

Interview Date: 12/7/04

Subject: Tom Hobart; Founding President, NYSUT, 1972-2005; President NYSTA, 1971-1972; President, Buffalo Teacher's Federation & Vice President, NYSTA, 1971-1972; Representative for Buffalo Teacher's Federation, 1964-1969, Industrial Arts Teacher and Guidance Counselor, early 1960's-1964.

Tom Hobart, founding President of New York State United Teachers (NYSUT) detailed his experiences fighting for teachers' rights, which began in the early 1960's when he was a teacher and guidance counselor, and ended with his retirement in 2005, after 33 years as President of NYSUT. Hobart detailed the events that led to the merger between NYSTA and UTNY, which resulted in the formation of NYSUT. Hobart also spoke of the battles led by teachers in pursuit of collective bargaining rights and fair contract negotiations before Taylor Law came into effect, and mentioned the conditions met by teachers that were sent to jail for striking.

In his interview, Hobart recalled his first working experience with CSEA was in 1969, when labor unions joined together for talks about legislation. He explained how the AFL-CIO's operations changed when CSEA joined the organization, and mentioned CSEA's affiliation represented the "beginning of the modernization" of what today's AFL-CIO has become, which among other things, allowed for a balance of power between the public and private sectors. He also recalled the birth of the Public Employees Federation (PEF), calling it a hybrid of teachers and SEIU.

Hobart described the character of former CSEA President, Dr. Ted Wenzel and also mentioned his relationships with former CSEA Presidents, Bill McGowan, Joe McDermott, and Danny Donohue.

When asked to recall the most significant activities that NYSUT and CSEA worked jointly on, Hobart answered, the restructuring of the Central Labor Councils as well as legislation for common interests such as school bus drivers, political campaigns, and the COLA. In addition, Hobart credited CSEA's longevity due to its "substantial leadership that's had great visibility throughout the State," along with the vast size and commitment of its membership.

Key Words

AFL-CIO

Anti-conspiracy Law

AFSCME

American Federation of Teachers (AFT)

Article 20

Buffalo Teachers Federation (BFT)

Building Trade Council

Coalition for Black Trade Unions

Collective Bargaining

Easter Sunday Strike

Fort Orange Club

Kay Schuler NYS Law Firm

Labor Relation Coalition

New York State Teachers Association (NYSTA)

New York State United Teachers (NYSUT)

New York State Public Employees Federation (PEF)

New York State Public Employment Relations Board (PERB)

Service Employees International Union (SEIU)

Springville Academy

Taylor Law

United Auto Workers (UAW)

United Teachers of New York

Key People

Hugh Carey

Edward Cleary

Cy Cohen

Ray Corbett

Vito DeLeonardis

Danny Donohue

Portia Gibbons

Johnny Gogan

G. Howard Gould

George Hardy

Dennis Hughes

George Meany

Joe McDermott

Bill McGowan

Sylvia Matusek

Nelson Rockefeller

Stanley Rosengarden

Al Schenker

Dr. Ted Wenzel

Malcolm Wilson

CSEA HISTORY PROJECT

TOM HOBART INTERVIEW

12/7/04

INTERVIEWER: It's December the 7th, 2004, and we are speaking with Tom Hobart and, Tom, you are the president of the New York State United Teachers. Why don't you just give a little bit of your background to start in.

MR. HOBART: Well, 1969 I was president of the Buffalo Teachers Federation and in 1971 I was elected vice president of the New York State Teachers Association -- I'm sorry, 1969 I was also elected vice president of the Teachers Association. In '71 I was elected president and so I'm the last president of the New York State Teachers Association. And then in 1972 Al Schenker's United Teachers of New York and the New York State Teachers Association merged to form what was going to become NYSUT.

INTERVIEWER: Okay. Do you remember when you first heard of the organization called CSEA?

MR. HOBART: Well, it was in 1969 because when we came together -- all of the organizations came together to talk about, at that time, legislation. It was the only -- didn't have -- the Taylor Law had just started

in 1967 and so we were always trying to amend it. '69 they changed the Taylor Law. The Taylor Law was really the best law in the land when Rockefeller proposed it and prohibited strikes, but there were no penalties if you struck.

And CSEA's call for a strike in 1969 for all the State workers, and the Legislature -- there was a committee meeting to -- to deal with what they called finality because there were impasses that were going on in collective bargaining and no way to settle them and while that committee was meeting, they had recommendations. There was an emergency meeting of the leaders in the Legislature and the penalties were put into the Taylor Law, the 2-for-1 penalty, the judge being able to issue an injunction against the strike, and the 2-for-1 penalty. There was one other put in, but it was put in specifically to stop the CSEA strike possibility in 1969.

