Power restored

Delegates flip the switch

CSEA President William L. McGowan, left, was warmly received by delegates at special executive session in Syracuse where they restored the full constitutional powers to the office of CSEA president.
A HOUSING SHORTAGE AT DOWNSTATE MEDICAL CENTER LEADS TO SLOPPY CORRECTIVE EFFORTS

KUDOS FOR THE SECTOR; DISTIN DOES IT AGAIN

YOU'RE NEVER TOO OLD; CSEA RETIREES LEARN THE ROPES IN CONGRESS

DELEGATES TO CONSIDER SOME IMPORTANT CHANGES TO CSEA'S CONSTITUTION AND BY-LAWS.

Member input is sought on legislative suggestions

Are you aware of a problem or situation that, realistically, could or should be addressed as a matter of law by state legislators? Do you have an idea that you believe would benefit the union rank-and-file if only you had a way to get your concept considered by a lawmaker?

If so, CSEA’s Statewide Legislative and Political Action Committee would like to hear from you. The committee is in the process of developing CSEA’s 1987 Legislative Program, and in order to be responsive to the needs of all CSEA members, is soliciting ideas and suggestions for proposed legislation from the membership.

All suggestions will be considered, although not necessarily adopted, at a meeting of the committee later this Fall. Each suggestion should include a brief description of the problem involved and an explanation of the potential benefit to the CSEA membership.

Members should submit ideas to: Roemer and Featherstonhaugh, P.C.
Attn: Elizabeth K. Clyne
Capital Center
99 Pine Street, Albany, N.Y. 12207
Ideas and suggestions should be submitted by Nov. 1, 1986.

Procedures listed for obtaining political action rebate on dues

CSEA members and agency shop fee payers who object to the appropriation of a portion of their dues or fees for political or ideological purposes unrelated to collective bargaining can obtain a rebate. The CSEA political rebate amounts to $4.75 for the fiscal year ending Sept. 30, 1986.

The union’s procedures call for rebate requests to be submitted by certified or registered mail addressed to the statewide treasurer. Requests will be accepted during the month of October.

Individual requests should be submitted; lists of members and fee payers are not acceptable. Each request for reimbursement must include the individual’s Social Security number.

AFSCME’s Constitution also includes a rebate procedure. The International secretary-treasurer calculates the portion of per capita payment or service fee equivalent that has been used for partisan political or ideological purposes during the fiscal year and rebates that amount upon proper application.

Individuals asking CSEA for political action rebates are not required to file separate requests to the International. CSEA will forward requests it receives to the AFSCME secretary treasurer.

Direct deposit paychecks ahead

State employees in selected agencies will soon be able to have their paycheck deposited directly into their bank account. The pilot project will eventually be offered to all state employees.

Under the terms of the program, employees can designate the option if their bank is a member of the New York Automated Clearing house. Funds must be available to the employee within two days of the state’s deposit.

More information will be provided in the weeks ahead.
SYRACUSE—CSEA delegates have voted overwhelmingly to restore full constitutional powers of President William L. McGowan which earlier this year had been stripped under a reorganization plan and changes in the reporting chain of command adopted by the union's statewide Board of Directors.

In a rare special executive session convened at the Syracuse Civil Center on Sept. 9, more than 600 delegates, armed with proxy votes representing more than 90 percent of the delegate body, overturned the earlier action of the Board.

Restoration of the powers of the president was one of two resolutions adopted during the session. Delegates also approved the appointment of John Francisco to fill the position of statewide Treasurer.

The delegates by voice vote rescinded actions taken by the Board in February and May of this year which had directed that staff of the union report to the president through the executive vice president and allowed the Board's Personnel committee to appoint and dismiss management/confidential staff above Grade 14. The delegates annulled the Board actions with a resolution that states, in part, "The president shall be responsible for the organization and direction of the staff of the Association..."

Delegates also passed a resolution directing the president to "appoint a committee of members to review the delivery of legal services to CSEA," and to report the findings and recommendations to the Annual Delegates Meeting which convenes in Niagara Falls the week of Oct. 26.

The complete text of both resolutions adopted by the delegates is printed on page 8.

Also by voice vote, the delegates approved President McGowan's appointment of long-time union activist John Francisco to fill the office of statewide Treasurer, replacing Barbara Fauser, who has announced her retirement.

AN OPEN LETTER TO THE MEMBERSHIP

The ‘victory’ is ours

The recent Special Delegates Meeting in Syracuse is being viewed by some as a victory for me, and a defeat for my opponents. I say the victory was not mine. It was that of the membership!

By reclaiming our constitutional commitment we have brought our union out of dictatorial darkness into democratic determination.

To those who would challenge my motives, let me ask the following questions:

- Who would benefit if the reorganization plan continued?
- Who would be the beneficiary of not having a review of our legal services?
- Who did the membership elect as President of CSEA?

The answers are evident. And just as evident is the need to unite and go forward. A union divided is a house divided.

Join me in putting our house in order.

Committee to review legal services

In compliance with the directive of the CSEA delegate body, CSEA President William L. McGowan has begun formation of a committee of members who will be empowered to review the delivery of legal services to CSEA and required to issue a full report of its findings and recommendations to the delegates at the Annual Delegates Meeting in October in Niagara Falls.

As this issue of The Public Sector went to press the process of considering potential committee members was still in progress and selection was incomplete.

The names of committee members appointed to the committee will be published in the next edition.

THE RESOLUTIONS, THE APPOINTMENT —SEE PAGE 8
WASHINGTON, D.C. — For three CSEA retirees, a "hands-on" experience in Congress has answered a lot of questions about how the federal government works.

The three recently spent a week working out of their representative's office in the bipartisan senior citizen intern program. In addition to workshops on issues of concern to seniors, such as health insurance and social security, the participants also attended congressional committee meetings and learned the "nuts and bolts" of the political process.

Says Al Robinson of New York City Retirees' Local 910: "I gained a real understanding of how the machinery works." Robinson added that he feels even stronger now that everyone should take a greater interest in what goes on in Washington because it affects us all.

Louise Reinecke of Suffolk Retirees Local 920 explains that the program kept participants active at all times and running around from session to session. She says the "speakers were all helpful and answered all questions or had someone get back to you with information." She also indicated that she plans to share what she learned with her local.

Adds Howard Richardson of Rochester Retirees Local 911: "It not only was helpful to me, but also to my congressman, Frank Horton." Shortly after returning from Washington, Richardson was asked to fill-in for Horton at a speaking engagement where he discussed the program and other current issues.

Ironically, the three participants were sponsored by CSEA and AFSCME because Gramm-Rudman budget cuts prevented the past practice of sponsorship by the congressional offices.

Where asked: Dutchess County Local 814, Region 3

What are you most looking forward to about Autumn in the Hudson Valley region of New York?

KAY VALLONE
Social Services
Dutchess County

"I like the spectacular foliage in the rolling hills and valleys... Thanksgiving and Christmas are coming up and I'll see my grandchildren and family."

JONATHON HELLER
Probation
Dutchess County

"I can play golf without sweating. I can do anything without sweating!"

RICHARD REXHOUSE
Public Works
Dutchess County

"I like taking long drives looking at the different colors on the Taconic Parkway. Watching football games is also the best part of Autumn."

