Delegates election announced

ALBANY — CSEA will be sending 223 delegates to the 1980 International Convention of the American Federation of State, County and Municipal Employees and the procedure for nomination and election of those delegates has now been announced by CSEA.

The June 9 to 13 convention will be the first in which an elected state of CSEA delegates will participate since CSEA affiliated with AFSCME in April, 1978. The International holds its Conventions bi-annually and this year’s convention site is Anaheim, California.

Under procedures dictated by federal laws regulating international labor unions, a complex process has to be used. Details of the nomination and election process appear on page 12 of this edition of the Public Sector and will also appear in the next two editions.

A certain number of delegates will be elected within each of CSEA’s six regions based on the number of members within the region. Nominations will take place at nominating meetings which will be held in all six regions on March 1. Details on the location, time and procedures of these meetings can be found in the official election notice on page 12.

“We intend to make this process as open and fair as our other internal elections,” CSEA Executive Director Joseph J. Dolan said. “Under the direction of the CSEA Election Committee and in consultation with the International, we will proceed in an orderly and responsible manner to nominate and elect delegates to the International Convention.”

The AFSCME Convention is held every second year to deal with proposed changes to the Constitution and By-Laws of the organization. Expenses incurred by elected CSEA delegates to the convention will be reimbursed by CSEA.

While the methods and procedures of both the nomination and election process are outlined in the notice appearing on page 12, any persons with questions concerning the procedures may contact: William M. Wallens, CSEA Counsel’s Office, 33 Elk St., Albany, N.Y. 12224.

OK Olympic work rules

LAKE PLACID — CSEA and the State have worked out an agreement regarding accommodations and working conditions for civilian state employees at the 1980 Winter Olympic Games in Lake Placid.

Such employees who have volunteered for Olympic duty will be housed in Building A at Camp Adirondack, and will be supplied with linen, laundry, housekeeping services and hot meals.

Those in State-supplied housing will be paid $15 for each day of their assignment from Jan. 25 through March 2. This amount is the difference between the State Comptroller’s approved rate and the cost of providing meals and lodging to these employees.

In addition, the State will arrange for access into the Olympic area for approved visitors of the employees, and bus service will be provided for travel to and from Lake Placid and the camp.

The State will also provide cable television and other recreational facilities for the employees for the duration of their stay.

Joint discussions between CSEA President William L. McGowan and representatives of the Governor’s Office of Employee Relations will continue to address working-condition problems as they arise. The talks, according to the agreement, will be conducted “in a mutually cooperative and peaceful spirit, conducive to the success of the Olympics.”

McGowan told the Legislators that the Governor’s proposed budget for the coming fiscal year provides for only a 1.8% increase in State Purposes Fund spending despite the 13% annual inflation rate.

No provision has been made,” he said, “to increase the State Purposes Fund in a fashion which would permit current level state operations to continue while meeting the threat imposed by the inflationary spiral. The State Purposes Fund cannot be forced to bear more than its proportional share of economic cutbacks.

CSEA represents about 107,000 state employees in the Administrative, Institutional and Operational bargaining units. In his testimony, McGowan said these employees have borne the burden of the state’s economic woes over the past seven years in the form of modest salary increases, numerous layoffs and cutbacks in programs. He said the proposed budget would worsen the already poor staffing patterns in state service and endanger continuity of efficient public services.

McGowan cited as an example that previously in the Department of Mental Hygiene the state-to-patient ratio was one staff per 36 patients. Under the Governor’s proposed budget, that ratio would drastically change to one staff per 1.25 patients, resulting in a further erosion in the level of care for the state’s mentally handicapped.

“This union has taken the lead over the past several years in publicly fighting the declining conditions in this state’s mental health and mental retardation institutions,” he said. “When the state wouldn’t listen, we took our case directly to the public through an information campaign financed solely by our members. Now that the issue has quieted down, the state purposes to return to the era of decline in care for the least represented segment of our society.”

The union leader said CSEA and its membership want the State Purposes Fund aspect of the budget increased to at least continue present service levels in state operations.

“We also insist that if it is the policy of this state to cry poverty and take its economic woes out of the hides of its public employees, then maybe the leadership can tolerate some hardship as well and forego helicopters and elevators.”

Court ruling

ALBANY — CSEA attorneys plan to appeal a recent State Supreme Court Appellate Division ruling that public workers are entitled to 30 calendar days, not 30 working days, of military leave per calendar year. That ruling reversed a lower court decision last June favoring CSEA’s position that working days, not calendar days, should be the basis for military leave payment. CSEA said nearly 100 public employees who spent more than 30 days on ordered military duty, but not more than 30 working days, are adversely affected by the latest ruling.

The union package pages 6 & 71
Quarterly meeting held in Newburgh

NEWBURGH — The first joint CSEA Region III-State Office of Mental Health (OMH) quarterly meeting was held in Newburgh on Jan. 21.

Region III President James Lennon, who co-chaired the meeting with OMH Regional Director Dr. David McDonnell, said: "The meeting was to establish a dialogue for topics of mutual interest and concern of labor and management."

"In the future, this meeting could discuss big problems but will not involve itself in what should be handled at the local level."

Psychiatric centers involved in the meeting were Harlem Valley, Hudson River, Mid-Hudson Middletown, Rockland and Rockland Children's. The agenda for the first meeting included:

- Regional resources.
- Facility closings.
- Performance evaluations.
- District Management.
- Shared Staffing.

At the conclusion of the meeting, Region III Director Thomas Luposello said: "A lot was accomplished at this first meeting. An exchange of information makes both union's and management's job easier."

Luposello, noting that union and management persons sat together around the table, said: "There were no sides reflected at the table."

Some of the information presented at the meeting included:

- Psychiatric centers in the region would be hit hard if the proposed budget passes the legislature, Lennon said.
- Action by CSEA may have saved a number of mental health jobs in the region.
- Rumors of facility closings were hurting morale at some facilities.

Syracuse University, is the first Central Region V for the Public Sector Executive Editor Roger Cole and Associate Editor Dr. Gerald Alperstein working under the direction of Public Sector through early May 1980. He will be James Moore.

