Getting it done, doing it right

CSEA members Jack Klosterman, left, and Freddy DeStefano complete a siding job on the South Classroom Building at SUNY New Paltz for less than private contractors.

See story, pages 8 and 9
Budget OK’d, feds help

ALBANY — The state Senate has finally acted on the revenue portion of the state budget, passing the final piece of legislation by a 32-28 vote for the $136.5 billion budget, which was 125 days late.

The revenue bill restores the state sales tax on clothing purchases under $110, taxes online hotel room reservations made through websites such as Expedia, delays various business tax breaks, cuts charitable credits for wealthy filers and expands the hours of operations for video lottery terminals.

State lawmakers dropped a proposal from the revenue bill that would have required hedge fund managers who work in New York but live out of state to pay higher taxes on their share of profits.

Federal aid the state was counting on to help close its budget gap has also been approved. CSEA is praising President Barack Obama after he signed legislation that will provide more than $2 billion to state and local governments in New York to help save jobs and protect vital services. This law is a necessary and important step toward economic recovery.

New York will receive $2 billion in Medicaid funding and more than $600 million in additional educational aid. This money was absolutely critical in order for the state and local governments to keep employees working and maintain vital public services. The education funding will allow school districts to retain employees who may have otherwise been laid off.

Activist David Page killed in crash

ROME — CSEA is mourning the death of Central Region activist David Page.

Page, 56, died July 29 on his way to a region executive board meeting from injuries sustained in a motorcycle crash.

He was elected president of the Central New York Disabilities Services Office Local last year and was a longtime activist in his local, having previously served as a vice president and shop steward.

“Dave was one of those people that when you met him, you became a friend. He was an all-around good guy, and was a good leader for his members. He will definitely be missed,” said CSEA Central Region President Colleen Wheaton.

“Dave was a big man in physical stature and his heart, spirit, and commitment both to those we support and to his fellow employees was as big as the man himself.” Central New York Disabilities Services Office Central Director John L. Gleason said. “His contributions will be sorely missed.”

— Mark M. Kotzin

State Fair labor issue resolved

SYRACUSE — After a strong show of solidarity and under threat of a potential union boycott of the New York State Fair, CSEA and other unions have largely resolved labor issues at the state fairgrounds.

CSEA is urging members to attend the fair this year in celebration of our centennial.

The issues came to a head in April after 20 year-round Fairgrounds workers were fired with no explanation or due process rights. The workers were due to be placed into the CSEA bargaining unit after the Fair transitioned from the operated by the now-abolished State Authority to the state Department of Agriculture and Markets.

The local SEIU and Building Trades unions were also upset that their members had not been hired back at the Fairgrounds following the transition, so in solidarity, the unions banded together under the auspices of the Greater Syracuse Labor Council and threatened to pull their annual labor parade. A series of labor-management meetings among union officials, the fair director, the governor’s office, and representatives from the state Agriculture and Markets and Labor departments led to State Agriculture and Markets officials apologizing for the breakdown in communications that led to the dispute.

The state agreed to offer jobs at the fairgrounds to most of the affected workers represented by CSEA and the other unions.

— Mark M. Kotzin

Striking Mott’s worker Thorne VanDerBroek is joined by his wife, CSEA member Debra VanDerBroek, on the line at the Mott’s plant in Rochester. Many CSEA members are married to Mott’s workers, who went on strike May 23 after management tried to cut their wages and benefits, despite the corporation taking in record profits. CSEA members and staff have donated more than $5,000 to the workers’ strike fund and the New York State AFL-CIO recently passed a resolution calling for a two-week household boycott of the company’s products, which include Snapple, Dr. Pepper, 7-Up, Hawaiian Punch and Mott’s apple products. Visit http://rwdsu.info to learn more about how you can support the workers and fight corporate greed.
ALBANY — CSEA has formally announced its endorsement of state Comptroller Thomas DiNapoli.

The decision is based on DiNapoli’s demonstrated honesty and competence as comptroller since 2007, coupled with his unblemished record as a public leader, said CSEA President Danny Donohue.

“He will lead us forward to meet the needs of today and tomorrow,” DiNapoli said. “I share many of the values for which this organization stands: honesty, accountability and fiscal responsibility. Together with Danny Donohue and all of CSEA’s membership, I will work to ensure that our state and local governments make every dollar that we spend count and that our pension fund remains one of the strongest in the nation.”

Beyond the state comptroller’s responsibilities as fiscal watchdog over the state’s finances and the management practices of state agencies, the position has particular importance to CSEA members.

As the sole trustee of the state pension system, the state comptroller’s judgment and decisions have enormous implications over the retirement security of more than 300,000 retired and active CSEA members.

“CSEA was instrumental in helping to establish the state retirement system in 1920 and since that time, the state comptroller’s stewardship has always mattered to us,” Donohue said. “As we prepare to begin our second century we have total confidence that Tom DiNapoli will maintain the traditions of New York’s best comptrollers, while leading the system forward to meet the needs of today and tomorrow.”

Donohue pointed out that another important factor in CSEA’s decision to back DiNapoli is the unwavering support for him from CSEA members who work in the comptroller’s office. “It speaks volumes about Tom as an individual and a manager that the people who know him best are urging this endorsement,” Donohue said.

Don’t let fat cats steal your pension

How would you like a pension system with no guarantees? A system where your employer would just invest a fixed amount of money for each employee and your future pension fund would be determined only by the results of that uncertain investment?

That’s what state Comptroller Tom DiNapoli’s opponent is proposing.

Public employees in New York currently have a defined benefit retirement plan. That means you receive a guaranteed pension payment based on your length of service and earned salary.

There are powerful business interests that would like to see the funding for the state pension system halted, and implement a defined contribution retirement plan, where your pension would be based only on how well the investments do.

“We fought and beat a similar plan to let Wall Street take over Social Security — think of the disaster that would have been after the Wall Street collapse. We need to fight this ridiculous proposal as well, and the best way to do it is to vote for Tom DiNapoli,” said CSEA President Danny Donohue.
SUNY’s Empowerment could be at your expense

Y ou’ve probably heard a lot in the media in recent weeks about something called the SUNY Empowerment Act. There was a recent attempt by the SUNY chancellor and some state lawmakers to force it through the legislature by holding the state budget hostage to action on this questionable legislation.

Make no mistake — CSEA wants a better SUNY system. But our vision of what that means and what the proponents of the SUNY Empowerment Act have in mind are very different things.

Simply put, CSEA believes that the state university system should provide first-rate higher education and remain affordable and accessible to New Yorkers, whatever their economic circumstances. An organization like ours that was founded on the basis of “merit and fitness” of course recognizes the importance of students qualifying, meeting standards and achieving success for entrance and graduation. But we believe that a strong and affordable SUNY system is one of New York’s greatest assets as we move to the future.

Too much of the SUNY Empowerment Act seems to be about making SUNY more like private colleges and universities, giving greater independence to individual campuses to charge different tuition and fees, using more outside contractors and vendors — all of which will likely increase the cost of a SUNY education and will have to be paid by students and parents.

