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CSEA celebrated its 75th anniversary during 1985, but there were many other significant events affecting the union and the membership during the year as well. In the next issue we'll take a look back at 1985 and the many changes it brought us all.



HI SANTA — Sarah Beth Depue, daughter of Carla Depue, a food service worker at Elmira Psychiatric Center, flashes her smile to win over Santa during CSEA Local 437's annual Christmas show for children recently. For more of the seasonal activities, see PAGE 12.

The Public SECTOR

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American Federation of State, County and Municipal Employees AFL-CIO.

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Vol. 8, No. 26
Monday, December 30, 1985

Determination pays off with a new pact for OCA members

ALBANY—Office of Court Administration (OCA) employees got their recently negotiated three-year contract all wrapped up in time for Christmas.

CSEA was able to get a "pay bill" to implement salary hikes approved in a special session of the state Legislature. Gov. Mario Cuomo signed the bill on Dec. 20. The bill provides salary increases of 5 percent, 5.5 percent and 6 percent over the life of the contract.

The old agreement expired March 31, but negotiations went to impasse after CSEA took a strong stand against OCA's effort to place a cap on salaries of members in the highest pay brackets.

"No union worth its salt would ever give up

the right to negotiate salary increases for its members. And no union would ever agree to a discretionary cap which would let management decide which employees should receive a salary increase, and what that increase should be," said CSEA Collective Bargaining Specialist Joseph Reedy.

The issue wound up in factfinding, where Fact Finder Robert Rabin rejected OCA's position, saying "The premise of my salary recommendations is that the union should retain its traditional collective bargaining role in jointly engineering the salary structure at all levels."

Notes Reedy, "We have broken the concept of a discretionary cap on all bargaining unit salaries."

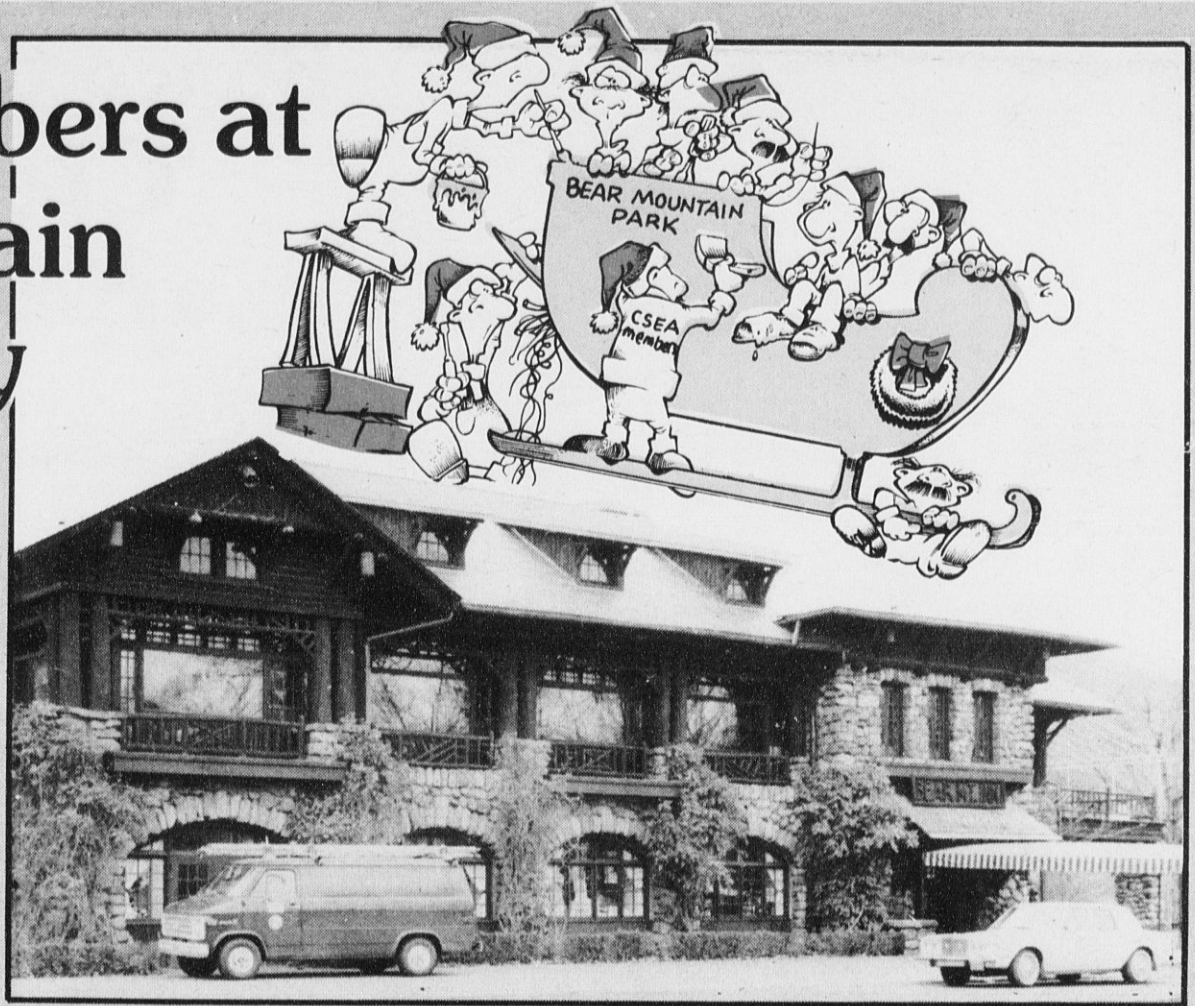
Using generic prescription drugs will keep your co-pay fee at \$1

CSEA's Employee Benefit Fund (EBF) reminds that a new schedule for drug prescription payments goes into effect Jan. 1, as reported in the previous issue of The Public Sector. Employees and their eligible dependents who purchase generic drugs will continue to pay only a \$1 co-pay fee. However, the co-pay increases to \$3 if a prescription is filled with a brand name drug. And for participants in EBF's maintenance drug program (under which participants purchase prescription drugs by mail for use over a longer period of time) there will be no co-pay.



CSEA members at Bear Mountain miraculously transform park into North Pole for holidays

By Anita Manley
CSEA Communications Associate



BEAR MOUNTAIN — For most of the year, Palisades Park Commission workers maintain the parks and historic sites throughout the Hudson Valley.

But come December, our members become Santa's helpers when Old St. Nick himself brings his Christmas magic to Bear Mountain Park.

According to Maintenance Supervisor Ed Dyroff, thousands of visitors were expected at this year's 16th annual holiday display. This year, the event featured a host of festive attractions including a giant train set, a teddy bear tree, gingerbread houses, floral arrangements, private collections of toys and dolls, quilts,

paintings and wreaths, and a number of animated exhibits.

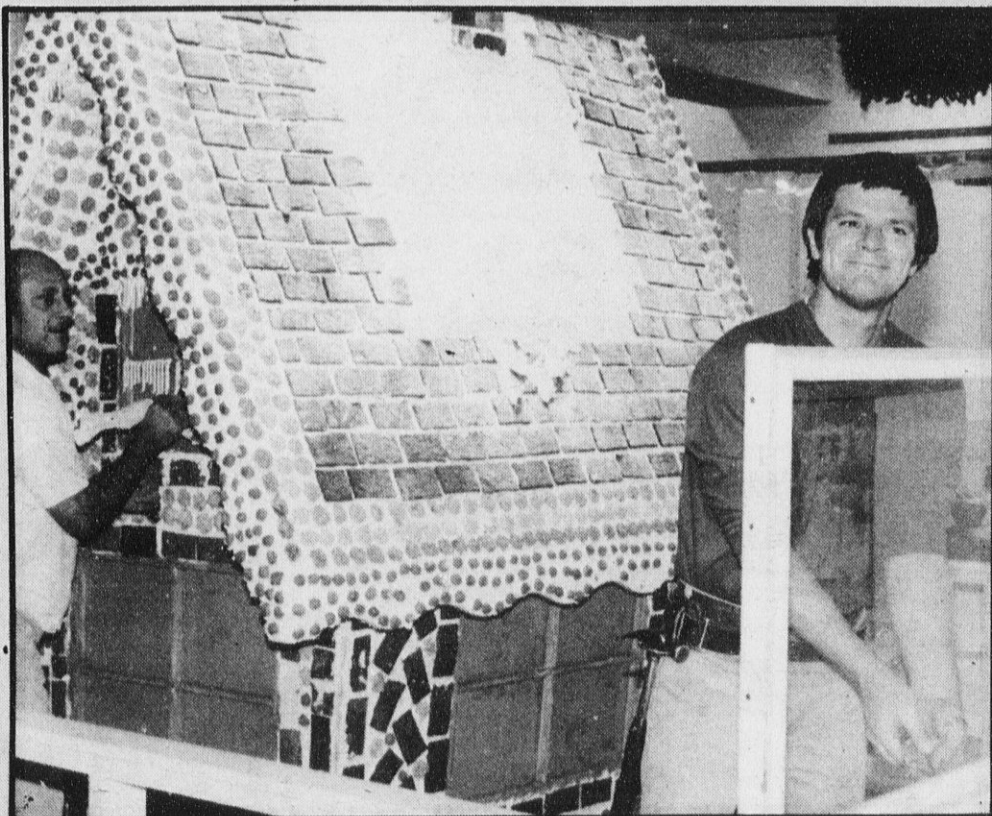
Many special events were also scheduled. Local organizations and clubs presented singing and dance programs, ice sculpturing, puppet shows and skating.

Other events include hot air balloons, Clydesdale horses, fireworks and wood carving.

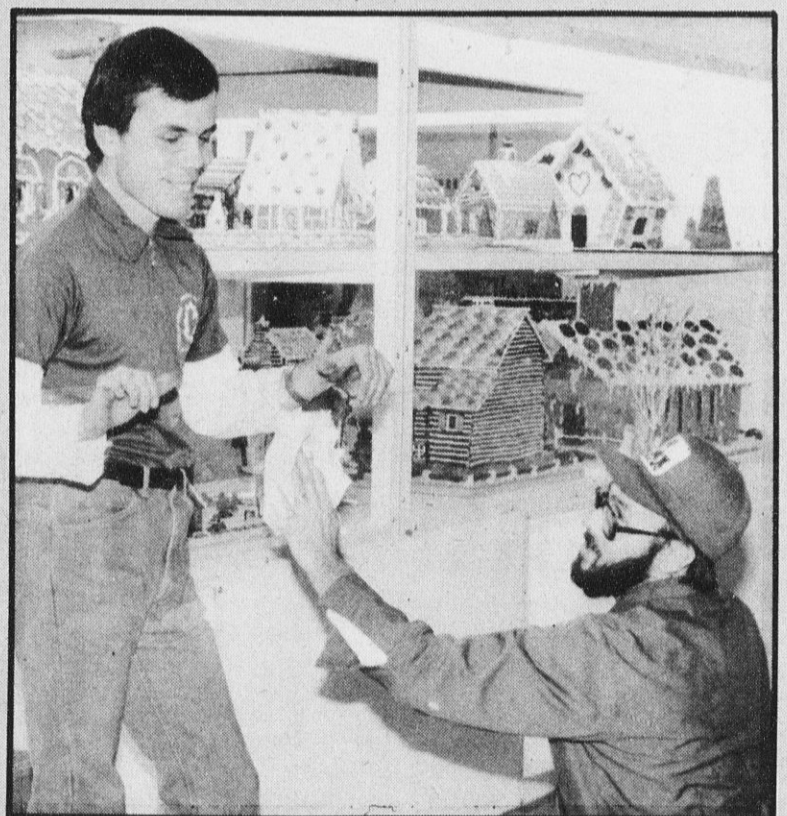
In addition, the park commission sponsors cross country skiing, ice skating, sledding and ski jumping tournaments. A nature museum and zoo is also open year-round from 9 a.m. to 5 p.m. daily.

