

Members accept new agreement


CSEA-NYS contract ratified!

CSEA-represented state employees approved a new four-year contract covering about 95,000 employees in the Administrative Services Unit, Institutional Services Unit, Operational Services Unit and Division of Military and Naval Affairs.

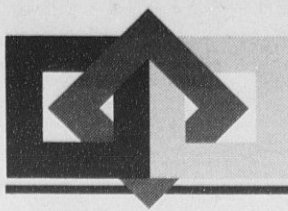
The new agreement between CSEA and New York state, the first to be negotiated on time in 10 years, now goes to the state Legislature for ratification.

Despite bargaining under extreme fiscal constraints, union negotiators won a contract with no givebacks, two across-the-board raises, two bonus payments, increments and longevity payments and improved job security.

(continued on page 3)



CSEA
Supervisor
of Printing
Operations
David Sebast
wheels boxes
of contract
ballots
received from
the US Postal
Service to a
secured storage
area where the
ballots were kept
under lock until
being counted.



**COVER STORY: State members say "Yes!"
IT'S A CONTRACT!**

LOCAL GOVERNMENT NEWS: Pages 6-9

Family. Friends. Neighbors.

CSEA members are volunteers, artists, generous people who make contributions to their communities.

GRIEVANCES/ARBITRATION:

Members are the big winners in pay equity and safety issues.

Privatization is not the answer to fiscal problems.

STATE GOVERNMENT NEWS: Pages 12-16

Everyone benefits from Labor/Management Committee training.

AWARDS AND RECOGNITION

Individuals are honored for their contributions.

GENERAL NEWS: Pages 3-5, 10,11, 17-20

PRESIDENT'S MESSAGE: The CSEA Work Force is fighting the budget battles on two fronts.

Across the state, fallen workers are remembered on **WORKERS MEMORIAL DAY.**

CSEA ADVANTAGE: IT PAYS TO BE A MEMBER

Big savings on Cellular Phone Service.
Also, clip and save the Member Benefits Page.

Deadline for submitting Constitution & By-Laws changes, resolutions is July 25

Proposed amendments to the CSEA Constitution & By-Laws and proposed resolutions must be submitted at least 90 days prior to the Annual Delegates Meeting. The deadline for submission is July 25, 1995.

The proposals must be submitted to Statewide Secretary Barbara Reeves' office at CSEA Headquarters in Albany.

The 1995 Annual Delegates Meeting will be held Oct. 23-27 in Lake Placid.

Changes made in process for submitting resolutions

The following changes recommended by CSEA's Resolutions Committee have been approved for submitting proposed resolutions for consideration of delegates to CSEA's Annual Delegates Meeting. The changes are effective immediately.

The resolution form has been redesigned to be more user friendly.

● Resolutions must be typed or printed legibly on the proper resolution form. Resolution forms are available from local presidents, CSEA region offices and the office of the statewide secretary at CSEA Headquarters.

● Resolutions must be submitted by a delegate.

● Resolutions should be submitted as early as possible but must be received in CSEA Headquarters no later than 90 days prior to the Annual Delegates Meeting.

● Fax copies will not be accepted.

● A letter will be sent to each maker of a resolution from the committee informing them of the status or disposition of their resolution.



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CAPITAL REGION *Marguerite Stanley*
CENTRAL REGION *Bruce Damalt*
WESTERN REGION *James V. Kurtz*

It's a contract

(Continued from page 1)

"We worked hard to get our members a fair deal, and this vote shows that we did," CSEA President Danny Donohue said. "Our negotiating team got the best deal possible under difficult circumstances, and they did a terrific job."

Major elements of the contract for April 2, 1995, to April 1, 1999, are as follows:

Salary Increases

- 1995 to 1999 - Eligible employees will continue to receive increments and longevity payments.
- 1995 - There will be no salary increase.
- April 1996 - Employees will receive a \$550 bonus.
- April 1997 - Employees will receive a \$700 bonus.
- October 1997 - Employees will receive a 3.5 percent across-the-board raise.
- October 1998 - Employees will receive a 3.5 percent across-the-board raise.

Employment Security

- New language is added to Employment Security Article 22 which offers employees more protections if jobs are privatized. New protections include:
 - Redeployment across agencies where possible;
 - Redeployment area is geographically limited based on employee's decision;
 - Education stipend or severance benefits based on years of service if redeployment is determined not to be an option.

'We worked hard to get our members a fair deal, and this vote shows that we did'

Leave Accruals

- No change.

Employee Benefit Fund

- Funding provided to maintain and improve dental, prescription and vision benefits for duration of agreement.

Grievance and Arbitration

- The innovative "Triage" pilot program to move grievances quickly through the system is incorporated into contract language. The system prioritizes serious cases and deals with them as quickly as possible to ensure a resolution in a reasonable amount of time.

Some Health Insurance Highlights

- **Empire Plan Participating Provider Co-pays** - remain at \$5; when office visit/office surgery performed in a single visit, subject to only one \$5 co-pay. When radiological tests (x-rays)/diagnostic lab services are performed in a single visit, subject to only one \$5 co-pay.
- **Empire Plan Allergen Immunotherapy (allergy shots)** - participating provider office visit co-pay waived.

Empire Plan Basic

Medical Deductible remains at \$161 per enrollee, spouse and for one or all children.

Employer HMO

Contribution - effective 1/1/96 - State will contribute 90% individual/75% dependent coverage cost of HMO, not to exceed 110% of its contribution for the Empire Plan. Employee HMO bi-weekly increase capped at \$5 ind./\$15 family. Effective 1/1/97 - employee caps (\$5/\$15) removed, State's contribution limited to 110% of the Empire Plan, 1/1/98 - 105% of Empire Plan and 1/1/99 - 100% of Empire Plan.

Empire Plan Basic Medical

Routine Physicals - once every two years - 50 years of age or older - \$250 employee/\$250 spouse (increased from \$125 employee/\$75 spouse).

Empire Plan Hearing Aid

Allowance - \$600 benefit once every four years (increased from \$150/three years) for exam, purchase of aids. Children 12 and under - \$600 benefit once every two years.

Managed Physical

Medicine Program (Empire Plan Chiropractic and Physical Therapy Services) - effective 8/1/95 - Enrollee pre-approval/referral not necessary. In-Network Benefit: paid-in-full minus \$5 co-pay; Out-of-Network Benefit: \$250 deductible, 50% co-insurance payment up to \$1,500 per calendar year. NOTE: The program was originally slated to begin earlier, but due to time constraints and the complexity of the implementation process, the effective date of the Managed Physical Medicine Program has been deferred until 8/1/95. Program details will be outlined in the July issue of *The Public Sector* and the next "Empire Plan Report."

Domestic Partner Eligibility

- eligibility requirements changed to one-year proof of relationship existence prior to being eligible (increased from 6 months); two-year waiting period between the enrollment of partners (increased from 6 months); employees who fraudulently enroll a partner are held financially and legally responsible for benefits paid and are subject to disciplinary action. Employee will forfeit future domestic partner coverage.

Empire Plan Ambulance

Benefit - covered in full for professional/commercial ambulance minus \$35 co-pay (current benefit subject to Basic Medical deductible and co-insurance). Volunteer ambulance reimbursement remains the same.

Fall 1995 LEAP voucher/reimbursement applications available

With the ratification of the CSEA-state contract, LEAP is ready to begin preparations for the fall 1995 semester.

Applications and catalogs for the Fall 1995 LEAP Tuition Voucher or LEAP Reimbursement Program are available at agency/facility Training or Personnel Offices.

Applications for both programs must be received by LEAP no later than 5 p.m. on July 14.

LEAP is the Labor Education Advancement Program for

CSEA-represented employees in ASU, OSU, ISU and DMNA.

Several significant changes are important to note:

New Reimbursement Program Applications Due July 14

The old CSEA Tuition Reimbursement Program has been replaced by a new LEAP Reimbursement Program. The application and instructions are included in the Fall '95 LEAP Catalog. Reimbursement is available only to applicants who are attending a school NOT

listed in the LEAP catalog. (Those attending schools in the LEAP catalog should apply for LEAP vouchers.)

The reimbursement for 100 percent of tuition costs up to LEAP's current maximum of 4 credits or an amount equivalent to tuition for four undergraduate SUNY credits may be reimbursed upon successful course completion.

Reimbursement or a Voucher - Not Both:

Applicants may apply for either a voucher or

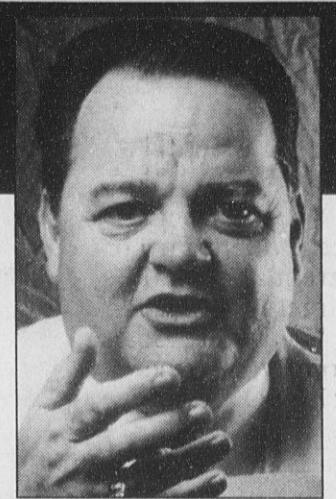
reimbursement for one course but not for both.

Fees No Longer Covered:

In order to make these tuition benefits available to as many as possible, no fees including laboratory fees will be covered by LEAP vouchers or reimbursement.

Call the LEAPLINE at (800) 253-4332 for information and assistance.

A message from CSEA President Danny Donohue



We're fighting on two fronts

Our union has been right out front in the budget battles of '95. Notice that I said "battles" because we are really fighting a war on two fronts: in Albany and in Washington.

The State Capital gets our attention because the state budget impacts immediately on the CSEA Work Force. But we are also involved through AFSCME at the national level because what happens there impacts us just as much.

The new Congress and its "Contract with America" is really a contract on America.

The new Congressional leadership is on a crusade against government. Ironically, it is a government that they helped bankrupt in the 1980s with misguided policies and hefty tax cuts for the wealthy. Today 28 cents of every dollar that we pay in taxes pays interest on debt accumulated under Reagan and Bush.

It's been said that whoever forgets the past is doomed to repeat it. And that's just what is happening right now in Washington, D.C.

Corporations are no longer paying their fair share while average taxpayers are being squeezed to make up the difference. Yet the new Congress wants to eliminate the corporate minimum tax.

The school lunch program is targeted for elimination while efforts are under way to cut the capital gains tax even further.

Medicaid is under attack and the victims will be our most vulnerable citizens — the elderly and the disabled. At the same time estimates are that there is more than \$100 billion a year in government "corporate welfare" to companies and industries.

