

THE PUBLIC SECTOR

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

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Monday, September 18, 1989

Death inspires a living memorial

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THE LATE JACKIE DEMARS
AND SON, JUSTIN

INSIDE NEWS YOU CAN USE

PAGE 3

The death of 31-year-old Jackie DeMars earlier this year has become the rallying point for efforts by CSEA and Jackie's friends and co-workers to change a portion of the state civil service law. CSEA hopes to eliminate the prohibition of state employees from donating personal leave accruals to assist seriously ill co-workers who have exhausted their own leave credits.

PAGE 4

Onondaga County operational employees are owed a quarter of a million dollars in retroactive overtime pay, and thanks to CSEA, they should be receiving it soon. Meanwhile, CSEA has also won compensation time for a group of attorneys who work overtime for the Mental Hygiene Legal Services branch of the state Office of Court Administration.

PAGE 5

Chautauqua County DPW employee Randy Stufflebeam is slowly recovering from very serious injuries received in an on-the-job accident July 31. He nearly died, and might have except for the quick response of fellow workers. Stufflebeam is one of hundreds of public employees seriously injured on-the-job every year in this state. His employer was cited for failing to train employees properly, failing to perform required equipment inspections and failure to keep adequate records of training and inspections.

PAGE 6

CSEA has maintained a strong, visible presence in Schoharie County on behalf of public employees there for many years. It just got stronger and much more visible with the creation of Local 848's own political action committee, which will be a force in county politics immediately. And as further evidence of the value of the union, CSEA recently stopped Schoharie County from limiting the use of accumulated sick leave.

PAGE 7

A good relationship between labor and management in Putnam County just got even better. A mutually acceptable video display terminal (VDT) policy, worked out through collective bargaining, is the first of its kind for county government in the state. And an improved vision care program with additional benefits for VDT users adds real value to the total package.

PAGE 8

It's been said a picture is worth a thousand words. The camera records a banner day for the West Seneca Schools Unit; recognizes a Chaugauqua County Local 807 member's son for participating in a Soviet Peace Child tour; witnesses CSEA members supporting striking NYNEX employees in western New York and captures the generosity of public workers in helping Nancy Mackey "see" again.

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Organized labor has planned a massive march on Washington, D.C. on Oct. 7 to push for affordable housing for all Americans.

PAGE 10-11

The Buffalo Bills opened their NFL season with a come-from-behind win, which probably had die-hard Bills fans in the Fredonia area biting their fingernails. Members of two CSEA locals at SUNY Fredonia consider themselves virtually members of the Bills family.

PAGES 12

Child care programs negotiated by CSEA and administered by a joint labor/management committee provide a valuable service at 40 state worksite locations. Under a new initiative by the state and unions, those child care centers are about to receive the first payment of grants designed to expand the quality of the programs while keeping costs as low as possible for employees who use the day care services.

PAGE 13

Computers are not only the wave of the future, they are here now. And CSEA clerical and secretarial employees in the state Administrative Services Unit are eligible for free computer training opportunities being offered in the Buffalo area by the Clerical and Secretarial Employees Advancement Program (CSEAP).

CSEA-endorsed candidate David Dinkins won the Democratic mayoral primary in New York City Sept. 12th and is gearing up for the general election in November.

PAGE 14

A boycott of California table grapes and daily fasting by CSEA members and staff in support of the United Farm Workers union continues.

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Proving once again that "CSEA cares," there will be additional food on the shelves of local community food pantries and regional food banks.

PAGES 16-17

CSEA delegates attending the union's upcoming 79th Annual Delegates Meeting in Buffalo will have several official resolutions to consider.

PAGE 18

One of the keys to getting ahead in civil service positions is to prepare yourself properly before taking important promotional examinations. CSEA civil service test preparation booklets can help you.

PAGE 19

Check this page out for sure. A handy reference guide to CSEA member services and benefits. Clip and save it for future references.

PAGE 20

The message of organized labor is again being spread across the newspapers and television screens of America as the AFL-CIO's "Union YES" fall campaign kicks off this month. There are English and Spanish versions this year. "America es mejor con la union di que si."

THE PUBLIC SECTOR UNION YES

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Her tragic death sparks noble cause

By Daniel X. Campbell
CSEA Communications Associate

WATERFORD — Jackie DeMars, an exuberant career state employee, wife and mother of a young son, died on Mother's Day 1989 at the age of 31.

Jackie left behind her husband, Mark, an Albany city employee, and young son, Justin.

Her death was not unexpected, since she had been fighting cancer for several years. But that did not make her illness and death any easier for her family or her co-workers at the state Office of Mental Hygiene (OMH) main office in Albany.

They are not planning to let her pass without memorials to her.

State civil service law thwarted their attempts to help her while she was alive, so her co-workers and fellow CSEA members hope to change those laws. They want state employees to be allowed to voluntarily contribute leave accruals to help terminally-ill co-workers who exhaust their own accruals because of the illness.

"Everyone knew and loved Jackie," said Margaret Buko-Farber, former president of CSEA Local 673, which was Jackie's local. "She was a CSEA member, she was a good worker and a fine co-worker who shared her life with her friends. We shared jokes and hopes, we were thrilled by the birth of her son and pained by the discovery of her cancer."

Shared concern for their dying co-worker led the OMH main office employees to try to find a way to help Jackie.

Because of her pregnancy and her initial bout with cancer, Jackie's time accruals were almost nil. All the workers thought the best thing they could give Jackie, a senior stenographer and 10-year state employee, was their time.

"We went to management with a request that we all be allowed to donate blocks of our own accruals — personal, vacation and sick leave — to Jackie so she could spend more time caring for herself and sharing her love with her child and husband," Buko-Farber said.

"It seemed simple enough; we had the

“Everyone knew and loved Jackie. She was a fine co-worker who shared her life with her friends”

time, it is ours," she added. "We figured we could do with it what we liked."

However, such a simple act of generosity is not allowed under state civil service laws and regulations.

"We were told we could not establish a time bank for Jackie, no matter how sick she was or how much we wanted to help," she added.

While the CSEA local sought help from Region IV and CSEA headquarters and top OMH officials joined the efforts for Jackie, the final answer was unchanged: "The law won't let you do it."

"Jackie DeMars continued to try to work with the system to keep her job and her benefits for her family," Buko-Farber said. "She died just before her accruals would have run out. She got a disability retirement in late March."

No one is willing to wait for another CSEA member and state employee to go through the struggle of Jackie DeMars and her family.

"As regional president, I know that each year the Capital Region receives several calls about this very touching, heart rending issue," said CSEA Region IV President C. Allen Mead.

"Often, CSEA is capable of negotiating a method that allows our members to help their co-workers face the crisis of the lingering death of a spouse, a child or even their own death," he said. "The Catch-22 in this situation is that while this can be done for local government and school district employees, the state law does not allow it to be done on a state level.

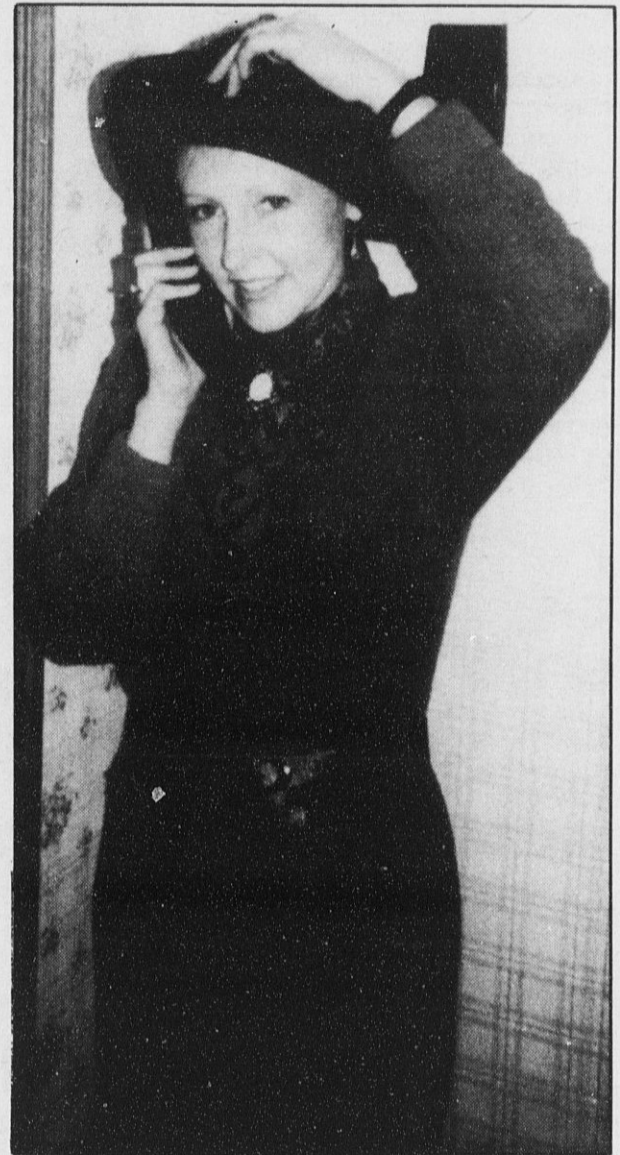
"This year as a special legislative effort, CSEA will seek to begin the necessary legislative process to have state civil service law changed to allow state workers to create sick leave time banks for terminally-ill co-workers or co-workers who have a terminally-ill spouse or child," Mead said.

Mark DeMars, still grieving for his wife, said he truly appreciates the efforts of Jackie's union and co-workers to make a lasting memorial to his wife through the legislation that could help others like her.

Phoebe Mackey, newly elected president of Local 673, said she supports the cause to allow state employees to create sick leave banks.

"We all know of state employees who are willing to give their time, and we all know of state employees who are in situations that call for such donations," she said. "I know the members and all the workers in this office support this effort."

"We would like to do this in honor of all those deceased members and their co-



JACKIE DeMARS, a CSEA member and state employee whose tragic death has inspired efforts to allow state employees to form sick leave banks.

workers who faced this frustration situation," Region IV President Mead said. "We might call the proposal the Jackie DeMars Resolution. We can't let the system continue unchanged."

A fund for Justin

Jackie DeMars left her son, Justin, and her husband, Mark, with a legacy of memories and love. But the members of Local 673 want to be sure the family can cope with any unforeseen expenses and future needs. Local 673 has established the Justin DeMars Fund for just that purpose. Contributions may be sent to:

Justin DeMars Fund
c/o John Reed, OMH
44 Holland Avenue
Albany, New York 12229

Help CSEA change civil service law

If you know of another state employee who could have benefited from a sick-leave bank, but whose co-workers were unable to establish one because of state civil service law, let CSEA know.

The information will be shared with state legislators to gain their support for changing current civil service laws and regulations to allow for state employee sick-leave banks.