Hope for the Future

Region V Director Frank Martello, Alperstein. Berwyn (Pa.) Enterprise, a daily his field staff and Region V President Pa., has worked as a reporter on the

Intern assigned for Syracuse

SYRACUSE — William C. "Skip" Hidlay will be helping cover CSEA Central Region V for The Public Sector through early May 1980. He will be working under the direction of Public Sector Executive Editor Roger Cole and Associate Editor Dr. Gerald Alperstein.

He will be working closely with Region V Director Frank Martello, his field staff and Region V President James Moore.

Hidlay, 21, a native of Bloomsburg, Pa., has worked as a reporter on the Berwyn (Pa.) Enterprise, a daily newspaper, for three summers.

Ballston Spa

BALLSTON SPA — Efforts to resolve a long-standing problem involving employees of the Saratoga County infirmary are continuing, according to Local 846 President John Miller. He said he and members of his executive committee are determined to continue to negotiate a solution acceptable to all.

At issue is a long-standing practice by the county of charging infirmary employees for a meal whether or not it is eaten. The current charge is 75 cents a day — $7.50 a pay period.

The meal is prepared for the day shift's lunch and is kept on steam tables for the second and third shifts (3-11 p.m. and 11 p.m.-7 a.m.).

Saratoga infirmary problem

Miller said the county has made two proposals to the union:

- The county will not supply food for any infirmary personnel.
- The county will supply food for only the day shift and charge only the day shift employees.

Miller said neither proposal is acceptable because while virtually all the approximately 80 second and third shift employees want the food program ended, the same is not true for the day shift.

He said about half the 150 day shift employees want the program continued while the other half want the program ended.

Huntington Library contract

HUNTINGTON — The employees represented by the Huntington Library Unit of CSEA Local 852 will receive pay increases of at least 22 percent over the next two years, CSEA Field Representative James Walters reported.

The unit unanimously ratified the increase Jan. 25 for the second and third years of a five-year contract with wage reopeners, he said.

During the next two years, the employees will receive five percent each year plus cost-of-living adjustments of six percent each December and June, Walters said.

If the cost of living goes over 12 percent, the wage opener goes into effect, he said. President of the unit is Nora Marshall.
NEWARK DEVELOPMENTAL CENTER CSEA LOCAL 417 members recently raised more than $400 on behalf of the Special Olympics Fund with a raffle of a 10-speed bicycle donated by the Local and won by Sarah Taylor. Tim Paradise, a silver medalist in floor exercise events at last summer's Special Olympics in Brockport, drew the winning ticket. In the photo, from left, are NDC Acting Director Charles Soper, CSEA Local 417 President Tony Cinquingrana; Special Olympics area representative Essie Barnes; Tim Paradise, and NDC Administrator Sylvester Zielinski.

Reach accord in Watervliet

WATERVLIET — The City of Watervliet Unit of the Civil Service Employees Assn. and the city council have come to terms on a two-year contract for employees after an impasse in negotiations was declared in November.

The new contract calls for salary increases of seven percent in each year, retroactive to January 1, 1980. The council has also agreed to pay for a $5,000 life insurance policy for each employee and to raise the longevity rate by two cents per hour in the second year of the contract. Early in negotiations, the city refused to pay for gasoline used in town-owned vehicles during the workday.

Other benefits include increases in uniform allowances and reimbursements for eyeglasses and eye examinations. A new vacation schedule was also established.

The union went to impasse in November when the city refused to grant several major proposals. At the time, Capital Region CSEA field representative Joseph Bakkerian accused management of not being attuned to the negotiating process and said its attitude was "demeaning and insulting" to the employees.

Ellenville agreement

ELLENBURGH — Town of Ellenville highway department employees represented by the Civil Service Employees Assn. have ratified a two year contract, retroactive to January 1, 1980, providing them a 40 cents per hour raise each year. The increase is equivalent to 10 percent.

The contract also calls for the retention of all existing benefits, which include a town paid retirement plan, 11 paid holidays and sick, personal and vacation leave time. According to Capital Region CSEA field representative Charles Scott, who assisted the negotiating team, the talks were difficult at times and approached the fact finding stage, but the team, led by unit President Ronnie Minkler, remained united.

Local constitution change

ALBANY — The CSEA's Model Local Constitution was amended by the union's Board of Directors last week to formalize an unwritten union policy concerning delivery of services to the membership.

By an overwhelming majority, the Board approved an amendment which requires any local seeking to expend funds to provide services already provided by CSEA, to seek advance Board approval. The amendment requires that when the union is providing a service for its members such as in collective bargaining, research, etc., any local that wants to hire outside assistance in these areas may do so only with the advance approval of the Board.

The change, a full description of which will appear in the next edition of the Public Sector, protects the union from possible liability which could occur under the Duty of Fair Representation which legally obligates the union to provide and maintain certain services for its members.

If a local could purchase services outside of fair representation, the Board, then ultimately the union would be held legally responsible for the consequences.

Mr. McGowan also noted that the union maintains expert services in all areas of employee representation and that expenditure of local rebates for that same purpose would be a waste of membership dues.

Gasoline reimbursement obtained

BABYLON — The Town of Babylon Unit of CSEA Local 852 obtained reimbursement of money for those employees who recently had been required to pay for gasoline used in town-owned cars during the workday. Unit President Cathy Green has reported.

In September 1979, the town required those employees driving town-owned vehicles during the workday and to and from work to supply a minimum of five gallons of gasoline each week, causing the unit to file an improper practice charge, Ms. Green said.

In an informal hearing by the Public Employment Relations Board on Jan. 8, 1980, the town agreed to reimburse the employees involved and to abolish the policy, Ms. Green said.

Ms. Green and Unit First Vice President Aileen Ronayne were among those at the hearing on behalf of the employees.

Compensation awarded to 3 employees

GLENS FALLS — Three part time employees of the City of Glens Falls Recreation Department were awarded a total of more than $5400 as compensation for personal, sick and vacation leave time denied to them over a two year period, after the Civil Service Employees Assn. representatives put pressure on the city to settle a grievance which had been pending for two years.