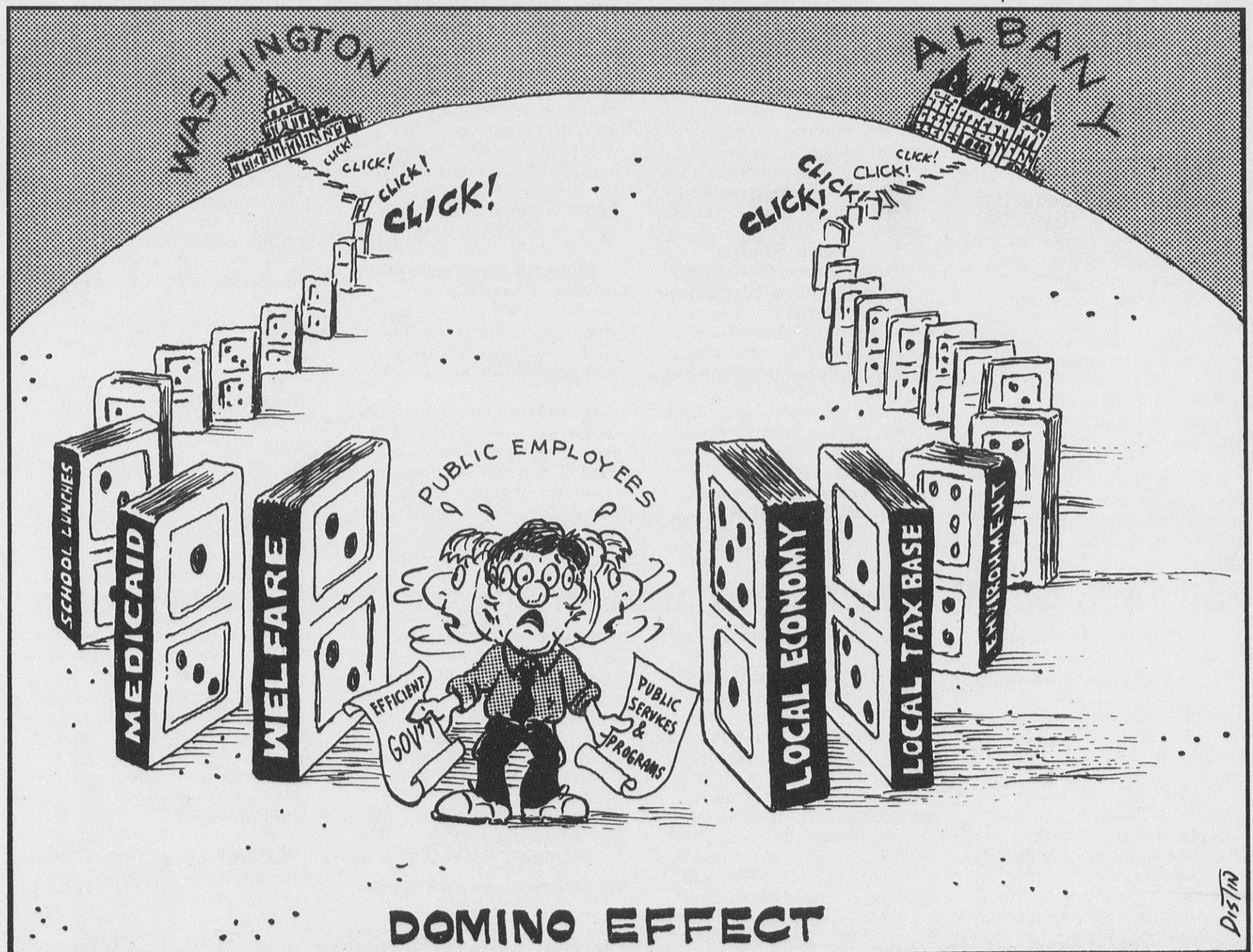
Even our environment is being assaulted as the House of Representatives voted to gut the Clean Water Act.

And here's something to think about. This is only the beginning. The first 100 days has only just ended.

As public employees — and as Americans — we have a real stake in what is happening. We have a responsibility to help provide the best public services because we know first hand that efficient government is good government.

We also need to take time out from our busy schedules to personally contact our U.S. Senators and our Members of Congress and let them know that we vote, too. And so do our family, friends and neighbors.

Danny



Special elections scheduled to fill seven vacancies on statewide Board of Directors

Special elections will be held to fill seven vacant seats on CSEA's statewide Board of Directors. The vacancies occurred when no candidates qualified for those seats during the current Board of Directors elections that conclude June 13.

Vacant are Board seats representing Chenango County, Franklin County, Genesee County, Lewis County, Rockland County, Schuyler County and Washington County.

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.

**You've got the CSEA Advantage,
and that's another reason why
It pays to be a CSEA member**

The Empire Home Mortgage Program can help you realize your dreams of owning your own home!

As a CSEA member you are eligible to participate in the Empire Home Mortgage Program. It's one of the most convenient, accommodating and affordable mortgage programs around.

And if you have established credit and appropriate income, only a low down payment is required. And interest rates are competitive and fixed, so you can rest assured the good deal you're getting now will remain a good deal over the 15 or 30-year life of your mortgage loan.

The Empire Home Mortgage Program offers:

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 - 90-day 'lock-in' rate
 - Applications by phone
- Refinancing for your current mortgage

Call The Empire Home Mortgage Program at

1-800-377-2989

(Monday-Thursday, 8:30 a.m.- 9 p.m.;
Friday 8:30 a.m.- 6 p.m.; Saturday 9 a.m.- 3 p.m.)

BOARD OF DIRECTORS ELECTION REMINDER

The deadline for return of ballots is 8 a.m. June 13 in the election of members of CSEA's statewide Board of Directors. Eligible union members who did not receive an original ballot by June 1 may request a replacement ballot by contacting Linda London at Interactive Computerized Elections at (516) 753-0400 collect during normal business hours. Ballots will be counted and results announced on June 13.

Welcome to Perth, Governor!



Protesters again hound Pataki as he ventures out of Albany

PERTH — When Gov. Pataki went north to the small community of Perth recently, he might have expected to have finally dodged CSEA activists and hecklers who have hounded most of his public appearances for weeks now.

But if the governor expected an easy time for a change, he was wrong. More than 100 union members turned out to picket the governor's speaking appearance at the Fulton County Republican Chairman's

Club annual dinner program.

Confronted by the protesters lining Route 30, Pataki and his entourage drove directly to the rear of the restaurant where the dinner was held and ducked through the kitchen area to avoid direct contact with the picketers.

Activists protested layoffs, downsizing and elimination of state agencies and the threatened use of pension funds to help balance the state budget, among other things.

PEOPLE names recruiters of the month

PEOPLE, Public Employees Organized to Promote Legislative Equality, has recognized four CSEA members for their outstanding efforts in recruiting members to the CSEA-AFSCME federal lobbying program.

Pat Metzger from Local 460 was recruiter of the month for April, recruiting 39 members. Frank Cosentino is the

March recruiter of the month. A member of CSEA Local 010, he recruited 27 new PEOPLE members in March.

Connie VanHouter from Local 674 was the February recruiter of the month, signing up 14 new members and Gene Townsend from Local 418 was the award winning recruiter for January, signing up 39 new members.

Pay equity won for Nassau detention aides

MINEOLA — CSEA/AFSCME has won a total of \$1.68 million for 17 female Nassau County police detention aides who were victims of intentional pay discrimination based on gender.

The win for the police detention aides was part of a pay equity lawsuit CSEA and

AFSCME filed on behalf of Nassau County employees working in several job titles and locations.

CSEA Long Island Region President Nick LaMorte said while the union is extremely pleased with the victory, it is "dismayed and angry" over the judge's negative ruling in other areas of the lawsuit, in which the union cited several other predominantly female job titles in which employees were earning less than their male counterparts.

One predominantly female group the

union cited as underpaid, for instance, were 911 operators as compared to fire communications employees, who are mostly male.

In the case of the detention aides, who are exclusively female, the court agreed with the union that the aides were paid only about half the salaries of male police officers doing identical work.

Final payments when completed to the 17 detention aides will range between \$8,300 to nearly \$289,000. — Sheryl C. Jenks

Public employees do job best

Privatization doesn't solve fiscal problems

PLAINVIEW — CSEA Nassau Local 830 President Rita Wallace argued the issue of privatization with New York City Councilman Andrew Eristoff in a televised debate recently.

Wallace cited corruption, collusive bidding, government's responsibility to the taxpayers and the unexpected and increased costs and loss of accountability when privatizing public services.

'I can cite you example after example where privatization cost the taxpayers in money and lack of service.'

"Our government needs to be responsive to the taxpayers," Wallace said. "That means delivering quality service at the best cost. It is clearly the

public employees who do the job better and at less cost."

Wallace, who recently sat on the privatization review board analyzing proposals to privatize the Nassau County Medical Center, a public hospital which employs nearly 3,000 CSEA members, understands the costs involved in contracting out.

"There are enormous costs in the proposal request and review stages alone. That's before you even offer the contract," Wallace said.

The County medical center will remain a public entity because none of the contractors proposals offered the same quality of service as the public employees.

"I can cite you example after example of cases where privatization cost the taxpayers in money and lack of service," Wallace said as she outlined disastrous effects of contracting out in Westchester County, New York City and Long Island.

Wallace stressed that if there is a profit to be made it should be kept in-house and returned to the taxpayers — not put into private coffers.

"The answer to fiscal restraints is not privatization. The answer is to cut costs through better management and training. Improve labor relations and listen to the employees. They are the experts. They know where the waste is and how to cut it," Wallace said.



Unit President Jane D'Amico, right, with coffee club members Angela Gormley, left, and Elaine Loewy, center, both probation officers.

MINEOLA — Probation Department Unit members are tipping their cups to CSEA, grateful for a recent Improper Practice Charge win which resulted in their resuming their coffee club.

According to Unit President Jane D'Amico, the coffee club was in existence for a decade until a contracted vendor who operates the building cafeteria saw a milk delivery being made and complained that the coffee club violated his contract with the county.

The county put an end to the club, much to the dismay of the employees, who had been chipping in for years to have the coffee

accessible. Many employees work late hours long after the building cafeteria closes.

CSEA took the county to task and after two days before the Public Employee Relations Board (PERB), the county asked the union to settle.

"We agreed the coffee club would be reinstated, and we could continue to choose any supplier," D'Amico said.

The unit celebrated the recent grand reopening in style by providing free coffee and donuts to unit members all day.

"It was great. I worked with the coffee vendor and he agreed to supply all the coffee free for the day," D'Amico said.

CSEA Unit battling county for medical equipment for handicapped child

PORT CHESTER — The CSEA Westchester County Unit Health Insurance and Benefits Committee has appealed to the county's health plan administrators to cover the cost of a special electrical lift for the brain-injured daughter of a county employee.

Committee Chair Yvonne Nargi-Martin said the county's health plan officials rejected the claim for the \$4,000 Handi-Move Sling Track and Motor lift but offered to settle the request with a lump sum of \$1,000. But the \$4,000 lift is what the patient needs, Nargi-Martin said.

The patient's father, Nicholas Carlucci, is a surveyor for Westchester County. His wife, Lita, said that because of back problems and her daughter Rosie's tendency to flail about, she is unable to lift her daughter safely. The special lift will help to avoid injury to the daughter. The nursing service that attends to Rosie Carlucci for a part of the day also said that workers are unable to give Rosie the care she requires without the lift. As a result, Rosie is confined to her bed until her father arrives home from work.

Rosie was 11 months old before doctors realized she was brain damaged from a stroke she suffered while her mother was pregnant with her.

Carlucci was able to get a nurse to care for her child for part of the day. For the remainder of the day, Rosie, who must be cared for like an infant, is attended by her mother.

Nargi-Martin explained that the function of the committee, which meets the second Friday of each month, is to monitor, advocate and if necessary fight for benefits for patients such as Rosie.

"We will continue to appeal to administrators of the health plan until we get what this child needs to improve her quality of life," she said.

Lita Carlucci said she would like to start a network for parents who are the primary caregivers for their handicapped children.

Anyone who would like to correspond with her should write to the following address: Lita Carlucci, 107 Perry Street, Pt. Chester, NY 10173.

— Anita Manley

Serving by example, CSEA members help others as 'Family, Friends and Neighbors'

Volunteer fire department gets jaws-of-life

Mike Cafaldo's efforts help make his community a safer place to live

ESOPUS — CSEA member Mike Cafaldo has realized an important goal for the Esopus Fire Department.

As fire chief, Cafaldo had been instrumental in efforts to get a new jaws-of-life device for the department.

He applied for a \$10,000 state grant a year ago, and the money finally came through. He thanked state Sen. William Larkin for helping get the grant.

Not only will the grant buy the department the new jaws-of-life, but it will also pay for a rebuilt engine that can power three devices at once.

One of three generations

involved in the volunteer fire department, Cafaldo was profiled in the February issue of *The Public Sector*. He has been fire chief for four years.

CSEA Ulster County Local President Joe Van Dyke praised Cafaldo, who works as a machine operator in the Ulster County highway department.

"Mike's unwavering dedication to 'Family, Friends and Neighbors' symbolizes the involvement of public employees within the communities throughout our great state," Van Dyke said. "Because of Cafaldo's efforts, Esopus is now an even safer place to live."

