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In This Issue

- 2 In Memoriam
 - Welcome, New Retirees!
 - OSARC Calendar
- 3 Retirement Account Rules Change
 - It's Trip Time
- 4 OSARC Holds Holiday Bash
- 6 French Workers Strike Over Pension Cuts
- 7 Drug Price Hikes
 - Keeping Social Security Disability Harder
- 8 COMRO Report December
- 9 GOP Buries Drug Price Bill
- 10 -Trump Continues War On Workers
- 12 Cuomo Nixes PBM Bill



OSARC

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OSARC newsletter

Labor And The 2020 Elections



Ed Ott, Former NYC Central Labor Council Exec Director

This year promises to be an especially important one on the electoral front for organized labor. In 2016, many national unions endorsed Hilary Clinton for President early in the campaign season. Labor has taken a much more cautious approach this time around. Very few unions had endorsed any candidate as the year 2019 came to a close.

"Labor and the 2020 Elections" will be the focus of the January 15 OSARC meeting. Bring your thoughts and opinions for what promises to be an interesting and lively discussion.

Guiding our conversation will be experienced labor political analysts Ed Ott and Lucia Gomez. In his more than 40-year career in the labor movement and academia, Ed Ott served as the Executive Director of the 1.3 million member New York City Central Labor Council, political affairs director of Communications Workers of America Local 1180 and Distinguished Lecturer in Labor Studies at the Joseph S. Murphy Institute for Worker Education & Labor Studies of CUNY. He has lectured widely on labor and politics. Lucia Gomez is

currently Political Director for the 400 union NYC Central Labor Council and previously served as Director of Organizing and Strategic Partnerships for Laborers Local 78 and has been an activist in the Latino community.

Make room on your calendar for this important forum!

YOUR OSARC DUES FOR 2020 ARE NOW DUE

Enclosed with this issue of the *Newsletter* is your annual membership renewal notice for the calendar year 2020. We ask that you promptly mail a check or money order payable to "OSARC," along with the membership form, back to the union in the envelope provided with this *Newsletter*. By paying in January you avoid a reminder notice that goes to retirees who have not paid early next month. A team of agile OSARC volunteers, led by Treasurer Hattie Thomas, will work to process your dues. Remember that your dues are for the calendar year 2020, no matter when you pay them. The back page of this *Newsletter* contains a list of all those whose dues were paid for 2019. Starting in February, the *Newsletter* will print the names of those members current for 2020. A small number of members have pre-paid their dues for 2020. We apologize if you are in this small group, since we are sending the dues notice to everyone, including you. However, if you have already pre-paid for 2020, there is no need to pay again as you are already credited for 2020 in our database.

Next Organization of Staff Analysts' Retirees Club Event Wednesday • January 15, 2020 • 12:30pm - 2:30pm

Labor And The 2020 Elections

Guest Speakers: ED OTT, Former Executive Director, NYC Central Labor Council and Distinguished Lecturer, CUNY Murphy Institute For Worker Education and Labor Studies. and LUCIA GOMEZ, Political Director, New York City Central Labor Council

OSA Union Office • 220 East 23rd Street • 7th Floor (Between Second and Third Avenues)

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

Forty-nine (49) OSARC members and friends attended the December OSARC luncheon/meeting:



Dishing It Out: Apinya Sukpanichnant serves the OSARC luncheon.

Albida Ali, Sybil Allen, Iris Bailey, Renee Bash, Andrea Behrens, Joan Borovoy Haimowitz, Renee Boyce, Bill Douglas, Richard Greene, Helen Hanigan-Kosuda, Linda Jaffee, Marvel James, Roslyn Jones, Glenn Joseph, Rosanne Levitt, John Mazzarella, Marg-aret Williams McClammy, Alice Moise, Lillian Ngai, Jill Obertubbessing, Susan Paige, Dolores Parson, Doreen Petrus, Ronald Prester, Fred Ranzoni, Cora Ross, Nancy Russell, Verneice Rutledge, Marc Sawyer, John Scrofani, John Sellers, Carl Semper, Reasa

Semper, Andrew Sessa, Saundra Sidberry, Sallie Stroman, Apinya Sukpanich-nant, Edward Tennant, Hattie Thomas, Ruth Verbit, Dorothy Wallace, Jay Warshofsky, Herb Wasserman, Teddy White, Isza Williams-Darlington, Eric Wollman, Leoila Zeigler

Heather Wood and **Rosalie Friend** of the New York Folk Music Society also joined us. Thank you Heather and Rosalie!

We look forward to seeing you at our next event!

In Memoriam

We regret to report the passing of two retirees. **Mary Murphy** retired in 1995 as an Associate Staff Analyst at the Human Resources Administration. She was active in the group that organized OSA's Black History Month programs for a number of years. **Francis Wilson** retired in 2012 as a Staff Analyst at HRA.

The Newsletter extends its condolences to the families and friends of our late brother and sister.

Welcome: Recent OSA Retirees

We welcome the following recent retirees to the postemployment 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.

FDNY	Annette Richardson	Associate Staff Analyst
FDNY	Raymond Saylor	Administrative Staff Analyst
Parks	Martin Brenner	Administrative Community
		Relations Specialist
HPD	Manuel Alfonso	Administrative Staff
		Analyst
NYPD	Risikatu Adebanjo	Associate Staff Analyst
HRA	Alieda Valentin-Rodriquez	Associate Staff Analyst
HHC EIPQ	Tatyana Lvovskaya	Senior Healthcare Program
`	,	Planner/Analyst

Welcome to all of the recent retirees!

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OSARC Calendar: Upcoming Meetings Set For February 19, March 11, April 15, May 13, June 10

The February 19th OSARC meeting will feature a presentation on tax issues. Our guest speaker, Lloyd Feinberg is a retired analyst and tax preparer who addressed OSARC last year on the many changes in the tax law thanks to the Trump Administration's 2017 tax bill. This meeting will be held on the third Wednesday in February since Lincoln's Birthday falls on the second Wednesday of the month.

We would very much like to have a short presentation honoring Black History Month. If you have an interest in making a presentation on some aspect of African-American history, please reach out to the officers at the January meeting and let them know what you would like to cover or email *Newsletter* editor Rob Spencer at <u>robspencer</u> osaunion.org.

The March and May meeting topics have not been set, but the dates are March 11, 2020 and May 13, 2020.

The April trip will take place on April 15th, the third Wednesday in April due to the Passover holiday. Be sure to voice your preference in the January meeting. If you have suggestions of places you think OSARC should visit in the coming years, you can submit them by email to *Newsletter* editor Rob Spencer at robspencer@osaunion.org.