On pages 8 and 9 of this edition you can find some vivid examples of how CSEA members on individual SUNY campuses have gone above and beyond the call of duty to help meet needs and complete improvement projects cost effectively. New Yorkers would be much better served if the SUNY administration would embrace this approach more broadly rather than seeking an even more cozy relationship with self-serving private contractors and vendors. It’s affordable, public higher education that’s at stake.
As members of the largest local in the Metropolitan Region, the New York City State Employees Local PEOPLE Committee is always busy recruiting at information days and other union activities.

There are always new members to speak to and recruit at a variety of agencies represented by the local, including Parks, the Department of Motor Vehicles, Office of Temporary Disabilities, Courts and Corrections.

“It’s important for our members to join PEOPLE and support the programs that help our union,” said Johnnie Dinkins, a keyboard specialist at the state Vocational and Educational Services for Individuals with Disabilities. “PEOPLE helps us level the playing field. It allows us to demonstrate the power we can and should have in order to ensure that we maintain all the rights and protections we’ve fought for.”

Many of those gains, including workers’ compensation, Medicare, health care and Social Security, are constantly under attack, which is another reason why the local’s PEOPLE Committee makes it a point to visit work sites to explain why members should join.

“At every level of government, we have laws and policies that help and protect working families,” said James Staley, a secretary at the Law Department. “We need to make sure that these laws are protected and in many cases made even better.”

In addition to protecting and strengthening workplaces, some local PEOPLE Committee members also praised the program for rewarding them with merchandise and promotional items at the different levels of membership.

“The money we invest in PEOPLE helps us in so many ways,” said Barbara Shoates, a shop steward at the Department of Motor Vehicles. “Additionally, we can proudly wear our PEOPLE jacket, cap or bag to demonstrate our commitment to a program that is helping us protect our jobs and our rights.”

— David Galarza

New York City State Employees Local activist Coralita Brancker, second from left, was among the CSEA activists who helped recruit PEOPLE members at the 2010 CSEA/AFSCME Lobby Day in Albany. From left are Hudson Valley DSO activist Basil Townsend, Brancker, Mohawk Valley Psychiatric Center Local activist Michael Patterson, SUNY Geneseo Local activist Tim Finnigan and Tryon School Local President Michael Geraghty.
Members mobilizing for public nursing home

KINGSTON — Ulster County must keep the Golden Hill Health Care Center as a county-run facility so there will continue to be a safety net for the county’s elderly.

That’s the message Golden Hill workers, residents and family members are sending to county leaders as they prepare to receive a report in the coming months on future options for the county-run nursing home.

“The Ulster County Legislature must not abandon our elderly,” said Southern Region President Billy Riccaldo. “As a county-run nursing home, Golden Hill exists as a facility of last resort for Ulster County residents. To desert senior citizens who have spent their lives working, paying taxes and raising families in Ulster County would be shameful.”

Golden Hill’s status as a county-run home came into question when Ulster County Executive Mike Hein instructed county legislators to decide on the future of the facility. Earlier in the year, legislators authorized the creation of a committee tasked with presenting the legislature with options for the facility’s future. Ulster Legislature Chairman Fred Wadnola recently asked legislators to extend the committee’s original deadline of September, at which time options for the home were to be presented.

The county also recently issued a request-for-proposals for the Golden Hill site. “We are reaching out to our neighbors in Ulster County to help them understand why Golden Hill needs to stay public,” said Ulster County Local President Terry Gilbert. “Golden Hill provides our seniors with loving, quality care, regardless of their financial status. No senior citizen should have to worry about where they are going to spend their final years.”

CSEA members in the Ulster County Unit are working alongside patients and patients’ family members to explain to the community the need to keep a public nursing home in the county. Petitions are circulating throughout the county and advertising is in the works.

“The residents of Ulster County should know that private nursing homes cater first to the patients with the most dollars in their pockets,” said Riccaldo. “No senior citizen should have to sit in a hospital while on a nursing home waiting list, just because he or she isn’t financially desirable. Ulster County needs Golden Hill.”

— Jessica Ladlee

Unit extends contract

WEST SENeca — CSEA members in the West Seneca Central School District recently voted overwhelming to approve a two-year contract extension that will help the district through difficult financial times and retain essential services in the schools.

“CSEA has a good relationship with the West Seneca School District and although our contract did not expire until 2013, we willingly came to the negotiating table to find ways to help the district make ends meet,” said Kathy Rupert, president of the CSEA West Seneca Central School District Unit.

“As district employees, taxpayers, parents and community members, we have a vested interest in seeing this district succeed but we also want to help our members keep their jobs. This is a win-win agreement that we negotiated.

Among other items, CSEA and the district negotiated an early retirement incentive. The contract will now expire June 30, 2015 instead of 2013. CSEA represents nearly 600 district employees.

The four-day workweek — a pilot project last summer — proved to be successful and it has been negotiated into the contract for future years.

The four-day workweek saved the district $48,000 last year and similar savings are projected for future years.

— Lynn Miller

Darryl Hertel, left, Beth Pratt, Vicky Kopf, Patricia Kerr, Tracy Suarez and Kathy Rupert, officers with the CSEA West Seneca Central School District Unit, recently negotiated a contract extension with the district.

CSEA member Stephanie Wood, center, joins Golden Hill residents Mary Barrett, left, and Isabel Krom, right, as they visit with Lady, a greyhound therapy dog who visits the facility each week.
‘Way of life’ under threat

New York villages fighting dissolution

As public employees seemingly become “public enemy” throughout the state and nation, even the smallest governments — the villages — have come under attack.

Amid cries of “too many elected officials,” “too many public employees,” “too many benefits” and “pensions are too big,” village workers across the state are facing a new threat: village dissolution.

But CSEA is fighting back — and winning.

Thanks to efforts by CSEA and community coalitions, voters in the Western New York villages of Williamsville and Sloan recently overwhelmingly rejected proposals to dissolve their villages.

But the threat of dissolution remains and it’s a growing trend.

“If it’s not one thing, it’s another. This assault on public employees must stop,” said CSEA Western Region President Flo Tripi. “Village employees are an essential thread in the fabric of village life. Each and every village in Erie County is threatened with dissolution.”

Villages threatened

A recent law makes it too easy to place a village dissolution referendum before voters. If a mere 10 percent of registered voters sign a petition, a vote must be held. Problem is, votes are often held before a plan is created.

“On the day residents go to the polls, the future is unknown,” said Depew Blue Collar Unit President Lew Heltman. “Residents have no idea what might happen to their services or to village employees. We all stand to lose so much: our quality of life, our village heritage and all the things that make the village a great place to live.”

Attacks on workers

Erie County residents are being encouraged by citizen coalitions and CSEA members to “Think Before You Ink.” In other words — don’t even sign a petition for a referendum unless you recognize the vote for what it is: an attack against village life, village services and, most importantly, an attack against neighbors who serve as village employees.

That attack is being fueled in Erie County by Kevin Gaughan, a self-proclaimed activist who has been on a regionalism and downsizing kick for years. After trying with minimal success to get town boards to downsize, Gaughan has moved on to villages.

