

WEDNESDAY, OCTOBER 9, 2024
ANNUAL DELEGATES MEETING
NEW YORK, NY

Metropolitan Region 2 President Lester Crockett extended a warm welcome to all attendees to the 'Big Apple' on behalf of Region 2 members, officers and staff. He thanked the Region 2 Host Committee for working so hard to prepare for this convention and to make everyone feel welcome. He hopes everyone will take the opportunity to explore all that New York City has to offer.

Lester introduced Kathy Rodriguez, Chairperson of the Standing Convention Committee, who welcomed the delegates to the 114th Annual Delegates Meeting. The delegates stood for the presentation of the colors by the CSEA Veteran's Committee, who then led the Pledge of Allegiance and National Anthem. Kathy thanked the Veteran's Committee.

Invocation by CSEA member and delegate Pastor Darcel Johnson, 1st Vice President of Local 351 State Insurance Fund.

Kathy introduced a video tribute in honor of former, longtime labor and civil rights activist, retired Secretary-Treasurer of AFSCME, and Co-Founder of the Coalition of Black Trade Unionists (CBTU), Bill Lucy. A moment of silence was observed for Bill, and all those we hold dear who are no longer with us.

Kathy introduced President Mary E. Sullivan. President Sullivan said it's an honor to be here as we meet to conduct business and share knowledge.

President Sullivan called the 114th Annual Delegates Meeting to order.

President Sullivan introduced the certified parliamentarian, Elizabeth Colombo Garvey, of Greenberg Traurig LLP.

MOTION to appoint Parliamentarian, Elizabeth Colombo Garvey by Chris Vogel; Seconded by Livia Agosto and **CARRIED**.

President Sullivan requested that the Escort Committee assemble for Governor Hochul. She then introduced Executive Vice President, Ron Briggs.

Executive Vice President Briggs introduced the following special guests, Mario Cilento, President of NYS-AFL-CIO, Terry Melvin, Secretary-Treasurer of the New York State AFL-CIO, former CSEA President Danny Donohue, and former CSEA Treasurer, Joe McMullen.

CREDENTIALS COMMITTEE REPORT – Chantalise DeMarco, Chairperson

Chantalise welcomed the delegates to the 114th Annual Delegates Meeting.

The following is the registry as of 1:49 PM Wednesday, October 9, 2024:

CSEA Officers	10
Delegates	518
Non-Voting Delegates	3
Committee Members	22
Guests	4
Special Guests	9
Staff	31
Exhibitors	0
Presenters	10
TOTAL	607

Total registered voting strength:

CSEA Officers	10
Delegates	518
Retiree Delegates	3
TOTAL	531 w/ Retiree Delegates
	528 w/o Retiree Delegates

MOTION to accept the Credentials Committee Report, By Chantalise DeMarco and **CARRIED**.

MOTION to accept the Roll Call as printed distributed by President Mary E. Sullivan; Seconded by Tim Finnigan and **CARRIED**.

President Sullivan asked that the delegates please identify themselves clearly by name, since the low lighting was making it difficult to see who was responding.

MOTION to approve the Convention Rules as printed, by President Sullivan; Seconded by Nick Arnold and **CARRIED**.

Sergeant-at-Arms announcements given by Chief Sergeant-at-Arms Joseph Regg.

President Sullivan introduced a strong partner and friend to CSEA and asked the delegates to welcome Governor Kathy Hochul. Governor Hochul addressed the delegates.

President Sullivan thanked Governor Hochul, adding she couldn't be prouder to be a part of this union than in this moment. As a member and officer for many years, it's her pleasure to serve the members of CSEA as their President. When CSEA unites around a common cause, there's no limit to what we can do. Every day, the delegates here make a difference in our members lives,

helping them to support their families, with jobs that provide the dignity and respect that everyone deserves.

President Sullivan spoke of our accomplishments over the years, noting our union strength is our members, and we must continue to work together to remain vital and strong, especially in light of the relentless assaults on the labor movement. CSEA members are not fooled, and are not leaving, they recognize the value of being in a union. We must continue to move forward and remain diligent.

President Sullivan referenced the recently updated CSEA logo, it was a project that wasn't undertaken lightly. The Sergeant-at-Arms distributed pins and cards featuring the new logo. Our Communications team is hard at work preparing to roll out the new logo and the website will be updated accordingly.

President Sullivan introduced AFL-CIO President, Lee Saunders, who addressed the delegates about how the labor movement has endured and thrived during the most difficult times, and will continue to do so. Rolling up our sleeves and organizing, and taking care of our flock, is how we will grow our power, respect and strength.

REPORT OF THE EXECUTIVE VICE PRESIDENT – Ron Briggs

Executive Vice President Ron Briggs addressed the delegates, echoing President Saunderson's remarks, and reminding them to work with their flock. Communicate with them, fly together, take your turn at leading, delegate work and find a formation that allows individuals to conserve their energy and that of their flock. This is what ADM is about, sharing, checking on one another, learning and seeking out information that will allow us to fight harder and keep going longer and stronger. Together, we can take on management, together, we can fight the forces that want to make us less; we can tell the maker of Project 2025 to go to hell; and we can make sure that our children and our children's children have better lives than we do today. We must not let others define us. Working together, we are unbreakable and we can build a stronger union.

REPORT OF THE STATEWIDE SECRETARY – Richard Bebo

Secretary Bebo said while the delegates still have a lot of business to conduct, he hopes their experience in New York City has been fun and a time to explore, to connect with friends and make new ones. He's reminded this week of the thousands of activists throughout CSEA who care enough to work hard every day for our union. Our 114-year history reflects CSEA's ability to change and adapt. It grew from an association originally founded for State members, to include local government and private sector employees. It then formed six regions and grew into a powerful union spanning the entire state, across many job sectors. The Janus vs. AFSCME Supreme Court Verdict fundamentally changed unions—we went from automatic dues deductions to a world of voluntary unionism. Those anti-union groups grossly overestimated how many members would leave our ranks. We adapted and changed for the better. CSEA will continue moving forward, so let's begin to put our power on display and take every opportunity to show how strong CSEA really is.

Sheri Ambuske (Local 805) asked who voted on the removal of the flag in the new CSEA logo, and if it wasn't voted on, could it be referred back to the Board of Directors to vote on it?

President Sullivan advised Sheri she was out of order but continued that the logo was created by the members, who had asked for it to be changed. The Board didn't vote on it. Members who chose to participate in focus groups were polled, and they told CSEA what they wanted to see changed.

