

Budget cuts could prove to be **A FATAL MISTAKE**

See
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SULLIVAN
COUNTY
DEPUTY
LOUIS ALVAREZ:
WILL BUDGET
CUTS REDUCE
HIM FROM A
HERO TO A
HAS-BEEN?

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Sullivan County Deputy Louis Alvarez saves a life Will budget cuts be fatal?

By Anita Manley
CSEA Communications Associate

MONTICELLO - Sullivan County Sheriff's Deputy Louis Alvarez was in the right place at the right time when he saved a drowning teenager recently.

But proposed county budget cuts could mean campers next summer won't be so lucky.

Alvarez was patrolling the Upper Delaware Campground when a woman told him a teenager had drowned in the Delaware River.

When Alvarez, a seven-year Sheriff's Department employee and member of CSEA Sullivan County Local 853, got to the river, two teens were dragging John DiMarco, 17, out of the water. The three boys, celebrating their graduation, waded into the river to cross to Pennsylvania. The river floor suddenly dropped off and they were over their heads.

"The kid was unconscious and cyanotic," said Alvarez, who opened the boy's airway, administered oxygen and revived him. Then he rushed DiMarco to the local hospital.

"He doesn't remember much about it," Alvarez said. "He remembered being dragged under by the current of the river. But he couldn't recall anything after that."

DiMarco is alive and well thanks to the deputy sheriff's quick action, according to a hospital physician.

"It's what I do," said Alvarez, who is also a paramedic and volunteer with the Town of Liberty Volunteer Ambulance Corps. "It's part of my job."

Alvarez said it was pure luck he was in the campground just when DiMarco needed him.

But if county officials cut the sheriff's patrol from their budget,

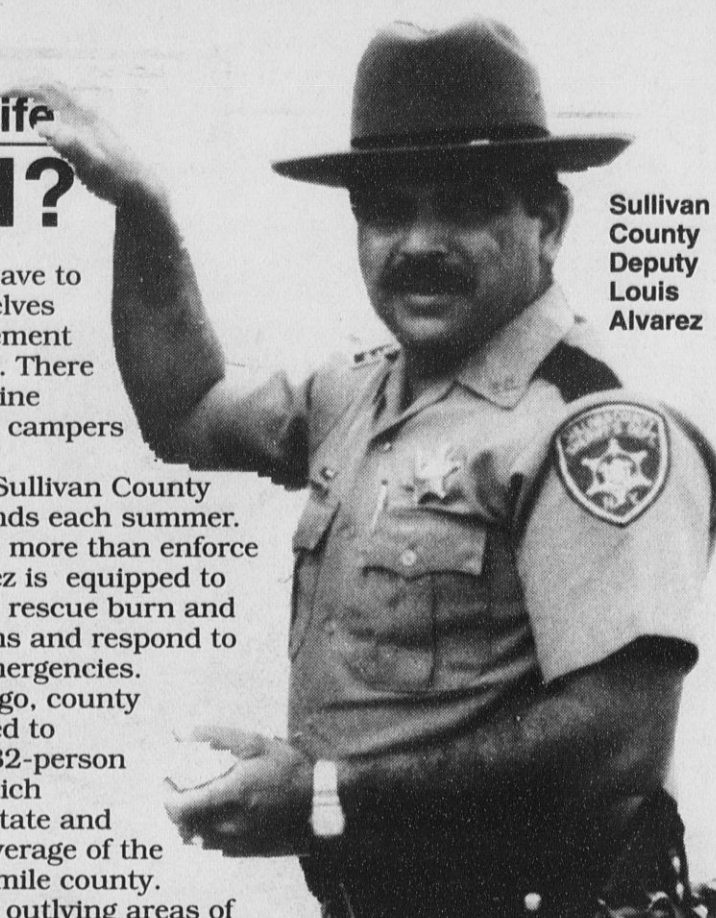
campers will have to rely on themselves for law enforcement and life saving. There will be no routine patrols to help campers who swell the population of Sullivan County by the thousands each summer.

Deputies do more than enforce the law. Alvarez is equipped to deliver a baby, rescue burn and accident victims and respond to many other emergencies.

Two years ago, county lawmakers tried to eliminate the 32-person road patrol which supplements state and local police coverage of the 1,200-square-mile county.

Many of the outlying areas of Sullivan County do not have their own police departments and rely on the Sheriff's Department to cover these areas, Unit President Dave Heller said.

Bronx teenager John DiMarco won't soon forget his trip to Sullivan County. He's thankful that Deputy Louis Alvarez and the Sheriff's road patrol was there when he needed them the most. Next year, someone in his predicament might not be so lucky.



Sullivan County Deputy Louis Alvarez

CSEA offers options for Willard PC

WILLARD - CSEA Executive Vice President Dan Donohue and more than 100 employees of Willard Psychiatric Center recently rallied against the center's proposed closing.

Donohue, CSEA Central Region President Jim Moore and CSEA WPC Local 428 President Steve Lichak led the rally. Donohue told the workers and community activists they were in for a long, hard fight, and urged support for the union's call to explore alternative uses of facility buildings and employees.

"We all need to join together and fight this closure united," he said. "We need to focus on keeping Willard open with other types of services, and we must not abandon those who depend on the services we now provide. Lives depend on you and Willard."

"We need a strong political action effort to meet our goals," Moore said. "Words won't keep Willard open. You can't roll over. The squeaky wheel gets the grease. You have to get the governor's ear and let him know

about the good things that happen here."

That message was echoed when Donohue and others testified later at a hearing before members of the state Senate Mental Hygiene Committee and OMH Commissioner Richard Surles.

Donohue said a proposal to let the state Department of Corrections take over part of the grounds for a prison would not provide job guarantees for all the workers and would still dump the responsibility for mental health care on local taxpayers. The state should consider a shared campus approach for housing other state services, including mental health care. Among CSEA's recommendations:

- The state Office of General Services (OGS) should act as "landlord" for all future agencies housed on the campus, saving OMH money and utilizing many existing support staff workers;

- The state should consider creating a Tuberculosis/AIDS-related Health Care Facility, possibly operated by the state

Department of Health, for all infected individuals from OMH, the Office of Mental Retardation and Developmental Disabilities, Corrections and the Division for Youth;

- OMH should maintain a presence on the campus with a small admissions unit and continue to operate its State-Operated Community Residence (SOCR) on the campus; OMH could also transition existing staff into home health care aide titles to care for the 350 family care patients in the surrounding community currently overseen by Willard staff; and

- The state should explore the possibility of developing a skilled nursing facility for the geriatric mentally ill on the grounds to provide more appropriate and less costly care to the elderly mentally ill, while freeing up scarce nursing home space.

"The OMH plan for simply closing Willard is really no plan at all because it ignores the needs of the patients, the employees and the community," Donohue said. "It's time for OMH to be held to account."

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The Eager Beaver



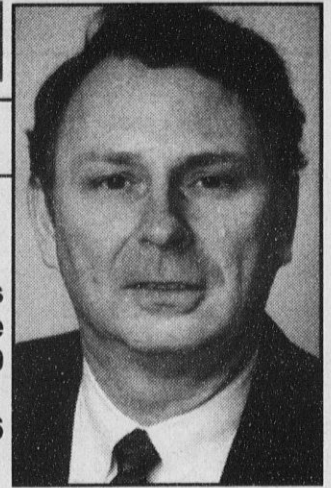
New York's Labor Day 1992
OFFICIAL STATE ANIMAL



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New York *Still Works Because We Work!*

Persistence pays off and CSEA's efforts on our members' behalf have produced positive results during the past year.

It has been an uphill fight but we have more than held our own, overall. From the smallest unit to the largest local we have fought for our members' rights and interests and demonstrated that *New York Still Works Because We Work*. We succeeded by using the full range of our resources and abilities in the contract, legal and legislative arenas at the federal, state and local levels.

The work must continue. We still have members at risk because of misguided government policies, misplaced priorities and mismanagement. We have a tremendous responsibility to keep pressing for change and to improve our own delivery of services.

Securing Local Government Agency Shop

CSEA scored a major victory when one of our long-time legislative priorities, local government agency shop, became a reality.

Our hard-working, dues-paying members are the winners in this achievement. They will no longer have to pay the freight for free-riders.

Beyond the practical benefits of mandatory local government agency shop, the issue has always been a matter of principle for CSEA. We have a *duty of fair representation* to those we serve, whether they are members, agency shop fee payers or not; and we do it well regardless of their status.

It is only right that those who benefit from CSEA services pay their fair share.

A Fair and Equitable State contract

In one of the most difficult and contentious state contract negotiations in our history, CSEA successfully reached a fair and equitable agreement for our members.

From the start we asked for fair treatment and we refused to settle for anything less. Our members ratified the agreement by a three-to-one margin.

CSEA reinforced our role as a leader among labor unions by establishing in large measure the settlement pattern ultimately followed by the state's other unions.

Perhaps the most telling proof that CSEA secured a fair deal for its members is the vicious assault on the contract launched by the powerful, ultraconservative lobbying group CHANGE NY. This group of billionaires and political extremists attacked the CSEA agreement as "too generous."

CSEA will not apologize for the contract we negotiated for our members. CSEA members give taxpayers far more than their money's worth every day.

Clinton for President

With a dramatic early announcement, CSEA helped boost the presidential bid of Arkansas Governor Bill Clinton. From the snows of New Hampshire to the New York primary slugfest to the excitement of the Democratic Convention here in New York City, CSEA's support has never wavered.

Gov. Clinton's electrifying speech at AFSCME's convention clearly demonstrated why he is the best choice for America. Gov. Clinton has real solutions for the real problems. He demonstrated that he is the only candidate with a real vision for getting America moving forward again.

No Contracting Out

One of the most disturbing aspects of the recent state and local government fiscal crises has been the knee-jerk attempt to privatize government services. CSEA will continue to aggressively counter this trend.

Contracting out is literally a sell-out, a political quick-fix that can lead to a loss of service, loss of control and increased costs in the long run. Privatization primarily benefits the private contractors while also increasing the likelihood of corruption and other abuses.

In worksite after worksite, there are outstanding examples of motivated and conscientious CSEA members delivering top quality services and saving public employers money. There are also scores of places where CSEA has demonstrated that labor-management cooperation produces superior value.

We welcome the opportunity to demonstrate that value at any time in direct comparison to private contractors.

Infectious Disease

In the area of occupational safety and health, CSEA continued its efforts for safer working conditions and achieved breakthrough action to address the risk of infectious disease.

With CSEA involvement and encouragement, the state Department of Labor issued the first of its kind Public Employee Safety and Health (PESH) standards to protect workers against the dangers of Tuberculosis, a significant step in recognizing and reducing the risk of Tuberculosis for thousands of CSEA members.

The new standards complement CSEA's ongoing education programs on infectious disease. Included in this effort is a CSEA-initiated training program for county employees, which was presented in worksites across the state during the past year.

A Real Snow Job

Few CSEA efforts have sparked as much controversy and captured the public's attention as effectively as our opposition to the state Department of Transportation's dangerous One Person Plowing (OPP) program. Labeling the program "A Real Snow Job," CSEA's criticism kept the heat on state officials throughout the cold weather.

CSEA's Public Employee Safety and Health (PESH) complaint resulted in a citation for inadequate training against DOT and upheld CSEA's contention that DOT's preparation and implementation of OPP was insufficient.

I am encouraged that DOT is now seeking to work with us to address training and safety concerns surrounding the program.

The Shame of All New York

The moral bankruptcy of state Office of Mental Health policies is an issue that affects all CSEA members and many communities across the state.

While moving to close psychiatric centers, OMH is ignoring the consequences for mentally ill people, state mental health workers and the communities where these facilities are located.

Throughout the past year, CSEA's public awareness campaign, *The Shame of All New York*, consistently and publicly denounced these policies and called for a more responsible and humane approach.

The real shame is that so few people in positions of authority in state government really give a damn about doing something about the situation. That will not deter CSEA from continuing to press for what is right.

No One Does it Better

No union does a better job than CSEA in representing its members at every level. No union provides a wider range of top quality services and benefits than CSEA.

Still, we can do more and we can do better.

But, this is a time to say I'm proud to be union, I'm proud to be CSEA.



Executive Vice President

Danny Donohue

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Stand and fight; we can accomplish anything

It's time to take a look back at what's happened over the past year; the good, the bad. It's also time to look forward to what the new year will bring.

You don't need anyone to tell you that it's been a tough, tough year with the fiscal crisis of both the state and federal governments making life difficult for all working people especially public employees. I believe these battles only make us stronger and more determined for what lies ahead.

We have had some positive and historical events occur. For the first time since 1977, there is an agency shop bill which says there will be no free rides in either state or local government units. By law, we are required to provide services to everyone in our bargaining units. The agency shop law mandates that everyone who benefits from those services share in paying for them.

But we must not let this law make us comfortable. We must continue to organize new members. We must reach out to the people paying the agency fee and urge them to join the union. Only by inclusion of everyone can this union grow strong to protect the issues we have gained over the years.

After a bitter struggle, our state members now have a contract. Like any contract, it has to be monitored and policed to protect our members' rights. We have to gear up for the ongoing fights with the counties, towns and school districts to negotiate the kinds of contracts our members need and deserve. Again,

the burden falls on all of us, those that negotiate contracts, the Officers, but more importantly you, our members because you have to be ready to stand with us to fight for those issues that you know are right, to vote on issues that affect us all, and to tell your leaders exactly how you feel.

Which brings us to the most vital thing that any public employee union member can do and that's vote in your elections, in the towns, villages, counties, state and nationally. The economy is only going to get worse unless we get involved and we get out to vote.

This Union is proud of its accomplishments and it should be. It is the greatest Union in this State and through our affiliation, part of the greatest Union in the country. That's because of you - 250,000 CSEA members working together for the good of our brothers and sisters throughout the State and the nation and coming together to let the government know that people live in this country not because of tax breaks, but for the quality of the public services that they receive and that we are what makes America great.

I know you have heard me say this before, but I will keep saying it until everyone in and outside of our Union understands that together we can make the difference not just in our Union, but in our country.

We can accomplish anything if we are willing to stand up and fight for our future and the future of our children.



SEPTEMBER 7-12

Retroactive state longevity, increment payments coming in September, October

CSEA-represented state employees who are due increments, longevity or lump sum adjustments for 1991 and/or 1992 under terms of the four-year CSEA/state contracts will soon be receiving their retroactive payments.

Retroactive payments of increases to the revised job rate, longevity and increment adjustments **due for the current fiscal year which began April 1, 1992, will be paid in checks dated Sept. 3 for the Institutional payroll and Sept. 9 for the Administrative payroll.**

Retroactive lump sum increment and longevity payments **due for the previous 1991-92 fiscal year will be paid, depending upon the employee's agency, in a series of paydays beginning with the first payday in October.** Following is the payment schedule by agency for the 1991-92 lump sum adjustments:

Institutional Payroll	
Payday	Agencies
Oct. 1	Office of Mental Health
Oct. 15	Office of Mental Retardation and Developmental Disabilities
Oct. 29	All other agencies on the Institutional payroll (i.e., Division for Youth, etc.)

Administrative Payroll	
Payday	Agencies
Oct. 7	Executive Department agencies; (for example, State Insurance Department, Division of Alcohol and Substance Abuse, Office of the Aging, Division of Criminal Justice, Racing and Wagering, Commission on Quality of Care, Council on Children and Families, etc.), Office of the State Comptroller, Department of Law, Department of Environmental Conservation, Department of Health, Tax and Finance, Lottery
Oct. 21	Department of Motor Vehicles, State University of New York
Nov. 4	All other Administrative payroll agencies not listed above

Payments will be made to eligible state employees in the CSEA-represented Administrative, Operational and Institutional Services units and the Division of Military and Naval Affairs unit.

CSEA YOUR UNION, WORKING FOR YOU!



Statewide Secretary

Irene Carr

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We can succeed as long as we work together

As part of CSEA's democratic process, 1992 was the year that our members once again elected their local and unit officers.

There is no more thankless task than serving as a local or unit officer, so let me say thank you, in advance, to all of you who have accepted this responsibility and challenge. There is important work to be done and CSEA is prepared to help you.

CSEA and all public employees still face tough times and difficult problems, such as attempts to privatize public services, workforce reductions, difficult negotiations and the like. We can succeed against these obstacles, but we need to work together. That begins at the local level. No matter how many services and resources CSEA has available - and believe me, the quality and quantity of what we do is unmatched in all of organized labor - it is up to local and unit officers to take advantage of them.

There is a lot to know. You need to be familiar with the CSEA Constitution and By-Laws. You should read *The Public Sector* and call the Current Issues Update regularly to keep up on news. But, there is so much more.

To help you, our Education and Training Department worked long and hard on an outstanding officer training program designed to familiarize CSEA representatives with the vast range of CSEA services, resources, procedures and benefits. Whether you are a new officer or not, the program provides valuable information and clear proof that "We Serve." Check *The Public Sector* and with your CSEA regional office about the schedule in your area.

The question is often asked, "what can CSEA do for us?" The answer is whatever you **need**. Beginning with negotiating and administering your contract, CSEA provides knowledgeable and experienced staff who know how to assist you and get results.

CSEA can give you whatever back-up is necessary in safety and health, research, communications, political action, education and training or just about any other area of concern.

Between our units and locals, CSEA negotiates and administers more than 900 different contracts. This gives us a unique perspective that can work to your advantage. But no matter how many services and resources CSEA has available, all efforts have to begin and end at the local level. It is up to local and unit officers to access the help they need and follow-through once it is provided.

My advice to all local and unit officers is to share responsibilities and work as a team. No matter what size your local or unit, the job of leadership is too overwhelming to try to be a "one person band." Get people involved in your activities. Pay close attention to choosing your stewards because they are the first line of contact with the union. Be sure that you choose capable and responsible individuals and be sure they take advantage of CSEA training. Most importantly, do not let internal disagreements affect your mission to serve your members - that always has to be your first priority.

To be sure that you are aware of all that CSEA has to offer, we have to know who you are and how to reach you. It sounds mundane but our record-keeping is essential and we need your help in this effort. Be sure that your election has been certified by your Election Committee Chairperson. The proper form which will give us all the necessary information is included in the education packet being distributed at the officer training sessions.

Finally, my appreciation to the CSEA Standing Election Procedures Committee for their outstanding work. My thanks, also, to Lauretta Carroll for her assistance in my activities over the past year. Thanks are also in order for Bernie Rouse and the CSEA Records Maintenance Department. They have a tremendous responsibility in keeping CSEA files up to date and ensuring that all our units and locals get the information and materials they need, when they need it.

CSEA Board appoints new committee members at July meeting

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 Irene Carr for the information of union members.

