

Statements, photos of
candidates for Region
offices - pages 10-11

The early retirement incentive
You better check out the fine print first
See 'What you should know' - page 12



THE PUBLIC

Sector

Vol. 19 No. 5 MAY 1996

DON'T HOLD US HOSTAGE!

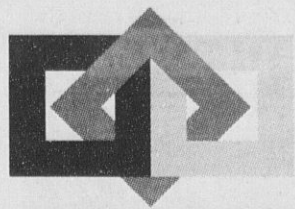
CSEA

**STILL NO
STATE BUDGET!**

143

Photo by Kate Daly

CSEA Headquarters, 143 Washington Avenue, Albany, NY



I N D E X

PAGE THREE — The state budget remains stalled. Retirees expected to receive retroactive pension supplementation.

LOCAL GOVERNMENT Pages 4 & 5 — DPW members salvage flood damaged vehicles, saving the City of Troy thousands of dollars. And a Village of Malverne member saves a grandmother and her grandson from a burning home.

STATE GOVERNMENT Pages 6 & 7 — Rochester CSEA members get public support to save a state-of-the-art DMV office and Buffalo State College attempts to privatize one of the most cost-effective power plants in the state.

IN TOUCH WITH YOU Page 8 — CSEA President Danny Donohue explains how proposed block grants will paralyze local governments and hurt homeowners and the middle class the most.

GENERAL NEWS Pages 9 - 20 — Statements of candidates for CSEA Region offices are on pages 10 and 11; early retirement information is on page 12; and a summary of the March Board of Directors meeting is on page 15. Page 19 has important information about the CSEA Buyer's Edge discount program.

Cellular Phone Service Expanded

At presstime it was announced that discounted Frontier Cellular Phone service has been expanded to include Broome, Tioga, Steuben & Chemung counties. For information please call:

In Binghamton: (Broome/Tioga)	Mike DeCastro Christine Bearsch	607-725-7816 607-725-6000
In Elmira: (Chemung/ Steuben)	Scott Pitcher Paul Hrynkiw Kathryn Steele	607-738-6000 607-725-1000 607-765-1100

Details will appear in the next edition of *The Public Sector*.

Always protect your membership status

A break in union membership status can have long-term future implications. Your membership status affects your eligibility with respect to:

- * seeking or holding union office,
- * signing nominating petitions for potential candidates,
- * voting in union elections, and
- * voting on collective bargaining contracts.

Only members "in good standing" can participate in these activities. To be in "good standing," your dues cannot be delinquent.

If you go on unpaid leave or for any other reason have a

break in your employment status, your dues will not continue to be paid through payroll deductions. You must make arrangements to pay your dues directly to CSEA to continue your membership status. If you are either laid off or placed on leave without pay status due to becoming disabled by accident, illness, maternity or paternity, you may be eligible for dues-free membership status for a period not to exceed one year.

You must notify the CSEA Membership Records Department at 1-800-342-4146, Ext. 327, of any change in your status and what arrangements you are making to continue your membership in CSEA.

Local 805 member needs donors

Nancy Jerread, director of the Cattaraugus County Department of Motor Vehicles and member of CSEA Local 805, is undergoing treatment for a serious illness and needs 50 to 100 blood platelet donors. To date, just over a dozen donors have signed on.

Platelets help to prevent severe bleeding. Without them, patients may hemorrhage to death.

Donating platelets is a safe, simple process that takes about two hours. A pint of blood is drawn from the donor's arm and passed through a separating machine that collects the platelets. Then the blood, minus the platelets, is returned to the donor.

Since platelets replenish quickly in the body, you may donate every 48 hours, six times a month, or 24 times a year.

If you would like to help, please call the CSEA Western Region office at 716-886-0391. For more information on platelet donation call the Roswell Park Cancer Institute at 716-845-8275.

Use the toll-free number below to call Gov. Pataki and your state legislators.

The proposed state budget will mean less service and more pain

Tell them
"We didn't vote for these changes!"

1-800-SOS-6336

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Danny Donohue, President

STEPHEN A. MADARASZ, Publisher
STANLEY HORNAK, Asst. Director of Communications
ROGER A. COLE, Editor
KATHLEEN DALY, Associate Editor
CATHLEEN HORTON
Graphic Design & Support Services
RALPH DISTIN, Graphic Artist
JANICE NUSBAUM, Secretary

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Readers: Send any comments, complaints, suggestions or ideas to:
Publisher, *The Public Sector*, 143 Washington Avenue, Albany, NY 12210-2303.

COMMUNICATIONS ASSOCIATES

SHERYL C. JENKS	Long Island Region (516) 462-0030	MARK M. KOTZIN	Central Region (315) 433-0050
LILLY GIOIA	Metropolitan Region (212) 406-2156	RON WOFFORD	Western Region (716) 886-0391
ANITA MANLEY	Southern Region (914) 831-1000	ED MOLITOR	Headquarters (518) 434-0191
DAN CAMPBELL	Capital Region		



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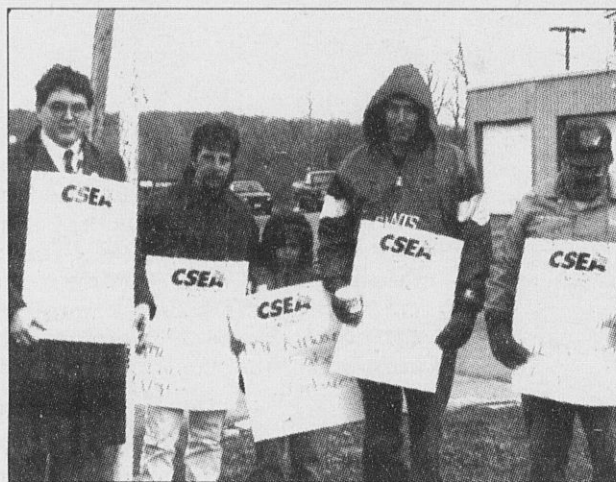
Lawmakers still miles apart on new state budget

May was just around the corner and there was still no new state budget in place as this edition of *The Public Sector* went to press. And virtually no prospects that one could be agreed upon any time soon.

Legislative leaders were reportedly still about \$1 billion apart on their spending plans as April was winding down. Gov. Pataki and lawmakers agreed to a one-month extension of funding to keep the government operating until April 30 but it was unclear at press time whether that deadline might be further extended, or what the ramifications might be if it was not.

State employees were, however, expected to be paid on schedule May 1 regardless. Pataki and lawmakers agreed to fund May 1 state payrolls after being besieged by angry state workers when the previous payroll was delayed until the last moment.

Pataki proposed a devastating state budget that would slash most vital public service programs, reduce state aid to localities and shift education funding to local taxpayers.



CSEA demonstrators protest proposed state budget cuts in front of the Town of Newburgh office of Assemblymember Tom Kirwin. From left are CSEA Political Action Coordinator Stan Merritt; CSEA Newburgh City School District Unit Political Action Committee Chair Chris Sladeski and his daughter Samantha and Newburgh City School District CSEA members Ed Gehlert and Jon Stein.

Pataki slashes programs for women, children

"This is no way for George Pataki to wish New York women a happy Mother's Day," CSEA President Danny Donohue said as he lambasted the Governor's cuts in women's programs.

CSEA statewide Women's Committee Chair Harriet Hart agreed, condemning what appear to be 30 to 50 percent funds lost over last year's budget in women's health care programs including breast cancer screening, prenatal care and services to women with AIDS.

"This year's proposed budget eliminates child care and economic programs that helped women join the work force," Hart said.

"Our breast cancer rates are

frightening," said Liz Puttre, CSEA Long Island Region Women's Committee chair. "That our Governor is proposing a 38 percent cut in breast cancer screening is atrocious," she said.

"What kind of a Mother's Day greeting is this for New York's women when our Governor plans to slash services to pregnant women and their newborns by 37 percent," Donohue asked.

Hart also deplored the Governor's budget priorities, mentioning the elimination of child care at CUNY and SUNY campuses and 29 percent cuts in services for HIV-positive and AIDS-infected women.



CSEA Nassau County Retirees Local 919 President Nicholas Pollicino, right, gestures toward state legislators while demanding fairness and dignity for retirees during a program commemorating the 75th anniversary of the state and local retirement systems. Awaiting his turn to speak at left is Assemblyperson Paul Harenberg, a vocal advocate for senior citizens and retirees.

Long, hard battle for pension supplementation won; retro pay expected

A long-awaited and hard-fought-for supplementation of public employment retirees' pensions appeared imminent as this edition of *The Public Sector* went to press.

Faced with fierce demands at every turn from retirees, key legislators in both houses suddenly announced in late April they would sign on to bills that would grant the pension supplementation to about 250,000 retirees retroactive to last September. The Assembly was expected to pass legislation the first week in May to authorize retroactive supplementation and the Senate was expected to amend legislation introduced in late April to correspond with the Assembly version.

The retroactive payments will not impact on the state budget itself because the pension hikes will be paid by the supplemental reserve fund of the state pension system.

Most retirees have not received any pension supplementation since 1988. Individual supplementation amounts will vary greatly, averaging about \$386 a year under the new legislation.

Retirees were scheduled to receive supplementation last September but the raise was delayed to September 1996 after Gov. Pataki appealed two successful lawsuits filed by state Comptroller H. Carl McCall to prevent a budget raid on the pension fund.

McCall applauded the most recent legislation to grant the retroactive increase.

"It was unfair to punish retirees for protecting their own pension fund and for exercising their rights as citizens to seek relief in the courts," McCall said.

The change of heart by lawmakers followed on the heels of an eruption of anger and outrage by retirees directed toward Gov. Pataki and legislators at an April 16 program in Albany commemorating the 75th anniversary of the New York State and Local Retirement Systems.

Complete details of the supplementation legislation will be published in the June edition of *The Public Sector*.

LOCAL GOVERNMENT NEWS

CSEA DPW members save financially-depressed City of Troy a bundle

'We believed something could be done ... we were right'

TROY — When 10 city-owned vehicles were submerged for 36 hours after the Hudson River overflowed during the great flood of 1996 in January, it could have proved to be a devastating blow to this financially strapped city.

All 10 vehicles were declared "ruined" but the city could not afford to replace any of them. And since the city is self-insured, it had to bear the loss completely.

But the CSEA work force in the Troy Department of Public Works stepped forward to save the day — and the city.

"We believed something could be done to save the vehicles and help our city. We were right," said CSEA Rensselaer County Local 842 President Joe Rounds.

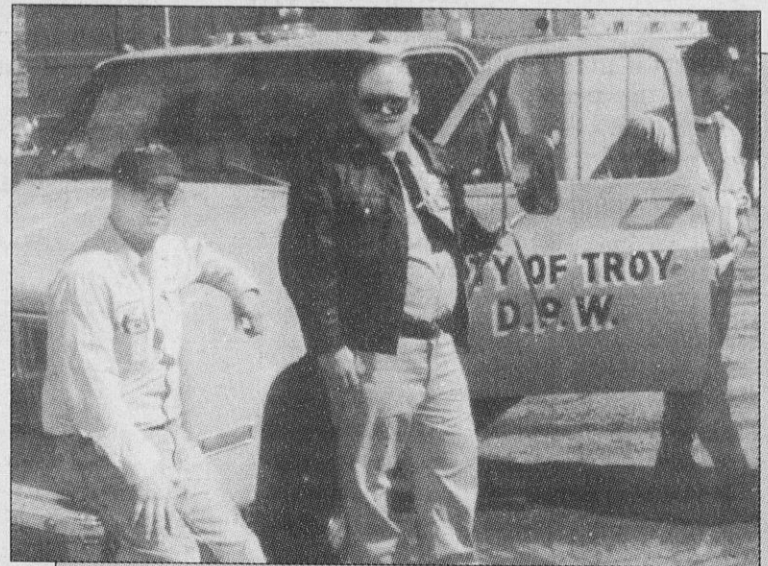
In addition to salvaging the 10 city vehicles, the employees also converted two surplus fire service vehicles into DPW service trucks.

