

March/April
2021
Vol.29 No. 3

In This Issue

- 3** - April OSARC Takes On Municipal Politics
- Welcome, New Retirees
- Thanks For The Money
- 4** - OSARC Moves In March
- Covid Vaccine Update
- 5** - In Memoriam
- A Story For Black History Month
- 6** - Did Joan Have It All?
- 8** - City, MLC Considering Retiree Healthcare Changes
- 9** - COMRO Letter on Medicare Health Plan Changes
- COMRO Report 2/21 Redux
- 10** - COMRO Report 3/21
- 11** - How Ranked Choice Voting Works
- FEMA Offers COVID Burial Aid



OSARC

220 East 23rd Street • Ste 707
New York NY 10010
(212) 686-1229
(212) 686-1231 Fax
(212) 330-8833 Hotline
www.osaunion.org

OSARC newsletter

OSARC Tackles Taxes On February Zoom and Marks Black History Month

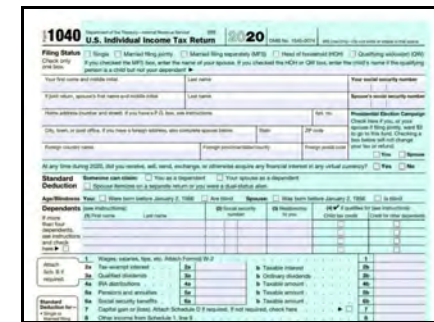
By Bob Pfefferman, OSARC Co Vice-Chairperson

We held our third Zoom meeting on February 10, 2021. Approximately 58 members logged-in to the call. OSARC Chair Helen Hannigan opened the meeting and reminded everyone to mute themselves when not speaking as a mutual courtesy. She expressed her gratitude and that of the other officers for the positive response from members to the January Zoom meeting.

Helen introduced OSARC Secretary Teddy White who made a presentation in honor of Black History Month, a presentation which is featured elsewhere in this issue. Helen warmly thanked Teddy for sharing his inspiring personal story.

The Chair then read the unfortunately long list of names of active and retired OSA members who have passed during pandemic, although not necessarily from COVID-19.

OSARC activist Andrea Behrens introduced tax preparer and retired OSA member Lloyd Feinberg, who has been kind enough to present the latest news from the world of federal and state



taxation to OSARCers in each of the past three years. Behrens first met Feinberg at the Human Resources Administration's Office of Employment Services in the early 1990's, where they both worked at the time. He retired in 2001 as the Director of the Work Experience program (WEP) and has been preparing taxes for over 40 years

Feinberg said that two years ago significant changes were made to the tax code; this year, not so much. The federal changes of two years ago, such as capping the amount of state and local taxes that could be deducted by those who itemize, has led many people to now take the standard deduction. This has negatively impacted charitable giving in states like New York. In a slight correction, this year, individuals can deduct up to \$300 donated to eligible organizations in cash or by check, even if they do not itemize. In addition, the federal standard deduction went up a little this year and those over 65 have an extra amount available on the standard deduction.

The Internal Revenue Service delayed the tax filing deadline last year because of COVID-19 and paid interest on refunds for filings made after the usual date of April 15, but before the extended deadline of July 15th.

This year, the IRS announced in March that the federal filing deadline for your 2020 return was being postponed until May 17th. The New York State Department of Taxation and Finance is following suit.

Feinberg suggests that people pay quarterly estimated taxes in order to avoid penalties if they have significant income from which taxes are not withheld.

(Continues, page 2)

Next Organization of Staff Analysts' Retirees Club Event

Virtual Meeting • April 14, 2021 • 12:30-2:30

Guest Speaker: Hank Sheinkopf, Political Consultant, On the Upcoming Municipal Primaries & Labor

(Continued from page 1)

He took a series of questions from assembled OSARC members. A legal resident of New York who traveled to Florida and has not lived in New York City for 14 months, but retains an apartment here, asked about her obligation to pay state and local taxes in New York. She added that she will soon return to the City for six months. Feinberg said that, since she is a New York resident, she must pay taxes to the State and City.

A member deeded property to her brother and inquired about the tax implications. Feinberg said the answer is complicated. For example, what was the fair market value of property? What was the cost basis of the property? Was it a rental property? Was it depreciated? Was the cost basis increased by improvements to the property?

An important question asked by an OSARCer was whether the City's pension is all or part tax-free? The answer is that City pensions are taxable federally, but not subject to state or local tax, if you are a New York resident. In addition, distributions from the Deferred Compensation Plan's 401k, 457 or IRA are excludable from state and local taxes up to \$20,000 annually, as are any other distributions from similar private pensions and tax-deferred plans.

A question was raised about the special \$300 charitable deduction allowable this year for those who do not itemize. If your contribution is to a religious institution, is it deductible? Feinberg said contributions are deductible if the religious institution is a registered non-profit.

A member asked about the taxation of Social Security benefits. Feinberg said it's a legislative matter and beyond his ability to change. If you have to pay tax on your Social Security benefits, Feinberg recommends that you have tax withheld from the monthly benefits. Otherwise, you may have to pay estimated taxes to prevent penalties from underpaying your taxes throughout the year.

Another OSARCer asked about his own tax preparer's exclusion of \$18,000 from pension distributions, with taxes being paid on the remainder. After considerable discussion, it seemed that the member may have conflated his tax exemption from IRA and other tax-deferred distributions with taxes on his pension benefit. New York State exempts the first \$20,000 in distributions from an IRA, 401k, 457, or

private pension from state and local taxes. Pensions from New York State and its counties and cities are exempt from state and local taxes for New York State residents.

A resident of Virginia asked about paying tax on her pension in that state. Feinberg observed that she was exempt from taxes on her pension while living in New York. He said, New York State and City pensions may be taxed by jurisdictions outside New York State, but the rules vary from state to state. He did not know specifically about Virginia and urged her to consult with her tax preparer or the tax authorities in Virginia.

How long should a taxpayer keep records? Feinberg said three years is fine in most instances, unless there is a known reason to keep them longer. Members may want to keep five years of records.

Another OSARCer said her mother is 85 years old and gets a pension and Social Security and does not want to file taxes. Feinberg said she does not have to file if the standard deduction and additional deduction for seniors together exceed her taxable income.

In a very specific question, a member asked if installing a step-in tub would be considered an improvement for the purposes of the cost basis on a property? Feinberg said it would.

Feinberg noted that there is a long list of medical items that are tax deductible if you itemize your deductions. These can be found on the irs.gov website. He called attention to the fact that deductions for medical expenses that can be taken are those in excess of 10% of Adjusted Gross Income. Then, for it to be worthwhile to itemize, the sum total of all deductions have to exceed the standard deduction.

However, New York State has not increased the standard deduction on state and local returns, so it might be to the filer's advantage to itemize on state and local returns, even if she or he takes the standard deduction on their federal taxes.

Feinberg said he was available to answer questions and can be reached at 917-374-6293 or lloydfeintax@gmail.com.

OSARC leaders thanked Feinberg for his presentation.

Then, Jay Warshofsky, one of OSARC's three reps to COMRO answered a question about IRMAA, which is the surcharge on Medicare Part B premiums for higher income people. IRMAA premiums are reimbursable, as are basic Part B premiums, by the Office of Labor Relations in the year following their deduction from your Social Security benefits. Warshofsky directed members to the OLR website for forms and instructions. The same information can be found on the OSA website at www.osaunion.org on the "Retiree" tab.

Warshofsky was asked about the timing of OLR response to IRMAA claims. He said that, since the start of the pandemic, no paper mail is being delivered to OLR. Forms must be filed electronically. OSARC Co-Vice Chair Joan Borovoy mentioned that she recently submitted the claim electronically and did not yet receive an acknowledgment.

Joan introduced OSARC member Joyce Bialik who reported on an introductory session for retirees about environmental justice to be held on March 10th under the auspices of Cornell University. Eight sessions will be held, along with activities in parks, botanical gardens and more. Subjects covered during the eight sessions will include plastics, organics, and the science of global warming. For

OSARC Officers 2020-2021

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



Newsletter Editor/Writer: Rob Spencer
Reporter/Writers: Helen Hanigan-Kosuda, Bob Pfefferman,
Joan Borovoy-Haimowitz, Theodore White



more information, and to get involved, you can text Joyce at 347-562-8708. Co-Vice-Chair Bob Pfefferman added that there is considerable labor activity around environmental issues.

Teddy concluded our Black History Month celebration by showing a video of an instrumental adaptation of the famous song "Lift Every Voice And Sing," performed by the Gateway Music Festival, an African American classical music collective based in Rochester, NY.

Helen adjourned the meeting with thanks to all.

••••

Thanks For The Contributions, Part II

We are not collecting OSARC dues for the 2021 calendar year. The disruption in the meeting schedule and the intermittent publication of the *Newsletter* led us to forgo dues collection. Nevertheless, those willing to contribute to the Club's operations are welcomed to do so. (Please note that contributions are not tax deductible as OSARC is not a charity.)

We express our thanks to the following OSARC members who contributed more (in some cases, substantially more) than the regular \$18 annual dues:

Hakimah al-Zahra, Robert Balsamello, Judith (Judy) Berg, Sofiya Brand, Patricia Burton, Annette J. Carrington, Arthur C. Cohen, Mary A. Coleman, Charles A. Covella, Lynne V. Crockwell, Dolores J Daniels, Lina Erickson, Mohammed T. Islam, Janice James, Jeannie Kempson, Lorna Lettman (who noted her contribution was in memory of Uriel "Rick" Gunthorpe), Raymond Matias, Jane T. Nicholson, Regina Royal, Larry L. Thomas, Ruth R. Verbit

A reminder that we will be sending all issues of this *Newsletter* to all retirees for whom we have a personal email address for the remainder of the year. We recognize that not everyone has computer access or an email address. Unfortunately, it is the most time-efficient, cost-effective, and safest way we can distribute the *Newsletter* during the pandemic.

••••

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 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.

Anthony Pompeo Jr	DOS	Sanitation Chief
Paul Bosco	HRA	Administrative Staff Analyst
Denise Higgins	ACS	Administrative Staff Analyst
Linda Grossel	NYPD	Administrative Staff Analyst
Kevin McGrath	DOHMH	Health Services Manager
Teresa Bland	CO	Staff Analyst
Anthony Barnes	HRA	Staff Analyst
Manmohan Suri	NYPD	Staff Analyst
Audrey Thornton	FDNY	Associate Staff Analyst
Marie Ballarin	NYPD	Associate Staff Analyst
Nydia Perez	HRA	Associate Staff Analyst

Welcome to all of these recent retirees!

••••

What Do the June Municipal Primaries Mean For Labor?

The municipal primaries are scheduled for late June of this year and, for the first time ever, they will be run using the Ranked Choice Voting system adopted in 2019 for local elections in New York City. Voters will be able to select up to five of their preferred candidates and rank them in their order of preference for a given office.



**Political Consultant
Hank Sheinkopf**

Voters will be selecting Democratic and Republican party nominees for Mayor, Comptroller, Public Advocate, Borough President and City Council. These nominees will compete in the

November general election. However, given the overwhelmingly Democratic party registration in the City, it is highly likely that the Democratic nominees will be the next municipal officeholders, making the Democratic primaries that much more important.

With Mayor Bill De Blasio term limited and a large field of candidates this year, OSARC has invited noted political consultant Hank Sheinkopf to offer his unique insights on the upcoming primaries, their significance and the impact they may have on labor in New York City, as well as the way labor's support is being deployed this year. It should be quite an interesting discussion.

The April OSARC meeting will be held virtually on Zoom on Wednesday, April 14, 2021 and will start at 12:30pm.

Guest speaker Hank Sheinkopf is president of Sheinkopf Communications Ltd., a strategic communications firm and has contributed to more than 700 political campaigns in the United States and around the world.

