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Pages
9, 10, 11

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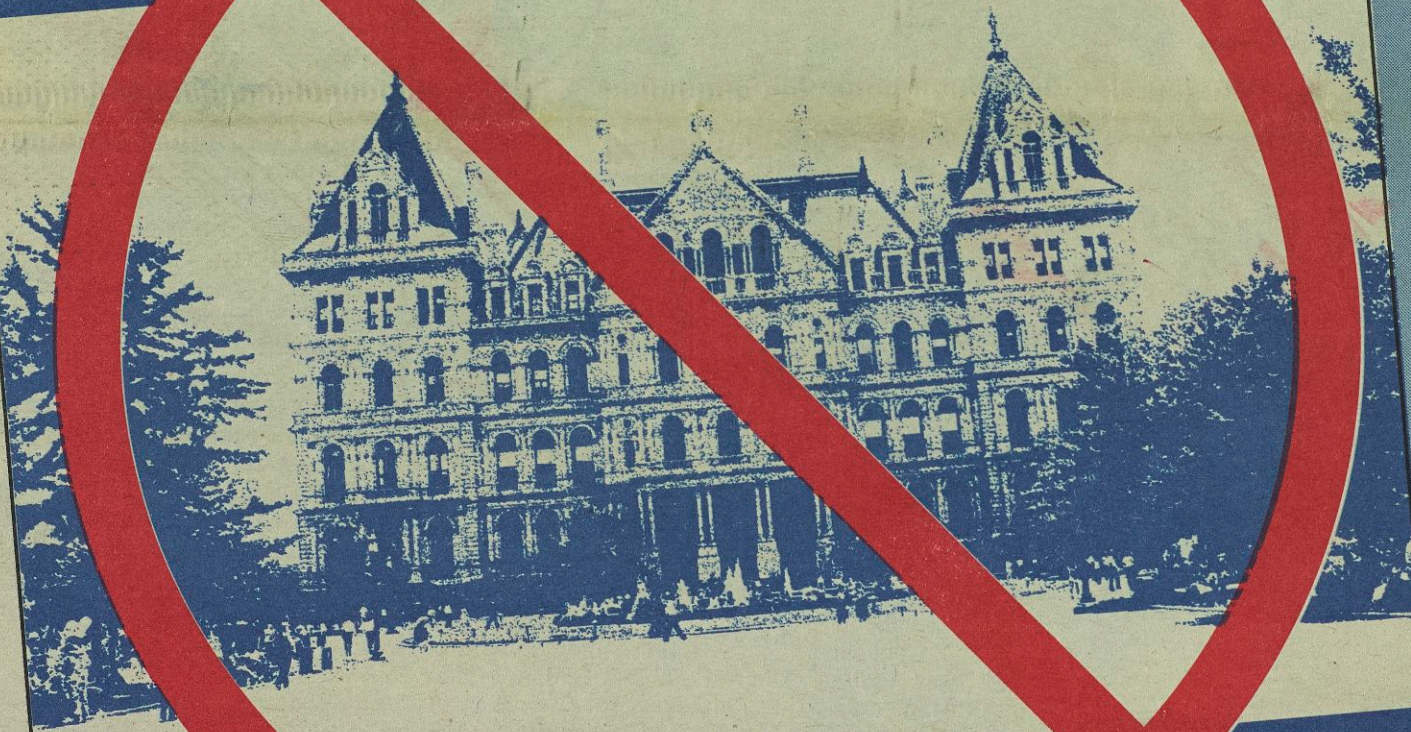
Sector

THE PUBLIC

Vol. 19 No. 1 JANUARY 1996

STATE OF NEW YORK
EXECUTIVE BUDGET

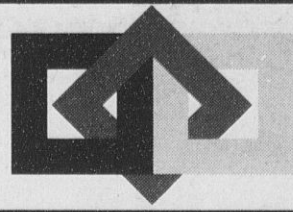
1996-97



George E. Pataki
Governor

Patricia A. Woodworth
Director of the Budget

**'We didn't vote for
these changes!'**



I N D E X

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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.



Clinton/Gore in '96

Delegates and supporters of the Clinton/Gore team at the 1996 Democratic national convention kicked off the New York delegate process with a press conference recently in Albany. Seated from left are Assembly Speaker Sheldon Silver, Albany Mayor Jerry Jennings and State Comptroller H. Carl McCall. Standing from left are CSEA Executive Vice President Mary E. Sullivan, CSEA Statewide Treasurer Maureen Malone, Alan Lubin of the New York State United Teachers union, Dale Ghetto, Thomas Hobart of NYSUT, Schenectady County Democratic Committee Chair Don Ackerman, CSEA Statewide Secretary Barbara Reeves and CSEA President Danny Donohue. Many of those pictured at left and others will be Clinton/Gore delegates at the national convention.

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Jobs, services at risk in Governor's proposed budget

ALBANY — CSEA is wasting no time in taking aim at Gov. George Pataki's proposed 1996-97 state budget. The spending plan, released more than a month earlier than usual, proposes deep cuts for state and local government, including the elimination of 7,400 state jobs and Medicaid reductions that could devastate public health facilities.

"This is not a good news budget in spite of the administration's attempt to spin it that way," CSEA President Danny Donohue said. "The loss of 7,400 state jobs has real impact on real people, in real places."

"CSEA remains concerned about that impact not only on our members but on the services they provide to New Yorkers," Donohue said. "Our concerns also extend to the impact of the budget on the local government side where we also represent employees who provide vital services."

While the administration has said it hopes to achieve the state jobs reduction without layoffs, it is offering no guarantees. CSEA remains concerned because the administration has offered the union little detail on how it intends to meet that expectation.

CSEA is also concerned that reductions and changes in Medicaid funding could spell serious trouble for local government services, particularly the funding and operation of public health care facilities.

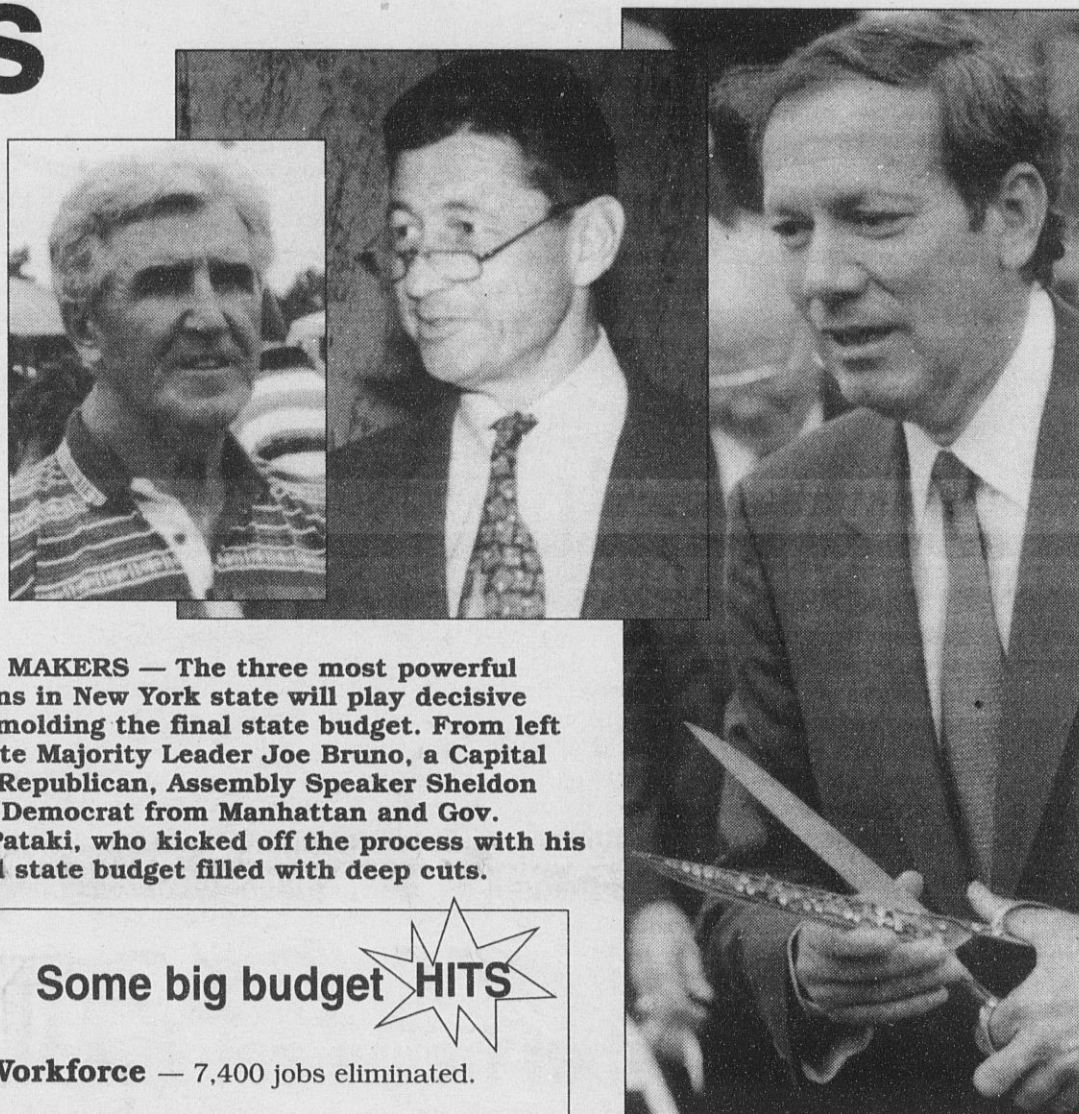
CSEA is prepared for a major fight over the Governor's proposed budget. The union will communicate its message about the value of CSEA members and the services you provide in a variety of ways, including a statewide advertising campaign on radio, television and in daily newspapers. The union will also make a major lobbying effort with state legislators.

But you can make a big difference in the outcome.

CSEA needs the grassroots involvement of all its members and you can get involved in your worksite, in your community and in your CSEA region. (See President Donohue's column on page 8).

"CSEA members, like all New Yorkers, want better government, Donohue said. "But we didn't vote for these changes."

— Stephen Madaras



BUDGET MAKERS — The three most powerful politicians in New York state will play decisive roles in molding the final state budget. From left are Senate Majority Leader Joe Bruno, a Capital District Republican, Assembly Speaker Sheldon Silver, a Democrat from Manhattan and Gov. George Pataki, who kicked off the process with his proposed state budget filled with deep cuts.

