Jablanski named Region IV director

ALBANY - CSEA President Joe McDermott has named Michael W. Jablanski, Jr. as CSEA Region IV director.

Region IV includes 14 counties with 50,000 members.

Jablanski, a Hudson native, has a degree in Industrial and Labor Relations from LeMoyne. A US Marine Corp veteran, he served in the Cuban Crisis and Vietnam.

Jablanski began his career with CSEA as a field representative in Broome and Tioga counties. In 1989 he was promoted to collective bargaining specialist and is well versed in local government negotiations.

"I'm very excited about the opportunity to serve in the position of region director and I am looking forward to meeting and working with the elected officers and active members of CSEA Region IV," Jablanski said.

CSEA helps Orange County Infirmary workers keep option for compensatory time in lieu of overtime pay

GOSHEN - Orange County Home and Infirmary employees will continue to have the option to earn compensatory time, thanks to CSEA's action.

Infirmary officials notified workers that as of Jan. 1, they would no longer have the option of taking compensatory time in lieu of overtime pay, CSEA Labor Relations Specialist Carl Rasmussen said.

CSEA filed a grievance, but on the hearing date, the union and county officials reached an agreement.

"Under the agreement, any overtime earned prior to the agreement would be kept on the books and used as compensatory time or paid out; any compensatory time earned after the agreement must be used within a year from the date earned. If the employee is unable to use the time, it will be cashed out at the rate in effect at the time."

Unit President Dave Score said the county was willing to discuss the issue because so many employees became involved.

"It certainly was a big victory because of the number of people who were willing to testify or do something about it," he said.

"When we needed people to testify for the arbitration hearing, the room was filled with interested members, even some on their own time."

Changes set in EBF prescription program

Modifications in the CSEA Employee Benefit Fund (EBF) Prescription Drug Plan to contain costs will become effective on Nov. 1, 1991.

The cost-containment modifications will offset escalating prescription drug costs while allowing participating CSEA members to continue to enjoy the same low copay cost for the popular benefit.

The changes will reduce operational expenses in the face of rising prescription drug costs, enabling CSEA EBF to continue to provide a safe mail care program at no increased cost to CSEA members, CSEA EBF Chair Joe McDermott said.

The changes: the reduction of the quantity of pills available per prescription under the EBF mail service from a six-month to a three-month supply, estimated to save $3.5 million annually; exclude several classes of drugs readily available without prescription over the counter, estimated to save $500,000 annually; and require that prescriptions be written generically when a generic substitution is available, estimated to save $200,000 annually.

"These changes will allow CSEA EBF to continue a high quality drug prescription program with no increase in cost to our eligible members by containing the operating costs of the program itself," McDermott said.

CSEA EBF's drug program costs rose $9 million from fiscal year 1990 to 1991, up to $41 million.

Despite cost containment adjustments made last fall, expenditures are projected to exceed $39 million in the current fiscal year.

The cost-containment modifications became effective Nov. 1.

For members whose doctors insist on prescribing brand name drugs, there will be an appeals process. Reducing from six months to three the quantity of pills available per prescription by mail will reduce waste, ensure freshness of drugs and make it more economical and efficient for long-term prescriptions to be changed if needed.


Address changes should be sent to: Civil Service Employees Association, Attn: Membership Department, 143 Washington Avenue, Albany, New York 12210.

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ALBANY — Blaming the Cuomo administration for a dogged unwillingness to compromise, CSEA has asked the Public Employment Relations Board (PERB) to appoint a fact-finding panel to resolve the current contract impasse.

"Through months of negotiations and mediation the CSEA negotiating team has sought an agreement that meets the needs of our members while recognizing the current fiscal problems of New York state," said CSEA President Joe McDermott.

"Sadly, management sees negotiations as a one-way street seeking concessions from the workers while offering nothing in return," McDermott said.

The state's imposition of a five-day payroll lag in the last fiscal year further complicated negotiations, McDermott said.

"In effect, the state stole 2 percent of our wages. We insisted that any contract settlement include the return of that money," McDermott said. "We are confident the courts will rule the lag illegal."

Under the Taylor Law, which governs public sector labor relations in New York, PERB will now appoint a neutral fact-finding panel.

That panel will review both parties' justification for their positions and then write a non-binding settlement report. The report may be rejected in whole or in part by either the union or management.

"Months of formal contract negotiations between CSEA and the state failed because the Cuomo administration refused to negotiate meaningfully. Now the mediation process has broken down because the state is still unwilling to compromise," McDermott said. "I am confident that an impartial fact-finding panel will recognize the merits of CSEA's efforts and arrive at a fair and equitable contract."

If all or part of the fact-finding panel's report is rejected by either side, the dispute goes to the state Legislature, which may impose terms and conditions of employment for one year.

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If all or part of the fact-finding panel's report is rejected by either side, the dispute goes to the state Legislature, which may impose terms and conditions of employment for one year.
Under a hot, late August sun, thousands of CSEA members joined the ranks of labor in Washington, DC, for Solidarity Day II on Labor Day weekend.

The spirit was reminiscent of the “Hot Day in February” rally in Albany when 20,000 public employees from across New York state protested budget cuts to state programs and services, local governments and school districts.

Only this time the crowd numbered more than 325,000, and the complaints are nationwide. New York is not the only state to suffer from the drastic federal cuts of the last 10 years.

“The Regan Revolution and its successor, the Bush Barrage, have been just that — revolting in their barrage against the working people of America,” said CSEA President Joe McDermott. “I’m proud CSEA was such a powerful presence at this important event.”

CSEA joined its international union, AFSCME, at the head of the march for: solutions to local and state budget crises in maintaining public services and raising revenues fairly; national health care reform to guarantee comprehensive health coverage to all Americans, contain costs and eliminate wasteful administrative overhead; and basic collective bargaining rights for the 5.4 million state and local government workers in 24 states who are denied the right to bargain collectively.

Solidarity Day II highlighted other important issues, including civil rights, family and medical leave and the bill banning striker replacement.

CSEA is urging its members, in fact, to write to their legislators urging the passage of those bills, said CSEA Federal Issues Coordinator Joe Conway.

“We need to carry the goals of Solidarity Day II beyond the march itself, beyond a single day and commit ourselves to achieving them,” McDermott said. “We have the numbers, we have the strength and now more than ever we have to have the determination to fight for them.”
My heart-felt thanks to the thousands of CSEA members, their families and friends who devoted their time over the Labor Day weekend for a greater cause by participating in Solidarity Day. You helped raise the spirits of working men and women all across America and reinforced labor’s resolve to continue the fight for justice and fairness in and out of the workplace. You were great!

--- CSEA President Joe McDermott
If there is one fact that’s abundantly clear in the aftermath of the state’s budget fiasco, it is that New York Works Because We Work.

What’s more, CSEA works for CSEA members.

While there’s little satisfaction to be gained from the political donnybrook that produced an imperfect, overdue state budget, we can be proud of our continuing fight for fairness. We took some lumps but also got in our licks. Our message was heard and it made a difference. But our fight is far from over and it is clear that now more than ever, we must work together. There is strength in unity and we need all the muscle we have.

It is extremely frustrating that when state and local governments should be working with us on cooperative problem solving, they instead resort to heavy-handed and counterproductive policies. Our message exposed their irresponsibility.

Angry public employees heard

When 20,000 angry public employees came to Albany for a Hot Day in February, the state’s elected officials heard and understood us loud and clear. Without our pounding, the Governor and the Legislature would have produced an even worse budget with severe consequences for millions of New Yorkers.

Instead, our efforts resulted in the restoration of nearly $120 million to maintain essential state services. Our efforts resulted in the restoration of more than $100 million in state aid to local governments. Our efforts resulted in the restoration of $400 million in aid to school districts.

We must keep fighting, together. The final budget was still painful because of short-sighted political decision-making. CSEA’s repeated efforts to demonstrate the foolishness of layoffs helped avert nearly 20,000 threatened dismissals of state employees. But one layoff is too many, especially among front line employees who do the work.

Fighting for fairness

Throughout the budget fight the CSEA-sponsored Fiscal Policy Institute (FPI) helped substantiate and articulate our argument for tax fairness. It’s remarkable that the Governor, who vigorously opposed any personal income tax increase on wealthy New Yorkers, in the end accepted, in part, our call that people earning more than $100,000 a year pay their fair share.

This was a small step forward but it is not enough. CSEA and FPI will continue to campaign for a truly progressive income tax and for closing corporate tax loopholes that cost the state millions annually by letting fat cat businesses off the hook.

It is also abundantly clear that with CSEA’s help FPI has established itself as a credible and influential force on the New York state political scene.

Protecting local government and school district employees

The union will stay actively involved in minimizing the fallout of the state budget cuts on local government to be sure jobs and services are maintained. CSEA will insist that local government actions to deal with budget pressures are intelligent, cost-effective and in the best interest of our members.

The restoration of local government and school aid will help, as will the CSEA-backed Local Government Early Retirement Incentive legislation. CSEA believes this option should go a long way toward eliminating the need for layoffs in localities.

CSEA will also keep up the pressure for a similar early retirement incentive for state employees who were denied this benefit by the Governor’s veto.

State contracts impasse

Efforts to resolve the drawn-out state contracts impasse moved to a higher level recently when CSEA requested the appointment of a factfinding panel. While your negotiating teams conducted themselves in a professional and realistic manner at all times, the state administration stubbornly refused to compromise throughout formal negotiations and mediation. We are ready to present our case for a fair and equitable contract to the factfinding panel.

Suing state over lag payroll

The ill-conceived payroll lag imposed on state employees was wrong in every way. Now that the courts and an arbitrator have agreed that imposing a lag violates a contract, there’s no doubt that it will soon be payback time.

It will remain a high priority to change the penny wise and dollar foolish crisis management that shortchanges our members and the public. A prime example is the attempt to shift the burden of essential services onto localities that cannot afford them. We must resist this trend.

Demanding compassion and care in mental health policies

Nowhere is this morally-bankrupt policy more evident than in the shameful direction of the state Office of Mental Health (OMH). CSEA’s report, No Compassion, No Care: Abandoning the Mentally Ill, detailed the deficiencies in the state’s actions. It is appalling that the state has locked the front door to psychiatric centers while pushing patients out the back, leaving a wreckage of human lives in the wake. The needs have not gone away, they have gotten worse because of the state’s irresponsibility and localities are being left to foot the bill. This is an issue that affects our members in both state and local government and in fact is an issue about human dignity. We will continue to fight for what is right.

Positive CSEA developments

CSEA has long been a leader among labor unions on occupational safety and health issues. This year we strengthened that leadership role and opened a whole new range of resources for our members by affiliating statewide with the regional Councils on Occupational Safety and Health (COSH). Tapping into this network will enable CSEA members to access the latest information on safety and health problems and develop effective responses.

CSEA responded effectively when the livelihood of about 35,000 members was threatened by tougher commercial drivers license (CDL) requirements. CSEA’s involvement with New York state in implementing the federally-required changes helped facilitate the process and ensure fairness. Union information, preparation materials and classes led to an extremely strong passage rate on the required written test.

CSEA also made a giant stride forward in improving its ability to represent the needs of its members through the creation of the union’s A plus Institute. The Institute taps the resources of CSEA’s field services, legal and education and training departments to provide a comprehensive training program for union activists. The program is designed to boost first-line responsibility and effectiveness in protecting the rights and interests of CSEA members.

New York Works Because We Work. But we must work together to succeed. I renew my commitment to you that CSEA will fight like hell. I ask for your help and support.
Union makes you fearless

Franklin D. Roosevelt was right when he said “the only thing you have to fear is fear itself.” Fear can take many forms; the fear of the unknown, for example, or the fear of things out of our control.

Our enemies want us to be afraid but our members should know that the union makes them fearless.

We are fearless because we are union. We are fearless because we are all responsible for what the union does — and how it does it.

There is, however, one thing we should fear: apathy. We need to get more people involved. We need to promote participation in union meetings.

We need to help people better appreciate what it means when we say that they are the union.

It’s easy to sit on the sidelines and blame others. It’s a lot harder to be in the front ranks providing leadership.

It’s easy to bicker. It’s harder to work together.

And it’s time we start putting all our energies into working together.

CSEA is fighting for you at a time when they are looking for the easy way out.

We need to help people better appreciate what union membership means.

Union makes you fearless

Notice of nomination and election for vacant board seats

Special elections to fill the remaining term of six vacant seats on CSEA’s Board of Directors has been scheduled.

The terms of office will expire June 30, 1992.

The seats to be filled are Health, Ontario County, Mental Hygiene Region 5, Rockland County, Steuben County and Genesee County.

The elections schedule follows.

**A reminder concerning local, unit election committees for 1992**

CSEA statewide Secretary Irene Carr is reminding CSEA locals and units to begin thinking about appointments of election committees members.

While the deadline for forming the committees isn’t until February, appointing members and starting preparations early will help the committees to work more efficiently.

Local and unit executive boards select election committee members and local and unit presidents submit the committee names to CSEA headquarters.

The term of office for local and unit officers is three years starting July 1, 1992.

The Public Sector will print more information on election committees as the election season nears.

**Joseph McMullen wins Universities board seat**

Joseph McMullen of Oneonta has been elected to represent Universities employees on CSEA’s statewide Board of Directors. McMullen won a three-way special election with 833 votes.

He is president of CSEA SUNY College at Oneonta Local 635 and has served as steward and on the Regional Joint Apprenticeship, Statewide Parking and Statewide Labor/Management committees.

McMullen ran against Jean I. Alverson of Delhi and Robert Vincent of Liverpool.

CSEA is fighting for you and the salaries you make.

CSEA is fighting for you and the benefits you receive.

CSEA is fighting for all of you — from the smallest bargaining unit to the largest.

CSEA is fighting to maintain the kind of environment that makes New York a decent place to live and work.