Finally, June 10, 2020 will be our annual gala luncheon. We may return to Tony's DiNapoli, which most OSARCers have enjoyed. If you'd like a different destination and know of a restaurant that can handle approximately 100 OSARCers comfortably at a reasonable price point, let the officers know or email *Newsletter* editor Rob Spencer your suggestions.

Sunshine Wishes

The *Newsletter* extends OSARC's best wishes to long time OSARC member and frequent mailing committee volunteer Manny Friedman who has been facing health challenges recently.

Time to Tie Up Trip Decision

Trip Committee Chair Renee Bash reported on several options for the April 15, 2020 trip: The Intrepid Sea, Air and Space Museum, the KGB Espionage Museum and the private Skyscape Museum which traces the history of spying over the past 50 years.



Andrew Sessa

Intrepid Sea, Air, and Space Museum Tour. Twelfth Avenue at 46th St. on pier 86. The price for a group tour of 15 or more seniors, 65 or older, is \$25 per person, paid in advance. Renee says that, to the best of her knowledge, the group will not be carded for age. Veterans get free admission, and should have proof of service, but if none is available, they can submit to a brief interview about their service. There are some add-ons available: \$11 extra per person for a guided tour, another \$11 extra per person for a boxed lunch in the cafeteria. People

may bring their own lunch, which must be consumed in the cafetria.

There was some concern voiced at the meeting about accessibility for the disabled. There is elevator accessibility to "most" outdoor levels (they estimate accessable areas as 85%-90% of the museum). The one unavailable site for those with disabilities is the submarine. Other areas to be visited are the aircraft carrier, the Concorde, and the Space Shuttle Pavillion. The museum is immense.

The KGB Espionage Museum, 245 West 14th Street. This is a new, smallish museum. Admission for seniors is \$17 per person. People may come and pay on-site. There will be a general talk at the beginning, but then people are free to roam and explore on their own. A recent article in the *Chelsea Clinton News* described the museum as "a literal walk through the history of the Soviet surveillance state. Compelling exhibits illustrate its history, its practices and its tools for enforcing loyalty and punishing non-conformity."

Skyscape. A bigger and nearly twice as expensive espionage museum as "KGB" opened this year. It is a



Renee Boyce

"private museum" giving the history of spying from WWII to the present. The tour is self-guided and "interactive." A "briefing" is included. Viewing the museum takes about 90-120 minutes. Group tours are available for 20 or more seniors for a discounted \$32.60 per person (including tax). It is located at 928 Eighth Avenue at 55th Street.

Renee hopes to settle on a trip destination at the January OSARC meeting so please join us and take part in a vote on the destination.

Retirement Account Rules Change Under New Law

In late 2019, Congress passed and President Trump signed into law a \$1.4 trillion budget deal that included major changes in retirement planning. The Secure Act (Setting Every Community Up for Retirement Enhancement), which had bipartisan support, includes reforms aimed at making it easier to save for retirement.

- Parents can now withdraw up to \$5,000 from their individual 401(k) or other tax advantaged plan for each new child without incurring the normal 10% tax for early retirement plan distributions. They will pay ordinary income taxes on the withdrawal. This must be done within a year of the birth or adoption of a child. Parents can later put the money back into the retirement account.
- People saving in a 529 college savings plan will be able to use up to \$10,000 to pay off student loans.
 - The age that a required minimum distribution (RMD) must start from an IRA or workplace retirement plan will go up from $70\frac{1}{2}$ to 72. The new rule applies to people who turn 70½ after December 31, 2019. Those who turn 70 ½ before that date must take the required RMD for 2019 by April 1, 2020. A second RMD will have to be taken by December 31, 2020 and then by every December 31st after. There is a huge 50% penalty for not meeting the RMD. People who turn 70 ½ years old in 2020 will not be



Bill Douglas

required to take their RMD until they are 72.

- The maximum age for making traditional IRA contributions, currently 70½, is repealed and those who continue to work past this age will be able to contribute to their IRAs.
- Unrelated small employers will now be able to join with other small employers to establish a 401(k) plan. Currently, the administrative costs and high fees for small employers block many from offering the plans. Under the new rules, employers no longer have to share "a common characteristic," such as being in the same industry.
- Employers will be required to cover long-term, part-time workers in their 401(k) plans starting in 2021 except in plans that are collectively bargained. Employees have to be 21 or older and work at least 500 hours per year for at least three consecutive years. Previously, employers did not have to include employees who clocked less than 1,000 hours every year to participate.



Apinya Sukpanichnant and Helen Hanigan-Kosuda about to serve lunch at the December OSARC meeting.

- In a controversial provision, the new law limits the legal liability for companies that offer annuities in their workplace retirement plans. Annuities have risks, including the possible insolvency of the insurer, even though they appear to provide a guaranteed income stream for the life of the annuitant. The new rules open the path toward more annuities in more retirement plans. Consumer groups have expressed concern that the provision does not sufficiently protect retirees from the possibility of high cost annuities that benefit the insurer rather than the recipient. Currently, employers hold the fiduciary responsibility to ensure annuities are appropriate for their employees' portfolios, but under the new rules, the fiduciary responsibility lies with the insurance company to offer proper investment choices. Since annuities are complex investment products, and could generate high fees and penalties, employees need to go down this path carefully.
- Both traditional and Roth IRA's could previously only be funded by earned income. A rule change will allow graduate and postdoctoral students to use certain stipend income as the basis for IRA contributions.



Carl and Reasa Semper

- The bill offers small businesses tax incentives to set up automatic enrollment in retirement plans for their workers. Auto-enrollment tends to help get people to save more in retirement plans. Under the SECURE Act, small employers will get a tax credit to offset the costs of starting a 401(k) or SIMPLE IRA plan with auto-enrollment, on top of the start-up credit they already receive.
- The bill also changes the RMDs for non-spouse account inheritors. Under current law non-spouse beneficiaries can withdraw RMDs based on the inheritor's lifespan. This could be short or decades. The amount of the distribution is calculated based on life expectancy and the beneficiary's age. The new rules require these non-spouse beneficiaries to withdraw all assets of an inherited account within 10 years. During that time, there are no RMDs but the entire balance must be distributed by the end of the 10th year. For beneficiaries who are younger and in peak earning years, the more limited distribution window can spike income and cause higher taxes.

OSARC Entertains Itself At Holiday Luncheon by OSARC Secretary Theodore 'Teddy' White

I got off the elevator on the Seventh Floor of 220 East 23rd

Street and, before I entered the newly-carpeted OSA office suite, I was happily enjoying the aroma of the OSARC Holiday Feast.

A James Brown Christmas song was playing in his inimitable router.