Some big budget **HITS**

State Workforce — 7,400 jobs eliminated.

Mental Health — 3,951 jobs eliminated; closure of Kingsboro Psychiatric Center; consolidation of Kings Park and Central Islip Psychiatric Centers with Pilgrim Psychiatric Center; Census declines across-the-board.

Mental Retardation — 1,367 jobs lost through layoffs and attrition; program downsizing; privatization.

DFY — 321 jobs eliminated; closure of Harlem Valley and other facilities; \$3.4 million cut in local DFY assistance.

SUNY — \$50 million in operational cuts to be determined by trustees; \$10 million in cuts to community colleges.

State DSS — \$242 million in cuts via welfare reform. Transfer of Medicaid and employment program functions to other state agencies.

Local Assistance — Local assistance budget cut by 8.2 percent, primarily in social services and Medicaid cutbacks.

Civil Service — Gov. Pataki proposes a series of civil service "reforms" without providing many details. CSEA is skeptical but will thoroughly evaluate proposals when details are provided.



'This is not a good news budget in spite of the administration's attempt to spin it that way'

— CSEA President Danny Donohue

Onondaga Co. kicks off contract campaign

E. SYRACUSE — The current contract won't expire until December, but leaders of CSEA Onondaga County Local 834 are wasting no time.

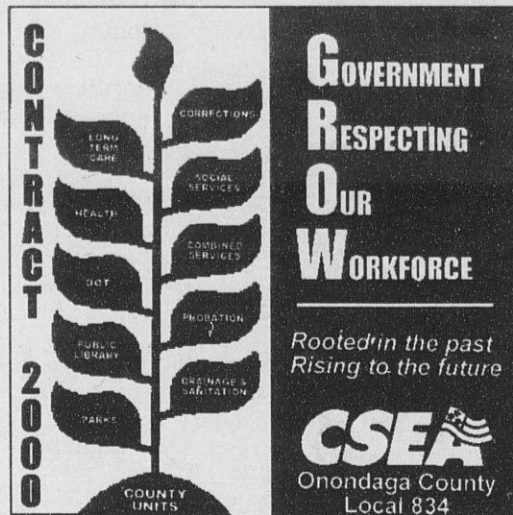
They have already kicked off the union's campaign to get a new contract for about 3,000 county workers.

Local President Frank Forte unveiled a logo for the negotiations campaign, entitled "Contract 2000" — a reference to the hopes that the units can secure a three-year agreement that would bring them into the year 2000. The logo contains the anagram for the union's campaign theme of "G.R.O.W. — Government Respecting Our Workforce," and features a tree with 10 branches, each representing one of the county units.

"With this logo, we want to let our members know that they are all an integral part of this union, and that by working in solidarity, we can achieve a contract that will gain us respect as a work force," Forte said.

Negotiating Committee Chair Len Foster and CSEA Labor Relations Specialist Bob Morris, who will negotiate the contract, outlined their ideas for the campaign ahead.

Foster spoke about ending an information blackout, following a similar change in CSEA's statewide policy as determined by



CSEA President Danny Donohue.

"We will be opening up the process to get more membership involvement and to keep the information flowing," Foster said. "This will help our campaign by increasing our solidarity and participation from the rank-and-file members who in the past may have been left out of the process."

Morris agreed, and said the union would put together a Solidarity Committee of rank-and-

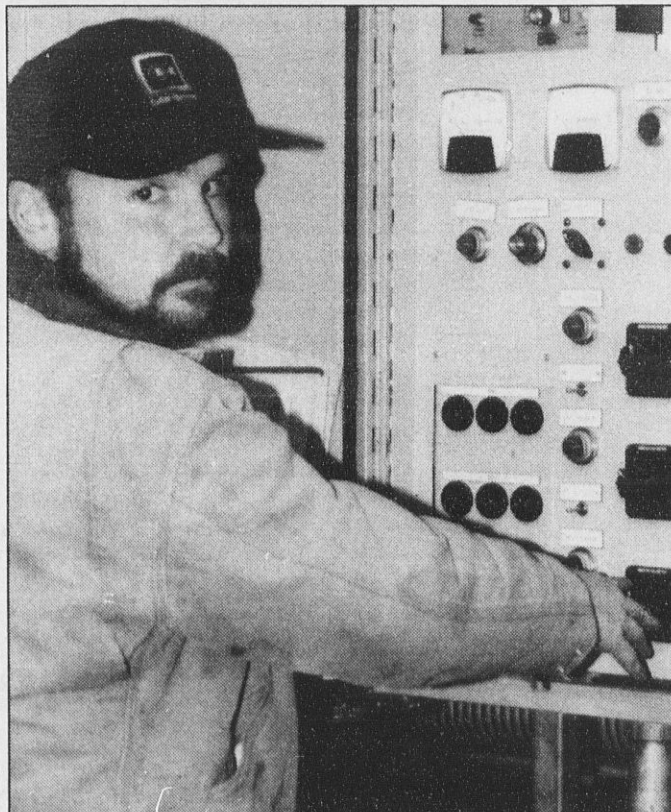
file members who will work with the negotiating team members to keep the membership informed and participating. CSEA Organizer Will Streeter will head the committee.

"We're hoping that anyone who really cares about the process and wants to take part in the negotiations for their contract will be a part of this committee," Morris said. "We're not turning anyone away, and we'll welcome involvement from all our members. This will be a contract negotiated by the members and for the members."

Anyone who wants to take part in the Solidarity Committee can call the CSEA Local 834 office at (315) 446-0330.

— Mark M. Kotzin

Local 834 member helps catch a thief



CSEA ONONDAGA COUNTY Member Keith Webb

SYRACUSE — "To catch a thief" is more than a movie title to CSEA Onondaga County Local 834 member Keith Webb — it's a fact.

Webb, a maintenance electrician in the Drainage and Sanitation Department, was honored with a Civilian Commendation from the Syracuse Police for helping to catch a burglary suspect.

While at his part-time job as a security/maintenance worker for the Power Federal Credit Union, Webb saw a bicyclist who was being chased by a man in a station wagon in the parking lot. The driver yelled that the bicyclist had just stolen a woman's purse.

Webb saw the purse and tackled the bicyclist.

"We struggled a little bit, and I subdued him," Webb said. A co-worker called 911. Police officers told him the suspect had taken a woman's purse, and was out on parole from a past robbery. Those same officers put him in for the commendation without his knowledge.

"It was kind of a surprise," he said. "I really didn't expect it, I was just doing my job."

— Mark M. Kotzin

Fact-finding in progress in Garden City School District

GARDEN CITY — Members of the CSEA Garden City School District Non-instructional Unit have been working since July 1994 without a contract.

Now negotiations have gone into fact-finding.

About 120 employees, many of whom live in the school district, fill blue- and white-collar titles and provide the district with every non-instructional service.

"These school district employees work hard, take pride in their work and love the children. They are only asking for salaries that are fair and the district can well afford," CSEA Long Island Region President Nick LaMorte said.

Teachers in the district settled in November.

Orange County Local raises money for the March of Dimes

WALLKILL — Employees of the Town of Wallkill, Orange County Local 836, have raised nearly \$170 for the March of Dimes by wearing blue jeans to work.

Employees paid a \$3 fee to wear a button that proclaimed "Blue Jeans for Babies" and allowed them to wear jeans to work for one day with, of course, the blessings of town administrators, Unit President Richard Gesner said. The money was donated to the March of Dimes.

"It was a good way to raise money to help fight birth defects," said Gesner, who with Unit Treasurer Mark Knisely, gave the March of Dimes a check for \$168.

— Anita Manley

Nassau Local works with county on drug testing education

WANTAGH — CSEA Nassau Local 830 recently joined with management to provide members with information on random drug and alcohol testing laws which went into effect earlier this year.

The course, "Random Drug and Alcohol Testing Awareness," was made available to all employees with commercial drivers licenses, and their supervisors.

About 340 employees took the course, said Local 830 Administrative Assistant and Department of Public Works Unit President Tom Munding. The county gave the members time to take the four-hour course.

CSEA Nassau Local 830 President Tony Giustino said, "As new president, I intend to fully access all educational programs pertinent to our membership; I am very pleased with this course."

Munding was especially pleased at the role of the Employee Assistance Program in the course.

"This gives people a chance to seek help if they have a problem before things get out of hand and they risk losing their license," he said.

— Sheryl Jenks

CSEA throws the bum out

Regains jobs for CSEA members

CICERO — CSEA turned the tables on the bullying Town of Cicero Highway Department boss who laid off four CSEA members.

Now the union members are back to work and the boss has his own layoff slip.

Thanks to CSEA, former Highway Superintendent Frank Rego lost a primary for town supervisor in a race that cost his highway job.

CSEA's victory illustrates the vast resources the union can draw on for its members.

A complete victory

When an administrative law judge awarded four CSEA members their jobs with full back pay and benefits, CSEA Central Region President Jim Moore called it a "complete and total victory."

Rego claimed the layoffs of Mike See, Jim DeVaul, Joseph Carella and Ray Dempsey in September 1994 were budgetary. CSEA, noting that the jobs were funded for the whole year, objected fiercely.

CSEA filed an improper practice charge, saying the layoffs were over union activities. Dempsey was then unit president, and the others had won grievances against Rego.

A history of abuses

Rego was the subject of more than 20 grievances over two years; he also faced a variety of other charges on and off the job. CSEA and the district attorney were two of many calling for his removal.

He once ordered four workers direct traffic on a dead end street in 30-degree-below-zero weather. When they asked to work inside, he sent them home, charging sick leave accruals.



WINNERS — CSEA Attorney Bill Herbert, sitting left, with three of the four Cicero workers and their families, whose jobs CSEA helped restore. From left are: Ray Dempsey, Mary Beth Carella holding Joey Carella IV, Jim DeVaul holding Emily DeVaul, Nicole DeVaul and seated, Joe Carella. Missing from the photo is Mike See.

CSEA won that case, too.

CSEA teamwork pays off

"This case was truly one of teamwork paying off," Moore said. "From the workers to the lawyers to our professional region staff, everybody played a big part in the success of this case."