In official business at the July meeting, the board appointed the following committees:

***Appeals Board** - Nick LaMorte, Denis Tobin, Diane Lucchesi, Glennen Woodward, Virginia Sheffey and Wilma Hasser,

***Public Sector** - Richard Pankowski, Jimmy Gripper Jr., Tom Schmidt, Marguerite Stanley, Bruce Damalt and Jim Kurtz;

***State Executive** - Kathy Berchou (chair), Georgianna Natale (vice chair), Tom Jefferson, Bud Mulchy, Betty Lennon and Bob Calhoun;

***Local Government** - Shirley Ponkos (chair), Ginger Sheffey (vice chair), Lester Cole, Gary China, Marie Prince, Carmine DiBattista and

Daniel Lasky;

***Personnel** - (state) Denise Berkley, Joan Tobin, Elaine Mootry, Carmen Bagnoli, Barbara Allen and (local government) Richard Canniff, Candy Saxon, Norma Condon, Patricia Labrozzi and Irena Kobbe;

***Budget** - (state) Bob Nurse, Alan Ackerman, Joe McMullen and (local government) Jeanne Kelso, David Mayo and Marge Flynn;

***Charter** - (state) Sue Matan, Cindy DeGurahian, Barbara Reeves, Rose DeSorbo, Pat Hahn and (local government) Chris Covell, Douglas Persons, Ralph Spagnolo, Marianna Nelson and Roslie Tallman; and

***Group Life Insurance** - (state) Kathy Button, Ray LaRose, David Dingley, Hank Jenny, Maria Mesiti and (local government) Mary Lettieri, Caroline Osinga, Carol Thornton, Joe Frank and Marianne Herkenham,

In other business, the board:

*Elected Irene Carr, Al Mead and Elaine

Mootry as trustees of the Employee Benefit Fund;

*Elected Joan Tobin, Flo Tripi, Lou Altieri and Candy Saxon as trustees of the political action fund;

*Placed Greenport Village Unit of Local 852 and Allegany Local 802 in administratorship,

*Retained the accounting firm of Coopers & Lybrand to conduct an audit for the fiscal year ending Sept. 30, 1992; and

*Asked the Statewide Election Procedures Committee to review the impact of simultaneous multiple elections.

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

Time for children of members to apply for AFSCME Family Scholarship

AFSCME is accepting applications for the AFSCME Family Scholarship.

The four-year, \$2,000 a year scholarship is awarded to 10 high school seniors who are the children of AFSCME members and plan to attend a four-year accredited college or university.

For an application, write to: AFSCME Family Scholarship Program, Attn: Education Dept., 1625 L Street NW, Washington, DC, 20036.

Applicants must fill out an application, write an essay on "What AFSCME Has Meant to Our Family;" provide information on a parent's AFSCME membership; have the high school

provide a transcript, complete the High School report portion of the application and return the application to AFSCME before Dec. 31; and submit the results of the Scholastic Aptitude Tests or the American College Tests.

Applications must be postmarked no later than Dec. 31, 1992.



Statewide Treasurer

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It's what YOU do for CSEA that really counts

Working people are facing assaults from all sides; budget cuts, layoffs, selling off public service to private, for-profit vendors, attacks from political types who say government service is too expensive.

It's time to fight back, to defend ourselves and to let people know public service is viable and valuable.

To do that, we first have to fight our most dangerous enemies; internal squabbling and apathy.

CSEA has always had room for dissent. We have to disagree to come up with the ideas that move us forward. But we have got to stop thinking about individual interests. It is not about your interests or my interests. We have to talk about our interests, the best interests of the union and all the members. We have made progress in setting aside individual disagreements to work for the greater good of the union, but it is a never-ending battle. Think how much we have already accomplished, and how much more we can do if we truly unite and work together.

Apathy is a tough opponent. CSEA has more than 200,000 members, not counting retiree members. But how many activists do we have? Never enough, I can tell you that.

I have heard all the excuses; nobody listens, I do not have time, it is a clique. The old excuses do not work any more. The success of the union is too important.

I am telling each and every CSEA member now that no matter what CSEA does for you, it is what you do for CSEA that counts.

The people who give up time and energy to be activists are desperate for help — the more people involved, the better.

And if you get involved, write for a newsletter, serve as steward, organize a meeting, anything, what you are doing is breathing life into the union that negotiates your contract and protects and defends your rights.

You are helping not only yourself, but every member in your Unit or Local, and your efforts echo through the whole union. Another person gets involved, then another, and on from there. Suddenly CSEA has dozens of new, energetic activists.

Your involvement does not stop with you; it reaches thousands of other CSEA members. It works. I have seen it happen.

The union needs you. **Your** union needs you, each of you. No matter what you have to offer, no matter how insignificant you think it may be, your union needs your help. But you have to step forward; you have to take responsibility for the union that provides for and protects you.

One of CSEA's most effective tools, and one that requires the commitment of each member, is political action. That does not mean funneling money into smoke-filled rooms for politicians to pocket.

Political action means making sure our elected officials know where we stand on important issues. Then, we have to show them that our opinion means something, because we have the votes of 250,000 CSEA members and retirees backing us up.

I was privileged to be a part of the process in nominating Bill Clinton as the Democratic candidate for President. I became involved not because it would be fun and exciting, but because we have to elect a President who will respect and listen to the working people of this country. We have had enough of those who think workers are worth sacrificing if it means a tax break and higher profits for the already wealthy. We need a change, we need new leaders.

CSEA is leading support for Governor Clinton because he can make a change. That is what CSEA's political action is about; making changes through the political process so that elected officials give a fair hearing to public employees and working people in general. And, if they do not, they better know we will hold them responsible at the voting booth.

I want to close this message on a note of hope. CSEA is a union of dedicated, hard-working people who have achieved many goals in spite of many more obstacles. I believe we are capable of, and well on the way to, achieving more unity, more activism and more political success.

With each of us working together, we are well on our way.

CSEA challenges state on new workfare proposal

CSEA has serious reservations about state plans to expand workfare programs by having welfare recipients work off their grants in state agencies.

"We understand the need to make welfare programs more productive," CSEA president Joe McDermott said. "This is a worthwhile objective. Unfortunately, there are many unanswered questions about whether this program will meet that objective."

CSEA is concerned that some workfare participants may displace public employees or take over work previously performed by recently laid-off public employees.

Also, many workfare participants may not have the skills required for their assigned tasks. As a result, their efforts could be counterproductive, creating more work for co-workers while causing resentment and other problems.

CSEA also wants to know who will supervise these workfarers on the job and

at what cost? Who will take responsibility for ensuring these individuals get the kind of skills development they need to move on to other jobs?

Then there is the issue of wages. If these workfare participants are performing real, necessary work, they should be paid appropriately. Otherwise, the state is

perpetuating an economic caste system that makes it impossible for participants to break free from the vicious circle of dependence.

The state has assured CSEA that all of these potential problems will be resolved. But CSEA is reserving judgement until the issues are addressed.

Court employees ratify contract

ALBANY — CSEA members in the Office of Court Administration (OCA) have approved a new four-year contract. The pact, covering about 3,700 OCA employees, largely mirrors the CSEA-negotiated wage agreement for executive branch employees, but specifically addresses the needs of court employees, including improvements in the Employee Benefit Fund provisions that have been a concern.

The contract was ratified by a vote of 1,027 to 423.

"The prescription drug benefit was a real

problem for OCA members and we have addressed their concern through this agreement," CSEA President Joe McDermott said. "I'm proud of our negotiating team for their hard work through some very difficult negotiations. The approval by the membership demonstrates that we reached a fair agreement for our members."

The agreement was reached in June. The state Legislature already approved the agreement, contingent on CSEA member ratification.



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Survival is a matter of leaning on one another

When the immigrants came to America, they had heard the streets were paved with gold. Shortly thereafter they found out three things:

1. The streets were not paved with gold.
2. There weren't any paved streets.
3. They were expected to pave the streets.

That was the beginning and now we can add a fourth; our jobs, such as paving streets, are now being taken over by privatization statewide. Time and again, CSEA has been able to document the savings by using public employees — still, the battle continues. Cutbacks and layoffs are another battle; union members feeling very intimidated and afraid of losing their jobs. Management is having a field day nationwide. It started with PATCO and has continued and it is nothing more than union busting. This country was built on the sweat and tears of the labor movement. To survive, we must return to our beginning! First, we must unite regardless of differences of any kind. There has always been strength in numbers and until this day, this is still true. We will continue our fight whether it is with management or our politicians. Whatever it takes to survive, we will do it together!

In Region I, we have had other fights. We have an independent union raiding our units. As I write this report, we are gearing up for quite a battle in Riverhead. Members as well as elected officials and Region I committee chairs will all be involved. This independent union preys on organized units and feeds them all kinds of lies. Times being what they are, unfortunately, some of our members are listening. This is the fight — we must hold on to what we have and do it together!

Elections have been held in Locals and Units. Many new members, for the first time, have become involved and now hold office. Training, expected in the fall, is anxiously being awaited by all.

Now is the time for all of us to make a commitment to each other, put aside personal, political and all differences. We need each other. When you hurt, I hurt — this is the reality of today. We can only survive when we can lean on one another and be there for each other. We must look to the future and hope that the next presidential election will make the difference! Give us our jobs and security so we can all live in this country where the streets are paved with gold!

Nassau County ok's early retirement; hundreds may apply

MINEOLA -- Several hundred Nassau County employees are expected to take advantage of an Early Retirement Incentive program approved recently by the Nassau County Board of Supervisors.

CSEA lobbied for the program as an alternative to further layoffs, which the county has resorted to in response to a financial crisis.

"While it distresses us to see further decimation of the county workforce, voluntary early retirement is clearly much more palatable than layoffs," CSEA Nassau County Local 830 President Rita Wallace said.

Additionally, positions left vacant due to retirement can be filled while laid off positions may not, Wallace noted. County workers have been hard hit by layoffs due to the county's fiscal crisis.

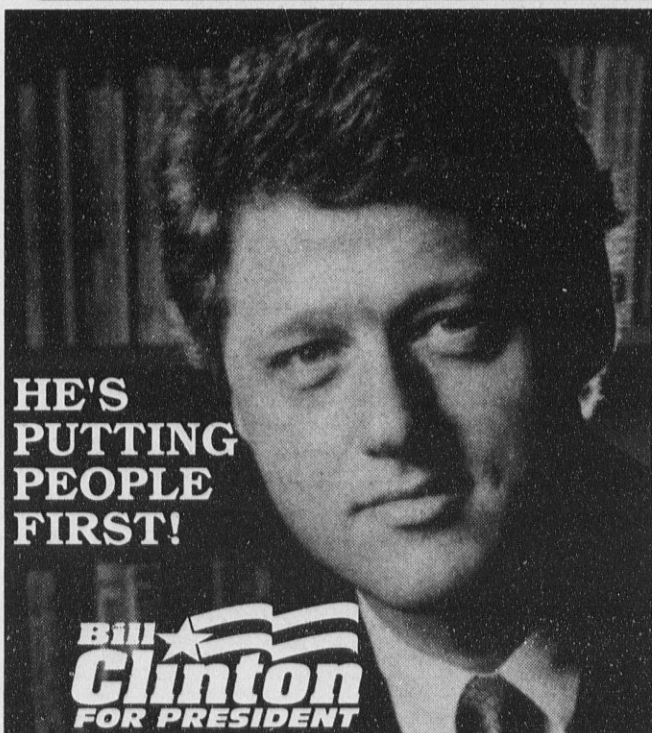
The early retirement incentive will enable eligible employees to retire earlier than normal by crediting them with one additional month's service for each year worked, up to a maximum of 36 months credit.

The window period for taking early retirement under the incentive program is between Sept. 1 through Oct. 31, 1992. Applications must be filed prior to Sept.

30, 1992. Applications are available from the Local 830 office.

To qualify for the incentive, employees must be at least 55 years old and have a minimum of 10 years of service, or be over 70 years old with a minimum of five years of service.

The county's personnel director estimates that as many as 25 percent of the 1,516 employees eligible may take advantage of the program. CSEA Retirement Counselor Jay Soucie, who expects to counsel more than 1,000 members about the program, believes the county's projection may be low.



Your vote on November 3 can make a real difference for generations to come!

"As a Governor and a dues-paying member of AFSCME, Bill Clinton understands the struggle that public employees at the state and local level have been going through under the Bush administration. As President, Bill Clinton will reclaim government from the big business special interest groups and return the country to ordinary people." -- CSEA President Joe McDermott

ELECT BILL CLINTON and AL GORE November 3

ENDORSED BY CSEA, AFSCME and the AFL-CIO

The Bill Clinton/Al Gore Team shares your concerns for a stable economy; good, secure jobs for working people; family and medical leave; affordable child care; universal health care; strong education policies and other measures that will help working Americans for generations to come.



Metropolitan Region II

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Take America back to solid, real union values

"Take America Back!" That's the battle cry as working people approach the critical 1992 presidential election in November. But "take America back to what?" is the question. I believe we must take America back to solid and **real** union values!

Since Region II activists welcomed Gov. Bill Clinton to New York City during the Primary campaign, political action has been red hot in our five boroughs. A voter registration campaign is in full swing as we pull out all the stops to support the Democratic presidential ticket. After 12 years of watching the steady deterioration of New York City and New York State's quality of life, we have a real opportunity to change things through political action.

No one knows better than our exhausted Labor Department CSEA members besieged by the steady, almost endless, influx of desperate, unemployed people. Thanks to the bungling Bush administration, their offices have been swamped for nearly two years by an over 10% unemployment rate. While the vast majority of CSEA Region II members did not lose their jobs, they are serving the public on the frontlines of the depression that has swept New York City.

CSEA members are experts on the worsening of every social and health problem our city faces. We are painfully aware of our health care system collapsing under the burden of AIDS and now the even greater threat of rampant tuberculosis.

During the New York City Democratic National Convention, CSEA Region II activists hit the streets with over 10,000 others in the largest ever demonstration calling attention to the tragedy of AIDS. We protested the gross neglect of the Bush administration in failing to follow the recommendations of their national Commission on AIDS. We must take America back because our health is on the line!

This year we watched President Bush veto vital legislation that would have substantially increased funding for breast cancer research, osteoporosis research and other long-neglected women's health issues. Breast cancer IS the pro-life issue for all American women and men who will take America back in November.

Nothing short of a complete reform of our health care bureaucracy can revive our ill-equipped, expensive and wasteful health care delivery system. That's why Region II activists work tirelessly for national health insurance that will cover everyone for everything, similar to the successful plan Canada has.

Region II activists join informational picket lines at Congressional offices where legislators are dragging their feet about co-sponsoring single-payer national health care. They also traveled by bus to Albany along with 1,000 other New York City unionists to lobby for health care reforms in New York State.

I presented testimony at public hearings on the tuberculosis epidemic behind prison bars, urging the state to do more to protect our correctional employees and all public employees from infection. We demanded workers compensation for employees infected with TB on the job. There is no question that political action is absolutely essential to our health and that of our families.

Region II's Safety and Health Committee is now an active member of the New York Committee for Occupational Safety and Health (NYCOSH). With access to the most current safety data, they are conducting training seminars for local safety committees around the city.

We are stressing safety and health issues during a continuing series of "Lunch and Learn" sessions being held at worksites in all boroughs. CSEA clerical members are learning more about repetitive strain injuries. Carpal tunnel syndrome, often misdiagnosed as arthritis, afflicts many keyboard specialists and other employees. In Region II we are leading the way in assisting our members in filing product liability law suits against the manufacturers of poorly designed equipment responsible for their injuries.

Our Safety and Health activists are working for reform and strengthening of health and safety laws. OSHA reform is urgently needed so that no more families will ever lose loved ones again because fire doors are locked as happened in the Carolina chicken factory blaze. We must take America back to protect worker safety!

Region II became a member of the New York City Central Labor Council this year. As an active and vocal member, we joined with all the other major labor unions, proudly marching with a CSEA float in the New York City Labor Day Parade.

Yes, we are a union on the march to take America back to union values. This year we relocated our union headquarters to serve our membership better. This move almost doubled our space, while cutting our rental costs.

Though we have accomplished much, the job before us is massive. Many of us are angry, filled with rage by the racial injustice we see in our country. America needs healing and justice. We, in Region II, are committed to unity and fairness.

We don't need some politician to tell us about "family values." Family values are **union values**. A decent education for our kids, fair wages, safe working conditions and adequate health care are what every family is entitled to expect in America.

There is no reason on earth why we can't bring these union values, these family values, back to America, if we only roll up our sleeves and work hard enough with our political action effort. We **can** take America back!



FIGHTING AIDS -- CSEA members were among more than 10,000 labor union members, AIDS activists and community volunteers in New York City's largest AIDS demonstration during the Democratic National Convention. AFSCME convention delegates from across the country donned CSEA caps and joined CSEA members in the march. CSEA member Ivon Bowry, an employee at the NYS Tax and Finance Department Brooklyn office, said he believes that national health insurance is a key to solving the AIDS dilemma.



Southern Region III

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It's time to "Lead, Follow or Stand Aside"

This organization, The Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO is facing some of the biggest challenges in our history.

And that is saying a lot because CSEA has a proud history dating back to 1910. This union has survived wars and depressions.

But, today the challenges that come at us from a stagnant economy and government cutbacks are bigger than ever.

It brings to mind an expression we used a lot in the military. There are times to "Lead, Follow or Stand Aside."

With the problems that face us today we must pull together to lead this union into the next century.

All of the delegates attending this convention are leaders of this union. You must be active and participate in this convention.

Let the Statewide Leadership of CSEA know the direction you want this union to take. Let us have a spirited and lively debate at this convention.

But, when the convention concludes and our plan for the next year is set, let us all follow that plan. To meet the challenges that face us head on, we must pull together.

That is what we have tried to do in this Region.

Over the past years, Region III has been tackling the problems of communications. Again and again, Locals and Units cry out for information and knowledge about our union. They want to know what's going on with CSEA - yes, even the problems.

To enhance our lines of communication, Regional Officers participate (when informed) with Locals and Units within each sector assigned them. They listen, offer advice and relay problems and concerns back to the Region.

An infusion of new members into our Regional Committees has brought forth new thoughts. Our Communication Committee is proudly producing a monthly newsletter, called *Crossroads*, in which everyone is entitled to submit articles. Local and Unit newsletters, with the assistance of our Region Communication Coordinator, have grown in numbers. Call us - we'll help you start one, too. I cannot stress enough the importance of keeping your members informed of what is happening in your Unit or Local. Rumors spread fast - layoffs, negotiations, programs planned, etc. - let your members hear it first from you. It's your responsibility as an officer or activist. We have the resources to help you become a communicator for your members. Use them!

