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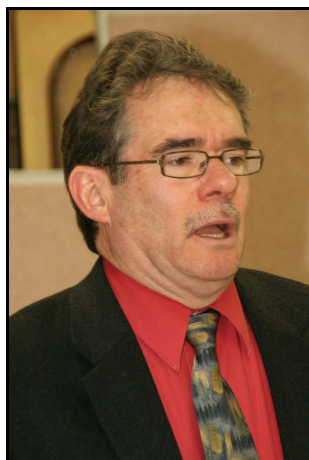


### OSARC

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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 23<sup>rd</sup> Street • 7th Floor (Between Second and Third Avenues)

## OSARC Officers 2019-2020

Chair.....Helen Hanigan-Kosuda  
 Vice-Chair.....Bob Pfefferman  
 Treasurer.....Hattie Thomas  
 Secretary.....Theodore White  
 COMRO Representatives.....Joan Garippa, Mark Lewis, Jay Warshofsky



Newsletter Editor/Writer/Photos: Rob Spencer  
 Reporter/Writer: Ted White, Bob Pfefferman Artwork: Ted White



## 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 Mazarella, Marg-aret Williams McClammy, Alice Moise, Lillian Ngai, Jill Obertubessing, 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, Sandra 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 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.

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 Adebajo	Associate Staff Analyst
HRA	Alieda Valentin-Rodriguez	Associate Staff Analyst
HHC EIPQ	Tatyana Lvovskaya	Senior Healthcare Program Planner/Analyst

Welcome to all of the recent retirees!



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

The February 19<sup>th</sup> 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 [robspencer@osaunion.org](mailto:robspencer@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 15<sup>th</sup>, 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](mailto: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

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

There was some concern voiced at the meeting about accessibility for the disabled. There is elevator accessibility to “most” outdoor levels (they estimate accessible 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 “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.



Renee Boyce

**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

## 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 70½ 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 31<sup>st</sup> after. There is a huge 50% penalty for not meeting the RMD. People who turn 70 ½ years old in 2020 will not be required to take their RMD until they are 72.



Bill Douglas

- 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 10<sup>th</sup> year. For beneficiaries who are younger and in peak earning years, the more limited distribution window can spike income and cause higher taxes.

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

I got off the elevator on the Seventh Floor of 220 East 23<sup>rd</sup> 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 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.

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.



Sybil Allen

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](mailto: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.

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## 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 retirements. 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 1<sup>st</sup>.

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

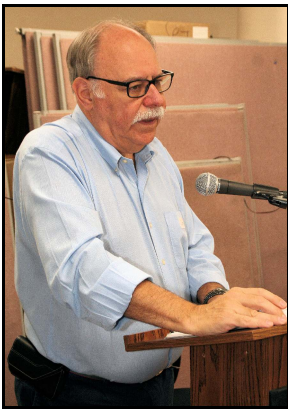
Democrats have accused Trump of abandoning his promise during his election campaign to address the issue, especially by allowing Medicare to negotiate drug prices.

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 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



Margaret Williams McClammy

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, ..."

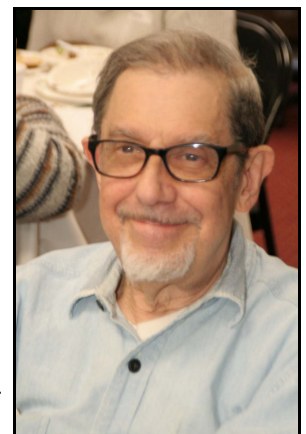
This subsection should be amended to add "...any NYCERS Tier 4 member who is not otherwise included in a special plan allowing full retirement allowance payable prior to age 55..." This proposal would provide parity with other Tier 4 members across New York State (TRS, NYSLRS, peace officers employed 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 how many 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 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



Marc Sawyer



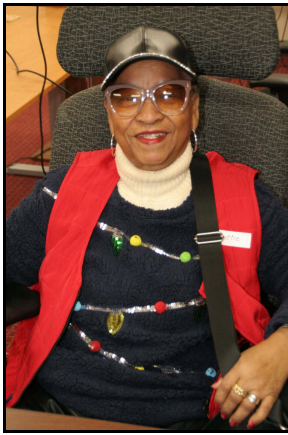
5.75% member contribution on gross pay on amount earned between \$75,001 and \$100,000

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](mailto: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 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.