Moore played an important role, too. He spoke publicly, walked the picket line with the workers and organized a successful drive to collect food and necessities for them.

The CSEA team

Labor Relations Specialist Merwin "Stubby" Stevens got the rest of the union involved, bringing in Moore and Region Director John Cuneo, who oversaw staff in the campaign.

CSEA Communications Associate Mark Kotzin arranged press conferences and demonstrations, and produced flyers and news releases to highlight the union's position.

CSEA Political Action Coordinator Gerry Fidler involved members in Cicero town

politics and supported the opposition in Rego's bid to run for town supervisor last year. It paid off, and Rego lost in the primary.

Running for supervisor meant he couldn't run for reelection as highway superintendent. His primary loss put Rego out of a job.

The CSEA's Legal Department staff, from the clerks who handled paperwork to the attorneys who handled the many grievances and charges against Rego, played the key role in the victory. CSEA Attorney Bill Herbert handled the improper practice charge over the layoffs.

The decision speaks for itself

The union's arguments were well reinforced in the language that Administrative Law Judge Monte Klein used in his decision against Rego.

"The record also convincingly demonstrates that Rego is eager to respond to any challenge to his actions by swift retaliation or defiance," he wrote.

Klein even went the extra measure of ordering the town pay the union's legal costs over the case, and noted that it was an unusual measure.

— Mark M. Kotzin

Schenectady County must fulfill back pay award to 8

ALBANY — Schenectady County faces bills close to \$200,000 because county officials spent three years fighting a losing legal battle against CSEA.

The state Appellate Division has confirmed an arbitrator's decision awarding back pay to eight county employees for salary cuts made in 1992.

The registered nurses and licensed practical nurses earned higher salaries than other county-employed nurses because they worked under more hazardous conditions in the county jail. Their title, jail health service providers, reflected the difference.

In 1992 the county changed their titles and salaries to match other county nurses without changing their duties.

CSEA took the case to arbitration and won up to \$60,000 in back pay plus interest for the workers in 1993.

The county refused to pay and used legal stalling techniques until late 1995. That's when the state Appellate Division ruled in favor of the workers.

Now the award must be updated because of the interest accruing while the county refused to pay the award.

CSEA will continue fighting for the members if the county files an appeal, CSEA attorney Janna Pfluger said.

— Daniel X. Campbell

CSEA fights Nassau County for member's back pay award

NASSAU COUNTY — CSEA Local 830 member Jim Mattei is "extremely grateful" because thanks to the union's diligence, he is due \$65,000 in back pay.

As of December, Mattei was owed \$65,000. That amount increases by \$100 each week the county delays payment.

CSEA Nassau Local 830 President Tony Giustino says the case should have been settled long ago.

"In addition to the \$65,000 the county owes Jim, they also spent about \$40,000 in legal fees," Giustino said. "Still, Mattei has not been paid and the interest clock continues to tick."

After 25 years with the county probation department, Mattei went on full-time release in the Local 830 office as allowed under the contract.

In 1992 county officials eliminated Mattei's job, saying they received no benefit from it because Mattei was on full-time release.

CSEA filed an improper practice charge contending anti-union animus.

"Our case was based on the fact the county eliminated the position because Mattei was on full-time release, not because there was no need for the job," said CSEA Deputy Counsel Jerry Lefkowitz.

Mattei bumped to a job paying \$20,000 less. His old job was later restored.

"I appreciate all the effort CSEA put into my case. The attorneys, the local and the CSEA staff have all worked very hard for me," Mattei said.

— Sheryl C. Jenks

'This case was truly one of teamwork paying off.'
CSEA Central Region President Jim Moore



'Big Chill' heats Buffalo tempers

BUFFALO — When the state Office of General Services decided to turn down the temperature in state office buildings the Friday after Thanksgiving, many angry members of Local 003 met the "big chill" as they reported to work.

Some Workers Compensation Board employees worked all day in their coats, as temperatures ranged from 58 degrees in

the morning to 62 degrees in the afternoon, said Gloria Gauthier, a workers compensation examiner.

"I was in a vile mood all day, because I had to listen to people complaining about how cold it was," Gauthier said. "And wouldn't you know, the building superintendent didn't even come in that day."

Two state office buildings in Buffalo, the Donovan

Building, where Gauthier works, and the Mahoney Building, should have had the temperature set at 68 degrees, CSEA Local 003 President Tom Rogalski said.

The action, which was also taken in other state buildings in the state, generated its share of controversy. But CSEA doubted it generated significant savings.

"The temperature is normally turned down to 40 degrees on weekends, but was turned down on Wednesday that week."

Many workers agreed the temperature drop showed a total disregard for the employees and was an apparent violation of the employee handbook, which states temperatures will be set between 68 and 74 degrees.

— Ron Wofford

CSEA corrects mistake that caused member to lose job; she returns to work with back pay

SCHENECTADY — Thanks to CSEA, Eve K. Doyle is back at work.

Two years ago, Doyle was fired from O.D. Heck DDSO because she missed work for one day, allegedly because of a previous workers compensation leave injury from which she had fully returned.

In a Civil Service hearing, CSEA showed that the facility had no proof that her absence was related to the previous injury.

CSEA provided the only medical testimony at the hearing when Doyle's doctor said Doyle's absence was not related to the earlier work-related injury.

The hearing officer ordered that Doyle be reinstated with full back pay, benefits and seniority lost over the two years she was out of work.

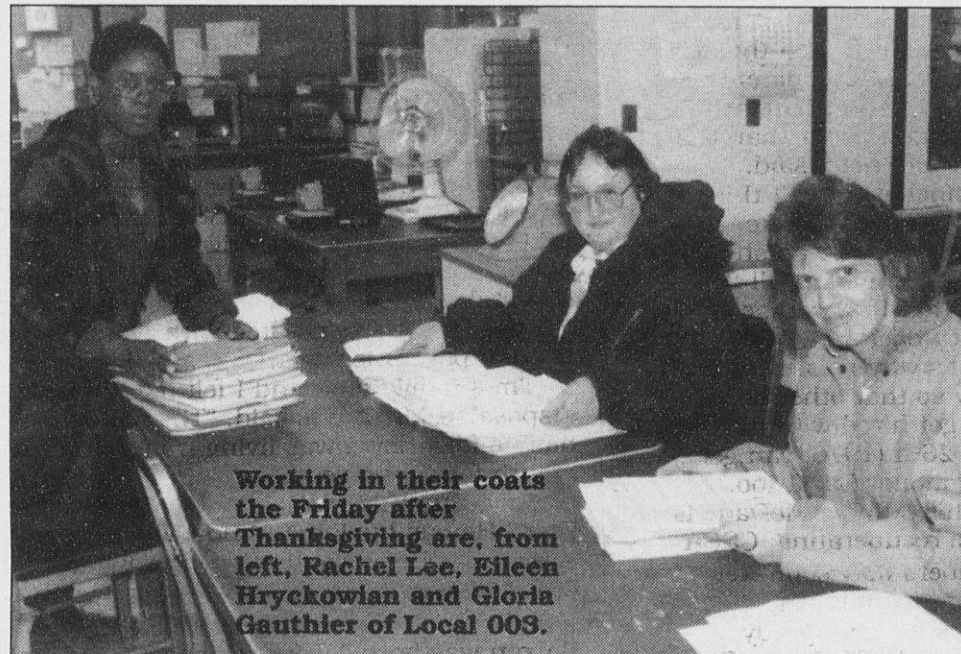
"I am very grateful, and that is an understatement. Marilyn (Dymond, CSEA attorney) did a great job for me," said Doyle, who has five-year-old twins. "She pretty much saved my family."

Dymond, who handled the case, said the win is an important one.

"The hearing officer's decision makes it clear that the employer cannot oust an employee from her job on the premise of medical disability without medical proof," Dymond said.

"We were here to prove that the employer had no basis for firing Eve."

— Kathleen Daly



Working in their coats the Friday after Thanksgiving are, from left, Rachel Lee, Eileen Hryckowian and Gloria Gauthier of Local 003.

DOT shift changes will cost taxpayers

ALBANY — Complaining that the Pataki administration won't allow their members to work in the most productive manner this snow season, Department of Transportation CSEA leaders took their case to the media.

"The Pataki administration says it wants to save taxpayers money by utilizing the state work force in the best possible manner," CSEA DOT Region I President Del Perrier said. "But what the Pataki administration is actually doing is taking a giant step backwards in progressive labor relations. That step will cost state taxpayers \$100,000 to \$150,000 in lost productivity."

Several years ago in the Saratoga DOT Region, CSEA and the state worked out a non-shifting winter work coverage plan which increased worker

productivity, allowed for extensive daylight highway maintenance work and saved the state thousands of dollars.

The old work schedule shifted the employees' work schedules to evening and night for snow coverage.

"We found that very little, if any, highway maintenance work could be done if the work force was shifted," CSEA Saratoga DOT Unit President William LeBaron said. "However, if the daylight schedule continued DOT had the opportunity to do extensive highway maintenance projects, bridge work, median repair and replacement, drain clearing, etc."

Snow storm coverage was handled with a minimum of overtime for late night or early morning plowing, sanding and salting.

The new program saved

taxpayers money, LeBaron said.

CSEA presented the media with copies of news stories featuring this "\$100,000 success story," "unprecedented cooperative effort" and "positive achievement."

With the old shifting schedule in place, work the DOT employees might have done this winter will be put off or contracted out to for-profit contractors at a higher cost to taxpayers, LeBaron said.

"This doesn't make any economic sense," he said.

The workers are willing to forego a \$300 per individual shift bonus to retain daylight work hours with overtime occurring when needed.

— Daniel X. Campbell

Teachers Retirement System Local helps out for holidays



CSEA members from Teachers Retirement System Local 658 donated a flatbed full of food to Albany area food banks before Christmas. Above from left are Linda Swietlicki, Patty Salamack, Judee Synakowski, Anita Walther, Denise Corsaro, Nancy Sprissler, Food Drive Committee Chair Donna Keefer and Local President Randy Goldberg.

Pension errors can be corrected

Member gets back improper pension deductions in appeal

STATEN ISLAND — Minnie McDade wants to make sure she is not alone in retrieving pension contributions wrongly taken from 20 years of paychecks.

