and Theresa Bush to the Region V Political Action Committee;
● Approved the appointments of Tom Warzel, David Celani, William Purtill, Thomas Prior, Dorothy Miniri, Barbara Epstein, Thomas Milone, Paul Christopher, Herman Dorsey, Viola Soles, Elaine Mootry, Joanne Rogers, Mary Hand, Virginia Balling, Grace Monacelli, Terri Menkiena, Sylvia Mayberry, Sally Smith, Pam Cercone, John Case, Ken Work, Tim Anderson, Jim Kurtz, Jim Smith, Marie Prince, Joyce Bauth, Charles Venditte, Michael Pullinzi, Bonnie Lawrence, Chris Covell, Debbie Shiek, Sandie Boyd, John Stading, Dorothy Kothen and Gerry Prince to the Region VI Western End Political Action Committee, and Florence Tripi, Andrea Frank, Doris Cota, JoAnn Kenney, Judy DiPaola, Karen Spotford, Robert Leonard, Jody Bombace, Kathy Button, Judith Onderdonk, Charles Parsons,

- Duane Wilcox, Wilma Hasser, Howard Silvers, Ronald Castle Jr., Marsha Britt, Linda Radesi, Donna Mankoff, Bruce Norton, Bernadette Giambra, Mike Flavin, Nancy Hurlburt, Michael Jones, Bonnie Sprague, Paul Peters, Carol Thornton, Randolph Hines, Yvonne Brown, Arthur Howell, George Growney, Orlo Derby, Edward Blodgett and Richard Miller to the Region VI Eastern End Political Action Committee;
● Approved placing Metropolitan Region Armory Employees Local 254 in administratorship;
● Approved discontinuation of current reimbursement practices for all future State and Local Government Division Workshops;
● Approved of Nassau County Local 830 entering into a lease for office space from Nassau County at 400 County Seat Drive, Mineola;
● Approved the report of the Standing legal Committee.

Questions concerning this summary of actions taken by CSEA's statewide Board of Directors should be directed to CSEA Statewide Secretary Barbara Reeves, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210. 1-800-342-4146 or (518) 434-0191

Use resources of CSEA; no union does it better

Long Island Region One greetings to all officers, delegates and members!

Congratulations and good luck to all newly and re-elected officials. For those newly elected you should have settled in by now, but don't feel you are alone; you have the largest and best public employee union behind you, CSEA.

I encourage you to use the resources of CSEA, from the unit, local, region to the statewide levels. No other union does it better than us!

Since my last report, Region I has finally moved into that new building I wrote about last year. It has brought with it a new feeling of pride and commitment. Staff and members look forward to working and meeting in our new home, and home is just what it is. There are more visits and activity taking place in Region I than ever before. As of January, every other month, the Region I Executive Board meets. Region I committees have chosen certain dates to meet once a month to plan workshops, seminars or just to meet and exchange ideas and network. We have also opened our doors for our locals which saves funds that would have gone to rent a hall. We are thrilled to be able to do so many things we were unable to do before.

Our Human Rights Committee held a Kwaanza celebration, a seminar for ADA (Americans With Disabilities Act) and plans an International Day festival.

The Political Action Committee used our large conference room for legislative candidate interviews.

Our Women's Committee held a financial planning seminar specifically tailored to single/widowed women.

The Membership Committee meets to target agency shop fee payers to convert to members.

Our OSH representatives share the latest in OSH regulations and laws.

The People Committee also uses the Region to plan sign-up drives that help us keep the cup!

Our Veterans Committee donated a MIA flag and the School District Committee planned a workshop for school members at headquarters.

The large conference room was also the place that the LUTI program was reborn. Together with the Education and Training Committee, the Social Committee planned our Regional Workshop

CSEA powers primary victories across the state

CSEA showed its strength in the September primaries, winning races across the state.

Races in three communities illustrate CSEA's ability to rally support for candidates who support public services and the employees who provide them.

Battles in Erie County, the Town of North Hempstead on Long Island and in the Central New York Town of Cicero took the effort, involvement and dedication of CSEA members to keep responsible politicians on the ballot in the November elections.

In Erie County, incumbent County Executive Dennis Gorski faced a strong challenge in the Democratic primary from David J. Swarts.

Swarts had the support of the Democratic Party in Erie County, but CSEA stood behind the man who has consistently shown that he believes in the importance of public services provided by public employees.

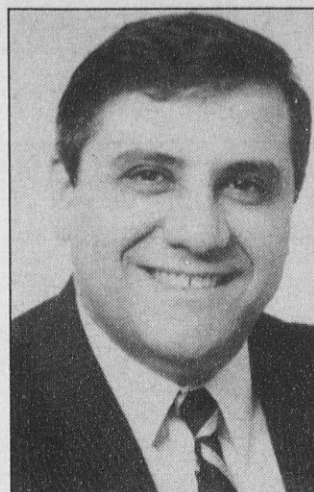
"Gorski understands the value of the work done by county employees," CSEA Political Action Coordinator Roger Sherrie said.

CSEA members from Erie County Local 815 and the Western Region Political Action Committee staffed phone banks, sent mailings and worked on primary day to support Gorski, who won his race by nearly 26,000 votes. He also won the Conservative Party primary, and so will run on two lines in the November election.

The Town of North Hempstead primary for the Democratic nomination in the town supervisor race was clearly a race between a supporter of public employees, incumbent May Newburger, and an anti-labor candidate, Ben Zwirn, a former town supervisor.

As town supervisor in 1991, Zwirn laid off 43 percent of the CSEA workforce in North Hempstead. Newburger's record as a state Assembly member and as current town supervisor shows she respects public employees and the work they do. In fact, she hired back 17 of the employees Zwirn had laid off.

Meanwhile, Zwirn was pledging to privatize and lay off more



NICK LaMORTE
President

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that was held in the Villa Roma, Callicoon, New York.

Our Audit Committee meets regularly, checks our books and questions both the treasurer and myself.

We also have a Public Relations Committee which is charged with getting press for all locals in the Regional Reporter.

So you can see Region I is very active.

Communication is also very important to us and all locals are encouraged to have answering machines and faxes. It is not uncommon to send and receive messages well before and after normal working hours. We are successful in Region I because we work hard. We help each other and we have become a team. A team of union people making it better for our members in tough times. We protect our contracts by filing grievances and improper labor practices. We encourage labor-management meetings and vote out politicians who do us dirty. We believe in educating our leadership and members too! Our first presidents' leadership conference was a success and more are planned. Our Local Union Training Instructor program is bringing education on site to our members.

We are getting back to basics as I had envisioned when I first took office two years ago. There is a great future for our union but tough decisions and rough roads lie ahead. Let us leave this annual convention united and in support of whatever we decide as a delegation of union leaders.

Travel safely home.

employees if he won back his former office.

CSEA's leadership in the Long Island Region, Nassau County Local 830 and Nassau County Municipal Employees Local 882 put the union's support strongly behind Newburger. CSEA provided help for phone banks, mailings and get-out-the-vote efforts.

Tom Kilmartin, CSEA political action coordinator, noted that the strong support of Region President Nick LaMorte, Political Action Committee Chair Cathy Green, Local 830 President Tony Giustino, Local 830 Vice President Paul Nehrich, Local 882 President John Shepherd and many CSEA activists contributed to Newburger's victory.

In the Central Region, CSEA had the chance to repay an anti-labor highway superintendent who has a long history of harassing and even assaulting CSEA members.

In the Town of Cicero, Highway Superintendent Frank Rego was attempting to win the Republican line for town supervisor. CSEA,

well aware of Rego's anti-labor history, decided on a two-pronged plan. First, the union helped Unit President Joe Messano win the Republican line in the race for highway superintendent, Rego's current job.

Then the union supported Rego's opponent Rob George, who won the nomination.

In fact, CSEA endorsed an entire slate of candidates in Cicero, and all of those candidates won their primaries.

"Although Cicero is a small unit, we have targeted this situation," said CSEA Central Region President Jim Moore. "This is a classic example of how the various departments of CSEA can be brought together as a team to better the lives of CSEA members."

Here, too, CSEA offered its support throughout the campaign, but Political Action Coordinator Gerry Fidler noted that the primary is just the beginning.

"We still have the general election to win," he said.

— Kathleen Daly

Challenges are many but we are confronting them head on

Brothers and Sisters:

Any CSEA member, whether or not you are a longtime worker with seniority or a newcomer to public service, knows beyond a shadow of a doubt that we are all now targets and considered fair game. It is hunting season for anyone working in public service and we are the choice meat. Politicians, mainly Republicans, are looking to sell our jobs, talents, creativity and experience as fast as they can in the name of "privatizing" government.

Are we in a race to the bottom as a Republican-led stampede in Washington and Albany threatens to roll back aid to education, job safety, environment, medicare and unemployment insurance, to name but a few proposed cuts? Brothers and sisters are we under siege? You bet we are! And why? So that big tax cuts can be given to the nation's wealthiest.

In all my 25 years of civil service unionism, I believe these are the bleakest days now facing the labor movement since before the New Deal.

Here in New York we again face a Governor who sees our Pension Fund as a slush fund for finagling. And I believe some CSEA members, in good faith, voted for Governor Pataki, when he promised tax cuts. But make no mistake, by "tax" cuts, he meant only one thing — "state and local job cuts." In Region II we believe in meeting these challenges head on. We have not and never will, sit back and be passive spectators during hunting season, especially when politicians are using us for target practice.

Even prior to last fall's elections, we launched the most ambitious program of on-site member education in the history of Region II. We've conducted more than thirty-five (35) Information Fairs or Lunch & Learn Programs in every borough, bringing our rank and file members up to speed on contract negotiations, the pension raid as well as information on the full range of their CSEA and AFSCME services and educational benefits. Our Message: "Your CSEA union card is the most valuable article you carry in your wallet!"

Members were also urged to attend the satellite meetings to learn about the state's budget crisis and contract proposals. Ambitious training and retraining programs for all newly elected local officers and stewards continue streamlining our efforts as we gear up for the life and death struggle our union is facing.

Here in New York City, where Governor Pataki is punishing our Mayor, we were threatened with the loss of three important state-run Alcoholism Treatment Centers in Queens, Bronx and Manhattan. We fought back with political action and a media strategy that ultimately saved these vital life-saving facilities from the Pataki budget ax.

Polish Solidarity leader Lech Walesa once said: "Words are

CSEA targets Newt on Labor Day

NEW YORK — CSEA members joined a half million unionists marching in New York City's 1995 Labor Day Parade.

Chanting "Down with Newt!" they left no doubt how CSEA members feel about pending federal budget cuts that would make New York state the biggest loser of all 50 states. The CSEA contingent, led by President Danny Donohue, Secretary Barbara Reeves and Region Presidents Nick LaMorte, George Boncoraglio and Maryjane MacNair, blasted proposed slash-and-burn budget cuts.

"This year's Labor Day Parade is dedicated to workers and their families," Donohue said. Pointing to an infant, he said "these little CSEA kids are our future and they are why we have to fight like hell against budget cuts aimed squarely at them."

Enthusiastic marchers from Nassau Retirees Local 919 and New York City Retirees Local 910 participated.

"If Newt Gingrich gets his way, our Medicare benefits will cost us almost \$1,000 a year more out of our pockets

for health care," Local 910 President Irene Hillis said.

CSEA's "No Newts is good Newts" float was a big hit with its trio of Newt Gingrichs dancing to music provided by Local 802 AFM musicians.

"There's no doubt in my mind that Newt is targeting New York while his home Georgia county receives more federal dollars than almost any county in the nation," said CSEA Local 010 Treasurer Alan Teitler, one of three CSEA members portraying House Speaker Newt Gingrich.

CSEA NYS Insurance Fund Local 351 President Lester Crockett marched with his daughter Rasheda.

"It's important that my daughter comes out for a Labor Day of fun in the sun. But it's even more important that she sees first hand how important the union is to her Daddy. If children don't learn about the union, we could ultimately lose the labor movement in another generation," Crockett said.

"The children are our future."

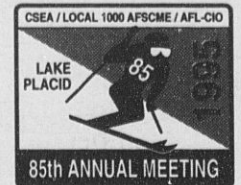
— Lilly Gioia

METROPOLITAN REGION



GEORGE BONCORAGLIO
President

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plentiful, but deeds are precious!" This is and must continue to be our blueprint for action.

We've taken the time to acknowledge the hard work of our Region II Political Action Liaisons and volunteers who worked so hard to elect our new state Comptroller Carl McCall and to fight against more layoffs in our mental health facilities.

When fired upon, we shoot back. Metro area mental hospitals have been under severe media criticism for months because of numerous patient escapes. In Region II we have worked tirelessly to get our message out and educate reporters and the public about the state's short-staffing policies which make it virtually impossible to stop patients from bolting. When the *NY Post* splashed a story blaming CSEA mental health workers for exorbitant overtime, we shot back with the truth, reminding them that employees who are working mandatory shifts are not to blame for chronic OMH mismanagement.

CSEA Metropolitan Region II activists showed up with bullhorns and picket signs everywhere Gov. Pataki attempted to peddle his misinformation campaign, clearly pitting upstate and downstate areas against one another.

But this strategy will not work in dividing CSEA. We are one — upstate and downstate, county division or state division. In our proud history of over 85 years we have watched the politicians come and go, and CSEA is still here — one great union, experienced, savvy and smart. We have lived in the real world and know that "words are plentiful, but deeds are precious" because we've learned the old-fashioned way in the school of hard knocks.

Action is what counts and it's all that counts. Often you have to fight a battle more than once to win, but we are ready, willing and able for the fight of our lives!



"NO NEWTS IS GOOD NEWTS" was the theme of CSEA's float in the annual New York City Labor Day Parade.

We need the resources in order to move forward

As Charles Dickens once wrote, "It was the best of times, it was the worst of times." This past year has been all that and more. Region III has worked together like never before to fight back against privatization, decertifications, layoffs, bad budgets and legislation, and understaffing.