A James Brown Christmas song was playing in his inimitable rhythm and blues style. That recording was followed by "Holly Jolly Christmas," and many other memorable songs encouraged a seasonal spirit as they wafted through the room from a nice little sound system.



Sybil Allen

OSARC Chair Helen Hanigan-

Kosuda and the hospitality committee made St. Nick smile brightly with the buffet. There was a meat lasagna, a vegetarian lasagna, eggplant parmigiana, fresh salad on mesclun, fresh fruit salad, finger lickin' roast chicken, fresh baked Italian bread, a lovely sheet cake decorated for the Holidays, enticing cookies (also beautifully decorated), coffee, tea, and cold drinks. The only thing missing was the usual red and white wines because OSARC's official "sommelier" Mark Lewis was on hiatus in Florida!

Merriment ensued. The luncheon was lively as we ate, chatted, and relaxed.

The night before our OSARC luncheon, at the union's annual holiday party, I enjoyed the company of several OSARCers, including Ruth Verbit and her daughter Jennifer, Lorraine & John Scrofani, Bill Douglas, Jay Warshofsky, and our esteemed OSA Chair Bob Croghan and OSA Executive Director Sheila Gorsky, OSARC's founder.

Unflappable OSA Communications Director Rob Spencer, with his professional camera gear, walked the entire mile of floor space in the ballroom of the world famous Terrace on the Park in Flushing Meadows. The room featured a spectacular view.

As always, it was really great enjoying that special annual event with some of my friends who still work for the Human Resources Administration, the energetic office staff and representatives of OSA, and my bride of 32 years, Kathy, who retired from HRA at the end of September.

Getting back to our December OSARC luncheon, around 1:30, Helen turned down the music. She let us know that OSARCer Eileen Pentel, who has ably coordinated and arranged musical guests for us for many years, was not able to attend this year due to urgent family matters. In her place, OSARCer Rosanne Levitt stepped up to coordinate the live entertainment.

But, before the entertainment, Jay Warshofsky, one of three OSARC reps to COMRO, delivered the month's COMRO report. Jay mentioned the Florida Election Project organized by various City unions who have retirees in Florida, seeking to activate and mobilize those retirees in the Sunshine State around electoral work.

Pension investments will be the topic of the next regular meeting by the Comptroller at the Municipal Building.

Jay went on to address the subject of our younger friends who joined the City workforce after 2012 and are trapped in Pension Tier 6. A resolution is being looked at to improve terms for employees with Tier 6 pensions.

Jay reminded OSARCers to be aware of the relevant Medicare Part B reimbursements we may be owed from the City. Jay is working in the OSA office every Wednesday to talk pensions, so call him.

The full minutes of the COMRO meeting are presented in edited form elsewhere in this *Newsletter*.

OSARC Chair Helen Hanigan-Kosuda commended Rob Spencer for his work on the *Newsletter* and encouraged all to interact with him by providing stories, articles, artwork or other information or suggestions on useful content. He can be reached at robspencer@osaunion.org.

Rosanne Levitt was not expecting to play the role of our Holiday Host, but bravely took the microphone after speaking with Eileen Pentel the night before the luncheon. She brought two Pine Woods Folk Music Club members to sing with us. Such dedication! Rosanne had a little Casio electronic instrument to help accompany OSARC's singing. It's a really cute device. She had her own song book and, of course, we all had a song book provided by OSARC.

So, the live music festivities launched with 'Deck the Halls.' Great to hear the participation! Bill Douglas didn't bring his electric guitar this year, and I hope I didn't shock him too much as I sang a few background notes! We called for the singing of 'Happy Birthday' to celebrate Chair Helen's December day!

Next, it was the tender 'Silent Night' Christmas carol, so dreamlike. Hattie kept the momentum going by suggesting 'Rudolph the Red Nosed Reindeer.'

I have to buy one of those little Casio keyboards that Rosanne has. It's as small as a TV remote control and has a



OSARC's Rosanne Levitt (left) was joined by Rosalie Friend (center) and Heather Wood (right) of the New York Folk Music Society in holiday song.

unique sound.

Sallie Stroman led us in 'The Twelve Days of Christmas,' which is just a splendid carol, excellent for speech therapy.

Heather Wood of the Pine Woods club thanked the union for letting them gather and perform in the union office from time to time, and she complimented the chef and the hospitality committee for the nourishing luncheon.

Heather led us in 'The Holly and The Ivy.' She followed up with one about King Herod and the birth of Jesus. She then got back to our song sheet of holiday songs, and it was time for 'I Have a Little Dreidel.' 'I Ain't Gonna Grieve My Lord No More,' a call and response song, was next and we were able to sing it without song sheets!

'Amazing Grace' was the next suggestion – and someone had the lyrics – so Rosanne joined in on her Casio instrument to produce the popular hymn. We moved on to the great 'Joy to The World,' engaging an ever-expanding choir! 'It Came Upon a Midnight Clear' started as an instrumental before the group decided to join in the merriment.



Rosanne Levitt and her Casio electronic keyboard (left) accompanying OSARCers Hattie Thomas (center) and Sallie Stroman (right)

We could not end the party without doing the popular 'Jingle Bells,' a cappella.

At that point, Rosanne joked that we had scraped the pot clean! There was a great deal of laughter and applause. Helen encouraged all to bring their musical talents to future OSARC monthly meetings.

At the suggestion of former OSARC Co-Chair Fred Ranzoni, everyone gave a strong round of applause to Helen, thanking her for all of her efforts in chairing the meeting and ensuring we were well-fed.

We closed with Renee Bash, the Trip Committee Chair, who reminded us that we need to 'vote' during the January meeting for the destination of the upcoming annual club trip in April.

French Workers Say "Non" To Pension Cuts In Massive Strike

The conservative government of French President Emmanuel Macron triggered massive protests and a general strike by workers in early December as it stood firmly behind its previously announced plan to raise the retirement age universally and unilaterally to 64 and to cut pensions.

Nationwide protests led to the closing of the Eiffel Tower as workers there walked off the job. Utility workers represented by the CGT union cut electricity to 100,000 homes and offices in the area near Lyon and Bordeaux and transportation workers walked off their jobs, crippling train and subway schedules during the holiday season.

The French unions were furious at Macron's claims that France's model and generous pension system was likely to lead to massive debt and financial collapse.

According to Associated Press reports, thousands of workers marched through cities from Brittany to the southern

Pyrenees.



Isza Williams-Darlington

The strikes drew "hospital workers in scrubs, Air France staff in uniforms, lawyers wearing long black robes — people from across the French workforce" according to the AP.