DEBBIE PALAZZOLO
Probation
Dutchess County

"First of all, I like to go apple picking with my family. I also like to hike along Lake Mohonk."
It's no secret there's a housing shortage in New York City. In Brooklyn even animals housed at the Downstate Medical Center Division of Laboratory Animals are affected now. And their living situation isn't getting any better.

The squealing piglets and 700-pound mother pigs definitely need more room. CSEA employees who constructed many of the original animal enclosures for snakes, sheep, monkeys and pigs residing at the busy hospital's research facilities, are aware of the housing problems.

SUNY allocated in excess of $100,000 to construct additional pig pens on the eighth floor of the huge medical complex, hiring outside laborers to do the job. But according to one of the heads of Downstate animal research who examined the finished pens, "What we got, after waiting for one year, is a shabby, deficient and inferior job, which will not withstand daily wear by the animals. The work was done by obviously unskilled people."

CSEA Local 646 President Bob Keeler, concerned about the safety and quality of the new animal enclosures, has severely criticized the waste and slipshod work done by the hired laborers, calling the finished product a "disgrace." He said the flimsy braces used will not be able to support the weight of fully grown pigs who will lean on them.

Calling attention to the uneven, sloppy mortaring work, cage doors that don't close, and screwdrivers left in place to hold door hinges together, Keeler pointed out the potential for roach and insect infestation in the numerous crevices.

Field Representative Larry Borst said that CSEA members have been doing construction work for years and built many of the solidly made animal enclosures now being used. "The quality work done by our public employees has withstood the test of time," he added.

The State University system is permitted to hire so-called "professional rank" employees under the U-Grade provision, allowing unskilled outside laborers to be paid more than state employees with comparable job titles. Professional rank workers supposedly possess superior knowledge, according to SUNY management.

"If this botched job shows superior knowledge, all I can say is hog wash!" Keeler said.

It now appears CSEA members will be involved in repairing the fiasco left behind by the outside laborers. According to Gary Sullivan, Local 646 first vice president, "This type of situation where higher paid unskilled workers must have their poor product repaired (Continued on Page 12)"
Planning to prepare for a promotional exam?  
Want to brush up on 3 R's before taking a college-level course?  
Interested in getting your GED?  
Could a refresher course in basic skills help you in your job?

If you answer any of these questions with a yes, then a new PBS series developed for high school equivalency preparation could help.

The series is scheduled to air this fall. (See schedule at right.) In math, lessons will review fractions, decimals, percents, algebra and geometry; the English section covers spelling, grammar, capitalization, punctuation, sentence structure, organization and style; the reading skills program includes identification of the main idea, making inferences, drawing conclusions, maps, charts and graphs; these skills are then applied to science and social studies.

CSEA is making available to CSEA members and agency shop fee payers a program of services to supplement the PBS broadcasting in order to encourage participation.

To find the series useful, participants must be capable of reading at an eighth grade level, and three workbooks to accompany the programming are necessary. Each of the 43 half-hour programs has previewing and post-viewing activities and exercises associated with them for maximum effectiveness.

Available through CSEA’s Institute for Development, Education and Advancement (IDEA) at the union’s statewide headquarters in Albany will be:

- Pre-assessment, determining readiness to participate in the series
- The three workbooks needed to follow the program
- Access to a toll free number for tutoring when needed
- Post assessment, determining readiness to pass the high school equivalency exam, civil service tests and college-level courses
- Scheduling assistance to take the GED examination if applicable

Because part of the program cost is covered by the CSEA state contracts, cost of these services for state workers covered by the ASU, ISU and OSU contracts is $15.00, all of which is refunded when the program, including the post assessment test, is completed and materials returned to IDEA. For all other workers represented by CSEA, the cost is $24.50, of which $15.00 is refunded when the program is complete and materials returned.

To receive the study packet, fill in the coupon below and return it with a check or money order to: CSEA/IDEA, 143 Washington Avenue, Albany, NY 12210.

To: Civil Service Employees Association  
Attn.: IDEA  
143 Washington Avenue  
Albany, N.Y. 12210

I wish to register for the series, including pre and post assessments, accompanying workbooks, access to a toll-free number for tutoring, and scheduling assistance for the GED if desired. Enclosed is my check for (circle one) $24.50, or $15.00 if in ASU, ISU or OSU. I understand that if I complete the course and post assessment and return the books in usable condition with no marks on the inside, that I will receive a $15.00 rebate. If I keep the books and return only the pre and post assessment, I will receive a $3.00 rebate. If my pretest indicates the program is not appropriate for my needs, I will receive a full refund and be referred to an appropriate educational provider.

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The program will skip the weeks of Thanksgiving, Christmas and January 1.
"THE A TEAM" CHECKS IN AT CHAUTAUQUA — Pictured, from left, are: Jim Kurtz, Bill Beckerink, Bob Lattimer, Dick Maggio, Joe Martin, Kim McHale, Rich Burstein, Kathy Albowicz, Carol Hatfield, Jim Corcoran, Bob Massey, Penny Bush, Mark Lawrence, Danny Jinks, Bruce Wyngaard, Mary Murphy, and Jim Smith.

MAYVILLE — Negotiations for a new contract have begun in Chautauqua County with a showing of the full resources of CSEA behind a negotiating group fondly dubbed "The A Team". "This is the first time we have done this on a local government level," said Region VI President Robert L. Lattimer, "but I'm sure it won't be the last. It is important to our members, as well as to any management negotiators to realize that when they are sitting across the table from our negotiating team they are only seeing the tip of the iceberg."

"Behind all our negotiating committees," he added, "is the full support of more than 200,000 fellow members and a wide range of professional services staff."

Those words were backed by the presence of a representative of most CSEA department. They joined Chautauqua Unit President Dick Maggio and his committee that included Local 807 President Jim Kurtz, past President Bill Beckerink, Jim Smith, Mary Murphy and Carol Hatfield. CBS Danny Jinks is chief negotiator.

Other CSEA staff present for the initial session included Region VI Director Bob Massey; Field Representative Penny Bush; Bruce Wyngaard, director of Collective Bargaining; Kathy Albowicz, assistant director of Research; Rich Burstein, Region VI counsel; Jim Corcoran, director of Occupational Safety and Health; Mark Lawrence, research specialist; Kim McHale, Employee Benefits specialist; Joseph Martin, political action coordinator; and Ron Wofford, Region VI communications associate.

Hennerty appointed personnel director

ALBANY — James Hennerty has been appointed director of Employee Relations and Personnel at CSEA headquarters by President William McGowan. Hennerty, 37 has been a field representative in Region V, served as a county unit president, and is a former correspondent for The Public Sector. He replaced Dennis Battle Sept. 17.

PEOPLE PEOPLE — Sue Waltz, president of Department of Motor Vehicles Local 674, helps a member, Marsha Montayne, try on a PEOPLE windbreaker. Montayne received the jacket — along with a mug, a visor, a diamond lapel pin, a copy of Washington Watch, and membership in AFSCME's President's Club — by authorizing a two dollar bi-monthly deduction to the PEOPLE fund. Waltz is also coordinator for PEOPLE — CSEA's political action fund — in the Capital Region.
Delegates ok resolutions restoring constitutional power to CSEA president

CSEA delegates meeting in a special executive session in Syracuse on Sept. 9 adopted two resolutions. Following is the complete text of those two resolutions.

