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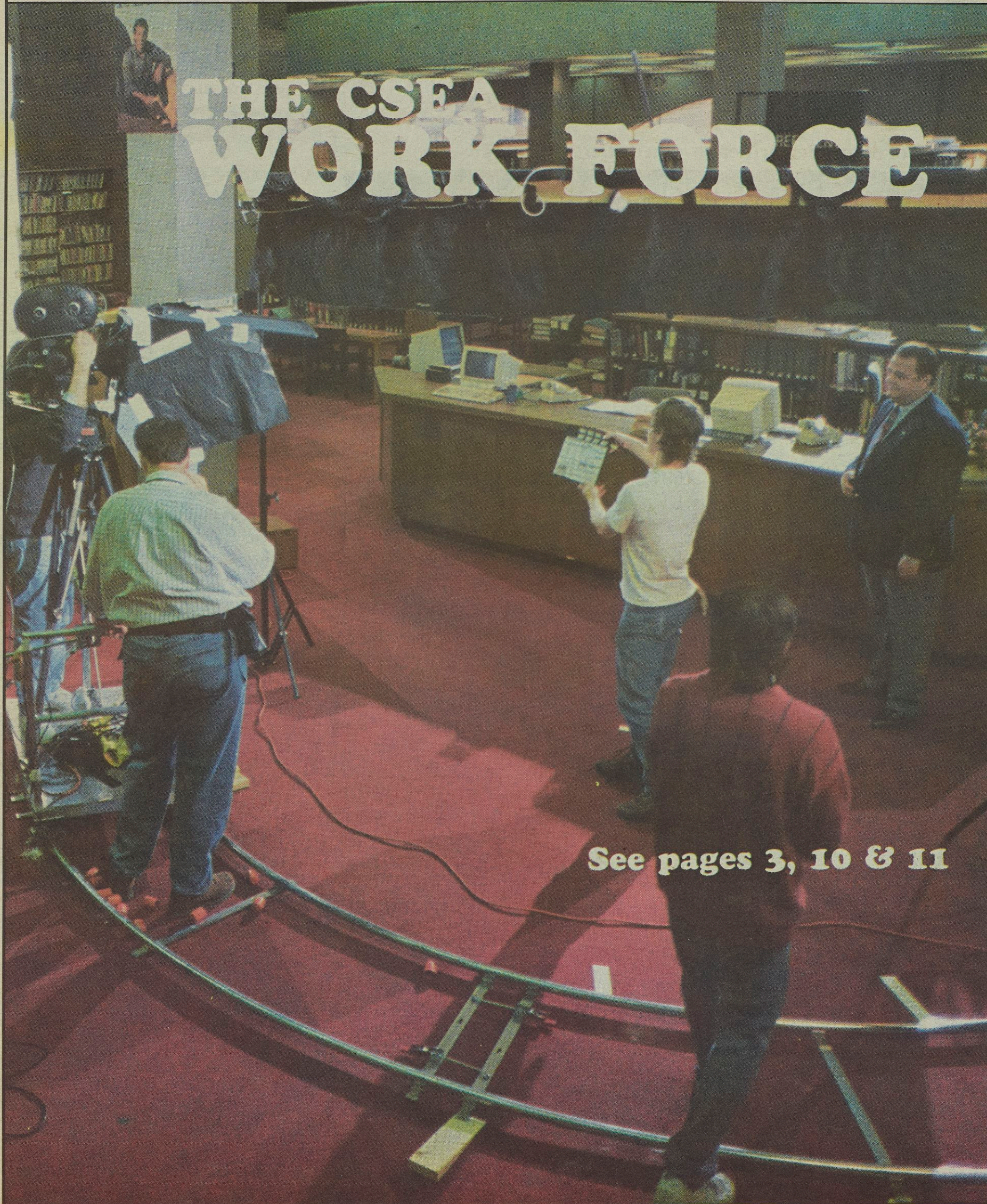
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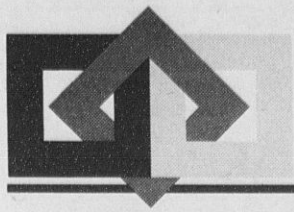
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THE PUBLIC *Sector*

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The Civil Service Employees
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'The CSEA Work Force' focus of campaign



Nine week advertising blitz will utilize television, radio and newspapers

CSEA's fourth annual media campaign to promote the union and fight privatization features CSEA members at work.

The theme of the campaign is "The CSEA Work Force" to emphasize that CSEA members are the people who do the work for state government, local governments and school districts.

"We wanted a campaign that shows just how important CSEA members are to the people of this state," CSEA President Danny Donohue said. "We need to show the public that our

members are hardworking, dedicated people who do the jobs of government better than anyone else can."

The campaign began Jan. 23 on radio and television and in newspapers across the state. (See adjacent article for schedules.)

The ads feature a 911 operator, a public health nurse, a court stenographer, a court security officer, a caregiver in a community residence for the mentally retarded, a school cafeteria worker, a school bus driver, a snowplow operator, a deputy sheriff involved in drug education and library workers.

CSEA President Danny Donohue winds up with the important message: "All this work is being done right here in New York by the CSEA Work Force. No privateer can beat that value. **You** profit from **our** work!"

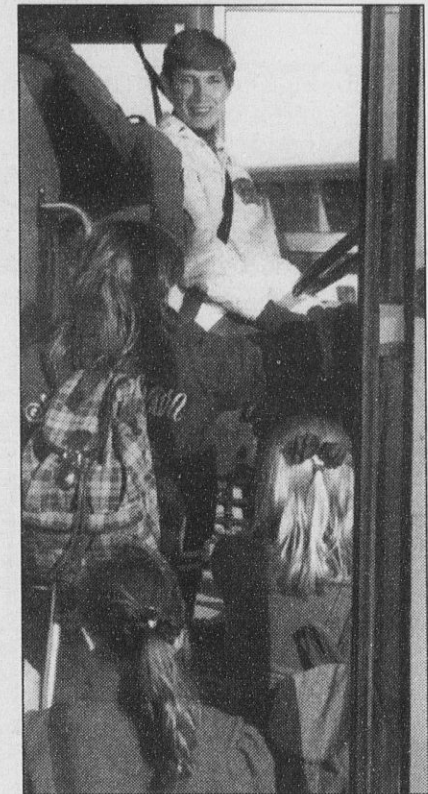
The ads will also promote a pamphlet, "You Profit From Our Work," which can be obtained by calling 1-800-836-CSEA.

Since 1992, CSEA has used its annual media campaign to convince the public that privatization is risky and can't solve governments' problems.

CSEA has shown that for-profit contractors are trying to cash in at taxpayers' expense.

The campaign has generated thousands of calls to the CSEA toll-free information line, provided statewide media coverage of CSEA's anti-privatization message and created a debate on the merits of privatization.

"Because of this campaign, people are questioning the value of privatization," Donohue said. "Once we look at merits and long-term costs of privatization, we can show that public employees in the CSEA Work Force are right for the jobs of government."



CSEA Shenendehowa School District Unit President Judy Gardner is included in the ad campaign.

'The Work Force' advertising schedule

CSEA's new advertising campaign will run for nine weeks.

Radio advertising

The radio advertisements will run on radio on: Feb. 27 and 28 and March 6, 7, 13, 14, 20 and 21.

Radio stations will air the ads between 6 and 9 a.m. They will air in the following cities:

Buffalo on WBEN;
Rochester on WHAM;
Syracuse on WSYR;
Binghamton on WBNF;
Watertown on WTNY;
Utica on WIBX;
Albany on WGY;
Plattsburgh on WIRY;
Kingston on WKNY;
Poughkeepsie on WKIP;
Westchester on WHUD;
Newburgh on WALL;
Middletown on WGNY;
New York City on WCBS and WBSL; and
Long Island on WALK and WHLI.

Television advertising

Television stations will air the ads during the 6 p.m. news on Jan. 29, 30 and 31, Feb. 6, 7, 13, 14, 20 and 21.

The ads will air in the following cities:

Buffalo on WGRZ, WKBW and WIVB;
Rochester on WOKR, WHEC and WROC;

Syracuse on WSTM and WIXT;
Binghamton on WICZ, WBNG and WMBC;
Watertown on WWNY;
Utica on WUTR and WKTV;
Albany on WRGB, WTEN and WNYT;
Plattsburgh on WVNY and WPTZ;
New York City on WOR and WNBC; and
Long Island on NEWS 12.

Newspaper advertising

Newspaper ads will run Jan. 30, Feb. 6, 13, 20 and 27 and March 6, 13 and 20.

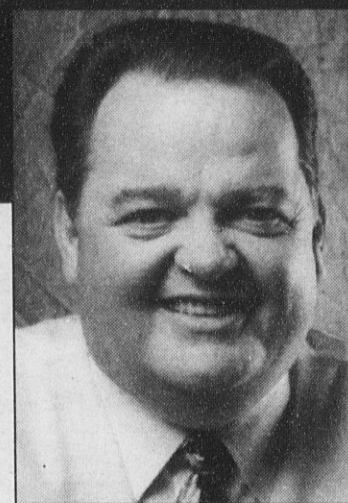
They will run in the following newspapers:

Buffalo News;
Rochester Democrat & Chronicle;
Syracuse Herald Journal;
Utica Observer Dispatch;
Binghamton Press-Sun Bulletin;
Watertown Times;
Albany Times Union;
Schenectady Daily Gazette;
Plattsburgh Press Republican;
Kingston Freeman;
Poughkeepsie Journal;
Middletown Times Record;
Westchester Gannett;
New York Daily News (four times);
New York Times (four times);
El Diario; and
Long Island Newsday.

'We need to show the public that our members are hardworking, dedicated people who do the jobs of government better than anyone else can'

More photos of the ad campaign on pages 10 & 11.

A message from CSEA President Danny Donohue



The absolute importance of SOLIDARITY

Among the many things I have learned in the seven months I have been serving as your president is that what's needed most to get the job done is SOLIDARITY. Sounds simple, and it is.

I am convinced that when we are all pulling together, and going in the same direction, we are unstoppable.

Our SOLIDARITY got Carl McCall elected New York State Comptroller.

We now meet regularly with our brothers and sisters in AFSCME locals throughout the state — from New York City to Buffalo — in a show of SOLIDARITY to promote issues that affect all of us. Together, we represent more than 400,000 public employees. Our goal is to tighten the bonds which unite us.

I saw a terrific example of SOLIDARITY in

Chautauqua County where our members stuck together and after two years of activism succeeded in negotiating a new contract.