Over the past few years, a number of European nations have raised their retirement age or cut pensions. Macron claims France needs to act similarly. Present pension arrangements permit retirement in some circumstances when workers reach their 50s.

Protesters carrying humorous signs and colorful costumes marched past the Bastille plaza. Ballerinas at the Paris Opera

staged a public performance of "Swan Lake" in support of the strike and, interviewed by French TV, pointed out that, in their line of work, the physical challenges led to retirements as early as their 40s. The retirement schemes at present



Linda Jaffee and Albida Ali, both recent retirees, at the December meeting.

allowed for such early retirementsn. Few felt they could reach 64 "on their toes."

French leaders said their position in support of the creation of a universal retirement system with a more advanced retirement age was inflexible.

Beyond the transit strikes, schools were affected as teachers joined the strike. Hospital staff went on strike in support of a public hospital system that has faced many rounds of cost-cutting from conservative governments over recent years.

The social safety net in France is supported by the majority of citizens and French workers apparently are willing to stand up to maintain their hard-won benefits.



Study Hard! Research All Candidates Before Voting In 2020!

Artwork: Theodore 'Teddy' White

Trump Administration Introduces Plan For More Frequent Social Security Disability Reviews

The public comment period on a proposed rule change by the Trump Administration that would likely strip Social Security disability payments from hundreds of thousands of recipients ends on January 31, 2020.

Alex Lawson, the executive director of Social Security Works, which advocates for protection and expansion of Social Security and Medicare/Medicaid, told the online news service Common Dreams that the rule change "is the Trump administration's most brazen attack on Social Security yet."

Lawson noted that President Ronald Reagan had put through a similar change in the 1980s but was later forced to reverse the rule after public opposition. "Every current and future Social Security beneficiary must band together to defeat this horrific proposal, or else all of our earned benefits will be next," Lawson added.

Those seeking to collect Social Security Disability insurance (SSDI) which, like regular Social Security is based on your having worked, and Supplemental Security Income (SSI), which is based on disability with or without a work history and is means tested, are historically very difficult to enroll in, requiring complicated proofs of disability.

Those currently receiving SSDI must undergo disability reviews periodically to determine if they are still eligible for compensation based on injury, illness or incapacity.

In the current scheme, SSDI beneficiaries are assigned to a category based on how seriously they are disabled: "Medical Improvement Not Expected," "Medical Improvement Expected," and "Medical Improvement Possible." All recipients are subject to periodic reviews to determine whether their Disability benefits are still needed. Those with more serious medical conditions are reviewed less often. In the Medical Improvement Expected category reviews happen every six to 18 months, in the Improvement Possible category, every three years and in the Not Expected category every five to seven years.

The Trump administration wants to add a category of "Medical Improvement Likely," which would subject beneficiaries to disability reviews every two years. The *Philadelphia Inquirer* estimated that 4.4 million beneficiaries would be shunted into that designation and would be subject to more frequent disability reviews than they now are subject to. Many of these millions would be what are internally called "Step 5 recipients" who the *Inquirer* said "are typically 50 to 65 years of age, in poor health, without much education or many job skills [and] often suffer from maladies such as debilitating back pain, depression, a herniated disc, or schizophrenia." An attorney with Community Legal Services in Philadelphia pointed out that putting the Step 5 recipients in the Improvement Likely category and putting them through reviews every two years would represent a significant burden on a highly disabled population.

Lawson of Social Security Works said "Donald Trump and his advisers know that this will kill people, and they do not care."

Happy New Year From Big Pharma: Enjoy Your Latest Price Hikes On Over 250 Drugs

In a perverse New Year's Day present to consumers, major pharmaceutical firms jacked up the US list prices of more than 250 drugs on January 1st.

Drug companies raised already sky high prices on a fairly wide range of drugs by an average of about five percent, according to the consulting firm 3 Axis Advisors as reported in the political news source *The Hill*.

While drug price hikes at the start of a new year are common, these are happening in a year in which efforts to rein in the escalating costs of pharmaceuticals have occupied Congress and public debate. The House passed HR3 late last year which would introduce several methods of price control on US drug makers. However, the bill appears dead in the GOP controlled Senate.

Alex Lawson, executive director of Social Security Works has pointed out in *The Hill* that "Mitch McConnell has made it extraordinarily clear that there is a zero percent chance that something happens this year."

Pfizer raised prices on about 27% of its drugs by an average of nearly 5%. Sankofi, Novartis, Allergan, Glaxo Smith Kline and other drug makers also raised prices.

The most recent price hikes are certain to fuel further Congressional discussion and scrutiny and add to the debate in this presidential election year.



Dorothy Wallace and Marvel James

Democrats have accused Trump of abandoning his promise during his election campaign to address the issue, especially by allowing Medicare to negotiate drug prices.

Even GOP Senator Chuck Grassley has accused McConnell, his own party leader, of blocking progress on a separate drug pricing bill he has introduced.

Democratic presidential hopeful Sen. Bernie Sanders criticized Trump's opposition to HR3, saying "After a lifetime of lying and cheating to enrich himself and his billionaire friends, Mr. Trump—shock of all shocks—has abandoned his campaign promise to have Medicare negotiate drug prices."

Meanwhile, a 2019 Kaiser Family Foundation poll indicated 88 percent of the public supports giving Medicare the power to negotiate drug prices, including 85 percent of Republicans.

COMRO Report - December 2019



Jay Warshofsky delivers the COMRO report

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 by COMRO Secretary Eileen Moran. Joan Garippa and Jay Warshofsky attended the December COMRO meeting for OSARC and Jay reported on the meeting at the OSARC December luncheon.

There is an outreach effort to municipal union retirees from NYC who now live and vote in

Florida. The effort is to ensure that retirees are registered and plan to vote in the 2020 primaries and general election. A United Federation of Teachers analysis of its Florida members found a significant number who did not vote in recent elections for Governor and U.S. Senate, despite the fact that these were very close races. Several unions are already involved in the effort in Florida, including the UFT, 1199, DC37, and PSC/CUNY.

The summary produced by the Comptroller on the status of the five New York City pension systems as of June 30, 2019 was circulated. The pension funds are healthy and, while revenue is down, both assets and the number of beneficiaries are up.

COMRO's pension working group presented an overview of the following proposals, which everyone felt would likely be a heavy lift but worthwhile:

- 1. COLA Proposal: The limit of \$18,000 currently eligible as the base for COLA shall be raised to \$21,000 and the full COLA shall be added to the pension each year thereafter.
- 2. Tier IV Proposal: Amend RSSL Section 603 (a) to add NYCERS to the list of other pensions systems



Margaret Williams McClammy

whose members are eligible to retire at age 55 after 30 years of service with full retirement benefits. The current section reads as follows: "...however, a member of a teachers' retirement system or the New York state and local employees' retirement system who first joins such system before January first, two thousand ten or a member who is a uniformed court officer or peace officer employed by the unified court system who first becomes a member of the New York state and local employees' retirement

system before April first, two thousand twelve may retire without reduction of his or her retirement benefit upon attainment of at least fifty-five years of age and completion of thirty or more years of service, .."