Dissolving villages, Gaughan claims, will save taxpayer dollars. But the fact remains that villages provide services to people in the community; services add to the quality of village life, services are essential and services come with a cost.

In Erie County, which has a high tax rate and the third poorest city in the country, many will listen to a “cut taxes” message. Gaughan has tried to capitalize on that, claiming elected officials and multiple layers of government are driving away jobs and along with them, the area’s young people.

But many reject the validity of his claims.

Quality village services

In Sloan, where voters opted to keep the village, officials have shown that residents actually pay less in taxes than residents of the surrounding town of Cheektowaga.

“Sloan residents receive a highly personalized, fast response from us,” said Sloan Unit President Gene Beszczynski. “In a small village, we’re often on a first-name basis with residents. We know the area very well and we’re able to provide services quickly and efficiently.”

In the town, residents are one face in 100,000.

Residents of other affected villages have said in media reports the small amount they may pay in village taxes is worth it to keep their small, local government in place and to retain services such as sidewalk plowing.

If a village dissolves, village services would not be guaranteed under the town’s leadership. And if those services are continued, residents will still pay for them through special taxing districts.

— Lynn Miller
Yvette Gardner looks around at the tools and materials left behind by private contractors and her blood begins to boil. “This place is getting overtaken by outside contractors,” said Gardener, a painter at SUNY Downstate. “For every state worker we have here we have four to five outside contractors.”

Contractors were already busy painting the student dormitory in preparation for the new school year. And, to add insult to injury, contractors will often ask state workers for supplies like paint, joint compound and caulk. “They are outside contractors — they better have their own supplies,” Gardner said. “We’re working side by side,” she said.

Frustrated by what she and her co-workers see as a steady flow of privatized workers over the past two years, Gardner said it seems to be getting worse. “We’re working side by side,” she said.

Adding to the frustration, Gardner and her co-workers often find themselves retouching or correcting shoddy work done by the contractors.

Gardener said a private contractor was once paid $8,000 for a job that four state workers had been asked to do for four hours of overtime. She’s also seen contractors break down and paint hallways and perform other jobs. “How do you hire contractors instead of hiring more workers?” Gardner said. “You’ll end up paying them more and we still have to finish the job they started.”

“Why send a job out to bid when you could do the work cheaper?” she said.

“T he SUNY Empowerment Act, which remains in legislative limbo, would, among other things, give individual state university campuses more ability to outsource more work to private contractors and further undermine the very concept of real public higher education in this state. CSEA does not support the act, which was proposed by Gov. David Paterson. Contracts have already been awarded at SUNY Purchase and SUNY Downstate which the CSEA has noted are woefully understaffed. What work the state can do on its own will often be left to private contractors. Additional work will likely follow. At SUNY Downstate, for example, the state has not been able to find someone to do the windows in the main building. The state wants to have those done, but not by using private contractors.”

“T he latest round of retirements will continue the trend that applies to the entire state work force. But, we do what we have to do and we do a good job,” Harrison said.

Preserving a shuttered campus
State budget woes have forced the closure of SUNY Stony Brook’s Southampton satellite campus, meaning its students will report this fall to the main university grounds. Despite the closure, the picturesque campus will continue to be managed by a custodial, grounds and maintenance crew who are members of CSEA’s SUNY Stony Brook Local. “Our continued presence there is cost effective because New York state will not have to hire a private contractor and pay a higher rate,” said SUNY Stony Brook Local President Carlos Spaight.

— Rich Impagliazzo, David Galarza, Jessica Ladlee, Therese Assalian, Mark M. Kotzin and Lyna Miller
Throughout 2010, The Work Force will be marking CSEA’s 100th anniversary taking a look back at CSEA’s history by reprinting pages of past and present publications.

CSEA members played a key role in the Aug. 31, 1991, Solidarity Day march in Washington, D.C. More than 500,000 union members across the country marched in sweltering weather to demand workplace fairness and health care reform. The image at right is from a poster created from a CSEA photo of the march. Note the prominence of the CSEA banner in the crowd. The event in many ways symbolized CSEA’s emergence as a national leader in the labor movement.
The following information pertains to CSEA-represented active employees and retirees of the state Executive Branch, Legislature and the Unified Court System.

Legislation passed on June 7 will result in a NYSHIP rate change effective Oct. 1, 2010 for active employees and retirees of the state Executive Branch, legislature and the Unified Court System.

Civil Service Law requires that NYSHIP enrollees and dependents that are eligible for Medicare primary coverage be reimbursed for their cost of the Medicare Part B premium. Previously, the full cost of this reimbursement was paid by the state. The provisions of the 2010-11 emergency budget legislation now requires effective April 1, 2010, the cost of the Medicare Part B premium reimbursement be shared by the state and NYSHIP enrollees. This change does not modify the percentage enrollees contribute toward coverage, but it will result in NYSHIP rate changes for enrollees as of Oct. 1.

As a result, the state is holding a special option transfer period, which ends Aug. 31, 2010. Enrollees were sent revised rates and information about this special option transfer period in July.

The annual rate change and regular Option Transfer Period is scheduled to occur later this year when the 2011 rates are finalized.

This legislation adjusts the way NYSHIP premiums are calculated and requires the Medicare Part B premium reimbursement to be included as a component of the actual premium costs. The state will continue reimbursing enrollees and their enrolled dependents for their cost of the Medicare Part B premium when Medicare becomes primary to NYSHIP, unless the enrollee or dependent receives reimbursement from another source or are considered NYSHIP-primary for claims purposes.

The new rates are below. Enrollees considering changing their health insurance plan should speak with their health benefits administrator, usually located in the personnel office. For rate change questions, call Civil Service at 1-800-833-4344.

### New October 2010 NYSHIP Rates
For CSEA-represented active employees of New York state and the Unified Court System (UCS)

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Stellaris Health Network, insurer reach agreement

Stellaris Health Network, which comprises Lawrence Hospital, Northern Westchester Hospital, Phelps Memorial Hospital Center and White Plains Hospital, dropped participation with Empire Blue Cross/Blue Shield in April of this year.

Empire Blue Cross/Blue Shield and Stellaris Health Network have reached an agreement. Effective Aug. 1, 2010, Stellaris Health Network hospitals are once again participating network facilities with the Empire Plan and Empire Blue Cross/Blue Shield HMOs.

Stellaris Health Network was considered a non-participating facility with all Empire Blue Cross/Blue Shield plans from April 1 to July 31, 2010.
How will the Early Retirement Incentive affect your CSEA Employee Benefit Fund benefits?

If you are considering taking the Early Retirement Incentive, you may have many questions about how it will affect your CSEA Employee Benefit Fund benefits.

On this page are some common questions and answers for state and local government employees. For more information, contact EBF at (800) 323-2732, or visit EBF’s website at www.cseaebf.com.

### State employees

**Q. As a CSEA represented state employee, what happens to my dental, vision and drug co-pay benefits if I take the early retirement incentive?**
A. Dental, vision and drug co-payment benefits terminate 28 days from your last day worked.

