President's Message

We stood together

We stood together on the Mall. In front of us was the United States Congress, behind us the Washington Monument. In between there was only a mass of humanity—hundreds of thousands of American workers, people willing to go out of their way to protest against the erosion of the social progress that unions have fought for a century to achieve.

CSEA was there. More than six thousand of us standing shoulder to shoulder. We had marched together from a park near an empty White House and were proud—proud to be part of Solidarity Day. This was the first national demonstration that our union had taken part in officially. We did a hell of a good job. Moving 6,500 people from all over the 52,000 square miles of this state to Washington, D.C., is no easy job.

Thousands of CSEA members took their own time to sit on uncomfortable buses and ride for what seemed like endless hours just to be a part of a five-hour demonstration. It wasn't a juncture; it was a sacrifice. But we weren't alone. AFSCME sent about 30,000 members from New York to the Solidarity Day protest.

We were united on the Mall. AFSCME, the United Auto Workers, the National Association for the Advancement of Colored People, the National Organization of Women, senior citizen coalitions, teachers, truckers, old people, young people, women and men of every color and from every walk of life. They heard powerful speakers. They withstood a cool, damp wind. They were peaceful.

CSEA has come a long way in just a few years. It wasn't too long ago, that a Solidarity Day demonstration would probably have gone on without us. But our union is coming of age. It really has become a union—a living, breathing part of the organized labor movement in America. The 6,500 CSEA demonstration at Solidarity Day proved that. I am proud of those 6,500 people and you should be too.

Solidarity Day wasn't an outing. It was a sincere demonstration to our government that we know that they are trying to do to us and we will not forget. It won't make Ronald Reagan a friend of the working man, but it will make some Congressional opportunists think twice about climbing aboard the Reagan express to economic disaster for millions of middle class Americans.

More important, perhaps, than what we showed others, is what we learned ourselves. We stood together on the Mall in Washington as a united coalition of working people. It was an exhilarating experience. For the 6,500 CSEA demonstrators, it was an opportunity to feel the strength of unity like many of them had never felt it before. They will not forget it.

We accomplished something in Washington last week that will have real meaning for all CSEA members. We owe our thanks to the people who left their comfortable homes and rode the buses to make Solidarity Day happen. They are what unions are all about and they should feel proud.

William Loree

We stand together

Constitution and By-Laws
proposals...pages 8-11

Public Sector to undergo
a major change...page 4

Protest awakens old memories

WHITE PLAINS — The journey of Willie Migneault was “spine tingling.” It rustled memories of days gone past, of times before in the life of the retiree who remembers making $1.10 per day.

Solidarity Day was “awesome” the logistics, “impressive,” he says. “Something maybe only someone who was in the military could appreciate.”

He saw young and old together, people from all trades and walks in life. They had a special bond; reinforced perhaps by arduous journeys.

“What made the day so impressive was what they had to go through to get here.”

He walked nearly 34 blocks to avoid the crowds in the Metro and felt, “a great thrill to see the mall packed with people wall to wall, as far as one could see.” And he thought back to the time, years ago, when he worked for the Armstrong Tire Co. and took part in a sit-down that resulted in his hourly pay rising to 50 cents.

Just like back then, he knew he had to be involved, to be in Washington, “to fight to preserve the programs it took unions 50 years to gain.” He knows what unions have accomplished, and emphasizes that “(they) set precedents even for those not organized.”

He recalled that in 1969, when a janitor at the George Washington Elementary School here, his co-workers voted to join CSEA. He freely admits that management “forced us into a union” and quickly adds, “Thank God they did.”

In time, he would serve as unit treasurer and unit president, never one afraid to “stand up and be counted.” Just recently, in fact, he took over as president of Retiree Local 921.

He saw Solidarity Day as proof “our leaders aren’t out of touch... they have grass roots support.” and expects Congress to “sit up and take notice.” He relishes a newspaper article which refers to President Reagan’s proposed cuts in Social Security as a “hot potato” and agrees wholeheartedly with AFL-CIO President Land Kirkland: “we have not forgotten how to fight.”
When nearly 300 CSEA members, officers, board members and delegates gathered this month at the Friar Tuck Inn in Cairo for the CSEA Capital Region’s Annual Meeting, they heard distressing and startlingly similar messages from the Lieutenant Governor of the State of New York, the executive director of a large neighboring statewide AFSCME affiliate, and the Statewide President of CSEA itself. That message was that hard times are not just coming, they are already here.

When times get hard, public workers are government’s favorite scapegoats, Lt. Gov. Cuomo tells the unionists

CAIRO — “It’s hard times for all, especially for the public workers.”

Lt. Gov. Mario Cuomo declared that fact to a capacity audience of Region IV delegates that a Republican victory along the lines of Regan’s Presidential win in next year’s state gubernatorial campaign would be a complete disaster for all working people, organized and unorganized.

“In six short months President Reagan has divided this nation in two. He has taken from the poor and middle class and given to the rich. One third of his lavish tax cut goes to five percent of the people — the rich.”

Cuomo explained how these supposed even-handed Federal budget cuts are taking from the Northeast and benefiting the South. “The cuts in Buffalo’s Social Service programs is sent to Birmingham. The funds for Albany are shipped to Florida and the dollars earmarked for Utica ends up in Utah. School children in Clinton County are losing a hot lunch program and the money is going for National Defense. I’m for National Defense, but what is really happening is that the national policy is strengthening the expanding, non-union, modern Sunbelt at the expense of the shrinking, unionized, antiquated, problem-ridden Northeast.