This subsection should be amended to add "..any NYCERS Tier 4 member who is not otherwise included in a special plan allowing full retirement allowance payable prior to age 55..." This proposal would provide parity with other Tier 4 members across New York State (TRS, NYSLRS, peace officers employed by the Unified Court System) who are eligible to retire without reduction at age 55 with 30 years of service.

The population is limited. On one end, it would only apply to Tier 4 members who were employed before June 1995 (when the 57/5 program began) and did

not opt-in to the 25/55 program. On the other end. Tier 4 ended in 2012. The additional pension costs are minimal. In 2008, the IBO estimated h o w m a n y NYCERS/BERS members might benefit from the Chapter 96 reopener bill. At the time, IBO found the average early retirement beneficiary would be almost 50 years old with 22 years of service. In 2018, these members would be almost



Marc Sawyer

60 years old with 32 years of service. The City would accrue savings from lower paid replacements.

3. Tier VI Proposal: Reduce veterans and reservists buyback costs in Tier 6 from 6% to 3% as in Tier 4. ALL members who served and were honorably discharged from the US military Reserves or National Guard shall be able to purchase pension credit on the same payment basis as those members who served on active duty except that reservists and National Guard members shall be limited to purchase pro-rata credits limited to days actually served on reserve duty, including ACDUTRA. (Active duty for training with the regular army.)

Amend the contribution schedule for Tier VI members into brackets:

3% member contribution on gross pay up to \$45,000 3.5% member contribution on gross pay on amount earned between \$45,001 and \$55,000

4.5% member contribution on gross pay on amount earned between \$55,001 and \$75,000

5.75% member contribution on gross pay on amount earned between \$75,001 and \$100,000 6% member contribution on gross pay on amount earned above \$100,001

Eliminate the requirement that veterans must be NYCERS members for five years before they can buy back their years of service.

The group working on these proposals is: Stu Eber, Armando Mandes, Evelyn Nyman, Norman Rosenfeld and Jay Warshofsky, who can be reached at jwarshofsky @osaunion.org

Attendees were reminded they should be getting the letter from Social Security that confirms how much they will be paying in 2020 for Medicare Part B premiums. In early 2020, they will also be getting



Hattie Thomas

increased health plan deductibles and rising co-pays now leave many Americans with the choice of their drugs or other costs of living.

Democrats promised to use the legislation as a campaign centerpiece in 2020 demonstrating they are serious about the drug pricing issue and the GOP is not. Democratic representative Lloyd Doggett of Texas, however, pointed out that the legislation did not go far enough, being crafted to appeal to the positions Trump took in the 2016 campaign, based on the assumption he would

support the less radical proposal it embodied. Speaker Pelosi pointed out that the bill delivered on the promises Trump made, but that he has moved away from those promises while in office to placate the drug industry.

Medicare Part D is delivered through private insurance. The GOP argues government intervention in drug pricing will cause pharmaceutical companies to reduce development of new drugs. While the nonpartisan Congressional Budget Office estimates the impact might be about 3% fewer new drugs, Trump's Council of Economic Advisers says it could affect a third of new drugs. Democrats countered that the GOP position amounted to using scare tactics.

The Trump administration says it supports the Senate version of drug cost controls which would cap out-of-pocket costs at \$3,100 a year, and require pharmaceutical companies to pay rebates if companies raise prices above inflation. However, Senate Majority Leader Mitch McConnell hasn't said if he'll bring it to the floor for a vote.

Trump Labor Board Permits More Anti-Union Action By Employers In The Private Sector

Workers in the process of organizing and seeking representation elections have always faced a playing field

Ronald Prester

stacked against them in favor of the employer. In the latter part of the Obama administration, the National Labor Relations Board passed regulations making organizing and maintaining a union in a workplace somewhat easier. However, the arrival of the Trump administration reversed that trend.

Over the years since the National Labor Relations Act was enacted in the 1930s, it has become increasingly common in almost every instance of an NLRB supervised election for the

employer to spend a lot of money and time attempting to dissuade the employees from choosing to unionize.

The employment of union avoidance consultants, antilabor law firms, threats of firing or plant closure, mandatory one-on-one anti-labor counseling sessions as a means of intimidation, anti-union billboards near plants, involving anti-union local politicians in the election process – and actual firings of those seeking to organize – are all part of the management playbook.

These issues are national in scope and not limited to any one region or industry. In December, the Trump NLRB issued regularions that change the rules for the union election process without notice to or comment by the public.

Under the new rule, workers seeking an NLRB election will have to wait at least 14 business days for a pre-election hearing. The hearing can then be postponed for "good cause"

and the eligibility of each worker for the bargaining unit and the nature of that bargaining unit and its membership needs to be fully resolved before an election will be held. An election date will be set 20 days after the resolution of the preelection hearing's issues.

The new rule is over 300 pages in length. It extends the time from filing an election petition to a pre-election hearing from 8 to 14 days, It extends the time for employers to post the Notice of Petition from two to five days. It gives employers more time to file a statement identifying any issues to be



Susan Paige

resolved before an election can be held and extends the time employers have to provide the petitioning union and the NLRB with the list of employees in the petitioned for unit from two to five business days. The final rule mandates that representation elections be conducted at "the earliest date possible," but defines this as not normally "before the 20th business day after the day of the direction of election."

There will be a new requirement that the union petitioning for representation provide a written statement of its position within three days of the employer's written statement filing. Both parties are given the ability to file post-hearing briefs. These had been limited under the Obama era rules to prevent election delays.

Also, the NLRB again will permit resolution of significant legal issues before an election will be directed, rather than after the vote is held. The Obama era rules had required the election go forward before litigating the issues. The rule says that issues about the scope of the proposed bargaining unit, employees' supervisory status and other similar issues will again be "litigated at the pre-election hearing and resolved by the regional director before an election is directed."

While a request for review is pending, the Regional Director will no longer certify an election result.



OSARCers Helen Hanigan-Kosuda I sza Williams-Darlington, Sybil Allen, Sallie Stroman and John Scrofani (left to right) at the December holiday party.

All of this, taken together, means more delay and more limitations on unions seeking to represent a given work force. It means more time for the employer to distribute anti-union messaging to workers and introduce pressure campaigns against unionization.