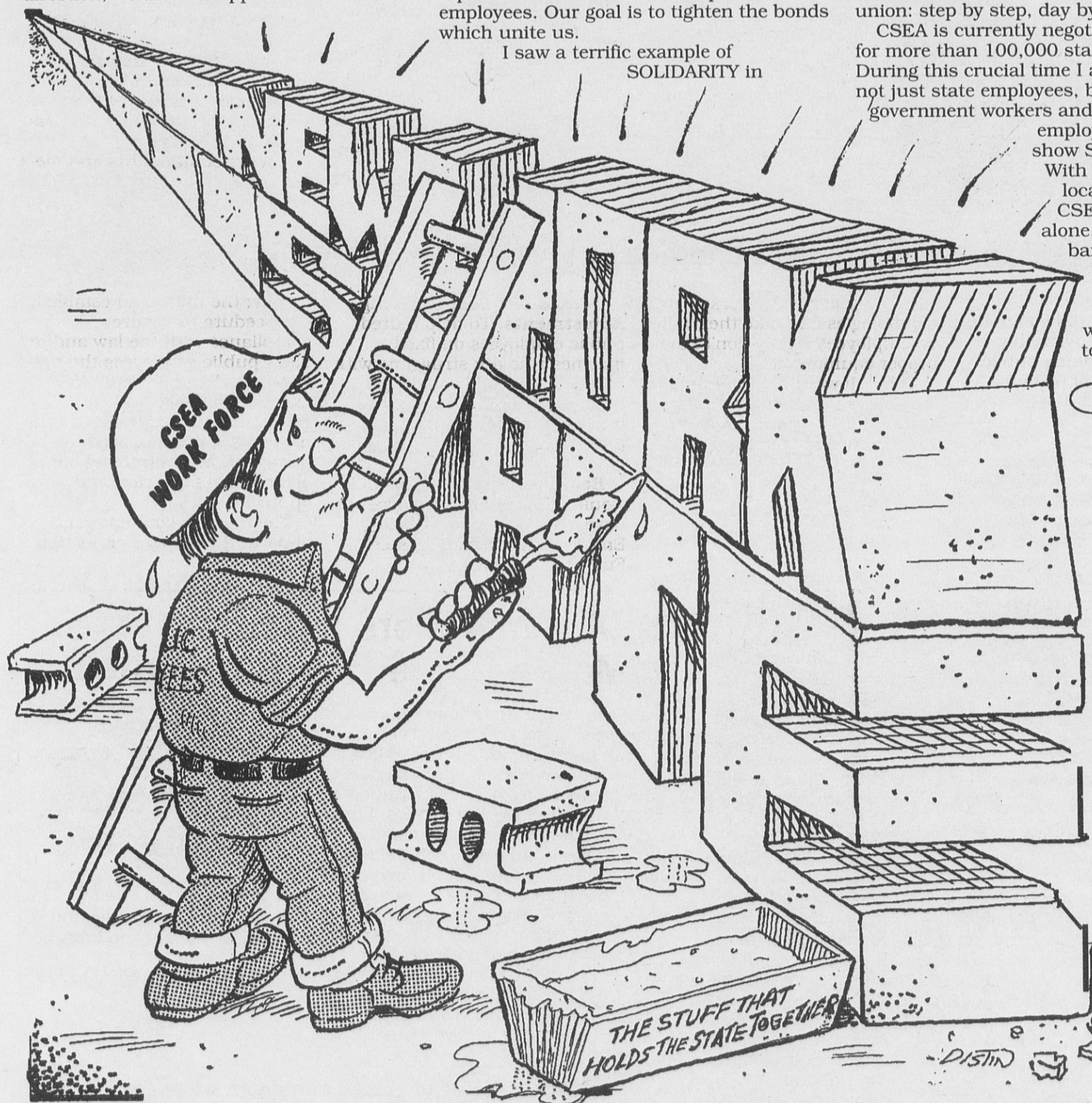
Likewise, SOLIDARITY in the City of Poughkeepsie saved the jobs of 12 sanitation workers. That's how you build a union: step by step, day by day.

CSEA is currently negotiating contracts for more than 100,000 state employees. During this crucial time I ask everyone — not just state employees, but local government workers and school district employees, also — to show SOLIDARITY.

With SOLIDARITY, no local or unit within CSEA ever stands alone, at the bargaining table or in any other circumstance.

Remember, we're all in this together.

Danny



CSEA gears up for Legislature

ALBANY — The CSEA Legislative and Political Action Department has already begun its efforts to convince the state Legislature to pass the legislation CSEA has included in its Legislative Agenda.

"We're looking at a difficult year," CSEA President Danny Donohue said. "That only means we have to fight all the harder for laws that are in the best interests of CSEA members. And we are prepared to fight."

CSEA's legislative agenda for the 1995-96 legislative session follows.

Civil Service Law Independent Hearing

Officers: This legislation would require the appointment of a neutral hearing officer to conduct and rule on hearings regarding disciplinary charges brought against public employees subject to Civil Service Law Section 75.

Right to Strike: This legislation would eliminate provisions of the Taylor Law which deny public employees the fundamental right to strike.

Eliminate 2 for 1 Penalty: This legislation would eliminate provisions of the Taylor Law which penalize striking public employees 2 days of pay for every 1 day missed due to a strike.

Employee Suspension: This bill would protect an employee from being suspended while disciplinary charges are pending unless that employee presents a danger to persons or property.

Workplace issues
Worksite Security: CSEA has long been fighting to protect public employees from violence and improve worksite security. Recognizing the severity of the problems, CSEA is working on the passage of a law that would protect public employees by establishing standards and procedures specifically designed to prevent worksite violence.

Permanent Agency Shop: The state Legislature must periodically renew agency shop for state, local government and school district employees. Without agency shop, employees who are not union members are "free riders;" that is, they get all the benefits union members get without paying union dues.

In an agency shop, employees who choose not to belong to the union pay an agency shop fee that goes toward the cost of representing the employees.

This law would make agency shop permanent for state, local government and school district employees.

VDT Safety: New workplace technologies can take their toll on employees if they don't have proper equipment.

This bill would require public employers to provide minimum safeguards and protections for all video display terminal operators.

School district issues
Contingency Budgets: This bill would provide that cafeteria expenses of school districts be an ordinary contingent expense if a school budget is defeated.

Elimination of School Bus Standees: This bill would make it unlawful to operate a school bus to or from school or school activities with any passenger standing.

Unemployment Insurance for School Employees: CSEA/AFSCME worked hard in Congress for a law which allows states the option of offering non-teaching school employees unemployment insurance between academic years. Now CSEA is working to get New York state to pass a law allowing those employees to receive unemployment insurance.

Retirement issues
Tier II 30/55: This bill would allow Tier II members to retire at age 55 with full benefits if they have 30 years of service.

Permanent Cost-of-Living Adjustments: To help retired public employees on fixed incomes who are struggling with inflation, this bill would guarantee an annual cost-of-living adjustment to their pensions.

Board of Trustees: This bill would allow public employees to have some say in how their Employee Retirement System Fund is invested and

administered by creating a Board of Trustees that includes public employee representation. Now the state comptroller is the sole trustee of the pension fund.

Health Insurance for Retirees: Public employers have been reducing and eliminating health benefits for retirees to save money, leaving many to choose whether to go broke paying for health insurance or do without it. For some living on a fixed income, there is no choice; they simply cannot afford health insurance when they are most likely to need it.

This bill would prohibit the state and municipalities from reducing retiree health benefits.

Privatization
Privatization and Contracting Out: CSEA has drafted a bill to ensure that all levels of government in the state follow strict standards and meet stringent criteria before they can contract out or privatize services. This law would require the state and local governments to prove that privatization/contracting out would save real money; the bill would establish a procedure to ensure compliance with the law and to allow public employees the right to respond and object to the proposed contract; all governments or agencies would have to submit proposed privatization/contracting out agreements for review and approval.

The bill also contains very important employee protection language.

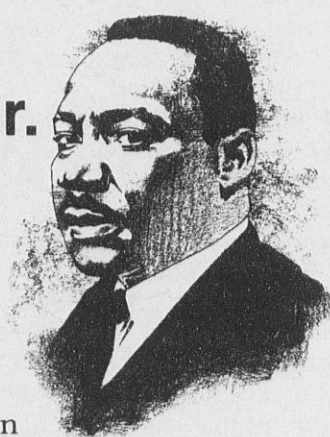
CSEA remembers Dr. Martin Luther King Jr.

Dr. Martin Luther King Jr. holds a special place with America's union members because his life's work both inspired and paralleled labor's struggle to remove discrimination from the workplace.

"Our needs are identical with labor's needs," Dr. King said. "...decent wages, fair working conditions, livable housing, old age security, health and welfare measures, conditions in which families can grow, have education for their children and respect in their communities."

Labor was a leading advocate of a special day recognizing the life and work of Dr. King. Here in New York, CSEA was proudly at the forefront of that effort. Just as Dr. King marched to free us all, so must we carry on his march to build a better world. Dr. King's memory inspires us today as much as he did in life by his examples.

In photo at left, CSEA President Danny Donohue, center, accepts the Martin Luther King Jr. Labor Leadership Award from Virgil Hodges, left, executive director of the New York State Martin Luther King Jr. Commission & Institute for Non Violence. At right is noted labor and civil rights activist Dr. Cleveland L. Robinson.



CSEA members help members, earn thanks

E. SYRACUSE — CSEA received a special thank-you at the union's Central Region Office — a handwritten letter from Nicole DeVaul, the 9-year-old daughter of laid-off CSEA member Jim DeVaul.

DeVaul was one of four Town of Cicero Highway Department workers laid off for what the union alleges in an improper practice charge was retaliation for their union activities.

Following the layoff, CSEA Central Region President Jim Moore initiated a food drive for

the families of the four employees. CSEA Labor Relations Specialist Merwin "Stubby" Stevens and other CSEA staff coordinated the collection and distribution of the donations.

Donations of hundreds of canned goods were received from all over the 20-county CSEA region.

Nicole thanked CSEA in her letter.

"Thank you for the food. We used some for the holidays. The rest we will use for other things. It is so nice to know some people care."

Moore said he was touched by the letter and proud that region members so generously answered his call for donations. "It makes me proud to see that so many of our region's union

brothers and sisters can join together to help out their fellow union family members who are in need," Moore said. "It just proves what I have said all along, that when you hurt one of us, you hurt us all, and that we will stand up for one another."

Stevens said he was happy to help the families and hopes the result of the improper practice charge will be that the employees return to work.

— Mark M. Kotzin

'It is so nice to know some people care. Say thank-you to CSEA'

CSEA fights layoff plan in Glen Cove

GLEN COVE — When the mayor of the City of Glen Cove proposed laying off laborers and mechanics as part of a plan to fill a claimed \$200,000 budget gap, CSEA unit members soundly rejected the idea.

CSEA members were angry because the union analyzed the city's budget and found \$250,000 in state aid that had been overlooked, and \$28,000 in highway money that had been omitted when the city calculated its deficit.

The union also offered to change the current workweek to eliminate \$25,000 in overtime each month and suggested the city hire two night mechanics to save money wasted on outside contractors.

CSEA members are frustrated the city is not attempting to resolve the deficit without layoffs which will adversely affect the taxpayers as well as the union members and their families.

Layoffs are not the only problem in the City of Glen Cove. CSEA has filed two grievances and four improper practice charges for a variety of violations in the city and the housing authority, which is a separate bargaining unit.

The first charge was filed because the city has refused to enter into negotiations for a new contract, said Bob Blumhagen, president of both the CSEA City of Glen Cove Unit and the

Housing Authority Unit. The contract expired Dec. 31.

"The city has shown a real anti-union attitude. They don't want to resolve the budget deficit, they won't begin negotiations, they're creating a whole host of problems with our members in terms of issuing checks, and they are harassing the unit president for fighting them," CSEA Labor Relations Specialist Pat Curtin said.

Shortly after CSEA members rejected the mayor's proposal, Blumhagen was told he needed to take a test for his position — a post he has held for 10 years.

CSEA later filed two grievances because the city failed to issue checks to two housing authority employees. In one case an employee's request for an advance check prior to her vacation was refused.

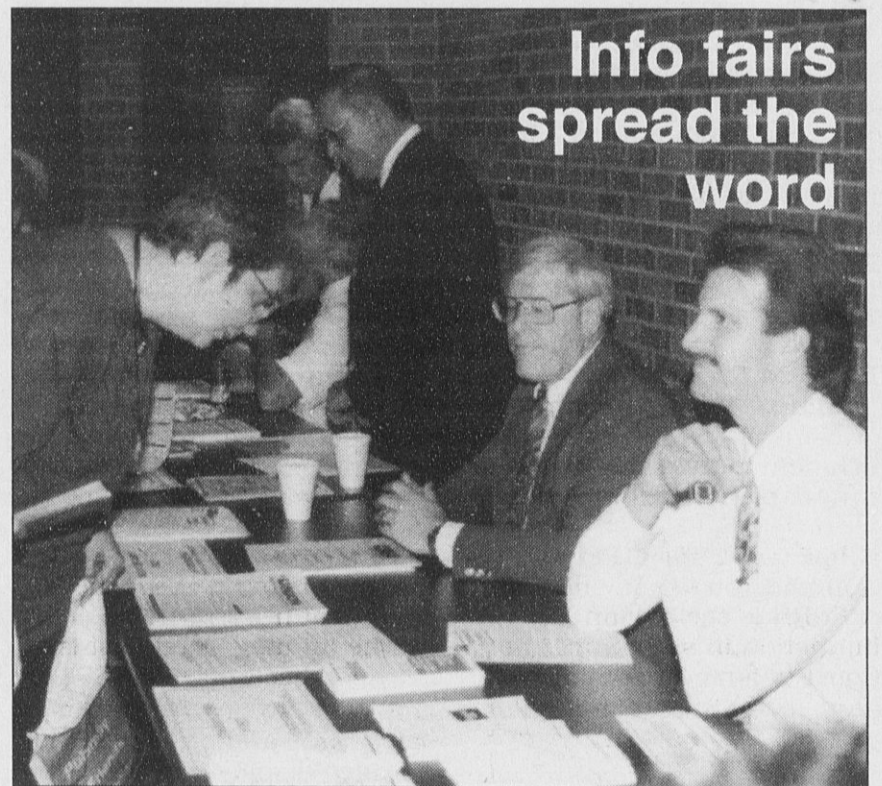
In the other case, an employee leaving her job was not paid \$3,500 she was owed for her time.