We have worked with our Education Department in Albany to get more training and different workshops to our members. We have offered training in more areas and at different times to reach all our members. We have been able to tap into AFSCME for workshops and trainers.

Our Communications Department has worked with Political Action and the Member Benefits Department to bring CSEA into the work areas. The Region is helping more units and locals with newsletters and putting together information days, fliers for meetings, informational fliers to help with the anti-privatization campaigns, "no contract" rallies and speeches to different boards expressing CSEA's concerns - and also getting stories into *The Public Sector*.

Our Legal Department has not only been busy with the everyday representation of our members and fighting challenges from raiding organizations, but have developed terrific workshops to assist our officers in the day-to-day problems they all face.

The Political Action Department has worked with all the Region's activists setting up candidates' interviews, and helping units and locals train their PACs. They have helped in the campaigns against budget cuts, privatization and the decerts. Working with Albany and AFSCME, a day-long training was held to train our PALs and helped to make our Region PAC strong, confident and aware of not just local issues, but State and Federal issues as well. Together, we have hit the pavement throughout the Region to inform our Governor about how we felt about his budget.

The Organizing Department was busy, not only with organizing new units and locals, but helping them get established. They have worked with the Region Membership Committee in an effort to assist locals and units in increasing their membership. AFSCME has supplied us with training to establish positive contacts within our communities.

We have also seen a few firsts this past year. Our Statewide President, keeping to his campaign promise, held two day-long meetings in Region III to get input from our members. The Statewide Special Schools Committee held their meeting here in conjunction with the Region Committee. And when it looked as if our state employees were going to be locked out, our Region with assistance from Albany was prepared and ready to act. Information was distributed and Local Presidents were kept informed.

Our Safety and Health Department in Albany put together the first very successful weekend conference on Safety and Health.

President Donohue opened up new workshops and conferences to us through AFSCME such as Women and AIDS in the workplace.

SOUTHERN REGION



**MARYJANE
MacNAIR
President**

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We have also experienced quite a few changes. Some of the Region's strongest activists have retired. Our Region staff has been reorganized and so have our departments in Albany. We have had new staff join our family.

Staff, Statewide Officers, AFSCME and vendors are now invited to our Region meetings which affords the Local Presidents a chance to meet and talk with them. Our staff and our officers are working together as are our members. State, Local Government, School District and Private Sector members are working together and helping each other. I am confident that in the year ahead that concern and solidarity will continue to grow stronger.

Region III has received support and help from our Statewide President. He has proved to be a strong leader who listens to our concerns. Now we need to trust and support his request for the dues restructuring. Last year when President Donohue asked for a change in the dues, this delegate body voted no. The reasons for his request were plain - we need to be financially stable. That has not changed. We are facing a deficit.

I would ask each of you to take a long, hard look at what you receive for your dues. Look around at the other unions, private and public, and see what their members pay and what they receive back. Listen closely when the facts and figures are discussed. Ask questions of your Board of Directors. They have the final say as to how this union spends its money. No one likes to see increases but we need to remain strong. The next few years will not be easy. We have to have the resources to move forward and to protect our members. If you are satisfied that President Donohue is doing what he can to save money and still deliver the services we have come to expect, then as a leader you must take a stand to support this union.

I fully support this union and the efforts of our Statewide President. Danny is doing what the President of a great and powerful union has to do to keep us strong, protect our jobs, growing and moving forward.

As your Region President, I trust I can count on the delegates from Region III to understand and support this change.



CASEY AND FAMILY SAY "THANKS!" — The family of Casey Curtis wants to let CSEA members know they are grateful for all the support, donations, prayers and love they received from all over the state after an article about Casey was published in *The Public Sector* recently. Casey, the son of Ulster County Public Works employee Herb Curtis, was badly burned when a can of turpentine caught fire. Casey is doing well now but has to wear a special body suit over his burns 23 hours a day for the next 18 months. From left in the photo are Casey, his father Herb; his mother Maria; his sister Marissa and brother Corey.

Teamwork continues to be the way to accomplishments

The November 1994 elections dramatically changed the nation's landscape as well as that of New York State. Unions across the country are in for rough times just as we are. Through the leadership of President Danny Donohue, our political action staff and a large cadre of activists, we were able to modify some of the more odious portions of Governor Pataki's first State Budget. Yes, we lost some of our members, but through lots of hard work, the end result of the budget battle was not nearly as bad as it could have been. We were only able to accomplish this by working together to lobby legislators and mobilize others, often private citizens to contact their legislators in support of our positions. I want to personally thank each and everyone of you who helped whether your contribution was writing a letter, signing a petition, calling members to notify them of the crisis, or legislators to express your dissatisfaction with the Governor's budget as it was only through your efforts that we achieved the limited success we did.

We must continue to work together just as our activist group did when they aided staff in our successful effort to beat back raids of our Albany County Highway and Greater Amsterdam School District Custodial/Maintenance Units. I am hopeful that we have turned the corner in the fight with independent raiders in Region IV, but we must stand ready to defend our membership.

It is often said that the best defense is a good offense and while our Statewide Organizing Department will no doubt begin efforts of going after independent units and the unorganized, we can do the next best thing for ourselves by providing the best level of services we can for our members. We have provided training for our local and unit officers and activists over the past year by holding the following workshops:

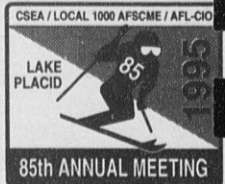
- * Joan M. Tobin Memorial State Leadership Conference
- * Local Government Conference
- * Joseph Bakerian Jr. Annual Health & Safety Workshop
- * Women's Workshop Annual Region IV Conference

In addition, information has been provided to our activists through two "Local Presidents Only Meetings," three Region IV Board Dinner Meetings as well as numerous grievance training and drug and alcohol testing workshop for the new Commercial Drivers License (CDL) testing requirement. We will strive to

CAPITAL REGION



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continue our efforts to train our members and if possible increase them.

Our members often ask, "What are you doing for me?" We must do a better job of explaining to our members what their union is doing for them as often we spend all of our time doing for them and the members never realize what is being done on their behalf. Increased visibility is a buzz word for our President's "New Beginning" and elected officials must make themselves more available to the membership. Since October, 1994 we will have held over 46 information days in Region IV by the time you read this. Kudos to the newly created Membership Benefits Department and the dedicated staff, vendors and volunteers who staff these events. We must all make ourselves more visible to the membership and take the time to answer our members' questions. Over the past year, we have organized: Schenectady Family Health Service Local 728, Local 728, Town of Guelderland Unit, Village of Rouses Point, and Hamilton-Fulton-Montgomery BOCES Unit. Our efforts will continue on this front.

In conclusion, I want to thank all of you who helped CSEA by working on its behalf and I look forward to working with each and every one of you for years to come as it is only through teamwork, by working together, that we can accomplish what truly needs to be done for our members.

Dole & Gingrich Target New York For \$50 Billion In Cuts: Where are New York's Elected Officials?

Under the proposed Congressional budget, change means New York State taxpayers will lose \$50 billion over the next seven years—the biggest loss of all fifty states.

New Yorkers are already subsidizing the rest of the country. Last year, we got back only 84 cents for every dollar we sent to Washington. Bob Dole's Kansans got back \$1.04 for every one of their tax dollars—and Newt Gingrich's Georgians got back \$1.06!

Getting back our fair share would go a long way toward addressing New York State and New York City budget gaps, but instead, we may go from bad to worse. Here are just four ways New York's taxpayers lose:

1 Unhealthy Health Care Cuts. You lose the most in health care—more than \$20 billion. If you get sick, you lose because your public and private health care facilities and hospitals will suffer. If you're elderly, you lose — Medicare cuts will force you to pay \$1,000 more a year in out-of-pocket costs.

2 Unenlightened Education Cuts. If you're a student, you lose—college loans will cost you \$3,000 more over four years. If you need job training, you lose—because of a \$400 million loss in Vocational Education Grants. If your children need Special Education

you lose—because \$160 million will be gone. Your children who receive school lunches lose, too.

3 Your Local & State Taxes Will Increase Dramatically. In order to cover the state's \$50 billion shortfall, school taxes, real estate taxes and state income taxes will rise — hitting middle- and lower-income families much harder than the rich.

4 Lost Jobs. The \$50 billion loss means New York State could lose as many as 385,000 jobs a year!

Do our elected officials stand with Dole and Gingrich, or do they stand up for us? It's time for them to change this budget before it hits us where we live.

Danny Donohue

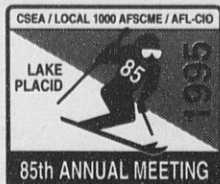
CSEA
The Work Force
Civil Service Employees Association
Local 1000, AFSCME, AFL-CIO Danny Donohue, President



CENTRAL REGION

JAMES J. MOORE
President

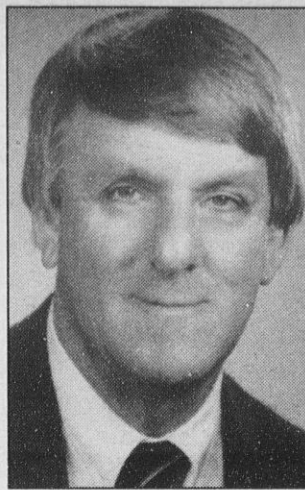
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WESTERN REGION

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President

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**Demand your union rights but meet your responsibilities also**

Dear Members:

Throughout the State, Union elections have recently occurred and you have elected fellow employees to Union positions.

Be selfish. DEMAND accountability. DEMAND to be kept informed. DEMAND that a steward system be established to coordinate grievances. DEMAND that Union funds be spent wisely. DEMAND that Union officials compel Management to provide a safe and healthy worksite. DEMAND that there be membership meetings and social events. DEMAND that your officers attend training sessions and workshops provided by the Union to help them in establishing a strong Local.

After you have made all of these DEMANDS, now YOU need to make a decision on how you will help them meet your demands. They will need members to appoint to the Budget and Audit Committees. Dues are rebated to the Locals and Units. A Budget is prepared each year and audits must be conducted under the rules governing Union dues.

If you want Local Union meetings and social activities then YOU should volunteer for the program on Social Committees. Hundreds of hours of work must be done by one person, or four or five hours by many members will meet the same goal. Selecting a site, publicizing the event, selling tickets, and making arrangements are all chores that need to be done.

Once you have demanded good communications, consider offering to work on a newsletter. Every day throughout the State hundreds of CSEA Officers are fighting for members jobs, negotiating contracts, handling grievances, etc., etc., and I would bet that you have heard fellow members say "So what does CSEA do for me?" We do a lot of good things for our members, but we do not do a good job about letting people know about it. YOU can help. Producing notices or helping to get out a monthly newsletter will go a long way in helping your Officers.

You demand a safe worksite, then YOU need to volunteer to serve on the Local Safety and Health Committee. The Region will send representatives to your home-town to train Local Committees. There is so much WE can accomplish by working together. Our Statewide President, Dan Donohue, has pledged to bring the Union to our Members. We are prepared to help.

All we need is YOU!

Hewitt, Ackerman, Buckingham, Osinga elected to statewide Board of Directors

Four people have been elected or re-elected as members of CSEA's statewide Board of Directors in special elections supervised by the union's standing Election Committee.

Diane Hewitt was elected and **Alan L. Ackerman** re-elected as Board members representing Mental Hygiene Region 3. They defeated Judy Watts-Devine and Henry W. Walters in a four-way race for the two Board seats.

Sandra Buckingham was elected to fill a vacant Board seat representing Lewis County. She defeated Joyce P. Rice.

Caroline Osinga was elected to fill a vacant Board seat representing Rockland County. She defeated Ronald "Tac" Tacoronti.

Oath of office sacred to officers and members alike

The following oath is taken by every officer in CSEA:

"I, (name), do solemnly swear to uphold the constitution of the (Local, Unit, Region) of the Civil Service Employees Association, Inc., and to perform faithfully and impartially the duties of the office that I hereby assume. I further swear that I shall not engage in any act or actions detrimental to this union, or fail to act to defend this union to the best of my ability."

(After officers are sworn in) - "I present to you the officers of your choice. I congratulate you on the selection you have made. Now that you have chosen these officers to guide the destinies of your (Local, Unit, Region), it is your duty to aid them in every possible way to make their administration successful and inspiring."

Each one of us should pause occasionally and ponder the meaning of these simple words.

Frank Cosentino does it again; top PEOPLE recruiter for August

CSEA New York City Local 010 member Frank Cosentino continues to chalk up impressive numbers when it comes to recruiting new members for PEOPLE.

Cosentino earned Recruiter of the Month honors for the fourth time in six months for signing up 21 members for PEOPLE during August. He also was the top recruiter during March, May and June when he signed up a combined 112 new members.

PEOPLE, or Public Employees Organized to Promote Legislative Equality, is the CSEA-AFSCME lobbying program that operates at the federal level.

Rally protests Medicare cuts

BUFFALO — CSEA was well-represented in a rally against the planned \$270 million cuts of the Medicare programs over the next seven years.

CSEA Western Region President Bob Lattimer called on Congress to reverse plans for the cuts and find other ways to balance the budget.

"We especially call on area Congressman Jack Quinn (R-Buffalo) to recognize the needs of our senior citizens and reverse these ill-advised cutbacks," Lattimer said. "The cuts would have a devastating impact on Western New York."

Held on the steps of Buffalo Columbus Hospital, the rally included several unions and

community groups, including AFSCME, the Coalition for Economic Justice, Citizen Action, Western New York Health Care Coalition and several city and county legislators. Hospital President Andres Garcia joined the rally, endorsing the fight against the cutbacks.

Genevieve Clark, longtime CSEA activist and member of CSEA Retiree Local 903, was among those making cellular phone calls to the offices of congressional representatives.

Roger Sherrie, CSEA political action coordinator and event organizer, made cellular phones available to all attending for calls to congressional offices.