So, you know, Ted Wenzel and I used to meet from time to time over issues of common concern.

INTERVIEWER: Okay. And was the relationship cordial at that -- at that time?

MR. HOBART: Oh, yeah. Yeah. Yes. Very -- very much so. Ted was opposed to the AFL-CIO. So were we at that time, you know, until we got to 1972 when we joined it. 1972 he would rib me quite a bit about joining the AFL-CIO. George Meany telling me what to do. Which, really, I looked forward to but George never bothered to call and tell me what -- what to do.

INTERVIEWER: What do you remember about those early years under the Taylor Law? I mean, was it -- obviously you had kind of this new law. It provided some protections. It had some limitations, but largely there were a lot of unprecedented situations, I would imagine, that you were dealing with.

MR. HOBART: Well, the first thing, the school administration was unprepared for the Taylor Law coming through. The State was somewhat better prepared because, you know, Rockefeller when he passed the law set up some way to implement it, and immediately covered all

the State employees, but as is -- probably the only way you could do it, the collective bargaining rights were given to the employer and the individual employees, so the 700 -- at that time there were 800 school districts -- gonna be 800 individual employers that were out there, and each unit had to be organized.

And under the law we were allowed either to have a collective bargaining election or to have a stipulation if we had a majority of the members, so from our side -- and I'm not sure exactly how CSEA did it, but the teachers, you know, we simply marched into the superintendent's office and we said: The law says that if we have a majority of the members you must recognize us, and the superintendent would say: Well, if the law says -- (laughter) and we would put another notch in our belt and we would go out as great organizers.

Later on when we started organizing health care we found out really what organizing was all about. We didn't have any employer saying, well, if the law says.

The first agreements, Schenker had

negotiated a contract in about 1965 and there were a number of agreements that were in the State. Springville Academy, which is a city south of Buffalo, had collective bargaining. The president of the board of education had been the president of the Central Labor Council and so he gave them collective bargaining sometime in the early sixties, and there were a few like that. Montauk on Long Island, for some reason, had a collective bargaining agreement.

Reminds me of -- of Texas Corpo...in that state where there's an anti-conspiracy law. Corpus Christi has collective bargaining because the president of the Seafarers was president of the board of education and he gave them collective bargaining rights.

So Rochester -- Rochester struck to get collective bargaining rights in 1965 and Buffalo, we were able to get the collective bargaining rights in 1969, which went into effect in June. The Taylor Law went into effect in September, so we have some history before the Taylor Law went into effect of people bargaining.

And what the New York State Teachers Association did, it was they hired the Kay Schuler New York State law firm to come to Buffalo to negotiate our contract because, you know, we won the collective bargaining election and somebody said, well, what do we do now? And I can remember saying, geez, I don't know. I don't know what we do now.

And so Kay Schuler came in and put together a comprehensive contract that was accepted by the board of education in August of that year and then the Taylor Law went into effect in -- September 1st. We simply -- New York State Teachers Association simply took that contract from Buffalo and applied it to all the other school districts in the State and so it really was like a model that most people picked up.

There was very little problems in that very -- in that first year, 1967, but then we started in '68, '69, '70, '71, probably up to '74, all the strikes we had in the state. We had 101 of our members that went to jail and we have an honor roll to those 101 and we give them

a pin called In Defense of Teacher Rights. It's a little half moon with bars on it and at our convention this year we will have two of those people still left, Stanley Rosengarden and Sylvia Matusek, still active in the organization and they went to jail in the early seventies.

And jailing, you know, if you talk about difficulties, in Yorktown Heights, which is north of New York City, they went to jail. A vindictive board identified the husband and wife teaching teams and put the wives in jail, not the husbands, which was a very traumatic thing for the men, you know, to watch their wife go off to jail.

In Schenectady when they went to jail, there was no women's facility in Schenectady County. They sent the women to Albany women's facility, which was pretty much prostitutes and people who were accused of murder and all that, and so here were these middle-aged school teachers that had to go through internal searches to enter the facility, so there was a pretty difficult period of time.

Once the school boards caught on that

they had a power, and some of them used that, but it was not effective because we continued to have strikes and we continued to have one two years ago in Yonkers, so in all it has worked for us. Not that we don't want to change it and make it better, but it has worked.