“The Reagan Administration is finding waste in every social oriented program from food stamps, to welfare and child care, but the Administration hasn’t found one penny of waste in the National Defense Budget. If a hard look was taken at the Defense Budget the amount of waste found could be used to soften the cuts in the people-oriented programs of the national government. That approach has not been taken and that’s wrong,” the speaker said.

“In hard times,” Cuomo warned, “everyone needs to blame someone and the public employees are government’s favorite scapegoat.”

Being philosophical for a few seconds, Cuomo pointed out that we live in an imperfect society and the unions serve the needs of keeping society aware of its imperfections.” One hundred year ago, the rich got richer at the expense of the poor. Women died trapped in a sweat shop fire, children labored in deep coal mines, men toiled seven days a week to make the rich richer. Unions fought uphill battles for building codes, labor laws and won. Our still imperfect society still needs unions to continue the uphill battles.

With his own political future undecided, Cuomo, who is being touted as a viable alternative to Governor Carey, if Carey should decide not to seek re-election, told the politically powerful audience, “Find out who is on your side. If you don’t like the answers given by the individual-pass him by. When you find out who is on your side — work like hell for him.”

The audience roared its approval.

LT. GOV. MARIO CUOMO tells CSEA members “It’s hard times for all, especially for the public workers.” Seated to Mr. Cuomo’s left is CSEA Statewide President William L. McGowan, who had a similar message.

LT. GOV. WILLIAM L. MCGOWAN with President Joseph E. McDermott of the AFSCME Capital Region Local 1000, who said, “It is hard times for all, especially for the public workers.”

CSEA President William L. McGowan put it bluntly, declaring, “Yes, it’s hard times.” Capital Region President Joseph E. McDermott is at lower left.

‘Now they starve them to death…”

“Now they starve them to death…”

In ancient times they used to bury public servants alive,” CSEA President William L. McGowan noted in his opening remarks to the banquet audience at the Capital Region’s Annual Meeting. “Now they starve them to death.”

The audience composed of bargaining battle veterans from the fourteen counties which make up the Capital Region along with leaders from State and Educational CSEA Locals, appreciated the well-honed observation of their leader.

“Yes, it’s hard times,” McGowan declared chomping down on his cigar. “I get press calls every day asking, 'What effect will the PATCO strike, Reagan’s firing of 12,000 federal public employees, and his unilateral offer of a 4.8 percent raise for federal civil service workers have on CSEA’s upcoming negotiations with the State of New York?’” the union chief questioned himself rhetorically. “I give each and every question the same answer — NO EFFECT AT ALL.” The audience roared its approval. McGowan pledged to negotiate a fair and equitable contract with the state in negotiations beginning this year.

Public employees under deep attack right now, McEntee says

“When I review the hard times we’re in, it’s good to know that New York State’s largest public employee union is on our side,” Gerald McEntee, Executive Director of AFSCME Council 13, the State of Pennsylvania equivalent of CSEA Local 1000, said in his remarks to the participants at the CSEA Capital Region Annual Meeting’s banquet.

McEntee launched into a litany of state and city worker unions that are undergoing management attacks on their contracts, their benefits and their very existence as labor organizations.

“In one situation, management is offering six new holidays to the workers,” the executive explained, “a well-deserved improvement in their contract. However, they’re all payless holidays, a new gimmick to help bail out a deficit!” the hard-talking speaker exclaimed.

“In a nearby state taxpayers have seen services cut down, cut back and cut out to the point that they are now demonstrating to stop the cuts. But management is not listening. And in another city, the union members are surrendering a third of his lavish tax cut goes to five percent of the people — the rich.”

The AFSCME leader concluded, “while we are in different states I find myself a little more relaxed knowing that the giant CSEA in neighboring New York State is now a part of our union, AFSCME.”
already

Business session very productive

The business session of the Annual Meeting of the Capital Region was filled with numerous highlights, including:

- The CSEA Capital Region officers introduced an Anti-Apartheid resolution to protest the use of Bleecker Stadium in the City of Albany by the South African Rugby Team the Springboks.
- Copies of a proposed reorganization of CSEA were passed out to CSEA Capital Region Board of Directors and Delegates to allow them to review the nine page recommendation before any action is taken on the reorganization proposal.
- Ramona Gallagher called for support of the AFSCME PEOPLE Political Action Campaign Fund and following Regional President Joseph McDermott’s suggestion, CSEA Capital Region delegates passed the CSEA hat to raise $250 on the spot.
- Carmen Bagnola, John Francisco, Jeanne Kelso, Elizabeth Lennon, Jeanne Lyons, Joan Tobin, Edgar Totten, Francis Wilusz, Dann Wood and William Zippiere were all elected to the CSEA Capital Region Executive Committee.
- Twelve Committee Chairman positions were announced. They are, Women’s Committee—June Scott; Political Action—W. John Francisco; Activities—Marcie Donini; Budget—Joseph LaFreneire; Auditing—Ellen Mirantz; Downtown—Carol Snyder; Education—Betty Lennon; Non-Teaching/School Unit—Mazie Fort; County—Jeanne Kelso; Social—Jane Perry; Uptown—Dolores Farrell and Constitution and Bylaws—Brian Ruff.