CSEA is uniting in convention under the theme “New York Works Because We Work” which is just another way of saying “public employees, where would you be without them.”

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CSEA is uniting in convention under the theme “New York Works Because We Work” which is just another way of saying “public employees, where would you be without them.”
In unity there is strength. There is no truer statement about unionism. And there is no more important
time to take it to heart than now.
These are tough times for working people and the needs of our members
demand our undivided efforts. Achieving a better standard of living and workplace
dignity for all of our members must be our
overriding concern in everything we do.
Whether in our units, locals, regions or
statewide, there is much more important
work to be done than fighting among
ourselves.
It is far more important than individual political agendas, self-serving bickering
and petty differences.
Unity does not mean total agreement on all issues throughout the union at all
times. We are a democratic union and there is plenty of opportunity for
difference of opinion on how to meet our
objectives. Airing dirty laundry in public is a disservice to our members. It's healthy
to have constructive exchange within our organization, but after the arguments
have been heard, we have to put
differences aside and work like hell for our
members.
The stakes are far too high for us to do
anything less.

We live in a rapidly changing world. How we respond to the challenges today will
directly affect us tomorrow. We must accept that reality as an opportunity to
strengthen our organization and our role.
CSEA has proven itself as a durable union for more than 80 years. We've done
that by staying ahead of the times and changing as necessary. We are a leader in
American Labor and a force in New York State. But
we can do better.
The times demand that we tap the full reserve of our strength.
We can do better than the short-sighted politicians who pay lip service to labor-
management partnerships and then resort to knee-jerk cutbacks at our expense
when crisis hits.
We can do better in demonstrating the talent and ingenuity of public employees
in finding better, cost-effective ways to deliver essential services.
We can do better in helping our members to better themselves by improving their skills and education to meet the needs of the workplace.
We can do better in ensuring that we negotiate fair contracts that meet the
needs of our members on the job and at home.
We can do better in communicating our
message about tax fairness and social justice.
We have done all these things. But we can
do better. In fact we have to do better.
When 20,000 public employees marched as one on a "Hot Day in
February," we were heard loud and clear.
When 5,000 of us joined with tens of thousands of other unionists in
Washington for Solidarity Day we were
heard loud and clear.
But our message must be repeated over and over again. What's more, it has to
come through consistently in all the little things we do, not just the mass
demonstrations.
It has to be crystal clear that there is unity of purpose in all the actions of
CSEA.
Every grievance we fight, every contract we negotiate, every contracting-out
attempt we oppose, every safety and health problem we investigate must send the
message that CSEA demands what is right and fair. It must be clear that the
strength of 265,000 CSEA members is behind every individual member who is
wronged.
We demonstrate that strength through our unity. And when we do so, we are a
force that cannot be denied.

AFSCME President McEntee
praises accomplishments of CSEA

AFSCME President Gerald W.
McEntee, left, was keynote speaker at
the installation of CSEA's four statewide
officers. CSEA President Joe
McDermott, Executive Vice President
Danny Donohue, Treasurer Mary E.
Sullivan and Secretary Irene Carr
recently began new three-year terms.
McEntee praised the accomplishments
of CSEA and pledged the full support
and cooperation of AFSCME in helping
meet the challenges of the future.

CSEA statewide
officers begin
new 3-year terms

November is annual
health care option transfer
period for state workers

The month of November is the annual health care plan Option Transfer Period for
state employees. Employees who wish to change Empire Plan or Health
Maintenance Organization (HMO) options
must do so during November by contacting their health benefits administrator, located in
their agency personnel office.
State employees seeking information or enrollment in the Pre-Tax Contribution
Program must do so during the month of November also, and enrollment in the
Dependent Care Advantage Account program must be made by Nov. 15.
Personnel offices will provide basic information and any necessary forms needed for enrollment in the health plans
or the tax exempt programs.
More detailed information concerning the annual Option Transfer Period will
appear in the next edition of The Public Sector.
Children over 13 years old are also covered. Eligible state employees who elect to benefit for employees of New York state who have a higher spendable income. Employee will pay lower taxes every pay period and have a higher spendable income. You may use your DCAAccount to pay for dependent care in order to qualify for additional sources of funds (such as Title 20 money) to help ease the burden on working mothers and working fathers. As a valid concern that our members are not getting enough use of on-site centers. As a result, we are working on special demonstration projects in MH and OMRDD. In addition, we are also looking for additional sources of funds (such as Title 20 money) to help ease the burden on working mothers and working fathers. In addition, we must continue to make the Federal Family and Medical Leave Bill our top priority. Someday it will become the law.

Issues such as Elder Care and Dependent Care also command attention. At the 21st Century Committee (Dolores Gabay, Gloria Scott, Grace Vallee, Clara Pruitt and Mary Ann Bentham) who were so helpful in putting together our final report. I want to thank the thousands of members who signed my re-election petition. Even though I was unopposed, I will never take the office I hold for granted. I will continue to work with the other incumbent CSEA officers to make sure that the Union fulfills its mission 24 hours a day - seven days a week.

An open enrollment period is underway and will continue until Nov. 15 for state employees who wish to participate in the Dependent Care Advantage Account (DCAAccount) program during 1992. All enrollment forms must be completed, countersigned a claim form and are reimbursed from your DCAAccount.

Employee meetings scheduled:

Employee information meetings are scheduled during September and October throughout the state. Call the appropriate CSEA region office or the NYS Labor/Management Child Care Advisory Committee, (518) 473-8091, for date, time and location of employee meetings in your area or for additional information.

**Statewide Secretary**

**Irene Carr**

CSEA Headquarters

143 Washington Avenue, Albany, N.Y. 12210

(518) 434-0191 1-800-342-4146

**Practicing what I preach**

One thing you all know by now is that I practice what I preach. For years I have encouraged elected secretaries to be more than just recorders of other people's actions. I have encouraged elected secretaries to take leadership roles and speak out on all the issues that affect us as working women and working men. So let me conclude this report with a brief summary of the many varied activities that I have engaged in on behalf of the people “We Serve”.

I have worked diligently to improve the internal elections process. CSEA, with 1,358 locals and units, needs a streamlined process with Election Committee members who know what to do and how to do it. I have encouraged the early appointment of committee members and have worked with the CSEA Education Department to provide ample training to those who oversee for us this most precious privilege - directly electing our own union officers. In my role as chair of the AFSCME Women’s Committee as well as to fulfill one of my deepest held beliefs, I have been keeping close watch over our fight for pay equity. Let me add a note of warning. I am concerned about the local government studies being done by the Municipal Services Inquiry Civil Service. Keep an eye on them. Keep your Labor Relations Specialist informed about their activities in your bargaining unit.

The issue of child care continues to command my forefront attention. There is a valid concern that our members are not getting enough use of on-site centers. As a result, we are working on special demonstration projects in MH and OMRDD. In addition, we are also looking for additional sources of funds (such as Title 20 money) to help ease the burden on working mothers and working fathers. In addition, we must continue to make the Federal Family and Medical Leave Bill our top priority. Someday it will become the law.

Issues such as Elder Care and Dependent Care also command attention. In seeking that goal, I want to give my special thanks to all the activists who have rallied with me as we march together to seek progressive change.

I want to especially cite the members of the 21st Century Committee (Dolores Gabay, Gloria Scott, Grace Vallee, Clara Pruitt and Mary Ann Bentham) who were so helpful in putting together our final report. I want to thank the thousands of members who signed my re-election petition. Even though I was unopposed, I will never take the office I hold for granted. I will continue to work with the other incumbent CSEA officers to make sure that the Union fulfills its mission 24 hours a day - seven days a week.

**CSEA Secretary Carr elected vice president of NYS AFL-CIO**

CSEA has gained a second vice president position with the New York state AFL-CIO with the election of CSEA statewide Secretary Irene Carr as an at-large vice president of the state labor federation. Elected by the federation's executive council, she is the first CSEA woman to hold that position. Carr joins CSEA President Joe McDermott as a NYS AFL-CIO vice president. McDermott is CSEA’s representative on the statewide federation.

**Dependent Care Advantage Account enrollment period open**

Funding for administration of the DCAAccount program is provided by the Governor's Office of Employee Relations (GOER), CSEA, PEF, AFSCME Council 82, UIUP and AFSCME District Council 37. The program is administered by the NYS Labor/Management Child Care Advisory Committee and GOER.

**Enrollment information**

All enrollment forms must be completed, signed and postmarked no later than Nov. 15. Employees who are participating in the 1991 program must re-enroll to continue participation in the program in 1992. Enrollment forms are available from your agency employee benefits administrator or from the NYS Labor/Management Child Care Advisory Committee, Suite 1111, One Commerce Plaza, Albany, NY 12260 (518) 473-8091.

If you are transferred from one facility to another while enrolled, you must re-enroll to continue in the program. Fill out a change of status form before you leave your original facility.

**Here’s how it works**

You pay your dependent care provider and obtain a receipt, or have the provider countersign a claim form. You submit the claim form or countersigned claim form and are reimbursed from your DCAAccount.

**Employee meetings scheduled**

Employee information meetings are scheduled during September and October throughout the state. Call the appropriate CSEA region office or the NYS Labor/Management Child Care Advisory Committee, (518) 473-8091, for date, time and location of employee meetings in your area or for additional information.
Welcome, brothers and sisters, to the Eighty-First Annual Meeting of CSEA. For all of us, this past year has been devastating, and an emotional, physical drain on our lives.

We have been forced to take lag payrolls, layoffs and reductions in health benefits (prescription plan, ending of dual coverage, etc.). Many have had to take pay cuts because bumping rights have put them into a different classification.

You're told, though, to "Thank God" that you have a job. Unfortunately, when you bought the car, the house or perhaps decided to start, or add to, your family, your salary was higher. Yes, you may have been forced to take lag payrolls, layoffs and reductions in health benefits, but it doesn't cut if you can't pay the bills!

If I had one wish, it would be for all people to have decent jobs and a good quality of life. There are no wishes, only hard times ahead for all of us. What do we do?

One solution is to look and seek out the politicians — starting in Washington, DC. I personally have a difficult time accepting many policies that the President of the United States has implemented. I cannot understand spending money for foreign aid when here, in his own backyard, people are homeless, children are being abused and go hungry, mental health facilities have been closed, education costs have skyrocketed — the list goes on and on. We have asked for help, but to no avail.

Solidarity Day in Washington, DC, was our first step to show all politicians our new strength. Let it be known we cannot exist unless the federal government gives back to our state the revenues they took from us years ago. This is one of the reasons we are suffering today. We must keep the pressure on, stand united and stay strong. We will do it. We are survivors!

In the midst of all of this chaos, Region 1 has had some positive happenings. Our Membership Committee, led by Marie Ardell, first vice president of Local 865, has been successful in signing up over 1,200 new members since September 1990. The committee is dedicated, caring and feels no task is too big to undertake. Thank you to all.

The Political Action Committee, led by Bill Walsh, first vice president of Local 852, has been productive. We have been successful in elections — replacing trustees, board members in school districts, supervisors — and now are gearing up for the November elections. A procedure I initiated to combine the efforts of the Regional Political Action Committee, the unit, and the local president was a huge success. Together, our combined efforts paid off! In Farmingdale, many attempts had been made to replace the old library buildings, all met with no success. This time, our combined efforts made it happen — with the help of letters to the people, phone calls, etc., we did it. A new library building is scheduled for construction in the near future. My thanks to all of you who were involved.

Our LUTI program has been extremely busy throughout the year. Again, dedicated, caring and loyal trainers are taking an active role in their union. So far, more than 170 shop stewards have been trained throughout Nassau and Suffolk Counties. And, for the first time, the East End has been targeted for training sessions "out there."

Yes, I have been able to accomplish some good — only with the help of my sisters and brothers. We are just beginning. My goals are still the same: to reach out to the members and have new, young activists involved in the union. I have been fortunate in the year-and-a-half that I have been president to be able to start this momentum — and from what I can see, the momentum is building. More and more of you are taking a strong, active part in your union. It is your union, and it is what you make it.

We will look forward to 1992 together — no matter what the future holds. Remember to be strong — you are not alone.

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Membership committee recognizes Moran's recruitment support

HAPPAGE -- The CSEA Region 1 Membership Committee recently presented Region 1 President Gloria Moran with a membership committee jacket in recognition of her support of union recruitment and organizing efforts.

"The Long Island membership has increased substantially, thanks to the tireless efforts of the Membership Committee and others who have been motivated by the committee to organize within their own locals," Moran said. "I'll wear this jacket with pride!"

In photo at left, Region President Moran, right, accepts a jacket from Region 1 Membership Committee Chair Marie Ardell, left, and CSEA Organizer Max Sanchez.
Three thousand CSEA Region II members and their families answered the call to march on Washington for the massive Solidarity Day II rally August 31st.

At 1991’s Labor Day weekend in our nation’s Capitol, there would be absolutely no doubt where our priorities were in the pre-dawn hours as thousands of angry workers boarded buses, ready for yet another long hot day of protest. As union men and women, we are bound and determined to smash the complacency of politicians who have abandoned American workers and the cities and states where they live.

No one has felt the brunt of the 1980s decade of greed more than public employees and their families. Our nation is reeling under an unprecedented debt worsened by scandals in the banking industry. As in the past, public employees get left holding the bag for the inept and wasteful policies of government. Meanwhile, services the public depends upon are bludgeoned beyond recognition. In these tough times, CSEA Region II members once again step up to answer back. “We’re fired up; I can’t take no more!”

Looking purely at statistics of union involvement, one might ask how it is that CSEA’s numerically smallest regional membership in New York City has overwhelmingly the largest contingent of activists hitting the streets time and again? How is it that New York City CSEA members consistently lead the state in putting their money where their mouths are by investing in political action through the PEOPLE dues check-off?