Orange County member's daughter needs wishes, prayers

GOSHEN — Wanted: your well wishes and prayers for the daughter of an Orange County CSEA Local activist.

The daughter of co-worker Mary Kornheisl is suffering from a rare form of pancreatic cancer, called asinar carcinoma, according to Orange County Unit President Sabina Shapiro.

Shapiro is asking CSEA members to send well wishes

and prayers to her.

Mail should be sent to:

Laura Huegele
3307 NW 69th Court
Fort Lauderdale, FL 33309

According to Shapiro, Laura Huegele is in her thirties.

"I wish we had happier stuff to write about," Shapiro said, "but I know CSEA members will come through for Laura."

L/M Committee grant will help improve worksite safety in Ulster County

KINGSTON — The Ulster County CSEA Labor-Management Committee has been awarded a grant by the Statewide Labor-Management Committee for training to teach employees effective communication and crisis management skills.

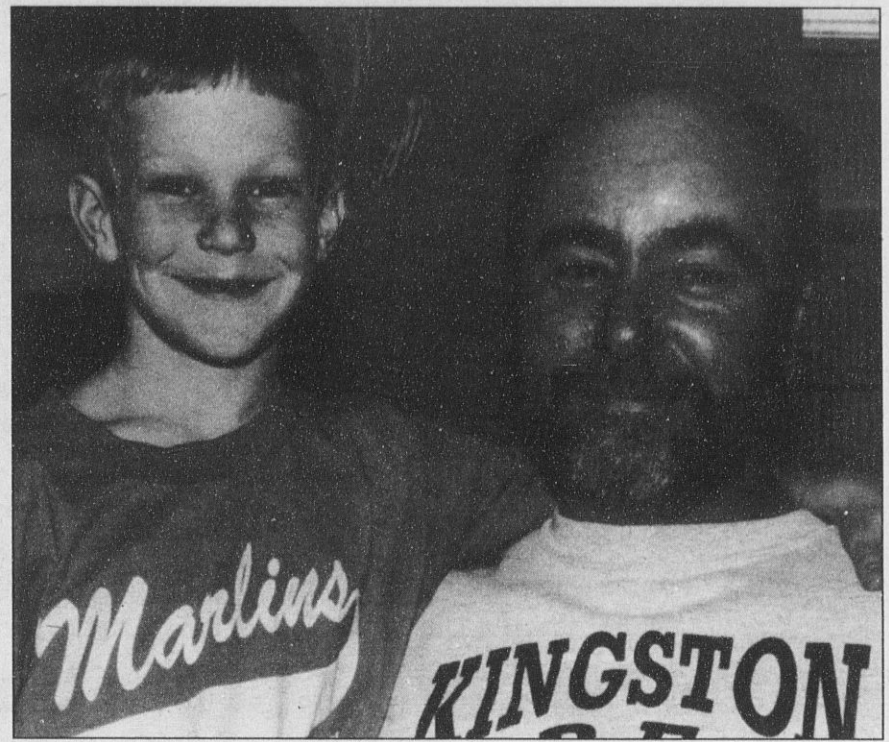
Ulster County Labor Management Coordinator Karen MacIntosh-Frering said the training will enhance worksite safety and security and "will improve the ability of employees to defuse aggressive and potentially violent behavior via measures that are non-physical and non-violent."

Ulster County Unit Shop Steward Sandra Reynolds said

the training's objective will be "to enforce a protocol to show employees how to protect themselves and relieve the stress between the client and the worker."

Reynolds said she is also concerned with legal ramifications which could result from a worker who has no alternative but to physically protect himself or herself and is asking for input from local law enforcement agencies.

MacIntosh-Frering said she expects that the training will have a positive impact on workers and productivity by enabling staff to feel more secure and confident in their ability to protect themselves.



CSEA member Jack Becker and his son Zachary.

Coaching kids a 20-year sideline

KINGSTON — Jack Becker always enjoyed playing football when he was a kid, so when he saw a need for coaches, he volunteered.

Becker, a tire changer in the Ulster County Department of Public Works, has been coaching for 20 years. Not only does he coach football, but he is also president of the local football league. He also coaches Little League baseball and coaches the T-ball team.

Becker said he enjoys working with the children.

"My gratification is to see these kids grow as adults," he said. "Some kids have to work harder than others. When you see a kid that it doesn't come easy to and then by the end of the year he's hitting the ball, well, it's a good feeling."

Becker said he stresses to kids "the more you play, the better you'll be. It's like anything else."

Parents need to be involved, too, not necessarily by coaching, but just by being there, he said.

"Parents don't realize how important it is to their kids that they be there to watch them play. A lot of parents treat kids' sports like a

babysitting service," he said. "They need to see the kids play, pat them on the back and tell them they've done a good job. Winning is the least important."

Becker's wife, Brenda, is also involved with the league. "She is always there to help with the paperwork," he said. She also works the concession stands.

This year, Becker's son Zachary is starting Little League baseball.

"I would never push him," Becker said. "The worst thing parents can do is to push kids into sports."

Becker figures he's coached about 500 youngsters in his 20-year coaching career.

"Here's another example of how CSEA members are 'Family, Friends and Neighbors' who contribute to their communities and enhance the self-esteem of kids," Local 856 President Joe Van Dyke said.

"Jack is an outstanding employee," Ulster County Unit President Carmine Nigro said. "He's a credit to the unit and the county and is typical of the caliber of county employees."

— Anita Manley



Carmel School District Bus Drivers victorious after successful budget proposal vote.

School bus drivers win budget battles in two districts

CARMEL/AMENIA — CSEA members in two school districts declared victory recently when their transportation proposals were overwhelmingly approved by district voters.

Both proposals involved money that would be used to purchase buses. Had the proposals been rejected, both districts, Carmel in Putnam County and Webutuck in Dutchess County, would have had to contract out some of their bus routes to private companies.

Coincidentally, both elections were held within a day of each other.

Webutuck Unit President Ginny Holdeen and Carmel Unit President Elaine Joslin credited their members with the victories. In both districts, members handed out fliers, attended information meetings and talked to parents about the importance of having experienced school district employees transporting their children.



Joan Schou Scott of Orange County Local 836

CSEA member exhibits art work

NEWBURGH — Visitors to Newburgh City Hall recently had the pleasure of viewing art work by a city employee.

Joan Schou Scott, a 14-year employee, said she "thought it might be fun to try to paint." A self-taught artist, Scott began about seven years ago.

While some of her works are copies of other artists' paintings, Scott also paints Hudson Valley scenery.

After giving her paintings to co-

workers and friends as gifts, she was surprised and honored when Newburgh city officials invited her to display her work in City Hall for a month.

Looking over the colorful and impressive display, a visitor asked if she has a favorite painting. Scott is her own worst critic.

"The last one I do is my favorite," she said. "Then I decide I don't like it!"

— Anita Manley

'Squeaky wheel' wins safety improvements

WARWICK — Thanks to a "squeaky wheel," Orange County Public Works employees who work in Warwick will no longer have to risk injury every time they open their garage doors.

Orange County Unit President Sabina Shapiro said the old doors on the DPW garage became dangerous when workers had to nail heavy boards on them to keep the windows from falling out.

"The doors became so heavy and so difficult to open and close that three workers were injured," Shapiro said. Foreman Jim

Leinweber said he met with the Public Works Commissioner to discuss the problem.

"When the guys started pressuring me," he said, "I told the county people that I

wouldn't take the responsibility if someone got hurt. I told them to tell my guys they would guarantee their safety."

Leinweber said it took a year, but the garage finally has new, safe, easy-opening doors.

"They say the squeaky wheel gets results," Leinweber said. "Well, I had to be the squeaky wheel and we finally got what we wanted."

— Anita Manley

'The doors became so heavy and so difficult to open and close that three workers were injured.'

Eastchester school member wins back full-time job

EASTCHESTER — The Eastchester School District in Westchester County has been ordered to restore back pay and benefits to a CSEA member who lost her job when the district illegally abolished a full-time senior typist position and created a part-time position.

Isabel Gomez was a full-time typist when, as a result of the civil service bumping rights procedure, she was "bumped" out of her position after the senior typist position was abolished.

Gomez filed a grievance based on a contract clause which prohibited abolishment

of a position in order to create a part-time position. District officials rejected the grievance, insisting they did not abolish the senior typist position and that the grievance infringed upon their managerial prerogative of determining the level of services it provides.

The arbitrator disagreed with the district. He ruled that the contract language was clear and that the district violated the

contract by abolishing the full-time position and replacing it with a part-time position. The school district administration was ordered to reinstate Gomez and restore her pay, benefits and seniority status.

A triumphant Gomez admitted that

at first, she was reluctant to file the grievance, but her father, who is a union organizer for SEIU, encouraged her to pursue it.

"I was going to give up and get another job," she said.

Fresh from her victory, she says she's now become an enthusiastic union activist.

"The union does care," she

said. "I really get emotional about it. That's how I feel."

Gomez credited CSEA Labor Relations Specialist Shawn McCollister, Unit President Roy West and CSEA Attorney Jim Rose for her win.

"They all did a superb job," she said.

— Anita Manley



CSEA member Isabel Gomez and CSEA Eastchester School District Unit President Roy West. Gomez won back her full-time job thanks to CSEA.



CSEA wins fight for Ulster County worker



Ulster County Unit President Carmine Nigro, left, congratulates Pete Secreto on his winning arbitration. Standing: Sylvia Ricci, shop steward; CSEA Labor Relations Specialist Bob O'Connor; and Debbie DeCicco, grievance chair.

KINGSTON — Ulster County officials have been ordered to restore a Department of Public Works employee to his job after he was demoted because he was accused of stealing a pair of pliers.

"I feel I was set up," said Pete Secreto, a 13-year employee and head cleaner at the Ulster County Courthouse.

"I got this phone call that the commissioner wanted to see me," explained Secreto. "He said one of my co-workers told him he saw me take a pair of pliers. He said I could 'beat the rap' if I retired, and they would drop all charges. When I told him that no one could tell me when to retire, he said I was suspended for 30 days. Then he replaced me with the guy that accused me of stealing the pliers! The bottom line was they wanted me out."

After losing a Section 75 hearing, Secreto was suspended for 30 days and demoted to a grade 2 cleaner.

Following a hearing in Supreme Court where even District Attorney Michael Kavanagh testified on Secreto's behalf, it was determined that not only was the credibility of the only "eyewitness" to the alleged theft in question, but that the punishment was "grossly disproportionate."

"Accordingly," said Judge Vincent Bradley, "Mr. Secreto shall be reinstated to his original position and awarded back pay."

"I find the outcome of this case especially gratifying since it corrects a gross injustice," Labor Relations Specialist Bob O'Connor said. "Sometimes cases are ambiguous," he added. "In this case, the injustice was glaring."

Unit President Carmine Nigro said he was happy with the outcome of the case.

"It just goes to prove that CSEA does work," he said.

— Anita Manley



CSEA Nassau County Local 830 President Rita Wallace holds a proclamation, presented to her by Nassau County Executive Thomas Gulotta, citing her activism and voice in fighting for health and safety for CSEA members in Nassau County. Wallace is flanked by, from left, Gulotta, Nassau County Commissioner of Labor Tony Russo and CSEA Long Island Region President Nick LaMorte.

CSEA marks Workers Memorial Day on Long Island

LONG ISLAND — Workers Memorial Day was observed from Nassau County to Suffolk County with calls to "Fight for the Living" and preserve and strengthen OSHA laws.

CSEA Nassau County Local 830 President Rita Wallace was one of the speakers at the Nassau County memorial service in Mineola.

"We are here to pay tribute to those workers who lost their lives or were injured in the work place," Wallace said. She noted that although OSHA laws were passed in 1970, there have been far too many occupational deaths, an estimated 5 million injuries and 300,000 people suffering occupational diseases in this country.