He had an early work history as a meat cutter and a police officer before being introduced to political consulting as a union organizer. He worked on his first political campaign in 1969. He founded Sheinkopf Communications in 1981.

Sheinkopf's political clients have included former President Bill Clinton, former Mayor Michael Bloomberg and the former President of the Dominican Republic, Leonel Fernandez. His corporate and nonprofit clients have included Teamsters Local 237, Verizon, Elections Systems and Software, Home Depot, Blue Cross Blue Shield, and the NY Restaurant Association.

Sheinkopf is a political contributor to Newsmax and a former contributor to CNN. His commentary has appeared in *The New York Times*, *The Washington Post* and *The Wall Street Journal*. He has also worked as an instructor and lecturer at NYU, Harvard University, Fordham University and Brooklyn College. He is a graduate of the City University of New York and received his ordination as a rabbi in 2011.

Join us on April 14th and bring your questions about what promises to be a very competitive primary election.

••••

Members Agree: March Meeting Was A Moving Experience For OSARC



Sheila Clark-Hawkins

The March OSARC meeting was held virtually on Zoom on Wednesday, March 10, 2021 and featured guest presenter Sheila Clark-Hawkins, a fitness professional who conducted a low-impact exercise session. As Ms. Clark-Hawkins described it, the session combined aerobic activity, strength building, and stretching. The movements were designed to increase flexibility, balance and range of movement. The class ended with restorative breathing and relaxation exercises to help promote stress reduction and mental clarity.

Clark-Hawkins brought to the class over two decades of experience and numerous certifications in diverse fitness modalities.

She currently works at Common Point of Queens and has been conducting a series of fitness classes on Zoom during the pandemic for retirees. If you missed the OSARC session or want access to more fitness sessions with Ms. Clark-Hawkins, you can obtain more information about her ongoing classes by visiting www.commonpointqueens.org/commonpoint-queens-at-home-health or you can call 718-225-6750.

So, what was the meeting like? At its peak, there were 64 people in attendance. Since OSARC meetings have gone virtual, attendance has been growing with each successive Zoom meeting, with members participating via PC, smartphone, and audio-only call-ins. Approximately 100 OSARCers have registered for each monthly meeting, with actual attendance running in the 50-65 member range.

Some are reconnecting with old friends and some recent retirees expressed joy at being welcomed into the group and gratitude for the programs being presented. We have had retirees participating from several states, with members even logging in from the islands!

OSARC Chair Helen Hanigan-Kosuda noted that “we have structured the meetings so that there is time for a presentation by a guest speaker on taxes, politics, voting, healthcare and other subjects, along with the Council of Municipal Retirees Organization Report.”

“We have also encouraged members to share their personal stories. Secretary Teddy White shared his story during Black History Month in February and Co-Vice Chair Joan Borovoy shared hers during Women's History Month in March. (Both presentations are featured elsewhere in this edition of the *Newsletter*.)

“In both cases, the membership could identify with, laugh about and, sometimes, cringe when these OSARCers told tales of facing and overcoming life's obstacles. Their individual stories resonated with our own experiences as civil servants and the neighborhoods we grew up in, and the schools we went to.”

Co-Vice Chair Joan Borovoy added “we are also aware that,

in this COVID-19 period, we all need to connect and have presentations that uplift, inform or entertain us. Last month, we invited fitness instructor Sheila Clark-Hawkins. Midway through the meeting, her presentation featured music and a fitness routine that brought many of us out of our chairs and moving, while others took it all in, feeling the beat. I personally felt inspired and invigorated. Sheila has a wonderful personality and made the session fun and interactive. I exercise regularly and found it quite invigorating. My heart rate went up and I started sweating - which were all good things.”

OSARC Secretary Teddy White said, “I put on a few pounds during this lengthy COVID-19 pandemic, as my senior center and my two gyms had to close. I became a bit lethargic, or just gave in to being lazy. Long walks just aren't enough for me. When Sheila Clark-Hawkins joined us to lead a fun exercise session, I was ready, willing, and able. I would have set up my tablet in my basement if I had known she was going to move around so much. I thought she was going for a chair aerobics format, so I was a little cramped in my second-floor guest room, but I loved the class anyway. The music was compelling and I worked up a much needed sweat! I have tuned into her ongoing Friday Zoom Zumba classes and I can say the OSARC session was quite toned down in comparison - and doable. I hope Joan can get her to be our guest again one day.”

Former OSARC Co-Chair Mark Lewis added, “I also enjoyed the workout, but had trouble following parts of it, as I had never done these exercises before. I had expected the entire exercise to be done sitting in a chair and was surprised when I had to get out of my chair, clear some space and start following Sheila by moving around on my feet. It was a good workout and I was tired when it was finished.”

Co-Vice Chair Borovoy concluded “Sheila would love to return and, if she does, I will ask her to adjust her routine to accommodate members at various levels of physical activity. I know that I look forward to seeing her again!”

The OSARC officers also encourage individuals in the membership who may want to share their personal stories at a future meeting to do so. Any member who is interested is urged to contact OSARC Chair Helen Hanigan-Kosuda via email at helenhanigan@gmail.com.

As we came to the open-share portion of our March meeting, a recent retiree, Deborah Nelson, commented to the group “Everyone is so nice. You are all so welcoming and so friendly.” We thank Deborah for her heartfelt feedback and look forward to seeing her again, along with all our other new and long time retirees at our April 14th OSARC meeting.

•••••

COVID Vaccinations More Widely Available

As of April 6, 2021, any New Yorker aged 16 and over is eligible for a COVID vaccination. The union has information on how to search for a vaccination site on the OSA website at www.osaunion.org. Click the button on the front page for “Coronavirus Information and Resources” and scroll down past the information about the planned “return to work.” You will find links under “COVID Vaccination Information” that will help you search for a vaccination site. There is also information about the 25 sites that will allow New York City residents 75 years of age and older to simply walk in during operating hours and obtain a vaccination without an appointment.

In Memoriam

We regret to report the passing of four OSA retirees and one active member. **Aida Esposito** was an active Associate Staff Analyst at the Human Resources Administration. **Yolanda Jones** retired in 2018 as a Staff Analyst at the Human Resources Administration. **Carolyn McQueen** retired in 2000 as an Associate Staff Analyst at HRA. **Lina Schwab** retired in 2007 as an Associate Staff Analyst at the Department of Environmental Protection. **Jewel Bachrach** retired in 1996 as an Associate Staff Analyst at the Department of Homeless Services.

The Newsletter extends its condolences to the families and friends of our late brothers and sisters.

•••••

Teddy Talks About His Own History In Honor Of Black History Month

At the February virtual meeting, OSARC Secretary Teddy White was asked to mark Black History Month with a presentation to those assembled on Zoom.

“I have served as OSARC’s Secretary for a number of years and provide illustrations for the *OSARC Newsletter* regularly.”

Teddy wished a Happy 94th Birthday to Leontyne Price, the world renowned operatic soprano. He then segued into a slideshow of scenes from the 1960's civil rights movement, featuring the Student Non-Violent Coordinating Committee’s Freedom Singers, declaring in song, “Ain’t Gonna Let Nobody Turn Me ‘Round.”

Teddy quoted from Lewis H. Evans, Senior Pastor of the First Presbyterian Church of Hollywood, California, “Man is never so tall as when he kneels before God, never so great as when he humbles himself before God. And the man who kneels to God can stand up to anything.”



Teddy White practices the martial arts

Teddy then discussed his own life journey. In his words: “I attended public school in Jamaica, Queens, until we moved to St. Albans when I was 8 years old. My parents told me that area of Jamaica had too many winos hanging around. I didn’t really notice.”

“At age 6, I could be sent to the little grocery store a block away with a note and some money safety-pinned to my

shirt. We were one of the few Black families in the neighborhood, but more people of color slowly moved in as the White residents moved out. By 1961-62, when I was 10-11, I had a large number of children to play with, including the few White boys who remained.”

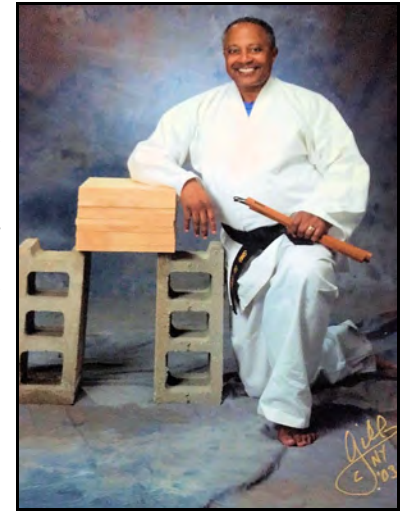
“About twelve of us were riding our bikes one day near Andrew Jackson High School, which was one block from my house. It was on Francis Lewis Boulevard between 115th and 116th Avenue. It was a very large school with an equally large field and tennis courts, but not conducive for bike rides. We rode down 116th Avenue and crossed Springfield Boulevard into Cambria Heights, not quite a mile. There was an open park-like area. Suddenly, a kid’s voice yelled out, “Look! N..gers!”

“They chased us. We were outnumbered. Some of them seemed to be teenagers. No one got hurt, because we were fast! They stopped chasing us at Springfield Boulevard, a line of demarcation. We went back over there several times in subsequent weeks, in double the numbers. It’s a free country!”

“I didn’t want to go to Andrew Jackson High School, because it was known for too many fist fights. Instead, I attended LaGuardia High School of Music and Art as an art major. The commute on one bus and three subway trains took about 90 minutes to 135th Street and Convent Avenue. The student body was diverse, talented, and quite peaceful.”

“After graduation, I attended a year-long computer programming course at Westinghouse High School in Brooklyn. We received a Certificate. Then, it was on to the School of Visual Arts on 23rd Street, right near the OSA office. I worked and only carried eight credits, so I was drafted into the Army in February of 1971.”

“While in Texas at Fort Hood, I attended Central Texas College and learned photography. We developed our own black and white film and printed our own pictures. It was fortunate for me that they had typing classes in my Junior High School and High School. I could touch type, a valuable skill set for the Army Signal Corps, to which I was assigned. As a radio-teletype operator, my speed was up to about 60 words per minute, just like the other men. For me, the added value came when the sergeant noticed me drawing in the barracks while off-duty and he was impressed enough that he introduced me to our Colonel at the headquarters building and, in a flash, I was assigned to the graphics unit within HQ. My typing and ability to set type were useful. I could illustrate. My supervisor in graphics was also a Black kid, and when off-duty, we sometimes marveled that the administration recognized our talents and brought us in out of the



Teddy, in 2003, with his Black Belt



Teddy White, wearing a t-shirt he designed for a Karate studio, next to another t-shirt he designed for the HRA Running Club.

infantry motor pool and into HQ as professionals.”

“I married in 1971 and returned home to New York in 1973 with a baby girl. I then attended Pratt Institute in Brooklyn as a Fine Arts Major.”

“In 1978, I dropped out and started working full-time for the City of New York. By that time, I had two little girls with my first wife. I didn't go back to school until the 1980's, but not to Pratt. I could no longer afford it. I had my first son, a year or so before I was tapped to head the Department of Social Service's Graphics Unit in 1984, the first African American to direct the shop.”

“I went to Queens College in the late 80's and early 90's, thanks to Communication Workers of America Local 1180. I could not have done it on my budget, so I really appreciated 1180. I married my second wife in 1987, and we had a girl and a boy.”

“I didn't graduate, yet I had more than the required credits for a B.A. degree. I would urge the United States to make it possible for US citizens who attend US colleges, to earn a degree, regardless of the number of accredited colleges they attended. All four of the schools I attended were in the US and yet each required completion of a certain number of courses at that specific school, adding to my course requirements and moving the goal line further away and, eventually, out of sight. I never got my BA, but I did get a degree as a martial arts Black Belt.”

“The City acknowledged my credits and I had a really good career. I even designed the t-shirts for the HRA Running Club at the request of current OSARC Co-Vice Chair Bob Pfefferman.” (See accompanying photo.)