REPORT OF THE STATEWIDE TREASURER – Nicole Meeks

Treasurer Meeks welcomed the delegates. She urged them to share what they learn here with their members when they get home. This is her second term and over the last 4 years she's trained more than 800 Treasurers. All Executive Board officers should understand the financial state of their union, and it's imperative they understand how to use their rebated funds to run their locals and units properly. Nicole said she is always willing to help.

Financially, CSEA is doing well. We've maintained a strong fiscal position and made wise investment choices that allow us to continue providing members with the services and resources they've become accustomed to. Educating members and officers is key to keeping our union strong and moving forward together. Enabling workers to come together with a powerful, collective voice is crucial to building a stronger middle class. Unions strengthen the middle class, therefore growing the economy. With the upcoming presidential election, we must prioritize solidarity. It doesn't matter if you're a Democrat or Republican voting in the upcoming election. What matters is that we come together as a union and vote for the best candidate who supports labor unions and its workers. When union members join together and have our voices heard, they can achieve a voice and equity in the workplace, fair wages, healthcare, benefits and guaranteed pensions. We must always support each other and lift one another up. This is the way we keep our union strong and move forward. She looks forward to working with everyone to keep CSEA strong and united.

Nicole Ventresca Cohen (Local 694) asked if the American flag in the hall could be moved to a more prominent location where it could be seen by all attendees from their tables. It should be the first thing they see. Second, she expressed shock that she's just learning today about the change of logo. No-one was aware this was being discussed. Her Local has just ordered apparel for their members with the old logo. She couldn't believe members would want the flag taken out of the logo and said the matter should be returned to the Board of Directors.

Bonnie Peters (Local 807) also feels very strongly that the topic of the logo needs to go back to the Board of Directors.

President Sullivan advised them this conversation is considered new business and should be deferred until tomorrow's session.

Announcements by Statewide Secretary Richard Bebo.

President Sullivan reminded the delegates that comfortable attire is fine for this evening’s event. It is not formal, but people should feel free to dress up if they wish to do so.

Meeting recessed at 3:29 PM.

THURSDAY, OCTOBER 10, 2024

Meeting reconvened at 9:30 AM. President Sullivan hopes that all delegates enjoyed themselves last evening at the CSEA-AFSCME dinner.

CREDENTIALS COMMITTEE REPORT – Chantalise DeMarco, Chairperson

The following is the registry as of 9.38 AM, Thursday, October 10, 2024:

CSEA Officers	10
Delegates	518
Non-Voting Delegates	3
Committee Members	22
Guests	8
Special Guests	2
Staff	31
Exhibitors	0
Presenters	0
Staff	<u>31</u>
TOTAL	592

Total registered voting strength:

CSEA Statewide Officers	10
Delegates	518
Retiree Delegates	<u>3</u>
TOTAL	531 w/ Retiree Delegates
	528 w/o Retiree Delegates

MOTION to accept the Credentials Committee Report, by Chantalise DeMarco; Seconded by Rosemary Kukys and **CARRIED**.

President Sullivan asked the attendees to stand for the Pledge of Allegiance and a moment of silence.

President Sullivan said she heard what was said at yesterday’s session regarding the CSEA logo and flag and is placing the matter on the January 2025 Board of Directors’ Meeting agenda. She added that she would report back about the Board’s findings.

REPORT #1 – CONSTITUTION & BY-LAWS COMMITTEE – Ian Spencer, Committee Chair

Ian stated the following items are presented to the delegates by the Committee as proposed amendments to the Statewide Constitution and By-Laws.

He asked the delegates to refer to the report in the Committee Report Booklets as he reviews the proposals for them. The following items are being presented to the delegates by the Committee as proposed amendments to the Statewide Constitution and By-Laws.

Ian Spencer explained the first proposal is a constitutional proposal submitted by the President, Mary E. Sullivan. This is the first reading of the proposal, and if it passes today, it will be presented a second time at the next delegates meeting.

MOTION to amend lines 23-30 of Constitution Proposal #1, Article XIII, Amendments, By Ian Spencer. The Committee recommends a “yes” vote, By Ian Spencer; Seconded by Ron Briggs.

Liz Moran (Local 698) rose to make a friendly amendment to the current proposal. She recommends that a new section (d) be added to this article, stating that the proposed amendments should be distributed to Region Committee Chairs no later than August 15th of the year of the delegate meeting, at which it is to be presented. The purpose of this request is she believes it's the responsibility of Region Chairs to present the proposed amendments to their constituent groups in preparation for the delegates meeting. That was not done this year.

MOTION to **AMEND** Article XIII to include section (d) stating proposed amendments shall be distributed to Region Committee Chairs no later than August 15th of the year of the delegate meeting at which it is to be presented, By Liz Moran (Local 698); Seconded by Paul Allen (Local 510) and **CARRIED**.

Scott Gartland (Local 333) said this amendment came up two years ago and the delegates overwhelmingly voted against it. The delegates have limited power, but they do have power. This is part of giving up power. No one should tell you how to vote. The reason you are supposed to do this twice is, so we don't get caught up in the moment. We need to pump the brakes on this. Every local and unit can be impacted by an amendment to the constitution. If it is that important to change, it is that important to do it right and take the time. We voted this down two years ago and he suggests we vote it down again and keep our power.

Executive Vice President Ron Briggs said four years ago, the delegate body overwhelmingly approved that measure, and on the second reading it was defeated. People who were in the room at that time weren't necessarily in the room two years later. Waiting years to change a constitution is ridiculous. AFSCME does it in one reading.

Bonnie Peters (Local 807) agreed with Ron Briggs. It used to be two readings when there was a constitutional ADM every year, now that it's every two years it means it takes forever to change anything that the body agrees to, and that's not good for any of us. It should be one reading.

Statewide Secretary Richard Bebo said he respects what Scott Gartland is saying but stands in support of the proposal and Liz Moran's friendly amendment.

President Sullivan said as the proposer of the amendment, she supports it because we can't wait four years to change something that might be affecting our members. If we don't like it in two years we can change it.

Tim Finnigan (Local 608) called the vote.

ORIGINAL MOTION as AMENDED, CARRIED.

Ian Spencer stated the following proposals are to amend the By-Laws and would take effect immediately if passed today.

