

116th Annual Delegates Meeting
New York City



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CSEA
NEW YORK

Committee Reports



Local 1000, AFSCME, AFL-CIO

COMMITTEE REPORTS

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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. This report addresses proposals submitted for the 2026 Delegates Meeting. Committee recommendations are presented to the Delegates, together with the reasons for the recommendations. As of this writing, the Committee met twice this year to review the proposals below. (New language is underlined; deleted language is ~~lined out and in brackets~~.)

THE FOLLOWING ITEM IS BEING PRESENTED TO THE DELEGATES BY THE COMMITTEE AS A PROPOSED AMENDMENT TO THE STATEWIDE CONSTITUTION. PRESENTATION AT THIS MEETING CONSTITUTES A SECOND READING OF THIS AMENDMENT. IF PASSED AT THIS MEETING, THIS AMENDMENT WILL BECOME EFFECTIVE IMMEDIATELY.

Proposal 1

The following Constitution proposal was submitted by Statewide President Mary E. Sullivan, with the 2024 friendly amendment adding subsection (d):

ARTICLE XIII – Amendments

This Constitution may be amended as follows:

(a) A proposed amendment must be submitted in writing to the Secretary of the Association by June 15 of the year of the delegate meeting at which it is to be presented, and

(b) A copy of ~~[A majority of the delegates present and voting at the meeting must approve]~~ the proposed amendment ~~[or a substantially similar amendment and order that it be]~~ shall be published in the official newspaper of CSEA at least ten (10) days prior to the delegate ~~[next]~~ meeting at which it is to be presented ~~[of the Association]~~, and

(c) The proposed amendment, as published, or a substantially similar amendment is approved by a two-thirds vote of the delegates present and voting at the delegate ~~[next]~~ meeting at which it is presented ~~[of the Association]~~.

(d) The 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.

EXPLANATION: “This proposal addresses the current need to wait four (4) years to amend the CSEA Constitution. By changing the Article to one reading on proper notice, but still requiring a 2/3 vote, it allows a more efficient process while protecting the integrity of the constitution.”

The Committee supports this proposal for the same reasons set forth by the Proposer in 2024 and now.

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.

THE FOLLOWING ITEM IS BEING PRESENTED TO THE DELEGATES BY THE COMMITTEE AS A PROPOSED AMENDMENT TO THE STATEWIDE CONSTITUTION AND BY-LAWS. PRESENTATION AT THIS MEETING CONSTITUTES A FIRST READING OF THIS AMENDMENT. IF PASSED AT THIS MEETING, THE CONSTITUTIONAL PORTION WILL BE PRESENTED AGAIN TO THE DELEGATES AT THE NEXT REGULAR DELEGATES MEETING FOR A SECOND REQUIRED READING; AND IF THE BY-LAWS PORTION IS PASSED, THAT PART WILL BECOME EFFECTIVE IMMEDIATELY. (If Proposal 1 above passes, then Proposal 2 will become effective immediately in its entirety if passed.)

Proposal 2

The following Constitution & Bylaws proposal was submitted by Statewide President Mary E. Sullivan:

CONSTITUTION 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. The representatives shall **be elected by ballot by the members in the manner prescribed in the By-Laws and shall** serve on the Executive Committee for a term of ~~[three (3)]~~ **four (4)** years **beginning with the 2028 election**. 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 Article Remains the Same.

BY-LAWS ARTICLE III - Statewide Elections

Section 1. Text Remains the Same.

Section 2. ELECTION PROCEDURE. The Election Committee shall have the responsibility for supervising elections of the officers of the Association, members of the State Executive Committee, members of the Local Government Executive Committee, **members of the Private Sector Executive Committee**, and members of the Retiree Executive Committee, who shall be elected by secret ballot....

...

(b) NOMINATIONS. Nominations for the offices of President, Executive Vice President, six Vice Presidents, Secretary, Treasurer and for State Executive

Committee and Local Government Executive Committee shall be made by official petition. Upon the written request of any member, official petition forms shall be provided by the Chairperson of the Statewide Election Committee or designated employee of the Association. When nominating petitions are given out, the name of the candidate and the office that the candidate is seeking must be typed or clearly printed at the top of the petition. A record must be kept of all petitions distributed.

{new paragraph} Nominations for the Private Sector Board of Directors representatives shall be made by official CSEA candidate application provided by the Statewide Election Committee or designated employee of the Association. A record must be kept of all applications distributed.

...

(3) A member who is otherwise eligible may qualify as a candidate for the State Executive Committee or Local Government Executive Committee by submitting a nominating petition carrying the signatures and identifying information of not less than five percent (5%) of the members in good standing eligible to vote in their election provided, however, that in no event will more than 100 valid signatures be required.

(4) A member who is otherwise eligible may qualify as a candidate for Private Sector Board of Directors representative by submitting a candidate application.

[(4)] (5) Any member submitting the required number of signatures, or candidate application per subsection 2(b)(4) above, to the Statewide Election Committee at CSEA Headquarters in a timely manner shall be placed on the ballot as a candidate for office. Write-in votes are prohibited.

...

Rest of Article Remains the Same.

EXPLANATION: "In 2028, the Private Sector Board election lines up with the State and Local Government Division. There is no legal requirement to restrict Private Sector Board seats to 3 years. That restriction only applies to Private Sector Locals. This proposal will move the Private Sector Division Board election to the same cycle as the State and Local Government representatives for the sake of consistency, efficiency, and economy for the organization, and particularly for the multi-departmental effort to administer a statewide election.

More importantly, this proposal will treat the Private Sector Division like the other divisions of CSEA, as it should be.”

The Committee supports this proposal for the reasons provided by the Proposer.

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.

THE FOLLOWING ITEMS ARE BEING PRESENTED TO THE DELEGATES BY THE COMMITTEE AS PROPOSED AMENDMENTS TO THE BY-LAWS. IF PASSED AT THIS MEETING, THESE AMENDMENTS WILL BECOME EFFECTIVE IMMEDIATELY.

Proposal 3

The following By-Laws proposal was submitted by Elizabeth Moran of Local 698:

ARTICLE I – Officers

Sections 1-6. Text Remains the Same.

Section 7. HONORARIA. The Board of Directors may establish an honorarium for each Statewide Officer of the Association.

Honoraria for the Board of Directors may only be established by the delegate body. Establishment of any honorarium or change in the amount of any existing honorarium shall not take effect until after an intervening election has occurred.

The establishment of any honorarium or the change in any existing honorarium must be approved by the delegate body for all Statewide Officers and by the appropriate bodies for all other officers prior to the beginning of the election procedure for the next term of office for the position or positions affected. All newly created honoraria or any changes in honoraria shall be published in the official paper of the CSEA within thirty (30) days of the change.

Honoraria are earned through the completion of officer duties as described in Article I, Sections 1, 2, 3, 4 & 5 inclusive of all duties as assigned by the President or the Board of Directors of the Association. Honoraria may be withheld by the Board of Directors of the Association, for a period of time determined by the Board, if a Statewide Officer fails to perform said duties, and/or for any conduct included in Article V (Judicial Board) Section 3 (4).

Rest of Article Remains the Same.

EXPLANATION: “In 2025, the Board of Directors of the Association approved Local and Unit Constitution changes, adding language that allows the Local/Unit Executive Board to withhold honoraria from officer(s) for failing to perform duties. Officers at all levels of the CSEA should be held to the same standard. While the duties of Statewide Officers listed in Article I, Sections 1-5 (CSEA Constitution and By-Laws) may not be an exhaustive list, each section includes specific reference to “...other duties as assigned by the President or the Board of Directors...”. Should the President and/or Board of Directors communicate specified duties to any Statewide Officer, that communication serves as an assignment of duties, thereby sanctioning accountability measures.

Article V (Judicial Board) Section 3 (4) provides examples of conduct that can be utilized as a basis for a Judicial Board complaint. Statewide Officers are held to a higher standard due to the nature of their role in the organization. Therefore, conduct should also be considered when deciding whether to withhold honoraria including conduct that is detrimental to the best interests of CSEA. According to Article IV, Section 2 of the CSEA Constitution and By-Laws, the Board of Directors of the Association is a party to establish honoraria for Statewide Officers. Article IV (Organization of the Association) Section 2 provides the Board of Directors with the “...power and authority to transact all business of the Association...”. As such, it is permissible and appropriate for the Board of Directors of the Association to decide to withhold funds issued to a Statewide Officer by the Association for failure to perform duties and/or conduct unbecoming an Officer of the Association. While the Judicial Board has jurisdiction to hear complaints filed in such instances where an Officer’s performance and/or conduct is questionable, it is appropriate for the Board of Directors to utilize their authority in instances where a Statewide Officer is involved. This would be in line with the process by which a Local/Unit Executive Board could withhold an honorarium without having to file a complaint with the Judicial Board.”

The Committee does not support this proposal as written. The Committee deems it unnecessary as the Judicial Board is already empowered to review such matters and take appropriate action. Further, the proposal, as written, does not set forth a procedure or process other than, presumably, having someone make a motion to the Board of Directors to withhold a Statewide Officer’s honorarium. Such an

action would then set off rounds of “discussion” and would be very political in nature. Without a defined process on a Board of Directors level, the proposal lacks the necessary “due process” that is at the heart of union democracy.

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 By-Laws proposal was submitted by Statewide President Mary E. Sullivan:

ARTICLE IV – Finance

Section 1. FISCAL YEAR. Text Remains the Same.

Section 2. DUES AND PRIVATE SECTOR CORE FEES.

(a)(1) Effective January 1, ~~[1995]~~ 2027, the annual membership dues and private sector core fees of the Association shall be as follows:

~~[SALARY RANGE]~~

[Up to \$5,000	\$82.16
\$5,000 – \$9,999	\$124.02
\$10,000 – \$15,999	\$215.28
\$16,000 – \$21,999	\$245.70
\$22,000 – 29,999 and higher	\$276.38]

~~[(a)(2)(i) Effective January 1, 1996, and thereafter, those earning between \$10,000 and \$12,999 shall be in a separate tier from those earning \$13,000 to \$15,999 as follows:]~~

[\$10,000 – \$12,999	\$169.65
\$13,000 – \$15,999	\$215.28]

~~[(a)(2)(ii) Effective January 1, 1996, and annually thereafter, those earning under \$28,000 are subject to the annual AFSCME minimum dues adjustment. Those earning \$28,000 and higher shall be subject to the following schedule:]~~

[\$28,000 – \$29,999	\$290.00
\$30,000 – \$31,999	\$310.00
\$32,000 and higher	\$328.00]

~~[(a)(3) Effective January 1, 1997, and annually thereafter, those earning under \$34,000 are subject to the annual AFSCME minimum dues adjustment. Those earning \$34,000 and higher shall be subject to the following schedule:]~~

	[1997	1998]
[\$34,000 — \$35,999	\$339.00	\$350.00
\$36,000 — \$37,999	\$349.00	\$370.00
\$38,000 — \$39,999	\$359.00	\$390.00
\$40,000 and higher	\$364.00	\$400.00]

~~[(a)(4) Effective January 1, 2007, and annually thereafter, those earning under \$40,000 are subject to the annual AFSCME minimum dues adjustment. Those earning \$40,000 and higher shall be subject to the following schedule:]~~

[\$40,000 — \$44,999	\$575.00
\$45,000 — \$49,999	\$590.00
\$50,000 — \$54,999	\$605.00
\$55,000 — \$59,999	\$620.00
\$60,000 and above	\$635.00]

SALARY RANGE	01/01/27	01/01/28	01/01/29
Up to \$ 4,999	\$ 31.25	\$ 31.25	\$ 31.25
\$ 5,000 to \$ 9,999	\$ 93.75	\$ 93.75	\$ 93.75
\$ 10,000 to \$ 12,999	\$ 143.75	\$ 143.75	\$ 143.75
\$ 13,000 to \$ 15,999	\$ 181.75	\$ 181.25	\$ 181.25
\$ 16,000 to \$ 21,999	\$ 237.50	\$ 237.50	\$ 237.50
\$ 22,000 to \$ 27,999	\$ 312.50	\$ 312.50	\$ 312.50
\$ 28,000 to \$ 29,999	\$ 435.00	\$ 435.00	\$ 435.00
\$ 30,000 to \$ 31,999	\$ 700.18	\$ 700.18	\$ 700.18
\$ 32,000 to \$ 33,999	\$ 735.28	\$ 735.28	\$ 735.28
\$ 34,000 to \$ 35,999	\$ 748.80	\$ 748.80	\$ 748.80
\$ 36,000 to \$ 37,999	\$ 786.50	\$ 786.50	\$ 786.50
\$ 38,000 to \$ 39,999	\$ 824.98	\$ 824.98	\$ 824.98
\$ 40,000 to \$ 44,999	\$ 852.80	\$ 852.80	\$ 852.80
\$ 45,000 to \$ 49,999	\$ 880.36	\$ 886.86	\$ 893.36
\$ 50,000 to \$ 54,999	\$ 914.94	\$ 934.44	\$ 953.94
\$ 55,000 to \$ 59,999	\$ 949.00	\$ 981.50	\$1,014.00
\$ 60,000 to \$ 67,499	\$ 978.38	\$1,017.38	\$1,056.38
\$ 67,500 to \$ 74,999	\$ 991.38	\$1,043.38	\$1,095.38
\$ 75,000 to \$ 82,499	\$1,004.38	\$1,069.38	\$1,134.38
\$ 82,500 to \$ 89,999	\$1,017.38	\$1,095.38	\$1,173.38
\$ 90,000 to \$ 97,499	\$1,030.38	\$1,121.38	\$1,212.38
\$ 97,500 to \$104,999	\$1,043.38	\$1,147.38	\$1,251.38
\$105,000 to \$112,499	\$1,056.38	\$1,173.38	\$1,290.38
\$112,500 to \$119,999	\$1,069.38	\$1,199.38	\$1,329.38
\$120,000 and Over	\$1,082.38	\$1,225.38	\$1,368.38

(a)(2) Effective January 1, 2030, the \$120,000 and over salary range will be amended to \$120,000 to \$127,499 and a new salary range will be added: \$127,500 and over with a dues rate of \$1,450, which will be subject to the AFSCME minimum dues increases in years 2027 through 2030.

{renumber subsequent subsections}

(a)~~[(5)]~~ **(3)** Effective January 1, ~~[2008]~~ **2027**, and annually thereafter, all rates shall increase by the annual AFSCME minimum dues adjustment.

(a)~~[(6)]~~ **(4)** INDEPENDENT CHILDCARE PROVIDERS. Effective January 1, 2009, independent childcare providers shall pay dues in accordance with the following schedule:

1. Regular membership: The minimum annual dues amount shall be \$420.00. Independent childcare provider dues shall be payable as follows:

a. Totally Private Pay Providers: Four hundred and twenty dollars annually, payable monthly or quarterly.

b. Totally Subsidized Providers: Two percent (2%) of subsidy payments up to the CSEA annual maximum dues.

c. Partially Subsidized Providers: Two percent (2%) of subsidy payments plus the difference up to the minimum regular membership dues.

(a)~~[(7)]~~ **(5)** Effective January 1, 2010, and annually thereafter, all rates shall increase by the annual AFSCME minimum dues adjustment.

(a)~~[(8)]~~ **(6)** An annual amount of three percent (3%) of the dues or private sector core fee paid by an individual shall be appropriated by the Association for political or ideological purposes. Such annual amount shall be collected and set aside on a bi-weekly basis in the same manner as dues and private sector core fees are collected.

(a)~~[(9)]~~ **(7)** The Statewide Treasurer shall promulgate rules establishing a private sector core fee refund procedure which satisfies the requirements of the United States and New York State Constitutions and Section 14(b) of the National Labor Relations Act as applicable in that persons choosing not to belong to CSEA shall not be compelled to participate in CSEA's support of activities or causes of a political or ideological nature only incidentally related to terms and conditions of

employment. The rules shall specify procedural details relating to notice, dispute resolution and distribution of private sector core fee refunds.

(a)~~[(40)]~~ (8) No local, unit or region has the right to assess additional dues/fees from members or private sector core fee payers.

Rest of Article Remains the Same.

EXPLANATION: “The Ad Hoc Committee to Study Dues Structure (the Committee) was formed to review the current dues structure in force and update, as required. The Committee consisted of CSEA members Kevin Mahler, Chair, Sirlentor Berry, Diane Burton, Deb Hanna, Maria Navarro, Dan Vadala, and Chris Vogel. The Staff Liaison assigned to this Committee was Peter Diana, Director of Internal Operations.

As background, the current dues structure has not been amended in over 20 years. The Committee reviewed the current dues rates and income brackets and discussed issues of affordability and fairness for certain lower income and part-time positions and bargaining units.

After several meetings and reviewing several different pro forma scenarios, two significant changes were recommended to update the current dues structure.

The Committee recommended lowering the dues rates for lower income members and potential non-members (\$30,000 and under). This change will allow the lower income non-members to join the union and grant them the benefits and protections of union membership without financial hardship. Those increases will be paid for gradually by higher income members, phased in over 3 years.

Additionally, the current dues structure’s highest income bracket was \$60,000 and over. Additional income brackets were added at \$7,500 increments up to \$120,000. An additional bracket of \$127,500 and over would be added after year 3.

Lastly, this proposed change will reduce CSEA’s overall dues revenue by several million dollars initially, since the lower income brackets will receive the more affordable dues rates immediately and the higher dues rates at the higher income brackets will be phased in over three years.

A comparative chart of the current annual dues rates and the proposed dues rates over the next three years is included for your reference.”