Ronald Prester

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, anti-labor 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 pre-election 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 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.



Susan Paige



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.

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## 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."

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."



Rosanne Levitt



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, Adrienne 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 Bershada, 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'Ercole, Donald Dagrass, Marilyn Daitzman, 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. Girona, 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 Nogueraola, 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





# 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.

August Abbondanza  
Samia A. Abdallah  
George Abdelshaheid  
Chris P. Abramides  
Dena C. Abrams  
Alfredo Acevedo  
Sallie W. Adams  
Dolly I. Adams  
Gerardo V. Afbale  
Lazarus Agrapides  
Prakash Ailawadi  
Timothy G Alapo  
Michaela C Albanese-Finkelstein  
Thomas Albano  
George Alexander  
Frederick C. Alexander  
Angela Alexander-Wilson  
Anthony Alfano  
Tristan Allen  
William Allen  
Syll M. Allen  
Kenneth Alleyne  
Carmelita Almodovar  
Adrienne Alpert  
Lyn Beth Almonouy  
Natividad R. Alvarez  
Hakimah Al-Zahra  
Socorro Amaro  
Jo-Ann Ambrogio  
Velma M. Ambrose  
Marsha Ambrose  
Michael Ambrosia  
Gus Anagnostakos  
Sonny K. Andersen  
Beverly E. Anderson  
Brenda M. Andrews  
John Angelillo  
Joan M. Antelman  
Stephen P. Antinelli  
Florence Appelstein  
Elsie Applewhite n  
Arnold W Aravena  
Maria Paz Asuncion Arce  
William A. Archipoli  
Henry Armentdinger  
Robert Armstrong  
Jimmy Arnold  
William Arrington  
Jeannette Arroyo  
Clarissa Arroyo  
Kwame Asante  
Patrick R. Ashley  
Ronald E. Asserson  
Hanacho Alsho  
Madelyn Atlas  
Steven August  
Ernest Augustus Jr.  
Sharon P. Austin  
Mario Ayvenite  
Jacqueline D. Ayer-Pride  
Elaire Ayvenite  
Howard B. Babich  
Roger Bachrach  
Joyce P. Badawy  
Jean Baden-Gillette  
John Baer  
Luz Baez  
Mary Baez  
Catherine A. Baiano  
Iris Bailey  
Joann Baker  
Stuart C. Balavram  
Thomas Baldwin  
Steven Balcar  
Renee D. Bandison  
Jo-Ann L. Banks  
Norma Banks  
Yvette Banks  
Mike S. Barbarotto  
Filippa Barcia  
Mary Bardy  
Mary E. Barlow  
Gwendolyn Barnes  
Lyle C. Baron  
Charles F. Baroo  
Beatrice L. Barr  
Ted Barra  
Edith Joan Barrow  
Jean Barry  
Richard Barth  
Eileen Barky  
Michael C. Bartlett  
Joseph F. Bartolomeo  
Nuris A. Barzey-Ramos  
Roy Basci  
Renee Bash  
Maxine Bates  
Barbara L. Batts  
Earl Batts  
Marjorie J. Baum  
Maika Bazhan  
Barry F. Bealick  
Kevin Beauchamp  
James A. Beavan  
Yolanda Beckett  
Charles Beckinella  
Rose Beer  
Michael E. Beirne  
Judith Beiss-D'Oronzio  
Kevin Belin  
John W. Bell  
Richard J. Bell  
Denise Bell  
Ruth Bell  
Claudia Bellavia  
Joanna Belt  
Lynn Bender  
Maureen E. Benson  
Barbara Berg  
Judith Berg  
David B. Berger  
Herman R. Berkowitz  
Michael Bermudez