Schenectady County had a large contingent at the Capital Region’s Annual Meeting.

Concord ‘Fun Run’ targeted to raise PEOPLE money

Kiamesha Lake — The PEOPLE Fun Run, a political action fundraiser, will be held Wednesday, Oct. 21 at the Concord Hotel here during CSEA’s 71st Annual Delegates Meeting.

Participants will join the jogger run at the lake on the hotel grounds at 4:30 p.m. and race around the lake, a distance of about three miles. To run, each person must obtain $20 in voluntary people pledges.

The pledge money will be contributed to PEOPLE — Public Employees Organized to Promote Legislative Equality. PEOPLE is the political action arm of AFSCME.

“The Fun Run is just another way to raise much-needed money for PEOPLE, and perhaps a good way to run off some frustration against President Reagan,” said Ramona Gallagher, statewide PEOPLE Coordinator.

Awards will be presented to the first three male and three female finishers in the race, and the region with the most participants will receive a special prize. All participants will receive a PEOPLE T-shirt.

Refreshments will be served after the run.

Those interested in the run may obtain pre-registration forms by contacting the Legislative Office, Room 2020, Twin Towers, 99 Washington Ave., Albany, N.Y., 12210. The number is (518) 465-6211. Forms may also be picked up in advance at each region office, or at the PEOPLE Booth at the Concord beginning Oct. 18.

All pledges should be made payable to PEOPLE and must be collected by noon on Wednesday, Oct. 21. In accordance with Federal law, the PEOPLE Committee will accept contributions from members of AFSCME and their families.

Please send me_________________pledge forms for the PEOPLE RUN, October 21, 1981.

NAME

ADDRESS

CITY, STATE ZIP

*Mail to: CSEA Legislative Office
2020 Twin Towers
99 Washington Ave.
Albany, N.Y., 12210

Or Phone: (518) 465-6211

I cannot join the RUN, but here is my contribution to PEOPLE:

$3.00 $5.00 $10.00

THE PUBLIC SECTOR, Wednesday, September 30, 1981 | Page 3
BUFFALO — As the Professional Air Traffic Controllers Organization (PATCO) continued its strike, CSEA members in Region VI are showing their support for the embattled air controllers through a variety of methods.

Following the lead of CSEA President William McGowan and Region VI President Robert Lattimer, members are refraining from taking to the not so "friendly skies" and using other means of transportation to take care of personal and business matters.

Region VI members have also shown their solidarity by manning the picket lines at Buffalo and Rochester airports, along with the many other unions from the area supporting PATCO.

"It's important that we show our concern for our fellow public employees, because as a group we're usually the ones who get the short end of the stick," said Sylvia Ebersold, President of Rochester Local 012. "And we just might need the same kind of support in the not too distant future," she continued.

Florence Tripi, President of Monroe County Employees Unit, called for a fund-raising effort to help the strikers through the financial difficulties they are experiencing. "I'm sure any small amount we each could give would be helpful," she said.

In urging Region VI members to continue joining striking PATCO workers on the picket lines as much as possible, President Lattimer directed that no meetings be held or scheduled with people who are using the airports for transportation during the PATCO strike.

His Regional directives merged with those of Statewide CSEA President McGowan who directed that the union's 1,500 elected leaders and more than 200 professional staff not use the airlines as a symbol of solidarity with the striking PATCO members.

From all indications, the membership is firmly in support of continued resistance to what President McGowan called an attempt by the President of the United States "to break an AFL-CIO union instead of negotiating to end this strike and prevent further disruption in an industry so vital to this nation's economic health."
'Just plain folks' put together a masterpiece protest demonstration

By Melinda Carr
Asst. Director of Communications, CSEA

It was one of the largest demonstrations in American history, with crowd estimates beginning at a quarter of a million and ranging upward. The parade itself lasted for several hours, and the grassy Smithsonian Mall was a solid mass of humanity.

Some participants came from great distances to be counted in the protest, enduring long hours of highway travel because they honored the picket lines of their brothers and sisters in PATCO. And despite massive organization of public transportation systems, thousands of would-be marchers missed the parade because of hours spent in traffic jams and subway lines.

It was the first great protest of the '80s, and it was a far cry from the angry protests that marked the '60s and '70s. "Long hairs" had been replaced by "hard hats," college students had been replaced by senior citizens and smoke in the air came from ordinary tobacco.

Most of the demonstrators were just plain folks, people who probably never before thought of joining a protest march. They were largely middle-aged, modest-income, hard-working men and women. The kind of American of which statistical averages are made, not the kind of person who makes political waves or banner headlines.

They gave up a much-needed day's pay or a hard-earned day off and traveled to Washington for a variety of reasons. They were scared by Reaganomics, they were threatened by budget cuts, they were concerned about the direction the country is taking. They were worried about their jobs and their futures. They felt they had been silent too long, and it was time to speak out.

The hundreds of thousands of demonstrators spoke out for many causes that sunny Saturday. The parade was accompanied by a chorus of chants, with participating groups representing a variety of causes. The crowd was a coalition of women's groups marching in support of the ERA, senior citizen groups marching to protest threatened Social Security cuts, Blacks and Hispanics marching for job opportunities and human dignity. Scattered throughout were members of religious groups, draft registration protestors, No-Nuke activists, and even socialist political organizations.