Proposal to Amend the CSEA Statewide Consitution
Regarding the CSEA Dues Structure
Compare Dues Rate Chart

#	Income Annual		Current Annual Dues Rates	Year 1 Proposed Annual Dues Rates	Year 2 Proposed Annual Dues Rates	Year 3 Proposed Annual Dues Rates
	Low	High				
1	\$ -	\$ 4,999.99	\$ 210.08	\$ 31.25	\$ 31.25	\$ 31.25
2	\$ 5,000.00	\$ 9,999.99	\$ 311.74	\$ 93.75	\$ 93.75	\$ 93.75
3	\$ 10,000.00	\$ 12,999.99	\$ 429.78	\$ 143.75	\$ 143.75	\$ 143.75
4	\$ 13,000.00	\$ 15,999.99	\$ 520.78	\$ 181.25	\$ 181.25	\$ 181.25
5	\$ 16,000.00	\$ 21,999.99	\$ 583.18	\$ 237.50	\$ 237.50	\$ 237.50
6	\$ 22,000.00	\$ 27,999.99	\$ 648.18	\$ 312.50	\$ 312.50	\$ 312.50
7	\$ 28,000.00	\$ 29,999.99	\$ 660.14	\$ 435.00	\$ 435.00	\$ 435.00
8	\$ 30,000.00	\$ 31,999.99	\$ 700.18	\$ 700.18	\$ 700.18	\$ 700.18
9	\$ 32,000.00	\$ 33,999.99	\$ 735.28	\$ 735.28	\$ 735.28	\$ 735.28
10	\$ 34,000.00	\$ 35,999.99	\$ 748.80	\$ 748.80	\$ 748.80	\$ 748.80
11	\$ 36,000.00	\$ 37,999.99	\$ 786.50	\$ 786.50	\$ 786.50	\$ 786.50
12	\$ 38,000.00	\$ 39,999.99	\$ 824.98	\$ 824.98	\$ 824.98	\$ 824.98
13	\$ 40,000.00	\$ 44,999.99	\$ 852.80	\$ 852.80	\$ 852.80	\$ 852.80
14	\$ 45,000.00	\$ 49,999.99	\$ 873.86	\$ 880.36	\$ 886.86	\$ 893.36
15	\$ 50,000.00	\$ 54,999.99	\$ 895.44	\$ 914.94	\$ 934.44	\$ 953.94
16	\$ 55,000.00	\$ 59,999.99	\$ 916.50	\$ 949.00	\$ 981.50	\$ 1,014.00
17	\$ 60,000.00	\$ 67,500.00	\$ 939.38	\$ 978.38	\$ 1,017.38	\$ 1,056.38
18	\$ 67,501.00	\$ 75,000.00	\$ 939.38	\$ 991.38	\$ 1,043.38	\$ 1,095.38
19	\$ 75,001.00	\$ 82,500.00	\$ 939.38	\$ 1,004.38	\$ 1,069.38	\$ 1,134.38
20	\$ 82,501.00	\$ 90,000.00	\$ 939.38	\$ 1,017.38	\$ 1,095.38	\$ 1,173.38
21	\$ 90,001.00	\$ 97,500.00	\$ 939.38	\$ 1,030.38	\$ 1,121.38	\$ 1,212.38
22	\$ 97,501.00	\$ 105,000.00	\$ 939.38	\$ 1,043.38	\$ 1,147.38	\$ 1,251.38
23	\$ 105,001.00	\$ 112,500.00	\$ 939.38	\$ 1,056.38	\$ 1,173.38	\$ 1,290.38
24	\$ 112,501.00	\$ 120,000.00	\$ 939.38	\$ 1,069.38	\$ 1,199.38	\$ 1,329.38
25	\$ 120,001.00	And Over	\$ 939.38	\$ 1,082.38	\$ 1,225.38	\$ 1,368.38

The Committee supports this proposal for the reasons provided by the Proposer.

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.

Proposal 5

The following By-Laws proposal was submitted by Ali Cottrell of Local 615:

ARTICLE IV – Finances

Sections 1-2. Text Remains the Same.

Section 3. REFUND AND REIMBURSEMENT.

(a) REFUNDS TO LOCALS.

(1) Each duly organized Local of the Association which has complied with all of the provisions of the mandated Local Constitution and this Constitution and By-Laws, shall receive from the Treasurer an annual payment of twenty ~~[-five]~~ percent of the membership dues and twenty ~~[-five]~~ percent ~~[(25%)]~~ of the private sector core fees collected from the employees in such Locals after the net per capita payment to AFSCME, based on the June 1 audit, has been deducted. Beginning with fiscal year ~~[2014]~~ **2027**, such annual payment shall ~~[decrease]~~ **increase** by one-half of one percent each year, for a period of ten years, so that beginning with the fiscal year ~~[2023]~~ **2036**, the annual payment described herein shall be twenty~~-five~~ percent. Such refund to locals shall be reduced an amount equal to the net per capita paid to the appropriate AFL-CIO federations and labor councils in the State of New York. The expense of the delegates to regular or special meetings of the Association shall be paid by the Local from such funds as hereinafter provided.

Rest of Article Remains the Same.

EXPLANATION: “In 2013, Delegates attending the Annual Delegates Meeting (ADM) in Lake Placid voted to reduce rebates paid to Locals from 25% annually to 20% annually due to the fiscal strain CSEA was facing at that time. This reduction was implemented gradually at a rate of ½ percent per year over the course of ten years, so that Locals would not be financially impacted too severely in any one year.

Since that time, Locals have continued to face rising expenses in carrying out their responsibilities to members, including but not limited to providing food for membership meetings, covering hotel and travel costs for Region and Statewide conferences, leasing and maintaining office space, and other costs associated with effectively running their Locals.

The increased costs have limited the ability of many Locals to expand opportunities for officer and member participation in educational conferences and

379 trainings, which are vital to strengthening our union and ensuring members are well-
380 informed.

381 CSEA is now in a stronger financial position than it was in 2013. Thus, this
382 proposal seeks to restore the Local rebates to their original level of 25% annually, to
383 be implemented gradually, increasing rebates by ½ percent per year over the course
384 of ten years, so that CSEA is not unduly burdened in any single fiscal year, while
385 Locals steadily regain the resources they need to effectively represent and serve
386 their members.”

387 **The Committee supports this proposal for the reasons provided by the**
388 **Proposer.**

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

392 *****

393 **Proposal 6**

394 The following By-Laws proposal was submitted by David DeJesus of Local 333:

395 **ARTICLE V – Judicial Board**

396 *Sections 1-2: Text Remains the Same.*

397 *Section 3. PROCEDURE.*

398 (a) Charges against individual members.

399 (1)-(3): Text Remains the Same.

400 (4) The following shall constitute the basis for complaints against any member
401 or officer of CSEA:

402 (a) A violation of any provision of the Statewide, Region, Local or Unit
403 Constitution.

404 (b) Misappropriation, embezzlement, improper or illegal use of union funds.

405 (c) Any conduct which aids or supports, or is intended to aid or support, a
406 competing labor organization.

407 (d) Refusal or failure to carry out legally authorized mandates or decisions
408 of the President of the Statewide Association, the Board of Directors of the
409 Statewide Association, the Delegate Body or the Judicial Board.

410 (e) Using the name of the Statewide Association, or any Region, Local, or
411 Unit thereof, in an unauthorized manner or for an unauthorized purpose, including

publicizing through the media any political endorsement contrary to the endorsements and positions approved by the Statewide and/or Region Political Action Committees.

(f) Interfering with any elected official of CSEA in the discharge of that official's lawful duties.

(g) Solicitation or acceptance for personal gain of any money or the acceptance of any gift of more than nominal value from any employer, employee of the union, or from any person or firm which has or which is seeking to establish a business relationship with the Statewide Association or any subdivision thereof.

(h) Conviction of a crime, the nature of which is such as to bring the union as an organization into disrepute.

(i) Knowingly submitting a false financial statement or audit report to the Statewide Association or any subdivision thereof.

(j) **Failure or refusal to turn over to any newly elected or appointed officers all records, documents, grievance and disciplinary decisions, equipment, office keys, electronic devices such as cell phones, laptops and tablets, and any administrative and ownership rights to webpages and/or social media platforms, when leaving office for whatever cause, or the improper destruction thereof.**

(k) Any other conduct detrimental to the best interests of CSEA.

Rest of Article Remains the Same.

EXPLANATION: "I am submitting this proposal to change Article V, Section 3, as I, and my executive board, faced many challenges when we were elected to our officer positions July 1st, 2025. We were left with no working computers, a laptop which the previous executive board claimed did not have a password for, no records of any sort of our members. No personal contact information, current or past disciplinary decision paperwork, current or past prior grievance decisions, written or proof of oral agreements made with local management, or anything in writing that would assist our members. This equipment and information are the property of the members, and our Local, and should not be taken as punishment for losing an election or to make work difficult for new officers. We tried to attain much of the information from the previous executive board but received nothing. We tried reaching out to Region 4 and CSEA Headquarters, but the previous officers did not share much information with them as

well. We were bombarded with requests for disciplinary investigations of members for incidents that occurred well before we took office, that we had zero knowledge of. We received notifications from management of disciplinary decisions that we had no knowledge of. We filed grievances with management that were denied due to the previous executive board filing similar grievances that we had no record of. These and many other issues place our Local, and CSEA, at a disadvantage when dealing with management and the State. We appear amateurish and unprepared, divided and disjointed. The members suffer from it and deserve better.”

The Committee supports this proposal for the reasons provided by the Proposer.

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.

Proposal 7

The following By-Laws proposal was submitted by Statewide President Mary E. Sullivan:

ARTICLE VI – Committees

Section 1. STANDING COMMITTEES. Text Remains the Same.

Section 2. BOARD COMMITTEES.

(a) At the organizational meeting of the Statewide Board of Directors, the following committees shall be elected: 1) Budget and Finance; 2) Charter; 3) Committee to Study the Cost of Operating Group Life Insurance; 4) Personnel; 5) Directors; 6) **[Publications] Communications** Committee; and 7) Appeals Committee. No officers shall serve on any Board Committee except the Directors’ Committee.

Remainder of Article Remains the Same.

EXPLANATION: “The Publications Committee is an advisory committee to the Statewide Board of Directors that oversees the relationship between CSEA and contractors involved in production of the Union’s official newspaper – *The Work Force*. The Committee’s scope involves all facets of both print and digital publications including content, format, size and frequency. In addition, it regularly reviews

operating expenses and makes annual budget recommendations to the Board of Directors.

Today, the Union’s communications must take several forms and be in the forefront. The Union continues to increase its digital presence whether through Facebook, Instagram, X, YouTube, Threads, etc. to reach its members and to educate the public about the Union members’ great work. To that end, this committee’s focus must necessarily be expanded beyond *The Work Force* to remain relevant and current. Digital advertising costs money and this Committee, as proposed, will advise the Board and make budget recommendations in this expanded area.

Therefore, it is appropriate to change the name of this committee to better reflect its expanded area of substance.”

The Committee supports this proposal for the reasons provided by the Proposer.

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.

All correspondence has been reviewed regarding proposed amendments to the Statewide Constitution or Statewide By-Laws received by the Committee as of the constitutional deadlines. We will meet on an as-needed basis for any subdivision constitutional proposals.

The Committee wishes to acknowledge and thank former Committee members Bob Learn and Michele Martin for their service. The Committee is also grateful for its officer liaison, staff advisor and coordinator for their guidance, attention and hard work.

Respectfully submitted,
Ian Spencer, Chair, Region 5
George Storm, Region 1
Ajani Williams, Region 2
John Wagner, Region 3
Katie Soule, Region 4
Jenn Regg, Region 5

510	Kathy Zabinski, Retiree Representative
511	Don Williams, Region 6
512	Stacey Baldwin Deyo, Officer Liaison
513	Daren J. Rylewicz, Staff Advisor
514	Amee Camp, Staff Coordinator

The Standing Convention Committee reviews proposals for CSEA's annual meetings and makes recommendations for the sites and dates thereof. The Committee is part of the process of recommending the theme of the Convention and designing the annual commemorative pin. The Committee provides on-site assistance to attendees at the convention.

The goal of the Committee is to strive toward making each Convention better than the last and for the attendees to have the best experience possible. The Committee is always ready to offer members assistance with convention registration, hotel check-in once they arrive, help members navigate around the convention space and answer any questions members might have while at the convention.

In 2025, the Committee corresponded throughout the year and met again on July 8, 2026, to start preparing for this year's convention. The committee will also meet right after each convention to review and make any suggestions for changes to future conventions.

Kathryn Rodriguez has served as the Committee's Chair since June 2023. Siyathemba Makapane was appointed to fill a vacant position in 2026. Additionally, Mary Ellen Shea replaced Tim Hodge as Staff Advisor in 2025. The committee would like to thank the following members who previously served on the committee: Thomas McKenna, and the previous Staff Advisor, Timothy Hodge. Barbara Truglio has announced her impending retirement to occur prior to ADM 2026 and the committee thanks her for her service and wishes her well.

We look forward to seeing you all at the 116th Annual Delegates Meeting.

Respectfully submitted,

Kathy Rodriguez, Chair, Region 3

Joseph McGahan, Region 1

Barbara Truglio, Region 1

Joyce Matthew, Region 2

Susan Fontana, Region 3

Siyathemba Mapakane, Region 4

31

Lee Bechtel, Region 5

32

Bonnie Peters, Region 6

33

Nicole Meeks, Officer Liaison

34

Mary Ellen Shea, Staff Advisor

35

36

The Education and Training Committee is a Standing Committee under Article VI, Section 1 of the CSEA Constitution and By-Laws. The overall responsibility of the Committee is to focus attention on labor education activities for CSEA officers, stewards, grievance representatives, activists and members. The Committee continues to provide oversight in ensuring officers and activists are appropriately trained in accordance with the training mandates set forth in Article V Section 6 of the Local/Unit Constitutions.

To fulfill its duties and responsibilities, the Committee met in July 2024 and June 2026. Committee plans to meet again in September 2026 prior to the ADM.

The Committee members supported the Education and Leadership Department by attending meetings, providing feedback and recommendation from Statewide and Regional Conference and assisting with Annual Delegates Conferences where needed.

Committee members were instrumental in moderating workshops at the 115th Annual Delegates Meetings and anticipate their involvement in the upcoming 2026 Annual Delegates Meeting in New York City.

Region Education Committees

The Standing Committee continues to support, share workshop topics and seek new suggestions within their Region Education Committees.

The Committee is committed to developing and implementing programs that develop and build leadership in CSEA. Committee members have participated in and continue to support the Leadership Education and Development (LEAD) program. In December 2025, 45 participants began the LEAD Program during its first session opener. Topics included internal and external union building, diversity training to recognize the importance of union leaders knowing and including the membership. Since then, there have been two additional sessions with topics such as Working People's History, Race and the Economy, and Strategic Campaigns. The fourth session in November 2026 will concentrate on Public Speaking. LEAD participants are scheduled to graduate in March 2027.

30 The Committee met and discussed the 2025 ADM evaluations in preparation
31 for the upcoming 2026 ADM. The committee made recommendations regarding new
32 member engagement at ADM that were shared with the convention committee.

33 The Committee welcomes new members, and we look forward to their
34 activism, input, and ideas. The Committee extends appreciation and gratitude to the
35 past members for their service to this committee and CSEA. We would like to take a
36 moment and extend special recognition and appreciation for the life and commitment
37 of Sharon Lovelady-Hall to the Standing Education and Training Committee and
38 CSEA, the mission of her work continues, and her service will never be forgotten.
39 Thank you to the officer liaison, President Mary E. Sullivan, for your continued
40 support and guidance and the new staff advisor Vanessa Owens, we look forward to
41 working with you.

42
43 Respectfully submitted,

44 Valarie Massulik, Chair, Region 5

45 Thomas Robinson, Region 1

46 Felicia McCollough, Region 2

47 Joyce Howard-Crockett, Region 3

48 Eijah Miller, Region 4

49 Laura Bryant, Region 5

50 Rachel Sowa, Region 6

51 Mary E. Sullivan, Officer Liaison

52 Vanessa Owens, Staff Advisor

53 Prudence Acevedo, Committee Support Staff

1 The Statewide Election Committee (SEC) has responsibility for:

2 • Conducting elections for the officers of the Association, Regions, Board of
3 Directors, Retiree Division Locals & Units, CSEA/VOICE Local & Chapters, the
4 Delegates to the AFSCME convention, special elections and disputed elections as
5 needed;

6 • Recommending updates to the CSEA Delegates and to Board of Directors
7 as to the constitutions and to the Standing Rules and Regulations Relating to the
8 Conduct of Elections for Office in CSEA;

9 • Creating and updating election schedules, notices, materials, etc.;

10 • Soliciting bids from impartial election agencies and monitoring the selected
11 agency to ensure that CSEA elections are conducted in accordance with provisions
12 of the Labor Management Reporting and Disclosure Act (LMRDA), the CSEA
13 Constitution and By-Laws, and the Board of Directors' Standing Rules and
14 Regulations;

15 • Providing to each Public and Private Sector Local and Unit election
16 committee the required election information, materials, and training to conduct
17 subdivision elections, including dedicated phone and email support; and

18 • Investigating and deciding protests concerning Statewide, Region, Delegate,
19 and Local elections (and Unit elections either deferred by or appealed from decisions
20 made by Local election committees).

21 The SEC is assisted by the CSEA Legal Department staff, as well as staff from
22 other departments, including Member Solutions Center, Membership Enrollment and
23 Administration, Information Technology, Central Files, Print Shop, Communications,
24 and the six CSEA Region offices, in carrying out elections in accordance with the
25 required election rules, regulations and law.

26 The SEC has a dedicated email address, sec@cseainc.org. The SEC has
27 started to use the email blast system more often to get the word out about elections.
28 The SEC, using Legal Department staff assigned to the SEC, responds to a
29 voluminous number of phone calls and emails, all of which are logged and

maintained in the SEC computer database by the Legal Department. In this way, the SEC maintains the history of each election.

As of this writing, the SEC has met nine (9) times since the Delegates Meeting in 2024. The SEC communicates regularly via email and Zoom meetings.

- **ACCOMPLISHMENTS SINCE 2024**

2025 was the year where all our over 1,500 locals, units, sections and chapters were required to have officer elections.

Public and Private Sector Locals and Units (Spring 2025)

In September 2024, letters were sent to all Public/Private Sector Local, Unit, and Section Presidents, advising that election committees (or election meeting chairs where appropriate) were to be selected by October 15, 2024. In February 2025, election packets started going out in the mail to all registered local and unit election committee chairs and meeting chairs. Election packets were mailed on a weekly cycle as committee/chair registration forms (EDFs) were received. In Spring 2025, hundreds of election results began to roll into the Statewide Secretary's office for review.

General election information and reminders appeared monthly in *The Work Force*, on the CSEA website, and in President Sullivan's weekly Leadership emails, throughout the election cycle.

The term of office began on July 1, 2025, and ends on June 30, 2029.

Retiree Locals and Units (Spring 2025)

The Winter 2025 *Retiree News* was mailed to each individual retiree in January 2025, which included the election schedule, election procedure, available positions, and self-nomination candidate forms. After nominations were completed, there were races requiring ballots for two Locals. Ballots were designed and printed at Headquarters, which were then mailed in April 2025, to the retiree membership in the two races. The ballot count was held and completed at Headquarters in May 2025, and the results were published in the Summer 2025 *Retiree News*.

The term of office began on July 1, 2025, and ends on June 30, 2029.

Board of Directors Special Election to Fill Unfilled Seats (Spring 2025)

After the regular election for Board of Directors in 2024, significant vacancies remained, due to either (1) no interest or (2) the inadequate number of petition signatures submitted to qualify in the original election. For this reason, President

Sullivan directed the SEC to hold a special election to fill the remaining seats. At the conclusion of the March 3, 2025 petition deadline, fifteen (15) seats were filled as elected/unopposed. Balloting was held for two contested seats, and results were published in the June 2025 *Work Force*.

CSEA/VOICE Local 100A Officers & its Chapters (Spring/Summer 2025)

Elections for CSEA/VOICE Local 100A began with electing Chapter Representatives, and we are happy to report that all Chapter Representative positions were filled! Candidate application forms, along with the election procedure, were mailed to all eligible CSEA/VOICE Local 100A members in February 2025. Information was also posted online. Out of the 26 Chapters, 24 Chapter Representatives were elected/unopposed, and the SEC conducted balloting for two chapters in May/June 2025. The results were published in the July/August 2025 *Work Force*. Subsequently, nominations were held in Summer 2025 for the Local President, Local Vice President, Local Secretary, Local Treasurer, and Alternate Delegates. All were elected/unopposed, with the exception of Alternate Delegates for which there were no candidates.