**Q. How is EBF notified of my retirement?**
A. The state notifies EBF of your retirement.

**Q. How can I continue my EBF benefits into retirement?**
A. All EBF participants are eligible to continue EBF benefits under COBRA. COBRA allows you to continue your current EBF benefits at your cost for a maximum of 36 months. EBF automatically generates a COBRA mailing to your home address.

**Important: Be sure your mailing address is up to date with EBF. This will ensure timely delivery of your COBRA information.**

**Q. How long do I have to elect COBRA from my retirement date?**
A. You have 60 days from your last day of employment.

**Q. How can I pay for my COBRA?**
A. Payments are made to the EBF directly. Premiums may be received by check, directly deducted from your checking account or be charged to a credit card. A special form must be submitted to EBF for automatic billing to a credit card or for deduction from your bank account.

**Q. What happens to my dental and/or vision and miscellaneous benefits when I retire?**
A. Your collective bargaining agreement determines what benefits you receive when you retire. Benefits like dental and vision are often terminated at the time of retirement. Some local government employers pay for EBF benefits into retirement. Others allow retirees to continue their benefits by paying the former employer directly. Please check with your human resources department regarding your retiree coverage.

**Q. Do I need to notify EBF of my retirement?**
A. Your employer will notify EBF of your retirement date.

**Q. How much does COBRA coverage cost?**
A. COBRA costs $85 per month, or $255 per quarter. This rate is active through March 31, 2011, at which time the rate is subject to change. You may pay for COBRA on a monthly or quarterly basis.

**Q. What options are available when my COBRA benefits run out?**
A. One month before COBRA expires, EBF will send you a letter notifying you of your COBRA expiration date.

State employees are eligible to participate in EBF’s Retiree Dental Plan. Information on the program will be included in the COBRA notification both at the beginning and end of your COBRA participation.

**Q. What happens when my COBRA benefits run out?**
A. One month before COBRA expires, EBF will send you a letter notifying you of your COBRA expiration date. EBF automatically generates a COBRA mailing to you at your home address once a termination/retirement date has been received from your employer.

**Important: Be sure your mailing address is up to date with EBF. This will ensure timely delivery of your COBRA information.**

**Note: Some local government employers administer COBRA directly to their employees. Please check with your human resources department.**

**Q. How can I pay for my COBRA?**
A. Payments are made to the EBF directly. Premiums may be received by check, directly deducted from your checking account or be charged to a credit card. A special form must be submitted to EBF for automatic billing to a credit card or for deduction from your bank account.

**Q. What options do I have for COBRA coverage?**
A. Employees may select either of the contracted dental and/or vision benefit(s) that appear in the contract.

**Q. What does COBRA cost?**
A. COBRA premiums are based on your contract. You will be notified of the monthly premium in your initial COBRA election notice.

**Q. What happens when my COBRA benefits run out?**
A. One month before COBRA expires, EBF will send you a letter notifying you of your COBRA expiration date. Local government employees may be eligible to participate in the EBF’s Retiree Dental Plan if your employer has signed a Retiree Dental Memorandum of Agreement. Please click on the Retiree Dental page link on our website and click the link for Signed Retiree Dental Memorandums of Agreement to see if your employer has authorized your participation.

**Q. Do I have to join CSEA as a retiree to access the EBF’s Retiree Dental Plan?**
A. No, but joining CSEA as a retiree provides you with other valuable insurance program and benefits. Go to csealocal1000.org and click on the Retiree page for more information.
Get into the game with CSEA!

Check out these great discounts to Syracuse University football and Buffalo Bills games!

Take advantage of your CSEA membership for a special discount for 2010 SU Football Home Games at the Carrier Dome in Syracuse!

To get 40% off the regular price of lower level corner seats, order online at: www.suathletics.com/groupoffers - Click on CSEA and select the game you want to attend - Use special offer code: csea10 (no spaces) - Create a NEW ACCOUNT (even if you have an account already) - Follow the steps to purchase and check out. There will be a processing and print at home fee. You can also call (315) 443-3212.

Saturday Home Game Schedule:

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<td>SU vs Maine</td>
<td>September 18, 2010</td>
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<td>SU vs Colgate</td>
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<td>SU vs Pittsburgh</td>
<td>October 16, 2010</td>
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<td>SU vs Louisville</td>
<td>November 6, 2010</td>
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<td>SU vs Connecticut</td>
<td>November 20, 2010  ** CSEA Game</td>
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<td>SU vs Boston College</td>
<td>November 27, 2010</td>
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ATTENTION CSEA MEMBERS:
By ordering new season tickets through this offer you will be invited to an exclusive behind the scenes tour of Ralph Wilson Stadium including the locker room, field and press box (date and time to be determined).

INDIVIDUAL GAME TICKETS NOW AVAILABLE!

To order, call James Zielinski at 716.312.8931 or 1.877.228.4257 ext.8931 james.zielinski@bills.nfl.net

Please Mention Promo Code: SPCSEA100

SEASON TICKET BENEFITS

★ Save up to 17% off the individual game ticket price.

★ Purchase individual game tickets before they go on sale to the general public.

★ Season Ticket Holder benefits package which includes the Official 2010 Bills Media Guide CD & exclusive Season Ticket Holder Lapel Pin.

★ Guaranteed tickets for home playoff games.

★ Bills Season Ticket Holder Value Card: Good for various discounts including select merchandise at the Bills Store.

★ $5 off parking coupons for each game.
Join CSEA in celebrating our Centennial.

Come to the New York State Fair on Sept. 4 and 5, 2010, during CSEA Weekend when CSEA members save $4.00 off admission.

CSEA members and family members each get one admission for $6.00 when purchased at any gate with coupon. One coupon per person.

*Adult admission.
Children 12 and under admitted free.

NAME __________________________
ADDRESS _________________________
PHONE __________________________
CSEA LOCAL ______________________

CSEA member admission $6.00*
CSEA member admission $6.00*
CSEA member admission $6.00*

SAVE $4.00
SAVE $4.00
SAVE $4.00

SAVE $4.00
SAVE $4.00
SAVE $4.00

Clip one coupon at right for each CSEA member and family member and bring coupon(s) to any fair gate to get $4 off the price of admission on Saturday and Sunday, Sept. 4 and 5, 2010, only.

The New York State Fair is at the Empire Expo Center located off Exit 7 of I-690, 3 miles west of Syracuse.
Hours of operation are 10 a.m. to 10 p.m. daily.

Saturday, Sept. 4 and Sunday, Sept. 5, 2010, is CSEA WEEKEND at the New York State Fair in Syracuse. CSEA members and their family members will receive $4.00 off admission that weekend, compliments of CSEA and the New York State Fair.

Find CSEA and view our 100-year history display during the entire fair at our new booth location along the front wall to the left of the center doors in the Americraft Center of Progress Building. Stop by and visit the CSEA booth any day, 10 a.m. to 10 p.m.
The coupons for $4.00 off admission, however, are only good during CSEA weekend, Saturday and Sunday, Sept. 4 and 5, 2010.

Reproduced coupons will not be accepted. Additional coupons will be available at your CSEA region office.
Activists are PEOPLE Recruiters of the Month

Ray Wakefield of the Oxford Veterans Home Local in the Central Region is the PEOPLE Recruiter of the Month for June. He recruited 30 new PEOPLE MVP members.