The Committee appreciates the submission of the next proposal but does not support it. Getting out and speaking to members is a cornerstone of successful unions. Members who wish to take on leadership roles in CSEA need to meet and speak with members in order to better understand their needs and wants. The CSEA Board of Directors is the governing body of a multi-million-dollar corporation, becoming a director on the Board and making decisions on policy and use of resources should not be in error. The 10 percent, but no more than 300 signatures, emphasize the importance of the position, while at the same time, not making the qualifications overly burdensome. The Committee recommends a "no" vote.

Ian directed delegates to Proposal #2 on page 3 of the Committee Report, starting at line 45.

MOTION to amend lines 72 and 74 Article III, Statewide Elections, Nominations, Section 2 (b) (3), by Ian Spencer; Seconded by Ron Briggs.

William Wilkinson (Local 815) said he's one of the proposers, an Erie County Region 6 Officer, and fully supports this. While it's not hard for him to obtain 300 signatures in a county with 5,000 members, for those running from smaller Locals and Units, it's much harder task for them to access other worksites and buildings to introduce themselves and obtain signatures. We currently have 37 openings on the Board of Directors; these are open positions that should be servicing members. Having 33% of the Board seats vacant is not acceptable. Lowering the number of signatures needed will still require those interested in serving to go and talk to people, but it won't make it quite so difficult to obtain the signatures they need.

Bonnie Peters (Local 807) said delegates should remember that this is just to get people on the Board of Directors. We can only hope there will be enough people for a race to fill the positions to take on this very important duty. She's very appreciative of President Sullivan being agreeable to a special election to try to fill those seats.

Shana Davis, Region 4 President stands with the committee, and supports the recommendation of a "no" vote. We have a responsibility to represent our membership and take that on. If we want to run for office, and represent members, we need to build relationships to get people, so we can get where we need to go. That is member engagement. It is hard, but it is supposed to be hard,

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because we are supposed to be doing the hard work of representing members. She recommends a “no” vote.

Sheri Ambuske (Local 805) Region 6 Officer, rises in support. She asked what message does this send to management, that we can’t even fill positions we’re offering? She and her fellow proposers understand that everyone’s required to have signatures, but they’re only asking for that number to be lowered. They understand that member engagement is paramount, it is a cornerstone to our union activism, and communication. How though, do we justify that we can’t fill one third of the Board positions we have? A simple amendment to just lower the number of signatures required could work. She supports this amendment to get more people involved in the election process, and perhaps even trying to run.

Tim Finnigan (Local 608) expressed his support for this amendment. Lowering the number to 100 makes it easier for people to run. Are we afraid of having more competition in our elections? He wants more people to run and get involved in the election process. This is just to get on the ballot.

President Sullivan added the size of the Board of Directors and the number of seats not being filled has been going down for a number of years. It’s not so much that signatures that are the issue. People don’t know what the Board of Directors is, and therefore, they don’t choose to run. That is why we are having an election in the spring, to see if we can encourage people to serve on Board of Directors, and to understand how important it is to fill those seats.

President Sullivan reminded the delegates that they’re not voting on the Committee’s report or their recommendation, they’re voting on the *proposal* of reducing the required number of signatures to get on the ballot from 300 to 100.

The delegates voted “yes”, notwithstanding the Committee’s recommendation.

MOTION CARRIED.

MOTION to adopt Article VI – Committees, Section 4. Special and Ad Hoc Committees, at line 124 to include Q+, by Ian Spencer; Seconded by Paul Allen (Local 510) and **CARRIED.**

Ian thanked the past and current committee members, Officer Liaison Richard Bebo; Daren Rylewicz, Staff Advisor; and Amee Camp, Staff Coordinator, for their assistance and support.

Bonnie Peters (Local 807) rose on a point of order and thanked President Sullivan for hearing the members voices yesterday on the topic of the revision of the CSEA logo. A petition was circulated yesterday, and 56 signatures obtained in support of referring the matter back to the Board.

Nicole Ventresca Cohen (Local 694) rose on a point of order, stating she appreciates the matter is being returned to the Board and reiterated that CSEA should “keep the flag.” President Sullivan said this microphone was not for opinion, and that the member should go to her Region’s assigned microphone to speak on this.

REPORT #2 – STANDING CONVENTION COMMITTEE – Kathy Rodriguez, Chairperson

Submitted for informational purposes. Kathy thanked all those who've previously served on the committee, its current members, and Officer Liaison Nicole Meeks and Staff Advisor Tim Hodge. She read the names of the winners of the \$50 gift cards, Nicole Hennessey, Local 690; Michael Smith, Local 808; Valerie Williams, Local 838; Nikita Brigham, Local 414; Michelle Everson, Local 435; and Erin Jones, Local 414.

REPORT #3 – STANDING EDUCATION AND TRAINING COMMITTEE – Janet McKeon, Chairperson

Submitted for informational purposes. Janet thanked the past and current members of the committee for their dedication, Officer Liaison Mary E. Sullivan and Staff Advisor Kali Zervos.

REPORT #4 – STANDING ELECTION COMMITTEE – Debra Ake, Chairperson

Submitted for informational purposes. Debra thanked past and current committee members and Committee Advisors Daren Rylewicz, Leslie Perrin and Aaron Kaplan, Staff Coordinators Julie Collyer and Ameer Camp, Bonnie Van Alphen, Internal Elections Assistant; and all CSEA departments who provide support to the committee.

REPORT #5 – STANDING INSURANCE COMMITTEE – Diane Burton, Chairperson

Submitted for informational purposes. Diane thanked past and current members of the committee, and Officer Liaison President Mary E. Sullivan, and Kelly Perry, Staff Advisor.

President Sullivan introduced Region 3 President Anthony Adamo.

Anthony introduced Congressman Marc Molinoro, from New York's 19th District, who then addressed the delegates, affirming his belief in the right to organize, bipartisanship, and his continued commitment to working with CSEA across many communities.

REPORT #6 – STANDING LEGAL COMMITTEE – [Dissolved]

REPORT #7 – STANDING LEGISLATIVE AND POLITICAL ACTION COMMITTEE – Cindy Stiles, Chairperson

Submitted for informational purposes. Cindy thanked the committee, Officer Liaison President Mary E. Sullivan, Officer Liaison Fran Turner and the Political Action staff.

REPORT #8 – STANDING MEMBERSHIP COMMITTEE – Hattie Adams, Chairperson

Hattie thanked President Sullivan for the opportunity to first speak about CSEA sister, Maria Coto, who was murdered in the course of her work, by knocking on the wrong door in May 2024. Hattie thanked everyone for the outpouring of love, support, and condolences that she and her

colleagues have received. She thanked past and current committee members, and Officer Liaison Ron Briggs and Staff Advisor Charisse Seneres.

