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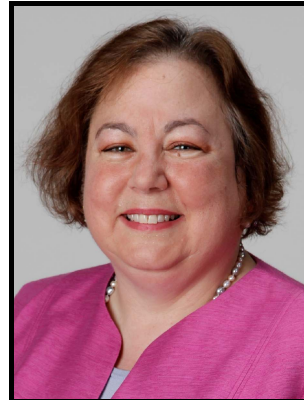
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OSARC newsletter

Politics 2018: What Should Concern Retirees In The Primaries & General Election?

This year is a significant one in New York State politics, as well as the time for midterm federal elections. Incumbent Governor Andrew Cuomo is being challenged by actor and education activist Cynthia Nixon in the Democratic gubernatorial primary. Legal scholar Zephyr Teachout, who challenged Cuomo in the Democratic primary for Governor four years ago, is this year in a competitive primary for Attorney General against New York City Public Advocate Tish James, upstate Congressman Patrick Maloney and attorney Leecia Eve. The State Senate and Assembly also feature primary races in many districts.



NYS Senator Liz Krueger Journalist Bob Hennelly

So what should a City union retiree know about the current state of State politics as they hopefully go to the polling booth the day after our September meeting? (The primary is on Thursday, September 13th this year.)

To help answer that question, OSARC is very pleased to have two special guests at our September meeting. **State Senator Liz Krueger** represents the 28th Senatorial District in Manhattan. First elected in a Special Election in February 2002, Senator Krueger is currently the ranking minority member of the Finance Committee and a member of the Codes, Elections, Higher Education, Housing, Construction and Community Development, Mental Health and Developmental Disabilities and Rules Committees. She is a strong advocate for tenants' rights, affordable housing, improved health care access and prescription drug coverage, social services, and more equitable public education funding.

Joining her is **Bob Hennelly**, a veteran investigative reporter, currently writing for the *Chief Leader* civil service newspaper, as well as providing freelance reporting to publications including City and State, AlterNet, CBS, Salon, City Limits and others. For many years, Hennelly worked as an award-winning reporter for WNYC radio and was national affairs correspondent for Pacifica Network News.

Hennelly has been a broadcast and print reporter for more than 30 years covering federal, state and local politics, international affairs, public policy, labor, media, the environment, public utilities, land use, law enforcement and national security.

Join us September 12th for what promises to be an informative examination of State (and perhaps national) politics and issues that should concern retirees in the upcoming elections.

Next Organization of Staff Analysts' Retirees Club Event

Wednesday • September 12, 2018 • 12:30-2:30 pm

State Politics 2018: What Should Concern Retirees?

Guest Speakers: Hon. Liz Krueger, NYS Senator (D-NYS28)
& Bob Hennelly, Reporter, The Chief-Leader

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OSARC Officers 2018-2019

Chairs.....Sybil Allen, Edmond Husbands
 Vice-Chairs.....Serena Freeman, Alice Moise, Lillian Ngai
 Treasurer.....Vacant
 Secretary.....Theodore White
 COMRO Representatives.....Mark Lewis, Jay Warshofsky



Newsletter Editor/Writer/Photos.....Rob Spencer

Writers: Theodore White, Kathryn Nocerino Art: Teddy White Additional Photos: Ed Birch

Jill Obertubbesing, Sheldon Oliff and guest, Olivia Parker, Dolores Parson, Eileen Pentel, Doreen Petrus, Bob Pfefferman, Fred Ranzoni, Sharon Rashada and guest, Cora Ross, Margarette Rousseau, Nancy Russell and guest, Verneice Rutledge, John Scrofani, John Sellers, Reasa Semper and Carl Semper, Andrew Sessa, Dorothy Skelin, Velma Small and guest, Sallie Stroman, Apinya Sukpanichnant, Edward Tennant, Hattie Thomas, Ruth Verbit, Nona Volk, Dorothy Wallace, Jay Warshofsky, Barry Washington, Joan Weiss, Regina Weiss and guest, Isza Williams-Darlington, Eric Wollman, Linda Young, Leoila Zeigler and three guests.

We look forward to seeing *you* at our next event!



We'll Be Seeing You In All The Old Familiar Places



Isza Williams-Darlington at the June luncheon

One hundred and one (101) OSARC members and friends attended the June OSARC luncheon:

Sybil Allen, Adrienne Alpert, Iris Bailey, Mike Barbarotto, Nuris Barzey-Ramos, Renee Bash, Maxine Batie, Nanette Beatrice, Andrea Behrens, Edward Birch, Renee Boyce, Marcia Brown, Judy Brantley and guest, Marcia Brown, Patricia Burton and guest, Karen Calhoun, Joyce Cleveland, Colleen Cox, Bob Croghan, Roxanne Cruz, Orphia Crump, Pratip Dasgupta and guest, Ralph DeMattia and guest, Bonnie

Dermack, Sybil DeVeaux, Delois Evans, Maureen Flannery, Regina Gourdin, Richard Greene, Phyllis Hailstock and guest, Katherine Hansen, Elizabeth Henderson, Mary Hillman, Daniel Jacobson, Gloria James, Marvel James, Daniel John, Patricia John, Ingrid Johnson, Roslyn Jones, Glenn Joseph, Kaye Lee, Rosanne Levitt, Mark Lewis and guest, Mark J. Lewis and guest, Angela Marino, Eloise McDuffie and guest, Alice Moise, Lillian Ngai, Erwin Nied,

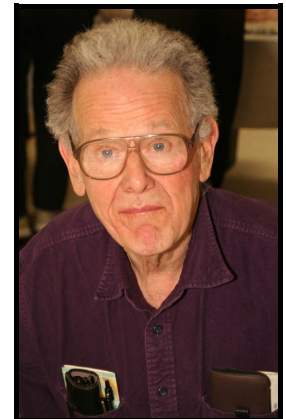


Carl and Reasa Semper at the June OSARC luncheon.

In Memoriam

With sadness, we report the deaths of 22 retirees. **Florence Wagener** retired in 2002 as an Associate Staff Analyst at the Department of Employment. **Jay Cohen** retired in 2011 as an Administrative Staff Analyst at HRA. **Morton Israel** retired in 2002 as an Associate Staff Analyst at HRA. **Wessie Norris** retired in 2011 as a Test and Measurements Specialist at DCAS. **John W. Robinson** retired in 2010 as an Administrative Staff Analyst at DOHMH. **Rita Honekman** retired in 2002 as an Administrative Staff Analyst at HRA. **Marilyn Davis** retired in 2016 as an Associate Staff Analyst at HRA. **Mary Elaine Grant-Tepper** retired in 1999 as an Associate Staff Analyst at ACS. **David E. Welsh** retired in 1992 as an Associate Staff Analyst at the Board of Education. **Connie Foreman** retired in 2015 as a Senior Healthcare Program Planner Analyst at HHC. **Leonard Wills** retired in 2018 as an Associate Staff Analyst at HRA. **Paul Henry**, an early member of OSARC who attended many meetings, retired in 1992 as a Staff Analyst at DEP. **Aldo Palatin** retired in 1999 as an Associate Staff Analyst at HRA. **Marilyn Towns-Jones** retired in 2018 as an Administrative Staff Analyst at DEP. **Shirley Wertheimer** retired in 2002 as a Staff Analyst at HRA. **Maxine Carter** retired in 2002 as an Administrative Traffic Enforcement Agent at NYPD. **David Lindsay** retired in 2018 as an Administrative Traffic Enforcement Agent at NYPD. **Elissa Lane** retired in 2011 as an Associate Staff Analyst at DOHMH. **Stanley Cutchins** retired in 1995 as an Associate Staff Analyst at DOHMH. **John Kelly**, a member of the Sanitation Chiefs union and the OSA Welfare Fund, retired in 2003 from the DOS. **Martin Prokup**, a member of the same union, retired in 2006 from DOS. Finally, **Emily Cohen**, who was an active Staff Analyst at the Teachers Retirement System has passed away.