Margarita Bermudez  
Richard N. Bernard  
George J. Bennett  
Gary Berry  
Carolyn Berry  
Belinda A. Berry  
Deborah Bershad  
Cathy Berzin  
John L. Besignano  
Lauren Besignano-Malone  
Vidyadhar A. Bhide  
Joyce E. Bialik  
Edward Birch  
Kamel P. Bishay  
Harripal Bisnath  
Barbara Black  
Robert W. Blalich  
Robert Bleiberg  
Lennitt Bligen  
Phyllis Blonder  
Johnny Bon  
Michael Bonacorsa  
Shirley Bonada  
William J. Borfitz  
Carmen I. Borley-Gonzalez  
Joan Borovoy-Haimowitz  
Carmine Borzelli  
Ventrice E. Bowen  
Edward C. Bowen  
Carol A. Bowers  
Renee A. Boyce  
Jacqueline Bradnock-Merveil  
Barbara Bragg  
Harry G. Bragg  
Sofiya Bragg  
Judy M. Brantley  
Edward Braverman  
Carmen Bray  
Connie Bray  
Maureen E. Brennan  
Marilyn Brewer  
Patricia D. Briggs  
Bill Bristol  
Rochelle Brodsky-DiCristofalo  
Joyce B. Brown  
Tina Brooks  
Yvonne Broughton  
Diane M. Brown  
Marcia Brown  
Jean B. Brown  
Herbert Brown  
Carol G. Brown  
Jacqueline L. Brown  
Jeanette Brown  
Denise Brown  
Gloria J. Brown  
Willie G. Brown  
Linda E. Brown  
Rosemary G. Brown  
Shirley Brugman  
Ronald L. Bruno  
Yvrose Brutus-Larios  
Betty Buchanan  
Barbara Buchanan  
Hillary Buckland  
Anna M. Budick  
Christine Bukowski  
Joseph E. Burden  
Joe Burgess  
Andrenia C. Burgis  
Mildred Burgos  
Patricia Burns  
Christina Burnisigis  
Regina M. Burroughs  
Jay M. Burstein  
Patricia Burton  
Kenneth Burton  
Joseph J. Bushe  
Joseph O. Buster  
Nicolae Busuioac  
Richard Bulthorn  
Maureen Butler  
Dorothy Byrd  
James G. Cacopardo  
Joan A. Calandrella  
Karen Calhoun  
Roxana M. Calinescu  
Lionel Callender  
Joseph A. D'Aiello  
Linda M. Dail  
Carol J. Dailey  
Marilyn Daitzman  
Richard M. Dalrymple  
Maureen B. D'Amato  
Graciela Daniel-Molette  
Dolores S. Flannery  
Nadine M. Daniels  
Pranab Das  
Prabhat Das  
Pratip K. Dasgupta  
Elizabeth D'Avessa  
Frances David  
Noreen L. Davidsen  
Lilybeth Davila  
Edward Davis  
Alan S. Davis  
Elaine D. Davis  
Frank T. Dazzo  
Sipra D. De Cruz Jr  
Rufina De Guzman  
Judith De Leo  
Gary De Liberto  
Don De Lorenzo  
Ralph J. De Mattia  
Donald Casiere  
Winston A. Deane  
Christine Deane  
Francis DeDario  
Antonio DeGrella  
Edwin P. Dei  
Carmen L. Delgado  
Henry Delgado  
John Dellaveca  
Janel L. DeLuca  
Chiquita Denny  
Cynthia DePalma  
Mary Eileen DePiero  
Bonnie Dermack  
Immanuel Y. Desai  
James E. Desira  
Syll DeVaux  
Anthony Di Guglielmo  
Flavia C. Diaz