Placed into an incorrect retirement tier, the South Beach Psychiatric Center Food Service worker is concerned that others who were hired with her on July 26, 1976, by then Willowbrook State School, also were placed in the wrong tier.

"They put me into Tier III, and I should have been in Tier II," McDade said. Tier III members must contribute to their pensions, while Tier II members do not.

Speaking from her hospital bed, McDade said she can't thank CSEA enough for helping her get back the money that never should have been deducted in the first place.

She sincerely thanked CSEA Local 446 President Joel Schwartz for his help in retrieving the money owed her.

"I received a lump sum

check for what I paid in with interest," McDade said.

Now facing disability retirement, McDade's lower right leg has been recently amputated. The money couldn't have come at a better time.

"This has been a tough year for Minnie and will be a rough holiday season with her surgery, but we were happy to have helped," Schwartz said.

People entering the retirement system after July 26, 1976, were placed in Tier III and had to pay into the system, said Mike Neidl of CSEA's Political Action Department. Because McDade's pension paperwork, and quite possibly that of others, wasn't processed until mid-August, the state placed her in the wrong tier and improperly collected



Minnie McDade

contributions all this time.

CSEA worked hard to rectify such errors by supporting a pension reform law that provided an appeal process for people who believe they have been placed into the wrong tier.

Applications to retrieve wrongfully deducted funds must be filed with the NYS and Local Government Employees Retirement Systems no later than Oct. 24, 1996, Neidl said.

"Somehow I don't think the state is going to take out ads to notify folks who shouldn't have been paying all this time that they can get their money back," McDade said. "That's why I want to tell my story so that other people who got hired with me on July 26th (1976) can get their money back, too."

While Minnie McDade is home recuperating, CSEA members may send New Year's greetings and well wishes for her speedy recovery to 81 Jersey Street, #4E, Staten Island, New York 10301.

— Lilly Gioia

Nurses sound off about dangerous health care cuts

BROOKLYN — At a public forum called "The Crisis in Health Reform," nurse after nurse told of jarring experiences working in New York hospitals where patient care is suffering budget cuts and layoffs.

Metropolitan area nurses painted a dismal picture of quality medical care in a free-fall decline at the hearing, sponsored by state Assembly member Rhoda Jacobs.

CSEA Manhattan Psychiatric Center Local 413 nurse Melvin Gilbert protested the pressure put on nurses to perform non-nursing work because of insufficient staffing.

SUNY Brooklyn Health Science Center suffers from a hiring freeze and lengthy lags in filling vacancies.

One nurse told of SUNY pharmacy staff being depleted, increases in bed sores due to short-staffing,

nurses left alone on wards with patients in crisis and 166 more layoffs planned.

CSEA SUNY Brooklyn Local 646 housekeepers' workloads have been increased from one unit to three units.

"Every day to us is like a battle when we come to work!" a SUNY nurse said.

Jacobs, chair of the Assembly Social Services Committee, is concerned that health care facilities are trying to reduce costs by cutting nurses.

"If we do not maintain the safety of our health care system and the integrity of the nursing profession in the face of cost-containment, we are being penny-wise and pound foolish," Jacobs said.

CSEA Local 830 member Les Eason, a nurse and president of the CSEA Nassau County's A. Holly Patterson Geriatric Home, testified that "with what is

being proposed, there is no longer going to be any quality of care." He pleaded with legislators to stop proposed cuts and deregulation, and to write into law "appropriate nurse to patient ratios."

With even greater health care funding cuts promised by Washington and Albany, CSEA will lead a strong letter-writing, voter registration and political action campaign to keep health care standards from deteriorating any further.



Les Eason

— Lilly Gioia

CSEA member vindicated; Union wins him his job back

WARD'S ISLAND — When a Manhattan Psychiatric Center personnel officer wrongfully terminated a CSEA member and then deliberately lied about it, she not only "embarrassed the NYS Office of Mental Health but hurt a lot of innocent people," CSEA Local 413 President Sam Koroma said.

Ronald Edwards, a therapy aide with 21 years' service, should never have been fired in the first place, CSEA Labor Relations Specialist Barton M. Brier said.

Edwards was to receive written information about his rights when returning from an injury leave, but he never got it, Brier said. He was fired for not complying with instructions in the packet he never received.

In the hearing, the MPC personnel officer said she supplied the packet Edwards never received. CSEA produced evidence that long after Edwards' firing, the personnel officer admitted the packet was still not complete.

Edwards was reinstated with \$24,000 in back pay, Brier said.

"I'm a family man and I felt like I was disposable," Edwards said. "This official has no idea how I was living from hand to mouth for over a year."

But today Edwards calls this "a miracle year." He has his job and now, a son born after he and his wife had been trying for over 10 years to conceive.

"I got my job back three months after Barron was born," Edwards said.

— Lilly Gioia

Info Day travels to Local 673



UNDER THE PROTECTION OF THE CSEA UMBRELLA — CSEA Mental Hygiene Local 673 President Phoebe Mackey accepts information from CSEA Member Benefits representative Bill Smith at a CSEA Info Day in Albany. The program was so large that benefit providers were located on several floors and members used elevators to reach them all.

In touch with you

A message from CSEA President Danny Donohue

Bad news budgets unacceptable to CSEA; you deserve better



As you read this column, CSEA will already be hard at work to protect CSEA members and the vital services they provide in every part of New York. Each of you has an important role in that challenge.

CSEA members should rightly be proud of their work.

Every day you make a difference in the lives of real people — helping those in need, making our communities better places to live, and protecting the well-being of all New Yorkers.

But make no mistake, the very concept of public service is under attack. In the halls of

Congress in Washington and in the state Capitol here in Albany, it has become fashionable to bash public employees and disregard the true value that each of you provides for the tax dollar, which all of us pay.

That disregard is just plain wrong.

CSEA members deserve better than what they are getting from bad news federal and state budgets.

These budgets are unacceptable to CSEA and we will do our best to find better approaches. But you are CSEA and we need your involvement, ideas and energy to

succeed.

Your efforts in the worksite and in your community, calling and writing your elected officials, participating in public events, talking to your family and neighbors about what is at stake, can have a big impact on the outcome of the budget fight.

CSEA will provide the information and the organization to help you get involved. Speak to your CSEA local president today.

In the year ahead, my commitment is to service and organize. The fight over the state budget will be the first of the many ways we do that.



Social Services under siege

Federal, state cuts threaten services, but members keep helping the public

The Social Services System is under attack by both the federal and state governments, which are determined to reduce benefits and reduce services through drastic funding cuts and changes.

Proposed welfare and Medicaid block grants from the federal government mean the state will get less money to provide vital services, and the proposed state budget incorporates those reductions and more. The Governor has proposed a plan that would seriously impact the state Department of Social Services by transferring important functions to other departments. Privatization is also a threat. That means that experienced, qualified people will likely lose fair salaries and benefits if they want to follow their jobs into the private sector.

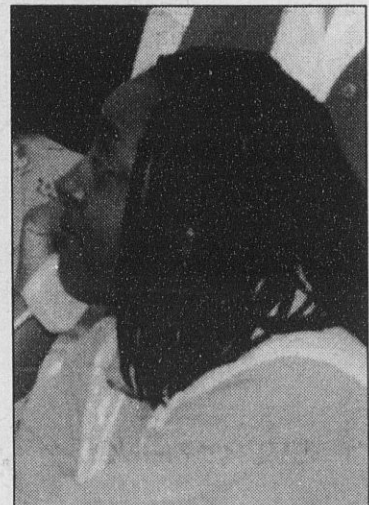
Vital services at all levels are under attack and so are the CSEA members who provide those services, even though the work they do is valuable and productive.

The stories on the following two pages illustrate just how important their work is: protecting children from violence and abuse and helping to rebuild families; giving people the experience they need to find jobs and become independent; even raising money to help improve the holidays for children in foster care.

The CSEA members who work in social services care about a lot more than earning a pay check. They care about the people who need a hand up, the children who need protection, the families they can help heal.

They care about being able to continue their work. That's why you will see CSEA members across the state protesting thoughtless budget and programs cuts that endanger the elderly, the handicapped, the sick and the most vulnerable of all, children.

Please read about their worthwhile efforts on pages 10 and 11.



Privatization means lower pay for some workers

In the non-profit sector, salary cuts are common for many social service employees

BY JULIE CARR SMYTH
Business writer

ALBANY — As social service jobs migrate increasingly into the non-profit sector, they are commanding stunningly smaller salaries for all employees except executives.

veys to people is that these agencies are accountable to the community; there isn't a lot of money being misspent," said Doug Sauer, executive director of the Community Services Council. "A lot of non-profit employees tend to be working poor to begin with. Some of the folks that work at Head Start have children who would be eligible for the program."

Sauer said many state workers "are floored" when they find out how little they will be paid for identical work in the non-profit sector.

Ann DiSarro, executive director of Senior Services of Albany, is among the many non-profit directors that use Sauer's survey to determine whether they are offering market rate salaries.

She said that, although her employees are now entering their third year without a pay increase, they are keeping pace with the industry.

"It isn't affecting turnover much, because there aren't other options out there. But it's a victory when our funding at that rate it's in pace with it."

DiSarro said that funding cuts include poor

provide the quality of government service while offering such low salaries.



CSEA members across New York state make social services programs work

Nassau programs help protect young children

MINEOLA — Two new programs are helping Nassau County Department of Social Services workers ensure the safety and care of the county's children.

CSEA members staff the Family Reunification Unit and the Newborn Foster Care Unit. "I believe these units are tremendous additions to our department," Director of

Children's Services Joseph Malewicz said. Caseloads in each unit are limited to 12 so the employees can get to know each case and the needs of the children and the family.

"We are responsible for children from birth to three years old," said Ellen Hegquist, supervisor of the Newborn Foster Care Unit. "Many of these children are developmentally delayed and many are crack babies. We assist the foster parents in learning how to care for these special children."

The unit also works with the Family Reunification Unit to arrange parental visits and decide which children will be reunited with their birth family and which will be free for adoption, she said.

"Our main goal is to have children reunited with their birth family," said Assistant Director of Children's Services Linda Breiding.

If that is not possible, then the unit wants to see the children freed for adoption as soon as possible.

The Family Reunification Unit works with families when a child has been removed with the goal of lessening the amount of time children are in foster care.

The unit has helped more than 100 children return to a parent or another family member in the past two years.