The Newsletter extends its condolences to their families and friends.



Paul Henry at an OSARC meeting in 2006.

Welcome: Recent OSA Retirees

In this issue we start a new monthly report of the names, titles and agencies of recent OSA retirees. We welcome the following recent retirees to the post-employment world and encourage them all to join the OSA Retirees Club if they have not done so already.

Attend our upcoming meetings and events and please consider becoming active in your Club. The meetings are fun and informative and a way to stay in touch with your union brothers and sisters.

NY City Housing Authority

Roxana Calinescu	Associate Staff Analyst
Alan Davis	Administrative Staff Analyst
Jayne Galletta	Administrative Staff Analyst
Armand Mosca	Associate Staff Analyst
Nga Wong	Administrative Staff Analyst

HHC Early Intervention Program Manhattan

Stuart Balavram	Senior Systems Analyst
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DOHMH	Janet Mitchell	Staff Analyst
FDNY	Dianne Kane	Admin Staff Analyst
HRA	Lyn Alraimouny	Admin Staff Analyst
HRA	Elaine Coachman	Staff Analyst
HRA	Steven Klar	Staff Analyst
HRA	Clarisa Arroyo	Assoc Staff Analyst
NYPD	Sharon Hanratty	Staff Analyst
Parks	Ruth Rae	Admin Staff Analyst
Probation	Diane Pierre Vaughn	Staff Analyst

.....

2018 Pension COLA Set at 1.2%

Each year in the September NYCERS pension payment, certain eligible members receive a cost-of-living adjustment. This year, the COLA will be 1.2%, the same increase as in 2017. This means the maximum COLA will be \$18 a month.

We remind OSARCers of who is eligible for COLA and how it is calculated. Service retirees at least 62 years old and disability retirees of any age who have been retired at least five years are eligible.

Service retirees who are at least 55 and who have been retired at least 10 years are also eligible as are beneficiaries receiving an Accidental Death Benefit, regardless of age, who have been receiving the benefit for at least 5 years. Spouses receiving a joint-and-survivor option benefit are eligible to receive 50% of the monthly COLA for which the retiree would have been eligible.

Not eligible for COLA are non-spouse beneficiaries, beneficiaries of pensioners who chose the 5 or 10 year certain option, most tier 3 retirees and surviving spouses who are designated annuitants (DA) of a retiree who died on or after January 1, 1980.

NYCERS calculates COLA based on 50% of the Consumer Price Index (CPI) times your Annual Maximum Retirement Allowance (including prior year COLAs, if any) up to a maximum base of \$18,000.



Mailing Committee Chair Colleen Cox joins Co-Chair Sybil Allen and OSARC Co-Vice Chairs Lillian Ngai and Alice Moise at the June luncheon.

The law requires that there is a minimum COLA of 1% and a maximum COLA of 3%. So, if inflation is less than 2% the COLA is still 1% and if inflation is over 6% it is still 3%. The calculation of CPI that is used for figuring the COLA is the year over year change for the 12 month period from April 1 of the year before the COLA is given to March 31 of the year in which the COLA is given. Since the CPI calculation for the year ending March 31, 2018 was 2.4%, the COLA is 1.2%.

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Judge Overturns Trump Attack on Federal Workers' Rights; President Seeks to Freeze Their Wages

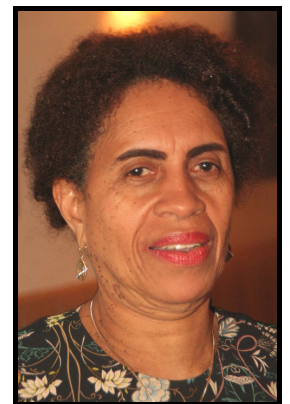
A federal judge has blocked major elements of three Trump administration executive orders that had been enacted in the spring and attacked federal civil servants' labor rights.

In the last issue of this *Newsletter*, we reported that the Trump administration had pushed through three anti-union and anti-worker orders.

The first measure made it easier for managers to discipline or fire employees, reducing the period during which workers could appeal disciplinary actions and show they had improved their work performance from 120 to 30 days, depending on the agency.

The second order directed federal agencies to renegotiate contracts with unions to "reduce waste." At the time, administration representatives had said they hoped to force the unions to bear the entire cost of arbitrations.

The third order aimed to cut down on "official time" (what city unions in New York call release time) in which government workers who have roles in the union, like helping colleagues file grievances, are allowed to perform those roles



Margarette Rousseau



Andrea Behrens

during normal working hours for which they draw their usual salary.

In late August, federal judge Ketanji Brown Jackson blocked key provisions of the three executive orders. Her ruling said that the executive orders clearly violated the Federal Service Labor-Management Relations Statute of 1978 in which Congress gave federal employees the right to unionize and negotiate job contracts.

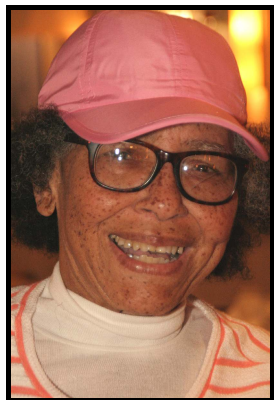
Brown Jackson wrote that “the Court has concluded that many of the challenged provisions of the Orders at issue here effectively reduce the scope of the right to bargain collectively as Congress has crafted it, or impair the ability of agency officials to bargain in good faith as Congress has directed, and therefore cannot be sustained.”

The Trump administration had, like most employers, claimed that union protections made it too difficult to fire bad employees. Labor leaders countered that the protections helped shield civil servants from political attack.

Federal workers have enjoyed more restricted union rights than state and municipal workers. A late August article on the online news site Vox pointed out that “there was a time when it was normal for a president to arrive at the White House and fire many civil servants who worked for past administrations. Even though federal workers had a few job protections, presidents had more discretion over personnel decisions until the middle of the 20th century, when members of both political parties began to worry that giving the president power to purge employee ranks caused instability and made the government less efficient. Some also worried that it damaged the public trust if the president could fire employees who blow the whistle on abusive government practices or boot those who hold different political views.”

When Congress gave federal workers the right to unionize in 1978, it also restricted those unions ability to negotiate on behalf of their members. Unlike workers in the private sector and in many municipalities like New York City, unions that represent federal employees cannot negotiate wages and work hours, only personnel practices, such as firings and suspensions.

In what seemed to be interesting timing, within days of the judge’s decision blocking Trump’s executive orders, Trump announced in a letter to Congress on August 30th that he was moving to cancel federal workers’ planned raises for 2019. Trump said the reason for the freeze was the nation’s “current



Kaye Lee

economic conditions.” At the same time, he has been touting the strength of the economy and has added substantially to the federal deficit through the passage of tax cut legislation in the fall of 2017.

About two million federal workers had been scheduled to receive an automatic 2.1% pay increase next year if Trump had not acted by the end of August. In addition, there was a planned rise in regional differential pay for federal workers in high cost locations that would have averaged 25.7%. Those also were cancelled. Previously, the Senate had put a 1.9% raise for federal workers in budget legislation, but the House had not yet acted on worker raises.

Within hours, there was backlash from many quarters, including GOP legislators who represent the DC metro area and may have federal workers in their district eligible to vote in the fall federal elections.