Send the information to:

CSEA Capital Region
Jackie DeMars Resolution
1215 Western Avenue Suite 402
Albany, New York 12203

CSEA wins \$250,000 for 1,500

Onondaga County operational employees get retro pay after two year fight

Thanks to CSEA efforts, about 1,500 Onondaga County operational employees should soon get their share of \$250,000 their employer owes them.

According to a ruling by the state Supreme Court, the county must now comply with previous arbitration awards and pay the retroactive overtime owed to the employees.

Local 834 President Dale King says he is pleased by the decision and hopes that the battle is now over.

"We want to get this money paid to our members," he said. "It's been a long struggle."

CSEA recently brought the battle to the courts after the county failed to pay arbitration awards ordered more than two years ago.

In the first round of the fight, CSEA filed a grievance in September 1987 because the county didn't comply with the Fair Labor Standards Act (FSLA) and give overtime pay to workers who worked more than 40 hours a week. Operational employees were expected

to work 60-hour work weeks without overtime or compensatory time. The arbitrator awarded the employees retroactive back pay at one and one half times the employee's pay, or equal compensatory time.

In the second round of the fight, both CSEA and Onondaga County submitted award implementation plans to the arbitrator. In their plan, the county attempted to modify the award in order to avoid paying the retroactive pay. The arbitrator again decided in favor of CSEA, reaffirming his previous award.

The recent Supreme Court decision confirmed those awards.

"Now we'll just have to wait and see," King said, "we won't back down though. If the county doesn't comply, we'll file for contempt of court."

“We want to get this money paid to our members . . . It's been a long struggle”

CSEA goes to bat for OCA attorneys

Wins comp time for night meetings

Attorneys working for the Mental Hygiene Legal Services branch of the state Office of Court Administration (OCA) recently won the right to receive compensation time, thanks to CSEA efforts.

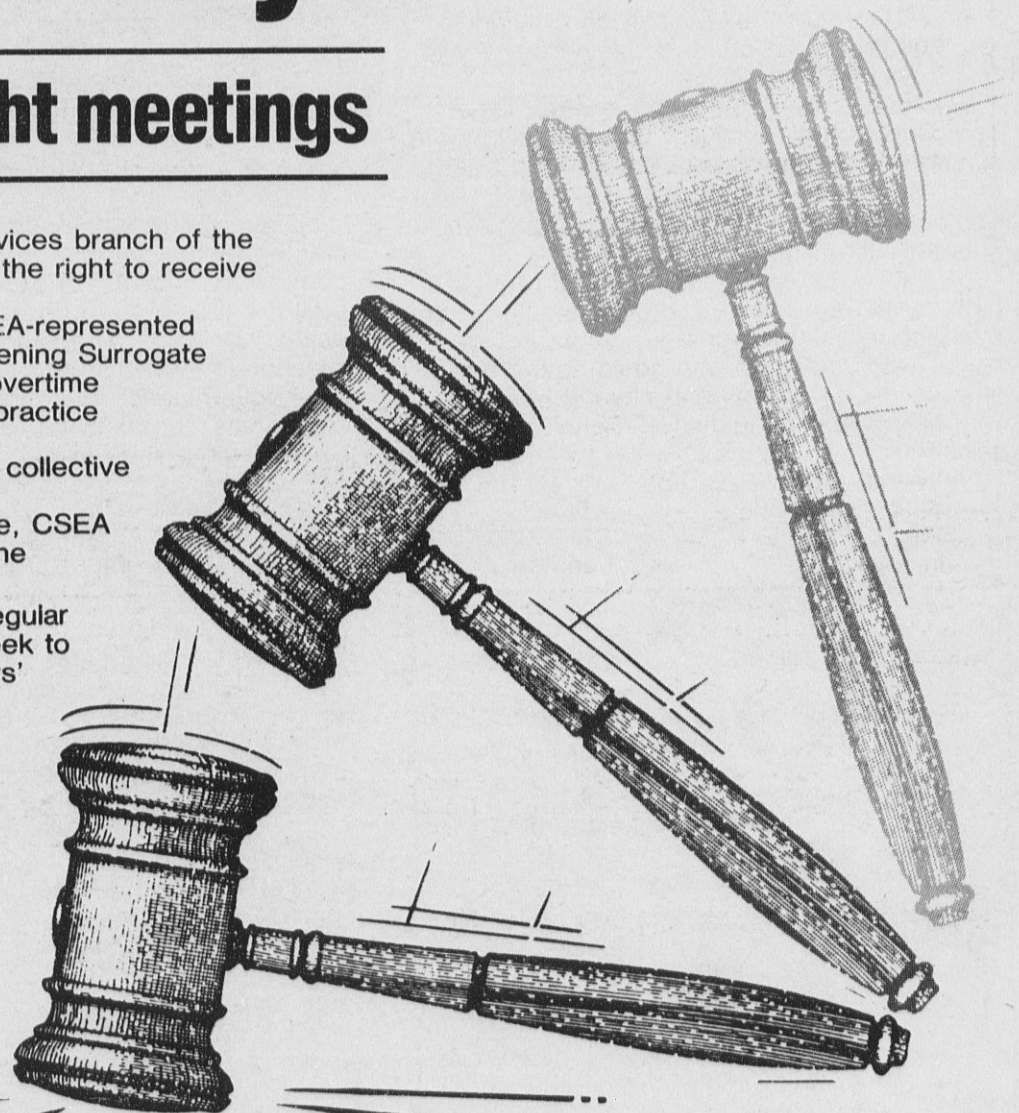
The union filed a grievance on behalf of several CSEA-represented attorneys when OCA required them to start attending evening Surrogate Decision-Making Committee meetings without receiving overtime pay or compensatory time. The arbitrator ruled that this practice violated the terms of their contract, and left it to CSEA and the OCA to resolve the situation through collective bargaining.

When CSEA and OCA could not reach a compromise, CSEA filed another grievance, asking the arbitrator to resolve the problem.

Because the evening meetings were in addition to regular working hours, and because they extended the work week to beyond the 35-hour work week specified in the attorneys' contract, the arbitrator ruled in favor of the employees.

The arbitrator awarded one hour of compensatory time for every hour worked at the evening meetings, provided that the hours worked were in excess of a 35-hour work week.

The award, effective Oct. 2, includes waiting and working time, but not travel time. In the decision, the arbitrator also awarded retroactive compensatory time for the seven attorneys named in the grievance at a 50 percent rate for time spent in past meetings.



Near tragedy:

CSEA members save life of co-worker crushed by crane



MEMBERS OF THE LIFESAVING TEAM that helped to rescue Randy Stuffeleam are congratulated on their efforts by CSEA Chautauqua County Employees Unit Ruddy, right. From left are: Charlie Carter, Rusty Gross, Tom Guenther, Jim Conti and Rick Lang. Not present are rescuers Art House and Ken Smith.

By Ron Wofford
CSEA Communications Associate

MAYVILLE — Randy Stuffeleam is starting the long, slow process of recovery from many serious injuries he suffered in an on-the-job accident.

And while his recovery may be painful at times, he knows that the accident could have been worse — it could have killed him.

A crane operator and mechanical equipment operator (MEO) for Chautauqua County's Department of Public Works (DPW), Stuffeleam was working on July 31 with a crew repairing a bridge when he was pinned to the ground by the heavy boom of a crane he was working under.

"Only the quick action of my co-workers saved my life," said Stuffeleam, a 12-year county employee. He was rendered unconscious by the blow of the collapsing boom.

Without panicking, his co-workers quickly placed a jack under the boom to raise it off Stuffeleam's body, positioned a second crane to move it away and called for medical assistance. Within minutes the Local 807 member was on his way by helicopter to the nearby WCA Hospital in Jamestown. He was later transferred to

Erie County Medical Center in Buffalo.

The state Department of Labor (DOL) conducted a full investigation into the accident. DOL found the direct cause of the accident to be human error, but cited the county DPW with failing to train employees in safe job procedures and failing to perform required crane inspections and keep adequate records of training and inspections.

CSEA President Joe McDermott was angered over the facility's lack of safety training.

"We've already had too many work-related accidents and casualties. It's time for facilities to take their responsibilities seriously and train their employees in safety procedures," he said. "How many CSEA members must die before safety is a concern?"

Stuffeleam's injuries included a fractured skull, broken pelvis, spinal injury, ruptured spleen and broken clavicle.

"I'm really proud of those guys on the bridge crew and their quick action in saving Randy," said Jack Rudy, president of the Chautauqua County Employees Unit. "I'm sure the fact that several of them are volunteer firemen or

emergency medical technicians had a lot to do with how quickly and well they got the job done.

"Ken Smith, Tom Guenther, Rusty Gross and Rick Lang are volunteer firemen, and Charlie Carter, Jim Conti and Art House - worked with them to save Randy's life," Rudy said.

"Only the quick action of my co-workers saved my life"



While Randy Stuffeleam is in good spirits and gives a "thumbs up" to his recuperation, it will be a long road back to recovery paved with a lot of pain, work and expenses.

To help cushion this road, the county CSEA unit started a support fund to help tide Stuffeleam and his family over during his recovery. Stuffeleam and his wife, Cathy, at left, have two children, Jared, 4 and Kacy, 2.

Donations may be sent to:
The Randy Stuffeleam Fund
c/o Jack Rudy, Unit 6300 president
P.O. Box 594
Jamestown, N.Y. 14701

Schoharie worker's sick leave rights upheld in CSEA arbitration victory

SCHOHARIE — Schoharie County employees have the right to use accumulated sick leave for as long as needed when an immediate family member is ill. When this right was challenged recently, CSEA went to arbitration to defend it.

Backing up CSEA's case, Arbitrator Jerome Thier directed Schoharie County to restore the personal leave credits used by CSEA Local 848 member Carolyn Salisbury on four dates she had been denied sick leave and to charge those absences to her sick leave credits.

Salisbury, a Social Service Department employee for 21 years, rarely used sick leave. In January she began using part of her accumulated sick leave to provide care to a married daughter who had given birth by cesarean section. Her daughter does not live with her. An initial request of 10 days sick leave was granted by the county. But when Salisbury requested two additional sick days to care for her daughter, the request was denied.