If children are removed from a home, unit members are working with the family within hours.

"Visits with the children are arranged within a day or two. We try to set up visits more frequently because studies show the sooner the contact the more success with reuniting the family," Unit Supervisor Barbara Gipp said.

"The main issue is safety. We work hard to make sure the child is returned to a healthy home with a family member as often as possible," she said.

— Sheryl Jenks

Client thanks Greene County workers for helping her get back on her feet

CATSKILL — In early 1995, Sarian Colvin was lost. Her marriage had failed. She even lost the car in her divorce.

She had no job skills, but was afraid that if she applied for social services she would never get out of the system.

Less than a year later, Sarian Colvin is a confident, capable individual earning her own living. Her pride is restored.

What caused this turn around? The efforts of the Greene County Department of Social Services employees.

The workers placed her in a program that helped her get a job. Sarian was so impressed with the efforts of social services that she sent a thank you letter to Greene County Social Services Commissioner Carol Wallace.

She commended her caseworker, Patty Martinez. "Ms. Martinez was very helpful in guiding me to participate in the work fare program. As it turns out the work fare program was my salvation," she wrote. "Rene Russell and Diane Sala in the employment unit were wonderful."

Working in the county Youth Bureau, Sarian improved her computer and office skills. The director, Cam Wood, also encouraged her.

"I feel so much better about myself and very happy to let you know that I now have a full-time position as an administrative assistant with a private not-for-profit organization," she wrote. "My new position also gives me full health benefits and I am looking forward to finally being self sufficient."

Dear Commissioner Wallace, I would like to personally extend my gratitude to the Greene County Department of Social Services for providing me with services for the past year. My personal

"The CSEA workers feel great" to get such a letter, said Unit Treasurer Gail Hansen. But workers noted that Sarian's success story is one of hundreds. "That's the story angry taxpayers do not hear or know about," Wallace said, "the Sarians, individuals who need the system to get help and get on with their lives as quickly as possible."

— Daniel X. Campbell

CSEA fights to save disabilities workers from forced relocation

JAMAICA — CSEA members in the state Office of Disability Determinations, part of the Department of Social Services, are outraged over planned relocations and closure of their Jamaica office.

The office serves thousands of clients who have problems ranging from HIV, cancer, heart

disease, homelessness and special needs.

Some employees may transfer to other area offices, but many will have to consider transferring to the Binghamton area. Up to 180 workers are expected to be working there by October, and many may come from New York City.

CSEA Metropolitan Region President George Boncoraglio called the move "geographical patronage ... that doesn't save any money while it needlessly hurts

the old and the sick and the workers who help them."

CSEA Local 010 President Vincent Martusciello promised decisive CSEA political action to stop a "bad idea in its tracks."

CSEA has formed a Job Transfer Task Force to fight unnecessary transfers.

"We don't think anyone should be relocated unless they choose to move elsewhere," CSEA President Danny Donohue said. "We don't like to see one region played against another."



CSEA Members in the Family Reunification Unit meet. They are from left: Lucille Esposito, secretary; Terry DePalo, clerk; Barbara Daves, caseworker; Laura Fauntleroy, caseworker; and Barbara Gipp, unit supervisor.

Rockland employees help improve services

POMONA - Some changes are simple, such as a new water fountain, and others are more complex, but the bottom line is that Rockland County Department of Social Services is a better place to work and to get services.

Rockland County officials worked with Cornell University to improve services with total quality management.

A coordinating council with labor and management representatives asked staff and clients for suggestions on possible improvements.

The department deals with about 30,000 county residents, said CSEA Local 844 President John Fella, who works in the Department of Adult Protective Services.

One initiative that has directly affected clients is having workers available who can explain benefits in English, Spanish and Creole. The department is also working closely with other county agencies to see that clients

receive adequate and timely assistance.

Thanks to the program, there's a public phone outside the office, a water fountain in the waiting room and a suggestion box system.

Office equipment has been moved around for more efficiency.

"Some of these may seem insignificant, but they really mean a lot to the whole operation of the department and to the clients," Fella said.

"This is really an effort to get from the grassroots people how to better work together and improve services. We have a true commitment from the commissioner and a true partnership of the union and management."

— Anita Manley



Local 844 President John Fella

CSEA members protest federal budget cuts



CSEA members from one end of the state to the other are protesting proposed Congressional budget cuts that would hit New York hard, and hit the young, the poor, the sick and the elderly the hardest. Above is a coalition protest against Medicare cuts that CSEA joined. At left, CSEA members join health care workers, retirees and others to protest Medicare and Medicaid cuts.



Madison workers help children

WAMPSVILLE — More than six dozen members of the CSEA County Office Building Unit of Madison County Local 827 baked more than 10 dozen goodies to raise more than 30 dozen dollars to buy toys for underprivileged children.

The Madison County Foster Care Program used the money to buy holiday toys for foster children served by the CSEA-represented workers in the County Child Protective and Child Welfare Units.

CSEA Unit President Chris Munn, Membership Committee Chair Tammy Kraft and member Nina Karhnak organized the sale.

"This year we just decided that we as a union could pull together and provide the necessary funds to purchase the presents, which in a small way will help make up for the reduction in assistance to this special population," Munn said.

— Mark Kotzin



CSEA Local 827 Bake Sale Committee Chair Tammy Kraft, member Alison Snyder and Unit President Chris Munn.

CSEA protests privatizing SUNY hospitals

SYRACUSE — CSEA joined representatives of other state employee unions and several members of the State Assembly in denouncing a poorly-planned resolution from the Board of Trustees of the State University of New York to privatize two hospitals operated by the SUNY system.

At risk in the proposal would be the jobs, pensions and other benefits for more than 1,200 employees working at the SUNY Health Science Center in Syracuse and another 1,000 employees working at the SUNY Health Science Center in Brooklyn.

CSEA has publicly opposed the proposal since its release about two months ago. Union representatives went on the record to speak out against the privatization. Both CSEA SUNY HSC Local 615 Vice President Rick Noreault and CSEA Political Action Coordinator Gerry Fidler, speaking on behalf of CSEA Central Region President Jim Moore, presented testimony at a recent legislative hearing in Syracuse.

On hand were Assembly Majority Leader Mike Bragman of Syracuse, Assembly Higher Education Committee Chair Ed Sullivan and Central New York Assembly members Martin Luster, Joan Christiansen and

William Magee, as well as SUNY Chancellor Thomas Bartlett.

The message did not fall upon deaf ears. The Assembly members on hand were clearly supportive of the workers in opposing the ill-conceived proposal.

Bragman grilled Bartlett over the lack of input from the unions and the Legislature in the proposal and for its overall lack

of answers, such as how much money it would save. Assemblyman Sullivan was also tough in questioning the Chancellor and hospital officials.

"I am not at all convinced that privatization is the answer," Sullivan said. "It may be a cure that is worse than the ailment."

All present acknowledged that the hospitals are in financial trouble, and need reform to allow

them to compete in today's environment of managed care and shrinking government subsidies, but it was clear that SUNY officials were dismissing all other avenues of reform except privatization.

CSEA noted that last year's "flexibility" legislation, proposed by SUNY, agreed to by the unions and passed by the Assembly, would have given the hospitals the needed freedoms to compete without privatization.

Unfortunately, the Senate never passed the bill and so far it has not been acted on.

Now SUNY officials are saying the bill is inadequate and needs to be strengthened. CSEA said that the SUNY administration and the Legislature should pursue the flexibility issue rather than privatization.

"Last year, SUNY wanted flexibility legislation. This year, they've given up on that and want their sleeves unrolled and buttoned down as they jump aboard the privatization bandwagon," Moore said. "If SUNY is truly serious about ensuring the continued success of the HSCs it should roll up its sleeves and do the work necessary to make them successful."

— Mark M. Kotzin



CSEA SUNY Health Science Center at Syracuse Local 615 Executive Vice President Rick Noreault, left, presents testimony at a state Assembly legislative hearing recently. Noreault and CSEA Central Region Political Action Coordinator Gerry Fidler, right, both spoke against SUNY's plans to privatize the Health Science Centers.

CSEA fights privatization of home health service

ROCHESTER — Monroe County members have established the latest beachhead in CSEA's ongoing war against privatization.

The rumors, simmering for months, have bubbled to surface reality after a request-for-proposal period, and the announcement of the Monroe County executive that he will sell the county's Community Home Health Agency (CHHA).

The county is negotiating with Continuing Care Network, Inc., a component of Greater Rochester Health System.

At a news conference, CSEA came out firmly against selling public assets to privateers, and announced its intention to fight any sale.

"We're going to fight this all the way, on behalf of the public and CHHA's clients, as well as the 200 CSEA members who would be affected," said Florence Tripi, president of

the CSEA Monroe County Employees Unit.

For more than 80 years CHHA employees, members of Monroe County Local 828, have fulfilled a unique responsibility to the county's citizens, delivering a wide range of professional home medical services and quality of care not available elsewhere.

Final approval of any sale must be approved by the county legislature, where a Republican majority exists. County Executive John Doyle, also a Republican, succeeded Robert King. King is now a Gov. Pataki appointee, who campaigned as a privatization advocate.

Tripi was joined at the news conference by CSEA Western Region President Bob Lattimer, Local 828 President Bernadette Giambra and activists from the unit and local.

"We have only begun to fight," Tripi said.

— Ron Wofford

"We're going to fight this all the way, on behalf of the public and CHHA's clients, as well as the 200 CSEA members who would be affected"

Booklet on anti-union animus available to CSEA members

Given today's economic and political climate, union activists can expect an increase in efforts by employers to stifle union activity through adverse personnel action.

CSEA's Legal Department has prepared an informational booklet which can serve as a useful primer for union activists in the area of anti-union discrimination.

The booklet discusses various aspects of discrimination by management against union activists or employees engaging in protected union activity and how to develop proof for a discrimination case based on anti-union animus.

'An Overview of Anti-Union Animus Law'

was initially distributed to delegates attending CSEA's 1995 annual delegates meeting. Additional copies have been printed and are now available by contacting CSEA's Legal Department at CSEA Headquarters, 1-800-342-4146 or (518) 434-0191.