As a result, Trump backpedaled on Friday August 31st and said he was taking the Labor Day weekend to “study” the issue. In his usual confusing style, he said “I’m going to be studying the federal workers in Washington that you have been reading so much about, people don’t want to give them the increase, they haven’t had one in a long time, I said I’m going to study that over the weekend.”



Eric Wollman

If Trump goes through with the pay freeze, Congress could reverse the action by passing a budget bill that included the increase.

Conservative Virginia Republican Corey Stewart was quoted by CNN saying “Federal employees in Virginia wake up early, face punishing traffic and work hard to serve their nation and support their families. These workers need and deserve a pay raise. I encourage President Trump to reconsider his position.”

David Cox, president of the American Federation of Government Employees, the largest federal union said that his members had effectively had a 5% pay cut since 2010 when inflation is taken into account.

Perhaps by the time you read this Trump will have reversed himself and moved to allow the pay raises. Or not.

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Innovative New Film Tells Tale of 1917 Labor Struggle

From Wednesday, 9/5 until Tuesday, 9/18, at Film Forum on Houston Street, you can catch a unique new film that blends documentary and fictional elements to tell the story of a bitter labor struggle in the copper mining town of Bisbee, Arizona in 1917. More than a thousand striking miners were rounded up at gunpoint, herded into cattle cars, and abandoned in the desert. Filmmaker Robert Greene documents the town’s centennial re-enactment of the event, starring descendants of key figures in this little-known story. In its review, the *NY Times* said “Recreating a civic tragedy requires a common sense of purpose. But the attitudes that led to the deportation have hardly disappeared.”

More Than 100 Feast On Delicious Italian Food At OSARC's Gala June Luncheon

On a humid, showery June day, the air conditioning in Tony's DiNapoli restaurant was a welcome relief as OSARC celebrated its annual June gala luncheon on June 13th. This year OSARC dined at the Upper East Side outpost of the Italian eatery. OSARC had enjoyed the fare at the midtown Tony's location in 2016 and 2017.



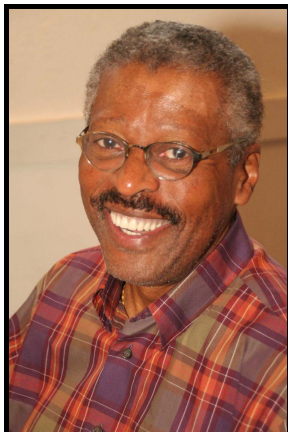
Tony's DiNapoli restaurant on the Upper East Side was the site of OSARC's June luncheon.

OSARC's party numbered over 100 with 98 OSARC members, spouses and guests filling all of one side of the restaurant which extends most of the blockfront on Third Avenue from 63rd to 64th Streets.

The Italian cuisine was well-prepared, in generous supply, and featured a salad, followed by an appetizer of Prosciutto & Burrata, three pastas (Penne with Broccoli, Garlic and Oil; Spaghetti and Meatballs; Ravioli Bolognese) and three entrees (Veal Marsala; Eggplant Parmigiana; and Chicken Francese).

There was also coffee, tea and three deserts – tiramisu, mini cheesecake and small cannolis. Wine and soft drinks were also available.

About \$260 was collected from attendees for a raffle divided in five equal parts for five winners. The five winning tickets went to Velma Small, Carol Moten, Olivia Parker, Linda Young and Ed Birch, in that order. Former OSARC Co-Chairs Jay Warshofsky and Mark Lewis coordinated, along with current Co-Chair Sybil Allen.



Barry Washington

Each winner picked the next winning ticket out of a bag held by Mark Lewis. In an unexpected development, Velma Small not only won the first prize awarded, but had another of her raffle tickets picked by a later winner. After quick consultation, it was agreed that only one prize would be awarded per OSARC member and a new winner was drawn. Congratulations to Velma, Carol, Olivia, Linda and Ed.

OSA Chair Bob Croghan wel-

comed the attendees and spoke about the importance of those OSA members who are now retired in building the union. He thanked them for their continued commitment and involvement with the union and the retirees organization.

He raised the then-impending *Janus vs AFSCME* decision and reaffirmed that he was not worried about the outcome because he had lived through a time in City labor relations without agency shop fees.

The June event was emceed by former OSARC Co-Chair Jay Warshofsky, who thanked OSA staffers

Anna Torres and Carol Moten for signing folks in. He expressed appreciation to OSA Director of Media Services Rob Spencer for his work in writing and editing the *OSARC Newsletter*. He also mentioned that the NYCERS pension cost-of-living adjustment scheduled for the end of September would be 1.2%, as it was in 2017.

OSARCer and OSA organizer Iris Bailey led those assembled in a toast to the memory of Jean Anmuth, who played a long term role in the Retirees Club and was Treasurer of the Club at the time of her passing early in 2018. Jean's commitment to OSARC and her often quirky sense of humor were acknowledged.

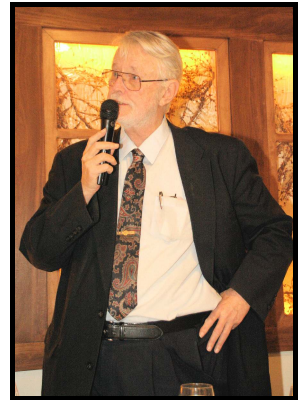
The officers for the coming year were introduced, including Co-Chair Sybil Allen and Co-Vice-Chairs Alice Moise and Lillian Ngai. Co-Chair Ed Husbands, Co-Vice-Chair Serena Freeman and Secretary Ted White were unable to attend the event.

Mailing committee chair Colleen Cox was called to the mic and thanked for her ongoing service in pulling together and supervising the team that mails this *Newsletter* to you monthly, working diligently on the first Wednesday and Thursday of the month. She thanked those who assist in the mailing and asked anyone interested in joining the team to contact her.

Fred Ranzoni, a former OSARC co-chair and treasurer and long time head of the membership committee that processes dues for the Club announced his intention to step aside from the dues processing committee, so OSARC is now looking for someone to oversee that committee.

Former OSARC Co-Chair Mary Hillman, who for many years has led the food and hospitality committee that shops for, orders and arranges the food for the monthly meetings, is also stepping aside and OSARC is looking for someone to step forward to fill this critical role.

Finally, the Club is without a Treasurer, a managerial role that ensures the dues processing



OSA Chair Bob Croghan addressed the luncheon.



Rosanne Levitt

committee effectively does its work and interfaces with union executive director Sheila Gorsky, who maintains OSARC's accounts.

If you would like to know more about any of these roles, feel free to contact Rob Spencer by phone at the union office or at robspencer@osaunion.org or speak to one of the officers at the September meeting.

OSARC is only as effective as its volunteer officers. If you can offer some time, you will find it rewarding and most appreciated by your fellow retirees.



Glenn Joseph and Richard Greene

Scrapping the Rat and Other Trump Era Attacks on Workers and Their Unions

As we go to press, it's Labor Day, the annual holiday celebrating workers and the labor movement. So it is worth taking a moment to see how the Trump administration has been treating workers over the past two years.

Elsewhere in this issue, you will read about a pay freeze he has just proposed for federal workers which he may or may not reconsider by the time you read this issue of the *Newsletter*, as well as the overturning of three of Trump's executive orders attempting to weaken federal workers' rights on the job. Despite the judge's ruling, individual agencies, like the Social Security Administration and the Department of Education can implement the president's wishes, so long as it comes in the context of negotiations with the unions. Despite that restriction, management has the upper hand since, if the negotiations reach impasse, the agency can appeal to an outside panel that is composed of presidential appointees to impose the changes management seeks.