INTERVIEWER: Back in, now, in those early days, were the teachers interested in organizing the noninstructional employees? Was there a tension with some of the CSEA units?

MR. HOBART: Well, they were -- I don't remember when CSEA actually got active and organized. It was probably about the same time we did, but we had the merger in 1972. Al Schenker had just brought the paraprofessionals into the UFT in New York City and he had talked about, then, we should be bringing the paraprofessionals into NYSUT.

Now, we didn't have any paraprofessionals. We had some teaching assistants, but at that time New York and Buffalo were their own certifying agents so they had set up their own -- those two districts had set up their own standards, so we -- when we

started off -- and there was an awful lot out there, so we didn't bump into each other and we were kind of doing our own thing.

And it wasn't until later on that we've come up and now we have the very difficult problem that the Newburgh case has brought up, that if they change classification to the teacher assistant, a lot of our recognition clauses give the certified personnel thus automatically. And, I mean, it's not our intent to disrupt CSEA locals and we're trying to figure out how, you know, how to work through that at this point.

INTERVIEWER: M-m h-m-m. But I would imagine that, at one time, I mean, when you were an AFL-CIO union and CSEA was an unaffiliated union in the mid-seventies, that there must have been some tension in some of the school districts over who was going to represent what units.

MR. HOBART: Well, SEIU was very active in trying to challenge CSEA, which contained both the support personnel and the scientific, professional, and technical units

and we got involved in the early seventies with -- with SEIU in order to try to have a collective bargaining election over there. The reason was from -- George Hardy was president of SEIU and Al Schenker, who was president of the AFT was the president of the city, but they wanted to bring a group into the AFL-CIO and Ted Wenzel was absolutely opposed to that at all, so that was the genesis of the elections.

So there were -- I think it was '74 we -- well, I'm not sure how long the contract was, but the period before PEF was organized, we had lost the election and lost it significantly, and it was Schenker and my feeling that that was the last crack we were gonna take at it, you know, because we were not anything (inaudible).

Hardy came to us in '75 and said that they had new polls and it showed that there was a great deal of unrest and we should -- we should move ahead, and we had a two-campaign strategy and we were gonna have the first here and then when the second window opened we would have a second campaign, but we would put together the infrastructure that was needed

because we had determined from the last loss that we just had no infrastructure and CSEA had one, which -- which I don't think was extremely effective under Ted Wenzel, but at least was there.

We had nobody. CSEA had somebody at every work site. We did not, and so then our strategy was this two-prong approach. The first election would be to put together the structure and then when the window opened again we would have a structure in place to -- to go after the unit, but we won the first time around and so PEF was born with the scientific, professional, technical unit, and immediately we decided that we were gonna go after the support personnel then, until I got a phone call one night saying that there was a meeting of the executive board and they just affiliated with AFSCME and so Article 20 prevented any further movement on that.

So we had -- in fact, it was such a loose organization that there -- PERB had defined PEF, who PEF was and the definition came down that PEF was Johnny Gogan, I think was the

name of the general organizer for SEIU, and Vito DeLeonardis, who was our executive director. They said that was PEF. In other words, these two guys owned 60,000 -- a 60,000-member bargaining unit and -- because we had nobody else.

And then it was like a race to try to put together a democratic structure because I know both Hardy and Schenker had said, you know, you can't own a union. That's corruption, and so we gotta figure out how to give it away, and that's how PEF was born.

INTERVIEWER: Then it was basically like a hybrid of the Teachers and the SEIU?

MR. HOBART: Yeah. They -- the first staffing of PEF was all our managers. We hired unit people as the field reps and -- but it was all our managers went over there to set up PEF.

INTERVIEWER: Did -- tell me a little bit more about -- about your relationship with Ted Wenzel. We unfortunately have not had the opportunity to interview him prior to his passing and we'd like to know a little bit more about the man and what made him tick.

MR. HOBART: Well -- well, Ted was out of the -- the Association model. You know, we had a guy just like Ted, G. Howard Gould. He had been executive secretary for 19 years. They were very high moral characters and everything they did was based on morality and not on the workers' rights. You know, they -- well, you know, this State has its prerogative, you know. We can't challenge that.

And Ted was -- he was a very distinguished-looking gentleman. He was a member of the Fort Orange Club, which, you know, when I joined the Fort Orange Club I was wondering whether I would get in as a union person, and they -- I live in Buffalo so that's why I live in the Fort Orange Club, I have a room there, and -- and they said, no, you're banned 'cause we've had a union guy. We've had Ted Wenzel. And I said, Jesus, don't ever tell Ted that he was a union guy 'cause he would have been very upset about that.