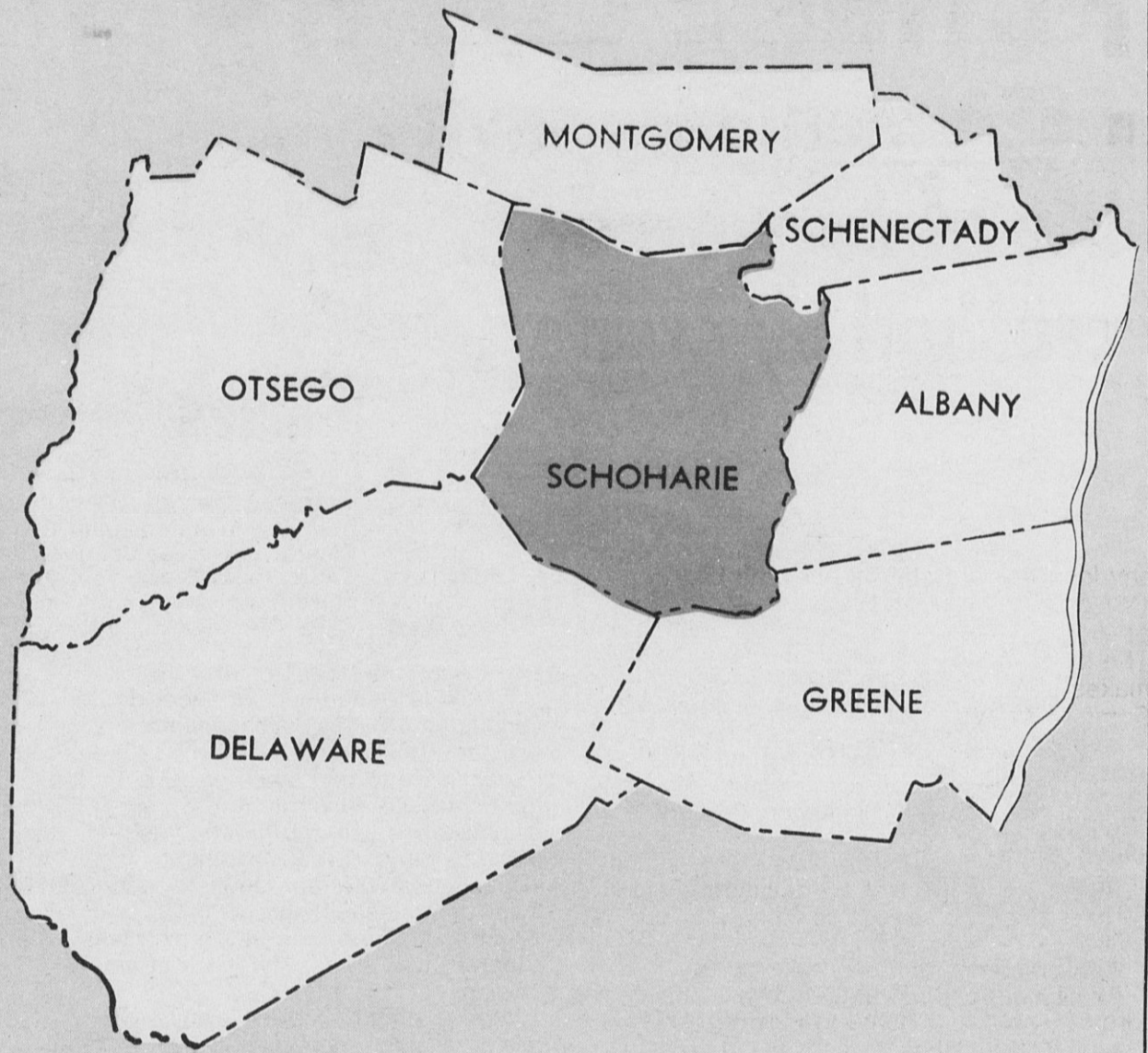
In March the same daughter broke her ankle and Salisbury was granted sick leave on that date to take her to the hospital. However, a request for an additional two days of leave to take her for further treatment and care was denied.

Salisbury, who had grieved the first denial of sick leave, filed a second grievance for the second denial.

County Personnel Director Walter S. Babcock Jr. attempted to defend the county's action by claiming 10 days of sick leave was the maximum allowed for the illness of an immediate family member. But CSEA Labor Relations Specialist Aaron Wagner countered that no limitation exists in the contract.

"The contract authorizes unlimited use of accumulated sick leave for illness of immediate family members without regard to age of children or residence of family members," Thier ruled.

CSEA staff attorney Steven A. Crain represented Salisbury during the arbitration proceedings.



Schoharie local forms new Political Action Committee

SCHOHARIE — Now that they have their own Political Action Committee (PAC), Schoharie County CSEA Local 848 will be more actively involved in upcoming county legislative races.

The local recently formed the PAC to recommend union endorsements of candidates for seats on the Schoharie County Legislature this fall.

CSEA Local 848 President Jared Wood named Mark K. Wood to chair the local PAC. Ken Flecher, Connie Skinner, Judy Tinti, Geanne Farrel and Bonnie Post were also appointed to the committee. Wood worked closely with CSEA Capital Region PAC Chair William Burdick in setting up the new PAC.

"CSEA believes that by making people aware of the union's position in elections, the voters can differentiate between a candidate who is running to serve the people and do the job versus a candidate who is just running

to fill a seat and keep a majority," Burdick said.

"Public employees often get to see the inner workings of government close up and know first hand the abilities of those seeking such positions of power."

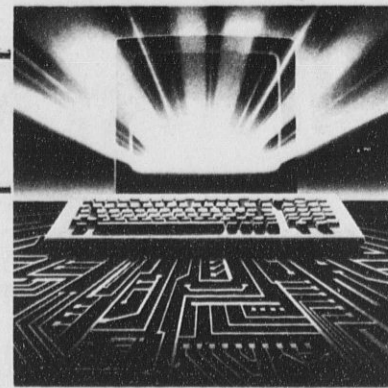
CSEA's political action program has been developed over many years and has served the needs of the union members and the communities they serve very well.

The union's endorsement procedure starts with a series of interviews with candidates seeking election or re-election to public office. The process continues with a review of candidate records or position papers and concludes with the endorsement of one candidate. The union can provide the endorsed candidate with a variety of services ranging from financial support to trained volunteers, from phone banks and polling abilities to communication and media assistance.



Local government breakthrough

Putnam County pact boosts safe VDT use



CARMEL — The eyes have it in Putnam County — a comprehensive new video display terminal (VDT) policy and improved vision care program that's a CSEA breakthrough for local government.

The recently-ratified plan, developed in detail through CSEA contract negotiations, is the first of its kind for county government in New York state. It comes at a time when many localities are stalling over the issue.

CSEA has long been a leader advocating proper VDT use.

The issue is worker safety and health, but it makes good management sense, too.

Some studies show that just redesigning a work station to remove stress on the back, wrists and eyes can improve productivity by as much as 30 percent.

"Putnam County deserves a lot of credit, because this is a tremendous achievement that should serve as a model," said CSEA statewide Secretary Irene Carr. "It's an excellent example of labor and management working together and recognizing that safe and healthy working conditions are good for workers, good for management and good for taxpayers."

"Our discussion began in labor/management meetings and there was a lot of support for taking action from the management side," said CSEA Local 840 President Alice May, who said much of the initiative came from County Executive Peter Alexanderson.

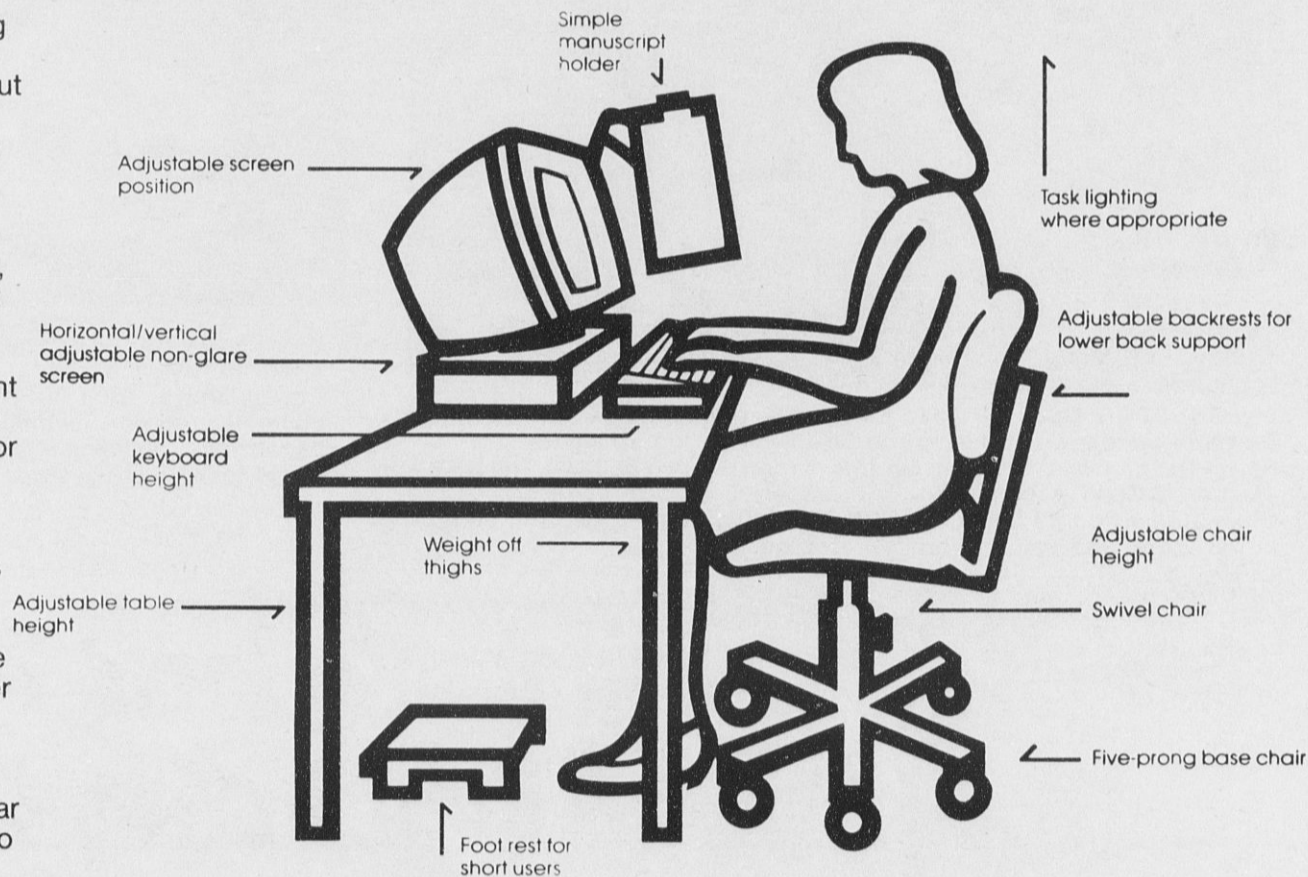
The plan of action embraces a county legislature-approved VDT policy that calls for ergonomically correct equipment, regular work breaks and design of work routines to

improve productivity and protect the VDT user's well-being.

The new contract, negotiated by CSEA Collective Bargaining Specialist Don Partrick, provides all employees covered under the contract with the CSEA Employee Benefit Fund vision care plan. Additionally, it provides the added benefit of occupational

vision testing and glasses for all employees who use a VDT more than three hours per day.