But on the whole, it was Labor's show. The call to Solidarity Day was issued by organized labor, and it was organized labor that swelled the ranks of the parade. The major industrial unions were all there in force — steelworkers, iron workers, auto workers, machinists and aerospace workers. There were mine workers and painters, retail clerks and electrical workers. There were striking air traffic controllers and thousands of school teachers. Union nurses volunteered to work at the first-aid stations.

And, of course, there were public employees, with AFSCME literally as well as figuratively leading the parade — some 60,000 members strong. Our members were out in force perhaps because as public employees we have as much or more to lose under the current Administration than any other union represented at Solidarity Day.

Many speeches were made during the afternoon on the Mall. But no words approached the eloquence expressed by the marchers themselves. The true message of the day was in the numbers, the almost endless sea of faces of ordinary men and women. They all had something they had come to Washington to say. And their presence expressed it in a way no mere voices could.

Coverage of Solidarity Day activities and CSEA's involvement in the historic day in labor history continues on pages 6 and 7.
Diary of one protester's journey: An ordeal, but well worth it

Those who volunteered to participate in Solidarity Day didn't expect the trip to be easy. They went to make a statement, not to take a vacation. But the trip was an ordeal and an adventure into an "ordered by bus." Yet despite the problems and discomforts, participants emerged home with an almost unanimous feeling of accomplishment and solidarity. Here's a diary of what one participant's Solidarity Day journey was like.

9:30 a.m. — I am on the bus at the rendezvous point in downtown Albany, along with hundreds of other CSEA participants, eager to begin the long journey. But the buses aren't there. Nervous bus captives pore over a bag of flash coffee, as we discuss the possibility of blocking a city bus. 8:45 a.m. — The buses finally roll — an hour late — accompanied by enthusiastic cheers. 9:15 a.m. — We don't get far. We stop at the first gas station. 4 p.m. — Problems. One bus gets pulled over for speeding, which causes all the buses to pull over. Then our driver takes a wrong turn and heads in the wrong direction. We find our room. My group of four (some of us strangers) figures out where we are going to sleep and where we can put our belongings. 10 p.m. — Quiet and content. We think about the day, the trip, the speeches, and the messages we will take home.

We're not. After all what's a little blister on your hand against the great cause of American solidarity? We're convinced that the bus driver was not being indifferent, but was responding to an order. And we are grateful for the ride. We have arrived safely and are ready to continue.

2 p.m. — We're settled into our grassy seats on the Mall and are all ready to begin the march. We're all ready to do our part in the struggle for the gains that our forefathers died for. We know we will not sacrifice the gains that our forefathers died for. We will not sacrifice the gains that our forefathers died for. We will not sacrifice the gains that our forefathers died for. We will not sacrifice the gains that our forefathers died for. We will not sacrifice the gains that our forefathers died for. We will not sacrifice the gains that our forefathers died for. We will not sacrifice the gains that our forefathers died for.

3:30 p.m. — The march begins, and we're all buzzing with excitement. We know we're doing the right thing, and we feel there's nothing we can't accomplish today.

6 p.m. — We wait in the hotel for our buses to depart. We all feel we'll never forget this experience.

Midnight — A pit stop at last. I never knew Paramus, New Jersey, had such beautiful diners.

10 p.m. — Quiet and content. We think about the day, the trip, the speeches, and the messages we will take home.

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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.

Section 4. The Constitution of the Association allows for the convening of a separate convention of any member group, provided that such member group is organized in accordance with the provisions of the Constitution. This section is being considered to affect them directly. Therefore, we are publishing the report of the CSEA Constitution and By-Laws Committee to the upcoming delegates meeting in order to (1) meet our legal obligation, and (2) keep the membership informed of events that are important to them.

KEY: Italics—New Material

The Constitution and By-Laws Committee has met twice since the Special Delegates Meeting of March 8, 1981. The meeting dates were July 21, 1981, and September 15, 1981.

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

1. Section 5. Officers

The Statewide Nominating Committee shall select at least two (2) nominees for each office to be filled if no nominations are filed with the Secretary and the Executive Director of the Association on or before April 15th [in the year of the election].

2. Section 5. Officers

The Executive Board of each Region shall elect three (3) members from the seven (7) nominees, two of whom shall be state members and one a county member. No person shall be eligible for nomination unless that person shall have been a member in good standing of the Association or before March 1st of the year preceding the year in which the election is held. The Statewide Nominating Committee shall file with the Secretary and the Executive Director of the Association not later than January 1st of the year in which the election is to be held. The names of the names of such candidates shall be printed on the official ballot if such candidates are requested. The petition must be signed by not less than ten percent (10%) of the members in the Department or State Office, return receipt requested, on or before April 15th of the year of the election. No member who agrees to serve on the Statewide Nominating Committee shall be eligible for nomination, unless in the judgment of the Secretary and the Executive Director of the Association, as well as the Statewide Officers and Counsel, a review of the letter, as well as the opportunity to observe the committee's deliberations, justified the committee to handle nominations for Statewide offices as well as Regional offices since these elections are now held in different years. The Committee recommends adoption of these changes.