Union members urged to fight efforts to shrink OSHA

Cuts would lead to more worker injuries, deaths on the job

STATEN ISLAND — Joining a dozen other unions and the New York City Central Labor Council, CSEA Metropolitan Region members demonstrated outside the Staten Island District Office of Republican Congresswoman Susan Molinari to protest proposed federal safety and health cuts.

devastate OSHA's ability to monitor workplace safety. That 17 American workers still die on the job every day due to unsafe working conditions means we should be doing more, not less. How many more corpses of working people does Molinari want to see?"

— Lilly Gioia

Metropolitan Region President George Boncoraglio urged union members to fight efforts to shrink the Occupational Safety and Health Administration (OSHA). This will only

lead to more worker injuries and deaths on the job, he said.

"... We should be doing more, not less"

"Susan Molinari's record of voting against everything that would help workers is atrocious," Boncoraglio charged. "Newt Gingrich says jump and Susan Molinari says how high? She is supporting major safety and health cuts that would



Above, Ken Crawson, IBR Local 438 listens while Metropolitan President George Boncoraglio addresses union members from the steps of Congresswoman Susan Molinari's Staten Island District Office.

At left, anti-Newt Gingrich signs show the crowds' displeasure with cuts Congress has proposed in federal safety and health program funds.

Local 003 members concerned about health and safety

BUFFALO — CSEA is checking into complaints from Local 003 members working at the Workers Compensation Board here about ongoing safety and health problems.

OSH specialist John Bieger will issue a full report when the investigation is completed.

Problems include poor air quality, a white dust that apparently comes from the ceiling tiles and strange smells from a peeling window coating that's supposed to reduce glare.

"Many of us have breathing or allergy

problems, and the symptoms go away substantially when we are away from the workplace," Gloria Gauthier said.

She said many co-workers suffer from itchy and watery eyes, sinusitis, dry mouth, coughing and sneezing. — Ron Wofford



MECHANICVILLE — Danger is always lurking at the workplace and can strike without warning. Just ask the 13 city of Mechanicville Public Works Department

employees who were inside the public works garage, shown above, when it suddenly collapsed in mid-December. Three workers were injured while the rest escaped without

injury. State Department of Labor, local and union officials are investigating the cause of the building collapse, which also damaged several pieces of equipment.

Boycotts matter

Editor's note: At right is the AFL-CIO Boycott list, and the following story is about one of those boycotts in upstate New York.

Boycotts are a time-honored weapon used by labor unions against intransigent employers.

John Funicello of AFSCME and the Solidarity Committee of the Capital District said the beauty of boycotts is that it doesn't take much to succeed.

"Profit margins are getting smaller and smaller," he said. "It only takes a small number of people for a boycott to succeed."

Richard Morgan knows boycotts help.

"It's slowing things down in there," Morgan said of Telescope Casual Furniture Co. "That's why it's important."

Morgan, treasurer for IUE Local 36 and an employee for nearly three decades, has seen the strike affect the town of Granville, Washington County.

The boycott is designed to apply pressure on Telescope to make a realistic attempt to resolve labor-management problems and put local residents back to work, thereby improving the local economy.

With 150 members on strike, Morgan figures that with their families 500 to 600 people are directly affected.

Morgan thinks it's very important that people boycott Telescope until the strike is resolved. The economic pressure, he feels, just might bring the company around, ultimately improving the town's economy.

The union is determined to keep fighting, he said.

"It's tough to find good jobs," he said. The "scabs" who jumped to replace striking workers are from out of town and they take their wages with them, he noted. As a result several businesses have closed in the small town.

The local meets every Thursday for a food basket and to rally their spirits.

"We're gonna hang in there," Morgan said.

To do that, they need support of others, and the boycott is one way to help.

A successful boycott helps everyone, because when one group of workers lose, everyone can lose as wages and working conditions slide downward.

Chinese forced labor concerns all

MANHATTAN — Labor and human rights activist Harry Wu described to the 1995 International Labor Communications Association convention the inhumane conditions in Chinese forced labor camps called "laogai."

Toys, artificial flowers, clothing, machine parts and many other items made by Chinese political prisoners flood American markets, with profits going to the Chinese government.

Wu condemned American businesses such as a Buffalo company that made an agreement with the Chinese Communists to have prisoners produce chain hoists once made by Buffalo workers.

"For 14 years this American company had prisoners making its products," Wu said.

During 19 years of having to live like an animal to survive the laogai, Wu's back was broken in a coal mining accident. Now a U.S. citizen, he returned to China several times to expose human rights abuses.

"The Chinese government may have broken my back," Wu said, "but they also convinced me that I could not turn my back on the millions of nameless and faceless people suffering today in this laogai."

He urged labor journalists to continue telling American union members about the forced labor.

"Every union in this room is affected by China," he said, because "no free unions exist in China today."

The Coalition of Labor Union Women (CLUW) has begun a campaign urging union members to reject Chinese-made products, particularly toys made by child and prison labor.

Wu was arrested in China last year but was released just prior to the United Nations Beijing Women's Conference after international outcry. He has dedicated his life to telling the world of the suffering of Chinese prisoners.

"The laogai continues to exist, continues to destroy millions of people and create fear in more than a billion more," he said.

Thanking the American labor movement for supporting him, Wu said the fight must go on. "Together we can end forced labor in China," he said. "Together we can end the laogai!"

— Lilly Gioia

Don't Buy

This boycott list is produced by the Union Label & Service Trades Department of the AFL-CIO. Follow the boycotts and show solidarity with your union brothers and sisters.

Apparel & Accessories

Acme Boot Company

Western-style boots: Acme, Dan Post, Dingo brands
◆Steelworkers

Deckers Corporation

Sandals: Deckers, Sensi and Teva brands
◆Machinists

F.L. Thorpe & Co.

"Original Black Hills Gold Jewelry"
◆Steelworkers

Howe K. Sipes Co.

Athletic apparel (chiefly baseball and softball uniforms, satin and wool jackets. Label: Howe Athletic Apparel
◆Electronic Workers

Building Materials & Tools

Ace Drill Corp.

Wire, jobber and letter drills, routers and steel bars
◆Auto Workers

Brown & Sharpe Mfg. Co.

Measuring, cutting and machine tools and pumps
◆Machinists

Louisiana-Pacific Corp.

Brand name wood products: L-P Wolmanized, Cedartone, Waferwood, Fiberpine, Oro-Bond, Redex, Ketchikan, Pabco, Xonolite
◆Carpenters and Woodworkers

Rome Cable Corp.

Cables used in construction and mining
◆Machinists

Southwire Co.

Commercial and industrial wire and cable: Do-it-yourself brand Homewire.
◆Electrical Workers

Appliances & Furniture

Silo Inc.

Retailers of appliances and electronics
◆Teamsters

Telescope Casual Furniture Co.

Lawn, patio, other casual furniture. Brand name: Telescope
◆Electronic Workers

Food & Beverage

Bruce Church Inc.

Iceberg lettuce: Red Coach, Friendly, Green Valley Farms and Lucky labels
◆Farm Workers

California Table Grapes

Table grapes that do not bear the UFW label on their carton or crate
◆Farm Workers

Cook Family Foods Ltd.

Hams and ham steaks: Cooks, Blue Bird, Fire Side, Lancaster, Nottingham, Shaws, Sherwood, Super Tru, TV's labels
◆Firemen and Oilers

Diamond Walnut Co.

Diamond brand canned and bagged walnuts and walnut pieces
◆Teamsters

Mohawk Liqueur Corp.

Mohawk label gin, rum, peppermint schnapps and cordials
◆Distillery, Wine and Allied Workers

Tyson/Holly Farms Chicken

Chicken and processed poultry products
◆Teamsters

Transportation & Travel

Alitalia Airlines

Air transport for passengers and freight
◆Machinists

Bridgestone/Firestone Inc.

Tires. Brands include: Bridgestone, Firestone, Dayton, Triumph, Road King, Roadhandler
◆Steelworkers

Go-Mart Gas

Gasoline sold at G-Mart convenience stores and truck stops
◆Oil, Chemical & Atomic Workers

Kawasaki Rolling Stock USA

Railroad cars
◆Transport Workers

Michelin

Michelin brand tires
◆Steelworkers

Miscellaneous

Bell Atlantic/NYNEX mobile systems

◆Communications Workers and Electrical Workers

Black Entertainment Television

BET cable television, Action pay-per-view, Bet on Jazz
◆Electrical Workers

R.J. Reynolds Tobacco Co.

Cigarettes: Camel, Winston, Salem, Doral, Vantage, More, Now, Real, Bright, Century, Sterling, YSL/Ritz. Tobacco: Prince Albert, George Washington, Carter Hall, Apple Madeira Mixture, Royal Comfort, Little Cigars, Winchester.
◆Bakery, Confectionery & Tobacco Workers

Information, activism on tap at Women's Conference

Women face special issues in the workplace



CSEA MEMBERS participate in the Women's Committee open session.

The CSEA Women's Committee kicked off the union's 15th annual Women's Conference with an informal discussion for all participants.

The committee's open session attracted dozens of CSEA members who discussed a wide variety of issues women face in the workplace today.

Women's Committee Chair Harriet Hart led an enthusiastic discussion as the audience covered issues ranging from self-esteem and health and safety to sexual harassment and stereotypes of women's work.

The committee will use the comments and information from the session as they plan future workshops and priorities.

The open session was one of many programs presented during the Women's Conference designed to educate and energize participants. They included:

"Building Community in Your Union," an award-winning program designed to help union activists understand the impact of discrimination and how to build community by welcoming diversity and interrupting oppressive remarks and actions;

"Genderflexing: Women, Men and Communication," designed to help participants enjoy the advantages of communicating creatively and challenge the myths and assumptions that result in miscommunication between people at work;

"How to Break the Cycle of Violence Against Women" explored violence against women and what union members can do to fight back; and

"Legislative Issues of Concern to Women and Families" discussed legislative initiatives important to the health, safety and welfare of CSEA members.

Labor women must rally vote for change

ROCHESTER — The CSEA Women's Committee held its 15th annual conference in Rochester, home of Susan B. Anthony.

The location was appropriate, since 1995 is the 75th anniversary of the U.S. Constitutional Amendment giving women the right to vote and Anthony was one of the earliest and most earnest of the suffragettes.

"CSEA has been around for 85 years, longer than women have had the right to vote," CSEA President Danny Donohue told conference attendees. "I think the strength of the union has been because of the understanding of what it takes to bring people together," he said.