**Actions** are all that count now. Talk is cheap. That’s why Region II activists don’t just “talk” unionism; they live it and are justifiably proud of their reputation as movers and shakers within CSEA and the labor movement at large.

While our state has faced this lengthy period of fiscal chaos, layoffs and cutbacks, New York City CSEA has been a hotbed of activism. CSEA members picketed at Manhattan, Bronx and Creedmoor psychiatric centers as well as at the World Trade Center.

Our banners were flying as thousands of city union members, civic groups and religious organizations stormed downtown Manhattan disrupting evening rush hour traffic in support of higher taxes for wealthy New Yorkers.

Region II CSEA has taken an active role in coalition-building with other unions during this fiscal crisis, working with the Coalition to Save New York, the Jobs With Justice Coalition for universal health care, and the Financial Democracy Campaign. Moving boldly into the broader metropolitan area labor movement, CSEA this year will have a vote within the powerful New York City Central Labor Council (AFL/CIO).

While these times have been incredibly difficult, I am prouder than ever to stand with fellow CSEA activists who lead by example. The real leaders in this union understand that being effective means not forgetting where you came from, and often means having to put your ego on the shelf for the good of the union.

CSEA Local presidents and activists from around the city came out in force to confront Mental Health Commissioner Dr. Richard Surles at Manhattan Psychiatric Center. They condemned his ill-conceived strategies that abandon the mentally ill and their families. Our message is always strongest when we band together in a common purpose.

We had no greater example of this than the joyous ticker tape parade that marched past Region II’s Manhattan headquarters welcoming our troops home from the Persian Gulf. There was a common purpose and a common resolve to thwart a ruthless tyrant and we, as Americans, were willing to go to any lengths to stop Iraqi aggression.

Region II CSEA members who served in the Gulf War received recognition from their union. We saluted their bravery and spirit of sacrifice.

This same spirit of sacrifice should be an example to all union families in fighting just as hard to save America. The fight before us for health care, jobs, decent wages and education for our kids will not be over in a few short months.

But Region II and all union activists on the front lines of this battle, can stand proud that you have taken a leading role, knowing that each of us is responsible for keeping the dream alive. United, the Union Makes Us Strong! Divided, we and our ideals become casualties. Together let us find the courage we shall need to continue.

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**Falsely accused member exonerated, awarded $6,000 back pay**

**BROOKLYN:** Falsely accused of patient abuse and suspended from his job, Kingsboro Psychiatric Center Local 402 member B. J. Rogers credits CSEA with doing “the right thing.”

CSEA took the case to arbitration on behalf of Rogers, who was restored to his job and awarded $6,000 in back pay and benefits.

CSEA Local 402 President Bob Nurse said the case was typical at Kingsboro where management all too often presumes employees are guilty rather than innocent.

“B. J. Rogers works with the most combative patients in the facility,” Nurse said. “Here you have a person who has given so much to the job, willing to work overtime on another unit, especially with staff shortages. But the result is that he was brought up on charges.”

Labor Relations Specialist Marcia Schiowitz agreed that Rogers was victimized by a system that fails to provide enough staff to handle the patients.

“You are never the same after someone does something like this to you,” Rogers said.
This organization, The Civil Service Employees Association, Inc., Local 1000 AFSCME, AFL-CIO, belongs to you. You are the elected representatives of the rank and file membership and your function at this convention is to let your elected leadership know exactly what it is that you want and expect of them. You accomplish this by participating in the business of the convention, and by your votes on the issues that come before you, especially on the proposals submitted by the Revision of the Constitution and By-Laws Report to the delegates.

Some time ago, when CSEA affiliated with AFSCME, the delegates made it quite clear that they would accept such affiliation only if CSEA was allowed to retain its autonomy. This affiliation was approved by the statewide CSEA Board of Directors, NOT THE DELEGATES! The delegates, at the next Convention (Annual Delegates’ Meeting), supported a change in the CSEA Constitution and By-Laws that would prohibit any future affiliation or merger with another organization by the Board of Directors by requiring that it must be ratified by a majority vote of the delegates body in order to be effective (Article XI).

The original affiliation agreement with AFSCME exempted CSEA from compliance with the provisions of the AFSCME mandated Constitution for Locals. There has been some erosion in this initial agreement. AFSCME has required that the dues structure of CSEA conform with the mandated minimum dues structure for AFSCME Locals. This is why we have an automatic dues increase each January. Also, during the first three years of the affiliation, AFSCME returned to CSEA in the form of “grants” sums that were roughly equivalent to the amount of the AFSCME per capita tax that we were now required to pay. Subsequent to that time, Article IV, Section 3 (a) of the statewide CSEA By-Laws, “Refunds to Locals”, was changed to read that such refunds to Locals would be made by CSEA based on 25% of an amount that was left “after the net per capita payment to AFSCME, based on the June 1 audit, has been deducted…” This provision lowered the amount that the Locals received from CSEA by approximately 50% to 35% of the 25% they formerly received.

The primary reason that active CSEA members wished to retain their own autonomy is because of the basic difference in the way CSEA operates as compared to the way AFSCME operated. CSEA provides a far greater degree of assistance to Local and Unit presidents than does AFSCME. CSEA provides paid staff assistance to help negotiate contracts and to administer the terms and conditions of existing contracts. In addition, CSEA has a Legal Assistance program for members that is second to none. AFSCME has a more substantial educational and training program wherein they train those members who are within the Locals and expect them to perform the major part of the work that the CSEA staff currently provides for you. AFSCME also has an extensive national lobbying program, in addition to lobbying programs for individual states. This has provided valuable assistance to CSEA as our lobbying efforts had been primarily limited to New York State and local governments. AFSCME’s staff are utilized primarily for organizing, lobbying, education and training.

In the past, you, the duly elected delegates, have loudly made your wishes known and our direction was clear. However, over the past 3 years, at the Annual Delegates’ Meetings, you have approved a number of changes in the CSEA Constitution and By-Laws that conflict with other still existing provisions. In many cases, the approved changes are provisions to which you had been vehemently opposed in prior years. I realize that the presentation made by the Committee in obtaining passage of these new provisions was unclear and that you may have voted to make these changes without fully understanding their implications. Were those changes made by mistake or by intent? Did you want to change the structure of CSEA so drastically? Because you had previously defeated numerous reorganization proposals that would have accomplished similar objectives, it is still unclear to me just exactly what it is that you do want.

Your elected officers have a two-fold function. The first is to lead when you, the delegates, have provided no direction. The second is to follow your directions when you have made them clear. Ultimately, together our purpose is to provide the members with the most effective union possible.

Now that we are operating under the Not-For-Profit Corporation Law, it is only through proposals for revisions to the Constitution and By-Laws that you can provide the direction that is needed by your leaders. In the absence of such direction, the president and the statewide Board of Directors constitute the governing body of CSEA, subject only to those limitations and restrictions you have already placed upon them in the existing Statewide CSEA Charter and the Constitution and By-Laws.
It isn't like it used to be. Aside from what may appear to be one of the great understatements in the long history of CSEA, these words, to me are the key for this Union.

In the formative years under the Taylor Law, this Union had a common singular purpose and, likewise, an equally common and singular enemy. Our purpose was to be —something you can trust. The Union contract will be like it used to be —something you can trust.

Today, our enemy, the politicians, think they are a lot smarter. They flash a Pepsident smile; they shake our callused hand with their manicured hand that reaches to us from their expensive, tailored suits; they appear (only with the press available) to kiss our babies; they sign our contract with a real gold pen, without any smiles, in our lagged vacation in make-believe land. These slicksters, packaged and financed in their finest Madison Avenue styles, decided they needed a different approach to us. They weren't able to beat us at their game.

The game is still the same. The players have changed. The field is somewhat different. It is the rules that are so drastically and dramatically different.

Instead of getting better, they just got prettier, which did fool some of us. In order to win they had to change the rules and alter the conditions toward their favor. Then they decided they couldn't live by their new rules; hence, lag you but not me!

Now we have to get back to how it used to be, how we understood it is supposed to be. The players who didn't play by the rules must be taken from the game. We, without any smiles, in our lagged wardrobes must exercise our right to fair employment practices once again. We must vote against all politicians who do not live by the rules. Then, and only then, the Union contract will be like it used to be —something you can trust.

CSEA fall courses available to CSEA ASU members

A series of job-related courses is being offered to CSEA state members in the Administrative Services Unit (ASU) under the Clerical and Secretarial Employee Advancement Program (CSEAP). The courses will be offered at various locations across the state. Application forms and course descriptions are contained in the CSEAP course catalogs available from CSEA state Local presidents or through state agency personnel, either directly or through state agency personnel, or who got in the way of achieving that goal was our enemy. This Union has not lost its purpose but CSEA now has a very different enemy. It just isn't like it used to be. The game is still the same. The players have changed. The field is somewhat different. It is the rules that are so drastically and dramatically different.

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and dignified retirement for all public sector retirees,” CSEA Retiree Executive Committee Chair Charles Peritore at the CSEA Retiree Division’s Annual Meeting.

Charles Peritore said CSEA Retiree Executive Committee Chair him last year. This year the delegates to the Seventh Annual Meeting. CSEA President Joe McDermott presented the Donald Webster Memorial Mission Achievement Award to Sol Bendet. Irene Hills, president of CSEA Retiree Local 910 accepted the award for Bendet.

The delegates also passed a motion to continue affiliation with the AFSCME Retiree Program. The delegates also passed a motion to continue affiliation with the AFSCME Retiree Program.

About commitment and honest effort

We marched in Washington in 1981 and afterward we felt better. Little else resulted. We marched in Washington Labor Day Weekend 1991. This time there must be more than just a good feeling.

There was a lot of energy and enthusiasm on August 31st. Except for the heat, humidity and torturous travel, it was an upbeat day. However, no meeting, rally or march accomplishes anything of substance unless there is adequate follow-up.

Labor leaders must transmit that energy and enthusiasm to the members. Our top priority must be to convince members that they can make a difference.

One way to facilitate this is to deliver a message to both major political parties. We are fed up with your platitudes, your lip service, your inability and reluctance to deal with the tough issues. This nation has major problems at all levels, and if you don’t have the guts to deal with them, we will find someone who does.

We must lay it on the line. It must go to all: President Bush, Congress, especially “friendly” Democrats, governors, state and county executives and legislators, city, town and village elected office holders.

You produce and then we will be supportive. The Russian people have done similar things in the past few weeks. They have accomplished much under trying dangerous circumstances. A complete reversal of the structure of their nation. Can we do less?

I appeal to fellow labor leaders everywhere. Cut the petty bickering, cut your personal agendas, rise above the pettiness.

We can accomplish much if we really care enough to make a commitment and an honest effort.

KEEP INFORMED: Call CSEA’s Current Issues Update for the latest news 1-800-342-4146 (Then hit 5 on your touch-tone phone)

New York works because we worked -- and still do!

The delegates also passed a motion to continue affiliation with the AFSCME Retiree Program.

Retiree delegates attended workshops that covered topics including aging and public sector activism, the political action process and national health care.

(Continued from page 14) Also addressing the retiree delegates was Assembly member Paul Harenberg, chair of the Assembly Aging Committee, who urged the retirees to consider the needs of older women and health care reform as part of their legislative agenda.

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(Continued from page 14) Also addressing the retiree delegates was Assembly member Paul Harenberg, chair of the Assembly Aging Committee, who urged the retirees to consider the needs of older women and health care reform as part of their legislative agenda.

CSEA Retiree Executive Committee Chair Charles Peritore, right, talks with CSEA Retiree Programs Director Kathleen Cahalan.

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Association, be vested in a Board of Directors

ADOPTION OF THIS AMENDMENT.

Committee as a result of recommendations

Section 2 is submitted to the Delegates by the

Retiree Division.

made by Charles Peritore, Chairperson of

the Retiree Division Constitution. Since it

practice is set forth in Article FV, Section 4 of

represents the current practice of CSEA and

the Retiree Division."

Delegates and one vote for each Retiree Local of

the Retiree Division, the Retiree Delegate shall

however that on issues and motions relative to

Chairperson, shall be a non-voting delegate to

Committee, or in his or her absence, the Vice

Chairperson of the Retiree Executive

Committee. Or in his or her absence, the Vice

Chairperson, shall have one vote at a meeting

of the Board of Directors on matters

concerning the Retirees.

The Board of Directors shall establish and

appoint committees to be known as Board

Committees. The Board Committees shall

consist of only voting members of the Board of

Directors. Each such committee shall elect its

own Chairperson.

Explanation: The representative of the

Retiree Division is now permitted to vote at the

Delegates' Conference on issues affecting Retirees.

This same privilege should apply at meetings of

the Board of Directors.

THE COMMITTEE RECOMMENDS

ADOPTION OF THIS AMENDMENT.

THE FOLLOWING ITEMS ARE PRESENTED TO THE DELEGATES FOR A SECOND READING. IF PASSED BY A TWO-

THIRDS VOTE, THE AMENDMENTS WILL BECOME PART OF THE CSEA CONSTITUTION.

(1) The following amendments to Article VIII,

Sections 1 and 2 are submitted to the

Delegates by the Committee as a result of

recommendations made by Charles Peritore,

Chairperson of Retiree Division.

"ARTICLE VIII

Delegates

Section 1. ACTIVE MEMBERS, TEXT

REMAINS SAME.

Section 2. RETIRED MEMBERS, The

Chairperson of the Retiree Executive

Committee, or in his or her absence, the Vice

Chairperson, shall be a non-voting delegate to

the Constitution and By-Laws Committee as a result of the recommendations made by Charles Peritore, Chairperson of Retiree Division.

Explanation: The proposed language

represents the current practice of CSEA and the Committee endorses it. Moreover, this practice is set forth in Article IV, Section 4 of the Constitution. Since it affects a structure governed by the Constitution of CSEA, Inc., it belongs in that Constitution.

THE COMMITTEE RECOMMENDS

ADOPTION OF THIS AMENDMENT.