The other charges deal with the city's failure to negotiate changes in the overtime checks, changes in the compensation to carry a beeper and a modified payroll procedure.

"These issues must be negotiated with the union," Blumhagen said. "Instead the city is wasting the taxpayers money on frivolous legal expenses."

— Sheryl C. Jenks

'The city is wasting the taxpayers money on frivolous legal expenses'



CSEA ONONDAGA COUNTY INFO DAYS — Members examine CSEA information at the Civic Center in Syracuse. Seated are CSEA Collective Bargaining Specialist Ron Smith, left, and CSEA Research Assistant Steve Keith.

Central Region members well informed about CSEA

SYRACUSE — CSEA activists and members in Onondaga County Local 834 are more informed than ever about the union following a blitz of CSEA information fairs.

Coordinated by CSEA staff, the series of information fairs was the largest effort undertaken to date in the union's continuing effort to inform members about the vast array of benefits and services available through CSEA membership.

CSEA staff and others representing the various benefits and services available to members set up information tables at seven different county worksites

over three days to answer questions and hand out informational literature.

CSEA Central Region Director John Cuneo called the information fairs "a tremendous success." More than 1,500 union-represented workers attended the events and picked up information about the union, Cuneo said.

"This effort truly helped bring the union right to the grass-roots level, and gave the opportunity for all our members in the Onondaga County Local a chance to really get to know CSEA," Cuneo said. "We hope to be able to build on this success."

— Mark M. Kotzin

Ulster Co. member serves community as fire chief

KINGSTON — Serving the community is a family tradition for Mike Cafaldo.

A machine operator for the Ulster County Highway Department and member of Ulster County Local 856, Cafaldo spends the rest of his day and week serving the Esopus Fire Department as he has for 12 years, the last four of those as fire chief.

Cafaldo said his father was a fire chief and now his own son Michael Jr. is a volunteer fire fighter.

A fire chief does more than put out fires. In fact, Cafaldo said, the best part about volunteering with the fire department is the opportunity to work with the community, something he truly enjoys. Over the past few years, Cafaldo and his fellow fire fighters have put on fire prevention programs for children, conducted demonstrations for underprivileged children,

collected and distributed Toys for Tots' every Christmas, delivered Easter baskets and sang Christmas carols. Oh, and in his spare time, Cafaldo recently helped to construct a playground and cleaned up a local beach.

Of course, Cafaldo also fights fires and is grateful that Ulster County officials are understanding about those workers who may have spent an entire night fighting a fire or may have to leave during the workday when an alarm comes in.

Volunteer fire fighters are the best bargain taxpayers have, Cafaldo said. Without volunteers who spend many sleepless nights and get to risk their lives in the bargain, property owners would pay dearly for a paid fire department. That's why Cafaldo is frustrated that it is so difficult for fire departments to get funding for needed

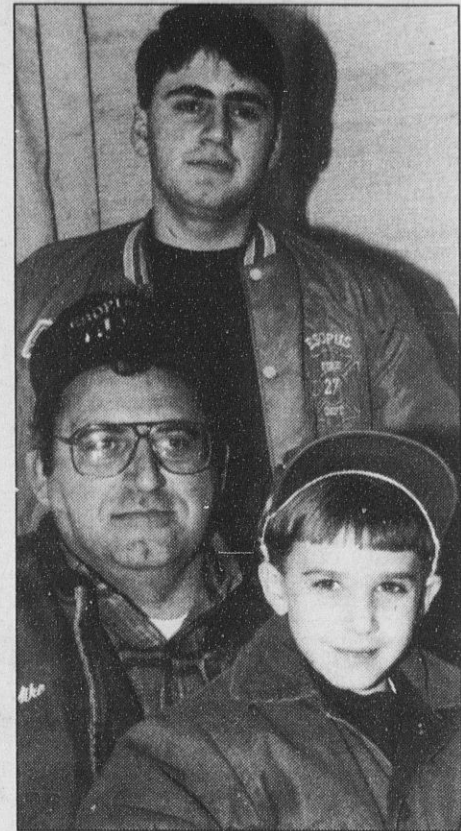
equipment and must do their own fund raising to buy "Jaws of Life" and vehicles.

Local 856 President Joe Van Dyke pointed out that it is no secret that many volunteer fire fighters are also public employees.

"Remember the CSEA campaign called 'Family. Friends. Neighbors?'" Van Dyke asked. "Well, this is the best example of public employees giving back to their communities. If anyone exemplifies that campaign," he said, "it is these public employees who give so much of themselves by risking their own lives after their own workday is over."

— Anita Manley

IT'S A FAMILY TRADITION — Volunteer Fire Chief and Local 856 member Mike Cafaldo with sons Michael Jr., also a volunteer fire fighter, and Andrew, a future fire fighter.



PERB supports CSEA injunction request in Troy

TROY —The Public Employment Relations Board (PERB) is going to court on behalf of CSEA in its battles against the Troy city manager.

PERB is seeking an injunction in state Supreme Court to force Troy to deduct union dues and agency shop fees as required by law.

Since September, CSEA has been battling with Troy City Manager David Grandeau over his anti-union actions, including his firing of 54

CSEA members. His latest outrage was his refusal to deduct membership dues and agency shop fees as required by the Taylor Law and the CSEA contract.

The injunction request is possible because of a CSEA-supported bill which became state law last year.

The new law allows unions to seek injunctions through PERB when an employer's action may cause "irreparable harm" to a union.

Member's work has its ups and downs'

POUGHKEEPSIE — Verna Daniels' career with Dutchess County has had its ups and downs — she's an elevator operator.

Daniels is a well-liked, good-natured lady, a 10-year veteran and soon-to-be retiree of the county courthouse annex elevator. She has perfected the art of landing exactly where she intends when she capably flicks her hand over the control of her domain, a 90-year-old elevator.

The elevator, one of the last of its kind in the county, is to be replaced by an automatic elevator after Daniels leaves.

While the new elevator may prove to be more reliable than old "Otis," nothing can replace Daniels, said William T. Daly, a district attorney.

"Verna is fantastic," Daly said. "She is the hub of the wheel, the center of attention.

She knows what's going on here, who's in, who's out."

Daly said the attorneys in his office often have to get to the courthouse in a hurry.

"If the elevator doesn't come right away, we know Verna isn't working. When she is working, she makes sure it comes right away. You only have to buzz once. We are not looking forward to April 1, Verna's last day," he said. "An automatic elevator won't replace Verna."



CSEA member Verna Daniels

— Anita Manley

Onondaga County employees ratify three-year contract

SYRACUSE — After working for more than a year under an expired contract, about 3,500 CSEA-represented Onondaga County employees will soon be covered under a new agreement.

The CSEA Onondaga County Local 834 members recently voted to ratify a three-year agreement including pay increases each year and increased costs to employees for health insurance. The employees will receive full retroactive pay for the first year of the agreement as soon as the pact is ratified by the county.

CSEA Local 834 President Norm Lefebvre said that while the contract didn't offer the union members as much money as they would like, he believed they got the best deal they could get.

I think our members recognized that we weren't going to be able to squeeze any more money out of the county," Lefebvre said. "We did the best we could in difficult circumstances, and at least we got some advancements."

CSEA Collective Bargaining Specialist Ron Smith noted that with the assistance of a PERB mediator, the union was able to get the county to offer more money than in their original proposals.

"We did make progress, even in our wage offer, with the mediator's assistance," Smith said. "I think that shows it was worth the time it took to go through the impasse process and get ourselves a better deal."

— Mark M. Kotzin

Local 806 mourns loss of activist

AUBURN — CSEA is mourning the loss of Cayuga County Local 806 activist Bruce Nolan.

Nolan, 59, died recently after a brief illness. He was a longtime CSEA activist, having formerly served as a region officer, local and unit president in Cayuga County, a delegate and as chair of CSEA's Standing Convention Committee, said CSEA Central Region President Jim Moore.

Nolan had retired after 37 years of service from the City of Auburn Water Department and was active as a member of CSEA Retiree Local 913. He is survived by a wife, four children, and six grandchildren.

The Central Region Executive Board has recommended Nolan's name be engraved on CSEA's special memorial plaque honoring deceased activists, Moore said.

"He was just an outstanding activist," Moore said. "He was always there when you needed him and he never said no. We'll all miss him."

— Mark M. Kotzin

Court victory means \$50,000 to members

SOUTHAMPTON — What a long strange trip it's been. But when the journey was over, 40 CSEA members in the Town of Southampton split approximately \$50,000 as the result of a CSEA win in Supreme Court.

The problem began in the 1980s when the town was paying new hires below entry-level salaries, CSEA Town of Southampton Unit President Ken Malone said.

CSEA Labor Relations Specialist Jim Henck said CSEA won the case in arbitration, but the town balked at payment,

alleging deficiencies in the decision's language.

"There were many different labor relations specialists who worked on this case under the tremendous leadership of CSEA Attorney Howard Gilbert," Henck said. "It was a real team victory."

CSEA took the case to Supreme Court which confirmed the award and directed the town to comply

by placing all affected employees in their proper step and issue appropriate back pay.

In his award, the Supreme Court judge admonished the town for its recalcitrance.

"The town willfully and deliberately refused to comply with the arbitration award for almost two years after its issuance ..." the judge said.

Teri Kostuk, a clerk in the

Recreation Department, said the checks, issued in mid-November, "came at a good time."

"I used half for Christmas gifts and half for bills," Kostuk said of her \$1,200 check.

The unit praised CSEA. "Everyone did a great job. We want to especially thank Labor Relations Specialist Pat Curtin and CSEA Attorney Howard Gilbert who were with us on this since the very beginning," Town of Southampton Unit Second Vice President Cheryl Kraft said.

— Sheryl C. Jenks

'It was a real team victory'

CSEA scores wins in Cattaraugus County

Union to keep fighting county over cars for two CSEA members

OLEAN — CSEA is continuing to fight for two longtime Cattaraugus County employees whose access to county-owned cars was unilaterally revoked.

In a CSEA arbitration victory, the county was ordered to return the cars to the two employees, but the county has appealed the decision to the state Supreme Court.

That means the terms of the arbitration will not be implemented, and Mary Anne Power, a supervising public health nurse, and Thomas Power, a senior public health sanitarian, are still using their own cars.

Under the arbitration decision, they were also to be reimbursed for the \$800 increase in auto insurance they incurred until their grievance was won.

Both are members of the Supervisory Unit of Cattaraugus County Local 805, and both received mileage

pay until their case was resolved.

They are required to travel extensively throughout the county to perform their duties.

When the county withdrew their county-owned cars in January 1993, CSEA filed a grievance because the move violated the CSEA contract and a 1977 ruling by the Public Employment Relations Board that determined the cars were a term and condition of employment.

"The county cited a '5,000-mile minimum annual usage' as a threshold for continued use of county vehicles," CSEA Labor Relations Specialist Mike Painter said.

"But the arbitrator correctly read the record, and the chain of events in negotiations regarding employees hired

before January 1977, and the PERB ruling, and saw that the Powers' should not have had their cars pulled."

— Ron Wofford

Union wins arbitration, but county appeals decision

CSEA wins merit increase, back pay for county worker

OLEAN — CSEA won an annual increment for a Cattaraugus County maintenance worker.

The county had denied the meritorious increment based on an incorrect evaluation report.

An arbitrator has directed the county to give CSEA Cattaraugus County Unit member Don Dwaileebe his increment in his regular paycheck, and a year's back pay for the amount he was denied before CSEA won his grievance.