PICTURESQUE BEAR MOUNTAIN INN takes on a holiday spirit in December when people come from miles around to see the beautiful Christmas displays that are put together by CSEA members who work for the Palisades Park Commission.

Among attractions this year will be a giant train set and an 8-foot edible gingerbread house.



GENERAL MECHANIC JOHN MORAIS is one of many CSEA members working on displays at Bear Mountain. Here he helps construct an eight-foot high gingerbread house—completely edible—which is being decorated by Mike Cardena of the Smith Clove Bakery in Central Valley. The giant confection contains 350 pounds of frosting and thousands of cookies and gingerbread.



PARK WORKER FRANK GRANATA and maintenance worker Bill Bates polish the plexiglass that will be attached to display cases for gingerbread houses that make up part of the holiday exhibit at Bear Mountain Park.

Bonco to ward bosses: 'Clean up that mess!'

By Steve Madarasz
CSEA Communications Associate

BROOKLYN — The water damage is extensive and getting worse on the Bars unit on the grounds of Kingsboro Psychiatric Center. But bureaucratic haggling within the Office of Mental Health is holding up repair work.

That's because the unit is actually run by South Beach Psychiatric Center, not Kingsboro, and each administration keeps pointing fingers at the other claiming it's the other's problem.

"The water's coming out of the ceilings and walls, paint is chipping and the whole structure may be moving toward collapse. But no one will do anything about it," claims Local 446 First Vice President Lorraine Burrus, who has filed a grievance demanding action.

She adds: "We don't even know the extent of the problem or where it's coming from. Kingsboro says it's South Beach's problem. South Beach doesn't have the materials or the crew to deal with it even if it wanted to."

While some of the rooms on the ward have been closed, patients continue to live in others that show evidence of damage. Members contend that it's bad enough to work under the conditions but patients have to live with it. And the administrations don't seem to care.

"What I don't care about is who cleans it up—but we want action taken now," insists Region II President George Boncoraglio. "There is no excuse for this situation to exist."

But physical plant decay is not a new phenomenon at Kingsboro. The facility is one of the oldest psychiatric centers in the country and many of the buildings look like original structures.

According to Lou Smith, first vice president of Kingsboro CSEA Local 402, repair and maintenance have been ongoing concerns. "We have a tunnel that's used to take most of the patients from the wards to their therapy sessions. It's one of the most widely used passageways in the whole place, but the walls are crumbling, rats and squirrels nest in the roof,...it looks like a hell-hole."

Smith says that a safety and health grievance that CSEA won ordered Kingsboro to fix up one tunnel. Using young people from a job training program, the facility began renovations but only went as far as the passageway immediately adjacent to Kingsboro's main building. "They just stopped and never explained why."

The local is particularly suspicious because the renovations include only the most public part of the center and wards with predominately white patients. The outlying wards and the tunnel most in need of repair service predominately black and hispanic patients. OMH patients are assigned to wards according to where they live so they will be with other patients from their own or surrounding communities.

Smith says the local is continuing to press the administration over the tunnel cleanup but is getting no satisfaction. "We told them we were concerned because the tunnel is used to transport all the patients' meals to the wards, and we found paint chips falling in the food. Their response was that the employees don't have to eat the food."

Smith points out that the administration seems to believe that if they ignore a situation, it doesn't exist. Unfortunately, he says, CSEA members have to deal with the reality day in and day out.



PASSING THE BUCK WHILE THE BUILDING CRUMBLES—Patients and employees at Kingsboro PC live and work in sorry conditions as administrators haggle over who's responsible for cleanup of the facility. Pictured, from top: CSEA Occupational Safety and Health Specialist Floyd Payne and Local 446 Vice President Lorraine Burrus inspect water damage in a ward; more ward damage, inset; Payne and Local 402 Vice President Lou Smith look at an exposed ventilation shaft below the ward; Smith points out a portion of an extensively used tunnel in sore need of repair.

Public Sector

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AARON SHEPARD — Publisher
ROGER A. COLE — Editor
BRIAN K. BAKER — Associate Editor

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\$21,600! Good idea pays off like the lottery for prison employee

By Dan Campbell

CSEA Communications Associate

ALBANY — He's a jack of many trades. Jack Woodward, that is. He's a training supervisor at Great Meadow Correctional Facility, a CSEA shop steward, and a father of six.

And now the 47-year-old Washington County resident holds another distinction: He is the winner of the largest amount of money ever given in the history of the state's long running Employee Suggestion Program.

His take? \$21,600! Which makes Wood-

ward living proof that public employees with better ideas about how the state should conduct its business can put a lot of extra bucks in their pockets.

Woodward received the award for devising a better system for building metal chairs put together by inmates under his supervision at the maximum security prison in Comstock. The concept saved the state \$216,000 in its first year of operation, 10 percent of which went to Woodward.

Woodward explains that the old manufacturing process produced a large amount of scrap metal because the metal tubing purchased for chair legs had to be cut and fitted. He suggested that by redesigning the tubing and ordering it in different lengths and sizes, the amount of scrap could be eliminated and productivity would increase.

He was right. The production rate at the Great Meadow shops has jumped from about 250 chairs per week to almost 750. Chairs made at the prison are used by schools, hospitals and in public and private facilities across the state. The Correction Department's Industrial Division sells the chairs through Corcraft.

This isn't the first time that Woodward has won a suggestion award. In 1983, the creative state worker received a \$500 bonus for an earlier suggestion on the production procedure at the facility.

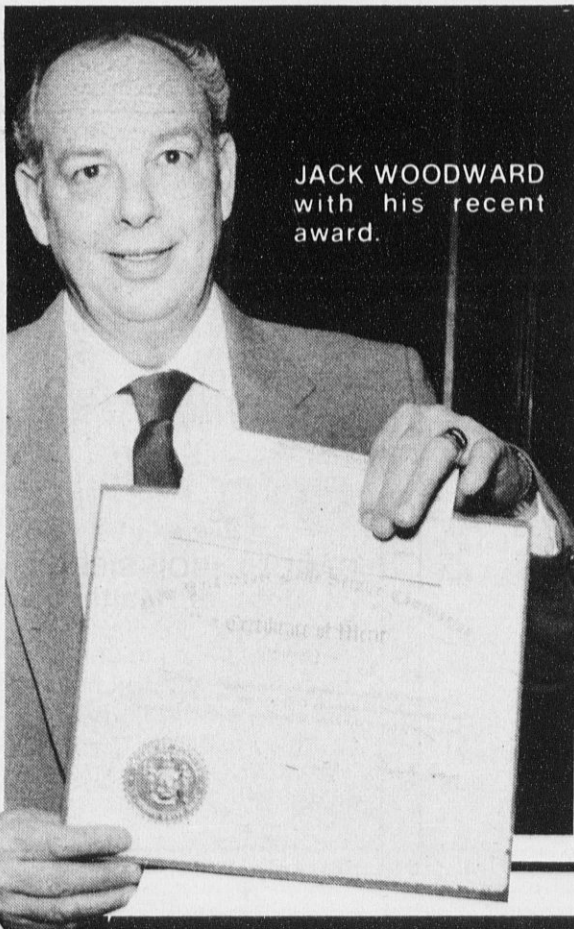
During the 40-year history of the suggestion program, more than 46,000 suggestions have been made by public workers. More than 8,000 monetary awards to public employees have been made during that period.

The state hasn't fared badly, either. More than \$10.8 million in net tangible first-year savings to the state have been generated by the program, according to Henrik Dullea, director of state operations.

At an awards ceremony held in honor of recent winners of the program, the largest

checks presented other than Woodward's were for \$1,000. Josephine Gambino, a member of the state Civil Service Commission and chairwoman of the employee suggestion program took an opportunity at the presentation to praise the ingenuity of public employees.

"This sets an example for other civil servants. That's important because at times they are criticized. We have a few bad apples, but this kind of interest and creativity proves the majority are hard-working, honest people."



JACK WOODWARD with his recent award.



WOODWARD WAS FEATURED in an article about his work that appeared in The Public Sector earlier this year.

**I want a
RAISE,
NOT A PIN!**

• CSEA HVCC UNIT •
Rensselaer County Local 842

The chill in the air at HVCC isn't just the arrival of winter

Compiled by Daniel X. Campbell
CSEA Communications Associate

TROY — A planned employee recognition program was abruptly cancelled recently by Hudson Valley Community College (HVCC), ostensibly because of inclement weather. But CSEA officials say the cancellation had less to do with cold weather than with the cold shoulder many of the employees had planned to give the college administration during the awards presentation.

Angered over a lengthy contract impasse, many of the 45 members of the CSEA HVCC Unit scheduled to receive "dedicated service" pins planned to refuse to accept them to protest the drawn-out contract dispute. Instead, they were to wear lapel stickers with slogans such as "I want a raise, not a pin!" and "Pins don't put bread and butter on my table!" The college administration got wind of the planned protest, and when a minor, but convenient, snowstorm dusted the area the same day, the program was cancelled.

The CSEA Unit at HVCC represents 220 college support service workers in various titles ranging from clerk to audio visual technician. The unit's bargaining team has been at the table since April and recently declared an impasse.

"Management is trying to force the unit into unnecessary givebacks and giveaways, which would make the current cooie wage schedule even worse," says CSEA Collective Bargaining Specialist Emanuele Vitale. He described the planned refusal to accept service pins as "just the tip of an iceberg of frustration the employees have been holding back for months." Vitale said, "It's intolerable to continue to accept double standards on hospitalization and retirement benefits."

CSEA Unit President Dick Evans said some of his members already qualify for some assistance programs "and if they don't get a decent increase soon, some will be able to receive food stamps and other social service program benefits."

"Faculty, students and other individuals are asking for our protest stickers. They are apparently on our side," Evans said.

A nice letter from Mr. CSEA

They call him "Mr. CSEA," and by the time he retired in 1977 he had compiled nearly 46 years of service as a staff employee of the union.

Joseph Lochner, who was CSEA's first executive director and held that post for decades until he retired, recently wrote to CSEA friends in connection with the celebration of CSEA's 75th anniversary this year.

Wrote Lochner, "I came to CSEA in Oct. 1931 and retired 7/15/77, and I was proud of my contributions to CSEA and the reference to me in the book reporting the 75th anniversary.

"I came to CSEA when they had 8,100 members and \$1 annual dues, and I left CSEA (with a) membership of 250,000..."

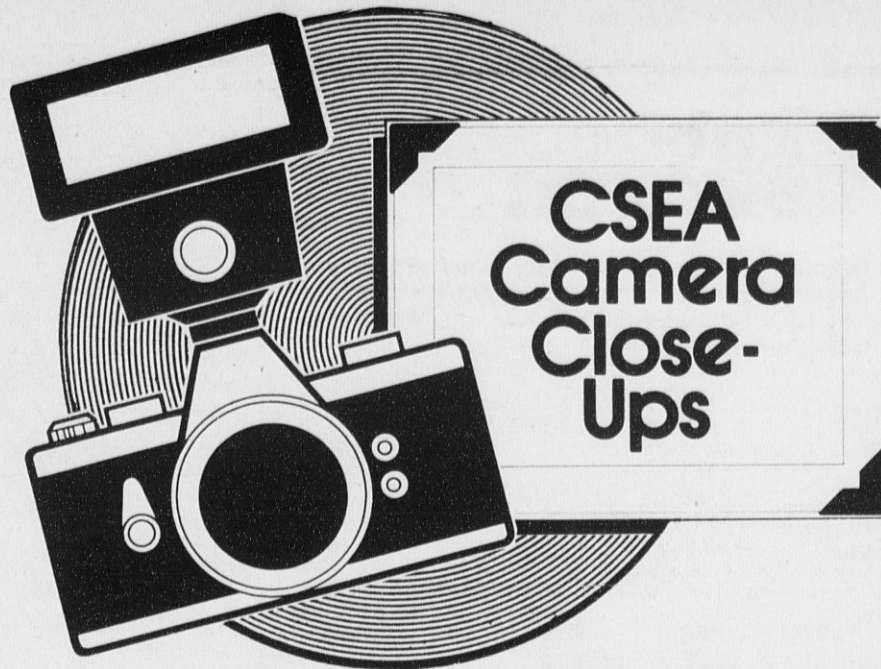
Lochner concluded, "Sorry I couldn't be with you and my other friends celebrating the 75th anniversary of CSEA in NYC recently. Tell

the guys 'hello' for me, and much success to CSEA in the future.