“I feel PEOPLE is really important,” said Wakefield, the Oxford Veterans Home Local president. “It helps our members understand that we have a choice in electing our bosses. PEOPLE is very important in promoting issues like the jobs bill and other federal issues that affect our work life.”

Walter Greene, president of the Brookhaven Highway Unit of the Suffolk County Local in the Long Island Region is the PEOPLE Recruiter of the Month for July. He recruited 18 PEOPLE MVP members.

Greene

“By joining the PEOPLE program, CSEA members help pro-labor candidates take their message to the public and get elected,” said Greene. “We need legislators in Albany who share our commitment to the causes of organized labor and must therefore do all we can to boost enrollment in the PEOPLE program.”

CSEA’s PEOPLE program protects and improves our jobs, benefits and pensions in Washington, Albany and in your community. Your support and participation in PEOPLE strengthens CSEA’s clout in the workplace, in the legislature, in your community and in the labor movement.

— Mark M. Kotzin and Rich Impagliazzo

Working for safe streets

Bertha F. Charles, left, a keyboard specialist at the state Division of Parole, was recently honored with a proclamation from New York City Mayor Michael Bloomberg for her involvement with the National Night Out Against Crime, an event that urges New Yorkers to do their part for safer streets.

CSEA participates in LCLAA event

CSEA activists and staff recently participated in the 18th National Membership Convention of the Labor Council for Latin American Advancement (LCLAA). From left are Junio Ismael Alvarado, a Westchester County Unit activist; David Galarza, CSEA communications specialist; Elizabeth Ramos, a White Plains School District Unit activist; Guadalupe Johnson, a Nassau County Local activist; Jose Schiffino, CSEA statewide organizer and Guillermo Perez, CSEA labor education specialist and president of the LCLAA Albany chapter. Participants took part in workshops on topics that included climate change, immigrant workers, free trade agreements and elections.
Don’t Zone Out!

That’s the advice from CSEA to motorists everywhere, especially in New York. CSEA's new occupational safety and health campaign is raising safety awareness around the state with a simple message: be careful driving through roadway work zones.

Help spread the word and help save lives. Your CSEA brothers and sisters working in roadways and highways will appreciate it.

Take the pledge online:

www.csealocal1000.org

You can also sign the form at right, clip it out and mail it to:

CSEA Occupational Safety and Health Dept.
143 Washington Ave.
Albany, N.Y. 12210

Visit our page on Facebook!
Log in, and type “Don’t Zone Out” in the Facebook search window.
Proposed amendments to CSEA’s Constitution and By-Laws

The Committee has, amongst its functions, the duty to review proposals and make recommendations to the Delegates regarding amendments to the CSEA Constitution and By-Laws. Committee recommendations are presented to the Delegates, together with the reasons for the recommendations. This report addresses proposals submitted for the 2010 ADM. (New language is underlined; deleted language is in [brackets].)

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THE FOLLOWING ITEMS ARE BEING PRESENTED TO THE DELEGATES BY THE COMMITTEE AS PROPOSED AMENDMENTS TO THE STATEWIDE CONSTITUTION. PRESENTATION TO THE DELEGATES AT THIS MEETING CONSTITUTES A SECOND READING OF THESE AMENDMENTS.
*******

Proposal 1
The following Constitution proposal was submitted by Beverly Centers of Local 806 and as Chair of the Region V Human Rights Committee:

ARTICLE II – Purpose and Policy
We exist as a Union to organize working people and, through our active involvement in our Union, to enhance the quality of life for all workers and their families, to improve and protect our working conditions, and to have a voice in the political process.

We are devoted to the concept that an injury to one is an injury to all. We are responsible as union members to forcefully and effectively defend our rights and those of all workers to ensure justice and dignity in the workplace and the community.

We are dedicated to the principle that the democratic process within our union is a right of every member, whether employed or retired, without regard to race, creed, color, national origin, age, sex, gender identity or expression, physical challenges, marital status, political affiliation, or sexual orientation.

EXPLANATION: This proposal was submitted with the following justification: “All members of CSEA deserve to be recognized and included by the Constitution that governs this great body. The use of the word “sex” in the list of anti-discriminatory groups in Article II of the CSEA Constitution focuses solely on one’s biology. In an effort to fully reflect the diverse membership within CSEA, to uphold the fundamental principle that every member is entitled to equal representation and to further promote the values we uphold as our working principles as expressed in our mission statement, including such values as inclusiveness, respect and diversity, we propose to add the words “gender identity or expression” in Article II of the CSEA Constitution to accurately reflect the diversity of our membership. The addition of our proposed amendment to our Constitution reflects our mission statement and provides to all our members the most respectful and inclusive environment for all. We represent members in the workplace who are afforded these protections from discrimination by their respective employers yet, without the addition of our proposed amendment, they are not afforded those same protections by their own union. We believe in our motto that an injury to one is an injury to all.”

The Committee supports this proposal. The Purpose and Policy Article, in its present form, affirms the Union’s dedication to the principle that the democratic process within the Union is the right of every member, without regard to the many ways in which we might differ. Some ways in which we differ, historically, have been found to generate impermissible discrimination. This proposal seeks to add an additional difference, that of “gender identity or expression” to the protections that our Union already affords to our members. “Gender identity or expression” differs from “sex” and “sexual orientation.” “Sex” refers to one’s actual gender, while “sexual orientation” refers to the direction of one’s sexual interest toward members of the same, opposite, or both sexes. In contrast, “gender identity” refers to an individual’s personal sense of identification with either the male or female sex. “Gender expression” encompasses how an individual communicates their personal gender identity to others, through behavior, clothing, and appearance. Our current language reflects the CSEA belief that no member should be subjected to any unfair and unjust discrimination and that we are all entitled to equal rights within our Union. Numerous governments in our State, including the cities of New York, Albany, Buffalo, and Rochester, and Suffolk and Tompkins Counties, have added language covering “gender identity and expression” to their anti-discrimination laws, in order to provide the broadest workplace protections for their employees. The Committee sees no reason for CSEA to do any less. This proposal
expands the CSEA concepts of inclusiveness and solidarity by amending the Purpose and Policy Article to specifically reflect the Union’s mission and practice of supporting the rights of all members, notwithstanding our differences. On the eve of our 100th year, the Committee finds it fitting to specifically and affirmatively restate that we stand for the principle that the democratic process within our Union is, indeed, an unfettered right available to every member.