"The unit's contract allows for employees to appeal their evaluation through the grievance procedure," CSEA Labor Relations Specialist Mike Painter said.

"And we showed that Don's evaluation showed improvement from the period prior to the one in question. And improvement is the main

criteria."

An eight-year county employee and member of CSEA Cattaraugus County Local 805, Dwaileebe has applied to take a number of courses that would aid him on the job, but because of class size limits, he is still waiting to start.

"The union was a great support to me," Dwaileebe said. "My co-workers were also great, even signing petitions on my behalf. I can't say enough about Mike Painter and CSEA attorney Chuck DeAngelo. It pays to belong."

CSEA showed that while the county was required to have objective evidence to support its decision to deny Dwaileebe

an increment, it presented no such evidence.

"We showed that Don is a good employee, willing to do his job, and eager to learn more to be able to do even better," Painter said.

— Ron Wofford

'We showed that Don is a good employee, willing to do his job'

1994 Empire Plan claims must be filed by March 31

All 1994 Empire Plan basic medical claims must be submitted by March 31, 1995 to:

Metropolitan Life Insurance Company
CPO Box 1600
Kingston, NY 12401-0600

Basic medical claim forms may be obtained from your agency's personnel/business office or from Metropolitan Life

Insurance Company. Make sure you complete the requested subscriber information and, if applicable, dependent student information. **Don't forget to sign the claim form.**

Please be certain to have your doctor or other provider fill in all the information asked for on the claim form. If the claim form is not filled out by the provider, all

original bills must include all the medical/diagnostic information asked for on the claim form. Missing information will delay the processing of your claim.

If you have any questions concerning your claim, you may call the following toll-free number at Metropolitan for assistance:

1-800-942-4640

CSEA participates in library conference

SYRACUSE — CSEA represents hundreds of library workers across the state, so when the New York Library Association asked the union to participate in its statewide conference, CSEA Organizer Art

Fleischner jumped at the opportunity.

"Potentially there are many library workers throughout the state that are not organized. I wanted to get the message to them that CSEA would like to

be their representative," Fleischner said. "Based on our experience with libraries, there seems to be an interest with library workers to unionize with CSEA."

Fleischner and CSEA Mount Vernon Public Library Unit President Gary Newman represented labor in a panel discussion on "Unions in Your Library" at the library association's convention in Syracuse. Representing management were Stephanie Sarnoff, director of the Scarsdale Public Library and William O'Connor, director of the Albany Public Library. Richard Naylor,

assistant director of the William K. Sanford Town Library in the Town of Colonie, moderated.

Fleischner discussed the history of unions and their contributions to workers in libraries and beyond.

Newman, whose unit has been without a contract for more than a year, spoke about the need for unions in libraries and the union's ability to advance the professionalism of library workers.

"I believe that unions are an effective tool for protecting and advancing our professionalism," Newman said. "For a librarian who is concerned about his or her professionalism, a union is the most useful of the many organizations which he or she can join."

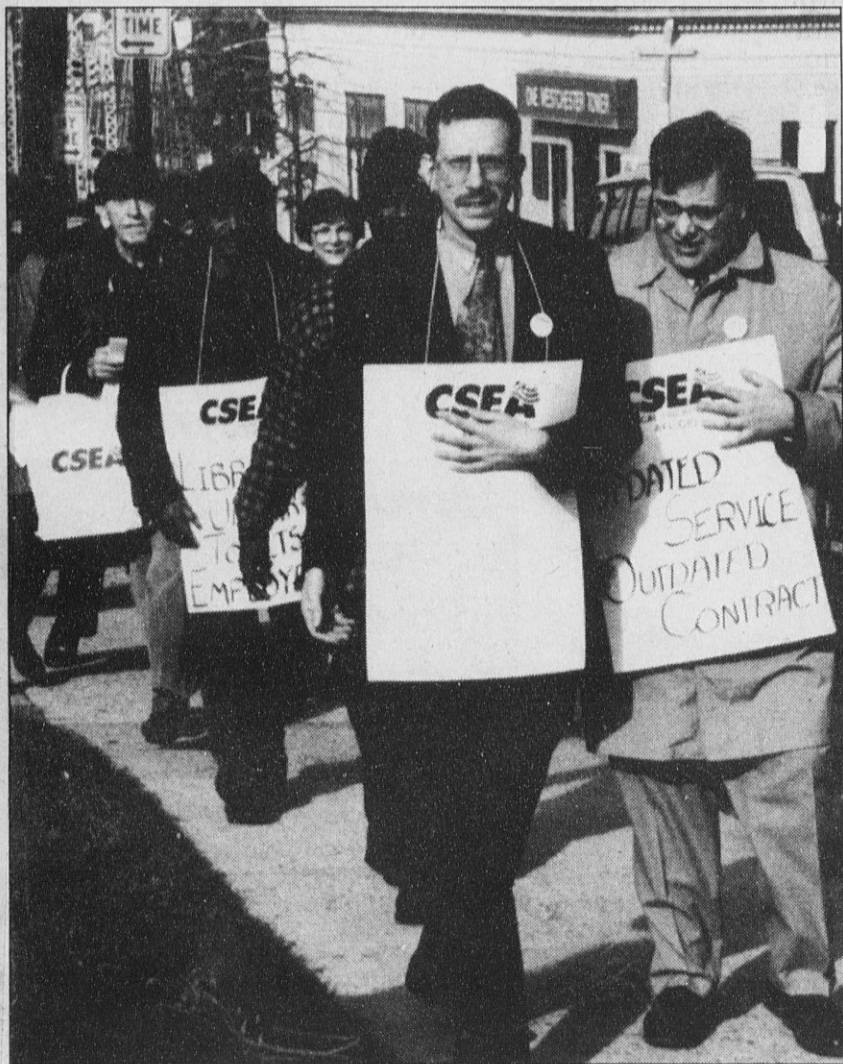
Even O'Connor said he thought managing employees at the Albany Public Library would "be easier" once his workers have a contract. The library's workers recently became organized as an AFSCME local and are negotiating their first contract.

— Mark M. Kotzin



CSEA AT LIBRARY CONFERENCE — From left, CSEA Organizer Art Fleischner, CSEA Mt. Vernon Public Library Unit President Gary Newman, Moderator Richard Naylor, Director of Scarsdale Public Library Stephanie Sarnoff and Director of Albany Public Library William O'Connor.

Mt. Vernon Library Unit protests lack of contract



Jan. 1 marked two years without a contract for 50 employees of the Mt. Vernon Library. Unit President Gary Newman and CSEA Labor Relations Specialist Shawn McCollister led demonstrators.

MT. VERNON — Mt. Vernon Library workers gave up their lunch hours to protest the lack of a contract.

The 50 full-time employees have been working without a contract since Dec. 31, 1992.

Salaries have been historically linked to those of city hall workers who are also represented by CSEA; however, library board and administration officials have blocked the union's attempt to

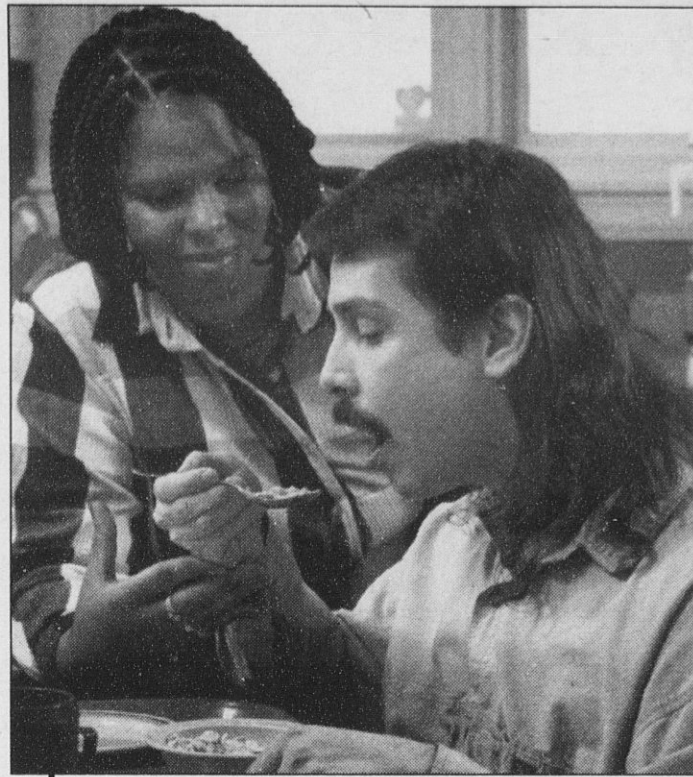
obtain a fair and equitable contract, said CSEA Collective Bargaining Specialist Al Sundmark.

"We ask for no more than to be treated fairly, and for no better contract than our co-workers in city hall," CSEA Unit President Gary Newman said. "How could we respect ourselves if we ever accepted less?"

— Anita Manley



Mt. Vernon Library employees used their lunch hours to protest lack of a contract.



The CSEA Work Force

The people who made the ad campaign

Dozens of people were involved in putting together CSEA's advertising campaign featuring The CSEA Work Force.

But the most important people of all were the CSEA members who took the time and had the courage to be a part of the ad campaign.

CSEA Communications Associate Dan Campbell lined up the volunteers who wore

make up, stood under the lights and made the ads work. The union thanks each of them for helping to put CSEA's best face forward.