If the union seems to be on the road to an election win, the NLRB can suspend the election to resolve ongoing disputes. Finally, if the workers nevertheless win a union, the NLRB can delay certifying the union while the employer's legal challenges are pending. The rules also make the decertification of a union easier.

Although employers can use legal hurdles to impede union organizing, they can also simply break the law. In one study, the Economic Policy Institute found that, in more than 40% of union elections between 2016 and 2017 "employers have been charged with unfair labor practices aimed at undermining electoral procedures and retaliating against pro-union workers."

It would seem that relying on the legal and administrative process may need to be supplemented by increased shop floor militancy such as job actions and strikes, for union organizing drives to be successful in the current climate.

Cuomo Kills PBM Oversight Bill

It was described as proposing some of the nation's toughest regulatory controls for pharmacy benefit management companies (PBMs). It was expected to offer greater protection for consumers against manipulative practices by these under-known middlemen in the prescription drug chain. It passed the NY State Senate and Assembly in June. It was vetoed by Governor Andrew Cuomo in late December.

According to lead sponsor Assemblymember Richard Gottfried, head of the Assembly's Health Committee, the bill would have "added accountability, increased fiscal disclosure, and addressed deceptive and anti-competitive practices.'

PBMs occupy an unusual but very powerful space in the

drug marketplace. They manage prescription drug benefits for health insurance plans. Today, three Fortune 500 companies control 80% of the PBM market: CVS/Caremark, Optum Rx and Express Scripts.

The negotiations they engage in, discounts they offer and rebates they grant are not transparent to patients. PBMs have been accused of overcharging health plans and then reimbursing pharmacists for a lesser amount, enjoying the difference in a practice known as "spread pricing."



Rosanne Levitt

The 2019 NY State budget included language ending the practice of spread pricing for PBMs that work with the state's Medicaid program. The bill Cuomo vetoed would have banned the practice for PBMs working with private health insurance plans.

Assemblymember Gottfried observed that "The PBM industry spent a lot of money lobbying against this consumer protection bill." He argued that "PBMs are widely recognized as major players in driving up drug costs and profiteering at the expense of people who pay health insurance premiums, patients, and pharmacists. They're a black box, operating in secret with no effective regulation. There is plenty of evidence, including an analysis by the State Senate, showing what happens when regulators can't see into this growing segment of the health care economy. This veto means higher drug prices, higher costs for health

plans and the people who pay their premiums, and lost income for pharmacies."

Gottfried complained that the Governor "insists that the only way he would've signed this bill is if we agreed to gut the bill by taking out key consumer protections, including those that parallel what we did for Medicaid. The Governor even wanted us to take out a requirement that PBMs operate 'with care, skill, prudence, diligence, and professionalism, and for the best interests' of the consumer and health plans. It is incomprehensible to me. I will be re-introducing the bill shortly and resuming the fight to get it passed and signed.'



OSARC Chair Helen Hanigan-Kosuda cuts the cake







OSARC's Hospitality Committee Outdid Itself For Our December Holiday Party The Committee Could Use Some Additional Members; How About You?







Happy Birthday to OSA Retirees Born in January

Hassan A. Abdelbaky, Sallie W. Adams, Deborah Aiken, Timothy G Alapo, Leslie Allen, Kenneth Alleyne, Adrianne Alpert, Thomas Anderson, Brenda M. Andrews, John Angelillo, Joan M. Antelman, Elaine Armstrong, Bosah Azikiwe, Steven Balicer, Moradeyo Bamigbade, Filippa Barcia, Jo Ann Basham-Germain, Maxine Batie, Denise Bell, Joanna Belt, Barbara Berg, Michael Bermudez, Deborah Bershad, Michael S. Bharose, Kamel P. Bishay, Andrea Bloom, Carmine Borzelli, Salwa Boutros, Paul Bowen, Marlene A. Bowen, Barbara Bragg, Gwendolyn Bright, Hyman Brodt, Carolyn Brooks, Tina Brooks, Gloria J. Brown, Rosemary O. Brown, Linda Brown, Michella C. Brown, Donna Brown, Shirley Brugman, Manuel Bu, Anna M. Budd, Roxana M. Calinescu, Azalia Cancela, Barbara E. Canning, Eve Charlack, Johnsie Cheatham, Gladys E. Chong, Himangshu S. Chowdhury, Margaret Clay, Joyce L Cochran, Anne Cody, George Cohen, Sheldon Cohn, Rosalee Coleman,