(2) The following amendment to Article IV, Section 2 is submitted to the Delegates by the Committee as a result of recommendations made by Charles Peritore, Chairperson of Retiree Division.

"ARTICLE IV

Organization of the Association

Section 2. BOARD OF DIRECTORS. The powers and authority of the Association shall, subject to the power and authority of the Delegates at meetings of the Association, be vested in a Board of Directors which shall consist of the following:

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

(b) Non-Voting Members - The non-voting members of the Board of Directors shall be the Chairperson of the Retiree Executive Committee as established in Article VI, Section 1 of the By-

Laws and the Chairperson or Vice Chairperson of the Retiree Division Executive Committee.

Non-Voting Directors shall not introduce, second, or debate any action before the Board except matters afflicting the non-voting member's own Local, provided however that the Chairperson of the Retiree Executive Committee, or in his or her absence, the Retiree Division Chairperson, shall have one vote at a meeting of the Board of Directors on matters concerning the Retirees.

The Board of Directors shall establish and appoint committees to be known as Board Committees. The Board Committees shall consist of only voting members of the Board of Directors. Each such committee shall elect its own Chairperson.

Explanation: The representative of the Retiree Division is now permitted to vote at the Delegates' Conference on issues affecting Retirees. This same privilege should apply at meetings of the Board of Directors.

THE COMMITTEE RECOMMENDS

ADOPTION OF THIS AMENDMENT.

THE FOLLOWING ITEMS ARE PRESENTED TO THE DELEGATES AS PROPOSED AMENDMENTS TO THE CONSTITUTION. THE PRESENTATION TO THE DELEGATES AT THIS MEETING CONSTITUTES A FIRST READING OF THESE AMENDMENTS.

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

"ARTICLE VIII

Delegates

Section 1. DELEGATE STATUS, TEXT

REMAINS SAME.

Section 2. DELEGATE DUTIES.

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

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

Explanation: At last year's Delegates' meeting, a proposal was made to place the elected Delegates' duties and responsibilities in the Constitution, consistent with all other elected officials' duties/responsibilities being set forth in the appropriate CSEA Constitution. Last year's proposal recommended that the President to ensure attendance from his/her delegation at all Education and Training Sessions held during any Association meeting. Last year's proposal also required all Delegates to report back on the meeting's business to their Executive Board at its first meeting following the Association meeting. These items were specifically objected to by the Delegate body when it defeated the proposal.

At the request of Region IV President Al Mead, the Committee has modified the prior proposal to eliminate those objectionable elements. As submitted this year, the proposal sets forth the responsibility of the delegation as elected CSEA officials to: (1) attend the general business sessions; and (2) report back on the business meeting and other sessions to its Executive Board. Delegates to the Annual Meeting attend on behalf of their Locals. Accordingly, Delegates should be requested to report back on the local membership information, sharing with the membership information obtained at the educational programs and informing the membership of the actions taken at the General Business Meeting.

THE COMMITTEE RECOMMENDS

ADOPTION OF THIS AMENDMENT.

(2) The following amendment of Article VII is submitted to the Delegates by the Committee as a result of the recommendations made by Edward Carafa, Local 860 President.

"ARTICLE VII

Local Government Division

Section 3. LOCALS.

(a) LOCALS. (A) One 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. One Local shall be formed by school districts in each county provided fifty percent (50%) of the eligible school district members are less than 200 school district members, shall request formation thereof. Each such Local shall make available to the duly authorized representative of the Association at the request of the President or the Board of Directors at reasonable intervals, all Local records for inspection by the Association.

Explanation: Last year the Board of Directors and the Delegates determined that it was appropriate for units that could be self-sufficient and that wished to become Locals in their own right to petition to become Locals. Such request was premised upon the desire of the unit members to become their own Local, with both the duties and responsibilities therefore and the related financial responsibilities thereof. The Committee believes that this standard is necessary in order to protect the Association and the unit members to be affected, it is appropriate that the Constitution allow this flexibility. In more recent times, issues regarding rebates, service, voice and vote have become the basis for challenges to CSEA's representation rights. The Committee believes that CSEA must remain flexible and responsive to its members' various needs in this regard and that the instant proposal would preclude CSEA from fulfilling its members' wishes for more direct participation in the Union.

THE COMMITTEE RECOMMENDS

DISAPPROVAL OF THIS AMENDMENT.

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

"ARTICLE VIII

Delegates

Members of each Local shall elect from their membership one or more delegates and/or alternates to represent the members of the Local at all meetings of the Association, except the Annual Delegate Session. Representation in ranking order. Secretary and Treasurer, shall, by virtue of their offices, automatically be designated as delegates and/or alternate delegates. Prior to the Annual Delegate Session, each Local shall file with the Secretary of the Association an accurate list containing the names and addresses of its delegates and
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alternative delegates for the ensuring year. It is the responsibility of each Local to notify the Office of them in the case of any change affecting the status of the delegate listing at the time of such change. Such delegate or delegates shall have one vote for each one hundred (100) members or fraction thereof in such Local, based upon the paid membership in the Association on the first day of June preceding the annual meeting at which the delegate is voted. Each Local or Department is entitled to cast shall be determined by the Membership Committee.

All members of the Board of Directors who are not elected delegates shall have all the rights and privileges of delegates at meetings of the delegates except the right to vote. REST REMAINS SAME.

Explanation: The existing language requiring an accurate delegate list once a year prior to July 15 no longer fits with either Association practice or needs regarding updated delegate information. In practice, update forms are completed by Local Presidents as changes happen and the master file thus is updated continuously. In those few instances where the Statewide Secretary does not receive updated information continuously or where there are changes between submission of the Local’s lists and the opening of the Annual Delegates Meeting, the registration form listing the officers for whom the Secretary does not have updated information is unnecessarily difficult and time-consuming. To eliminate these problems that arise from outdated information, this language requires that the Statewide Secretary be made aware of any and all changes in delegate information as such changes occur.

THE COMMITTEE RECOMMENDS

APPROVAL OF THIS AMENDMENT.

(4) The following amendment of Articles VI, VII and VIII is submitted to the Delegates by the Committee as a result of the recommendation made by Edward Carafa, Local 860 President.

*ARTICLE VI
State Division
Section 3.
(a) LOCALS. TEXT REMAINS SAME.
(b) The By-Laws of Locals and Units with a membership in excess of 2,000 members shall be required to provide for membership on the Executive Board of each such Local or Unit at least 1% of the Local or Unit's actual membership. These Executive Board members shall be elected at large from the entire membership of the Local or Unit unless the Local or Unit has specifically stipulated in its By-Laws the specific conditions, departments, divisions, or geographic locations from which the Executive Board Member is to be elected, in which case only those members in such departments, divisions, or geographic locations, or meeting the stipulated conditions, shall be entitled to vote for specific Executive Board Members. The 1% figure shall include all elected Officers, elected Statewide Board Member(s) and Alternates, Elected Delegates and elected Alternate Delegates to CSEA Delegate Meetings, all Unit Presidents and any elected Delegates to the Local's Executive Board as well as members of the Unit, any Section Presidents and a sufficient number of additional Executive Board Positions to achieve the 1% figure.

*ARTICLE VII
Local Government Division
Section 3.
(a) TEXT REMAINS SAME.
(b) The By-Laws of Locals and Units with a membership in excess of 2,000 members shall be provided for membership on the Executive Board of each such Local or Unit at least 1% of the Local or Unit's actual membership. These Executive Board members shall be elected at large from the entire membership of the Local or Unit unless the Local or Unit has specifically stipulated in its By-Laws the specific conditions, departments, divisions, or geographic locations from which the Executive Board Member is to be elected, in which case only those members in such departments, divisions, or geographic locations, or meeting the stipulated conditions, shall be entitled to vote for specific Executive Board Members. The 1% figure shall include, for a Local, the elected Officers, elected Statewide Board Member(s) and Alternates, Elected Delegates and elected Alternate Delegates to CSEA Delegate Meetings, all Unit Presidents and any elected Delegates to the Local's Executive Board as well as members of the Unit, any Section Presidents and a sufficient number of additional Executive Board Positions to achieve the 1% figure.

Explanation: By letter, the Committee Chair advised the proposer that the proposal suggests changes in the model Local and Unit Constitutions. The Chair advised that since the Committee was working on proposals for the Statewide Constitution and preparing for the Annual Delegates Meeting in October, proposals for amendment of the model Local and Unit constitutions would be reviewed after the first of next year for report to the Board of Directors. This procedure is consistent with the Committee's past procedures for dealing with the model Constitutions. The Chair further advised that the Committee would take up the proposal after Convention.

By return letter, the proposer insisted that the proposal to modify the composition of Unit and Local Executive Boards by mandating their size and composition be considered part of the review of the Statewide Constitution. Accordingly, the Committee is reporting out this proposal as follows:

The proposal seeks to mandate the size and composition of Unit and Local Executive Boards. The proposed mandated size of a subdivision's executive board would be 1% of the membership of the subdivision. For instance, for a unit of 6,500 members, the Executive Board would have to be 65 in number. In addition, the proposal provides that the Unit's representatives on the State Executive Board must be voting members of the Unit's Executive Board as well. The size and composition and voting rights of a subdivision's Executive Board have been matters for the model Local and Unit Constitutions, subject to modification by each Local's or Unit's own by-laws. The Committee believes that the composition, size and voting rights of a Local/Unit Executive Board is not a proper subject for the Statewide Constitution and should continue to be a matter for the individual subdivisions to address in their own by-laws.

THE COMMITTEE RECOMMENDS

DISAPPROVAL OF THESE AMENDMENTS.

(5) Last year the delegates defeated a proposal regarding the filling of Local Government Executive Committee vacancies which provided that the affected Local Presidents would select the replacement who then would receive an appointment letter signed by the Association President. The proposal was defeated based upon issues with respect to how Local Presidents would select such replacements. The year prior, the delegates defeated a proposal which provided that the Local Presidents would recommend the Association President would appoint Executive Committee replacements. This proposal was defeated because it did not allow for member election of Executive Committee representatives.

The issue of vacant Local Government Executive Committee seats remains unresolved. The Committee proposes that the Statewide Constitution should provide that all of the proposed internal constitutional procedures be adopted for the Local Government Executive Committee. This would in effect codify the current practice for special elections to fill vacant seats on the Local Government Division Executive Committee. Accordingly, the Committee proposes the following:

*ARTICLE VII
Local Government Division
Section 1.
Local Government Division

Section 1.

(a) LOCAL GOVERNMENT EXECUTIVE COMMITTEE. The power and authority to transact business relating to employees of the political subdivisions of the state shall, except as otherwise provided herein, be vested in a Local Government Executive Committee which shall consist of the officers of the Association and one representative from the Local Government County Local of each county 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. Vacancies in the office of the Local Government Executive Committee representative including termination of employment within the appropriate political subdivision may be filled for the remainder of the term by members of the Association employed in such political subdivision at special election to be called by the Board of Directors within fourteen days after the first meeting of the Board subsequent to the time that such vacancies occur under rules established by the Board. However, where the unexpired term of office is six (6) months or less, the President of the Association may fill such vacancy without an election with the approval of the Board of Directors.

(b) PRIVATE SECTOR REPRESENTATIVE. Vacancies in the office of the State Department representatives including termination of employment with the political subdivision may be filled for the remainder of the term by members of the Association employed in such political subdivision at special election to be called by the Board of Directors within fourteen days after the first meeting of the Board subsequent to the time that such vacancies occur under rules established by the Board. However, where the unexpired term of office is six (6) months or less, the President of the Association may fill such vacancy without an election with the approval of the Board of Directors.

(c) For each Local Government Executive Committee member that a Local is entitled to one additional representative. The Local Government Executive Committee shall create one or more subcommittees to perform the duties of the elected Local Government Executive Committee Member and to have all the rights and privileges of the elected Local Government Executive Committee Member, including the right to vote. In the event any elected Local Government Executive Committee Member should become permanently unable to attend such meeting the position of any elected Local Government Executive Committee Member for the remainder of the term and shall be entitled to all the rights and privileges of the elected Local Government Executive Committee Member. If a Local is entitled to more than one Local Government Executive Committee Member, the elected Alternate Local Government Executive Committee Member who received the highest number of votes shall become the first such elected Alternate, with additional Alternates numbered according to the number of votes each received: number 2 having received the second highest number of votes; number 3 having received the 3rd highest number of votes, etc.

Explanation: This proposal in effect sets up a shadow Local Government Executive Committee by creating alternate positions for each elected executive committee position. The suggestion is that there be a vacant Local Government Executive Committee seat are filled automatically. The Committee understands the rationale here but finds the recommended solution to be unnecessary, cumbersome, difficult to administer, potentially disruptive and inefficient. The Committee's proposal set forth above addresses the concern raised by this proposal.

The Committee Recommends Disapproval of this Amendment.

Section 2. NOMINATIONS. TEXT REMAINS SAME.

Section 3. LOCALS. TEXT REMAINS SAME.

ARTICLE VII

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

(6) following is submitted to the Delegates by the Committee as a result of the recommendations made by Tom Warzel, Chair of the Methods and Procedures Committee.

"ARTICLE VI

State Division

Section 1. STATE EXECUTIVE COMMITTEE. The power and authority to transact business relating to state employees shall, except as otherwise provided herein, be vested in a State Executive Committee which shall consist of the officers of the State Executive Committee and one representative from the State Government County Local of each county having 100 or more members as of the preceding January 1st. and one representative from the State Government Educational Local of each CSEA Region elected by the State Government Educational Local members within each region. Vacancies in the office of the State Department representatives including termination of employment within the appropriate political subdivision may be filled for the remainder of the term by members of the Association employed in such department at special election to be called by the Board of Directors within fourteen days after the first meeting of the Board subsequent to the time that such vacancies occur under rules established by the Board; however, where the unexpired term of office is six (6) months or less, the President of the Association may fill such vacancy without an election with the approval of the Board of Directors.