In conclusion, Teddy played a video clip of the Freedom Singers, doing the same anthem that started the presentation, “Ain't Gonna Let No Body Turn Me 'Round.”

This time, the venue was The White House in 2014, with then-President Obama and then Vice-President Biden singing along!

••••

“Having It All?” — Marking Women's History Month With One Life Story

By Joan Borovoy-Haimowitz, OSARC Co-Vice Chair

At OSARC's March virtual meeting, Co-Vice Chair Joan Borovoy-Haimowitz delivered the following presentation for Women's History Month. Her personal story on “Having it All” held up a mirror for many women in the membership. She shared with us the story of her life as a young woman entering the workforce in the 70's, in what was a predominately male field at the time - technology. Her great fortune was to have a mentor, a man, who saw her potential and provided the opportunity for her to grow into a competent and confident administrator. Many in the audience could identify with her next chapter – marriage, the birth of her first child and trying to make it all work. It gave us all a chance to reflect on our lives and the choices we ourselves made.



Joan Borovoy-Haimowitz asks if you can “have it all,” in her March Women's History Month presentation.

I am going to honor Women's History Month in a personal way by discussing my experiences as a woman in the workplace for 42 years. I also married and had one child with special needs at a later age.

First, I would like to acknowledge all of the women on this Zoom. Many of you started working at the height of the women's movement and, I imagine, you started working for different reasons. Times were changing, women were not marrying at all or marrying later in life and had to support themselves. Some women were single parents. Some women were married with children and had to work to contribute to paying bills and/or did not want to be a stay-at-home parent. We should all feel proud of ourselves for what we accomplished during our working years. I am sure we each have a story to tell with aspects that are positive, humorous and, at times, challenging.

The theme of my story is going to be: “having it all.” As women, we wanted the same opportunities as men, but in fighting for that right we realized it came with consequences, both positive and negative.

I was raised by parents who insisted on their son and daughter attending college. My parents did not focus on us getting married. My parents encouraged me to become an independent woman in order to be financially independent.

My first job at NYC Health + Hospitals was in 1978. My

male boss was very supportive of women and was my mentor. He saw my potential before I did. He then took a job at Greenpoint Hospital and became an administrator. He asked me to join his team. At 24, I became an Assistant Director at Greenpoint Hospital. I took hold of the opportunity, not fully understanding what it entailed.

The most difficult part of that job was having the staff I supervised take me seriously. Why? Because I was much younger than they were – and a woman. Some staff challenged me; others tried to intimidate me. I did not know how to handle these situations. My boss guided me. He had confidence in me as a qualified woman. He saw in me the potential to lead, take on new tasks with a strong work ethic and, most importantly, he trusted me. This guided me for my entire career and for later events in my personal life.

Several years later, I accepted a job at H+H Central Office to work in a new division looking at computerizing hospital systems. At the time, there were no degrees in information systems. It was our prior experience in understanding how hospitals function which helped us to select and install systems which were best suited for those hospital departments.

The only college or certificate degrees in computing at that time were in programming or hardware. It was a male-dominated field. The hardest part of that job was working with the IT departments. It was a boys club. They did not take the women seriously. They felt very comfortable asking: when are you getting married and having kids? Is that a question I would ask a man? No. When I needed information or something done, I was at times dismissed. I persevered, but it was not always easy. At times, I would rehearse what to say and other times I followed through on my professional instincts.

That job evolved because hospital information systems were becoming the next big thing in health care. Many of the staff being hired for that work were nurses, who were primarily women. RN's had the knowledge of the day-to-day running of a hospital which provided the expertise for selecting hospital systems.

It was at that time that I got married. I was 35 years old. My husband Steve and I wanted a small, intimate wedding with only close family and friends. I did not want a traditional gown nor a diamond ring. I'm much more comfortable when things are simple. My husband did not argue about the diamond ring.

My parents wanted a larger event, with family we had not seen in years. We won and the result was a wedding where everyone was happy and, most importantly, Steve and I were comfortable and had the day we wished for.

Two years later, at 37 years old, I gave birth to my only child, a son. I had to return to work when Jake was six months old because we needed the income and I liked working. As the time neared, I became depressed. I wanted to return to work, but not full time. My boss allowed me to work four days a week until Jake was one year old.

There were few daycare centers at that time plus my job required long hours and my husband worked two jobs. We had no choice but to find a caregiver. I rushed home every evening so that my husband could leave for his bartending job. Arrangements would have to be made if I had to work late. Once married with a child, this began the juggling component of "having it all."

When I started working at H+H, I was in Group 11, which meant I was considered managerial and I had to stay until the job got done. As systems were installed at the hospitals, we had to provide support 24/7 and work 12 hour shifts.

Between my parents and a few kind neighbors, we were able to manage, but it was stressful. When Jake turned two years old, he had a severe asthma attack and was diagnosed as a chronic asthmatic. We then discovered he was highly allergic to peanuts and nuts and could not smell, touch or eat them. At the same time, we saw that Jake was not speaking the way other two-year-olds were.

This began a journey of medical evaluations and, learning how to live with severe food allergies and controlling Jake's asthma, all while working full time. I was fortunate that my boss gave me the flexibility to take off from work for those evaluations, MD visits and searching for a pre-school which could address Jake's developmental delays.

I was fully committed to my job, but there was never a moment that I was not thinking about my son and wondering: is he safe, what if he has an allergic reaction? This continued until Jake graduated high school.

I'll share with you an experience I had during a computer installation at Elmhurst Hospital. The IT administrator at the hospital, a woman, was quite demanding and unreasonable. I was scheduled to train a staff member on how to do a task. That morning, my son had a severe asthma attack. My husband took Jake to the doctor and I went to Elmhurst. He was going to call me when they returned from the doctor and then I would go home, so my husband could go to work. The computer system was down, so I could not show the staff member what to do. I had to go home and explained the situation to the administrator. I gave her my home number and told her to call me when the system was back up and I would provide the instructions over the phone. She said with anger, "I'm sorry about your son, but what am I supposed to do?" I said, "just what I told you" and I walked out. I called my boss who supported me 100%. I will never ever forget that incident. I was forced to make a choice. The confidence I developed on the job helped me to become a better advocate for my son.

I worked at Jacobi Hospital the last 20 years of my career. My co-workers were mainly women and it was a very supportive environment. I'm not sure I could have managed everything if it were not for my boss, co-workers and, of course, my husband.

We moved out of the City to get my son a better education that would accommodate his special needs. The commute was long. My hours at work were long. Having a special needs child is an evolving journey. It was constant juggling. We were always tired, but we managed because we had no choice.

Was it worth it? The answer is: I had no option. I had to work. I would have preferred to work part-time before my son started grade school, since he was a special needs child.

There is the ideal of what is good for a woman in the modern world. Then, for those of us who have lived through it, there is the need for balancing realistic life demands. I found that there was tension between responsibility to my job and to my family.

This was *my* experience. Does your experience give you pause to consider "having it all" versus balancing the reality of life's demands?

Healthcare Plan Changes Likely Ahead For Medicare-Eligible Retirees; Details Not Yet Fully Available

The following article is based on the best information we have as of early April. Since we are referring to an ongoing negotiation and selection process, with details still being determined, please consider this information a “work in progress.” We will keep you updated.

For a number of years, the City and the Municipal Labor Committee (MLC) have been negotiating changes in a variety of health benefits as the cost to the City of insurance coverage for both active members and retirees has skyrocketed. A few years back, the City and the MLC agreed to a tripartite review structure for identifying health cost savings, installing an arbitrator as the ultimate decider of the shape and scope of such savings in the event the City and Labor could not come to a negotiated agreement with each other.

Throughout, the MLC has sought to maintain many aspects of present coverage, most especially, the absence of premiums or cost-sharing for basic health coverage.

As most OSA members and retirees know, while actively employed, neither the HIP HMO nor the GHI CBP plans have a premium for basic coverage.

For Medicare-eligible retirees, at present, the two most widely selected plans, HIP VIP and GHI Senior Care have no premium for basic health coverage either. All of these health insurance plans have co-payments of varying amounts and a premium that OSA actives and retirees pay for a rider covering prescription drugs.

Prior negotiations between the City and the MLC have led to significant changes over the past half decade for active employees, most notably the requirement that newly hired City employees must enroll for their first employment year in HIP, which is a health maintenance organization. After that, actives may transfer to any of the other plans offered by the City. Interestingly, many of these new employees have not switched out of HIP when they were able to.

In 2020, the negotiations turned to coverage for Medicare-eligible retirees.

If we are retired, we are currently eligible to sign up with Medicare at age 65 and most of us choose to continue whichever basic City health plan we were enrolled in as active employees. Those who were enrolled in GHI CBP as actives usually choose to sign up for GHI Senior Care as a supplemental Medigap plan when we become Medicare-eligible. We can also choose another supplemental plan. The two, traditional fee-for-service Medicare plus a supplemental (Medigap) plan, work together to provide us with good health coverage at little out-of-pocket cost when we are sick. A rider available on GHI Senior Care brings the member Medicare Part D enhanced drug benefits.

At present, Medicare-eligible retirees already have available another choice, a traditional Medicare Advantage (MA) health maintenance organization plan, HIP VIP. As with GHI Senior Care, a rider available on HIP VIP brings the member Medicare Part D enhanced drug benefits.

In Medicare Advantage, also known as Medicare Part C, a private health insurer contracts with the federal government to provide Medicare Part A hospital benefits and Part B doctor and outpatient benefits to members, along with a variety of other

benefits and services, most often wellness and health preservation services not available in traditional Medicare such as gym memberships and vision and hearing coverage.

In a Medicare Advantage plan, you get Part A and B benefits through the plan rather than original Medicare. You continue to pay Part B premiums in the same way you do under traditional Medicare, with a deduction from your Social Security benefits.

As a result, Medicare-eligible retirees enrolled in an MA plan no longer receive mail (including Explanations of Benefits) from both Medicare and a supplemental insurer, but only from the single MA insurer.

The federal government pays the private insurer a per capita amount for all the services it provides to that member.

In November of 2020, the City put out a notice of an intent to engage in a negotiated acquisition for a new Group Medicare Advantage health plan for Medicare-eligible retirees. The solicitation documents appear to have solicited proposals for what is referred to as a Passive Preferred Provider Organization or Passive PPO.

What is a Passive PPO? It's a group plan which offers a “passive” network of providers rather than a sharply narrowed network of participating providers, allowing members to continue seeing their current providers or any other provider, so long as they continue to accept Medicare. This is often referred to as an “Extended Service Area” benefit, which means the PPO's service area is extended to include any provider eligible to receive payment from Medicare.

This type of Group Passive PPO has traditionally had no geographic limitations, allowing you to see any doctor or licensed medical professional that participates in Medicare anywhere in the United States. Also, Passive PPO plans do not require referrals or prior authorizations.

The solicitation documents appear to have sought proposals under one of several options, including at least one option in which GHI Senior Care would be replaced by the new plan and another in which GHI Senior Care would remain an option, alongside the new plan, likely with an additional cost. One suspects the version where the new MA plan replaces Senior Care is the more likely outcome of the negotiations.

The federal government has been promoting MA plans for some time. Those in favor of the MA plans often note that they usually cover benefits not available in fee-for-service Medicare and emphasize preventive care and services, as well as covering treatment. Those opposed argue you are likely introducing the inefficiencies of a private insurer and moving Medicare away from its roots as a public healthcare program. Historically, traditional MA plans have higher administrative costs than traditional fee-for-service Medicare. However, right or wrong, the feds have been offering subsidies to insurers establishing the Medicare Advantage plans.