**FOR THE PURPOSE OF PLACING THIS AMENDMENT BEFORE THE DElegates, ON BEHALF OF THE COMMITTEE I MOVE THE ADOPTION OF THIS AMENDMENT. THE COMMITTEE RECOMMENDS A “YES” VOTE.**

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**Proposal 2**

The following Constitution proposal was submitted by Danny Donohue, Statewide President:

**Introduction:** At the April Board of Directors’ meeting, the Board approved the Statewide President’s plan for integration of our newest members, the family childcare providers, into CSEA. In July 2007 CSEA was certified to represent 7500 licensed/registered providers outside of New York City; in March 2008 we were certified to represent an additional 17,000 license-exempt providers, also outside of New York City. To properly represent these 24,500 newest members and integrate them into our organizational union life, President Donohue presented a comprehensive plan to the Board in January and the Board approved several parts of that plan at its April meeting, including Charters for two new Locals, changes to the Private Sector Local Constitution, and the staffing structure and positions necessary to represent, negotiate and bargain for our new members in the childcare field. The President’s plan has two additional parts which require Delegate action: (1) modification of the Statewide Constitution so as to allow for more equitable Private Sector Division representation on the Board of Directors; and (2) modification of the CSEA dues structure. We need to increase Private Sector seats on the Board of Directors to better reflect the different types of our Private Sector members’ employment. Also, we need to modify our dues structure to address industry specifics for the childcare members who do not work for an employer but are independent childcare providers, some of whom receive a state subsidy and some of whom do not.

**ARTICLE IV – Organization of the Association**

**Section 1.** TEXT REMAINS THE SAME

**Section 2. BOARD OF DIRECTORS.** The power and authority to transact all business 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, members of the Executive Committee of the Local Government Division, and the [Chairperson] duly elected Board Representatives of the Private Sector Division [Executive Committee]. REST OF ARTICLE REMAINS THE SAME.

**ARTICLES V – VII: TEXT REMAINS THE SAME.**

**ARTICLE VIII – Private Sector Division**

**Section 1.** PRIVATE SECTOR EXECUTIVE COMMITTEE. The power and authority to transact business relating to employees represented by CSEA who are employed in the private sector shall, except as provided herein, be vested in a Private Sector Executive Committee which shall consist of the officers of the Association, and a representative from each private sector local who shall be the Local President of each such Local, and the duly elected representatives to the Association Board of Directors. Representatives shall serve on the Executive Committee for a term of three (3) years [to be coincidental with the term of office of his/her presidency]. The Private Sector Executive Committee may create one or more subcommittees to perform such duties as the Private Sector Executive Committee shall delegate. The Private Sector Executive Committee shall elect from its membership one member to be known as the Chairperson of the Private Sector Executive Committee and one member to be known as the Vice Chairperson of the Private Sector Executive Committee.

**The Chair and Vice Chairperson may not be from the same private sector employer.** No statewide officer shall be eligible to be a candidate for any position on the Private Sector Executive Committee. If the office of Chairperson becomes vacant, the Vice Chairperson shall succeed to the office of Chairperson and a new Vice Chairperson will be elected by the Private Sector Executive Committee at its next scheduled meeting. Failure to assume the higher office as outlined in this Article may be grounds for removal from the office currently held. **The Private Sector Division shall have one seat per 3,000 private sector members, or major fraction thereof, on the CSEA Board of Directors, no two of which shall be from the same private sector employer. The Chair of the Private Sector Division shall automatically hold one of the Private Sector Board seats. For purposes of this section, the employer of the CSEA independent childcare providers shall be the New York State Office of Children and Family Services.**

**REST OF TEXT REMAINS THE SAME.**

**EXPLANATION:** This proposal was submitted with the following justification: The Board of Directors has created two Locals, Local 100A/VOICE [Voice of Organized Independent Childcare Educators] for the 7500 licensed providers and Local 100B/CCPT [Child Care Providers Together] for the 17,000 license-exempt providers. Each Local will have a President, a Secretary-Treasurer and a Local Executive Board with representatives from across the State. The two Local Presidents will serve on the Private Sector Executive Committee. Currently, the Private Sector Division has only one seat on the CSEA Board of Directors and that seat belongs to the Chair of the Private Sector Division. This proposal will create greater Board representation for the Private Sector Division, allowing for one Board seat per 3000 Private Sector Division members or major fraction thereof. Currently we have approximately 6020 private sector members, which will result in two Board seats initially, as a result of this proposal. Additionally, to insure that

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Proposed amendments to CSEA’s Constitution and By-Laws
the Board seats are representative of the entire division, the proposal insures that the Board representatives come from different employers.

The Committee supports this proposal for reasons set forth in President Donohue’s justification. The Committee agrees that the Private Sector should have representation on the Board of Directors based on the size of its membership, and that the Private Sector Board seats should be representative of the entire division, by assuring that representatives come from different employers.

**FOR THE PURPOSE OF PLACING THIS AMENDMENT BEFORE THE DELEGATES, ON BEHALF OF THE COMMITTEE I MOVE THE ADOPTION OF THIS AMENDMENT. THE COMMITTEE RECOMMENDS A “YES” VOTE.**

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

Proposal 3
The following Constitution proposal was submitted by Scott Gartland of Local 333:

**ARTICLE II – Purpose and Policy**

We exist as a Union to organize working people and, through our active involvement in our Union, to enhance the quality of life for all workers and their families, to improve and protect our working conditions, and to have a voice in the political process.

We are devoted to the concept that an injury to one is an injury to all. We are responsible as union members to forcefully and effectively defend our rights and those of all workers to ensure justice and dignity in the workplace and the community.

We are dedicated to the principle that the democratic process within our union is a right of every member, whether employed or retired. [**without regard to race, creed, color, national origin, age, sex, physical challenges, marital status, political affiliation, or sexual orientation**].

**EXPLANATION:** This proposal was submitted with the following justification: “An electronic town hall meeting was held at the 99th ADM. We were told the purpose was to shape the direction CSEA will take into its next 100 years. I commend CSEA for having such a bold approach to the future, and believe now is the time to change the old way of thinking. Leadership is action, not position. It is time for CSEA to lead by example.

CSEA is an organization that was built on unity and fair representation. All CSEA members are afforded equal representation outside of and within the organization. All of our members have an opportunity to have their voice heard, regardless of where they work or the position they hold. This ideology is CSEA’s greatest strength. It empowers all of our members, and reaffirms that we will not allow ourselves to be labeled or defined by the position that we hold. CSEA has fought for years to have our members recognized as the working professionals they are. Management is not allowed to look at one of our members and see race, creed, color, etc. They are only allowed to see a CSEA member, ready, willing and able to do their job. I believe it is time we hold ourselves to the same standard.

Article II of our Constitution states, ‘We are dedicated to the principle that the democratic process within our union is a right of every member, whether employed or retired, without regard to race, creed, color, national origin, age, sex, physical challenges, marital status, political affiliation, or sexual orientation.’ There is also a pending amendment to have gender identity and expression added to this statement. Due to political pandering, we have kept adding groups to this statement. When does it stop? Are we to add a new group every few years until our membership is totally fragmented. What’s next? Do we form statewide committees that only fight for the well being and the rights of these individual groups? Once you start down this path, it becomes hard to deviate from this direction. Every new splinter group will demand what has been given to the others. In a strange twist of fate, we have become the ones labeling our members. We must stop ourselves from falling deeper down the well of political correctness, or risk falling so deep that we are unable to get out.

I believe the only answer is to remove all of it. Article II of our Constitution should read, ‘We are dedicated to the principle that the democratic process within our union is the right of every member, whether employed or retired.’ That’s all that needs to be said. By labeling different groups, we imply that there isn’t equal representation within the union and it needs to be monitored. The outside world may see us as different races, creeds, colors, etc., but within CSEA we must be viewed only as members. All of us having an equal voice and equal representation.