3. Independent Nominations

Nominations for members of the State Executive Committee may also be made by official petition provided by the Executive Director of the Association upon written request of any member. The petition must be signed by not less than ten percent (10%) of the members of the Department or State Office, return receipt requested, on or before April 15th of the year of the election. No member who agrees to serve on the Nominating Committee shall be eligible for nomination, unless in the judgment of the Secretary and the Executive Director of the Association, as well as the Statewide Officers and Counsel, a review of the letter, as well as the opportunity to observe the committee's deliberations, justified the committee to handle nominations for Statewide offices as well as Regional offices since these elections are now held in different years. The Committee recommends adoption of these changes.

4. Article VII: Delegate

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 Association, except that the local president shall, by virtue of that office, automatically be designated as a delegate. The Board of Directors has the duty of representing the membership 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 Board of Directors, the Statewide Officers and the Chairman of the State Department and State Division, who are not entitled to representation by Local Delegates pursuant to this section shall be represented at all meetings of the Association by members of the State Executive Committee or delegate, or delegate, as designated by the Board of Directors pursuant to this section. The Board of Directors shall be responsible for having a quorum of delegates present at any meeting of the delegates except the right to vote. (The votes of each local or (continued on page 9)
HIST OF ARTICLES REMAINS THE SAME.

Explanation: The proposed amendments to article XIV do not provide for the inclusion of retired members of the Board of Directors, who shall be members of the Board of Directors, appointed by the Governor at the discretion of the Governor, and shall be entitled to vote in the Board of Directors meetings, subject to the power and authority of the Delegates at meetings of the Association, as vested in a Board of Directors which shall consist of the following:

(a) Voting Members — The voting members of the Board of Directors shall be the President, Executive Vice President, Secretary/Treasurer, and six Regional Directors, as elected by the Delegates at meetings of the Association, subject to the power and authority of the Delegates at meetings of the Association, as vested in a Board of Directors which shall consist of the following:

(b) Non-Voting Members — No change

Section 3. — No change

Section 4. — No change

Section 5. OFFICERS. The officers of the Association shall be the President, the Executive Vice President, six Vice Presidents to be the six Regional Directors, and the Secretary/Treasurer.

(a) ELECTION. The three statewide officers of the Association shall be elected by secret ballot triennially (three years) commencing with the term of office to begin July 1, 1979. Any member of the Association shall be eligible for the three statewide offices of President, Executive Vice President, and Secretary/Treasurer. In all cases in which a candidate has been nominated by the nomination committee in the manner herein provided, the nominations of such candidates shall be printed on the official ballot if such candidates receive a sufficient number of nominations as prescribed by the By-Laws of the respective regions, and vacancies shall be filled by the President, at the discretion of the President, from the names of those nominees receiving the second highest number of votes received. The next amendment to the By-Laws shall be presented to the Delegates at meetings of the Association, as vested in a Board of Directors which shall consist of the following:

(b) NOMINATIONS. The Statewide Nominating Committee shall be elected for a one year term which is as follows:

1. For those election years in which the three statewide officers are elected, each Region shall donate for the Statewide Nominating Committee at least seven (7) members who have been elected in the NCSEA for at least two years.

2. The Executive Board of each Region shall elect three (3) members from the seven (7) nominees, no more than two of whom shall be a state or county member, except in those circumstances in which there shall be three (3) state division members.

Such election shall be by secret ballot.

3. The names of the committee members selected by the various Regions shall be filled with the Secretary/Treasurer and Executive Director of the Association not later than January 15th of the election year.

4. The Statewide Nominating Committee shall select at least two (2) nominees for the offices of President, Executive Vice President, and Secretary/Treasurer. In all cases in which a candidate has been nominated by the nomination committee in the manner herein provided, the nominations of such candidates shall be printed on the official ballot if such candidates receive a sufficient number of nominations as prescribed by the By-Laws of the respective regions, and vacancies shall be filled by the President, at the discretion of the President, from the names of those nominees receiving the second highest number of votes received. The next amendment to the By-Laws shall be presented to the Delegates at meetings of the Association, as vested in a Board of Directors which shall consist of the following:

5. The names of the committee members selected by the various Regions shall be filled with the Secretary/Treasurer and Executive Director of the Association not later than January 15th of the election year.

(c) INDEPENDENT NOMINATIONS. The nominations for President, Executive Vice President, and Secretary/Treasurer may also be made by official petition provided by the President of the Association on or before April 15th of the election year. The names of such candidates shall be printed on the official ballot if such candidates receive a sufficient number of nominations as prescribed by the By-Laws of the respective regions, and vacancies shall be filled by the President, at the discretion of the President, from the names of those nominees receiving the second highest number of votes received. The next amendment to the By-Laws shall be presented to the Delegates at meetings of the Association, as vested in a Board of Directors which shall consist of the following:

(d) The Board of Directors shall within reasonable limits authorize the reimbursement of the Association for any expenses incurred by duly nominated candidates for the three statewide officers of the Association.

Section 6. OATH. No change

ARTICLE VI

REGIONS

For purposes of internal organization of the Civil Service Employees Association, Inc., the state shall be divided into six regions as follows:

1. Long Island: No change
2. Metropolitan Region: No change
3. Southern Region: No change
4. Capital Region: No change
5. Central Region: No change
6. Western Region: No change

(e) Each member shall be members of the region in which the local headquarters is located.