REPORT #9 – STANDING SAFETY AND HEALTH COMMITTEE – Deborah Hanna, Vice Chairperson

Deborah explained that Tom was unable to be with us this week to deliver the report. She thanked the committee members, Officer Liaison President Mary E. Sullivan and Staff Advisor Matt Kozak.

REPORT #10 – STANDING VETERAN'S COMMITTEE – Michele Kiuber, Chairperson

Submitted for informational purposes. Michele thanked past and present committee members, Officer Liaison Steve Healy and Staff Advisor Tracy Cross.

REPORT #11 – STANDING WOMEN'S COMMITTEE – Faye Wilkie-Fields, Chairperson

Submitted for informational purposes. Faye thanked all past and current committee members, President Mary. E. Sullivan, Staff Advisor Kali Zervos, Committee Support Staffer Prudence Acevedo, and Sharon Lovelady-Hall for leading the charge in hosting such a beautiful conference.

REPORT #12 – SPECIAL AUDIT COMMITTEE – Dan Vadala, Chairperson

Submitted for informational purposes. Dan thanked the committee, and Officer Liaison Nicole Meeks, Committee Advisor Peter Diana, Director of Internal Operations and Will Kearney, Director of Finance.

REGION 3 – Anthony Adamo

Anthony welcomed the delegates and said it was great to be back together in New York City, united as one union and one family. Moving Forward Together is such an appropriate name for this year's convention. We certainly have our differences, but the bottom line is, this is what it takes to keep this union moving forward.

He hopes everyone will get out over the next few weeks to lend their support and vote to elect the people that will advocate for CSEA members. New employee orientations need to be stepped up and followed up on. We need to show people that it's better to be union. Regionally, some of the best contracts are being negotiated and delivered on, with good wages, but if half of those people benefiting aren't members, we've got a major problem on our hands. NEOs need to be a priority.

Anthony's happy that Region 3 now has their own OSH specialist, and the region's political outreach remains as strong and effective as ever. The loss of Westchester County employee and member Maria Coto was horrendous, but it has shined a light on the dangers faced by CSEA members in their communities every day, and the support the region received as they dealt with their grief was heart-touching. We will continue to advocate for safer working conditions and respect for those people who do such important work in our communities. He has the best job and feels privileged to go to work each day.

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REGION 5 – Kenny Greenleaf

Kenny brought greetings from past Region 5 Treasurer, Amy Simmons, who recently retired, and he thanked his current Region officers whose activism keeps Region 5 moving.

Historically, and especially over the past few years, unions across the country have been under attack. Our union and its membership have faced many challenges, and it has come to terms with the results. We have boldly met each one head-on and have proven that we do make a difference when we move forward together. Our numbers continue to grow. Members need to know we're fighting for them every day to ensure they have a voice and a seat at the table.

Kenny said in an address by CSEA Unit President Tom Schimpff to the Common Council of Fulton County, urging them to ratify the contract, Tom referenced each name and job title, just to highlight what these CSEA members each do in the community they serve. As an organization, we must have experienced leadership to guide us; leaders who are not afraid of any challenge; leaders who welcome and prepare new activism so that our mission continues. We need leaders who are innovative and committed to building a stronger union. We must continue to listen to our union members and their needs. We all must embrace and welcome diversity. We need to be more receptive to the members and opinions of everyone. We must prove ourselves more than ever before, as our union changes and evolves, we need to be prepared to move it in whatever direction is needed. Regardless of our role or title, every decision that is made and every action we take, is to protect our union. If we collaborate and move forward together, our union's success is assured. Let's come together this week to share and learn and do it in a positive and uplifting manner.

REPORT #13 – SPECIAL HUMAN RIGHTS COMMITTEE – Jacqueline Crawford, Chairperson

Submitted for informational purposes. Jacqueline thanked the committee members, past and present, and Officer Liaison Lester Crockett and Staff Advisor Laura Gouveia.

REPORT #14 – SPECIAL JUDICIAL BOARD – Adele Herzenberg, Vice-Chairperson

Submitted for informational purposes. Adele said this will be her last report since she's retiring, but she's certain Vice-Chair Stacey Baldwin Deyo will continue to make the committee proud. She thanked all past and current members, Committee Advisor Daren Rylewicz and Staff Advisor Kim Salamida.

President Sullivan requested the Escort Committee assemble for the arrival of Tom DiNapoli.

REPORT #15 – SPECIAL LGBTQ+ COMMITTEE – Chantalise DeMarco, Committee Chair

Submitted for informational purposes. Chantalise thanked the delegate body for passing the amendment earlier today updating the title of the committee. She asked the delegation to consider attending Pride Night at The Egg in Albany next year. It's a wonderful event. Please let the committee know of any events that pertain to the goals of the committee, so they can be published in the *Workforce* or on social media outlets. She thanked those who attended the Inclusive

Language Workshop. Additionally, she thanked past and current committee members, and Officer Liaison Rich Bebo and Staff Advisor Erik Wilke.

President Sullivan invited Executive Vice President Ron Briggs to address the delegates.

Ron said our next speaker needs very little introduction and is a longtime friend to CSEA. He has proven time and again that he thinks about CSEA members constantly and he happens to run the best-funded pension plan in the country.

NYS Comptroller Tom DiNapoli greeted the delegates.

Tom expressed how much he loves attending CSEA gatherings, and that the members here, and at home working in our communities, are the heart and soul of the labor movement. He thanked President Sullivan for her hard work, dedication and partnership over the years, and the CSEA Statewide Officers and staff. He acknowledged Bill Lucy, Secretary-Treasurer Emeritus AFSCME, a historic leader and steadfast advocate in the fight for social justice and workers' rights.

Whenever he meets the delegates, Tom sees the faces of the men and women who move New York State forward every day. That commitment to public service deserves to be celebrated, saluted and appreciated. In every corner of our state, in every workplace, CSEA members are the public servants who make a difference for New Yorkers every day.

Tom's mother and father were proud union members. The children of immigrants, who graduated high school, they found employment in jobs represented by strong unions. They attained a level of economic security that provided a middle-class lifestyle for Tom and his brother on Long Island. He understands what a difference that makes to a household. When unions secure good pay, our families can spend more, and our consumer-driven economy prospers. When unions protect pensions, seniors don't have to turn to charity for retirement security. So, at a time where there's so much national discussion and debate about affordability, it is very clear that union strength is the answer to the question of affordability and survival. It's the answer to the egregious accumulation of wealth by the few at expense of the everyday working people who are the backbone of our communities.