Every day we see the proof that our nation continues to change, especially in how we see each other. The President of the United States of America is an African American man. The Secretary of State is a woman. We have openly gay politicians who are judged on their records and not their sexual orientation. As we continue to grow as a society, there are two types of people. The ones who follow and the ones who lead. CSEA has always been a leader, and we should continue to blaze new trails. We must identify the pitfalls of political correctness, and avoid falling victim to them. As a local President I represent all my members equally, regardless of their race, creed, color, national origin, age, sex, physical challenges, marital status, political affiliation, gender identity and expression or sexual orientation. I didn’t need an article in the Constitution to tell me that, and I hope you didn’t either.”

The Committee does not support this proposal. The Committee does not believe that the identification of differences among us, as provided in Article II, serves to fragment or divide. To the contrary, this Article acknowledges our awareness of the great diversity within our Union and highlights our acceptance of all members, regardless of their individuality. Equality is a core value of CSEA. Removal of the language as proposed, which has been a part of Article II for a long time, may be seen by some as a statement weakening or negating the concepts of equality and individuality. We do not believe we should make such a statement or even suggest the appearance in
any way of altering our commitment to unity and diversity.  

**FOR THE PURPOSE OF PLACING THIS AMENDMENT BEFORE THE DELEGATES, ON BEHALF OF THE COMMITTEE I MOVE THE ADOPTION OF THIS AMENDMENT. THE COMMITTEE RECOMMENDS A “NO” VOTE.**

**Proposal 4**

The following Constitution proposal was submitted by John C. Shepherd of Local 882, Jerry Laricchiuta of Local 830, Robert Rauff of Local 881, Charlie Sellitto of Local 880, Nick LaMorte, Region 1 President, George Boncoraglio, Region 2 President, Manny Mangual of Local 418, Andre Sigmone of Local 016, Maria Navarro of Local 870, and Monica Berkowitz of Local 865:

**ARTICLE VII – Local Government Division**

**Section 1. LOCAL GOVERNMENT EXECUTIVE COMMITTEE.** The power and authority to transact business relating to employees of the political subdivisions of the state shall, except as otherwise provided herein, be vested in a Local Government Executive Committee which shall consist of the officers of the Association and one representative from the Local Government County Locals of each county having 100 or more members. These represent the Local Government Locals. The power and authority of the Local Government Executive Committee are divided equally among the officers of the Association and the Local Government Locals. One member from each CSEA Region elected by the Local Government Locals of each county having 100 or more members within each Region. One additional member of the Local Government Executive Committee shall be elected by the members of the Local Government Executive Committee to represent Local Government County Locals which have membership of less than 100 on the preceding September 1. In addition to the foregoing, Local Government County Local(s) of any county having more than [10,000] **3,000** members, or major fraction thereof as of September 1 in the year preceding an election shall, for the term of office beginning the following March, be entitled to one additional representative. A region with more than 10,000 education members shall also be entitled to one additional representative for that term. The Local Government Executive Committee may create one or more subcommittees to perform such duties as the Local Government Executive Committee shall delegate. The representatives of Local Government County Local(s) shall be elected by such Local(s) for a four (4) year term of office to be coincidental with the term of office for members of the State Executive Committee. The Local Government Executive Committee shall elect from its membership one member to be known as the Chairperson of the Local Government Executive Committee and one member to be known as the Vice Chairperson of the Local Government Executive Committee. Vacancies in the office of Local Government representative including termination of employment with the political subdivision may be filled for the remainder of the term by the President of the Association, from name(s) submitted by the affected Local(s), without an election with the approval of the Local Government Executive Committee. No statewide officer shall be eligible to be a candidate for any position on the Local Government Executive Committee. If the office of Chairperson becomes vacant, the Vice Chairperson shall succeed to the office of Chairperson and a new Vice Chairperson will be elected by the Local Executive Committee at its next scheduled meeting. Failure to assume the higher office will result in automatic removal from the office currently held.

**Section 2. LOCALS.** TEXT REMAINS THE SAME.

**EXPLANATION:** This proposal was submitted with the following justification: “Currently the Private Sector Division has one seat each per 3,000 private sector members, or major fraction thereof, on the CSEA Board of Directors and the State Division has one seat each per 3,000 state department members, or major fraction thereof, on the CSEA Board of Directors. CSEA prides itself on being a democratic union. This proposal would straighten that ideal by bringing the representation for Local Government Local(s) on an even representation level with the Private Sector and State Division Locals.”

**The Committee does not support this proposal.** The basic rationale for this proposal is to create “equality in representation” for Local Government Locals, and it presupposes that the Local Government Division is underrepresented. However, the present formula for determining Board seats already provides the equity which the proposers seek. Very generally, Board seats from Local Government are elected by County Locals and Education Locals [Local Government Division]. State Government Board seats are elected from State Departments, including Universities, Authorities, and the Judiciary [State Division]. Because there are more Local Government Division Locals than there are State Division Departments, there are substantially more Board members from the Local Government Division than there are from the State Division. At present, there are approximately 75,000 State Division members, including the Universities, Authorities and Judiciary members; whereas, there are approximately 115,000 Local Government Division members, including the Education members. There are a total of 36 combined “State” Board seats elected by State Division members and 64 combined “Local Government” Board seats elected by Local Government members. Thus, proportionate to today’s number of CSEA public sector members, the current formula provides more seats associated with the Local Government Division than it does for the State Division. An actual majority of Board seats under the current formula comes from the Local Government Division. Adoption of the proposal would create an even greater disparity in Board seats than already exists when viewed in terms of Divisions. Moreover, for the Private Sector Division, recent action has increased the Board seats from one to two, reflecting the almost doubling of Private Sector Division bargaining unit membership since 2007. In doing this increase, we have also provided that no two Private Sector Board seats may be from the same bargaining unit. Until the Private Sector Division, currently at less than 7,000, grows to 10,000 or more members, it will only have two Board seats, far fewer than either the State or the Local Government Divisions.

In addition to the above, the Board members do not sit as representatives of their particular Divisions, whether State
Proposed amendments to CSEA’s Constitution and By-Laws
FOR THE PURPOSE OF PLACING THIS AMENDMENT BEFORE THE DELEGATES, ON BEHALF OF THE COMMITTEE I MOVE THE ADOPTION OF THIS AMENDMENT. THE COMMITTEE RECOMMENDS A “NO” VOTE.

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THE FOLLOWING ITEM IS PRESENTED TO THE DELEGATES BY THE COMMITTEE AS A PROPOSED AMENDMENT TO THE BY-LAWS. IF PASSED AT THIS MEETING, THIS AMENDMENT WILL BECOME EFFECTIVE IMMEDIATELY.

Proposal 6
The following By-Laws proposal was submitted by Scott Weatherby of Local 855:

ARTICLE II – Meetings
Sections 1 – 9. TEXT REMAINS THE SAME.
Section 10. PROXIES AND DESIGNEES.
(a) PROXIES. Members of the State Executive Committee, the Local Government Executive Committee, the Private Sector Executive Committee or the Retiree Executive Committee who are unable to attend a meeting are empowered to appoint, by written designation filed with the Secretary of the Association, a member of the Local or Department to act in their place, take part in discussion, debate and vote. No officer of the Association shall be represented by proxy.