Wallace credited the county with holding regular health and safety meetings to address CSEA concerns in various work sites. "They will never move on these issues fast enough to please me," Wallace said, "but they are trying."

The observance concluded with bagpipes, the lowering of the flag to half-staff and the lighting of a torch.

That night another observance was held, this time at the International Brotherhood of Electrical Workers hall in Hauppauge.

CSEA Long Island Region President Nick LaMorte addressed the crowd after candles were lit by various union leaders for laborers who had lost their lives over the past year.

"Now, more than ever, we must stand up for health and safety in the workplace. The new Congress is attempting to dismantle the OSHA regulations we fought so hard to pass," LaMorte said, explaining that funding cuts and voluntary compliance would kill any safety regulations.

"It is our hope that some time soon, Workers Memorial Day will become a day, not to mourn the death of workers at all, but to celebrate our success in stopping death at work," LaMorte said.

Both Wallace and LaMorte asked that people remember "our brothers and sisters in Oklahoma City."

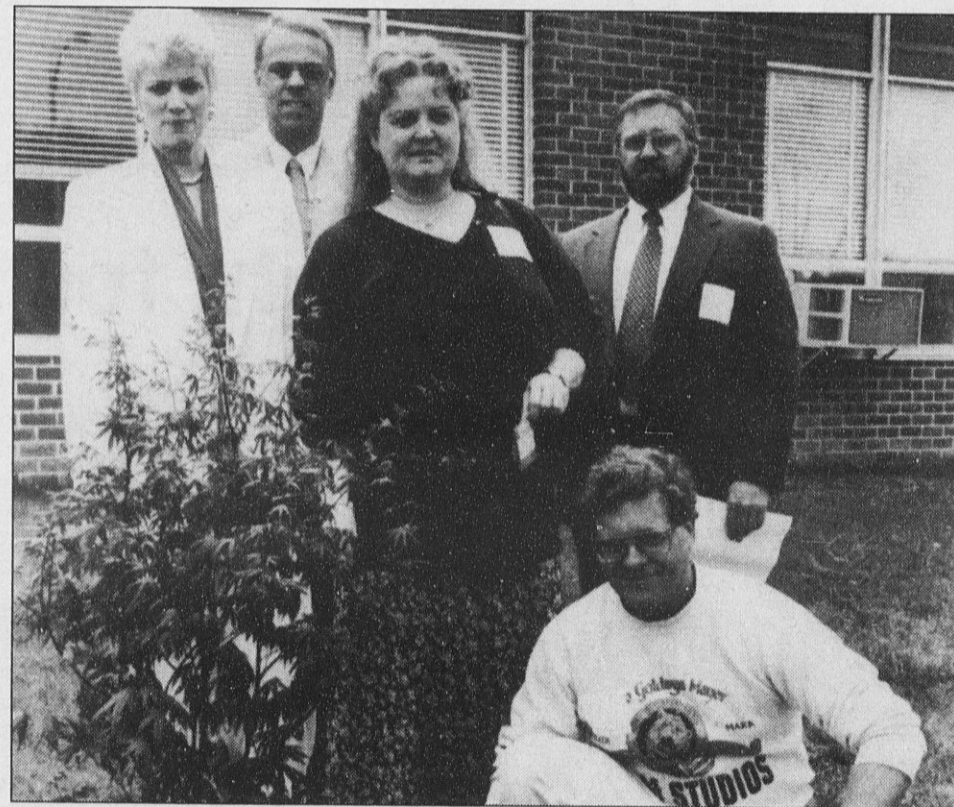
— Sheryl C. Jenks

WORKERS MEMORIAL DAY 1995

We remember those who lost their lives on the job

and pledge to continue to

Fight for the Living!



Putnam County Unit plants trees in memory of deceased co-workers, Oklahoma victims

CSEA County Unit of Putnam County Local 840 planted trees for Workers Memorial Day, one tree in memory of CSEA workers who have lost their lives on the job and one for Oklahoma City Federal workers. In photo above are, from left, Unit President Dorothy Trottier, County Executive Bob Bondi and Unit Treasurer Pat Vaillancourt, who purchased the trees and will care for them. Kneeling is Dennis Zasso, who dug the holes. At right rear is CSEA Labor Relations Specialist Richard Blair.

State DOT highway maintenance worker killed in work zone

CANTON — The beginning of summer has once again brought an onslaught of construction and maintenance projects across the state's roadways, and sadly, another senseless death of a CSEA member, underscoring the need for driver caution and awareness.

CSEA member Eugene Waugh, 36, a highway maintenance worker for the state Department of Transportation, was killed recently after being struck by a car which crashed through his DOT work zone. Waugh was part of a five-person DOT crew cutting and chipping brush along Route 11 near Canton.

CSEA St. Lawrence County DOT Local 518 President Jim McHugh said that the driver, a 73-year-old woman, crashed right through the DOT work zone, despite the signs and safety precautions established. The vehicle also struck the left heel of DOT worker Robert Smith, who was not seriously injured. As this issue of *The Public Sector* went to press, the cause of the accident was still under investigation, and no charges had been filed.

CSEA Central Region President Jim Moore said that all of CSEA would mourn Waugh's loss, and called for motorists to be more careful as they go through established work zones.

"This is a tragedy that didn't need to happen. Drivers must be more aware and cautious around work zones," Moore said. "Our members who work on the roadways know they're putting

themselves in danger every time they go out on the highways, but they shouldn't have to fear for their lives."

CSEA activists attending the recent CSEA Central Region Summer Conference contributed more than \$500 to a fund for Waugh's family.

Waugh was the second CSEA member to be killed on the job in less than a month.

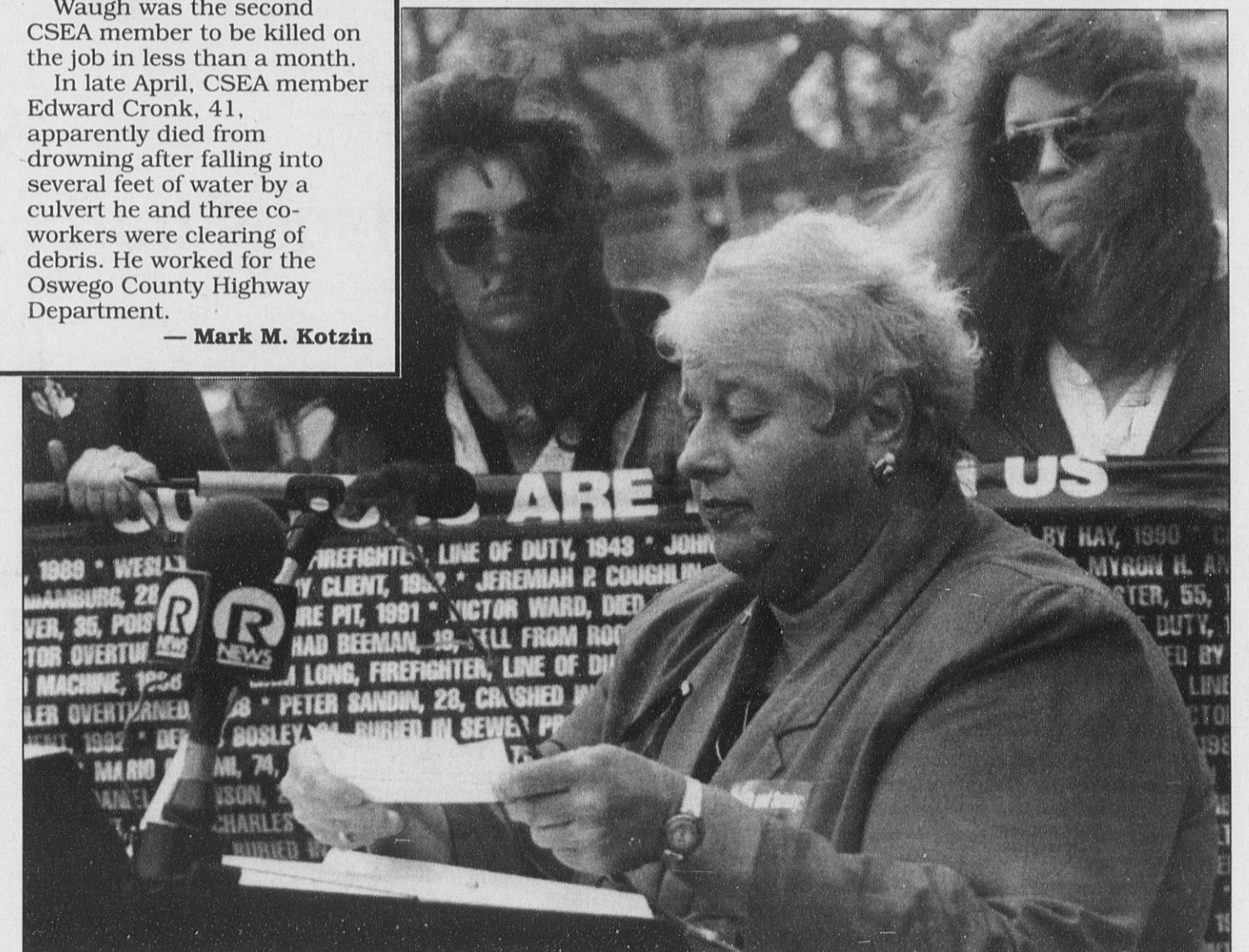
In late April, CSEA member Edward Cronk, 41, apparently died from drowning after falling into several feet of water by a culvert he and three co-workers were clearing of debris. He worked for the Oswego County Highway Department.

— Mark M. Kotzin

Second CSEA member to be killed on-the-job within a month

'The deaths of two CSEA members on the job in less than a month serve as grim reminders that many public employment jobs are extremely dangerous, and safety and health issues must not be taken for granted. CSEA extends its deepest sympathies to the families, friends and co-workers of Mr. Waugh and Mr. Cronk. And as we remember the scores of CSEA members who have given their lives in the line of duty over the years, CSEA pledges to fight for the living by reinforcing our efforts to make all worksites safer.'

— CSEA President Danny Donohue



CSEA ACTIVIST Florence Tripi addresses gathering at annual Workers Memorial Day program in Rochester. Tripi is president of the Monroe County Unit of CSEA Local 828 and is also Monroe County representative on the union's statewide Board of Directors. The event was sponsored by the Rochester Council on Occupational Safety and Health.

CSEA win protects shop steward's rights

NEW YORK — Intimidating shop stewards for vigorously defending the rights of fellow union members doesn't work, and it's illegal.

In case the state Crime Victims Board management harbored any doubts, Arbitrator Rose Jacobs underscored it in a recent decision won by CSEA Local 010 member Allan Teitler.

Writing that "the rights of a steward must be protected without fear of retaliation of any kind for the performances of his proper role," the arbitrator set the Crime Victims Board management straight.

As a Crime Victims Board claims examiner with 25 years state service, Teitler had protested a \$350 disciplinary fine slapped on him in 1993 for pursuing his role as a duly authorized CSEA Local 010

grievance representative.

"This was clearly attempted intimidation and an anti-union action," Teitler said.

"Management wanted to make an example of Allan as a way of discouraging other employees from speaking up," agreed CSEA Local 010 President Vincent Martusciello, "but they didn't get away with it."

Martusciello credited CSEA region attorney Eric LaRuffa with a fine job of presenting the union's case leading to a clear cut CSEA victory.

The arbitrator found that management's discipline "was the clear

product of the employer's union animus... It would thus appear that Mr. Teitler was disciplined primarily for doing what he would have had a perfect right to do under ordinary circumstances as a union steward and union officer."

CSEA provided convincing proof of management's refusal to hold requested Labor/Management meetings and other discriminatory behavior toward Mr. Teitler.