The Council of Municipal Retiree Organizations (COMRO) and a number of its member unions have expressed concern to the City and MLC about a perceived lack of transparency in the solicitation and review of the proposed plan and the lack of a formalized representation for affected retirees in the process. COMRO developed an open letter to the Mayor and the MLC expressing those concerns, which was published in the civil service newspaper, *The Chief-Leader*, in March. We reprint it

separately, following this article. In addition, COMRO has been circulating a petition to Mayor De Blasio and the MLC expressing the same sentiments found in the letter. They are asking retirees to sign the petition, which you can find on the website at www.change.org/p/mayor-de-blasio-preserve-medicare-part-b-for-nyc-retirees.

Meanwhile, where do we stand? A number of insurers opted to submit replies to the City's notice for proposals and the City and the MLC's Health Technical Subcommittee have been reviewing the submissions.

The proposals have now been pared to two, one from Aetna and the other from Emblemhealth. However, as of early April, a final decision has not been made nor has a time frame for a final decision been stated. Further details of the scope of the plans being considered are still to be released.

As OSA Chair Bob Croghan said in a recent letter to OSA members, "the City's goal is cost-saving on their end and the insurance companies' goal is to get both our business and the federal government subsidies for this new model of medical coverage. Our goal is to preserve ourselves from harm and, to this end, we want to keep our own doctors and avoid increased co-pays or insurance premiums or any one of these changes that could hurt us."

What are the additional takeaways so far? Although the introduction of the new MA plan was originally set for July 1st, it appears unlikely to be ready for roll-out at that time. A more likely time frame is October 1st, at the earliest.

One thing to also remember is that the City will be issuing new health insurance identification cards for those in the new program when it does move forward.

As we noted, Medicare Part B premiums will still be deducted from Social Security and the City will still reimburse them in full using the same procedures as employed presently.

The significant ancillary health benefits, such as vision, dental, and superimposed major medical, which are currently provided by the Organization of Staff Analysts Welfare Fund will continue to be provided after any basic health plan changes.

Also, partial reimbursement of monthly drug rider premiums by the OSA Welfare Fund will continue.

There is a lot more we need to learn about the coming changes over the next few months and we will keep you posted on those developments.

One of the most important demands by the MLC is that retirees be alerted to the scope of the changes well before they occur.

••••

COMRO Sends MLC and Mayor An "Open Letter" On Retiree Healthcare Changes

In March, the Council of Municipal Retiree Organizations (COMRO) sent the following open letter to Mayor de Blasio and the Municipal Labor Committee expressing concerns about the upcoming planned changes to the health plans offered to Medicare-eligible City retirees. It was printed in the civil service newspaper, *The Chief-Leader*, and we reprint it here:

"The Council of Municipal Retiree Organizations has learned that you are in the process of awarding a highly lucrative contract to a major health-insurance company to take over

administering health insurance for over 200,000 Medicare-eligible retirees effective this July 1. You released an RFP and have eliminated two of the four responders. Your technical committee is evaluating the two finalists and will shortly send their recommendations to you for a final vote."

"Nowhere in this process have you consulted with the 200,000 people and their families to determine how it will help or harm us. Medicare Part B works very well for most of us. We contributed to Medicare during our years of employment with the tacit understanding that we would have the hard-earned entitlement when we turned 65. Now we are dependent on the kindness of strangers to maintain our health and well-being without additional cost. We are duly concerned that these types of managed-care programs have a history of making it difficult to choose doctors and specialists by introducing bureaucratic hurdles."

"The lack of transparency in your rush to change this program is both insulting and frightening to those of us who have collectively worked millions of years serving the people of New York City. How can we trust our very health to a back-room deal based on a dubious assumption of cost avoidance?"

"Before this contract is awarded, you must include actual Part B recipients in the evaluation process to ensure any change in Medicare Part B will not harm us."

– **STUART EBER, President, Council Of Municipal Retiree Organizations**

••••

COMRO Report - February 2021 Redux

The Council of Municipal Retiree Organizations (COMRO) meets monthly and brings together representatives of the retiree sections of municipal unions, including OSA. We reported on the February COMRO meeting in our last issue, but we add the following summary, which was delivered at the February OSARC meeting.

The guest speaker at COMRO in February was Lucia Gomez, Political Director of the NYC Central Labor Council. She touched on various subjects:

- Advocacy for the Mayor's Vision Zero plan to protect pedestrians and motorists from injury and death. Additionally, MTA bus drivers who are involved in traffic incidents must be guaranteed fair treatment and due process.
- Pay equity for essential workers in traditional service jobs. For example, hotels are built with skilled trades protected by union wages and benefits. Therefore, hotel workers must also be adequately paid.
- A stock transfer tax is on the books in New York State, but all collected funds are rebated. The NY Stock Exchange has threatened to move out of the State if the tax is collected, despite the fact that this same type of tax is collected in other major trading cities around the world.
- As the City reacts to climate change, the Central Labor Council will advocate for union jobs in energy and conservation.
- Some Community Boards in New York City were regarded

as fiefdoms. There are now term limits for community board members, which will encourage more diversity.

- There was a large turnout for phone banking by the Central Labor Council during the last election. Lucia thanked those members of OSARC who participated.
- Lucia mentioned that ranked choice voting is now City law. The CLC has begun to interview candidates for mayor, other citywide offices and for city council. The CLC may or may not make an endorsement for mayor itself, though it expects member unions will.

The City is trying to maintain the Health Insurance Premium Stabilization Fund, in part by adjusting the PICA program. There are lots of changes that have occurred and will continue to occur as the City tries to save money in the face of skyrocketing health care costs.

••••

COMRO Report - March 2021

The Council of Municipal Retiree Organizations (COMRO) brings together representatives of the retiree sections of the municipal unions for monthly discussions and advocacy on issues of concern to City retirees. Mark Lewis, Jay Warshofsky and Joan Garippa attended the March COMRO meeting for OSARC. The following report is based on notes taken by COMRO Secretary Eileen Moran.

Guest speaker Maria Alvarez of Statewide Senior Action summarized Federal and State legislation of relevance to seniors.

Since 15% of those over 65 face food insecurity, the federal Cares Act has increased the food allocations targeted to seniors. The New York State Senate and Assembly have several bills to enable the visiting of nursing homes during the COVID pandemic as compassionate care. Allowing outside visitors is challenging, given the understaffing at nursing homes. S8448 promotes the right to visit and enter facilities with protective equipment. Another bill calls for mandatory ombudsman inspections where now only about 40% of nursing homes have visits from the ombudsman.

Statewide supports nursing home administrator accountability, but Governor Cuomo gave blanket immunity to nursing homes during the COVID emergency. They were then not held accountable for practices unrelated to COVID which increased residents' risks.

The State Legislature restored some cuts to Medicaid that had reduced the allocation for those who needed help with activities of daily living in order to remain at home. Earlier changes dropped some from care. For example, finding or choosing who is eligible to help you became more difficult, and this is especially difficult in rural areas of the state. Care work pays less than some fast food jobs. Governor Cuomo's insidious 2% cap on expenditure increases, regardless of needs, forces counties to absorb increased Medicaid costs instead of the state.

Caretaking is the fastest growing health care sector, but it is facing a huge shortage of workers because of its low pay. Home care was increased so caregivers could earn 15% over the regional minimum wage in hopes of alleviating the seriously short supply of caregivers.

Statewide is also pushing for increases to EPIC to help cover

prescription costs for lower income seniors and to open eligibility to those over 55 on disability.

Alvarez posed the question of whether the legislators preserve these proposed increases if the Governor vetoes them. It remains problematic since the Executive appoints the heads of agencies that actually spend what's allocated. Cuomo could apply pressure to these agency heads to spend less than what the state legislature has approved.

Alvarez was thanked for her informative presentation and COMRO turned to other matters.

New York City is still seeking additional healthcare savings and expects the Municipal Labor Coalition's cooperation to accomplish savings based on earlier agreements between the City and the MLC. That process was delayed by COVID, but last November the City sent out a Request For Proposals (RFP) to Medicare Advantage insurance plans to apply to cover the City's 200,000 Medicare-eligible retirees and their dependents. The City had hoped to transition to such a cost savings alternative to traditional Medicare by July 1, 2021.

Many retirees are concerned because it's unclear how, or if, their health care coverage will change. The lack of transparency in considering such a radical change without direct retiree input also raised red flags for some COMRO members.

Medicare Advantage (MA) programs, have a track record in many cases of cherry picking healthier seniors while imposing higher co-pays and higher deductibles when one becomes ill and files claims. COMRO members asked how an MA alternative would save the City money if it's not by transferring healthcare costs onto retirees.

The City and the MLC are now seriously considering proposed plans from Aetna and Emblem, two of the four managed care companies who responded to the RFP. Many questions arose from this process, since MA programs usually have a network of preferred doctors and hospitals. This caused some COMRO members to wonder where the change would leave retirees who have relocated outside the City and State?

Ed Hysyk, head of the DC37 retirees, thought a three year contract with a Medicare Advantage plan was a slippery slope, with the City expecting \$400 to \$600 thousand in annual savings.

Another COMRO member said that, even if the Health Insurance Premium Stabilization Fund's balance is extremely low due to the loss of City revenue as a result of COVID, labor should not accept a long term solution, with possible negative impacts, to address a short term problem of lower tax revenues. The member asked why not reconsider the single state single payer proposal, the New York Health Act, as a better alternative?

A member asked what the criteria are for evaluating the plans and who is deciding which plan to select.

Another member shared that a Medicare Advantage plan had worked poorly for his father when it was most needed.

Other questions were raised. Jay Warshofsky asked if the changes would just apply to newly eligible Medicare retirees or every Medicare eligible.

It was reported that the administrative overhead for Medicare is less than 3%, but Medicare pays MA plans an additional 15%.

Since negotiations were still ongoing, COMRO members

indicated the shape of the plans and the impacts were still unknown.

COMRO members asked whether the move to a privatized MA plan was counterintuitive and counter-productive, especially given many unions long support for a single payer government insured plan.

COMRO agreed to write a letter voicing these concerns on behalf of the City's retirees. COMRO Chair Stu Eber agreed to draft the letter. Other members were encouraged to raise questions within their unions and to also consider letters to the editor.

Ed Hysyk reported that the 2019 Part B Medicare Income Related Medicare Adjustment Amount payments should be paid in late March. The 2020 standard Medicare Part B reimbursement should be paid in April 2021.

The recently enacted federal stimulus bill provides money for pension guarantees for about 1400 unions with multiple private sector employers, some of whom may have gone bankrupt or seriously undermined by Covid and earlier recessions.

New York City's June municipal election primary will feature ranked choice voting. Folks should expect longer lines at the polls and COMRO agreed to have a speaker in May to inform members about how the process will work. Ranked choice voting will complicate early voting, too.

Jay Warshofsky reported that there are five bills in the state legislature at present for Early Retirement Incentives, covering active employees, but none are moving.

••••

FEMA Helps With COVID Burial Expenses

The Federal Emergency Management Agency (FEMA) is offering financial assistance to those with burial expenses connected to deaths resulting from COVID-19. As of April 12th, FEMA started accepting applications for the aid, which is capped at \$9,000 per funeral and \$35,500 for multiple COVID-19 related decedents.

The Burial Services Program has a dedicated call center, which can be reached at 844-684-6333 | TTY: 800-462-7585. Their hours of operation are Monday - Friday, 9am to 9pm EST.

Those with COVID-19 funeral expenses are encouraged to keep and gather needed documentation, including an official death certificate that attributes the death directly or indirectly to COVID-19 and shows that the death occurred in the United States, including the U.S. territories, and the District of Columbia.

Also needed will be documents of funeral expenses (receipts, funeral home contract, etc.) that include the applicant's name, the deceased person's name, the amount of funeral expenses, and the dates the funeral expenses happened

Finally, you will need to submit proof of funds received from other sources specifically for use toward funeral costs. FEMA is not able to duplicate benefits received from burial or funeral insurance, financial assistance received from voluntary agencies, government agencies, or other sources.