Vacancies in the office of the State Department representatives including termination of employment within the appropriate political subdivision may be filled for the remainder of the term by members of the Association employed in such department at special election to be called by the Board of Directors within fourteen days after the first meeting of the Board subsequent to the time that such vacancies occur under rules established by the Board; however, where the unexpired term of office is six (6) months or less, the President of the Association may fill such vacancy without an election with the approval of the Board of Directors.

THE COMMITTEE REPORTS THE ABOVE PROPOSAL WITHOUT RECOMMENDATION.

(7) The following amendment of Article VII is submitted to the Delegates by the Committee as a result of the recommendations made by Edward Carafa, Local 860 President.

"ARTICLE VII

Local Government Division Section 1.

For each Local Government Executive Committee member that a Local is entitled to elect, an additional Alternate Local Government Executive Committee Member shall also be elected. Such Committee Member can fill the Position of Local Government Executive Committee Member and the one(s) achieving the highest number of votes shall be declared the Local Government Executive Committee Member and the one(s) achieving the highest number of votes shall be declared the Local Government Executive Committee Member. In the event any elected Local Government Executive Committee Member is unable to attend any meeting of the Statewide Board of Directors, however, an elected Alternate Local Government Executive Committee Member shall be eligible to attend such meeting in the place and stead of the elected Local Government Executive Committee Member and to have all the rights and privileges of the elected Local Government Executive Committee Member, including the right to vote. In the event any elected Local Government Executive Committee Member should become permanently unable to attend such meeting the position of any elected Local Government Executive Committee Member for the remainder of the term and shall be entitled to all the rights and privileges of the elected Local Government Executive Committee Member. If a Local is entitled to more than one Local Government Executive Committee Member, the elected Alternate Local Government Executive Committee Member who received the highest number of votes shall become the first such elected Alternate, with additional Alternates numbered according to the number of votes each received: number 2 having received the second highest number of votes; number 3 having received the 3rd highest number of votes, etc.

The Committee Recommends Disapproval of this Amendment.

(8) The following amendment of Article VII is submitted to the Delegates by the Committee as a result of the recommendations made by Edward Carafa, Local 860 President.

"ARTICLE VII

Local Government Division Section 1.

For each Local Government Executive Committee member that a Local is entitled to elect, an additional Alternate Local Government Executive Committee Member shall also be elected. Such Committee Member can fill the Position of Local Government Executive Committee Member and the one(s) achieving the highest number of votes shall be declared the Local Government Executive Committee Member and the one(s) achieving the highest number of votes shall be declared the Local Government Executive Committee Member. In the event any elected Local Government Executive Committee Member is unable to attend any meeting of the Statewide Board of Directors, however, an elected Alternate Local Government Executive Committee Member shall be eligible to attend such meeting in the place and stead of the elected Local Government Executive Committee Member and to have all the rights and privileges of the elected Local Government Executive Committee Member, including the right to vote. In the event any elected Local Government Executive Committee Member should become permanently unable to attend such meeting the position of any elected Local Government Executive Committee Member for the remainder of the term and shall be entitled to all the rights and privileges of the elected Local Government Executive Committee Member. If a Local is entitled to more than one Local Government Executive Committee Member, the elected Alternate Local Government Executive Committee Member who received the highest number of votes shall become the first such elected Alternate, with additional Alternates numbered according to the number of votes each received: number 2 having received the second highest number of votes; number 3 having received the 3rd highest number of votes, etc.

The Committee Recommends Disapproval of this Amendment.

(9) The following amendment of Article VII is submitted to the Delegates by the Committee as a result of the recommendations made by Edward Carafa, Local 860 President.

"ARTICLE VII

Local Government Division Section 1.

For each Local Government Executive Committee member that a Local is entitled to elect, an additional Alternate Local Government Executive Committee Member shall also be elected. Such Committee Member can fill the Position of Local Government Executive Committee Member and the one(s) achieving the highest number of votes shall be declared the Local Government Executive Committee Member and the one(s) achieving the highest number of votes shall be declared the Local Government Executive Committee Member. In the event any elected Local Government Executive Committee Member is unable to attend any meeting of the Statewide Board of Directors, however, an elected Alternate Local Government Executive Committee Member shall be eligible to attend such meeting in the place and stead of the elected Local Government Executive Committee Member and to have all the rights and privileges of the elected Local Government Executive Committee Member, including the right to vote. In the event any elected Local Government Executive Committee Member should become permanently unable to attend such meeting the position of any elected Local Government Executive Committee Member for the remainder of the term and shall be entitled to all the rights and privileges of the elected Local Government Executive Committee Member. If a Local is entitled to more than one Local Government Executive Committee Member, the elected Alternate Local Government Executive Committee Member who received the highest number of votes shall become the first such elected Alternate, with additional Alternates numbered according to the number of votes each received: number 2 having received the second highest number of votes; number 3 having received the 3rd highest number of votes, etc.

The Committee Recommends Disapproval of this Amendment.
of a Local Government County Local[s] shall be elected by such Local[s] for a three (3) year term of office, with the term of office for members of the Executive Committee of the State Division, members of the Executive Committee of the Local Government Division, and the Chairperson of the Private Sector Executive Committee, to consist of not less than ten and not more than twenty-two members. Such committee shall include the officers of the Association, the Chairperson of the Private Sector Executive Committee, and the Chairperson of the Private Sector Executive Committee, and as many other members as the Board deems necessary not to exceed twenty-two. Such Directors' Committee shall be vested with the Power and authority of the Board of Directors when the Board is not in session.

ARTICLE VII
Local Government Division

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

(b) PRIVATE SECTOR REPRESENTATIVE. There shall be one statewide representative on the Local Government Executive Committee elected by members of CSEA who are in private sector locals.

ARTICLE VIII
Private Sector Division

Section 1. PRIVATE SECTOR EXECUTIVE COMMITTEE. The power and authority to transact business relating to employees represented by CSEA and elected in the private sector shall, except as otherwise provided herein, be vested in a Private Sector Executive Committee which shall consist of the officers of the Association, the chairperson of each private sector local who shall be the Local President of each such local. The representatives shall serve on the Executive Committee for a term of three years coincidental with the term of office or his/her presidency. The Private Sector Executive Committee shall elect from its membership one member to be known as the chairperson of the Private Sector Executive Committee. No statewide officer shall be eligible to be a candidate for any position on the Private Sector Executive Committee.

Section 2. LOCALS. (a) A Local may be formed by members of the Private Sector Division in any bargaining unit represented by CSEA, upon approval of the Board of Directors. Each Local shall make available to the duly authorized representative of the Association at the request of the President or the Board of Directors at reasonable intervals, all local records for inspection by the Association. (b) Any private sector Local existing as of the implementation of the Private Sector Division shall elect from its membership one member to be assigned to the region in which it is located.

ARTICLE IX
Delegates

(a) Voting members — The voting members of the Board of Directors shall be the Officers of the Association, the Chairperson of the Executive Committee of the State Division, members of the Executive Committee of the Local Government Division, and the Chairperson of the Private Sector Executive Committee, to consist of not less than ten and not more than twenty-two members. Such committee shall include the officers of the Association, the Chairperson of the Private Sector Executive Committee, and the Chairperson of the Private Sector Executive Committee, and as many other members as the Board deems necessary not to exceed twenty-two. Such Directors' Committee shall be vested with the Power and authority of the Board of Directors when the Board is not in session.

ARTICLE VII
Local Government Division

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

(b) PRIVATE SECTOR REPRESENTATIVE. There shall be one statewide representative on the Local Government Executive Committee elected by members of CSEA who are in private sector locals.

ARTICLE VIII
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Section 1. PRIVATE SECTOR EXECUTIVE COMMITTEE. The power and authority to transact business relating to employees represented by CSEA and elected in the private sector shall, except as otherwise provided herein, be vested in a Private Sector Executive Committee which shall consist of the officers of the Association, the chairperson of each private sector local who shall be the Local President of each such local. The representatives shall serve on the Executive Committee for a term of three years coincidental with the term of office or his/her presidency. The Private Sector Executive Committee shall elect from its membership one member to be known as the chairperson of the Private Sector Executive Committee. No statewide officer shall be eligible to be a candidate for any position on the Private Sector Executive Committee.

Section 2. LOCALS. (a) A Local may be formed by members of the Private Sector Division in any bargaining unit represented by CSEA, upon approval of the Board of Directors. Each Local shall make available to the duly authorized representative of the Association at the request of the President or the Board of Directors at reasonable intervals, all local records for inspection by the Association. (b) Any private sector Local existing as of the implementation of the Private Sector Division shall elect from its membership one member to be assigned to the region in which it is located.

ARTICLE IX
Delegates

(a) Voting members — The voting members of the Board of Directors shall be the Officers of the Association, the Chairperson of the Executive Committee of the State Division, members of the Executive Committee of the Local Government Division, and the Chairperson of the Private Sector Executive Committee. Such committee shall include the officers of the Association, the Chairperson of the Private Sector Executive Committee, and the Chairperson of the Private Sector Executive Committee, and as many other members as the Board deems necessary not to exceed twenty-two. Such Directors' Committee shall be vested with the Power and authority of the Board of Directors when the Board is not in session.

ARTICLE VII
Local Government Division

(a) Voting Members — The voting members of the Board of Directors shall be the Officers of the Association, the Chairperson of the Executive Committee of the State Division, members of the Executive Committee of the Local Government Division, and the Chairperson of the Private Sector Executive Committee. Such committee shall include the officers of the Association, the Chairperson of the Private Sector Executive Committee, and the Chairperson of the Private Sector Executive Committee, and as many other members as the Board deems necessary not to exceed twenty-two. Such Directors' Committee shall be vested with the Power and authority of the Board of Directors when the Board is not in session.

ARTICLE VII
Local Government Division

(a) Voting Members — The voting members of the Board of Directors shall be the Officers of the Association, the Chairperson of the Executive Committee of the State Division, members of the Executive Committee of the Local Government Division, and the Chairperson of the Private Sector Executive Committee. Such committee shall include the officers of the Association, the Chairperson of the Private Sector Executive Committee, and the Chairperson of the Private Sector Executive Committee, and as many other members as the Board deems necessary not to exceed twenty-two. Such Directors' Committee shall be vested with the Power and authority of the Board of Directors when the Board is not in session.

ARTICLE VII
Local Government Division

(a) Voting Members — The voting members of the Board of Directors shall be the Officers of the Association, the Chairperson of the Executive Committee of the State Division, members of the Executive Committee of the Local Government Division, and the Chairperson of the Private Sector Executive Committee. Such committee shall include the officers of the Association, the Chairperson of the Private Sector Executive Committee, and the Chairperson of the Private Sector Executive Committee, and as many other members as the Board deems necessary not to exceed twenty-two. Such Directors' Committee shall be vested with the Power and authority of the Board of Directors when the Board is not in session.

ARTICLE VII
Local Government Division

(a) Voting Members — The voting members of the Board of Directors shall be the Officers of the Association, the Chairperson of the Executive Committee of the State Division, members of the Executive Committee of the Local Government Division, and the Chairperson of the Private Sector Executive Committee. Such committee shall include the officers of the Association, the Chairperson of the Private Sector Executive Committee, and the Chairperson of the Private Sector Executive Committee, and as many other members as the Board deems necessary not to exceed twenty-two. Such Directors' Committee shall be vested with the Power and authority of the Board of Directors when the Board is not in session.

ARTICLE VII
Local Government Division

(a) Voting Members — The voting members of the Board of Directors shall be the Officers of the Association, the Chairperson of the Executive Committee of the State Division, members of the Executive Committee of the Local Government Division, and the Chairperson of the Private Sector Executive Committee. Such committee shall include the officers of the Association, the Chairperson of the Private Sector Executive Committee, and the Chairperson of the Private Sector Executive Committee, and as many other members as the Board deems necessary not to exceed twenty-two. Such Directors' Committee shall be vested with the Power and authority of the Board of Directors when the Board is not in session.
Local Presidents of each private sector local. Existing private sector locals will continue being assigned to their appropriate region. In addition, other private sector locals will be created by bargaining unit, in their region, upon Board approval.

"THE COMMITTEE RECOMMENDS THE ADOPTION OF THIS PROPOSAL."

(10) The following amendment of Articles VI and VII is submitted to the Delegates by the Committee as a result of the recommendations made by Corinne Oliver, President of Local 628.

"ARTICLE VI
The power and authority to transact business relating to state employees shall, except as provided herein, be vested in a State Executive Committee. The State Executive Committee shall consist of the officers of the Association, and one representative from each State Department. The Judiciary, the State University, the Waterfront Commission and state public authorities as one unit, shall be designated in the respective units. The [Faculty Student Associations] and Teachers Retirement System shall as a Unit be deemed a State Department. REST REMAINS SAME."

"ARTICLE VII
Local Government Division
Section 1. (a) REMAINS SAME.
(b) REMAINS SAME.
(c) FACULTY STUDENT ASSOCIATIONS.
There shall be one statewide representative on the Local Government Executive Committee elected by members of CSEA who are in private sector locals.

"ARTICLE VIII
Private Sector Division
Section 1. (a) REMAINS SAME.
(b) PRIVATE SECTOR REPRESENTATIVE.
There shall be one statewide representative on the Local Government Executive Committee elected by members of CSEA who are in private sector locals.

"ARTICLE IX
Finance
Section 1. (a) REMAINS SAME.
(b) PRIVATE SECTOR MEMBERS.
The President, subject to the approval of the Board of Directors, may [issue Local charters or] authorize the enlargement of the jurisdiction of existing Local Government Local charters to include other appropriate groups of workers [not specifically enumerated in this Article.] whose employment while not in the public sector is such a type of employment that it is the same or similar to work traditionally performed by public sector workers. Workers within such jurisdiction shall be eligible for the types of membership defined in this Article.

"THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS PROPOSAL.

(11) The following amendments are submitted to the Delegates by the Committee as a result of the recommendations made by Edward Carafa, Local 860 President.

"ARTICLE VII
Local Government Division
Section 1. (a) REMAINS SAME.
(b) PRIVATE SECTOR REPRESENTATIVE.
There shall be one statewide representative on the Local Government Executive Committee elected by members of CSEA who are in private sector locals.

"ARTICLE VIII
Private Sector Division
Section 1. (a) REMAINS SAME.
(b) PRIVATE SECTOR REPRESENTATIVE.
There shall be one statewide representative on the Local Government Executive Committee elected by members of CSEA who are in private sector locals.

"ARTICLE IV
Organization of the Association
Section 1. DIVISIONS. The Association shall be organized into five divisions to be known as the State Division, the Local Government Division, the Private Sector Division, and the Faculty Student Division. Members who are employees of the State shall be in the State Division, and members who are employees of the political subdivisions of the State and of private sector employers in positions represented by CSEA shall be in the Local Government Division and private sector employees in positions represented by CSEA shall be in the Private Sector Division. Members who are employees of any public authority, public benefit corporation or similar autonomous public agency may, with the approval of the Board of Directors, elect as a unit to affiliate with a State or Local Government Local with the consent of such State Department or Local and shall thereupon become members of the division with which they have affiliated. Retired members shall be in the Retiree Division, which shall be governed by the Retiree Division Constitution to the extent that it is not inconsistent with the Constitution of the Civil Service Employees Association, Inc."

"ARTICLE V
Local Government Division
Section 1. (a) REMAINS SAME.
(b) PRIVATE SECTOR REPRESENTATIVE.
There shall be one statewide representative on the Local Government Executive Committee elected by members of CSEA who are in private sector locals.

"ARTICLE VIII
Private Sector Division
Section 1. (a) REMAINS SAME.
(b) PRIVATE SECTOR REPRESENTATIVE.
There shall be one statewide representative on the Local Government Executive Committee elected by members of CSEA who are in private sector locals.

"ARTICLE IV
Organization of the Association
Section 1. DIVISIONS. The Association shall be organized into five divisions to be known as the State Division, the Local Government Division, the Private Sector Division, and the Faculty Student Division. Members who are employees of the State shall be in the State Division, and members who are employees of the political subdivisions of the State and of private sector employers in positions represented by CSEA shall be in the Local Government Division and private sector employees in positions represented by CSEA shall be in the Private Sector Division. Members who are employees of any public authority, public benefit corporation or similar autonomous public agency may, with the approval of the Board of Directors, elect as a unit to affiliate with a State or Local Government Local with the consent of such State Department or Local and shall thereupon become members of the division with which they have affiliated. Retired members shall be in the Retiree Division, which shall be governed by the Retiree Division Constitution to the extent that it is not inconsistent with the Constitution of the Civil Service Employees Association, Inc."

"ARTICLE IX
Finance
Section 1. (a) REMAINS SAME.
(b) PRIVATE SECTOR MEMBERS.
The President, subject to the approval of the Board of Directors, may [issue Local charters or] authorize the enlargement of the jurisdiction of existing Local Government Local charters to include other appropriate groups of workers [not specifically enumerated in this Article.] whose employment while not in the public sector is such a type of employment that it is the same or similar to work traditionally performed by public sector workers. Workers within such jurisdiction shall be eligible for the types of membership defined in this Article.
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constitutional requirements compel that Units receive a percentage of dues/rebates generated from their Unit for purposes of conducting Unit business. Fundamental concepts of fairness as well as the duty of fair representation suggest that this percentage payment uniform across all Units within a Local. Differing size and location of Units do not justify the lack of Unit rebate or the existing disparities in Unit rebates. The present inconsistencies provide a basis for resentment and misunderstanding as to the appropriate role and responsibilities of Units and Unit Officers, as well as the possibility of limitations on a Unit's ability to fulfill all of its representation responsibilities.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

(2) The following amendment of Article IV, Section 2 of the By-Laws is submitted to the Delegates by the Constitution and By-Laws Committee as a result of the suggestion made by Edward Carafa, Local 860 President.

*ARTICLE IV

Finance

Section 3. REFUND AND REIMBURSEMENT.

(a) REFUNDS TO LOCALS. Each duly organized Local of the Association which has complied with all of the provisions of the mandated Local Constitution and this Constitution and By-Laws shall receive from the Treasurer an annual payment of twenty-five percentum of the membership dues and twenty-five percentum of the agency shop fees collected from the employees in such Locals after the net per capita payment to AFSCME, based on the June 1 audit, has been deducted. The expense of the delegates to regular or special meetings of the Association shall be paid by the Local from such funds as hereinafter provided. Nothing herein shall be interpreted to authorize the Statewide Treasurer to withhold from any Local the rebate to which it is entitled and for which it has qualified.

Explanation: Existing constitutional language specifies the authority to withhold a subdivision's rebate. Failure to comply with Constitutional and Financial Code requirements, including reporting of election results, generally serves as a basis for withholding of rebates. The Office of the Statewide Treasurer from time-to-time has caused to otherwise withhold rebates in order to fulfill both constitutional and fiduciary responsibilities. To include the proposed language would, in effect, tie the hands of the Treasurer in regards to fulfilling that officers legal responsibilities.

In addition, rebate monies are the monies of the membership and not of the Local itself. At times it is the responsibility of the Office of the Treasurer to ensure that the monies intended for members' services and operations are not diverted by other issues. The model Unit Constitution provides that the property and funds of a dissolved Unit became property of the Local only if the Unit is not reorganized within one year or a successor Unit is not designated. The Constitution provides the basis for the action taken in withholding rebate monies as nearly true as relates to reorganized subdivisions.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS AMENDMENT.

(3) For all the reasons set forth earlier regarding the need to insulate private sector
Constitution and By-Laws

(b) Where, as a result of reorganizing an existing Local or Locals, a new Local is created, the new Local shall be entitled to a payment from the reorganized Local or Locals. Such payment shall be in an amount equal to six (6) months refund as provided in subdivision (a) above for each member and agency fee and union shop fee payer reassigned from the reorganized Local to the new Local.

Explanation: CSEA represents approximately 2,000 private sector employees. We have a need to move personnel into the private sector so as to ensure that the governmental interest in subcontracting and in shedding governmental services is not seen as a way to avoid paying for LMRDA jurisdiction and necessary benefits to workers.

Because we have private sector members, CSEA is subject to the jurisdiction of certain federal statutes, most particularly the Labor Management Reporting and Disclosure Act (LMRDA). In addition, providing a bill of rights for Union members, provides for very extensive financial reporting by any and all unions subject to LMRDA jurisdiction. LMRDA further provides for the supervision of union elections based upon complaints filed during the course of elections. As you know, CSEA has had its statewide elections supervised in the past by the federal Department of Labor.

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

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

Existing private sector locals will continue being assigned their appropriate region. In addition, other private sector locals will be created by bargaining unit in their region, upon Board approval.

THE COMMITTEE RECOMMENDS THE ADOPTION OF THIS PROPOSAL.

(4) The following amendment of Article II, Section 1 of the By-Laws is submitted to the Delegates by the Constitution and By-Laws Committee as a result of the suggestion made by Edward Canafo, Local 860 President.

"ARTICLE II
Meetings

Section 1. ANNUAL MEETING. The Annual Meeting of the Association shall be held on call of the President or on the call of the Directors on the third Tuesday in May of each year. The President shall give notice of the date of such meeting to the President of each Local, Region and members of the Board of Directors before April 15th in each year. Each year the Annual Meeting shall last for five days. Prior to the convening of the general session, meetings shall be conducted which shall be consistent with the internal make-up of CSEA with direction toward bargaining unit seminars and State Department meetings for the State Directors and appropriate workshops for the various components of the Local Government Division and the Private Sector Division. Standing Committees, which are submitting reports to the delegate body shall conduct an open forum during the first two days of the meeting. Separate sessions of the State, Regional, Local Government Division (including the Private Sector Representative) shall be held prior to the general meetings. ... REST REMAINS SAME."

Explanation: With the adoption of the Committee's proposal for a Private Sector Division and the By-Laws resulting therefrom, this proposal is redundant and unnecessary.

THE COMMITTEE RECOMMENDS THE DISAPPROVAL OF THIS AMENDMENT.

(5) The following amendment of Article IV, Section 2 of the By-Laws is submitted to the Delegates by the Constitution and By-Laws Committee as a result of the suggestion made by Treasurer Mary E. Sullivan.

"ARTICLE IV
Finance

Section 1. FISCAL YEAR. TEXT REMAINS SAME.

Section 2(a). DUES AND AGENCY SHOP FEE. TEXT REMAINS SAME.

Section 2(b). NEW MEMBERS. TEXT REMAINS SAME.

Section 3. RETIRED MEMBERS. The annual membership dues of retired members shall be effective October 1, 1980 [1981]. REST REMAINS SAME."

Explanation: One of the terms of the permanent affiliation agreement between AFSCME and CSEA with respect to our Retiree Division requires that dues for CSEA retiree members be at the minimum amount established by AFSCME. The proposed increase was approved by the Delegates to the 6th Annual CSEA Retiree Convention providing that the effective dollar amounts of AFSCME be increased.

The Retiree Executive Committee recommended to the CSEA Board of Directors that the affiliation be permanentized and the Board adopted the recommendation. The Delegates to the 7th Annual Retirees Convention approved the Executive Committee's recommendation at their Annual Meeting in August 1991.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

(6) The following amendment to Article VI, Section 4 of the By-Laws is submitted to the Delegates by the Constitution and By-Laws Committee as a result of the suggestion made by Tom Warzel, Chair of Methods and Procedures Committee.

"ARTICLE VI
Committees

Section 4. SPECIAL AND AD HOC COMMITTEES. The Special Committees of the Association shall be as follows: Armory, Auditing, Human Rights, Memorial Scholarship Fund, Plaque, [Civil Service], Social Services, Probation, School Employees Committee, and such other committees designated by the President of the Association. Members of these committees shall be appointed by the President for the Association for the duration of the President's term of office or until successor appointments have been made. Special Committees shall meet as required and review matters pertinent to the committee assignment and/or upon call of the President's assignment. The membership of the various committees shall not be less than seven, nor more than eleven, and the make-up of such committees shall include representation from each Region and proportional representation for the Local Government Division on such committees that affect Local Government problems. The membership of the Region Political and Legislative Action Committee(a) shall not be less than seven."

Explanation: This proposal eliminates the Civil Service Committee. CSEA's response to most Civil Service proposals requires prompt and knowledgeable answers. The CSEA professional research staff handles civil service matters on a routine basis. Civil Service legislative matters are handled by the CSEA Legislative and Political Action Department. Civil Service Litigation litigation is handled by the Legal Department. Each of these areas is amply covered by trained professional staff who are familiar with the civil service rules, regulations, laws and procedures. Since the Committee itself must seek the input of these various departments when dealing with a civil service issue, the methods and Procedures Committee recommends the abolition of the Civil Service Committee as redundant and unnecessary.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS AMENDMENT.

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

PROPOSED AMENDMENTS THAT THE COMMITTEE CHOSE NOT TO REPORT OUT WITH THE RATIONALE FOR SAID DECISION:

FINISHED BUSINESS
(1) Proposal of Betty Lennon of Local 612 and Henry Brennan of Local 426 that slate voting be authorized.

Resolved by Board action at its October 22, 1990 meeting - Motion #8. UNFINISHED BUSINESS
(3) Proposal of William McMahon of Local 688 that candidates for Statewide and Region officers be elected by their respective Executive Boards rather than by the membership as a whole. Analysis incomplete.

The Committee would like to thank both Vicki Burton and Allan Tellier for their time and efforts in their committee this year and in assisting with the preparation of this report.

Respectfully submitted,
Terror Melvin, Chairperson
Rita Wallace, Vice Chairperson
Sabina Shapiro
Steve Gonzalez
Richard Noreault
Barbara Reese
Robert Simoni
1991 Resolutions

The Resolutions Committee met at CSEA Headquarters on August 12, 1991. In attendance were: Irene Carr, Committee Adviser; Marc Finger, Chair; Diane Klement, Denis Midnet, Rajeevah Muwak, Elbert Nurse, Helen Walters, Ruth Moore, Judy Remington, Lila Longo, Lyman Switzer, Thomas Finger and Karen Spot. At this meeting the following resolutions were discussed: * Resolutions will be read by Marge Flynn, Chair of the Resolutions committee, after the appropriate committee report.

RESOLUTION #1

WHEREAS, New York State, in 1987, enacted a series of changes in its tax system which have eroded the state's tax base and decoupled growth in tax collections from growth in the state's economy, and WHEREAS, the state's actions in 1987 have resulted in an income tax which grows more slowly than the state's personal income growth so that the overall tax rate on the richest 1% of New Yorkers, who make $1,448,000, is lower than the overall rate on middle income families earning $44,000, and WHEREAS, the anti-competitive effect of adverse state tax changes has resulted in a system where middle income taxpayers are paying 23% more of their incomes in taxes than the most affluent New Yorkers, and WHEREAS, the richest New Yorkers - those in the top 1% - will pay just 11.3% of their incomes in state and local taxes this year - 6% less than what they paid in 1985, and WHEREAS, New York State's present tax system allows not only very wealthy individuals but big corporations to escape paying their fair share of taxes, and WHEREAS, corporations are contributing an ever smaller share of the state budget, for example, corporate taxes comprised 8.1% of all taxes collected in 1981 but by 1990 they were only 4.6%, and WHEREAS, when New York's ten largest corporations paid an average effective tax rate of 3.9% while all other corporations pay an average rate of 9%, and WHEREAS, a recent study has taken repeated actions intended to close loopholes and increase corporate taxes over the past five years without actually realizing the additional revenues that were expected.