CSEA members among legion of heroes at Long Island inferno

WESTHAMPTON — Leaping walls of orange flame whipped by 25 mph winds burned 10,000 acres of Long Island's pine barrens in one of New York's largest wildfires in 90 years. Hundreds of CSEA volunteers fought blinding smoke, blistering heat and towering flames to contain the late August brushfires.

"I never saw anything like this. You can't realize how big it actually is until you're there. Flames reaching 100 feet over the tops of trees and a wall of flame a mile long. You feel so powerless to

see that thing coming at you," said CSEA Nassau Fire Command worker Paul Simon.

A member of CSEA Local 830 with 23 years firefighting experience, Simon helped coordinate firefighting efforts from the Nassau County Fire/Rescue Field Communications Unit. Along with 32 other CSEA Fire Command members over a period of four days, they worked with little sleep until the ferocious fires were contained.

Flames swept within feet of the Command Unit and other fire

equipment, often threatening to encircle weary firefighters.

"That fire did jump," Simon said. "At one point we had 30 pumpers there and the fire jumped right over the pumpers while we were watching. The smoke was so acrid. It hurt to breathe and there was nothing you could do about it," he said.

Between 2 p.m. on Aug. 24 when the fire started near Suffolk Community College and Sunday, Aug. 27, 2,000 firefighters, many of them public employees and CSEA members, from 174 Long Island volunteer Fire Departments battled the blaze which Suffolk County Executive Robert Gaffney called "the worst fire in the history of Long Island."

Hundreds of CSEA members fighting the fire with their volunteer companies faced flames as high as a four-story building. Black and white smoke billowed hundreds of feet in the air, blotting out sunny skies.

"It was like a towering inferno straight up," said Frank Nocerino, a CSEA Town of Oyster Bay Local 881 member and chairman of the town's Fire Advisory Board. "You didn't know which way to go. If the wind shifted in any way, we would have lost a lot of trucks and a lot of men would have lost their lives."

Nocerino called for back-up support and a team of Oyster Bay Town mechanics volunteered to

do hours of emergency on-site repairs to get desperately needed fire trucks back into action. After a full day's work the mechanics drove east with tow trucks and a tire repair truck. Armed with their own tools and plenty of ingenuity, they performed brilliantly.

Oyster Bay Town Highway maintenance worker Dan Reres said breathing was the hardest part. Vinnie Aquilino, an auto shop supervisor with 30 years' experience, did nine hours of engine repairs after fighting the fire the previous day and night as a volunteer with his Oyster Bay Atlantic Steamer Fire Company.

"We fixed flats, pulled trucks out of the woods and fixed everything right where they were. We got them rolling again," said CSEA member Frank D'Amato.

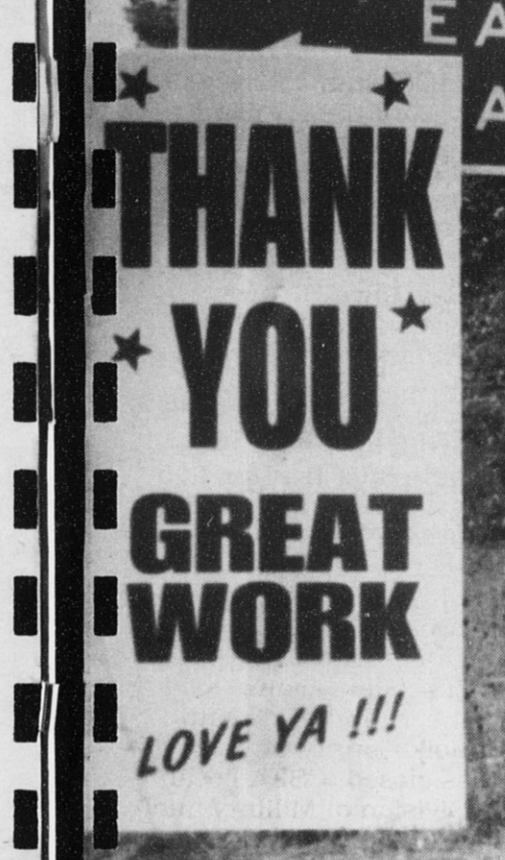
The Suffolk County Gabreski Airport was closed. CSEA Local 016 NYS Division of Military and Naval Affairs/Air National Guard members who comprise the Gabreski Airport Crash Fire Rescue Squad swung immediately into action.

CSEA member Tyree Bacon worked 30 hours fighting fires with the Crash Squad after doing a six-hour firefighting shift with the East Islip Fire Department where he is a volunteer.

His East Islip team ran into deep trouble when their truck ran out of water. Calling for help, nearly surrounded by flames, Bacon recalled the sheer relief of seeing the Gabreski Crash Rescue team charging in to save them with their super tanker truck and its 3,000 gallon capacity of water plus 500 gallons of fire retardant chemicals.

"If those guys didn't come through for us, there was no doubt in my mind, we would've lost the truck," Bacon said.

The crash rescue crews worked around the clock pumping water and fire retardant on the erratic, leaping flames. CSEA Crash Team member Chris Osborne, who is also a volunteer lieutenant with his Westhampton Beach Fire Department, agreed that without the water from the crash tankers, they "would have been done for." But what truly amazed Osborne was the work of CSEA Local 508 NYS Transportation Department (DOT) members, "who made roads in the middle of nowhere."



Eighteen volunteers from the DOT Region 10 Riverhead residency pitched in running bulldozers, tractor trailers, heavy dump trucks and sweepers. They used fire equipment, gravel and stone, building access roads off Sunrise Highway into the woods to help pumpers reach flareups. As flames lit the sky they cut out places for command posts to set up. In DeVito, a 27-year CSEA veteran crane and shovel operator, and Robert Furman, a DOT construction equipment operator, bulldozed fire-breaks and helped cut exit ramps off Sunrise Highway in the fire zone. DeVito and Furman are volunteers with the Patchogue Fire Department. Another DOT volunteer, Stan Zlatniski, volunteers as a firefighter with the Mastic Fire Department. "It was very spectacular to see that fire going up to the top of the trees," DeVito said. "It just ate up the territory so fast." With 30 years' service as a volunteer firefighter, DeVito spent four hot August days hastily making new roads and firebreaks. "I've lived here all my life and don't remember anything go that fast," he said. CSEA bulldozer operators from Brookhaven Town and towns as far away as Hempstead, joined in

the tireless efforts to contain the stubborn wildfires at both Rocky Point early in the week and Westhampton at week's end. Getting pumper trucks into the heavily overgrown areas was a serious obstacle, but CSEA East Meadow Fire Department volunteer Frank Messina expressed amazement at finding accessible roadways.

"It looked mostly like someone blazed a trail for us and that somebody had laid down a road so we could get through," he said.

Messina and 22 other Nassau County police medics and ambulance medical technicians (AMTs), went out on their days off to fight the fire and provide first aid with several fire companies where they volunteer, including Bethpage, Port Washington, Oyster Bay, Locust Valley, Glenwood and Syosset. Messina worked from 5 p.m. Friday night until 3 a.m.

Saturday morning, describing the eerie night hours when there were no lights. "It looked like a fog, but it was smoke," he said.

President Clinton called in the Federal Emergency Management Agency (FEMA) as a state of disaster was declared. Fire specialists from the U.S. Forest Service and state Forest Rangers arrived, while the Long Island Lighting Company cut off all power in fire-affected areas to protect firefighters. Helicopters droned overhead dropping water bombs.

The Westhampton pine barrens fire, six miles long and two miles wide, is estimated to have cost \$3 million to extinguish. Federal planes capable of dropping 5,000 gallons of water arrived later than expected as firefighters and rescue agencies were stretched to the limit.

But the hardy crews of unsung heroes felt support from volunteers bringing food and water, or just dry clothes. Meanwhile politicians held press conferences.

Several CSEA members complained vehemently that their trucks were kept out of service for at least two hours until Gov. George Pataki could arrive for a photo opportunity before assembled press, after which the

firefighters and their trucks were immediately dispatched back to the fire.

Most of the 60 injuries resulted from smoke inhalation, minor burns and heat exhaustion. Many firefighters reported bee stings caused by smoke stirring up beehives. Their memories of this fire are of the stink of its smoke and the flashing lights of fire engines, stump jumpers and ambulances — seen blinking through a swirling smokey haze.

Mostly they will not forget the experience of teams working together in an unprecedented effort.

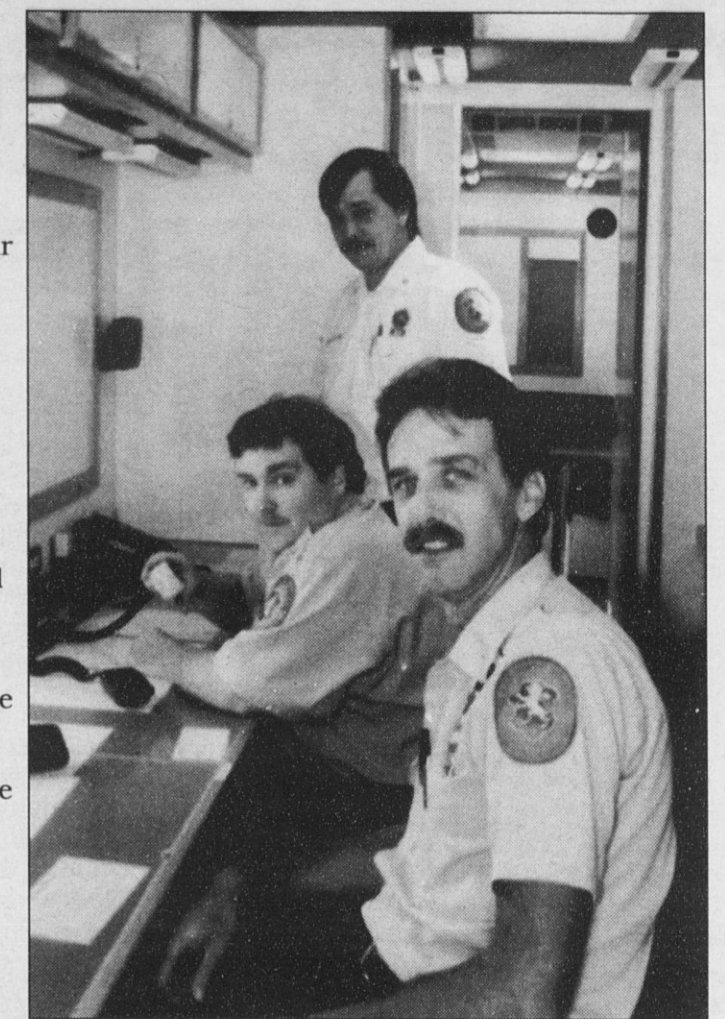
"We became like brothers and sisters," said Frank Nocerino. "It didn't matter what agency or fire department. There was just one big family there who knew there was a job to be done and the cooperation was great. It was an enormous task."

Town of Oyster Bay Automotive Mechanic Michael Barbuto spent 15 hours repairing breakdowns at the fire.

"I was a volunteer fireman for a while, so I felt OK doing this," Barbuto said, "but my three kids were glad when I got home. They were worried about the deer and animals caught in the woods out there."

As a volunteer member of Oyster Bay Fire Company No. 1, he recalled rescuing suffering and dying victims from the Avianca plane crash and not long after rescuing stranded Long Island residents from flood waters after a severe 1992 coastal storm. The Hampton wildfire was the third major Long Island crisis where Barbuto had volunteered to help save lives and property. With 14 years on the job and as a CSEA member, no one can say he hasn't done more than his fair share as a valued public employee.

CSEA Stony Brook Local 614 President Grace Roy put it this way after her son Scott and several CSEA medical staff from the NYS Long Island Veteran's Home volunteered to bring



NASSAU COUNTY FIRE COMMUNICATIONS workers had their hands full night and day. From front to rear are Fire Command Technicians I Mike Keane and Gerald Gagliano and Technician II Paul Simon.

firefighters food and medical assistance: "Gov. Pataki can try to privatize every state job in sight, but one thing he cannot do is privatize the hearts of public employees. He cannot privatize our hearts!"

CSEA Long Island Region President Nick LaMorte honored all the bravery and sacrifices of everyone who played any part in halting the perilous blaze.

"In a scene of chaos, emergency crews of every kind were rapidly deployed. The skill, professionalism and volunteer spirit of so many public employees truly made the difference in defeating these fires," LaMorte said.

"When politicians talk about privatizing all kinds of public work, they would do well to remember that the type of dedication that put out these flames is not for sale at any price. Many private employers even frown on their workers doing volunteer fire work and that's a well known fact."

"The hearts of public employees all over Long Island really helped beat this fire," LaMorte said. "These folks are the greatest! No wonder their neighbors have plastered Thank You signs all over the island to show their appreciation."

— Lilly Gioia

DMNA Local 016 President Tom Byrne, left, with members of the DMNA Gabreski Airport Crash Rescue Team. Others in photo are Chris Osborne, Ed Johnston, Tyree Bacon and Charlie Wolfert. Missing from photo are Capt. Mike Clay, Capt. Ralph Beaver, Tom Peyton, Brian Cavanaugh, Jim Gladhill and George Kalamaris.



TOWN OF OYSTER BAY mechanics volunteered for long hours of emergency on-site repairs to fire fighting and support equipment. Included in photo are Mike Barbuto, Tom Buchholz, Frank D'Amato, Ken Hall Jr. and Danny Reres. Missing from photo are Charles Geraine, George Remy and Robert Richards.



ANOTHER BENEFIT OF CSEA MEMBERSHIP

AFSCME ADVANTAGE Loan Program

The AFSCME Advantage Loan Program is one of CSEA's newest member benefits.

Why a union-sponsored loan program?

Many union members occasionally need to borrow money. Labor-sponsored credit unions are a good source to turn to, but not all members have access to a credit union and many credit unions are unable to meet the full range of borrowing needs. The AFSCME Advantage Loan Program was created to supplement the types of loans generally available from credit unions and banks to help union members who otherwise might have to turn to finance companies that charge exorbitant interest rates.