"That cost \$200 for the paint," Unit President Francis Burek, a city animal control officer, said.

CSEA members William Blake, Michael McLaughlin, Kevin McDonough and Trace Thompson are credited with the bulk of the salvage and restoration effort.

"Troy faced a loss of \$150,000 to \$200,000 because we're self-insured. But now the city may qualify for a \$1,000 per vehicle payment from the FEMA program toward the cost of the repairs because of the city employees' efforts," Mayor Mark Pattison said.

— Daniel X. Campbell



CSEA CITY OF TROY DPW members salvaged 10 water-damaged cars and converted two other surplus vehicles into service trucks, saving the financially-strapped city a large amount of money. From left are CSEA Rensselaer County Local 842 President Joe Rounds, a DPW employee; CSEA Unit President Francis Burek and DPW employee Trace Thompson, who worked on the truck conversions.

Putnam MH privatization causes concern

CARMEL — The privatization of Putnam County's Mental Health services will place hundreds of county residents at risk, according to members of Putnam County CSEA Unit.

The county executive has proposed turning over the operation of the department to one or more private agencies.

"If we are taken over by a managed care company," said Senior Psychiatric Social Worker Roger Young, "a high percentage of money goes to administrative costs and profits; therefore, a smaller portion of funds will be left to actively provide services."

Senior Psychiatric Social Worker Joy Ganapol said she believes that people who can't afford to pay will not be accommodated.

"I'm concerned; I wouldn't be here if I didn't love my job," Ganapol said. "A lot of people will fall through the cracks, and they'll end up in hospitals, on

the street or in jail, and their kids will end up in foster care or placements which in the end will cost the county more."

Private agencies can't make profits by running the variety of programs that the county now undertakes, the workers said.

"We know the players, we know the programs and we know how the system works," said Young. "There are a lot of years behind us. It's hard to imagine a company coming in and taking over and offering the same services."

Many clients spend months or years in treatment, and private companies would attempt to refer patients to hospitals rather than keep them in lengthy programs, the employees said.

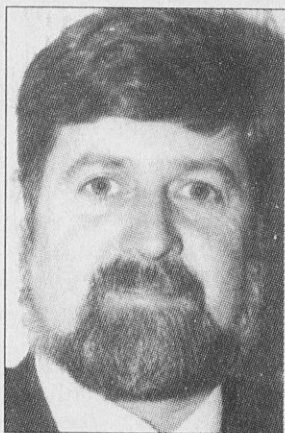
"Managed care programs may only allow 20 sessions or have a dollar cap," Ganapol noted. "You can't always treat problems in that short time frame."

You can't contract out dedication or

loyalty either and Putnam County Mental Health workers are dedicated to their jobs.

"I don't know how I could work any harder and earn less," said Psychiatric Social Worker Mary Alice King. "We do this because we care. I'm not driven by money alone."

— Anita Manley



Roger Young



Joy Ganapol



Mary Alice King

CITY OF FULTON

CSEA unit honors Kathy Mihalek



FULTON — CSEA activist Kathy Mihalek, secretary/treasurer of the CSEA City of Fulton Unit, has been presented a certificate of appreciation by the unit.

Unit President John Allen presents the award to Mihalek in the above photo.

Mihalek was honored for her suggestions in labor/management meetings that the city honor employees with 25 or more years of service and memorialize employees who have died on the job.

The city has since implemented a "Silver Club" and a plaque at city hall to recognize 25-year employees and established a memorial garden in memory of deceased workers.

Member helps rescue two from burning home

LONG ISLAND — CSEA Village of Malverne Laborer George Scheer was in the right place at the right time and because he chose to get involved two people are alive today.

Scheer was driving to a recycling center when he spotted smoke. He realized the smoke was coming from a home on the street he was traveling.

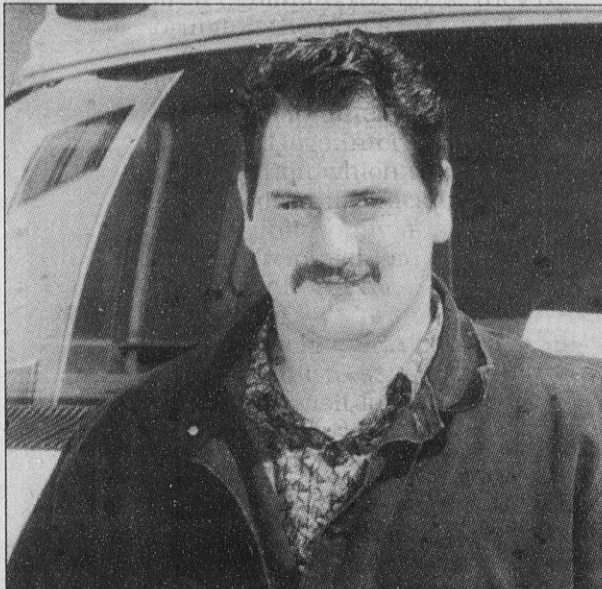
"When we got to the house no one was there yet, and I saw a woman on the lawn with a baby in her arms. She was dazed. I ran to her and asked her if anyone was still inside and she said her son and her mother," said Scheer, a volunteer fireman.

At that moment an off-duty Port Authority policeman also pulled over to help. The men yelled for neighbors to call the fire department and an ambulance as they ran toward the house.

"We ran to the house and tried to open the door but it was locked. I kicked the door in and we had to back up to let some of the smoke and heat out," he said. "About five feet inside the house we saw the grandmother and the child."

Scheer reached in and grabbed the child

who was in and out of consciousness and had burns on his arms. Together, the two men got the grandmother out of the house



CSEA member George Sheer is a hero

but her pants were on fire and they couldn't put out the flame.

"We removed her pants and did what we could while we waited for the ambulance. I was really worried about their lungs and how much smoke the two of them had taken in," Scheer said.

Both the grandmother and child spent some time in intensive care but recently returned home — all because of a few good men.

— Sheryl C. Jenks

CSEA helps Rhinecliff SD member get job back

RHINECLIFF — Maria Mannino was positive that her CSEA activism was the reason she lost her job.

But her faith in the union was reaffirmed when as a result of a CSEA grievance, a Public Employment Relations Board arbitrator ordered the Rhinecliff School District to give her back her job and back pay for the two years that she was displaced.

Mannino, employed by the school district since 1980, helped organize her co-workers and affiliate with CSEA in 1990 as part of Dutchess Educational Local 867. She was also the unit's first elected president.

The district serves troubled youngsters who are living in the Pius XII facility in Dutchess County.

Mannino was a senior attendance officer when she was informed that she would not be hired for the 1994 summer as she had in past years and that her position had been abolished due to budget constraints.

"They hired a man in my place, gave him the title 'Dean of Students,' paid him twice what they paid me and gave him half the duties," she said.

CSEA Labor Relations Specialist

Larry Natoli filed improper practice charges.

Mannino was out of work until November 1994, when she was offered and accepted the position of attendance officer for less pay than she was earning as a senior attendance officer.

During her hearing, Mannino's co-workers testified that one particular administrator made numerous disparaging comments related to Mannino's union involvement.

In his written decision, PERB Assistant Director Kenneth Toomey pointed out that by eliminating Mannino's position, the administrator made good on threats he had been making since district employees affiliated with CSEA.

"The decision that Mannino's position should be abolished was the direct result of (the administrator's) improper motive," he said.

"I would never have gotten my job back if I didn't have a union," Mannino said.

— Anita Manley

Ontario sheriffs unit first in state to gain new retirement plan



At the signing of a new contract for CSEA Ontario County Sheriffs Unit were, from left, Unit President Kevin Henderson, Sheriff Phil Povero, CSEA Labor Relations Specialist Pat Domaratz and Unit Vice President Judy Maslyn.

CANANDAIGUA — A new two-year contract for the Ontario County Sheriffs Unit of Local 835 makes its 175 members the first in the state to be eligible for a newly-offered retirement plan.

"We knew it was in the works, and we happened to be in negotiations when it became available," said Unit President Kevin Henderson. "So we bargained and gained it for our members."

The state retirement system for county sheriffs, undersheriffs, deputy sheriffs and

corrections officers, now provides for retirement eligibility at any age after 20 years of law enforcement service and 25 years of corrections officer service.

"A county must first adopt the plan, for its employees to be eligible," said Pat Domaratz, CSEA labor relations specialist and lead negotiator. "And each individual will need to make their own decision whether it's what they want. But it's good to have the option."

— Ron Wofford

CSEA steamed over power plant privatization plan

BUFFALO — A plan by Buffalo State College to privatize one of the most highly efficient and cost-effective power-steam plants in the state has plant employees and CSEA officials boiling mad.

The college recently issued a request for proposals to private companies for operation of the plant that, for the past 30 years, has generated steam and heat for both the college and the adjacent Buffalo Psychiatric Center. Although the college has traditionally used 70 percent of the output, the plant has been operated by employees from the Office of Mental Health.

In June, Buffalo Psychiatric Center will begin operating a smaller, newly constructed low pressure plant strictly for its own use. As a result the college will have to operate the existing plant, which ran at an unusually high 85.2 percent efficiency rate last year. Eight employees, with an average of 20 years experience, would lose their jobs if the plant goes private.

CSEA labor relations specialist Frank Bogulski called the privatization plan wasteful and ill-conceived.

"Experienced employees are the biggest factor in the efficient operation of this plant," Bogulski said. "They know each boiler and each pump and are experienced at recognizing and correcting problems. That's why there has not been a major shutdown of the plant in many years. This efficiency would be lost with inexperienced vendors running the operation."

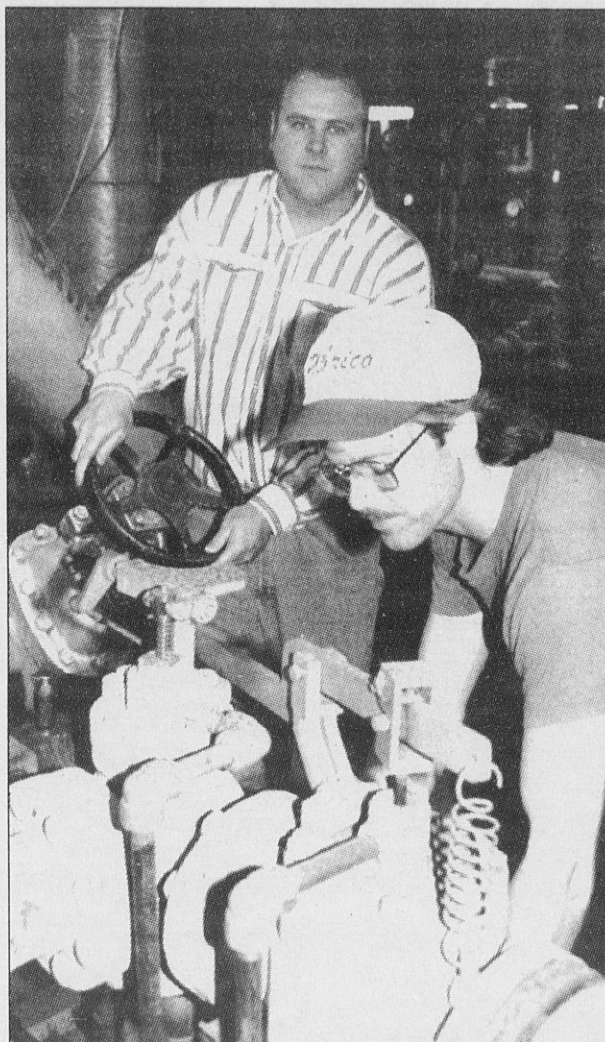
Bogulski also questioned the college's motive for seeking a private contractor, claiming that college officials admitted they don't want the day-to-day responsibility and they are not willing to learn the operation.

"I find it ridiculous that officials from an institution of higher learning would contract out the operation of the plant because they are unwilling to educate themselves about the operation," Bogulski said.