(a) Each regional office shall be under the respective authority of the President, Secretary/Treasurer, and six Vice Presidents as follows: an Administrative Services Unit Vice President; an Institutional Services Unit Vice President; and an Operational Services Unit Vice President; and the Secretary/Treasurer's office. The SNSEA shall be responsible to represent all members within the Region. Region 1 shall have four Vice Presidents as follows: Administrative Services Unit Vice President; Institutional Services Unit Vice President; and Operational Services Unit Vice President; and Vice President for all other members within the Region. The Regional Vice Presidents of each region shall be elected by the members in that region as follows:

1. The Administrative Services Unit Vice President shall be elected from those members assigned to the Administrative Services Unit of the State of New York for each region.

2. The Institutional Services Unit Vice President shall be elected from those members assigned to the Institutional Services Unit of the State of New York for each region.
(3) The Operational Services Unit Vice President shall be elected from those members assigned to the Operational Services Unit of the State of New York for collective bargaining purposes.

(4) The County Employee Vice President shall be elected from those members who are assigned to a collective bargaining unit certified to represent county employees.

(5) The Vice President for School District Employees shall be elected from those members assigned to a collective bargaining unit certified to represent school district employees.

(6) The Vice President for all other members shall be elected from all other members who are assigned to a collective bargaining unit which does not specifically fall in the jurisdiction of the other enumerated presidential categories (for example, New York State Executive Committee).

(b) Each region shall have a regional executive board which shall consist of the elected officers, immediate past president, and the local presidents from that region.

ARTICLE VII

COUNTY DIVISION

Section 1. COUNTY EXECUTIVE COMMITTEE. The power and authority to transact business relating to employees of the political subdivisions of the county shall, except as otherwise provided herein, be vested in a County Executive Committee which shall consist of the officers of the Association and those members of the Board of Directors who have as part of their constituency members assigned to the County Division. The County Executive Committee shall elect from its membership one member to be known as the Chairperson of the County Executive Committee.

Section 2. LOCALS. A local may be formed by the members in the county in a political subdivision region under the authority of the Board of Directors and By-Laws of such local. In determining the application to grant new locals or consolidate existing locals, the Board of Directors shall accord substantial weight to the effective administration of the collective bargaining agreement or agreements for those members.

(2) A countywide local for all school district employees for each school district shall be constituted with the number of members in each unit is fewer than one hundred (100), except that a local of fewer members may be formed for good and sufficient reason upon a three-fourths vote of the Board of Directors. Each such local shall make available to the members at each meeting a representative of the Board of Directors and By-Laws of such local for receipt of information on the operations of the Association. Such representatives shall have the right to speak and make recommendations on matters before the Board of Directors.

(3) The Operational Services Tri-Vice President shall be elected from those members assigned to a collective bargaining unit certified to represent school district employees.

(4) A countywide local of all other political subdivision members wherein CSEA is exercised shall be constituted with the number of members in each unit is fewer than one hundred (100), except that a local of fewer members may be formed for good and sufficient reason upon a three-fourths vote of the Board of Directors. Each such local shall make available to the members at each meeting a representative of the Board of Directors and By-Laws of such local for receipt of information on the operations of the Association. Such representatives shall have the right to speak and make recommendations on matters before the Board of Directors.

(5) The Vice President for School District Employees shall be elected by those members in the State Division.

Section 3. LOCALS. The Board of Directors may appoint one or more members to the County Executive Committee for failure to-transact business for the Board of Directors. Each such local shall make available to the members at each meeting a representative of the Board of Directors and By-Laws of such local for receipt of information on the operations of the Association. Such representatives shall have the right to speak and make recommendations on matters before the Board of Directors.

ARTICLE VIII

DELEGATES

Members of each local shall elect in their membership one or more delegates to represent the membership of the local at all meetings of the Association, except that the local president shall, by virtue of that office, automatically be designated as a delegate.

Prior to July 15th of each year, each local shall file with the Secretary/Treasurer of the Association an accurate list containing the names and addresses of the delegates for the ensuing year, and names and addresses of alternate delegates may be submitted to the Secretary/Treasurer thereafter. Such delegate or delegates shall have one vote for each hundred 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 Constitution and By-Laws if passed at this meeting, the amendments will become effective immediately.

The following items are presented to the delegates by the CSEA Board of Directors for vote.

This proposed amendment to the Constitution and By-Laws has been submitted to the delegates for vote by the President of the Association with the recommendation that it be approved.

Each charge shall be accompanied by documentation and/or a statement signed by the officer of CSEA against whom the charge is made. Each charge shall be accompanied by documentation and/or a statement signed by the member asking for the investigation.


The following amendments which constitute an entirely new Article V are submitted to the delegates for vote by the President of the Association with the recommendation that it be approved.

The proposed amendments to the Constitution and By-Laws of the CSEA have been approved by the Board of Directors and By-Laws of such local. In determining the application to grant new locals or consolidate existing locals, the Board of Directors shall accord substantial weight to the effective administration of the collective bargaining agreement or agreements for those members.

The President of the Association provided a hearing is afforded before the Board of Directors and By-Laws of such local. In determining the application to grant new locals or consolidate existing locals, the Board of Directors shall accord substantial weight to the effective administration of the collective bargaining agreement or agreements for those members.