And that's why we were so upset about the penalties in the Taylor Law because Ted was not gonna lead CSEA out on strike. There was no

possibility of him going out on strike and this Commission that was giving the finality was actually going in the other direction, you know. How are we going to -- when a school board is in transient, how are we -- how are we gonna move them off of that. And instead of that we got these Draconian penalties that came in.

But there was a good feeling in the State. I remember in my -- in my church, St. Gregory's in suburban Buffalo, the pastor wanted us to pray against the sin that CSEA was going to perpetrate upon the people of the State of New York, which I started up to give an alternate opinion and my wife, you know, a big argument over that in the church that day.

But there was this feeling --

INTERVIEWER: What was he specifically referring to?

MR. HOBART: Well, CSEA had taken a strike vote and he was saying that you -- State workers can't go on strike. That would be a sin and, of course, my members had been striking for -- for a year or two, you know, since -- I mean UFT had been striking in 1960. The Buffalo

Teachers Federation went on strike in 1946. I mean here's this guy, you know, doesn't even know what's going on. Talking about it's going to be a sin if anybody goes out to work and --

INTERVIEWER: I take it this was probably what we call the Easter Sunday strike?

MR. HOBART: Yeah, probably that was -- when it was, but it was -- it was the structure that Ted had put in place, but it was very similar to the structure that the New York State Teachers Association had in place, and the New York State Teachers Association, the first time I went on their board in 196...it must have been '66, they were braggin' how they'd been able to hold up the passage of what was gonna be called the Taylor Law because they had -- the Legislature had met all the demands except they refused to change the name from collective bargaining to professional negotiations. So that gives you some idea what these people -- I mean, they were hung up on a name.

Here I'm out in Buffalo and we're starvin' to death out there because of the -- the tactics of the board without collective

bargaining and this guy just didn't like the name "collective bargaining." He wants to hold it up, and I'm sure, from what I know about Ted, that Ted must have been with G. Howard Gould on that. He must have -- you know, he thought that was a fine idea.

And so in the modern CSEA and NYSUT, you know, when we came in, you know, there was a whole different attitude about members' rights and I think, you know, for Ted, he never thought he'd lose the election. That's why we had all these lawsuits that were on. I told you about Featherstonhaugh before we started filming, where he -- he said that it was gonna put his kids through college, you know, all the suits in order to settle whether the -- the unit had actually beat Ted or not. So it was -- it was quite a period of time.

INTERVIEWER: M-m-m.

INTERVIEWER: Now, the next president of CSEA was Bill McGowan. What kind of relationship did you have with him?

MR. HOBART: Well, I think he was from the West Seneca facility of CSEA and so I live

-- that's a southern suburb of Buffalo and I live in a northern suburb of Buffalo so Bill and I traveled together a lot coming into Albany where the headquarters of the two organizations were and, except for wondering why he never lit his cigar, I mean which he chewed on all the time, you know, we had a very good relationship during that -- that period of time.

As I said, Article 20 had eliminated any talk of any other challenges we had, so we didn't have any conflicts between us and we were amicable. We worked together on some legislation that was out there through the AFL-CIO, and we were both very proud of our organizations and we told each other a lot of stories about the good times. I don't think we ever told each other about any failures we had. We kind of kept that close to the vest.

INTERVIEWER: M-m h-m-m. The -- initially CSEA was not part of the AFL-CIO, the New York State AFL-CIO, but I think it was the very end of McGowan's era that -- that he did have CSEA affiliate.

Do you remember what that was like in

the AFL when CSEA came on board, the New York State AFL-CIO?

MR. HOBART: Well, just before CSEA came in, we were paying substantial amount of the total per cap for both the State and every central labor council in the state. And when I say substantial I'm talking 60, 70 percent of some labor councils and probably over 50 percent of what the State fed was getting in revenue. Schenker was very committed to the AFL-CIO. He said we could make a change on it. We only could make a change from the inside, so we were -- it was not much of an operation.

Ray Corbett ran it out of the Steelworkers office -- or Ironworkers office in New York City on 14th Street and it was a very small staff. There were three or four people in New York City in Ray's office and there was probably four or five up here. The major one was Cy Cohen who was the director of political action and there wasn't very much political action. All of the contributions came out of dues monies, so most of the contributions were like a hundred bucks and not done by any body

that would look over who should get it. It was like, well, you know, maybe that Central Labor Council president is affiliating a couple hundred of his members and so give him a hundred bucks for the candidate that he wants.