One of the advantages of being a public employee is having the security of a state pension when you retire, and as a Trustee of that fund, Tom can report that the NYS Retirement Fund remains in the top tier of best-funded pension plans in the nation. Decisions made about investments or contribution rates always bear in mind the person being hired *tomorrow*, the person who won't retire for another 25-30 years. It's his privilege to serve as State Comptroller, and he will stand shoulder-to-shoulder with CSEA members to protect their pensions, their right to dignity in the workplace, and in retirement. He will always stand in support of unions, and now, more than ever, we need to stand united to ensure that CSEA members are receiving fair wages, equal benefits and strong job protections.

REPORT #16 – SPECIAL JOHN J. KELLY MEMORIAL SCHOLARSHIP COMMITTEE – Jarvis Brown, Committee Chair

Submitted for informational purposes. The Committee is looking for more people to join. Please contact the region office if interested. Jarvis said as a committee, there is no *one* person to thank, but extended gratitude to Staff Advisor Will Kearney.

REPORT #17 – SPECIAL LOCAL GOVERNMENT HEALTH SERVICES COMMITTEE – Bill Wilkinson, Chairperson

Submitted for informational purposes. Bill thanked past and current committee members, Officer Liaison Anthony Adamo, and Legislative Director Josh Terry, who is working hard for political action for our healthcare workers.

REPORT #18 – SPECIAL LOCAL GOVERNMENT PROBATION COMMITTEE – Todd Schmidt, Chairperson

Submitted for informational purposes. Todd thanked past and current committee members, Officer Liaison Ron Briggs and Staff Advisor, Bryan Miller. He noted that this is the first time in the history of CSEA that a probation officer is an executive officer of CSEA, which is significant achievement for the Probation field. He also thanked Political & Legislative Action for all their hard work and President Sullivan for supporting the Annual Community Supervision Week and proclamation which was in July.

REPORT #19 – SPECIAL LOCAL AND GOVERNMENT SCHOOLS COMMITTEE – John Brown, Chairperson

Submitted for informational purposes. John thanked the Committee, Officer Liaison Kenny Greenleaf, Staff Advisors Karen Carpenter, and Susan Radosh.

REPORT #20 – SPECIAL LOCAL GOVERNMENT SOCIAL SERVICES COMMITTEE – Georgia Gentile, Chairperson

Submitted for informational purposes. The Social Services Committee is a newly formed committee designed to focus on the safety of our social workers, and all workers in and outside of the field, in light of what happened to our fellow member and Social Worker, Maria Coto. It was created to provide direction through recommendations to the CSEA President regarding the practices and policies of Social Service and Human Services agencies and departments in Local Governments throughout New York. Georgia thanked the Occupational Safety and Health staff, the committee members, Officer Liaison Shana Davis, and Staff Advisor Bryan Miller.

REPORT #21 – SPECIAL MEMORIAL PLAQUE COMMITTEE – [no report]

REPORT #22 – SPECIAL MEMORIAL SCHOLARSHIP COMMITTEE – Amy Klenovic, Chairperson

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Submitted for informational purposes. Amy thanked past and current members, Officer Liaison Nicole Meeks, Committee Advisor Will Kearney, and the officers of Internal Operations, Central Files, Communications and Print Shop departments.

REPORT #23 – SPECIAL COMMITTEE ON MINORITY ISSUES – Audrey Hadden, Chairperson

Submitted for informational purposes. Audrey thanked the past and current committee members, Officer Liaison Richard Bebo, Staff Advisor Sharon Lovelady-Hall and President Mary E. Sullivan.

REPORT #24 – SPECIAL P.E.O.P.L.E. COMMITTEE – Karen Bright, Chairperson

Submitted for informational purposes. She thanked past members and introduced the new. Thanks were extended to Officers Liaison Ron Briggs, Staff Advisors Fran Turner and Kim Wallace-Russo.

REPORT #25 – RETIREE EXECUTIVE COMMITTEE – Bernadette Giambra, Chairperson

Submitted for informational purposes.

Bernadette thanked Vice Chairperson Kathy Zabinski, Secretary Joan Bender, Officer Liaison President Mary E. Sullivan, Director of Membership Charisse Seneres and Staff Liaison, Christine Meehan.

President Sullivan added, that if you're having a membership meeting, please call one of the retiree local presidents in your area and they will come and tell you about the values of informing your membership about joining the retiree division when they retire. They will also remind you that you all, as Executive Boards, have the opportunity and authority to pay their first year's dues when they retire.

REGION 4 – Shana Davis

CSEA's Capital Region continues to gain momentum as they move forward, growing the union, gaining knowledge and finding ways to inform, motivate, engage and educate. She is humbled and grateful to serve in this capacity. Her report is in the booklet for informational purposes, and it shares more of her personal views.

The region is working diligently to keep all members involved across all sectors that we represent and seeking ways for the members to become and stay more involved.

Region 4 has an amazing Executive Board that she's blessed to work with, and she thanked them for stepping up to the plate in supporting members and assisting in region activities. She thanked the Region 4 staff, who are among the hardest working people. Raising momentum and growing this union is not about numbers, it is not mere slogans or words, it is a constant reminder that educating and supporting ourselves as leaders is crucial.

Leadership to Shana, is life. It is the continued fight for fairness, equality, pay equity, and a list that goes on. It is about not losing sight of why we are here and who we are here for. This is not about you, this is about CSEA. This is about the members that we represent every day. These are the people who don't even realize they have us at their backs. Let us have the courage to do what is right on behalf of the members we support every day. The clock is always ticking, and the fight never stops.

REGION 1 – Jarvis Brown

Jarvis greeted the delegates, the report is in the booklet. Our union has existed 114 years, but how do we move forward if we're not communicating with one another? We emerge from elections, those that win forget how they won, the ones that didn't hold onto attitudes, yet we're supposed to be a family. We need to start acting like one, that means treating each other with a "hello," a "good morning" and "goodbye".

Our responsibility when holding office is representing our members in a fair and equitable manner. If our members knew that there are CSEA leaders throughout the state who don't hold the correct certifications that are beneficial to their welfare, how would they feel about that? Lacking certifications in required areas can give rise to decertification for CSEA. Ensure you study your demographics and pick the right people that are going to represent members correctly. Fill your table with those who will represent *all* members equitably.