Guest speaker Gloria Johnson, president of the Coalition of Labor Union Women, emphasized the importance of political action by women in unions.

Between 1993 and 1995, the



CLUW President Gloria Johnson

country saw a change in political power, she said. Along with that change has come attacks on workers and affirmative action.

"They out-voted us. The only way we can win is to have more people voting with us than they have voting with them," Johnson said. "The answer is simple. We've got to act, we've got to work, we've got to move!"

A vital part of the movement is voting, and women need to start voting in greater numbers, she said.

"Seventy-five years after the suffragettes won women the right to vote, voting is not yet a habit for American women," she said. "We have a lot of work to do. People need to be told their votes count!"

— Kathleen Daly

To join CLUW, write:
1126 16th St. NW,
Washington, DC 20036
or call 202-296-1200.

Helen Zocco wins Irene Carr Leadership Award

ROCHESTER — Spurred on by a negative comment about women made at an annual delegates meeting years ago, Helen Zocco began her formal efforts for women in CSEA.

She eventually became chair of the CSEA Women's Committee, then a special committee. Zocco mobilized the committee at another delegates meeting and they won standing committee status.

With a history of dedicated activism for CSEA and for women, Zocco received a special birthday present at the 1995 CSEA Women's

Conference in Rochester: the 1995 Irene Carr Leadership Award, named in honor of CSEA's pioneering former statewide secretary.

CSEA President Danny Donohue presented the award.

"This award symbolizes someone who is tough, someone who cares," Donohue said. "Tonight we're honored because truly the president of Dutchess County Local 814 is one of the toughest ladies around. She understands that jobs have to be done, and stands up to do them."

Zocco, quoting former New York City Council President Carol Bellamy, said that women who succeed should always look back and remember where they came from.

"When you reach the top of that ladder," Zocco said, "look back and reach back to that sister and brother on the rung below you and pull them up with you!"

HELEN ZOCCO, Local 814 president, receives the Irene Carr Leadership Award from CSEA President Danny Donohue.



Notice of nomination and election OFFICERS FOR CSEA'S SIX REGIONS

Nominating petition request forms available in February; petitioning period begins March 4

Election of CSEA region officers for three year terms will be conducted in 1996 under a schedule of elections approved by the union's statewide Board of Directors.

Under the union's open election procedures, any member in good standing can have his or her name placed on a ballot by obtaining signatures of a minimum of 500 CSEA members on official petition forms. All signatures must be from the region where the person is seeking office. Members who sign the petition must be eligible to vote in the election.

In order to be eligible to seek office, a candidate must be at least 18 years of age; a member in good standing of the region since June 1, 1995; shall not have been a member of a competing labor association or union since June 1995; and shall not currently be serving a disciplinary penalty imposed by the Judicial Board of CSEA. To be eligible to vote in the election a member must be in good standing as of April 1, 1996.

Request forms for nominating petitions for the election of region officers will be available at CSEA headquarters and region offices beginning in February. While the request forms may be filled out and returned ahead of time, actual nominating petitions will not be released until March 4, the first day of the petitioning period.

Region officers election schedule

The Board of Directors approved the following election schedule for CSEA region officers:

March 4 — Start of petitioning period. Nominating petitions available from region offices and CSEA headquarters.

April 4 — Deadline for receipt of nominating petitions at CSEA headquarters (5 p.m.).

April 15 — Deadline for declinations of nomination (8 a.m.).

April 15 — Drawing for positions on the ballot, CSEA headquarters conference room. Candidates (or proxies) may attend as observers.

April 15 — Deadline for receipt of campaign articles and photos by *The Public Sector*.

April 15 — Address labels available to candidates for mailing campaign literature. Deadline for receipt of campaign literature by CSEA headquarters for distribution (5 p.m.).

April 15 — Membership list available for inspection by candidates (headquarters).

May 15 — Ballots delivered to post office for mailing (5 p.m.).

June 5 — Deadline for receipt of ballots (8 a.m.).

Election results will be announced after the ballot count. Candidates will be notified by mail of the results.

Election results will be published in the July edition of *The Public Sector*.

CSEA warns newly-organized private sector employer

'We won't allow you to yank workers around'

LATHAM — CSEA continues to expand into the private sector, where organizing can be even more difficult than in the public sector. But CSEA's experienced staff are well versed in the tactics that private sector management may use.

Take, for example, the case of a suburban Albany recycling company where CSEA recently won the right to represent the employees.

The initial effort to organize workers at Yank, Inc. was a bitter battle. And once the company lost that battle, Yank management reached into its bag of dirty tricks in an effort to yank its 48 workers around. But CSEA has squared off against management, filing charges on every illegal action Yank has taken against the workers.

"Yank is a perfect example of how far some desperate private

sector employers will go in an attempt to deprive employees of their rights," CSEA Statewide Organizer Aldo Cafarelli said.

"Yank is out to fire every worker and the management is using every dirty trick in the book. CSEA expects to win every charge we file against their tactics," Cafarelli said. "CSEA absolutely will protect the rights of the workers and not let Yank intimidate them."

Cafarelli listed several examples of how Yank has shifted previous policies in a blatant campaign to intimidate workers and discredit their union since the organizing win.

"Yank is now requiring that the employees ask permission from supervisors before they can use the bathroom. Yank, which previously had a flex hours system so that employees could continue their educational

efforts, is now telling the workers if they go to school they're fired. Yank used to provide safety gloves so that the workers would not suffer cuts from the rough recyclable materials. Now Yank sells the gloves to the workers at 80 cents per pair. Totally ridiculous!" Cafarelli said.

"Yank is mandating overtime and if you can't work it you're fired. And if you're sick, you'd better get a doctor's excuse. And Yank will fire its workers if they're out ill, no excuses, no sick leave, no understanding," the statewide organizer said.

CSEA is fighting back with a series of charges against the company before the National Labor Relations Board (NLRB). And Yank is beginning to back off on some of its actions. Workers who were fired allegedly due to their involvement in the

union organizing drive have been suddenly hired back after CSEA filed charges with the NLRB about Yank's anti-union actions.

"The workers know that they are in for a long fight but they have a way of showing their solidarity," Cafarelli said. "Yank fired employee Lynwood Althiser because of some trumped up charges, but CSEA believes he was fired illegally because of his supposed role in the initial organizing drive. Well, guess who the members elected as their union president — Lynwood Althiser.

"Yank keeps telling the workers 'CSEA can't represent you,' but the members just keep saying back, 'CSEA's a real good union and it's my union now.' And we won't let them down," Cafarelli pledged.

— Daniel X. Campbell

NOTICE OF NOMINATION AND ELECTION OF DELEGATES TO THE 1996 AFSCME CONVENTION

CSEA delegates will be elected by region at Feb. 17 meetings

Meetings will be held in all six CSEA regions at 11 a.m. on Feb. 17 to nominate CSEA delegates to the 1996 AFSCME Convention scheduled for June 17-21 in Chicago.

CSEA delegates will be elected by region. Each CSEA region will elect the number of delegates to which it is entitled based on membership strength, in accordance with the AFSCME and CSEA constitutions. Expenses for transportation, room and board at the AFSCME Convention will be paid by CSEA.

Nominating procedures

Any member in good standing as of Feb. 1, 1996, will be entitled to be nominated as a delegate to the AFSCME Convention. Any member in good standing as of Feb. 17, 1996, will be eligible to nominate delegates to the convention.

Nominations will be made at region meetings to be held Saturday, Feb. 17, at sites listed below. The meetings will continue until all those present who want to make nominations have been given the opportunity to do so.

Any qualified CSEA member will be eligible to nominate as many candidates for delegates as he or she desires, not to exceed the total number of delegates to be elected from that region. Nominees do not have to be at the nominating meeting.

The nominator must provide the candidate's name, address, work telephone number, home telephone number, Social Security number and CSEA local number.

Nominations may be made by slates; that is, a number of individuals may appear on the ballot as running together under a particular designation. Candidates nominated by slate will appear on the ballot in the order in which they are nominated.

Those who make multiple nominations must state whether the nominations are made individually or by slate.

The ballot will allow slate candidates to be elected individually, separate from the slate.

The Board of Directors approved the following election schedule for CSEA delegates to the 1996 AFSCME Convention:

- Feb. 17** Nominating meeting (all regions, see sites below).
- Feb. 27** Membership list available for inspection by candidates (Headquarters).
- Feb. 27** Address labels available to candidates for mailing campaign literature.
- March 8** Deadline for declination of nomination (8 a.m.).
- March 8** Deadline for receipt of campaign literature by CSEA headquarters for distribution (5 p.m.).
- March 25** Ballots delivered to post office for mailing (5 p.m.).
- April 4** Replacement ballot may be requested if original is not received.
- April 16** Deadline for receipt of ballots (8 a.m.).

Election results will be announced after the ballot count. Candidates will be notified by mail of the results.

Election results will be published in the May edition of *The Public Sector*.

Schedule of nominating meetings to elect CSEA delegates to the 1996 AFSCME Convention

All meetings will be held at 11 a.m. Feb. 17, 1996

	<i>Location</i>
Long Island Region	Region Office, 3 Garet Place, Commack
Metropolitan Region	Region Office, 40 Fulton Street, 22nd Floor, New York City
Southern Region	Region Office, 735 State Route 52, Beacon
Capital Region	Best Western Albany Airport Inn 200 Wolf Road, Albany
Central Region	Region Office, 6595 Kirkville Road, East Syracuse
Western Region	Best Western Batavia (Treadway Inn) 8204 Park Road, Batavia

NY Labor History Association works to preserve history of workers and their labor organizations

Ask your children about the history of organized labor in the United States and chances are you'll discover it's not being taught in schools today. Fortunately there's an organization working to preserve the history of labor so labor's great contributions to the country won't be forgotten or lost.

The New York Labor History Association Inc. was founded in 1976 by trade unionists, academics, educators and labor editors to encourage the study of the history of workers and their organizations.

The NYLHA issues a newsletter, *Work History News*; sponsors labor history conferences and

walking tours; bestows the annual John Commerford Awards for excellence in labor education and publishes a series of papers relating to labor.

Membership in the NYLHA is open to individuals as well as local and international labor unions. Annual membership dues are just \$20 for individuals and only \$10 for senior citizens, students and low wage earners.