Finding the employer guilty of numerous contract violations, the arbitrator called the agency's actions "hasty and premature." A steward must be free to

express himself vigorously and indeed militantly if the employees are to have an adequate advocate. If a steward is subjected to a penalty for vigorously asserting the rights of the employees under the agreement, his effectiveness as a steward would be seriously impaired, the arbitrator wrote.

"At the Crime Victims Board we're supposed to be in the business of helping victims, not making victims of the employees," Teitler said.

Relieved that disciplinary charges were dismissed and the \$350 penalty reversed, Teitler plans to work just as hard as ever, continuing his active union involvement and keeping up his reputation as one of CSEA's outstanding, outspoken and tough-minded stewards.

— Lilly Gioia

'This was clearly attempted intimidation'

CSEA blasts *New York Post* over OMH cheap shot

BROOKLYN — Shocked to see his picture in the *New York Post* over the words "Overtime King," CSEA Local 446 member Josef Wright is outraged.

"I am not ripping off the state," said Wright, who often works 16-hour shifts at South Beach Psychiatric Center as a mental health therapy assistant. "I've had only outstanding and highly effective job ratings for the last 13 years. I am working for my money."

CSEA Local 402 Secure Care Treatment Aide Sarah Edwards was named the state's second highest overtime earner. A 26-year employee at Kingsboro Psychiatric Center, she is the sole supporter for two college-bound sons and has been mandated or has volunteered to work 16-hour shifts to help the hospital meet staffing requirements for accreditation.

"While the *Post* headlines scream about state mental health workers 'striking it rich with massive overtime,' they've missed the real story," said CSEA Mental Hygiene Task Force Chair Bob Nurse. "The *Post* never stopped to ask, **why** there is so much overtime. They missed the chance to expose the crisis of dangerously understaffed state mental hospital wards."

Nurse criticized the *Post* for exploiting stories about escaped mental patients, yet failing to see understaffing as a cause.

In letters to the editor, Nurse, CSEA Metropolitan Region President George Boncoraglio and CSEA Local 446 President

Joel Schwartz noted that most of the top 10 on the overtime list work for the Office of Mental Health and Office of Mental Retardation and Developmental Disabilities, two state agencies that have been cut the most in the last 10 years.

"Every minute of overtime worked is authorized by a supervisor and every minute is necessary to provide a safe and secure environment for both patients and staff," Boncoraglio wrote.

Nurse said the real story is

Gov. Pataki's direct care staff layoffs and job eliminations in a system that already demands 16-hour shifts.

Kingsboro is so short-staffed that more than 200 CSEA members have more than 40 days' accrued leave, and leave requests are routinely denied.

Edwards had four separate requests for time off denied over several weeks, Nurse said. Workers who refuse mandatory overtime are brought up on charges, he said.

CSEA Local 402 Vice

President Louis Smith said that Kingsboro has been threatened more than once with loss of federal funds and accreditation because of insufficient staffing.

"Kingsboro got its accreditation back because employees like Sarah Edwards were willing to work overtime to maintain staffing," Smith said.

"It's ironic," Nurse said. "The media focused on working people instead of the Governor for not providing what is needed. More layoffs will only mean more overtime."

Closing cottages hurts children

WARD'S ISLAND — Early casualties of Gov. Pataki's budget cuts are patients and staff at Manhattan Children's Psychiatric Center. With its residential cottages closed, the children and the remaining staff are now scattered about New York City.

Many CSEA members were transferred to either Bronx or Queens children's psychiatric facilities.

CSEA therapy aide Allene Drew saw her hospital's closure as directed at inner city youth.

"Why shouldn't Harlem have a place to treat their own kids?" Drew asked. "I think this hospital got slashed because it's a minority community."

Drew, saluted a few years ago as one of MCPC's most valued employees, said she believed the hospital's closure sent a message that poor peoples' health is not important. She

decried the placement of patients away from their homes and relatives, noting that some were placed with the state Division For Youth, where psychiatric services are limited.

CSEA Metropolitan Region

President George Boncoraglio said that the union will keep fighting senseless cuts to mental health programs.

Mental Hygiene Therapy Aide Joan B. House worked with hundreds of

patients in 29 years of state service.

"I think it's terrible that they are closing this place," House said.

CSEA Local 433 President Kenneth McDougal sadly presided over his local's dissolution as he and all the other officers transferred to Queens Children's Psychiatric Center. He thanked CSEA Labor Relations Specialist John Labriel for his support and assistance as the hospital's closure became inevitable.

"This is a sad day when we have a governor so unconcerned about the problems of mental illness in all our communities," Boncoraglio said. "We cannot give up putting pressure on all our state legislators to restore mental health funding to the disastrous budget our Governor has proposed."



Joan B. House

Skills improve, productivity rises, everyone benefits from Labor-Management Committee training

On-the-job training promotes pride in a job well done at Riverbank

NEW YORK — The goal is to keep Riverbank State Park, the newest and brightest star of the New York State Park system, in top-notch condition for the thousands of East Harlem visitors who use it year round, noted CSEA New York City Local 010 Steward Ramon Figueroa.

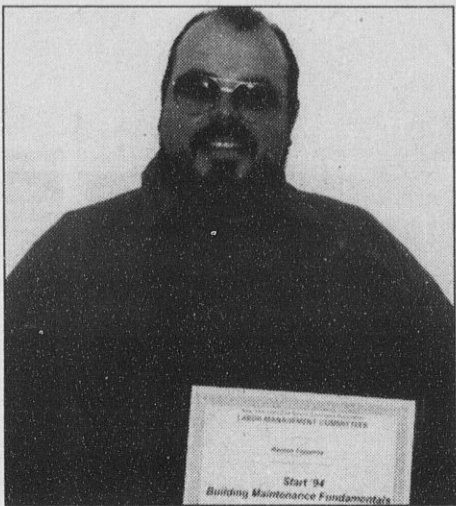
Then he and 42 other Riverbank park workers gathered with park management to celebrate achieving their goal and receiving certificates of completion after months of union-negotiated, intensive, on-the-job skills training.

With a warm smile, CSEA member Sajida Baksh received her framed certificate.

"I really learned a lot from the plumbing, air conditioning, dry wall and pumps maintenance classes I took," she said.

Both Metropolitan Region CSEA President George Boncoraglio and State Labor-Management Committee Representative Alan Cunningham congratulated the union members for their perseverance and their dedication to keeping Riverbank Park in sparkling condition.

"This is a great example of how labor-management



Local 010 Steward Ramon Figueroa proudly displays his certificate of completion after intensive skills training.

cooperation can train employees to be more productive while saving the taxpayers' money so that outside contractors won't have to be hired to repair and maintain this beautiful park," Boncoraglio said.

At the special awards luncheon CSEA members expressed their appreciation and satisfaction not only in mastering new skills that will help them advance in civil service, but also their pride in a job well

done, CSEA Local 010 President Vincent Martusciello said.

— Lilly Gioia

'This is a great example of how labor-management can train employees to be more productive...'



From left, CSEA members Perry Halburd, Roberto Gabitto and Howard Rutherford work on a lawnmower engine during labor-management seminar on small engine repair.

Joint Apprenticeship training helps keep repair work in-house

MONTAUK POINT — CSEA members from Parks and Recreation Local 102 honed their skills in a workshop on small engine repair funded by the New York State/CSEA Labor-Management Committee in Montauk Point.

CSEA President Danny Donohue, Long Island Region President Nick LaMorte and Parks and Recreation Local 102 President Paul D'Aleo observed the training.

Fifteen members from four Montauk parks took part in the training. All the tools, films and videos were provided through the Joint Apprenticeship Program.

"These courses help you hone your skills and help make you a better employee," Donohue said.

"Everyone, labor and management, benefits from courses like these."

Howard Rutherford, a six-year parks employee, was pleased about the course because it meant they could keep the repair work in-house.

"Now that we have the specialized training we can do our own repairs instead of sending the equipment out for service," he said.

"We are extremely proud of our Labor-Management training and have offered it from one end of New York State to the other," Donohue said.

"We certainly hope the state's commitment to this program will not diminish."

— Sheryl C. Jenks



DOT recognizes six CSEA members

Six CSEA members who work for the Region 8 Department of Transportation were honored recently for their contributions to their jobs. The event was part of the department's recognition of Women's History Month. Shown here with Region 8 director A.J. Bauman are Joanne Weidemann, Carol Dalrymple, Barbara Ritshie, Karen Barrett and Wendy Powell. Not present was Carol McGarrigle. The awards were based on job initiative, value to the department, service to the community, and personal growth and advancement.

Community outreach helps needy families

BROOKLYN — As proud parents of a new baby, one of the toughest words to hear from the doctor is "retardation." In the Kempler family, where there were already nine other children, resources were stretched to the limit when their daughter Bracha was born with Down's Syndrome two and a half years ago.

Many parents with far fewer children are overwhelmed by the needs of their special children. But last year Bracha Kempler found a new friend and helper, Brooklyn Developmental Center CSEA Local 447 member Celia Kydd.

"Having this program and Celia really saved my life," said Bracha's grateful mother, Devorah Kempler.

"A year ago Bracha could not pick up a Cheerio. She had no fine motor skills. But with Celia sitting with her every morning at breakfast, she gets the attention she needs and Bracha is grasping so much more," Mrs. Kempler said.

Mrs. Kempler worried that while getting the rest of her family off to school and doing many other household chores, she couldn't provide Bracha the constant attention she needed.

"I felt very guilty," Mrs. Kempler said.

Bracha's therapist is amazed at her progress since Kydd began working with her five mornings each week for four hours a day. But all CSEA Brooklyn Developmental Center workers participating in a new Community Outreach Program report similar successes.

The program was conceived two years ago when state services were being downsized. Leaders at CSEA Local 447

proposed that BDC's experienced and talented therapy aides go into the community to help families who received few, if any, services, CSEA Labor Relations Specialist Bart Brier said.

Now in its first full year of operations, it is an unqualified success. It also provides services that aren't available from private sector providers.

"I definitely think this program should be expanded even more," said Devorah Kempler. "I think in the long run, the state will gain because these children are becoming so much more self sufficient and will need less institutional care."