Everyone should walk out of here today, understanding that we don't have time to waste. We must respect each other in this movement and hold each other accountable. With 114 years of CSEA history behind us, and twenty years in the movement, Jarvis is the first African American Long Island CSEA President, which is a big thing. He thanked his fellow region officers who supported him throughout the whole campaign, without whom, he couldn't do his job, and everyone who stood by him along the way. He also thanked those who didn't, because they gave him the impetus to push forward even more to win this election. He looks forward to getting back to Long Island so they can all try to build a relationship that brings everyone together to benefit our members.

REPORT #26 RESOLUTIONS COMMITTEE – Chris Vogel, Chairperson

MOTION to adopt Resolution #1-24, Condemning Political Violence and Calling for Unity, by Chris Vogel. The Committee recommends a "yes" vote; Seconded by Craig Cotone.

Nicole Ventresca-Cohen (Local 694) said this is a noble, feel-good resolution, but our actions need to match our words. She has spoken with CSEA's Political Action staff and asked that the Project 2025 materials being handed out and emailed be removed. The language therein states it is a playbook for the first 180 days of the next Republican administration, but it's a de facto endorsement of the Harris/Walz presidency and that is wrong. We need to stop. We talk about the anti-union organizations trying to trick our members but we're trying to trick our members. Trump and Republicans have said repeatedly this isn't their agenda. If anyone wants to see their agenda, they can go to their website. It's time to practice what we preach and tying Trump and the Republicans to Project 2025 is wrong and it needs to stop.

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MOTION CARRIED.

MOTION to adopt Resolution #2-24, In Support of the Equal Rights Amendment in New York State, by Chris Vogel. The Committee recommends a “yes” vote; Seconded by Livia Agosto (Local 690).

Nicole Ventresca-Cohen (Local 694) said this really bothers her. She spoke about it at the Region 4 Conference. Equal Rights Amendment sounds warm and fuzzy, who doesn't want equal rights? However, this is so deceiving, it's actually the most controversial amendment in New York's history. The devil is in the details, and everyone should do their own research on this. As an activist for over 30 years, she will continue to say that CSEA needs to stop getting involved in social issues that are divisive, and that divide our membership. We have enough to do as officers by representing our members, we don't need to deal with this kind of stuff. If you dig deeper, this amendment is about whether you feel that biological men should compete in women's sports, and be allowed in women's locker rooms, it could also result in parent's rights being taken away if their child wants to change gender, that is why President Sullivan asked the attendees if they understood what they were being asked to vote on. Nicole urged delegates to do their own research and vote this down on election day. It will be on the back of the ballot.

Valarie Massulik (Local 834) rises in support of the resolution. As a librarian, she has done her research, and the information presented by the previous delegate is completely incorrect, it is fearmongering and disinformation. The New York State Constitution currently bans discrimination on the basis only of race and religion. Without codifying protections against discrimination, based on ethnicity, national origin, age, disability, sex, inclusive of sexual orientation, gender identification, and gender expression, and pregnancy outcomes and reproductive autonomy, we leave ourselves vulnerable to the beliefs and whims of politicians. We stand at a critical moment for equal rights. As courts and legislatures across America strip away women's rights, harm LGBTQ individuals and create challenges for people with disabilities, the time has come for New York to legally recognize the equality of all of its residents. The Equal Rights Amendment will help us better build a future for ourselves, our children, and our communities by solidifying language that will guide our politicians in creating laws and policies that truly aim to provide equality and equity. The time has come to do the right thing. Support this resolution.

Paul Allen (Local 510) sought clarification on ERA. President Sullivan responded it's the abbreviation for Equal Rights Amendment.

Marc Priore (Local 815) said there is some merit to this resolution. There are certainly factors when it comes to equal rights that we need to solidify on behalf of all of the men and women of this State, however, as is common in politics in Albany, they took a good idea that had a sound foundation and planted the Trojan horse inside of it. That's the problem Nicole Ventresca-Cohen just spoke out against. There are many things here that have nothing to do with equal rights, and the devil is in the details. There are many facets that open up parental rights being taken away, such as parents not having to be notified or required to give consent for their child to undergo gender altering surgeries. If you can be patient and wait for a resolution that pertains only to equal rights without the insertion of other special interests, then vote this resolution down.

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Ronica Dumas (Local 753) said in New York State, you can't change your gender until you are 17. At 13 and 14, you can begin to get therapy, if that is your choice. As a parent of a child in the LGBTQ community, who is a "T", she thinks the resolution can go forward. We want to make sure that everyone is comfortable when they walk into a room. As union leaders, we represent a diverse group of people, and as a parent, Ronica wants her child to be comfortable walking into a room with the identity that they are comfortable with. We need to stop going crazy when they add gender into the equal rights movement, because we have seen transgendered people get killed, we have seen gay and lesbian people beaten. We are the starting point of acceptance, because we are showing the next generation we understand you, and we welcome you, and when we say gender, it should be genderless. Every person should be judged for their self. As a parent, she has no problems with a child, at 13 or 14, exploring their sexuality. We need to be more accepting and more welcoming, and the resolution should go forward.

Brenda Lutestanski (Local 838) said if this is about equality, and we don't include everyone, then that is not equality. So, it needs to be for every person to be treated equally, regardless of any other individual, identifiers. Equality is equality, and she supports this resolution.

Latasha Gardner (Local 842) feels people are getting too involved in personal family situations. If you don't feel that your child should have whatever procedure, whatever treatments, that is your right, but if I don't feel that way, then that is my right, too. We need to be respectful of each other. How many of you remember, it's not that long ago when you needed your husband's permission to get a credit card, or to buy a house? We shouldn't have to feel that way, that we can't represent everyone. CSEA is supposed to be a family, but we can't seem to set aside our differences to just say we are going to embrace everyone, however you identify 'everyone.'

Darlene Devlin called the question, and President Sullivan put it to the delegates, who agreed.

A standing roll call was deemed necessary by President Sullivan, who directed the Sergeant-at-Arms to first count those standing in favor, and next, those standing against. Those in favor, 204 delegates; against, 173 delegates. The resolution was adopted.

MOTION CARRIED.

MOTION to adopt Resolution #3-24 Restoring the Dignity of Civil Services Workers and Public Workers, by Chris Vogel. The Committee recommends a "yes" vote; Seconded by Fanysha McCray (Local 436).