The School Committee meets on a monthly basis to discuss problems or positives in all our seven counties' school districts. The OSHA (Safety in the Workplace) Committee continues its meetings and seminars to decrease the hazards that still prevail in our worksites. Addressing the needs of working married or single parents, the Women's Committee continues its relentless efforts and programs to assist in coping with the daily stresses of parenthood and work.

Our outstanding Corrections Committee which meets monthly

has kept Corrections Central Office accountable by monitoring its proposed and implemented HUB project. This committee is made up of all Correction Local Presidents in our Region and has expanded to incorporate our DFY Locals. The Regional Political Action Committee is the one for all public employees, regardless of party preference. No matter what level of government we are at, our elected officials establish the laws that govern our survival and worth. Only through persuasive lobbying are our goals attained. So important was the need for political involvement that, this year, Region III affiliated itself with AFL-CIO Central Labor Bodies in Westchester, Putnam, Orange, Sullivan, Rockland and Dutchess. Negotiations with Ulster are continuing. Labor united, public and private sector, is where our strength lies.

Throughout the past year region officials and activists, in conjunction with CSEA efforts at the statewide level, have strenuously opposed the state's insidious policy of abandoning the mentally ill and closing, consolidating or downsizing psychiatric centers. Efforts to reverse the planned closing of Harlem Valley Psychiatric Center in this region have been nothing short of herculean and will continue unabated because we have a moral obligation to do everything in our power to protect the patients, the employees and the community from the devastating effect the facility closing will have upon them.

Not only here in Region III, but across the state, the biggest threat to our members' jobs is the move to privatize public services.

Politicians of both parties are running to privatization as a quick fix for their problems. We must lead in planning a response to this threat and then we must all follow that plan to protect our membership.

Finally, the last part of that old military phrase, "stand aside". These are not times for complaining and obstructing progress. If you cannot help move CSEA forward, you should stand aside.

That is something every activist in this union must think about and take to heart. We all have a responsibility to lead this union forward and to follow the direction we plan at this convention.

Anyone who cannot do that should stand aside and let others take their place.

But, it is not just the leaders of CSEA who should consider the phrase, "Lead, Follow or Stand Aside." Every member should think about it as well.

The strength of this union is an involved and active membership. A membership that is "THE UNION." We are weakened when too many of our members simply stand aside.

CSEA is the leading labor union in this state. To remain strong, our members need to be involved. Leadership must encourage that involvement.

The threats facing CSEA members these days are too great. The stakes are too high. It really is time to "Lead, Follow or Stand Aside."

Using wits and pair of pliers, he averts potential disaster

PORT JERVIS -- A quick thinking Port Jervis Water Department employee, armed with his wits, courage and a pair of pliers, averted what could have been a major disaster for this western Orange County city.

David Mills, vice president of the CSEA City of Port Jervis Unit and a member of CSEA Orange County Local 836, was

returning to the city garage after taking water samples when he passed an excavation site where a backhoe operator had accidentally broken a gas line.

Mills, also a volunteer fireman, jumped into the three-foot deep ditch and squeezed the broken gas line closed with his pliers until the Orange and Rockland Utility Company could shut off the gas.

Meanwhile firefighters evacuated area residents and businesses because a spark could have set off an explosion.

"It was everybody's good fortune that we had a public works employee nearby," Fire Chief Jim Rohner said.

"I just saw what needed to be done," Mills said modestly.. "Anybody would have done the same."

Capital Region IV

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CSEA did its job throughout difficult year

I, both personally and on behalf of the Capital Region Officers, Joan Tobin, Carmen Bagnoli, Louis Altieri, Judy Remington and Barbara Stack, extend a sincere welcome to each attendee to this, the 82nd Annual Meeting. A special greeting is extended to the many new CSEA Officers and Delegates who are attending their first Annual Meeting. We congratulate each of you on your successful election and we wish you success, happiness and fulfillment in your CSEA experience.

We trust that you find your involvement in CSEA to be a rewarding experience. Although the challenges you will inevitably encounter will bring their frustrations, you will also find opportunity in CSEA. You have the opportunity to become friends with many very special people. CSEA will not only provide you with the opportunity to become proficient in your capacity, CSEA will challenge you to attain the highest level you set for yourself. There are no restrictions placed on your abilities by CSEA, only those you yourself may allow. When you become better acquainted with your sister and brother delegates, officers, activists and staff, you will meet individuals from the most varied of backgrounds. You must utilize your opportunities to draw from their knowledge and experience. Please never hesitate to ask questions about matters that you do not feel you thoroughly understand. Never wait to have someone ask of you if you have a better idea. Above all, never give up your pursuit of what you believe to be a better way simply because the first person or group you discussed it with did not agree with you.

We meet here, appropriately, in New York City where obstacles and frustrations do overcome individuals. Yet New York City, like CSEA, can provide the greatest of opportunities for those with determination and ingenuity. Throughout the past year the Capital Region has faced obstacles and frustrations, yet with determination and creative thought we have dealt with the challenges.

This was the year of the infamous State Building 8 where again

the lesson that layoffs don't work came back to haunt the State management as time and time again that single building made hundreds of workers sick.

This was the year that PERB supported CSEA's whistleblower activities at Hudson Valley Community College that offered additional protections for all unionists and union officers.

This was the year that the Capital Region Jackie DeMars Resolution, establishing a Leave Time Bank for State employees, was finally resolved.

This was the year that the proposal to contract-out the new New York State Department of Health Wadsworth Laboratory was stopped - saving 23 CSEA members jobs and adding 50 new positions. This was the year that numerous efforts to contract-out Local Government and school services (jobs) were also stopped in the Capital Region. This was also the year that the Capital Region stepped up to "Question the Democratic Party Message" of whether or not they wished to return past support to our State Division membership in the form of a Collective Bargaining Agreement.

Yes, throughout a hard and difficult 365 days and nights this past year CSEA did do its job. Contracts were negotiated, salaries were increased, benefits were improved and protected, jobs were saved, items scheduled to be contracted-out ended up contracted-in. Members were educated, grievances were filed and won, settlements were achieved. No matter what, CSEA served the needs of its members in the Capital Region: throughout Peru, Hudson, Cohoes, Troy, Schenectady, Amsterdam, Montgomery, Albany and Schenectady counties; in State Building 8, the SUNY Campus and beyond.

If we can work this effectively in the worst of times just think how much more we can do together in the best of times, the times yet to be.

Thank you for your support, your ideas, and your positive criticisms. Let's go forward into 1993 determined to make it a better year for all of us in CSEA.

Important Empire Plan HealthCall changes

Beginning Oct. 1, 1992, only seven procedures will require Prospective Procedure Review (PPR) under the Empire Plan HealthCall.

The CSEA-NYS Joint Committee on Health Benefits' goal is to protect you and your family from overtreatment and to protect Empire Plan benefit dollars.

The new list is the result of an extensive review of the 14 procedures currently requiring PPR and other highly utilized procedures under the Empire Plan.

Empire Plan enrollees must call HealthCall at 1-800-992-1213 for the following seven procedures being performed on or after Oct. 1, 1992:

- Magnetic Resonance Imaging (MRI) - new to list
- Arthroscopy
- Varicose Vein Surgery (including Sclerotherapy)
- Cesarean Section
- Hysterectomy
- Back Surgery - new to list
- Knee Reconstruction or Replacement - new to list

HealthCall requirements were explained in detail in the March 1990 Empire Plan Report. The list of 14 procedures under PPR in that report is being replaced with the seven procedures listed above.

However, all other components of the Benefits Management Program/HealthCall will remain the same.

To protect your Empire Plan benefits, you must call HealthCall and follow PPR procedure. Dial toll-free 1-800-992-1213, during business hours, 8:30 a.m. to 5:00 p.m., Monday through Friday. Or, call after business hours and leave your name, area code and phone number on the tape for a return call the following business day.

A Nurse Specialist will call your doctor to discuss his or her recommendation. If the Nurse Specialist has more questions, a physician specialist will be consulted. You may be required to obtain a free second opinion, called a Specialty Consultant Evaluation (SCE).

Remember, even if your doctor's staff or the hospital admitting office offers to "take care of" your insurance for you, you are

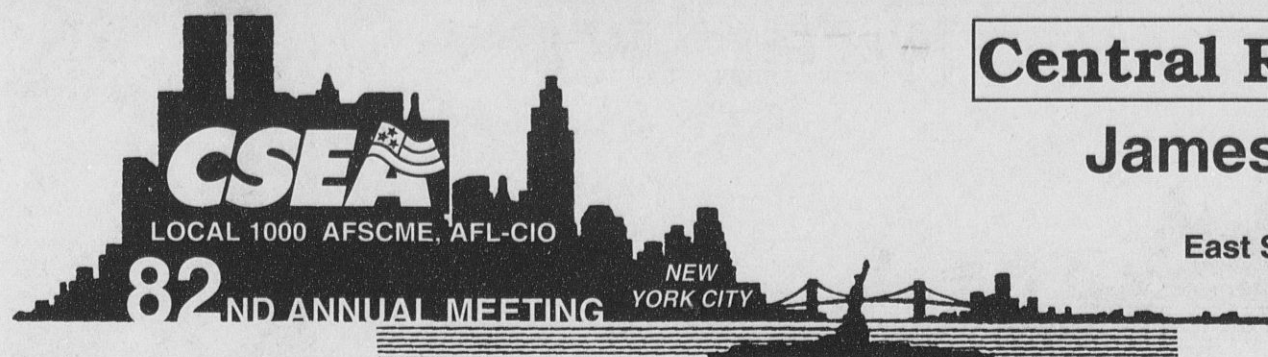
responsible for making sure the call is made for a Prospective Procedure Review of before a scheduled admission, or within 48 hours after an emergency or urgent admission. Your share of the cost will be higher if the call is not made.

Voluntary Second Opinion

You may call HealthCall for a free second opinion, called a Voluntary Specialist Consultant Review, for a scheduled test, surgery or other procedure that is not on the list.

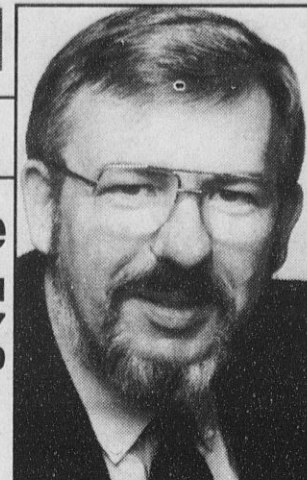
Once the evaluation is completed it is up to you whether to have the test or procedure. But remember, if you decide to go ahead, you must call HealthCall so they can certify the hospital setting.

During September, Empire Plan enrollees will receive a copy of the new Empire Plan Report which outlines HealthCall's revised Prospective Procedure Review (PPR) list and other important health benefits information. Please take time to review the Report and become an informed health care consumer.



Central Region V

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Change. But at what cost? For what value?

What were the millions of Americans looking for when they tried to get Ross Perot on the ballot in all fifty states?

Were they angry at the Republicans for their continued efforts to legislate morality through Conservative Supreme Court appointments?

Were they frustrated with the Democratic Congress for their failure to approve a national health plan?

Thousands of workers may have come from the legions of those upset with the banking scandal!! Bill Clinton would have us believe that it is wrong to put billions of dollars into correcting the misdeeds of banking and loan officers. The President says it must be done so thousands of Americans do not lose their life savings. I do not pretend to know which is right. This action just continues to drive me farther into the ranks of those seeking change. But change at what cost, and for what value?

Those banking officers that took money for their own personal gain are crooks. Does that make them greater crooks or lesser crooks than those who smashed store windows during the Los Angeles riots. How about the "crooks" that stole tea and dumped it over the ship's rail in the Boston Harbor. In the early years of our country, I am sure that act was seen by some as violent. I suspect the actions of many during the riots can only be labeled as violent also. Is it fair to condone one and not the other? Or must we label all violence bad for our country and therefore bad for all Americans. I suspect all of the turmoil just tells us again that people are ready for a change. A new party, a third national organization, if you will - why not make it **our** party - a movement dedicated to the working men and women of this country.

Whether you work in the private sector, or are a public employee, we all want similar things:

1. To be treated with respect;
2. To be compensated in a fair and even manner;
3. To have a safe work environment that allows for personal motivation and pride in one's job.

Could a party, a Labor party if you will, be created by average citizens out of need, as opposed to being born with either the

bucks of corporate America or the vested interest groups that tend to only strive for their own needs and desires?

What would a labor party stand for? What type of candidates would they back? How would contributions be sought? Who would decide how funds would be spent? Would not a **vote** be more important than a \$100 contribution? Could we not start within our community, our city, our state, working our way up to a presidential candidate? Or, have matters become so drastic that we must send a message to both parties that they just are not meeting our expectations.

I suspect the latter is already happening with so many people not participating in the process now.

How do we reach all of those that have lost hope, or just have given up on the system? Is not this great country large enough that we can all learn to tolerate others that do not believe as we do in a religion of our choice, or the right to not believe in any religion at all.

Must we foster our own values in regard to life-style on all other individuals? Certainly, we cannot continue to attempt to legislate such action. Could not a party working to represent workers attempt to correct some of the ills that have kept some Americans in the ranks of **have nots** due to discrimination based on race, creed, or gender?

There are those that would argue such a platform would be expensive. True, yet are we not now paying high taxes and levies without much success?

As you can see, I for one do not have all of the answers. Yet, I do think that collectively **we** could come up with some of the solutions.

Let's start with our own region of 40,000 workers employed in the Central part of a very troubled state of a very troubled country with a very frustrated populous.

Write me with your ideas, your suggestions, your criticisms. Talk to your fellow workers, your neighbors, and your family about the concept of a labor party.

Together, we just might be able to get something doing.

Inmate charged with second degree manslaughter in death of Vincent S. Spinelli Sr.

Cayuga County sergeant dies after restraining inmate

By Mark M. Kotzin
CSEA Communications Associate

AUBURN -- Vincent S. Spinelli Sr., a 56-year-old sergeant and CSEA member in the Cayuga County Sheriff's Department, died of a heart attack after attempting to restrain an inmate at the county jail recently.

Nelson Velasquez Jr., the 18-year-old inmate, is charged with second-degree manslaughter in the incident for allegedly recklessly causing Spinelli's death.

Velasquez is alleged to have punched Spinelli twice in the chest and fallen on top of the sergeant while Spinelli was attempting to restrain the inmate. Spinelli died of a heart attack hours after the incident.

Velasquez was being held in the Cayuga

County jail on accusations that he and another man shot two Auburn men in May.

"Mr. Spinelli was an excellent employee who did a fine job, and it's unfortunate that the inherent danger in his job had to cause Vincent's death," CSEA Cayuga County Local 806 President Beverly Centers said.

Spinelli's death reminded her and co-workers of the dangers associated with public employment and raised awareness for the need to be active in health and safety issues, Centers said.

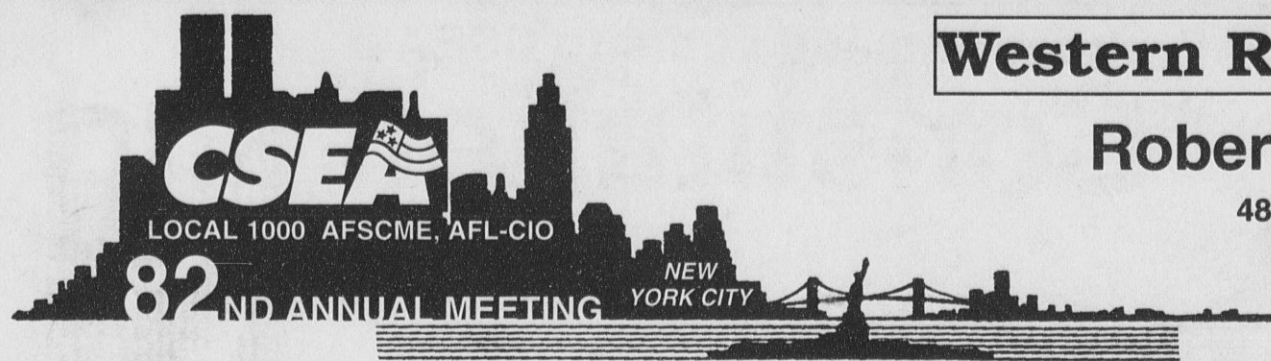
CSEA Central Region President Jim Moore said he was "deeply saddened over the senseless tragedy," which he said illustrates the inherent danger involved in law enforcement work.

Spinelli, who worked for the county for

eight years, was described as well liked by co-workers and supervisors. More than 200 police and correctional officers turned out to pay their respects at Spinelli's funeral.

Grief over Spinelli's death was underscored by the tragic death a year-and-a-half ago of another Cayuga County employee, caseworker Sabina Kulakowski. She was murdered in what is believed to have been a job-related incident.

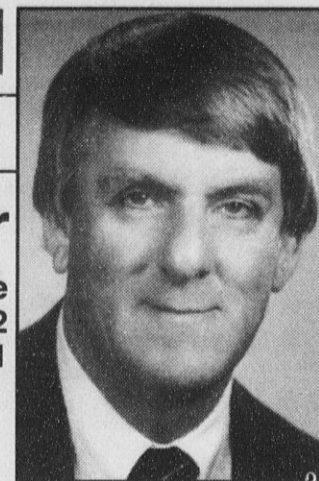
"...it's unfortunate that the inherent danger in his job had to cause Vincent's death."



Western Region VI

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Our members: who they are, who they are not

I wrote this article in April of this year, but the *Buffalo News* opted not to print it. They "reasoned" it was too long for the Letter to the Editor page. I was advised I could submit it as an op-ed piece, but due to the backlog, they had no idea when it would be printed. I personally find it ironic that they always find space to bash public employees and their unions. The playing field is obviously not level.

CSEA represents approximately 250,000 men and women within New York State, who work for Towns, Villages, School Districts, Counties, public authorities and commissions as well as the State. Throughout Western New York's 14 Counties, 35,000 CSEA members work, serving the public every day.

CSEA represented public employees, on average, are paid \$23,000. Public employees, and their unions, take many cheap shots from the media and public officials.