The plant is in good physical condition and has an estimated 20 years of operation left before capital expenditures would be needed, according to a private Bell Engineering report.

CSEA has launched an aggressive lobbying campaign to show local lawmakers that it is in the best interest of the State University system and taxpayers to assume operation of the plant and retain the current employees.

— Ed Molitor



Plant Utilities Engineers Bernie Carey, left, and Ray Grierson of Buffalo Psychiatric Center Local 403 are two of the reasons for the plant's efficiency.

IBM Update



H. Carl McCall

ALBANY — State workers in Albany and New York City can remain where they are, for now.

While reluctantly approving the transfer of more than 3,500 private sector jobs to vacant IBM buildings near Kingston, State Comptroller H. Carl McCall once again rejected Gov. Pataki's proposal to move state workers until a feasibility study is completed.

Pataki planned to move 850 state data processing jobs from the Albany area to the Kingston area, along with 3,650 state income tax processing jobs covered under a state contract with Fleet Financial Group, a private sector corporation. Also, about 1,350 state office and computer-related jobs would have been transferred primarily from New York City to Broome County.

McCall put the proposed state worker transfers on hold while a private consulting firm studies whether consolidating state computer operations at the IBM sites makes financial sense. The study is expected to take eight months.

Meanwhile, the Pataki administration has assured CSEA that New York City state workers in non computer-related jobs will not be involuntarily transferred to the Broome County site. In fact, the administration now plans to create new jobs for that site, many of which will be state jobs. Final details were still being worked out at presstime.

CSEA mourns loss of activist

CSEA is mourning the loss of former activist Frank Gilmore, 55, who recently passed away after battling cancer for a year.

Until his retirement last spring, Gilmore was a regional equipment instructor for the state DOT's Highway Maintenance Region 3, covering a five-county area in Central New York. Prior to that, he was a crane and shovel operator and served for a brief period as the president of CSEA Finger Lakes DOT Local 519.

Gilmore had 34 years of service with the state and was a longtime CSEA activist.

DMV workers putting the brakes on office closure

ROCHESTER — Members of CSEA Rochester State Employees Local 012 have chosen their weapon in the fight against Gov. Pataki's budget ax. And their weapon of choice is public support.

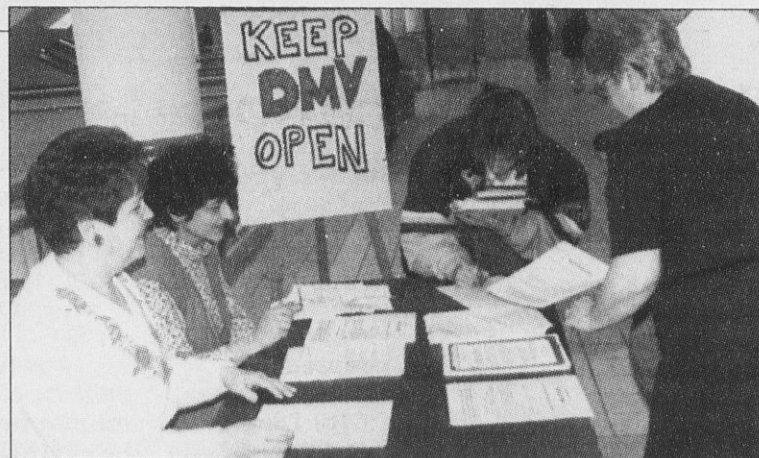
When they learned of the Governor's plan to close their newly renovated, state-of-the-art Department of Motor Vehicles office they had a hunch that the public would be just as upset as they were. They were right.

The employees staged a rally and started a petition drive to save the office which serves approximately 250,000 customers per year. So far,

the local has gathered more than a thousand signatures against the closure and, according to Local 012 President Doris Cota, that's just the start.

"I'm sure we'll have many more signatures," Cota said. "People are appalled that this closure is being planned. Closing this office will not only mean the loss of valuable services to the citizens of the Greater Rochester area, it will have a devastating economic impact on the city and all of Monroe County."

— Ed Molitor



DMV workers Carla Van Maldeghem and Pat Galante, seated, and Local 012 President Doris Cota, right, garner support to save the Rochester DMV office.

CSEA member leads drive for important seatbelt safety device

ONEIDA — It took years of work, but the New York State Police now have a device that demonstrates the value of wearing seatbelts, especially when a vehicle rolls over.

Thanks in large part to the efforts of CSEA State Police Civilian Employees Local 264 member Stephen Charzuk, a photographer I, the agency now has a "rollover simulator."

The device is a truck body mounted on a trailer. The truck, with dummies in the seats, can be rotated. The simulator shows how the dummies are ejected and can be crushed by the overturning vehicle. With seatbelts, the dummies stay in place.

Charzuk began researching the simulator in 1992. He spent much of his own time on the project. Utica National Insurance Group provided the funding to pay for the simulator's construction. Decorated with State Police logos and colors, the first simulator was featured at the 1995 State Fair. Utica National has funded five more simulators to



CSEA member Stephen Charzuk with the State Police's first "rollover simulator" that he helped acquire.

be located throughout the state.

Charzuk has been recognized for being the first to come up with the idea and conducting the research and planning that brought the concept to reality.

For his dedication to the project, Charzuk received an award from Troop D State Police and CSEA.

U.S. Savings Bonds a good investment

The campaign to encourage CSEA members to invest in U.S. Savings Bonds has begun for 1996.

"CSEA supports the U.S. Savings Bond Program because it provides a wide range of benefits for our members," CSEA President Danny Donohue said in a letter to CSEA state division members.

"Additionally, savings bonds strengthen our economy. There are many good reasons to support this "All-American" product. And purchasing U.S. Savings Bonds is easy through payroll deduction at work."

Donohue is chair of the savings bond



campaign among state employees.

The many benefits for CSEA members include:

- ◆ competitive returns;
- ◆ state and local income tax deductions;
- ◆ federal tax deferral options;
- ◆ supplemental retirement income;
- ◆ cash when you need it (any time after the six-month holding period);
- ◆ special tax savings for eligible bond holders using bonds to pay for certain educational expenses; and
- ◆ guaranteed safety.

To invest in U.S. Savings Bonds, ask your employer or banker.

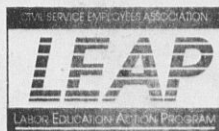
LEAP application deadline is June 13

LEAP catalogs and application forms were distributed to state agency personnel and/or training offices on May 1.

Applications will be accepted from May 1 until 5 p.m. June 13. **Any application received (not postmarked) after 5 p.m. June 13 cannot be accepted.**

Applications may also be faxed until 5 p.m. June 13 to (518) 785-4854 or (518) 785-4862.

The Labor Education Action Program (LEAP) is a tuition benefit program available to members of the Division of Military and Naval Affairs, Administrative, Institutional and



Operational Services bargaining units, and employees of Health Research Inc., SUNY Construction Fund, and the Teacher's Retirement System who work half time or more and received a paycheck issued April 3 or April 10, 1996.

If you have questions about LEAP or other education and training benefits for CSEA-represented state employees, call the LEAPLINE at 1-800-253-4332 OR (518) 785-4669.

Remember: applications received after 5 p.m. June 13 cannot be accepted.

BRIEFS

State Employees Local 009

Member needs leave donations

RYE — Richard Bensburg is in the fight of his life against leukemia, and he needs help — and time — from co-workers in the state Department of Taxation and Finance.

Since September, he has been undergoing chemotherapy for leukemia, all the while maintaining full-time status at the Tax and Finance Department. His only hope to beat the disease is a bone marrow transplant scheduled for this month.

The recovery period could take up to a year, and Bensburg, a two-and-a-half-year employee, is only entitled to five pay periods at half pay, CSEA Local 009 President Vinny Lord said. After that, he gets no pay.

Bensburg is hoping his co-workers at Tax and Finance can donate leave time to help him during his recovery.

Anyone anywhere in the state who works for Tax and Finance can donate leave time.

For more information on leave donations, call Lord at 914-227-8948.

Leave is only part of Bensburg's battle. First he must survive the transplant.

Bensburg, 33, has been fortunate enough to find a matching anonymous donor. His twin brother, Capt. Robert Bensburg, U.S. Army Reserve, has been serving in Bosnia since December and has received an emergency leave to provide Richard with any blood transfusions he may need. He will not be able to manufacture his own blood unless and until the transplant is successful.

The Bensburg family is no stranger to tragedy. His father, Bill, is now a quadriplegic. The World War II veteran, a longtime union member, broke his neck in a fall. His mother, Patricia, also a Tax and Finance employee, is struggling with the cost of care for her husband and worries about both her sons.

Any Tax and Finance employee can donate leave time to Richard Bensburg.

United Way

Thank You...

for your whole-hearted support

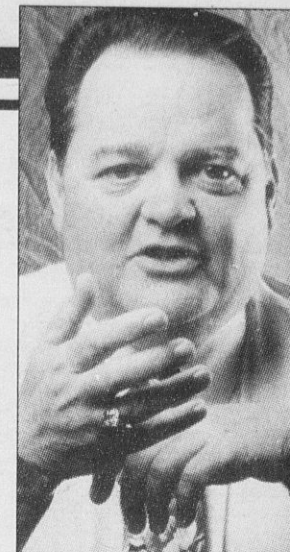


United Way

Reaching those who need help. Touching us all.®

In touch with you

A message from CSEA President Danny Donohue



Block grants are snake oil, not solution

There are two "buzz words" popular during state budget negotiations which should strike fear in the hearts of all public-spirited people. The words are: "block grants."

Block grants have become the politician's snake oil, the new and easy quick fix.

But like every quick fix it comes with a high price tag. The concept behind the block

grant philosophy is simple: Make grants available to our local governments and school districts with no strings attached. By so doing, you empower local officials.

If you believe that, then I have some snake oil for sale.

In reality, block grants will paralyze our local officials. Why? Because "no strings are attached" (no regulations specifying the money should be spent on earmarked services) the amount of money is less.

Keep in mind that the need for services stays the same. So it's simple arithmetic: less money to provide the same services and no more money if the need for services rises.

The real losers here will be homeowners and the middle class.

Homeowners because property taxes will increase. And the middle class because programs we depend on will be reduced.

For instance, health care will become more expensive. There will be fewer home health care services and less money for community hospitals.