Unsecured personal loans

Under this program, personal loans from \$2,500 to \$15,000, with affordable monthly payments, are available to credit qualified applicants. These are unsecured loans, which means the member's home or other property are not used as security. The interest rate is fixed for the life of the loan. The loans are strictly between the member and the bank. No other person or organization, not even the union, is involved in reviewing or approving the application. Program features include:

- Loans up to \$15,000 for terms up to seven years
- Lower rates and longer terms resulting in lower monthly payments
- The convenience and confidentiality of applying for the loan from home.

Special options for union members**No loan fees or pre-payment penalties**

With an AFSCME Advantage loan there are no application fees, "points" or service charges of any kind. Members who choose to pay off their loan early or to apply extra cash against their principal to reduce interest may do so at any time without penalty.

Skip Payment option

If the need ever arises, members can skip their regular payment for a month, or even two months in any 12-month period, so long as their loan account is in good standing. Members still have to make the payments they skip.

A cash bonus every year

Members may choose to make their loan payments through automatic deductions from their checking accounts each month. After every 12 consecutive months of automatic payments, members will be sent a \$30 bonus check.

Satisfaction guaranteed

With an AFSCME Advantage personal loan, members have 21 days to cancel a loan, even after they receive their check. The member can cancel the AFSCME Advantage Loan with no penalty or charges as long as the money is returned within 21 days of approval.

CALL FOR AN APPLICATION

For applications or more information, call the CSEA Membership Benefits Department, 1-800-342-4146

The Empire Home Mortgage Program can help you realize your dreams of owning your own home!

You've got the CSEA Advantage. It pays to be a CSEA member.

As a CSEA member you are eligible to participate in **The Empire Home Mortgage Program**, one of the most convenient, accommodating and affordable mortgage programs around.

And if you have established credit and appropriate income, only a low down payment is required.

Interest rates are competitive and fixed so the good deal you're getting now will remain a good deal over the life of your mortgage loan.

For complete details, call

The Empire Home Mortgage Program at 1-800-377-2989

Monday-Thursday 8:30 a.m. - 9 p.m.; Friday 8:30 a.m. - 6 p.m.; Saturday 9 a.m. - 3 p.m.

A special benefit for CSEA members**Royal Caribbean cruise can take you away from it all**

If getting away from it all this fall or winter sounds like a good idea, then a cruise might be the perfect answer.

CSEA members are eligible to receive a special offer from Royal Caribbean Cruise Lines that includes reduced rates and cabin upgrades on cruises in Alaska, the Caribbean, the Bahamas, Bermuda, Mexico, the Panama Canal, Scandinavia, Norway and the Mediterranean. The offer includes packages for three, four, seven, 10 and 11 nights, depending on the destination.

And by using your CSEA member benefit you can receive up to three upgrades for certain cabins. Upgrades are limited to categories N

through F and do not apply to suites. You can upgrade to a better inside cabin or a better outside cabin but you cannot upgrade from an inside cabin to an outside cabin.

The special CSEA offer cannot be used in conjunction with any other discount or offer.

For sailings through February 1996, bookings must be reserved and deposits made by Oct. 15, 1995.

For more information and reservations, call the CSEA Cruise Hotline at 1-800-666-3404 and ask for Kim, Lisa, Loretta or Jean. Plaza Travel Center is the exclusive vendor for this offer.

For information regarding other CSEA membership benefits, call the Membership Benefits Department, CSEA Headquarters, 1-800-342-4146

CSEA member running in Marine Corps Marathon Oct. 22 to honor young leukemia victim; your contributions needed

MONTOUR FALLS — CSEA member Dan Welton takes his running seriously, and he also uses his athletic abilities to help others. He's hoping CSEA members are willing to help, too.

On Oct. 22, Welton will run in the Marine Corps Marathon in Washington, DC, to benefit the Leukemia Society of America, and he's doing it to honor a young leukemia victim in Watkins Glen.

Emily is 15, close in age to his own two daughters, and she attended the same school until she fell ill with leukemia more than a year ago. Now she is tutored at home. Emily and her parents travel regularly to Strong Memorial Hospital in Rochester, a two-hour trip each way, for her treatments.

The good news is, Welton said, she seems to be holding her own. And while only 4 percent of leukemia victims survived the disease in the 1960s, thanks to research and progress, close to 74 percent survive today.

Welton, a member of CSEA Department of State Local 013, will work to improve those odds. In order to participate in the marathon, he has promised to raise at least \$1,800 in pledges for the Leukemia Society in Emily's honor. The money will go to research and to help the families of leukemia victims with health related costs.

This will be his third Marine Corps Marathon, a prestigious event attracting world-class marathoners. The first he did with friends; then last year, he heard about the "Team in Training." He also knew of Emily's illness, and he raised just over the \$1,800 pledges he needed to run as part of the "Team in Training."

Despite rain and the treacherous conditions it caused, Welton bettered his time by four minutes, running the 26.2 miles marathon in 3 hours, 44 minutes and 35 seconds. He came in at 3,066 of the 12,716 runners who completed the race.

Running as much as eight to 15 miles a day, Welton, a CSEA member for 18 years, hopes to improve his time again this year. He has nothing but praise for the well-run marathon which goes by many monuments in Washington.

He also hopes to raise as much money as possible to help the Leukemia Society and he needs the help of fellow CSEA members. Specify you are pledging for Dan Welton.

Anyone who wants to help can send contributions to:

**Leukemia Society of America
Central New York Chapter
713 East Genesee Street
Syracuse, New York 13210**

Member's son needs liver transplant; your donations would help family

Skylar L. Smith is a 16-month-old boy from Binghamton who was born with a serious liver problem and now needs a liver transplant. He is the son of Walt Smith, first vice president of CSEA Binghamton State Employees Local 002.

A Skylar L. Smith Fund has been established to accept donations to help offset heavy expenses associated with Skylar's illness and his expected liver transplant surgery. During and after the transplant the family will be on leaves of absence from their employment and will need help with living expenses, according to Local 002 President Lyman Switzer. Skylar is currently on a waiting list for the liver transplant at a hospital in Boston.

Also, members of the Fund will sponsor a fund-raising event on Oct. 6 from 6 to 10 p.m. at the Knights of Columbus facility on Park Avenue in Binghamton. They are accepting contributions of goods, services and food which will be sold, auctioned or raffled at the Oct. 6 event.

Financial donations to help the family may be sent to Skylar L. Smith Fund, c/o CSEA Local 002, Room 303, 44 Hawley Street, Binghamton, NY 13901



THEY MAKE SWEET MUSIC - The group is called 'Public Employee' and the members are all public employees. From left are Bob Lusk, Buffy Lewis, Frank Romano, Tina Ciarlante and Jim Donnelly. Lusk, Romano, Ciarlante and Donnelly are all CSEA members from the Ulster County area. Lewis, who often sits in with the group, is a senior psychiatric social worker with Ulster County Mental Health.

These public employees are always in harmony

KINGSTON — Bob Lusk, Frank Romano, Tina Ciarlante and Jim Donnelly are all public employees in the Ulster County area. But when they leave their jobs for the day, they can call themselves public employees again for an entirely different reason.

Bob, Frank, Tina and Jim comprise *Public Employee*, a unique musical group specializing in ballads and Irish, Italian, other ethnic and folk music. *Public Employee* was formed about five years ago and the group performs throughout the Catskill Mountain region. All were seasoned performers before forming the group.

All four are members of CSEA Ulster County Local 856. Bob Lusk is a counselor II working in the Continuing Support Services Unit at the Ulster County Mental Health Department. Frank Romano is a psychiatric social worker in the same unit. Tina Ciarlante is a senior psychiatric social worker in the department's Forensic Unit. Jim Donnelly is a parking enforcer for the city of Kingston.

Lusk is an experienced balladeer with a strong baritone voice. He plays several instruments and is a veteran performer on the Irish and American Folk circuit. Lusk started the Hudson Valley Folk Guild's music library in Kingston.

Romano plays piano accordion as well as fiddle and guitar. He sings many of the group's funnier Italian songs and chips in with background vocals for the rowdier Irish songs.

Donnelly is the group's guitarist and resident poet. He is known as "Railroad Jim," is a Hudson Valley historian and can spin a song and a tale about many place names along the river.

Ciarlante's renditions are soulful. She sang in school and church choirs and performed with the Woodstock Chamber Orchestra chorus, the Mid-Hudson Women's chorus and the Rhinebeck choral club.

To book *Public Employee* you can contact Lusk at (914) 338-8587, Frank at (914) 687-0184, Jim at (914) 331-8453 or Tina at (914) 246-3390.

Pataki finds \$80 million for beer, racing interests while slashing MHTAs to life threatening levels

WARDS ISLAND — Within 24 hours of the latest Manhattan Psychiatric Center staffing cuts, CSEA Local 413 member Weston Bancouer was nearly strangled to death by one of the 37 patients on a ward where he was the only mental hygiene therapy aide assigned.

Distraught over escalating violence between patients and

increased assaults by patients on staff since the early August cutbacks, CSEA Local 413 members are fighting back.

"These staffing cuts are irresponsible and reckless," CSEA Metropolitan Region President George Boncoraglio told reporters covering an angry union demonstration.

"What kind of priorities does our governor have when he can find \$42 million in tax breaks for the beer and soda lobby and \$38 million in tax breaks for race tracks, and then says there's not enough money for mental health care?" Boncoraglio asked.

CSEA Local 413 President Sam Koroma urged union members and patients' relatives at the demonstration to join in a campaign to restore adequate staffing.

"This is a life and death matter when Gov. Pataki can find \$80 million for horse players and beer drinkers, but no funds for the mentally ill," he said.

"These staffing cuts are irresponsible and reckless."

— George Boncoraglio

A July budget analysis issued by State Comptroller H. Carl McCall pointed out that tax breaks for pari-mutuel betting and beverage

distributors appeared in the last hectic days of 1995 Albany budget negotiations "with virtually no public discussion."

State Assemblymember Francisco Diaz Jr. and Assembly Mental Health Committee Chairman James F. Brennan attended the MPC demonstration, questioning how communities can be protected from escapes by dangerous mental patients when direct care staff are drastically reduced.

As TV cameras rolled, a mental patient previously arrested for rape and sodomy scaled a security fence. The patient was apprehended by three CSEA members. Last December an escaped MPC patient was charged with pushing a woman to her death under a subway train.



CSEA METROPOLITAN REGION President George Boncoraglio, far right, leads Manhattan Psychiatric Center employees in a demonstration protesting staff cuts at the facility. Large replica of beer bottle symbolizes \$42 million in tax breaks the state has given beer and soda industry.

"While Gov. Pataki says he's determined to stem the tide of patient escapes, how can he be serious when he's ruthlessly cutting staff?" Koroma said. "New Yorkers must hold him accountable for the inevitable tragedies that these cuts will bring on."

CSEA criticized hospital management for attempting to bar media from the demonstration. Clearly, management hoped to prevent reporters from hearing a large number of patients who were

chanting loudly nearby, demanding more staff, CSEA Labor Relations Specialist Bart Brier said.

Following the live coverage by NEW YORK 1's Cable News Network, Boncoraglio and Diaz joined Dara Wells on her radio call-in program *New York Beat*.

"We will fight tooth and nail with a media blitz, political action and every means necessary to protect our members' and the patients' safety," Boncoraglio said.

—Lilly Gioia

DCAA Account program can reduce your dependent care expenses

Is a good portion of your paycheck going toward child care? Or care for your elderly mom or dad or disabled spouse? If so, you need to learn about an important negotiated benefit that can help you keep more of your hard-earned paycheck by reducing the amount you pay for dependent care expenses. The 1996 open enrollment campaign for the *Dependent Care Advantage Account (DCAA Account)* program is in full swing!

The open enrollment period will run from Sept. 5 through Nov. 10, 1995. CSEA members are not new to enjoying the tax benefits of this program, which was first implemented in 1991. Participants are saving an *average* of \$1,500 annually on their dependent care expenses, although it is possible to save up to \$2,400.

What is Dependent Care?

The *Dependent Care Advantage Account* program is a valuable pre-tax employee benefit that can help you save money on the dependent care expenses which you

incur in order to be employed. But the *DCAA Account* is not just for working parents with small children who have child care expenses—it can also be used by families with elder care or disabled dependent care expenses as well.

The *DCAA Account* is easy to understand and to use. During the open enrollment period you choose the amount of money you wish to set aside into your account, up to a maximum of \$5,000 per year. Then each pay period, a regular portion of this amount will be deducted from your biweekly **gross** paycheck. Since the money that you have elected to have deducted is taken from your gross salary *before* federal, state, and social security taxes, the amount remaining is your new taxable income. Because you have paid *less tax*, you have *more spendable* income.

After the services are provided, obtain a receipt from your care provider. Submit a reimbursement claim form (which is provided to you in the Enrollment Kit) to

Fringe Benefits Management Company. They're the plan administrator, located in Tallahassee, FL, that processes the paperwork and sends you your reimbursement, either by check or through direct deposit. You are being reimbursed with your own *tax-free dollars!*

To help decide if the *DCAA Account* is for you, plan to attend one of the informational meetings which will be held during the open enrollment campaign in 12 different locations throughout the state.

You may obtain a 1996 *DCAA Account* enrollment kit form your Health Benefits Administrator in your personnel office. To obtain any additional information about the program and how it can save you money, please call the *DCAA HOTLINE* at 1-800-358-7202.

If you are a working parent...

Don't Miss This Opportunity!

This is a benefit for CSEA members.

Enrollment period ends

Nov. 10, 1995.

Editor's Note: The following report of the Constitution and By-Laws Committee contains recommendations for changes in the CSEA Constitution and By-Laws to be voted on at the 1995 Annual Delegates Meeting later this month.

The Constitution & By-Laws Committee has met eight (8) times since the Annual Delegates Meeting in 1994. The meeting dates were Jan. 9 and 10, Feb. 22, June 8, June 30, July 31 and Aug. 1, and Aug. 29, 1995. 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 bold-faced language is new material for insertion into the Constitution or By-Laws. The language enclosed in brackets [] is old language proposed for removal from the Constitution or By-Laws.