And so when CSEA came in, I would say that was the beginning of the modernizing of what was gonna become the AFL-CIO because then there were two strong bodies that (inaudible) in there. It wasn't -- it wasn't just us. It was -- it was very difficult being -- the first convention we went to, the -- it was at the Concord and when you register at the convention they have tables and they have signs up, you know, A to D, E to G, and all that down the side there, and the first convention they had a table on one side with those signs up that said Teachers and on the other side they had one said All Others.

So, you know, even though we tried to softly land in the labor movement, there was a lot of resentment at that time we had our own table. And obviously we didn't need our own table. I mean we were entitled to, I don't

know, a thousand delegates, but, you know, we had like 22 delegates and I had to tell people, you know, we own all those yellow school buses. If I need 'em, you know, you'll see them comin' down the driveway in the Concord, but they have to stay there and teach school until I need them.

So CSEA coming in made a whole change. Up to that point the building trades absolutely ran the AFL-CIO. I remember when we endorsed Hugh Carey over Malcolm Wilson, in the Building Trade Council meeting, somebody asked how is it possible since you need a two-thirds vote to endorse somebody. If the building trades was opposed to him, how was it possible that somebody could get endorsed? And the answer was the teachers are here and they've got two-thirds of the votes, and it's fortunate that they believed that because I don't think those yellow buses would have been comin' down the driveway with the people that would have put their hand up.

And then after that when -- that must have been the time that Bill had brought in

CSEA. Then it started to build and Cleary came on. There was the ability to then tell Ray Corbett that, you know, he'd served us well but it was time for somebody new and then Ed Cleary put together a real operation for the AFL-CIO.

INTERVIEWER: But between CSEA being part of the changing role of the AFL-CIO when -- when CSEA joined with NYSUT, I mean, I would guess that that really had shifted the power in the AFL-CIO towards the public employee union side.

MR. HOBART: Well, you know, we talked about that a lot. Today CSEA and NYSUT have more than a majority. But if Danny and I flunk that, you know, the other people just stop paying dues, so you've got to soft-shoe this a little bit to keep them in. When the United Auto Workers started to throw their weight around in Michigan, the building trades withdrew from the Michigan AFL-CIO and, you know, you always keep that in front of you.

It would be very difficult to get a public employee as president of the AFL-CIO. It could be very difficult to get somebody out of

the building trades, even though we have the votes. So whenever Dennis Hughes, the president of the New York State AFL-CIO, has a high level meeting, no matter what the topic is, Danny and I are there. And the other characters change, depending on the topic, but Dennis is aware of the support that he gets from these two organizations but, again, the AFL-CIO was founded by the private sector unions and they think they're still paying for it and they're not.

INTERVIEWER: M-m h-m-m. Tell me a little bit about your relationship with Joe McDermott. Obviously a very different personality from Bill McGowan.

MR. HOBART: Well, Joe was out of the Buffalo area, too, so, you know, so I am coming back and forth but with Bill it was more that, you know, that's when we got everything started and so we had a very cordial relationship but we didn't -- we didn't have the same kind of a relationship that I had before. And I think most of it was we both got busier.

In the early days there wasn't a lot

to do. I mean, while you were putting things together, there was big gaps between the time that something would happen at the State Ed Department and something would happen at the Legislature or a local called you to go out and talk at a strike rally. And then things just got busier and so we had a very good relationship but it wasn't the same as -- and then I'm trying to remember. I don't think he smoked cigars. You know, I remember Bill did, so --

(Laughter.)

INTERVIEWER: And he did smoke cigarettes at one time, and obviously then, you know, Danny -- I know Danny Donohue has worked very closely with you on a lot of projects --

MR. HOBART: Yeah. Well, we started when Danny was on Long Island, you know, as a vice president and, yeah, we've had a very good relationship and he's been -- he's been terrific. When I call him about donating the Labor Relation Coalition, you know, he's always right there. And I try to respond on the Coalition for Black Trade Unions and make sure

that -- CSEA really started that, you know. When that goes, that we give support to that group. And to Portia Gibbons and everything that she's doing.

INTERVIEWER: Yeah. As you look back over the last 25 to 30 years, what do you think are the most significant activities and events that CSEA and NYSUT worked jointly on?