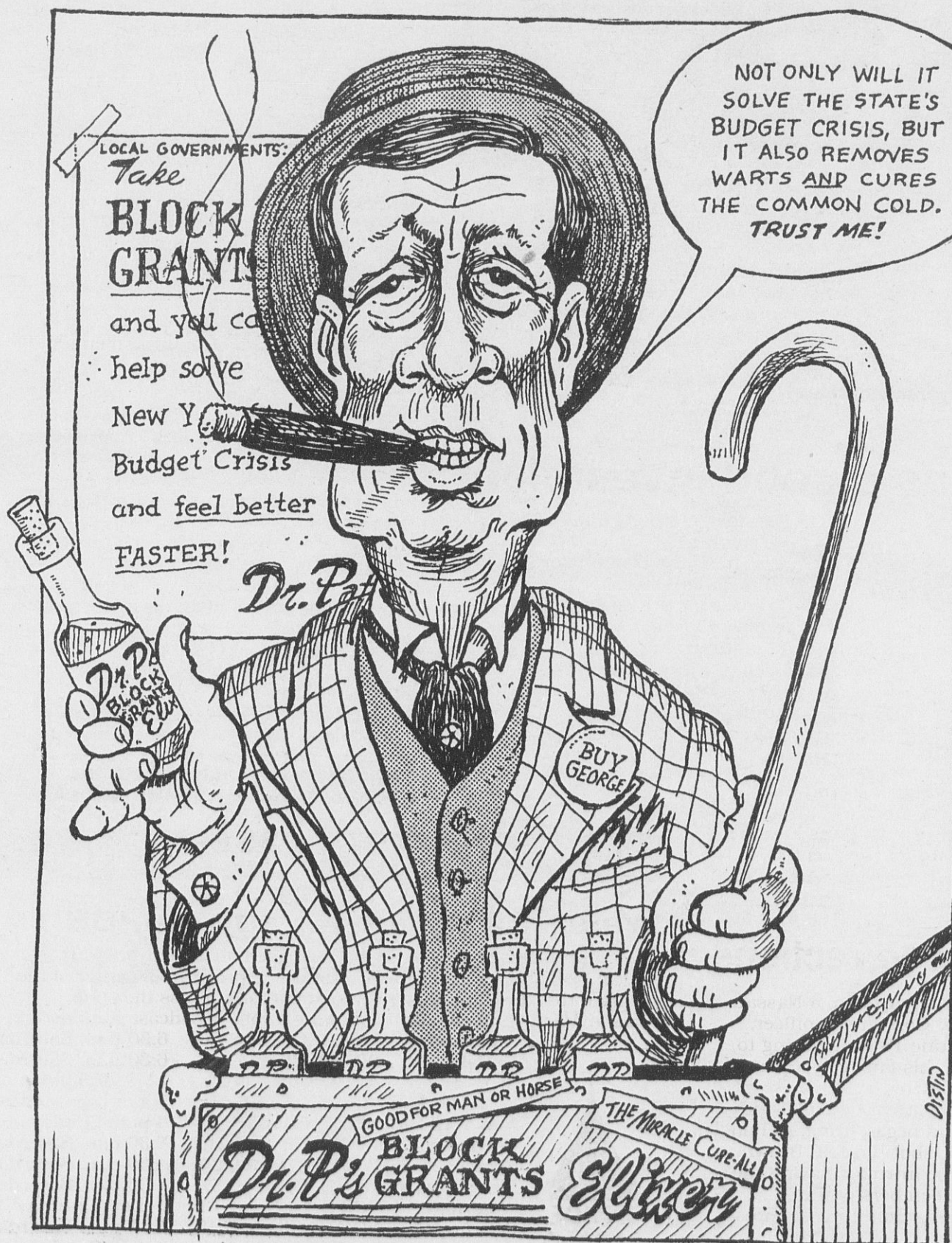
That translates into fewer nurses, higher costs and longer emergency room waits. Massive cuts in school aid will adversely affect your child's education. That means less money for teacher aides, bus drivers, cafeteria workers and custodial staff. Community colleges will become more expensive, too.

The bottom line for public employees is that block grants will mean less money for services, fewer jobs, more privatization and contracting out.

Facing this prospect, each of you should immediately call your member of the Assembly, your state Senator and Gov. George Pataki and tell them that "We didn't vote for these changes."

To reach them call toll-free 1-800-SOS-6336.

Danny



GENERAL NEWS



CSEA Local 413 members and community activists protest proposed staffing cuts at Manhattan Psychiatric Center.

Local 413 protests layoffs

MANHATTAN — As traffic whizzed by on FDR Drive, members of CSEA Manhattan Psychiatric Center Local 413, community activists and patient advocates protested impending layoffs of 235 direct care workers.

Chanting "Pataki says cut back; we say fight back," members waved signs at passing motorists that said "Stop the dumping, lives are at stake."

Local 413 President Sam Karoma chose the rally location to dramatize how hundreds of mental health patients escaped from the hospital, putting the community at risk. The problem could escalate again if staff cuts occur, Karoma said.

Assembly member Francisco Diaz told rally participants to keep the pressure on lawmakers.

"The state has the

responsibility to provide treatment for the mentally ill," he said. "Providing treatment requires having enough staff."

The president of Manhattan Community Board 11 said neighborhood residents should not have to contend with mentally ill patients wandering their streets. Relatives of the mentally ill said they worry about their loved ones' safety because of insufficient staffing.

A former center patient made a plea to Gov. Pataki.

"Please don't cut the hospital staff. In the time I spent in that hospital, so many wonderful people helped me and now I am able to help others," Lisa Viruet implored. "It takes staff to give treatment and the mentally ill need that help to get better."

— Lilly Gioia

CSEA member elected to board

PIERMONT — When Town of Orangetown Police Dispatcher Ronnie Hickey decided she didn't like the way her village government was being run, she knew she had to be part of the solution.

Now she is on the Piermont Village Board.

"I was attending the village board meetings. I felt that representation of the village residents was lost," she said. At the meetings she asked lots of questions.

"They would see me walk into a meeting and they would say, 'oh, no.' Now they have to deal with me all the time!"

Hickey ran for the board once before, losing by only 71 votes.

"I consider myself a mouthpiece between the board and the residents," she said.

Hickey, an Orangetown employee for nine years, serves her CSEA Unit as treasurer, shop steward and negotiating team member.

— Anita Manley



Ronnie Hickey

Worker Memorial Day corrections

One of the CSEA members who died in the line of duty over the last year was incorrectly identified.

CSEA member Edward LeMin of the Village of Spring Valley Department of Public Works died from injuries sustained after falling from a garbage truck.

Another CSEA member who died was inadvertently left off the list.

Anthony Brown, a Nassau County Corrections officer, died June 18 while trying to protect his family at a party. An uninvited man who was asked to leave returned with a gun and began firing. Although fatally shot himself, Brown shot the intruder, saving the other members of the gathering from further threat.

Cornell University County Government Institute

Multi-Party Collaboration Conference

Co-sponsored by CSEA

exploring joint solutions to problems facing communities

June 9 and 10

Presented concurrently with

County Legislators and Supervisors Summer Conference School

Best Western Conference Center, Poughkeepsie

For more information, 607-255-9510

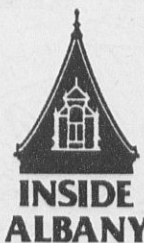
Community and Rural Development Institute

Watch for *Inside Albany* on PBS

Watch *Inside Albany*, the highly acclaimed show that presents a critical look at state government. CSEA is a prime underwriter of the program that airs on public television stations across the state.

Inside Albany is seen on the following public broadcast stations:

Binghamton	WSKG, Channel 46	6:30 p.m. Saturday
Buffalo	WNED, Channel 17	6:30 p.m. Saturday
Long Island	WLIW, Channel 21	11 a.m. Sunday
		6 a.m. Wednesday
New York City	WNET, Channel 13	3 p.m. Sunday
Rochester	WXXI, Channel 21	6:30 p.m. Saturday
Syracuse	WCNY, Channel 24	4:30 p.m. Saturday
Plattsburgh	WCFE, Channel 57	6:30 p.m. Saturday
Watertown	WNPE, Channel 16	6 p.m. Saturday
Schenectady	WMHT, Channel 17	7:30 p.m. Saturday
		2 p.m. Sunday
Schenectady	WMHQ, Channel 45	11 p.m. Sunday



Region elections ballots in mail May 15

Deadline for receipt of completed ballots is 8 a.m. June 5.

Ballots will be mailed May 15 to CSEA members eligible to vote in secret ballot mail elections of officers in CSEA's six regions. Members in good standing as of April 1, 1996, are eligible to vote.

Ballots must be marked in accordance with instructions that accompany the ballot. If you wish to vote for an entire slate of candidates, you may do so by simply marking the slate designation box. Such a mark will count as a vote for each individual on the slate. You may vote for individuals, whether on a slate or not, by checking the boxes next to the names of the individuals you wish to vote for and not checking the slate designation box.

Completed ballots should be placed inside the "secret ballot envelope" and sealed. The "secret ballot envelope" should be placed in the

self-addressed, postage-paid return envelope. Be sure to sign the Member Validation Certificate and enclose it in the postage-paid return envelope according to the instructions. Failure to sign your name on the validation certificate will void the ballot.

If an original ballot was not received, members eligible to vote may request a replacement ballot on May 23 by calling Interactive Computerized Elections (I.C.E.) at (516) 753-0400 collect.

The deadline for receipt of completed ballots is 8 a.m., June 5.

The counting of ballots will begin on June 5 at 71 Executive Blvd., Farmingdale, NY.

Results will be announced at the conclusion of the ballot count and published in the July edition of *The Public Sector*.

Statements of candidates for CSEA region offices

All candidates for CSEA region offices were given an opportunity to submit statements and photographs for publication in this edition of *The Public Sector*. Candidates are listed on this and the following page in the order their names will appear on the official election ballots. Candidates running as a member of a slate are grouped under the name of that slate. Remarks are the personal statement of the candidate and are not to be construed as reflecting the opinions or beliefs of *The Public Sector* or CSEA, Inc.

Statements of Candidates for CSEA Region Offices

CAPITAL REGION IV

Members For U Team Slate



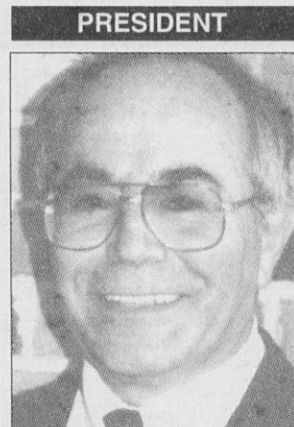
A. June Robak

As President I have put you the member first. I have attempted to improve your working conditions through communications, education, training, health and safety, and with the willing exchange of ideas on what is not only best for the union but also for you the individual. Reelect A. June Robak.



Marge Oxbrugh

When elected President I will not disappoint you. Tired of feeling neglected, fibbed to and ignored? ("Dues Increase" - how many of you wanted this?) New leadership is needed now. You have nothing to lose. Qualifications: Local President - 9 years; Regional and Statewide Committees Member; Grievance Chair. Totally fed up!



Carmen Bagnoli

Vote for experience, integrity, knowledge and commitment. As a proven leader, I will bring Region 4 to the forefront. I am well organized and intend to be available and visible to all members at all times. I will really work for you. Vote for The Members 4 U Team.



Giorgianna Natale

My 20 years of leadership and service to the membership make me the most qualified candidate for Region IV 1st Vice President. I'll use that experience to advance your issues. It's time to elect leaders committed to working for you. The Members 4 U Team are those leaders. Please vote!



Ellen Krzykowski

The members of Region IV need regional officers with experience and a willingness to serve all the members, no matter how difficult the times. My experience consists of seventeen years as local officer and two years as a regional vice president. Please vote for regional officers that are "members for you!!!"



Judy Gardner

Local Officer for 9 years, Unit President for 2 years, Union Activist for 18 years. I will be there for all Union Members, if it wasn't for you there would be no Union. We all need to pull together to make our Union Stronger. Please support the Members 4 U Team Slate.



Cindy Egan DerGurahian

Privatization, late budgets, layoffs, late paychecks, the threat of moving members out of the Capital city. Folks, we need a strong union, and CSEA is only as strong as its members. As an active member of your union please vote and support Region IV's Members 4 U Team. Thank you.



Barbara A. Stack

Thank you for your cooperation and support which have made serving as your Regional Treasurer such a rewarding experience since 1983. Your support for myself and the "Members 4 U" Team will ensure experienced leadership and the proven ability to positively address Political Subdivision, County and State membership concerns on a timely basis.



Liz Habiniak

When elected, my promise to you will be to represent your best interest, not mine. Sixteen years ago, what this Region wanted, we got. I would like to see that again. Please vote for me! Local Officers 16 years, 12 as President, Childcare B.O.D. for 2 years.



Joanne M. Van Buren
(Statement not submitted)



Del Perrier

Choose your own leaders - not candidates hand picked by someone else! I am an independent, non-political activist with 20 years experience, serving many different roles - from the unit through AFSCME level. I will lead the members of our region through this trying time with honesty, integrity, dedication and trust.



Mary Ann Coons

Experienced, two-term Treasurer of the Education Local. I promise to treat all CSEA members and officers in a professional manner. I pledge to watch Region expenditures to see that your dues money is both legally and wisely spent and to travel only as needed to save you money.

Statements of Candidates for CSEA Region Offices

CAPITAL REGION IV



PRESIDENT

Joseph (Chip) Heinbach

The Time For The Old Regime To Go Is Now. I will fight for the books to be opened up, and get more for your union dues. It's time to get rid of back room union politics and take back your union. Elect A President Who Will Fight For You!