To join the NYLHA, send your check, made out to *New York Labor History Association Inc.*, to Donald Kleinschmidt, Treasurer, IATSE Local 1, 320 West 46th Street, NY, NY 10036.

Important information for CSEA-represented employees

1995 Empire Plan claims must be filed by Mar. 31, 1996

All 1995 Empire Plan Basic Medical claims must be submitted by March 31, 1996 to: **MetraHealth Service Corp. Administrator for MetLife P.O. Box 1600 Kingston, N.Y. 12401-0600** Basic medical claim forms may be obtained from your agency's personnel office or from MetraHealth. Make sure you complete the requested subscriber information and, if applicable, dependent student information. Don't forget to sign the claim form.

Please be certain to have your doctor or other provider fill in all the information asked for on the claim form. If the claim form is not filled out by the provider, original bills must include all medical/diagnostic information asked for on the claim form. Missing information will delay the processing of your claim.

If you have any questions concerning your claim, you may contact MetraHealth directly at **1-800-942-4640**.



1996 effective dates under New York State's health insurance program

The Option Transfer Period to change your health insurance option for 1996 ended on December 27, 1995.

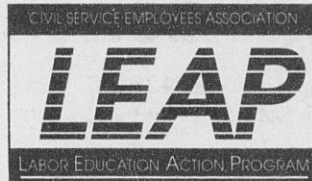
Administrative payroll New health insurance options began for **Administrative payroll** employees on **December 28, 1995**. Because of processing delays, most payroll deduction changes will be made in January, retroactive.

Institutional payroll New health insurance options for **Institutional payroll** employees will begin **January 4, 1996**. The earliest paycheck in which you will see a deduction change will be the check of January 4, 1996, however, due to processing delays, most payroll deductions will be made retroactive.

For CSEA-represented state employees ... For CSEA-represented state employees

Find answers to important questions about continuing education

CSEA LEAP can help CSEA-represented state employees find answers to important questions about continuing their education and managing their careers.



Through the CSEA LEAPLine, LEAP (Labor Education Action Program), is now offering expanded advisement services for CSEA state members making decisions about higher education and career advancement.

The CSEA LEAPLine is a toll-free number that gives CSEA members access to LEAP advisors who will work with members on school and course selection, obtaining a GED and other basic skills services, civil service test preparation, career counseling, financial aid for working students and career mobility.

To take advantage of these services, CSEA represented state employees can call the CSEA LEAPLine at 1-800-253-4332. Shift workers can call at anytime and leave a request for a daytime call convenient to them.

A special benefit for CSEA members

You could be cruisin' next November

If late fall and winter weather trigger dreams of getting away from it all next year, take heart.

CSEA's official travel service, Plaza Travel Center, Inc. in Latham, has announced "A Special CSEA Cruise at a Special Price" for CSEA members for next November.

Just one catch — **you must sign up by April 30 with a \$100 deposit per person to secure the special rates of just \$699 per person for inside cabins and \$759 per person for outside cabins for the cruise**

scheduled for Nov. 11-15, 1996.

This special price includes roundtrip airfare from all major cities in New York state, transfers, all meals and entertainment, port charges and taxes and a "Bon Voyage" cocktail party on board.

The ship Nordic Empress will sail out of Miami from Monday to Friday Nov. 11-15 and visit Freeport, Nassau and Cococay.

For details on the November CSEA cruise, call **Plaza Travel Center at 1-800-666-3404**.



Don't get caught in a blizzard; listen for CSEA-sponsored school closing announcements

When the snow flies and schools close, residents across the state will get that info from CSEA-sponsored public service announcements on radio stations again this winter.

CSEA public service announcements regarding school closings use the theme that the CSEA Work force is out there in good weather and bad providing service around the clock, seven days a week.

CSEA-sponsored school closing announcements air on the following radio stations:

- WBEN** in Buffalo
- WHAM** in Rochester
- WSYR** in Syracuse
- WNBF** in Binghamton
- WTNY** in Watertown
- WLZW** in Utica
- WGY** in Albany
- WIRY** in Plattsburgh
- WGHQ** in Kingston
- WKIP AM/FM** in Poughkeepsie
- WHUD/WLNA** in Westchester County
- WGNY** in Newburgh
- WALL** in Middletown
- WALK** on Long Island

The CSEA work force is out there providing service around the clock

Remember, when you need to know, call the

CSEA Current Issues Update

on a touchtone phone

1-800-342-4146, then dial 15

Member survives transplant, CSEA saves his job

UNIONDALE — CSEA member Andrew Wilson has a lot to be grateful for this holiday season — a new kidney, his job and good benefits.

Wilson worked for the Nassau County A. Holly Patterson Geriatric Center as a cook before he began kidney dialysis in 1987. In 1992 he received a new kidney. Once he was well enough, he wanted to return to work.

According to CSEA Nassau Local 830 Administrative Assistant Jane D'Amico, Wilson should have been placed on a preferred list for a Cook I position.

After Civil Service told him the title had been abolished, Wilson came to the union for help.

D'Amico felt there must have been a mistake.

"I knew there had to be cooks in the A. Holly Patterson home and in the Nassau County

Medical Center, so when they said the position was abolished it didn't make any sense," she said.

She asked Les Eason, Patterson Center CSEA Unit president, to find out if any cooks had been hired since the position was supposedly abolished.

"I found there had been two cooks hired, and we began to work with the Civil Service Department and administration to get Andrew Wilson back to work," Eason said.

"I was so thankful for all the help CSEA was giving me," Wilson said. "I really appreciate all they have done and continue to do for me."

Once the Department of Civil Service acknowledged the preferred list error in writing, CSEA presented Wilson's case to the county, which agreed to pay him all back pay and benefits to the date they hired the first cook.

"I am really grateful to be back to work. I've been a cook a long time and really like what I do," Wilson said. "I am also grateful for my CSEA-negotiated prescription drug plan."

Since the kidney transplant, his drugs cost thousands of dollars each year.

"CSEA has done a very fine job. I'm sure I'm not the first person they've helped, and I know I'm not the last," Wilson said.



Left to right, CSEA member Andrew Wilson thanks AHPGC Unit President Les Eason and CSEA Nassau Local 830 Administrative Assistant Jane D'Amico for getting him back to work.

"I don't know what would have happened to me if I didn't have CSEA."

— Sheryl C. Jenks

Transplant survivor urges others to become organ donors

STATEN ISLAND — Jan. 23, 1995, is a date CSEA member Wayne Esposito has etched in his memory.

That's the day the Institute For Basic Research maintenance worker underwent a successful eight and one-half hour, \$1.5 million liver transplant operation at Pittsburgh University Medical Center.

"You can't explain how amazing it is," said Esposito, 42. He wore a beeper and waited eight months for his life-saving call to come in.

Unlike famous New York Yankee star Mickey Mantle whose transplant occurred within days, Esposito endured what seemed to be endless weeks of increasing jaundice and debilitating weakness.

Esposito's two young daughters and worried wife watched him deteriorating, his liver ravaged by successive infections of Hepatitis A, B and C. For all they knew, Christmas 1994 could have been his last.

Esposito vividly recalls lying in his Pennsylvania hospital bed and hearing several times a day helicopters landing on the roof with their precious cargo of body parts for transplant. He wondered if a helicopter would bring his salvation, while he watched as fellow transplant patients died before organs could be found.

"Organ donors are very

important. If there were no organ donors, I'd be dead," Esposito said. "There's a lot of people out there who need livers."

Back on the job and looking like a new man, Esposito was welcomed back by CSEA Local 438 members.

"I want to thank everyone who donated time, money for plane tickets, thoughts, prayers, sick leave, anything," said Esposito, overwhelmed by the outpouring of concern and help he received from his union, church and the Staten Island community.

He must continue medical evaluations and take anti-rejection medication for the rest of his life.

"No more McDonald's for me," he said wistfully. His strict diet excludes many foods, but it's a small price to pay for a second chance at life.

Sorry to hear

that Mickey Mantle wasn't as fortunate in 1995, Esposito said he learned much through his transplant experience.

"If any CSEA member is facing transplant surgery, I'd be happy to contact them, give them information and any moral support I can," he offered. "Just

call CSEA's Local 438 office at 718-494-5294. I'll get the message and get back to you."

Nobody will ever know or imagine what a transplant is like until it happens to you. There's no guarantees, Esposito said.

"The rejection could come at any time so I'll keep taking my 26 pills every day."

Even with his union health and prescription coverages, he still has a \$100,000 outstanding medical bill to pay off.

"I'm not going to worry about it. I send what I can each month," he said.

During 1995, not only did Mickey Mantle not make it, but AFSCME staffer Joe Parisi died waiting for a liver transplant donor. Many Nassau County CSEA Public Works and Corrections members remember Parisi's friendliness and hard work there in the mid-1980s.

Because diseased organs are equal opportunity killers, Wayne Esposito fully supports the "Mickey's Team" organ donor drive and hopes other CSEA members will become donors.

This Jan. 23, there'll be no one more grateful for the gift of life than Wayne Esposito who is forever grateful for the donor whose life ended, but in dying gave a stranger a priceless chance to live.

— Lilly Gioia

*Share Your Organs—
Share Your Decision*

This donor card is the most important card you carry.

Your name on the donor line can save lives. Sign the donor card below or your drivers license. Then discuss your wishes with your family and friends.

In the hope that I may help others, I hereby make this anatomical gift if medically acceptable to take effect upon my death. The words and remarks indicate my desires.

I give: (a) _____ any needed organs and tissue.

I give: (b) _____ only the following organs and tissues.

Specify the organ(s) and tissue(s) _____

for the purpose of transplantation, therapy, medical research, or education.

I give: (c) _____ my body for anatomical study if needed.

Limitation or special wishes, if any: _____

Signed by the donor and the following two witnesses in the presence of each other.

Signature of Donor

Date of Birth of Donor

Date Signed

City and State

Witness

Witness

This is a legal document under the Uniform Anatomical Gift Act or similar acts. It is to be retained by the person signing as donor.

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 0 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.....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

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 0, 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. 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 0, 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.

SPECIAL NOTICE

CSEA's Empire Home Mortgage Program has been temporarily suspended due to the withdrawal from mortgage underwriting services by GE Capital Corporation. We hope to be able to announce continuation of this mortgage program with a new bank in the near future.

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