"We have a good working relationship with the county and this is just another area where we'll work together for improvements," added CSEA Labor Relations Specialist Richard Blair.



CSEA VDT action builds momentum

The Putnam County VDT initiative is just the latest CSEA achievement on the issue.

The union was instrumental in the development of the New York state VDT policy which is in the process of being implemented for the entire state workforce. It commits the state to upgrading VDT equipment and procedures based on the latest medical and technical information to improve worker well-being and productivity.

CSEA has sought similar protections for its local government members and other workers through statewide legislation. But there have also been efforts to make gains at the local level.

The issue generated tremendous attention last year when the Suffolk County

Legislature approved the first law of its kind regulating VDT use.

With CSEA support, the Suffolk County legislature actually overrode the county executive's veto to enact the measure.

But the full impact of the law has not yet taken effect because of a lawsuit by business interests challenging the county's authority to enact the law.

Although many localities expressed an active interest in the issue following the law's passage, most are now taking a wait and see approach pending the outcome of the lawsuit.

Putnam County's initiative should send a message that addressing VDT safety and health concerns is smart management.



SNAP SHOTS



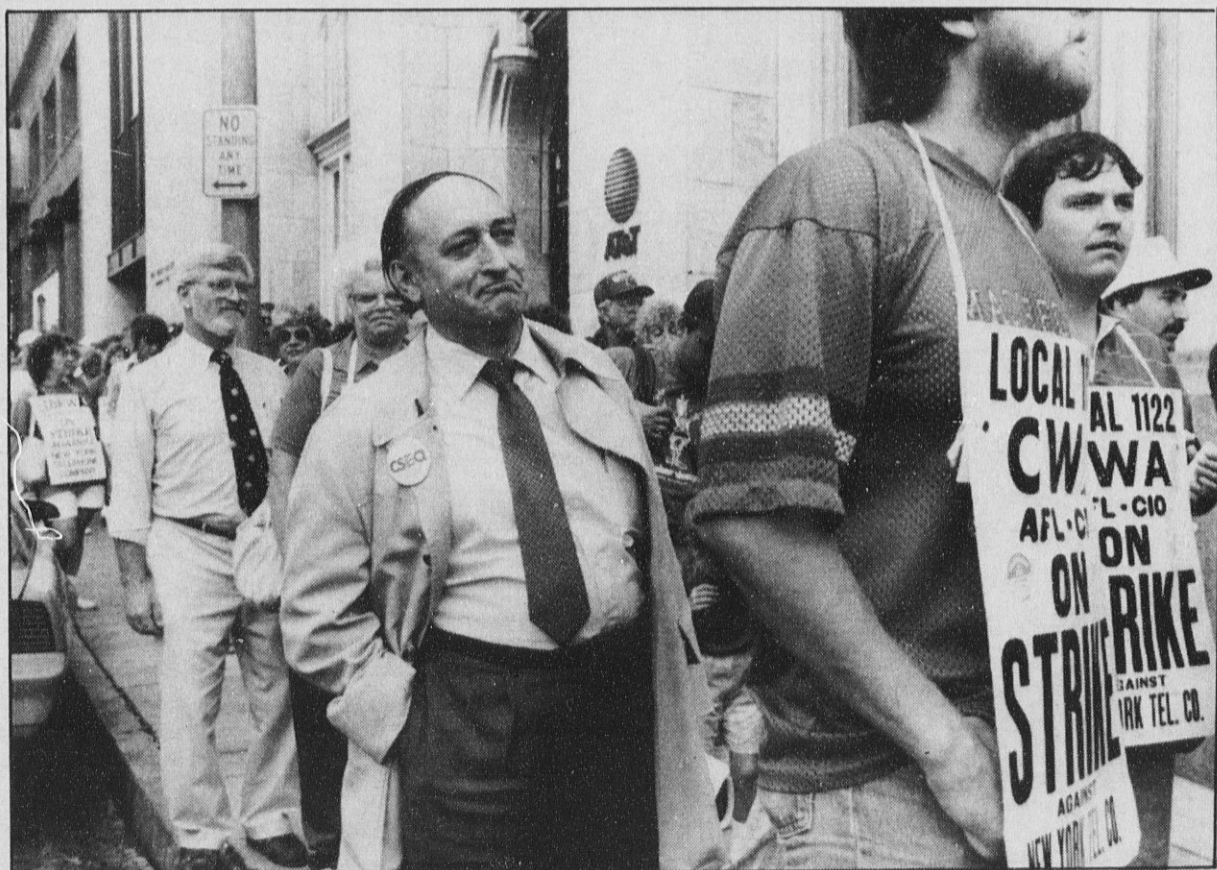
GLASNOST TO CSEA — Chad Karl of Mayville, son of CSEA member Neil Karl, recently traveled to the Soviet Union to participate in a Soviet Peace Child Tour and an international video called "Together We Can." Chad, second from right, receives a CSEA cap from Chautauqua County CSEA Local 807 President Jim Kurtz, left, as his father, right, and younger brother look on.



HOMESPUN PRIDE — The West Seneca Schools CSEA Unit couldn't afford to have a banner professionally made, said Unit President Phyliss Murray, left. But it was important, so she donated the materials and unit member Ann Price, right, used them to turn out a banner as professional looking as any money could buy. "I knew it would look good, so I went to work," she said.



LENDING A HELPING HAND — When Nancy Mackey's seeing eye dog was killed by a hit-and-run driver earlier this year, she was left without the guidance she had long counted on and she didn't have the resources to buy a new seeing eye dog. When he heard of her difficulties, retired State Office of General Services CSEA Local 660 member Jim Fowler went to work raising money. CSEA members contributed more than \$1,400 toward the purchase of a new dog. Uriah, center, sits quietly as Fowler, right, presents the contribution to Mackey. The contribution went to the Guiding Eye, which provides seeing eye dogs.



ON THE LINE — Striking NYNEX workers in Buffalo received plenty of CSEA support at one of their rallies. Mike McGee, left, and Charlie Carpenter, center, of Erie County CSEA Local 815 turned out to march with the strikers and other unionists, including CSEA Region VI President Robert Lattimer.

MARCH OCTOBER 7

12 NOON WASHINGTON DC

Own your own home. That dream came true so often it's part of the American way of life. Or at least it used to be. During the 1980s, many families have had to put the dream on hold.

That mars the American standard: "My kids are going to do better than I did." Today's young people make up the first generation of Americans that cannot reasonably expect to do better than their parents. That's scary. The absence of affordable housing plays a major role.

Doing better, step by step, generation by generation, is one of the reasons people form unions. So the AFL-CIO is asking union members to join the October 7 Housing Now march in Washington. The march has one goal: affordable housing . . . for the young, for the old, for everyone.



HOUSING... REBUILDING THE AMERICAN DREAM

Home buyers used to have a rule of thumb: you could afford any house on which the monthly mortgage was about a week's pay. Twenty years ago, the average mortgage payment was about \$200—within reach for the majority.

Today? Forget it. The average mortgage is close to \$1,000 a month . . . more like two week's pay or one-half of the average income

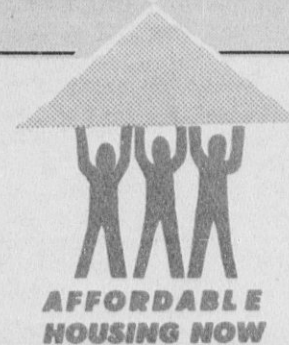
instead of one-fourth. It means two incomes in the family are a must . . . and even they are losing ground. Renters also find half their income going to housing.

We want to change that. A lot has to happen . . . interest rates have to go down, government has to get involved, more homes have to be built. We're marching October 7 for those changes. Join us in rebuilding the American dream.

CSEA members interested in obtaining information concerning the October 7 "Housing Now" march on Washington, D.C. may contact Sean Egan, chairman of CSEA's Statewide Political Action Committee .

(518) 434-0191 Ext. 404

1-800-342-4146



Buffalo Bills train with CSEA

SUNY Fredonia locals staff pre-season camp

By Ron Wofford
CSEA Communications Associate

FREDONIA — As the Buffalo Bills pulled off a last-minute win in their season opener Sept. 10, no doubt they had plenty of fans cheering them on in Fredonia.

That's because the Bills, defending AFC Eastern Division champions, prepared for the 1989 National Football League season with quite a bit of logistical support from CSEA locals at their training camp — SUNY College at Fredonia.

"Yes, we're quite proud of the fact," said Paul McDonald, president of SUNY College at Fredonia CSEA Local 607. "The Bills eat in our dining rooms, sleep in our dorms and use our classrooms. And since they've steadily improved over the eight or nine years they have had pre-season training camp here, we like to think we've helped them become champions. And since they're the only NFL team that actually plays in New York state, we're doubly proud.

"It's a total team effort," McDonald added. "Having the Bills here makes for an interesting summer, filling the gap before the students return in the fall."

Support services provided by Local 607 and Faculty-Student Association CSEA Local 627 members include setting up the grounds for two and a half football fields, marking the yardage and boundary lines, setting up fencing and grandstands for the daily rush of spectators and policing the fields after each practice session.

"Just like the Bills are a team, our grounds crew is a team, and we work together as professionals," said Malcolm Thayer, a grounds crew supervisor and member of Local 607. "Most of us are true fans of the Bills, so we're inspired to keep the playing field in the best shape it can be."

CSEA members also prepare and clean the athletic building, dining halls and dormitory rooms the players and coaches use in preparing for the rigors of a professional football season.

Tom Kozlowski, supervising janitor and Local 607 member, said taking care of the Bills is a matter of pride.

"We take pride in keeping the dorms clean and livable for the guys, because it's like a home away from home for them," Kozlowski said. "They know they can count on us, just like we're counting on them to win it all this year."

Local 627 members prepare and cook all the meals the players and coaches eat during the two-month training camp, an average of about 150 to 175 servings three times a day.

Cheryl Smith, food service worker and Local 627 member, said the Bills earn new fans at Fredonia.

"It's really great having the Bills practice here and being able to help them prepare for the season," Smith said. "Quite a few of us were already fans of the Bills, and having them here has reinforced our enthusiasm. And they've created new fans, too, because they're really likeable guys."

Just like the Bills are a team, our grounds crew is a team."



FEEDING THE BILLS — Cheryl Smith of CSEA Local 627 prepares chicken for the Buffalo Bills.



THE CREW — SUNY Fredonia grounds crew members are, from left: Darlene Tofil, Malcolm Thayer, Bob Gens, Local 607 President Paul McDonald, Pam Swarts, Leonard Plunkett and Gary Davis. Missing from the photo are Gary Cady and Ed Fabritius.