Liz Moran (Local 698) said the resolution doesn't consider our Private Sector members and proposed a friendly amendment that would strike the words, "Civil Service workers and public workers" on lines 73, 75, 81, 85 and 95 and replace with "CSEA members." In addition, she would offer that on line 78, the word 'private' be added, to read "the private and public workforce."

President Sullivan asked that Liz provide that language to Secretary Bebo. All delegates in favor.

MOTION CARRIED.

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MOTION to adopt Resolution #4-24 Calling for New York State Governor, State Senate and State Assembly to Make Additional Changes to Pension in Tier V and VI, by Chris Vogel. The Committee recommends a “yes” vote; Seconded by Paul Allen (Local 510) and **CARRIED**.

MOTION to adopt Resolution #5-24 Calling on All Levels of Government to Combat Workplace Violence by Chris Vogel. The Committee recommends a “yes” vote; Seconded by Kevin Mahler (Local 332).

Shana Davis, Region 4 President, proposed a friendly amendment to add a resolve that this resolution be sent to all political parties, senators, Congress, and anyone involved in passing bill HR-2663. President Sullivan accepted the friendly amendment. **MOTION CARRIED**.

MOTION to adopt Resolution #6-24 Public Funding to Private Sector Institutions by Chris Vogel. The Committee recommends a “yes” vote; Seconded by Marnie Rounds (Local 842) and **CARRIED**.

MOTION to adopt Resolution #7-24 Committing Full Resources of CSEA, Inc., Locals and Units to a New Employee Orientation Program by Chris Vogel. The Committee recommends a “yes” vote; Seconded by Hattie Adams and **CARRIED**.

Chris Vogel thanked the members of the committee, Officer Liaison Richard Bebo and Staff Advisor Daren Rylewicz.

President Sullivan commented that the majority of the resolutions had been submitted by the people at the dais, because no others had been submitted. She asked that next time when the call goes out, perhaps delegates could sit down with a pen and piece of paper with a bunch of co-workers and draft some resolutions that this delegate body could consider.

REGION 6 – Steve Healy

Steve greeted the delegates, saying how proud he is to be a leader of a union that works so hard to protect us throughout all of our workplaces. In the past year, we’ve worked endlessly to minimize workplace hazards and increase workplace safety measures. In one instance, three Local 403 Buffalo Psychiatric Center employees were attacked, with one member undergoing several surgeries after being stabbed multiple times in the back. In collaboration with CSEA OSH Specialists, Local 403 President Lovette Mootry and her fellow officers, PEF, and NYSCOB. We discussed potential ways to minimize workplace violence, with the goal of ensuring our members can provide essential services and get home safely.

Unfortunately, not all of our members do. Local 104 CSEA member Aaron Peters lost his life in January of this year while working on tree removal at Golden Hill State Park, he was just 32 years old. CSEA came together as a union to honor Aaron and commit to a push for additional safety measures in New York State Parks. If you come home safe and healthy from work, not much else matters.

Steve is also focusing on making our member's job security a top priority. Having a secure position and confidence in their position allows our members to better provide for their families. West Seneca School District Unit President, Darryl Hertel suggested ways in which the school district could save money, but they weren't open to working with the union and laid off employees. So now, the remaining members have responsibility for the same buildings, the same amount of work, and fewer workers to do it. He intends to continue striving for secure employment and the right to have a safe and healthy workplace for our members. Steve thanked his fellow Region 6 officers, Regional Director Bob Mootry and office staff.

REGION 2 – Lester Crockett

Lester asked all Region 2 delegates and staff to stand. These are the people that made him, he has the opportunity to stand here and look good, but they're the ones who do all of the work, and he thanks them wholeheartedly.

Since the last ADM, the Region has been busy supporting union and community activities including the American Cancer Society's Making Strides Against Breast Cancer walk in Central Park coordinated by the Region 2 Women's Committee. They also organized a coat drive and created Thanksgiving baskets for deserving families through the charity, People United as One; sponsored a retirement seminar at Local 910, with assistance from staff from the Office of the New York State Comptroller's Office; and held many information days throughout the year. The event at the New York State Division of Human Rights in the Bronx was particularly exciting due to the participation of their Commissioner Maria Imperio, a product of a union household herself. Commissioner Imperio was overjoyed to meet union officers, members and vendors, and praised the benefits of union membership.

The CSEA Metropolitan Education and Women's Committee coordinated an extraordinary virtual celebration in February honoring our longtime labor leaders, including the legendary activist and former Treasurer of AFSCME, Bill Lucy, CBTU President Terry Melvin, and CSEA's Sharon Lovelady-Hall. We want to continue to thank them tomorrow for what they do. We mourn the loss of Mr. Lucy who was a tremendous leader. Lester acknowledged President Sullivan, for the gift of guidance for so many years, and for all she has done for CSEA.

Statewide Secretary Richard Bebo made announcements.

Meeting recessed at 1:49 PM.

FRIDAY, OCTOBER 11, 2024

Meeting reconvened at 9:00 AM.

CREDENTIALS COMMITTEE REPORT – Chantalise DeMarco, Chairperson

The following is the registry as of 9:03 AM Friday, October 11, 2024:

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CSEA Statewide Officers	10
Delegates	518
Non-Voting Delegates	3
Committee Members	22
Guests	9
Special Guests	1
Exhibitors	0
Presenters	0
Staff	<u>31</u>
TOTAL	594

Total registered voting strength:

CSEA Statewide Officers	10
Delegates	518
Retiree Delegates	<u>3</u>
TOTAL	531 w/ Retiree Delegates
	528 w/o Retiree Delegates

MOTION to accept the Credentials Committee Report, By Chantalise DeMarco; Seconded by Lester Crockett and **CARRIED**.

Chantalise thanked the Credentials Committee members, Officer Liaison Richard Bebo and Tim Hodge of Central Files.

President Sullivan said CSEA has long valued the importance of looking back and celebrating our history and tradition as we face the challenges of the future. She asked the delegates to turn their attention to the screens in the room as this year's Golden Locals were recognized in celebration of 50 years since being chartered: Local 120 Hudson River-Black River Regulating District; Local 646 SUNY Health Science Center at Brooklyn; Local 662 State University Construction Fund; Local 871 Rensselaer County Educational Employees.