Each such local shall make available to the members at each meeting a representative of the Board of Directors and By-Laws of such local for receipt of information on the operations of the Association. Such representatives shall have the right to speak and make recommendations on matters before the Board of Directors.

Each charge shall be accompanied by documentation and/or a statement signed by the officer of CSEA against whom the charge is made. Each charge shall be accompanied by documentation and/or a statement signed by the member asking for the investigation.

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Each charge shall be accompanied by documentation and/or a statement signed by the officer of CSEA against whom the charge is made. Each charge shall be accompanied by documentation and/or a statement signed by the member asking for the investigation.
through the media any political endorsement contrary to the endorsements and positions approved by the Statewide and/or Regional Political Action Committees.

(f) Interfering with any elected official of CSEA in the discharge of that official's lawful duties.

(g) Solicitation or acceptance of any money or the acceptance of any gift or more than nominal value from any employer, member, group of members, or employee of the Association or any subdivision thereof, unless such money or gift be a contribution to the Association or any subdivision thereof.

(h) Solicitation or acceptance of any money or the acceptance of any gift or more than nominal value from any individual, firm, or corporation which is seeking to establish a business relationship with the Association or any subdivision thereof.

(i) Any conviction of a crime, the nature of which is such as to bring the union as an organization into disrepute.

(j) Knowingly submitting a false financial statement or audit report to the Association or any subdivision thereof.

(k) Any conduct detrimental to the best interests of CSEA.

(1) A failure to respond to the formal charges, or an answer by registered or certified mail, return receipt requested, to the Judicial Board and to the other party.

(m) Filing an answer by registered or certified mail to the Judicial Board within ten days of the receipt of the charges.

(2) Where a hearing is held, the Judicial Board shall issue a decision within sixty days after the close of the hearing. All determinations of the Judicial Board shall be made by at least five members present.

(10) Nothing herein shall preclude settlement of the charges at any stage of this procedure.

(1) Any member or officer may be suspended from elected office, pending a hearing and determination by the Judicial Board, by the President of CSEA or by the Executive Board of any Region, Local, or Unit of CSEA.

(2) Any Board of Directors of any Region, Local, or Unit of CSEA may be placed in trusteeship for any reason deemed good and sufficient by the President of the Association or by the Board of Directors of the Association. Charges against any Local or Unit may also be deemed charges against the individual president or officers thereof who are elected by the Local or Unit together before the Judicial Board. The President of the Association or the Board of Directors of the Association shall cause the Local, Unit, and/or officers thereof to be held to answer by mail, return receipt requested, with a copy to the Judicial Board. Such charges must contain statements of fact and must be accompanied by a written statement that the Local or Unit, or individual officers charged have a right to object by filing an answer if the mail is not received. The Judicial Board shall hear no charges after receipt of the charges. If no answer is received, the charges shall be deemed admitted.

(3) The President of the Board of Directors of the Association shall appoint one or more trustees to act in all matters concerning the Local and/or Unit pending a hearing and determination by the Judicial Board of the charges.

(4) The Judicial Board shall hold a hearing thirty days after receiving an answer from the Local and/or individual officers. The hearing shall be conducted as stated above under A.

(5) Contract ratification procedures:

(a) Each member of the Local or Unit may file a request for review of the procedures used in conducting a ratification vote of a duly negotiated collective bargaining agreement covering that member’s Local or Unit. Such request for review must be filed within five days of the results of the ratification vote to have made public.

(b) The Judicial Board may make such investigation as it deems necessary and shall issue a report and decision within thirty days after receiving the request for review.

(3) Such determination of the Judicial Board shall be final and binding on the members of the Local or Unit affected by the ratification vote.

IV. PENALTIES

A. If the charges or any part of them are sustained against any member, the Judicial Board may impose any or more of the following penalties:

(1) A formal reprimand;

(2) Suspension of membership for a period not to exceed three years;

(3) Full or partial restitution where the consequences of the offense can be measured in material terms;

(4) The continuation of the trusteeship for a period of time until elections can be held and officers installed.

(5) The continuation of the trusteeship for a period not to exceed three years.

Section 5. APPEALS

A. Any member aggrieved by a decision of the Judicial Board (except as it relates to questions concerning contract ratifications) may appeal said determination by filing an objection to the Board of Directors of CSEA within fifteen days after the receipt of the decision. Such objections must be sent to the Regional President or any two members appointed by the President of CSEA. A single judicial board which hears all cases throughout the State will result in a procedure that is fair and evenhanded and will eliminate the possibility of trial boards being appointed for politically motivated reasons. Such appeals will be decided by the Board of Directors of CSEA in the manner in which the individual member or officer setting forth the specific acts of misconduct and the penalties therefor.

B. The Board of Directors of CSEA shall consider any appeals which have been duly filed and is the final resort no later than the second Board of Directors’ meeting following the receipt of the appeal.

Explanation: The current procedure for imposing discipline upon members or Locals has been, and remains, too lengthy. In addition, the procedure provides that the Board of Directors of CSEA may impose any one or more of the following penalties:

(1) Suspension of membership for a period not to exceed five years;

(2) Removal from any elected or appointed office or position;

(3) Conviction of a crime, the nature of which is such as to bring the union as an organization into disrepute.

(4) The continuation of the trusteeship for a period not to exceed three years.