Then, there was the *Janus* decision. At the end of June, the Trump-enhanced Supreme Court, with Trump-appointed Justice Gorsuch providing the decisive majority vote, ruled 5 to 4 that public sector unions like OSA can not collect fair share/agency shop fees from those who they represent but who do not choose to be voluntary members of their unions. This is a direct assault on public sector worker power and will no doubt weaken public sector unions.

But, there are other attacks as well, many emanating from the National Labor Relations Board and its decisions and a Trump-hobbled Occupational Safety and Health Administration.

The most symbolic and colorful attack may be the loss of the inflatable rat deployed by unions to show displeasure

with non-union employers or worksites. In 2011, the NLRB ruled that the use of inflatable rats was protected free speech.

Now, the Trump-appointed NLRB general counsel has indicated that he is looking to reverse that decision and strip unions of the right to employ this well-established symbolic protest technique, according to a report in the *Boston Globe*.

The same report points out that Trump has blocked an Obama era proposal that would have added millions of salaried employees to the ranks of workers eligible for overtime pay. The proposal is now under review and will likely be diminished.

Trump also blocked a rule that required large employers to report pay by gender and race to the Equal Employment Opportunity Commission, a move which will make it harder to close gender and race-based wage inequities. A number of occupational health and safety rules were also repealed or delayed.

In an example of the administrative tactics being employed to weaken worker rights, the Trump administration closed two regional offices of the Federal Labor Relations Authority in Boston and Dallas, leaving five offices nationwide. The Authority handles labor disputes for federal workers. The agency's budget overall has been cut reducing the ability to conduct investigations and elections.

This spring, in a decision we covered in the *Newsletter*, the Supreme Court also upheld the right of companies to force workers to settle disputes in arbitration rather than acting together through legal action. According to the *Boston Globe*, the NLRB has already reconsidered some of its findings that protected worker rights to file class action lawsuits.

Trump-appointed NLRB general counsel Peter Robb was an employment lawyer on the business side and now oversees the agency's 26 regional offices that investigate and prosecute violations of the National Labor Relations Act. According to the *Boston Globe*, he was part of the Reagan administration's litigation that resulted in the firing of union air traffic controllers in the early 80's.

Upon taking office last November he ordered a review of cases that the Obama administration had decided in a way that overruled pro-business precedents. Several Democratic Senators, including Elizabeth Warren, have expressed concern about the move saying "we are deeply concerned that your policy changes will ultimately enable bad actors to violate workers' fundamental labor rights with impunity."

The NLRB under Trump has already overturned several



Some of the food at Tony's DiNapoli



Delois Evans and Dolores Parson

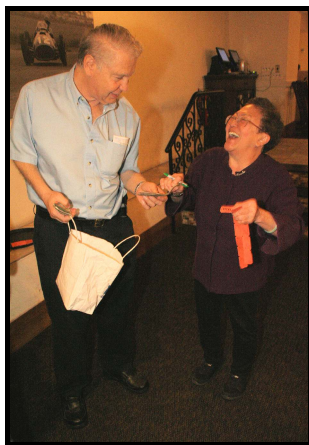
standards enacted during the Obama years, including a 2011 standard that made it easier for a union to form a bargaining unit from a portion of a workforce, such as workers in a deli or butchers department in a grocery store. rather than having to organize the entire store.

The NLRB also revoked the 2015 ruling that corporations could be held accountable for franchisee and subcontractor actions. A board conflict of interest resulted in the reinstating of the rule but the NLRB has announced its intention to revise the rule.

Another decision from the Obama years that speeded up representation elections slightly is also under review and will likely be reversed.

Trump revoked an Obama executive order that required private concerns that bid on federal contracts reveal past labor law violations.

According to the *Boston Globe*, some unions are now avoiding the NLRB in fear that a case before it could result in the overturning of pro-worker NLRB precedents. As one ex-ample, they cite unions seeking to organize grad students at private universities who were granted that right in a 2016 NLRB case. Rather than go through NLRB elections, now they have been pressuring the universities to voluntarily recognize the bargaining units.



Ex-Co-Chair Mark Lewis and one of five raffle winners Linda Young.

Here are a few other actions the Trump administration has taken or tried to take that would harm large numbers of workers. They killed a rule that required companies to maintain multi-year records of workplace injuries.

They rolled back the requirement that investment advisers act in their clients' best interests, even in relation to retirement savings.

They have supported right-to-work for less laws covering private sector workers in the states. These laws reduce union strength and make it harder for unions to organize.

Trump tried (and failed) to change "tip pooling" rules in a way that would have allowed employers to seize a portion of their workers' tips.

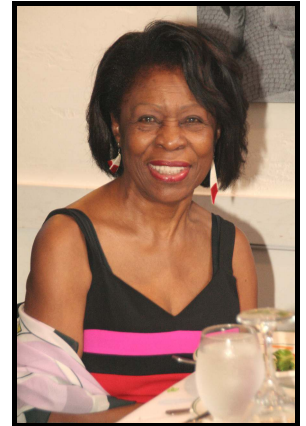
They have blocked, reversed or ended work on a range of rules that would protect workers from exposure to toxic chemicals.

Finally, Trump has appointed a long and growing list of anti-worker judges who will likely restrict worker and union rights and support unfettered corporate privilege for years to come.

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New Documentary On Working Class Detroit To Screen At NYU's Tamiment Library

On Monday, September 17th at 6pm, the New York Labor History Association, which promotes awareness of labor history in our state, will hold a screening of a new documentary film about the challenges facing the City of Detroit, Michigan and its working class residents from the impact of racism and industrial decline.



Sybil DeVeaux

Entitled *Detroit 48202: Conversations Along a Postal Route*, the film examines Detroit at a crossroads, guided by African-American mail carrier Wendell Watkins, who worked as a letter carrier in Detroit for 30 years. The film gives voice to the concerns of the working class Detroiters that Watkins served. The film weaves stories and history about segregation, disinvestment, and reimagining an inclusive and equitable city.

After the film, there will be a panel featuring the film's director Pam Sporn, who grew up in Detroit and has been a long-time social justice activist and Joshua Barnett, a public housing worker, union steward and activist for housing justice.

The film will be shown at the Tamiment Library of NYU at 70 Washington Sq. South, 10th floor. The screening is free, but you are asked to rsvp by email to tamiment.events@nyu.edu with the event name and your name and the name of anyone you are bringing with you.

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COMRO Report - May & June Meetings

The Coalition of Municipal Retiree Organizations (COMRO) meets monthly and brings together representatives of the retiree sections of municipal unions, including OSA. The following coverage is based on minutes provided for the May and June meetings by COMRO Secretary Stu Eber and Mike O'Keeffe. OSARC representatives were unable to attend the May meeting and Mark Lewis and Jay Warshofsky attended the June meeting for OSARC.



Iris Bailey speaks about late OSARC treasurer Jean Anmuth.

COMRO's May guest speaker was Gabriel Levitt, the president of Pharmacy Checker and founder of the non-profit Prescription Justice. Levitt said Pharmacy Checker was established in 2002 and has operated a website since 2013.



Bonnie Dermack

He noted that drug costs are a crisis for Americans, citing the fact that 45 million Americans aged 19-64 didn't fill at least one prescription in 2016 because of its cost, as compared to 2% in the UK and 4% in France. Asked about folks over 64, Levitt said the numbers were somewhat better, but 10% in this age group did not fill prescriptions because of cost during 2016.

According to a recent Senate Homeland Security committee report, the prices most commonly paid for prescription medications rose 10 times the rate of inflation.

Government programs are rationing medicines. Cancer patients are 2.5 times more likely to declare bankruptcy than the general population.