The term of office began on July 1, 2025, and ends on June 30, 2028.

Private Sector Executive Committee (Summer 2025)

In July 2025, nominations were held for Private Sector Executive Committee Chairperson and Vice Chairperson amongst the Private Sector Local Presidents. Those two positions were elected unopposed. Subsequently, the SEC conducted an election for the two at-large Private Sector Executive Committee seats was held in Summer 2025, for which there was a race amongst nine candidates. Results were published in the October 2025 *Work Force*.

The term of office began on July 1, 2025, and ends on June 30, 2028 [unless the Private Sector Board election amendment passes, which in that case, the term would end on February 29, 2028, to coincide with the Statewide election].

Retiree Executive Committee Election for Chairperson, Vice Chairperson, and Secretary (Summer 2025)

The election for the Retiree Executive Committee Election for Chairperson, Vice Chairperson, and Secretary was held in-person amongst the Retiree Local Presidents at their Summer 2025 meeting. The results were published in the Fall 2025 *Retiree News*.

AFSCME Delegates (Winter 2026)

AFSCME Delegate nominations were conducted by meetings in all six Regions in February 2026. Miraculously, all Delegate nominees in all six Regions were elected/unopposed. For this reason, no voting was necessary. CSEA's AFSCME Delegates attended the convention in August 2026 in Chicago.

• **PROTESTS**

Since the 2024 Delegates Meeting, the SEC reviewed and decided ninety-eight (98) protests – all pertaining to the local and unit elections, which is on par with previous elections.

• **UPCOMING**

Before the next Regular Delegates Meeting in Fall 2028, the following election cycles are scheduled to run: Statewide, Region, Board of Directors, and AFSCME Delegates (Fall 2027-Winter 2028), and Private Sector which includes CSEA/VOICE Local 100A (Spring 2028).

• **MISCELLANEOUS**

The Election Procedures Manuals, Candidates' Handbook, and other materials are reviewed and updated for each election cycle. Meanwhile, Locals and Units continue to hold special elections to fill empty positions during the off-cycle, and CSEA staff remain on stand-by to provide guidance and to field any election inquiries on behalf of the Committee.

The Committee wishes to recognize and thank former Committee Vice Chair Duane Beer for his service. The SEC also acknowledges the help and hard work of the CSEA staff that regularly assist the SEC directly with respect to CSEA elections. We also ask that you extend our gratitude to the members who volunteered to chair and participated on Local and Unit election committees, without whom we could not possibly have accomplished Local and Unit elections. Thank you.

Respectfully submitted,

Debra Ake, Chair, Region 6

Lois Muller, Region 1

Frederick Medford, Region 2

Judith Marone, Region 3

Celestine Scriven, Region 4

Nicole Ventresca-Cohen, Region 4

129	Ian Spencer, Region 5
130	Daren J. Rylewicz, Staff Advisor
131	Leslie C. Perrin, Staff Advisor
132	Aaron E. Kaplan, Staff Advisor
133	Amee Camp, Staff Coordinator
134	Bonnie VanAlphen, Elections Assistant

1 The Standing Insurance Committee is charged with overseeing all activities
2 connected with the maintenance and development of the various insurance programs
3 sponsored by CSEA. The Committee meets periodically with representatives of the
4 insurance companies as well as the insurance broker, Pearl Insurance. The purpose
5 of the meetings is to discuss the status of the voluntary plans, to propose or consider
6 changes to the plans and then submit recommendations to the CSEA Board of
7 Directors for their information and approval.

8 The committee also reviews all insurance submissions brought by local
9 activists or independent agents.

10 The Standing Insurance Committee met twice since the Annual Delegates
11 Meeting in 2024 on August 27, 2025, and May 5, 2026.

12 The Standing Insurance Committee met via Zoom, on August 27, 2025.
13 Michael Irving was introduced as the newly appointed Chairperson of the Standing
14 Insurance Committee. Michael succeeded Diane Burton as the outgoing chair due to
15 her election to the Board of Directors. The committee welcomed Michael and thanked
16 Diane for her service.

17 The committee reviewed proposed enhancements to modernize the Premier
18 Term Life plan and voted to recommend these enhancements to the Board of
19 Directors for final approval.

20 The enhancements include increasing the maximum coverage from \$250,000
21 to \$500,000 to allow members to meet all their life insurance needs with CSEA and
22 Pearl Insurance. The plan will offer simplified age bands with rate bands changing
23 from 5-year increments to 10-year increments, making premiums more predictable.
24 The new rate structure offers equal rates to members and spouses. Improved
25 benefits after age 70; members 10+ years of coverage before age 70 can keep
26 \$25,000 and members with 15+ years of coverage before age 70 can keep \$50,000.
27 Spouses may now maintain coverage after age 70 under these same guidelines. The
28 last rate increase will change from age 85 to age 80. Members may reduce coverage
29 from the Premier Term Life plan to the Basic Term Life plan as a cost savings
30 measure without completing an application.

31 The committee also reviewed a new member benefit for all new members who
32 join after January 1, 2026, to have a \$5,000 term life insurance, at no cost to the
33 member, for the first year of their membership. The new member may apply to
34 increase coverage at any time during the first year of membership, they may elect to
35 keep the \$5,000 term life coverage at the end of the year and enroll in payroll
36 deductions. The members of the Standing Insurance Committee felt this is a great
37 new membership incentive.

38 The Standing Insurance Committee voted to recommend the outlined
39 enhancements to the Term Life plan to the Board of Directors.

40 The Committee also received an update during the August 27, 2025,
41 committee meeting on enhancements to the Mass Mutual Group Whole Life
42 Insurance plan. Effective May 2025, a member's spouse may enroll up to age 65.
43 Effective July 2025, CSEA Retiree members may enroll in whole life up to six months
44 after retirement. This allows retired members to put whole life in place if they did not
45 have it prior to retirement or have no other life insurance.

46 The Committee reviewed enhancements to the Group Disability Income
47 Insurance plan. Effective April 2025, the Guaranteed Issue monthly maximum
48 increased from \$1,200 to \$1,300 for non-clerical employees. Maximum coverage
49 amount increased to \$7,000 monthly benefit. Non-Disabling Injury refined to two
50 claims per year at \$600 each. A 2025 Quarter 4 Special Offer was sent out to existing
51 Disability Insured. During a 60-day window from October 1 through December 1,
52 2025, all current Disability insureds who enrolled prior to May 1, 2025, were eligible
53 for a one-time opportunity to increase their monthly Disability benefit. Through this
54 offer enrolled members were eligible to increase their monthly benefit by up to \$1,000
55 without needing to answer medical questions, provided they meet the income
56 requirements to qualify for the monthly coverage amount they applied for.

57 Pearl Insurance reported that we have close to 94,000 members insured in the
58 different voluntary insurance plans. Through their 2024 enrollment process, they
59 assisted 8,588 new CSEA members in strengthening their relationship with CSEA by
60 enrolling these members in 10,287 policies. A new member is someone in their first
61 12 months of membership who purchases insurance through Pearl Insurance. They
62 also assisted 1,589 CSEA members to strengthen their relationship with CSEA by
63 enrolling in 1,866 policies. A first-time buyer is someone who has been a member for

longer than 12 months purchasing insurance through Pearl Insurance for the first time. Overall, 12,172 CSEA members chose to strengthen their relationship with CSEA and enrolled in 16,854 policies across all lines of insurance.

Pearl Insurance reported that in 2024, \$30.48 million in policy benefits were received by members or their beneficiaries (does not include retiree dental, vision, HHCR and personal lines claims). The breakdown of claim payments is \$17,703,045 paid for Disability claims, \$10,040,963 paid for Term Life claims, \$1,659,010 paid for Critical Illness claims, \$681,404 paid for Permanent Life claims and \$397,349 paid for CAP claims.

All the voluntary insurance plans are CSEA plans filed with the NYS Department of Financial Services for CSEA and managed by CSEA's Insurance Department for Term Life Insurance and Pearl Insurance for the other plans. Other Unions endorse plans and these plans are CSEA plans.

A motion was made to the Board of Directors and approved on September 11, 2025, to implement the proposed enhancements to the term life plan. The enhancements were effective January 1, 2026.

At the May 5, 2026, Standing Insurance Committee meeting, held via Zoom, the committee received an update on voluntary insurance plan enhancements in an advisory capacity.

The MetLife Accident plan exclusively offered to retired members of CSEA since 2023 will now be available to actively working CSEA members with a target date August 1, 2026. This "accident only" plan covers 150+ events and enrolled members will receive lump sum payments for these unexpected events. Members may enroll along with their spouses and children. A new enhancement will be added to the plan that will include a \$50 "Wellness Benefit" for member, spouse, and children. This is for both Active and Retiree members. This plan offers an affordable option for members who may not be able to afford the traditional disability plan. It will also supplement the disability plan for members who have NY Life disability coverage. There is no risk or fiscal impact on CSEA. The plan is easy to implement and because it is an enhancement it does not require a new filing with the NYS Department of Financial Services. Members will be able to submit claims through the claim portal. This is available for payroll deduction for Active members. Biweekly

rates for Member only - \$5.43, Member and spouse - \$10.86, Member & Child - \$12.39 and Member & family- \$15.32.

The Hospital and Home Care Recovery plan through New York Life is available to Active and Retired CSEA members. Part A is the Hospital Benefit, which is a lump sum payout based on the number of days confined to the hospital. Part B is the Home Care Benefit, which pays \$100/day up to 40 days per calendar year. The Part A – Hospital Benefit will change from three hospital confinement lump sum payment tiers 1-14 days - \$300, 15-30 days - \$650, 31+ days - \$1,000 to two lump sum payment tiers 1-10 days - \$750 and \$11+ days - \$2,000. There is no premium increase resulting from these changes. The enhancements will make the plan more valuable to members. The target date is November 2026.

The Disability Income plan through New York Life has new Guaranteed Issue amounts of \$2,100 for Clerical and \$1,400 for Non-Clerical. Increased monthly benefit amounts for “accident only” coverage will be available, and spouses will now have monthly benefit options of \$500, \$1,000 or the new higher monthly benefit amounts of \$1,500, \$2,000 or \$2,500. Target date is September 2026.

The Critical Illness plan through MetLife moved to one plan for Active and Retired members of CSEA, effective February 1, 2026. The plan now offers equal rates for members and spouses. Major Organ Failure and Progressive Disease benefits are now available. Claims can now be submitted through MyBenefits. The annual Health Benefit Screening increased from \$100 each for member and spouse to \$150 each for member and spouse. Dental, eye and hearing exams now qualify for the “Health Benefit Screening” benefit.

Effective June 1, 2026, Mass Mutual increased the Guaranteed Issue amount for members to \$50,000 (annually up to \$200,000) with no medical questions.

Pet Insurance will be offered through MetLife with a target date of December 2026. The current plan is with Nationwide, and members will be able to keep the pet insurance they have with Nationwide and continue payroll deductions. Switching to MetLife may not be the best option for members if their pet has existing health conditions. They will have the option to enroll in the MetLife plan if they choose. All new enrollments will be with MetLife with payroll deduction available. MetLife will offer CSEA members the deepest discounts available.

These enhancements will be implemented by the end of 2026.

Pearl Insurance mentioned they are in the process of researching permanent life insurance options for retired CSEA members. They have been working with MetLife and New York Life to develop a plan. If this comes to fruition, the plan options will be presented to the Standing Insurance Committee for review and the Board of Directors for approval should the Committee recommend the plan.

CSEA Director of Finance William Kearney provided the committee with an update on the cost of running the insurance department and administering the term life plan. We have employees dedicated to administering the term life plan, which is an allocation to CSEA.

Last year, we were at \$2,300,000 and after an audit we remain at \$2,300,000 so the plan is running as expected. We previously had the Committee to Review the Cost of Administering the Term Life Plan, but this has not been reviewed for 15 years. Costs have increased during that time; therefore, the Director of Finance wants to continue to keep the Standing Insurance Committee abreast of these costs. This information will be reviewed with the Committee on an annual basis.

We budgeted \$2,300,000 for 2026. We look at the effort to run the plan, and allocate costs based on that. William Kearney recommended no changes and suggested when we see a difference of \$100,000, he would then recommend making a change.

Respectfully submitted,

Michael Irving, Chair, Region 6

Kris Kalender, Region 1

Jonathan Brown, Region 2

Brian Spillman, Region 3

Nicole Ventresca-Cohen, Region 4

Diane Burton, Region 5

Don Lynskey, Retiree Representative

Mary E. Sullivan, Officer Liaison

Kelly Perry, Staff Advisor

1 The Statewide Legislative and Political Action Committee consists of 20
2 members, which includes the Region Political Action Committee Chairs from across
3 the state. The Committee works hand in hand with the Region Political Action
4 Committees, the Federal Issues Committee, the Statewide PEOPLE Committee, and
5 member activists throughout the state.

6 The Statewide Legislative and Political Action Committee convened on July
7 16, 2025, September 24, 2025, November 13, 2025, April 30, 2026, May 27, 2026,
8 and July 29, 2026.

9 The Committee convened on July 16, 2025, and was briefed on the 2025-26
10 New York State Budget. The Committee discussed CSEA's legislative victories,
11 including expansion of the LOADing Act, improvements for recruitment and retention
12 in the public sector, mandated safety plans for state park workers and improved
13 conditions for home-based child care providers. Additionally, the Committee was
14 joined by Congressman John Mannion, who discussed the environment in
15 Washington with the new administration and the impacts the country is facing with
16 the passing of HR.1.

17 The Committee convened on September 24, 2025, to act on a
18 recommendation for endorsement in the Special Election for Assembly District 115.

19 The Committee convened on November 13, 2025, to act on a
20 recommendation for endorsement in the soon to be vacated seat in Sente District 61.

21 The Committee convened on April 30 and May 27, 2026, to act on
22 recommendations for endorsement for the Primary Elections being held on June 23,
23 2026, for candidates in the New York State Senate and New York State Assembly.

24 The Committee convened on July 29, 2026, and was briefed on the 2026
25 legislative session and the many victories, including the reforms to Tier 6,
26 improvement to workplace safety in various workplaces and improvement to pension
27 benefits for public employees in demanding positions. Additionally, the Committee
28 discussed the 2026 General Elections, targeted races and the importance of voting
29 for candidates that will support labor. Finally, the Committee acted on the
30 recommendations of endorsement from all Regions for the 2026 General Election

being held on November 3, 2026, for candidates in the New York State Senate and New York State Assembly.

The Statewide Legislative and Political Action Committee remains committed to finding ways to increase activism among the rank-and-file workers.

The Committee would like to thank John Mooney, Vinny Martusciello, Bill Preston, Faye Wilkie-Fields, Todd Schmidt, James Sullivan and Joseph Cracchiolo for their service to the Statewide Legislative and Political Action Committee.

Respectfully submitted,

Cindy Stiles, Chair, Region 4

Eric Faraone, Region 1

Wally Greene, Region 1

Patrick Liere, Region 1

Michael Robinson, Region 1

Joyce Matthew, Region 2

Felicia McCollough, Region 2

Ajani Williams, Region 2

Tina Buono, Region 3

Fred DeStefano, Region 3

Chris Vogel, Region 3

Bill Alund, Region 4

Latasha Gardner, Region 4

Susan Watson-Amos, Region 4

John Brown, Region 5

Ali Cottrell, Region 5

Chantalise DeMarco, Region 5

Timothy Finnigan, Region 6

Ebony Rose, Region 6

Stephanie Teachman, Region 6

Armett Barnes, Child Care

Mary E. Sullivan, Officer Liaison

Joshua Terry, Staff Advisor

The Standing Membership Committee is responsible for offering direction in maintenance and growth of CSEA membership by recommending policies for internal and external organizing.

The Committee establishes goals, responsibilities, and guidelines for Region and Local Membership Committees and offers assistance through the Membership and Organizing Departments for Local union building efforts.

Since the last report to the Delegates in 2024, the Committee met remotely on 3/10/25, 8/7/25, 4/6/26, 5/27/26, and 7/30/26.

The Committee continues to promote the establishment of membership committees at the region and local levels to help support new organizing efforts, new hire and non-member sign-ups, and member engagement activities.

The Membership Committee:

- Sponsors the Membership Achievement Award to honor a CSEA member or a group of members, committee, unit or local that have done the hard work of strengthening the union by signing up newly hired employees as CSEA members.
- Sponsors the Nadra Floyd Award to honor a CSEA member who has made an extraordinary contribution to a campaign to organize a new bargaining unit or group of workers into CSEA.

The Committee would like to recognize the following new additions to CSEA since our last report in 2024:

- Town of Seneca Falls
- Haverstraw Kings Daughter Public Library
- Town of Guilderland Highway Workers
- Rockland CSD
- Oceanside Fire District
- Village of Island Park
- Seaford Public Library
- Bellmore-Merrick SD Security Aides

31

32

Respectfully submitted,

33

Lanielle D. Roach, Chair, Region 2

34

Oneida N. Alvarez, Region 1

35

Nancy J. Ianson, Region 1

36

Nicole D. Davis, Region 2

37

Deborah L. Hanna, Region 2

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Hattie E. Adams, Region 3

39

Craig M. Cotone, Region 3

40

John A. LeFebvre, Region 4

41

Siyathemba Mapakane, Region 4

42

John R. Brown Jr., Region 5

43

Kimberly A. Grover, Region 5

44

Catalina Guzman, Region 6

45

Paula S. Love, Region 6

46

Shana Davis, Officer Liaison

47

Charisse Seneres, Staff Advisor

Committee Duties and Responsibilities

The CSEA Standing Occupational Safety and Health (OSH) Committee is committed to advocating for safer and healthier workplaces for all CSEA members by (1) increasing awareness of workers' rights under federal OSHA and PESH laws; (2) educating members on OSH issues and strategies to address them; (3) supporting occupational safety and health legislation; (4) encouraging and supporting effective safety and health committees at all levels; (5) providing guidance and support to CSEA safety and health activists; and (6) remaining visible and accessible to all CSEA members. The committee is responsible for providing recommendations to the President on matters regarding occupational safety and health.

The Standing OSH Committee has met 10 times since the last constitutional convention. Meeting dates: 1/14/25, 3/18/25, 6/25/25, 9/16/25, 11/25/25, 1/6/26, 2/24/26, 3/10/26, 4/14/26 and 5/28/26.

Accomplishments and Hazards Addressed

In addition to making recommendations to the President, the committee provides advice and member perspective to the OSH Department. Even going into 2026, the committee continued to address member related issues, including Workers' Compensation claims, and a renewed focus on emerging Workplace Violence trends.

The committee continued collaborating with the Special Local Government Schools Committee to address ever increasing violent acts in K-12. Several educational and training resources we've developed and made available to Central School District leadership.

The committee began a collaboration with Special Local Government DSS Committee to address the ever-increasing violent acts in the community. A special project was developed specifically to study and identify risk factors and best practices to protect members working in the community.

Education and engagement continue through targeted efforts such as work zone safety awareness and outdoor hazards. Addressing temperature extremes and directly protecting members by providing tick keys and other essential educational materials. Outreach also continues through the Safety Net quarterly publication.