Sincerely, Joe Lochner."



"MR. CSEA" Joseph Lochner



**WHAT DO YOU THINK ABOUT SMOKING
AND NON-SMOKING AREAS BEING ES-
TABLISHED IN PUBLIC WORK AREAS?**

Where asked: Capital Region IV



ERICKA KASSON Clerk,
Tax and Finance, CSEA Lo-
cal 690

"I'm for it. With all the recent findings concerning the effects of second-hand smoke, people have become more aware of the possible health hazards. Not only should cigarette smoking be segregated, but cigar and pipe smoking should be totally banned."



LYNNE ALBRIGHT Typist,
Dept. of Health, CSEA Lo-
cal 664

"They should have smoking areas and smokers should recognize non-smokers rights. I'm allergic to smoke and I'm athletic, so I don't smoke."



MICHAEL GIFFORD Clerk,
Tax and Finance, CSEA Lo-
cal 690

"I feel it is a good idea as long as you keep the rights of the smoker comparable to the rights of a non-smoker and do not discriminate against a person because he or she is a smoker."

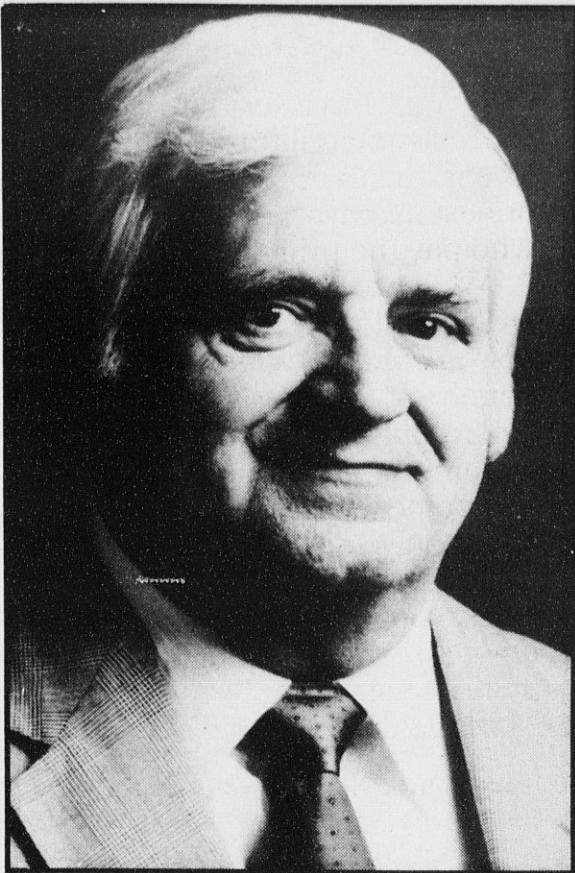


CAROL LaBOISSIERE Typ-
ist, Dept. of Health, CSEA
Local 664

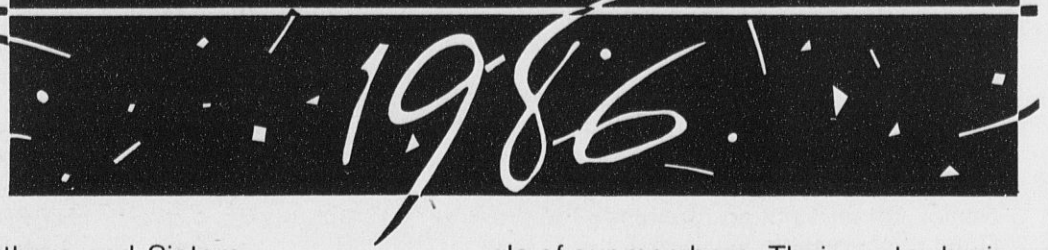
"I feel if I have to concede to the rights of non-smokers, they should extend the same courtesy to smokers by not sitting in designated smoking areas, etc."

(See story, Page 6)

President's message



HAPPY · NEW · YEAR



Dear Brothers and Sisters:

As we come to the end of our 75th anniversary year, we do so with great pride in reflecting on our hard fought past successes. We are proud that over the years we brought an end to the 72-hour work week in state institutions, provided greater job security for our members, helped create safer work environments, established low cost medical and life insurance programs, negotiated impressive salary increases, and, more recently, played a major role in the Comparable Worth study which will assure equal pay for women and minorities.

These gains are part of our CSEA history, won through the sacrifice and strug-

gle of our members. Their yesterday is our today.

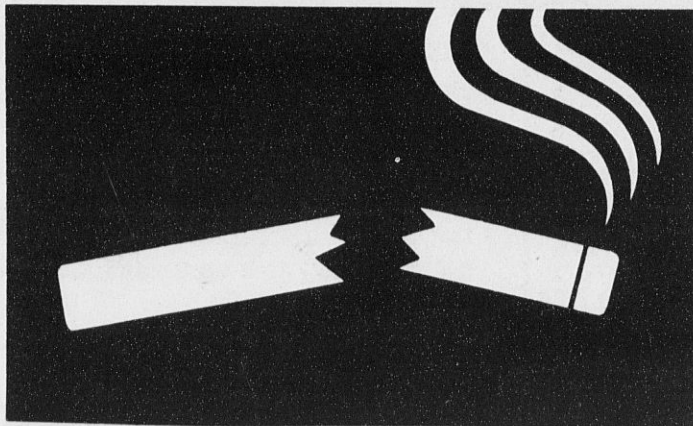
But CSEA's tomorrow depends on you.

Your involvement in union matters goes beyond the bargaining table and the signing of the contract. It means participation at the local and Unit levels to find new ways to deal with new problems, challenging old ideas, innovative tactics, and most of all to make sure that your voice is heard.

CSEA is more than a collection of individual locals. It is a movement, a belief, a piece of our society. And like society, it is made up of people—members—who can learn from the past but never allow the past to be a substitute for the future.

Fraternally yours for a prosperous and healthy 1986,

William L. McGowan



Pair of state agencies to designate smoking and non-smoking areas

ALBANY—State employees in the Health Department and Office of Employee Relations who make New Year's resolutions to give up smoking will find them a lot harder to break in 1986.

The two state agencies, with about 6,000 workers, will ban smoking in designated areas beginning Jan. 1.

(See CSEA Camera Close-Ups to find out what union members think of the ban.)

Employees and the public "who come to our offices for services or assistance should not be subjected to a potentially unhealthy environment," said Health Commissioner David Axelrod. Meanwhile Jim Corcoran, CSEA's director of occupational safety and health,

cautions that the ban is "a pilot project that will be studied throughout the year.

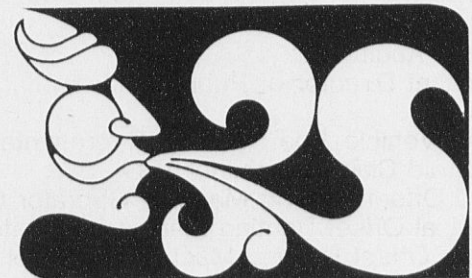
"It's a total educational program, stressing cooperation, coaching and not counseling. More importantly, the policy does have consideration for both smokers and non-smokers."

Smoking will be banned in common areas and in such places as conference and classrooms, libraries, computer rooms, elevators and recreation areas. Puffing will be permitted only in specially designated areas in lunchrooms and lounges. And, individual workers will be able to declare their work stations "smoke-free."

Work stations are defined as an employee's

assigned desk, chair and office equipment.

The new policy also bars workers from visiting non-smoking areas with lit cigarettes.



'It's a total education, program, stressing cooperation, coaching and not counseling . . . the policy does have consideration for both smokers and non-smokers'

OPEN COMPETITIVE EXAMINATIONS SCHEDULE

APPLICATIONS DEADLINE JANUARY 6, 1986

JOB TITLE	EXAM NO.	BEGINNING SALARY
Commercial Valuation Specialist II	26-490	\$25,090
Commercial Valuation Specialist III	26-489	32,628
Senior Marketing Representative	26-452	21,227
Senior Rail Transportation Specialist	26-449	32,628
Associate Rail Transportation Specialist	26-450	40,345
Social Services Assistant	26-501	20,066

APPLICATIONS DEADLINE JANUARY 20, 1986

Computer Programmer/Analyst	26-476	20,066
Assistant Director of Public Employment Conciliation	28-562	48,183
Principal Stenographer (Law)	26-465	18,818
Senior Offset Printing Machine Operator	26-425	15,670
Conservation Biologist (Aquatic)	26-467	20,066
Conservation Biologist (Aquatic) Trainee	26-467	18,951
Conservation Biologist (Ecology)	26-468	20,066
Conservation Biologist (Ecology) Trainee	26-468	18,951
Conservation Biologist (Extension)	26-469	20,066
Conservation Biologist (Extension) Trainee	26-469	18,951
Conservation Biologist (Wildlife)	26-470	20,066
Conservation Biologist (Wildlife) Trainee	26-470	18,951
Senior Valuation Engineer	26-466	34,391
Workers' Compensation Social Worker I	26-473	22,842

APPLICATIONS DEADLINE FEBRUARY 10, 1986

Assistant Sanitary Engineer (Design)	26-463	27,862
Assistant Plumbing Engineer	26-460	27,862
Energy Technical Specialist I	28-794	25,099
Energy Technical Specialist II	28-795	32,628
Vocational Specialist I	26-491	25,088
Housing Management Assistant	26-480	25,099
Housing Management Representative	26-481	32,628

APPLICATIONS CONTINUOUSLY ACCEPTED

Occupational Therapy Assistant I	20-127	16,909
Occupational Therapy Assistant II	20-128	20,066

APPLICATION FORMS—You may obtain application forms by mail or in person at the following offices of the State Department of Civil Services:

ALBANY—W. Averell Harriman NYS Office Building Campus 12239.

BUFFALO—Room 303, 65 Court Street 14202.

NEW YORK—55th Floor, 2 World Trade Center 10047, or 6th Floor, Adam Clayton Powell State Office Building, 163 West 125th Street, 10027.

LOCAL OFFICES, NYS Employment Service (no mail requests). When you request an application, specify the examination number and title. Mail completed application to: NYS Department of Civil Service, W. Averell Harriman NYS Office Building Campus, Albany, N.Y. 12239.

COMPETITIVE PROMOTION EXAMINATIONS (State Employees Only)

APPLICATIONS DEADLINE JANUARY 13, 1986

JOB TITLE	EXAM NO.	DEPARTMENT
Supervisor, Inmate Grievance Program G-18	39-920	Correctional Services
Assistant Director of Correctional Volunteer Programs (G-23)	39-940	Correctional Services
Regional Supervisor of Natural Resources M-2	38-861	EnCon
Chief Marketing Representative G-22	39-934	Ag and Markets
Farm Products Grading Inspector V G-22	39-933	Ag and Markets
Payroll Audit Clerk IV G-18	38-788	Comptroller
Payroll Audit Clerk V G-22	38-789	Comptroller
Assistant Director of Public Employment Conciliation M-4	38-800	PERB
Motor Vehicle Title Services Representative Trainee	38-876	Motor Vehicles
Medicaid Claims Examiner V G-23	39-941	Social Services
Head Offset Printing Machine Operator G-15	38-756	Interdepartmental
Principal Offset Printing Machine Operator G-12	38-755	Interdepartmental
Senior Offset Printing Machine Operator G-9	38-754	Interdepartmental
Principal Stenographer (Law) G-12	38-855	Interdepartmental
Principal Stenographer G-12	38-854	Interdepartmental
Principal Typist G-11	38-856	Interdepartmental
Tax Operations Promotion Series G-18		Tax and Finance
Tax Operations Promotion Series G-27		Tax and Finance
Tax Technicians Promotion Series G-23		Tax and Finance
Tax Auditors Promotion Series G-23		Tax and Finance

APPLICATION FORMS: Application forms for promotion candidates are available through your Personnel or Business Office. You may also obtain them by mail or in person at the following offices of the New York State Department of Civil Service: NYS Office Building Campus, Albany, N.Y. 12239; 55th Floor, Two World Trade Center, New York, N.Y. 10047; 6th Floor, Adam Clayton Powell State Office Building, 163 West 125th Street, New York, N.Y. 10027; or Room 303, 65 Court Street, Buffalo, N.Y. 14202. Specify the examination by its number and title. Mail your completed application form to: NYS Department of Civil Service, The W. Averell Harriman NYS Office Building Campus, Albany, N.Y. 12239.