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

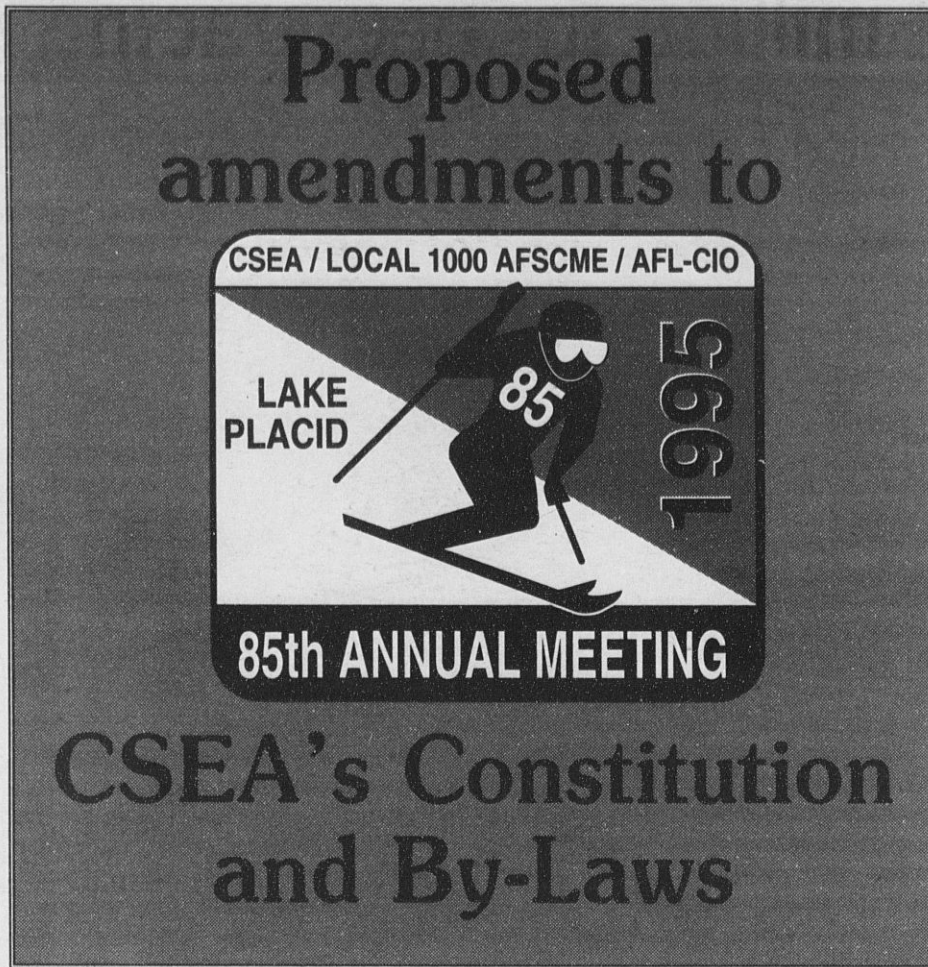
(1) The following amendment to the Statewide Constitution, Article II, Purpose and Policy, is submitted to the Delegates as a result of the recommendation made by the Constitution & By-Laws Committee.

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 2,000 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 APPROVAL OF THIS AMENDMENT.

(2) The following proposals are submitted by the Constitution & By-Laws Committee regarding the CSEA Election Cycle.

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 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: This proposal seeks to address some of the confusion experienced every third year when we have multiple elections involving Local officers, Unit officers, Delegates and the Board of Directors. This 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. The Board term of office commencing July 1, 1998, will be for two years in place of the normal three-year term. This is necessary to synchronize the Board elections with the Association statewide election

Continued on Page 20

Continued from Page 19

cycle commencing in the year 2000. The Committee believes that there will be less confusion if 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 statewide 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 APPROVAL OF THESE AMENDMENTS.

(3) 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.

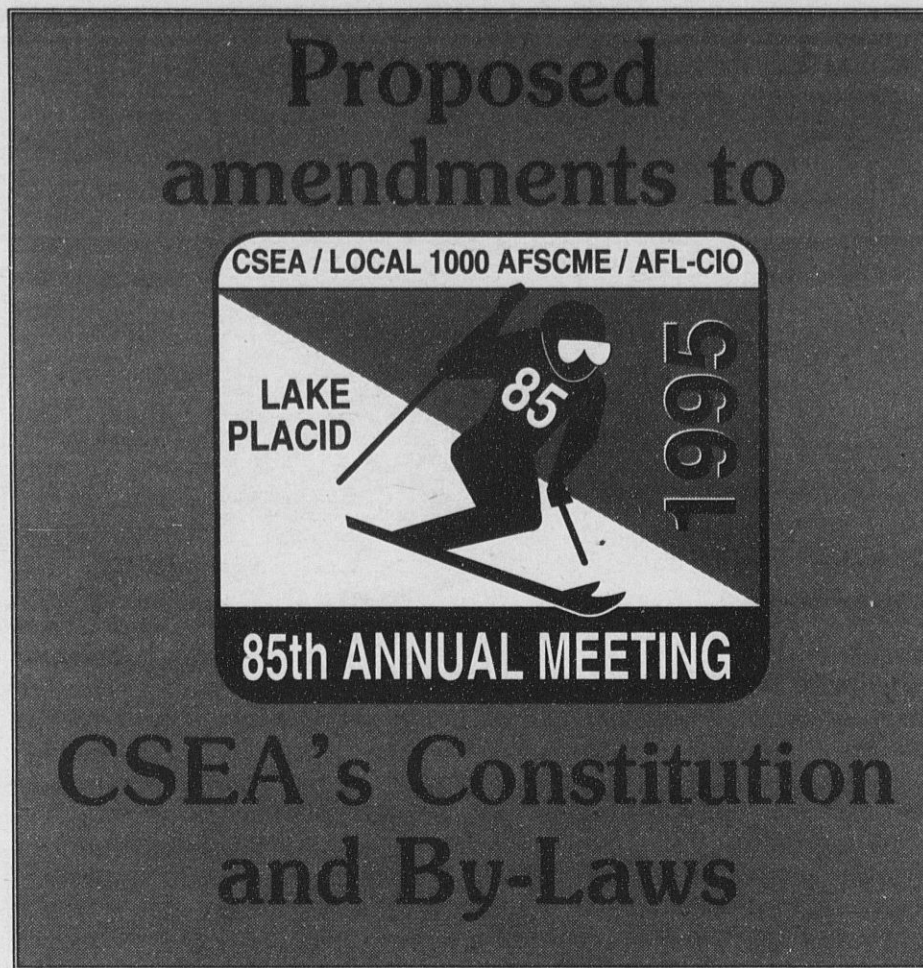
ARTICLE X. Delegates Section 4. RETIREE DIVISION MEETINGS.

(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 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 APPROVAL OF THIS AMENDMENT.

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

(1) The following proposal is submitted as a result of Sister 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.

EXPLANATION: The Committee was directed at the 1994 Annual Delegates Meeting to reconsider this proposal. It has done so. The Committee discussed this matter at great length. It determined that it would report the matter back to the Delegates at the October 1995 meeting with a negative recommendation for several reasons:

1. Some members of the Retiree Division were never members of CSEA while in active employment status. We do not have the ability to determine who these members are nor to give

voting rights to only certain retirees.

2. The focus of the union is on the members who are currently working and whose collective bargaining interests are paramount. The Committee strongly believes that these members should chose the union leadership.

3. Over the past several years the Retiree Division has been brought into the mainstream of the union both formally by constitution and informally by program coverage, including having its own annual delegates meeting. There is a general consensus amongst most committee members that the full rights and privileges of membership, without full dues obligations, is not proper for our retired brothers and sisters and that the extension of voting rights in this manner will be the beginning of a drive to obtain all those rights in a manner inconsistent with the union's primary purpose.

The Committee understands the desire of the Retiree Division to remain an active part of the union and its members feelings of being disenfranchised. The Committee also realizes the invaluable contribution that the Retiree

Division members make in political action and lobbying efforts on behalf of all members of CSEA. However, given the reality that the numbers of Retiree Division members could surpass those of the active members, it remains the firm belief of the Committee that the leadership of the union ought to be elected by the employed members for whom the union is the collective bargaining representative.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS AMENDMENT.

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

ARTICLE IV. Organization of the Association Section 5. OFFICERS.

(a) **ELECTION. REMAINS UNCHANGED.**

(b) **NOMINATIONS.** Nominations for the offices of President, Executive Vice President, Secretary and Treasurer shall be made by official petition. Upon the written request of any member, official petition forms shall be provided by the chairperson of the Statewide Election Committee or designated employee of the Association. When nominating petitions are given out, the name of the candidate and the office that candidate is seeking must be typed or clearly printed at the top of the petition **by the candidates.** A record must be kept of all petitions distributed. A member who is otherwise eligible may qualify as a candidate for office by submitting a nominating petition carrying the signatures and social security numbers of not less than 1,000 members in good standing eligible to vote in the election. Any member submitting the required number of signatures to the Statewide Election Committee at CSEA Headquarters in a timely manner shall be placed on the ballot as a candidate for office. Write-in votes are prohibited.

(c) **ELIGIBILITY. REMAINS UNCHANGED.**

(d) **REMAINS UNCHANGED.**

EXPLANATION: The proposal seeks to shift the pre-circulation requirements for completing petitions from the Standing Election Committee to each individual candidate. This proposal was shared with the Standing Election Committee which reported back that it believes that the present system of having petition request forms

Continued on Page 21

1995 CONVENTION NEWS

Continued from Page 20

available in advance of the petitioning period works well. This system gives plenty of time for petitions to be completed with necessary candidate information before they are distributed for circulation and signatures.

The Constitution and By-Laws Committee believes that it is the candidate's responsibility to check all petitions before they are circulated to be sure that the candidate's petitions contain the correct information showing the candidate's name, social security number and position sought. If the petitions are distributed in blank, anyone can pick up petitions and circulate them with whatever information they choose, taking the pre-circulation control away from not only the appropriate Election Committee but also the candidate. This is not in the interests of efficient election procedures. Although errors can be made in either system, both the Standing Election Committee and the Constitution and By-Laws Committee strongly believe that the present system affords the best protection to the integrity of the nomination process.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS AMENDMENT.

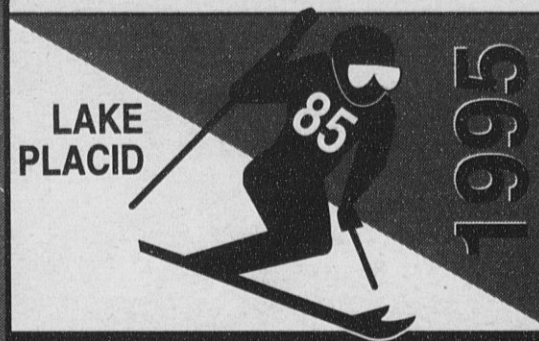
(3) The following proposal was submitted by Brother Jimmy Gripper, Vice Chair of the State Executive Committee:

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

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

Proposed amendments to

CSEA / LOCAL 1000 AFSCME / AFL-CIO



85th ANNUAL MEETING

CSEA's Constitution and By-Laws

the President of the Association, from name(s) submitted by the affected Local(s), without an election with the approval of the State Executive Committee. No statewide officer shall be eligible to be a candidate for any position on the State Executive Committee. **If the office of Chairperson becomes vacant, the Vice Chairperson shall succeed to the office of Chairperson and a new Vice Chairperson will be elected by the State Executive Committee at its next scheduled meeting. Failure to assume the higher office will result in automatic removal from the office currently held.**

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. The Local Government Executive Committee shall elect from its membership one member to be known as the Chairperson of the Local Government Executive Committee[,] and one member to be known as the Vice Chairperson

of the Local Government Executive Committee. Vacancies in the office of Local Government representative including termination of employment with the political subdivision may be filled for the remainder of the term by the President of the Association, from name(s) submitted by the affected Local(s), without an election with the approval of the Local Government Executive Committee. No statewide officer shall be eligible to be a candidate for any position on the Local Government Executive Committee. **If the office of Chairperson becomes vacant, the Vice Chairperson shall succeed to the office of Chairperson and a new Vice Chairperson will be elected by the State Executive Committee at its next scheduled meeting. Failure to assume the higher office will result in automatic removal from the office currently held.**

ARTICLE VIII. Private Sector Division

Section 1. PRIVATE SECTOR EXECUTIVE COMMITTEE.

The power and authority to transact business relating to employees represented by CSEA who are employed in the private sector shall, except as provided

herein, be vested in a Private Sector Executive Committee which shall consist of the officers of the Association, and a representative from each private sector local who shall be the Local President of each such Local. The representative shall serve on the Executive Committee for a term of three (3) years to be coincidental with the term of office of his/her presidency. The Private Sector Executive Committee may create one or more subcommittees to perform such duties as the Private Sector Executive Committee shall delegate. The Private Sector Executive Committee shall elect from its membership one member to be known as the Chairperson of the Private Sector Executive Committee[,] and one to be known as the Vice Chairperson of the Private Sector Executive Committee. No statewide officer shall be eligible to be a candidate for any position on the Private Sector Executive Committee. **If the office of Chairperson becomes vacant, the Vice Chairperson shall succeed to the office of Chairperson and a new Vice Chairperson will be elected by the Private Sector Executive Committee at its next scheduled meeting. Failure to assume the higher office as outlined in this Article may be grounds for removal from the office currently held.**

EXPLANATION: Although the practice for many years has been to elect a Vice Chair for both the State and Local Government Executive Committees, language supporting this practice does not exist in the Constitution. Similarly, the practice of elevating the Vice Chair to fill a vacancy in the Chair and electing a new Vice Chair does not exist in constitutional language. The Committee agrees with Brother Gripper that these long-standing practices should be placed in the Constitution. The Committee also believes that the same provision ought to apply to the Private Sector Division Executive Committee.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

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

Continued on Page 22

Continued from Page 21

ARTICLE IX. Retiree Division
Section 1. RETIREE EXECUTIVE
COMMITTEE

- (a) POWER AND AUTHORITY.
TEXT REMAINS THE SAME.
- (b) DUTIES AND FUNCTIONS.
TEXT REMAINS THE SAME.
- (c) NOMINATIONS AND

ELIGIBILITY. Any member seeking election to the Retiree Executive Committee must submit an Application for Election on the form provided by the Statewide Election Committee and published by the Association. The application must include the name of the candidate, the office sought, and a declaration that the candidate has been a member in good standing of the Retiree Division since June 1 of the year preceding the election, has not been a member of a competing public retiree organization since June 1 of the year preceding the election and is not currently serving a disciplinary penalty imposed by the CSEA Judicial Board. The Retiree Division election for Retiree Executive Committee representative shall be held in accordance with the procedures and times as determined by the Standing Election Committee which shall oversee all aspects of the election. The representatives shall be elected by region, by the Local Presidents thereof.