The 2026 Statewide Conference on Occupational Safety and Health has been a primary focus of the committee since the last Annual Delegates Meeting. A considerable amount of time was spent on conference planning discussions and providing valuable input to the Safety and Health Department as well as creating and presenting the Sunday morning plenary session.

The committee also regularly provides comments, member perspective, and subject matter expertise on training programs, information sheets, and other department resources. This input is crucial to ensure that resources are effectively developed and distributed to the membership. Workplace Violence, Tree Work and Sanitation remain the primary topics of focus of the committee.

Future Goals

The Committee endeavors to:

- Recruit new safety and health activists
- Continue to engage and support current activists
- Continue to work with the Special Local Government Schools Committee to provide resources for K-12 School District members.
- Continue to work with the Special Local Government DSS Committee.
- Protect members conducting high hazard work such as tree care operations, sanitation, and ensure proper personal protective equipment is provided and fits the needs of each individual worker.
- Offer advice and recommendations to the Occupational Safety and Health Department.

Respectfully submitted,

Thomas Skabry, Chair, Region 1

Deborah Hanna, Vice Chair, Region 2

Thomas McDonough, Region 1

Theresa Johnson, Region 3

John LeFebvre, Region 4

Thomas Hingher, Region 5

Phillip Collier, Region 6

Mary E. Sullivan, Officer Liaison

Matthew C. Kozak, Staff Advisor

1 The mission of the Standing Veterans Committee is to promote the interests of
2 our members who have served in the United States Armed Forces. We will
3 accomplish this goal by collecting information to identify all members who are
4 veterans; informing members about Veterans' rights and benefits; updating them
5 about any changes in those rights and benefits; sharing the same information with
6 the CSEA family at large; and otherwise uphold the interests of those who have
7 upheld the American way of life.

8 The Veterans Committee met during February 2025; August 2025; February
9 2026; and June 2026.

10 Since our last report, the Committee has said goodbye to a few members. We
11 offer best wishes to Michele Kiuber, Former Chair, Region 4; and Joseph Eissing,
12 Region 4. We would like to thank them for their service to this Committee.

13 The following Veteran-specific legislation strongly supported by CSEA were
14 signed into law: **Chapter 77 of the Laws 2026, Governor Hochul signed in law**
15 **February 2026**; This bill makes military veterans who are 100% service-related
16 exempt from property taxes at their primary residence.

17 **Senate Bill S7708-A (Fernandez) Governor Hochul signed into law June**
18 **2, 2026:**

19 Requires the Department of Veterans' Services to establish, print, publish, and
20 distribute a veterans' bill of rights to inform them of benefits available in the State of
21 New York.

22 **Assembly Bill A.9645-A (Lavine)** currently passed by both houses and
23 awaiting Governor's signature:

24 Establishes a statewide Veteran Suicide Mortality Review Board to review
25 veteran suicide deaths, identify trends and systemic gaps and issues actionable
26 recommendations to prevent future deaths.

27 **Assembly Bill A.6084-A (Hunter)** currently passed by both houses and
28 awaiting Governor's signature:

29 Requires the Department of Labor to create and maintain a list of available
30 careers and job listings in the state for veterans.

Senate Bill S5195-B Governor Hochul signed into law November 2024:

Removes the requirement that a veteran must have served during wartime to be granted certain benefits.

Senate Bill S2413-C Funeral Support Governor Hochul signed into law November 2024:

Provides additional financial assistance for veterans' funerals, helping families with funeral cost.

The Committee continues to support and recognize veterans by hosting informational tables at statewide events. The Committee provides Veterans ribbons to honor and recognize those who have served our country. In addition, the Committee sells Veterans pins at these events, with the proceeds supporting organizations that support veterans and their families.

The Committee has a Facebook Page. If you are a Facebook user, please check out our page and like us. The page can be found by searching **CSEA Veterans**.

The Veterans Committee continues to work with the Political Action Department and with CSEA members across the State, as well as other Veterans groups, pushing for the passing of Legislation that will bring equity to all Veterans.

The Committee encourages your questions, comments and suggestions. We are here to serve you and look forward to speaking with you.

Respectfully submitted,

Lois Mueller, Chair, Region 1

Larry Germano, Region 1

Jacqueline Blaize, Region 2

Tiron King, Region 3

Jason Jansen, Region 5

Robin Kaufman, Region 6

Lori Jubic, Retiree Representative

Stephen Healy, Officer Liaison

Sharon Ivey, Staff Advisor

Tracy Cross, Communications Liaison

1 The Women's Committee is a Standing Committee under Article VI, Section I
2 of the CSEA Constitution and By-Laws. The overall mission of the Committee is to
3 safeguard the rights of women in employment with particular emphasis on fair and
4 equitable wages, dignity of work, a safe and healthy work environment, and
5 personal/professional development. The goals of the committee are to continue
6 efforts to engage more women in CSEA leadership roles and activities, to work with
7 other CSEA committees that share common interests and to explore initiatives that
8 support union growth.

9 The Committee met in November 2024, December 2024, January 2025,
10 February 2025, March 2025, and April 2025. The first committee meeting for 2026 is
11 planned for late August.

12 **The CSEA Women's Conference**

13 The 2025 Women's Conference was held in person at the Westchester
14 Marriot, Tarrytown, NY on April 25-April 27, 2025. The theme was "Collective Power,
15 Collective Progress." The conference agenda offered a variety of workshops with
16 information on Sisterhood and Solidarity, Women in Leadership, Building Trust
17 Amongst Union Women, Union Women and Collective Bargaining. Additional topics
18 included childcare issues, emergency preparedness, impact of AI, emotional
19 intelligence, financial literacy, and money management and work, life, balance. The
20 general session featured a robust discussion on the "*Union that She Deserves*"
21 focusing on all things union, and how they can better support and empower women.
22 Overall, the feedback from the conference was positive.

23 In August 2026, the Committee will begin planning the 2027 Women's
24 Conference which is scheduled for April 8 - April 11, 2027, at Turning Stone
25 Convention Center, Verona, NY. The committee will formulate the agenda and
26 discuss the application process for the Irene Carr Leadership Award.

27 **Irene Carr Leadership Award**

28 The Irene Carr Leadership Award recognizes an individual who demonstrates
29 an ongoing commitment to the concerns of union women and their families. The
30 award, first presented in 1988, has acknowledged the contributions of individuals for

their passion, commitment, and efforts to empower women, develop union leadership and address work/life needs. The recipient of the 2025 award was Holly Roth from Region 6, Monroe County Unit President. Holly's activism embodies Irene's spirit and determination as she advocates for the concerns of women in the workplace, community and serves within CSEA.

Region Committee Activities

The Committee members remain actively involved in their Region Women's Committees planning conferences to educate activists on issues affecting working women. Committee members also assist their Regions in coordinating women's outreach and support efforts such as clothing/food drives, providing information on domestic violence prevention and human trafficking, and offering health and wellness information.

Committee Acknowledgements

The Committee welcomes new members, and we look forward to their activism, input, and ideas. The Committee extends appreciation and gratitude to the past members for their service to this committee and CSEA. We would like to take a moment and extend special recognition and appreciation for the life and commitment of Sharon Lovelady-Hall to the Standing Women's Committee and CSEA, the mission of her work continues, and her service will never be forgotten. Thank you to the officer liaison, President Mary E. Sullivan, for your continued support and guidance and the new staff advisor Vanessa Owens, we look forward to working with you.

Respectfully submitted,

Kerry Mincher, Chair, Region 5

Maureen Walsh, Region 1

Darcel Johnson, Region 2

Carolyn Crea, Region 3

Tyjuana Parker, Region 3

Kim Ruso-Driscoll, Region 4

Deborah Staulters, Region 4

Bernadette Giambra, Retiree Representative

Mary E. Sullivan, Officer Liaison

Vanessa Owens, Staff Advisor

Prudence Acevedo, Committee Support Staff

1 The role of the Audit Committee is one of financial oversight on behalf of
2 the members.

3 The Special Audit Committee's primary responsibilities include:

- 4 • Reviewing the adequacy of the union's system of internal controls.
- 5 • Reviewing the activities and organizational structure of the
6 accounting staff to assure required separation of duties.
- 7 • Reviewing the independent auditor's proposed audit scope and
8 approach.
- 9 • Reviewing the performance of the independent auditors
- 10 • Recommending the appointment of the independent auditors.
- 11 • Reviewing the findings of any examination by regulatory agencies,
12 such as the Internal Revenue Service or by AFSCME.
- 13 • Performing other oversight functions as requested by the Board of
14 Directors.

15 The Special Audit Committee has met five (5) times since the last Annual
16 Delegates Meeting in October of 2024. The Audit Committee generally meets with
17 the external auditors to review the plan for the upcoming audit in the Fall timeframe.
18 The audit results are shared with the Audit Committee in the late March/early April
19 timeframe each year.

20 In addition to the Special Audit Committee members, Statewide Treasurer
21 Nicole Meeks, staff liaison and Director of Internal Operations Peter Diana and
22 Director of Finance William Kearney attend each meeting.

23 The audited financial statement highlights of CSEA from the most recent
24 Special Audit Committee meeting are presented below:

25 Balance Sheet:

- 26 • \$565.2 million in total assets—an increase of \$72.2 million
- 27 • \$64.3 million in cash and cash equivalents—an increase of \$9.9 from the prior
28 year
- 29 • \$357.4 million in investments — an increase of \$30.4 million
- 30 • \$120.1 million in other assets — an increase of \$26.7 million

31 • \$100.0 million in total liabilities — a decrease of \$2.6 million

32 • \$465.2 million net assets — an increase of \$74.7 million

33
34 Income Statement:

35 • \$128.3 million in dues revenue — an increase of \$6.7 million

36 • \$38.6 million in other income — an increase of \$8.0 million

37 • \$90.7 million in operating expenses — an increase of \$13.7 million

38 • \$22.5 million in income from operating activities—a decrease of \$1.8 million

39 • \$74.7 million overall in changes from operating and non-operating activities—
40 an increase of \$2.5 million compared to the prior year

41
42 Respectfully submitted,

43 Daniel Vadala, Chair, Region 5

44 Sheri Porter, Region 1

45 Marvinna Queenie, Region 2

46 Marisol Lugo, Region 3

47 Katherine Soule, Region 4

48 Robin Ann Kaufman, Region 6

49 Nicole Meeks, Officer Liaison

50 Peter Diana, Staff Advisor

Committee's Goals/Purpose/Future Goals

It is the duty of the Special Human Rights Committee to assist protected classes in the areas of employment, work with organizations representing protected classes, and promote human rights through making recommendations and monitoring the employment practices of CSEA.

This Special Human Rights Committee has had some transition over the last year due to retirements and resignations from the committee. The new committee chair is John Dzuba from Region 5, as the former chair retired earlier this year. The committee is currently seeking new members to join due to these factors.

The Human Rights Committee met May 28, 2025, August 1, 2025, December 9, 2025, and June 30, 2026. The Committee attempted to meet on December 10, 2024, February 17, 2026, March 18, 2026, and April 21, 2026, but were canceled for not meeting a quorum on those dates. The committee continues to share their perspectives on the Committee's purpose and mission and how to have more visibility for CSEA members. There were several discussions about psychological safety in the workplace and the importance of CSEA members to know how to escalate problems when their supervisors cannot or will not address mistreatment. The Committee's goal is to provide more resources to CSEA members to empower them to advocate for themselves, report incidents when necessary and educate them about how to file external complaints not addressed by their employers.

The Committee has been tasked with establishing a more modern mission statement and vision for the committee to encompass both the original purpose of the Committee and what is relevant now. The Committee is seeking to have someone from the New York State Division of Human Rights attend a future meeting to serve as a direct resource for the Committee to continue to fulfill its purpose. Additionally, the Committee seeks to find more representation in each region and explore the possibility of creating a workshop for region and statewide conferences to educate members.

Employee Workforce Demographics (EEO-1 Report):

As a private sector employer, CSEA is required to file an EEO-1 Report which delineates employees by race, ethnicity, gender and jobs. The report represents employees of CSEA, thus, Employee Benefit Fund (EBF) and the CSEA Political Action Fund (PAF) are not included in the report. Highlights from CSEA's 2024 report are listed below as in comparison to the 2000 and 2014 reports.

Employee Demographics		2000	2014	2024
Gender	Male	46.7%	40.8%	41.7%
	Female	53.3%	59.2%	58.3%
Race	White	84.2%	77.8%	70.4%
	Non-White	15.7%	22.2%	29.6%
Job and Gender and Race		2000	2014	2024
<i>Executive, Senior Officials and Managers</i>				
	Male	71.4%	62.5%	52.2%
	Female	28.6%	37.5%	47.8%
	White	85.7%	82.5%	69.6%
	Non-White	14.3%	17.5%	30.4%
<i>First and Mid-Level Managers*</i>				
	Male	-	28.0%	24.1%
	Female	-	72.0%	75.9%
	White	-	88.0%	79.3%
	Non-White	-	12.0%	20.7%
<i>Professional</i>		2000	2014	2024
	Male	67.1%	49.1%	51.5%
	Female	32.9%	50.9%	48.5%
	White	87.7%	81.4%	73.3%
	Non-White	12.3%	18.6%	26.7%

64 *Administrative Support*

65	Male	15.7%	17.0%	21.2%
66	Female	84.3%	83.0%	78.8%
67	White	79.3%	70.2%	66.7%
68	Non-White	20.7%	29.8%	33.3%

69

70 **This category was introduced in the 2007 EEO-1 Report and includes individuals*
 71 *who serve as managers, other than those who serve as Executive / Senior Level*
 72 *Officials and managers.*

73

74 **Overall Gender and**

75 **Overall Race By Region 2000 2014 2024**

76

77 **Region 1**

78	Gender	Male	54.2%	50.0%	54.2%
79		Female	45.8%	50.0%	45.8%
80	Race	White	83.3%	63.6%	62.5%
81		Non-White	16.7%	36.4%	37.5%

82 **Region 2**

83	Gender	Male	41.7%	58.3%	63.6%
84		Female	58.3%	41.7%	36.4%
85	Race	White	25.0%	41.7%	18.2%
86		Non-White	75.0%	58.3%	81.8%

87 **Region 3**

88	Gender	Male	54.2%	47.8%	30.8%
89		Female	45.8%	52.2%	69.2%
90	Race	White	91.7%	69.6%	69.2%
91		Non-White	8.3%	30.4%	30.8%

92

93 **Region 4 2000 2014 2024**

94	Gender	Male	63.6%	30.0%	30.0%
95		Female	36.4%	70.0%	70.0%
96	Race	White	100%	80.0%	75.0%
97		Non-White	0.0%	20.0%	25.0%

98

99 **Region 5**

100	Gender	Male	74.1%	44.0%	56.5%
101		Female	29.9%	56.0%	43.5%
102	Race	White	100%	96.0%	95.7%
103		Non-White	0.0%	4.0%	4.3%

104 **Region 6**

105	Gender	Male	62.5%	43.5%	47.8%
106		Female	37.5%	56.5%	52.2%
107	Race	White	87.5%	91.3%	78.3%
108		Non-White	12.5%	8.7%	21.7%

109

As noted above, the CSEA employee workforce is more diverse, as measured by *gender* and *race*, particularly in the job categories of *Executive, Senior Officials/Managers, First and Mid-Level Managers, Professional and Administrative Support*. The EEO-1 Report captures racial identification as White, Black or African American, Hispanic or Latino, Native Hawaiian or Pacific Islander, Asian, American Indian or Alaskan Native, or those who identify as two or more races. CSEA's 2024 workforce identifies in each of the categories. The Committee continues to seek diversity in the CSEA workforce overall and has discussed the need for more diversity in the Region 5 area.

119 The Committee would like to continue recruitment efforts to build a more
120 robust presence in each region and welcomes and invites comments and
121 suggestions.

122

123

124	Respectfully submitted,
125	John Dzuba, Chair, Region 5
126	Angelica Morris, Region 4
127	Adrienne Waugh, Region 4
128	Angelia Pride, Region 6
129	Rosemarie Kukys, Officer Liaison
130	Mary Beth Hall, Staff Advisor

1 The Judicial Board is comprised of eight members. Each Region President
2 appoints one member and the Statewide President appoints two members. From
3 these eight members, the Statewide President appoints the Chairperson and Vice
4 Chairperson. Each Judicial Board member generally serves for a term coincident with
5 the term of the officer appointing that member.

6 The Judicial Board is the union's official body for investigation and
7 determination of complaints filed by members against members. Additionally, the
8 Judicial Board reviews requests from members for reinstatement to membership.
9 The Judicial Board reviews all complaints and, where appropriate, issues formal
10 charges. When formal charges are issued, the Judicial Board holds hearings to
11 determine the facts, renders decisions, and imposes penalties. Appropriate penalties
12 may consist of reprimand, suspension of the right to seek or hold office for a time
13 certain, removal from office, suspension from CSEA membership for up to five years,
14 or expulsion. The Judicial Board may also require restitution of misused funds as a
15 condition of continued CSEA membership.

16 The Judicial Board's jurisdiction also includes complaints attached to
17 trusteeships, and determining whether possible conflicts of interest stemming from a
18 member's position as an elected or appointed public official exist. The Judicial Board
19 is not divested of its jurisdiction over any matter when an individual resigns or
20 otherwise leaves CSEA membership, as long as the conduct complained of took
21 place while such individual was a CSEA member.

22 The Judicial Board meets on a regular basis, as its caseload requires, to
23 efficiently move complaints to resolution. During Judicial Board meetings, new
24 complaints are reviewed, formal charges are issued, hearings are scheduled, and
25 determinations are made on those cases for which hearings have been concluded.
26 All Judicial Board members vote on Judicial Board decisions. However, no member
27 may vote on a determination involving their own subdivision. Decisions of the Judicial
28 Board may be appealed to the Appeals Committee of the Board of Directors.

29 In the past two years, the Judicial Board caseload addressed numerous
30 matters including financial irregularities by Local or Unit Officers, complaints of

misappropriation, embezzlement, and improper or illegal use of union funds, as well as failure to comply with Constitutional and/or Financial Standards Code requirements. During the period July 1, 2024, through June 30, 2025, the Judicial Board conducted four (4) hearings and held six (6) Judicial Board meetings. During the period July 1, 2025, through June 30, 2026, the Judicial Board conducted four (4) hearings and held four (4) meetings. The following is a summary of decisions rendered by the Judicial Board since the 2024 Annual Delegates Meeting report.

CASES HEARD and DECIDED WITH PENALTY

JB-24-0007

Judicial Board Charges were brought against Local President and former Local Treasurer for violations of the CSEA Local Constitution and Financial Standards Code for significant areas on noncompliance. The Charged Parties did not conduct proper Union business regarding the purchasing and disposition of gift cards. Based on all the evidence, both in testimony and through documents, the Judicial Board sustained the Charges. Having sustained the Charges against the Local President, the Judicial Board ordered him to pay restitution in the amount of \$7,125.00. Failure to make restitution or enter into a repayment agreement will result in CSEA pursuing all available means to ensure that the unreimbursed funds are returned to CSEA. Further, the Local President is suspended from the right to hold or seek any elected or appointed office or position for a period of one (1) year.