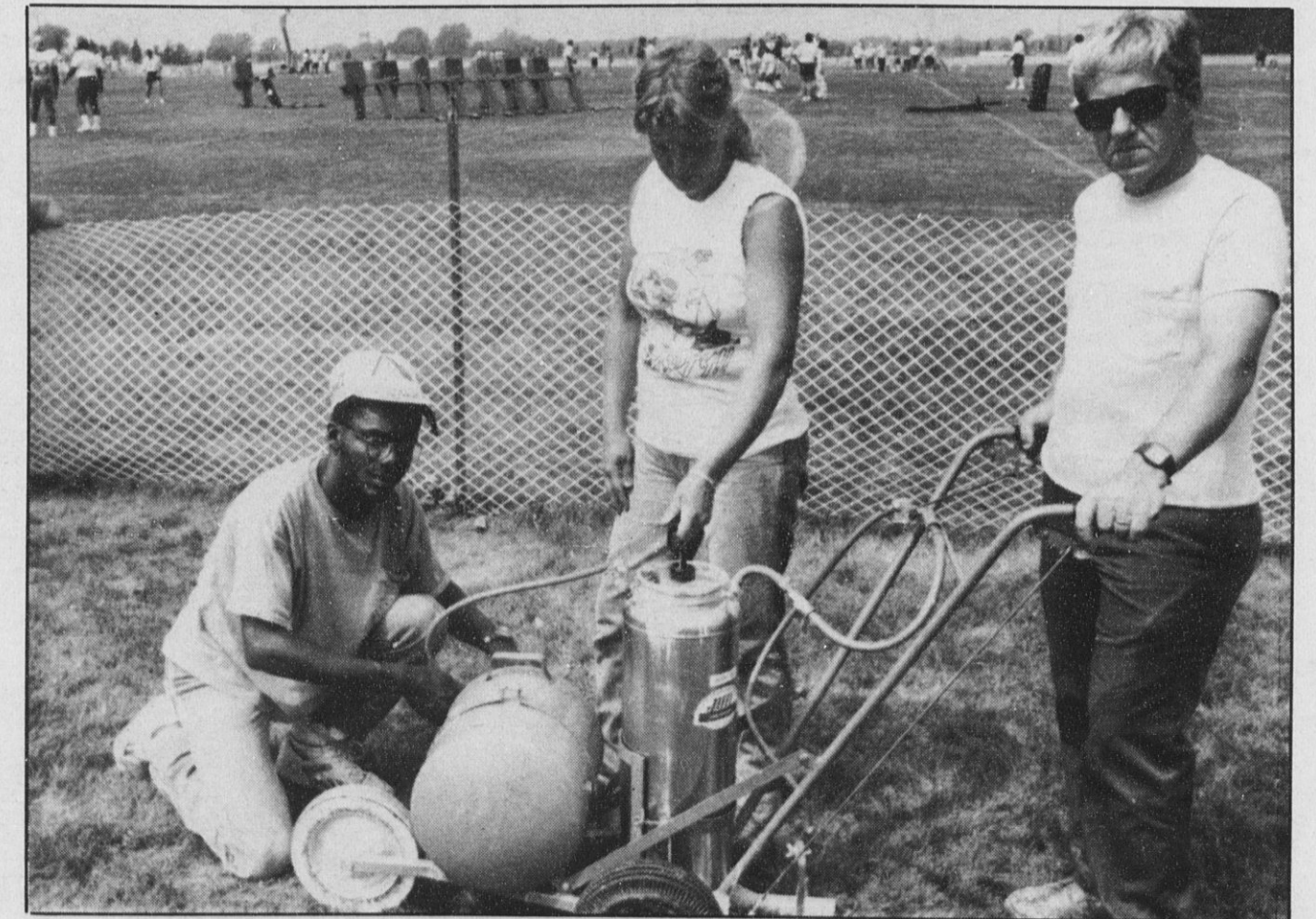
"We're counting on them to win it all this year."



THE BUFFALO BILLS at their pre-season training at SUNY Fredonia.



GROUND'S CREW members Malcolm Thayer, left, and Pam Swarts are hard at work as the Buffalo Bills practice in the background.



TAKING CARE OF THE FIELD — Leonard Plunkett, Darlene Tofil and Bob Gens work on field equipment as the Bills play in the background.

Negotiated worksite child care grants will improve quality, keep costs low

Worksite child care centers serving state employees will soon be receiving a partial payment on union-negotiated grants designed to ensure program quality while holding down costs to employees who use the services.

Letters announcing the individual grant awards have been sent to 40 child care centers across the state by the Governor's Office of Employee Relations (GOER). The grants have been approved by the New York State Labor/Management Child Care Advisory Committee (NYSLMCCAC). That committee administers day care and child care center funding programs as a cooperative joint labor/management program between GOER and labor unions representing state employees.

"CSEA and the other unions negotiated funding of child and day care centers into our contracts with the state several years ago," said CSEA statewide Secretary Irene Carr, a member of NYSLMCCAC. "An Enrichment Grant Program for child

care centers was a new initiative adopted between the unions and the state under the 1988-91 contracts. Child care centers have now been notified of the first awards under that enrichment program."

Child care centers may use the grants in a variety of ways to improve or maintain service levels while holding down costs to participants. *The initial grants represent an advance of one-half the total approved under the grants program for each center for the 1989-90 fiscal year. Centers will need to demonstrate how the initial portion was used and a continuing need for the remaining portion to receive the rest of the total grant for the fiscal year.* Additional grants were also negotiated for the 1990-91 fiscal year.

Following are the child care centers receiving enrichment grants and the amounts approved for fiscal year 1989-90. *The advance payments now in the process of being paid total one-half the fiscal year award.*



UNION-NEGOTIATED WORKSITE CHILD CARE CENTER GRANTS FOR 1989-90

WORKSITE CHILD CARE CENTER	FISCAL YEAR TOTAL GRANT	WORKSITE CHILD CARE CENTER	FISCAL YEAR TOTAL GRANT	WORKSITE CHILD CARE CENTER	FISCAL YEAR TOTAL GRANT
Gingerbread House Day Care Centers Inc. Elmira Psychiatric Center	\$49,500	Junior Junction Day Care Center, Inc. Mohawk Valley Psychiatric Center	\$70,200	Campus Child Care Center, Inc. SUNY at Buffalo	\$111,500
Kid Korral Day Care Center, Inc. Binghamton Psychiatric Center	\$54,500	Hilltop Children's Center, Inc. Middletown Psychiatric Center	\$95,400	Stony Brook Child Care Services, Inc. SUNY Stony Brook	\$88,600
Nurturing World Infant-Toddler Day Care Center Hutchings Psychiatric Center	\$49,000	South End Avenue Day Care Center, Inc. Rochester Psychiatric Center	\$126,500	Brookside Day Care Center, Inc. Hudson River Psychiatric Center	\$50,000
Children's Corner at Rome, Inc. New York State School For The Deaf	\$46,000	Playground on the Sound, Inc. Kings Park Psychiatric Center	\$77,500	Pooh's Corner, Inc. O.D. Heck Developmental Center	\$51,500
Roswell Park Day Care, Inc. Roswell Park Memorial Institute	\$78,700	Humpty Dumpty Day Care Willard Psychiatric Center	\$50,000	TLC Learning Center, Inc. Helen Hayes Hospital	\$46,000
The Children's Place at the Plaza, Inc. Empire State Plaza, Albany	\$115,000	Carol A. Dunigan Day Care Center, Inc. Capital District Psychiatric Center, Albany	\$74,800	Harlem Valley Day Care Services, Inc. Harlem Valley Psychiatric Center	\$54,000
Thiells Child Center, Inc. Letchworth Developmental Center	\$68,100	Country View Child Care Center, Inc. Wilton Developmental Center	\$62,000	Children's Center at SUNY Purchase SUNY Purchase	\$51,500
Kids Corner Day Care Center, Inc. Rockland Psychiatric Center	\$48,000	Busy Beach Day Care Center, Inc. South Beach Psychiatric Center	\$34,600	Potsdam Day Care Center, Inc. SUNY Potsdam	\$51,000
Syracuse Developmental Center Day Care Center Syracuse Developmental Center	\$56,000	State Univesity College at Oneonta Children's Center Inc. State University College at Oneonta	\$122,300	International Child Creative Educational Center SUNY Old Westbury	\$50,000
Helmuth Day Care, Inc. Gowanda Psychiatric Center	\$59,000	SUNY Farmingdale Child Care Center, Inc. SUNY Ag & Tech College, Farmingdale	\$86,000	Campus Pre-School, Inc. SUNY Binghamton	\$81,600
Small World Day Care Center, Inc. Pilgrim Psychiatric Center	\$85,600	Cobleskill Campus Child Care, Inc. SUNY Ag & Tech College, Cobleskill	\$60,000	Great Beginnings Child Care Center, Inc. Broome Developmental Center	\$57,000
Campus Children's Center, Inc. State Office Building Campus, Albany	\$91,600	Delhi Campus Child Care, Inc. SUNY Ag & Tech College, Delhi	\$65,600	State University College at Buffalo Child Day Care Developmental Facility, Inc. SUC College at Buffalo	\$46,000
Curtis Hall Child Care Center, Inc. St. Lawrence Psychiatric Center	\$44,000	SUNY Plattsburgh Child Care Center, Inc. SUNY Plattsburgh	\$65,000	Ready-Set-Grow Wassaic Developmental Center Services Office	\$83,100
				Upstate Day Care Center, Inc. SUNY Health Science Center at Syracuse	\$26,000