Tsang Sheng Chen  
Kuttikattu Cherian  
Lana Cherry  
Gary Chestaro  
David W. Chew  
Mary E. Chisholm  
Estelle H. Chodosh  
Gladys E. Chong  
Loretta Choquet  
Soo Chow  
Himangshu S. Chowdhury  
Janice Chu  
Francine Chiarletta  
Paul R. Cillo  
William Cootner  
Anthony Cirigliano  
Marilyn Cirrone  
Paula L. Clair  
Ruth Ann Clark  
Philip Clark  
Josephine Clark  
John P. Clark  
Anthony E. Clarke  
Jennifer N. Clarke  
Joyce T. Cleary  
Joyce Cleveland  
Hattie M. Cleveland  
Elaine M. Coachman  
Jeffrey Coaker  
John W. Coakley  
Geraldine Coates  
Joyce L. Cochran  
Paul A. Cohen  
Arthur C. Cohen  
George Cohen  
Irwin M. Cohen  
Martin A. Cohen  
Sheldon Cohn  
Michael Cole  
Vincent Coleman  
Linda Coleman  
Rosalee Coleman  
Glynton Coleman  
Marilyn Coleman  
Mary Ann Coleman  
Exum Coley  
Susie Collazo  
Gloria Colon  
Harry T. Colter  
Geraldine Colucci  
Raymond Conboy  
Raffaella Conetta  
David L. Conlon  
Mark G. Connelly  
Marlene Connor  
Mary Contessa  
Margaret A. Cook  
Canna Cook  
Audrey Cooper  
Geraldine Cooper-Brown  
Eydie J. Copeland  
Oscar Copeland  
Maria I. Cordero  
James Corleto  
Keith Cottman  
Henrietta Council  
Cynthia Cousins  
Christopher Covella  
Charles A. Covella  
Andrew V. Covella  
Stuart Cowan  
Colleen Cox  
Ted L. Cox  
Robert Crawford  
Samuel Crescente  
Maria L. Crisci  
Lynne V. Crockwell  
Marguerite Cronin  
Roxanne Cruz  
Margaret Crull  
Orphia E. Crump  
Santo Cuccia  
Mark Cullum  
Richard Cunningham  
Antonio (Tony) Curotto  
James Curry  
Gerard Czerny  
Joseph A. D'Aiello  
Linda M. Dail  
Carol J. Dailey  
Marilyn Daitzman  
Richard M. Dalrymple  
Maureen B. D'Amato  
Graciela Daniel-Molette  
Dolores S. Flannery  
Nadine M. Daniels  
Pranab Das  
Prabhat Das  
Pratip K. Dasgupta  
Elizabeth D'Avessa  
Frances David  
Noreen L. Davidsen  
Lilybeth Davila  
Edward Davis  
Alan S. Davis  
Elaine D. Davis  
Frank T. Dazzo  
Sipra D. De Cruz Jr  
Rufina De Guzman  
Judith De Leo  
Gary De Liberto  
Don De Lorenzo  
Ralph J. De Mattia  
Donald Casiere  
Winston A. Deane  
Christine Deane  
Francis DeDario  
Antonio DeGrella  
Edwin P. Dei  
Carmen L. Delgado  
Henry Delgado  
John Dellaveca  
Janel L. DeLuca  
Chiquita Denny  
Cynthia DePalma  
Mary Eileen DePiero  
Bonnie Dermack  
Immanuel Y. Desai  
James E. Desira  
Syll DeVaux  
Anthony Di Guglielmo  
Flavia C. Diaz