**RESOLUTION 1**

"BE IT RESOLVED that, pursuant to the authority set forth in Article IV, Section 3 of the Constitution of the Civil Service Employees Association, Inc., this Delegate Body affirms and reaffirms the constitutional power of the President, elected by the rank and file members of CSEA, as set forth in Article I, Section 1 of the By-Laws, and directs that the powers of the President shall not be limited or impaired by any resolution of the Board of Directors:

BE IT FURTHER RESOLVED that this Delegate body affirms and reaffirms that the language contained in Article I, Section 1 of the By-Laws stating that: THE PRESIDENT SHALL BE RESPONSIBLE FOR THE ORGANIZATION AND DIRECTION OF THE STAFF OF THE ASSOCIATION means that only the President has the authority to organize and direct the staff, unless the President delegates that authority, and that the board of Directors of the Association has no power to interfere with the chain of command between the President and the staff of the Association or to interfere with the directives of the President to the staff.

BE IT FURTHER RESOLVED that this Delegate body rescinds and annuls:

1. The motions passed by the Board of Directors on February 27, 1986 relating to the reorganization and reporting chain of command of the staff of the Association;

2. The motions passed by the Board of Directors on May 6, 1986 relating to the reorganization of staff and the reporting chain of command, the appointments and dismissals of Management/Confidential staff above Grade 14 and appointment of the Deputy Director of Organizing;

3. All resolutions and motions of the Board of Directors inconsistent with this resolution."

**RESOLUTION 2**

"BE IT RESOLVED that, pursuant to the authority set forth in Article IV, Section 2 of the Constitution of the Civil Service Employees Association, Inc., the Delegate Body authorizes and directs the President of CSEA to appoint a committee of members to review the delivery of legal services to CSEA, and to report its findings and recommendations to this Delegate Body at the Annual Meeting;

BE IT FURTHER RESOLVED that this Delegate Body authorizes and directs the Comptroller and Treasurer of CSEA to pay such funds as determined by the committee to be necessary to carry out its responsibilities.

BE IT FURTHER RESOLVED that this Delegate Body rescinds and annuls:

1. The motion passed by the Board of Directors on September 9, 1976 stating that only the board of Directors may authorize a study of legal services of CSEA; and

2. All resolutions and motions of the Board of Directors inconsistent with this resolution.

Francisco named treasurer

ALBANY — CSEA's new Treasurer John Francisco is no stranger to the statewide membership. A senior administrative analyst with the New York State Thruway Authority, Francisco has been a member since 1973 and a statewide delegate since 1975.

In addition to serving as Thruway Authority Professional, Technical and Supervisory Unit Local 668 president since 1977, he has also served as the Region IV Political Action Committee Chairman since 1980 and on the statewide PAC for the same period.

Francisco said he welcomes the opportunity to serve in his new position and points out that the primary objective of CSEA is to supply the best representation possible to the members.

He believes that his own assignment will be an ongoing effort to build a strong relationship between the treasurer's office and the Locals: "I want a positive relationship. I'm always willing to provide assistance and I'm willing to meet the locals more than half-way if need be."

The newly-appointed treasurer adds that there is a special responsibility in his office to provide the most accurate information available to the members on where their dues money goes.

Francisco holds a Bachelor of Science degree from Washington and Lee University, a Master of Business Administration from Rensselaer Polytechnic Institute, and a Master's degree in English from the College of St. Rose.

Deadline is October 7 for Board seat ballots

ALBANY — Ballots were mailed Sept. 22 for the special election to fill a pair of vacancies on CSEA's statewide Board of Directors.

Being contested are Board seats representing Tompkins County and Mental Hygiene Region II.

Beginning Sept. 29, members eligible to vote in those two elections who have not received their ballot may obtain a replacement ballot by calling Brenda Smith at the Independent Election Corporation of America (IECA).

Call IECA collect at (516) 437-4900.

CSEA's statewide Election Procedures Committee is overseeing the balloting, which is being conducted by IECA.

Ballots are scheduled to be counted on Tuesday, Oct. 7. The deadline for receiving ballots is noon that day.

NEXT The unique problems of Social Services

CSEA members working for county Department of Social Services face worksite problems that in many cases are unique to their jobs.

CSEA Consultant Amy Doran has been working on a special Social Services Project designed to identify specific major problem areas faced by county Social Services members; develop strategies to overcome those problems; and implement the corrective programs initially through pilot programs and ultimately on a statewide basis.

In the next edition of The Public Sector, Doran will report extensively on the progress of this project.
ANOTHER FIRST FOR DMNA . . . CSEA President William McGowan reviews the terms of the new Employee Assistance Program signed into effect recently for the state Division of Military and Naval Affairs with General Lawrence Flynn. Flanking McGowan and the DMNA Chief of Staff are DMNA Local 277 President Donna Tuttle and Neil Kennedy, President of Capital District Armories Local 250.

The DMNA EAP is believed to be the first program of its kind for state military civilian employees in the country.

Proven ability the key to CSEA-DMNA win

ALBANY — It wasn’t easy, but making the strongest case is how CSEA recently secured the right to represent Armory Superintendents and Maintenance Supervisors in the state Division of Military and Naval Affairs.

A Public Employment Relations Board officer recently ruled that 75 DMNA employees with those job titles should be represented by CSEA as part of the state Operational Services bargaining unit (OSU). In the ruling he also rejected attempts by the Teamsters and PEF to seize the unit.

Challenges from the DMNA administration and the other unions over representation rights had tied up the situation in court for several years.

In testimony before PERB, CSEA attorney Richard Burstein and Research Analyst Frank Abbey made a clear argument that CSEA has the best record and ability to serve the employees.

It was shown that the responsibilities and needs of the superintendents and supervisors compared most closely with CSEA represented OSU members.

Additionally, CSEA’s recent success in negotiating the first-ever contract for 700 other civilian employees of DMNA added strength to the union’s claim of experience and ability in dealing with the DMNA administration.

Says CSEA President William McGowan: “It’s a shame we had to go through a legal hassle to show what was already clear— that CSEA is best qualified to represent these people. Now we’ll just have to make up for lost time in meeting their needs.”

A positive association for vets

OSSINING — An organization founded for disabled veterans 40 years ago is now open to any disabled CSEA members and their families.

According to Region 3 President Pat Mascioli, the 52 Association in Ossining, Westchester County, provides a full recreational program for the handicapped at no cost.

Run strictly on donations, the non-profit organization receives grants from the state Division of Veterans Affairs and the United Way.

In addition to a wheelchair accessible swimming pool, a picnic area, fishing, boating and action sports such as basketball, volleyball, and biking are available. During the winter months, an exciting ski program is open to the handicapped.

“We emphasize that the handicapped can do anything that an able-bodied person can do,” said Executive Director Al Weinberg.

“Even more important,” he said, “is the opportunity for handicapped people to interact in a relaxed setting.

Anyone wishing more information should call (914) 941-9598 or may write to the 52 Association, Cedar Lane, Ossining, N.Y. 10562.