Victory

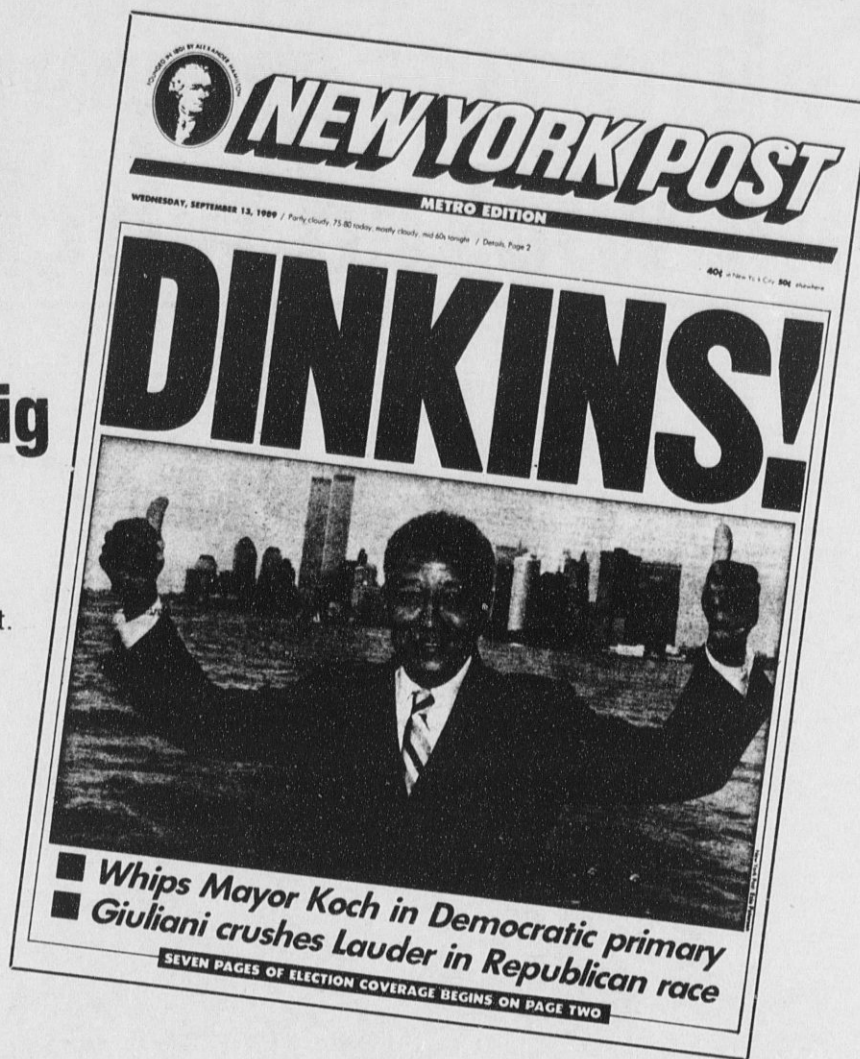
CSEA mayoral candidate wins big

NEW YORK — In a victory for all New Yorkers, CSEA-backed candidate David Dinkins soundly defeated incumbent Ed Koch in the Sept. 12 Democratic Primary for New York City Mayor.

"This is a great day for New York," said CSEA President Joe McDermott. "Based on his record, where he stood on the issues, and his qualities as a human being, there was no question that David Dinkins was the best candidate. He'll be an excellent mayor."

"David Dinkins is the person to deal with New York's problems because he understands the needs of real people," added CSEA Region II President George Boncoraglio. "We've worked with him as Manhattan Borough President for the past four years and he's taken the time to hear our concerns. Now we look forward to working with him and accomplishing even more."

Throughout the primary season, CSEA was actively involved in the Dinkins campaign. That effort will continue to ensure a Dinkins victory in the November general election.



UBS can save you big bucks on cars

The 1990 cars are here, but you don't have to pay as much as everyone else! Your CSEA membership saves you time and money with the United Buying Service (UBS) discount car buying service. The service works in two ways: First, UBS, CSEA's official discount buying service, can arm you with the actual factory invoice price sheet for any new model car, to help you to negotiate your best deal. Second, UBS can direct you to a cooperating car dealer in your area who has agreed to sell to CSEA members at a special discount. Here's how it works:

CAR PRICE SHEET SERVICE

1. Shop around and decide on the make, model and color you want. 2. Call UBS to obtain the Car Price Sheet, which will list all standard equipment, plus the dealer's factory invoice cost on the basic car or truck, and all factory installed options, available on all American and foreign cars. The sheets are available for \$9.95 for the first sheet and \$5.95 for each additional sheet ordered at the same time. Armed with this information, you will be able to negotiate the best possible deal with a local dealer.

CAR BUYING SERVICE

1. Call and ask for the UBS Car Buying Service — have the make, model and color information ready to give to the operator. 2. UBS will immediately mail you a certificate referring you to a cooperating dealer, who will sell you the car of your choice, at as low as \$150 over dealer factory cost. 3. There is no charge or obligation for this service to CSEA members or retirees.

Don't forget, UBS can also save you money on other purchases as well. For more information see page 19, or call UBS at 1-800-336-4UBS or 1-800-877-4UBS.

CSEAP offers Buffalo computer training

BUFFALO — The Clerical and Secretarial Employees Advancement Program (CSEAP) Training and Technology Center recently announced new free computer training opportunities for employees in the Buffalo area.

The training, **available only to clerical and secretarial employees in the Administrative Services Bargaining Unit** of CSEA, will be held at the South Campus of Erie Community College, 4140 Southwestern Blvd., Orchard Park, N.Y., from 8:45 a.m. to 4:15 p.m., in several sessions during the period from Oct. 16 to Dec. 8.

The courses offered are for personal computer users, IBM PC or compatible systems, and cover several major business software programs, as well as an introductory computing course. With the exception of the introductory course, **eligible applicants must have elementary keyboarding skills and be able to utilize the software training in their**

jobs. While there is no cost to employees or agencies for the courses, agencies are responsible for any travel, lodging, meals and parking expenses incurred.

The courses offered are:

WordPerfect 5.0: Level I — A three-day course offering hands-on classroom instruction to PC operators who want to learn the fundamentals of this word processing package. Upon completion, trainees will be able to generate and modify textual documents such as letters, memoranda and reports.

dBase III Plus: Level I — A two-day course offering instruction on the fundamentals of this database management package. This software allows the user to organize, file and retrieve large amounts of information.

Lotus 1-2-3: Level I — A three-day course offering instruction on the fundamentals of this integrated package. This software allows users to generate numerical tables and create

graphical representations from them.

Introduction to the Personal Computer — This 3-hour hands-on course is designed to give both operators and non-operators of the personal computer an opportunity to learn about hardware, software and floppy and hard disk storage. Note: you need not be operating a personal computer in order to take this course.

Interested employees should complete an application form for each course they would like to attend, and mail them to the CSEAP Training and Technology Center, 855 Central Avenue Rm. 301, Albany, N.Y., 12206. Applications should be mailed immediately, as classes are filled on a first-come, first-served basis. Copies of the application form should be available at agency training offices statewide.

Applicants will be scheduled into the first available training session and will be notified of their acceptance by letter.

California grape growers: The wicked witch of the west



TEAMWORK PAYS OFF!

As part of CSEA's continuing support of the United Farm Worker's boycott of California table grapes, dozens of members and CSEA staff are participating in personal, one-day, water only fasts throughout the year.

Those joining in the fast are helping to continue the unbroken fast, started in late December with CSEA statewide President Joe McDermott's personal four-day fast.

CSEA members scheduled to fast this month are: Bruce Paul, South Wales; Sean Egan, North Chatham; Denice Hamilton Payne, St. Albans; Ernestine Lafayette, Selkirk; St. Clare Payne Jr., Hollis; Patricia Labrozzi, Herkimer; Carole M. Peets, Poughkeepsie; Mary Jane Kruszka, Lakeview; Dorothy Penner Breen, Utica; William Koronas, Perry; Jose Peralta, Haverstraw; Pat Kornely, West Sayville; C. Honle Perry, New York City; Bertha Koronas, Dannemora; George Phelps, Attica; Fran King, Attica; Tony Poldino Jr., Lindenhurst; Mary Kilinski,

Schenectady; Joe Polito, Snyder; JoAnn Kenney, Dansville; Shirley Ponkos, Stuyvesant; Terry Kennedy, Gowanda; Homer Porter, Clyde; Fran Kennedy, Schenectady; Doris V. Pratz, Waterloo; George Kelly, Monticello; Denise Primo, Tupper Lake; Robert Keeler, Rosedale; Lula Presley, Brooklyn; Elizabeth A. Kearney, Saugerties; Ellen Price, DeWitt; Dorothy Prince, Rochester; Marie Prince, Williamsville; Elizabeth Puttre, Patchogue; Cynthia Ramos, Brooklyn; Deborah Ranallette, Sonyea; Barbara Ruse, Buffalo; Sue Remington, Horseheads; Catherine Prescott, North Troy; Charles Rexhouse, Millbrook; Stella Rice, Middletown and Mary Rich, Poughkeepsie.

Staff participating in this month's fast are: Tim Vallee, Ron King, Ann Maglione, Stephen Madarasz, Margaret Pender, Judy Salisbury, Mike Ortiz, Rose Ann Endres, JoAnne Wojick, JoAnne Curtis, Jim Murphy, Ross Hanna, Doug Lundquist and Betty Nichols.

SUPPORT



BOYCOTT GRAPES

Responding to need

Once again, CSEA members have responded to need.

Locals across the state participated in the CSEA Cares Food Drive to help stock the shelves of community food pantries.

"We conducted this year's drive as a Labor Day project and to make our members aware that people go hungry in New York all year long," said CSEA President Joe McDermott.

CSEA hopes that awareness will


encourage locals to undertake food drives of their own throughout the year.

"The network of community food pantries and regional food banks do an excellent job of trying to help people," said McDermott. "But they need our help."

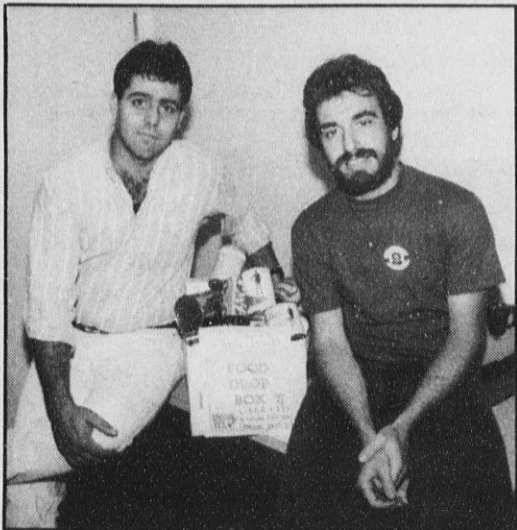
"If all New Yorkers took the time to think about hunger in our state it would be a big step toward solving the problem," he said. "If all New Yorkers donated even one item, it would be even better."

CSEA Cares

FOOD DROP BOX




INSTITUTE FOR BASIC RESEARCH
CSEA LOCAL 438 MEMBERS proudly display some of the food collected for the CSEA Cares Food Drive, at left. From left; local President Mary Greenman; Joe DeRosa; Delores Gibson; Clayton Brown; Lester Sanders; Lou Del Gazo; Carole Griffo and IBR business officer Grace Alexander. Below, SUNY Fredonia CSEA Local 607 ASU representative and food drive coordinator displays donations.



SOUTH BEACH PSYCHIATRIC CENTER
CSEA LOCAL 446 President Joel Schwartz, above right, and local Vice President Steve Gonzalez are pictured with food delivered to the local office. At right Capital Region Workers Compensation Board CSEA Local 671 President Carol Harvin joins with local Vice President Jim Brua and PAC Chairperson Phyllis Shook in reviewing food goods donated by their local.



Therefore be it resolved . . .

A report of the CSEA Resolutions Committee concerning proposals submitted for consideration of delegates attending CSEA's 79th Annual Delegates Meeting Oct. 15 to 20 in Buffalo.