For more information on the program you can visit the website at www.fema.gov/disasters/coronavirus/economic/funeral-assistance.

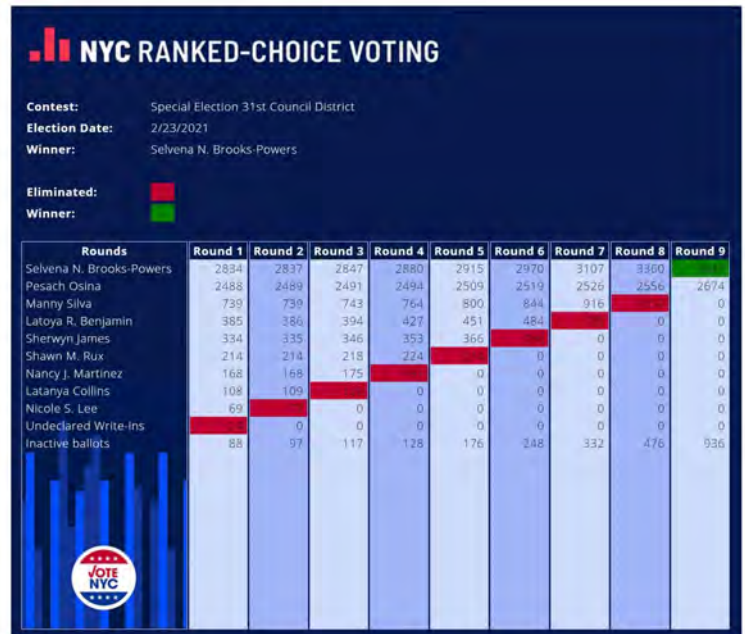
So, How Does Ranked Choice Voting Work?

The June citywide primaries for NY City Mayor, Public Advocate, Comptroller, and the Borough Presidents, as well as the local primaries for City Council will mark the first large-scale use of the new Ranked-Choice Voting system in a NY City election. But, ranked choice voting has already been used this year for two City Council special elections.

Take a look at the graphic accompanying this article from the NYC Board of Elections. It shows how the ballots were counted in a February, 2021 nine-candidate special election race for the 31st Council District.

Each column, from left to right, shows a round of counting. After each round, the candidate with the smallest number of votes was eliminated. If a voter for that candidate selected a second place choice, their vote was redistributed to that second place choice. As you can see, there were some first round write-in ballots. After the first round, those who had a write-in as their first choice had their votes redistributed to their second place choice, if they had one.

In the second round, Nicole Lee had the least votes and was eliminated with her votes redistributed to whomever her voters picked as a second place choice, if they had a second place choice. If a given ballot had other ranked choices on it and their second place choice was eliminated, that vote was redistributed to the third place choice if they had one, and so on. This continued through the rounds until there were two candidates left and one candidate had 50%+1 votes in the primary. So, in the ninth round of counting, Selvena Brooks-Powers was named the winner because she had more than 50% of the vote. The number of rounds of counting depends on the number of candidates in the race and the number of voters selecting each candidate.



Hopefully, this gives you an idea of how the counting works in a ranked-choice race and why it is important to understand the process. When you vote, you can select only one candidate for your first place vote and stop there, or you can choose up to a total of five choices in ranked order from 1 to 5. That way, if your preferred candidate is eliminated, your vote will go to a surviving candidate you've also ranked. As the Board of Elections frames it, ranked choice voting lets you select your "1st Choice: The candidate you love. Your 2nd choice: The candidate you like. Your 3rd or 4th choice: The candidate you like slightly less. And your 5th choice: The candidate you can stand."

As a result, you have a better chance of electing someone you either want or could tolerate, assuming there is more than one candidate you'd find acceptable.



Happy Birthday to OSA Retirees Born in April



Arthur Aaronson, John G. Adair, Risikatu Adebajo-Kassim, Gerardo V. Afbale, Velma M. Ambrose, Florence Appelstein, Lilia M. Ashjian, Kieran M. Avitabile, Roger Bachrach, Robert Backes, Robert Balsamello, Mike S. Barbarotto, Gwendolyn Barnes, Beatrice L. Barr, Barry F. Bealick, Andrea Behrens, Jerome Bernstein, Cheryl Biagini, Aquila Blyden, Joan Borovoy-Haimowitz, James H. Breining, Everett L. Brogdon, Joseph Brown, Priscilla Budden, Maria E. Buffong, Joseph O. Buster, Maureen M. Cannet, Thomas J. Carchietta Sr., Sandra L. Carey-James, Philip Carlucci, Blanca Carranza, Eugenia Carrington, Betty Cartwright, Frank J. Caruso, Sho-Chun (Sue) Chang, Gary Chestaro, Wendy Cheung, Ruth Ann Clark, Stephen Clifton, Robert A. Cohen, Linda Coleman, Maria Colucci, Henrietta Council, Charles A. Covella, Stuart Cowan, Alan S. Davis, Faith Davison, Ralph J. De Mattia, Nihad Dervisagic, Karamoko Diabi, Andrea Diaz, Jack M. Dobrow, Mark Doherty, Chi Dong, Allen Dotson, Ronald G. Douglass, Mary Ann Dulisse, Dorothy L. Dye, Mostafa Elazabawy, David C. Evans, Frank A. Farkas, Mildred S. Feinstein, Linda Feldherr, Sonia I. Feliciano, Robert Ferrante, Dennis J. Ferrara, Waltraud Fierman, Richard Fink, Ann Fitton, Marciano Fiorentino, Carmen A. Flores, Gerald Flynn, Judy (JUDITH) Flynn, Rachel Forgione, Karen Frederick, Peter U. Frith, Dominic J. Galani, Anne Marie G. Gallo, Linda M. Garbarino-Kunin, Mildred Gil, Debora A. Goldschein, Lyudmila Goldshteyn, Jeffrey Goldstein, Donald Greco, Pauline Green-Hutchinson, Stanley Greenberg, Elaine L. Greene, Frederick Grimaldi, Valerie L. Gunn, Brenda A. Hamilton, Margie A. Harris, Darlene Hasselbring, Annette M. Heim, Gwendolyn Hickman, Joyce Hicks, Hunter R. Hild, Bruce Himelfarb, Andrew Hollander, Jacqueline Holmes-Boyd, Marion E. House, Clark Hudson, Vivienne Hutchinson, Jeanette D. Ingrassia, Howard W. Ivey, Janice James, Raymond James, Jimmy Jen, Susan Jessen, Gloria Jimenez, Patricia V. John, Shirley Jones, George Joseph, Amy Kahn, Margaret D. Kelly, Lorraine Kelly, Rebecca Kercado, Margaret Kiely, Arnold Kingston, Judith A. Kinuthia, Roberta Kolin, Lawrence A. Lamanna, Claudette LaMelle, Judith Lawson, Warren Lederman, Donald Lepore, Leonid Levit, Janet Liberman, Lillie R. Lockhart, John Lucarelli, Mary E. Ludvigsen, Tamdy W. Lukhang, Tatyana Lvovskaya, Emilia Magpili, Theresa Mancuso, John Maniscalco, Cora Manning, Salvatore Mauro, Melinda Maxwell, Edgar R. Mendizabal, James A. Meyer, Joseph Mickens, Nanette A. Milazzo, Richard Mitchell, John Mobyed, Alice Moise, Nicholas Monello, Barbara Mont, Felice Morris, Hope Morris, Aurelio Morrone, Gwendolyn Murray, Lyudmila Naksen, Kathleen S. Neary-Burns, Samuel Nicolas, Michael G. Ntemar, Rosendo Nunez, John F. O'Brien, Lawrence Ogunleye, Michael F. Olenick, Andrew K. Omo-Abu, Joan A. Pantesco, Richard M. Pearlmuter, Helen Peets-Phillip, Dean Petrelis, Gloria Pettyjohn, Helen C. Pickett, Alfred J. Piro, German L. Pizarro, Anthony Pompeo Jr., Noreen Pye, Julia Quagliano-Lynn, Ruth A. Rae, Luis O. Ramos, Raisa Rapoport, Robert Reeves, Richard Reichard, Richard A. Reiskin, Lewis Riley Jr., Ronald M. Rivera, Vivian Rizkalla, Reinert R. Roaldsen, Horace Robinson, Nancy L. Rodriguez, Irwin P. Romaner, Rosario Romano, Ouida Russell, Lorraine M. Russo, Darryl D. Samuels, Nirva Samy, Leslie Santori, Raymond Stanley, Althea E. Scales, Michael J. Schady, Joseph Schenker, Janice Segman, Anne C. Selvyn, Janice Shaheen, Jenny D. Siff, Sharon S. Snell, Steven M. Sokolowski, Stanley Spector, William H. Spong, Edmund M. Squire, Anabella Stancarone, Fred Steinberg, Brenda Y. Stoute, Catherine Sturm, Joseph Susol, David Sussman, Ruben Sutton, Elizabeth Tauranac, Brenda Taylor, Edward B. Tennant, David A. Terruso, Juanita Terry-Thompson, Deloris L. Thomas, Gilda D. Thomas, Bernadette Thomas, Preston E. Thomas, Irene Toler, Barbara Toussant, Carmen L. Valles, Ellen Walk, Linda Walker, Thomas J. Walsh, Victoria J. Washington, Howard J. Wattenberg, Wendy Weekes-Jones, Ruth C. Weiner, James F. Welby, Kenneth Wesley, Jeffrey Wheeler, Peter Wood, Mary D. Young, Joseph C. Zaccone, Leola M. Zeigler



OSARC MEMBERS FOR 2020/21 [continued from page 14]

Marion E. House
Charles Houston
Carolyn Hubbard
Hillary Hudson
Clark Hudson
William Hundley
Lynette Hunkins
Dorothy Hunt
Barbara Hunt
Robert P. Hurley
Edmond Husbands
Lorraine Iachetta
Lawrence M. Iannozzo
Maria A. Ibanez
Boris Ildis
Lawrence Ikenga
Victoria A. Illery
Richard Immediato
Margaret Ingram
Raffaella C. Irace
Josue Irizarry
Ana M. Irizarry-Ibrahim
Amparo Irizarry-Meyers
Camille Isaacs
Mark Isacoff
Mohammed Tazul Islam
Valerie Jackson
Rosalia S. Jackson
Evelyn G. Jackson
Jeffrey A. Jacobs
Renee Jacobsen-Games
Daniel J. Jacobson
Christobal Jacques
Linda I. Jaffee
Elsie T. James
Michael A. James
Calvin James
Gloria S. James
Janice James
Marvel A. James
Anna M. James
Pauline M. James
Alonzo Jamison Jr.
Joseph A. Jansten
Merline Jean
Ina C. Jenkins

Javier Jimenez
Colleen Jinks
Marilyn John
Daniel P. John
Carolyn Y. Johnson
Ingrid Johnson
Lorraine P. Johnson
Luis A. Johnson
James L. Johnson
Marilyn Johnson
Sylvia Johnson
Yvette Johnson-Parker
Wilhelmena Jones
Janyce Jones
Carl Jones
Eloye D. Jones
Roslyn Jones
Flora Jones
Shirley Jones
Sharon A. Jones
Elizabeth Jones
Kevin P. Jordan
Brenda Jordan
Lillian Jorge
Glenn M. Joseph
Betty Joseph
Karol I. Joswick
John F. Jun
Amy Kahn
William Kain
Armen G. Kaladjian
Melvin Kalmanowitz
Herschel M. Kaminsky
Dianne Kane
Edith E. Kantowitz
Elizabeth Karetzky
Laurie Katz
Denny Katz
William Katz
Linda Kavanagh
Jeffrey J. Keller
Charles T. Kelly
Margaret D. Kelly
Michael I. Kelsch
Valerie J. Kemp
Barbara A. Kemp