(b) DESIGNEES. Members of the Board of Directors who are unable to attend a meeting are empowered to appoint, by written designation filed with the Secretary of the Association, a member of their Local or Department to act in their place, take part in discussion and debate. Designees are not empowered to vote.

REST OF TEXT REMAINS THE SAME.
EXPLANATION: This proposal was submitted with the following justification: “Aside from the confusion of language on this topic from 3 different sources, a misunderstanding came about in one past Board of Directors meeting whereby a designee was not allowed to take part in discussion or debate but had to relay her question to another Board Member to ask for her. In a later Board Meeting I brought this up and President Donohue agreed that she should have been allowed to speak. The language needs to be clarified, consistent and documented wherever referenced so that there will be no confusion in the future. Additionally, Board Members who cannot attend Board Meetings should be encouraged to send a designee/proxy in his or her place. What a great way to introduce new members to a facet of CSEA business management that only a very small fraction of members ever get to witness and participate in.”

The Committee supports this proposal. There has been some confusion in the use of the terms “proxy” and “designee” as well as in the different functions served by our elected activists when they come to Albany for meetings of the CSEA Board of Directors. On the day prior to the Board meetings, several Board Committees, such as the Personnel Committee, Publications Committee, Appeals Committee, hold meetings as their work requires. On the evening before the Board meeting, members of the State Division Executive Committee and members of the Local Government Division Executive Committee meet separately to address any Division issues. The full Board does not meet until Thursday morning and continues in session until all Board business is complete. When the Division Executive Committees meet on Wednesday evening, it is permissible for an Executive Committee member who cannot make that evening meeting to designate a proxy. That proxy is in attendance for the absent Executive Committee member who is unable to attend that Division meeting and who has appointed such proxy by a written designation filed with the Statewide Secretary. That proxy may participate in all discussion and debate and may also vote on any business before the Division Executive Committee that evening.

When the full Board meets the following morning, however, individuals are not sitting in their Division capacity. Rather the individual members are convened as the full Board of Directors of CSEA for the purpose of attending to the Union’s business and not Division business. At this meeting of the full Board of Directors (which includes duly elected members from the State Division, the Local Government Division, the Private Sector Division, and the Retiree Division), an absent Board member may authorize a “designee” to replace him or her. The “designee” is empowered, by written designation filed with the Statewide Secretary, to participate in discussion and debate but not empowered to vote. It is this distinction in “role” between Wednesday’s Division meetings and Thursday’s full Board meeting that has caused confusion when the same individual is serving as a replacement for the same absent Board member at both the prior evening’s Executive Committee meeting and the following morning’s full Board meeting.

The Committee believes that the proposed language will help to clarify the role and responsibilities for replacements who attend these two very different meetings that take place on two different days. This additional language should also help to clarify for the replacement member that such individual, indeed, has two separate functions to fulfill, two separate meetings to attend, and two different responsibilities to exercise.

FOR THE PURPOSE OF PLACING THIS AMENDMENT BEFORE THE DELEGATES, ON BEHALF OF THE COMMITTEE I MOVE THE ADOPTION OF THIS AMENDMENT. THE COMMITTEE RECOMMENDS A “YES” VOTE.

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All correspondence regarding proposed amendments to the Statewide Constitution or Statewide By-Laws received by the Committee as of the constitutional deadline of May 15, 2010, have been reviewed. The Committee wishes to thank its advisors, Nancy E. Hoffman and Steven A. Crain, as well as the Committee Coordinator, Amee Camp, for their guidance, attention and hard work.

Respectfully submitted,
Casey Walpole, Chair, Region 5
Mary D’Antonio, Region 1
Lester Crockett, Region 2
Sabina Shapiro, Region 3
Kim Wallace, Region 4
Lori Nilsson, Region 5
Robert Ellis, Region 6
Denise Berkley, Officer Liaison
Resolved amendments to CSEA’s Constitution and By-Laws

A supplement to The Work Force

Proposed Resolutions for consideration by delegates attending CSEA’s 100th Annual Delegates Meeting, Oct. 18 to 22, 2010 in Albany:

Members wishing to see copies of any resolutions should contact their delegate.

1. Domestic Violence Act of 2010
   Submitted by Lavarne (Lee) Pound Delegate – Local 918

The Domestic Violence Act is a package of bills, some sponsored, others not, that would amend criminal procedure and penal law.

   The Resolutions Committee recommends the resolution be defeated. While it

2. Cultural Diversity and Leadership Resolution
   Submitted by Janet Ventrano-Torres, Delegate – Local 258, King Davis, Delegate – Local 013 and Thomas Moylan, Delegate – Local 660

In the spirit of openness and inclusiveness, the resolution urges the union to expand National Coalition Building Industries (NCBI) training into leadership development programs in its Regions, Locals and Units.

   The Resolutions Committee recommends the resolution be adopted as amended.

3. Member Participation in Organizing – 2009 / 2010

   Submitted by Nancy Ianson Delegate - Local 830

The resolution reaffirms CSEA’s commitment to organizing the unorganized and honors locals, units and members who have participated in that mission, and encourages all members to build our union.

   The Resolutions Committee recommends this resolution be adopted as amended.

Break in membership affects eligibility for union office, voting privileges

A break in union membership status can have long-term future implications. Your membership status affects your eligibility with respect to:
- seeking or holding union office;
- signing nominating petitions for potential candidates;
- voting in union elections, and;
- voting on collective bargaining contracts.

Only members “in good standing” can participate in these activities. To be in “good standing,” your dues cannot be delinquent.

If you go on unpaid leave or for any other reason have a break in your employment status, your dues will not continue to be paid through payroll deductions. You must make arrangements to pay your dues directly to CSEA to continue your membership status. If you are either laid off or placed on leave without pay status due to becoming disabled by accident, illness, maternity or paternity, you may be eligible for dues-free membership status for a period not to exceed one year. If you are called up for active military duty you may also apply for dues-free status.

Note, however, you must continue to pay dues to run for office. Dues-free or gratuitous membership allows members to continue their insurance coverage while out of work. It does not protect your right to run for or hold office. This does not apply to members who are on leave due to being called up for military duty. Members on active military duty, upon return, are considered to have had continuous membership status for all CSEA election purposes.

Please notify the CSEA Membership Records Department at 1-800-342-4146, Ext. 1327, of any change in your status and what arrangements you are making to continue your membership in CSEA.

Dignitaries from past Annual Delegate Meetings

CSEA’s Annual Delegates Meeting has hosted many dignitaries over the years. Clockwise from left, Jimmy Carter, at the podium with former AFSCME President Jerry Wurf, left, and former CSEA President Bill McGowan; former President Bill Clinton; a telegram sending regrets for missing the ADM from former President Franklin D. Roosevelt; and former Gov. Thomas Dewey.
A Century of Service: The Story of CSEA’s First 100 Years

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