The Resolutions Committee met at CSEA Headquarters on Aug. 29, 1989. In attendance were William McMahon, chair; Allan Teitler, Bill Mairs, Bob Calhoun and Harold Reinhardt. At this meeting the following resolutions were discussed:



— Namibia independence —

Submitted by President Joseph E. McDermott

WHEREAS: The long and tragic colonial history of Namibia is about to close with the process now underway to hold free, fair and democratic elections in Namibia, under control and supervision of the United Nations on the basis of Security Council Resolution 435 (78). For the first time in their more than a century of brutal repression, foreign domination and apartheid, the Namibian people will participate in the electoral process and determine their own future as an independent nation; and WHEREAS: Several challenges lie ahead for both the Namibian people and the international community to ensure that indeed conditions of peace and security are created, enabling the people to cast their votes without fear of intimidation or interference; and WHEREAS: Already South Africa, the colonial and illegal occupier in Namibia, has shown bad faith by using its repressive army to unleash an anti-SWAPO propaganda campaign; issuing Namibian identity documents to thousands of UNITA elements; using the voting age to 21 years and similar other dirty tactics aimed at rigging the elections in favor of apartheid South Africa's puppets in Namibia; and WHEREAS: The tragic events of April 1, only a few hours after a cease-fire agreement between South Africa and SWAPO came into effect, when the South African army of occupation and its local killer units unleashed a bloody and genocidal campaign against unsuspecting SWAPO forces and civilians celebrating the dawn of freedom, are a sobering, sad reminder of things to come.

THEREFORE BE IT RESOLVED: That CSEA decides to remain vigilant and do everything possible to help the Namibian people attain their genuine freedom by:

1. Putting pressure on the United States government to fully support the letter and spirit of UN Security Council Resolution 435 (78) and to this end pay forthwith its assessed contribution;
2. Mobilizing public opinion and the news media in support of Namibia's independence;
3. Assisting in organizing funds for SWAPO for the repatriation and resettlement of Namibian refugees, including women, children, the elderly and disabled persons — as well as to educate the Namibian population, including workers, in this new and crucial experience, particularly in view of the fact that most Namibians have been denied their rights to education by the apartheid regime; and
4. Organizing independent trade union observers to monitor the electoral process in Namibia, with the view to inform the U.S. public for whatever action may be required;
5. Congratulating the leadership of SWAPO in their heroic fight for independence in Namibia and support their efforts for free elections in Namibia.

The Resolutions Committee made a motion to accept this resolution.

— Reclassification —

Submitted by Joseph G. Rotterman, Local 602

WHEREAS the reclassification of pay grades SG-4 and upwards has been in an unresolved state for two years and no immediate movement has been forthcoming in regards to the conclusion of the reclassification program while other bargaining-agent employees have already been reclassified and justly compensated.

NOW, THEREFORE, BE IT RESOLVED that CSEA, the statewide president and Political Action Committee lend its full support and resources to this benefit for all CSEA employees.

The Resolutions Committee recommended that this be referred to Director of Contract Administration Ross Hanna.

— Housing for all —

Submitted by Statewide Secretary Irene Carr

WHEREAS: The availability of decent, affordable housing lags far behind the demand for it and is an issue that affects moderate as well as low income people; and

WHEREAS: The housing crisis severely impacts families who must currently rely on temporary shelter or have no shelter at all, and on those who are mentally and physically disabled; and

WHEREAS: CSEA/AFSCME has historically worked for legislation that would help workers, economically disadvantaged and disabled people to improve their quality of life; and

WHEREAS: There is an urgent need to publicize the mounting problem faced by Americans in obtaining housing and to call attention to pending legislation that would revitalize the national housing policy; and

WHEREAS: CSEA/AFSCME, along with the AFL-CIO and its affiliate unions, has joined a coalition of 50 other organizations to plan a demonstration in Washington, D.C., in support of decent, affordable housing and an end to homelessness.

THEREFORE BE IT RESOLVED: That CSEA/AFSCME endorses the "Housing Now March on Washington" and pledges full participation in the October 7 march.

BE IT FURTHER RESOLVED: That the International Executive Board calls on all councils and local unions to support this event to strengthen the demonstration at the nation's Capitol and to support national housing legislation that would ensure decent and affordable housing for all.

The Resolutions Committee declared this resolution outdated and moot.

(Continued on Page 17)

Therefore be it resolved . . .

(Continued from Page 16)

== Inconvenience pay ==

Submitted by Joseph G. Rotterman, Local 602

The current inconvenience pay amount of \$400 per year for shift workers has not been changed in 10 years and thus is no longer a just and equitable compensation for shift workers.

NOW, THEREFORE, BE IT RESOLVED that CSEA shall promote a change in this program to make inconvenience pay a negotiated percentage of the base pay of all eligible employees.

BE IT FURTHER RESOLVED that a fair and adequate percentage of base pay for all second- and third-shift workers be established immediately.

The Resolutions Committee recommended that this be referred to Director of Contract Administration Ross Hanna.

== EBF monthly statements ==

Submitted by Denise Berkley, Local 447

The trustees of the Employee Benefit Fund must submit a monthly report that includes copies of all correspondence between the Trustees and/or Employee Benefit Fund administrators and outside parties; monthly financial report; the copies of all employment notices of all staff hired and their yearly salaries; the notification to the Board of Directors about any staff employees, attorneys, consultants and their families who have any financial interest in companies that do business with the Employee Benefit Fund. These monthly statements must be provided to the CSEA Board of Directors, local and unit presidents, who have members in the Employee Benefit Fund.

The Resolutions committee ruled this resolution out of order — not in the purview of the Resolutions Committee.

== Central America accord ==

Submitted by President Joseph E. McDermott

The AFL-CIO Executive Council congratulates the five Central American Presidents on their agreement reached on August 7, 1989, in Tela, Honduras, which, when implemented, can lead to lasting peace with democracy in this long-suffering region. We note that the Accord calls for a voluntary repatriation of the Contras by December 1989, and that the FMLN revolutionary forces in El Salvador have been asked to enter into a cease fire and a negotiated peace with the El Salvadoran government. We further note that the democratic opposition, including the ICFTU-ORIT affiliated Confederation of Trade Unions Unity (CUS), has accepted the conditions of the Nicaraguan government for free and fair elections in February 1990. The AFL-CIO has supported all of the recent peace efforts of the governments of Central America from the Contadora Agreement, the Arias Plan and now the Tela Accords. We are now hopeful that the senseless killing will stop and that the long-standing problems of poverty, hunger and exploitation of the workers and campesinos will now be addressed.

WHEREAS the AFL-CIO has backed a stand on the Central American Accords; and

WHEREAS the AFL-CIO recommends the support of these Accords; and

WHEREAS these principles are in accord with established CSEA standards by fair labor appointments;

THEREFORE BE IT RESOLVED that the CSEA delegate body support the AFL-CIO stand on Central America as exemplified in the beginning statement.

The Resolutions committee recommends adoption of this resolution.

RESPECTFULLY SUBMITTED,

William McMahon, Chair

Lou Dramis

Elizabeth Puttre

Allan Teitler

Judy Harrison

Bill Mairs

Patricia Mullon

Bob Calhoun

Harold Reinhardt

Sam Longo

Barry Dean

Kathleen Fetzer

Proposed amendments to CSEA's Constitution and By-Laws, to be considered by delegates attending the union's 79th Annual Delegates Meeting Oct. 15 to 20 in Buffalo, will be published in the next issue of *The Public Sector*.



CSEA BOOKS CAN HELP IMPROVE YOUR TEST SCORES!

CSEA is offering self-study booklets that should help all members, whether local government or state employees, prepare for examinations and improve their test scores in a wide range of civil service examinations.

A career in civil service generally begins by passing an open competitive examination, and the road to civil service career advancement leads through a series of promotional exams. Developing basic test-taking skills and knowing the exam subject thoroughly are the keys to scoring high on promotional exams.

CSEA is also offering a cassette tape designed to help deal with anxiety associated

with preparing for and taking civil service exams. The tape also includes some relaxation exercises that should be useful in lowering stress levels in general.

The self-study booklets and stress management tape are available from CSEA's Education Department. Each booklet is \$3 and the stress-management tape is \$2.50. Use the proper form below to order preparation booklets for state or local government examinations or stress management tapes. The booklet "Improving Your Test-Taking Skills," is suitable for preparing for state or local government exams.

LOCAL GOVERNMENT CIVIL SERVICE TEST PREPARATION BOOKLETS

Civil Service Employees Association
Attn: Education Department
143 Washington Avenue
Albany, New York 12210

Please send me the booklet(s) indicated. I understand the price is \$3 (which includes postage and handling) for EACH booklet I order. I have enclosed a check or money order, payable to CSEA Education Department, for \$_____ to cover the cost of this order.

Improving Your Test-Taking Skills. This booklet is divided into two sections: test-taking tips and sample reading comprehension questions.
(\$3)

BOOKLET (\$3 EACH)

- 1 **Secretarial And Typing Series.** Review work in supervision, secretarial and typing practices, spelling, punctuation, capitalization, etc.
- 2 **Custodial Series.** Review work in supervision, building operations and maintenance, ability to read and follow written instructions.
- 3 **Social Welfare Examiner Series.** Review work in supervision and administration, interviewing, understanding social and human relations problems.
- 4 **Caseworker Promotional Exam Series.** Principles and practices of social casework, interviewing and supervision.

Please send booklet(s) to:

NAME _____
ADDRESS _____
CITY _____
STATE _____ ZIP _____
SOCIAL SECURITY # _____
CSEA LOCAL _____

(EXPIRES 6/30/90)

Civil Service Employees Association
Attn: Education Department
143 Washington Avenue
Albany, New York 12210

Please send me the booklet(s) indicated. I understand the price is \$3 (which includes postage and handling) for EACH booklet I order. I have enclosed a check or money order, payable to CSEA Education Department, for \$_____ to cover the cost of this order.