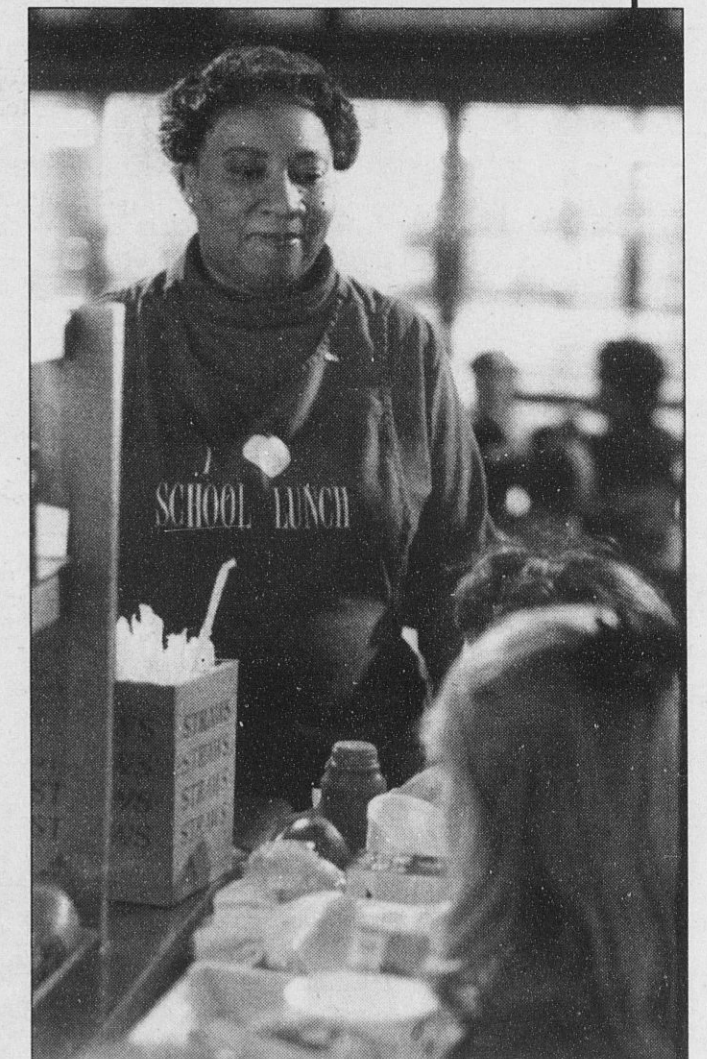
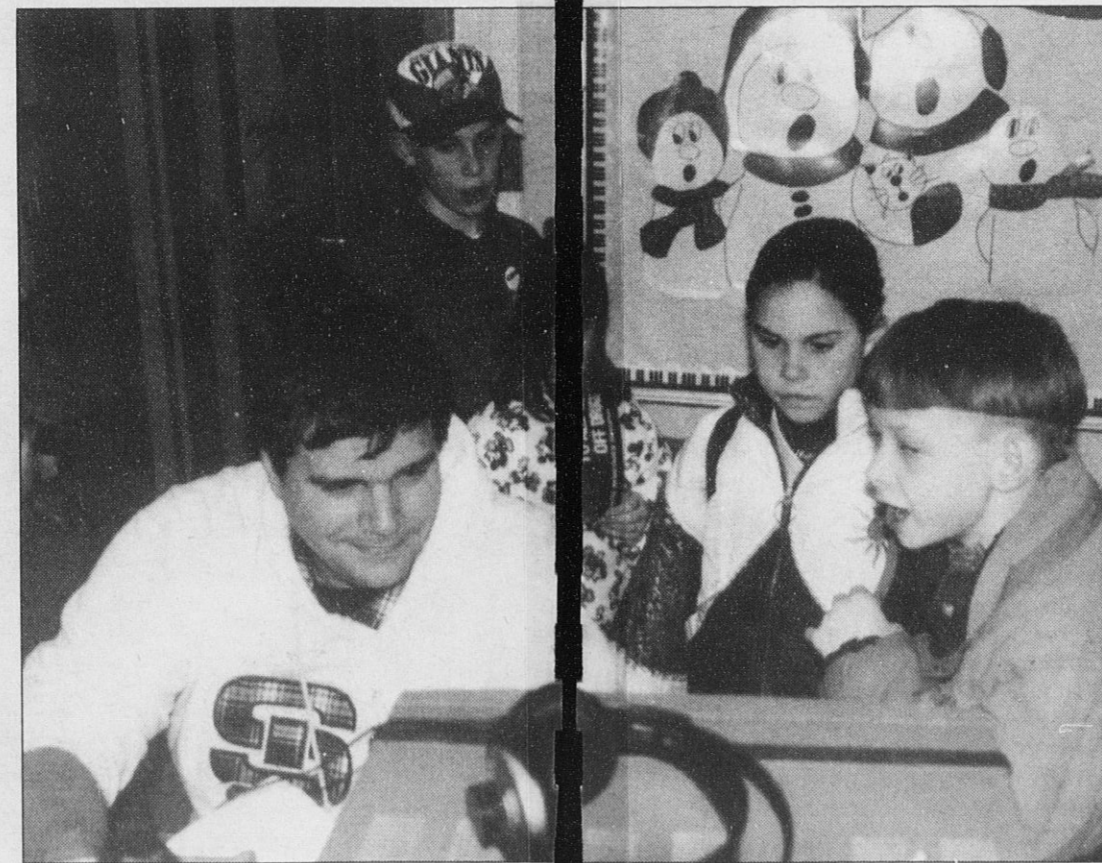
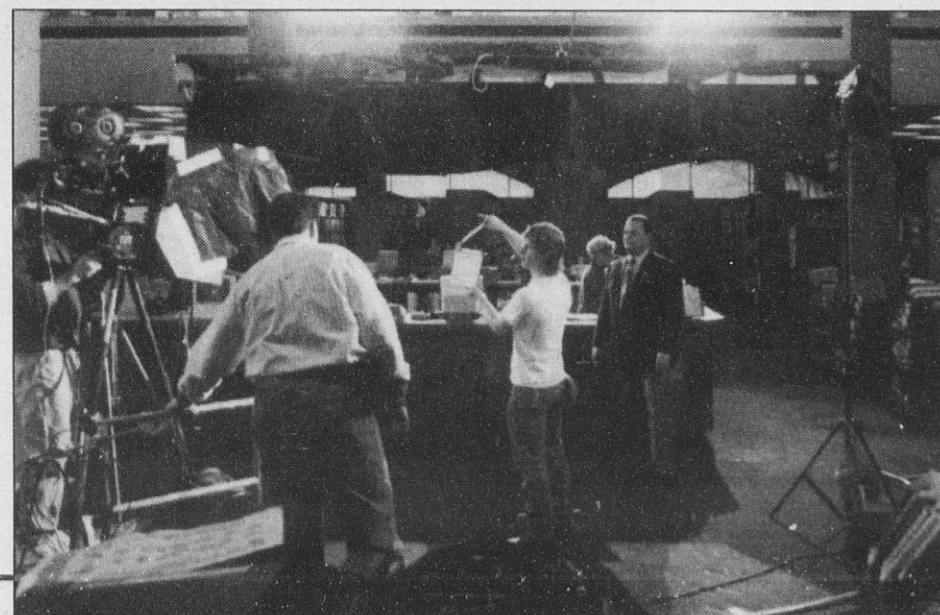
The CSEA members featured in the campaign are: Anthony Holloway, Thomas W. Plank, Marcia R. Brown, Bertha Kriegle, Judy Fitzmaurice, Carolyn Pfaffenbaun, Lou Altieri, Netha DeGroff, Susan A. Ness,

Margaret E. Walker, Phyllis DiLegge, Lance Geon, Linda Cafarelli, Jacqueline Bernard, Marilyn Antenucci, Josephine Bowie, Judy Gardner, Ugo Stegagno, Helen Kreacic, Arthur Federici, Patrick T. Matthews, Brian J. Schweigardt, Robin Koonce and Ralph E. McCann.

The children of CSEA members also participated. They included: Kaylin, Keri,

Sean and Stacy Ranagan, children of Lori J. Ranagan; Bryan Sweet, son of Joanne Sweet; and Caitlin Byrnes, daughter of Judy Byrnes.

CSEA is also grateful to the management of the various sites used in the advertisements: the Shenendehowa School District, the Town of Colonie and Schenectady County.



In the wake of continuing crisis at New York's OMH

President Donohue calls for immediate action

ALBANY — As a continuing crisis keeps New York's Office of Mental Health policies under fire, CSEA President Danny Donohue is calling for immediate action to "put some sanity back into the mental health system."

In early January, a mentally ill homeless man who walked out of Manhattan Psychiatric Center on Christmas Eve murdered a 63-year old woman by pushing her in front of a subway train. It was just the latest tragedy involving mentally ill individuals drifting in and out of the state psychiatric system

which has focused intense scrutiny on serious deficiencies in the system.

CSEA has long criticized irresponsible OMH policies and lack of security and staffing that makes it easy for potentially dangerous patients to leave facilities or endanger staff and other patients.

While the problems are systemwide, they have been most serious recently at the New York City facilities. But the response has been different at each of the facilities.

For example, following the murder of a patient by another

patient and several other problems, Kingsboro Psychiatric Center replaced its top administrators. But according to CSEA Local 402 President Bob Nurse, the problems predated the facility managers who were replaced. CSEA members are encouraged by actions that have been taken on a number of longstanding issues. The actions include a better facility pass system, use of metal detectors and CSEA involvement on a labor-management security committee.

Unfortunately other facilities

have not been as responsive.

"CSEA members are disgusted by unconscionable policies that have left vulnerable patients, employees and even the general public at risk," Donohue said. "We want a more humane and effective mental health system."

At press time, the Pataki administration had announced some steps to tighten security at all psychiatric centers. But CSEA is calling for further action to address deficiencies in discharge, staffing and patient care policies..

— Stephen A. Madarasz

Therapy Aides credited with saving patient's life

POUGHKEEPSIE — Two Hudson River Psychiatric Center Therapy Aides are credited with saving the life of a patient after she set her bedding on fire.

Dennis Brunow and Kerina Brown were on duty when they heard a patient yell "fire!"

"I came running," Brown said. "I saw flames in the bedroom and had to stop the other patients from going into the room."

Brown quickly grabbed a fire extinguisher only to find to her horror that it was empty. As she ran to get another extinguisher, Brunow attempted to enter the room only to find that the patient was kneeling on the floor in the fire, blocking the door. She finally moved and opened the door, but not before she had badly burned her knees. While another staff

member helped the patient out of the room, Brunow and Brown put the fire out.

"If we hadn't gotten there when we did," Brunow said, "she would have burned to death."

Brunow, an ex-fire chief and 26-year state employee, is no stranger to fire emergencies, but Brown, a 14-year employee, said this was her first such experience.

"The patients aren't allowed to have matches," Brown said, "but sometimes they hide them in their rooms. There are more restrictions on smoking, so they tend to smuggle and stockpile matches and cigarettes."

"If they hadn't acted as quickly as they did," Local 410 President Judy Watts said, "it would have been much worse."

— Anita Manley



HUDSON RIVER PSYCHIATRIC CENTER LOCAL 410 Therapy Aides Dennis Brunow and Kerina Brown, pictured left and right of Local President Judy Watts, reacted quickly to put out a fire in patient's room.

CSEA PEOPLE Project 10,000 Plus reaches its goal

This year has been the most successful for recruiting members to join PEOPLE.

PEOPLE - Public Employees Organized to Promote Legislative Equality - is the political action arm of CSEA's international

union, AFSCME.

With the help of the statewide and region PEOPLE committees, along with many volunteers and staff, 3,628 CSEA members have become PEOPLE members during Project 10,000 Plus. A total of 11,649 members signed up, making 1994 the most successful year ever for the CSEA PEOPLE program.



CSEA MEMBERS LIKE MILTON SMITH MAKE THE DIFFERENCE WITH PEOPLE: Milton Smith, a CSEA member from Central Islip Developmental Center Local 404, recently won the Statewide PEOPLE award of a \$5,000 U.S. Savings Bond. He entered the contest to win the savings bond by recruiting his co-workers to join PEOPLE. Smith actually had 66 chances to win because he signed up 66 new PEOPLE members during a local recruitment drive. Local 404 President Barbara Allen and Local 404 PEOPLE Committee Chair Millie Lucas were very surprised and pleased by the membership involvement in the drive. The local now has 143 PEOPLE members.

State contract talks start

ALBANY — Formal contract negotiations on behalf of more than 100,000 CSEA-represented state employees began as this edition of *The Public Sector* went to press.

Contracts covering CSEA workers in the Administrative Services Unit, Institutional Services Unit, Operational Services Unit, Division of Military and Naval Affairs and Office of Court Administration all expire April 1, 1995.

CSEA negotiating teams and representatives of the Governor's Office of Employee Relations (GOER), which handles contract talks and oversees employee relations for the state, were scheduled to meet and exchange contract proposals on Jan. 24. Separate discussions between CSEA and the Unified Court System were set to begin Jan. 30.

Negotiations had been expected to start about Dec. 1 but the process was delayed

during the transition period after George Pataki defeated incumbent Gov. Mario Cuomo in the November general election.

"In view of the state's projected \$5 billion deficit and Gov. Pataki's vow to downsize government, we have a difficult task ahead of us," CSEA President Danny Donohue said. "We will emphasize that the workforce is a tremendous asset to the state; an asset that should be preserved and recognized with a fair and equitable contract."

CSEA Director of Contract Administration Ross Hanna is heading up the union's negotiation efforts. He will oversee 34 member-activists that comprise five separate union negotiating teams (see

below).

James Gill, a labor lawyer and managing partner of a New York City law firm, will head up the state side as acting director of GOER.

"We're focused on what's best for the members," Hanna said. "I'm hopeful we can hammer out contracts that provide the kind of job security and financial protection our members want and deserve." Hanna said. "Our message will be 'cut waste, don't cut your most valuable asset - the workforce.' We'll try to demonstrate throughout negotiations that we're willing to work as full partners in reinventing government."