Tax amnesty ends Jan. 31.

New York has a serious problem. We're losing millions of dollars a year due to tax evasion. And honest taxpayers are the people who pay the price.

Well, no more. New York is cracking down on tax evaders. Our new tax laws provide for harsher penalties, tougher enforcement and a sophisticated new computer system to effectively catch and prosecute tax evaders.

If you've underreported or avoided paying your fair share of taxes, you've got *one* chance to pay up *before* you get caught and punished severely.

Tax Amnesty.

Tax Amnesty is a *one-time* opportunity for taxpayers to pay delinquent taxes *without* penalty or criminal prosecution.

Taxes eligible for Tax Amnesty include:

- State Personal Income Tax
- NYC Personal Income Tax
- Sales and Use Taxes (State & Local)
- Highway Use Tax
- Withholding Tax (State & NYC)
- Motor Fuel Tax
- Estate & Gift Taxes
- Unincorporated Business Tax and Business Corporation Taxes (limited to corporations with up to 500 employees nationwide)
- NYC Unincorporated Business Tax
- NYC General Corporation Tax
- Petroleum Business Tax (with certain restrictions)
- Transportation and Transmission Company Taxes (with certain restrictions)
- Yonkers Income Tax Surcharge
- Yonkers Nonresident Earnings Tax

To apply for Amnesty, you must:

- 1) file an application along with previously unfiled or amended returns by *January 31, 1986*
- 2) specify both the tax and tax periods for which you are requesting Amnesty
- 3) pay the tax and interest due

For more information:

New York State Amnesty —

Write to the above address or call:

1-800-CALL TAX (in New York State)
(518) 489-2924 (outside New York State)

New York City Amnesty — Write:

NYC Tax Amnesty
31 Chambers St. Room 209
New York, NY 10007
or call (212) 608-5400



DEDICATED SERVICE — Laundry workers were honored with a plaque during recent appreciation day. Displaying it above are, from left: Joe Harbison, first vice president of Local 404; Mary Ansbach, secretary; Barbara Allen, treasurer; John Tish, delegate; Al Henneborn, president; Pat Simmons, shop steward; Nick Pollicino, field rep; and Sal Russo, delegate.

Appreciation (and some good, clean fun) for laundry workers

CSEA/OGS efforts boost morale

**By Sheryl Carlin
CSEA Communications Associate**

CENTRAL ISLIP — Their work is vital but they are seldom seen by those who benefit from their labor.

They are the one hundred laundry employees who are responsible for the 85,000 clean sheets, 38,000 clean towels, 15,000 clean hospital gowns, and thousands of clean bedspreads, diapers, and pillow cases that are needed each week at the Central Islip Psychiatric Center, Suffolk Developmental Center, Pilgrim Psychiatric Center and Sagamore Children's Center.

These members work out of a laundry facility at Central Islip PC and are employees of the Office of General Services. Recently, OGS and

CSEA joined together to honor this group of individuals with an employee appreciation day which included plenty of food and beverages.

According to CIPC Local 404 President Al Henneborn, the appreciation day really proved that OGS and CSEA realize how hard these people work and that they are sometimes overlooked.

"These people have a lot of work to do and the conditions they worked in were pretty bad until the past year or so. CSEA and OGS worked together and improved the safety aspects of the laundry room. The employees also got a much larger lunchroom complete with air conditioning, refrigerators and microwave ovens," explains Barbara Allen, treasurer of the local.



HAVE IT YOUR WAY — John Tish, far right, a delegate for CIPC Local 404, flips burgers for laundry workers on their day.

"Now we're having this party. It really means a lot," she said.

Shop stewards Willie White, Enrique Rivera and Patricia Simmons worked with Henneborn and Field Representative Nick Pollicino to see that these improvements were made and that members were treated better.

Rain fell on the party but didn't end festivities as the barbecue was brought indoors next to an open loading platform and two huge fans were up to suck out the smoke. Members talked and laughed as they filled their plates and carried them back to the lunchroom.

"OGS has recognized the need to keep people happy in their work environment. They have done a fine job in improving morale here," said Pollicino.

Things that go bump in the night come to light at Central Islip PC

CENTRAL ISLIP — Some people are lucky enough to be in the right place at the right time. Or not there at the wrong time.

This was the case at Central Islip Psycho-Geriatric Center recently when at about 10:30 one night a 17-foot light fixture weighing approximately 80 pounds crashed down from the ceiling and landed on a patient's bed. Fortunately, the patient wasn't in bed at the time and no one was injured.

"It was very lucky that no one got killed by that light. It could have been a real tragedy," said CIPC Local Treasurer Barbara Allen.

The ward, which houses nearly 50 clients, was cleared the night of the incident and OSH Representative Ken Brotherton was called early the next morning.

"That fixture probably fell due to faulty attachment," said Brother-

ton. "When I got there, part of the fixture was still attached to the ceiling and the other part was on the bed."

Management has agreed to put the electricians to work on the fixture that fell, as well as any other fixtures which looked threatening. According to Allen, approximately 1,000 fixtures need work, 84 of which were repaired the first night.

"These lights were installed by a private contractor three to five years ago," said Allen. The contractor secured the fixtures with three bolts. The electricians at the facility are now adding three more bolts.

Painters are also following the electricians, spot painting the ceilings when the electricians are finished.

The employees and patients have returned to the ward. Local 404 President Al Henneborn said he had no problem refilling the ward once there was no chance of danger.

Cattaraugus Co. worker in heroic role

She's a lifesaver

By Ron Wofford
CSEA Communications Associate

OLEAN—Quick, calm action by a CSEA member here has been credited with saving the life of a baby boy who otherwise might have suffocated.

Pamela Ethridge, a member of Cattaraugus County Employees Unit, was at work in the county Social Services office recently when she spotted a child turning blue in the arms of his father. Acting immediately, she directed co-workers to call emergency rescue while she proceeded to administer cardiopulmonary resuscitation.

"I never expected to have to use it," said Ethridge, referring to the CPR she learned from a friend three years ago. "But when that child started to breathe again, it made learning it all worthwhile — so rewarding."

The pleasant fallout from her heroic deed has included a commendation certificate from the Cattaraugus County Legislature, calls and letters of congratulations from numerous public officials, friends and relatives, and even a gift certificate from her fellow department employees.

‘I’m just very thankful the child is still with us.’

"She has also inspired several of our members to seek CPR training," said Michelle Hoffman, unit president, who is also trained in CPR but was in another office during the incident.

Ethridge, a senior clerk and a 15-year county employee, said she would have felt "so helpless" if she had not been able to do something to help the child when she saw it suffering from breathing difficulties.

"When I heard the baby crying a couple of desks away, I knew something was wrong, and heard another worker ask if he was okay. When the father turned and I saw the baby's face turning blue, I knew the breathing had to be stimulated immediately. I just yelled, 'Call 911,' and laid the child on his back and went to work."

Ethridge said she was spurred to work quickly and efficiently because even two minutes of oxygen loss to the brain could cause irreversible brain damage.

"They told me I was acting calmly, but I was very tense inside,"



HONORED IN LIFESAVER'S ROLE—Pamela Ethridge, left, who saved a child's life recently by administering CPR, is joined by Cattaraugus County Unit President Michelle Hoffman in looking over a certificate of commendation Ethridge received for her heroic efforts.

Ethridge recalls. "I was very shook up, but relieved that the child was breathing normally when the city ambulance arrived to take him to the hospital."

James Gilbert, a Social Services caseworker, said he contacted the family later and learned the child had been sent home from the hospital after being examined by a physician.

"I'm just very thankful the child is still with us," said Ethridge.

Info meetings slated for January

CSEA gearing up for DMNA negotiations

ALBANY—CSEA will be holding meetings throughout the state to solicit input from Division of Military and Naval Affairs employees who will be represented by the union in a new bargaining unit established this fall by PERB.

Meetings during the month of January in each region will allow DMNA employees to express their concerns to CSEA as it prepares for negotiations. A DMNA Negotiating Committee meeting will take place Jan. 21 in Albany.

At the same time, the union will take an opportunity to explain the PERB decision which has excluded armory superintendents from the new unit. The ruling calls for a continued investigation of whether the superintendents should have their own bargaining unit or be designated as management confidential.

PERB will conduct a full board hearing to discuss the issues Jan. 14.

CSEA Collective Bargaining Specialist and chief negotiator Joseph Reedy says that several requests to begin negotiations with DMNA already have been made to the Governor's Office of

Employee Relations. However, the state indicates, as it did prior to the decision, that it may decide not to negotiate with CSEA until a final determination is made concerning the bargaining units. Such a decision is not expected until the end of January.

"We fully realize the employees are frustrated when forced to work without a contract. They should be," comments Reedy. "No state employee should be required to work without an agreement, but we want to assure every DMNA worker that we represent that we are doing everything possible under PERB guidelines."

Reedy also noted the union will make retroactive pay increases one of its "top priorities."

In addition, he urged that DMNA members attend the January meetings to be held across the state. Local officers and members will be notified of dates.

"To ensure the flow of correct information, it is important for those meetings to be well attended," said Reedy. "Along with regional staff

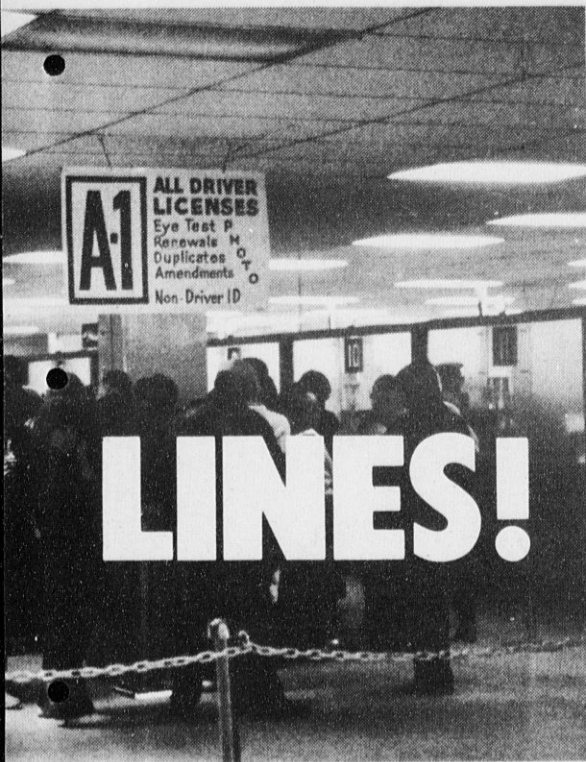
members, we will be available to talk to members and furnish the latest information as it becomes available."

CSEA staff opening

CSEA has an opening for Supervisor of its Group Life Insurance Department. The Albany-based position requires strong supervisory skills and a thorough knowledge of life insurance procedures in general and group plans in particular.

Qualifications include a Bachelor's degree in business administration or four years experience in administering life insurance programs.

Qualified candidates should submit resumes no later than Jan. 6 to: Personnel Director, P.O. Box 7125, Capitol Station, Albany, N.Y. 12224. CSEA is an equal opportunity employer.