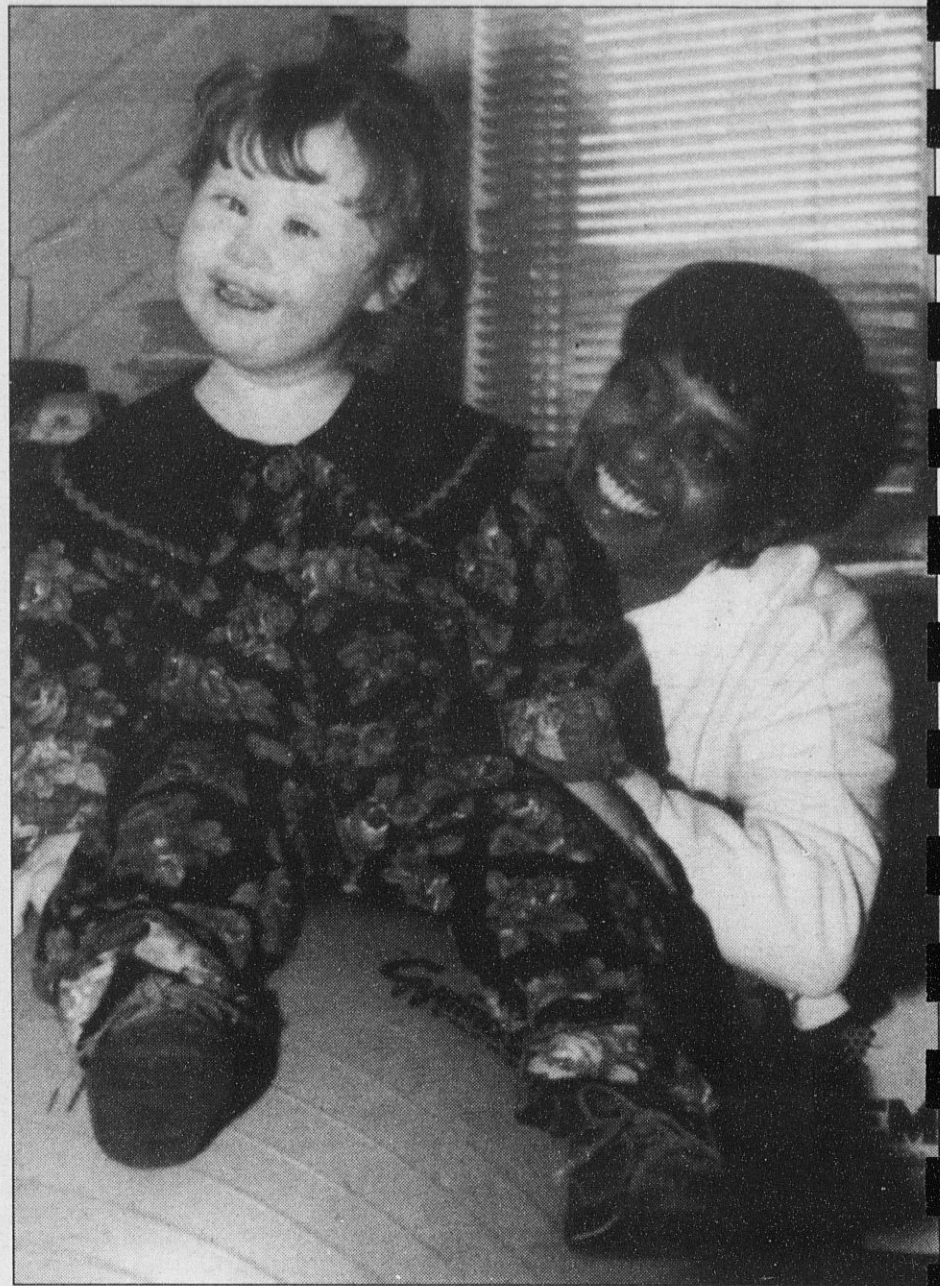
But instead of expanding the outreach program, the state may cut it entirely.

The skills of OMRDD's motivated CSEA workforce should continue to be utilized in community outreach work, Brier said. It would be truly short-sighted for the state to abandon such a promising project because of budget cuts, he said.

Because of their experience working in institutions, the Brooklyn Developmental Center community workers are uniquely qualified to offer a special brand of knowledge, hope and love to retarded children and their parents, Brier said.

"Many parents don't realize that a child can expand, /often because a doctor once said this child will be like this forever and they give up," community care worker Shelia Fryar said. "If you could see the expression on the parent's face when the baby's doing something they couldn't believe she could do."

CSEA Local 447 member Rose



Bracha is all smiles, as is CSEA Local 447 member Celia Kydd.

Alexander had to teach the parents of one child how to recognize seizures.

"Their child had two seizures and I taught them how to recognize when it happens. If I hadn't been there, the baby would have passed," Alexander said.

Her two-year-old charge had low muscle tone and her parents needed instruction in better feeding techniques, Alexander said.

"Since I've been there this little girl has gained 10 pounds and she's eating regular food we put in the blender," she said.

And in another case, CSEA member Geraldine King called her patient's progress "fantastic" after she taught a blind and deaf 11-year-old boy how to walk around by himself.

According to Devorah Kempler, home care is the real secret to Bracha's success.

"When you have an appointment with a therapist, it's on their schedule not on Bracha's," she said. "When different therapists arrive for

short sessions, Bracha cried because they appear as strangers to her. Certain times Bracha is too tired to get the most out of the therapy. But with Celia here each morning when Bracha is fresh and rested, her progress has been wonderful. She knows Celia and they spend quality time working and playing together consistently. It has made all the difference."

Bracha Kempler was born into an Orthodox Jewish family and given a name which in Hebrew means "blessing." Her mother said they wanted to name her something to remind them that she is a blessing and to always look at her in that way. But the entire Kempler family also agree that having CSEA member Celia Kydd's expertise regularly available to them is also a true blessing.

Like the entire staff of BDC community care workers, they are hoping OMRDD will continue this important outreach to many other families as well.

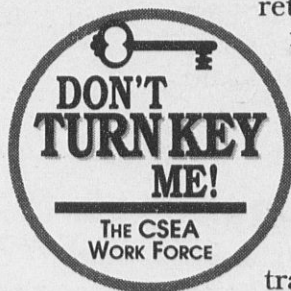
— Lilly Gioia

CSEA fights 'turnkeys' in OMRDD

CSEA is increasing visibility and activity to protect the services provided by state employees in the Office of Mental Retardation and Developmental Disabilities.

Under the theme "Don't Turn-key Me" CSEA is making the public, community leaders and elected officials aware of what is at risk if state-operated OMRDD facilities are turned over to private and not-for-profit operators.

The strength of New York's system of care for mentally



retarded people lies in its balance between public and private operations.

For the past decade CSEA has worked cooperatively with OMRDD to transition clients from developmental centers into state-operated, community-based group homes.

But all that progress is now at risk.

All OMRDD locals have materials to help in the developing fight over turnkeying.

CSEA Work Force vital to maintaining the economy and health of New York

NEW YORK — Privatizing public services is bad medicine for both New York State and New York City, CSEA Local Government Director Steve Alviene told a Jobs With Justice Coalition meeting of metropolitan area labor leaders.

Kicking off a grass-roots public education effort, the forum focused on

"Privatization: How the corporate takeover of

public services hurts all workers."

Alviene warned the nearly 200 union officers and activists representing a broad spectrum of both public and private unions, that "New York state is the last bastion of the labor movement. If we can't stop privatizers here, we can't stop them anywhere."

Alviene stressed that research by CSEA's Anti-Privatization Task Force proves innumerable cases where public employees with updated technology and experience, work better and more cost effectively than private companies whose bottom line is always profits.

"The CSEA Work Force will go head to head with anyone and win," Alviene said.

CSEA Metropolitan Region President George Boncoraglio insisted that privatization pits worker against worker, driving down wages and benefits.

Despite uncertainty, members support SEFA generously

STONY BROOK — CSEA Statewide President Danny Donohue recently joined CSEA Long Island Region President Nick LaMorte in congratulating state employees on their contributions to the "State Employees Federal Appeal" (SEFA) campaign.

Donohue is the statewide SEFA Labor chair while LaMorte is the Long Island chair.

"It was a tough year for so many families, yet they still contributed to make life better for those who are ill or have less," Donohue said at a SEFA breakfast at Stony Brook University Hospital.

Despite the uncertainty in their own lives caused by layoffs, a delayed state budget and many other factors, state employees again contributed generously to SEFA, Donohue and LaMorte said.

CSEA encourages members to select agencies that provide assistance in their own communities whenever possible when making contributions.

SEFA supports a wide range of health and human service agencies with a single annual pledge that can be made through payroll deduction.

In addition to contributing toward United Way efforts, money also goes to various national voluntary health agencies and independent agencies.

'The CSEA Work Force will go head to head with anyone and win'

"Too many contracts are bid by companies outside New York state, sending our tax money to enrich other state economies for doing our public services," Boncoraglio said.

Condemning the corruption, poor supervision and lack of responsiveness to emergencies that too often result from privatizing public services, Boncoraglio

charged that privatization schemes ultimately aim at a redistribution of wealth.

"This means decent paying jobs with pension benefits disappear, and wealth moves upwards to corporations and doesn't stay in the hands of the hard-working middle class," he said.

AFSCME District Council 37 President Stanley Hill indicated that the passage of a New York City law last November is a step toward more openness before public services are contracted out. The law provides the city council with the option of holding public hearings on the actual cost savings to taxpayers if a privatizing initiative is implemented.

CSEA Creedmoor Psychiatric Center Local 406 President Caroline Sikoryak observed that there is an agenda of the powerful to drive the standards of working people down.

"Working people are the losers under a low-wage strategy because it forces more people out of decent jobs, on to public assistance and takes them off the tax rolls," Sikoryak said.

— Lilly Gioia

Social drinking or alcoholism?

Have you crossed the line?

Have you ever wondered how much is too much drinking?

Social drinking is an accepted part of life, and it's hard to tell when the thin line to alcoholism is crossed. There are many factors — genetic, psychological, social, and environmental — that

play a role in alcohol addiction. If you have wondered about what the right amount of drinking is, looking at drinking patterns is important.



JOINT COMMITTEE ON

Health Benefits

- change in tolerance to drinking.

Look At Yourself

If you've wondered about your own drinking, look at yourself honestly. Ask yourself why, how often and in what situations you drink. Think about the effects of your drinking on other

people, your spouse, children, co-workers, friends. Look at whether you drink more or less than others. Consider whether you've ever driven under the influence of alcohol.

Defining Social Drinking

What we call "social drinking" changes, depending on fads and fashions. Generally, social drinkers use alcohol to relax and increase good feelings. It's easy for them to limit drinking. Many people say they are social drinkers and yet cannot imagine dinner or a bad day without alcohol. Some of these people are alcoholics. Some examples of social drinking: Martha and Tom generally have beer around the house. Between the two of them it takes a week to get through a six pack. Sharon enjoys a glass or two of wine when she has friends over for dinner. Bill tends to drink more frequently during the holiday season but rarely drinks during the rest of the year.

Crossing the Line

It's often difficult for people to tell when they are crossing the line into dependency. Generally, you are crossing the line if you:

- use alcohol to get through painful situations or feelings;
- ever defend or hide your drinking;
- can't remember what happened after drinking a little too much;
- resent other people's advice who want you to drink less;
- drink alone;
- have problems you've had trouble solving due to your drinking;

If You're Concerned About Someone Else

One way to evaluate someone else's drinking is to look at your own behavior. Do you make excuses for the drinker? Have you ever been asked to lie about his or her drinking? Ask yourself how often and in what situations he or she drinks. If you are still concerned about your own drinking or someone else's, speak to your Employee Assistance Program representative. He or she can help you evaluate whether someone you care for is crossing the thin line to alcoholism.

Attention Empire Plan Enrollees:

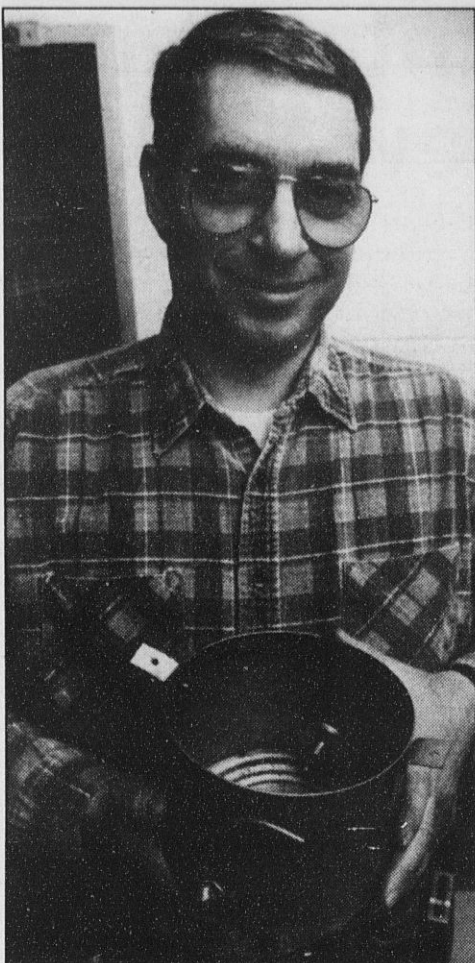
Whenever you or your family faces a mental health or substance abuse problem, including alcoholism, you must call Value Behavioral Health (VBH) at:

1-800-446-3995

Call anytime, any day, before seeking care for mental health or substance abuse problems. If you do not call you will receive a significantly lower level of benefits.