Following are the five CSEA negotiating teams appointed by President Donohue:

'Cut waste, don't cut your most valuable asset - the work force'

ADMINISTRATIVE SERVICES UNIT NEGOTIATING TEAM

DIANE LUCCHESI, chair, SUNY New Paltz
BARBARA DESIMONE, Downstate Separation Center
MARY PAT FOX, SUNY Binghamton
WILMA HASSER, Division For Youth-Industry
THOMAS MOYLAN, Criminal Justice-Albany
CLAUDETTE SULLIVAN, Tax and Finance-New York City
GRACE WYNN, Tax and Finance-Hauppauge

INSTITUTIONAL SERVICES UNIT NEGOTIATING TEAM

ELAINE MOOTRY, chair, West Seneca Developmental Center
KATHLEEN BUTTON, Craig Developmental DSO
DIANE HEWITT, Middletown Psychiatric Center
JOSEPH HOWARD, Wilton Developmental Center
ROBERT LODATO, Division For Youth-Dix Hills
LORI NILSSON, Syracuse Developmental Center
JOEL SCHWARTZ, South Beach Psychiatric Center

OPERATIONAL SERVICES UNIT NEGOTIATING TEAM

THOMAS WARZEL, chair, SUNY Buffalo
ANTOINE (TONY) BAILOUS, NYS Psychiatric Institute
FRANCIS CELENTANO, SUNY Stony Brook
JOHN COTTE, Green Haven Correctional Facility
DEL PERRIER, Department of Transportation-Region 1
LYMAN SWITZER, Department of Transportation-Binghamton
JOHN WALLENBECK, Department of Transportation-Hornell

DIVISION OF MILITARY AND NAVAL AFFAIRS NEGOTIATING TEAM

SUSAN STELMACK, chair, DMNA Headquarters-Latham
BRIAN DELLAPORTA, Mid-State Armory
FRANCIS KNIGHT, Suffolk Air Base
DAVID MAPSTONE, Hancock Field
MICHAEL LAMP, Stewart Air Base

OFFICE OF COURT ADMINISTRATION NEGOTIATING TEAM

TOM JEFFERSON, chair, Court of Claims-White Plains
PAT FERRARO, Commissioner of Jurors-Nassau County
BILL VASALLO, Appellate Division, First Dept.-New York City
BOB LORENC, Mental Hygiene Legal Services-Rockland PC
TIM DREW, Surrogate Court-Schenectady County
SHARON CARRAWAY, Oneida County Courthouse-Utica
BARBARA EPSTEIN, Buffalo City Court-Buffalo
ED HEFFERNAN, Law Reporting Bureau-Albany

'We will emphasize that the work force is a tremendous asset to the state; an asset that should be preserved and recognized with a fair and equitable contract'

CSEA efforts keep employees in NYC

MANHATTAN — Thanks to CSEA intervention, employees of the state Health Department's Dental Unit in New York City are still working for the health department.

As a result of budget cuts and a departmental reorganization, the employees, members of CSEA New York City Local 010, were told they would have to relocate to Albany, where the dental unit

was moved, or resign.

But CSEA wasn't about to let that happen and urged labor-management cooperation.

Working closely with Health Department Area Director Carlos Perez, CSEA Labor Relations Specialist Jackie Vandergrift and Local 010 Grievance Representative Marie Rogers helped craft an agreement to

transfer the dental workers to other open jobs within the New York City office.

During the months of waiting for the plan to be approved, workers worried about their job security.

"We had meetings to keep the morale and spirit going, saying no news was good news, and people remained productive despite everything," Perez said.

"Our main concern was to save jobs and not force people to move to Albany who didn't want to," CSEA Local 010 President Vincent Martusciello said. He agreed with Perez that letting these experienced CSEA members go would have been "absurd," when "within a year new people would have to be hired off the street."

"I was disappointed when they closed the Dental Unit in New York City," 11-year-veteran employee Bob Matson said. "It's where I felt at home. I would have moved to Albany if I had to. But I was relieved they worked something out because I just got married, and my wife is a state worker also."



Marie Rogers

— Lilly Gioia



CLOSE COOPERATION PAYS OFF — From left, Health Department Area Director Carlos Perez, Assistant Director for Medical Evaluations Michael Berman, Clerk Robert Calderaro, Clerk Donna Smith, CSEA Grievance Representative Marie Rogers and CSEA Labor Relations Specialist Jackie Vandergrift.

Internal Revenue Code could affect pensions of some participants in State Deferred Compensation Plan

CSEA members who participate in the State Deferred Compensation Plan are advised that, based on information from the Employees Retirement System (ERS) and the Deferred Compensation Board, it is possible that a few plan participants may suffer pension reductions based on Internal Revenue Code 415, which limits the maximum pension payments allowed in certain circumstances.

According to the ERS, no Tier 1 or Tier 2 members would be affected. But a few Tier 3 and Tier 4 members could be affected. No one retiring from a CSEA position has yet been impacted by Section 415 limitations, according to the ERS.

Participation in the State Deferred Compensation Plan is

entirely voluntary. CSEA did not negotiate the plan and has no oversight responsibility or authority for the plan. CSEA cannot provide its members financial counseling, and advice as to whether to limit or withdraw from participation in the Deferred Compensation Plan

must come from the member's own financial or tax advisor, in consultation with the ERS.

CSEA, meanwhile, is actively supporting proposed federal legislation that would eliminate the limitations

placed on pensions by IRC Section 415.

If you participate in the State Deferred Compensation Plan, you may wish to contact your personal financial or tax advisor and the ERS regarding the possible effect of Internal Revenue Code 415.

No one retiring from a CSEA position has yet been impacted

Tuition reimbursement funds still available for LEAP courses

Tuition reimbursement funds are still available to CSEA-represented state workers. In fact, eligible workers can still request retroactive reimbursement for courses started as far back as April 1, 1992, and recent courses as long as they are started on or before March 31, 1995. Costs for tuition and mandatory registration and lab fees may be reimbursed at 50 percent up to a maximum of \$600 a year for eligible workers working half-time or more. Eligible workers working at less than half-time may be reimbursed at 25 percent of tuition and fees.

Since workers can apply

retroactively for this benefit, they can actually apply for up to \$600 (\$300 for less than half-timers) in reimbursements for any of the past three years in which they took eligible courses. Workers can apply after April 1, 1995, as long as their course(s) was started on or before March 31, 1995.

CSEA Tuition Reimbursement application forms should be available at most Personnel or Training offices. Additional information and assistance can be obtained by calling the CSEA Labor Education Action Program LEAPLINE at 1-800-253-4332.

New order forms available for civil service test preparation booklets

New order forms for civil service test preparation booklets are now available from the CSEA Labor Education Action Program (LEAP). Please discard old order forms that are undated or dated prior to December 1993.

The old forms contain incorrect or outdated information. Orders sent to LEAP using the outdated forms must usually be returned unfilled to the sender for correct payment and/or booklet selection.

New order forms may be obtained by contacting LEAP at 1-800-253-4332.

Details offered on domestic partner coverage

Editor's note: Based upon a recent Memorandum of Understanding, CSEA-represented state employees (ASU, ISU, OSU, DMNA bargaining units) will be eligible for domestic partner coverage under the NYS Health Insurance Program and CSEA Employee Benefit Fund. The following information has been provided by the CSEA/NY State Joint Committee on Health Benefits.

What Is a Domestic Partner?

Pursuant to language in the agreement between CSEA and the state, a domestic partnership is one in which both partners are: 18 years of age or older; unmarried and not related by marriage or blood in a way that would bar marriage; residing together; involved in a committed (lifetime) rather than casual relationship; and mutually interdependent financially. The partners must be each other's sole domestic partner and must have been involved in the domestic partnership for a period of not less than six (6) months.

Enrolling a Domestic Partner

To begin the enrollment process, obtain the domestic partner enrollment package from your Agency's Health Benefits Administrator (HBA). Completed documents should be returned to the HBA along with two items of proof of financial interdependence and proof of six months residency. The enrollment package includes listings of acceptable proofs.

If these documents are properly submitted and the proofs provided are acceptable, the HBA will enroll your domestic partner accordingly. The HBA **will not accept or agree to hold an incomplete application package.**

Effective Date of Coverage

The earliest date that coverage can be effective was Jan. 26, 1995, for Administrative payrolls and Feb. 2, 1995, for Institutional payrolls. Coverage for anyone who submits a completed application with

proofs before these dates will be effective on these dates. A special initial enrollment period will be in effect through the close of business Feb. 28, 1995. Anyone who submits a completed application after Jan. 26 or Feb. 2, 1995, but before the close of business Feb. 28, 1995, will have coverage for their domestic partner effective on the first day of the pay period following the submission of an acceptable application.

As of March 1, 1995, the same effective date rules used for the changes due to marriage will apply to domestic partner enrollments. Refer to the "New York State Health Insurance Program's General Information Booklet" for additional details. Please note, the date of the event will be six months after the latest date on the documents of proof that are submitted with the application.

CSEA Employee Benefit Fund

Employees' domestic partners who wish to obtain prescription drug, dental and vision benefits from the CSEA Employee Benefit Fund (EBF) will be eligible for benefits based on the same eligibility criteria and application process used for health insurance enrollment. The NY state Department of Civil Service will forward information to the Fund to advise it of the partner's eligibility. Upon receipt of such information, the Fund will send an EBF enrollment card directly to the enrollee. The completed EBF enrollment card must be returned directly to the CSEA Employee Benefit Fund.

If you only want to apply for CSEA EBF prescription drug and dental/vision benefits for your domestic partner, you will still need to complete the application process described above for health insurance enrollment.

Imputed Income

Covering a domestic partner will almost always result in additional taxable income. The Internal Revenue Service (IRS) rules require the fair market value of the coverage provided to

the domestic partner to be considered imputed income to the employee. This means that the amount of taxable income reported on the employees' W-2 form will be increased by the fair market value of that coverage. The fair market value of state-administered benefits equals the "gross" (before application of any interest and/or dividend) individual premium less the employees' contribution for dependent coverage.

The imputed income for CSEA-represented members' health insurance for each pay period of 1995 would be approximately \$52.24 (gross bi-weekly cost of coverage, less premium paid by employee). This means that if a CSEA member covers a domestic partner for 20 pay periods in 1995, she or he will have an additional \$1,044.80 of income reported on her or his W-2. The \$1,044.80 **does not include** the value of prescription drug, dental and vision benefits. The employee will also be responsible for paying taxes on the imputed income derived from EBF benefits which is estimated to be \$648 annually. The EBF will provide a statement of taxable income (1099) at the end of the year to the enrollee directly.

Imputed Income Exception

If a domestic partner qualifies as a dependent under IRS Code Section 152 (copy with application packet), there is no imputed income for the employee and none will be reported to the IRS if the dependent tax affidavit in the package is submitted by the employee at the time of application.

Pre/Post-Tax Deductions

IRS rules mandate that an employee who enrolls a domestic partner must pay the additional employee contribution for dependent coverage on a post-tax basis although the individual premium contribution may remain pre-tax. Employees who currently have pre-tax individual coverage, will have a **post-tax** deduction for the additional premium for dependent

coverage. Employees who already have family coverage on a pre-tax basis, will have their deductions split into pre- and post-tax components to meet IRS requirements.

Terminating Domestic Partner Coverage

When a domestic partner relationship ends, the employee must fill out and sign the Termination of Domestic Partnership Form within 14 days of the termination. The employee will not be eligible to enroll another domestic partner or re-enroll the same partner until 6 months after the Termination of Domestic Partnership Form is submitted.

An employee may delete an existing partner from health insurance coverage at any time, if the relationship is not terminated. Those deletions will be effective in accordance with current plan rules.

Other Information

Eligibility for coverage of children of domestic partners will continue to be based on the Program's eligibility criteria for "other children." Note that these criteria assess the children's dependent status with respect to the **enrollee** and should be separate from eligibility of a domestic partner.

Domestic partners who survive a deceased employee will be eligible for dependent survivor coverage under the same circumstances as surviving spouses.

Domestic partners who lose coverage eligibility will have 60 days following their loss of coverage in which to elect COBRA continuation. The 60-day application period begins on the day eligibility is lost, not the day the termination form is filed.

If you have any questions regarding the expansion of health insurance eligibility, please contact the CSEA Joint Committee on Health Benefits at: 1-800-286-5242. Questions regarding the expansion of CSEA's Employee Benefit Fund eligibility should be forwarded to the Fund at: 1-800-323-2732.

1994 Empire Plan claims must be filed by March 31

All 1994 Empire Plan basic medical claims must be submitted by March 31, 1995 to:

Metropolitan Life Insurance Company
CPO Box 1600
Kingston, NY 12401-0600

Basic medical claim forms may be obtained from your agency's personnel/business office or from Metropolitan Life

Insurance Company. Make sure you complete the requested subscriber information and, if applicable, dependent student information. **Don't forget to sign the claim form.**

Please be certain to have your doctor or other provider fill in all the information asked for on the claim form. If the claim form is not filled out by the provider, all

original bills must include all the medical/diagnostic information asked for on the claim form. Missing information will delay the processing of your claim.