Exum Coley, Othon R. Collado, Gloria Colon, David L. Conlon, Maria Copps-Butler, Maria I. Cordero, Robert Crawford, Maria L. Crisci, Daniel T Cruz, Sadie Culler, Mark Cullum, Maureen B. D'Amato, Frank D'Ercola, Donald Dagress, Marilyn Daitsman, Lillybeth Davila, Marie Davis, Gail J. Davis, Edward Davis, Gary De Liberto, Henry Delgado, John Dellecave, Mary Eileen DePierro, Sybil DeVeaux, John DiFilippo, Philip J. Dinanzio, Jr, Silvio Dobry, Hugo Dominguez, William A. Douglas, Christine Dudley, Nancy Dueno, Dorothy Duncan, Loyola T. Eleutiza, David M. Emert, Aida Estepan, Gail M. Evans, Mary J. Fahy, Carrie B. Fair-Smith, Michael Feller, Philip B. Flaum, Jacquelyn Fleming, Barbara A. Ford, James L. Freaney, Grace Gabrielsen, Elizabeth Gacek, Jayne M. Galletta, Teresa K. Galvin, Joseph G. Garber, Joan Garippa, Boushra Ghaly, Calvin L. Gibson, Felicia R. Gironda, Joan Gittens, Jeffrey Goldstein, Manuel A. Gonzalez, Eli Gottlieb, Sherman Gould, Jeffrey N. Gralto, Robert M. Granick, Marie Greco, Maureen Greeley, Laura J. Greenidge, Aida Gress, Monica Grima, Howard L. Gross, Luciano Guerriero, Frank Gulino, Claire Hall, Elena Holmes, Michael Howard, Maria A. Ibanez, Mourad Y. Ibrahim, Janet Isaac, Camille Isaacs, Mohammed Tazul Islam, Ramkumar S. Iyer, Carolle Jacques, Pauline M. James, Edwina Jenkins, Elizabeth Johnson, Clifford Johnson, Patricia Jordan, Eileen V. Jordan, Linda Kavanagh, Jane A. Kelly, Delmira Kelly, Anne M. Kessler, Sheldon Kier, Ezard Knight, Nicholas Koulouris, Bruce F. Krueger, Deborah A. Kuha, Teresa B. La Neve, Jerry LaMura, Yvonne A. Laws, Joel Leichter, Michael Leinwand, Barry Levy, Laura Limuli, Stephen L. Lincke, Ramona S. Loftis, Irene F. Louie, Michel L. Louis, Janet Luke, Wayne S. Mackie, Daniela Marcune, Theodore Marcus, Nicholas Mardikos, Paul C. Margolis, Marshall H. Marroquin, Norma E. Mason, Eloise McDuffie, Michael McKenna, Krishan G Mehra, Velarie F. Melvin, Antonio Mendez, Louis Michel, Linda A. Miller, Ruth Mingoia, Mary T. Mitchell, Thomas P. Monahan Jr., Thomas E. Monahan, Charles A. Montalbano, Donna Mulgrave, Patrick Mullan, Frida Myaskovsky, Sara A. Nanton, John F. Nash, Madeline Nazario, Frances D. Nelson, Edmarie B. Nicholas, Edgar Noguerola, David O'Brien, Michael T. O'Toole, Franklin Ortiz, Rati R. Panchal, Eugene Parker, Olivia Parker, Doris L. Parker, Renee Patterson, Carol Ann Payne, Antony J. Penel, Nauford C. Phipps, John M. Picariello, Diane Pierre-Vaughn, Judie Pierre-Louis, Jack Pilchman, William Platzek, Lee E. Pleva, Dorothy Ragin-Primus, Peter Reese, John Ricker, Oswald Rivera, Pablo Rodriguez, Maria Rodriguez-Matos, Cora L. Ross, Scott Rothman, Leon Rozenbaum, Shirley Rucando, John R. Ryan, Benjamin Salisbury, Cheryl L. Samuels, Earl Savery, Marc H. Sawyer, John P. Sellers, David Serrano, Larisa Shikhman, Arlene Siegel-Fishman, Ina E. Sinclair, Karen A. Smith, Maureen L Somma, Eric Sorenson, Janette M. Springle, Louis C. Starkey, Joan E. Sternberg, Sandra D. Stevens, Larry Thompson, Adoracion Tolentino, Ervin Torres, Joseph Paul Tulce, Aleida Valentin-Rodriguez, Nelly Varnyan, Edelmira Ventura, Reina Vera, Carlos M. Viguera, Narciso R. Villafuerte, Sally Rofofsky Waldman, Carolyn Walton, Trujue Wang, Joseph P. Warfield, Saul Weber, Juan Wilkins, Dolores Wilson, Spencer L. Wong, Thomas Woods, Annette J. Wyre, Russell Yates, John Yoshida, Robert T. Zappala, Phyllis M. Zito, Zeth Zuniga

OSARC MEMBERS FOR 2019 [continued from page 14]

Zoya D. Kiseleva Elizabeth Klaber Laura F. Kleeman Daniel Klelin Alfred Klein Charles W. Kloth Ezard Knight Marie-Ann F. Koegler Diane M. Koehler Jules H. Kohn Lee Kong Henry L. Korobelnik Gerald S. Koszer Nadezhda Kovelman Marilyn E. Kozin Jerome S. Kraus Sandra Krentcil Bruce F. Kraus Sandra Krentcil Jan Kwartowitz Jan Kwartowitz Teresa B. La Neve Edward S. Lakner Diane Lalondriz Nancy Lam Wally Lam Wing Lam Lawrence A. Lamanna Saundra Lamb Claudette LaMelle Jerry LaMura Purnell R. Lancaster Jr. George A. Langa Karen Lanzillo Ralph Lapaix Dolores E. Lapin-Curley Lazare Lareche Eldridge C. Larkin Patricia Larkin Jacqueline Larkin-Figueroa Wendy Lau Monte Lawrer Wing Lam Monte Layner Floyd C. Lawrence Robert S. Lawrence Charles W Lawrence Yvonne A. Laws Judith Lawson Barbara Le Goff Gerald W. Lee Rev. Kaye Lee Tony Lee Betty K. Lee Betty K. Lee Joel Leichter John J. Lento Thomas W. Leonard Elena J. Leon-Madonia Edward M. Lepkowski Sidney Lerner Nicholas J Lesanti Lorna W. Lettman Gloria Levan Fred Levine Stephen H. Levine Yury Levit Leonid Levit Rosanne Levitt Barry Levy Barry Levy Lewis S. Levy Mark J. Lewis Mark J. Lewis
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Bernie S. Marcelo Irina Marchuk William V. Marchuk Mark Marcu Mark Marcu
Daniela Martune
Nicholas Mardikos
Paul C. Margolis
Anthony Marino
Michael Marino
Angela E. Marino
Carol Marker
Steven J. Markowitz
John M. Maroney
Claire Maroney
Marshall H. Marroquin
Elsie Martell
Ralph Martinez
Eve Martinez
Eve Martinez
Cottavio R. Martinez Jr
Mary Lou Martucci
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Amelia McNeil-Jones
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Lillian Ngai
Edmarie B. Nicholas
Jane T. Nicholson
Erwin F. Nied
Norma Nieves-Blas
Veronica Nnabugwu
Elizabeth Nobile Kathryn Nocerino Samson Nougues Michael G. Ntemar Arnett O. Nurse
Donald A. Nurse
Dr. Stephen Atta Obeng
Jill Obertubbesing
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Sheldon Oliff
Patricia C. Olison
Murray F. Olsen
Simeon Orimogunje
Daniel Orlando
Franklin Orliz
Sylvia Orliz-Moss
Joshua Orzeck
Samuel N Osei-Bonsu
John Ost
Khalii Oloba
Steven M. Pacheco
Maria G. Panan Steven M. Pached Maria G. Pagan Miguel A. Pagan Mildred E. Pagan Gloria Page Darlene Page Susan Paige Amorita Pakilit Frank J. Palmieri Jose K. Pandarakalam Jose K. Pandarakalam Luiz Pang Joan A. Pantesco John K. Pape Larry M. Pappert Gladys Pardo-Medina Ronald A. Parente Jayshree S. Parikh Nora Paris-Simonetti Doris L. Parker Carolyn Parker Olivia Parker Eugene Parker Dolores Parson Frances Pascale Roslyn L. Pasley Hemang Patel Bertdella Patterson Catherine R. Patterson Francis G. Paturas Carol Ann Payne
Anita O. Payne
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Martsel Pearson-Silver
Helen Peets-Phillip
Elba M. Pelaez
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Elsie Peralta
Elizabeth Perez-Ode
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Lawrence Price
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Evelyn Marie Pridgen
Myron Priester
Regina J. Prince
John F. Prior
Lon Protzel
Daniel A. Pulatti
Risa Puld
Jacob Punnoose
Mohammed Abdul Qadeer
Julia Quagliano-Lynn
Felix M. Quezada
Elsa Quijano Elsa Quijano Josefina B Quimbo Harris M. Rachlin Lawrence Racioppo Barbara Radzimowski Jameel Rahaman Dennis S. Ramdawah Nilda I. Ramirez Parmanand Ramlochan Parmanand Ramlochan Frederick Ranzoni Ambati M. Rao Raisa Rapoport Sharon Rashada Edward Rasquin Diana Recor Robert Redmond Thomas M. Reed Ralph Reed Marylin Reed-Borquaye Peter Reese Robert Reeves Joseph D. Reeves Deborah L. Reid Barrington Reid-Hart Barrington Reid-Hart Fred Reinowitz Ruth Reiser Richard A. Reiskin Joseph Reklis Gloria Resto Gloria Resto Alex Reyses Margaret Rhoden Harold Rhodes Jr Cheryl A. Richards Wendy Richards Jeannette Richardson Ruby E. Richardson Johnnie Richardson Delores A Richardson Delores A Richardson Delorethy L. Rick John Ricker Martin L. Ricketis Martin L. Ricketts Patricia Riley Lewis Riley Jr. Gwendolyn Riley-Roberts Stacey Rindler Raymond W. Riordan Rudolph K. Ripp Nilda Rivas Bruce Rivera Margarita Rivera Edwin Rivera Ronald M. Rivera Ronald M. Rivera Joyce Rivers Reinert R. Roaldsen Walter M. Roberts Horace Robinson David J. Robinson Pablo Rodriguez Rebecca Rodriguez John F. Rohde Elena Roman Barbara L. Roman Irwin P. Romaner Richard Ronde Richard Ronde Jeanette E. Roper Rolando Rosado
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Ana M. Sanchez
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Flora E. Santana
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Carmen M. Santiago
Leslie Santori
Jorge L. Santos
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John T. Smith
Dalphine M. Smith-Cardin
Anthony Smolenski
Carlton A. Snaith
Sharon S. Snell
Gaye F. Snyder-Inkeles
Georgette Soliman