PRESIDENT

Al Mead

The Capital Region needs to be brought together, and our membership deserves our best efforts toward that goal. We need leadership by example and Region 4 can set the standard. Just talking about working together doesn't get the job done. Let's bring the Region back as the best in CSEA.



PRESIDENT

Judy Remington-Richards

After 23 years of experience as a Local President and Region Secretary, I seek your support for Region President. Irene Carr's message echoes in my mind - "Don't settle for one position within CSEA - educate yourself, learn the functions of the organization and move ahead." Vote Judy Remington-Richards! Row 6!



PRESIDENT

Patrick P. Ellis

Federal government now investigating CSEA financial practices. If you know of dishonesty by any CSEA officers and staff please call US Labor Racketeering (914) 567-1941. All calls confidential. Please support me in my campaign for Region IV president. I'm working for you.



1st VICE PRESIDENT

John Francisco

Multi-term President of Thruway Local 058 and Authorities Representative to CSEA Board of Directors, Chair of Region PAC for nine years. Elected member of Region Executive Committee 1979-1986. Please give me the chance to put my experience to work for you! Members come first, remember to vote.

1st VICE PRESIDENT

(Photo not submitted)

Carol Harvin

Brothers & Sisters: Elect the person who will address your issues, and voice your concerns. The one that works well with others, and believes strongly in unity, supporting one another, and is always available for you. Remember, actions speak louder than words. Vote for Carol Harvin. Your vote can make a difference!

SECRETARY



Leslie Dussault

As a CSEA activist on the Local level (Mt. McGregor CSF Local President, EAP, Employee Benefit Fund, Affirmative Action, QWL, Training Advisory and Labor Management) and Region (Women's Committee), I seek your support for Region Secretary. A vote for Leslie (Staigar) Dussault is a vote for you!

TREASURER



Mary Ann Coons

Experienced, two-term Treasurer of the Education Local. I promise to treat all CSEA members and officers in a professional manner. I pledge to watch Region expenditures to see that your dues money is both legally and wisely spent and to travel only as needed to save you money.

Early retirement incentive OK'd

ALBANY — Hoping to minimize layoffs due to proposed budget cuts, state lawmakers passed an early retirement incentive program for public employees.

CSEA President Danny Donohue expressed mixed feelings about the incentive and vowed to keep up the fight against state budget cuts.

"It's better than having people laid off, but we know there are better ways to balance the budget than by cutting the work force," Donohue said.

The incentive was originally intended just for state workers. But, thanks to successful lobbying by CSEA, lawmakers opened up the program to all public employees whose employer opts to participate.

This year's incentive is similar to those offered in previous years. Eligible employees age 50 and older with at least 10 years of service will be offered one month of additional pension credit for each year of service up to a maximum of 36 months.

There are penalties involved, however, for Tier 1 members who retire before age 55 and for Tier 2, 3 and 4 members who retire before age 62 (see table, this page).

To be eligible, state executive branch employees must work either in a position that is targeted for elimination or in a position that can be back-filled by transfer of an employee whose position is targeted.

For example, an employee in an untargeted mental hygiene therapy aide position could take the incentive if a food service worker whose position is abolished transferred to the therapy aid position.

"It's better than having people laid off, but we know there are better ways to balance the budget than by cutting the work force."

— CSEA President
Danny Donohue

Other public employees, including local government and school district employees, would be eligible for the incentive as long as their employer would save at least 50 percent of the base salary that would have been paid to them over a two year period.

Public employers who choose to participate in the program may offer their employees up to two open periods of 30 to 90 days each. The first and perhaps only open period for most state agencies will be May 1 through June 14.

Interested employees must notify their employer in writing at least 21 days before the end of the enrollment period and file a retirement application no later than 14 days before retirement. If more employees sign up for the incentive than can be accommodated, those with the most civil service seniority will have preference.

— Ed Molitor

What you should know



Now that the early retirement incentive has arrived, here are the answers to the most frequently asked questions about it.

Q: Who can participate?

A: State executive branch employees and, if their employer chooses to participate, employees of the Legislature, the unified court system, SUNY, CUNY, community colleges, public authorities, local governments and school districts.

Q: What are the eligibility requirements?

A: You must be at least 50 years old with at least 10 years of service. Additionally, state executive branch employees must work in a position that is targeted for elimination or in a position

that can be filled by transfer of an employee whose position is targeted.

Q: What would I get?

A: One month of additional pension credit for each year of service up to a maximum of 36 months.

Q: Are there any penalties involved?

A: Yes, employees who retire before the normal retirement age for their membership tier will have their pension benefits reduced depending on tier status and age at retirement.

Q: How do I apply?

A: Your employer may offer up to two enrollment periods lasting between 30 and 90 days. If you wish to participate you must notify your employer in writing at least 21 days before the end of the enrollment period.

Q: When must I retire?

A: School district employees must retire by August 31, 1996; local government and other non-state employees must retire by December 31, 1996; and state executive branch and non-faculty SUNY employees must retire by March 31, 1997.

IMPORTANT NOTICE

If you retire prior to the normal retirement age for your membership tier your pension will be reduced. To find out how much, match your age with your tier status below.

Age	Tier 1	Tier 2	Tiers 3 & 4
62+	None	None	None
61	None	6%	6.66%
60	None	12%	13.33%
59	None	15%	16.66%
58	None	18%	19.99%
57	None	21%	23.33%
56	None	24%	26.66%
55	None	27%	29.99%
54	5%	32%	34.99%
53	10%	37%	39.99%
52	15%	42%	44.99%
51	20%	47%	49.99%
50	25%	52%	54.99%

Penalties will be applied against the total pension benefit calculation after the extra service credit has been added.

Death spurs drive for better security

Hudson River Psychiatric Center members remember co-worker who died after assault

POUGHKEEPSIE — "Keep up the pressure!" That was the advice given at a joint meeting of members of CSEA, PEF and Council 82 who work at Hudson River Psychiatric

Center. The meeting was prompted by the attack on Therapy Aide Kevin Lattin, who died a week later.

Although authorities said his death was unrelated to the attack, CSEA Local 410 President Judy Watts-Devine disagreed.

Following the meeting, participants held a candlelight vigil and memorial service for Lattin.

Assaults on direct care staff who work in New York State's mental hospitals are not rare. In 1987, Clara Taylor, a Rockland Psychiatric Center therapy aide who was working alone on a ward, was brutally murdered.

While facility administrators promised that no staff would ever again work alone, that promise has been



CSEA safety specialist Janet Foley



CSEA safety specialist Wendy Hord

Coordinator Wendy Hord advised workers to circulate petitions and document every incident.

"Help us put pressure on management by signing petitions, filling out and filing assault incident reports; file grievances; fill out reports whether you are directly involved in the incident or not," she said. "You need evidence to make a case."

Hord also suggested that employees document verbal abuse.

"This is usually a predictor of assaults to come."

Workers are not made aware of a patient's history, but should be so they know what to expect, she noted.

"It's not just inadequate staffing," Watts-Devine said. "It's the stress factor, the amount of overtime, coming to work tired. Patients know when we're tired and stressed out."

— Anita Manley

broken. Adding to the burden, patients are younger, stronger and more clever.

CSEA officials and staff discussed safety at the meeting. CSEA's Safety and Health

OSHA releases security guidelines for health care and social services

After years of CSEA effort, OSHA has released new violence prevention guidelines for health care and social services workers.

For many years, workers in these industries have been at risk of violence on the job.

Statistics released last year revealed that murder is the number two cause of occupational death. It is the number one cause of occupational death among women, said Jim Corcoran, CSEA director of occupational safety and health.

These shocking statistics are a red flag that there is indeed a problem that needs to be addressed.

CSEA is no stranger to the concerns, since many of its members are at risk. In 1994, four CSEA members in the Schuyler County Department of Social Services were murdered, and in 1987, Therapy Aide Clara Taylor was murdered by a client at Rockland Psychiatric Center.

CSEA has long carried on a serious campaign to improve on-

the-job security for CSEA members.

The goal of the new OSHA guidelines is to dramatically reduce or eliminate conditions that could lead to the injury or death of workers.

To achieve this, OSHA has prepared these guidelines to help employers implement effective security devices as well as administrative work practices.

These guidelines are "very significant" to CSEA members in this field, Corcoran said.

This has been a pressing issue in past years and CSEA has worked with PESH strongly advocating changes in this area, he said.

Job-related violence is now being recognized by the government as serious enough an issue to need guidelines such as these.

Unfortunately, these preventative guidelines are only advisory in nature.

Corcoran hopes they will lead to much needed legislation.

Activism stalls threat of safety act 'overhaul'

Political action works! U.S. Rep. Cass Ballenger (R-NC) has abandoned his efforts to overhaul the Occupational Safety and Health Act. His "overhaul" would have gutted the law, minimizing the enforcement and inspections that are so vital to workers.

Even with OSHA intact, many workers face illness, injury and even death because of unsafe and unhealthy working conditions. With Ballenger's changes, the number of workers at risk and the number of risks would have increased exponentially.

Ballenger has admitted that local union activism was responsible for holding Congressional representatives accountable and stopping this

legislation to cut safety and health protections for 100 million American workers.

But the fight is far from over. The Gregg-Kassebaum Bill in the Senate has been passed by committee and is to be voted on at any time. Republicans and conservative Democrats continue to try to pass regulatory "reform" legislation that will cripple OSHA's ability to issue standards, or even to defend their current safeguards.

Budget cuts still threaten to cripple workplace safety protections.

The victory over Ballenger's changes is thanks to your efforts. Despite Newt Gingrich and Bob Dole, we can win if we show them that we take health and safety issues seriously.

Budget cuts still threaten to cripple workplace safety protection

AFL leader calls for political education

ALBANY— Grassroots political action fueled by voter education are the tools the AFL-CIO is using to change the face of American government.

That's the message AFL-CIO

Assembly seeks to raise state's minimum wage

ALBANY — AFL-CIO President John Sweeney was on hand with CSEA President Danny Donohue as the Democratic majority of the state Assembly announced its plan to raise the minimum wage.

The Assembly bill would raise the \$4.25 minimum wage to \$5.05.

Noting that many people must hold two or three jobs just to make ends meet, Sweeney said compensation for corporation chiefs is soaring.

He urged passage of the higher minimum wage to help working people.

"We cannot have a good economy or a full recovery by leaving millions of people behind," he said.

President John Sweeney gave to the New York State Labor and Religion Coalition at its annual conference in Albany last month.

"We want to put working people's concerns — jobs and wages, education and health care — at the center of public debate this year," Sweeney said.

The AFL-CIO has been hit with criticism for a \$35 million fund it plans to use in its education efforts, with some claiming that labor is a "special interest" trying to unseat Republicans in the House and Senate.

Those claims are wrong. Instead, Sweeney says, the idea isn't to tell union members how to vote but to educate them so that when they cast their ballots, they vote in their own best interests.

"We want to help working men and women judge candidates for every office in the land against the standard of where they stand on the issues that matter to their lives and livelihoods," he said. "That is why we are holding town hall meetings in communities across the country where working men and women will tell public officials, the news media and their fellow citizens about how hard it is to hold a decent job, make a decent living and support your family in this country."



LEADING THE WAY FOR WORKING PEOPLE — AFL-CIO President John Sweeney, left, CSEA President Danny Donohue, center, and AFSCME President Gerald McEntee — discuss plans to strengthen labor's political action effectiveness, expand organizing efforts and restore the power of the labor movement. The meeting was videotaped so that rank-and-file members will be able to hear the discussion.