According to Glens Falls CSEA Unit President Mike Kelly, part time employees were not covered under the CSEA contract with the city, until an agreement put into effect in 1977 called for coverage of those working an average of 20 hours per week. The city, however, refused to grant the time off and certain medical benefits to three employees, Robert Clark, John David and Champ Rierdon, who fell into this category. Though the union is prepared to file a grievance, city administrators continually put off the hearings.

Kelly, who took over as unit president some months ago, enlisted the aid of Capital Region CSEA Field Representative William Lochner to take the matter to an arbitrator. Prior to the arbitration hearing, however, the city called a meeting with the union and agreed to the monetary award.

In addition, the city recognized the right of 20 hour part time employees to contract coverage and benefits in the future.

Kelly indicated that he and the employees were satisfied with the settlement and praised Lochner for his assistance.

Agreement is announced

NEWBURGH — The Newburgh City School District Unit of the Orange County Local of CSEA has come to a tentative agreement with the city school district for a two-year contract.

Unit president Frank LaRocca announced the agreement which is retroactive to July 1, 1979 and runs to June 30, 1981.

According to LaRocca the tentative pact provides for a 5 percent or $500 increase — whichever is greater — for each of the two years, and for hourly employees, a 15 cent per hour increase for each of the two years. These amounts will be applied to the salary schedule.

Other elements of the agreement include a provision for mileage reimbursement equal to the state rate, additional stipends for professional library staff based on post-graduate work, some of more than 30 job classification procedures for custodial staff during the Christmas and Easter vacation periods and the establishment of a labor management committee.

The unit represents about 200 people, mainly in custodial, cafeteria, clerical, maintenance and teacher aides categories.

CSEA Field Representative John Naughton assisted unit officers and negotiators in the contract talks.
Meetings set

NEW YORK CITY — One general membership meeting was held recently and two others are being planned for members of Department of Labor CSEA Local 350.

Local 350 President George Calourmeno said the meetings covered such topics as the evaluations, steward, the local’s executive committee, committees of the local and meeting the new local officers.

Members of the local who work in New York City met on February 11, at 2 World Trade Center, 44th floor.

The two meetings being planned will be for members of the local who work in Nassau and Suffolk counties and in Westchester and Rockland counties, Calourmeno said.

New officers

NEW HAMPTON — Officers of Local 448 at the Mid-Hudson Psychiatric Center here were recently installed by CSEA Region III president James J. Lennon.

The officers are Margaret Zettle, president; Gary Weyant, vice president; Armando Verrasi, treasurer; and Josephine Davis, Secretary.

In addition, Lennon recognized the appointment of Shirley Grebelinger as Local 448’s representative on the Agency Performance Evaluation Board.

Medicare Can Cover Health Care in Home

Many people in the local area are not aware that Medicare health insurance can help pay for care provided in the person’s own home, a social security representative said recently.

Medicare provides hospital insurance and medical insurance for most people 65 and over and for many disabled people under 65. Hospital insurance helps pay the cost of hospital care and for certain follow-up care and medical insurance helps pay the cost of doctor bills and many other medical care expenses.

Sometimes people do not need full-time skilled care in a hospital or skilled nursing facility, but still have a condition that prevents them from leaving home to receive the health services they need. People in this situation can get part-time skilled health services in their home from a home health agency.

Both Medicare hospital insurance and medical insurance can help pay for covered home health services when certain conditions are met.

When Medicare can cover home health care, it can pay for the following services:

• Part-time services of an occupational therapist, home health aide, or medical social worker.

• Medical supplies and the use of medical appliances furnished by the home health agency.

• Payment of full time nursing care at home, drugs and biologicals, meals delivered to a person’s home, or homemaker services.

For more information about home health care, ask for a copy of the leaflet, “Home Health Care under Medicare” at any social security office. The address and telephone number of the nearest social security office can be found in the telephone directory.
NEW YORK CITY - Three locals have functioning Employee Assistance Programs (EAP) in Metropolitan Region II, according to Regional EAP Coordinator Felton King.

King said five other locals are in the process of organizing their own EAPs, though his goal is to see each of the region’s 20 locals have functioning EAP.

He urges all local presidents in the region to call him at 698-1440, extensions 135 and 136, to get the ball rolling on establishing local EAPs.

EAP, a statewide program established under the CSEA-State contracts, provides confidential referrals for State Employees seeking help with alcohol, drugs, family, money, legal and other problems, King said.

"This can be especially important in reducing patient abuse, absenteeism and other alcohol and drug-related problems. Such reductions benefit the state by causing more productivity and lead to lower legal assistance costs for CSEA," he said.

He said the key person in the program is the coordinator of the local’s EAP, whose confidentiality is protected by law. The coordinator must be a person approved of by both the union and by management. The coordinator is a 100 percent released-time position.

In addition to the coordinator is a committee of union and management which promotes EAP and can assist the coordinator if needed, he said.

Both the union and management can recommend to an employee that he seek help from EAP.

King said one aim of EAP is to head off possible disciplinary actions by correcting the personal problems causing the need for the disciplinary actions.

FELTON KING, CSEA Region II EAP Coordinator.

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NEW ROCHELLE — The contract between CSEA-represented employees of the State Office of Court Administration (OCA) was explained to members of Judiciary Local 332 at a meeting on Jan. 21.

Local 332 represents OCA employees in the former county courts in Rockland, Putnam, Orange and Dutchess counties and in most of the former city courts in those four counties and in Westchester County.

Explaining the new contract was CSEA Collective Bargaining Specialist Emanuel Vitale. The meeting was chaired by Local 332 President Pat Neelon.

Also attending the meeting were Southern Region III President James Lennon and Field Representative Thomas Brann and Judiciary Board of Directors Representative Thomas Jefferson.
CSEA’s ‘bread and butter’
1980 legislative proposals

1. OSHA
State and local government employees are presently the only employees in New York State who do not benefit from a program designed to make the workplace safer and mandate minimal health and safety standards for public employees so that they are promised coverage under the Occupational Safety and Health Act of 1970.