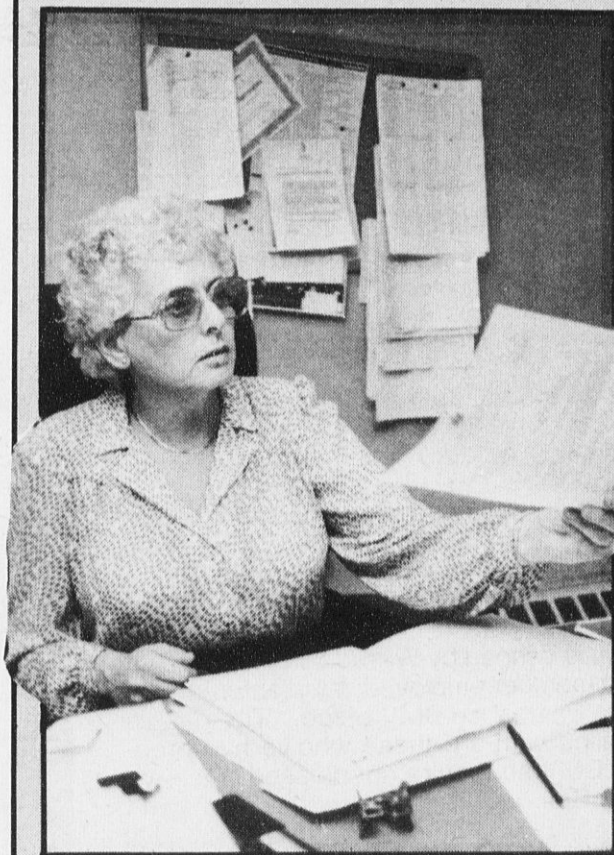
Bronx Traffic Bureau: Decade of frustration may finally be ending

BRONX — Working conditions have been cramped and the lines have backed out to the street at the Department of Motor Vehicles Bronx Traffic Violations Bureau ever since the facility opened over ten years ago. Now, after years of delay, some relief may be in sight.

The Governor's Office of Employee Relations has informed CSEA that plans are in the works to relocate the Sedgewick Avenue operation to more appropriate quarters at 2070 White Plains Road. Negotiations with the landlord should be completed by Jan. 1, with the necessary renovation finished and the facility ready for occupancy by September.

"We're still a little skeptical," claims CSEA Local 010 Grievance Rep Rosalyn Treatman. "Since I first came here to work ten years ago we've been hearing that we're going to move, and for one reason or another it never happened."

If the relocation does take place as planned, it will be due in no small part to the efforts of Treatman and CSEA. Treatman filed a safety and health grievance last spring detailing the deficiencies of the building and the inadequate working conditions.



SKEPTICAL — CSEA Local 010 Grievance Rep Rosalyn Treatman says she isn't counting her chickens until they're hatched. Treatman's grievance led to some action on relocating the facility, but plans for moving the operation have been on-again and off-again over the past ten years.

When the Department of Motor Vehicles didn't act, CSEA brought the situation to the attention of the Governor's Office of Employee Relations, which in turn had the Office of General Services expedite its site selection process.

In a Sept. 16 letter to OGS Commissioner John Egan, GOER Director Thomas Hartnett reiterated the CSEA grievance that DMV officials had confirmed.

Excerpts from the Hartnett letter include: "SECURITY—They claim the building is uninsurable and they have had at least eight thefts there.

SPACE—They claim the two-floor arrangement is untenable and that expansion to the third floor would be totally unworkable. They note that their operation lends itself to a one floor location. The second and third floors would not be usable after 3:30 p.m. since no police officers are on duty for security.

AIR CIRCULATION AND LIGHTING ARE POOR.

ELEVATORS DO NOT REGULARLY OPERATE.

PARKING IS A PROBLEM IN THE AREA. TRAFFIC IN THE BUILDING IS CURRENTLY UNMANAGEABLE. Violators overflow into the street. New York City Police volunteer to keep order, but outbreaks do occur and staff safety is in jeopardy.

THERE IS NO PLACE TO EAT IN THE AREA."

The Hartnett letter goes on to say, "...in essence, since this matter has been under consideration for several years, and in view of the anxiety level of the employees over safety concerns and overcrowding, we would hope that a site would be identified shortly and a timetable for relocation developed so at least we could assure CSEA officials that the matter is progressing."

CSEA's Director of Occupational Safety and Health James Corcoran said employee concerns should be resolved by the relocation.

"This looks like a workable solution," adds Region II President George Boncoraglio. "But considering the past history of this situation, I don't think we can take anything for granted. Sites have been selected before but they've been blocked by community groups and local politicians. I hope this time will be different."

Unfortunately, some rumblings have already been heard. A flier distributed by the Pelham Parkway Block Association states, "The Motor Vehicle court is back. We don't want it...Voice your opposition."

So, after ten years of endless delay and having to tolerate horrible working conditions, and despite the direct involvement of high level state officials, CSEA members at the Bronx Traffic Violations Bureau are watching closely to see if yet another setback is developing.

achieve any great time savings for the public. "We're doing three peoples' jobs now," claims Julia Logan, a Motor Vehicles representative in Manhattan. "It puts a lot of pressure on one person because you really have to make sure what you're doing is correct. Before we had specialists in each area and they were able to do their work much faster."

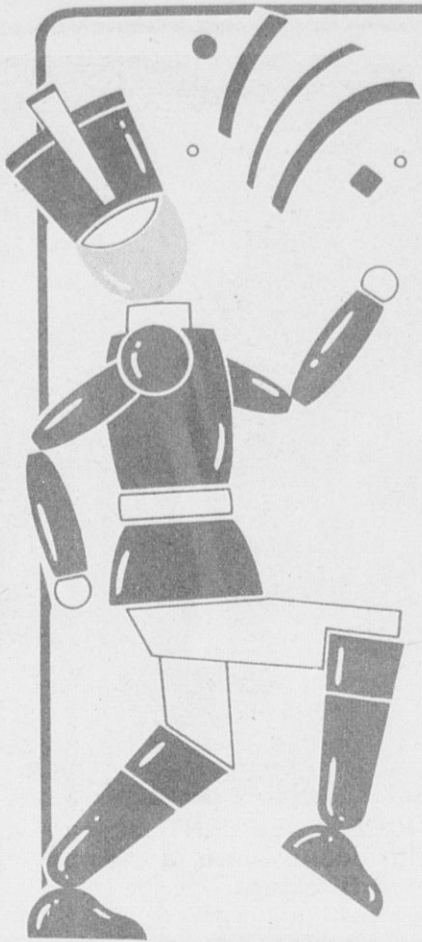
Employees report that it now takes longer to service each individual who comes to their window. They are also upset that they are taking on greater responsibility without receiving any salary increase.

Because of the required detail work under the one-step system and the sheer volume of transactions handled in New York City, many members see long lines as a fact of life. But others, like Marcus and Hay, contend that the real problem isn't being addressed.

"We process thousands of transactions every day," says Marcus. "This office can't really accommodate the number of people it serves. What we need is a north Queens office to draw off some of our volume." In Manhattan, DMV has plans in the works for a satellite office in Harlem. But there are other reasons for time-consuming visits to DMV. "We're not operating at capacity all day long, mostly because we have so many part-time employees," says Hay. Both Hay and Marcus say there is about a 50-50 split between full-time and part-time employees in their offices. The result is that they are technically not undermanned, but they are also not as productive as they should be. Often, for instance, full-time employees are required to train part-timers, and this takes away from their ability to serve the public. CSEA is alarmed at the increasing use of part-time employees in the Department of Motor Vehicles. And the union calls "disturbing" other developments in the department, such as the recently announced plans by DMV to use prison inmates to handle information requested by telephone. CSEA says the project is an end-run around the civil service system and the union wants answers about the quality control and security aspects of this plan.

According to CSEA Collective Bargaining Specialist Joe Reedy, these issues along with pay equity questions raised by the one-step system will be on the agenda at an upcoming meeting scheduled between CSEA statewide President William L. McGowan and the commissioner of motor vehicles.

Meanwhile, DMV employees continue to try to process all those renewals and registrations as quickly as they can. But if anyone needs further indications as to why DMV lines are so long in New York City, a drive anywhere in the five city boroughs at rush hour will provide the answer.



CHRISTMAS JOY—Cal Gorham, a maintenance worker at Elmira Psychiatric Center is partially hidden behind sons Christopher and James who thrill to the antics of real-as-life talking puppets. At right, Ryan Nigro, grandson of Addie Kelley, a former president of Local 437, offers an impish grin to Santa's question about being good.



Elmira PC members in step with that holiday spirit

ELMIRA—There is nothing quite like the delightful laughter of children at Christmastime. Just ask the members of CSEA Local 437 who recently sponsored their Third Annual Christmas Show for children of employees at Elmira Psychiatric Center.

Tom Ward, president of the local, says this year's event was the biggest, most successful ever, with more than 100 children enjoying a holiday program that featured a visit from Santa Claus, a puppet show, plus gifts and

refreshments for every youngster.

"Every year, the show seems to get bigger and bigger, thanks to the excellent response from the CSEA members and other employees," Ward said.

He noted that the program committee gave "a lot of personal time and effort to ensure that each child got a full measure of the spirit of Christmas." Ward also expressed gratitude for performances by Linda and Pat MacAuslan and their cast of Patchwork Puppeteers from

Millerstown, Pennsylvania.

"They put on such a magnificent show we invited them back next year," Ward added.

The annual Christmas celebration started out as a way to bring some holiday joy to children and also provide an opportunity for employees from the facility to gather at one time with their children and socialize.

Judging from the turnout, Ward said, this is a holiday tradition that will hang on.

At State Tax and Finance

Members kicking in for Toys for Tots

ALBANY—Christmas is caring and sharing, a spirit embraced every year around this time by a group of CSEA members who refurbish dolls for children from poor families.

This year, as for the past decade, women from Tax and Finance Local 690 dressed 300 dolls for the Salvation Army's Toys for Tots campaign. Not to be outdone, men from the local contributed toys and other articles for a table full of Christmas stockings.

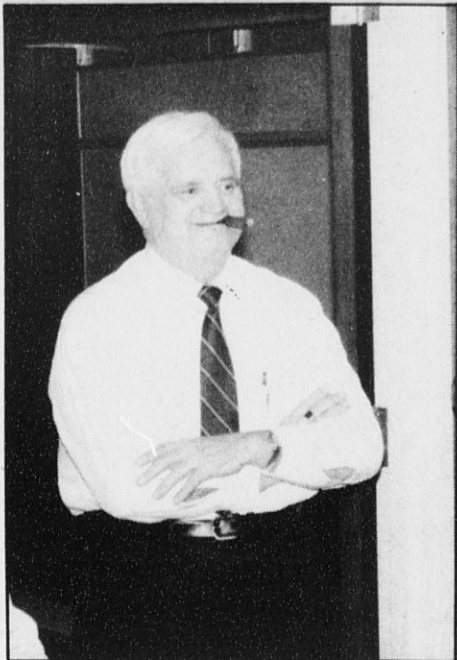
"I really can't recall when this effort began," says CSEA Local President Carmen Bagnoli. "But I know that it has helped to make

Christmas special, not just for our members, but for the hundreds of children who have received these gifts of love over the past years."