Jeannie Kempson
Carol A. Keyser
Marilyn L. King
Mavis P. King
Michael A. King
Anthony Kinkel
Kathleen A. Kinney
Jean A. Kirk
Bruce Kirkland
Zoya D. Kiseleva
Elizabeth Klaber
Laura F. Kleeman
Alfred Klein
Daniel Klein
Christopher Klingler
Ezard Knight
Diane M. Koehler
Jules H. Kohn
Lee Kong
Henry L. Korobelnik
Samuel Kosofsky
Gerald S. Koszer
Nadezhda Kovelman
Marilyn E. Kozin
Jerome S. Kraus
Sandra Krentlich
Madeline Kronish
Bruce F. Krueger
Robert Kuhl
Jan Kwartowitz
Frances Kyle
Matthew Kyle
Edward S. Lakner
Diane Lalondr
David Lam
Lawrence A. Lamanna
Sandra Lamb
Jerry LaMura
Purnell R. Lancaster Jr.
George A. Lang
Louis M. Lanni
Karen Lanzillo
Evelyn Lanzo
Ralph Lapaix
Dolores E. Lapin-Curley
Lazare Lareche

Patricia Larkin
Jacqueline Larkin-Figueroa
Jose A. Latorre
Wendy Lau
Monte Lawner
Doretha A. Lawal
Floyd C. Lawrence
Robert S. Lawrence
Charles W. Lawrence
Judith Lawson
Barbara Le Goff
Amy Fei Lee
Betty K. Lee
Gerald W. Lee
Rev. Kaye Lee
Victor Lee
Tony 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
Leonid Levit
Yury Levit
Rosanne Levitt
Barry Levy
Lewis S. Levy
Mark J. Lewis
Susan Lew-Lee
Janet Liberman
Fred Lieber
John E. Liebmann
Michael R. Light
Manrao Lin
Maria Linares
Jayne S. Lindberg
Barbara Linder
Clare Linnie
Mary Listefski
Madeline Liu

Marilyn Liveric
Joyce Livingston
Moon-Chuen Lo
Kevin P. Lobat
Jocelyn T. Lobo
Lillie R. Lockhart
Deborah A. Lomax
Brenda Lomax
Lucille Long
Mary C. Longo
Christopher F. Longueira
Jesus M. Lopez
Shari Lopez
Nicholas S. Lorello
Lisa J. Loren
Irene F. Louie
Rosa Lovejoy
John Lowchy
Chien Sau Lu
Joseph Lubrano
Grace Lucas
Joseph Lucas
Hattie L. Lucas
Flora Lucchese
Mary E. Ludvigsen
Linda S. Lukas
Janet Luke
Alex K. Lukose
Novella E. Lundy
Paul F. Lurie
Marvin Lutenberg
Cheryl Luvich
Tatyana Lvovskaya
Patricia J. Lynch
Bruce C. MacDonald
John W. Mackey
Allyson Mackey
Rose M. Maconi
Leo Maher
Richard C. Maher
Josephine Maldonado
Shafia Mamun
Gloria C. Mancino
Nilsa Mangual-Rios
Michael J. Manzollilo
Allegra Maple

Bernie S. Marcelo
Irina Marchuk
William V. Marchuk
Mark Marcu
Nicholas Mardikos
Paul C. Margolis
Angela E. Marino
Michael Marino
Anthony Marino
Steven J. Markowitz
Claire Maroney
John M. Maroney
Joann Marquez
Marshall H. Marroquin
Elsie Martell
Nellie Gomez Martinez
Ralph Martinez
Eve Martinez
Octavio R. Martinez Jr.
Mary Lou Martucci
Josh N. Maryles
David J. Maschke
Roberta L. Mason
Shirley E. Mason
Dorothy E. Mason
Jeffrey G. Massey
Denis B. Massey
Bobbi Oke Mathis
Carmen Matias
Raymond Matias
Luis A. Matias
Constance G. Maxey
Letitia Maxwell
Anita Maxa
Karen A. Mayo
Morris Mayo
Joseph E. McAteer
Doris L. McCall
Weltha McCant
Susan A. McCormack
Michael E. McCray
Thomas McEnery
Stephen J. McGarry
Maria L. McGhee
Jannie M. McGill
John Dennis McGreen

Eileen M. McGuirk
Charles McHugh
Blanche McIver
Deborah McKeever
Michele E. McKenzie
William McLane
Velma R. McLaughlin
George W. McLean
Sheila McMorris
James J. McQuade
Carolyn McQueen
Alberto V. Meade
Matthew Meagher
Bruce Mednick
Ronald Meekins
Jeanette Megna
Krishan G Mehra
David Mei
Marianne E. Mello
Debra Melrose
Edgar R. Mendizabal
Rumie C. Mensche
Margarita Mercado
Linda Meyer
Michael Meyer
James A. Meyer
Thomas G. Meyer
Lillithe E. Meyers
Thomas F. Mezzatesta
Louis Michel
Joseph Mickens
William Millan
Mark S. Miller
Charles P. Miller
Sabrina Miller
Deborah A. Milliman
Natalie Millner
Margaret Millstone
Brian M. Milzoff
Ruth Mingoia
Paula Mintz
Rachel Miranda
Alice Mitchell
Janet Mitchell
Stephanie Mitchell-Cloud
Aaron Mittelman
Hellen D. Moody
Nayem Mohammed
Irma Mojica
Frank Molanphy
Michael J. Molinari
Ralph P. Mondella
Louise Mondry
Nicholas Monello
Karen C. Mongiello
Barbara Mont
Charles A. Montalbano
Roger Montesano
Theresa Montoya
Helen D. Moody
Annette Moore
Rosemarie Moore
Patricia Morafetis
Jose L. Morales
Irene Morales
Liza Morcos
Dominic J. Morelli
Doreen Morgan
Hope Morris
Felice Morris
Barbara J. Morris
Perla Morris
Aurelio Morrone
Euston Mortley
Philippe L. Mouren
Barbara Y Muhammad
Kim T. Mulcahy
Donna Mulgrave
Patrick Mullan
Richard L. Muller
Susan B. Mullgrav
Anita Mullin
Anne Mulqueen
Robert A. Multari
Margaret N. Munnely
Peter Murillo
Patricianne Murnane
Michael R. Murphy
Alfred Murphy
Irene Murray
Gwendolyn Murray
Ruth Murray
Elizabeth A. Myers
Claudia J. Myrie
Warren G. Nadel
Thomas J. Nadrowski
Alan H. Naidar
Halena V. Nalevanko
Wayne Nance
Andrea Nanna-Montgomery
Charles E. Napoli
John F. Nash
Kali Ndoye
Gabriel Neama
Kathleen S. Neary-Burns
Deborah D. Nelson
Joanne Nelson-Williams
Valerie Nesbitt
Anne Newell
Helene Newmark
Eva C. Ng
Lillian Ngai
Carroll Nicholas
Edmarie B. Nicholas
Jane T. Nicholson
Erwin F. Nied
Norma Nieves-Blas

Veronica Nnabugwu
Elizabeth Nobile
Kathryn Nocerino
Samson Nougues
Michael G. Ntemar
Gladys I. Nunez
Donald A. Nurse
Adolphus E. Nwaghanata
Dr. Stephen Atta Obeng
Jill Oberhubering
Proccision G. Obra
Susan O'Brien
Raffaele Ocello
Eva Ochmannak
Josephine O'Connell
Joyce O'Connor
Earline Y. O'Garro
Lawrenca Ogunleye
John B. Olatoyan
Maria A. Olds
Carmen Olenick
Michael F. Olenick
Sheldon Oliff
Patricia C. Olsson
Murray F. Olsen
Elizabeth Omosola
Samuel A. Orimogunje
Simeon Orimogunje
Sylvia Ortiz-Moss
Joshua Orzeck
Samuel N. Osei-Bonsu
Joseph Osenni
John Ost
Khalil Oloba
Edward Ovedek
Steven M. Pacheco
Rita A. Padilla
Gloria Page
Susan Paige
Amorita Pakilit
Frank J. Palmieri
Jose K. Pandarakalam
Luiz Pang
Joan A. Pantesco
John K. Pape
Larry M. Pappert
Gladys Pardo-Medina
Ronald A. Parente
James G. Parese
Nora Paris-Simonetti
Carolyn Parker
Doris L. Parker
Eugene Parker
Olivia Parker
Dolores Parson
Frances Pascale
Roslyn L. Pasley
Hemang Patel
Karen A. Patterson
Catherine R. Patterson
Bertella Patterson
Francis G. Paturas
Edwin Pauzer
Carol Ann Payne
Richard M. Pearlmutter
Marisel Pearson-Silver
Helen Peets-Phillip
Elba M. Pelaez
Robert M. Pellicci
Ralph J. Pellizzi Sr.
Anthony J. Penel
Sarah Pender
Eileen Periel
Vincent Pepe
Somasiri Perera
Elizabeth Perez-Ode
Jack F. Perin
Hank Perlin
Millicent Perry
Diane Peskin
Frank J. Peters
Gail Peterson
Dean Petrelis
Doreen Petrus
Gloria Petyjohn
Robert Pfefferman
William H. Pfister
Mary Ellen Phifer
Alphaeus Phillips
Theodore R. Phillips Sr
Nauford C. Phipps
John M. Picariello
Susan J. Piccirillo
Jacob Pierre
Jack Pilchman
Patricia Pilot
Alberta Pinkins
John J. Pinto
Peter T. Piroso
Anita Pittas
Phyllis Pittinsky
Edward Platt
William Platzek
Lee E. Pleva
Phyllis J. Pomerantz
Nicholas Pompeo
Esther Pompeo
Joette M. Pompeo
Anthony Pompeo Jr.
Frank A. Porto
Peter W. Post
Shari Potter
Jennifer Potts
Linda Pressley
Ronald Prester
Helene A. Price
Lawrence Price
Van Hazel Pridgen

Evelyn Marie Pridgen
Myron Priester
John F. Prior
Lon Prozel
Jeanine R. Prud'homme
Louis Puccio
Daniel A. Puiatti
Risa Puld
Jacob Punnoose
Mohammed Abdul Qadeer
Megan Quigley-Lynn
Felix M. Quezada
Elsa Quijano
Josefina B. Quimbo
Harris M. Rachlin
Lawrence Racioppo
Barbara Radzimiowski
Ruth A. Roe
Jameel Rahaman
Dennis S. Ramdawah
Nilida I. Ramirez
Parramand Ramlochhan
Allison Randall-Smith
Frederick J. Ranzoni
Ambati M. Rao
Raissa Rappoport
Sharon Rashada
Edward Rasquin
Diana Recor
Robert Redmond
Thomas M. Reed
Ralph Reed
Peter Reese
Joseph D. Reeves
Robert Reeves
Janette Reid
Deborah L. Reid
Barrington Reid-Hart
Fred Reinowitz
Ruth Reiser
Richard A. Reiskin
Joseph Reklis
Gloria Resto
Alex Reyes
Margaret Rhoden
Harold Rhodes Jr.
Cheryl A. Richards
Annette J. Richardson
Ruby E. Richardson
Eleanor Richardson
Delores A. Richardson
Jeannette Richardson
Johnnie Richardson
Dorothy L. Rick
John Ricker
Martin L. Ricketts
Patricia Riley
Lewis Riley Jr.
Gwendolyn Riley-Roberts
Stacey Rindler
Annette J. Riordan
Rudolph K. Ripp
Nilda Rivas
Margarita Rivera
Rev. Dr. Bruce Rivera
Edwin Rivera
Iraida Rivera
Ronald M. Rivera
Joyce Rivers
Yousef Rizk
Walter M. Roberts
Kevin Robinson
David J. Robinson
Rebecca Rodriguez
Pablo Rodriguez
Joan N. Rodriguez
John F. Rohde
Angel L. Roman
Barbara L. Roman
Irwin P. Romaner
Richard Ronde
Jeanette E. Roper
Rodolfo Rosado
Allan H. Rose
Francine Rose
Lewis B. Rosenblatt
Sarah Rosenfeld
Cori L. Ross
JoAnn C. Ross
Philip Roth
Norman Roth
Lloyd M. Rotker
Margarette Rousseau
Dorothy G. Royal
Regina Royal
Leon Rozenbaum
Miriam Rubman
Shirley S. Rucando
Robert H. Ruger
Esther Ruiz
Ouida Russell
Nancy E. Russell
Rhona M. Russo
Lorraine M. Russo
Dominick Russo
Stanley P. Varuskowski
John R. Ryan
Linda M. Ryan
Monette R. Sachs
Gloria Saenz
Sandra Saenz-Ramirez
Mina Sakovick
Sandra Salinas
Larry Sampson
Claire R. Samuel
Gloria Samuel
Darryl D. Samuels