Attention HMO Enrollees:

Contact your primary care physician for further details on any mental health/substance abuse programs your HMO has available to their enrollees.



'Right kind of suggestion for a tight fiscal climate' rewarded

OSWEGO — Maintenance Assistant Joseph Salvatore, a member of CSEA Local 611 at SUNY Oswego, has turned an assortment of used coffee and tuna cans, brass fittings and pieces of automobile brake lining into a quick and cost-effective solution for the college.

Salvatore created 42 containers to catch small oil spills beneath air conditioning equipment on campus rooftops. For his effort, he recently

SUNY Oswego maintenance assistant Joseph Salvatore recently received a \$50 award for turning an assortment of used cans, brass fittings and pieces of automobile brake lining into a container that catches oil leaks under rooftop air conditioners.

received a \$50 award from the college's Labor-Management Involvement Process Subcommittee.

Salvatore, who has worked for SUNY Oswego for nearly 10 years, was performing his usual preventive maintenance duties when he first noticed the lubricant oil dripping out of a hole in a sheet metal pan beneath rooftop air conditioners. This slow-dripping oil was falling onto portions of the rubber roof, causing them to swell, crack and leak. The resulting repairs cost the college an estimated \$1,000 a year.

Salvatore's supervisor, Bill Knopp, encouraged the former auto mechanic to craft the special containers himself. Salvatore did, with the aid of

maintenance helper Patricia Crucitti.

The containers work by bleeding off the trapped water that is heavier at the bottom of the container while retaining the lighter oil on top.

"While Joe's job as maintenance assistant does not include roof maintenance, he took the time to recognize the potential effect this would have on the new roofing materials installed on campus," Jerry DeSantis, director of physical plant, said.

"This is just the right kind of suggestion for a tight fiscal climate. It shows the kind of deep-thinking individuals we are proud to have at SUNY Oswego," Bernie Henderson, vice president for finance and budget, added.



CSEA Local 350 President Denis Tobin, second from left, is congratulated by, from left, CSEA Central Region President Jim Moore, CSEA President Danny Donohue and CSEA Metropolitan Region President George Boncoraglio on winning an award from New York State Employees Brotherhood Committee.

Tobin wins Brotherhood award

NEW YORK — The New York State Employees Brotherhood Committee honored CSEA New York City Labor Department Local 350 President Denis Tobin with its prized 1995 Bertram Harris Civil Service Award at its annual luncheon.

In presenting the award to Tobin, CSEA President Danny Donohue hailed him for his selfless service to CSEA, to the state and to his community.

"Denis is the kind of unsung hero, the solid type of guy this union always can count on day in and day out, year in and year

out, to chip in and do what's needed," Donohue said. "It's the thousands of activists like Denis Tobin who make CSEA the great union it is."

In his acceptance speech Tobin thanked his entire family and his CSEA brothers and sisters for their support. He called upon all state employees to take brotherhood more seriously than ever. He warned his audience that there is more "hate speech" being spewed out on talk radio every day, to an audience of ever angrier listeners.

"The way we speak, determines the way we act," Tobin said. "We must remember that anger helps straighten out a problem like a fan helps straighten out a pile of papers. As dedicated members of the CSEA Work Force, let us be the examples of moderation and brotherhood in the way we speak to all we meet."

The State Employees Brotherhood Committee also presented an award to state Comptroller Carl McCall.

— Lilly Gioia

CSEA health plan helps transplant survivor

MONTAUK — CSEA Parks and Recreation Local 102 member Jim Schneidmuller is truly grateful to be alive.

Eight years ago, he survived a liver transplant and has continued to work and live in Montauk. Without his CSEA-negotiated drug plan, Schneidmuller said, he would be dead.

"Although I am extremely healthy for a liver transplant recipient, I am on a lot of costly medication," he said. "It originally cost \$50,000 a year to keep me alive; now it costs \$15,000."

"The CSEA plan has given me life. I would literally be dead without my drug card because I have to take the medication," he said.

Schneidmuller encourages people to fill out their organ donor cards.

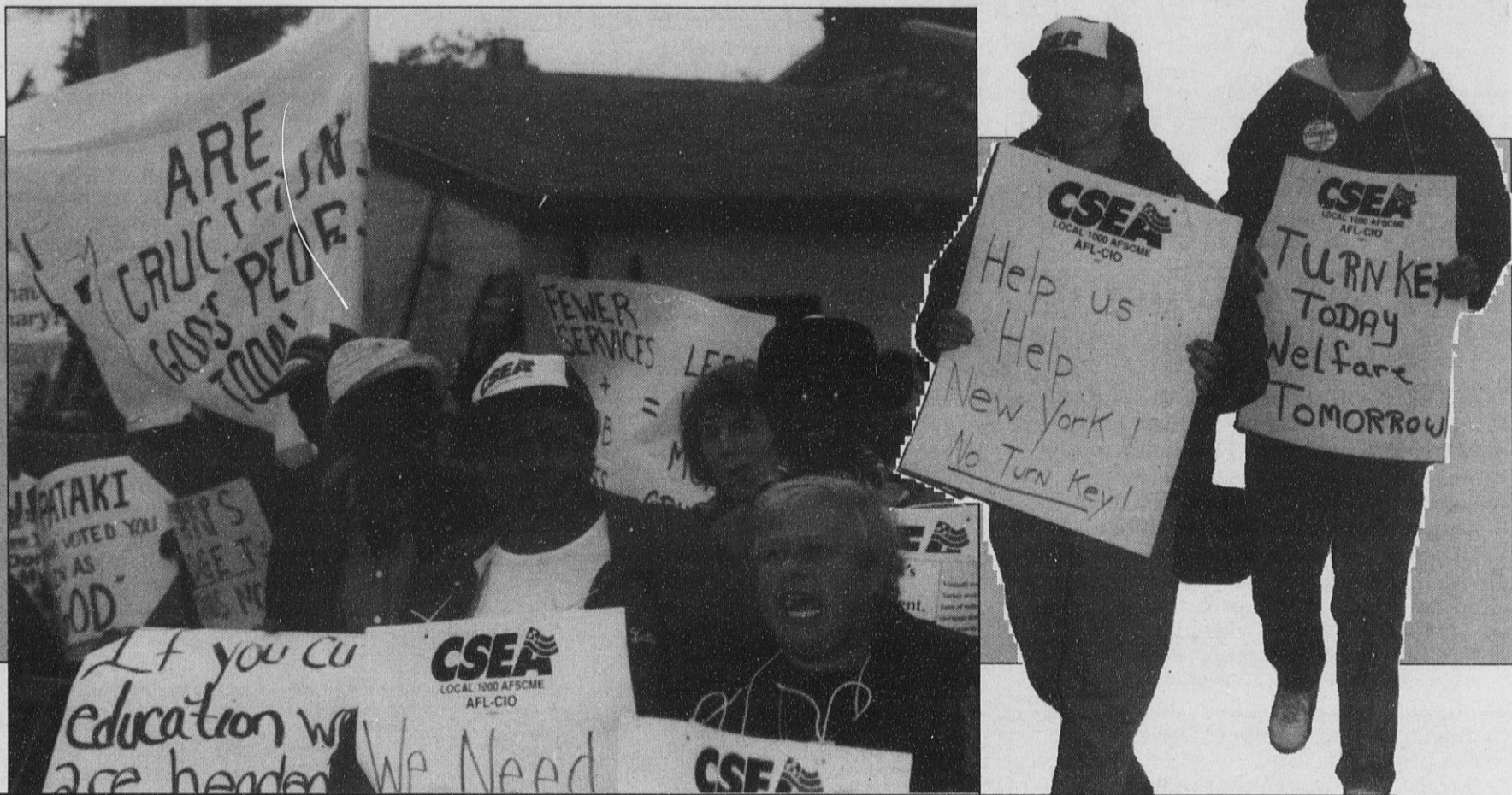
"Receiving a liver donation brings home the reality of how important donors really are," he said.



Jim Schneidmuller

Rochester-area members picket Pataki

CSEA members from several locals kept up pressure on Gov. George Pataki by joining with protesters from other organizations to picket a recent visit by the governor to Rochester. CSEA members have hounded Pataki wherever he goes to voice opposition to the governor's slash-and-burn approach to a new state budget.



Cornell's Labor Studies Summer School scheduled for July 9-14 at Ithaca campus

Cornell University/New York State School of Industrial & Labor Relations will conduct the annual Labor Studies Summer School at the main campus in Ithaca from July 9-14, 1995. This year's theme is "Rising to the Challenge: Winning Strategies to Strengthen Unions."

The Labor Studies summer school brings together trade unionists and Cornell's labor faculty to discuss contemporary challenges and strategic options for labor. Summer school courses for 1995 have a common theme, mobilizing union members to fight for their movement. Organizing, building solidarity, defending public sector jobs, promoting health and safety — all of these are

important components of a strong labor movement. The following four courses are offered for 1995:

- Membership Education and Mobilization for Organizing (MEMO) — Train-the-Trainer Course
- Contract Administration and Union Solidarity
- Privatization and Subcontracting: Big Words — Big Changes — Big Fights
- Health and Safety for the Local Union

This five-day residential program is open to all union men and women, rank and file members, staff and officers. Tuition is \$290 and residence hall housing is available at \$14.25 and \$17.25 per night. For further information, call 518-449-4161.

Member's daughter undergoes serious surgery; contributions sought

Katie Dobiell, daughter of Karen Dobiell, a member of CSEA Department of Social Services Local 688, was scheduled to undergo surgery at Boston's Children's Hospital on May 30 to remove a tumor

from her brain.

Contributions to assist in expenses can be made to:

Katie Dobiell Fund
Trustco Bank
112 State Street
Albany, NY 12207

Women protest violence, GOP's Contract With America

Editor's note: CSEA Communications Associate Lilly Gioia participated in a massive rally on women's issues recently in Washington. Here is her account.

WASHINGTON — By the tens of thousands, America's women descended on Washington, D.C., to protest escalating violence against them.

The women, joined by men and children, represented small towns and major cities, unions, colleges, shelters, religious denominations, business and women's organizations. All joined in soundly condemning the Contract with America as an attack on women's right.

The massive rally, sponsored by the National Organization for Women (NOW), was planned to underscore women's resolve to fight against federal cutbacks in funding by the new Congressional majority.

"Those cuts will mean that more women will be exposed to violence," NOW President Patricia Ireland said.

The Rev. Jesse Jackson said he is angered by attacks on affirmative action programs that have most benefited American women.

Representing women in the labor movement, Coalition of

Labor Union Women (CLUW) President Gloria Johnson protested the alarming increase of violence against women in the work place.

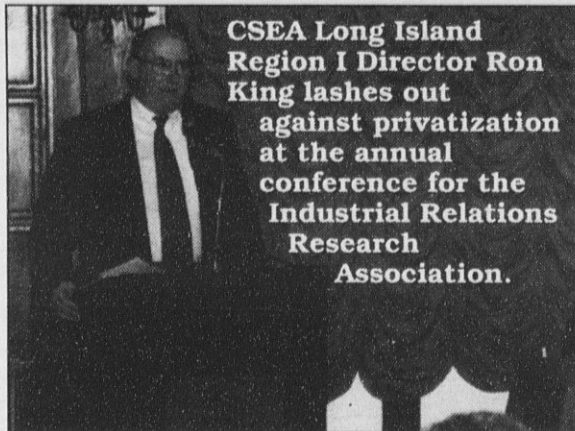
CSEA President Danny Donohue has warned that the Contract with America represents a danger not only to women, but all working families.

"This contract will hurt all middle class working families by funneling even more of their hard earned dollars to the rich and to powerful corporations," Donohue said.

"It's so important that union women fight any attempts to cut back on funding for the Violence Against Women Act that was passed as part of President Clinton's Crime Bill last year," CSEA statewide Women's Committee Chair Harriet Hart said. "There are funds in there for more battered women's shelters that are desperately needed."