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REG. III President Pat Mascioli is no match for Pierce Bunce, Recreational Director for the Eastern Paralyzed Veteran Association, who demonstrates how wheelchair basketball is played. Bunce, who is an amputee, says there are a number of wheelchair basketball teams all over the U.S. The New Jersey Nets professional basketball team will play a wheelchair team from the 52 Association in November at the Ossining facility.
For shop stewards

BROOKHAVEN — Liz Puttre, president of the CSEA Brookhaven Town White Collar Unit, recently held a shop steward training seminar for the 56 CSEA “department heads” in her unit.

Trainers Carol Craig and Aileen Ronayne were praised for a figure out problems on the worksheets at a recent shop steward training session held last month.

Puttre went on to explain that she wants her department heads to feel more secure so that when problems arise, they will handle them.

“I feel that training is very valuable,” said Puttre who has been a CSEA officer for the past 10 years.

CBCS member Irene Carr, a unit president, Maritime College Unit (Local 910) recently held a shop steward training seminar for the 56 CSEA “department heads” in her unit.

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“I feel that training is very valuable,” said Puttre who has been a CSEA officer for the past 10 years.

For committees

LAKE PLACID — Committees for officers and stewards was the main topic of the workshop sessions of the recent annual meeting of the Capital Region here.

قاعدة الاتصالات مع المجموعة الرئيسية: laque in the manual where to obtain information. When I have already saved by having charts, I have already saved by having charts, I...
TV special focuses on sad situation of women workers

Females still stuck in lowest-paying jobs

In the sexual revolution of our time, women are still coming up losers in the battle on the job front. That's according to a recently aired ABC special program titled "The Sexual Revolution" which included interviews with several CSEA officers and rank-and-file members from the Long Island Region.

The three-hour special dealt with the problems women face in the workplace, juggling personal and professional lives and trying to make enough money to pay for decent day care while they work. The show also discussed changing male-female roles and the new American family.

Among CSEAers interviewed for the program were Region I President Danny Donohue and Nassau Local 830 Executive Vice President Rita Wallace.

Wallace spoke about the problems women face concerning sex-based wage discrimination. CSEA is currently involved in a legal battle with Nassau County in regards to this matter.

The Nassau County Department of Police Communications and Fire Communications were filmed for part of the special. The narrator pointed out that both departments perform the same function, although employees in the fire emergency department — which is predominantly staffed by men — make 13 percent more than the employees in the police emergency department — which is predominantly staffed by women.

"I feel that there is systematic, intentional and pervasive sex-based wage discrimination," Wallace said. "Eighty percent of the workforce is female and 90 percent of females are in the first three lowest grades," she added.

ON THE AIR — Region I President Danny Donohue talks over various women's issues with John Fielding and Peter Bull from ABC.
Binghamton clean-up continues

Clearing the air is CSEA's priority

BINGHAMTON—There is still extensive renovation to be done before the Binghamton State Office Building reopens in the Fall of 1987. But CSEA is carefully monitoring the work's progress to ensure that the building will meet all health and safety standards before people return to work there.

The facility has been shut down since a transformer fire in 1981 contaminated the entire structure with toxic PCBs.

Assisting the CSEA Safety and Health Department in reviewing the state's clean-up efforts is Dr. Terry Miller, an environmental engineer and one of the nation's leading experts on PCB fires. Miller is studying the building's ventilation plans and ongoing air testing to determine if the fresh air supply is acceptable.

Miller and CSEA officials recently toured the building for a first-hand view of the situation. Of greatest concern to CSEA was the abundance of mold on the ceilings and walls.

Because of plans for a dropped ceiling with the recirculation of air in between, CSEA has misgivings that unless the mold is completely removed, spores might be carried throughout the building by the ventilation system. They could cause allergic reactions or respiratory problems for workers.

Those questions and others are being discussed by CSEA and the state with a plan of action to be developed.

"So far the engineers in the Office of General Services have been extremely cooperative in trying to address our concerns," says CSEA Industrial Hygienist Joanne Curtis. She adds: "This building was devastated and there's still a long way to go before people can return to it. That's why we're being very cautious and making sure that we'll have all the answers when they do."

ASKING THE IMPORTANT QUESTIONS NOW...is Dr. Terry Miller, one of the nation's leading experts on toxic chemical fires and CSEA's health and safety consultant on the Binghamton State Office Building situation. Pictured with Miller during a recent meeting with state officials in Albany is Tim Henehan, President of Binghamton State Employees Local 002. The Binghamton facility is scheduled to reopen in Fall 1987, but CSEA is making sure all safety and health questions are answered before that happens.

SOLIDARITY-SOUTHERN TIER STYLE... Surrounded by CSEA Local presidents and other members from the Binghamton-Broome County area, Region V President Jim Moore, center, offers a friendly CSEA welcome to New York State Senate Majority leader Warren M. Anderson, at the fourth Annual Solidarity Picnic held recently in Binghamton. More than 350 private and public sector union members, friends of labor and guests attended the event sponsored by the Community Labor Coalition, an organization designed to rally union workers around common causes.
The Constitution and By-Laws Committee has met four times since the Annual Delegates Meeting in October, 1985. The meeting dates were February 25, 1986; April 3, 1986; June 5, 1986; and August 7, 1986. The Constitution and By-Laws Committee has as its function the recommendations to the delegates of amendments to the CSEA Constitution and By-Laws. The Committee reviews suggestions made from individuals and Locals and accepts referrals from the delegates and Board of Directors. Additionally, the Committee can initiate proposals which it deems to be in the best interests of the Association. All recommendations made by this Committee are made to the delegates together with the reasons for the recommendations. THE FOLLOWING ITEMS ARE PRESENTED TO THE DELEGATES FOR A SECOND READING. IF PASSED, THE AMENDMENTS WILL BECOME PART OF THE CSEA CONSTITUTION.

(1) The following amendments to Article IV, Section 2(a) and Article VIII, Section 1 were submitted by Mary Sullivan on behalf of the Local Government Executive Committee by letter dated August 27, 1984. Although two different Articles are affected, they shall be read and voted on together.

"ARTICLE IV \nORGANIZATION OF THE ASSOCIATION \nSection 2. BOARD OF DIRECTORS. \n(a) Voting Members — The voting members of the Board of Directors shall be the Officers of the Association, members of the Executive Committee of the State Division, and members of the Executive Committee of the Local Government Division, who represent Locals having 100 or more members as of the preceding January 1st, and one additional member of the Local Government Executive Committee, to be elected by the members of the Local Government Executive Committee, representing Local Government Division Locals which have membership of less than 100 on the preceding January 1st."

"ARTICLE VII \nLOCAL GOVERNMENT DIVISION \nSection 1. LOCAL GOVERNMENT EXECUTIVE COMMITTEE. The power and authority to transact business relating to employees of the political subdivisions of the State shall, except as otherwise provided herein, be vested in a Local Government Executive Committee which shall consist of the officers of the Association and one representative from each Local Government (Division) County Local having 100 or more members as of the preceding January 1st, and one Local Government Educational Local representative from each CSEA Region elected by the Local Government Educational Local members within each Region. One additional member of the Local Government Executive Committee shall be elected by the members of the Local Government Executive Committee to represent Local Government Counties which have membership of less than 100 on the preceding January 1st. In addition to the foregoing, each Local Government (Division) County Local with more than 10,000 members as of January 1 in the year of an election shall, for the term of office beginning the following July, be entitled to one additional representative.