2. BOARD OF TRUSTEES
FOR RETIREMENT SYSTEM
The Employees’ Retirement System is presently administered by the Commissioner, who is also the sole trustee of the system. This makes the system vulnerable to charges of misuse.

3. INJUNCTIVE NOTICE
The Taylor Law presently allows the issuance of an injunctive order. This bill would make it an impeachable offense to continue such terms.

4. COURT EMPLOYEES COVER-IN
GROUP
Employees in the United Court System represented by CSEA who are subject to the reclassification scheme mandated by Chapter 966 of the Laws of 1976 (a) would be eligible for reclassification pursuant to the new law after they have served for a period of one year equal to the length of their current term.

5. MILITARY BUY-BACK FOR VETERANS OF WWII, KOREA AND VIETNAM
This bill would allow the veterans of WWII, Korea and Vietnam to purchase up to three years of credit towards a retirement.

6. TRIBOROUGH
The New York State Court of Appeals has recently overturned the Lincoln doctrine, which required that the terms of an expired collective bargaining agreement be continued until a new agreement was negotiated. This bill would make it an impeachable offense for an impromptu employer to refuse to continue such terms.

7. COURT EMPLOYEES COVER-IN GROUP
Employees in the Unified Court System represented by CSEA who are subject to the reclassification scheme mandated by Chapter 966 of the Laws of 1976 (a) would be eligible for reclassification pursuant to the new law after they have served for a period of one year equal to the length of their current term.

8. MILITARY BUY-BACK FOR VETERANS OF WWII, KOREA AND VIETNAM
This bill would allow the veterans of WWII, Korea and Vietnam to purchase up to three years of credit towards a retirement.

9. MINIMUM WAGE FOR PUBLIC EMPLOYED
Public employees are unfairly discriminated against by the minimum wage provisions of the New York State Labor Law. This bill would guarantee that public employees, like private employees, receive a minimum wage.

10. DELETE EXAMINATION FEES
The Department of Civil Service has recently instituted a flat examination fee for all examinations, which this bill would eliminate for private sector and political sub-divisions.

11. CONTRACTING OUT FOR THE PROVIDE OF GOODS AND SERVICES
The decision of a public employer to contract out for goods and services, in addition to abolishing employee benefits and frequently exercising more control over those services directly, particularly in the case of non-competitive class positions, would be made by the State and local governments to file a financial impact statement prior to signing such a contract.

12. RETIREE SUPPLEMENTATION
Federal retirees receive cost-of-living increases based on increases in the Consumer Price Index every six months. By contrast, those retired from state or local government do not receive cost-of-living increases, and in fact, those who are public employees are not even eligible for the retirement benefit. This bill would provide a modest increase for all pre-April retirees upon proof of living since the date of retirement.

13. $2,000 DEATH BENEFIT
This bill would make state employees who do not have private retirement plans eligible for this benefit. Fifty thousand dollars would be added to their account in the amount of $2,000, or $1,000, depending upon the date of their death.

14. HEALTH INSURANCE IN RETIREMENT
This bill would provide that the surviving spouse of a retired employee who had family coverage in his health plan would be allowed to continue such coverage after the employee’s death, at no more than 25% of the full cost.

15. EDUCATION LAW PARTY
The Education Law currently encourages the transportation of out-of-service transportation by private employees. This bill would eliminate such a benefit.

16. MEMORIAL DAY
This proposal would provide that Memorial Day will be celebrated on the Monday following May 19, rather than the third Monday of May.

17. PERMANENT AND MUTUAL AGENCY SHOP
The 1979 Agency Shop Legislation, continued additional two years. This bill would provide that the State and local governments to file a financial impact statement prior to signing such a contract.

18. REPEAL OF 2 FOR 1
Public employees determined to have been on strike are fined two days pay every strike day. This bill would eliminate the second day’s penalty.

19. ARMORY EMPLOYEES
Civilian employees of the Division of Military and Naval Affairs, not now eligible to receive benefits under the Taylor Law, and therefore could organize and bargain collectively with the State of New York.

20. INDEMNIFICATION IN PERSONNEL DEATH BENEFIT
The New York State Court of Appeals has recently decided that the only employees in New York State who do not have the right to any benefit are the non-uniformed employees in the New York City and the New York State Board of Police. This bill would provide a modest increase for all public employees.

21. DEPUTY SHERIFFS’ RE-OPENER
This bill would allow sheriffs, under-sheriffs, and regular deputy sheriffs to directly engage in criminal law enforcement activities to elect participation in the personnel retirement plan provided for by the recommendations of the Committee on Retirement and Social Security Law (BPSR) of 1976, whereby certain federal employees are not eligible for participation in the national pension system.

22. U-GRADUATE, STATE UNIVERSITY SYSTEM
The Chancellor of the State University presently deter- mines the classes which shall receive the benefit of the classified service and placed in the classified service. This bill would provide that the classified service be returned to the Civil Service Commission.

23. UNIVERSITY OF BUFFALO BUY-BACK
This bill would allow State employees who were employed by the University of Buffalo prior to its acquisition by the State of New York to purchase retirement credits from the New York State Retirement System for the time of employment by the University, with the exception of those who have died since the date.

24. SUFFOLK COUNTY DISTRICT ATTORNEY INVESTIGATORS
This bill would provide a provision in the collective bargaining agreement between CSEA and the County of Suffolk allowing investigators to elect the retirement plan.

25. 20-YEAR RETIREMENT PLAN FOR CORRECTION OFFICERS
This proposal would amend the Retirement and Social Security Law to provide for correction officers employed by counties to be eligible for participation in the retirement plan.

26. EMPLOYEE BENEFIT FUND FOR POLITICAL SUBDIVISIONS
This bill would enable seasonal and part-time employees who are now eligible for participation in the State dental and prescription drug benefit program to be eligible for participation through an employee-benefit fund administered through the employee-benefit fund program of the State of New York.