NOW, THEREFORE, BE IT RESOLVED, that the Civil Service Employees Association calls upon the Governor and the state legislature to adopt a policy of tax fairness, and BE IT FURTHER RESOLVED, that the state policy include recommendations made by the Fiscal Policy Institute, including: 1. Raising the income tax on the wealthiest New Yorkers, and 2. Ending legalized tax avoidance by big corporations.

ACTION TAKEN: Referred to Legislative & Political Action Committee.

RESOLUTION #2
Submitted by Nicholas LaMorte, Special School Employees Committee Chairperson.

WHEREAS, the New York State Education Law mandates that it shall be the duty of a district superintendent to assemble all the teachers of the district by towns or otherwise, for the purpose of conference on the course of study, reports of and advice and counsel in relation to discipline, school management and other school work and for promoting the general good of all the schools of the district; and

WHEREAS, the New York State Education Law further states that teachers shall be entitled to compensation for days actually in attendance upon such conference; and WHEREAS, non-instructional or educational support employees are just as vital to the operation of a district; and WHEREAS, in order to provide the most efficient, effective service as well as promoting the general good of all the schools in the district; and WHEREAS, few school districts conduct Superintendent Conference Days for non-instructional employees; and WHEREAS, the CSEA has developed A Workbook For District Administrators, Superintendent Conference Days: THEREFORE BE IT RESOLVED, that CSEA units advise the superintendent of each district administrators to allow non-instructional employees the opportunity to participate in Superintendent Conference Days.

BE IT FINALLY RESOLVED, that CSEA pursue through legislative action an amendment to the New York State Education Law that would include non-instructional employees in Superintendent Conference Days.

ACTION TAKEN: Referred to Legislative & Political Action Committee.

RESOLUTION #3
Submitted by Willie Terry, Local 460 President.

WHEREAS, August 9, 1991 marked the 35th anniversary of the historic march by 20,000 South African women on Pretoria to protest against the pass law system and other oppressive laws; WHEREAS, as a result of this heroic and militant action in 1956, August 9th was commemorated as South African Women's Day; and WHEREAS, in 1981, the United Nations' General Assembly declared the day as an International Day of Solidarity with the struggle for women of South Africa and Namibia; and WHEREAS, CSEA/AFL-CIO and other trade unions have been in the forefront of the struggle for women's equality in the workplace and in society at-large; and WHEREAS, CSEA/AFL-CIO has, for many years, demonstrated solidarity with the movements for trade union rights and freedom in Southern Africa.

THEREFORE BE IT RESOLVED, that CSEA, acting in convention, call upon the CSEA Statewide Women's Committee to use the occasion of South African Women's Day each year to send greetings of friendship and solidarity to the women of South Africa and the international CSEA Women's Day Commission of the Congress of South African Trade Unions (COSATU) and, through that organization, to all other women workers in South Africa; and

BE IT FURTHER RESOLVED, that this 81st Convention of CSEA call upon the Statewide Women's Committee to foster and to promote sister-to-sister relationships between CSEA, the women in COSATU and the African women's movement.

ACTION TAKEN: Referred to Standing Safety and Health Committee and Legislative and Political Action Committee.

RESOLUTION #4
Submitted by Willie Terry, President - Local 460.

WHEREAS, there are more than twenty million computers currently in use in the workplace; and WHEREAS, the medical effects of the emission of non-ionizing and ionizing radiation (X-rays) are not known; and WHEREAS, although a medical consensus has confirmed that VDT operators suffer from more eye strain, eye irritation, blurred vision and problems with eyeglasses; and WHEREAS, VDT operators report more general stress related complaints; and WHEREAS, medical research has documented that VDT operators experience more headaches, shoulder, arm, neck, and back pain; and WHEREAS, several studies indicate that VDT operators who spend more than six hours a day on these terminals, are most likely to complain of sleeplessness, irritability and feelings of being overworked; and WHEREAS, there are no laws that currently govern the production, design and material content of this relatively new piece of technology.

THEREFORE BE IT RESOLVED, that CSEA join with other organizations that aggressively support legislation that mandates uniform standards for office conditions and furniture where VDT's are used including standards for office ventilation, lighting, desks, workstands, chairs, and footrests; and BE IT FURTHER RESOLVED, that CSEA urge contract language guaranteeing VDT operators break away from these terminals daily.

ACTION TAKEN: Referred to Standing Safety and Health Committee and Legislative and Political Action Committee.

RESOLUTION #5
Submitted by Joel Schwartz, Local 446 President.

WHEREAS, in 1935 Congress passed the National Labor Relations Act (NLRA), which gave workers the right to engage in collective bargaining and recognized the legitimate rights of workers to strike. In 1938, the Supreme Court undermined the effectiveness of NLRA, by ruling that employers had the right to fire strikers and replace them with new workers. Despite this ruling, employers generally recognized the right of workers to withhold their labor and to strike, and did not, as a rule, permanently replace striking workers; and WHEREAS, in 1981, President Ronald...
WHEREAS, a clear message was sent to management, and throughout the 1980’s, 50,000 workers in the United States lost their jobs due to permanent replacement workers. Workers at Hormel, Phelps-Dodge, TWA, Boise-Cascade, International Paper, AT&T, Chicago Tribune, Magic-Chef, Continental and Eastern Airlines, Colt Firearms, Greyhound and, more recently, Daily News workers, all know first hand the results of management’s attempts to destroy the collective bargaining process and unions in the United States; and

WHEREAS, the best tool that workers have to bring management to the negotiating table is their right to withhold their labor and their previously recognized right to strike; and

WHEREAS, the vast majority of strikers are provoked by management demanding unfair givebacks; and

WHEREAS, the United States and South Africa are the only two industrialized nations in the world that allow the employer to permanently replace workers who strike.

THEREFORE, BE IT RESOLVED, that CSEA will join with other organizations to lobby legislation (H.R.S., S.55) that recognizes the freedom of workers to strike and prohibits employers from hiring permanent replacement workers during a labor dispute.

BE IT FINALLY RESOLVED, that CSEA recognizes the right to a decent job as a basic human right and views the hiring of permanent replacement workers as a violation of human rights as defined by the United Nations Charter.

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

RESOLUTION #6

Submitted by Billy Walsh, Chair of CSEA Solid Waste Task Force.

WHEREAS, solid waste management is reaching the crisis point across New York State and is placing an increasing burden on the finances and other resources of municipalities; and

WHEREAS, that crisis affects CSEA members directly and indirectly as public employees and taxpayers because of the costs and problems associated with the required closing of landfills, development of alternative disposal methods, localities considering the quick fix of contracting out solid waste services, higher disposal costs for consumers and localities limited ability to pay for other public services as a result of draining solid waste expenses; and

WHEREAS, New York State is increasing its regulatory role and placing greater restrictions and responsibilities on municipalities without providing adequate financial assistance to meet the requirements; and

WHEREAS, there is a lack of a comprehensive, coordinated and cost-effective response to the solid waste crisis, including efforts to limit the creation of solid waste, diminishing the viability of alternative, utilize existing technology to keep existing landfills open and environmentally safe and encourage lifestyle changes designed to end the throwaway mentality of consumers; and

WHEREAS, it has been more than a year since the release of CSEA’s Solid Waste Task Force report Throwing Away Our Future which outlined its concerns, and government’s response has remained inadequate while the solid waste crisis has grown worse.

THEREFORE, BE IT RESOLVED, that CSEA shall seek whatever measures are within its power to stimulate public sector initiatives and alternatives to help solve the state’s solid waste crisis with the responsibility shared fairly between the state and municipalities; and

CSEA shall recommend to its New York State Legislative and Political Action Committee the following to the South African government:

1) That CSEA condemns the racist system of apartheid and demands the most elementary of rights people enjoy in a democracy, the right of all South African citizens to vote and elect leaders of their choice.

2) That CSEA demands an end to the South African government-sponsored violence.

3) That CSEA calls for the release of all political prisoners, freedom for all organizations to operate freely, and the right of all exiled South Africans to return to their country.

BE IT FURTHER RESOLVED, that CSEA write to President Bush and lobby our Congress people, opposing the lifting of United States sanctions, and instead, call for tighter sanctions, by supporting H.R. 1111, sponsored by Ron Dellums.

Also that CSEA continue to demand that Comptroller Ned Regan divest the New York State Employees’ Retirement System of all stock invested in companies that do business with South Africa, and that CSEA lobby in support of Assembly Bill 4942, sponsored by Denry Farrell which would accomplish these ends in New York State.

In addition, that CSEA call on all its members to maintain the boycott of Shell Oil, Coca-Cola and all banks that do business with the South African government.

BE IT FURTHER RESOLVED, that CSEA continue to print articles in The Public Sector educating our members about what is happening in the anti-apartheid struggle.

BE IT FURTHER RESOLVED, that CSEA establish communication with COSATU and other trade unions in South Africa.

BE IT FURTHER RESOLVED, that CSEA call for the networking and coalition of AFSCME locals nationally, community groups, religious groups, students and other labor organizations, to keep the pressure on apartheid.

BE IT FINALLY RESOLVED, that CSEA will fight against apartheid until it is no more; that is, when the flag of a freely elected, democratic government with a constitution ratified by all the people, finally comes to pass in South Africa.

ACTION TAKEN: Referred to Ad Hoc Committee Against Apartheid In South Africa, Standing Education Committee and Legislative and Political Action Committee.

RESOLUTION #8

Submitted by Charles Peritore, Chair - Retiree Executive Committee.

WHEREAS, the average annual pension allowance for pensioners of the New York State and Local Employees Retirement Systems was $6,129 in 1990; and

WHEREAS, inflation is eroding pensioners’ buying power. Increases in health insurance premiums, reductions in retirement benefits, increases in school and property taxes further erode retirees’ pensions; and

WHEREAS, New York State’s approach to increasing public pensions has been on an ad-hoc basis through “pension supplementation”...
These ad-hoc increases have been relatively arbitrary and have only loosely reflected increases in cost-of-living as measured by the Consumer Price Index (CPI). Currently, New York State provides a pension supplement to employees who retired prior to January 1, 1983, and who are under age 62 or are retired on a disability. Since, the enactment of this pension supplementation in 1988, the CPI has increased 15.9%; and

WHEREAS, states provide some kind of automatic adjustment of pension, most of which are based on the increase in CPI. Northeastern states such as Connecticut, New Jersey, Vermont and Maine have some form of a COLA; and

WHEREAS, retirement with dignity is the goal of most retirees. Retirees should be assured of income in retirement that will allow them to maintain their standard of living;

THEREFORE, BE IT RESOLVED, that CSEA supports State legislation to provide a permanent and automatic adjustment consistent with increases in the CPI, capped at 5%. The adjustment would be based on the first $15,000 of the maximum retirement allowance available to all disability retirees and all other retirees at age 55 or retired at least 10 years (whichever is earlier), and be constitutionally guaranteed.

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

RESOLUTION #9
Submitted by Charles Pertore, Chair - Retiree Executive Committee

WHEREAS, the cost of health care in the United States is constantly on the rise with no apparent end in sight. In the face of spiraling insurance costs, employers are attempting to slash benefits, shift costs, or change plans; and

WHEREAS, as local governments across the state twist and squirm under worsening budget problems, some are thinking and doing the unthinkable to relieve the pressure - reducing or eliminating health coverage for retirees. In the past year, the Comsewogue School District, Oneida County, Dutchess County, and the Putnam Jervis School District have all attempted to change retiree health benefits; and

WHEREAS, this trend is not isolated to local governments. Changes in the Empire Plan have been made for State retirees and retirees of participating agencies in the plan. The changes include a mandatory generic prescription substitution requirement, new co-payments for certain outpatient services, and higher co-payments for prescriptions; and

WHEREAS, changing retiree health benefits can be described as a violation of an employers commitment and obligation to its former employees. Municipalities may have the legal authority to change retiree health benefits, but they need to decide what is moral; and

WHEREAS, CSEA has been able to convince some municipalities not to reduce retiree health benefits. These committees will help assess and monitor the impact on the workforce and vice-versa. AFSCME reports that its members and its single parent families are parents, almost one in five have at least one child under seven years old, 22% have children between seven and twelve, and many more have grandchildren.

Today, one family out of four is a single parent family, typically with a working mother as head of household. Sixty-one percent of CSEA members are women. The New York State Industrial Cooperation Council has reported that most of these employed women will become pregnant again, and during their working careers and work until their ninth month of pregnancy. More than half will return to work before their child’s first birthday. Many of these employed women have at least one child under seven years old, 22% have children between seven and twelve, and many more have grandchildren.

The rapid increase in the number of employed women has also affected male employees. Today, 60% of men in the labor force have wives that also hold jobs outside the home. Ninety-six percent of fathers and more than 60% of mothers are employed. As of 1988, 63% of married couples with children had both spouses working; and

WHEREAS, the poor condition of children and the changing face of the American family and workforce clearly illustrates the intense need for good quality, yet affordable, child care. A 1989 Gallup poll resulted in only 28% of parents feeling satisfied with the available child care. In 1990, the average annual cost for an infant in a licensed child care center ranged from $4,000 to $11,000. Child care for infants, school-age children, and children with special needs are in very short supply. Then, consider that workers’ earnings lag behind the rising cost of living. Between 1973 and 1989, the median wage of hourly workers fell by 29% among men younger than 25. As earnings among young men have fallen further below what it takes to support families, their marriage rates have also fallen. Therefore, the number of mothers and children in one parent families increase, thus completing the cycle; and

WHEREAS, many families also provide care to other relatives. An estimated 2.2 million care givers are providing unpaid care to 1.2 million elders. Only 5% of people over 65 are in nursing homes. Seventy-five percent of our elders are living with or nearby their families. As a result of “baby boomers” reaching old age, 16 million people will become dependent by the year 2040. In the 21st century, employees with dependent elders will become more numerous than those with dependent children. So that, in addition to child care, dependent care is becoming increasingly more important;

THEREFORE BE IT RESOLVED, that CSEA continue to support working families, on-site child/dependent care centers, elder care givers, and family and medical leave legislation; and

BE IT FURTHER RESOLVED, that CSEA remain committed to finding ways of providing or assisting in the provision of quality, affordable child and dependent care for its members. Whether through advocating for federal, state or local legislative initiatives or through its steadfast support of existing on-site child/dependent care programs, the collective bargaining process, local and statewide labor-management committees, coalitions made up of community groups, non-profit child care providers and referral, other unions, etc.; and

BE IT FINALLY RESOLVED, that CSEA encourage its Regions to form Child/Dependent Care Advisory Committees. These committees will help assess and monitor the needs of our members, on-site child care centers, and dependent care programs, and bring these concerns to the attention of our leadership, in addition to increasing the flow of information and assistance between the network of New York State on-site child care centers.