REST OF SECTION REMAINS THE SAME."

Explanation: This proposal seeks to clarify what is now ambiguous or confusing language in the Constitution. This amendment simply states that for purposes of determining members of the Board of Directors, members of the Local Government Executive Committee, and one additional member of the Local Government Executive Committee, to be elected by the members of the Local Government Executive Committee, representing Local Government Division Locals which have membership of less than 100 on the preceding January 1st."

The Constitution and By-Laws of The Civil Service Employees Association are at the very heart of the union. They govern the operation of CSEA and therefore have direct impact upon the membership. CSEA delegates will be considering many important changes to the Constitution and By-Laws during the union's 76th Annual Delegates Meeting scheduled for Oct. 29-31 in Niagara Falls. The proposed changes to be considered are presented on pages 14-18 of this edition of The Public Sector.
CSEA's Constitution and By-Laws

Government Executive Committee shall be members of the Board of Directors. At the same time, the Local Government Executive Committee is modified to incorporate that provision which provides for a voting member on behalf of those Local Government Executives who have more than one member of the Executive Committee. Since this is basically a "housekeeping" amendment and has no significant impact on the operations of the Association, the recommendation of the By-Laws Committee recommends adoption of this proposed amendment.

(2) These proposed amendments are submitted to the Delegates by the Constitution and By-Laws Committee as a result of the Committee's indepth analysis and discussion of the subjects with Mary Sullivan, Chairperson of the Local Government Executive Committee, Jerome P. Donahue, President of Nassau Local, and Joseph E. McDermott, Executive Vice President.

ARTICLE IV

ORGANIZATION OF THE ASSOCIATION

Section 2: BOARD OF DIRECTORS. 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 select the Officers of the Association, and one representative from each State Department and Affiliation. The Constitution and By-Laws of the Association, Inc., and to perform faithfully and impartially the duties of the office that I hereby assume. The Association, Inc., and to perform faithfully and impartially the duties of the office that I hereby assume.

ATCIVtE VII

LOCAL GOVERNMENT DIVISION

Section 1: LOCAL GOVERNMENT EXECUTIVE COMMITTEE. The power and authority to transact business relating to state employees shall, except as otherwise provided herein, be vested in a Local Government Executive Committee which shall consist of the Officers of the Association, and one representative from each Local Government Division, Local, and one Local Government Educational Local representative from each CSEA Region elected by the Local Government Executive Committee. Each member of the Executive Committee shall be entitled to one vote. In the event of a vacancy in the office of any member of the Executive Committee, the appointment of a successor shall be made by the Local Government Executive Committee. The term of office of the successor shall continue until the next regular meeting of the Executive Committee.

Section 2: LOCALS. REMAINS THE SAME.

(4) The following amendments to Article VI, Section 2 and Article VII, Section 2 were submitted by Irene Carr, Statewide Secretary, by letter dated August 28, 1984.

ARTICLE VI

DIVISION OF THE ASSOCIATION

Section 4. OATH. All officers of the Association and the Board of Directors shall be required to take an oath of office as prescribed by the Board of Directors prior to assuming the duties of their respective offices. The oath of the Official Oath of Office is as follows: "I, (blank), do solemnly swear to uphold the Constitution and By-Laws of the CSEA's Constitution and By-Laws, and to perform faithfully and impartially the duties of the office that I hereby assume. I further swear that I shall not engage in any act or action detrimental to this union or fail to defend this union to the best of my ability. And I will deliver to my successor in office all books, papers and other property that I have in my possession at the close of my official term."

Explanation: The Committee believes that the addition of the above two sentences is unnecessary and should be omitted. The Committee recommends adoption of the amendment.

(5) The following amendments to Article VI, Section 2 and Article VII, Section 2 were submitted by Irene Carr, Statewide Secretary, by letter dated August 28, 1984.

ARTICLE VII

LOCAL GOVERNMENT DIVISION

Section 2: LOCALS.

(a) LOCALS. A Local may be formed by the members in the State Division in any department or locality upon the approval of the Board of Directors, [of the Constitution and By-Laws of such Local."

REST OF SECTION REMAINS THE SAME.

ARTICLE VII

LOCAL GOVERNMENT DIVISION

Section 2. LOCALS.

(a) LOCALS. A Local may be formed by the members in the State Division in any department or locality upon the approval of the Board of Directors, [of the Constitution and By-Laws of such Local."

REST OF SECTION REMAINS THE SAME.

ARTICLE VII

ORGANIZATION OF THE ASSOCIATION

Section 2(a) LOCALS. REMAINS THE SAME.

(b) Another significant feature of this proposal is that the State Division Board members would be given their proportionate share of voting strength under the current Board organization while the State Division Board represents more than one-half of the membership in the Association. They have approximately 35% of the voting strength on the Board of Directors.

The second feature of this proposed amendment would allow the Board of Directors to create additional Local Government Divisions in the State Government Division similar to the current ability of the Board of Directors to create additionals in the Local Government Division. The first amendment provides for a formula very similar to the one used for determining voting strength by the Board of Directors. The Board of Directors, in its discretion, may create additional Locals in the Local Government Division. The new nominees shall be entitled to one vote for each 100 members less than 100 on the preceding January 1st. Each Officer of the Association shall have one vote and each member of the Local Government Executive Committee shall have the same number of votes to which they are entitled at meetings of the State and Local Government Executive Committees.

REST OF SECTION REMAINS THE SAME.
CSEA's Constitution and By-Laws

affiliated with the Local to which the employees of such government Unit belonged prior to becoming employees of the political subdivision. Each such Local shall make available in the By-Laws their representative to the Association at the request of the President or the Board of Directors at reasonable intervals, all Local records for inspection by the Association. It shall be discretionary for such requests made in person or by written request to the Local that their effective representation of its members would thereby accomplished. [A Local may be placed in a tryst by the President with the approval of the Board of Directors or the Board of Directors' Committee for failure to comply with a request for an inspection of the books of such Local within ten days of such request. A Local may be placed in tryst for any reason deemed good and sufficient by the President of the Association. If such hearing is afforded before the Board of Directors, written charges are served within ten days of placing the Local in tryst. The Board of Directors by a two-thirds vote may dissolve the Local or suspend it for a period not to exceed ninety days after such charges have been served upon the Local and it has been given an opportunity to be heard.]

ARTICLE III
LOCAL GOVERNMENT DIVISION

Section 2. LOCALS
(a) A LOCAL may be formed by members in the Local Government Division in any county, or in any Region containing one or more counties, upon the approval by the Board of Directors of the Constitution and By-Laws of such Local and shall be subject to the By-Laws and regulations of the CSEA. Such districts may be formed in each county provided fifty percent (50%) of the eligible school district Units, but in no event shall a new district consist of more than ten (10) separate districts. Each such Local shall have a duly authorized representative of the Association at the request of the President or the Board of Directors at reasonable intervals, all Local records for inspection by the Association. [A Local may be placed in tryst by the President of the Association with the consent of the Board of Directors of the Constitution and By-Laws Committee for failure to comply with a request for an inspection of the books and records of the Local within ten days of such request. A Local may be placed in tryst for any reason deemed good and sufficient by the President of the Association. A hearing is afforded before the Board of Directors and written charges are served within ten days of placing the Local in tryst. The Board of Directors by a two-thirds vote may dissolve the Local or suspend it for a period not to exceed ninety days after such charges have been served upon the Local and it has been given an opportunity to be heard.]