MR. HOBART: Ooh, 25 years. Back into the eighties that we worked together on. Well, the most significant is how to restructure the Central Labor Councils. You know, Danny and I have been banging our heads against the wall on this structure. I mean the amount of money that's going into the Central Labor Councils or the (inaudible) today, and the benefit that is coming out of it for any working people, you know, I would say that if we saw some great success coming out for one of the other trades or one of the other unions, that would be a reason to join and contribute to it, but it's -- the Central Labor Councils don't appear to be providing anything.

The exception might be New York City

or Rochester, but it's just -- when -- at one point we started to increase the funding. We found out that the Genesee Central Labor Council was defunct, but we had been sending money there for about 15 years and the last president had been cashing the checks that we'd been sending in.

So Danny and I have worked, you know, very hard on the new alliance to make sure that that got structured correctly, then it got accepted from people throughout the state. You know, we went around the state with Dennis Hughes to try to make sure that we would have support for that and we've worked together on legislation on school bus drivers and things that have occurred like where we have a joint interest in the members.

And we worked together on political campaigns that we've had and I guess up until this November we were pattin' each other on the back for how successful we've been. And well, I guess, we go back to '72. We have to alibi what happened with Pataki but we've had an awful lot of wins with that.

INTERVIEWER: As you look at CSEA as somebody who has some relationship but, you know, largely an outsider to the organization, what do you think it is about CSEA that makes it work and why it's been around for close to a hundred years?

MR. HOBART: I've had very visible presidents. Our fight with the NEA is that they want term limits and, you know, we just throw our hands up in the air. We can't understand what the hell they're talking about. They claim they got 2.2 million members that all could be president and, you know, my response at one of our merger discussions was no difference between Churchill or Gandhi or Roosevelt? Those are just ordinary Americans. You know, somebody else could have gone there and done that. And they say yes.

So CSEA has not been saddled with something like that. You've had, you know, substantial leadership that had great visibility throughout the state and I think that's been a very strong point you have. The size of the membership is a very good point. I mean you can

have a great union that's small and the resources to do all the things that you want and because of the resources you wouldn't get 'em unless there was a commitment of the members to the organization.

And so I think those three things are the reason why you've had so much success for the workers in the state.

INTERVIEWER: Okay. Thank you.

MR. HOBART: I mean now they're gonna go back and work together on the COLA thing.

INTERVIEWER: Are there any other things that come to mind in terms of major joint activities between CSEA and NYSUT?

MR. HOBART: Well, we had the COLA rally out here. We were trying to get an escalator for our retired members and we brought it together. It was primarily NYSUT and CSEA which did all the planning, brought all the members and achieved the victory. In the beginning, you know, Danny and I didn't know we were going to have a victory and all these people there and, you know, what do you tell 'em, you know, the next year if you don't get

it.

And then I guess the legislators started looking out their windows and seein' the rally and all of a sudden everybody came down and wanted to talk and everybody that talked said how we should have a COLA and, you know, that really was a terrific move and, you know, to try and figure out the value to our members on that -- well, I don't want to figure it out because I don't want anybody to know what it is, but you figure every retiree got an increase in their benefits.

And every retiree in the future is going to get an increase in their benefit, so while we're somewhat hesitant to crow about the exact dollar amount that went into that for the effects it might have on other legislation that we need, that was just a monumental success that we had had and that we had planned jointly together.

And a third rally for the veto overrides, you know, we were involved in an override in '79 which -- which said that New York City could not spend less than it had spent

the year before because they had gotten a lot of State Aid and State Aid for Education was all going into roads and bridges and other things in the City and not into the schools and we passed the legislation and then it was vetoed by Governor Carey and so I know what we went through in order to line up the legislators in order to make that a possibility.

When we came into the mass of vetoes that Pataki had given us and we were talking about an override, it seemed like that was a good membership-building thing, but to achieve that again, you know, how are we ever going to do that?

And then, of course, the members of CSEA -- first the planning, then we planned to get -- well, I guess first the agreement to say let's do this together. And then the members that turned out and then the final success.

I told you McGowan, we always talked about successes. I'm not gonna tell you about the things we tried to do together that didn't come out as well, but I think those two examples of working together justifies all the ones that

didn't come out as well as we wanted.

INTERVIEWER: Yeah. Well, Tom, thank
you.

MR. HOBART: Okay. Thank you.

INTERVIEWER: That's good.

(Whereupon, the interview of Tom
Hobart was concluded.)

C E R T I F I C A T E

I, JEANNE M. CARPENTIER, do hereby
certify that the preceding is a true and accurate
transcription of the taped proceedings held in
the above-entitled matter to the best of my
knowledge and belief.

Sworn to before me this

_____day of_____

My commission expires