Our public employee members:

- provide diverse public services, e.g., maintaining highways, snow plowing, caring for mentally retarded, caring for sick people of all ages, maintaining buildings and grounds at universities and county facilities.
- are taxpayers, too.
- provide assistance and information to the public regarding Social Services, motor vehicle bureaus, probation, state and county corrections facilities and much more.
- maintain state parks and beaches and village, town and county parks.
- provide services and maintain state health facilities, including Roswell Park Cancer Institute in Buffalo.
- like many Americans, often work under adverse conditions.
- are regularly hampered in performing their duties by inadequate budgets, sometimes lack of up-to-date equipment and often management bureaucracy that can't get out of its own way.
- must also contend with political decisions based on just that, politics.
- live in and contribute positively to their communities.
- seem to be the scapegoats for everything that is wrong in the nation at this time by some.
- are not responsible for businesses who over the years snatched profits, failed to reinvest in their facilities and then moaned because their profits decreased.
- are not responsible for American businesses transferring manufacturing operations to Mexico or the Third World or elsewhere.
- are also not responsible for these same companies producing their products in these areas for 10 to 20 percent of the labor cost

here, and then selling them at the same price as when they were made in America.

- are not responsible for some of our biggest money fiascoes in the history of the world; such as the Savings and Loans mess, the BCCI scandal, and huge, way-out-of-proportion defense budgets.

- did not make the tax laws that lower taxes for the richest population in the United States at the risk of the middle class, however the middle class is now defined.

- are not responsible for tax laws that allow many corporations to write off all of their profits and then receive tax returns.

- are not responsible for a society and an economy which cannot or will not provide decent housing, adequate and equal education, and health care for **all** Americans.

- are not responsible for the huge increase in management personnel within the State of New York, especially the Office of Mental Health and Office of Mental Retardation and Developmental Disabilities.

- are certainly not responsible for the Ronald Reagan, George Bush and Mario Cuomo scheme of how to string things out by passing the buck on down until it reaches the lowest level.

- are not responsible for leveraged buy-outs, junk bonds and other white-collar crimes that create no jobs, but line the pockets of "fat-cats".

- are not responsible for the inability of all entities of government to deal with infrastructure problems this nation has, such as highways, bridges, sewers, etc.

- are not responsible for a federal government that will not fulfill its promises to clean up our water and air.

- are not responsible for a government and society that promotes, allows and condones mental patients being dumped, homeless having no where to go or anything to eat, or when someone special is coming to visit, a society and government that will hide the homeless.

- are not responsible for a government that will not provide laid-off workers with meaningful training or retraining programs.

- in New York State, work under a system which does not allow for meaningful negotiations or collective bargaining. If the employer, as in the case of New York State, decides that it does not want to negotiate, then it does not negotiate, period. There is no penalty for it.

Finally, public employees suffered unnecessarily for two years, but were eventually vindicated, in their fight against a state-imposed pay lag and withholding of legally-due longevity and accruals.

Court rules state raid on pension fund unconstitutional

ALBANY — CSEA has won a major court decision in its fight against the state's raid of the public employees pension system.

State Supreme Court Justice Harold Hughes ruled the state's attempt to solve its budget crisis in 1990 by raiding the state employees' Common Retirement Fund is unconstitutional.

The decision upheld a lawsuit filed by CSEA, Council 82 and the Public Employees Federation. The state employee unions challenged the state's imposition of a change in the method of funding the Common Retirement Fund which undermined the integrity of the system.

The change from an Aggregate Cost method to a Projected Unit Credit (PUC) approach changed the system from a "pay as you go" approach to a system with low costs upfront that could eventually balloon beyond state and local governments' ability to pay.

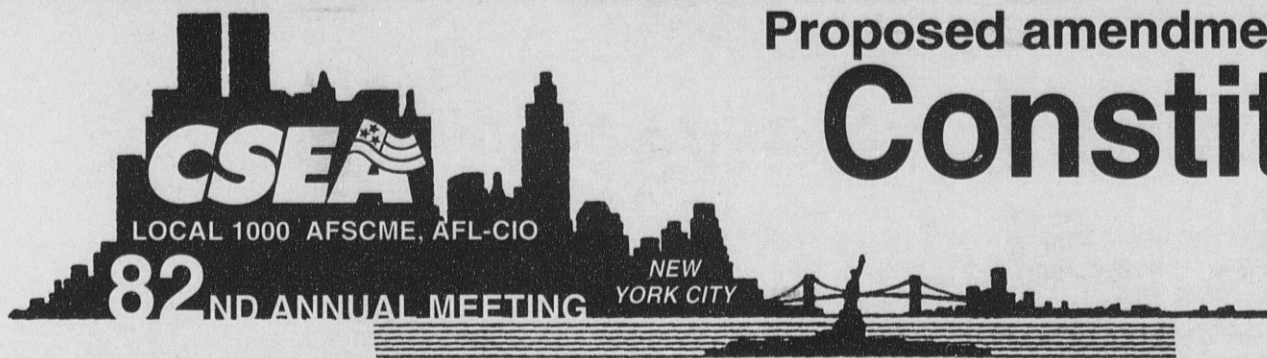
The decision also upheld that the state comptroller as sole trustee of the retirement system has the responsibility to determine the appropriate method of funding. The change was imposed on the system by the Governor and Legislature to help close the 1990 budget gap.

"This is a victory for public employees

but it's also a victory for responsible government," said CSEA president Joe McDermott. "The Retirement System is not a political slush fund that can be tapped any time the state gets into a crisis."

McDermott is also chair of the state AFL-CIO Task Force on Public Employee Pensions.

In the ruling, Judge Hughes upheld the unions' contention that the retirement fund represents the deferred wages of participating public employees, not available state revenues, and the trustee of the fund has been charged with independent authority to protect the fund.



Proposed amendments to CSEA's

Constitution and By-Laws

NOTE: The underscored () language is new material for insertion into the Constitution or By-Laws. The language enclosed in brackets ([]) is old language proposed for removal from the Constitution or By-Laws. Material enclosed in { } is material proposed earlier on second reading as part of the Private Sector Division language and is presumed to be passed at the time of this first reading.

The Constitution and By-Laws Committee has met eight (8) times since the Annual Delegates Meeting in 1991. The meeting dates were January 16, 1992; February 20, 1992; March 19, 1992; May 5, 1992; June 11, 1992; June 24, 1992; June 25, 1992; and August 13, 1992. The Constitution and By-Laws Committee has, amongst its functions, the recommendation to the Delegates on 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 interest of the Association. All recommendations of this Committee are made to the Delegates, together with the reasons for the recommendations.

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

(1) The following amendment of Article VIII is submitted to the Delegates by the Committee as a result of the recommendations made by C. Allen Mead, Region IV President.

"ARTICLE VIII

Delegates

Section 1. DELEGATE STATUS.

TEXT REMAINS SAME.

Section 2. DELEGATE DUTIES.

(a) It shall be the responsibility of each Delegate to any Association meeting to attend the general business sessions.

(b) It shall be the responsibility of the delegation in attendance at any Association meeting to report on the business and other programs of that Association meeting to their Local Executive Board.

Explanation: At the 1990's Delegates' meeting, a proposal was made to place the elected Delegates' duties and responsibilities in the Constitution, consistent with all other elected officials' duties/responsibilities being set forth in the appropriate CSEA Constitution. That proposal required the Local President to ensure attendance from his/her delegation at all Education and Training Sessions held during any Association meeting. The proposal also required all Delegates to report back on the meeting's business to their

Executive Board at its first meeting following the Association meeting. These items were specifically objected to by the Delegate body when it defeated the 1990 proposal.

At the request of Region IV President Al Mead in 1991, the Committee substantially modified the prior proposal to eliminate these objectionable elements. As submitted and passed last year, the proposal sets forth the responsibility of the delegation as elected CSEA officials to: (1) attend the general business sessions; and (2) report back on the business meeting and other sessions to its Executive Board. Delegates to the Annual Meeting attend on behalf of their Locals. Accordingly, Delegates should be required to report to the Local membership, sharing with the membership information obtained at the educational programs and informing the membership of the actions taken at the general business meetings. The proposal was approved last year by the Delegate body.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

(2) The following amendment of Article VIII is submitted to the Delegates by the Constitution and By-Laws Committee as a result of the suggestion made by Secretary Irene Carr.

"ARTICLE VIII

Delegates

Members of each Local shall elect from their membership one or more delegates and/or alternates to represent the members of the Local at all meetings of the Association, except that the Local President, Vice Presidents in ranking order, Secretary and Treasurer, shall, by virtue of their offices, automatically be designated as delegates and/or alternate delegates. [Prior to July 15 of each year, each Local shall file with the Secretary of the Association an accurate list containing the names and addresses of its delegates and alternate delegates for the ensuing year.] 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 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 privileges of delegates at meetings of the delegates except the right to vote. REST REMAINS SAME."

Explanation: The existing language requiring an accurate delegate list once a year prior to July 15 no longer fits with either Association practice or needs regarding updated delegate information. In practice, update forms are completed by Local Presidents as changes happen and the master

file thus is updated continuously. In those few instances where the Statewide Secretary does not receive updated information continuously or where there are changes between submission of the Local's lists and the opening of the Annual Delegates Meeting, the registration process for those delegates for whom the Secretary does not have updated information is unnecessarily difficult and time-consuming. To eliminate these problems that arise from outdated information, this language requires that the Statewide Secretary be made aware of any and all changes in delegate information as such changes occur. The proposal was approved last year by the Delegate body.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

(3) The following is submitted to the Delegates by the Committee as a result of the recommendation made by Tom Warzel, Chair of the Methods and Procedures 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...[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 members of the Association employed in such department at special election to be called by the Board of Directors within fourteen days after the first meeting of the Board subsequent to the time that such vacancies occur under rules established by the Board; however, where the unexpired term of office is six (6) months or less, the President of the Association may fill such vacancy without an election with the approval of the Board of Directors.] 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, without an election with the approval of the State Executive Committee.

REST REMAINS SAME.

Section 2. NOMINATIONS. TEXT REMAINS SAME.

Section 3. LOCALS. TEXT REMAINS SAME

ARTICLE VII

Local Government Division

Section 1.

(a) LOCAL GOVERNMENT EXECUTIVE COMMITTEE. The power and authority to transact business relating to employees of the political subdivisions of the state shall, except as otherwise provided herein, be vested in a Local Government Executive Committee which shall consist of the officers of the Association and one representative from the Local Government County Locals of each county having 100 or more members as of the

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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...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, without an election with the approval of the Local Government Executive Committee.

(b) PRIVATE SECTOR REPRESENTATIVE. TEXT REMAINS SAME.

Section 2. NOMINATIONS. TEXT REMAINS SAME.

Section 3. LOCALS. TEXT REMAINS SAME."

Explanation: As we discussed last year, the dollar cost and the time involved in running special elections to fill vacant executive committee seats are excessive. This proposal would drastically cut back both the cost and the time involved in continuously running special elections. The Committee has heard the delegates debate earlier proposals involving Local Presidents' recommendations and Association President appointment. Those proposals were defeated. The Committee had supported those proposals in the past because of the cost and the inefficiency of special elections. Last year the Committee proposed that this proposal be reconsidered by the Delegates as a way for CSEA to cut back on excessive costs and time for special elections, so as to redirect resources to other areas. The delegates agreed and passed the proposal.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

(4) Certain legal implications arise for our Locals and Units as a result of CSEA representing private sector employees. These implications arise under the various federal statutes that govern unions which represent private sector employees. The two areas in which the federal oversight is most obvious are: financial disclosure and accountability; and union elections. By virtue of placing our private sector members in our existing locals and units, all such CSEA subdivisions become subject to the oversight and jurisdiction of the U.S. Department of Labor. In order to minimize the impact of having private sector members, last year the Committee proposed that a separate division be created to encompass our private sector brothers and sisters, thereby insulating our existing Locals and Units from LMRDA jurisdiction. CSEA, Inc. will remain subject to LMRDA jurisdiction as long as it continues to have private sector members. At the same time, we will be providing a governing structure for our private sector brothers and sisters as well as for representation on the Board of Directors and at the Annual Delegates Meeting. Last year the Delegates passed these amendments. Accordingly, the Committee recommends the following amendments:

"ARTICLE IV

Organization and Association

Section 1. DIVISIONS. The Association shall be organized into four divisions to be known

as the State Division, the Local Government Division, the Private Sector Division and the Retiree Division. Members who are employees of the State shall be in the State Division, and members who are employees of the political subdivisions of the State [and of private sector employers in positions represented by CSEA] shall be in the Local Government Division....Members who are employees of private sector employers in positions represented by CSEA shall be in the Private Sector Division. Retired members shall be in the Retiree Division, which shall be governed by the Retiree Division Constitution to the extent that it is not inconsistent with the Constitution of the Civil Service Employees Association, Inc.

Section 2. BOARD OF DIRECTORS.

(a) Voting Members—The voting members of the Board of Directors shall be the Officers of the Association, members of the Executive Committee of the State Division, members of the Executive Committee of the Local Government Division, and the Chairperson of the Private Sector Executive Committee.

Section 4. DIRECTORS' COMMITTEE. The Board of Directors shall elect from its membership a Directors' Committee, to consist of not less than ten and not more than twenty-two members. Such committee shall include the officers of the Association, the Chairperson of the State Executive Committee [and], the Chairperson of the Local Government Executive Committee, and the Chairperson of the Private Sector Executive Committee, and as many other members as the Board deems necessary not to exceed twenty-two. Such Directors' Committee shall be vested with the power and authority of the Board of Directors when the Board is not in session.

ARTICLE VII

Local Government Division

[(b) PRIVATE SECTOR REPRESENTATIVE.

There shall be one statewide representative on the Local Government Executive Committee elected by members of CSEA who are in private sector Locals.]

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 otherwise 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 years to be coincidental with the term of office or 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. No statewide officer shall be eligible to be a candidate for any position on the Private Sector Executive Committee.

Section 2. LOCALS.

(a) A Local may be formed by members of the Private Sector Division in any bargaining unit represented by CSEA, upon approval of the Board of Directors. Each Local shall make available to the duly authorized representative of the Association at the request of the President or the Board of Directors at reasonable intervals, all Local records for inspection by the Association.

(b) Any private sector Local existing as of the implementation of the Private Sector Division shall continue as a Local and shall be assigned to the region in which it is located.

ARTICLE [VIII] IX

Delegates

Section 1. ACTIVE MEMBERS. 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 Presidents, Vice Presidents in ranking order, Secretary and Treasurer, shall, by virtue of their offices, automatically be designated as delegates and/or alternate delegates. Prior to July 15 each year, each Local shall file with the Secretary of the Association an accurate list containing the names and addresses of its delegates and alternate delegates for the ensuing year. Such delegate or delegates shall have one vote for each one hundred (100) members or fraction thereof in such Local, based upon the paid membership in the Association on the first day of June preceding the meeting. The number of votes each Local or Department is entitled to cast shall be determined by the Membership Committee. All members of the Board of Directors who are not elected delegates shall have all the rights and privileges of delegates at meetings of the delegates except the right to vote.

When State and/or Local Government Division 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.

REST REMAINS SAME.

ARTICLE [IX] X

Funds

TEXT REMAINS SAME.

ARTICLE [X] XI

Affiliation and Merger

TEXT REMAINS SAME.

ARTICLE [XI] XII

Amendments

TEXT REMAINS SAME."

Explanation: CSEA represents approximately 2,000 private sector employees. We have followed our members and our jobs into the private sector so as to ensure that the governmental interest in subcontracting and in shedding governmental services is not seen as a way to avoid paying decent wages, providing acceptable terms and conditions of employment and necessary benefits to workers.

Because we have private sector members, CSEA is subject to the jurisdiction of certain federal statutes, most particularly the Labor

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Management Reporting and Disclosure Act (LMRDA). The LMRDA, in addition to providing a bill of rights for Union members, provides for very extensive financial reporting by any and all unions subject to LMRDA jurisdiction. LMRDA also provides for the supervision of union elections based upon complaints filed during the course of elections. As you know, CSEA has had its statewide elections as well as its Region President elections supervised in the past by the federal Department of Labor.

To ensure that there is minimal impact on our Locals and Units with respect to the extensive financial disclosure requirements of the LMRDA and to minimize the involvement of the Department of Labor in our Local and Unit elections, a separate private sector division is being proposed. By placing all private sector members in their own Locals and Units within the respective Regions, public sector units and locals will remain free from LMRDA jurisdiction and requirements. CSEA, Inc. of course will remain subject to LMRDA jurisdiction as long as we have any private sector members.

The proposal creates a Private Sector Division which closely parallels our existing structure. There is one Private Sector Board seat to be filled by the elected Chairperson of the Private Sector Executive Committee. That Committee is composed of the officers of the Association (as is the State and Local Government Executive Committees) and the Local Presidents of each private sector local.

Existing private sector locals will continue being assigned to their appropriate region. In addition, other private sector locals will be created by bargaining unit, in their region, upon Board approval. This proposal was approved last year by the Delegate body.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

(5) The following amendment of Article VIII is submitted to the Delegates by the Committee as a result of the recommendations made by Catherine Green, Local 852.

"ARTICLE VIII
Delegates

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

preceding the meeting. The number of votes each Local or Department is entitled to cast shall be determined by the Membership Committee. All members of the Board of Directors who are not elected delegates shall have all the rights and privileges of delegates at meetings of the delegates except the right to vote.

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

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

Explanation: The proposal seeks to have CSEA, Inc. pick up the Annual Meeting costs of region officers who are not elected as delegates but who attend the Annual Meeting. Presently these expenses are paid by the Region. There is no constitutional role or responsibility for such regional officers who choose to attend the Annual Meeting. In addition there are serious financial implications for CSEA, Inc. to pick up these costs across all regions. As of this writing, there are 11 region officers who are not also elected delegates from their respective locals. We must look to the possibility that all 40 elected region officers could be non-voting delegates. The average cost per delegate is as much as \$1,600. If CSEA were to be required to pay the expenses of the present 11 non-delegate region officers, the cost to the union could be \$17,600. For all 40 elected region officers, the cost could be as much as \$64,000. If other region officers created by Region By-Laws are included in this proposal, the costs would be even greater. Given the excessive cost of this proposal and the lack of voting status of these individuals, the rationale for CSEA to finance these "guests" is lacking. Although this proposal was passed by the Delegates last year, the Committee's position has not changed.

THE COMMITTEE RECOMMENDS DISAPPROVAL 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 amendments to Article VI, Section 2 are submitted to the Delegates by the Committee.

"ARTICLE VI
State Division
Section 1. STATE EXECUTIVE

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

Explanation: The creation of a Private Sector Division makes the inclusion of the Faculty Student Associations in the State Division inappropriate. The reference to the FSAs as part of the State Executive Committee is therefore being deleted.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

(2) The following amendments to Article III, Section 2, are submitted to the Delegates as a result of a recommendation made by Rita Wallace, Local President of 830.

"ARTICLE III MEMBERSHIP

Section 1. TEXT REMAINS THE SAME.

Section 2. ASSOCIATE MEMBERS.