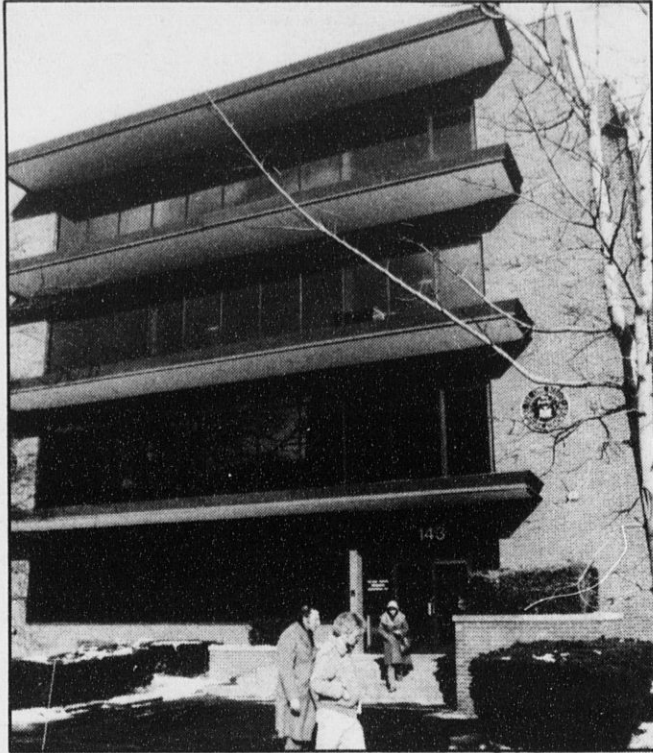
In order to recognize the individual efforts of the workers, three judges—Tax Commissioner Patrick Bulgaro, Assistant Director of Human Services Debbie Ellis, and Special Assistant to the Commissioner Pam Montamurro—reviewed all the dolls redone for the project. Employees whose dolls were cited are: Annette Sanders, for most beautiful; Pauline VandeVelde, for best crafted; and Betty Conley, for most original.



REAL DOLLS—CSEA Tax And Finance Local President Carmen Bagnoli, left, escorts judges Pat Bulgaro, Pam Montamurro, and Debbie Ellis around four tables filled with dolls. The winning selections, above, were dressed by Annette Sanders, Pauline VandeVelde and Betty Conley.



CSEA PRESIDENT William L. McGowan greets visitors at the door of his new office.



EXECUTIVE VICE PRESIDENT Joseph E. McDermott with Joann Lowe, a member of CSEA's Board of Directors.

Home sweet home

New CSEA headquarters holds open house

ALBANY—CSEA officers and other representatives from around the state were in town recently for an open house to show off the union's spacious new headquarters at 143 Washington Avenue.

Staff workers from the statewide offices conducted tours of the four-story structure located one block away from New York's Capitol and just around the corner from the union's former base at 33 Elk Street. Visitors got to see the end result of an extensive renovation which began in the fall after CSEA purchased the building from the New York State Teachers Retirement System.

To update the 20 year-old structure, the union had the floors gutted and redesigned, and old glazing replaced with energy efficient double pane windows. The interior design includes new hanging ceilings, a

neutral tone industrial carpeting throughout, and modern work stations. Walls and office space dividers are colored in blue or salmon on alternating floors.

Parking for all headquarters workers and visitors to the statewide offices is available in a lot adjacent to the building and accessible by Elk Street.

The new building puts an end to the space problem which the union had experienced over the past several years because of its expansion of member services. All union statewide departments— including those which had been forced into leased office space— are now located under one roof.

Despite the move, the telephone number and address for headquarters remain the same: (518) 434-0191; Civil Service Employees Association, P.O. Box 125, Capitol Station, Albany, N.Y. 12224.



AMONG REGIONAL DIRECTORS on hand for the open house were Ross Hanna, Region IV, and Diane Campion, Region III, pictured above.



REGION I PRESIDENT Danny Donohue shares a laugh with Jeannie Frazier, a Mental Hygiene Board representative from Pilgrim Psychiatric Center.



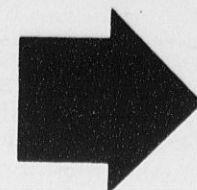
KATHY COLLINS, president of State University at Syracuse Local 615 and Region IV President C. Allen Mead.

The "Guide to Health Insurance Options" prepared by the NYS Department of Civil Service, Division of Employee Benefits, indicated that there were variations in coverage for certain services among health maintenance organizations (HMOs). A brief description of such

services provided under The Empire Plan and the HMOs is shown on pages 14-19. If additional clarification is required, please contact the HMO for details on the specific benefits for that service.

THE EMPIRE PLAN		BLUE CHOICE Services Monroe, Livingston, Ontario, Seneca, Wayne and Yates Counties
SERVICES	Paid-in-full benefits through Empire Plan participating providers. Major medical coverage — Annual deductible \$130 individual, \$260 for 2 individuals, \$390 for 3 or more individuals.	All services must be performed by or under the direction of a Blue Choice doctor, except for life-threatening emergencies.
SKILLED NURSING FACILITY CARE	Paid in full when medically necessary in lieu of hospitalization in an approved facility if the patient is not primary Medicare eligible.	Covered in full when determined medically necessary in lieu of hospitalization in an approved facility.
HOME HEALTH CARE	Paid in full when medically necessary in lieu of hospitalization or admission to a skilled nursing facility when rendered by an approved provider in New York State.	Covered in full when determined medically necessary by a Blue Choice physician.
HOSPICE CARE	Paid in full when rendered by an approved hospice program.	Not covered.
ACCIDENT & EMERGENCY ILLNESS (EMERGENCY ROOM)	Paid in full; within 72 hours of an accident — within 24 hours of the onset of a medical emergency.	Covered in full when approved by a Blue Choice physician and patient is admitted in hospital. \$25 co-pay when patient is not hospitalized.
PHYSICAL THERAPY	Paid in full through participating providers. Major medical coverage if non-participating provider utilized.	Short term — Covered in full. Long term — 80% reimbursement after \$50 annual deductible per person.
DOCTOR'S OFFICE	Paid in full through participating providers. Major medical coverage for non-participating providers.	\$5.00 per visit.
INPATIENT TREATMENT OF ALCOHOLISM AND/OR SUBSTANCE ABUSE	Covered under major medical — 7 weeks per year in an approved facility.	Covered in full up to 30 days if medically necessary.
OUTPATIENT TREATMENT OF ALCOHOLISM AND/OR SUBSTANCE ABUSE	Alcoholism Treatment — 60 outpatient visits per year in a general or public hospital. Substance Abuse — 30 outpatient visits per year.	Up to 60 days of outpatient alcoholism therapy per person per year covered in full.
PSYCHIATRIC CARE— INPATIENT	Paid in full 120 days per spell of psychiatric care in a general or public hospital. Private hospital-covered under major medical.	Up to 30 inpatient days per person per year covered in full.
PSYCHIATRIC CARE— OUTPATIENT	Crisis intervention: 3 visits per occurrence; covered under major medical — maximum \$60 per visit; not subject to deductible or co-pay. Visits thereafter or not related to crisis subject to major medical deductible and co-payment; maximum payment as follows: Visits 1-10 maximum \$48 per visit; 11-30 maximum \$40 per visit; after 30 maximum \$30 per visit.	Up to 20 outpatient or private office visits per person per year for evaluation or crisis intervention only. 50% co-payment.
DURABLE EQUIPMENT, PROSTHETIC APPLIANCES, ETC.	Covered under major medical.	Durable equipment — Not covered. Internal prosthetic devices — covered in full. External prosthetic devices — 80% reimbursement after \$50 annual deductible per person.
HEARING AIDS	Services for examinations and/or purchase of hearing aids covered under major medical up to a maximum of \$150 once every three years.	Not covered.
CHIROPRACTIC CARE	Paid in full through participating providers. Covered under major medical if non-participating provider utilized.	Not covered.

compare, then decide . . .

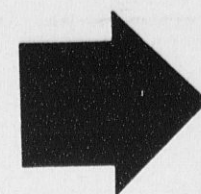


CAPITAL AREA COMMUNITY HEALTH PLAN Serves the Capital Area and surrounding communities in New York State, parts of Massachusetts and Vermont	CAPITAL DISTRICT PHYSICIAN'S HEALTH PLAN Serves Albany, Rensselaer and southern Saratoga Counties	CHOICECARE Serves Nassau and Suffolk Counties	COMMUNITY BLUE Serves Erie, Niagara, Orleans, Genesee, Wyoming, Allegany, Cattaraugus, Chautauqua Counties in Western New York
All services must be performed by or under the direction of a CHP physician, except for life-threatening emergencies.	All services must be performed by or under the direction of a Health Plan physician, except for life-threatening emergencies.	All services must be performed by or under the direction of a ChoiceCare physician, except for life-threatening emergencies.	All services must be performed, authorized or arranged by a Community Blue physician, except for life-threatening emergencies.
Covered in full when authorized by a CHP physician in lieu of inpatient hospital care.	Covered in full for 365 days when authorized by a Health Plan physician in lieu of inpatient hospital care.	Covered in full up to 45 days if authorized by a ChoiceCare physician in lieu of inpatient hospital care.	Covered in full up to 50 days per member per year when authorized by a Community Blue physician.
Covered in full when authorized by a CHP physician in lieu of inpatient hospital care.	Covered in full for unlimited days when medically necessary and ordered by a Health Plan physician.	Covered in full when medically necessary in lieu of hospitalization or admission to a skilled nursing facility.	Covered in full when determined medically necessary by a Community Blue physician.
Covered in full when authorized by a CHP physician in lieu of inpatient hospital care.	Covered in full when determined medically necessary by a Health Plan physician.	Covered in full when determined medically necessary by a ChoiceCare physician.	Available only in Erie County. Covered in full when determined medically necessary by a Community Blue physician.
Covered in full when approved by a CHP physician.	Covered in full when approved by a Health Plan physician and patient is admitted into hospital. \$25 co-pay when patient is not hospitalized.	Covered in full when approved by a ChoiceCare physician and patient is admitted into hospital. \$25 co-pay when patient is not hospitalized.	Covered in full when approved by a Community Blue physician and patient is admitted into hospital. \$15 co-pay when patient is not hospitalized.
Short term — \$2.00 per visit. Long term — You pay 20% of the first \$2,500 (or \$7,500 for three or more members) of charges in a calendar year. CHP pays all other charges up to a lifetime limit of \$250,000.	Short term — Covered in full for services that will show a significant improvement within 60 days. Long term — Not covered.	Short term — \$5.00 per visit. Long term — Not covered.	Short term — leading to recovery as medically determined covered in full. Long term — Not covered.
\$2.00 per visit.	Covered in full	\$5.00 per visit	\$3.00 per visit.
Covered in full for short term crisis intervention.	Alcoholism Treatment — Up to 7 days covered in full for medically necessary detoxification services only. Substance Abuse — Covered at 80% for medically necessary detoxification benefits only.	Covered in full up to 3 periods of detoxification within a 12 month period.	Covered in full up to 30 days if medically necessary.
\$2.00 per visit up to 60 visits in a contract year.	Alcoholism Treatment — Up to 60 outpatient visits covered in full.	Covered in full for up to 60 visits per calendar year.	Alcoholism Treatment — Up to 60 visits per member per year covered in full. Substance Abuse — Up to 20 visits per member per year. First 5 visits covered in full, next 15 at 50% co-payment.
Covered in full up to 30 days; thereafter, you pay 20% of the first \$2,500 (or \$7,500 for three or more members) of charges in a calendar year. CHP pays all other charges up to a lifetime limit of \$250,000.	Covered at 80% for up to 30 days.	Covered in full for up to 30 days per calendar year for short-term care.	Up to 30 days per member per year covered in full.
\$2.00 per visit up to 20 visits in a contract year.	Up to \$700 of benefits provided for crisis intervention and evaluation services. \$10.00 co-payment per visit.	Covered for up to 20 visits in a calendar year for short-term care. First 3 visits covered in full; visits 4-20 subject to \$25.00 charge per visit.	Up to 20 visits per member per year. First 5 visits covered in full, next 15 at 50% co-payment.
You pay 20% of the first \$2,500 (or \$7,500 for three or more members) of charges in a calendar year. CHP pays all other charges up to a lifetime limit of \$250,000.	Covered at 80% for rental or purchase.	Not covered.	When medically necessary and authorized by a Community Blue physician and approved by medical director covered in full.
Covered under Durable Equipment.	Not covered.	Not covered.	Not covered.
Not covered.	Not covered.	Not covered.	Not covered.