ARTICLE IV
ORGANIZATION OF THE ASSOCIATION

Section 3. No member of the Board of Directors of the Association shall be a member of a compelling labor organization. * No elected or appointed public officer who is designated by any labor organization shall be a member of the Board of Directors of the Association. The Committee recommends adoption of this amendment.

Explanation: The Committee agrees with the justification provided by Ms. McGuiness which is to preclude CSEA members who are appointed public officials from holding elected or appointed positions in CSEA. There are numerous positions in each of the CSEA contracts by mutual consent in the Recognition clauses. still maintain full CSEA membership, all rights to vote in the CSEA, the CSEA contract, such a provision would be a no-manual-corporate designation has ever been sought by the administration from PERB and such appointed public officials would be removed from maintaining such full CSEA membership. It is believed that such appointed public officials have limited positions on his/her CSEA rights as does an elected public official. The Committee recommends adoption of this amendment.

(2) The following amendments to Article VIII were submitted by the Executive Secretary Irene Carr by letter dated July 16, 1985

ARTICLE VIII
DELEGATES
Each member of each Local shall elect from their membership one or more delegates and/or alternates to represent the members of the Local at all meetings of the Association. * The President, Vice Presidents in ranking order, Secretary and Treasurer shall, by virtue of their offices, automatically be designated delegates and/or alternates for the Local; provided, however, that at least one (1) delegate shall be elected for each (1) hundred (100) members, or fraction thereof in such Local, upon the approval of the Director of the Association. Each delegate shall have the right to vote in the Assembly of the Directors' Committee for failure to comply with a request for an inspection of the books of such Local within ten days of such request. A Local may be placed in tryst for any reason deemed good and sufficient by the President of the Association. If such hearing is afforded before the Board of Directors, written charges are served within ten days of placing the Local in tryst. The Board of Directors by a two-thirds vote may dissolve the Local or suspend it for a period not to exceed ninety days after such charges have been served upon the Local and it has been given an opportunity to be heard.]

REST OF SECTION REMAINS THE SAME.

ARTICLE IX
MEETINGS

Section 1. ANNUAL MEETING. The Annual Meeting of the Association shall be held on call of the President during the 15th day of September in each year. The Annual Meeting shall be held upon call of the President when they act. The Committee believes that the adoption of this amendment would, therefore, keep the Board of Directors informed as to what business the Directors' Committee might be considering. In effect, they are conducting business of the Board when they act. The Committee believes that the adoption of this amendment would provide for a better informed Board of Directors when and if the Directors' Committee calls a special meeting. The Committee recommends adoption of this amendment.

(3) The following amendment to Article III, Section 1 was submitted by Statewide Secretary Irene Carr by letter dated June 2, 1986.

ARTICLE III
STATEWIDE ELECTIONS

Section 1. ELECTION PROCEDURE. The Standing Election Procedures Committee shall have the responsibility for supervising elections of the officers of the Association (and), members of the State Executive Committee and members of the Local Government Executive Committee who shall be elected by secret ballot. * REST OF SECTION REMAINS THE SAME.

Explanation: The Committee agrees with Ms. Carr that since the Election Procedures Committee is now responsible for the elections of the officers of the State Executive Committee and Government Executive Committee, language to that effect should be included in this Section. The Committee recommends adoption of the amendment.

(4) The following amendment to Article IV, Section 2 is submitted by the Constitution and By-Laws Committee as a result of a recommendation received from the Finance Committee:

Section 3. REFUND AND REIMBURSEMENT.
(2) The following amendment to Article III, Section 1 was submitted by Thomas Jefferson, Local 694, by motion dated April 25, 1986.

ARTICLE II
FINANCE

Section 1. ANNUAL MEETING. The Annual Meeting of the Association shall be held on call of the President during the 15th day of September in each year. The Annual Meeting shall be held upon call of the President when they act. The Committee recommends adoption of the amendment.

(2) The following amendment to Article II, Section 3 was submitted by James V. Kurtz on behalf of the Region VI Officers by letter dated March 12, 1986.

ARTICLE IV
FINANCE

Section 3. REFUND AND REIMBURSEMENT.
(1) The following amendment to Article III, Section 1 was submitted by James V. Kurtz on behalf of the Region VI Officers by letter dated March 12, 1986.
agency shop fees collected from each of the employees in such Region. In the event that a Region adopts a plan for assessing the Locals within the Region and a Local does not pay its fair share, there does not seem to be any reason the deduction from its rebate should not be automatic.

(5) The Committee recommends adoption of the amendment.

The following amendment was submitted by the Constitution and By-Laws Committee as a result of discussions with Florence Trip, Chair of the Judicial Board.

**ARTICLE V**

**JUDICIAL BOARD**

Section 1. MEMBERS

(e) No member of the Judicial Board shall serve as a Hearing Officer or may vote on a determination of the Judicial Board which involves a member, Local or Unit from that member’s Region. No member of the Judicial Board shall serve as a sole Hearing Officer at hearings which involve charges against members of the Judicial Board which involves a member, Local or Unit from that member’s Local. No member of the Judicial Board may vote on a determination of the Judicial Board which involves a member, Local or Unit from that member’s Local.

Given the fact that the proposed language in Article V, Section 1(a)(9) requires that a decision of the Judicial Board must be made by a majority of five voting members present, the Judicial Board has found it difficult to conduct business under the current language. In addition, that same Judicial Board member may not vote on matters that involve that member’s Local, Unit or Region. The Committee believes the Judicial Board concurs that the proposed amendment would allow the Judicial Board to conduct its business in a more business-like fashion.

Simply put, the proposed amendment would not allow a Judicial Board member to sit as a sole hearing officer at hearings which involve charges against members, Locals or Units from that Judicial Board member’s Region. The Judicial Board has determined that such a member would not be able to conduct business with members of the Judicial Board or the entire Judicial Board at the time the charges are heard. The Judicial Board member could vote on matters which involve the Region or Locals from those Regions in which he/she is a member from that Judicial Board member’s Local or which involve members from that Judicial Board member’s Local or Units of that Region. The amendment would permit a Judicial Board member the opportunity to vote on matters involving all other Locals in the Judicial Board member’s Region. The Committee recommends adoption of the amendment.

The following amendment was submitted by the Constitution and By-Laws Committee as a result of discussions with Florence Trip, Chair of the Judicial Board.

**ARTICLE V**

Section 2. PROCEDURE

(a) The Judicial Board hereby created shall have the power to hear, investigate, determine, and all powers incidental thereto, as well as the power to promulgate procedures to govern its operations.

(b) Trusteeships.