Persons who are employed in the Civil Service of the State of New York or any political subdivision thereof or any public authority, public benefit corporation or similar autonomous public agency for which CSEA is not the duly recognized or certified collective bargaining agent pursuant to law, or who have been laid-off from a CSEA represented job shall be eligible for associate membership. Associate members shall have none of the rights or privileges of membership but shall be eligible to the extent the insurance program permits for participation in insurance programs sponsored by CSEA and shall be eligible for such other rights and privileges approved by the Board of Directors."

Explanation: This proposal addresses a situation that has become more prevalent as a result of recent fiscal problems and resulting layoffs. In granting a one year "gratuitous membership" to laid-off members, there has never been any clarification as to their voting status. As they are not presently employed in a position represented by CSEA and may even be working elsewhere or in the private sector, it appears inappropriate to allow these individuals to continue to have voting privileges and arguably to be able to run for office. It is, however, understandable that certain of these individuals would want to continue their CSEA insurances. To allow for laid-off members to convert to Associate Member status would protect those wanting to continue their CSEA insurances, if

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otherwise qualified to do so. Elsewhere in this report it is set forth that such status will be granted gratuitously for one year.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

THE CONSTITUTION AND BY-LAWS COMMITTEE HAS BEEN WRESTLING WITH THE EXPRESSED DESIRE OF THE CSEA RETIREE DIVISION TO BE CONSIDERED MORE A PART OF "MAINSTREAM" CSEA. AS A STEP TOWARDS ADDRESSING THIS PERCEPTION, THE COMMITTEE CONSULTED WITH THE RETIREE CHAIR AND RETIREE EXECUTIVE COMMITTEE. THE COMMITTEE HAS DETERMINED THAT IT WOULD BE APPROPRIATE FOR THE RETIREE DIVISION TO NO LONGER MAINTAIN A SEPARATE CONSTITUTIONAL DOCUMENT AND TO JOIN THE STATE DIVISION, THE LOCAL GOVERNMENT DIVISION AND THE NEWLY CREATED PRIVATE SECTOR DIVISION BY BECOMING A PART OF THE STATEWIDE CSEA CONSTITUTION. WHAT FOLLOWS ARE THE SEVERAL AMENDMENTS NECESSARY TO ACCOMPLISH THIS GOAL. TO BRING THE RETIREE DIVISION INTO STEP AS MUCH AS POSSIBLE WITH THE ASSOCIATION'S STRUCTURE AND THE INTEGRITY OF ITS CONSTITUTION AND BY-LAWS, THESE AMENDMENTS PLACE INTO THE STATEWIDE CSEA CONSTITUTION THE VARIOUS PARTS OF THE RETIREE DIVISION CONSTITUTION VIRTUALLY UNCHANGED IN TEXT. PLACEMENT OF THE VARIOUS PROVISIONS MATCHES AS CONSISTENTLY AS POSSIBLE WITH COMPARABLE PARTS OF THE ASSOCIATION'S CONSTITUTION.

(1) The following amendments to Article II, Purpose and Policy, are submitted to the Delegates by the Committee.

"ARTICLE II PURPOSE AND POLICY

The Association is organized and exists to promote the organization of workers in general and public employees in particular, to represent its members with respect to all terms and conditions of employment, to uphold and extend the principles of merit and fitness in public employment, to maintain and promote efficiency in public service, [and] to advance the interests of all civil service employees, 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 people, that its objectives are to be attained by duly democratic methods."

Explanation: CSEA has over 40,000 retiree members who comprise the CSEA Retiree Division, Chapter 1000 AFSCME. The CSEA Retiree Division's purpose should be reflected in the CSEA Constitution. The language of this amendment is taken directly from the Retiree Division Constitution.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

(2) The following amendments to Article

IV, Section 1, are submitted to the Delegates by the Committee.

"ARTICLE IV

ORGANIZATION OF THE ASSOCIATION Section 1. DIVISIONS

The Association shall be organized in three divisions to be known as the State Division, the Local Government Division and the Retiree Division. Members who are employees of the State shall be in the State Division, and members who are employees of the political subdivisions of the State and of private sector employers in positions represented by CSEA shall be in the Local Government Division. Members who are employees of any public authority, public benefit corporation or similar autonomous public agency may, with the approval of the Board of Directors, elect as a unit to affiliate with a State Department or a State or Local Government Local with the consent of such State Department or Local and shall thereupon become members of the division with which they have affiliated. Retired members shall be in the Retiree Division, Chapter 1000 AFSCME, AFL-CIO. [which shall be governed by the Retiree Division Constitution to the extent that it is not inconsistent with the Constitution of the Civil Service Employees Association, Inc.]"

Explanation: The Retiree Division has had a separate constitution and not been included in the Statewide CSEA Constitution and By-Laws. For some time now it has been the wish of the Retirees to be a part of the overall organization. As neither the State Division, the Local Government Division nor the newly created Private Sector Division has separate constitutions, it is neither appropriate nor necessary for the Retiree Division to continue with a separate constitution. Unlike the other Divisions, however, the Retiree Division does have its own separate affiliation with the AFSCME Retiree Division and therefore it is appropriate for the Retiree Division to be known by its AFSCME designation which is Chapter 1000, AFSCME.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

(3) The following amendments to Article IV, Section 4, are submitted to the Delegates by the Committee.

"ARTICLE IV ORGANIZATION OF THE ASSOCIATION

Section 1. TEXT REMAINS THE SAME.

Section 2. TEXT REMAINS THE SAME.

Section 3. TEXT REMAINS THE SAME.

Section 4. DIRECTORS' COMMITTEE.

The Board of Directors shall elect from its membership a Directors' Committee, to consist of not less than ten and not more than twenty-two members. Such committee shall include the officers of the Association, the Chairperson of the State Executive Committee, the Chairperson of the Local Government Executive Committee, [and] the Chairperson of the Private Sector Executive Committee, and the Chairperson of the Retiree Executive Committee, and as many other members as the Board deems necessary not to exceed twenty-two. Such

Directors' Committee shall be vested with the power and authority of the Board of Directors when the Board is not in session."

Material { } is material proposed earlier on second reading as part of the Private Sector Division language and is presumed to be passed at the time of this first reading.

Explanation: The Directors' Committee is comprised of all Association officers as well as the Chairs of the various Executive Committees. It is only proper to include on this Committee the Chair of the Retiree Executive Committee. The Directors' Committee continues to have additional members elected by the Board in accordance with the constitutional language.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

(4) The following amendments to Article IX are submitted to the Delegates by the Committee.

"[NEW ARTICLE VIII

PRIVATE SECTOR DIVISION]

SECOND READING

NEW ARTICLE IX

RETIREE DIVISION

Section 1. RETIREE EXECUTIVE COMMITTEE.

(a) POWER AND AUTHORITY. The power and authority to transact business relating to retired members shall, except as provided herein, be vested in the Retiree Executive Committee. The Retiree Executive committee shall consist of two representatives (except the Metropolitan Region which shall have only one representative) from each CSEA Region elected by the presidents of the Retiree Locals in that Region, a representative from the State of Florida elected by the Presidents of the Retiree Locals in the State of Florida, and the retired member appointed by the President of CSEA to serve on the Statewide Political and Legislative Action Committee. In those Regions which have two representatives, one representative shall be a member who has retired from employment with the state of New York and the other representative shall be a member who has retired from local government employment. The Retiree Executive Committee shall elect from its membership one member to be known as the Chairperson of the Retiree Executive Committee, a Vice Chairperson and a Secretary. The Retiree Executive Committee may create one or more subcommittees to perform such duties as the Retiree Executive Committee shall designate. Terms of office of Retiree Executive Committee members shall be coincidental with the terms of office of members of the Board of Directors of CSEA.

(b) DUTIES AND FUNCTIONS. The Chairperson of the Retiree Executive Committee shall be the chief spokesperson of the Division, the Executive Committee, and the retired members. He, or she shall be liaison between the Retiree Division and the Statewide Officers of the Association. The Chairperson or the Vice Chairperson of

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the Retiree Division Executive Committee, by virtue of his or her office, shall be a non-voting member of the Board of Directors of the Association, and a voting delegate to the AFSCME Convention; and in said capacity shall represent the interests and concerns of the Retiree Locals and their members. The Chairperson, and in his or her absence, the Vice Chairperson, shall preside at all meetings of the Executive Committee of the Division and shall perform such other duties and functions consistent with the purposes of the office and as prescribed by the Board of Directors. The Secretary of the Retiree Executive Committee shall be responsible for the official minutes of meetings. If the office of Chairperson becomes vacant, the Vice Chairperson shall succeed to the office of Chairperson. A new Vice Chairperson will be elected by the Retiree Executive Committee at its next scheduled meeting. Failure to assume the higher office as outlined in this article will result in the automatic removal from the office currently held.

Section 2. LOCALS. A Local may be formed by CSEA retiree members in any county or in any contiguous group of counties in New York State or any other state of the USA upon approval of the Board of Directors of the Association. The Board of Directors shall approve the Constitution and By-Laws of such Local. Each such Local shall make available to a duly authorized representative of the Association at the request of the President or the Board of Directors at reasonable intervals, all local records for inspection by the Association."

Material { } is material proposed earlier on second reading as part of the Private Sector Division language and is presumed to be passed at the time of this first reading.

Explanation: The Retiree Division is steered by an Executive Committee which is made up of regional representatives, an elected representative from the State of Florida, and a retired appointee to the CSEA Statewide Political and Legislative Action Committee. The Executive Committee elects its Chair, Vice-Chair and Secretary. Similar to the Statewide officers, the elected Chair is also a delegate to the AFSCME Convention. Also, it is necessary to set forth who the AFSCME Delegates are. This is required by AFSCME for granting delegate status to our retiree representative. The Chair is a non-voting member of the CSEA Board of Directors. The Chair also presides over all Executive Committee meetings. In the Chair's absence, the Vice-Chair assumes these duties. Retiree Locals may be formed upon consent of the Board of Directors.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

(5) The following amendments to Article VIII, Section 2 are submitted to the Delegates by the Committee, at the request of Dorothy Kothen, Secretary of the Retiree Executive Committee.

"ARTICLE VIII DELEGATES

Section 1. TEXT REMAINS THE SAME.

Section 2. RETIRED MEMBERS. The Chairperson, the Vice Chairperson and the Secretary of the Retiree Executive Committee, [or in his or her absence, a designee,] shall be [a] non-voting delegates to the annual delegate meeting of CSEA, provided however that on issues and motions relative to the Retiree Division, the retiree Delegates shall have both the right to speak before the Delegates and one vote for each Retiree Local of the Retiree Division."

Explanation: The Retiree Executive Committee elects three "officers" to service the members of the Retiree Division. With the Retiree Division Constitution becoming a part of the statewide CSEA Constitution and By-Laws, changes in language regarding the Retiree Division will come before the Delegates for action as opposed to coming before the Board of Directors as is presently the case with the separate Retiree Division Constitution. To allow for more proper representation, for the opportunity to consult as well as to articulate fully the concerns of the Retiree Division, it seems only proper to allow for the additional two delegates on behalf of the Retiree Division.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

(6) The following amendments to Article VIII, Sections 1 and 2 are submitted to the Delegates by the Committee.

"ARTICLE [VIII] X DELEGATES

Section 1. ASSOCIATION MEETINGS

(a) ACTIVE MEMBERS. 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. REST OF TEXT REMAINS THE SAME.

(b) RETIRED MEMBERS. TEXT REMAINS THE SAME.

Section 2. 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. 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."

Explanation: The Retiree Division has its own annual meeting attended by elected delegates from each Retiree Local. The Retiree Executive Committee, the Statewide officers and the Retiree Local Presidents are automatic delegates as well. Voting strength is tied to membership of 100 or a fraction thereof.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

(7) The following amendments to Article X are submitted to the Delegates by the Committee.

"ARTICLE [IX] XI FUNDS

TEXT REMAINS THE SAME.

ARTICLE [X] XII AFFILIATION AND MERGER

Section 1. Any affiliation or merger of the Civil Service Employees Association, Inc. with another organization after approval by the Board of Directors must be ratified by a majority vote of the delegate body in order to be effective.

Section 2. In addition, any affiliation of CSEA's Retiree division with another organization must be ratified by a majority vote of the Retiree Delegate body prior to it being brought for approval before the Board of Directors and delegates of CSEA, Inc."

Explanation: The CSEA Retiree Division has a separate affiliation with AFSCME, being Chapter 1000 of the AFSCME Retiree Division. It is appropriate to keep this separation and to ensure that the Retiree Division approve any additional separate affiliation first, before such proposals are made to the Board of Directors and delegates of CSEA, Inc. on behalf of our Retiree Division.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

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

(l) The following amendments to Article IV, Section 2, are submitted to the Delegates by Charles Peritore, Chair of the Retiree Division.

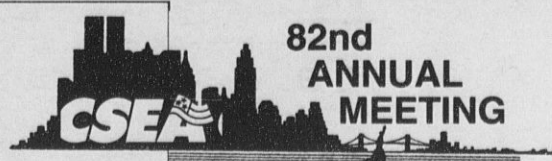
"ARTICLE IV FINANCE

SECTION 2. DUES AND AGENCY SHOP FEES

- (a) (1) TEXT REMAINS THE SAME.
- (a) (2) TEXT REMAINS THE SAME.
- (a) (3) TEXT REMAINS THE SAME.
- (b) TEXT REMAINS THE SAME.
- (c) RETIRED MEMBERS. Effective October 1, 1991, the annual membership

(Continued on page 19)

Proposed amendments to CSEA's Constitution and By-Laws



(Continued from page 18)

dues of retired members shall be twelve dollars (\$12.00) [effective October 1, 1991], fifty (50) cents of which, exclusive of rebates, shall be put in the political action fund.

(d) TEXT REMAINS THE SAME."

Explanation: Last year the Delegates amended this section of the By-Laws to conform the Retirees' dues rate to that which is required by the Retiree Division's affiliation with AFSCME. In doing so, however, the language contained in the Retiree Division Local Constitution which appropriates \$.50 of the annual dues per member to the political action fund was inadvertently omitted. This amendment is necessary to correct that omission and to conform the CSEA By-Laws language to that contained in the Retirees' Local Constitution.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

(2) The following amendment to Article IV, Section 2(e) of the By-Laws is submitted to the Delegates as a result of a recommendation made by Rita Wallace, Local President of 830.

(e) LAID OFF EMPLOYEES. A member in good standing who is laid off from employment and placed on a preferred list who otherwise qualifies as such, upon proper notification to the Membership Records Department of CSEA, may be granted status as an Associate Member, the first year of which will be gratuitous. [will be granted a gratuitous membership for a period of one year.]

Explanation: This proposal has been made to address a situation that has become more prevalent as a result of recent layoffs. In granting gratuitous membership to laid-off members, there has never been any clarification as to their voting status. As they are not presently employed in a position represented by CSEA and may even be working elsewhere or in the private sector, it appears inappropriate to allow these individuals to continue to have voting privileges and arguably to be able to run for office. It is, however, understandable that certain of these individuals would want to continue their CSEA insurances. To allow for laid-off members to convert to Associate Member status would protect those wanting to continue their CSEA insurances, if otherwise qualified to do so. To allow the first year of that membership status to be "gratuitous" continues the CSEA tradition of recognizing the economic hardship of a layoff.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

(3) The following amendment to Article VI of the By-Laws was submitted to the Delegates by Dale King, Local 834 at the Annual Meeting in October 1991. In addition, a housekeeping proposal was submitted by the Methods & Procedures Committee.

"ARTICLE VI Committees
Section 1. TEXT REMAINS THE SAME.
Section 2. TEXT REMAINS THE SAME.
Section 3. TEXT REMAINS THE SAME.
Section 4. SPECIAL AND AD HOC

COMMITTEES. The Special Committees of the Association shall be as follows: [Armory,] Audit[ing], Human Rights, Memorial Scholarship Fund, Memorial Plaque, Social Services, Probation, School Employees [Committee], Veterans Affairs, Advisory Committee on Minority Issues, and such other committees designated by the President of the Association. REST OF TEXT REMAINS THE SAME."

Explanation: A motion was made and carried at the 1991 annual Delegates' Meeting that the creation of a Veterans' Affairs Committee be referred to the Constitution and By-Laws Committee for "institution" in the Constitution and By-Laws. The Committee has followed that directive by providing this proposal.

A Veterans Affairs Committee would address concerns unique to Veterans and not otherwise covered by other Standing or Special Committees. While the Constitution and By-Laws Committee is concerned about the proliferation of special interest committees, it followed the will of the Delegates in bringing this amendment to the floor for a vote.

In addition, the Methods & Procedures Committee has requested that the reference to the Auditing Committee be changed to refer rather to the Audit Committee, so as to conform this language to the Financial Code language.

The Methods & Procedures Committee has also requested that reference to the Armory Committee be deleted. That Committee is defunct, having not had any activity or appointees for many years.

In addition, as a matter of housekeeping, the word "Memorial" was inadvertently dropped from the name of the Plaque Committee. Also, there does exist a functioning committee known as the Advisory Committee on Minority Issues. This Committee should be listed along with the other Special Committees.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

(4) The following amendment to the By-Laws Article III is submitted to the Delegates as a result of a recommendation made by Betty Lennon of Local 612.

"ARTICLE III Statewide Elections
Section 1. ELECTION PROCEDURE.

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

Explanation: This proposal was submitted by Betty Lennon of Local 612 and Henry Brennan of Local 426 in June of 1990. At that time the Committee referred the matter to the Standing Elections

Committee. The Elections Committee drafted proposed guidelines for slate voting and presented these guidelines to the Board of Directors for approval. After much debate and lengthy discussion the Board failed to approve the proposed guidelines. Sister Lennon has requested that the proposal be resubmitted for consideration.

The law allows for slate voting as long as the voter is also able to vote for candidates individually and is not forced to choose only amongst the slates. As for slate petitioning, the By-Laws, as well as the Region, Local and Unit Constitutions all must be changed to allow for slate petitioning, as present language in all of those documents precludes that process.

Slate petitioning would allow candidates to jointly collect nominating signatures, rather than as is presently required that each candidate collect his/her own signatures. Without slate petitioning, candidates can campaign as a slate under present procedures. When and if guidelines for slate voting are approved by the Board, such "slates" will be able to appear on the ballot, even without slate petitioning. While slate petitioning may help some candidates to secure signatures more rapidly and over a broader population, it also allows for a strong candidate to carry virtual unknown candidates onto the ballot and even into office. Of course the converse is also true: a candidate's chances may be spoiled by an unpopular candidate on his/her slate, as well. Slate voting discourages new members from becoming involved by running for office, as it has the effect of closing down the field to the "in" people. It enables a relatively unknown candidate to secure the necessary number of signatures to be on the ballot and even to win; it enables a "popular" candidate to determine the fate of the entire election.