Fran Turner, Director of Political & Legislative Action addressed the delegates. She said they should all have their voter cards. Last year was the Local Government election year and while we voted better than the general public, we're still not showing our strength. We've talked a lot here about being bold and strong and powerful. The way you show your power is to get out and vote and get your members out to vote. This year is one of our most important years, from President right on down to Assembly and Senate, we have some of the tightest races we have ever seen. We can change the results if we get out and vote. Flip that ballot and vote "yes" on the Equal Rights Amendment. To clarify, all of the rights we are talking about codifying in our constitution are currently in the Human Rights Law. We are just putting it in the constitution because it is much harder to change the constitution of this State than it is to change legislation. Show your strength and power and get out and vote.

President Sullivan introduced Executive Vice President Ron Briggs who showed a special presentation on the Central Labor Council.

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Ron explained that the labor movement is built stronger on a local level, as illustrated by the members in the video. We work together to educate each other, not only about the help that we need, but about the jobs that each of us do, and how CSEA members make it possible for every other member to do their job. The way that you can make this happen is through the Central Labor Council. The Central Labor Council, (CLC) is designated as part of the AFL-CIO, to foster unity among different unions within a specific geographic area. Each CLC represents many other unions from diverse industries. Every year, your locals, through rebated funds, contribute to these organizations so that they can function. In return, each CSEA local recommends members to be delegates to the CLC in the area where the person works or lives. President Sullivan will appoint members to be delegates. Once appointed, a person would need to attend monthly meetings of the CLC to help our unions in the area. The help needed is to build solidarity, support and discuss each union's stance on political issues and candidates, and help build community engagement and education.

CSEA members who are participants in their regional CLCs assembled, then each addressed the delegates, explaining the personal and collective benefits of participation at this level: Bill Alund (Local 801, Albany County); Bonnie Peters (Local 807, Chautauqua County); Daphne Demps Claire (Local 814, Dutchess County); Felicia McCullough (Local 460, New York City); John Brown (Local 869, Oneida County), and Larry Germano (Local 330, Long Island).

President Sullivan added that for years we've been paying dues to the Central Labor Council and letters have been sent out every October asking for people to submit their names, but you hardly see them at meetings and that must change. Let's do a better job than we have in the past.

President Sullivan introduced Membership Committee Chairperson, Hattie Adams.

Hattie presented the Nadra Floyd Membership Award to Deborah Maya Melito (Local 870), who expressed her thanks to Region 1 President Jarvis Brown, Local 870 President Maria Navarro, and LRS Adriana Lara.

Hattie said the Membership Achievement Award recognizes a CSEA member, or group of members, for their work in signing up new employees or who make a significant contribution to converting non-members into members. Hattie presented the 2024 Membership Achievement Award to Catalina Guzman, Local 436, Region 6.

President Sullivan said the power of this union doesn't lie with her, it lies with the delegates gathered here, and award recipients such as Deborah and Catalina. She hopes people had a chance to see past-President Danny Donohue yesterday, who's still as feisty as ever, and has an opinion about everything. President Sullivan said she's had the pleasure of knowing the winner of the next award for quite a long time. She embodies the concept of being bold and is never afraid to speak up when she believes in what she is saying whether at Local Government Executive Committee or Board of Directors meetings. If she has a question, or she needs an answer for one of her members, she has no fear of asking it. Our union is definitely stronger because she is an active leader within it.

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President Sullivan presented the Danny Donohue Leadership Award for the Local Government Division to Bonnie Peters, President of Chautauqua County, Local 807.

President Sullivan continued that next award recipient year has worked in her workplace for over 40 years, and in that time, she has learned the value of cultivating relationships, not just with members, but with everyone she works with. No matter how busy she may be, she always makes time to connect with everyone around her and has built a powerful union alongside her members.

President Sullivan presented the 2024 Danny Donohue Leadership Award for the Private Sector Division to Aleta Palmer, Local 783, Region 6. Region 6 President Steve Healy accepted the award on behalf of Aleta.

President Sullivan said the recipient of the 2024 Danny Donohue Leadership Award for the State Division has become a champion for recruitment within the Unified Court System system. By partnering with local, college, state and national associations, and training and mentoring new Court Reporters, she has single-handedly made a big difference. In every step, she represents how strong being in a union really is. She demonstrates a clear understanding of recruiting employees and signing them up to be members.

President Sullivan presented the 2024 Danny Donohue Leadership Award for the State Division to Darlene Devlin, Local 330, Region 1.

President Sullivan extended her thanks to all those people on-site, the departments and staff within CSEA who have made this meeting a success, and the Sergeants-at Arms.

President Sullivan presented the Special Olympics 2024 President's Polar Plunge Award to Region 1 President Jarvis Brown. This year, a total of more than \$55,000 was raised by all the participating regions.

Karen Bright, Chairperson, Special Statewide PEOPLE Committee recognized the members of the committee for their time and commitment to the program for the past year.

Karen presented the 2024 PEOPLE Recruiter of the Year Award to Ali Cottrell, Local 615, Region 5.

Karen the recognized the locals in each region that have recruited the most PEOPLE members in 2024: Local 614, SUNY at Stony Brook, Region 1; Local 646, SUNY Health Science Center at Brooklyn, Region 2; Local, 421 Rockland Psychiatric Center, Region 3; Local 660, Office of General Services, Region 4; Local 615, SU at Syracuse Upstate Medical Center, Region 5; and in Western Local 436, Finger Lakes DDSO, Region 6.

Karen presented the 2024 PEOPLE Cup to Region 5 President Kenny Greenleaf, for signing up 275 new members, which Kenny acknowledged was largely due to Ali Cottrell's efforts. Karen congratulated the members of the Region 5 PEOPLE Committee on all of their hard work. During the PEOPLE raffle, 56 new PEOPLE members were recruited, and \$3,264 dollars was raised. The winners of the PEOPLE raffle were: First Place (\$404) Georgia Gentile, Local 844, Region 3;

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Second Place (\$242) Crystal Davidson, Local 839, Region 5, Third Place Winner (\$162) Estela Urbaez, Local 689, Region 4.

UNFINISHED BUSINESS:

None.

NEW BUSINESS:

None.

MOTION to **ADJOURN**, by Adele Herzenberg and **CARRIED**.

The Convention was adjourned at 10:25 AM.

A handwritten signature in black ink, appearing to read "SBD", with a large, stylized loop above the letters.

**SUBMITTED BY: STACEY BALDWIN DEYO
STATEWIDE SECRETARY**

SBD/am