If you have any questions concerning your claim, you may call the following toll-free number at Metropolitan for assistance:

1-800-942-4640

Petitioning info for Board of Directors election

Elections will be held this year to fill 103 positions on CSEA's statewide Board of Directors. The positions to be elected will represent state, local government and local government educational members. Private sector members are represented on the Board by the elected chair of the Private Sector Executive Committee.

Petitioning begins Feb. 21

The nominating petition period begins on Feb. 21 and completed nominating petitions must be received at CSEA headquarters not later than 5 p.m. March 24.

Signatures on the nominating petitions must be of CSEA members in good standing eligible to vote in the election. The nominating petitions must include the Social Security numbers of the members signing the forms.

The number of valid signatures required for Board of Directors seats is 10 percent of the members represented by the position and eligible to vote, but in no event will more than 450 signatures be required. The

required number of signatures for each seat are listed below.

How to request nominating petitions

Nominating Petition Request Forms have been available since Jan. 23 for eligible members. The petition request forms are available from CSEA local presidents, CSEA region offices and CSEA headquarters.

Who is eligible?

Any CSEA member who meets the constitutional eligibility requirements and obtains the required number of signatures and Social Security numbers of members eligible to vote in the election will have his or her name placed on the ballot.

A candidate must be at least 18 years of age, must be a member in good standing of the department, county or educational local he or she seeks to represent since June 1994; must not be serving a disciplinary penalty imposed by CSEA's Judicial Board and must not have been a member of a

competing labor association or union since June 1994.

Slate petitioning and slate voting

Slate petitioning and slate voting will be possible for members seeking to become Board representatives for state departments and counties which, by virtue of their large membership size, are assigned

more than one seat on the statewide Board. Members seeking those positions may petition either individually or as a slate. Candidates who run as a slate must fill out a slate consent form and a slate petition request form. A slate need only to submit one set of the required number of signatures to qualify to be on the ballot as a slate.

Board of Directors election schedule

Feb. 21	Start of Petitioning Period: Nominating petitions are available from CSEA headquarters and region offices.
March 24	Deadline for nominating petitions to be received at CSEA headquarters (5 p.m.).
May	Publication of campaign articles in <i>The Public Sector</i> .
May 22	Ballots delivered to Post Office for mailing (5 p.m.).
June 1	Replacement ballot may be requested if original is not received.
June 13	Deadline for receipt of ballots (8 a.m.).
ELECTION RESULTS ANNOUNCED AFTER THE COUNT; CANDIDATES WILL BE NOTIFIED BY MAIL.	
July	Election results published in <i>The Public Sector</i> .

Here's required number of petition signatures for Board of Director positions

The nominating petition must contain not less than ten percent (10%) of the signatures and valid social security numbers of the members in good standing eligible to vote in the election. However, in no event will more than 450 valid member signatures be required.

	Number of positions to be elected	Number of signatures required		
STATE REPRESENTATIVES				
Agriculture & Markets	1	17	Jefferson County Local 823	1 117
Audit & Control	1	96	Lewis County Local 825	1 55
Civil Service	1	27	Livingston County Local 826	1 47
Correctional Services	2	450	Madison County Local 827	1 46
Economic Development	1	10	Monroe County Local 828	1 298
Education	1	220	Montgomery County Local 829	1 55
Environmental Conservation	1	138	Nassau County	2 450
Executive	3	450	Nassau County Local 830	
Health	1	281	Town of Hempstead Local 880	1 117
Insurance	1	52	Town of Oyster Bay Local 881	1 162
Judiciary	1	309	Nassau County Municipal Employees Local 882	1 450
Labor	2	450	Niagara County Local 832	1 175
Law	1	58	Oneida County Local 833	1 64
Mental Hygiene Region 1	1	426	Onondaga County Local 834	1 68
Mental Hygiene Region 2	2	450	Ontario County Local 835	1 73
Mental Hygiene Region 3	2	450	Orange County Local 836	1 346
Mental Hygiene Region 4	1	250	Orleans County Local 837	1 102
Mental Hygiene Region 5	2	450	Oswego County Local 838	1 92
Mental Hygiene Region 6	2	450	Otsego County Local 839	1 150
Motor Vehicles	1	257	Putnam County Local 840	1 23
Public Service	1	15	Rensselaer County Local 842	1 16
Social Services	1	114	Rockland County Local 844	1 30
State	1	45	St. Lawrence County Local 845	1 118
State Public Authorities	1	147	Saratoga County Local 846	1 286
Taxation & Finance	1	371	Schenectady County Local 847	1 35
Teachers' Retirement System	1	26	Schoharie County Local 848	1 29
Transportation	2	450	Schuyler County Local 849	1 77
Universities	4	450	Seneca County Local 850	1 156
			Steuben County Local 851	1 81
			Suffolk County Local 852	1 24
			Sullivan County Local 853	1 101
			Tioga County Local 854	1 450
			Tompkins County Local 855	1 67
			Ulster County Local 856	1 26
			Warren County Local 857	1 450
			Washington County Local 858	1 67
			Wayne County Local 859	1 26
			Westchester County Local 860	2 450
			Wyoming County Local 861	1 67
			Yates County Local 862	1 26
			LOCAL GOVERNMENT EDUCATIONAL REPRESENTATIVES	
			Long Island Region	1 450
			Nassau County Educational Employees Local 865	
			Suffolk County Educational Employees Local 870	
			Southern Region	1 75
			Dutchess County Educational Employees Local 867	
			Capital Region	1 205
			Saratoga County Educational Employees Local 864	
			Rensselaer County Educational Employees Local 871	
			Central Region	1 151
			Broome County Educational Employees Local 866	
			Oneida County Educational Employees Local 869	
			St. Lawrence County Educational Employees Local 873	
			Western Region	1 240
			Erie County Educational Employees 868	
			Niagara County Educational Employees Local 872	

Local, unit elections to be held this year

All CSEA local and unit executive boards are reminded that elections of local officers, delegates and unit officers will be conducted this year.

The term of office for all current local officers, delegates and unit officers expires June 30, 1995. Officers and delegates will be elected or re-elected to a three-year term.

Each local and unit executive board should have selected its own Election Committee and committee chairperson by now. The Local and or Unit Election Committee is primarily responsible for conducting the election.

Under CSEA Local and Unit Constitutions and Board guidelines, elections of local and unit officers are to be held between May 15 and June 15, 1995.

CSEA's statewide Standing Election Committee, chaired by Dolores Iacobelli, has mailed election materials and information to local and unit committee chairpersons who have been registered with CSEA headquarters.

Slate petitioning and slate voting will be an option for candidates for local and unit

office this year as in the past.

In local officer and unit officer elections, a slate must contain a candidate running for the offices of president, one or more vice presidents, secretary and treasurer. In locals and units which have created the position of secretary-treasurer, the slate must include a candidate for that office. Other offices created by the Local or Unit By-Laws may also be included.

A member cannot be a candidate for officer and for delegate on the same slate. An officer candidate must circulate a separate nominating petition in order to appear on the ballot as a candidate for delegate. The candidate will appear on the ballot as a slate candidate for the office and as an individual candidate for the position of delegate.

Candidates who run as a slate must fill out a slate consent form and a slate petition request form. Candidates who appear as part of a slate need only to submit one set of the required number of signatures to qualify as a candidate.

Members may run as individual candidates if they wish.

Also, candidates for office in locals and units with 10 or fewer members can complete an Application for Election to Office in place of the requirement of obtaining signatures on a nominating petition.

Your union dues work for you

Your union dues, which are among the lowest in the country, support CSEA efforts to obtain better wages, better benefits, retirement benefits and equitable terms and conditions of employment for the 265,000 active and retired members of CSEA that are far superior to non-unionized workers.

CSEA negotiates the best contract provisions and protections possible because effective management of union dues make it possible for the union to employ an experienced, qualified professional staff.

Your dues also support CSEA's legislative and political action program, making it possible for CSEA to promote and support legislation that is in your best interest while working to reject legislation that would be harmful to you.

CSEA supports issues that help you throughout your working career and assist you when you retire, such as pension supplementation, permanent cost-of-living adjustments, health insurance for retirees and preservation of the retirement system.

Your union dues work for you in many ways. Of every dues dollar paid, 97 cents goes toward negotiating and enforcing union contracts, improving and protecting terms and conditions of employment and working on a wide range of issues and projects that directly affect members. Three cents is used for promoting political or ideological programs and projects important to CSEA members and labor in general.

CSEA members who object to the appropriation of a portion of their dues for political or ideological purposes unrelated to collective bargaining can obtain a rebate.

To request a refund from CSEA, individual refund requests must be submitted in writing by certified or registered mail addressed to:

**CSEA Treasurer
Civil Service Employees Association
P.O. Box 2611
Albany, NY 12220-0611**

CSEA refund requests will only be accepted during the month of March. Requests must be postmarked no later than March 31, 1995.

Individual requests only must be submitted; lists of members are not acceptable.

Each request for reimbursement must be typed or legibly printed and include the individual's name, home address, Social Security number and CSEA local number. The request must be signed by the member.

Six children of CSEA members win McDonough scholarships

Six children of CSEA members, one from each of CSEA's six regions, have been named winners of CSEA Thomas H. McDonough Continuing Studies Scholarships.

The winners were announced jointly by CSEA President Danny Donohue and Diane Lucchesi, chairperson of CSEA's Special Memorial Scholarship Committee.

The awards are for \$500 each and are intended to assist the students in pursuing their college studies by augmenting the CSEA Irving Flaumenbaum scholarships which each of the recipients had previously won as graduating high school seniors.

The continuing studies scholarships are named in memory of the late Thomas H. McDonough, a longtime union activist who served as acting president and executive vice president of CSEA.

Winners of the 1994 CSEA Thomas H. McDonough Continuing Studies Scholarships are:

Long Island Region

Michael Goller of Mt. Sinai is a student at Pennsylvania State University. His mother, Marie Goller, is a district aide in the Mt. Sinai School District and a member of Suffolk County Educational Employees Local 870.

Metropolitan Region

Nicole Scott of Jamaica is a student at SUNY New Paltz. Her mother, Ella Scott, is a keyboard specialist and member of New York City Department of Labor Local 350.

Southern Region

Leigh Anne Kirschen of Wallkill is a student at Binghamton University. Her mother, Joan Carol Kirschen, is a teaching

assistant in the Wallkill Central School District and a member of Ulster County Local 856.

Capital Region

Jason Porter of Saratoga Springs is a student at the University of Rochester. His mother, Debra Lynn Porter, is a secretary in the Saratoga Springs Central School District and a member of Saratoga County Educational Employees Local 864.

Central Region

Tracy Sayles of East Pharsalia is a student at Elmira College. Her mother, Lora Sayles, is an account clerk and typist for Chenango County and a member of Chenango County Local 809. Her father, Jerry Sayles, is an automotive parts person for the Chenango County Highway Department and president of Local 809.

Western Region

Charles Sagona of Fredonia is a student at SUNY Geneseo. His mother, Carmela Sagona, is a food service worker at SUNY Fredonia and a member of SUNY Fredonia Faculty Student Association Local 627. His father, Santo Sagona, is a janitor at SUNY Fredonia and a member of SUNY Fredonia Local 607.

The McDonough scholarship recipients were selected on the basis of merit and need from a pool of previous winners of the Flaumenbaum scholarships by members of CSEA's Memorial Scholarship Committee.

In addition to committee chairperson Lucchesi, the committee includes Willie Allen, Lamont Dutch Wade, Lorraine Johnson, Helen Fishedick, Sandra Delia and Janice Mazurek.

The Wonderful World of Benefits: *It pays to be a CSEA member*



BIG SAVINGS with discounts on * Cellular Phone Service for CSEA Members & Retirees

CSEA President Danny Donohue is pleased to announce the union's newest member benefit, offering you the best cellular service at a discount. Below are some of the benefits you will receive as a participant in this program:



- \$11 monthly access charge!
- 22 cents per minute local airtime!
- Standard activation fee waived! (Through 3/31/95)
- Rates guaranteed for a minimum period of 1 year from activation date!
- Discounted NYNEX cellular phones!