The Statewide Election Committee does not favor this proposal. The SEC believes that slate petitioning minimizes member and candidate participation in the nominating process by proposing the elimination of the requirement that each candidate work to obtain his/her place on the ballot. While the SEC does not support slate petitioning, it is prepared to continue to work on slate voting procedures pursuant to the Board of Director's Mandate.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

ALL CORRESPONDENCE WITH RESOLUTIONS AND/OR PROPOSED AMENDMENTS RECEIVED BY THE COMMITTEE AS OF THE CONSTITUTIONAL DEADLINE OF JULY 9 HAVE BEEN REVIEWED. APPROPRIATE RESPONSES HAVE BEEN DIRECTED TO THE INDIVIDUALS.

Respectfully submitted,
Terrence Melvin, Chairperson
Rita Wallace, Vice Chairperson
Steve Gonzalez
Sabina Shapiro
Robert Simoni
Richard Noreault
Barbara Reese
Patricia Callahan



"Therefore, be it resolved..."

Resolutions

The Resolutions Committee met at CSEA Headquarters on July 29, 1992. In attendance were: Irene Carr, Committee Advisor; Tom Linden, Special Assistant; Marge Flynn, Chair; Grace Roy, Lorraine Johnson, Anna DellaRocco, Robert Nurse, Ron Daniels, Roslie Tallman, Dale King, Patricia Martin, Aaron

Hudson and Judith Watts. John Aloisio and Tony Bailous had an excused absence.

At this meeting the following resolutions were discussed: (Resolutions will be read by Marge Flynn, Chair of the Resolutions Committee, after the appropriate committee report).

RESOLUTION ON RESOLVING THE URBAN CRISIS

Submitted by Joel Schwartz, Local 446 & Willie Terry, Local 460

WHEREAS, during the last twelve years the Bush/Reagan Administrations have worked to lessen civil rights, union rights and affirmative action in today's job place, and drastically cut the federal aid that had been invested in the physical and social infrastructure and community development of America's cities; and

WHEREAS, many state and local government officials have followed the federal government's lead in ignoring the pressing concerns of this country's poor and working people, particularly in the cities, and have contributed to lost opportunities by neglecting the needed investment in such important areas as job training, education, health care, and infrastructure; and

WHEREAS, these policies have resulted in high unemployment throughout the country, particularly among different minority communities, and an erosion of the American dream for all Americans; and

WHEREAS, these policies have overloaded America's social and economic safety net and overloaded public and non-profit workers who address these problems every day in their work situations; and

WHEREAS, these policies have intensified divisions of racism, sexism and other aspects of cultural diversity that exist in our modern society rather than heal those divisions and promote the benefits that could be gained from appreciating cultural diversity and creating viable communities where adequate living standards can be maintained for all; and

WHEREAS, these policies have led to the anger and violence shown in Los Angeles after the verdict in the police brutality case of Rodney King, in which people voiced their frustration with a system that has continuously failed them by way of racism, blindness to cultural diversity, and social-economic conditions. Such police brutality highlights the need to authorize independent civilian review boards to investigate citizen complaints against the police in addition to actions that may be taken by police management and city prosecutors; and

WHEREAS, the current Administration has not taken any responsibility for how misguided economic, social and judicial policies of this government have contributed to the problems in our cities, but has rather exacerbated the problems by wrongly labeling the Los Angeles riots a result of spending on

"Great Society" programs; and

WHEREAS, it is in the interest of CSEA and the labor movement as a whole, to unite in the fight against racism and poverty and to continue to organize the unorganized and champion the right of all Americans to jobs with reasonable wages and benefits, and to promote a decent standard of living in all aspects of their lives and communities,

THEREFORE, BE IT RESOLVED, that CSEA continue to urge Congress to halt further weakening of affirmative action and civil rights programs; and

BE IT FURTHER RESOLVED, that CSEA continue to urge Congress for an immediate increase of at least \$35 billion in federal aid to city and state governments to restore needed investments in job training, education, community development, housing, health care, social services and economic opportunities. This money should also go toward a massive jobs program to put American workers back to work in the cities; and

BE IT FURTHER RESOLVED, that CSEA continue to urge Congress to reorder its priorities away from defense spending toward social investment and to explicitly invest in community-oriented programs that allow citizens and public workers input to determine their own needs; and

BE IT FURTHER RESOLVED, that CSEA members and leaders call for the strengthening of civilian community review over the police while urging affiliated locals to actively support this goal by participating in local coalitions for police accountability; and

BE IT FURTHER RESOLVED, that CSEA will go on record as condemning all types of police abuses. Copies of this Resolution will be sent to the NAACP, which is participating in a national fact-finding mission on police brutality in the Black community; and

BE IT FURTHER RESOLVED, that CSEA will continue to work with civil rights and minority organizations to advance our common goals of protecting civil and constitutional rights; and

BE IT FURTHER RESOLVED, that CSEA will renew its commitment to fighting discrimination both within the Union and without. AFSCME will develop programs and materials to address discrimination in all its forms and stress the importance of building unity among diverse groups.

ACTION TAKEN: Referred to the International Vice Presidents.

RESOLUTION ON AD CAMPAIGNS

Submitted by Terrence L. Melvin, Local 427 President, and Barbara Reese, Health Department Representative - CSEA Board of Directors.

WHEREAS, the CSEA membership in the State Division and Local Government Division has been faced with layoffs and short staffing due to recent fiscal problems throughout New York State; and

WHEREAS, the CSEA membership are in key positions which enable the residents of the State to receive necessary services; and

WHEREAS, some politicians and private sector business persons have tried to blame the State and Local Government workforce for the fiscal problems of the particular entities; and

WHEREAS, this delegation recognizes the importance of the services the CSEA members provide to the residents of New York State and reaffirm our slogan of "New York Works Because We Work";

THEREFORE, BE IT RESOLVED, that CSEA will step up its ad campaigns to inform members and other residents of New York State of the importance of our membership in the operation of New York State and Local Government service delivery systems; and

BE IT FURTHER RESOLVED, that CSEA Locals are encouraged to participate in community education workshops and seminars to voice the importance of the CSEA members' positions in the service delivery systems of State and Local Governments; and

BE IT FINALLY RESOLVED, that this delegation encourages CSEA Locals to utilize Local newsletters to heighten the awareness of individuals of the importance of the State and Local Government workforce.

ACTION TAKEN: Referred to the Membership Committee.

RESOLUTION ON TRANSFER BETWEEN STATES

Submitted by Jessie L. Ward, State Insurance Fund, Region II

WHEREAS, State workers from time to time take up residence in other states; and

WHEREAS, there is currently no provision for a transfer between states,

BE IT RESOLVED, that these workers be made eligible for job transfer so long as the job description is the same.

ACTION TAKEN: Referred to the Contract Administration Dept. of CSEA.

(Continued on next page)

"Therefore, be it resolved..."

Resolutions...Resolutions...Resolutions



(Continued from previous page)

RESOLUTION ON AGENCY SHOP

Submitted by Flo Tripi, Monroe Co. Board of Directors Rep.

WHEREAS, CSEA has promoted an Agency Shop for Local Governments on a mandatory basis; and

WHEREAS, it has been a 15-year struggle since 1977 when Agency Shop was legislated for State Bargaining units; and

WHEREAS, CSEA, through the Statewide Officers, the Delegate Body, the Statewide Board of Directors, the Statewide Legislative and Political Action Committee and the Legislative and Political Action Department Staff, has made mandatory Agency Shop for Local Government a number one legislative priority.

THEREFORE, BE IT RESOLVED, that the CSEA Board of Directors go on record urging the Governor of this great State to sign the Agency Shop legislation as soon as possible; and

BE IT FURTHER RESOLVED, that the CSEA Board of Directors hereby recognize the outstanding efforts of all of CSEA active participants in the legislative process, including rank-and-file activists, State Political Action Liaisons (PALS), Unit and Local Presidents, members of the Statewide Board of Directors, Trustees of the Political Action Fund, members of the Statewide Legislative and Political Action Committee, and Statewide Officers, in persevering and promoting passage of this most important legislation; and

BE IT FURTHER RESOLVED, that the Board of Directors commend the outstanding efforts of the CSEA Legislative and Political Action staff, under the inspired and sustained direction and leadership of President Joseph McDermott, for achieving what was thought impossible; and

BE IT FURTHER RESOLVED, that this Board of Directors acknowledge that when CSEA is unified and stands as one, the impossible can be achieved; that there is nothing that this Union cannot accomplish, and that CSEA is the most effective, powerful Union representing the labor movement today.

ACTION TAKEN: Referred to the Political and Legislative Action Committee.

RESOLUTION FOR N. AMERICAN FREE TRADE AGREEMENT

Submitted by Joel Schwartz, Local 446

WHEREAS, the proposed trade pact with Mexico and Canada will jeopardize the jobs of thousands of workers in the United States, Mexico and Canada; and

WHEREAS, the current administration is not interested in negotiating a trade agreement which protects U.S. labor standards, environmental standards, safety and health standards, and human rights standards,

THEREFORE, BE IT RESOLVED, that AFSCME oppose any trade agreement which does not address the economic needs of working men and women, health, safety and legal protections for workers, protection for the environment, and maintenance of human rights.

ACTION TAKEN: Referred to the International Vice Presidents.

RESOLUTION ON REASONABLE CASELOADS FOR PUBLIC EMPLOYEES

Submitted by the CSEA Special Social Services Committee.

WHEREAS, many CSEA members who work in human services and other programs are adversely affected by stress, burnout and inability to provide services effectively because of unmanageable and unreasonable caseloads; and

WHEREAS, the high cost of the failure to address this issue exacts a heavy toll upon workers and their families and recipients of services; and

WHEREAS, runaway caseloads carried by employees in public agencies are indefensible. They make a mockery out of the delivery of services to which clients are entitled by law. They cause chaos in the workplace by creating serious worker turnover and absenteeism rates, demoralized staff and disgruntled clients; and

WHEREAS, public service agencies that tolerate the existence of unmanageable

caseloads break faith with taxpayers' expectations that services to eligible persons be provided promptly, effectively, and efficiently; and

WHEREAS, when workloads are out of control, recipients are denied the services they need. All too frequently this subjects them to unfair hardship and deprivation; and

WHEREAS, unmanageable caseloads, or workloads, have a profound impact upon conditions of employment. Because of this fact, they present an issue that should be addressed and resolved through the collective bargaining and consultation process or through legislative or legal action.

THEREFORE, BE IT RESOLVED, that CSEA Locals and Units are urged to address the caseload problem through collective bargaining, consultation, legislation or other alternative means.

Report out under Special Social Services Committee Report.

RESOLUTION ON AFFORDABLE HOUSING

Submitted by CSEA Members of the Black and Hispanic Caucus, T. J. Simmon, Delegate - Local 433 and Raymond Miranda, Member - Local 460.

WHEREAS, Millions of Americans can no longer afford a decent place to rent and homeownership opportunities are not attainable for millions more; and

WHEREAS, the number of unsubsidized low income rental units have dropped to 2.8 million from 4.8 million in 1973 — a decline of 41 percent; and

WHEREAS, one-third of all households with incomes in the \$15,000 to \$30,000 range, spent at least 30 percent of their incomes for housing in 1989 and approximately three percent spent more than half of their income for housing; and

WHEREAS, in 1989, of the 13 million households with children, 4 million were single-parent families who are less likely to own their home and more likely to bear higher housing costs — 53 percent; and

WHEREAS, homeownership opportunities have declined for all households under age 45, the most significant decline has been among young households — 25 years of age and under; and

WHEREAS, funding from the National Affordable Housing Act of 1990 is just beginning to reach state and local governments.

THEREFORE BE IT RESOLVED, that CSEA work with state and local officials, religious group and community-based organizations who are fighting for affordable housing rental and ownership; and

BE IT FINALLY RESOLVED, that CSEA support legislation which establishes programs that provide housing opportunities to low and middle income rental and potential homebuyers.

ACTION TAKEN: Referred to the Political and Legislative Action Committee.

DAY CARE SERVICES BY EMPLOYERS RESOLUTION

Submitted by CSEA Members' Black and Hispanic Caucus.

WHEREAS, the workforce is facing a significant increase of single parents who are struggling with the dilemma of earning a living and caring for their children, or the almost impossible desire to stay home and care for children while there is only one bread-winner in the household; and

WHEREAS, single women with children are the largest segment of society that fall into the poverty range; and

WHEREAS, inflation keeps increasing and more money is needed to keep food on the table and cover the bills; and

WHEREAS, single women with children want to stay in the workforce but find little incentive from the employers; and

WHEREAS, wages are low and benefits are non-existent; and

WHEREAS, the time that women would be using commuting to and from day care and looking for appropriate day care could be utilized on the job,

THEREFORE, BE IT RESOLVED, that CSEA will strongly advocate to develop day care services paid for by the employer at the workplace; and

BE IT FINALLY RESOLVED, that CSEA will advocate for full day care services without waiting lists.

ACTION TAKEN: Referred to the Standing Women's Committee.

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"Therefore, be it resolved..."

Resolutions...Resolutions...Resolutions



(Continued from previous page)

RESOLUTION REGARDING CSEA SUPPORT FOR CBTU

Submitted by Sylvia Mayberry, Local 602

WHEREAS, it is the intention of the CSEA Inc. to lend support to the Coalition of Black Trade Unionists as evidenced in their publications; their financial support is not so evidenced, but left up to individual Locals to do so. This type of support is not only inadequate, but degrading, demeaning and demoralizing to CSEA Inc. and its activists. Some Locals recognize the need and worth of the CBTU, others do not do so and, consequently, refuse to grant the funds to its activists to attend the Annual Convention even though their treasury could afford it.

THEREFORE, BE IT RESOLVED, that CSEA Inc. will cover the necessary expenses involved in sending persons who are activists in both organizations to the CBTU Annual Convention; and,

BE IT FURTHER RESOLVED, that where it is found that a Local can cover the necessary expenses, but failed to do so, CSEA Inc. should bill that Local for all costs involved in sending its members to the CBTU Convention. This procedure will put CSEA in line with their AFSCME affiliate in support of the CBTU.

Report out under Resolutions Committee Report.

ACTION TAKEN: Referred to the CSEA Board of Directors.

RESOLUTION ON UNION FUNDS FOR CBTU ACTIVITIES

Submitted by Terrence L. Melvin, Local 427 President and Barbara Reese, Health Department Representative - CSEA Board of Directors.

WHEREAS, CSEA recognizes the diversity of its membership and leadership which encompasses persons of different races, color, ethnic background and sexual orientation; and

WHEREAS, the Coalition of Black Trade Unionists (CBTU) is organized and operated to advance and enhance the working lives of unionists in general and black trade unionists in particular; and

WHEREAS, CSEA endorses the enlightenment and education of its membership and leadership being exposed to and educated about the experiences of fellow unionists in general,

THEREFORE, BE IT RESOLVED, that this delegate body endorses and supports the participation of CSEA activists in their Local Coalition of Black Trade Unionists (CBTU); and

BE IT FURTHER RESOLVED, that this delegate body endorses and supports the participation of CSEA membership and activist participation in the CBTU Annual Conference; and

BE IT FINALLY RESOLVED, that this delegate body endorses the use of union funds for the purpose of membership and activist participation in CBTU activities.

ACTION TAKEN: Referred to the Officers and CSEA Board of Directors.

LABOR HISTORY WEEK RESOLUTION

Submitted by CSEA Members' Black and Hispanic Caucus

WHEREAS, the Labor Movement has been instrumental in assuring workers and their families a better quality of life through adequate pay and health benefits; and

WHEREAS, the Labor Movement has worked hard to provide safe work sites for all workers, abolishing child labor and sweat shops, etc.; and

WHEREAS, the Labor Movement has worked hard to fight discrimination in the workplace, be it racial or gender based, as well as fighting other injustices that have given the working community a better life; and

WHEREAS, Labor has played a significant role in the education of our children through scholarships and training, and while we do acknowledge labor through a Labor Day holiday, we do not believe that it is sufficient; and

WHEREAS, a large percentage of our young people are not aware of the meaning of Labor Day, or the sacrifices that public and private trade union members have made to ensure that our youth would have a better quality of life,

THEREFORE, BE IT RESOLVED, that CSEA go on record as actively encouraging Locals to establish a local Labor History

Week in their school system; and

BE IT FURTHER RESOLVED, that CSEA go on record as recognizing that education is the key to instill in our young people, an appreciation for the institutions that influence their lives; and

BE IT FURTHER RESOLVED, that CSEA will call on AFSCME to establish a Labor History Week; and

BE IT FURTHER RESOLVED, that CSEA will work to establish a Labor History Week in New York State by 1994 and will notify all of its members of this event; and

BE IT FURTHER RESOLVED, that CSEA will make every effort to encourage Locals to get a Resolution of support for Labor History Week through their City Councils; and

BE IT FURTHER RESOLVED, that the CSEA Education and Training Department will offer its services of support to School Boards and Public School Systems to further educate students about Labor History Week; and

BE IT FINALLY RESOLVED, that every effort will be made to inform the public of this event through the public libraries, churches, community organizations and the media.

ACTION TAKEN: Referred to the Standing Education Committee.

RESOLUTION FOR ADEQUATE SOCIAL SERVICES FUNDING

Submitted by the Special Social Services Committee

WHEREAS, the number of individuals and families seeking help from Social Services has increased dramatically in recent years; and

WHEREAS, official reports of child abuse have risen by more than 200% over the last decade and an estimated 1,200 children died of abuse last year; and

WHEREAS, despite the dramatic increase in child abuse, the federal government has failed to adequately address the problem and has not significantly increased the funding for child welfare programs; and

WHEREAS, the number of public employees providing social services has not increased substantially; and

WHEREAS, many Social Services Departments have actually reduced staffing despite increased caseloads; and

WHEREAS, thousands of CSEA members

who work in Social Services Departments are unable to ensure the safety of children or provide timely financial assistance in a system that is critically overburdened and underfunded,

THEREFORE, BE IT RESOLVED that CSEA urge State and County officials to make a strong commitment to protecting Social Services recipients and insuring the timely receipt of benefits through increased funding for administrative costs; and

BE IT FINALLY RESOLVED, that CSEA strongly oppose any efforts to scapegoat the workers for a system that is totally overwhelmed, including criminal or civil charges against employees unable to prevent the physical or financial harm to individuals, or detect financial errors, because of their workload.

Report out under Special Social Services Committee Report.