In surveys, 80% of the public says drug costs are too high. For example, Solvaldi, made by Gilead, costs \$1,000 per pill. Advair, a common respiratory medication costs \$970 for 3 months, while it would cost \$350 for the same time frame in Canada.

Even when people are being covered, their copays and health care premiums have been going up.

Drug prices are high because of the monopoly pricing power of the drug companies. Medicare also has to cover every FDA-approved drug. We don't force companies to compete and the importation of medications is restricted.

Levitt said laws provide for generic drugs, but drug companies employ tactics to get around generics like "pay for delay." Or, they change the formula of a drug slightly to extend the patent. Or, they may withhold needed ingredients from generic drug makers. Pharmaceutical and health products companies have big lobbying budgets, bigger than other industries.

There are many policy and legislative reforms on the table, but Prescription Justice is focusing on a few:

- **Medicare drug price negotiating authority.** Medicare recipients are 1% of the world population, but consume 16% of prescribed drugs. Most Americans want Medicare to be able to negotiate drug prices. The Bush Administration specifically blocked such negotiations in developing Medicare Part D drug coverage.
- **Legislation to restrict pay for delay.** Brand name companies pay generic companies to delay production of cheaper generic drugs. This had an estimated cost of \$2.5 billion to consumers and taxpayers in 2010.

- **Legislation to allow importation of prescription drugs.** 40% of finished pharmaceuticals are foreign made. 80% of active ingredients in American drugs come from India and China. 69 out of the 100 most popular drugs in the US in 2016 were foreign made. However, we are restricted from importing drugs. Some self-insured groups are getting medicines from Canada.

Levitt had a few suggestions: check drug prices on the web on Good Rx and Pharmacy Checker. Patient assistance programs and patient coupons may be public relations moves, but they do sometimes help people obtain medications they would not otherwise be able to afford.

We need to organize like the NRA and work with people with whom we normally wouldn't agree on a lot of things. We also need to shame elected officials who take a lot of money from Big Pharma.

Questions and answers followed. Why can the Department of Veterans Affairs negotiate drug prices, but the federal Department of Health and Human Services can't for Medicare?

Levitt said the VA and Medicaid have policy tools that keep drug prices lower. The Medicare Modernization and Improvement Act of 2003 created Part D and banned price negotiations.

Drug discount coupons may help individual people, but can they drive up the cost of drugs overall?

Levitt agreed that they could and that coupons also serve a marketing purpose for manufacturers. He added "I wouldn't stop someone from using a coupon if they need the medication."

Levitt was asked if anyone was prosecuted for buying drugs overseas for US use. He said no individuals have been prosecuted. Levitt mentioned Schenectady, New York as an example of what is happening in about 100 towns in America. Employees and retirees are given incentives (no copay) to obtain prescription drugs from outside the US. From a legal perspective, the towns are not doing the importing, the individuals are.

Levitt was asked which one or two actions COMRO should take to further the goal of better drug access and pricing. He answered that, while importation is important, Medicare drug price negotiation is a must.

A COMRO member observed that very few countries make drugs in a way that is up to our standards. Canada, England and Israel do, the member said.

Another COMRO member noted that the US is one of the few countries in the world with no restrictions on drug price-setting by companies. There are a lot of myths about American drug research and development costing enormous sums. This is nonsense. The biggest costs to pharmaceutical



Raffle Winner Velma Small with OSARC Co-Chair Sybil Allen.



Apinya Sukpanichnant

companies are advertising and lobbying.

A COMRO member observed that most COMRO member unions are connected to national affiliates, which would benefit from lower drug costs. Our unions should be working on state legislation, he said.

COMRO President John Hyland recommended forming a working subgroup on the drug issue.

Levitt noted there are a lot of rogue websites selling medications. His company has attested to 55 verified websites and 110 verified companies. However, there are thousands of bad sites, he said, that don't require prescriptions and sell questionable medications.

On other subjects, COMRO discussed the New York Health Act which was being considered again by the New York State Senate in May. The bill has passed the NY State Assembly for each of the past four years and has stalled in the GOP controlled Senate. Introduced by Richard Gottfried in the Assembly and Gustavo Rivera in the Senate, the bill would enact a single-payer healthcare system in New York State. In 2018, the Assembly version passed by an overwhelming majority (86-42) and 31 Senators were cosponsors of the Senate version.

The bill would cover everyone in the state with no co-pays or deductibles. Information can be found on the website of the New York Health Campaign and in a separate article in this issue of the *OSARC Newsletter*.

COMRO said it was planning a demonstration on the prescription drug problem in the Fall. One member said work on the prescription drug issues would show non-union workers that labor speaks about issues that are in the interest of all working families. He argued that addressing issues that directly affect all workers' lives would help develop support beyond the unions in a post-Janus decision environment.

The UFT representative to COMRO noted that they had been working to reach out to members in advance of the Janus decision and had "30,000 'door knockers' who are engaging in member-to-member conversations about the value of maintaining union membership.

Several COMRO members urged folks to bring signs against the high cost of prescription drugs to the Labor Day Parade on Saturday, 9/8/18.

At the June COMRO meeting, breakout groups brainstormed an explicit agenda for retiree and senior organizations for the upcoming year, including how to coordinate activities.



Ruth Verbit

These were some of the issues mentioned: health care and drug costs; best practices for member services; health care while in service and for retirees; disability counseling; pension counseling; death benefits for surviving family members; transportation; the importance of unions; networking on a local and national level; intergenerational issues; federal legislation; voting, voter registration and gerrymandering; elected officials, pro-union political endorsements, term limits, writing letters to the editor; ideological attacks on pensions; diversity; what union retiree organizations should do post-Janus, including overall positives and negatives, organizing and the role of shop stewards and delegates.

The Comptroller's quarterly meeting on the City's five pension funds and their investments will next occur in September. The public session reviews current trends in the international and national financial markets. The recent Federal Reserve 0.25% rate hike will have a short term effect on stocks (down) and bonds (up). NYCERS does not invest in hedge funds. The public does not attend or have input to the private meetings of the five funds. Therefore, there is no opportunity to question investment strategies or propose new ones. The NYCERS officers are the Mayor, Comptroller, Public Advocate, five Borough Presidents, the Executive Director of DC37, the President of Teamsters Local 237 and the President of TWU Local 100.



Olivia Parker

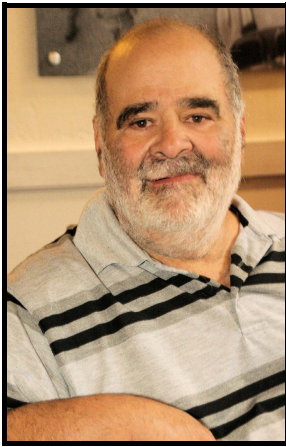
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Medicare For All in One State? New York Health Act Gets Independent Affirmation From Rand Study

With the Trump administration and the GOP as a whole constantly trying to undermine the 2010 Affordable Care Act, progressive forces have increasingly been promoting the next step - universal single payer healthcare that treats healthcare as a human right rather than a corporate profit center.

On a national level, that idea is often expressed as Expanded Medicare For All. Bills to produce such a system have been introduced in the House of Representatives for many years but have not made legislative progress as the GOP has been uniform in opposition and Democratic Party elites have not coalesced behind the concept.

In New York State, Assembly Health Committee Chair Richard Gottfried has introduced the New York Health Act, year after year. The Act would bring a single-payer system to New York State. The bill has died in the GOP-controlled State Senate several times, but in 2018 more than 30 State Senators signed on as co-sponsors, including primary Senate sponsor Gustavo Rivera. Should the Democrats control the State Senate after the November 2018 elections, debate on the



Ed Birch

bill will likely be coming to the Senate floor in the next legislative session.