Improving Your Test-Taking Skills. This booklet is divided into two sections: test-taking tips and sample reading comprehension questions.
(\$3)

BOOKLET (\$3 EACH)

- 1 Basic Math
- 2 Arithmetic Reasoning
- 3 Tabular Material
- 4 Understanding And Interpreting Written Material
- 5 Preparing Written Material
- 6 Supervision
- 7 Payroll And Purchasing Practices
- 8 Basic Algebra And Elementary Statistics
- 9 Concepts And Principles of Normalization For The Mentally Retarded/Developmentally Disabled: Therapeutic Approaches
- 10 Principles And Practices in The Treatment of The Mentally Ill/Emotionally Disturbed
- 11 How to Take an Oral Exam
- 12 Evaluating Conclusions in The Light of Known Facts
- 13 Understanding And Interpreting Written Material II
- 14 Verbal Analysis/Evaluating Conclusions in The Light of Known Facts II

STATE CIVIL SERVICE TEST PREPARATION BOOKLETS

BOOKLET

- 15 Quantitative Analysis/Understanding And Interpreting Tabular Material II
- 16 Contemporary Government And Social Problems
- 17 Written English/Preparing Written Material II
- 18 Administrative Supervision/Supervision
- 19 Coding and Decoding
- 20 Name And Number Checking/Alphabetizing
- 21 Investigative Techniques/Interviewing
- 22 Memory for Facts And Information/Ability to Apply Stated Laws, Rules And Regulations
- 23 Keyboarding Practices/Using Good Judgment in The Provision of Office Support Services
- 24 Work Scheduling/Inventory Control
- 25 Flowcharting/Computer Work Scheduling

Please send booklet(s) to:

NAME _____
ADDRESS _____
CITY _____
STATE _____ ZIP _____
SOCIAL SECURITY # _____
CSEA LOCAL _____

(EXPIRES 6/30/90)

Stress management audio cassette tapes

Civil Service Employees Association
Attn: Education Department
143 Washington Avenue
Albany, New York 12210

Please send me _____ STRESS MANAGEMENT AUDIO CASSETTE TAPE(S). I understand the price is \$2.50 for EACH tape I order. I have enclosed a check or money order, payable to CSEA Education Department, for \$_____ to cover the cost of this order.

Please send tape(s) to:

NAME _____
ADDRESS _____
CITY _____
STATE _____ ZIP _____
SOCIAL SECURITY # _____
CSEA LOCAL _____

(EXPIRES 6/30/90)



YOUR UNION BENEFITS

AT YOUR SERVICE

A handy reference guide to CSEA member services and benefits

CSEA Toll-Free

The union's toll-free telephone number — **1-800-342-4146** — is your direct link to CSEA Headquarters.

When you call the toll-free number, a recorded message describes the choices to put you through to the right place for the help you need.

You need a touch-tone telephone to complete your call without operator assistance. If you aren't calling from a touch-tone telephone, an operator will pick up and complete your call at the end of the message.

If you know the extension number of the individual that you're trying to reach, you can press "0" plus the extension number on your touch-tone telephone at any point during the recorded message and be connected.

If you don't know the extension, the message will give you the following choices:

* For Field Operations or the Empire Plan/Health Benefits Committee, press number 1.

* For disciplinaries, grievances and other legal matters, press number 2.

* For Communications, the Executive Offices or Political Action, press number 3.

* If you have a question concerning dues, membership or agency shop, CSEA group insurance other than health or need to talk to the Finance Department, press number 4.

Employee Benefit Fund

The CSEA Employee Benefit Fund is a CSEA-administered trust fund which provides certain supplemental negotiated benefits for state employees and participating local government employees. It currently administers Dental Care, Vision Care, Prescription Drug, and Package 7 Benefits Plans.

For questions regarding any of the benefits or for assistance with negotiating any plan(s), call: **1-800-342-4274 or (518) 463-4555** or write:

CSEA Employee Benefit Fund
14 Corporate Woods Boulevard
Albany, NY 12211

Education and Training

CSEA can help you prepare for civil service exams with low-cost study booklets and free-to-borrow video tapes and audio tapes.

CSEA also provides educational workshops for union activists eager to learn more about their union responsibilities.

To request booklet order forms or to obtain information on the video/audio tapes or union workshops, call CSEA headquarters at **1-800-342-4146**.

Grievances, Disciplinaries

If you believe you have a grievance, immediately contact your Local grievance representative or shop steward. If they are unavailable, contact your CSEA Unit or Local President, or your CSEA Labor Relations Specialist at the appropriate regional office (see adjacent map). Do not delay if you believe you have a problem; grievances must be filed on a timely basis.

Current Issues Update

To find out what's new and to get information about items of general interest to CSEA members, call toll-free **1-800-342-4146** and press number 5.

AFSCME Advantage Credit Card

The AFSCME MasterCard has one of the lowest interest rates around — 5 percent above the prime lending rate. There is no annual fee.

To obtain an application form, call your CSEA regional office (see adjacent map).

The card is issued by the Bank of New York. If you apply for a card and there is no response within four weeks, call the bank toll-free at **1-800-942-1977**.

Insurance

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

These voluntary group plans include: Basic Group Life, Supplemental Life, Income Protection Program, Hospital Indemnity Plan, Family Protection Plan, Auto Insurance and Homeowners Insurance. **For more details, call 1-800-366-5273 or (518) 381-1600.**

AFSCME Advantage Travel Services

Helps you get where you're going, fast. And saves you money in the process!

You can stretch your dollars with the cost-free travel benefits that include guaranteed lowest available airfare, car rental discounts, hotel and motel discounts and a vacation hotline.

For a free starter kit call 1-800-522-8727.

Safety

To report unsafe or unhealthy working conditions or serious accidents, call your CSEA labor relations specialist. For occupational safety and health information, call CSEA headquarters at **1-800-342-4146**.

Retirement

If you are retiring soon, it's important that you select the proper option from the Employees' Retirement system.

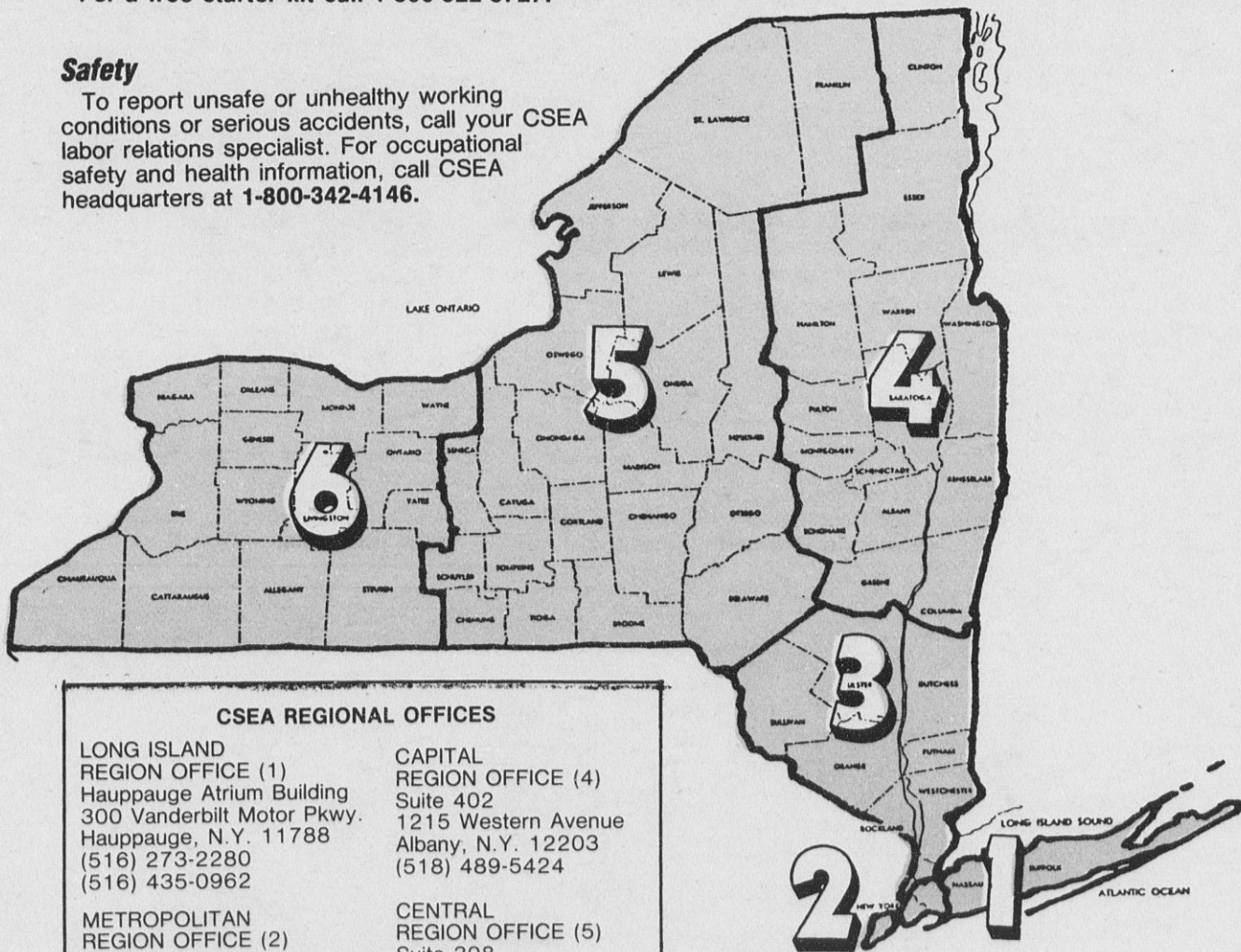
By using the services of a CSEA-provided retirement counselor, you'll be able to plan for a lifestyle in your retirement years that takes into account your anticipated expenses.

For more information, call 1-800-366-5273.

United Buying Service

Get big savings on consumer products through the union's official discount buying service. UBS combines the power of millions of members to negotiate discounts on a whole range of major name discount products.

Everything from automobiles to major appliances, video to home furnishings and more. The program is free to CSEA members and carries no service charges. **To place an order or for pricing information, call 1-800-336-4UBS or 1-800-877-4UBS.** UBS has also set up a hotline for information on limited special monthly offers available only to CSEA members. **For a listing of specials, call the hotline at 1-203-967-2980.**



CSEA REGIONAL OFFICES

LONG ISLAND REGION OFFICE (1)
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300 Vanderbilt Motor Pkwy.
Hauppauge, N.Y. 11788
(516) 273-2280
(516) 435-0962

METROPOLITAN REGION OFFICE (2)
Suite 1500
11 Broadway
New York, N.Y. 10004
(212) 514-9200

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Rural Route 1
Box 34, Old Route 9
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(914) 896-8180

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Liverpool, N.Y. 13008
(315) 451-6330

WESTERN REGION OFFICE (6)
482 Delaware Avenue
Buffalo, N.Y. 14202
(716) 886-0391

AMÉRICA ES MEJOR CON LA

UNION



DIGA SI



OUR UNIONS GIVE US A VOICE...
NO MATTER WHAT LANGUAGE
WE SPEAK.

Our unions work hard to make sure we get not only the paycheck we deserve, but respect and dignity on the job. For every worker. No matter where they come from.

Edward James Olmos, Emmy Award-winning actor from "Miami Vice" and Oscar nominee for "Stand and Deliver," proclaims that message in the AFL-CIO's newest "UNION YES" spots. Look for him in September on both Spanish and English TV networks. He joins Jack Lemmon, Tyne Daly and Howard Hesseman, who return to tell the union story to millions of Americans in their own homes.

The message of our unions is a powerful one, and it's the model for workers around the world who yearn for freedom. Hope. Dignity. Respect. Ideals that mean the same in any language America es mejor con la union di que si.

AMERICA WORKS BEST
WHEN WE SAY...

UNION



YES