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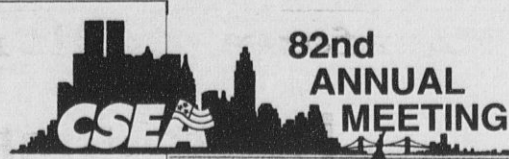
GO DIRECTLY TO THE POLLS.

VOTE NOVEMBER 3!



"Therefore, be it resolved..."

Resolutions... Resolutions... Resolutions



(Continued from previous page)

WORKER RIGHTS - THE NEED TO ORGANIZE RESOLUTION

Submitted by CSEA Members' Black and Hispanic Caucus

WHEREAS, there is a tremendous threat to organized labor nationally; and

WHEREAS, all workers in both the public and private sectors are exposed to unsafe working conditions and are often uninformed as to their rights, are injured on the job or exposed to hazardous conditions and substances; and

WHEREAS, most of the available jobs are found in the private sector and are non-union; and

WHEREAS, more businesses are relocating to southern states where there are few, if any, worker protection laws; and

WHEREAS, most of the available labor

force in southern states consist primarily of unskilled African American women who, by necessity, must work; and

WHEREAS, workers in the South are attempting to organize to gain union benefits that many of us take for granted; and

WHEREAS, Southern workers are often subjected to long work hours, horrendous working conditions, sexual and physical abuse, and exposed to serious health hazards; and

WHEREAS, Southern states historically have been the most resistant at attempts to organize the workforce,

THEREFORE, BE IT RESOLVED, that the delegates in convention call upon CSEA and AFSCME to assist our brothers and sisters in the southern states who seek to become part

of the trade union family and to assist them in whatever manner possible; and

BE IT FURTHER RESOLVED, that CSEA join with other organizations and coalitions that urge stronger enforcement of OSHA laws in the South; and

BE IT FINALLY RESOLVED, that CSEA recognize the need of the labor movement to aggressively respond to the attacks on its existence and will urge the entire labor movement to begin a campaign to recommit their institutions and resources to the task of organizing workers in both the public and private sectors.

ACTION TAKEN: Referred to the CSEA/AFSCME International Vice Presidents.

GOVERNMENT AND THE ECONOMY IN THE 1990s

Submitted by Joel Schwartz, Local 446

WHEREAS, the hollow policies of the Reagan/Bush administrations created the appearance of economic prosperity during the 1980s. This false prosperity was lopsided, with a favored few on Wall Street growing fabulously rich, while most working Americans barely progressed, or actually lost ground. The bubble has now burst in the 1990s, creating recession, countless bankruptcies, a banking crisis, and swelled the unemployment ranks. Yet, the Bush administration pursues misguided policies that promise only more trouble for working Americans while bailing out the rich; and

WHEREAS, misguided national spending priorities hamstring economic opportunity for average Americans. Under the name of fighting Soviet expansionism, the federal government spent beyond its means on an unprecedented defense build-up, while crowding out domestic programs. This led to a \$3 trillion national debt. The Soviet threat now has vanished and we face a new international order. But under the name of fighting the budget deficit, the Bush administration promotes more domestic cuts, ignoring the victims of the recession and the backlog of unmet social needs. Federal cuts for domestic social and economic development programs during the FY 82-FY 88 period averaged \$642 for every man, woman and child in the United States. In his FY 93 budget, President Bush proposed cutting by \$1.5 billion the level needed to keep low-income programs such as nutrition, child care, and job training, on pace with inflation; and

WHEREAS, misguided federal policy also means that more than half the states face serious budget deficits, which retards economic opportunities that States provide for average Americans.

The recession has undermined state revenue sources. The absence of federal health policy has led to spiraling state health care costs and federal mandates have further strained state and local budgets. In addition, the federal government continues to retrench direct aid to states and cities.

This fiscal plight creates its own economic drag, as highly qualified and experienced

public workers are furloughed or laid off. This further swells the unemployment rolls, reduces the state and federal income tax base, reduces the state sales tax base, and heightens the crisis of consumer confidence; and

WHEREAS, many state and local lawmakers have responded with their own misguided responses to the fiscal crises. In too many cases, these state and local lawmakers have also turned their backs on average Americans by reducing services, cutting into education budgets, and cutting back on worthy economic development programs. Rather than restore some of the hefty tax cuts given to businesses and the wealthy over the last decade, state and local lawmakers are cutting spending and only beginning to see that there is "no free lunch"; and

WHEREAS, working Americans cannot afford to wait until federal and state budget deficits are "solved." Lagging public investments in physical infrastructure and human capital have already impeded private sector productivity, growth and competitiveness. Nearly one-third of large companies must furnish costly remedial education in basic reading, writing and math to have a competent workforce because of cuts in public education. The quality of America's bridges and highways is barely adequate to fulfill current requirements, and insufficient to meet the demands of future economic growth.

Sustained economic growth and full employment with price stability remain the appropriate goals for federal economic policy. Private investment cannot take place without public investment leading the way. Budget deficit reduction alone cannot cure the country's economic and social problems. Budget deficit reduction by itself would only make matters worse since it would absorb revenues that could otherwise be spent on domestic needs; and

WHEREAS, dramatic events of the last two years have refashioned world politics, eliminating the need for further U.S. military expansion, and creating a "peace dividend." This dividend would be best spent by expanding the domestic programs that are ingredients for sustained economic growth for

working Americans; and

WHEREAS, additional revenue to address domestic needs as well as resolve the budget deficit can be raised through progressive tax policy. Progressive tax policy can also redress inequitable income opportunity,

THEREFORE, BE IT RESOLVED, that as the United States enjoys brighter international relations, national priorities should be fundamentally restructured. The federal government must take a more active role in many areas, pursuing the goal of sustained economic growth and full employment, with price stability, both in direct spending and through increased aid to states in a manner that spreads the benefits of that growth to all segments of the population.

* Tax and budget policy should once again address issues of income distribution and equality of opportunity, reversing the "rich get richer, poor get poorer and middle class gets squeezed" trend of the last decade.

* Government should view public investment in such areas as infrastructure and human capital as essentials to economic growth and productivity.

* Government should take a major role in meeting the pressing needs of society, including child care, long-term health care, nutrition and hunger, job training, housing and infrastructure.

* The military budget should be reduced with guaranteed retraining for those workers affected by the reduction. The "peace dividend" realized from reductions in military spending should be applied to unmet social needs rather than allowed to disappear into deficit reduction.

* Additional revenues beyond that obtained from the "peace dividend" and cuts in military spending should be sought for both domestic needs and reducing the deficit. These revenues should be achieved by taxing those who have the ability to pay and not by instituting regressive taxes.

* State and local government should also use their revenue sources to meet challenges where federal support falls short.

ACTION TAKEN: Referred to the International Vice Presidents.

(Continued on next page)

"Therefore, be it resolved..."

Resolutions... Resolutions... Resolutions



(Continued from previous page)

CSEA BLACK AND HISPANIC CAUCUS RESOLUTION

Submitted by CSEA Members' Black and Hispanic Caucus

WHEREAS, on October 24 and 25, 1990 at the CSEA 80th Annual Meeting at Kiamesha Lake, New York, over one hundred and twenty-five Black and Hispanic delegates in CSEA met for the first time as a caucus statewide; and

WHEREAS, those delegates met for the purpose of discussing issues and concerns of Black and Hispanic union members inside CSEA; and

WHEREAS, one of the outcomes of this discussion was the call for the formation of a Black and Hispanic Caucus inside CSEA to continue the dialogue started at the 80th Annual Meeting; and

WHEREAS, CSEA's commitment to equal rights for all New York State citizens, and its commitment to fighting discrimination based on race, creed, color, national origin, sex, age, sexual orientation, political and religious beliefs has been longstanding. However, Black, Hispanic and other minorities within CSEA continue to be victims of racial discrimination in hiring, promotions, and a host of other related areas.

The socio-economic experiences of Blacks and Hispanics are often different from other American citizens; and

WHEREAS, insistence on equal opportunity lies at the core of trade unionism. All workers have an undeniable right to freedom of association and to band together to improve their lives through the union contract; and

WHEREAS, the CSEA Black and Hispanic Caucus has met at all subsequent CSEA Annual Meetings, at Statewide, Regional and Women's Workshops, and at local and regional areas; and

WHEREAS, the primary objective of the CSEA Black and Hispanic Caucus is to work within CSEA to improve the economic and social well being of Black and Hispanic members in particular (but all members in general) and to ensure their participation in CSEA to their fullest potential; and

WHEREAS, the CSEA Black and Hispanic Caucus has been instrumental in having the following enacted: (1) the Advisory Committee on Minority Issues; (2) Bilingual publications; (3) *Breaking Down Barriers* pamphlet; (4) Black History Month programs in Locals and Regions and articles in *The Public Sector*; (5) resource libraries on Black and Hispanic workers' history to be used by Locals; (6) made caucus rooms accessible to all members; (7) more minority workshop presenters and more workshops on issues concerning minorities; (8) more CSEA members have participated in CBTU and attended the New York State Black and Puerto Rican Legislative Caucus Conference than all the past ten years; and (9) recommended participation of CSEA on the AFSCME Minority Affairs Committee; and

WHEREAS, the purpose of the CSEA Black and Hispanic Caucus has been and is to advance the rights of CSEA's two largest minority groups, for the stronger they are, the stronger CSEA is - in solidarity,

THEREFORE, BE IT RESOLVED, that the Delegates at the CSEA 82nd Annual Meeting continue to support the CSEA Black and Hispanic Caucus in its efforts and to help spread the word to this constituency within CSEA and to all who share an interest in this constituency.

ACTION TAKEN: Referred to the Advisory Committee on Minority Issues.

PLANT CLOSING RESOLUTION

Submitted by CSEA Members' Black and Hispanic Caucus

WHEREAS, the closing of plants has a devastating effect on its employees, their families, local and state governments and the educational systems in that community; and

WHEREAS, plant closings have reached epidemic proportion and workers are being notified almost weekly of plant closings; and

WHEREAS, plant closings are destroying entire communities and also placing stress on family life; and

WHEREAS, plant closings in most cases are due to corporate greed, plants are closed and moved to low wage countries for higher

profits; and

WHEREAS, efforts to restrict plant closings through legislation has not been successful over the past ten years,

THEREFORE, BE IT RESOLVED, that CSEA go on record in support of Labor and Community efforts to use their collective political and economic power to prevent plant closings, including economic boycotts.

ACTION TAKEN: This Resolution is hereby referred to the Political and Legislative Action Committee without recommendation from the Resolutions Committee.

RESOLUTION ON POLITICIANS' VOTING RECORD

Submitted by Terrence L. Melvin, Local 427 President and Barbara Reese, Health Department Representative - CSEA Board of Directors.

WHEREAS, CSEA is the largest Public Employee Union in New York State; and

WHEREAS, CSEA has one of the best Statewide Political Action Committees in New York State; and

WHEREAS, CSEA has been ignored by

some politicians they have supported in the past,

THEREFORE, BE IT RESOLVED, that CSEA hereby reaffirms its policy to review the credentials and voting record of individuals seeking our support; and

BE IT FURTHER RESOLVED, that politicians proven to have voted against the advancement of CSEA membership issues and issues to enhance the lives of State residents in general, shall not receive CSEA

support during political campaigns and elections; and

BE IT FINALLY RESOLVED, that a copy of this resolution shall be sent to the New York State Governor, each member of the State Assembly and State Senate.

ACTION TAKEN: Referred to Legislative & Political Action Committee.

(Continued on next page)

1992 CONVENTION SECTION

(Continued from previous page)

ROE V. WADE RESOLUTION

Submitted by Denise Berkley and CSEA Members of Black and Hispanic Caucus.

WHEREAS, nineteen years have passed since the U.S. Supreme Court ruled in Roe v. Wade that abortion is a fundamental right of all women. This 1973 landmark decision that gave a woman the right to choose when to have a child or to terminate an unwanted pregnancy has been severely undermined by a series of anti-abortion rulings, beginning in 1989, when conservatives gained a majority on the Supreme Court; and

WHEREAS, encouraged by the Court's 1989 decision in Webster v. Reproductive Health Services, a number of state legislatures enacted more restrictive abortion laws than were permissible under Roe. This political opposition to reproductive rights has limited the availability for abortions for poor women in the United States, where approximately 1.5 million pregnancies are legally terminated each year; and

WHEREAS, in a recent decision overturning a territory of Guam law that would have prohibited almost all abortions, the 9th Circuit Court of Appeals declared that the constitutional right to abortion still exists, but, in upholding the Pennsylvania law, the 3rd Circuit Court of Appeals said that a careful analysis of rulings by the high court led it to conclude that the right to abortion is no longer "the law of the land;" and,

WHEREAS, the constitutionality of the Pennsylvania statute, known as Planned Parenthood v. Casey, is now under consideration by the Supreme Court and a decision is expected in early July - may use this case to gut or overturn Roe by upholding the appeals court's ruling in Casey; and

WHEREAS, Spin doctors in the Bush administration and in the media are now attempting to sway voters who support choice into believing, that despite anti-abortion rulings by the high court, Roe v. Wade is still intact. Abortion threatens to become a major and potentially damaging campaign issue for the President, and to help bolster his sagging re-election bid, the Court has once more supplanted justice with politics by announcing that the scope of its ruling in Planned Parenthood v. Casey will be as narrow as possible; and

WHEREAS, the defeat of George Bush in November 1992 is in the best interest of women, organized and unorganized workers, the poor, the elderly, our children and our youth,

THEREFORE BE IT RESOLVED, that the 82nd Annual Delegates meeting of the Civil Service Employees Association call upon the United States Congress to immediately enact the Freedom of Choice Act of 1991 without any crippling amendments; and

BE IT FINALLY RESOLVED, that CSEA, acting in convention, call upon our locals and members to vigorously counter the Bush public relations gimmicks through letters to the editors, press releases, ads in community newsletters, by increasing our participation in pro-choice coalitions, and by helping to elect pro-choice candidates.

ACTION TAKEN: Referred to the Women's Committee

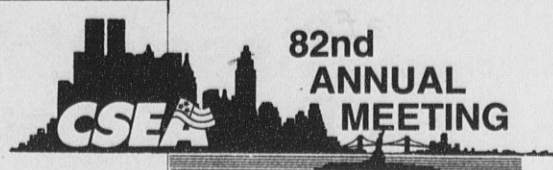
ELECT

Bill Clinton
and Al Gore

VOTE NOVEMBER 3, 1992!!

"Therefore, be it resolved..."

...Resolutions



RESOLUTION FROM SPECIAL PROBATION COMMITTEE

Submitted by Special Probation Committee - James Mattei, Chair.

WHEREAS, during the opening years of the new decade, the probation and correctional alternatives community faced multiple challenges. Chief among them were the pressures of continually escalating caseloads, an influx of more felony offenders, a dramatic rise in the substance abuse segment of the supervised population, and, conversely, declining resources; and

WHEREAS, probation and correctional alternatives programming and services represented the largest component of the correctional system in New York State during 1990 and 1991. Approximately one out of every two offenders under some form of correctional supervision in the State was on probation; and

WHEREAS, State expenditures in support of Probation supervision represented only a small fraction of the costs of incarceration in prison or jail. Data showed it cost about \$100,000 to build a new State prison cell, \$25,000 per year to maintain a State prison inmate and nearly \$27,000 per year to maintain a local jail inmate. Parole, meanwhile, costs about \$2,060 per offender, while the yearly cost of probation per offender was about 5% of the cost of incarceration in prison or jail, and the State's share of probation was approximately 26% of the State's cost for parole; and

WHEREAS, DPCA administers a yearly State reimbursement to local Probation Departments which statutorily may be up to 50% (depending on budgetary appropriations) of approved local Probation expenditures. For most of the decade of the 1980s that reimbursement was at 46.5% of approved expenditures. In the 1990-91 fiscal year, however, the rate dropped to 41.5% and the 1991-92 budget appropriated \$49.8 million for State Aid which reimbursed approximately 36% of approved local expenditures; and

WHEREAS, the Division's Client Data System reported 153,460 cases being supervised at the end of June 1991, an increase of 22,210 (or 17%) over the number of cases reported at the end of 1989. Forty-one percent (41%) of the mid-year 1991 caseload (63,482) consisted of substance abuse cases, 65% of which (41,283) were the result of a

felony conviction. Meanwhile, 22 local Probation Departments began reporting staff reductions, primarily casebearing positions, below 1989 personnel levels. Another 28 departments reported their staffing at the same levels as three years prior; and

WHEREAS, Probation employees were under siege this winter as a result of the Governor's budget proposals to slash aid to localities for Probation services, absorb Probation into other larger agencies such as Division of Parole or DCJS and mandate collection of local fees for Probation supervision. In response, CSEA conducted an informational campaign to oppose the Governor's proposals. As a result, DPCA will remain intact and reimbursements to counties for Probation services will remain at the 1991 level in 1992. This has allowed the counties that were particularly hard hit by layoffs in their Probation Departments, to restore many of the Probation positions that were abolished; and

WHEREAS, CSEA's Special Probation Committee is in the process of reviewing an intermediate sanctions model for Probation services being developed by DPCA which could broaden the scope of Probation services statewide and save the State and County money by lessening dependence on incarceration of probation violators; and

WHEREAS, CSEA has been represented on DPCA's Safety Advisory Committee for the past few years advocating that Probation Officers be given the option to carry firearms and for other safety measures to be implemented. The CSEA Education and Training Department has also developed our own safety training for probation employees and other members who work with difficult clients.

THEREFORE, BE IT RESOLVED, that CSEA encourage its Regions to form probation committees. The committees will help CSEA's Special Probation Committee continue to address issues facing Probation employees on a statewide basis and recommend positions and actions that should be taken by CSEA and DPCA.

To be read with the Special Probation Committee Report.

SHARED DECISION MAKING RESOLUTION

Submitted by Special School Employees Committee

WHEREAS, CSEA represents over 30,000 educational support employees in 330 school districts across New York State; and

WHEREAS, educational support employees are essential to the efficient operation of a district; and

WHEREAS, education support employees have a particular expertise in specific areas of the school district operation; and

WHEREAS, the New York State Board of Regents adopted, in 1991, the New Compact for Learning of which shared decision making is a segment; and

WHEREAS, the Commissioner of Education Regulations Section 100.11 mandates that the plan for participation in shared decision making shall specify the educational issues

which will be subject to cooperative planning and shared decision making at the building level by teachers, parents, administrators and at the discretion of the Board of Education or BOCES, other parties such as students, school district support staff and community members.

THEREFORE, BE IT RESOLVED, that CSEA Units strongly urge the respective Board of Education to allow educational support employees to participate in the shared decision making process; and

BE IT FINALLY RESOLVED, that CSEA pursue, through legislative action, an amendment to the Commissioner of Education Regulations mandating the participation of educational support employees in shared decision making.