27. NON-UNIFORMED PERSONNEL DEATH BENEFIT
Employees of correctional facilities who have died as a result of personal injuries sustained in the line of duty, who are not public safety officers, would be entitled to a benefit of $50,000.

28. LOB
This proposal is the final resolution of an impasse in negotiations would be resolved by a system of a limited bind-and-arbitration procedure. Where a member appointed by the employer is not a public safety officer, the 1 and public member appointed jointly, would be entitled to a lesser amount of either the public employer or the union.

29. NASSAU AND SUFFOLK COUNTY SNOW DAYS BILL FOR STATE EMPLOYED
State employees in the counties of Nassau and Suffolk would not be required to charge leave to cover absences on January 20 and 21, 1978 and February 6, 7, and 8, 1978.

30. HEIGHT OF BUS SEATS
Transportation Law §142(17) (3-a) would be amended to require that at least 90 passengers be on board for transportation services. This bill would increase the minimum height of seats on buses to at least 36 inches in height, rather than 36 inches in height.\n
Push is on in support of union’s legislative objectives

A message from the president

Dear Sisters and Brothers:

Yesterday’s promise to be the most political year of the decade was true as a new Governor and a new President, a President, a President, a President, and United States Senator, the entire New York State Constitutional delegation to the United States Senate, and the Assembly. The importance of these elections is further heightened by the fact that 1980 will be a redistricting year. This means, of course, that the party which controls the New York State Legislature in 1980 will, in all likelihood, control the state for at least the next five or six years of the decade.

With the collective frustration and increasing political activity and legislative clout at both the local and State levels which accrued to the unions in the past few years, we can certainly expect_paying for"wine and roses") we are demanding "family potatoes." We don't preferential treat_We can expect the two parties to work very closely together.

Our legislative goals for the 80's will not be achieved by wishing. They can only be achieved by working. I call upon all of you to join in this struggle. None of us expects all of our legislative goals to be achieved this year, but all of us expect that they will be achieved. With your help and hard work we can together fulfill that expectation.

Fraternally,
William L. Mcgowan
President

Activity increases markedly

ALBANY — The level of union activity associated with CSEA’s 1980 legislative goals has markedly increased. Within the past few days CSEA’s Legislative and Political Action office has conducted a series of informational meetings around the state to explain the union’s legislative proposals for 1981. And during this same time span, CSEA representatives participated in the annual legislative breakfast for law makers, sponsored by the Public Employee Conference of New York, where CSEA is a key member among the 28-meeting legislative conferences.

This was quickly followed by CSEA’s annual legislative seminar for union activists. Dozens of union members from across the state participated in the February 2nd program in Albany. This is in turn followed by CSEA’s own annual legislative breakfast for state legislators, held on February 6 in Albany. During this program, CSEA introduced its 1981 legislative proposals to the lawmakers, the so-called “bread and butter” package during this legislative session.

Photos and stories concerning those and other union activities as CSEA’s legislative path begins in earnest will appear in future issues of The Public Sector.
Changes in the Constitution and By-Laws of the Civil Service Employees Association have a direct effect upon the day-to-day operation of the union, and therefore upon the membership itself.

Traditionally, the largest block of time devoted at CSEA conventions is spent discussing changes in the Constitution and By-Laws. Members feel this work is of utmost importance, and that the final product will undoubtedly be true at the upcoming meeting of the union delegates.

As the official publication of CSEA, "The Public Sector" has a legal obligation to publish proposed changes prior to delegate sessions. More importantly, however, we feel an obligation to the membership to present such proposed changes for informational rather than legal purposes.

The membership has a right and a need to know what major changes are being considered that affect them directly. Therefore, we publish this report of the CSEA Constitution and By-Laws Committee to the upcoming special delegates meeting March 9, 10 and 11 in order to (1) meet our legal obligation, and (2) keep the membership informed of events that are important to them.

Report of the Revision of Constitution and By-Laws Committee

To the Special Delegates Meeting
Convention Center
Albany, New York
March, 1980

Key: Italics—New Material
Brackets—Removal of Old Material

The Constitution and By-Laws Committee has met twice since the Annual Delegates Meeting in October, 1979. The meeting dates were December 4, 1979 and January 15-16, 1980. Because of the limited time available at this special meeting, the Committee is reporting on its completed work only, and all other amendments will be reported out at a future meeting.

The following items are presented to the delegates for a second reading and, if passed, will become part of the CSEA Constitution:

The following amendment, which would create a new Article X to the Constitution, is a result of a resolution submitted to the Committee by Barbara Stack, 1st Vice President, Local 674. If this amendment passes a second reading, the present Article X "AMENDMENTS" would be renumbered to Article XI as noted below.

ARTICLE X

Amendments and Merger

Any amendment 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.

ARTICLE XI—No change—becomes ARTICLE XII

Explanation: The Committee recommends adoption of this amendment.

The following items are presented to the delegates by the committee as proposed amendments to the Constitution and By-Laws. The presentation to the delegates at this meeting constitutes a first reading of these amendments.

(1) The following amendments to Article VI, Section 1 and Article VII, Section 2 are the result of a recommendation submitted to the Committee by the Board of Directors, Board of Representatives, Mental Hygiene, Region 5. If these amendments pass a second reading, it will be necessary to amend Article IV, Section 5(b)(3) of the Constitution as noted below.

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 County Division, and one County Educational Local Representative from each CSEA Region elected by the County Executive Committee. In addition to the foregoing, each County Division Local with more than 10,000 members as of January 1 in the year of an election shall, for the term of office beginning July 1, be entitled to one additional representative. The County Executive Committee may create one or more subcommittees to perform such duties as the County Executive Committee shall delegate. The representatives of a County Local shall be elected by such local for a two-year term of office to be coincidental with the term of office for members of the State Educational Committee.