One of the obstacles the bill has faced is the propaganda put out by the insurance/pharmaceutical industry and parroted by their political advocates, that a universal tax-based health care plan would be too expensive and provide less coverage than the private market insurance plans now in place.

An independent study by the RAND Corporation (not known as a hotbed of socialist ideas) was released recently showing that the

Act could expand coverage while reducing overall state health spending.

The RAND study confirms that New York Health would reduce total health care costs, while increasing spending on actual care rather than administration and insurance company profits. The plan would provide full health coverage to all New Yorkers, save substantial money for 98% of New Yorkers, and generate a net increase in employment.

The New York State Health Foundation commissioned RAND in late 2017 to assess the feasibility of the New York Health Act. The RAND study says New Yorkers would use more health care services under a single-payer plan than under the current private insurance system. Nevertheless, total health care spending would be slightly lower in 2022 and would grow to a savings of \$15 billion annually by 2031 because of administrative efficiencies. Single payer systems like Medicare have very low administrative costs (about 2-3%) while private insurance plans average about 15-20% administration.

RAND says that the majority of New Yorkers would pay less under the New York Health Plan. Those in the bottom 90% of household incomes would save an average of \$2,800 per person annually. Why? Funding for the new plan would come from general progressive income taxation based on the ability to pay. Premiums, deductibles, copays, out-of-pocket payments, and out-of-network charges would be eliminated.

Plan sponsor Gottfried said "RAND shows we can make sure every New Yorker gets the care they need and does not suffer financially to get it; save billions of dollars a year by cutting administrative costs, insurance company profit, and outrageous drug prices; and pay for it all more fairly."

Assemblymember Gottfried said he thought the savings

would actually exceed the RAND estimates. He added that the study "shows it's feasible to include long term care - home health care and nursing homes - in the bill." Long term care is not covered in the present Medicare system.

Other than the impact on cost and coverage, RAND estimated that there would be a 2 percent net increase in employment - approximately 150,000 jobs - due to lowered employer health care costs.

Gottfried and Rivera observed that the RAND study estimates administrative cost of 6 percent for running New York Health, much higher than the administrative cost of traditional Medicare. They believe 2-3% in administrative costs is more accurate. If this is so, the actual savings on administration would be double RAND's estimate.

In addition, the RAND model bases drug savings estimates on what Medicaid is able to negotiate on behalf of a small portion of the New York population. With the State negotiating for its entire population - about three times more consumers - even greater savings would be possible.

Finally, Gottfried and Rivera say that RAND underestimates the savings from providers no longer having to deal with multiple insurance plans.

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F What I Read This Summer: A Few Book Reports by OSARCers Kathryn Nocerino & Theodore White

OSARC members Kathryn Nocerino and Theodore White lead busy lives in retirement but both found the time to read several books and in the following reviews share with their fellow OSARC members their opinions of the books that impressed them.

First, Kathryn Nocerino: "I just finished *The Sun Does Rise* by Anthony Ray Hinton and *Fascism: a Warning* by Madeleine Albright and I recommend both books unreservedly.

Hinton, a very large, gentle man who I saw on ABC's *The View*. spent almost 30 years on Alabama's death row for a crime he clearly did not commit. The state made him the fall guy for a local robbery/homicide.

At the time the murder was committed, Hinton, a man with no history of violence, was working in a warehouse 15 miles away from the crime scene, having clocked in and in full view of his supervisor and fellow employees.

The police seized a gun from his mother's house, a firearm which had not been used for at least a generation and which did not match the spent shells from the murder scene.

The state never called his employers as defense witnesses, deleted contrary ballistics findings, and allowed an unqualified ballistics "expert" to testify. Also, someone called Hinton's public defender and confessed, a communication which the lawyer never disclosed to authorities.

Despite all of this, Hinton spent much of his adult life under threat of execution. Read this book and meet someone great enough to comfort and teach a fellow inmate, a racist who lynched an African-American teenager, that there is an alternative to hate.

The book makes you want to knock on the door of the Innocence Project and offer them your help. Has the state of Alabama ever apologized to the author? Ask me another one.



Roslyn Jones

Madeleine Albright's book presents a fast-paced, cogent exploration of the emergence of fascism in many nations, which might have been called "When Governments Go Wrong." It moves like an express train, plotting the trajectory of cause and effect, in fascist Italy, Nazi Germany, and dictatorships in smaller countries, such as Iraq, Iran, Ukraine, Venezuela, and the Philippines, emerging again in Russia and our very own United States. The book reads like the



Jay Warshofsky and Fred Ranzoni

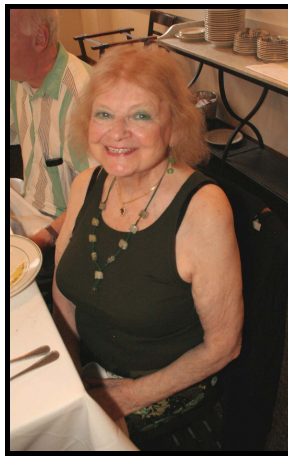
best, fastest-paced novel of international intrigue. We lost a treasure when Albright retired from the State Department.

One of the ways dictators solidify their power is to weaken checks and balances, whether governmental (the legislature, the courts, law enforcement) or private (the press, labor unions). Does any of this sound familiar?

My only criticism: I wish Albright, rather than glossing over the phenomenon of legislative corruption, would have showcased it in a dedicated chapter. She does mention the failure of congressional ethics legislation and admits that Congress tends to sit on its hands and let Presidents unilaterally get us into wars. She also admits that Congress fails to oppose other bad presidential actions (e.g., giving corporations free rein to evade taxes, to pollute, and to quash workers' rights) but doesn't beat the drum loudly enough about bribed legislators and their resulting failure to govern.

A theme common to both books is the use of scapegoating and the fostering of racism to distract the public from the true villains: corruption, militarism and greed. In Hinton's book, blacks are "it"; in Albright's, we find a shifting population: *Jews, communists, the bourgeoisie, Muslims, immigrants, drug dealers and Jews, again.*

One element of hope: within each toxic environment, you will still find a core of good people. Albright's maternal grandmother, Ruzena Spieglova, kept a journal before she "disappeared." One of the entries bears quoting in its entirety: "[*Podebrady, January 1943: People here are sad and everyone is taking the war with difficulty. This includes Aryans and non-Aryans, to use this rather peculiar naming into which God's creation are now divided. We wear stars as you know, some proudly, some hide them even though you are not allowed to...We live in strange times and are viewed by some as*



Nanette Beatrice

members of a less valuable race. Of course, blacks are also underrated and yet the world is quiet about that, even Jews. When God enlightens our brains and we understand we are all equal before God, it will be better."

Then, Mrs. Spieglova, one of humanity's great souls, was claimed by some "very fine people," the antecedents of the recent marchers in Charlottesville. Remember her name and honor her.

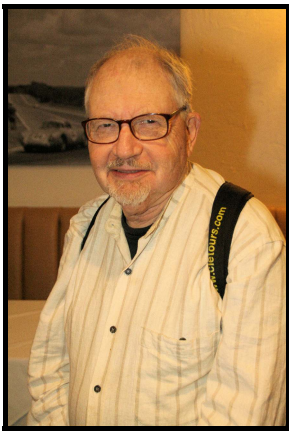
Hinton ends his own humanist narrative by appending a list of those currently on death row in Alabama, estimating that one out of every ten are innocent, and decrying the use of the death penalty even for the guilty. If we keep it firmly in our sights, the truth will set us free.