ACTION TAKEN: Referred to the Political and Legislative Action Committee.

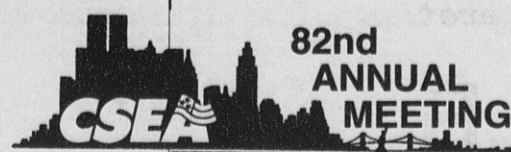
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Sector

September 1992 25

"Therefore, be it resolved..."

Resolutions...Resolutions...Resolutions



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RESOLUTION FROM THE ADVISORY COMMITTEE ON MINORITY ISSUES

Submitted by the Advisory Committee on Minority Issues.

WHEREAS, more and improved job training opportunities are needed, especially for technical and higher level jobs; and

WHEREAS, an improved elementary and secondary education system is needed to provide minorities with equal opportunities for academic development and achievement; and

WHEREAS, the creation of more jobs for African Americans and other minorities is needed in both the public and private sectors of the economy supported by federal and state funding, wherein the participants become members of the employer's full-time regular workforce and eligible for union membership.

THEREFORE, BE IT RESOLVED, that there be the elimination of barriers to employment and upward mobility by removing eligibility qualifications which are not necessary for competent job performance; and

BE IT FURTHER RESOLVED, that there be continued and expanded federal funding for minority scholarship programs for qualified applicants; and

BE IT FURTHER RESOLVED, that there be more research into the health problems of African Americans and other minorities especially in those areas where a health gap exists such as cancer, cardiovascular disease and stroke, diabetes, homicide, chemical dependency, etc.; and

BE IT FURTHER RESOLVED, that there be increased federal and state funding to preserve, produce and renovate affordable housing for low income people; and

BE IT FURTHER RESOLVED, that there be revision in social welfare laws which

presently encourage working males to abandon their families so that the family becomes eligible for increased financial assistance; and

BE IT FINALLY RESOLVED, that CSEA become aware of and relate to fiscal policies of federal, state and local governments to determine the impact on minorities and express any concerns to the appropriate officials or legislative body.

JUSTIFICATION: Most of the above concerns, having a possible impact on our CSEA members, originate with and depend upon fiscal programs enacted or rejected by the various governmental levels within our political structure. As a result, direct influence on them must involve a public campaign to adequately demonstrate each program need and to favorably convince the involved elected officials and legislative bodies that positive action by them is in the best interest of all concerned. However, in a few situations, such as the establishment of minimum qualifications for jobs, desired goals sometimes can be reached through labor/management cooperation at the negotiating table or in special or regularly scheduled labor/management meetings.

As a final note, it is interesting to learn that one of the goals of the Urban League was to pressure for the enactment of the Civil Rights Bill of 1990 which never became a reality. However, at the time of this writing it can be reported that the Civil Rights Act of 1991 received final congressional approval on November 7, 1991 and is expected to be signed by the President.

ACTION TAKEN: Referred to the Political and Legislative Action Committee.

RESOLUTION ON FINE FOR NON-ATTENDANCE

Submitted by Walter C. Nash, Local 443

WHEREAS, it has been noted that many Regional, Local and Unit Executive Board elected and appointed members do not attend the meetings of said Boards; and

WHEREAS, the persons holding the office either volunteered for said position or chose to run for said office; and

WHEREAS, the person by virtue of holding said position must keep the membership informed of decisions made by all disciplines of the CSEA, Inc. Board, Regional Boards, Local Boards and Unit Boards; and

WHEREAS, it has been stated at all CSEA meetings that the members must be kept informed and must become more involved; and

WHEREAS, it has been stated at all CSEA meetings that there must be a mechanism to motivate the membership; and

WHEREAS, the members do not give an excuse or even send a proxy when they have to be excused for an absence from the meetings, from which all the members may benefit; and

WHEREAS, this above statement shall

include all committee members of Statewide, Regional, Local and Unit mandated committees and all other committees as deemed necessary by the governing body.

THEREFORE, BE IT RESOLVED, that all Regional, Local and Unit Executive Board elected and appointed members make every effort to attend all scheduled meetings or send a proxy; and

BE IT FURTHER RESOLVED, that failure to make an arrangement for their absence shall lead to a monetary fine levied upon the Regional, Local and Unit Executive Board; and

BE IT FURTHER RESOLVED, that the fine should double for each absence of said members in multiples of \$25.00 (twenty-five dollars), beginning with \$25.00 (twenty-five dollars); and

BE IT FINALLY RESOLVED, that said member(s) name and Local, Unit and/or Regional position be placed in the CSEA, Inc.'s *Public Sector*.

ACTION TAKEN: Referred to Standing Methods and Procedures Committee.

RESOLUTION ON TERRORISM

Submitted by Frederick R. Lewis, Local 806

WHEREAS, Joseph Patrick Thomas Doherty was deported from the United States on February 19, 1992; and

WHEREAS, he was convicted of the murder of a British soldier by jury trial in accordance with the rules of evidence and legal protections which are recognized as fair in all English-speaking nations; and

WHEREAS, Mr. Doherty is a member of the Irish Republican Army, a terrorist organization which in 1991 attempted the assassination of a British Air Vice-Marshal who was formerly governor-general of Gibraltar and who survived despite being shot five times, including twice in the head; and

WHEREAS, the Irish Republican Army detonated a bomb which damaged 10 Downing Street in the Spring of 1991 and nearly killed the British Prime Minister and his cabinet; and

WHEREAS, in December 1991 the Irish Republican Army did set bombs on subways in London to cripple the city just prior to Christmas when traffic would be heaviest; and

WHEREAS, during the same period, in Northern Ireland, the IRA stormed into a house in Belfast and shot, among others, an infant, later apologizing that they had gone into the wrong house "by mistake"; and

WHEREAS, the United States Supreme Court properly ruled in February 1992 that Mr. Joseph Doherty should be deported to Northern Ireland to serve the term of life imprisonment which he so richly deserves;

THEREFORE, BE IT HEREBY RESOLVED, that the CSEA unequivocally oppose all terrorism regardless of what national, religious or ethnic group should practice it; and

BE IT FURTHER RESOLVED, that CSEA communicate to President George Bush and the Attorney General and the Justices of the Supreme Court its hearty approval of Mr. Doherty's deportation and its encouragement of prompt deportation of any and all foreign terrorists who may be found in the United States; and

BE IT FURTHER RESOLVED, that this resolution rescinds totally and unequivocally, resolution #12 passed at the 81st annual meeting of October 7-11, 1991, and that the CSEA humbly apologizes to the Queen of England, the British Prime Minister, his Secretary for Northern Ireland, and the family of the British soldier Mr. Doherty killed for having passed that resolution; and

BE IT FINALLY RESOLVED, that the apologies shall be delivered in writing to the British sovereign and subjects mentioned in the preceding paragraph, by the CSEA Executive Vice President Danny Donohue, as a form of atonement.

ACTION TAKEN: Referred to Human Rights Committee.

(Continued on next page)

"Therefore, be it resolved..."

...Resolutions



(Continued from previous page)

RESOLUTION IN OPPOSITION TO THE DEATH PENALTY

Submitted by CSEA Members of the Black and Hispanic Caucus and Denise Berkley, Local 447 President.

WHEREAS, during the past three years, the death penalty has been abolished in Cambodia, Romania, Andorra, Namibia, Ireland, Mozambique, Hungary and the Czech and Slovak Republic; and

WHEREAS, suspension of the death penalty was one of the initial steps taken by the South African government when it began its creep toward the extension of civil rights to South Africa's Black majority and other non-white population; and

WHEREAS, the United States is the only western industrialized country still using the death penalty and is one of only two member countries in NATO (the other being Turkey) that imposes the death penalty in capital cases; and

WHEREAS, the chain of events surrounding the execution of Robert Alton Harris in California on April 21, 1992 provoked an international outcry. The headlines of an English publication described San Quentin as the "Auschwitz in California", while *La Nouvelle Republique* declared that "the U.S. executes its criminals in greater numbers than any country except Iran and Iraq"; and

WHEREAS, at present, there are 2,507 men on death row and 38 women. These numbers can be expected to increase dramatically if the Senate Omnibus Crime Bill currently pending in Congress becomes law. In its present form, this legislation prescribes the death penalty for 52 Federal crimes, including drug trafficking; and

WHEREAS, despite the reinstatement of the death penalty, violent crime is at the highest level that it has been in 30 years. The average murder rate, during the 1960s was 7,000 per year, as compared to 24,000 reported murders in 1991. In response to this rising tide of violent crime, poll results show that a majority of the American people support the death penalty as a means of retribution; consequently, politicians of both major parties will continue to embrace

state sanctioned murder as a solution to crime; and

WHEREAS, the death penalty has symbolic and political value for politicians, but it has no value to African Americans whose neighborhoods are plagued with violent crime due to a lack of resources and economic opportunities that are vitally needed in order to break down the cycle of poverty, illiteracy, and other socio-pathologies prevalent in our neighborhoods; and

WHEREAS, it has been proven beyond a reasonable doubt that the use of the death penalty is discriminatory and arbitrary since it is disproportionately imposed on Blacks and the poor. At its 16th annual convention (St. Louis, MO - 1987) the Coalition of Black Trade Unionists in addressing the injustices done to Johnny Imani Harris correctly noted that his case was "an example of the insidious discrimination based on race and class in imposition of the death penalty ...";

THEREFORE, BE IT RESOLVED, that this 82nd annual convention of the Civil Service Employees Association reaffirm our opposition to the death penalty as being cruel and unusual punishment and will actively work to defeat the Senate Omnibus Crime Bill; and

BE IT FURTHER RESOLVED, that CSEA, recognizing that the criminal justice system is both bankrupt and amoral, will work to influence candidates we support in the November '92 election to work for the enactment of legislation to abolish the death penalty; and

BE IT FINALLY RESOLVED, that the Civil Service Employees Association call upon the United States Congress and the Governors of the 36 other states that have laws permitting capital punishment to join with those countries whose legal system prohibits the use of capital punishment for any crime.

ACTION TAKEN: Referred to the International Vice Presidents.

RESOLUTION FOR NAME CHANGE OF WASHINGTON D.C. NFL FRANCHISE

Submitted by Willie Terry and CSEA Members of Black and Hispanic Caucus.

WHEREAS, the Washington, D.C. National Football League team has brought great pride and joy to the Metropolitan Washington area by winning numerous awards, including the 1991 Super Bowl; and

WHEREAS, the United Indian Nations in Oklahoma (UNIO), passed and approved a resolution by the Inter-Tribal Council of the UNIO on the 24th day of April, 1990, stating that the name "Redskins" is a symbol that seems innocuous to some, but it's offensive to native Americans; and

WHEREAS, in the year the Americans of European decent are celebrating the discovery of America by Columbus in 1492. This is not a celebration time for the Native Americans who were here when Columbus arrived and in 1992 have almost been rendered extinct; and

WHEREAS, the continued use of the word "Redskins" is racially insensitive in a multi-cultural society, degrades native American people and culture, distorts native American perception of self and community and is also a discredit to the many men who have played outstanding football for the team,

THEREFORE, BE IT RESOLVED, that the Delegates to the 82nd Convention of CSEA oppose the use of the word "Redskins" by the NFL; and

BE IT FINALLY RESOLVED, that this resolution be sent to the New York State House and Senate Representatives (US), Honorable Eleanor Holmes Norton, Mayor Sharon Pratt Kelley, NFL, Mr. Jack Kent Cooke, and Native American organizations in New York State.

ACTION TAKEN: Referred to the Human Rights Committee.

TOXIC POLLUTION AND MINORITY COMMUNITIES RESOLUTION

Submitted by CSEA Members' Black and Hispanic Caucus

WHEREAS, due to the ever-growing need for toxic waste sites, U.S. corporations are moving in even greater numbers into poor and minority communities where people's need for a job outweigh their concerns for a clean and safe environment; and

WHEREAS, as a result of the nation's largest toxic waste dumps and incinerators operating near their homes, minorities and the poor have the dirtiest jobs; and their children are exposed every day to the pesticides, lead, asbestos, PCBs, chemical emissions and hazardous waste; and

WHEREAS, a study by the United Church of Christ's Commission on Racial Justice found that the percentage of minorities was twice as high in communities with a toxic waste facility than in those without one. Forty percent of the nation's estimated landfill capacity is in three sites in predominantly African American communities in Alabama, Louisiana and South Carolina; and that Sumter County, Alabama is home to the nation's largest toxic waste dump; and

WHEREAS, it has been reported that Chicago's South Side, which is predominantly African American and Hispanic, has the greatest concentration of hazardous waste sites in the nation; and that six of Houston's eight city incinerators and all five of its landfills are located in predominantly African American neighborhoods; and

WHEREAS, Government has been slow to respond to this body of evidence that minorities bear a disproportionate burden of toxic pollution. Three years ago, Congress ordered the U.S. Agency for Toxic Substance Disease Registry to conduct over 1,000 health assessments in communities harboring Super sites and also to pinpoint threatened minority communities, which the Agency has yet to do; and

WHEREAS, failing to vote in any significant numbers, minorities and the poor lack the clout to do much about government inaction and poor working conditions,

THEREFORE, BE IT RESOLVED, that the 82nd Annual Convention of CSEA call for federal legislation that would require industries seeking areas to locate toxic waste sites to file environmental impact reports (EIRs) that contain the ethnic and racial makeup of communities in which or near which these sites are located; and

BE IT FURTHER RESOLVED, that CSEA call for legislation at the federal and state levels to enact toxic air standards to control emission of poisonous gases and/or organic substances; and that government agencies responsible for overseeing hazardous substance abatement programs take the necessary steps to ensure that residents of communities where such work is being done are adequately informed so that they can protect themselves and their children from exposure to dust and other residue left on the sites during the abatement process; and

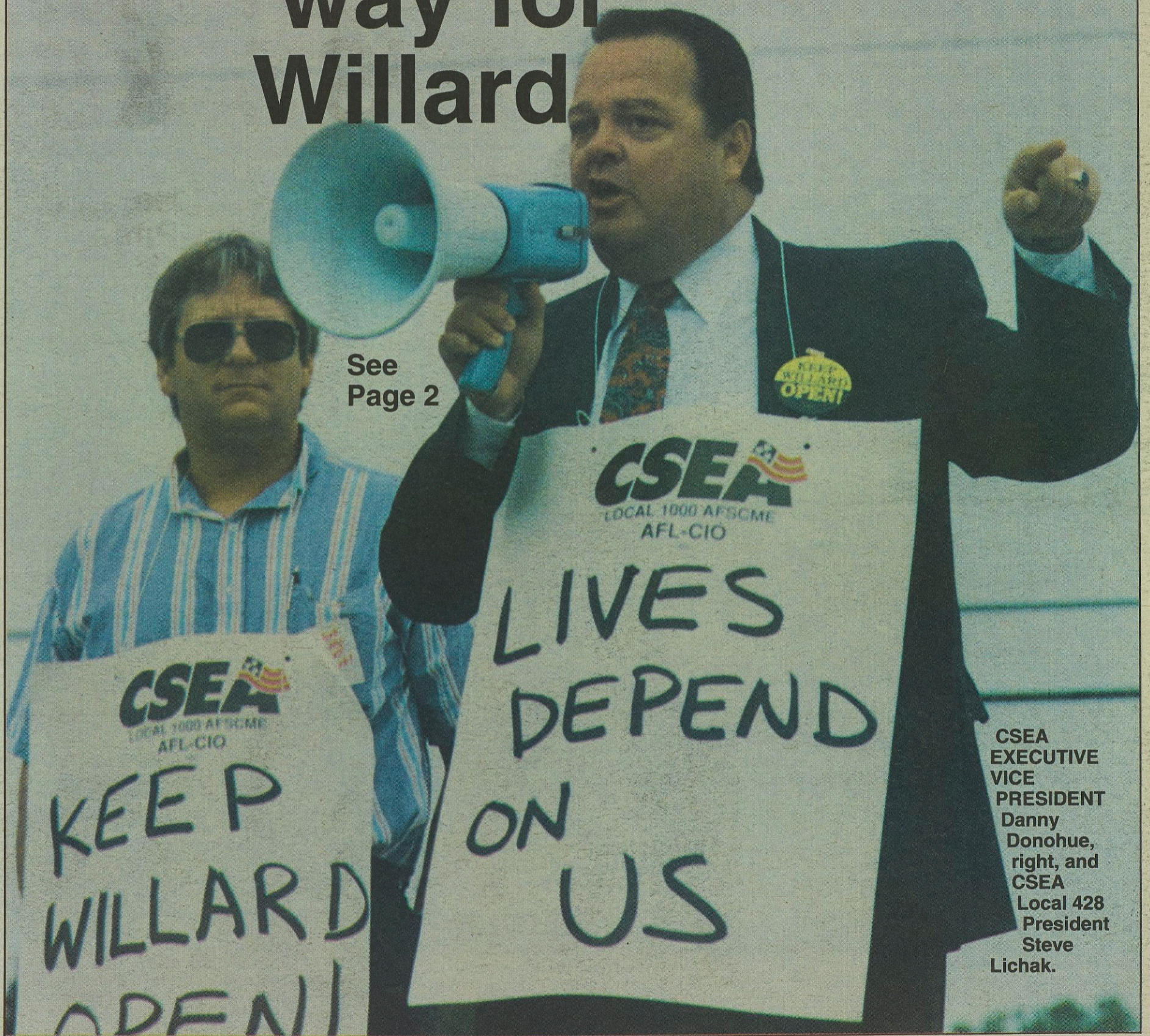
BE IT FINALLY RESOLVED, that CSEA, acting in convention, urge its Locals and Regional bodies to form or join in coalitions with other concerned citizens to seek amendment of local zoning laws in order to create a buffer zone between industry and sensitive populations, schools, housing and parks and to oppose any new zoning regulations that force industries to locate in low income minority communities.

ACTION TAKEN: Referred to the Political and Legislative Action Committee.



**YOUR union...
working for YOU!**

There's got
to be **A better**
way for
Willard



See
Page 2

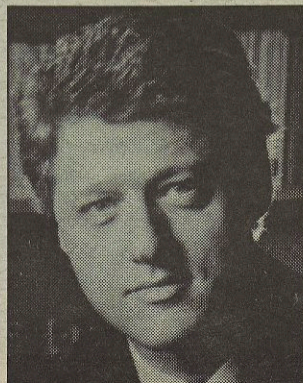
CSEA
EXECUTIVE
VICE
PRESIDENT
Danny
Donohue,
right, and
CSEA
Local 428
President
Steve
Lichak.

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ELECT

Bill Clinton
PRESIDENT