The County Executive Committee shall elect from its membership one member to be known as the Chairperson of the County Executive Committee. No statewide officer shall be eligible for membership in the County Executive Committee; he or she must be a member of the County Executive Committee. He or she shall be elected by secret ballot. The names of the committee members selected by the various Regions shall be filed with the Secretary and Executive Director of the Association not later than January 1st. The Nominating Committee shall select at least two nominees for each position on the State Executive Committee. In all cases an incumbent shall be one of said nominees if the incumbent consents to become a candidate. No nominee shall be eligible as a candidate for more than one statewide office. However, a member elected to both positions shall be ineligible to serve in both capacities.

ORGANIZATION OF THE ASSOCIATION

Section 5. OFFICERS.

3. Such election shall be by secret ballot. The names of the committee members selected by the various Regions shall be filed with the Secretary and Executive Director of the Association not later than January 1st. The Nominating Committee shall select at least two nominees for each position on the State Executive Committee. In all cases an incumbent shall be one of said nominees if the incumbent consents to become a candidate. No nominee shall be eligible as a candidate for more than one statewide office. However, a member elected to both positions shall be ineligible to serve in both capacities.

EXPLANATION OF THE AMENDMENTS:

(a) CSEA is providing for full-time officers.

(b) It is unlikely that an individual can act effectively in both a Region President position and as a departmental representative on the Board of Directors at the same time.

(c) An individual elected to a Region President position is not as closely in touch with departmental problems as an individual working within the department on a daily basis.

(d) Except for the election in 1981, the timetable for future elections will be in step to allow an individual to resign from his or her current position to accept a new office.

(2) The following proposed amendment to Article VII of the Constitution was presented to the Committee by the delegates after having been acted upon affirmatively by the delegates from the County Division:

ARTICLE VII

Section 1. COUNTY 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 County Executive Committee. The County Executive Committee shall consist of the officers of the Association and one representative from each County Division Local, and one County Educational Local Representative from each CSEA Region elected by the County Executive Committee. In addition to the foregoing, each County Division Local with more than 10,000 members as of January 1 in the year of an election shall, for the term of office beginning July 1, be entitled to one additional representative. The County Executive Committee may create one or more subcommittees to perform such duties as the County Executive Committee shall delegate. The representatives of a County Local shall be elected by such local for a two-year term of office to be coincidental with the term of office for members of the State Executive Committee.

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EXPLANATION:

The County Executive Committee has explored the possibility of creating a new position, the County Division Representative, for the offices of President, Executive Vice President, Secretary and Treasurer. The State Division members of the Association not later than January 1st. The Nominating Committee shall select at least two nominees for each position on the State Executive Committee. In all cases an incumbent shall be one of said nominees if the incumbent consents to become a candidate. No nominee shall be eligible as a candidate for more than one statewide office. However, a member elected to both positions shall be ineligible to serve in both capacities.

THE SAME.

REST OF SECTION REMAINS THE SAME.

The Constitution and By-Laws Committee has explored the possibility of creating a new position, the County Division Representative, for the offices of President, Executive Vice President, Secretary and Treasurer. The State Division members of the Association not later than January 1st. The Nominating Committee shall select at least two nominees for each position on the State Executive Committee. In all cases an incumbent shall be one of said nominees if the incumbent consents to become a candidate. No nominee shall be eligible as a candidate for more than one statewide office. However, a member elected to both positions shall be ineligible to serve in both capacities.

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Division and the membership in the State Division. In addition to its own analysis, the Committee reviewed reports of the Methods and Procedures Committee compiled through the past years relating to the same problem. While these reported information on trends, recommendations and findings regarding a restructuring of the Board were inconclusive. After analyzing the proposed amendment received by MREC in March 1979, the Committee concluded that the current method for election of representatives, namely (a) a method which would produce a reduced number of representatives on the State Executive Committee and (b) a formula which would provide for a more equitable distribution of representatives on the State Executive Committee, taken together would create a chaotic type atmosphere. Second, and most important from the point of view of equity and fairness, the proposed amendment would reduce the number of members on the Board representing the State and County Executive Committees, a move which the Committee believed that it would reduce the voting power of the State Division on the Board of Directors.

In formulating an amendment which the Committee believes will be fair and equitable to the membership in both divisions, the Committee examined three general areas relating to the composition of members on the Board of Directors.

1. Utilizing a weighted voting system at meetings of the Board of Directors allowing those members of the Board of Directors representing a higher proportion of the membership to cast a corresponding higher number of votes on issues. Foremost among the factors leading to this conclusion is the desire to require roll call votes on practically every issue for which a vote was needed to fairly and accurately determine the exact wishes of the representative on the matter under consideration. The Committee's proposal would guarantee a broad based representation from as many State Departments and County Locals as is feasible without a drastic change in the method of electing Regional Executive Boards and Officers are elected. The Committee spent a considerable amount of time analyzing various possibilities within this concept and concluded that there was a feasible method which would allow for elections based upon a prorated distribution of the membership in various State Departments and County Division Locals as of January 1, 1979.

2. Initiate a completely new method for electing the Board of Directors and eliminate the State and County Executive Committees as a part of the Board. This proposal was one considered by the Methods and Procedures Committee and published in one of its reports. The proposal contemplates moving the composition of the Board to a region concept. For example, the Board of Directors of the Association would be the officers and/or members representing a region. The regional representation would be from as many State Departments and County Locals as is feasible without a drastic change in the method of electing Regional Executive Boards and Officers are elected. The Committee considered the composition of the Board to a region concept.

3. The third consideration that the Committee and the one ultimately adopted was a realignment of the existing seats on the Board of Directors. Within this category, the Committee considered changing formulas for the election of members for both the County and the State Executive Committees, as well as changing the number of members required by a State Department and a County Local, in order to have a broad based representation on the State Executive Committees. The Committee concluded that a universal formula applicable to both the State and County Executive Committees would be required; that is, from departments in the State Division and from Locals within each State Division. The Committee concluded that the current method for election of representatives to the State Executive Committee is the best method for electing State Division representatives. It provides for a broad base of representation and addresses the needs of the Union in its representation of members assigned to various State Departments within the New York State governmental structure. Having concluded that this method was appropriate for electing representatives to the State Executive Committee, the Committee examined the method of election of representatives to the County Executive Committee and ways in which this method would be changed within the two areas of concern.