"We fought long and hard for years to get that Violence Against Women Act passed, and we can't allow slash-and-burn Contract with America legislators to rescind funds that can save women's lives," Hart emphasized.

— Lilly Gioia



CSEA Long Island Region I Director Ron King lashes out against privatization at the annual conference for the Industrial Relations Research Association.

Privatization is 'lazy governments' panacea'

OLD BROOKVILLE — CSEA Long Island Region Director Ron King took a strong stand against privatization at the Industrial Relations Research Association's annual conference recently.

King was placed opposite Suffolk County Executive Robert Gaffney who spoke in favor of privatization and who cited examples of how privatization worked in the county without a loss of any public employee jobs.

King said public employees must be given an "even playing field" before management can compare their output to the private sector.

"Mr. Gaffney states that millions of dollars were invested in refurbishing the golf course put out to private bid. If the employees were given the same dollar amount to work with, they could have done it better and cheaper than the contractor and no future profits would have had to be split between a private entity and the county — it could have all remained in-house," King said.

There was standing room only at the conference, which drew labor leaders, educators and business people.

"Let us not forget the reason public employees came into being was to put an end to collusion, corruption, patronage and other disparities," King said.

King also outlined the risks involved with a private entity in terms of lowballing contracts, the selling off of equipment purchased with public funds, liability, a transient, underpaid, often uninsured workforce and the ever present danger of bankruptcy.

"Privatization is lazy governments' panacea," King said. "It is an attempt at a quick-fix solution and proof of administrators inability to do their jobs effectively.

"It has been proven over and over again that public employees do the work better and cheaper," he added.

King noted that some areas of social responsibility should be considered too important to be left in private hands. He emphasized a point made by labor author Laurie Clements that "there is an important moral dimension to having a strong public sector. Failure to pay the economic price for acting morally will surely leave us to pay the moral price for acting economically."

— Sheryl C. Jenks

Financial Statement of The Civil Service Employees Association, Inc.

Dear Member:

The fiscal year ended September 30, 1994, had better than expected results. Although expenses exceeded revenues by \$215,000, our Fund Balance was still healthy. Our concern, which is shared by the Audit Committee, is the shortfall in operating revenues when compared to expenses. Other income — rents, interest income, insurance proceeds, etc., covered almost all of the deficit from operations. Some of this other income is non-recurring. A more definitive source of revenue must be developed to cover operating expenses.

This current fiscal year has started with a projected million dollar deficit despite extensive work and expense reduction by the Budget Committee. Our charge is to get more direct services to the members while continuing to hold the line on expenses. We have begun that task by restructuring the staff. Membership dues income has been stagnant. Opportunities for organizing have been limited by the wave of privatization sweeping the public sector. Challenges have also required a commitment of resources.

The Delegates must again review the dues

structure that has been in place since 1989. Seven years under this system has funded our expanding service costs but no longer is sufficient to cover operating expenses. Although the opportunities to obtain salary increases for our members is limited, our fight to protect health benefits, pension benefits, safe working conditions and our jobs goes on. We must be financially strong to continue the struggle and to adequately fund our campaign to remind the public that our members provide vital services in their communities.



CSEA Treasurer Maureen S. Malone

DANNY DONOHUE MAUREEN S. MALONE
President Treasurer

STATEMENT OF REVENUES, EXPENSES AND CHANGES IN FUND BALANCES

September 30, 1994

Revenues:	
Membership dues and Agency Shop Fees:	
State	\$25,186,564
Local Government	28,123,509
	<u>\$53,310,073</u>
Less:	
Dues Refundable to Locals and Regions	9,310,192
Political Action Provisions	1,577,918
Affiliation Dues	14,708,550
	<u>\$27,713,413</u>
Reimbursement Group Life Plan	914,086
Grant Revenue	4,436,481
Other:	
Investment Income	915,985
Loss on Sale of Assets	(29,881)
Refund from Insurance Company	955,421
Officers Life Insurance Proceeds	518,642
Miscellaneous	589,824
	<u>\$2,949,991</u>
	<u>\$36,013,971</u>
Expenses:	
Program Services:	
Field Services	13,193,689
Legal Services	2,015,012
Convention and Representation	1,310,955
Education	2,988,415
Public Relations	2,863,017
Support Services:	
Officers, Directors and Committees	1,518,189
Administrative Salaries, Professional Services, Building Expenses, Utilities, Supplies, Postage, Depreciation	12,339,763
	<u>\$36,229,040</u>
Excess (deficiency) of Revenues over Expenses	(215,069)
Fund Balances, Beginning of Year	18,231,664
Net Unrealized Gain on Long-term Investments	125,697
Fund Balance, End of Year	\$18,142,292

BALANCE SHEET

As of September 30, 1994

ASSETS

CURRENT ASSETS	
Cash and Cash Equivalents	\$3,007,526
Short-term Investments	5,830,853
Membership Dues and Agency Fees receivables	1,564,536
Miscellaneous Receivables	1,171,012
Prepaid Expenses	766,073
Total Current Assets	<u>\$12,340,000</u>
PROPERTY, PLANT AND EQUIPMENT	
Land	\$2,173,742
Office Buildings and Improvements	11,324,683
Furniture and Equipment	4,268,760
	<u>\$17,767,185</u>
Less Accumulated Depreciation	(4,210,533)
	<u>\$13,556,652</u>
OTHER ASSETS	
Long-term Investments	7,877,276
Cash Surrender Value-Officers Life Ins.	1,193,451
Prepaid Pension Expense	926,087
	<u>9,996,814</u>
	<u>\$35,893,466</u>

LIABILITIES AND FUND BALANCES

CURRENT LIABILITIES	
Accounts Payable and Accrued Expense	\$2,549,403
Compensated Absences	1,142,936
AFSCME Per Capita Dues	1,227,650
Due to Locals for Share of Dues	6,230,019
Current Maturities of Long-term Debt	262,051
Current Maturities of Obligations under Capital Lease	265,858
Deferred Revenue	322,511
Total Current Liabilities	12,000,428
Long Term Debt	4,824,270
Obligations Under Capital Lease	449,396
Deferred Compensation Liability	477,080
Fund Balances	18,142,292
	<u>\$35,893,466</u>

Colby stepping down as Local 950 prez; organized CSEA's first out-of-state local

Lou Colby, who organized CSEA Florida State Retirees Local 950 and has served as its president for the past 17 years, will step down effective July 1. But he's staying active in the local, switching places with First Vice President Ben Kosiorowski, who will take over as president of Local 950. Other newly elected Local 950 officers are George Rogers, second vice president; Carol Ohley, secretary, and Rita Wood, treasurer.

Colby organized Local 950 as CSEA's first out-of-state local a year after he retired from the state Department of Parks and Recreation in Farmingdale. He began with 19 members,

"most of whom were friends of mine from Long Island," and guided the local to its present size of more than 600 members in 13 units throughout Florida.

In 1990 Colby was the first recipient of the Don Webster Retiree Division Mission Achievement Award.

Colby is also active in the Florida State Council of the National Council of Senior Citizens, works with the Political Action Committee of AFSCME Florida and was recently appointed by the governor of Florida as an alternate for the White House Conference on Aging.



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

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

- \$12 monthly access charge! (\$11 in Area Code 518)
- 22 cents per minute local airtime!
- Standard activation fee waived! (Through 6/30/95)
- Rates guaranteed for 2 years from activation date!
- Discounted cellular phones!

AVAILABLE NOW IN ALBANY, BUFFALO, ROCHESTER, SYRACUSE, UTICA-ROME

For Information call:

In Area Code (518):

In Buffalo (716):

In Rochester (716):

In Syracuse, Utica-Rome (315):

Andrew DiNovo (518) 424-7907 or (518) 464-2539

Maureen Ziemba (716) 686-4315

Mark Miller (716) 777-2903

Fran Catanzarite (315) 449-5505

NOW AVAILABLE IN all counties in Area Code 518 and in the following counties in Area Code 716 and 315: Erie, Niagara, Cattaraugus, Wyoming, Genesee, Allegany, Chautauqua, Jefferson, Lewis, St. Lawrence, Monroe, Wayne, Ontario, Livingston, Orleans, Onondaga, Madison, Oswego, Oneida and Herkimer.

PLEASE NOTE:

- * Rates contingent upon two year service agreement (one year service agreement in Area Code 518) with Frontier Cellular NYNEX Mobile and to CSEA members in good standing.
- * Product discount available with new service activation only.
- * Existing NYNEX cellular service may be converted to program without termination charges (Q-Plan customers excluded).
- * It is expected that implementation in the New York metropolitan market will occur in the near future. (Rates may vary).



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CELLULAR

A NYNEX MOBILE COMMUNICATIONS PARTNER

Grievance Representation Training

A statewide video teleconference

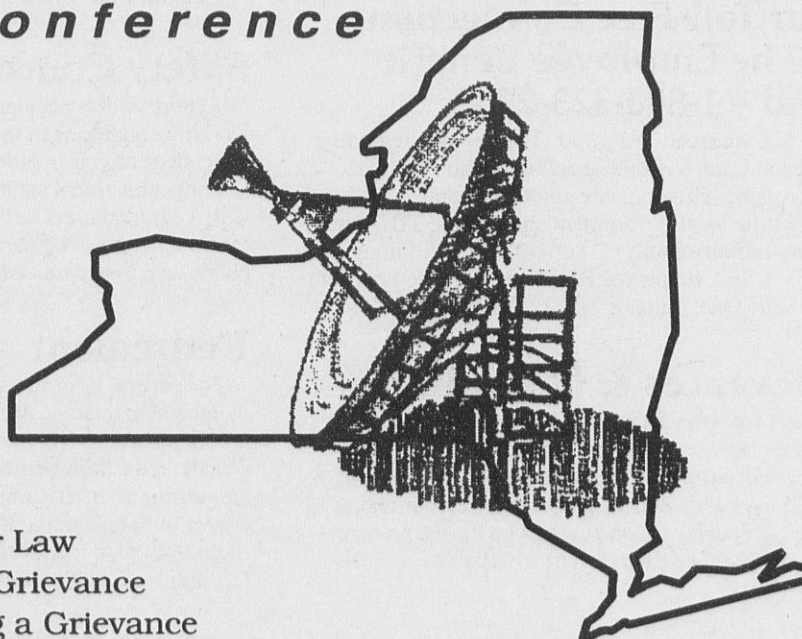
Sept. 16 for State Representatives

Sept. 23 for Local Government Representatives

This basic workshop, presented by the CSEA Education and Training Department, is designed for newly-elected Local and Unit Officers who are not currently certified as grievance representatives and for newly appointed grievance representatives who have not been trained. This workshop is required for certification to process grievances for CSEA.

The workshop covers a variety of topics, including:

- | | |
|--|---|
| <input type="checkbox"/> Duty of Fair Representation | <input type="checkbox"/> The Taylor Law |
| <input type="checkbox"/> Investigating a Grievance | <input type="checkbox"/> Writing a Grievance |
| <input type="checkbox"/> Filing a Grievance | <input type="checkbox"/> Presenting a Grievance |



Local and Unit Presidents will receive details, including sites and registration information in July.

Pre-registration will be required.

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 disciplinarys & grievance;

*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, Prescription Drug and Package 7 Benefits 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.

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 Program1-800-638-9918
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 Travel and Leisure 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: \$39.95. Call 1-800-547-4663.

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, write or call the AFSCME Research Department, 1625 L Street NW, Washington, DC 20036, (202) 429-5066. Identify yourself as a CSEA/AFSCME Local 1000 member and provide your Social Security number.

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.

Empire Home Mortgage Program

Designed especially for CSEA members. Low down payment, competitive mortgage rates with affordable unemployment and mortgage disability protection available. Call toll-free 1-800-377-2989.

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.

Clip and save this page for future reference.

REGION OFFICES

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

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

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

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

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

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