John DiFilippo  
Vincent DiGesu  
Eugene DiGiannmarco  
Anthony P. DiLeonardo  
Joseph F. Dillon  
James DiMarco  
Munir U. Din  
Philip J. Dimanzio, Jr  
Gloria Dijkstra  
Jack M. Dobrow  
Mark Doherty  
Martin H. Dolgou  
Audrey N. Doman  
Nancy M. Donahue  
Barbara Donovan  
Anna Donovan  
Ronald G. Douglass  
Nicholas Dounis  
William T. Doyle  
Thomas J. Doyle  
George M. Drakos  
A. Carla Drjle  
Helene F. Drobrenare  
John G. Duarte Jr.  
Christine Dudley  
Vincent Dufour  
Mary Ann Dulisse  
Deborah G. Dummett  
Gorah Duncan  
Dorothy Duncan  
Kathleen P. Dunne  
Louis M. Duplan  
Erinda Duque  
Maritza Durio  
Shawn J. Dwyer  
Martha Easparro  
Joseph Cook  
Sandra Eddy  
Althea Edwards  
James Egan  
William Eglinton  
Andrew Eiler  
Philip C. Eisman  
Andrea Eisner  
Loyola T. Eleutiza  
Terrence J. Ellison  
Mohamed Sami El-Sharkawi  
David M. Emert  
John S. Engler  
Foster Ephraim  
Elizabeth G. Epstein  
Linda D. Erickson  
Ernesto Escalera  
Madeline Escamille  
Rollie Eubanks  
Anthony A. Evangelista  
David C. Evans  
David C. Evans  
Tillie A. Evans-Ingram  
Mary J. Fahy  
Edwin Falcon  
Frank A. Farkas  
John R. Farley  
Lillie Z. Farrell  
Elizabeth Farrell  
Michael J. Fasano  
Tracy Green  
William J. Faulkner Jr.  
Patricia D. Fausto  
David A. Feinberg  
Elizabeth Feinman  
Mildred S. Feinstein  
Linda Feldha  
Isadore Feldman  
Carol S. Feldman  
Steven Feldman  
Sonia I. Feliciano  
Sandra Fernandez  
Ernest Fernandez  
Jane P. Ferner  
Robert Ferrante  
Dennis J. Ferrara  
Gail A. Ferrero  
Alice Fichtelberg  
Anthony Fierro  
Mercedes Fieulletau  
Lawrence M. Fiffer  
Betty J. Jossifoff  
Barbara M. Finmano  
Richard Fink  
James Finley  
Joel Fishelson  
Pamela Fishman  
Mary T. Flannolly  
Maureen S. Flannery  
Philip B. Flaum  
David J. Fleischmann  
Marciano Fiorentino  
Virginia C. Flores  
Linnette Flowers-Cephus  
Judy(JUDITH) Flynn  
Daniel O. Flynn  
Sandra O. Flythe  
Rosemary C. Fodera  
Elizabeth Folsom  
William J. Foote  
Barbara A. Ford  
Constance F. Ford  
Arlene Forman  
Beth E. Forrest  
Henry M. Foster  
George E. Fougere  
Joseph A. Foulke  
Harold F. Fowler  
Patricia A. Francis  
John E. Francis  
Remy (Remedios) Franco  
Henry L. Frank  
Marion E. Franklin  
Woodman B. Franklin  
Edna Fraylon  
Sandra E. Frazier  
James L. Freaney  
Karen Frederick  
Serena Freeman  
Alan M. Freilicher  
Margaret Lange Freud  
Brian P. Frizzell  
Willie L. Fuchs  
Selmae Fye-Banks  
Faith Gabel-Simmons  
Barry Gabriel  
Armand Gabriele

Grace Gabrielsen  
Esther Gaines  
Adenago Galarza  
Renee B. Galkin  
Jayne M. Galletta  
Kenneth Gallo  
John Joseph Gambardella  
Araceli Gamba  
Julia Gant  
DeJares L. Gantt  
Jose Garcia  
Aurora Garcia  
Joan Garipia  
Martha J. Garris  
Daphney Garrison  
Antoine Gautier  
Paul S. Gettler  
Boushra Ghaly  
Marguerite Gharthey  
Patrick W. Giagnacovale  
Donald J. Giannino  
Renny G. Gibson  
Eleanor Gibson  
Saundra P. Gilkes  
Marie Gill  
Shirley O. Gilliam  
Cynthia F. Gilliam  
Anthony Giovine Jr.  
Felicia R. Girona  
Patricia Horan  
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John Johnson  
Sylvia Johnson  
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