EXPLANATION: On review of the Constitution, it became apparent that there was no language addressing the procedures and supervision of election for the Retiree Division Executive Committee. This proposal sets forth the existing procedures that have been followed for several years to elect the representatives to the Retiree Executive Committee and insures that the nomination procedures and eligibility requirements are clearly set forth.

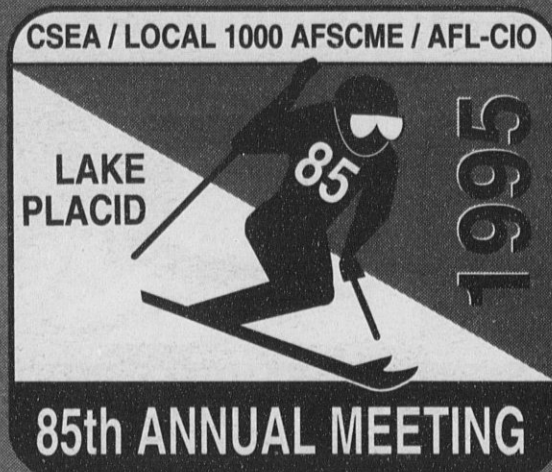
THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

(5) This proposal is submitted by Brother Del Perrier of Local 676. The proposal seeks to change the current system of basing delegate voting strength from the annual June 1 audit to a quarterly system that would be averaged to an annual figure.

ARTICLE X. Delegates

Section 1. DELEGATE STATUS. Members of each Local shall elect from their membership one or more delegates and/or alternates to represent the members of the Local at all meetings of the Association, except that the Local President, Vice Presidents in ranking order, Secretary and Treasurer, shall, by virtue of their offices, automatically be designated as delegates and/or alternate delegates. 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] with a yearly average done quarterly to be taken on the first day of September, December, March, and June preceding the meeting. The number of votes each Local or Department is entitled to cast shall be determined by the Membership Committee. All members of the Board of Directors who are not elected delegates shall have all the rights and

Proposed amendments to



CSEA's Constitution and By-Laws

privileges of delegates at meetings of the delegates except the right to vote.

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

Region officers not in the capacity of Local Delegates shall be delegates at all delegate meetings of the Association. They shall have all the rights and privileges of delegates at meetings except the right to vote, provided, however, that Region Presidents may vote at all meetings of the Association. Allowed expenses may be paid by the Region.

EXPLANATION: The voting strength report is not a computerized statistical report, but one that must be manually prepared due to the complexity of the various employer-reporting systems and other outside factors involved in the preparation of these annual statistics. The fact that we are working with over 1,100 employers who provide the membership dues, agency shop and insurance deduction information to us in various formats and with differing frequencies of dues deductions does not provide for an easy system of recordkeeping.

The preparation of the June 1 voting strength figures takes between 2 1/2 to 3 months to be compiled before the results for each Local can be mailed out to the respective Local President.

To institute this new system would add to the administrative problems that we are continually trying to overcome. This proposal adds little to the validity of voting strengths as they are now determined, while adding a tremendous burden to the workload of the Membership Records Department.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS AMENDMENT.

(6) The following proposal was submitted by Brother Walter Nash of Local 443.

ARTICLE X. Delegates
Section 2. DELEGATE DUTIES.

- (a) It shall be the responsibility of each

Delegate to any Association meeting to attend the general business sessions **till adjournment by the Statewide President officially ending the session.**

- (b) TEXT REMAINS THE SAME.

EXPLANATION: This proposal seeks to insure that delegates remain until the close of the Annual Delegates Meeting which occurs with the final strike of the official gavel by the Association President. While the intention of this language is commendable, the Committee believes that the existing language already establishes this requirement. The existing language requires that each Delegate must attend the general business sessions of any Association meeting. This requirement does not allow for a delegate to "make an appearance" and not stay for the duration; it makes it a delegate responsibility to attend the sessions in their entirety. Accordingly, the Committee believes that the proposed additional language is unnecessary.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS AMENDMENT.

(7) The following amendment was proposed by Charles Peritore, Chair of the Retiree Executive Committee.

ARTICLE X. Delegates
Section 4. RETIREE DIVISION MEETINGS
(c) **A report from the Retiree Division, including any motions passed by the delegates to the Annual Meeting of the Retiree Division with regard to items affecting solely the Division, shall be presented to the CSEA Annual Delegates Meeting by the Chairperson of the Retiree Executive Committee for informational purposes only.**

EXPLANATION: Chair Peritore has requested that the Constitution be amended to reflect the practice that the Retiree Division gives a report to the Delegates at the Annual Delegates Meeting. The Committee has discussed this request and agrees that the practice of having a Retiree Division Report at the Annual Delegates Meeting should be placed in the Constitution so as to formalize the reporting obligation. The Committee believes that this proposal will best serve the Retiree Division in that it will continue the current practice of having a regular report of the Division's activities presented to the CSEA delegate body.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

(8) The following proposal is submitted to the Delegates as a result of the recommendation made by the Constitution & By-Laws Committee.

ARTICLE XIII. Amendments

This Constitution may be amended as follows:
(a) A proposed amendment must be submitted in writing to the Secretary of the Association [at least ninety (90) days prior to the opening] **by May 15 of the year** of the delegate meeting at which it is to be presented, and
(b) A majority of the delegates present and voting at the meeting must approve the proposed amendment or a substantially similar amendment and order that it be published in the official newspaper of CSEA at least ten (10) days

Continued on Page 23

Continued from Page 22

prior to the next meeting of the Association, and

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

EXPLANATION: This proposal seeks to provide a date certain by which all proposals for changes in the statewide Constitution must be submitted. Presently the time frame for such submission is 90 days prior to the opening of the Annual Delegates Meeting. Since the Annual Meeting opening is not a fixed date, reminder notices must be sent yearly to notify of the cut off date for submissions based on the date of the Annual Meeting. With only 90 days to receive, review and process these submissions, too often the Constitution and By-Laws Committee is caught short in time and cannot get proper input from elsewhere in the organization nor properly consider the proposals in a timely fashion for meeting their report publication requirements. By establishing a date certain that does not fluctuate with each year's Annual Meeting date and which is far enough in advance (120 days from the earliest date for an annual meeting), the Constitution and By-Laws Committee will be able to process submissions to completion in a more efficient and complete manner and should not have to report so many items as unfinished business.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

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

(1) The following proposal is submitted to the Delegates as a result of the recommendation made by the Constitution & By-Laws Committee.

ARTICLE II. Meetings

Section 1. ANNUAL MEETING.

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

Proposed amendments to
CSEA's Constitution and By-Laws

Directors for the day prior to the first day of the Annual Meeting.

Any resolutions which are to be submitted for action by the delegate body concerning any subject matter must be submitted to the Secretary of the Association [at least ninety (90) days prior to the beginning] **by May 15 of the year of the Annual Meeting** at which the resolution will be considered. The Secretary will forward the resolution to the Resolutions Committee for study and recommendation to the delegate body. The Resolutions Committee will publish the resolutions together with its recommendations in the official newspaper of CSEA at least fifteen (15) days prior to the beginning of the Annual Meeting at which the resolutions will be considered. Any resolution which does not comply with this provision can be presented for action to the delegate body only upon the affirmative vote of two-thirds of the delegates present at the delegate meeting.

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

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

EXPLANATION: This proposal seeks to provide a date certain by which all resolutions must be submitted. Presently the time frame for such submission is 90 days prior to the opening of the Annual Delegates Meeting. Since the Annual Meeting opening is not a fixed date, reminder notices must be sent yearly to notify of the cut off date for submissions based on the date of the Annual Meeting. With only 90 days to receive, review and process these submissions, too often the Resolutions Committee is caught short in time and cannot get proper input from elsewhere in the organization nor properly consider the proposals

in a timely fashion for meeting their report publication requirements. By establishing a date certain that does not fluctuate with each year's Annual Meeting date and which is far enough in advance (120 days from the earliest date for an annual meeting), the Resolutions Committee will be able to process submissions to completion in a more efficient and complete manner and should not have to report so many items as unfinished business. If this proposal is passed by the delegates, it will take effect upon the successful second reading of the related amendment to Article XIII of the Constitution, at the 1996 Annual Delegates Meeting.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

(2) The following amendment to the Statewide By-Laws, Article IV, Finance, is submitted by President Donohue.

ARTICLE IV. Finance

Section 1. FISCAL YEAR. The fiscal year of the Association shall commence on the first day of October and end on the thirtieth day of September.

Section 2. DUES AND SHOP

FEEES. [THE ENTIRE EXISTING SECTION 2(a)(1) IS DELETED AND REPLACED BY THE FOLLOWING:]

(a)(1) Effective January 1, 1995, the annual membership dues, agency shop fees and union shop fees of the Association shall be as follows:

SALARY RANGE	
Up to \$5,000	\$ 82.16
\$5,000-\$9,999	\$124.02
\$10,000-\$15,999	\$215.28
\$16,000-\$21,999	\$245.70
\$22,000 & Higher	\$276.38

(a)(2)(i) Effective January 1, 1996, and thereafter, those earning between \$10,000 and \$12,999 shall be in a separate tier from those earning \$13,000 to \$15,999 as follows:

\$10,000-\$12,999	\$169.65
\$13,000-\$15,999	\$215.28

(a)(2)(ii) Effective January 1, 1996, and annually thereafter, those earning under \$28,000 are subject to the annual AFSCME minimum dues adjustment. Those earning \$28,000 and higher shall be subject to the following schedule.

\$28,000-\$29,999	\$290.00
\$30,000-\$31,999	\$310.00
\$32,000 & Higher	\$328.00

(a)(3) Effective January 1, 1997, and annually thereafter, those earning under \$34,000 are subject to the annual AFSCME minimum dues adjustment. Those earning \$34,000 and higher shall be subject to the following schedule.

	1997	1998
\$34,000-\$35,999	\$339.00	\$350.00
\$36,000-\$37,999	\$349.00	\$370.00
\$38,000-\$39,999	\$359.00	\$390.00
\$40,000 & Higher	\$364.00	\$400.00

(a)(4) Effective January 1, 1999, and annually thereafter, all rates shall increase by the annual AFSCME minimum dues adjustment.

Continued on Page 24

Continued from Page 23

(a)[(2)](5) TEXT REMAINS THE SAME.

(a)[(3)](6) TEXT REMAINS THE SAME.

EXPLANATION: Under the current structure, everyone who earns \$22,000 or more per year pays the same amount of dues or fees. At the present time, about 70% of our members earn \$22,000 or more. This proposal creates a tier for those earning \$22,000 to \$27,999 and seven additional tiers from \$28,000 to \$40,000 and over. The range of each tier is \$1,999.

The proposal attempts to address the inequity that exists in the present schedule. Those at the lower end of the schedule pay a higher percentage of their annual salary in dues than those at the higher end. With the addition of the seven tiers at the top of the schedule, and no CSEA increase to the lower tiers, the proposal attempts to more closely align dues and fees to 1% of annual income.

The union's deficit is caused by two factors: leveling off of revenue and increased costs for services.

The number of members and fee payors have remained unchanged for several years. At the same time, 70% of our members and fees

payors have reached the \$22,000 and over tier and their dues and fees are generating nearly the same amount of income each year.

While our income has stagnated, the costs of and demand for services have increased. Even though 35% of our budget is earmarked for personnel, we are always hearing that there isn't enough staff in the field to enhance CSEA's visibility among our members. Despite the fact that changes have been made in our service delivery to place more staff in the field and to bring services and information more directly to our brothers and sisters, we're still losing ground in terms of staffing, technology, member education and training programs and other member services.

Our problems have certainly been compounded by the current political climate in our state and in our country. The philosophy that no government is good government places all of our jobs in jeopardy. Outrageous tax cuts to benefit the wealthiest of our citizens means services are being reduced. The privatizing of public services means jobs are being lost. This assault upon our livelihoods has to be stopped and all that stands between us, as public employees, and those who would destroy our means to earn a living is our union.

Our statewide budget has been greatly strained by the general day to day costs of doing business, to say nothing of the tremendous financial burden of the state budget fight. As we prepare for similar battles in our counties, school districts, cities, towns and villages, we can look forward to at least 3 more State budget fights, each one more difficult than the one before it.

We'll need to get more members involved. That takes money. We'll need training, budget analysis, political action and all of the services we currently enjoy; that, too, takes money.

To strengthen and maintain the services we have, to ward off the challenges, to fight privatization, to do battle with the politicians who would destroy us and come out the victors, we need to provide our union with one resource which begins to level the playing field...money.