*Regional System Proposed System*

<table>
<thead>
<tr>
<th>Region</th>
<th>Nassau County Local</th>
<th>Suffolk County Local</th>
<th>Educational Locals</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Region 1</td>
<td>4</td>
<td>1</td>
<td>1</td>
<td>6</td>
</tr>
<tr>
<td>Region 2</td>
<td>Does not apply</td>
<td>Does not apply</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Educational Locals are currently 32 members short of their own representative. At large number would change to 12.*

The issue of more equitable representation on the Board of Directors is one which has plagued the Association for several years. It is the Committee's belief that the following proposed amendment to the Constitution, supported by the methods and resolutions, will serve to eliminate the current inequities in the composition of the Board of Directors both within the representation on the County Executive Committee, as well as between the representation on the County Executive Committee and the State Executive Committee. The Committee, the proposed amendment to the Constitution, is a result of the adoption of the following proposed amendment.

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**ARTICLE VII**

Section 1. COUNTY EXECUTIVE COMMITTEE

The power and authority to transact business relating to important matters of the local subdivisions of the state shall, create a County Executive Committee which shall consist of the officers of the Association and representatives from each County Division Local with 2,000 members, in addition to the foregoing, each County Division Local and each County Educational Local shall be entitled to a representative for each additional 2,000 members or major fraction thereof as of January 1 in the year of an election. Local offices from each Region with less than 2,000 members shall elect a representative at large for each 2,000 members or major fraction thereof as of January 1 in the year of an election. The County Executive Committee may (Continued on Page 10)
OFFICERS

Section 6. HONORARIUMS. The Board of Directors may establish honorariums for each officer of the Association in an amount to be determined by the Board of Directors.

Honorariums for the Board of Directors may only be established by a duly called and constituted body. Establishment of any honorarium or increase in any existing honorarium may not take effect during the term of office of the incumbent. The establishment of any new honorarium or the raising of any existing honorarium must be approved by the appropriate body prior to the beginning of the election procedure for the next term for the position or positions affected. All newly created honorariums or any changes in honorariums shall be published in the official paper of the CSEA within thirty (30) days of the change.

Explanation: This amendment was referred to the Committee for the Officers. The Committee recommends adoption of the amendment because of the obvious intent of the language expressed in the amendment. Honorariums for the paid positions within the Association should be known in order that individuals can decide on an informed basis whether or not they wish to seek election to a particular office. The amendment would impose no undue burden upon the organization and would simply require full notice to all when honorariums are established or changed.

(2) The following amendment to Article I, which would create a new section, was submitted as a referral to the Committee:

It should be noted that if this amendment passes, it will become necessary to renumber the existing Section 6 HONORARIUMS in Section 7.

Explanation: The Committee recommends adoption of this amendment in order to clear up any confusion as to the rights of the Statewide Officers at Delegates Meetings.

Explanation: The following amendment to Article V, which would create a new section, was submitted as a referral to the Committee:

A new section was submitted as a referral to the Committee to further clarify the authority of the Governor.
NEW YORK CITY — Charges of managerial interference, harassment of union officials and a concerted effort to render this local impotent have been leveled against the Department of Labor by CSEA officials.

George Caloumeno, President of CSEA Local 350, charges that "Some management personnel in the Department of Labor are making a concerted effort to render this local impotent to properly represent our members." Specifically, Caloumeno says the local grievance chairman, Michael Isaacoff, is being continually harassed and is being prevented from functioning as he should under the CSEA/State contracts.

CSEA Field Representative Al Summark called the treatment of Isaacoff "harassment and interference with the operation of the union."

The situation reached its height on Jan. 22 when Isaacoff was presented with a memorandum from his supervisor. Then Maitinsky, which severely limited his ability to function as grievance chairman.

The memorandum caused Summark to file an Improper Practice against the Department of Labor with the Public Employment Relations Board. He called the policies in the memorandum violations of the contract.

“I find particularly obnoxious Maitinsky’s contention that Isaacoff can only investigate grievances through the second step,” Summark said. The memorandum reads:

"State policy on employee organization leave, as set forth in the Employee Relations Manual, permits the investigation of grievances up to the point where a grievance reaches the Department-level hearing (under the old agreements). Step 3, under the new agreement (Step 2)."

Caloumeno says Maitinsky invented a new category of the grievance process — preparation time — which is not part of the contract. The memorandum reads:

"All other activities in connection with grievances (e.g. consulting with counsel or with the local president) fall into the category of ‘preparation time’ for which employee organization leave is not authorized."

Other objectionable parts of the memorandum include:

• "Employee organization leave will not be allowed unless it has been requested and approved in advance. The only exception will be an allowance of up to 30 minutes per day for disposition of brief telephone inquiries and unsolicited desk visits," the memorandum reads.

• "You will be held accountable for low productivity not attributable to approved employee organization leave..." the memorandum reads.

The memorandum was presented to Isaacoff at an informal labor-management meeting called to work out the harassment problem which Isaacoff said has been going on since early fall 1979. Instead of attempting to discuss the problem, the memorandum was presented. CSEA withdrew from the meeting after the memorandum was presented.

"This was an union’s good faith attempt to solve a problem without going to an IP. They turned it into a coercive meeting," Summark said.

Backening Maitinsky, the memorandum at the meeting were Unemployment Insurance Appeals Board Chairman Louis Sitkin and Fred Purcell and Joseph Kearney of the Department of Labor Office of Employee Relations.

"Can you believe they wanted us to negotiate rights already won at the bargaining table, such as the union’s access to employees?" Caloumeno asked.

"This was to hope the harassment of Isaacoff is the work of these middle managers and is not the result of official Department of Labor policy emanating from the leadership of the department."

A situation on Jan. 24 leads Caloumeno to believe the harassment may not be a department policy.

On that date, Isaacoff and Michael Manister, both members of the Brotherhood Committee, were denied permission to attend a committee meeting by Maitinsky, Caloumeno said. He said her denial was in opposition to department policy.