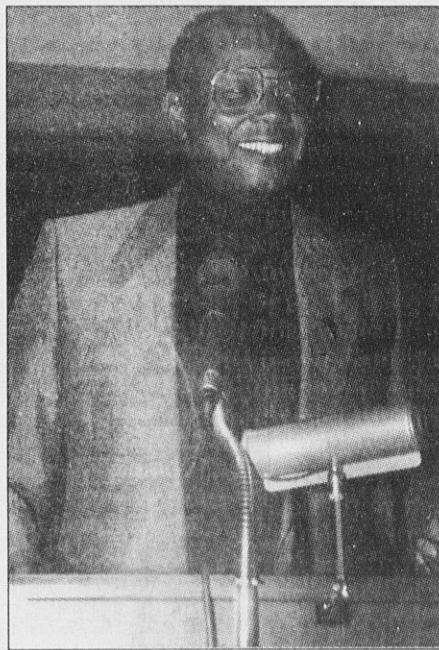
Working people have been suffering because corporate America is downsizing jobs, wages and working conditions, he said. Meanwhile, politicians have been cutting the safety net.

"Our only choice is to fight back on every front by building a

stronger, smarter, more effective labor movement," Sweeney said. "And just as in the past we can be the core of a progressive coalition that will expand the frontiers of social justice."

— Kathleen Daly

Lucy hails union political action



AFSCME International Secretary-Treasurer William Lucy

AFSCME official addresses Metro region meeting

PENNSYLVANIA — Calling this presidential election year one of "great decisions and great anxiety," AFSCME International Secretary-Treasurer William Lucy saluted the theme of the Metropolitan Region's Spring Workshop, "Taking It To The Street."

In his keynote speech, Lucy hailed recent changes in AFL-CIO leadership and endorsed organized labor's plan to launch a \$35 million voter education campaign this year.

He noted that only a very slim

margin of votes propelled many extreme politicians into federal and state offices in 1994. This year's elections must be very different, he said.

Condemning attacks on education, Medicaid and affirmative action, Lucy urged increased voter education and participation.

"Your union will be at the forefront of the national debate," he said.

"Nobody is going to save the public sector except us and the folks in CSEA."

— Lilly Gioia

'Nobody is going to save the public sector except us and the folks in CSEA'

Strike update

Help Detroit strikers: boycott USA Today

You can support the striking workers of the *Detroit News* and the *Detroit Free Press* by boycotting *USA Today*, the national newspaper owned by Gannett Co. Inc.

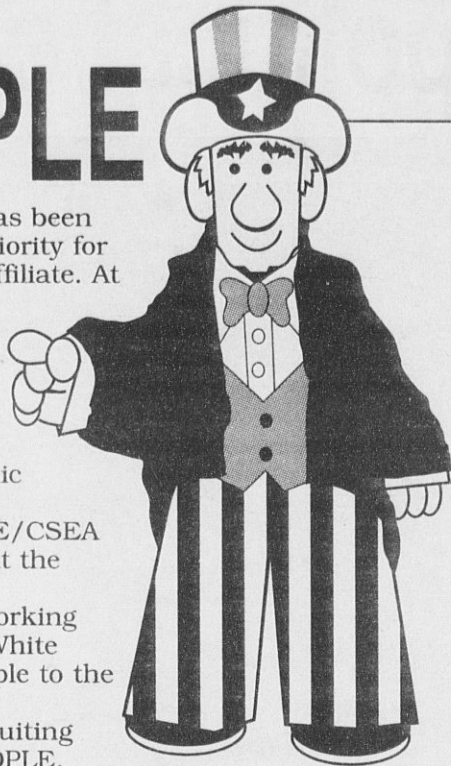
Gannett is co-owner of the *Detroit News*. Knight-Ridder is co-owner of the *Free Press*.

The two papers have continued to publish since six unions went on strike in July.

Circulation has dropped by 250,000, and many advertisers have stopped buying space in the papers. The newspapers' publisher estimates it lost about \$100 million since the strike began.

Get with the program!

Join PEOPLE



The 1996 political campaign has been designated as the number one priority for AFSCME, CSEA's international affiliate. At the heart of the union political campaign are the member volunteers and the cash necessary for the AFSCME/CSEA effort to succeed.

And that means PEOPLE (Public Employees Organized to Promote Legislative Equality), the AFSCME/CSEA lobbying program that operates at the federal level.

This year AFSCME/CSEA is working hard to keep Bill Clinton in the White House and elect fair-minded people to the Congress, and you can help by contributing to PEOPLE and recruiting other CSEA members to join PEOPLE.

Among other things, your PEOPLE contributions help elect members of Congress who support issues beneficial to public employees; educate the general public about the public sector; protect our rights to collective bargaining; protect Social Security and Medicare; and fight against programs harmful to you and your family.

AFSCME has long been recognized as among the most effective labor organization participating in the federal political arena. AFSCME is second only to the Teamsters among labor unions in raising political action funds through volunteer member contributions, and this year hopes to move to the top of the list.

At the same time, CSEA hopes to expand its PEOPLE participation level to move past Illinois Council 31 and New York Council 37 to the head of the list of AFSCME affiliates in terms of PEOPLE funds

raised. CSEA currently ranks third.

You can help CSEA and AFSCME become the top labor unions in the political arena and help make America stronger for working people when you join PEOPLE. PEOPLE membership levels range from just \$35, \$50 and \$75 per year with payroll deduction possible for state employees and some local government members. Incentive gifts are available for belonging at the various membership levels.

When you recruit new members into PEOPLE, you earn points that are redeemable for valuable items as well.

As an incredible added incentive, all newly recruited PEOPLE members and the

Earn double points during May

May is double points month when you recruit members for PEOPLE.

Double points, redeemable for great gifts in the new PEOPLE Recruiter Gift Catalog, will be applied to the accounts of recruiters who submit completed PEOPLE applications to the PEOPLE department during May.

members who recruited them will be entered in a drawing for a new Ford Escort automobile. This grand prize will be awarded when CSEA achieves its goal of becoming the top PEOPLE affiliate in AFSCME.

Chances are you have been, or soon will be, approached by a fellow CSEA member and be asked to join PEOPLE. Please join to help your union help protect your future, and then ask other members to join PEOPLE also. You'll be glad you did, and you'll be increasing your chances to win that Ford Escort at the same time.

For more information about the CSEA/AFSCME PEOPLE program, call the CSEA Political Action Department at 1-800-342-4146 Ext. 404 or (518) 436-8622.

Martinez-Walsh is PEOPLE recruiter for month of March

Kathy Martinez-Walsh of Unit 7550 of Nassau County Local 830 earned PEOPLE Recruiter of the Month honors for March by enlisting 13 new members for the PEOPLE program.

Summary of March meeting of CSEA's Board of Directors

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 March 7. In official action, the board:

- * Approved retaining the firm of Coopers and Lybrand as the union's auditors for fiscal year 1996;

- * Approved a flexible compensation benefit plan for eligible CSEA staff employees;

- * Approved changing the fiscal year to end Dec. 31 by amending the Supplemental Retirement Plan for officers;

- * Approved establishing the official CSEA mileage reimbursement rate at the current IRS rate of 31 cents per mile, and making future mileage rate adjustments automatic to the IRS rate;

- * Approved a maximum miscellaneous allowance for CSEA meetings during 1996;

- * Approved an agreement authorizing Key Bank to transfer CSEA funds as directed by CSEA;

- * Approved an extension of the lease for office space for Nassau County Municipal Employees Local 882 for the period April 1, 1996, to March 31, 1999, and for Monroe County Local 828 for the period of March 1, 1996, to March 31, 1999, contingent upon approval by the General Counsel;

- * Approved increasing the building space budget items for the Canton Satellite Office and the Capital Region office;

- * Approved dissolving the Upstate Supply & Support Distribution Center Local 444; dissolving Genesee Valley Armory Employees Local 251 and transferring Local 251 members to Transportation, Region 4 (Rochester) Local 506; dissolving Metropolitan Region Armory Employees Local 254 and transferring Local 254 members to New York City Local 010;

- * Approved granting a local charter to Willard Drug Treatment Center;

- * Approved placing Oneida County Local 833 and Region II Liquidation Bureau Local 370 in administratorship;

- * Approved transferring the Office of Mental Health Revitalization Teams and Decommission Process from Mental Hygiene Central Office (Albany) Local 673 to CSEA locals based within the respective region the members are employed in;

- * Approved ICE Systems to conduct the union's AFSCME Delegates Election;

- * Amended the election guidelines to end the experiment of providing membership labels directly to candidates;

- * Approved moving the issue of SUNY classified employees being moved to unclassified service to executive labor/management level discussions for resolution;

- * Approved granting a local charter to Central New York DDSO and dissolving Fort Stanwix Local 422 and Syracuse Developmental Center Local 424 and transferring members from Local 422 and Local 424 to Central New York DDSO Local 414;

- * Approved granting a local charter to Capital District DDSO and dissolving O. D. Heck Developmental Center Local 445 and WiltonPEO Developmental Center Local 416 and transferring members from Local 445 and Local 416 to Capital District DDSO Local 407, and

- * Approved granting a local charter to Western New York DDSO and dissolving West Seneca Developmental Center Local 427 and J.N. Adam Developmental Center Local 400 and transferring members from Local 427 and Local 400 to Western New York DDSO Local 425.

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.



CSEA Statewide Secretary Barbara Reeves

Canine visitors are good medicine

GOSHEN — CSEA members aren't going to the dogs, they're bringing them in.

A group of CSEA members in Orange County are using their dogs to help others through Therapy Dogs International, an organization which trains dogs to be a comfort in times of trouble.

This philosophy appealed to Nancy Krupinich, so she and her Labrador Retriever, Samantha, joined TDI.

Krupinich, CSEA Orange County Unit treasurer, and Samantha visit local nursing homes regularly with other members of a local TDI group, the K-Nine Bandaiders. Two other Orange County employees, Celia Sager and M. J. Warren, are also members.

The leader of the local group is Doug Coulter, another CSEA member employed by the Town of Wallkill, Orange County.

The dog owners enjoy the visits, Krupinich said.

"It's something that makes you feel so warm, especially when a person who once owned a dog makes the connection with my dog," she said.

Coulter, a professional dog trainer, was asked by a nursing

home three years ago if he would visit with some of his canine "students."

"They told me they would need about a 10-minute demonstration because the patients are medicated," he recalled. "Well, the patients enjoyed the program so much that we were there for more than an hour.

"It took off from there," he said. "We started to get more calls."

Coulter asked his clients and their pets to join him and his wife, Karen.

A certified evaluator for TDI, he organized the Bandaiders, and now 36 members visit 12 nursing homes a month.

Coulter would like to get more people involved as trainers or handlers. Anyone interested can contact him at (914) 692-4305.

Working with the group is gratifying, Krupinich said.

"When you've trained a dog and when you see it's such a productive thing in someone else's life," she said, "it makes the training and your efforts so worthwhile."

— Anita Manley



Orange County Unit Treasurer Nancy Krupinich and her dog Samantha visit the Orange County Home and Infirmary.

Deadlines approaching for Annual Delegates Meeting

Proposed resolutions must be submitted by May 15

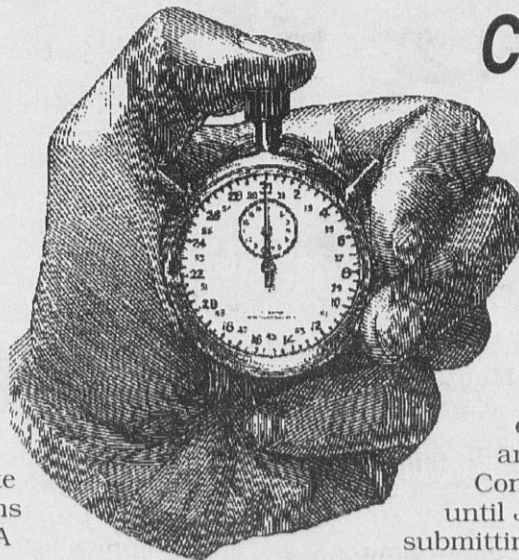
Proposed resolutions for consideration by CSEA delegates to the union's 1996 Annual Delegates Meeting must be submitted by May 15, 1996.