Artwork: Theodore White

OSARC Secretary Theodore 'Teddy' White says "I'm an artist who enjoys simple drawing using pencil and paper, and at times pen & ink, and I'm finding my way back to oil painting. This summer, I enjoyed one of my other passions, a bit of reading. I recommend the books on the following short list:

The Invisible Government by Dan Smoot (The Americanist; Western Islands 1965). I may be the only one in New York that didn't know about this book until 2018 but, when I borrowed it from my father, he assured me I'd find it interesting even though it was first published in 1962. Author Smoot was a teaching fellow in the English faculty at Harvard in 1941, then joined the FBI in 1942. At the end of the war, he stayed in the FBI rather than return to Harvard. Smoot served as an FBI agent in all parts of the United States, handling many different assignments. For three and a half years, he worked exclusively on investigations in the industrial Midwest of supposed communist influence. He followed that up with assignments at FBI headquarters in



Daniel Jacobson

Washington, D.C. After ten years in the FBI, Smoot resigned and became an independent publisher and radio and television commentator.

I won't spoil the book for you if you haven't read it, but suffice it to say I was wide-eyed with surprise as I read Smoot's focused reporting on what he argued was a sinister powerful elite (mostly men) who he said had embedded themselves in the very core of our government (even some in the White House) with a determination to create a one-world system intended to

socialize the economies of all nations under the control of a worldwide socialist dictatorship!

At some points within each chapter I was reminded of the lengthy genealogical lists we find in the Old Testament and the Torah. In light of the present political circumstances in 2018, at some point in every chapter, I found myself in familiar territory as I read of extreme propaganda efforts made to reach their goal and all of the blame games between players in Congress and the media.

I experienced dark dreams of Trump and Putin circling above my aching head like toxic smog! This encyclopedic 'who's who' exposition runs 180 pages, but the revelation of so many well-known 'leaders' of government and corporate America alleged to be involved in the scheme made the book read like a spy thriller.

While I was enjoying quality time in Orlando visiting my mother in-law and her 99-year-young sister-in-law, I bought a copy of *Archie Jumbo Comics Digest* (2018 Archie Comic Publications, Inc.) from the rack at the cash register at the local Publix supermarket. Nice and lighthearted and, of course, loaded cover to cover with classic drawings.

My father says I get away with watching cartoons and reading comics because I'm an artist. Perhaps. Actually, I just like variety! Anyway, last month I went to Midtown Comics Downtown, 64 Fulton Street, and wandered around in there like a kid in a candy store!

I bought *Black Panther, Long Live The King* by Nnedi Okorafor (2018, Marvel Graphic Novel). I also picked up and loved *Black Panther, Avengers of The New World (Part Two)* by Ta-Nehisi Coates. Now I have to go back and get Part One. Speaking of Ta-Nehisi Coates, my son shared a book with me written by Coates: *We Were Eight Years In Power, An American Tragedy* (One World 2017). I just started reading the book so no review yet, but I will mention Coates is a national correspondent for *The*



Sallie Stroman

Atlantic and the author of the number one *New York Times* bestseller *Between the World and Me*, winner of the National Book Award. He has won many awards as an author, journalist, comic book writer, and educator, and lives in New York with his wife and son. *We Were Eight Years In Power* examines the unprecedented election of two-term black president Barack Obama, followed by the vicious backlash that fueled the election of #45.

I bought two books at Barnes & Noble which are on my desk slotted to be read in late September: *Hope Never Dies*, a novel by Andrew Shaffer (Quirk Books 2018) is touted as an Obama/Biden mystery, part action thriller, part mystery, part bromance and (just to be clear) 100% fiction. It imagines life after the Oval Office for two of America's greatest heroes. Together, they'll prove that justice has no term limits. The other book is *The President Is Missing*, a novel by Bill Clinton and James Patterson (Little, Brown and Company 2018) described as a gripping and surprising thriller!

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There's a Lot to Be Said for Longevity

In late June, OSA Chair Bob Croghan spoke at the New York City Department of Transportation's Employee Recognition Ceremony and was given the following poem written by OSA member and DOT Associate Staff Analyst Shelly Isaacson. Bob provided it to this *Newsletter*, believing it might speak to many OSA retirees who had long careers in City government:



OSA Staffer Carol Moten picks a raffle ticket from bag held by former Co-Chair Mark Lewis.

Throughout the last several decades and dozens of years
All of us seasoned employees here began our careers.
During that time many of our colleagues have gone,
But we are the ones who have managed to carry on
For 15, 20, 25, 30, 35 years or more
And believe it when we say to you that it was no easy chore.
With every passing year we seem to have grown stronger
So perhaps we'll stick around a little bit longer.
Some drop in for a moment of brevity
But there's a lot to be said for longevity.
We came to work and performed our tasks
And did everything our superiors asked.
We called in sick only when we were dying
And when we failed, it was not for lack of trying.
We made a commitment to (agency of your choice)
And to the place we love, New York City.
We laughed, we cried, we agitated and cursed,
But we persevered even when times were at their worst.
Someday-who knows when-we will retire
And we hope our lives have been able to inspire
All those who remain and those yet to arrive

To keep the spirit of civil service alive.
 We know our jobs, our mission and our cause
 And we thank you today for letting us pause
 And bask in the accolades and the glory
 And tell the rest of the world our story.
 We are being honored for all our years of service
 So today is not a day to be concerned or nervous.
 If in the past we were reprimanded and fined
 Then today we're grateful to be wined and dined.
 Our path we have chosen, our course we have stayed
 And even without a marching band this is our parade.
 With our job assignments we know we have a date
 So we get up on time and thus don't clock in late.
 All of the honorees here are thrilled to celebrate
 Knowing that going back to work later is our fate.
 We can be serious without losing our levity,
 Always knowing there's a lot to be said for longevity.

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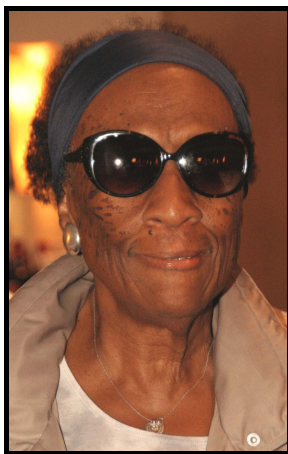
The GOP Method: First Explode the Deficit, Then Attack Earned Social Safety Net Benefits

Last year the GOP provided a remarkable tax cut to its core constituencies - large businesses and the wealthy. Part of the impact of these tax cuts was an explosion in the federal deficit. Now, predictably, the GOP are renewing calls for cutting Social Security, Medicare and Medicaid, claiming there is a need to cut federal spending. Of course, they've also pushed through a massive expansion in the military budget, but we won't talk about that.

As a result of last year's massive give away to the rich, the federal deficit is projected to be more than \$1 trillion in 2020.

In a recent interview the chair of the White House Council of Economic Advisors named cutting earned social safety net benefits as a way to reduce spending. The remarks came on the same day that Congressman Steve Stivers (R-OH) said that the safety net programs are "the biggest spending issues" and refused to exclude raising the Social Security full retirement age. He also praised the idea of reduced coverage Medicare vouchers as a cost-control mechanism for that program.

The Secretary-Treasurer of the AFL-CIO affiliated Alliance for Retired Americans pointed out that "the tax scam made the national deficit swell tremendously, but going after our hard earned benefits won't fix that. It is clear the Republicans will continue to attack the things that older Americans rely on and we must elect candidates who will protect rather than slash these benefits in November."