Section 6. REQUEST FOR A TRANSCRIPT

A. Any party may request a transcript of the proceedings before the Judicial Board and to the other party.

B. A transcript should be directed to the Judicial Board and may be made by a majority vote of at least five members present.

C. If the charges or any part of them are sustained against any member, the Judicial Board shall impose the penalties in paragraph A above which may be imposed against officers and members of the Local) any trusteeship are sustained, the Judicial Board may impose (in addition to the penalties in paragraph A above which may be imposed against officers and members of the Local) any one or more of the following penalties:

(1) Full or partial restitution where the consequences of the offense can be measured in material terms;

(2) The continuation of the trusteeship for a period of time until elections can be held and officers installed.

(3) The continuation of the trusteeship for a period not to exceed three years.
We intend to fight for our jobs and for continued services

Union girds for Suffolk County battle over a jobs-slashing proposed budget

HAUPPAUGE — If Suffolk County’s proposed 1982 budget is any indication, Reaganesque is coming to New York State with a vengeance.

Claiming that the Reagan election “set the nation on a new course,” calling for less government involvement, less government spending and lower taxes,” Suffolk County Executive Peter F. Cohalan announced his proposed county budget which calls for the elimination of 736 county jobs and deep cuts in a variety of health and social programs and other services to taxpayers.

In addition, Mr. Cohalan has proposed a general fund tax rate hike of 54 cents on every $100 of assessed valuation, more than half of which will be used to pay for an interest-free loan for the scandal-plagued Southwest Sewer District.

“I would point out to Mr. Cohalan, that his proposed budget is just that — a proposal. We intend to fight for our jobs and for continued services to the citizens of Suffolk County,” said Charles Novo, Suffolk County Local 852 president. The budget, to become final, must be approved by two-thirds of the 18-member Suffolk County Legislature.

Mr. Novo is heading a CSEA campaign to oppose the layoffs. The budget is being analyzed by the AFSCME budget office in Washington, he said, and Local 852 is working with CSEA headquarters in Albany and local Suffolk Community Action groups to find hidden fat in the budget. In addition, the CSEA Region One Political Action Committee has been geared up and is already contacting legislators and other political leaders to lobby against the cuts.

Mr. Novo also urged all CSEA members to work closely with their unit presidents and to organize petition drives to keep their various departments and services.

A target of the lobbying effort is the proposed $3 million loan by the County to the Southwest Sewer District to pay for deficits on the more than one billion dollar public works project. The loan would amount to 29 cents of the 54 cents tax increase proposed by Mr. Cohalan.

“Because of the cutbacks in federal funding we are so far facing a small number of proposed layoffs in Nassau County while Suffolk County is proposed massive cuts. We have to attribute the situation in Suffolk to the enormous cost overruns, crime and general mismanagement of the Southwest Sewer District. It is unjust that employees should be fired and taxpayers penalized with loss of services because of gross incompetency of management,” said Danny Donohue, Region One president. Mr. Donohue said that he had committed the Region to the fight to restore jobs and services in Suffolk County.

Mr. Novo said that he felt the Suffolk Legislature would reject the loan and that the CSEA would press legislators to use the money to restore jobs and programs.

October annual insurance transfer month

Employees who wish to change their health insurance coverage options under the State Health Insurance Program may do so throughout October, the annual insurance transfer period.

The options available in the State Health Insurance Program are the Statewide Plan, the GHI Plan and 13 Health Maintenance Organizations (HMO) located throughout the state.

During the transfer period, GHI will be offering a Comprehensive Benefit Package (CBP) rider designed to augment the basic GHI benefits available through the State Health Insurance Program.

The CBP rider, available to active employees only, will provide for an approximately 100 percent increase in GHI’s basic payment for surgery, anesthesiology, radiology and in-hospital medical care charges. The total added cost for the additional coverage under the rider will be borne by the employee, but premiums will be collected through payroll deduction.

Employees should note there may be significant differences between the HMO and the Statewide and GHI options in the areas of Medicare eligibility, student dependents and prescription drugs.

Employees who wish to change insurance enrollment options must submit an application form to their personnel office sometime in October.

For more information, contact the Employee Insurance Section of the Civil Service Department at (518) 437-8764.

Judiciary employees are urged to provide negotiation demands

ALBANY — CSEA judiciary employees are about to return to the bargaining table with the state Office of Court Administration and CSEA President William L. McGowan would like their views on contract demands.

Any judiciary employees wishing to express an opinion on items to be included in the upcoming CSEA-OCA contracts should send their demands, with examples to support them, to CSEA President William L. McGowan, 33 Elk Street, Albany, NY, 12207.

The demands will be provided to the judiciary negotiation teams for consideration in establishing overall contract demands in the bargaining units.

Members are asked to send copies of their demands to their CSEA Regional President.

Union backs PERB

ALBANY — CSEA has intervened by stipulation in an Article 78 proceeding on behalf of the Public Employment Relations Board (PERB).

The proceeding, brought against PERB by Herbert B. Evans, Chief Administrative Judge of the Courts of the State Unified Court System, concerns a July 9 decision by PERB that law clerks and law assistants in the state should not be classified as managerial or confidential.

Evans alleges that the ruling is “arbitrary, capricious and illegal.”

The determination insured that the more than 750 law clerks and law assistants in the state would continue to enjoy union representation of their jobs.