Having sustained the Charges against the former Local Treasurer, the Judicial Board acknowledges that she has retired and is no longer an officer or in an active CSEA bargaining unit. Therefore, no penalty other than the findings against her herein is imposed.

JB-24-0020

Judicial Board Charges were brought against Local President by Statewide Treasurer for violations of the Local Constitution and Financial Standards Code. Specifically for improper and unsupported credit card transactions, checks and undocumented withdrawals. Based on all the evidence, both in testimony and through documents, the Judicial Board sustained two of the three Charges. Having sustained Charges I and II against the Local President, the Judicial Board ordered him to pay restitution in the amount of \$17,323.47 and suspended him from the right to hold or seek any elected, appointed office or position for five years.

Judicial Board Charges were brought against former Statewide Executive Vice President, former Region President, Local President and Local Recording Secretary by the Statewide President for violations of the Local Constitution for solicitation or acceptance for personal gain of any money or the acceptance of any gift of more than nominal value from any employer, employee of the union, or from any person or firm which has or which is seeking to establish a business relationship with the Statewide Association or any subdivision thereof, and for other conduct detrimental. Specifically, for utilizing employer funds in support of their candidacies. Based on all the evidence, both in testimony and through documents, the Judicial Board sustained the Charges against all parties. The former Statewide Executive Vice President and the former Region President were suspended from the right to hold or seek any elected or appointed office or position for a period of five (5) years. The Local President and Local Recording Secretary were formally reprimanded and put on notice that should any similar behavior occur in the future; an additional penalty will be forthcoming.

Judicial Board Charges were brought against Local Treasurer for violations of the Local Constitution for failing to fulfill his duties as Local Treasurer, including but not limited to, submitting the Local's budgets as required; providing the Local President, the Local Executive Board or the Local Audit Committee with required financial information; issuing rebates to Units; and providing information to the Local's accounting firm so that proper tax filings may be made. Based on all the evidence, both in testimony and through documents, the Judicial Board sustained the Charge against the Local Treasurer and issued him a formal reprimand for his conduct. It was ordered that he retake and complete Treasurer's training within eighteen (18) months of the decision. Failure to do so would result in his removal from office.

Judicial Board Charges were brought by Statewide President against suspended Unit President for violations of the Unit Constitution. Specifically, for failing to follow the proper CSEA procedures in dealing with the issues before him, failure to allow CSEA, Inc. time to assist him with his transition issues, threatening to begin a campaign to solicit bargaining unit members to drop their union membership

and for using his employers email system to communicate with members in violation of sound Union protocols. Based on all the evidence, both in testimony and through documents, the Judicial Board sustained two of the four Charges. It was ordered that the Unit President would serve his suspension up to date of the decision and that no further suspension was required. Additionally, a formal reprimand was issued, and he was ordered to complete all required CSEA training, as soon as the training was available.

CASES DECIDED WITH HEARING and DISMISSED

JB-24-0013 & JB-24-0014

Two Judicial Board Complaints were brought against Unit President and combined into one set of Charges for violations of the Unit Constitution. Specifically, for failing to represent members, failing to engage in contract negotiations with the employer, failing to engage in new employee orientations and failing to ensure the Unit Treasurer properly performed her duties. Based on all the evidence, both in testimony and through documents, the Judicial Board dismissed the Charges and therefore found that no penalty is warranted. It was noted that Unit elections were to take place, and the Unit membership would decide the future leadership of the Unit.

JB-24-0016

Judicial Board Charges were brought against Unit Vice President by the Unit President for violations of the Unit Constitution. Specifically, for holding meetings to undermine the Unit President and interfere with his duties, failing to carry out her duties as Unit Vice President and failing to comply with the Unit President's directives. Based on all the evidence, both in testimony and through documents, the Judicial Board dismissed the Charges and therefore found that no penalty is warranted. It was noted that Unit elections were to take place, and the Unit membership would decide the future leadership of the Unit.

JB-25-0009

Judicial Board Charges were brought against Local 2nd Vice President by a member for other conduct detrimental to the best interests of CSEA. Specifically for violating his duty as an officer to keep information about his member confidential. Based on all evidence, both in testimony and through documents, the Judicial Board dismissed the Charges and therefore found that no penalty is warranted.

CASES DECIDED WITHOUT HEARING and WITH PENALTY

JB-24-0010

Judicial Board Charges filed by Statewide Treasurer against former Local Treasurer for violation of the Local Constitution and Financial Standards Code. Specifically for using a personal credit card in the name of the retired former Treasurer for union business, failing to return all the Local records and equipment issued to her and for overpaying herself honorarium money. The Judicial Board considered the Charges against the former Local Treasurer on the evidence before it, sustained the Charges and ordered her to pay restitution in the amount of \$9,851.09. She was also ordered to return the Local's laptop and any of the Local's records in her possession. Further, the former Local Treasurer is unbondable and therefore is forever prohibited from holding any elected union office.

JB-25-0002

Judicial Board Charges filed by Statewide Treasurer against Local President and Local Treasurer for violations of the Local Constitution and Financial Standards Code. Specifically, for failing to provide sufficient explanation or support accounting for Local funds, failing to provide supporting documentation for checks and for having two debit cards from the Local's account. The Judicial Board considered the Charges against the Local President on the evidence before it, sustained the Charges and ordered him to pay restitution in the amount of \$10,972.44. He is suspended from the right to hold or seek any elected or appointed office or position for a period of five (5) years. The Judicial Board considered the Charges against the Local Treasurer on the evidence before it, sustained the charges against him and ordered him to pay restitution in the amount of \$4,514.00. The Local Treasurer was also suspended from the right to hold or seek any elected or appointed office or position for five (5) years.

JB-25-0004

Judicial Board Charge filed by Region President against Local President for violations of the Local Constitution for other conduct detrimental to the best interests of CSEA. Specifically, for failing to respond to members, management concerning member issues, his Labor Relations Specialist and the Region President. The Judicial Board considered the Charge against the Local President on the evidence

before it, sustained the Charge and suspended him from the right to hold or seek, any elected or appointed office or position for a period of five (5) years.

JB-26-0001

Judicial Board Charges filed by Region President against former Local President, former Local Vice President and Local Recording Secretary for violations of the Local Constitution. Specifically for failing to perform any duties required by their office and failing to represent their members. The Judicial Board considered the Charges against the former Local President, former Local Vice President and Local Recording Secretary on the evidence before it, sustained the Charges and suspended them from the right to seek or hold any elected or appointed office in CSEA for a period of five (5) years.

CASES SETTLED WITHOUT HEARING and WITH PENALTY

JB-24-0023

Judicial Board Charges filed by Local President against suspended Local Treasurer for violations of the Local Constitution and Financial Standards Code. Specifically for signing and cashing a check made out to himself without the President's signature. The suspended Local Treasurer repaid \$1415.74, the amount of the check. A stipulation of facts and acceptance of penalty was entered into and adopted by the Judicial Board wherein the suspended Local Treasurer accepted the penalty of suspension from the right to hold or seek elected or appointed office or position in CSEA for a period of five (5) years.

JB-25-0008

Judicial Board Charges filed by Statewide Treasurer against Local President and Local Treasurer for violations of the Local Constitution and Financial Standards Code for improper or illegal use of union funds. Specifically, for purchasing, maintaining and insuring a car in the President's name with union funds, as well as providing a car allowance. The Local President entered into a repayment agreement. A stipulation of facts and acceptance of penalty was entered into and adopted by the Judicial Board wherein both the Local President and Local Treasurer accepted the penalty of formal reprimands.

COMPLAINTS DISMISSED

JB-24-0008

Complaint filed by Unit President and Unit Treasurer against a member for conduct detrimental to the best interests of CSEA. Specifically for threatening an Executive Board member by stating "It's not personal, but if you want it to be personal, we can take it outside" in the middle of a membership meeting. The Judicial Board dismissed the complaint, which, after thorough investigation, was not supported by sufficient evidence for which to charge a constitutional violation.

JB-24-0009

Complaint filed by a member against a Local Vice President, for violations of the Local Constitution for other conduct detrimental to the best interests of CSEA. Specifically, it is alleged that the Vice President interfered with the member's evaluation by convincing his supervisor to give him a "needs improvement" in the "cooperates with supervisors" category. The Judicial Board dismissed the complaint, which, after thorough investigation, was not supported by sufficient evidence for which to charge a constitutional violation.

JB-24-0011

Complaint filed by members against Local President, Local Vice President and Local Treasurer for violations of the Local Constitution. Specifically, for failing to hold general membership meetings for two years, failing to appoint standing committees, grievance representatives and shop stewards and failing to respond to requests regarding the Local's funds. The Judicial Board dismissed the complaint, which, after thorough investigation, was not supported by sufficient evidence for which to charge a constitutional violation.

JB-24-0012

Complaint filed by member against Unit Recording Secretary for a violation of the Unit Constitution. Specifically, for obtaining from the state website a list of the Unit position salaries and disclosing it to anyone who wanted to see it, creating friction between Unit members. The Judicial Board dismissed the complaint, which, after thorough investigation, was not supported by sufficient evidence for which to charge a constitutional violation.

JB-24-0015

Complaint filed by Unit President against Unit Vice President alleging violations of the Unit Constitution. Specifically for interference with an elected officer in discharge of that official's lawful duties. The Judicial Board dismissed the complaint, which, after thorough investigation, was not supported by sufficient evidence for which to charge a constitutional violation.

JB-24-0017

Complaint filed by Unit Vice President against Unit President alleging violations of the Unit Constitution. There was no specific violation indicated, just signatures requesting the "immediate" removal of the Unit President. The Judicial Board dismissed the complaint, which, after thorough investigation, was not supported by sufficient evidence for which to charge a constitutional violation.

JB-24-0018

Complaint filed by Local President against Local Recording Secretary for violations of the Local Constitution for other conduct detrimental to the best interests of CSEA. Specifically, for failing to provide Executive Board minutes to the President upon her request. The Judicial Board dismissed the complaint, which, after thorough investigation, was not supported by sufficient evidence for which to charge a constitutional violation.

JB-24-0019

Complaint filed by Local Treasurer against Local President for violations of the Local Constitution and Financial Standards Code. Specifically, for improper or illegal use of union funds, refusal or failure to carry out mandates of the Statewide President, interference with elected official in discharge of official duties and other conduct detrimental to the best interests of CSEA. The Judicial Board dismissed the complaint, which, after thorough investigation, was not supported by sufficient evidence for which to charge a constitutional violation.

JB-24-0021

Complaint filed by two members against two other members for violations of the Local Constitution for conduct detrimental to the best interest of CSEA. Specifically for recording a Local meeting and providing a copy of the recording to management. The Judicial Board dismissed the complaint, which, after thorough

investigation, was not supported by sufficient evidence for which to charge a constitutional violation.

JB-24-0022

Complaint filed by member against Unit President for violations of the Unit Constitution for other conduct detrimental to the best interests of CSEA. Specifically, for failing to file a grievance on time. The Judicial Board dismissed the complaint, which, after thorough investigation, was not supported by sufficient evidence for which to charge a constitutional violation.

JB-25-0003

Complaint received from Unit President against member for interference with elected official in discharge of that CSEA official's lawful duties and other conduct detrimental to the best interests of CSEA. Specifically for sending a complaint on behalf of the "Seniors and District-Wide Schools and Members of Unit" to the Superintendent of Schools regarding a Memorandum of Agreement that was signed. It is alleged that some of the names on the complaint (typed signatures) did not agree to be included on the complaint. Also, it is alleged that the member disseminated the Unit President's medical information. The Judicial Board dismissed the complaint, which, after thorough investigation, was not supported by sufficient evidence for which to charge a constitutional violation.

JB-25-0005

Complaint received from members against Unit President for other conduct detrimental to the best interests of CSEA. Specifically for using profanity at a meeting, berating and verbally attacking a member during a membership meeting. The Judicial Board dismissed the complaint, which, after thorough investigation, was not supported by sufficient evidence for which to charge a constitutional violation.

JB-25-0007

Complaint received from member against Local/Unit President for other conduct detrimental to the best interest of CSEA. Specifically, for false accusations by the Local/Unit President to management, and misrepresentation and intimidation by the Local/Unit President. The Judicial Board dismissed the complaint, which, after thorough investigation, was not supported by sufficient evidence for which to charge a constitutional violation.

JB-25-0011

Complaint filed by Local President against Unit President for violations of the Unit Constitution; interference with elected official in discharge of that CSEA official's lawful duties and other conduct detrimental to the best interests of CSEA. The Judicial Board dismissed the complaint, which, after thorough investigation, was not supported by sufficient evidence for which to charge a constitutional violation.

JB-25-0012

Complaint filed by Unit President and Unit Treasurer against Shop Steward for violations of the Unit Constitution for other conduct detrimental to the best interests of CSEA. Specifically, it is alleged the Shop Steward sent out copies of a recently negotiated MOA to members prior to the ratification with her comments and "In my opinion this is a VOTE NO contract" typed on the MOA, therefore creating division within the leadership and membership. The Judicial Board dismissed the complaint, which, after thorough investigation, was not supported by sufficient evidence for which to charge a constitutional violation.

JB-25-0014

Complaint filed by Unit Recording Secretary against Statewide President for interference with elected official in discharge of that CSEA's official's lawful duties and other conduct detrimental to the best interests of CSEA. The Judicial Board dismissed the complaint, which, after thorough investigation, was not supported by sufficient evidence for which to charge a constitutional violation.

JB-25-0015

Complaint received from member against Unit President for violations of the Unit Constitution. Specifically, failing to provide requested information to the members, and for sending inappropriate (vulgar and harassing) texts to a member telling him he could take over the Unit. The Judicial Board dismissed the complaint, which, after thorough investigation, was not supported by sufficient evidence for which to charge a constitutional violation.

JB-25-0017

Complaint filed by Local 3rd Vice President against Unit President for violations of the Local Constitution for interference with elected official in discharge of his duties and other conduct detrimental to the best interests of CSEA. The Judicial

Board dismissed the complaint, which, after thorough investigation, was not supported by sufficient evidence for which to charge a constitutional violation.

JB-26-0005

Complaint filed by Unit Executive Vice President against Unit President for interference with elected official in discharge of that CSEA official's lawful duties and other conduct detrimental to the best interests of CSEA. Specifically, when she limited his duties and advised him not to engage with management on behalf of the Unit. The Judicial Board dismissed the complaint, which, after thorough investigation, was not supported by sufficient evidence for which to charge a constitutional violation.

JB-26-0006

Complaint filed by Unit President against Local 6th Vice President and member for conduct detrimental to the best interests of CSEA. It is alleged that they recorded the Unit President at his residence while he was on lunch break and sent an anonymous video and email to the Highway Superintendent stating he was plowing his private driveway with a Town vehicle. The Judicial Board dismissed the complaint, which, after thorough investigation, was not supported by sufficient evidence for which to charge a constitutional violation.

JB-26-0007

Complaint filed by Unit Executive Vice President against Unit President for other conduct detrimental to the best interests of CSEA. Specifically for allowing a Board of Education member to be present at a general membership meeting. The Judicial Board dismissed the complaint, which, after thorough investigation, was not supported by sufficient evidence for which to charge a constitutional violation.

JB-26-0008

Complaint filed by Unit 2nd Vice President and Unit Executive Vice President against Unit President for interference with elected officials in discharge of their official duties. Specifically, for removing them from Committees, advising them to have no communication with management and members, and sending internal union-related emails to management. The Judicial Board dismissed the complaint, which, after thorough investigation, was not supported by sufficient evidence for which to charge a constitutional violation.

COMPLAINTS WITHDRAWN

JB-25-0010

Complaint filed by Local President against Local Treasurer, Local 3rd Vice President and Local 2nd Vice President for violations of the Local Constitution and Financial Standards Code. Specifically, for failing to perform their duties, interfering with the Local President and creating division between the members and the Executive Board. Prior to formal Judicial Board Charges being issued, the Local President withdrew his complaint.

JB-26-0003

Complaint received from Statewide Treasurer against Unit President for improper or illegal use of union funds. Specifically for authorizing a check to a State Assembly candidate, although specifically instructed not to do so by Political Action Coordinator. Prior to formal Judicial Board Charges being issued, the Statewide Treasurer withdrew the complaint.

REINSTATEMENT REQUEST

JB-23-0012

Former member was expelled by Judicial Board decision. Request for reinstatement to membership was received. The Judicial Board, after thorough investigation, recommended to the Board of Directors that the former member be reinstated. The Board of Directors accepted and adopted the recommendation and reinstated the former member to membership.

MATTERS CURRENTLY PENDING

At this time, there are six (6) additional matters pending before the Judicial Board.

CONCLUSION

The Judicial Board continues to strive to ensure that its practices and procedures are consistent with its mandate. The Judicial Board recognizes and acknowledges the dedicated service and contributions of Stacey Baldwin Deyo, Rosemarie Kukys, Karen Bright and Adele Herzenberg, who have left the Board since the last report.

Respectfully submitted,

Robert Pazik, Chair, Region 6

Deborah Hanna, Vice Chair, Region 2

391	Guadalupe Johnson, Region 1
392	Kevin Mahler, Region 3
393	Robert Schweit, Region 3
394	Sean Kennedy, Region 4
395	Diane Burton, Region 5
396	Jennifer Regg, Region 5
397	Daren J. Rylewicz, Counsel to the Board
398	Kimberly Salamida, Clerk to the Board
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1 The LGBTQ+ (Lesbian, Gay, Bisexual and Transgender, Queer or other
2 identities not specifically specified) Committee was established in 2013. The
3 LGBTQ+ Committee is a group of CSEA activists who advocate for safe and fair
4 workplaces for lesbian, gay, bisexual and transgender and allied people. We work to
5 increase awareness of LGBTQ+ issues, culture, and concerns. By providing
6 suggestions and recommendations, we strive to ensure that CSEA programs and
7 services are inclusive and supportive of LGBTQ+ perspectives and concerns. We
8 also provide resource and referral information to members of the LGBTQ+
9 community and all others who may be seeking information about the LGBTQ+
10 community.

11 Since the CSEA Annual Delegates Meeting in 2024, the Committee met on
12 November 19, 2024, March 11, 2025, June 12, 2025, September 16, 2025, October
13 6, 2025, April 6, 2026, June 11, 2026, and August 31, 2026. The Committee has
14 discussed ways to ensure that all CSEA members of the LGBTQ+ community feel
15 represented, visible, and that they have a supportive and safe workplace. The
16 Committee advocates for and has performed training for CSEA officers and rank and
17 file members. In the past, the Committee has presented important training concerning
18 the inclusive language in collective bargaining agreements. The Committee is
19 advocating for ally training, specifically what it means to be an ally, in the workplace
20 and as a union member.

21 In addition, the Committee has supported and advocated for CSEA to sponsor
22 pride events in various regions throughout New York State and members of the
23 Committee attended some events, including Pride at the Plaza held at the Empire
24 State Plaza in Albany where thousands of CSEA members work every day. The
25 Committee has had some success in advocating for ways that CSEA communicates
26 with the CSEA membership about pride events where the organization is a sponsor,
27 in order to increase awareness and attendance by its members.