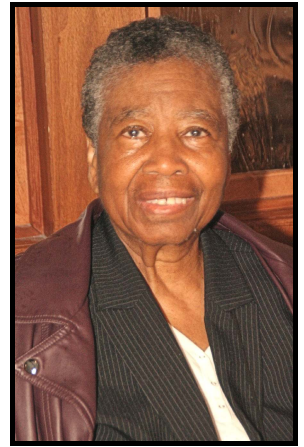
Leoila Zeigler

The New York State arm of the Alliance reported some statistics about the impact of the recent tax cut. There are 96,400 taxpayers in the richest 1% of New Yorkers. The average annual income of that group is \$3,161,300. The average tax cut that group received under last year's tax cut was \$29,890. The total cost of giving the richest 1% of New Yorkers their tax cuts in one year amounted to about \$2.9 billion.

Tax-cut advocates had claimed that workers would see an average \$4,000 wage hike. While corporate profits rose 8.2%, tax revenues from the same companies fell by 44% and workers' wages have largely remained stagnant. Only four percent of workers received a wage increase or bonus in the period since the tax cut was passed. Companies have reportedly invested over 100 times more in stock buyback programs than in wage increases in the post-tax cut period.

Meanwhile, American CEO's now enjoy salaries that are over 300 times the average worker's wages with the average CEO of S&P 500 index companies receiving \$13.9 million in compensation in 2017, up 6.4% over 2016. The average production and non-supervisory worker's pay in 2017 was only \$38,613, making the average CEO to average production worker ratio 361 to 1 in 2017. In 1965, that ratio stood at the more modest 25 to 1.

Certain companies outstrip even these ridiculous extremes. For example, according to the AFL-CIO, the national labor federation, Mattel has a 4,987 to 1 ratio and McDonald's has a 3,101 to 1 ratio. Walmart, not known to be worker friendly only has a 1,188 to 1 CEO to average worker wage ratio.



Joyce Cleveland



OSA Chair Bob Croghan and OSARCer Maxine Batie toast the memory of Jean Anmuth, the late OSARC treasurer.

Happy Birthday to OSA Retirees Born in August & September



AUGUST BIRTHDAYS

Alfredo Acevedo, George J. Adkins, Adelina C. Agulto, Hakimah Al-Zahra, Yolanda Alayon, Frederick C. Alexander, Daniel V. Ambrose, Arthur D. Aptowitz, Maria Paz Asuncion Arce, Preston Baker, Herman Barrocales, Claudia Bellavia, Joyce E. Bialik, Jack Blake, Robert Bleiberg, Timothy J. Bohan, Johnny Bon, Edward Braverman, Brian E. Brennan, Jeanette Brown, Frances Brown, Larry Brown, Joseph E. Burden, Mildred Burgos, Joseph J. Bushe, Marie R. Butler, John Cala, John Campobasso, Michael C. Capparo, Philip Carroll, Michael Chakrin, Dolores Choate, Estelle H. Chodos, Philip Cipriano, Philip Clark, Mary Contessa, Kenneth Cox, Marguerite Cronin, Lyudmila Danchina, Ila Das, Kenneth DeJohn, Don Delorenzo, Frantz Desire, Ana E. Deya (Lugo), Ailsa Diaz, Marvin Dozier, Gordon Duncan, Erlinda Duque, Maritza Durio, Andrea Eisner, Gaber I. El Hefnaoui, Elizabeth Farrell, Lillie Z. Farrell, Joseph Fidalio, Elizabeth Folsom, Renee Fox, Frances Fultz, Armand Gabriele, Anthony Galante, John Joseph Gambardella, Daphney Garrison, Alexander Gelleri, Jo-Ann George, Frank A. Gerace, Linda H. Gerwin, Shirley T. Gilliam, Nicholas E. Gleason, Sydney Goldenberg, Larry Goldsmith, Myra R. Goralski, Stanley Granat, Jacqueline Grant-Lucas, Estelle R. Green, Garry W. Guyer, Phyllis Hailstockczk, Marguerite Hajduk, George T. Hansen, Michael Harris, Sharon F. Harris, Mildred B. Hawkins, Iris Hecht, Sandra E. Henry, Lydia Hernandez, Fred Herschkowitz, Susan A. Hill, Perry L. Hilton, Jerome D. Hirshman, Sylvia Hodge, Richard Andrew Horn, Charles Houston, Lawrence M. Iannozzo, Christobal Jacques, Calvin James, Estella Jenkins, Sehu L.A. Jeppe, James L. Johnson, Wilhelmena Jones, Kevin P. Jordan, Barbara Jordan, Frances Karst, Fran H. Kastin, Jeffrey J. Keller, Charles T. Kelly, Carol A. Keyser, Charles W. Lawrence, Mark A. Layne, Bernard J. Leddy, Mark J. Lewis, Fred Lieber, Manrao Lin, Gabriele Lioce, Joan Lipton, Lisa J. Loren, Marlene M. Lorraine, John W. Mackey, Rose M. Maconi, Michael Marino, John A. Marsico, Jeffrey G. Massey, Dorothy Matherson, Bobbi Oke Mathis, Verna Maynard, Mary Katherine McEwen, Eileen M. McGuirk, Deborah McKeever, George W. McLean, Sheila McMahon, James J. McQuade, David Mei, Carol Michaels, Gracie Michail, Natalie Millner, Sandra J. Mirabal, Rachel Miranda, Alice Mitchell, Anne Moffitt, Nayeem Mohammed, Nimia Montanez Shipper, Anita Mullin, Michael Murphy, Thomas J. Nadrowski, Alan H. Naider, Anthony Napolitano, Ramon F. Nunez, Arnett O. Nurse, John F. O'Connor, Murray F. Olsen, Joshua Orzeck, Joseph Ostreicher, Kathryn Pancelo, Martha Palma, Jose Pandarakalam, Frances Pascale, Linda Pasquali, Sarah Pender, Jack F. Perin, Millicent Perry, John S. Peterson, Theodore R. Phillips Sr, Michael Plant, Shirley A. Pope, Shari Potter, Felix M. Quezada, Michael J. Quinn, Parmanand Ramlochan, Robert Ravallo, Addie Redman, Vera Reid, Jeanette Reid, Celina Reynolds, Gwendolyn Riley-Roberts, Evelyn Rivera, Harold Robinson, Albert Reoss, Elena Roman, Richard Ronde, Allan H. Rose, Dorothy G. Royal, Esther Ruiz, Rhona M. Russell, Dominick Russo, Flora E. Santana, Michael Santarpia, Veronica Saunders, Ora C. Savoy, John Schiavi, Marvin Schneider, Ina Schwartz, Jeremiah Schwarz, Barbara Scott, Mary G. Seabrooks, Daniel Sedlis, Myra Seltzer, Sandra Sidberry, April D. Silva, Adele L. Simpson, Anita L. Skelton, Allen F. Smalls, Dalphine M. Smith-Cardin, Angela Smith, Gaye F. Snyder-Inkeles, Michael Spector, Christine Spencer, Mark E. Steffens, Mortimer Sullivan, Alfredo L. Tan, Mary D. Taylor, Luvonnia Taylor, Rosario Terranova, Jeffrey A. Thomas, Hattie Thomas, Joanne L. Tormey, Bernard D. Tuchman, James Tumia, Monica M. Turbett, George P. Varughese, Eliseo Vergara Jr., Nicholas Vero, Adelaide Verponi, Doreen Violet, Rev. Edgar J. Vincas, Vida Wagner, Thomas M. Walsh, Ellen R. Warmstein, Barbara Washington-Griles, Ava Washington, Terry M. White, Sarah J. Wilborne, Antoinette Witherspoon, Carol F. Yost, Elsie Zayas

SEPTEMBER BIRTHDAYS

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Daniela Marcene
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Eise Ward
Maggie Ward
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