Cheryl L. Samuels
Helen Samuels
Nirva Samy
Joseph Sanchez
Ana M. Sanchez
Gerald Sanchez
Doris Sanky
Flora E. Santana
Carmen M. Santiago
Gerard Santiago
Vaughnica Sanders
Ora C. Savoy
Sheila M. Sawyer
Marc H. Sawyer
Asma Sayed
Raymond Saylor
Michael J. Schady
David B. Schapiro
Minna Scharff
Tatyana Scharfstein
Barbara E. Schechter
Linda M. Schechter
Dorothy A. Szczer
Melynn Schecter
John Schiavi
Don Schimelfenig
Elaine Schirmer
Marcia Schneider
Joan M. Scholvin
Larry Schonfeld
Robert Schott
Barbara J. Schwartz
Peter J. Schweitzer
Catherine Simone
Laurence Scollo
Lorraine Rose Scrofani
John P. Scrofani
Mary G. Seabrooks
Saad B. Seddik
Daniel J. Sedlis
Janice Segman
Mateo T. Seguia
Ralph Seliger
John P. Sellers
Myra Seltzer
Anne C. Selwyn
Reasa L. Sempur
Oscar Serrano
Narberto Serrano
Robert W. Serrao
Andrew Sessa
Navin K. Shah
Wayne Shapiro
Deepak K. Sharma
Anne Shatz Benlisa
Valerie M. Sheafe
Mushtaq H. Shema
Sharon Shepard
Lenore N. Sherman
Wilma K. Shiffman
Sandra Sidberry
Gloria O. Siebs
Richard A. Siegel
Carmen C. Sierra
April D. Silva
Ann B. Silver
Sheila Silver
Howard P. Silver
Robert M. Silver
David L. Silverman
Susan Silvestro
Dorothy I. Siminski
Ruth Simmons
Adelle L. Simons
Ina E. Sinclair
Taracharran Singh
Edward H. Sisenwein
Othello Skeete
Dorothy Skelin
Robert H. Sklar
Catherine R. Slade
Darlene Slater
Velma A. Small
Allen F. Smalls
William J. Smarrito
Overta Smith
Robert J. Smith
Elaine A. Smith
Saundra J. Smith
Harold J. Smith
John T. Smith
Dalphine M. Smith-Cardin
Anthony Smolenski
Carlton A. Snaith
Sharon S. Snell
Gaye F. Snyder-Inkeles
Georgette Soliman
Musbau Solola
Stewart Solomon
Bruce Solomon
Maureen L. Somma
William Soto
Stanley Spector
Christine Spencer
Claudia I. Spielman
William H. Spong
Lawrence M. Sporn
Nikki B. Springer
Janette M. Springle
Edmund M. Squire
Wardean D. Squire
Adrianne Staley
Josef Stampfel
Louis C. Starkey
Roschel Holland Stearns
Darryl S. Steckler
Julian A. Stein
Ava N. Sterling

Edythe Sternberg
Sandra D. Stevens
Margaret Stofa
James C. Story
Phyllis Stothers
Brenda Y. Stoute
Sallie M. Stroman
Kathleen A. Sturgis
Catherine Sturm
Frances D. Sudreth-Hart
Margaret A. Suite
Apinya Sukpanichnant
Mortimer Sullivan
Deborah Sumlin
Bharat Surujnarine
David Sussman
Elliott J. Sussman
Andrew Sutton
Elaine Suva-Bongiavi
Michael P. Swann
John Swierczewski
Deborah Sykes
Dorothy A. Szorc
Donald J. Tabor
Jeffrey Talan
Thomas V. Tallarico
Alfredo L. Tan
Russ Taormina
Vernon Tappin
Richard I. Taub
Nelva E. Taub
Deborah Taylor
Timothy Taylor
Brenda Taylor
Mary D. Taylor
Madeline Taylor
Marian W. Taylor
Jean Taylor
Kirsten Telemaque
Edward B. Tennant
Stuart A. Tepper
David A. Terruso
Juanita Terry-Thompson
Larry L. Thomas
Gilda D. Thomas
Deloris L. Thomas
Brent C. Thomas
Preston E. Thomas
Cindy K. Thomas
Erich J. Werner
Kenneth Wesley
Ronald N. West
Anthony Weston
Jeffrey Wheeler
Joseph J. White
Theodore R. White
Grace White
Terry M. White
Doris D. White
Joyce S. White
Rose Mary Whitehead
Stephen J. Whyte
Shirley Ann Wiggins
Ferdinand Wight
Sarah J. Wilborne
Ronald S. Willigdig
Laraine B. Williams
Jacqueline Y. Williams
Lyndon H. Williams
Herbert Williams
Jacqueline L. Williams
Amos Williams
Dorrell A. Williams
Lucindy Williams
Geraldine Williams
Yvonne C. Williams
Audrey Williams
Isza Williams-Darlington
Margaret E. Williams-McClammy
Dianne Williamson
Aaron Wilner
Ronald T. Wilson
Lorraine Wilson
Kay A. Wilson Bigelow
Mona Wilson-Garnes
Gary R. Wink
Douglas G. Winston
Irita L. Winston
Antoinette Witherspoon
Eric Wollman
Nga F. Wong
Spencer L. Wong
Bassanio Wong
Peter Wood
Janine M. Woodley-Brown
Judith Woods
Noel R. Worrall
Peggy C. Wright
Selma R. Wright
Benjamin Wright, Jr.
Peggy A. Wright-Noldan
Annette J. Wyre
Ai Mei Xu
Russell Yates
David Yerushalmi
Carol F. Yost
Linda Young
Anita B. Yurman-King
Robert T. Zappala
Elsie Zayas
Leola Zeigler
Antoinette E. Zeitoun
Arthur Ziccardi
Margie D. Zinzi
David M. Zirman
Phyllis M. Zito
Jeffrey I. Zuckerman

ORGANIZATION OF STAFF ANALYSTS' RETIREES CLUB MEMBERS FOR 2020 And/Or 2021

We are not soliciting dues for the calendar year 2021 due to the impact of the COVID pandemic on OSARC activities. Anyone listed here was either a dues payer for 2020 or has made a contribution for 2021 or both.

August Abbondanza
Samia A. Abdallah
Chris P. Abramides
Dena C. Abrams
Alfredo Acevedo
Dolly I. Adams
Sallie W. Adams
Risikatu Adebano-Kassim
Mark F. Adler
Gerardo V. Afable
Lazarus Agradides
Prakash Ailawadi
Timothy G. Alapo
Yalanda Alayon
Michaela C. Albanese-Finkelstein
Thomas Albano
Lorraine Alexander
George Alexander
Frederick C. Alexander
Angela Alexander-Wilson
Anthony Alfano
Albida K. Ali
Tristan Allas
Sybil M. Allen
William Allen
Christine Allen
Kenneth Alleyne
Carmelita Almodovar
Adrienne D. Alpert
Natividad R. Alvarez
Hakimah Al-Zahra
Socorro Amaro
Jo-Ann Ambrogio
Marsha Ambrose
Velma M. Ambrose
Michael Ambrosia
Gus Anagnostakos
Sonny K. Andersen
Beverly E. Anderson
Brenda M. Andrews
John Angelillo
Felicia Antofowse-Popoola
Stephen P. Antonelli
Florence Appelstein
Elsie Applewhite
Arthur D. Apowitz
Arnold W. Aravena
Maria Paz Asuncion Arce
Francisco Arcentales
William A. Archipoli
Henry F. Armendinger
Robert T. Armstrong
Elaine Armstrong
Jimmy Arnold
William H. Arrington
Clariissa Arroyo
Jeannette Arroyo
Kwame Asante
Joseph Ascanio
Patrick R. Ashley
Ronald E. Asserson
Madelyn Atlas
Steven August
Ernest Augustus Jr.
Sharon P. Austin
Kieran M. Avitabile
Mario Avvenire
Jacqueline D. Ayer-Pride
Elaine Ayers
Howard B. Babich
Roger Bachrach
Joyce P. Badawy
Jean Baden-Gillette
John Baer
Nancy Baez
Luz Baez
Mary Baez
Iris E. Bailey
Joann Baker
Stuart C. Balavram
Thomas Baldwin
Steven Balicer
Donna M. Ball
Robert Balsamello
Renee D. Bandison
Norma Banks
Yvette Banks
Jo-Ann L. Banks
Filippa Garcia
Mary Bardy
Anthony S. Barnes
Lyle C. Baron
Charles F. Baroo
Beatrice L. Barr
Ted Barra
Edith Joan Barrow
Theresa Barry
Jean Barry
Richard Barth
Eileen Barky
Joseph F. Bartolomeo
Nuris A. Barzey-Ramos
Renee Bash
Maxine Batie
Earl Batts
Marjorie J. Baum
Malka Bazhan

Leo Bazile
Barry F. Bealick
Kevin Beauchamp
James A. Beavan
Charles Beckinella
Rose Beer
Andrea Behrens
Kevin Beilin
John W. Bell
Denise Bell
Claudia Bellavia
Brenda M. Belsler
Joanna Belt
Lynn Bender
Maureen E. Benson
Barbara Berg
Judith Berg
David B. Berger
Elaine S. Berk
Herman K. Berkowitz
Margarita Bermudez
Michael Bermudez
Richard N. Bernard
Thomas J. Berrigan
Belinda A. Berry
Carolyn Berry
Deborah Bershad
Cathy Berzin
John L. Besignano
Lauren Besignano-Malone
Vidyaadhar A. Bhide
Joyce E. Bielik
Edward Birch
Jeanne M. Biroc
Kamel P. Bishop
Harripal Bisnath
Barbara Black
Kevin Blanchard
Robert Bleiberg
Lennitt Bligen
Phyllis Blonder
Michel C. Blot
Mireille C. Bolisarc
Shirley Y. Bonadie
Bernadette E. Bonanno
Roseann B. Boodhoo
Joan Borovoy-Haimowitz
Carmine Borzelli
Paul J. Bosco
Edward C. Bowen
Ventrice E. Bowen
Carol A. Bowers
Renee A. Boyce
Jacqueline E. Bradnock-Merveil
Harry G. Bragg
Barbara Bragg
Sofiya Brano
Judy M. Brantley
Edward Braverman
Connie Bray
Wayne M. Brelowski
Brian E. Brennan
Maureen E. Brennan
Martin R. Brenner
Ner Bresler
Patricia D. Briggs
Bill Bristol
Phyllis H. Brodsky
Joyce B. Brostorph
Carol L. Brooks
Tina Brooks
Christine Brooks-Oliver
Yvonne Broughton
Carol G. Brown
Denise Brown
Jeanette Brown
Rosemary O. Brown
Willie G. Brown
Jean B. Brown
Herbert Brown
Jacqueline L. Brown
Linda E. Brown
Diane M. Brown
Marcia Brown
Frederick L. Brown
Ronald L. Bruno
Yvrose Brutus-Larios
Lydia Bryan
Barbara Buchanan
Betty Buchanan
Hillary Buckland
Antoinette Buckley
Anna M. Budd
Maria E. Buffong
Christine Bukowski
Joseph E. Burden
Joe Burgess
Amber Burgess-Greene
Mildred Burgos
Cordelia Burns
Christina Burnusigis
Patricia Burton
Kenneth Burton
Joseph J. Bushe
Joseph O. Buster
Nicolae D. Busuioac
Richard Butthorn
Sheryl V. Butler
Dorothy Byrd
James G. Cacopardo
Frank J. Caiazza
Carren K. Cain-West
Joan A. Calandrella
Karen Calhoun
Roxana M. Calinescu
Lionel Callender
Eugene G. Calvert
Diana Calvert
Viya Campagne
Milton G. Campbell