28 While New York is a more protective state than many, the Committee knows
29 that there is much work still to do to fight back against the constant attacks on
30 members of the LGBTQ+ community. The Committee is committed to continue to

work to increase visibility and advocacy for CSEA members that are a part of
LGBTQ+ community.

Respectfully submitted,
Chantalise DeMarco, Chair, Region 5
Trevor McCoy, Region 1
Jackie Evans Jr., Region 2
Robert Schweit, Region 3
Livia Agosto, Region 4
Colleen Dewine, Region 5
Angelia (Angel) Pride, Region 6
Bess Watts, Retiree Representative
Kenny Greenleaf, Officer Liaison
Eric E. Wilke, Staff Advisor

116th Annual Meeting

The charge of the Committee is to administer college scholarships funded by the Kelly Memorial Trust. This fund was originally created in 1962 after a young attorney, John J. Kelly Jr., died unexpectedly and left behind a widow and five young children. Mr. Kelly was a well-regarded attorney working with then CSEA Counsel DeGraff, Foy, Conway and Holt-Harris and assigned to CSEA. The Trust was designed to assist in the Kelly children's education. In 1984, when the primary purpose of the trust fund was satisfied under the terms of the Trust Agreement, a separate Scholarship Committee was formed. As a result, the J.J. Kelly Memorial Scholarship Committee was established.

John J. Kelly was a decorated World War II veteran who saw action in North Africa, Sicily and in the invasion of Normandy, where he suffered serious injury. It was during his recovery that he met and married his wife, Vicki, who served in the British WAF. Following the war, Kelly had a distinguished career representing CSEA members as lead counsel until his untimely death of complications from his war injuries in 1960. His wife passed away a short time later. Today, the Kelly Trust continues to help families in need.

As of 2025, the Kelly Program awards scholarships to both members and their dependents. Additional consideration is given to applicants who volunteer, have military or public service. With the new guidelines, the committee was able to award 22 scholarships in 2025 and 13 in 2026. Winners for each year are listed as follows:

2025 John J. Kelly Scholarship Winners**Region 1**

Xizoxi Yu	Parent: Qiong Wang	Local 831
Christina Rubin	CSEA Member	Local 870
Daniel Rubin	Parent: Christina Rubin	Local 870
Jennifer Shaloo	CSEA Member	Local 870
Dominic Solomon	CSEA Member	Local 880
Olivia Philips	Parent: Kim Mitchell	Local 100A

Region 2

Zara Kushner	Parent: John Kushner	Local 316
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31	Samuel Olubakin	Parent: Titilayo Olubakin	Local 447
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32	<u>Region 3</u>		
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33	Kim Moffitt	CSEA Member	Local 867
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34	Jason Moffitt	Parent: Kim Moffitt	Local 867
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35	Andrew Zink	CSEA Member	Local 856
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36	Helen Caicedo	CSEA Member	Local 860
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37	Alex Kadanthod	Parent: Regi Kadanthod	Local 448
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38	Andrew Weiner	Parent: Wendy Galligan	Local 332
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39	<u>Region 4</u>		
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40	Matthew Fuller	Parent: Ronald Fuller	Local 816
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41	Steffanie Orchard	Parent: Jennifer Purdy	Local 694
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42	<u>Region 5</u>		
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43	Sequoiah Christian	Parents: Laura & Jason Christian	Local 834
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44	Liliana Mulchy	Parent: John Humphreys	Local 505
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45	<u>Region 6</u>		
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46	Emily Bittner	CSEA Member	Local 303
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47	Alex Lamoreaux	Parent: Kimberly Lamoreaux	Local 815
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48	Nikola Whitford	Parent: Lindsay Whitford	Local 805
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49	Analize DeJesus	Parent: Kevin Lee	Local 436
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51	<u>2026 John J. Kelly Scholarship Winners</u>		
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52	<u>Region 1</u>		
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53	Ava Micheli	Parent: Jocelyn Agosto	Local 852 Unit 875200
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54	Scarlett Ward	Parent: Jessica Ward	Local 870 Unit 833200
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55	<u>Region 2</u>		
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56	Aiyana Primeau	Parent: Dustin Primeau	Local 446
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57	Brooklyn McClain-Williams	Parent: Brent Williams	Local 443
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58	<u>Region 3</u>		
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59	Conner Griffin	Parent: James Griffin	Local 507
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60	Joanna Janik	CSEA Member	Local 836 Unit: 790100
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61	<u>Region 4</u>		
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62	Kendall Bulson	Parent: Melissa Bulson	Local 801 Unit 600200
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63	Guisseppina Persons	CSEA Member	Local 663
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64	Holly Kusalonis	CSEA Member	Local 612
65	<u>Region 5</u>		
66	Sarah Hogan	CSEA Member	Local 334
67	Alyssa Stevens	Parent: Robert Stevens	Local 839 Unit 810100
68	<u>Region 6</u>		
69	Zoe Cook	Kathleen Cook	Local 859 Unit 911200
70	Gabriella Rupert	Cynthia Rupert	Local 868 Unit 671600

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Respectfully submitted,
Jarvis T. Brown, Chair, Region 1
Susan Fontana, Region 3
Eijah Miller, Region 4
Ian Spencer, Region 5
Rachel Sowa, Region 6
William Kearney, Staff Liaison

116th Annual Meeting

1 The CSEA Special Local Government Health Services Committee was created
2 by CSEA Delegates. It is the role of the Special Local Government Health Services
3 Committee to make recommendations to the President of CSEA pertaining to issues
4 affecting local government health care workers, assist health care workers in nursing
5 homes, hospitals, home health agencies and other health services by providing them
6 with professional industry information, and ensuring workers in our county public
7 health departments have a voice to express ideas and concerns. The Committee
8 hopes to engage CSEA members working in health care and health services to
9 identify working conditions that need improvement and recommend solutions to the
10 President.

11 The Local Government Health Services Committee has met one time since the
12 last report – September 8, 2025 – while also having four meetings scheduled but
13 unable to be held due to insufficient attendance. Committee membership has
14 changed since the last report, including the addition of Maria Norton (Region 4). The
15 Committee currently has a chairperson and four members.

16 The Committee remains focused on ensuring that the state and federal
17 government provide necessary and sufficient funding for safety-net hospitals and
18 nursing homes to fulfill their mission of providing care to those on Medicaid,
19 Medicare, and the uninsured. This includes funding for the state's public benefit
20 corporation safety-net hospitals – Nassau University Medical Center, Westchester
21 Medical Center, and Erie County Medical Center – as well as other public hospitals,
22 including the three SUNY hospitals and hospitals providing care in rural areas of the
23 state.

24 In addition, the Committee plans to continue educating members in hospitals
25 and nursing homes about laws addressing staffing levels and hours of care
26 requirements in these facilities and monitor implementation at facilities across the
27 state.

28 The Committee remains committed to being involved in issues related to
29 county public health departments, including reviewing state funding levels. working

30 with counties to increase staffing levels and fill vacancies and ensure that public
31 health department staff have the resources needed to provide critical services.

32 Lastly, the Committee will continue to monitor all efforts by counties to
33 outsource the work of county nursing homes and other health care-related services
34 that are currently provided by CSEA members.

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36 Respectfully submitted,

37 William Wilkinson, Chair, Region 6

38 Nancy Ianson, Region 1

39 Kim Roberts, Region 3

40 Maria Norton, Region 4

41 Tamara Danner, Region 5

42 Rosemarie Kukys, Officer Liaison

43 Joshua Terry, Staff Advisor

116th Annual Meeting

1 It is the mission of the CSEA Local Government Probation Committee to aid in
2 the education, empowerment and achievement of excellence for Probation Officers
3 and Probation Office support staff across New York State.

4 The duty of the CSEA Local Government Probation Committee is to seek out
5 the issues and concerns of CSEA members in the Probation field of work and make
6 recommendations for solutions of these issues and concerns to the CSEA Statewide
7 President.

8 The CSEA Local Government Probation Committee is also charged to create
9 a system of information sharing between CSEA probation office members and form
10 positive relations with other statewide organizations, as needed, for the advancement
11 of CSEA and the membership it serves.

12 The CSEA Local Government Probation Committee has met four times since
13 the 2024 Annual Delegates Meeting. Additionally, committee members participated in
14 an in-person lobby day event for probation issues on Tuesday, April 28th in Albany.

15 The primary goal of the Committee for 2025 & 2026 has been to ensure
16 legislative passage of S8837/A2535, which would allow counties to provide 207-c
17 disability coverage for probation officers who are injured in the line of duty. In late
18 2025, Senator Patrick Gallivan (R) agreed to cede sponsorship of the legislation to
19 Senator Michelle Hinchey (D), putting the legislation in a better position to pass the
20 state legislature due to the power dynamics in the New York State legislature.

21 Committee members worked to get counties across New York State to adopt
22 resolutions of support, calling on the state legislature to pass this legislation.
23 Additionally, members of the Committee worked with outside organizations such as
24 the New York State Probation Officers Association to help petitions calling for this
25 legislation to be adopted gain more signatures. Members also successfully worked to
26 convince additional state legislators to co-sponsor the 207-c legislation.

27 The legislation passed the New York State Senate and Assembly on 6/4/2026.
28 Our goal now transitions to helping ensure that Governor Kathy Hochul signs this bill
29 into law.
30

The Committee also works to convince additional counties to opt into the existing 25-year retirement for probation officers. Currently, seven (7) counties have opted into this special retirement plan - Columbia, Delaware, Hamilton, Nassau, Otsego, Suffolk & Sullivan.

Respectfully submitted,
Katherine Soule, Chair, Region 4
Noreen Stallone, Region 1
Carmen Greagor, Region 3
Erikka Burns, Region 4
Paul Dickens III, Region 5
Lori Cheatom, Region 6
Stacey Baldwin Deyo, Officer Liaison
Chris Ludlow, Staff Advisor

116th Annual Meeting

1 The CSEA Special Local Government Schools Committee is a special
2 committee pursuant to CSEA By-Laws created to provide direction through
3 recommendations to the CSEA President for serving school district members. The
4 Committee investigates current and on-going issues facing school districts and
5 shares information and strategies with officers and activists. The Committee also
6 seeks out the opinions and concerns of school district members through surveys and
7 periodic meetings with members.

8 During the 2025 – 2026 span, the Committee met on the following days via
9 Zoom: March 4, April 23, May 28, August 12, and October 15, 2025, and May 6 and
10 August 6, 2026.

11 Many of the Committee's meetings include briefings from experts and CSEA
12 staff on a wide range of topics impacting school employees. Some of the major
13 issues include: the conversion of district bus fleets to electric vehicles; the adoption of
14 safety and health regulations for toileting procedures; and the challenges of
15 implementing and enforcing the Workplace Violence Prevention Law in schools.

16 The Committee's primary objective these last several months has been the
17 development of a quarterly newsletter that's sent to unit officers as well as locals that
18 serve school district employees. The *School District Dispatch* was designed by the
19 CSEA Communications Department with the Committee providing ideas and
20 feedback. Four issues have been sent out to date.

21 The newsletter has also been a vehicle for sharing strategies and effective
22 practices for building union strength. For instance, Committee Members recommend
23 that school district leaders attend board meetings regularly to build relationships with
24 board members and activist parents in the community, and to keep tabs on new
25 issues as they arise. Other articles have focused on broader concerns shared by all
26 CSEA members including advocating for pension reforms.

27 At the August 6th meeting, the Committee discussed articles for the fall
28 newsletter. They will include an introduction to AI and the impact it's already starting
29 to have in some school districts, as well as a new culinary apprenticeship program
30 and the potential impact on CSEA-represented food service employees.

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Respectfully submitted,
John Brown, Chair, Region 5
Maria Navarro, Region 1
Patricia Davila, Region 1
Joyce Howard-Crockett, Region 3
Chris Franks, Region 3
Beverly Healey, Region 4
Bettina Morrissey, Region 4
Daniel Muehl, Region 5
Deborah Morley, Region 6
Kenny Greenleaf, Officer Liaison
Susan Radosh, Staff Advisor
Karen Carpenter, Staff Advisor

116th Annual Meeting

1 It is the mission of the Special Local Government Social Services Committee
2 to evaluate the needs of the hardworking CSEA members in local social service
3 districts and to make recommendations to the President of CSEA on issues
4 impacting social service workers across our state. The Committee works diligently to
5 review changes on a state and federal level that may or may not impact our
6 agencies. The Committee then works to advise organizational decision makers on
7 the impact to the work CSEA members in social services deliver to their communities.

8 The Special Local Government Social Services Committee has met four times
9 since the 2024 Annual Delegates Meeting. The staff advisor was changed from Bryan
10 Miller to Josh Schick since our last report.

11 Since President Trump took office in January of 2025, the Committee has
12 been very busy evaluating changes made to social services at the federal level. The
13 majority of which took place leading up to and with the passage of H.R. 1, also known
14 as The Big Beautiful Bill. Changes reviewed by the Committee include new eligibility
15 rules for Medicaid recipients, cuts to SNAP, and funding formula changes on a state
16 and local level. All told, the Committee remains very concerned about these new
17 mandates and the lack of funding for our local social services districts forced on them
18 by the federal government.

19 The Committee has worked with CSEA's Occupational Safety and Health
20 Department and CSEA Epidemiologist Jeanette Zoeckler to help inform and shape
21 the study of social service field workers and the dangers they face providing services
22 to their communities. Committee members also had an opportunity to test run the
23 study. The Committee looks forward to the final study and using the data generated
24 to help educate on the need for greater protection and support structures for our
25 dedicated social service workers.

26 The Committee has also been working on pushing CSEA's legislative agenda
27 with impacts on social services. Included are CSEA's efforts on caseloads and panic
28 buttons for social service workers. Committee member Melissa Norton took part in
29 CSEA's lobby day this year, with emphasis on the need for panic buttons. The

Committee celebrates the passage of the panic button legislation through both houses of the state legislature.

Moving forward, the Committee remains committed to the work around limiting caseloads for social service workers. Our goal is to continue to educate legislators on the need for this legislation and the Committee looks forward to more opportunities to lobby legislators during the next legislative session. With the passage of the panic button legislation, our goal now transitions to helping ensure that Governor Hochul signs the bill into law.

The Committee will continue to review changes on the state and federal level. The committee will make sure members across the state are educated on any changes; along with CSEA's efforts to fight for greater protections and support for the dedicated social service workers across the state.

Respectfully submitted,
Georgia Gentile, Chair, Region 3
Nicole Keough, Region 4
Melissa Norton, Region 5
Sara Johnson, Region 6
Shana Davis, Officer Liaison
Josh Schick, Staff Advisor

1 The following are the rules and guidelines for submission of names for the
2 Memorial Plaque.

3 It is recognized that through the years, thousands of members have rendered
4 very valuable service and have made substantial sacrifices to advance good
5 government and employee welfare, and all objectives of the CIVIL SERVICE
6 EMPLOYEES ASSOCIATIONS, INC. To note the names of all those on the John H.
7 Morris Memorial Plaques, desirable as this might be, could not be done with fairness
8 and completeness because of lack of records of the work or the names of the
9 members. Serious responsibility rests upon the Board of Directors to assure that the
10 Memorial Plaque serves the fine purpose for which it was created.

11 1. The names to be inscribed upon the Memorial Plaque at Headquarters
12 shall be limited to deceased members of the Association who, during their lifetime,
13 have rendered outstanding benefit or services to their Local, their Region and more
14 particularly to the State Association, and will usually have resulted from efforts which
15 were far "beyond the call of duty." There is no time limit on when the outstanding
16 service may have been rendered.

17 2. Nominations for inscriptions upon the Headquarters Plaque may be
18 presented by any member of the Association through his/her Local or Region after an
19 interval of at least six months following the death of the nominee. The Local shall
20 approve and submit such recommendation to the Region, and the Region to the
21 State Association; on which shall be set forth supporting data, giving detailed
22 accomplishments of the deceased member. All such nominations shall be referred to
23 the Memorial Plaque Committee for review of the facts relating to the services
24 rendered.

25 3. The Memorial Plaque Committee within one year after submission shall
26 present to the Board of Directors a report with its recommendation. Any nomination
27 for inscription upon the plaque received for consideration after August 10 of any year
28 cannot begin until after the Annual Delegates Meeting.

29 4. The Board of Directors shall consider the recommendation of the
30 Committee and, if satisfied, officially approve the name(s) to appear on the plaque.

5. The Committee can recommend to the Board a waiver of the six-month requirement for specific cases.

6. The cost of inscribing all names upon the Headquarters Memorial Plaque shall be borne by the State Association.

Since the last Annual Delegates Meeting, the Board of Directors has approved the addition of Danny Donohue and George Boncoraglio to the Memorial Plaque.

Respectfully submitted,
Jarvis T. Brown, Chair
Stacey Baldwin Deyo
Nicole Meeks
Rosemarie Kukys

1 The function of this Committee is to administer CSEA's Scholarship Programs.
2 These programs include the Irving Flaumenbaum Memorial Scholarship, which
3 includes the Pearl Insurance and MetLife Scholarships, and the Thomas H.
4 McDonough Scholarship for Continuing Studies.

5 The Scholarship Program began in 1980 shortly after the death of Irving
6 Flaumenbaum and expanded in 1983 after the passing of Tom McDonough. Both
7 Irving and Tom were strong, colorful union activists who fought on our behalf for
8 many decades. Irving was CSEA's Long Island Region President and an AFSCME
9 International Vice President at the time of his death. A passionate fighter to the end,
10 Irving died at a union meeting. Tom was a strong voice for working people. He held
11 many positions in his years at CSEA and ultimately reached the position of Executive
12 Vice President.

13 This year marks the 46th anniversary of the Scholarship Program. Since the
14 inception of this Program, CSEA assisted more than 1,000 families and awarded
15 more than \$996,000 in scholarships. We recognize the importance of education and
16 its impact on our families and in our society. As we look back on our
17 accomplishments, we can all be proud of the work CSEA has done in this area and
18 will continue to do in the future in our second century of service.

19 The **Irving Flaumenbaum Memorial Scholarship** awards eighteen (18)
20 \$1,000 scholarships annually to graduating high school seniors, three from each of
21 our six Regions. The Flaumenbaum awards are based on academic performance,
22 class rank, test scores, school and extracurricular activities and income. Applications
23 are available on the CSEA website at cseany.org, as well as at CSEA Headquarters,
24 the Region, and Satellite Offices and from local leaders during the application period.