(1) All complaints and charges against members of the Judicial Board shall serve as a sole Hearing Officer at hearings which involve charges against members of the Judicial Board which involves a member, Local or Unit from that member’s Local.

(c) No member of the Judicial Board shall serve as a sole Hearing Officer at hearings which involve charges against members of the Judicial Board which involves a member, Local or Unit from that member’s Local.

(d) No member of the Judicial Board shall serve as a sole Hearing Officer at hearings which involve charges against members of the Judicial Board which involves a member, Local or Unit from that member’s Local.

(e) No member of the Judicial Board shall serve as a sole Hearing Officer at hearings which involve charges against members of the Judicial Board which involves a member, Local or Unit from that member’s Local.

(f) No member of the Judicial Board shall serve as a sole Hearing Officer at hearings which involve charges against members of the Judicial Board which involves a member, Local or Unit from that member’s Local.

(g) No member of the Judicial Board shall serve as a sole Hearing Officer at hearings which involve charges against members of the Judicial Board which involves a member, Local or Unit from that member’s Local.

(h) No member of the Judicial Board shall serve as a sole Hearing Officer at hearings which involve charges against members of the Judicial Board which involves a member, Local or Unit from that member’s Local.

(i) No member of the Judicial Board shall serve as a sole Hearing Officer at hearings which involve charges against members of the Judicial Board which involves a member, Local or Unit from that member’s Local.

(j) No member of the Judicial Board shall serve as a sole Hearing Officer at hearings which involve charges against members of the Judicial Board which involves a member, Local or Unit from that member’s Local.

(k) No member of the Judicial Board shall serve as a sole Hearing Officer at hearings which involve charges against members of the Judicial Board which involves a member, Local or Unit from that member’s Local.

(l) No member of the Judicial Board shall serve as a sole Hearing Officer at hearings which involve charges against members of the Judicial Board which involves a member, Local or Unit from that member’s Local.

(m) No member of the Judicial Board shall serve as a sole Hearing Officer at hearings which involve charges against members of the Judicial Board which involves a member, Local or Unit from that member’s Local.

(n) No member of the Judicial Board shall serve as a sole Hearing Officer at hearings which involve charges against members of the Judicial Board which involves a member, Local or Unit from that member’s Local.

(o) No member of the Judicial Board shall serve as a sole Hearing Officer at hearings which involve charges against members of the Judicial Board which involves a member, Local or Unit from that member’s Local.

(p) No member of the Judicial Board shall serve as a sole Hearing Officer at hearings which involve charges against members of the Judicial Board which involves a member, Local or Unit from that member’s Local.

(q) No member of the Judicial Board shall serve as a sole Hearing Officer at hearings which involve charges against members of the Judicial Board which involves a member, Local or Unit from that member’s Local.

(r) No member of the Judicial Board shall serve as a sole Hearing Officer at hearings which involve charges against members of the Judicial Board which involves a member, Local or Unit from that member’s Local.

(s) No member of the Judicial Board shall serve as a sole Hearing Officer at hearings which involve charges against members of the Judicial Board which involves a member, Local or Unit from that member’s Local.

(t) No member of the Judicial Board shall serve as a sole Hearing Officer at hearings which involve charges against members of the Judicial Board which involves a member, Local or Unit from that member’s Local.

(u) No member of the Judicial Board shall serve as a sole Hearing Officer at hearings which involve charges against members of the Judicial Board which involves a member, Local or Unit from that member’s Local.

(v) No member of the Judicial Board shall serve as a sole Hearing Officer at hearings which involve charges against members of the Judicial Board which involves a member, Local or Unit from that member’s Local.

(w) No member of the Judicial Board shall serve as a sole Hearing Officer at hearings which involve charges against members of the Judicial Board which involves a member, Local or Unit from that member’s Local.

(x) No member of the Judicial Board shall serve as a sole Hearing Officer at hearings which involve charges against members of the Judicial Board which involves a member, Local or Unit from that member’s Local.

(y) No member of the Judicial Board shall serve as a sole Hearing Officer at hearings which involve charges against members of the Judicial Board which involves a member, Local or Unit from that member’s Local.

(z) No member of the Judicial Board shall serve as a sole Hearing Officer at hearings which involve charges against members of the Judicial Board which involves a member, Local or Unit from that member’s Local.

**ARTICLE VI**

Section 2. SPECIAL AND AD HOC COMMITTEES.

The Special Committees of the Association shall be as follows: Armory, Auditing, Human Rights and Minorities, Memorial Scholarship Fund, Plaque, Civil Service, Social Services, Probation, School Employees Committee, Special Authorities, and such other committees designated by the President of the Association. REST OF SECTION REMAINS THE SAME.

Explanation: The amendment would remove Special Authorities as a Special Committee of the Association. Since the Special Authorities Committee has been in existence for a number of years, the removal of this language is appropriate. The Committee recommends adoption of the amendment.

(11) The following amendment was submitted by Doris W. Williams, Chair of the Special Human Rights and Minorities Committee, by letter dated May 29, 1986.

**ARTICLE VI**

Committee of 9:

Section 4. SPECIAL AND AD HOC COMMITTEES.

The Special Committees of the Association shall be as follows: Armory, Auditing, Human Rights [and Minorities], Memorial Scholarship Fund, Plaque, Civil Service, Social Services, Probation, School Employees Committee, Special Authorities, and such other committees designated by the President of the Association. REST OF SECTION REMAINS THE SAME.

Explanation: The Human Rights and Minorities Committee recommends to our Committee that the name of the Committee be changed to Special Human Rights [and Minorities] to reflect the recommendation the Human Rights and Minorities Committee.

(12) The Board of Directors has submitted the following package of proposed amendments to the Committee for presentation to the Delegates. The package contains proposed amendments to both the Constitution and the By-Laws. The recently run elections for State Executive Officers, members of the State Executive Committee, and members of the Local Government Executive Committee reflect the legally permissible method for members to be nominated to either the State Executive Committees, the State Executive Committee or the Local Government Executive Committee. The following are constitutional changes.

**ARTICLE IV**

**ORGANIZATION OF THE ASSOCIATION**

Section 5. OFFICERS.

The Officers of the Association shall be a President, an Executive Vice President, six Vice Presidents, and the six Region Presidents, the Secretary and Treasurer.

(a) Election of the four statewide officers: President, Executive Vice President, and the four Executive Committee members of the Association shall be elected by secret ballot triennially (every three years). The six Vice Presidents of the Association shall be elected for a term of three years, six each year, and the elections to be conducted concurrent with Region elections. All officers of the Association shall hold office for a term of three years, commencing on January in which they are elected, or until their successors shall have qualified. Vacancy in the office of President shall be filled by the Executive Vice President. Vacancy in the office of Executive Vice President shall be filled by the...
Section 2. ELECTION AGENCY. REMAINS THE SAME.

Section 3. ELECTION PROTEST.

Any member believing himself or herself aggrieved by any aspect of the nomination or election process may file a written protest with the statewide Election [Procedures] Committee, Civil Service Employees Association, Inc., 143 Washington Avenue, Albany, New York 12210, by [registered or certified] mail return receipt requested. Such written protests must be [postmarked] received within ten (10) calendar days after the member first knew or should have known of the matter or omission complained of. Notice of such protest must also be sent by [registered or certified mail return receipt requested, to all other candidates. The protest must include the member’s signed statement supported by supporting proof raising a question of fact which, if resolved in favor of the member, would establish that there has been a violation of the election procedures, it shall hold a hearing to determine whether in fact the protest is valid.