This proposal was presented throughout the state by our statewide officers to Region and Local Executive Boards. Many ideas and Local suggestions were forthcoming. The final proposal presented here provides for splitting the salary range of \$10,000-\$15,999 into two tiers. Many

local officers felt that without this additional adjustment, the impact of the proposal would be disproportionately unfair to our sisters and brothers in this salary range. Accordingly, the original proposal was modified to reflect this input and to present to the delegates a dues proposal that is the result of the active partnership of our statewide officers with our elected activists throughout the union. This proposal, if adopted, will begin to restore the financial health of our union and provide us with the tools to maintain our current level of services, increase our efforts to resist challenges, ward off the political assaults on our jobs and continue to provide services and benefits unmatched by any other union.

THE COMMITTEE STRONGLY RECOMMENDS APPROVAL OF THIS AMENDMENT.

(3) The following proposal was submitted by Sister Barbara Reese of Local 303 and Brother Sam Mogavero of Retiree Local 903.

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

- (a) REMAINS UNCHANGED.
- (b) REMAINS UNCHANGED.
- (c) RETIRED MEMBERS. Effective October 1, 1991, the annual membership dues of retired members shall be twelve dollars (\$12.00), fifty (50) cents of which, exclusive of rebates, shall be put in the political action fund. **Upon reaching age ninety (90), a retired member shall become a fully paid lifetime member without further dues payment.**

- (d) REMAINS UNCHANGED.
- (e) REMAINS UNCHANGED.
- (f) REMAINS UNCHANGED.

EXPLANATION: The Retiree Division includes several brothers and sisters who have reached the age of 90 or beyond and for whom the payment of \$12.00 in dues is a hardship. These members have been a part of CSEA for many, many years and wish to continue their membership despite their financial difficulties. This proposal seeks to honor these long-standing members by giving them lifetime membership status upon reaching age 90.

THE COMMITTEE RECOMMENDS

APPROVAL OF THIS AMENDMENT.

(4) The following proposal was submitted by Brother Walter Nash of Local 443.

ARTICLE IV. Finance
Section 3. REFUND AND REIMBURSEMENT.

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

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

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

EXPLANATION: This proposal did not have a separate justification but from its wording it appears that Brother Nash is again looking to insure that all delegates remain at the business sessions of any Delegates' Meetings until the completion of the meeting. The proposal seeks to provide an extra night's reimbursement for any delegate whose transportation options mandate staying beyond the close of the meeting in order to be present for the full meeting. In addition, it seeks reimbursement of any advances from Delegates who leave before the closure of the meeting. The present procedures allow a Local to approve the extra night's lodging and meals at either end of the meeting, where the travel arrangements and costs warrant. In addition, it is proper practice under present rules for a delegate to return any advance monies received for meeting days they do not attend due to either emergency or non-emergency changes of plans. Thus, the Committee believes that this proposed language adds nothing to the existing requirements or expectations already in place to handle early arrivals or early departures and those Locals not allowing for such flexibility or recoupment of inappropriate advances ought to review their procedures to insure proper use of local funds.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS AMENDMENT.

(5) The following proposal was submitted by Brother Vinny Lord of Local 009.

ARTICLE IV. Finance
Section 3. REFUND AND REIMBURSEMENT.

- (a) TEXT REMAINS THE SAME.
- (b) TEXT REMAINS THE SAME.
- (c) TEXT REMAINS THE SAME.
- (d) TEXT REMAINS THE SAME.
- (e) REIMBURSEMENT OF DELEGATE EXPENSES.

(1) ANNUAL DELEGATE MEETING. All

Continued on Page 25

Continued from Page 24

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]. The maximum reimbursement for such delegate shall be for full group rate quotations if appropriate, or full lodging and meal expenses which shall not exceed the rate paid to State Board of Directors Committee for the duration of the meeting. Transportation expenses shall also be reimbursed.

(2) **SPECIAL DELEGATE MEETINGS.** All Locals shall receive reimbursement for the expenses 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]. The maximum reimbursement for such delegate shall be for full group rate quotations 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.

EXPLANATION: This proposal shall apply to the 1996 Annual Delegates' Meeting and thereafter. The proposal seeks to limit the financial exposure of the Association for the cost of Local delegates attending the Annual Meeting. The Locals should be covering more of this cost. The number of delegates attending the Annual Meeting varies greatly across Locals and this proposal seeks to make the Association's financial support for delegate participation equal across the Locals while at the same time lightening the financial burden being carried by the Association for what is more appropriately a Local obligation.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

(6) The following amendment was proposed by Barbara Reese of Local 303 and Barbara Moore of Local 646.

ARTICLE V. Judicial Board Section 3. PROCEDURE.

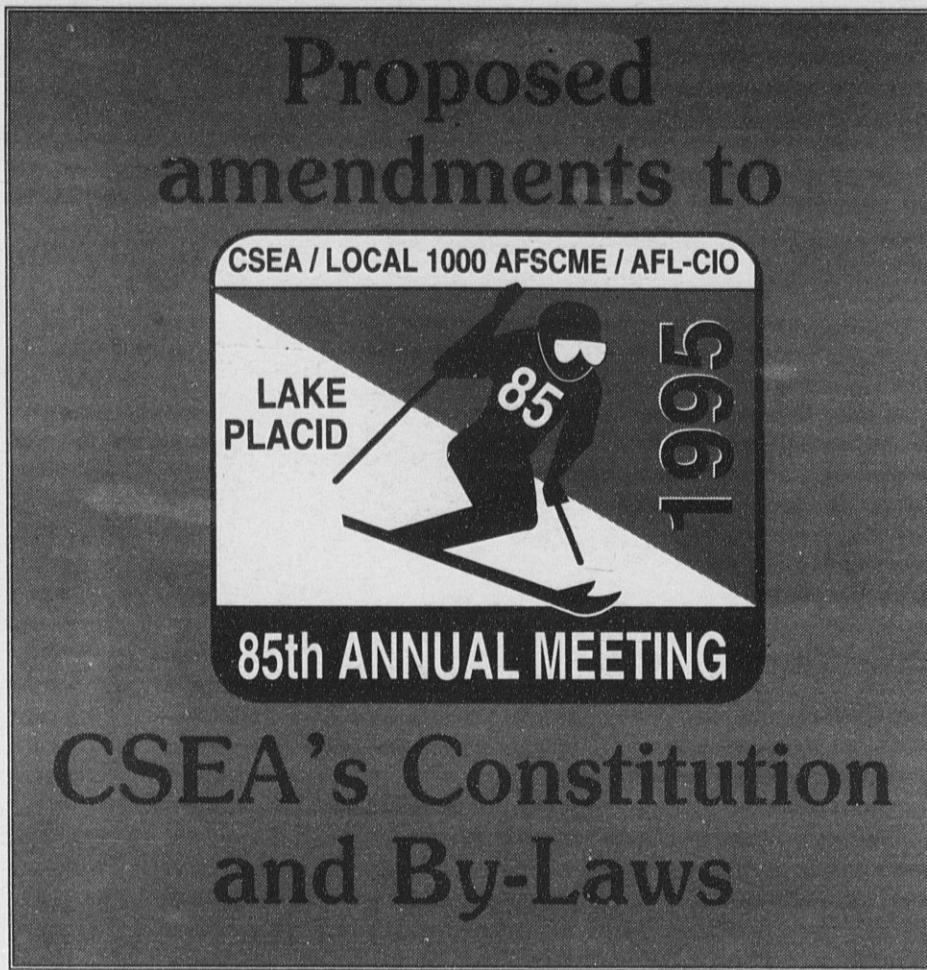
(a) Charges against individual members.

- (1) REMAINS UNCHANGED.
- (2) REMAINS UNCHANGED.
- (3) REMAINS UNCHANGED.
- (4) REMAINS UNCHANGED.
- (5) REMAINS UNCHANGED.
- (6) REMAINS UNCHANGED.
- (7) REMAINS UNCHANGED.
- (8) REMAINS UNCHANGED.

(9) Where a hearing is held, the Judicial Board shall issue a decision [within sixty (60) days after the close of the hearing] **in a timely manner as to be in compliance with Section 14 herein.** All determinations of the Judicial Board shall be made by a majority vote of at least five (5) voting members present.

- (10) REMAINS UNCHANGED.
- (11) REMAINS UNCHANGED.
- (12) REMAINS UNCHANGED.
- (13) REMAINS UNCHANGED.

(14) **Except for good cause shown, under all circumstances the Judicial Board shall insure that a hearing is commenced within sixty (60) days of its receipt of the initial complaint and that a decision is issued within one hundred twenty (120) days from**



the receipt of the complaint.

- (b) Trusteeships.
 - (1) REMAINS UNCHANGED.
 - (2) REMAINS UNCHANGED.
 - (3) The Judicial Board shall hold a hearing within [thirty (30)] **twenty (20)** days after receiving an answer from the Local, Unit and/or individual officers. The hearing shall be conducted as stated above under paragraph (a). **The Judicial Board shall issue its decision within twenty (20) days of the hearing.**
 - (4) **Except for good cause shown, the Judicial Board shall insure that in cases of trusteeship all hearings are held within the time limits set forth herein and that the decision regarding the trusteeship shall be issued no later than seventy-five (75) days after receipt of the charges.**

EXPLANATION: Over the past few years the Judicial Board has experienced a large increase in the number of complaints being filed. This increase includes member complaints against other members, Association complaints based on decertification activity of members and officers, and complaints by the CSEA Treasurer based on financial improprieties that have surfaced during random audits of subordinate financial records. In an increasing number of instances, it has been necessary to place the local or unit into trusteeship while the Judicial Board matter is being processed. Trusteeships usually occur where there have been financial improprieties and/or conduct tending to support a rival union seeking to take away CSEA's bargaining agent status.

There is a perception, if not a reality, that it takes too long for these matters to be resolved. Most particularly, where we have suspended officers, a procedure that may take several months to complete and then another two to four months for an appeal, is disruptive and confusing for the membership and for the smooth transaction of Association business. Such delay and uncertainty leave the business of the local or unit membership subject more to the politics of the situation than to the best interest of the membership as relates to collective bargaining and contract administration. Additional issues involving delegate status, Board status and committee status may also be involved. The potential for duty of fair representation liability is greatly increased

during these disruptive times as well.

Some time ago President Donohue asked the Judicial Board to meet more frequently and to give trusteeship and suspension cases priority in processing. The Judicial Board has complied with President Donohue's concern by scheduling its meetings on a monthly basis. These constitutional amendments make these types of cases priority matters which must be processed in a timely manner. This proposal insures that such matters are processed to decision within two and a half months from the receipt of the charges that accompany the trusteeship. For suspension cases not involving trusteeship, the decision must be issued within four months from the initial complaint that accompanied the suspension.

It should be noted that all references to "days" are to calendar days.

The Committee sought the input of the Judicial Board and Appeals Committee on this proposal. It received input from the Judicial Board and included that input in both its deliberation and in part in its final proposed language.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

(7) The following proposal was submitted by former Statewide Secretary Candy Saxon.

ARTICLE V. Judicial Board

Section 3. PROCEDURE. The following shall constitute the basis for complaints against any members or officer of CSEA:

- (4) (a) through (f) remain the same.
- (g) Solicitation or acceptance **for personal gain** of any money or the acceptance of any gift of more than nominal value from any employer, employee of the union, or from any person or firm which has or which is seeking to establish a business relationship with the statewide Association or any subdivision thereof.
- (h) through (j) remain the same.

EXPLANATION: This proposal seeks to clarify that the Judicial Board has jurisdiction over solicitation and acceptance of money and/or gifts that are intended and used for personal gain. The regular practice of vendors and providers donating goods or services to be raffled off or otherwise used as "give-aways" at union functions or for other legitimate union business purposes is not intended to give rise to Judicial Board jurisdiction.

The Committee requested the input of the Judicial Board on this proposal. The Judicial Board did not believe that this amendment was necessary. It responded saying that the current procedures of the Judicial Board provide for the filing of any complaint when Association policies or procedures are violated.

Often officers and activists are confused regarding their authority to accept items for purposes of fundraising, raffles, or other union objectives. This language will clarify that the conduct that is restricted is not the per se solicitation or acceptance of items, but rather solicitation or acceptance which is intended for personal gain and not for union purposes. The Committee believes that there is a need for this more specific language.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

(8) The following proposal was submitted by Brother Ralph Spagnolo of Local 830.

Continued on Page 26

Continued from Page 25

ARTICLE V. Judicial Board Section 4. PENALTIES.

(a)(1) TEXT REMAINS THE SAME.

(a)(2) TEXT REMAINS THE SAME.

(a)(3) TEXT REMAINS THE SAME.

(a)(4) TEXT REMAINS THE SAME.

(a)(5) TEXT REMAINS THE SAME.

(a)(6) expulsion from membership. **A member expelled from membership because of his/her part in a decertification attempt shall be allowed to apply for membership after three years as long as the individual has paid agency shop fees continually since their expulsion from CSEA and that the individual has not attempted to support any competing labor organization since their expulsion.**

(b)(1) TEXT REMAINS THE SAME.

(b)(2) TEXT REMAINS THE SAME.

(b)(3) TEXT REMAINS THE SAME.

(b)(4) TEXT REMAINS THE SAME.

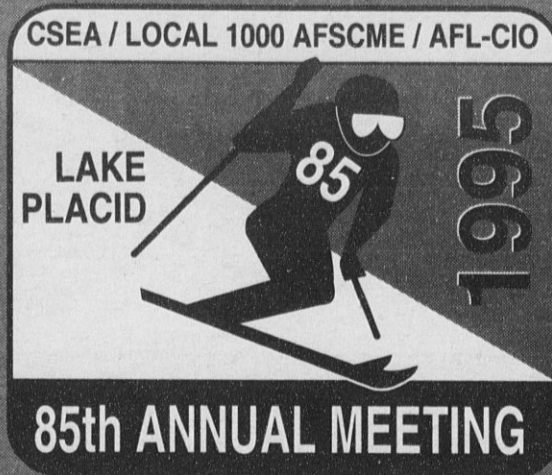
EXPLANATION: The justification submitted with this proposal is as follows:

"The reason, I am putting forth this Constitutional amendment is it's time for us to put this Union back together. Holding grudges for a lifetime is not practical nor does it make any sense. Because a Member/Fellow employee believes that there is a better way and believes that his/her union has failed him/her and tries to find a better way, it is no reason to banish them forever. We have learned a lot through the Decert attempts as well as the decertification themselves and if we didn't, then maybe there is something wrong with us. If we did learn, then this is good! What is bad is that from time to time we forget what we have learned. We can't afford to do that. Furthermore, some, if not most, of the people who lead the decerts were and could again be an asset to our union. We concern ourselves with agency shop but forget that there are people frustrated with the way things were going and tried to make a better life. That is not wrong. Perhaps we were wrong in not listening to them before they became so disgusted they tried to leave their union. Families and nations forgive or perish. Lets not perish."