25 Applications are available January 31 through April 15, with an extension
26 granted in 2025 and 2026 to May 15 and awards are distributed in the summer. The
27 Committee meets each year to select the Irving Flaumenbaum winners. The
28 committee met in person in June of 2025 and June 2026. Winners for each year are
29 listed as follows:

30 **2025 Irving Flaumenbaum Winners**

31	<u>Region 1</u>		
32	Ryan Darrell	Parent: Cynthia Darrell	Local: 330
33	Ashley Fox	Parent: Michele Fox	Local: 865 Unit:
34	759102		
35	Olivia Phillips	Parent: Kim Mitchell	Local 100A Unit:
36	000002		
37			
38	<u>Region 2</u>		
39	Karly Grant	Parent: Rebecca Grant	Local: 316
40	Leanna Joju	Parent: Joju Philip	Local: 445
41	Oluwashayo Ogunderu	Parent: Oladapo Ogunderu	Local: 429
42			
43	<u>Region 3</u>		
44	Samuel Andrade	Parent: Martha Andrade	Local: 860 Unit:
45	916700		
46	Nina Edwards	Parent: Cameron Edwards	Local: 860 Unit: 92000
47	Jayden Roazzi	Parent: Lisa Roazzi	Local: 860 Unit:
48	920100		
49			
50	<u>Region 4</u>		
51	Jakob Lamb	Parent: Ryan Ratigan	Local: 801 Unit:
52	600002		
53	Leah McIntosh	Parent: Jennifer McIntosh	Local: 871 Unit: 826300
54	Kiroto Middleton	Parent: Tyrone Middleton	Local: 698
55			
56	<u>Region 5</u>		
57	Landon Brennan	Parent: Denise Brennan	Local: 825 Unit: 725300
58	Mackenzie Schmidt	Parent: Amanda McIntosh	Local: 834 Unit: 780000
59	Leah Wist	Parent: Julie Wist	Local: 334
60			
61	<u>Region 6</u>		
62	Etienne Bohlen	Parent: Natalie Tan	Local: 815 Unit 670000
63	Sarah Burley	Parent: Christopher Burley	Local: 828 Unit: 741300

64 Trinity Chatwood Parent: Orville Chatwood Local: 710

65

66 **2026 Irving Flaumenbaum Winners**

67 **Region 1**

68 Samantha DeLuca Parent: Michele Deluca Local: 850 Unit: 875900

69 Ella Ben-Hamo Parent: Michal Fruchter Local: 865 Unit: 763500

70 Connie Benson Parent: Claire Benson Local: 870 Unit: 832200

71

72 **Region 2**

73 Alana Cahill Parent: Lauren Cahill Local: 010 Unit: 050098

74 Aidan Michaels Parent: Daniel Michaels Local: 010

75 Robert Piazza Parent: Carol Lyn Piazza Local: 316

76

77 **Region 3**

78 Beatrice Bachmann Parent: Rachel Bachmann Local: 860 Unit: 922900

79 Spencer Drake Parent: Catherine Drake Local: 836 Unit: 790000

80 Julianna Gentile Parent: Samantha Gentile Local: 860 Unit: 916900

81

82 **Region 4**

83 Daniel Abbott Parent: Ellen Abbott Local: 694

84 Nazmun Bhuiyan Parent: Nurul Bhuiyan Local: 811 Unit: 650501

85 Daniela Fleming Parent: Senia Fleming Local: 846 Unit: 845000

86

87 **Region 5**

88 Martin Amuso Parent: Jessica Reynolds-Amuso Local: 334

89 David Cheng Parent: Duen-Hua Lu Local: 630

90 Levi Biller Parent: Amber Biller Local: 423

91

92 **Region 6**

93 Gabriella Rupert Parent: Cynthia Rupert Local: 868 Unit: 671600

94 Naudia Pierson Parent: Crystal Johnson Local: 802 Unit: 605400

95 Adam Skrzypcyk Parent: Andrew Skrzypcyk Local: 815 Unit: 671301

96

The **Thomas H. McDonough Continuing Studies Award** was initiated in 1983 to continue our commitment to help CSEA families meet their financial obligations after their children enter college. The program is open to students who have won the Flaumenbaum, Pearl Insurance or MetLife Scholarships. Six \$1,000 awards are given annually, one (1) per Region. Applications are mailed directly to eligible students in August with a deadline of October 15, to select the yearly winners. Winners were awarded in 2025. Criteria are the same as the Flaumenbaum Program. Below is a list of our 2025 academic year McDonough Scholarship winners:

2025 Thomas H. McDonough Winners

Region 1

Cassidy Czujko	Parent: Kim Czujko	Local: 870
Tiffany Perez	Parent: Daniele Perez	Local: 870

Region 2

Joyti Nath	Parent: Bejoy Nath	Local: 419
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Region 3

Julianna DeGiorgio	Parent: Anny DeGiorgio	Local: 840
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Region 5

Andrew Hillman	Parent: Rebecca Hillman	Local: 874
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Region 6

Elisabeth Vogl	Parent: Karin Vogl	Local: 828
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The scholarships funded by Pearl Insurance and the MetLife Insurance Company now extend beyond the original ten-year commitment to provide \$50,000 in scholarship money for the benefit of our union members. These scholarships, at \$2,500 each, were initiated thirty (30) years ago to recognize the long business relationship that JLT Services and Travelers had with CSEA. MetLife has since replaced Travelers, and in 2005, experienced JLT employees who worked on CSEA's insurance business formed a new company, Pearl Carroll & Associates. In 2018, Pearl Carroll & Associates became Pearl Insurance. We are fortunate to

continue this successful business relationship with both companies, and they have graciously agreed to continue these scholarships. These companies have contributed, to date, \$165,000. We appreciate their generosity.

The **Pearl Insurance Award** is in memory of Charles Foster, a longtime CSEA activist who began with CSEA in the 1930s and became the first Business Officer of the SUNY system. In recognition of his achievements, this scholarship is awarded to a graduating high school senior entering the SUNY system. The criteria are based solely on scholastic achievement. The **MetLife Award** is also drawn from the same pool, although not limited to students entering the SUNY system. This award is named after Joseph D. Lochner, CSEA's first employee and former Executive Director, who spent more than 40 years in service to our union. The winner is selected from applicants that score in the top 2% of Flaumenbaum qualified submissions. Winners are selected and notified in conjunction with the Flaumenbaum awards. Congratulations go out to all these bright students and their parents.

The 2025 and 2026 winners are as follows:

Pearl Insurance 2025 Award Winner

Mia Novela Parent: Jennifer Novela – Region 4 Local: 641

Pearl Insurance 2026 Award Winner

Janaai Pacheco Parent: Kim Alexander – Region 6 Local: 912

MetLife 2025 Award Winner

Rida Prodhan Parent: Jahanara Islam – Region 1 Local: 870

Unit:877200

MetLife 2026 Award Winner

John Mignanelli Parent: Stephanie Mignanelli – Region 1 Local: 865 Unit:
760001

We will continue to increase awareness of our programs and provide the most up-to-date information available. We remain committed to the belief that education will open greater possibilities and lead us to a brighter future.

There are many hands involved in the success of this program. Thank you to William Kearney, Director of Finance, for the oversight and work with the Committee.

The Committee also wishes to extend their appreciation and gratitude to the CSEA Officers and staff in the offices of Internal Operations, Finance, Central Files, Communications, and Print Shop for their support.

Respectfully submitted,
Amy Klenovic, Chair, Region 5
Maria Navarro, Region 1
Gina Valli, Region 1
Charlene Carter, Region 2
Susan Fontana, Region 3
Jimmy Jones, Region 6
Nicole Meeks, Officer Liaison
William Kearney, Staff Advisor

1 The Special Committee on Minority Issues seeks opportunities to ensure the
2 principles of Inclusiveness, Full Participation, Respect and Diversity are reflected in
3 CSEA's activities. The Committee believes that is the diversity of our members that
4 makes us strong.

5 It is the role of the Committee to make recommendations to the President of
6 CSEA pertaining to issues affecting minority members; address discrimination in all
7 forms within CSEA; work with civil rights and minority organizations to advance our
8 common goal of protecting civil, human and constitutional rights; fight discrimination
9 within the union and society and stress the importance of building unity and tolerance
10 among diverse groups.

11 The Committee met in December 2024, February 2025, and June 2025. We
12 look forward to meeting during the second half of the year 2026.

13 The Committee submitted a report during the 2024 ADM meeting. Sharon
14 Lovelady-Hall presented the committee report during the minority caucus. The report
15 highlighted several topics, most importantly expressing the need for more committee
16 visibility and expressing more conversation around how the committee could serve
17 the locals and regions.

18 The Committee discussed many topics during the three committee meetings.
19 Discussions included renaming this committee. During the December 2024 meeting,
20 it was recommended that the committee come up with suggestions to present to the
21 group. They also mentioned the need to find out if each region has its own minority
22 issues, human rights or other committees. There was discussion around the need for
23 mission clarity of the committee and rewriting the mission statement.

24 The Committee continues to discuss observation, recognition and increased
25 participation in Juneteenth Holiday Activities.

26 Committee members are involved in constituency group activities,
27 representing CSEA in their local chapters and conferences. Several members
28 participated in activities at the Annual Coalition of Black Trade Unionists (CBTU)
29 International Convention and the annual NYS Black, Puerto Rican, Hispanic & Asian
30 Legislative Caucus.

31 The Committee submitted a resolution of Life and Legacy for Founding
32 Member of the CBTU Capital District Chapter during the 2026 CBTU International
33 Convention, May 19-25, 2026, in Atlanta, GA.

34 The Committee encourages delegates to be involved and encourages their
35 membership's involvement in all the AFL-CIO constituency groups (CBTU, LCLAA,
36 Pride at Work, APALA, CLUW, APRI), labor and community organizations dedicated
37 to fighting for social and economic justice.

38 The Committee extends appreciation and gratitude to the past members for
39 their service to this committee and CSEA. We would like to take a moment and
40 extend special recognition and appreciation for the life and commitment of Sharon
41 Lovelady-Hall to the Minority Issues Committee and CSEA, the mission of her work
42 continues, and her service will never be forgotten. We welcome and look forward to
43 working with new committee members. Thank you to the new officer liaison,
44 Executive Vice President Jarvis T. Brown, and the new staff advisor Vanessa Owens,
45 we look forward to working with you.

46
47 Respectfully submitted,
48 Audrey Hadden, Chair, Region 1
49 Sirlentor Berry, Region 1
50 Alphonzo Stubbs, Region 2
51 Ruben Bastell, Region 3
52 Latasha Gardner, Region 4
53 Aida Sands, Region 5
54 Paula Love, Region 6
55 Ebony Rose, Region 6
56 Jarvis T. Brown, Officer Liaison
57 Vanessa Owens, Staff Advisor
58 Prudence Acevedo, Committee Support Staff
59
60
61

1 The Special Statewide PEOPLE Committee consists of 12 members who are
2 dedicated to educating members about the importance of PEOPLE. The Committee
3 members work in conjunction with the CSEA Statewide Officers, their respective
4 Region, Local and Unit presidents, PEOPLE Committees in each Region, the CSEA
5 Legislative and Political Action Department and the PEOPLE Coordinator to develop,
6 promote and assist in various informational and PEOPLE fundraising activities. The
7 Committee is committed to increasing contributions and involving more CSEA
8 members as PEOPLE recruiters. Committee members attend Region and State
9 conferences, in addition to attending Local and Unit information days and
10 membership meetings to educate and encourage member involvement in the
11 PEOPLE program.

12 The Statewide PEOPLE Committee met on July 22, 2025, to discuss their
13 2025 goals and plans to achieve them. The Committee discussed the importance of
14 visibility at CSEA events to educate and sign up new members to the PEOPLE
15 program.

16 The Statewide PEOPLE Committee met on July 28, 2026, to discuss CSEA's
17 legislative accomplishments in the 2026 Legislative session and the connection of
18 the PEOPLE program with their success. The Committee set a goal of increasing
19 PEOPLE membership by 1% from August 1, 2026 – January 31, 2027, and another
20 1% from February 1, 2027 – July 31, 2027, to increase PEOPLE membership to
21 4%. The Committee also discussed the importance of having the retirees involved in
22 PEOPLE recruitment activities.

23 The CSEA PEOPLE Program concluded 2024 by signing up 760 new
24 CSEA/PEOPLE members and raised a total of \$653,559.88. In 2025 the program
25 signed up 1,051 new CSEA/PEOPLE members and raised a total of
26 \$659,492.81. This effort is made by Committee members and PEOPLE recruiters.

27 The CSEA PEOPLE Program has a recruitment contest which runs annually
28 from August 1 to July 31. The contest winner for 2024 was Ali Cottrell from SU at
29 Syracuse (Upstate Medical Center – Region 5). Ali recruited 220 new MVP PEOPLE

members. Ali was also the winner in 2025, recruiting 244 new MVP PEOPLE members.

The PEOPLE Committee continues its efforts throughout the State to recruit MVP and Champion level members into the PEOPLE Program. The Committee is continuing to work on its goal of 10% of the CSEA membership contributing to PEOPLE at the MVP level.

The Committee would like to thank past Committee Chairperson, Karen Bright, for her longtime service to the Statewide PEOPLE Committee. Also, thank you to past member Lisa Kelsey for her service to the Statewide PEOPLE Committee.

Respectfully submitted,
Cathrin Treonze, Chair, Region 5
Barbara Homburger, Region 1
Joyce Matthew, Region 2
Lanielle Roach, Region 2
Fred DeStefano, Region 3
Samantha Oliver, Region 4
Susan Watson-Amos, Region 4
Ali Cottrell, Region 5
Tim Finnigan, Region 6
Sandra Suy, Region 6
Millie Lucas, Retiree Representative
Jack Rohl, Retiree Representative
Nicole Meeks, Officer Liaison
Karen Bright, Staff Advisor

The CSEA Retiree Division is made up of 24 Locals, twenty-one (21) in New York State and three (3) in Florida. The 24 Local Retiree Presidents comprise the Retiree Executive Committee (REC), which has the authority to transact business relating to the retiree members of CSEA

The Retiree Executive Committee Officers for this term are Committee Chair LP 912 Bernadette Giambra, Vice Chair LP 913 Kathy Zabinski, and Secretary LP 903 Joan Bender. This term will extend until June 2029, at which time a new election will be conducted.

The Committee met the following dates: November 7-8, 2024, at Hotel Trilogy in Latham; February 27, 2025 via Zoom; May 13-14, 2025 at Hotel Trilogy; August 11-13, 2025, at Saratoga Casino Hotel; November 5-6, 2025, at Hotel Trilogy; February 19, 2026, via Zoom; May 6-7, 2026, at Hotel Trilogy and August 3-4, 2026, at Turning Stone Hotel, Verona, preceding the 2026 Retiree Delegates Meeting, which was held August 4-6, 2026, at Turning Stone.

The REC's primary goals focus on three areas: recruitment and retention, communication, and political action. **Recruitment and retention** is an ongoing effort and includes quarterly mailings to newly retired state and local government members. The mailing includes a Welcome to Retirement letter from President Sullivan stressing the benefits of joining the Retiree division and an application to join. After this mailing is sent, Retiree Local Presidents continue to engage the newly retired member with a follow-up call or letter providing information on meetings and events within their new retiree local. Retiree Local officers also attend membership meetings and events for our employed members. During these events, we have the opportunity to connect one-on-one with our brothers and sisters who are headed toward retirement. We are able to provide valuable information and guidance to pending retirees and educate our members on the importance of continuing their membership by joining the CSEA Retiree Division. Other opportunities for face-to-face interactions are during the Blitzes. Retiree leaders joined the working members knocking on doors and engaging members at the door at worksite visits.

30 **Communication:** Staying connected and utilizing multiple means of
31 communication is vital to growing our membership and serving our members. The
32 importance of updating contact information, especially working email addresses and
33 cell phone numbers, is emphasized to the membership. We continue the practice of
34 issuing contact update cards at membership meetings to ensure our data is current
35 and to collect updated emails. In an attempt to connect in all areas of media, meeting
36 notices and meeting pictures are posted on Social Media. The REC was encouraged
37 to use their region Communication Specialist to send email blasts, post meeting and
38 event pictures to social media. As part of our efforts to keep in touch with members of
39 the Retiree Division, we publish the quarterly Retiree Newsletter, with a circulation of
40 about 50,000.

41 **Political Action:** Retiree locals continue to work directly with the region
42 Political Action Coordinators to educate their membership on federal and state issues
43 impacting retirees and the importance of the PEOPLE program. In 2025, the REC
44 started encouraging members to vote. Retirees in each region came together to fill
45 out postcards that were sent to Retiree members encouraging them to vote.

46 As the largest retiree group within the AFSCME Retiree Council, CSEA
47 retirees also participate in AFSCME initiatives when called upon. Retiree Executive
48 Committee Chair Bernadette Giambra (LP 912), Vice Chair Kathy Zabinski (LP 913)
49 and Secretary Joan Bender (LP 903) are the Delegates for the AFSCME Retiree
50 Council. They represent CSEA Local 1000 Retirees on the monthly calls and attend
51 the Retiree Council meetings, well as the AFSCME Conference. They will also
52 represent CSEA retirees at the CSEA Annual Delegates Meeting, where they host a
53 Retiree Division table and speak on behalf of the Retiree Division.

54 The Retiree Executive Committee will continue to focus on growing the retiree
55 membership, as well as strategies to retain membership. We will continue to keep our
56 members informed on retiree related issues, update member contact information,
57 seek new ways to connect with members and explore ideas for meeting topics that
58 appeal to the interests of our diverse membership.

59 The Committee wishes to extend their appreciation and thanks to the CSEA
60 Officers and staff in departments that handle the countless calls and inquiries as part
61 of their daily job. Calls range from those that are retired to employed members
62 preparing to retire that seek to stay connected with CSEA as a member of the Retiree

63 Division. We want to thank our brothers and sisters in the employed locals for their
64 support of the Retiree Division by paying the first year's retiree membership dues for
65 their members and we encourage other Locals to follow their example. Now, more
66 than ever, we need to continue to recruit those members leaving the CSEA
67 workforce. We need our working members to know that CSEA members Never Quit!
68 They continue their membership with CSEA and join the CSEA Retiree Division!

69 Respectfully submitted,

70 Bernadette Giambra, Chair, Region 6

71 Kathleen Zabinski, Vice Chair, Region 5

72 Joan Bender, Secretary, Region 6

73 Dominic Ciaramella, Region 1

74 Millie Lucas, Region 1

75 Roslyn Taylor, Region 2

76 Charles Guidarelli, Region 3

77 Juanita Johnson, Region 3

78 Ron Wilson, Region 3

79 Grace Bevington-Eglin, Region 4

80 Nancy Clancy, Region 4

81 Jack Rohl, Region 4

82 Mary Sieder, Region 4

83 Donald Lynskey, Region 5

84 Jamacia Breedlove, Region 5

85 Linda Stiefel, Region 5

86 Fred Gerloff, Region 5

87 Colleen Wheaton, Region 5

88 Darlene Krupp, Region 6

89 Mary Jo Tubbs, Region 6

90 Anne Mack-Porter, Region 7

91 Kathy Albowicz, Region 7

92 Mary E. Sullivan, Officer Liaison

93 Heather McGee, Staff Advisor

The Committee has the responsibility of reviewing the resolutions as submitted and making the necessary recommendations to the Delegates. This report addresses proposed resolutions submitted for the 2026 ADM.

The Resolutions Committee met once via Zoom on August 7, 2026

The following resolution is a proposal submitted by Ali Cottrell, President, Local 615.