Bruce Solomon Stewart Solomon Maureen L Somma Stanley Spector Michael Spector Michael Spector
Christine Spencer
Claudia I. Spielman
William H. Spong
Lawrence M. Sporn
Nikki B. Springer
Janette M. Springle
Wardean D. Squire
Edmund M. Squire
Edmund M. Squire
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Edelmira Ventura Ruth Verbit Eliseo Vergara Jr. Adelaide Verponi Adelaide Verponi Leonor A. Vibar Sarah R. Vilar Gregory Vilchitski Narciso R. Villafuerte Robert J. Villiers Michael J. Vincent Rev. Edgar J. Vinces Ana T. Vives Jacob N. Vogel Nona Volk Vida Wagner Nona Volk Vida Wagner Sally Rofofsky Waldman Jay Walia Perry R. Walker Linda Walker Karmelita L. Walker Dorothy Wallace Thomas J. Walsh Rita P. Walsh Thomas M. Walsh Donald Walton Carolyn Walton Renee Wan Joan Wan Yih-Lu Charlie Wang Yih-Lu Charlie Wang Barrington A. Ward Christine Ward-McKee Joseph P. Warfield Ellen R. Warmstein John P. Warner Jay W Warshofsky Barry A Washington Catherine Washington Cregory C. Washington Victoria J. Washington Lorraine D. Washington Barbara Washington Gregory C. Washington Barbara Washington-Griles Barbara Washington-Beth Watkins Jacquelyn D. Watson Nora Fran Weaver Saul Weber Jaanna H. Weber Jaanna H. Webster Donald Weinberg Edmund Weinblatt Ruth C. Weiner Regina C. Weiss Olga R. Weiss James F. Welby Kevin Welch Erich Werner Kenneth Westey Ronald N. West Jeffrey Wheeler Joyce S. White Theodore R. White Luther White Grace White Doris D. White Doseph J. White Saul Weber Joseph J. White Joseph J. White Roslyn White Terry M. White Rose Mary Whitehead Stephen J. Whyte Shirley Ann Wiggins Ferdinand Wight Sarah I. Wilhorne Ferdinand Wight Sarah J. Wilborne Ronald S. Willdigg Lillian Williams Yvonne C Williams Herbert Williams Lucindy Williams Amos Williams Darrell A. Williams Audrey Williams Jacqueline L. Williams Jacqueline Y. Williams Laraine B. Williams Jacqueline J. Williams Laraine B. Williams Larai Isza Williams-Darlington Margaret E. Williams-McClammy Dianne Williamson Aaron Wilner Diana M. Wilson Ronald T. Wilson Lorraine Wilson Kay A. Wilson Bigelow Marva Wilson-Garnes Marva Wilson-Garnes Gary R. Wink Douglas G. Winston Irita L. Winston Antoinette Witherspoon Eric Wollman Spencer L. Wong Nga F. Wong Bassanio Wong Peter Wood Judith Woods James T. Woots Ole R. Worrell Selma R. Wright Peggy C. Wright Noel R. Woffell
Selma R. Wright
Peggy C. Wright
Benjamin Wright. Jr.
Peggy A. Wright
Benjamin Wright. Joh
Enry Yanishefsky
Russell Yales
Carol F. Yost
Linda Young
Anita B. Yurman-King
Joseph C. Zaccone
Robert T. Zappala
Antioniette E. Zeifoun
Margle D. Zinzi
David M. Ziman
Phyllis M. Zitio
Jeffrey I. Zuckerman

ORGANIZATION OF STAFF ANALYSTS' RETIREES CLUB MEMBERS FOR 2019

Since membership dues for 2020 have not come in as yet, we provide here the last list of dues payers for 2019. In the February issue, we will include the first list of those who have paid their dues for the new year. the new year.
August Abbondanza
Samia A. Abdallah
George Abdelshaheid
Chris P. Abramides
Dena C. Abrams
Alfredo Acevedo
Sallie W. Adams
Dolly I. Adams
Gerardo V. Afable Gerardo V. Arabie Lazarus Agrapides Prakash Ailawadi Timothy G Alapo Michaela C Albanese-Finkelstein Thomas Albano George Alexander Frederick C. Alexander Frederick C. Alexander
Angela Alexander-Wilson
Annienny Alfano
Tristan Allas
William Allen
Sybil M. Allen
Kenneth Alleyne
Carmelita Allmodovar
Adrianne Alpert
Lyn Beth Alraimouny
Natividad R. Alvarez
Hakimah Al-Tzahra
Socorro Amaro
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Continued, Page 13