Caloumeno said he was forced to extend the second-ranking commissioner in the department, William O’Toole, to have Isaacoff and Manister released from work to attend the committee meeting. Isaacoff described in part the harassment he has been subjected to since October 1979 as follows:

— His residence was watched by a member of the department’s investigation section one day when he was out sick.

— He has been criticized for producing less work on the job since becoming grievance chairman.

— Management has wanted the names of persons with whom he meets, speaks on the telephone and speaks at his desk.

— A memorandum has been placed in his file for his so-called excessive use of the telephone.

— He has heard rumors that his telephone is going to be removed.

— The essence of a confidential memorandum he wrote to Maitinsky was made public.

— On a number of occasions, he was assigned work at a time when he had previously scheduled grievance work. (Isaacoff is one of approximately 60 employees who do the same work.)

Maitinsky refused to speak with an employee regarding a potential disciplinary with Isaacoff present.

Caloumeno said in addition to the harassment of Isaacoff, another official of the local, Grievance Representative John Gianguerco, has been harassed and investigated to the point where he is becoming reluctant to get involved in grievances matters.

And, Caloumeno further charged, the department might be applying restrictions selectively since the questioned memorandum to Isaacoff apparently has no application to another union, PEF, which represents some Labor Department employees.

LOCAL 350 PRESIDENT George Caloumeno.

Stop Arthritis’ telethon

NORTH AMITYVILLE — The Long Island CSEA Region has voted a $1,000 advance gift to help stimulate CSEA participation in the annual ‘Stop Arthritis’ telethon on WOR-TV Channel 9, Feb. 16 and 17. The donation was one of many, including $100 gifts by the Suffolk Educational Psychiatric Center Local 404, pledged in advance.

CSEA will be represented on the telethon by Long Island President Irving Flaumenbaum, CSEA President William L. McGowen and others.

Advanced gifts will be announced, and additional pledges will be received and recognized on the air. Mr. Flaumenbaum said CSEA members may also contact the Long Island CSEA Regional Office at 740 Broadway, North Amityville, New York 11701, telephone (518) 691-1170 with pledges for this telethon. CSEA support has been a key factor in the growth of the arthritis fund for the last four years. Flaumenbaum said the disease is the number-one crippler of working people.

CSEA Safety Hotline

The Civil Service Employees Assn. has established a toll-free 800 hotline to receive information relative to unsafe working conditions and reports on job-related mishaps. If you believe you know of any unsafe work conditions, please call:

800-342-4824
Notice: nomination procedure to elect delegates to 1980 AFSCME convention

Delegates to the AFSCME Convention to be held in Anaheim, California from June 9 to June 13, 1980, will be elected from members in good standing of CSEA as of February 1, 1980.

Delegates will be elected on a Regional basis. Each CSEA Region will elect the number of delegates to which it is entitled in accordance with the AFSCME and CSEA Constitutions. Based on the formula set forth in the AFSCME Constitution, the following number of delegates will be elected from the six CSEA Regions:

- Region 1—56
- Region 2—24
- Region 3—35
- Region 4—38
- Region 5—35
- Region 6—35

Expenses for the delegates for transportation and room and board at the AFSCME Convention will be paid by CSEA.

Nominations Procedure

Any member in good standing as of February 1, 1980, shall be entitled to be nominated as a delegate to the AFSCME Convention. Any member in good standing as of March 1, 1980 shall be eligible to nominate delegates to the AFSCME Convention.

Nominations will be made at a meeting to be conducted in each Region on Saturday, March 1, 1980. The meeting will continue until such time as all those present who desire to make nominations have been given the opportunity to do so.

Persons nominated for delegates from a particular Region must be members of that Region and be nominated by members from that Region.

Persons nominated need not be present at the nomination meeting.

A qualified member may nominate as many candidates for delegate as he/she desires, not to exceed the total number of delegates to be elected from his/her particular Region.

To make a nomination, the nominator must provide the name, address, social security number, and work location of the nominee. In order to assist in the nominating process it would be beneficial if each nominator presented a list of nominees at the meeting containing the necessary information.

A person who is nominated more than once may have his/her name appear on the ballot only once. If nominated as part of a slate, the nominee’s name will appear on the ballot as a member of that slate and not elsewhere.

Each nomination must be seconded by a qualified member at the time the nomination is made.

Nominations may be made by slates; that is, a number of individuals who will appear on the ballot as running together or under a particular designation. Persons nominated by slate will appear on the ballot in the order in which they are nominated.

The ballot will provide that individuals who are running on a slate can be elected individually, separate and apart from the slate.

Nomination Meeting Locations

All meetings will be held on March 1, 1980 at the following locations and times.

Region I — Holiday Inn, Long Island Expressway Exit 55, Hauppauge, L.I., 10 a.m.
Region II — 9th Regional Armory, 125 West 14th Street at 6th Avenue, Manhattan, 2 p.m.
Region III — Holiday Inn, Route 178, Newburgh, 10 a.m.
Region IV — Knights of St. John Hall, Washington Avenue Extension, Albany, 10 a.m.
Region V — Hotel Syracuse, 500 S. Warren Street, Syracuse, 10 a.m.
Region VI — Holiday Inn, 200 Oak Street, Batavia, 10 a.m.

Elections Procedure

Ballots will be mailed to members sometime between April 1, 1980 and April 15, 1980.

In accordance with the AFSCME Constitution, returned ballots will be counted no earlier than twenty (20) days after mailing date.

Nominees will have the opportunity to campaign from the time they are nominated until the ballots are counted.

In accord with Federal law, candidates desiring to mail campaign material may utilize the facilities of CSEA, Inc., 33 Elk Street, Albany, NY for the purposes of labeling and mailing. Expenses for these processes will be borne by the candidate and paid for in advance.

Ballots will be prepared, mailed and counted under the supervision of the CSEA Election Committee.

Candidates or their observers are entitled to be present during the addressing, stuffing, mailing, pickup and tabulation of the ballots.