AVAILABLE NOW IN ALBANY, BUFFALO, SYRACUSE For Information call:

In Area Code (518): Andrew DiNovo (518) 424-7907 or (518) 464-2539

In Buffalo (716): Sharon Vincent (716) 686-4310

Lou Selva (716) 686-4314

In Syracuse (315): Rich Meghoo (315) 449-5527

Chris Sass (315) 449-5510

Eric Purcell (315) 783-1122

PLEASE NOTE:

- * Rates contingent upon one year service agreement with NYNEX Mobile and available on NMCC Cellular service and to CSEA members in good standing.
- * Product discount available with new service activation only.
- * Existing NYNEX cellular service may be converted to program without termination charges.
- * It is expected that implementation in the Rochester, Utica, Rome and New York metropolitan market will occur in the near future. (Rates may vary).

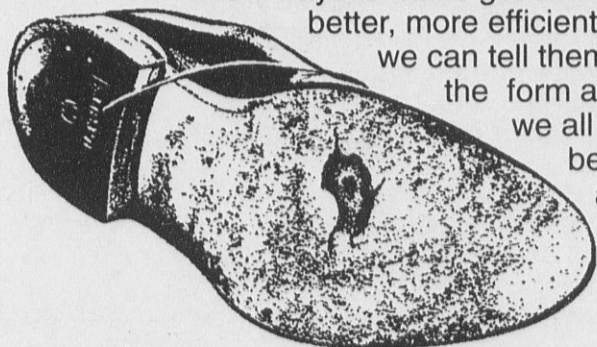
NYNEX Mobile Communications

You can help, or else wait for the other shoe to fall

The Pataki administration has already implemented a hard hiring freeze on state workers, and has announced plans to reduce the size of state government. Those actions will soon filter down to impact counties, cities, towns, villages and school districts. The reality is, state and local governments need to be reinvented here in the Empire State. And who knows how to do that better than CSEA members.

CSEA believes New York State's most valuable asset during the transitions that lie ahead is the talented, experienced state and local government work forces. "Cut waste, not the work force" is our motto for a trimmer, more efficient New York.

CSEA members know where the waste is. You also know ways to make governments work better, more efficiently. Tell us so we can tell them. Complete the form at right and we all win, because we're all in this together.



YES! You can count on me. I want to help my union help reinvent government in New York State.

Complete the form below, clip it and mail to:
**Communications Department
Civil Service Employees Association
143 Washington Avenue, Albany, NY 12210**

Here's how I would eliminate waste and/or make state and/or local government work more efficiently in New York State (be as specific as possible):

(Use and attach additional sheet(s) if necessary)

Name _____
Address _____
City _____ State _____ ZIP _____
Social Security # _____ Home phone _____
I am a member of CSEA Local _____
I work at _____ Job title _____

(This information is optional but very helpful. It will be treated with the utmost confidentiality.)

January Board of Directors' meeting summary

Editor's Note: The Public Sector regularly publishes a summary of actions taken by CSEA's Board of Directors at the Board's official meetings. The summary is prepared by CSEA Statewide Secretary Barbara Reeves for the information of union members.

ALBANY— CSEA's statewide Board of Directors met here on Jan. 5. In official action, the Board:

- Approved three-year contracts between CSEA and the Field Staff Association and Headquarters Staff Union. Also approved adjustments to appropriate budget lines to accommodate the FSA and HSU contracts;
- Approved the creation of a new Membership Benefits Department as part of an internal reorganization to improve delivery of services to members;
- Approved extension of the lease for office space for Suffolk County Local 852;
- Approved maximum miscellaneous

expense allowances for various official CSEA meetings, etc. during 1995;

- Approved the appointment of Stan Goodman to the Region 2 Political Action Committee;
- Approved the appointments of Roslie Tallman and Betty Jo Johnson to the Region 5 Political Action Committee;
- Approved the appointments of Karen Watts-Cave, James Schultz and Harriet Clark to the Region 3 Political Action Committee;
- Approved the dissolving of Newark Developmental Center Local 417 effective June 30, 1995;
- Approved the dissolving of Craig DDSO Local 405 effective June 30, 1995;
- Approved granting a Local Charter to Finger Lakes DDSO effective July 1, 1995;
- Approved a motion not to pay vouchers for reimbursement that are received six months or later after expenses were

incurred;

- Approved lifting the administratorship of Niagara Falls Bridge Commission Unit;
- Approved placing the following units in administratorship: Comsewogue Part-Time Unit, Nyack UFSD Unit, Fallsburgh CSD Custodial Unit, Mahopac School district Monitors Unit and Patchogue/Medford School District Part-Time Employee Unit.



Questions concerning this summary of actions taken by CSEA's statewide Board of Directors should be directed to CSEA Statewide Secretary Barbara Reeves, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210. 1-800-342-4146 or (518) 434-0191.



CBTU

COALITION OF BLACK TRADE UNIONISTS

24th Annual National Convention set for May 25-29 in Detroit

- The Westin Renaissance Center is convention headquarters for the 24th Annual CBTU National Convention to be held in Detroit, from May 25 to 29.
- CSEA members who are **flying to Detroit on Northwest Airlines, should contact Plaza Travel Center at 1-800-666-3404 for discounts:** receive 10% off coach fares (for those not staying over Saturday night) or 5% off any promotional fare (for those staying over Saturday night).
- If you have questions or need more information, contact Portia Given at CSEA Headquarters, 143 Washington Ave., Albany, NY 12210, or phone at 1-800-342-4146 extension 210 or 518-434-0191 extension 210.

STOP PAYING RENT. START OWNING A HOME OF YOUR OWN.

What's stopping you from becoming a homeowner?

CSEA realizes that for many of you, it's not the monthly payment – it's the large amount of money required for the *down payment* and *closing costs* that make getting a mortgage so difficult.

There's a way to overcome these obstacles:

The Empire Home Mortgage Program.

- **Low downpayment** – means less money needed to buy your home.
- **Closing costs may be funded** – with a gift from a relative, or a grant or unsecured loan from a nonprofit organization or public entity.
- **Borrow with peace of mind** – as the low interest rate mortgage is fixed for the entire 15 or 30 years (whichever you choose), your rate will never go up. Plus, should you ever wish to pay your mortgage off early, you'll never pay a prepayment penalty.
- **Qualifying for your mortgage will be easier** – due to relaxed guidelines on total debt amount you may have.
- **Competitive interest rates** – means lower, more affordable monthly payments.
- **Homeowner's and private mortgage insurance available** – getting your mortgage is a "one-stop" shopping experience!
- **Education through a Home Study Guide provided at no cost to you.**
- **Affordably priced strike, unemployment and mortgage disability insurance available.**
- **No points mortgages are available**
- **Act now – A FREE 90-Day Rate Guarantee is currently being offered.** This means you can "lock-in" for 90 days the rate available when you call to apply – even if the rates go up!
- **Thinking about refinancing?** – Refinance plans also available through the Empire Home Mortgage Program.

Experienced, professional and courteous mortgage representatives are available now to help you determine your range of affordability and take your application right over the phone. And they can do it in 140 languages. Plus, the program is committed to making the entire process hassle free. And use of the Union Privilege Legal Services Plan, accessed through your CSEA regional office, can further reduce your closing costs. Call today and you'll see how CSEA members can make the dream of homeownership a reality.



"Through the Empire Home Mortgage Program, CSEA is committed to enabling its members to achieve the dream of homeownership."

– Danny Donohue, CSEA President

CSEA Members can take advantage of this program just by calling the Empire Home Mortgage Program Today at 1-800-377-2989.

8:30 a.m. to 9 p.m. ET, Monday through Thursday
8:30 a.m. to 6 p.m. ET, Friday & 9 a.m. to 3 p.m. ET, Saturday



Solidarity...

Solidarity — it's what makes a union strong.

It's the thread that holds us together in difficult times.

The more adversity it encounters, the stronger it becomes.

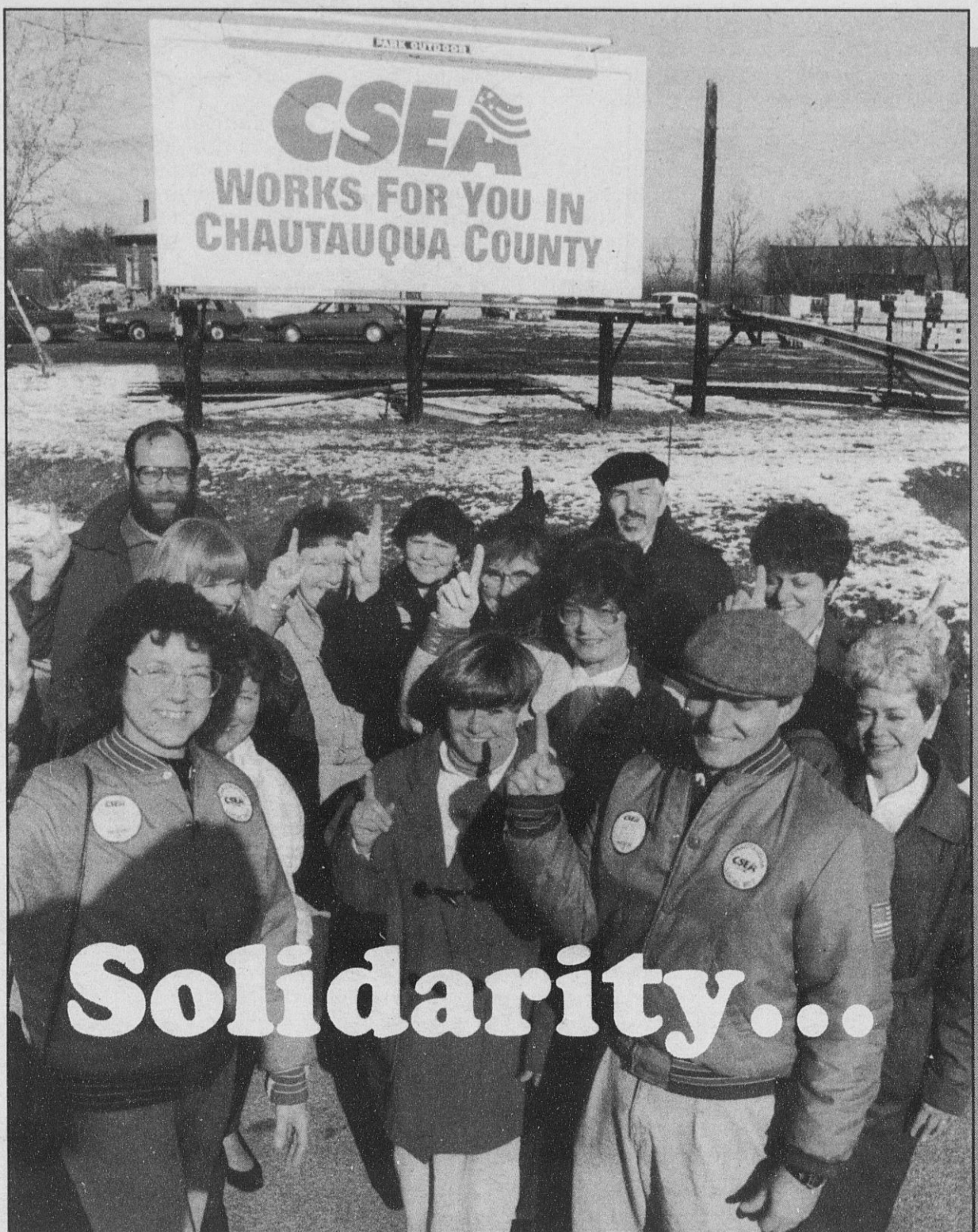
It's the collective will and determination of people to stand their ground, sometimes against great odds, when they know they're right.

It was a driving force behind the creation of the USA and it's the lifeblood of this great union we call CSEA.

Solidarity's awesome power is evident every day, over and over again, throughout CSEA. It's what helps us win and enforce contracts and it helps convince management you deserve healthy, safe work places.

Solidarity carried Chautauqua County members through months of bitter and frustrating contract disputes and helped them persevere until they'd won a fair contract. And they publicly demonstrated their solidarity by erecting three billboards, like the one above, at the height of their greatest difficulties.

One more vivid reminder that we're all in this together.



CSEA
Local 1000, AFSCME, AFL-CIO