compare **THE EMPIRE PLAN**

	EMPIRE HMO* * not connected with the Empire Plan (Blue Cross/Metropolitan coverage) Serves Queens, Nassau, Suffolk, Bronx, Lower Westchester and Manhattan Counties	FOUNDATION HEALTH PLAN Services Broom, Tioga, part of Cortland and Chenango Counties	GENESEE VALLEY GROUP HEALTH Serves Monroe and portions of Ontario, Livingston and Wayne counties
SERVICES	All services must be performed by or under the direction of a Group Physician, except for life-threatening emergencies.	All services must be performed or authorized by a FHP physician, except for life-threatening emergencies.	All services must be provided, arranged or authorized by a Group Health physician.
SKILLED NURSING FACILITY CARE	Coverage provided for up to 90 days per spell of illness when authorized by a Group Physician. Co-payment of \$20.00 per day for the first 30 days and \$10.00 per day for the next 60 days.	Covered in full up to 240 days per stay when authorized by a FHP physician.	Covered in full up to 120 days when authorized by a Group Health physician.
HOME HEALTH CARE	Covered in full when determined medically necessary by a Group Physician.	Coverage available only to the extent approved by a FHP physician and only for as long as a FHP physician considers the services to be medically necessary.	Covered in full when medically necessary in lieu of hospitalization or admission to a skilled nursing facility and authorized by a Group Health physician.
HOSPICE CARE	Covered in full when determined medically necessary by a Group Physician.	As a general rule, no coverage available; however, certain types of treatment are covered in full.	Coverage coordinated with home health care.
ACCIDENT & EMERGENCY ILLNESS (EMERGENCY ROOM)	Covered in full when approved by a Group Physician or Medical Center.	Care in an emergency room is subject to a \$25 co-payment and approval of a FHP physician.	Covered in full when authorized by a Group Health physician.
PHYSICAL THERAPY	Covered in full when authorized by a Group Physician.	Rehabilitative treatment covered in full when authorized by a FHP physician and condition is subject to significant improvement. Long term not covered.	\$3.00 per visit.
DOCTOR'S OFFICE	Covered in full.	\$3.00 per visit.	\$3.00 per visit.
INPATIENT TREATMENT OF ALCOHOLISM AND/OR SUBSTANCE ABUSE	Covered in full for 30 days when medically necessary.	Alcoholism inpatient treatment not covered. However, detoxification covered in full at an affiliated hospital. Drug rehabilitation inpatient treatment covered for short term when authorized by a FHP physician.	Covered in full up to 10 days per episode for a maximum of 30 days per calendar year.
OUTPATIENT TREATMENT OF ALCOHOLISM AND/OR SUBSTANCE ABUSE	Up to 60 visits per calendar year per person for alcoholism rehabilitation treatment.	Alcoholism outpatient treatment covered subject to \$3.00 co-payment up to 60 visits per year. Drug rehabilitative outpatient treatment covered subject to \$3.00 co-payment when authorized by a FHP physician.	Alcoholism Treatment — Covered in full up to 60 visits per calendar year. Substance Abuse — Coordinated with outpatient mental health services.
PSYCHIATRIC CARE— INPATIENT	Covered in full for 30 days for hospital services and non-psychiatric physician services.	Covered in full up to 30 days. Care in a day treatment or night treatment facility covered in full up to 30 days.	Covered in full limited to 30 days per calendar year.
PSYCHIATRIC CARE— OUTPATIENT	Covered in full for one clinical evaluation.	\$3.00 per visit for the first three visits; the next 17 FHP pays at 80% of the charge per contract year.	\$3.00 per visit for short-term evaluation and crisis intervention for up to 20 visits per calendar year.
DURABLE EQUIPMENT, PROSTHETIC APPLIANCES, ETC.	Prosthetic appliances — allowances for reasonable charges when use is approved by a Group Physician.	Covered in full when authorized by a FHP physician.	Durable equipment — Not covered. 80% of the reasonable and customary price of external prosthetic devices. 100% of the fair and reasonable price for internal prosthetics replacing all or part of a body organ.
HEARING AIDS	Not covered.	Covered in full when authorized by a FHP physician.	Not covered.
CHIROPRACTIC CARE	Not covered.	Not covered.	Not covered.

against your HMO services



HEALTH CARE PLAN Serves Buffalo and the Niagara Frontier	HEALTHSHIELD Serves all of Dutchess, Putnam, Ulster and part of Orange Counties	HEALTHWAYS Serves New York State employees residing in New Jersey	INDEPENDENT HEALTH ASSOCIATION Serves Erie, Niagara, Allegany, Chautauqua, Cattaraugus, Genesee, Orleans and Wyoming Counties in Western New York
All services must be performed by or under the direction of a Health Care Plan physician, except for life-threatening emergencies.	All services must be performed by or under the direction of a HealthShield physician, except for life-threatening emergencies.	All arrangements or specialists, hospitals or other affiliated services must be made by your personal physician.	All services must be performed by or under the direction of an Independent Health Association physician, except for life-threatening emergencies.
Covered in full for up to 45 days of care when medically necessary and authorized by a HCP physician.	Covered in full when authorized by a HealthShield physician in lieu of inpatient hospital care.	Covered in full for up to 60 days per contract year.	Covered in full up to 90 days per contract year authorized by an IHA physician.
Covered in full when prescribed by a HCP physician in lieu of hospitalization.	Covered in full when authorized by a HealthShield physician in lieu of inpatient hospital care.	\$3.00 per visit for home health professionals.	Covered in full when authorized by an IHA physician in lieu of hospitalization or admission to a skilled nursing facility.
Covered in full for up to 45 days of care when medically necessary and authorized by a HCP physician.	Covered in full when authorized by a HealthShield physician in lieu of inpatient hospital care.	Covered in full if care is provided in a skilled nursing facility or home health care.	Covered in full when authorized by an IHA physician.
Covered in full when authorized by a HCP physician.	Covered in full when authorized by a HealthShield physician.	\$25.00 fee per visit.	Covered in full when approved by an IHA physician and patient is admitted into hospital. \$25.00 co-payment if patient is not hospitalized.
Covered in full when condition is subject to significant improvement within two months. Long term — Not covered.	Short term — \$3.00 per visit. Long term — You pay 20% of the first \$2,500 (\$7,500 for three or more members) of charges in a calendar year. HealthShield pays all other charges up to a lifetime limit of \$250,000.	Short term — \$3.00 per visit. Long term — Not covered.	Short term restorative treatment covered in full. Long term — Not covered.
\$2.00 per visit.	\$3.00 per visit.	\$3.00 per visit.	\$5.00 per visit.
Covered for up to 3 detoxification periods in 12 consecutive months.	Covered in full for short-term crisis intervention.	Detoxification and inpatient treatment as medically necessary covered in full.	Detoxification unlimited and covered in full.
Outpatient rehabilitation for alcoholism covered for up to 60 visits per calendar year.	\$3.00 per visit up to 60 visits in a contract year.	Referral to AAA at no cost. Coordinated with outpatient mental health care.	Outpatient alcohol rehabilitation — 60 visits per calendar year, \$5.00 member fee per visit.
Covered in full to 60 days in each 12 month period with a limit of 30 days per stay.	Covered in full up to 30 days; thereafter, you pay 20% of the first \$2,500 (\$6,500 for three or more members) of charges in a calendar year. HealthShield pays all other charges up to a lifetime limit of \$250,000.	Covered in full up to 30 days per contract year.	Covered in full for 30 days per contract year at a psychiatric hospital.
Covered in full up to 20 visits in each 12 month period.	\$3.00 per visit up to 20 visits in a contract year.	Up to 20 office visits per year; 1st visit for evaluation \$3.00; visits 2-20 50% of the fee.	Covered up to 20 visits per contract year. \$5.00 charge for 1st through 5th visit; \$30.00 or 50% (whichever is less) for 6th through 20th visits.
Not covered.	You pay 20% of the first \$2,500 (or \$7,500 for three or more members) of charges in a calendar year. HealthShield pays all other charges up to a lifetime limit of \$250,000.	Not covered.	Covered in full.
Not covered.	Covered under Durable Equipment.	Not covered.	Not covered.
Not covered.	Not covered.	Not covered.	Not covered.

compare **THE EMPIRE PLAN**

	KAISER FOUNDATION HEALTH PLAN OF THE NORTHEAST Serves Bronx and Westchester Counties and southern Connecticut	MID-HUDSON HEALTH PLAN Serves Mid-Hudson Region	MOHAWK VALLEY PHYSICIANS' HEALTH PLAN Serves Schenectady, Saratoga, Montgomery and Fulton Counties and surrounding areas
SERVICES	All services must be performed by or under the direction of a plan physician, except for life-threatening emergencies.	All services must be performed by or under the direction of your MHP primary care physician, except for life-threatening emergencies.	MVP provides for covered services when authorized by a subscriber's Primary Care Physician, except for life-threatening emergencies.
SKILLED NURSING FACILITY CARE	Covered in full when authorized by a plan physician in lieu of inpatient hospital care.	Covered in full when authorized by a MHP physician in lieu of inpatient hospital care.	Covered in full for up to 45 days in a calendar year when authorized by a MVP physician in lieu of inpatient hospital care.
HOME HEALTH CARE	Covered in full when authorized by a plan physician in lieu of inpatient hospital care.	Covered in full when authorized by a MHP physician.	Covered in full when authorized by a MVP physician.
HOSPICE CARE	Covered in full when authorized by a plan physician in lieu of inpatient hospital care.	Covered in full when authorized by a MHP physician.	Covered in full when authorized by a MVP physician.
ACCIDENT & EMERGENCY ILLNESS (EMERGENCY ROOM)	Covered in full when authorized by a plan physician.	Covered in full when authorized by a MHP physician.	Covered in full when authorized by a MVP physician and patient is admitted into hospital. \$15.00 co-payment if patient is not admitted.
PHYSICAL THERAPY	Short term — Covered in full. Long term — Not covered.	Short-term therapy for conditions judged by a MHP physician to be subject to improvement with a period of 60 days; covered in full. Long term — Not covered.	Short-term therapy for conditions which, in the judgment of MVP, are subject to significant clinical improvement covered in full. Long term — Not covered.
DOCTOR'S OFFICE	Covered in full.	\$3.00 per visit.	\$3.00 per visit.
INPATIENT TREATMENT OF ALCOHOLISM AND/OR SUBSTANCE ABUSE	Hospital services including inpatient diagnosis and medical treatment for abuse or addiction to alcohol or drugs covered in full. Detoxification treatment covered in full when approved by a plan physician.	Covered in full up to 30 days per member per contract year.	Detoxification — Covered in full.
OUTPATIENT TREATMENT OF ALCOHOLISM AND/OR SUBSTANCE ABUSE	Short-term detoxification services and associated out-patient care for abuse or addiction to drugs covered in full. Up to 60 outpatient visits per contract year for the diagnosis and treatment of alcoholism covered in full.	Outpatient alcohol rehabilitation — 60 visits per person per contract year; \$3.00 fee per visit.	Alcoholism rehabilitation available on an outpatient basis only; 60 visits per contract year, \$3.00 co-payment per visit.
PSYCHIATRIC CARE — INPATIENT	Covered in full for short-term evaluation or crisis intervention care for up to 30 days per contract year.	Covered in full for 30 days per person per contract year.	Hospital — Covered in full up to 30 days. Physician — 50% or \$30.00 maximum up to 20 visits.
PSYCHIATRIC CARE — OUTPATIENT	Covered in full for short-term evaluation or crisis intervention care for up to 20 visits per contract year.	Maximum limit \$1,400 per member per contract year; \$3.00 per visit.	Up to a maximum of 20 visits per contract year. \$3.00 for 1st visit \$10.00 for 2nd through 5th visits \$30.00 or 50% for the cost of the visit; whichever is less for the 6th through 20th visits.
DURABLE EQUIPMENT, PROSTHETIC APPLIANCES, ETC.	Internal prosthetic devices — Covered in full. External prosthetic devices — Not covered.	Crutches, canes, walkers and wheelchairs may be loaned from the MHP Health Center (at no charge) for up to 60 days. Prosthetic appliances — Not covered.	Durable medical equipment covered in full when authorized by a MVP physician. Prosthetic appliances — Not covered.
HEARING AIDS	Not covered.	Not covered.	Not covered.
CHIROPRACTIC CARE	Not covered.	Not covered.	Not covered.