ACTION TAKEN: Referred to the Special Human Rights Committee.

RESOLUTION #11
Submitted by Joseph E. McDermott

WHEREAS, union officers serve a vital function in representing CSEA-supported public employees in collective bargaining, contract administration and numerous other employment related issues; and

WHEREAS, union officers are elected by their constituents to act as such representatives; and

WHEREAS, effective union representation requires the continuity and consistency that...
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comes from experience and training; and

WHEREAS, reductions in force often result in the layoff of elected union officers, thereby disrupting the continuity and consistency of experienced union representation; and

WHEREAS, CSEA deems it a priority that elected union officers remain in office during times of reductions in force and related job abolitions and that such protection become a part of each and every collective bargaining agreement negotiated with CSEA, its Locals and its Units to the greatest extent possible.

ACTION TAKEN: Committee made the decision to report out but no recommendation was made.

RESOLUTION #12

Submitted by Danny Donohue

WHEREAS, Joseph Patrick Thomas Doherty began his ninth year in federal prison on June 18, 1991; and

WHEREAS, in the past eight (8) years, federal immigration judges have consistently rendered decisions in favor of Mr. Doherty and against the government in every proceeding initiated by the government; and

WHEREAS, Mr. Doherty would never dishonor those who have supported him by failing to respect and scrupulously abide by any and every condition imposed on him in conjunction with the grant of bail.

THEREFORE BE IT RESOLVED, that

America has always been a place of asylum for the oppressed and a haven for the politically persecuted; and

BE IT FURTHER RESOLVED, that CSEA petition President George Bush and the Attorney General to implement the provision of House Concurrent Resolution No. 62, introduced by U.S. Representative Thomas Manton on February 28, 1989, which calls for the Attorney General to grant bail to unemployed union members who are in federal prison.

RESOLUTION #13

Submitted by Salvatore Mogavero, Retiree Local 903

WHEREAS, in the AFSCME Affiliation Agreement, President McDermott was on the committee which made the 40,000 members of the CSEA Retiree Division going into the AFSCME Retiree Council get three representatives on the council; and

WHEREAS, they accomplished the aforementioned and there are now three elected officers of the Retiree Executive Committee as the representatives of the CSEA Retiree Division on the AFSCME council; and

WHEREAS, the Retiree Division is now asking for equal treatment on the State level.

THEREFORE BE IT RESOLVED, that the Chairperson and the elected officers of the Retiree Executive Committee of the Retiree Division shall be non-voting delegates of CSEA, except that in matters concerning the retiree members, the right to speak before the delegates; and

BE IT FURTHER RESOLVED, that they shall have one vote for each Retiree Local of the Division; and

BE IT FINALLY RESOLVED, that these votes may only be used on issues and motions relative to the Retiree Division.

ACTION TAKEN: Referred to the Standing Constitution and Laws Committee. Out of order as a resolution.

RESOLUTION #14

Submitted by the Statewide Officers

WHEREAS, fighting for safer workplaces and protecting the lives and health of members is a top priority for CSEA; and

WHEREAS, nearly 20 years have passed since passage of the federal Occupational Safety and Health Act, although the terrible toll of work place injury, illnesses and fatalities continues; and

WHEREAS, over 1.6 million public employees were killed on the job in 1980 and over a quarter of a million suffered disabling injuries. The full extent of hazards in the public sector is unknown because adequate injury and illness statistics do not exist for public employees, nor do these statistics cover occupationally related illnesses; and

WHEREAS, the Occupational Safety and Health Act of 1970 does not provide for mandatory coverage for public employees, although public employees do some of the most dangerous and unpleasant work we today demand to provide safe and pleasant living conditions for Americans; and

WHEREAS, CSEA members are on the frontier of new occupational health and safety hazards including infectious diseases, indoor air pollution, violence in the workplace, video display terminals and toxic wastes; and

WHEREAS, the problem of understaffing and working alone in dangerous situations is increasing in many industries as management cuts back on labor in order to save money; and

WHEREAS, workplace health and safety problems are directly linked to general environmental problems.

THEREFORE BE IT RESOLVED, that CSEA continue to provide technical assistance and hold Local and Regional conferences as appropriate; and

BE IT FURTHER RESOLVED, that CSEA Regions and Locals make every effort to educate their members on health and safety hazards and solutions and provide adequate support staff; and

BE IT FURTHER RESOLVED, that CSEA Locals set up strong health and safety committees and actively seek to introduce language to contract and/or legislation specifying the employer's obligation to provide a workplace free from recognized or suspected hazards, the right of employees to refuse hazardous work, and management's obligation to abide by all OSHA standards and regulations; and

BE IT FURTHER RESOLVED, that CSEA support the strengthening of the Clean Air Act, the Resource Conservation and Recovery Act and other legislation to protect the environment, and which will include strong worker protection and training programs covering public employees; and

BE IT FURTHER RESOLVED, that CSEA urges OSHA programs and regulations covering waste gases, infectious diseases, stress, confined space entry, pesticides, indoor air pollution, ergonomics, back injuries and asbestos, and that OSHA address the issue of asbestos as a health and safety hazard; and

BE IT FURTHER RESOLVED, that CSEA explore the use of product liability suits and the prosecution of employers under criminal statutes where willful disregard of the law results in injury, disease and death; and

BE IT FURTHER RESOLVED, that CSEA declare every April 28 to be Workers' Memorial Day and work with other unions to make the day a major event to remind the American public of the toll of workplace injuries, illnesses and death; and

BE IT FINALLY RESOLVED, that CSEA strongly urge Congress to improve the federal OSHA law to include coverage for all public and private sector workers, the Right-to-Know Act, training and education, mandatory safety and health committees, the right to refuse life-threatening work, better reporting of occupational injuries and illness, stronger standards and better enforcement.

ACTION TAKEN: Referred to the Standing Safety and Health Committee.

RESOLUTION #15

Submitted by the Statewide Officers

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

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

WHEREAS, thousands of CSEA caseworkers who work in foster care and child protective services are unable to ensure the safety of children who have been abused or neglected, through increased funding for child welfare services including foster care and child protective services; and

THEREFORE BE IT RESOLVED, that CSEA urge federal, state and county officials to make a strong commitment to protecting children who have been abused or neglected, through increased funding for child welfare services including foster care and child protective services; and

BE IT FURTHER RESOLVED, that CSEA continue its efforts to reach out to other child advocacy groups and professional...


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resolutions at the federal and state levels to garner support for increased funding and the provision of quality services to abused and neglected children including the establishing of reasonable caseload sizes and adequate staffing levels; and

BE IT FURTHER RESOLVED, that CSEA continue to use its resources to work with its affiliated Regions and Locals in coordinating activities which call to statewide attention the plight of abused and neglected children.

BE IT FINALLY RESOLVED, that CSEA strongly oppose any efforts to scapegoat the workers for a system that is totally overwhelmed - including criminal or civil charges against caseworkers unable to prevent the death or abuse of children in their caseload because of their workload and similarly oppose efforts to diminish collective bargaining rights and that the CSEA provide support to Regions and Locals who face such situations.

ACTION TAKEN: Referred to the Special Social Services Committee

RESOLUTION #16

Submitted by the Statewide Officers

WHEREAS, the need for training and retraining of our nation's workforce is critical if we hope to compete in today's world economic market. Millions of Americans are unable to earn a decent living and need assistance in finding jobs and in boosting their productivity. Many others have lost their jobs due to plant closings. These dislocated workers need retraining to make the transition to a new career; and

WHEREAS, despite the obvious need for an adequately funded employment and training system, the federal government has cut funding for employment and training programs from $18 billion in 1978 to less than $5 billion today, including a more than 20 percent reduction in funding for the Employment Service over the last decade; and

WHEREAS, the State of New York has suffered devastating layoffs in State and Local Government sectors and relocations due to the current budget crisis; and

WHEREAS, this lack of funding has forced states to combine and curtail services so that they are unable to provide adequate services to either the unemployed who need training or those who simply need help finding a job. In addition, the reduction of funds has forced states to close more than 600 Employment Service offices and cut staff by more than 30,000 workers; and

WHEREAS, CSEA members work in public agencies which serve the unemployed and underemployed. Further, CSEA members provide employment and training services to those in need of work.

THEREFORE, BE IT RESOLVED, the CSEA work closely with other labor unions, advocacy groups, governmental associations and members of the academic community to develop a comprehensive employment and training system which provides adequate assessment of skill, training and education services to those New Yorkers who are out of work or who want to upgrade their skills. This system should maintain the central role of the state in overseeing the entire system and ensure that quality services are provided to the unemployed at the local level; and

BE IT FURTHER RESOLVED, that CSEA urge Congress to renew its commitment to employment and training programs and provide adequate funding for these programs; and

BE IT FINALLY RESOLVED, that CSEA continue to oppose and defeat any attempt to privatize operation of our State's employment and training system. It is only through a locally based and publicly operated system that we can ensure that the needs of these unemployed seeking services are met.

ACTION TAKEN: Referred to Political and Legislative Action and Standing Education Committees.

RESOLUTION #17

Submitted by the Statewide Officers

WHEREAS, CSEA members are exposed to thousands of toxic chemicals on the job, many of which cause reproductive effects and other serious chronic and acute health problems; and

WHEREAS, CSEA members are now covered by Right-to-Know laws which require labeling of chemical containers, training about the dangers of chemicals and how to protect yourself, and provision of Material Safety Data Sheets; and

WHEREAS, most employers of CSEA members are not complying with the requirements of Right-to-Know laws. Most members have not received adequate training or information; and

WHEREAS, most Material Safety Data Sheets that CSEA members receive do not contain much of the information required by the law, and most are very difficult for the average member to understand.

THEREFORE BE IT RESOLVED, that CSEA urge federal and state OSHA to better enforce the Right-to-Know laws; and

BE IT FURTHER RESOLVED, that CSEA urge OSHA to work out a standard format for Material Safety Data Sheets which can be understood by the average person, and that OSHA work to better enforce accurate and complete contents of Material Safety Data Sheets.

ACTION TAKEN: Referred to Standing Safety and Health Committee.

RESOLUTION #18

Submitted by the Statewide Officers

WHEREAS, the percentage of Americans who vote is the lowest among the Western democratic nations; and

WHEREAS, in other democratic nations, voting is considered a right of every citizen, while in the United States it is considered a privilege that must be earned by following cumbersome regulations and procedures set by individual states and localities; and

WHEREAS, CSEA feels it should be the right of every citizen to cast his/her ballot on election day; and

WHEREAS, the "National Voter Registration Act" is being considered by the United States Congress.

THEREFORE, if this bill becomes law, it will allow for the following: voter registration by mail; "motor voter" - automatic voter registration when applying for a driver's license or ID card; and agency-based voter registration; and

WHEREAS, the law will also outlaw the purging of voters' names from the polls for nonvoting.

THEREFORE BE IT RESOLVED, that CSEA encourage members across the state to contact their congressional leaders and strongly urge them to support the "National Voter Registration Act" which would make voting the right of every citizen.

ACTION TAKEN: Referred to Political and Legislative Action Committee.

RESOLUTION #19

Submitted by the Statewide Officers

WHEREAS, every day CSEA members work to protect and preserve the environment; and

WHEREAS, CSEA members are continually fighting for tougher toxic and infectious waste standards, cleaner air and water, and safe and healthy work environments; and

WHEREAS, CSEA members across the state are active in local environmental groups fighting to reduce pollution in their communities; and

WHEREAS, tougher environmental laws and regulations will create new jobs in some areas and eliminate jobs in others, and our State has a responsibility to assist workers whose jobs are eliminated as a result of enhanced environmental protection.

THEREFORE BE IT RESOLVED, that CSEA support the efforts of these members by fighting to elect politicians who recognize that Americans want a planet that is clean enough not just for us, but for our children and grandchildren; and

BE IT FURTHER RESOLVED, that CSEA fight in Congress, in the State Legislature, and in our workplaces for regulations requiring the use of less toxic pesticides and other materials, clean air and water, and safe and environmentally sound disposal of wastes; and

BE IT FURTHER RESOLVED, that CSEA support the strengthening of the Clean Air Act, the Resource Conservation and Recovery Act and other legislation to protect the environment, and which will include strong worker protection and training programs covering public employees; and

BE IT FURTHER RESOLVED, that CSEA fight for new legislation which protects our communities from the effects of environmental laws or regulations which place undue pressure on workers; and

BE IT FINALLY RESOLVED, that CSEA join with other public sector unions throughout the world to educate citizens of every nation that the protection of the environment belongs in the public sector, as it is too fragile and important to be governed by private interests.

ACTION TAKEN: Referred to Political and Legislative Action and Standing Safety and Health Committees.
SOLIDARITY DAY
August 31, 1991
Washington, DC

On the march for justice and equality for working women and men