If the statewide Election Committee determines that the signed statement and supporting proof establish that the member has been aggrieved by an aspect of the election process, it shall sue the protest and take any other action which it deems appropriate in order to remedy the situation. If the statewide Election Committee determines that the signed statement and supporting proof fails to establish a violation of any of the election procedures, it shall dismiss the protest and notify the member. If the statewide Election Committee determines that the signed statement and supporting proof raises a question of fact which, if resolved in favor of the member, would establish that there has been a violation of the election procedures, it shall hold a hearing to determine whether in fact the protest is valid.
PEERS PRESENT PRESS PRIZES

‘Public Sector’, staffers honored for excellence

The Public Sector and two CSEA staff members have earned prestigious awards in the 1986 International Labor Communications Association (ILCA) Journalistic Awards Contest in direct competition against 160 of the best labor publications in the United States and Canada. The Public Sector has been a multiple-awards winner every year it has entered the international competition for journalism excellence.

Ralph Distin, a graphics arts specialist in CSEA’s Communication Department, won first place in the ‘best original cartoon’ category for his cartoon which appeared in the June 14, 1985 issue of The Public Sector. The judges called Distin’s winning entry “An excellent composition of the waste and manipulations of the Reagan Administration in its defense expenditures. An education in itself.” Distin, who draws all Public Sector editorial cartoons, has won the top award several times in previous competitions against the best cartoonists in the U.S. and Canada.

Stephen Madarasz, a communications associate working out of CSEA’s headquarters in Albany and formerly Metropolitan Region communication specialist, authored the article “At DMV, story is always the same . . . Lines, Lines, Lines!”, which won the second place award for the best feature story’ category. Said the judges of Madarasz’s story, “Actually, the story is far more than lines — it is a litany of abuses that AFSCME members must bear while performing their jobs at New York City’s Department of Motor Vehicles.”

A record 160 union publications submitted nearly 1,100 entries in the contest, which covered the 1985 calendar year.

PERSISTENCE PAYS

Purse snatcher snatched

Persistence paid off for a pair of White Plains Parking Authority CSEA members who chased down an alleged purse snatcher in a city garage not once, but twice, and then had to relocate the victim so police could file charges.

Carmela Becerra, a 3-year employee, was about to leave work for the day when a woman nearby screamed “Stop this man!”, shouting he had stolen her purse. “The guy ran right by me,” said Becerra. “I chased him and had him cornered. I told him to drop the lady’s bag and he did, and then he started running again.”

Meanwhile, coworker John DeFate called police, then joined Becerra in chasing the man a second time. They caught him and brought him back to the garage office to wait for police. Only one thing was wrong — the victim had disappeared by this time. Becerra went searching for the woman, found her, and convinced her to talk with police about the incident.

Actually, employees are advised not to confront criminals but rather to be watchful and call police if required. But in this instance the two, members of Westchester Local 860, took action themselves which resulted in the apprehension of an alleged criminal and the restoration of the pocketbook to the victim. Congratulations to both.

TAKE ME OUT TO THE BALLGAME

Patients at the Orange County Infirmary got a big thrill recently when they were taken to a New York Yankee baseball game, compliments of CSEA and CSEA members who work at the county infirmary. CSEA paid for the bus for the trip, and union members served as escorts for the patients.

Included in the outing was a “Yankees Welcome” message on the centerfield scoreboard to help cheer up the infirmary patients who were cheering on the home team.

Purse snatcher snatched

CARMELA BECERRA and JOHN DEFATE — a good deed done.
New OSHA regulations on asbestos

slash exposure limit, demand tighter controls

By Ron Wofford
CSEA Communications Associate

BUFFALO—New standards on asbestos exposure are now out and it looks like they could save lives.

According to Region VI Occupational Safety and Health Representative John Bieger, just back from an Environmental Protection Agency conference, stricter regulations will reduce occupational asbestos exposure to one-tenth of the previously permitted limit. And that is expected to have a dramatic result on the safety of certain workplaces where asbestos is a problem.

“The new standards should reduce asbestos-related cancer and asbestosis by 90 percent,” Bieger observed.

Along with other private and public sector safety reps from around the nation, Bieger recently completed training in asbestos removal at a national conference sponsored by the EPA. He will be passing the information along to fellow OSH reps and to regional and local safety committees.

Bieger pointed out that there are two asbestos standards, one for general industry and another for the construction industry. “Of course, our members are covered by the state’s Public Employee Safety and Health (PESH) law that CSEA had pushed,” he noted. “But the distinction between the construction and general industry standards might be helpful in determining that an action level had been reached or is expected to occur.”

The new permissible exposure limit (PEL) is 0.2 fibers per cubic centimeter of air (f/cc) averaged over an eight-hour day. The “action level” for airborne asbestos is 0.1 f/cc. When this level is reached or is expected to occur, an employer must follow a series of directives under the new standards. These include:

- measuring air samples in the work zone;
- training workers before job assignment and annually thereafter about the health effects of asbestos, where and how exposure can occur, engineering controls available to limit exposure, and the purpose, proper use and limits of respirators.
- monitoring employees’ health, including providing preplacement physicals and annual medical examinations thereafter. (Initial examinations must determine whether the employee can wear a respirator. Employees who cannot must be assigned to a different job without loss of pay or benefits if such a job is available.)

Some facts about asbestos

Asbestos was widely used from World War II through the early 1970s in the construction and building trades, particularly during building renovation or brake and clutch repairs.

If breathed in, asbestos fibers lodge in the lungs and can cause lung cancer, cancer of the lung linings (mesothelioma), asbestosis (irreversible scarring of the lungs), and cancer of digestive and other organs.

By the state’s Public Employee Safety and Health (PESH) law that CSEA had pushed, “the distinction between the construction and general industry standards might be helpful in determining that an action level had been reached or is expected to occur.”

If control methods cannot reduce exposure below the PEL, the employer must carry out other measures. Among these are: creating restricted posted areas; use of engineering practices such as exhaust ventilation and wetting asbestos-containing materials; supplying protective clothing for the entire body (and laundering if not disposable); and setting up changing rooms, showers and a separate lunchroom.

Employers also must provide respirators if controls don’t reduce exposure levels below 0.2 f/cc. Disposable masks are not acceptable, and employees who are to wear respirators must be tested to make certain they form a protective seal against the face.

CSEA Director of Occupational Safety and Health James Corcoran expressed some satisfaction with the improvement in the OSHA standard but also had a word of warning. “This is a move forward in protecting workers against asbestos dangers, but it’s not where we need to be,” he said. The level is a lot lower but still high enough where we’re still going to have people dying. The only safe asbestos exposure is zero.

The “real rip-off,” asserted Corcoran, is that “asbestos kills you not when you’re working with it, but 20 years later. “What people have to know is that you can breathe it without knowing it. You can continue to work with it day in and day out, but then when you retire and think you can enjoy your life and family, you find out you’re dying from cancer.”