The Committee members "unanimously and totally" are against this proposal. There is no organizational conduct more destructive than participation in an effort to throw out the union in favor of another bargaining agent. If a member disagrees with the direction of the organization or with the means being used to achieve the ends, the member ought to become involved and work to change the course or direction from within the union. If "decertification conduct" does not warrant expulsion, the Committee is at a loss as to just what conduct would justify an absolute loss of union membership. If "expulsion" means that you are out only for a limited time, then what is the meaning of "suspension"? The Committee can find no inclination to think that those who chose to destroy CSEA would not try to do so again, given the opportunity. Their sense of unionism is distinctly different from one the Committee members understand.

THE COMMITTEE STRONGLY URGES THE DISAPPROVAL OF THIS AMENDMENT.

Proposed amendments to



CSEA's Constitution and By-Laws

(9) The following proposal was submitted by Brother Gerald Granger of Local 830.

ARTICLE VI. Committees Section 1. STANDING COMMITTEES

The Standing Committees of the Association shall be as follows: Insurance Committee, Legal Committee, Revision of Constitution and By-Laws Committee, Convention Committee, Political and Legislative Action Committee, Committee for Methods and Procedures, Education and Training Committee, Election Committee, Committee to Investigate Governmental Employment and Training Programs, Membership Committee, Statewide Safety and Health Committee, and Women's Committee. Standing Committee chairpersons [and members] shall be appointed by the President for the duration of the President's term of office or until the successor appointments have been made. [No officer shall be eligible to be a member of a standing committee. No member of the Board of Directors shall be eligible to serve as a chairperson of a standing committee. All standing committee appointments shall be made within thirty days after the installation of the Association President and any vacancies which occur shall be filled within thirty days. If no appointments have been made by the President within thirty days of the occurrence of a vacancy, such appointments shall be made by the Board of Directors. As far as practicable, consideration shall be given to a candidates qualifications and expertise in the area in which the standing committee shall be operating.] **The president shall appoint the members of each standing committee, except for the Election Committee. The Election Committee members shall be appointed by the Board of Directors of CSEA, Inc. The appointment of members to the Election Committee shall be done within seven (7) days after the president has appointed the chairperson to the Election Committee.**

(a) through (e) REMAINS UNCHANGED.

EXPLANATION: The proposal came with the following explanation: "The president of each standing committee should not have sole control for the appointment of members. I feel this should be a democratic process by a voting process. Also consider appointees from unit board members. Giving the president of each

committee appointment powers gives others who may not be familiar with them or vice-versa, but may have the same or more qualifications less consideration."

The Constitution and By-Laws Committee opposes the proposal based on the special nature of the Standing Election Committee. The SEC oversees the Statewide elections, the Region elections, the elections of AFSCME delegates, and of our Board of Directors. In each instance the SEC uses the service of an independent election agency to process the actual elections. Unlike the Local and Unit Election Committees which actually process nomination petitions, verify candidate eligibility, count ballots and figure the tally, the SEC does none of these things. It has a supervisory and quasi-judicial role in these elections and for Local and Unit elections as well. The Committee assumed that the proposal seeks to remove the SEC appointees from any chance of influencing the outcome of an election involving the incumbent who appointed them. As our election system does not lend itself to such type of influence nor has any such undue influence ever been shown to have taken place to date, the Committee believes that this idea simply misunderstands

the true nature of our election system and the role of the SEC. As a result there is no basis for this change. A similar proposal was reviewed last year by the Standing Election Committee which advised this committee that it opposed such a proposal.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS AMENDMENT.

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

ARTICLE VI. Committees

Sections 1. STANDING COMMITTEES. The Standing Committees of the Association shall be as follows: Insurance Committee, Legal Committee, Revision of Constitution and By-Laws Committee, Convention Committee, Political and Legislative Action Committee, Committee for Methods and Procedures, Education and Training Committee, Election Committee, Committee to Investigate Governmental Employment and Training Programs, Membership Committee, Statewide Safety and Health Committee, and Women's Committee. **The Board of Directors shall select all committee members. At least (1) one shall be from each region for each committee. The President shall appoint the chairperson(s) for each committee.** [Standing Committee chairpersons and members shall be appointed by the President for the duration of the President's term of office or until the successor appointments have been made.] No officer shall be eligible to be a member of a standing committee. No member of the Board of Directors shall be eligible to serve as a chairperson of a standing committee. All standing committee appointments shall be made within thirty days after the installation of the Association President and any vacancies which occur shall be filled within thirty days. If no appointments have been made by the President within thirty days of the occurrence of a vacancy, such appointments shall be made by the Board of Directors. As far as practicable, consideration shall be given to a candidates qualifications and expertise in the area in which the standing committee shall be operating.

(a) through (e) TEXT REMAINS THE SAME.

Continued on Page 27

Continued from Page 26

EXPLANATION: This proposal seeks to take away from the Association President the authority to appoint Standing Committee members and leave the President only with the authority to choose the Committee Chairs from the Committee members selected by the Board of Directors. The justification offered for the proposal is that "it would be more advantageous for the Board to get involved with the selection of members to serve on committees. We have many members who would like to serve but never [are] given the opportunity to get involved. This would free up the president to just selecting/ appointing the chairperson of each committee."

The Constitution and By-Laws Committee does not see any advantage suggested by this proposal. It is of the opinion that the function of committees is to execute the President's policies. To insure that the Association moves in the direction sought by a president, the president needs to have his appointees on the various standing committees. In our regions, locals and units, the respective presidents have this authority to appoint their committee members and this Committee believes that the Association President should have no less authority.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS AMENDMENT.

(11) The following proposal was submitted by Brother Jimmy Gripper of Local 447.

ARTICLE VI. Committees
Section 2. BOARD COMMITTEES.
 (a) At the organizational meeting of the Statewide Board of Directors, the following committees shall be elected: 1. Budget and Finance; 2. Charter; 3. Committee to Study the Cost of Operating Group Life Insurance; 4. Personnel; 5. Directors[.]; **6. Public Sector.** No officers shall serve on any Board Committee except the Director's Committee.
 (b) **TEXT REMAINS THE SAME.**

EXPLANATION: The Public Sector Committee is a Board Committee. Its membership is determined by the Board at its organizational meeting. This language seeks to have the current practice reflected in By-Laws language.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

(12) The following proposal is submitted to the Delegates as a result of the recommendation made by the Constitution & By-Laws Committee.

ARTICLE VII.
 These By-Laws may be amended by a majority vote at any meeting of the Delegates of the Association provided the proposed amendment has been submitted in writing to the Secretary of the Association [at least ninety (90) days prior to the opening] **by May 15 of the year** of the delegates meeting at which it is presented and a copy of the proposed amendment is published in the official newspaper not less than ten days before the meeting at which the proposed amendment is voted upon.

EXPLANATION: This proposal seeks to provide a date certain by which all proposals for changes in the statewide By-Laws must be submitted. Presently the time frame for such submission is 90 days prior to the opening of the

Annual Delegates Meeting. Since the Annual Meeting opening is not a fixed date, reminder notices must be sent yearly to notify of the cut off date for submissions based on the date of the Annual Meeting. With only 90 days to receive, review and process these submissions, too often the Constitution and By-Laws Committee is caught short in time and cannot get proper input from elsewhere in the organization nor properly consider the proposals in a timely fashion for meeting their report publication requirements. By establishing a date certain that does not fluctuate with each year's Annual Meeting date and which is far enough in advance (120 days from the earliest date for an annual meeting), the Constitution and By-Laws Committee will be able to process submissions to completion in a more efficient and complete manner and should not have to report so many items as unfinished business. If this proposal is passed by the Delegates, it will take effect upon the successful second reading of the related amendment to Article XIII of the Constitution, at the 1996 Annual Delegates Meeting.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

MISCELLANEOUS

(1) The Constitution & By-Laws Committee received a proposal to amend Constitution Article II, Purpose and Policy, which was the same proposal that was submitted last year and voted down by the delegates. The Committee did not feel the need to report this language out again. No action necessary.

(2) The Constitution & By-Laws Committee received a proposal to amend By-Laws Article IV, Sections 2(d), (e) and (f) which were the same proposals that were submitted last year and voted down by the delegates. The Committee did not feel the need to report this language out again. No action necessary.

UNFINISHED BUSINESS

(1) The Constitution & By-Laws Committee has been asked to address some of the members' issues with respect to our election process and recurring points of concern regarding the relatively small number of signatures necessary to secure a position as a candidate for statewide office. Proposal referred to Standing Election

Committee for its review and input. Analysis incomplete.

(2) The Constitution & By-Laws Committee has been asked by President Donohue to review the use/abuse of the Judicial Board process. Proposal referred to the Judicial Board for its review and input. Analysis incomplete.

(3) The Constitution & By-Laws Committee has received a proposal to amend Constitution Article VI, Section 3. Letter sent to the proposer asking for further clarification and justification. Analysis incomplete.

(4) The Constitution & By-Laws Committee has received a proposal to amend By-Laws Article III, Sections 1 & 2. Proposal referred to the Standing Election Committee for its review and input. Analysis incomplete.

(5) The Constitution & By-Laws Committee has received two proposals to amend By-Laws Article III, Section 3. Proposals referred to the Standing Election Committee for their review and input. Analysis incomplete.

(6) The Constitution & By-Laws Committee has received a proposal to amend By-Laws Article V, Section 5(b). Proposal referred to the Appeals Committee for its review and input. Analysis incomplete.

(7) The Constitution & By-Laws Committee has been asked to establish a procedure to allow the reinstatement of specific persons who were expelled by the Judicial Board. Proposal referred to the Judicial Board for its review and input. Analysis incomplete.

(8) The Constitution & By-Laws Committee has received a proposal to amend Constitution Article III, Section 1. Proposal referred to the President's office for review and input. Analysis incomplete.

(9) The Constitution & By-Laws Committee has received a proposal to amend By-Laws Article VI, Section 1. Proposal referred to the Director of Field Operations, the Standing Methods and Procedures Committee, the Appeals Committee and the Local Government Executive Committee for review and input. Analysis incomplete.

ALL CORRESPONDENCE REGARDING RESOLUTIONS AND/OR PROPOSED AMENDMENTS RECEIVED BY THE COMMITTEE AS OF THE CONSTITUTIONAL DEADLINE OF JULY 21, 1995, HAVE BEEN REVIEWED. APPROPRIATE RESPONSES HAVE BEEN DIRECTED TO THE INDIVIDUALS.

The Committee wishes to thank Rita Wallace for her many years of service as a member and Vice-Chair of the Committee

Respectfully submitted,
 Terry Melvin, Chair
 Ricky Noreault, Vice-Chair
 Barbara Reese
 Sabina Shapiro
 Barbara Moore
 Gail Hansen
 Sam Mogavero
 Tony Giustino

How Can CSEA Help Me?

A Reference Guide To CSEA Member Services & Benefits

You Can 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 includes Occupational Safety & Health, Local Govt. & School District Affairs, Research, EAP, the Retiree Division and State Contract Administration;

*press **2** for Legal Matters, such as disciplinarys & grievance;

*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;

*press **7** for Membership Benefits.



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 and Prescription Drug 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, Latham, 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.

Clip and save this page for future reference.

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: Jardine Group Services Corp. 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 New York State Health Insurance Program's Empire Plan:

Blue Cross Claims: 1-800-342-9815 or (518) 367-0009
Metropolitan Claims.....1-800-942-4640
Participating Providers1-800-942-4640
Home Infusion/Nursing, Diabetic Supplies, Durable Med Equip Home Care Advocacy Program1-800-638-9918
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 the Membership Benefits Department at Headquarters, 1-800-342-4146.

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 or the Membership Benefits Department at Headquarters, 1-800-342-4146.

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 or the Membership Benefits Department at Headquarters, 1-800-342-4146.

AFSCME Union Driver and Traveler Program Discounts

The AFSCME Union Driver and Traveler Program saves you money whether you're traveling by car, bus, train or plane. It's a motor club, travel service and auto repair service all in one. Annual cost: \$49.95. Call 1-800-547-4663.

Disney World, Theme Parks Discounts

Discount admission to Disney World in Florida, Disney Land in California, Six Flags Amusement Parks and Anheuser Busch Theme Parks Clubs (i.e. Sea World and Busch Gardens). To receive discounts, call 1-800-238-2539 between 8 a.m. and 8 p.m. Monday-Friday. Identify yourself as a CSEA/AFSCME Local 1000 member and provide your Social Security number. Orders processed within 24 hours.

AFSCME Advantage Loan Program

Unsecured personal loans from \$2,500 to \$15,000, with affordable monthly payments, are available to credit-qualified applicants. Call toll-free 1-800-343-7097 for applications, information.

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.

Empire Home Mortgage Program

Designed especially for CSEA members. Low down payment, competitive mortgage rates with affordable unemployment and mortgage disability protection available. Call toll-free 1-800-377-2989.

AFSCME Advantage Career & Academic Planning

Tuition savings planning. Financial aid projections. Counseling and seminars for career decisions. \$10 annual fee. 1-800-733-GRAD (4723).

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 or call the Membership Benefits Department at Headquarters, 1-800-342-4146.

REGION OFFICES

LONG ISLAND REGION I OFFICE
3 Garet Place, Commack, NY 11725.
(516) 462-0030.

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, Latham, 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.