RESOLUTION # 1-26

**PROTECTING MEMBER INFORMATION FROM ICE AND PREVENTING
IMPROPER INFORMATION SHARING**

WHEREAS: CSEA members have the right to a safe workplace and to have their personal information protected by their employer; and

WHEREAS: There have been concerns about Immigration and Customs Enforcement (ICE) attempting to obtain information about employees directly from employers; and

WHEREAS: No employer should ever release an employee's personal, private, or immigration-related information to ICE unless ICE presents a valid judicial subpoena

or court order signed by a judge; and

WHEREAS: Voluntary disclosure of member information puts workers and their families at risk and undermines trust between the employer and the workforce; and

WHEREAS: Employees must be able to seek assistance from any local or state agency without fear that their information will be shared with ICE or any immigration enforcement agency; and

WHEREAS: Union members and community members depend on these agencies for support, and any misuse or sharing of that information violates basic worker protections and human dignity;

NOW, THEREFORE BE IT RESOLVED: That CSEA calls on the employer to refuse any request from ICE for employee information unless it is backed by a valid

judicial subpoena or court order, and to immediately notify both the employee involved and CSEA should such a request occur; and

BE IT FURTHER RESOLVED: That CSEA insists that all local and state agencies providing public services must not share personal information of individuals seeking help with ICE unless legally required to do so; and

BE IT FURTHER RESOLVED: That CSEA demands that the employer and all relevant agencies implement clear policies, training, and communication to ensure confidential information is protected and handled correctly; and

BE IT FURTHER RESOLVED: That CSEA stands firmly with all members, regardless of immigration status, and opposes any effort—direct or indirect—to use workplace or government-held information for immigration enforcement purposes; and

BE IT FINALLY RESOLVED: That CSEA affirms its commitment to defending the rights, privacy, and safety of every worker.

The Committee supports this proposal.

For the purpose of placing this Resolution before the Delegates, on behalf of the Committee, I move the adoption of this resolution as written. The Committee recommends a “yes” vote.

The following resolution is a proposal submitted by Hattie Adams, President, Local 860; Ali Cottrell, President Local 615; Liz Moran, President Local 698; Guadalupe Johnson, President Local 881; Ebony Rose, President Local 815 ECMC, Dr. Leslie Abreu 10th Vice-President Local 830; Catalina Guzman, 1VP Local 436, Jonathan Brown, President Local 646 and Angela Vasquez, Delegate Local 762.

RESOLUTION # 2-26

RESOLUTION FOR ENSURING MULTILINGUAL ACCESS TO CSEA COMMUNICATIONS

63 **WHEREAS:** the Civil Service Employees Association (CSEA) organization is
64 committed to fairness, and equal opportunity that represents a diverse membership
65 across New York State that includes workers whose primary language is not English;
66 and

67 **WHEREAS:** A diverse and inclusive organization strengthens leadership,
68 increases member engagement and, access to accurate and timely union
69 communications is essential to ensuring full participation in union activities, voting
70 processes, workplace advocacy, contract awareness, and reflects on the
71 communities we serve.

72 **WHEREAS:** Language barriers can unintentionally limit members' ability to
73 receive important information regarding workplace rights, benefits, safety updates,
74 trainings, and union initiatives; and

75 **WHEREAS:** Expanding multilingual communications strengthens solidarity,
76 inclusion, transparency, and member empowerment across all regions of CSEA; and

77 **WHEREAS:** Many public-facing institutions and labor organizations have
78 already adopted multilingual communication practices as a standard for equitable
79 engagement:

80 **THEREFORE, BE IT RESOLVED:** That CSEA evaluate and implement a
81 strategy to provide key union communications in multiple languages reflective of the
82 membership it serves; and

83 **BE IT FURTHER RESOLVED:** That CSEA explores the development of a
84 structured multilingual communications framework across print, digital media, social
85 platforms, and member outreach channels; and

86 **BE IT FINALLY RESOLVED:** That CSEA leadership works collaboratively
87 with Regions, Locals, and statewide Communications to identify language priorities
88 and implementation timelines that ensure equitable access for all members.
89 Leadership will provide regular updates, remain accountable to the membership to
90 ensure continued progress toward a more inclusive and representational
91 organization.

92 **The Committee supports this proposal.**
93

For the purpose of placing this Resolution before the Delegates, on behalf of the Committee, I move the adoption of this resolution as written. The Committee recommends a “yes” vote.

The following resolution is a proposal submitted by Shana Davis, President
Region 4.

RESOLUTION # 3-26

ANTI-CORRUPTION AND ETHICAL LEADERSHIP FOR UNION LEADERS

WHEREAS: CSEA's power and integrity depend upon the trust, confidence, and active participation of its Leaders and Members; and

WHEREAS: When corruption, misuse of union resources, conflicts of interest, and unethical conduct undermine democratic governance, it weakens member confidence, and damages the reputation of the organization and labor as a whole; and

WHEREAS: CSEA leaders are entrusted with the responsibility to act with integrity, transparency, accountability, and fairness in representing the interests of our members; and

WHEREAS: In all instances in which first contracts, successor agreements or where an MOA contains any significant change to negotiated terms of existing contract, the proposed changes must be provided to the members in advance of ratification giving members reasonable notice and opportunity to pose questions.

WHEREAS: According to CSEA policy that all local government and private sector collective bargaining agreements, including interim agreements, must include the signature of the appropriate CSEA Labor Relations Specialist and respective officer.

THEREFORE, BE IT RESOLVED THAT: CSEA reaffirms its commitment to the highest standards of ethical conduct, honesty, transparency, and accountability in all activities, and CSEA leaders, officers, and representatives shall avoid conflicts of interest and shall disclose any financial or professional interests that may influence their official duties.

CSEA leaders should remain committed to establishing and maintaining transparent negotiations of agreements and financial accountability within their regions, locals and units; and

BE IT FURTHER RESOLVED: Any allegation of corruption, fraud, bribery, embezzlement, favoritism, or abuse of authority in negotiating shall be investigated promptly, fairly, and independently. Appropriate disciplinary measures shall be imposed on any individual found guilty of unethical or corrupt conduct, in accordance with the CSEA's Constitution, and applicable state laws; and

BE IT FINALLY RESOLVED: That CSEA shall provide regular ethics and anti-corruption training for its leaders, officers, and members to promote a culture of integrity and accountability.

The Committee supports this proposal.

For the purpose of placing this Resolution before the Delegates, on behalf of the Committee, I move the adoption of this resolution as written. The Committee recommends a "yes" vote.

The following resolution is a proposal submitted by Shana Davis, President Region 4.

RESOLUTION # 4-26

SUPPORTING ACTIVE CSEA PARTICIPATION IN CENTRAL LABOR COUNCILS

WHEREAS: The State Federations and Central Labor Councils are represented under the AFL-CIO and serve as "umbrella organizations for multiple unions within a county or region, bringing together workers from diverse industries to coordinate" (2026) efforts on behalf of members.

WHEREAS: CSEA is a proud union representing diverse industries and retirees across New York State, who face challenges in the workplace including but not limited to attacks on collective bargaining rights, privatization, workplace safety, fair wages, and economic inequality which impacts all our members across all industries and unions; and

WHEREAS: Central Labor Councils are comprised of active members in local unions that together create a unified body of affiliated unions to coordinate and organize labor solidarity, worker advocacy, political action, community engagement; and

160 **WHEREAS:** CSEA Statewide President sends a letter to local presidents to
161 request that delegates be appointed to participate in Central Labor Councils in their
162 area, have gone unanswered, resulting in vacancies and limiting the partnership in
163 Central Labor Councils; and

164 **WHEREAS:** The appointment of members to Local Central Labor Councils is
165 essential to ensure effective communication, representation, and participation on
166 behalf of CSEA; and

167 **WHEREAS:** Participation in the Central labor Councils not only strengthens
168 relationships among unions, increases labor's collective influence in local
169 communities, but creates opportunities for mutual support during organizing
170 campaigns, contract negotiations, and legislative advocacy, and strengthens CSEA's
171 connection to the communities its members live in and serves while amplifying the
172 collective voice of our members; and

173 **THEREFORE, BE IT RESOLVED:** CSEA Statewide officers currently serve
174 and represent CSEA at the Area Labor Federations that represent the Central Labor
175 Councils; and

176 **THEREFORE, BE IT RESOLVED,** That CSEA strongly encourages each
177 Local leader to promote and encourage active participation in Central Labor Councils
178 to serve as delegates, attend meetings regularly, and engage in collaborative labor
179 initiatives; and

180 **BE IT FURTHER RESOLVED:** That CSEA leaders recognize that the strength
181 of organized labor depends upon UNITY among all unions and workers, and that
182 advancing the interests of working people requires cooperation beyond the
183 boundaries of any single organization; and

184 **BE IT FINALLY RESOLVED:** Victories for Labor rarely occur by one union
185 acting alone. CSEA's participation in Central Labor Councils will continue to build
186 solidarity with fellow labor organizations, community allies, and worker advocates in
187 pursuit of economic justice, worker rights, and the dignity deserved for all working
188 people.

189 **The Committee supports this proposal.**
190

For the purpose of placing this Resolution before the Delegates, on behalf of the Committee, I move the adoption of this resolution as written. The Committee recommends a “yes” vote.

The following resolution is a proposal submitted by Shana Davis, President
Region 4.

RESOLUTION # 5-26

IN SUPPORT OF IMMIGRANT CSEA MEMBERS AND THEIR RIGHTS AS WORKERS

WHEREAS: Immigrant workers are an essential part of the American workforce, representing “approximately 18.1% of the labor force and making significant contributions to the nation's economy by filling labor shortages and supporting key industries” (2026); and

WHEREAS: The United States is approaching zero labor-force-growth due to an aging population and falling fertility. Immigration is the anecdote to demographic disaster. Immigrants are vital members of our workforce and unions. This anti-worker agenda is crippling industries that rely heavily on immigrant labor. Many of the 675,000 immigrants deported last year worked in manufacturing, construction, hospitality and Agriculture; and

WHEREAS: Immigrant workers strengthen our workplaces, support the economy, enhance tax revenue through consumer spending. “In 2023, immigrants paid \$232.1 billion in state & local taxes and \$419.8 billion in federal taxes (2026); and

WHEREAS: While immigrants are vilified and portrayed as a drain on resources, they contribute substantially to the social safety net. In 2016 \$22.6 billion paid to Social Security and \$5.7 billion to Medicare - benefits many immigrant workers are unable to access; and

WHEREAS: While the current administration claims the agenda is to deport criminals, the Cato Institute obtained internal Homeland Security data showing that 73% of those detained by ICE between October 1 and November 15 had no criminal convictions; and

WHEREAS: Several CSEA members and other union workers have been pulled out of work, picked up in the streets or at their homes and detained thus

denying their labor and ability to support their families, pay their bills and face further financial hardships from legal fees.

WHEREAS: These members who are here legally like many other immigrants, had all the proper documentation, completed the proper forms to work, obtain social security cards, and seek asylum. Forced to wait on the continuous adjournments to court cases created barriers of discrimination, exploitation, and fear.

WHEREAS: Some local presidents worked diligently with their members and CSEA during this tumultuous time to provide support, bring attention to injustice, and fight for the rights of immigrant workers; and

THEREFORE, BE IT RESOLVED: that CSEA will work to ensure immigrant members have equal access to union meetings, training, leadership opportunities, and educational materials by providing interpretation, translation, and culturally inclusive outreach whenever possible; and

BE IT FURTHER RESOLVED: CSEA will educate members about their workplace rights and available resources, including legal and community services that support immigrant workers and their families; and

BE IT FINALLY RESOLVED: that CSEA will partner with constituency groups, community organizations, labor allies, and worker advocacy groups to promote policies that protect workers' rights and remove unnecessary barriers to union representation and collective bargaining for immigrant workers.

The Committee supports this proposal.

For the purpose of placing this Resolution before the Delegates, on behalf of the Committee, I move the adoption of this resolution as written. The Committee recommends a "yes" vote.

The following resolution is a proposal submitted by Shana Davis, President Region 4.

RESOLUTION # 6-26

Strengthening Our Legislative & Political Action Committees (PAC) Infrastructure and Elected Official Accountability

256 **WHEREAS:** CSEA members hold a vast array of affiliations and political
257 beliefs across conceptual spectrums; and

258 **WHEREAS:** CSEA's political strength is derived from a proactive, highly
259 engaged membership at every level of government; and

260 **WHEREAS:** Far too many locals and units lack a formal political action
261 committee as required by the CSEA constitution; and

262 **WHEREAS:** PAC's serve as the driving force of our political power and help
263 promote accountability, transparency and strengthen member confidence in our
264 political activities; and

265 **WHEREAS:** CSEA Legislative and Political Action staff, along with Legislative
266 Political Action Committee members in Statewide, Regions, Locals & Units, spend
267 hours preparing questionnaires and interviewing candidates for public office; and

268 **WHEREAS:** It is incumbent on CSEA's PAC leaders, officers, and activists to
269 hold elected officials accountable far beyond just the endorsement process; and

270 **WHEREAS:** It has been a long-standing tradition that CSEA's political
271 endorsements and expenditures are based on demonstrated support for issues
272 affecting our members and retirees, regardless of political affiliation; and

273 **THEREFORE, BE IT RESOLVED:** That all locals and units shall immediately
274 comply with the constitutional requirement to establish a PAC, empowering effective
275 and efficient participation in the endorsement, legislative and political processes; and

276 **BE IT FURTHER RESOLVED:** That candidates seeking and receiving the
277 endorsement of CSEA acknowledge that such endorsement is based on their
278 commitment to protecting collective bargaining rights, public services, retirement
279 security, workplace safety, and the interests of CSEA members; and

280 **BE IT FINALLY RESOLVED:** That endorsements by CSEA shall not
281 constitute a permanent or unconditional commitment, and future endorsements shall
282 be based upon an elected official's record of accountability, responsiveness, and
283 demonstrated support for CSEA members and the labor movement.

284
285 **The Committee supports this proposal.**
286

For the purpose of placing this Resolution before the Delegates, on behalf of the Committee, I move the adoption of this resolution as written. The Committee recommends a “yes” vote.

The following resolution is a proposal submitted by Shana Davis, President
Region 4:

RESOLUTION # 7-26

RESOLUTION ON HOUSING AFFORDABILITY FOR WORKING FAMILIES AND LOW-WAGE WORKERS

WHEREAS: New York State is facing a shortage of affordable housing; and

WHEREAS: Housing costs consume a significant share of household income in New York, with homeowners spending approximately 28% of their household income on housing and renters spending approximately 49%, according to the New York State Division of Budget; and

WHEREAS: The Civil Service Employees Association (CSEA) represents workers throughout New York who are struggling with an unprecedented affordability crisis;

WHEREAS: The growing housing affordability crisis has a harmful impact on CSEA by forcing some members to cut expenses including participation in union-related activities, demonstrating that affordable housing is a fundamental economic and social justice issue for working families; and

WHEREAS: CSEA consistently receives calls from members and officers seeking housing and food assistance, highlighting the growing financial hardship facing lower-paid members and reinforcing the need for CSEA to recommit to advocating for economic fairness and policies that improve the lives of working people; and

WHEREAS: All levels of government have a responsibility to enact policies that protect working families from being priced out of their homes and communities;

THEREFORE, BE IT RESOLVED: That CSEA recognizes housing affordability as a critical issue impacting our members and all workers; and

BE IT FURTHER RESOLVED: That CSEA shall advocate for policies that expand affordable housing, strengthen rental assistance, and expand first-time homebuyer assistance programs, as well as protect tenants from unsafe housing

conditions and excessive rental increases, and to continue promoting fair contracts and collective bargaining rights for all workers to enable them to afford housing in the communities where they work.

BE IT FINALLY RESOLVED: CSEA shall take a renewed role to call upon federal, state and local government officials to take immediate and meaningful action to address this crisis so that every generation of workers and retirees have access to safe, stable, and affordable housing.

The Committee supports this proposal.

For the purpose of placing this Resolution before the Delegates, on behalf of the Committee, I move the adoption of this resolution as written. The Committee recommends a “yes” vote.

The following resolution is a proposal submitted by President Mary E. Sullivan, Executive Vice President Jarvis T. Brown, Secretary Stacey Baldwin Deyo, Treasurer Nicole Meeks, Region 1 President John Mooney, Region 2 President Lester Crockett, Region 3 President Rosemarie Kukys, Region 4 President Shana Davis, Region 5 President Kenny Greenleaf and Region 6 President Steve Healy.

RESOLUTION # 8-26

IN MEMORY OF DANNY DONOHUE, LONGEST SERVING CSEA PRESIDENT

WHEREAS: Danny Donohue was a giant in the labor movement and was the longest serving President of CSEA, who dedicated his life to fighting for the working people of New York and giving all working families a voice on the job; and

WHEREAS: Danny Donohue’s career in public service began in 1965 when he was working as an attendant at Central Islip Psychiatric Center, where, in 1975, he became the local union president; and

WHEREAS: Danny Donohue would become the Long Island Region’s 1st Vice President, becoming Regional President in 1980. He would serve in that role for 8 years, later winning a race to become CSEA Executive Vice President in 1988; and

WHEREAS: In 1994, Danny Donohue became CSEA's President, and throughout his more than 25 years as President, Donohue won major victories for New York's working families; and

WHEREAS: Those achievements included historic growth across both the public and private sectors, including welcoming 25,000 independent childcare providers into the CSEA family; winning a permanent cost-of-living adjustment (COLA) for retirees; passing a workplace violence prevention law; fighting powerful interests who wanted to contract out jobs; preserving union strength in the wake of the *Janus* decision; and

WHEREAS: Throughout his tenure as CSEA president, Danny Donohue worked with politicians on both sides of the aisle, forging strong partnerships in service of CSEA members interests. Yet he was never afraid to stand up to anyone, from a governor to a local supervisor, who failed to recognize CSEA members' value and or give them the respect they deserved; and

WHEREAS: Danny Donohue was a respected voice across the labor movement, serving as an AFSCME International Vice President and Vice President of the New York State AFL-CIO; and

WHEREAS: Danny Donohue served CSEA for more than 50 years, retiring in 2019, and continued to fight for working families until his passing on August 10, 2025. In a career marked by both toughness, tenacity, warmth and humor, Danny Donohue improved the lives of countless New York working families.

THEREFORE, BE IT RESOLVED: CSEA recognizes the life and impact of our union brother and friend, Danny Donohue, a dedicated and courageous leader within CSEA, AFSCME and the entire labor movement; and

BE IT FURTHER RESOLVED: CSEA will continue to honor Danny Donohue's legacy by continuing to fight with the same grit, boldness and vision Donohue demonstrated throughout his career.

The Committee supports this proposal.

For the purpose of placing this Resolution before the Delegates, on behalf of the Committee, I move the adoption of this resolution as written. The Committee recommends a "yes" vote.

384 Respectfully submitted,
385 Chris Vogel, Chair, Region 3
386 Nancy Ianson, Region 1
387 Jackie Evans, Region 2
388 John Mort, Region 3
389 Eijah Miller, Region 4
390 Lisa Watkins, Region 5
391 Paula Love, Region 6
392 Nancy Prevosto, Region 6
393 Stacey Baldwin Deyo, Officer Advisor
394 Daren Rylewicz, Staff Advisor
395
396
397



**LOCAL 1000, AFSCME
AFL-CIO**

**MARY E. SULLIVAN
PRESIDENT**