Delegates to the 1995 Annual Delegates Meeting voted to change the deadline for submitting proposed resolutions to the earlier date effective in 1996. Previously resolutions had to be submitted not less than 90 days before the union's Annual Delegates Meeting.

Resolutions may be submitted only by a delegate and must be submitted on the proper forms. Forms for submitting resolutions are available from CSEA headquarters and region offices.

Proposed resolutions must be submitted not later than May 15 to Statewide Secretary Barbara Reeves, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210-2303.

The 1996 Annual Delegates Meeting will be held Sept. 30 through Oct. 4 in New York City.



Proposed changes to Constitution & By-Laws due June 28

Proposed amendments to the CSEA Constitution & By-Laws for consideration by CSEA delegates to the union's 1996 Annual Delegates Meeting must be submitted by June 28, 1996.

Delegates to the 1995 Annual Delegates Meeting voted to change the submission deadline to an earlier date. However, for the convenience of members during the transition to an earlier deadline, proposed amendments to the Constitution & By-Laws will be accepted this year until June 28. Beginning in 1997, the deadline for submitting proposed changes will be May 15 each year.

Proposed amendments must be submitted no later than June 28 to Statewide Secretary Barbara Reeves, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210-2303.

The 1996 Annual Delegates Meeting will be held Sept. 30 through Oct. 4 in New York City.

GENERAL NEWS

New lungs for Dutchess County DSS member mean

A breath of fresh air

POUGHKEEPSIE — While most CSEA members opened gifts of jewelry or clothing last Christmas, Liz Karlson's present was a new pair of lungs, thanks to doctors at Columbia Presbyterian Hospital in New York City and the family of a 40-year-old woman who died in December.

"She's a walking miracle," said Pat Daby, Karlson's supervisor. Karlson, a clerk 3 at the Dutchess County Department of Social Services, was visiting her co-workers just a few weeks after her surgery.

Karlson was put on a transplant waiting list after her doctors decided that her lungs, battered by a life-long battle with cystic fibrosis, could not sustain her life much longer.

A county employee for six years, Karlson's condition became so serious that Daby and former Unit President Helen Zocco negotiated a shared job

position for her so that she could work flexible hours to accommodate her illness.

By last October, Karlson had to stay home. By then, she was on oxygen 24 hours a day and doubted that she would get her transplant.

"I'm a small person," she said. "It was hard to find a donor. We thought we would have to get the lungs from a child."

The call came late one night from Columbia Presbyterian Hospital where her parents rushed her for her surgery. Many hours later, she was breathing with her newly implanted lungs.

A few days later, she was exercising on a treadmill. Just two and a half weeks later, she was home and catching up on her Christmas shopping at a local mall.

Karlson must take anti-rejection drugs to keep her body from rejecting the lungs.

Someday she would like to be



Liz Karlson, fourth from the left, is welcomed back to her office at the Dutchess County Department of Social Services. From left are Ronnie James, Nancy Rappa, Marilyn Ismail, Karlson, Betty Westover, David Van Orden, Dianne Green and John Boadle Jr. Though just visiting this time, she hopes to return to work soon.

able to meet the family of her donor.

"I'd like to thank them," she said.

Karlson is looking forward to returning to work soon.

"Liz is bored," said Daby. "She visits us often and can't wait to come back to work."

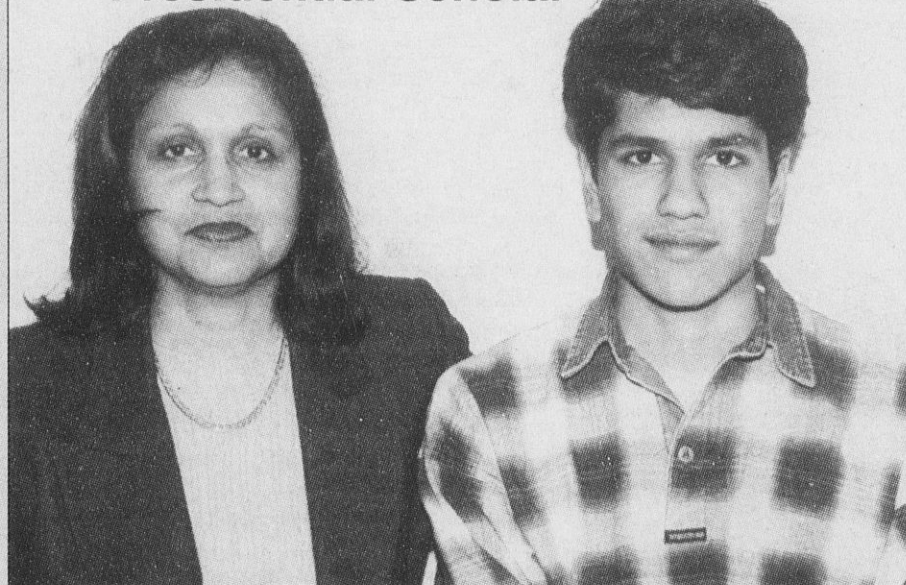
Daby said she will never forget what Karlson said after her surgery.

"I never knew breathing could be so good," she said.

Daby said she will never take her lungs for granted again!

— Anita Manley

Presidential Scholar



Dutchess County Local 814 member Urwashi Mehta and her award-winning son Shivan.

Shivan Mehta, the son of Dutchess County Unit employee Urwashi Mehta, was one of 10 winners nationwide to receive the AFSCME Scholarship for a Presidential Classroom for Young Americans.

Shivan, a junior who attends John Jay High School in

Wappingers Falls, spent a week in Washington, meeting with politicians and AFSCME officials and learning about how government works. He hopes eventually to study medicine.

Urwashi Mehta is a 10-year county employee.

The envelope please

And the winner is...

CSEA's official publication, *The Public Sector*, was a multiple-awards winner in the 1995 International Labor Communications Association Journalism Awards Contest, continuing a decade-long tradition of winning multiple awards in the prestigious competition. More than 190 labor publications from throughout the United States and Canada submitted 1,631 entries for judging in the 1995 competition.

The Public Sector earned an award for best feature story for an article written by CSEA Assistant Director of Communications Stanley Hornak.

"This winner shows that features on sometimes complex subjects need not be long-winded. In one page of large type, the need for cost-of-living adjustments (COLA) for retirees is argued crisply and clearly..." said the judges about the article titled "A COLA Would Hit the Spot"

An award was won in the category of unique performance for a series of articles detailing the adverse impact on workers and communities stemming from the privatization of government operations and contracting out public services at state and local jurisdictions.

The publication received another award for best use of graphics for articles written by Associate Editor Kathleen Daly and Communications Associate Mark M. Kotzin. The articles were headlined "Canalers unique shop floor 100 yards wide, 500 miles long" and dealt with special obstacles faced and overcome by workers on the Erie Canal.

AFSCME delegates election ballots will be counted May 10

Ballots will be counted and results announced May 10 for the election of CSEA delegates to the 1996 AFSCME Convention scheduled to be held June 17 - 21 in Chicago. CSEA will send 219 elected delegates to the convention, along with the union's four statewide officers who are also designated as voting delegates.

Unavoidable delays in ballot preparation and distribution resulted from problems experienced by the subcontracting print shop and mail house. These problems

stemmed from last minute updating of the printing machines, late delivery of special order envelopes and extended loss of power at one of those shops. None of the problems were experienced directly by Interactive Computerized Elections (I.C.E.), the agency which will handle the tally of the ballots.

For the upcoming election of region officers, all printing and mailing will be done by a different source, one that has successfully handled CSEA work in numerous past elections.

Metropolitan Region honors Lilly Gioia

CSEA staff member Lilly Gioia was honored at the CSEA Metropolitan Region's spring workshop for her outstanding effort and service.

The three-day women's and educational workshop was held in March in honor of Women's History Month.

Charles Bell, labor relations specialist, read a poem he dedicated to Gioia during the Women's Committee Program.

In the poem, Bell expressed thanks for her dedication on behalf of the region.

"We salute you, Lilly Gioia, on your commitment to union issues at home and abroad," he said.

Gioia, a communications associate, was recognized for her kindness and hard work during her 22 years of exemplary service.

This honor was well deserved, Bell said.

"She is always available to lend a hand with all of the committees and help wherever she can," he said. "She is a fantastic person."

The region Women's Committee chair Harriet Hart had similar sentiments about Gioia.

"Lilly is always willing to go out of her way to help," not only the Women's Committee but the region as a whole," Hart said. "She is a wealth of information."

— Debbie Kerins

Jardine offers special program to help you get personal lines insurance

Obtaining the best price and coverage for automobile, renters, homeowners and other forms of personal property and casualty insurance is becoming more difficult and confusing for us all.

With this in mind, CSEA has worked with Jardine Group Services Corp., the administrator for the CSEA insurance program, to develop a unique way to provide Personal Lines Insurance to CSEA members.

As part of the CSEA-sponsored Personal Lines Insurance Program, Jardine

searches for the best coverage and price from more than 30 different insurance companies. Jardine then offers you a cost-free quote for coverage, with no obligation to buy. This helps to match your specific needs with the right company, so you get the best insurance plan for you.

As a special membership benefit, you can enjoy the convenience of having your premiums automatically paid through payroll deduction. So you'll save on the cost of installment charges that can cost you as much as \$50 per

policy annually.

To provide convenient service, Jardine is open from 8 a.m. to 8 p.m. Monday through Friday and from 9 a.m. to 3 p.m. on Saturdays. You can call a special toll-free telephone number, 1-800-833-4657, for cost-free quotes from licensed insurance counselors.

This Personal Lines Insurance Program is an extremely valuable service for CSEA members. For more information, call Jardine at 1-800-833-4657.

Joint Committee on Health Benefits contest winners announced

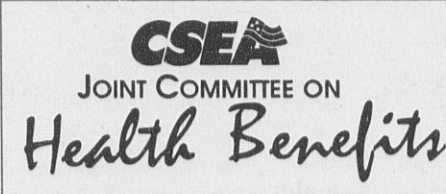
The Joint Committee on Health Benefits was very pleased by the response to our Word Search Contest regarding the New York State Health Insurance Program which appeared in the April edition *The Public Sector*.

At the time of printing for this month's edition, over 50 members had submitted an entry.

The answer key with the corresponding page numbers of where they appear in the General Information Booklet and Empire Plan or HMO Certificate and first 25 correct member entries are listed below.

Answer Key

1. Birth (page 8)
2. Sick Leave (page 18)
3. Card (page 10)
4. Medicare (page 28)
5. Partner (page 4)
6. Fund (page 1)
7. Preferred (page 15)
8. Payroll (page 6)
9. COBRA (page 24)
10. Benefits (page 6)
11. Premium (page 10)
12. Dependent (page 22)
13. Waiver (page 13)
14. Student (page 5)
15. Family (page 14)
16. Transfer (page 2)



Winners

- Bibi Eshak, Local 694;
 Kay Blain, Local 650;
 Kathy McKim, Local 418; Darlene Brewer, Local 412;
 Susan Winnie, Local 407;
 Janet Downey, Local 503;
 Wayne Mullen, Local 615;
 Dennis Heimburg, Local 403;
 Diane McGovern, Local 434;
 Brian F. Smith, Local 256;

- Wendy Fetterling, Local 616;
 Lois Titus, Local 430;
 Christy Metacarpa, Local 690;
 Carol Hulse, Local 412;
 Joan Ciccone, Local 857;
 Diana Cary, Local 648;
 Dorothy Hoskey, Local 334;
 Linda Brown, Local 263;
 Monica Pietrzak, Local 003;
 Joan Park, Local 836;
 Elaine Valenty, Local 694;
 Mary C. O'Neill, Local 191;
 Joanne Dudak, Local 602;
 Joanne Walleshauser, Local 602;
 and Mary Ficco, Local 010.

Congratulations to all of the winners!

THE BUYER'S EDGE

Another CSEA member benefit 'In Touch With You'

CSEA, in conjunction with **The Buyer's Edge**, a consumer buying service, offers CSEA members a great way to save money on the purchase of major consumer products.