Denise A. Campbell
Azalia Cancela
Barbara E. Canning
James T. Cantirino
Christina D. Canty
Joan L. Capel
William J. Capers Jr.
Joseph Cappiello
Ismael Cardona
Linda Cardwell
Francisco B. Carlos
Michelle A. Carlos
Henrietta Carpentier
Phyllis S. Carr
Blanca Carranza
Dorothy M. Carrier-Smith
Annette J. Carrington
Belinda L. Carroll
Frank J. Caruso
Patricia J. Caruso
Jose R. Casas
Donald Casiere
Joseph Castagna
Gerard E. Castagna
Jesus Castro
Jean-Claude Ceus
Edward Chan
Eve Charlack
Kenneth V. Charles
James E. Chaska
Judith Chawkins
Johnnie Cheatham
Tony Cheng-Sheng Chen
Gary Chestera
Lily S. Cheung
Wendy Cheung
David W. Chew
Mary E. Chisholm
Estelle H. Chodosh
Gladys E. Chong
Loretta Choquet
Soo Chow
Francine Ciarletta-Oliva
Paul R. Cillo
William Ciporen
Anthony Cirigliano
Marilyn Cirrone
Paula L. Clair
Judith Clark
Pamela Clarke
Anthony E. Clarke
Jennifer N. Clarke
Joyce T. Cleary
Joyce Cleveland
Hattie M. Cleveland
Glencora G. Clouden
Debra A. Cloud-Marcus
Eloise M. Coagham
Jeffrey Coker
John W. Coakley
Geraldine Coates
Joyce L. Cochran
Anne Cody
Paul A. Cohen
Arthur C. Cohen
Irwin M. Cohen
George Cohen
Martin A. Cohen
Sheldon Cohn
Rosalee Coleman
Glynton Coleman
Patricia Coleman
Linda Coleman
Mary Ann Coleman
Cathryn Collins
Gloria Colon
Harry T. Colter
Geraldine Colucci
Raymond C. Conboy
Raffaella Conetta
Marlene Connor
Mary Contessa
Luzanna Conyers-Ramcharan
Margaret A. Cook
Geraldine Cooper-Brown
Oscar Copeland
Maria I. Cordero
Keith Cottman
Michael Coulombre
Henrietta Coumbre
Cynthia Cousins
Andrew V. Covella
Christopher Covella
Charles A. Covella
Alice L. Cox
Ted L. Cox
Colleen Cox
Robert Crawford
Esther J. Crayton
Samuel Crescente
Maria L. Crisci
Lynne V. Crockwell
Robert J. Croghan
Marguerite Cronin
Roxanne Cruz
Margaret Crump
Orphia E. Crump
Richard Cunningham
Antonia (Tony) Curotto
James Curry
Nikoloz J. Cuttonaro
Gerald Czermendy
Joseph A. D'Aiello
Linda M. Dail
Carol J. Dailey
Marilyn Daitman
Cameil B. Dalgetty-Jarvis
Maureen B. D'Amato
Lyudmila Danchina
Graciela Daniel-Molette

Dolores J. Daniels
Nadine M. Daniels
Prabhat Das
Pranab Das
Pratip K. Dasgupta
Elizabeth D'Aversa
Frances David
Noreen L. Davidsen
Lilybeth Davita
Elaine D. Davis
Alan S. Davis
Kathleen Davis
Edward Davis
Faith Davison
Frank T. Dazzo
Sipra De
Louis B. De Armas
Rufina De Guzman
Gary De Liberto
Don De Lorenzo
Rolph J. De Mattia
Christine DeCell
Antonio DeGrella
Edwin P. Dei
Reza Delghavi
John Dellecave
Janet L. DeLuca
Deborah A. Dennis
Chiquita Denny
Cynthia DePalma
Mary Eileen DePiero
Bonnie Dermack
Immanuel Y. Desai
David DeSario
Frantz W. Desire
Sybil DeVeaux
Anthony Di Guglielmo
Andrea Diaz
Thomas Dicks
Rochelle Brodsky DiCristofalo
John DiFilippo
Vincent DiGesù
Eugene D. DiGiammarco
Joseph F. Dillon
James DiMarco
Muna Di Nino
Philip J. Dinanzio, Jr
Gloria Djaah
Jack M. Dobrow
Silvio Dohy
Mary Joan Doheny
Mark Doherty
Martin H. Dolgow
Audrey N. Doman
Milagros M. Dominguez
Nancy M. Donahue
Joseph J. Donatuto
Chi Dong
Anna Donovan
Barbara Donovan
Ronald G. Douglass
Nicholas Doumas
Thomas J. Doyle
Marvin Dozier
Helene F. Drobenare
Christine Dudley
Vincent Dufour
Mary Ann Dulisse
Deborah G. Dummett
Dorothy Duncan
Jordan Duncan
Kathleen P. Dunne
Erinda Duque
Maritza Durio
Shawn J. Dwyer
Dorothy L. Dye
Martha Easparro
Joseph Ecock
Sandra Eddy
Althea Edwards
John E. Egan
William Eglington
Andrew Eile
Philip C. Eisman
Andrea Eisner
Loyola T. Eleutiza
Jane P. Ellis
Joseph L. Ellis III
Terrence J. Ellison
Mohamed Sami El-Sharkawi
David M. Emert
Jeannette Emmarco
Edward J. Emono
Lisa W. Eng
Laura S. Engler
Foster Ephraim
Diane M. Epple
Zinoida Epshteyn
Elizabeth G. Epstein
Linda D. Erickson
Ernesto Escalera
Madeline Escamille
Rollie Eubanks
Anthony A. Evangelista
David C. Evans
Reginald Evans
Tillie A. Evans-Ingram
Robert Every
Mary J. Fahy
Edwin Falcon
Bruce Farbowitz
Frank A. Farkas
John R. Farley
Lillie Z. Farrell
Elizabeth Farrell
Michael J. Fasano
Mary A. Faulk
William J. Faulkner Jr.
Patricia D. Fausto
David A. Feinberg

Elizabeth Feinman
Mildred S. Feinstein
Linda Feldherr
Isadore Feldman
Carol S. Feldman
Steven Feldman
Ernest Fernandez
June P. Fernen
Robert Ferrante
Dennis J. Ferrara
Gail A. Ferrero
Alice Fichtelberg
Anthony Fierro
Lawrence M. Fiffer
Betty J. Figueroa
Barbara M. Fimmano
Richard Fink
James Finley
Patricia Fishman
Mary T. Flannelly
Maureen S. Flannery
Philip B. Flaum
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 P. Ford
Arlene Forester
Beth E. Forrest
George E. Fougere
Joseph A. Foulke
Harold F. Fowler
John E. Francis
Patricia A. Francis
Woodman B. Franklin
Marion E. Franklin
Edna Fraylon
Sandra E. Frazier
James L. Freaney
Karen Frederick
Serena Freeman
Alan M. Freilicher
Robert C. Frenzel-Berra
Margaret Lange Freud
Manuel Friedman
Brian P. Frizzell
Willie L. Fuchs
Sebeles Fye-Banks
Faith Gabel-Simmons
Armand Gabriele
Grace Gabrielsen
Cheryl Gagliano
Esther Gaines
Adenago Galarza
Renee B. Galkin
Jayne M. Galletta
Kenneth Gallo
John Joseph Gambardella
Araceli Gamboa
Julia Gant
DeJares L. Gant
Aurora Garcia
Joan Garripa
Mary E. Garnett-Lewis
Martha J. Garris
Antoine Gautier
Mark Gerstl
Paul S. Gettler
Marguerite Gharthey
Patrick W. Giagnacova
Donald J. Giannino
Penny E. Gibson
Eleanor Gibson
Saundra P. Gilkes
Marie Gill
Cynthia F. Gilliam
Shirley O. Gilliam
Anthony Givovine Jr.
Mary A. Giraldi
Tatyana Glius
Edwina H. Glasco
Leslie I. Glenn
Frank Glover
Carl Ann Glover
Charles S. Gmelch
Neil Godden
Irwin J. Goldberg
Jeffrey Goldstein
Jeffrey Goldstein
Tatyana Golovitsker
Renee Gonzalez
Joyce D. Gooding
Myra R. Garalski
Floyd Gordon
Bernice Gordon
Joan Gordon
Sheila Gorsky
Eli Gottlieb
Sherman Gould
Regina Gourdin
Jon Graham
Stanley Grant
Mary Grannum
Jacqueline Grant-Lucas
Sebastian M. Grasso
Sally Graudans
Robert G. Graves
Alonzo Graves
Brenda Gray
Eleanor I. Gray
Kathleen Gray
Donald Greco
Johnel Green

Stanley Greenberg
Gary Greene
Richard M. Greene
Elaine L. Greene
Bruce Greengart
Susan Greenhouse
Pauline Green-Hutchinson
Laura J. Greenidge
Lewis Greenstein
Stephen H. Gregor
Fay D. Grey
James Griffin
Thomas J. Griffin
Angela Griffin
Helen R. Griffith
Monica Grima
Sandra M. Gross
Martin Grower
Alfred Guerra
Frank Gulino
Josefina D. Gumpeng
Albert Gundersheimer
Mary L. Gunn-Hardison
Bhagwati P. Gupta
Wanda Gurley
Raisa Gutman
Estelle Gutbinder
Frances Guttillo-Barris
Gregory L. Hackett
Myra Hailey
Phyllis Hailstock
Arthur R. Haimo
Victor Hainsworth
Mattie Hairston
Marguerite Hajduk
Claire Hall
Edmund Hall
Ushah Hamid
Alicia M. Hamill
Brenda A. Hamilton
Helen Hanigan-Kosuda
John R. Hannigan
Robert L. Hanrahan
Barbara Hanrieder Stewart
Katherine Hansen
George T. Hansen
Holly Hansen
Frances N. Hapaz
Geraldine Haridman
Jennifer Harding
John Harper
Gussie Harris
Charles Harris
Patricia Harris
Anthony Hart
Carol A. Harvey
Margaret C. Harvey
John M. Hasty
Chandra Hauptman
Stanley Hauptman
Mildred B. Hawkins
Edward Hayes
Charles D. Healy
Amy E. Hebert
Iris Hecht
Susan Heifetz
Annette M. Heim
Marjorie Helms
Barbara Henderickson
Gwendolyn L. Henderson
Dale Henderson
Elizabeth Henderson
Saundra E. Henry
Judy Hensen-Diorio
Barbara E. Herman
Lydia Hernandez
Charles Hernandez
Cynthia Hernandez
Aurea Hernandez
Lisa Hernandez
John P. Heron, Jr.
Diana Herrera
Fred J. Herschkowitz
Arnold Herskovitz
Sheldon Herzberg
Thomas E. Hickey
Lorraine T. Hickey
Robert J. Highsmith
Diane L. Hildebrand
Susan A. Hill
Mary Hillman
Perry L. Hilton
Isalyn Hinds
Christopher W. Ho
Sylvia Hodge
Maria Holman
Andrew Hollander
Donna Holm
Isabell Holmes
Elena Holmes
Jacqueline Holmes-Boyd
Anthony Holness
George Hoo
Winston Hoppie
Patricia Horan
Polly B. Horton

Continued, page 12