against your HMO services

PREFERRED CARE Serves Monroe, Livingston, Wayne, Ontario, Yates and Seneca Counties	PREPAID HEALTH PLAN Serves Onondaga, western Madison, most of Oswego and part of Cayuga Counties	ROCHESTER HEALTH NETWORK Serves the Greater Rochester Community; Monroe, Ontario, Genesee, Livingston, Orleans and Wayne Counties	RUTGERS COMMUNITY HEALTH PLAN Serves Central New Jersey communities
All services must be provided or arranged by a Preferred Care physician and approved by Preferred Care, except for life-threatening emergencies.	All services must be performed or authorized by a PHP physician, except for life-threatening emergencies.	All services must be rendered or arranged by the member's RHN physician, except for life-threatening emergencies.	All services must be performed by or under the direction of a Rutgers Community Health Plan physician, except for life-threatening emergencies.
Covered in full for unlimited days when medically necessary in lieu of hospitalization and approved by Preferred Care.	Covered in full up to 240 days per stay when authorized by a PHP physician.	Coverage available when authorized by a PHN physician in lieu of hospitalization. Member Skilled Nursing Facility — covered in full. Non-Member Skilled Nursing Facility — Covered at 80% of regular charges for the services paid for in a Member Skilled Nursing Facility not to exceed \$25.00 per day.	Covered up to 100 days per calendar year when arranged by RCHP.
Covered in full for unlimited days when medically necessary and approved by Preferred Care.	Coverage available only to the extent approved by a PHP physician and only for as long as a PHP physician considers the services to be medically necessary.	Covered in full when medically necessary and arranged by the RHN plan.	\$1.00 per visit.
Covered in full when medically necessary and approved by Preferred Care.	Covered in full if care is provided in a hospital, skilled nursing facility or home health care.	Not covered.	Covered in full when arranged by RHCP.
Covered in full when authorized by a Preferred Care physician and patient is admitted into hospital. \$25.00 co-payment if patient is not hospitalized.	Covered in full when approved by a PHP physician.	Covered in full when approved by a RHN physician and the patient is admitted into hospital. \$25.00 co-payment if patient is not hospitalized.	Covered in full when authorized by a plan physician.
Covered at 80% after a deductible of \$50 per person per contract year if the condition, at the sole judgment of Preferred Care, is subject to continued significant clinical improvement. Long term — Not covered.	Rehabilitative treatment covered in full when authorized by a PHP physician and condition is subject to significant improvement.	Short term — Covered in full. Long term — Not covered.	Short term — Covered in full for conditions subject to improvement within two months. Maximum two months therapy per incident. Long term — Not covered.
\$3.00 per visit.	Covered in full.	\$3.00 per visit.	\$1.00 per visit.
Short term detoxification only covered in full. No limit on number of times detoxification.	Alcoholism inpatient treatment — not covered. However, detoxification covered in full in an affiliated hospital. Drug rehabilitation inpatient treatment covered for short-term when authorized by a PHP physician.	Covered in full for detoxification.	Covered in full up to 30 days per calendar year; up to 7 days per incident for detoxification.
Alcoholism Treatment — Up to 60 visits per contract year at \$3.00 per visit.	Alcoholism rehabilitative outpatient treatment covered up to 60 visits per year. Drug rehabilitative outpatient treatment covered when authorized by a PHP physician.	Outpatient alcoholism treatment — covered at \$5.00 per visit for up to 60 visits per year.	\$10.00 per visit co-payment.
Up to 30 days room and board and all medically necessary services covered in full for crisis intervention only.	Covered in full up to 30 days. Care in a day treatment or night treatment facility covered in full up to 90 days.	Covered in full for up to 30 days per year.	Covered in full up to 30 days per calendar year.
\$3.00 co-payment for 1st visit for evaluation, 2nd through 20th visit at 50% co-payment (crisis intervention only).	First 3 visits covered in full. The next 17 PHP pays 80% of the charge per contract year up to \$700.	Up to 20 visits per year covered; visits 1-5 covered in full; visits 6-20 covered at 50%.	Up to 20 visits per calendar year covered.
Durable equipment — Not covered. Artificial limbs or eyes, or orthopedic braces and supports which are custom made are covered at 80% of the cost after a \$50 per person per contract year deductible.	Covered in full.	Durable equipment — Not covered. 100% of the fair and reasonable price for certain external prosthetic and orthotic devices when ordered by a RHU physician.	Covered in full.
Not covered.	Not covered.	Not covered.	One hearing aid every three years to \$400 maximum.
Not covered.	Not covered.	Not covered.	Not covered.

The road to retirement can detour many to wrong tier

Appellate court decision may impact on status of hundreds of employees in state retirement system

A recent high court decision involving a Broome County deputy sheriff whom the state Comptroller's Office tried to place in the wrong retirement tier could affect about 2,700 public employees who joined the State Employees' Retirement System during the last half of 1976.

The Appellate Division of State Supreme Court recently upheld an earlier ruling by Justice Harold J. Hughes during a Special Term of State Supreme Court that former deputy Theodore H. Oliver was entitled to disability retirement benefits under Tier II and not, as the state had claimed, Tier IV, where he had been placed by the Comptroller's Office.

When Oliver was appointed a deputy sheriff by Broome County on July 12, 1976, he believed he was enrolled as a member of Tier II. But when his application for accidental disability retirement was granted in August, 1984, the Comptroller's Office said he was eligible for disability retirement under Tier IV, which would result in a substantially reduced retirement benefit. Oliver appealed that ruling and filed an article 78 proceeding, which led to the eventual court ruling.

As a result, Oliver is eligible for disability retirement in an amount equal to three-fourths of his final average salary, as provided under Tier II, rather than the lesser amount of one-third of his final average salary as called for under Tier IV.

The court dismissed claims by the Comptroller's Office that Oliver's enrollment as a Tier II employee on July 12, 1976 was temporary only, and that he became a Tier III employee as of Jan. 1, 1977. The Comptroller's Office claimed that members who joined the retirement system between July 1, 1976, the date that Tier II benefits ceased, and July 27, 1976, the effective date of legislation creating Tier III, became temporary Tier II members only and were not entitled to benefits

of the retirement system until Jan. 1, 1977, when they became eligible to participate as Tier III and, subsequently, Tier IV members.

CSEA entered the case during the appeals process following the initial decision of the Special Term of State Supreme Court, arguing in favor of the court's ruling and urging the Appellate Division to uphold it. CSEA says as many as 2,700 public employees could be affected by the decision, although the state is viewing the rulings differently than the union in terms of effective dates of Tier II enrollment.

The Comptroller's Office claims that members who joined the retirement system between July 1, 1976 and July 27, 1976 are affected by the ruling. But CSEA said the court ruled it felt the Legislature intended to make Tier II available until Tier III became effective on Jan. 1, 1977, and not just until July 27, 1976. The court also ruled that the Comptroller's position was a violation of the state Constitution in that it works to diminish and impair retirement benefits.

CSEA says many of its members are among the approximately 2,700 public employees who joined the system after July 27, 1976 and prior to Jan. 1, 1977, and the union is urging CSEA members in that group of public workers to contact CSEA (see adjacent story.) Oliver became a Broome County deputy sheriff on July 12, 1976. In May, 1979, while in the course of his employment, he was severely injured in a vehicular accident. He eventually resumed his regular duties on road patrol, but was reinjured while making an arrest. From October, 1983 to May, 1984, when last employed as a deputy, he performed only light duties. The county, in October, 1983, requested that Oliver apply for accidental disability retirement, which he subsequently did. The Comptroller granted the application in August, 1984, placing his benefits in Tier IV and leading to the dispute over which Tier he should be eligible for retirement benefits under.

Individual bills to be introduced in effort to end wrong enrollment

In addition to employees who joined the State Employees' Retirement System between July 1 and Dec. 31, 1976, there may be hundreds of other public employees who are enrolled in the wrong retirement tier for a variety of reasons.

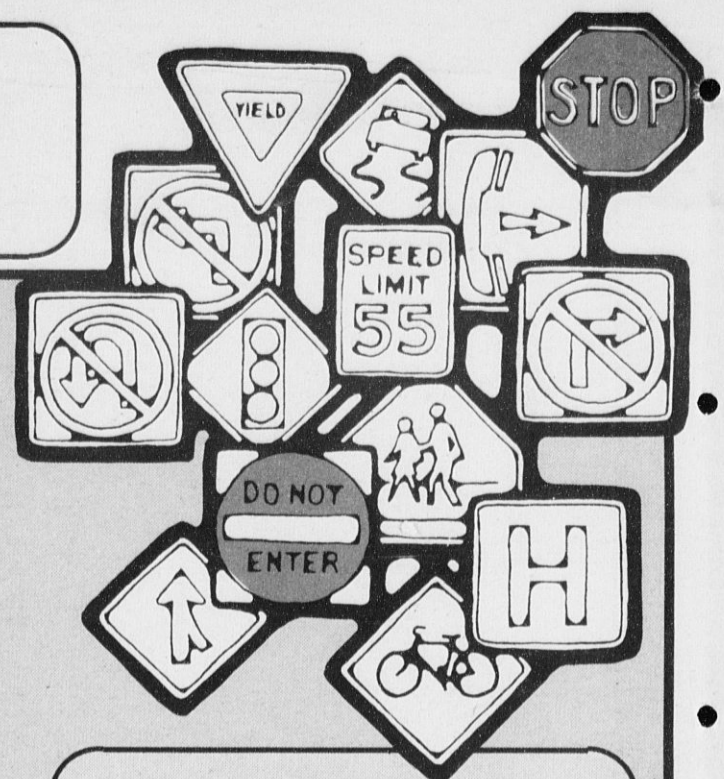
Each year, CSEA has introduced bills to the state Legislature which would allow members who are in the wrong retirement tier to be placed in the correct tier.

CSEA is taking a new approach for the upcoming 1986 legislative session. The union plans to introduce individual bills on behalf of each member who contacts CSEA

and is found to be enrolled in the wrong tier. It is hoped the individual approach will be more effective in resolving the problems.

Letters are being sent to all members who have previously contacted CSEA concerning improper tier enrollment. All other members who believe they, too, are in the wrong retirement tier should contact:

Attorney Elizabeth K. Clyne
Roemer and Featherstonhaugh, P.C.
Capital Center
99 Pine Street,
Albany, N. Y. 12207



If you joined system last half of 1976 CONTACT US TODAY

The recent state Supreme Court Appellate Division ruling enrolling Theodore H. Oliver into Tier II of the State Employees' Retirement System may open the door for CSEA to seek Tier II status for CSEA members who joined the Retirement System between July 1 and Dec. 31, 1976.

According to Attorney John R. Mineaux of CSEA's law firm of Roemer and Featherstonhaugh, the Oliver case ruling may be precedent setting for employees who joined the Retirement System between those dates and who the state Comptroller placed in Tier III and Tier IV.

Mineaux urges all CSEA members who enrolled in the Retirement System between July 1 and Dec. 31, 1976 to contact him.

The Appellate Division ruling stated, in part, "The Tier II retirement plan, created by the Laws of 1973 (ch 382) and later extended until June 30, 1976, was prolonged by the Laws of 1976 (ch 890) until December 31, 1976 (RSSL 451). We are of the view that by this extension the Legislature at the very least made the Tier II plan available to public employees who...became members of the retirement system between July 1, 1976 and the effective date of Tier III."

Public employees who joined the Retirement System between July 1 and Dec. 31, 1976 should contact:

Attorney John R. Mineaux,
Roemer and Featherstonhaugh, P.C.,
Capital Center,
99 Pine Street,
Albany, N.Y. 12207.