The Buyer's Edge is a consumer buying service that negotiates extra discounts and lowest price guarantees on many big ticket products that would not otherwise be available to individual buyers. As a CSEA member, you can take advantage of The Buyer's Edge.

How To Use The Buyer's Edge Program

Shop and decide on the item you want. Make your choice carefully. Return policies vary according to dealer. Once you are ready to purchase, **simply call the appropriate toll-free number listed below and ask the participating Buyer's Edge vendor for their guaranteed lowest price.** Then, using a credit card or check, and from the comfort of your home, buy by phone from the participating vendor.

Be prepared to give the CSEA group number whenever you contact a participating vendor.

THE CSEA BUYER'S EDGE GROUP NUMBER IS 1811.

Lowest Price Guarantee

If you buy a product for \$150 or more through a **Buyer's Edge** vendor, and within 30 days (24 hours on Travel) and 50 miles and find the item for less at a factory-authorized dealer, **The Buyer's**

Edge requires that the participating vendor mail you the difference, plus 20 percent of that difference.

This guarantee even covers advertised sales, discount houses and other buying plans. (Silver and gold items, services, merchandise offered with limits on availability or quantity, dealer-installed options and prices after manufacturers' cut-off dates for model years on new cars are not covered by this guarantee.)

Member Protection Service That Works For You

If you ever receive less than superior treatment with regard to price, delivery or service, immediately speak to the management of the participating vendor. If you don't get satisfactory results, write to:

**The Buyer's Edge
1429 Route 22 East
Mountainside, NJ 07092**

Important Reminder: When comparison shopping, always be sure you are comparing exactly the same model number, accessories, service arrangements and warranties, and that the quoted price is the complete price, including delivery and taxes.

Always be prepared to give the CSEA group number whenever you contact a participating vendor.

THE CSEA BUYER'S EDGE GROUP NUMBER IS 1811.

CALL THE APPROPRIATE BUYER'S EDGE TELEPHONE NUMBER BELOW FOR YOUR PURCHASES

MAJOR APPLIANCES: Air conditioners, refrigerators, dehumidifiers, freezers, washers, dryers, ranges, dishwashers, disposal units and microwaves.

TV & VIDEO EQUIPMENT: All types of color televisions including big screen, video recorders and video cameras.

**Shop in person plans also available.*

AUDIO EQUIPMENT: Receivers, turntables, tape decks, speakers, amplifiers, systems, consoles and compact disc players.

CARPETING & RUGS: Most styles, wall-to-wall or broadloom. Local installation for home or commercial use. 25 sq. yd. minimum. Ask about our mobile shop-at-home services.

CHINA, CRYSTAL, SILVER, PORCELAIN FIGURINES: Bridal Registry available.

DIAMONDS, FINE JEWELRY, WATCHES

EXERCISE EQUIPMENT: Rowers, universal stationary exercise bikes, treadmills, ski machines, free weights and Physicians Scales.

FURNITURE: Authorized dealer for over 300 furniture manufacturers.

LIGHTING: Lamps, chandeliers, and sconces, most major quality brands.

LUGGAGE: Travel, briefcases, portfolios, attache cases, travel accessories.

PERSONAL COMPUTERS:

PIANOS & ORGANS: Choose from almost all major brands for home, church or school. (Ask for Otto or Liz)

SEWING MACHINES: Singer and other brands.

TYPEWRITERS

TRAVEL: Discount on any advertised trip, package, tour charter or cruise - plus FREE trip life insurance on air travel.

CAR PLAN:

1. SHOP — decide make, model, and options
2. CALL — for referral to local cooperating dealer
3. DEALERSHIP SAVINGS — ask for The Buyer's Edge price documentation book. Compute your price.

If book not available, call Car Plan.

Computer printout - Dealer's cost of vehicle — **only \$10.**

Used Cars — Late models only (3 years or less) 12 month/12,000 mile warranty.

VACUUM CLEANERS

FURS: Buy quality furs directly from manufacturers. Call for appointment.

KITCHEN CABINETS/COUNTER TOPS: Call for referral.

MOVING PLAN: Professional services, household goods/autos (distances over 40 miles or interstate). Free in-home estimate. Call 4 weeks prior to moving date.

REAL ESTATE PLAN: Call referral service before contacting broker.

Ask about specific savings on purchase or sale of home.

Rochester area* - **716-427-8360**
Buffalo NY area* - **716-838-3345**
All other areas - **1-800-377-3700**
1-800-543-0911
Downstate- **718-720-3792**

1-800-526-5389

1-800-543-8235

1-800-635-9136

1-800-541-9905

1-800-631-0286

1-800-631-0286

1-800-543-8237

1-800-345-6265

1-800-526-6825

1-800-635-0755

1-800-543-7406

1-800-634-8538

1-800-543-8381

1-800-377-3700

212-947-9140

1-800-327-3599

1-800-356-7771

1-800-232-6766

How Can CSEA Help Me?

A Reference Guide To CSEA Member Services & Benefits

You Can Get In Touch With Headquarters Toll-Free – 1-800-342-4146.

Press **O** plus the extension number you want at any time.

With a rotary phone, an operator will come on the line at the end of the recording to help you reach your party.

With a touch-tone phone, you must press 1 for these options:

- If you don't know the extension number,
- *press 1 for Field Operations, which includes Occupational Safety & Health, Local Govt. & School District Affairs, Research, EAP, the Retiree Division and State Contract Administration;
 - *press 2 for Legal Matters, such as disciplinaries & grievances;
 - *press 3 for Communications including *The Public Sector*, Executive Offices or Political Action;
 - *press 4 for answers about dues, membership & agency shop, group insurance (not health) and to talk to the Finance Dept.;
 - *press 5 to hear a recording of Current Issues Update;
 - *press 7 for Membership Benefits.



Statewide Headquarters
143 Washington Avenue
Albany, NY 12210

Your Toll-Free Connection To The Employee Benefit Fund – 1-800-323-2732.

In the 518 area, call 782-1500. For answers regarding the Dental Care, Vision Care and Prescription Drug for state employees and participating local government employees. **TDD for hearing impaired only:** 1-800-532-3833. Mailing address: CSEA Employee Benefit Fund, One Lear Jet Lane, Suite One, Latham, NY 12110-2395.

Grievances & Discipline

Report any grievance immediately to your local grievance representative or shop steward. If they are unavailable, tell your CSEA Unit or Local President, or your CSEA Labor Relations Specialist at your region office. Don't delay if you believe you have a problem — grievances must be filed on a timely basis.

SPECIAL NOTICE

CSEA's endorsed Bell Atlantic NYNEX Mobile Communications Cellular Telephone Program has been temporarily suspended in Regions I, II, III and IV because of the AFL-CIO national boycott in support of communication workers and electrical workers.

Insurance

CSEA offers several insurance programs at low group rates and provides the convenience of automatic payroll deduction.

For details on CSEA Security Life Plan, Income Protection Program, Hospital Indemnity Plan and Family Protection Plan, call toll free: Jardine Group Services Corp. 1-800-697-CSEA.

For details on Auto Insurance and Homeowners/Renters insurance, call toll free: 1-800-366-7315.

Health Insurance

For answers to your specific questions about the New York State Health Insurance Program's Empire Plan:
Blue Cross Claims: . . .1-800-342-9815 or (518) 367-0009
Metropolitan Claims (MetraHealth).....1-800-942-4640
Participating Providers1-800-942-4640
Home Infusion/Nursing, Diabetic Supplies, Durable Med Equip Home Care Advocacy Program....1-800-638-9918
Hospital admission approval/ surgical review:
Empire Plan Health Call.....1-800-992-1213
Mental Health & Substance Abuse Hotline.....1-800-446-3995
Managed Physical Medicine (chiropractic & physical therapy).....1-800-942-4640

Education & Training

CSEA provides workshops and training programs for union activists. For more information, call toll-free 1-800-342-4146. On a touch tone phone, press **O**, then extension 294. On a rotary phone, ask the operator for extension 294.

Union-oriented videotapes are available from your CSEA region office.

Civil Service Exam Help

The Labor Education Action Program (LEAP) can help you prepare for civil service exams with low-cost study booklets on a variety of relevant subjects. Call toll free: 1-800-253-4332.

Safety Concerns

Report serious accidents, unsafe and unhealthy working conditions to the CSEA Labor Relations Specialists at your region office.

For occupational safety and health information, call CSEA Headquarters at 1-800-342-4146. On a touch tone phone, press **O**, then extension 465. On a rotary phone, ask the operator for extension 465.

Retirement

For general information about retirement and retiree membership, call the Membership Benefits Department at Headquarters, 1-800-342-4146.

Talk to a CSEA-provided retirement counselor if you are retiring soon. It's important that you select the proper option from the Employees' Retirement system, so you can plan the lifestyle that you want to enjoy. Call toll free: 1-800-366-5273.

AFSCME Advantage Mastercard

Features one of the lowest interest rates - 5 percent above the prime lending rate. No annual fee. For an application form, call your CSEA region office or the Membership Benefits Department at Headquarters, 1-800-342-4146.

If you apply and there is no response within four weeks, call the issuing bank, the Bank of New York, toll free: 1-800-942-1977.

AFSCME Advantage Legal Services

You can obtain high quality, affordable legal services for many personal legal matters through the AFSCME Advantage Union Privilege Legal Services Program. For details and a list of participating lawyers in your area, call your CSEA region office or the Membership Benefits Department at Headquarters, 1-800-342-4146.

AFSCME Union Driver and Traveler Program Discounts

The AFSCME Union Driver and Traveler Program saves you money whether you're traveling by car, bus, train or plane. It's a motor club, travel service and auto repair service all in one. Annual cost: \$49.95. Call 1-800-547-4663.

Disney World, Theme Parks Discounts

Discount admission to Disney World in Florida, Disney Land in California, Six Flags Amusement Parks and Anheuser Busch Theme Parks Clubs (i.e. Sea World and Busch Gardens). To receive discounts, call 1-800-238-2539 between 8 a.m. and 8 p.m. Monday-Friday. Identify yourself as a CSEA/AFSCME Local 1000 member and provide your Social Security number.

AFSCME Advantage Loan Program

Unsecured personal loans from \$2,500 to \$15,000, with affordable monthly payments, are available to credit-qualified applicants. Call toll-free 1-800-343-7097 for applications, information.

AFSCME Advantage Mortgage Program

Makes buying a home or refinancing your mortgage easier and more affordable. Savings for buyers and sellers. Special help for first-time buyers. Call toll free: 1-800-848-6466.

AFSCME Advantage Career & Academic Planning

Tuition savings planning. Financial aid projections. Counseling and seminars for career decisions. \$10 annual fee. 1-800-733-GRAD (4723).

The Buyer's Edge

It's your buy-by-phone service designed to save you money on major purchases. The Buyer's Edge negotiates extra discounts and lowest price guarantees individual buyers don't get. The appropriate information and toll-free numbers are in your Buyer's Edge brochure, and they're published regularly in *The Public Sector*. To receive a brochure contact your CSEA region office listed below or call the Membership Benefits Department at Headquarters, 1-800-342-4146.

REGION OFFICES

LONG ISLAND REGION I OFFICE
3 Garet Place, Commack, NY 11725.
(516) 462-0030.

METROPOLITAN REGION II OFFICE
40 Fulton Street, 22nd Floor, New York, NY
10038-1850. (212) 406-2156.

SOUTHERN REGION III OFFICE
735 State Route 52, Beacon, NY 12508.
(914) 831-1000.

CAPITAL REGION IV OFFICE
One Lear Jet Lane, Suite Two, Latham, NY
12110-2394. (518) 785-4400.

CENTRAL REGION V OFFICE
6595 Kirkville Road, East Syracuse, NY 13057.
(315) 433-0050.

WESTERN REGION VI OFFICE
482 Delaware Avenue, Buffalo, NY 14202.
(716) 886-0391