Vol. 13, No. 1

Official Publication of The Civil Service Employees Association, Local 1000, American Federation of State, County and Municipal Employees, AFL-CIO

#### The State of the State:

Restraint, but not retreat

See pages 4 & 5

### DE NEWS YOU CAN USE

#### PAGE 3

If you work for Nassau County, and you're a woman, there's a good chance your employer has intentionally underpaid you for years, according to an expert witness who testified under oath in federal court.

#### PAGE 4

CSEA reacts to Gov. Cuomo's State-ofthe-State message. And what tax cut are they talking about, anyway? Unless you're among the very wealthy, you might pay more, not less, under the socalled "tax cut."

#### PAGE 5

New York state is shifting its tax burden, and many of us will be buried under it. **CSEA President Joe McDermott talks** about what the real cost will be if we do not stop the shift.

#### PAGE 6

Three CSEA members died on-the-job during the holiday period, emphasizing the risks public employees face in bringing essential services to the public.

#### PAGE 7

Straightening up a worksite supply area can be an awesome task, but Bernadette Furelle was up to the challenge.

#### PAGE 8

Just because their job title is stationary engineer doesn't mean the state should be allowed to keep them stationary in

#### **PAGE 9-12**

1989 was an exciting and successful year for CSEA and its members. We take a quick look back at some of the highlights.

#### PAGE 13

CSEA's Employee Benefit Fund is a terrific benefit. Eligible employees saved \$26 million last year under the prescription drug plan alone.

#### PAGE 14

We're known for sticking to an issue like a buildog to a bone because we know persistence pays off. A case in point? The Saratoga Springs City Hall Unit's fight for a contract and a pay raise.

#### PAGE 15

One resolution every CSEA leader should keep this year: check out video tapes from the Joint Committee on Health Benefits video tape library program and show them to the membership.

#### PAGE 16

New York's North Country is certainly remote, but now it's easier for many CSEA members to participate in training programs. And a day care center grows in downtown Brooklyn, and another one on the grounds of Wassaic Developmental Center. Meanwhile, DMV employees in Hempstead should feel a bit more secure these days.

#### PAGE 17

Management of the Empire Plan health insurance program changed hands Jan. 1, and that means you should update yourself on how the program operates.

#### PAGE 18

Pre-retirement planning is the key to preparing for your future.

#### PAGE 19

Your handy reference guide to a variety of CSEA benefits and services.

#### PAGE 20

Worksite construction need not lead to health and safety destruction. One CSEA unit president uses her personal experience to tell you why.

#### A new look for The Public Sector; more concise, easier to read, very informative

There's a new look to The Public Sector this issue. Our new masthead on page 1 reflects the forward thrust of the union into the decade of the 1990's. Like the union itself, the new masthead is clean, efficient and functional.

Introduction of the new masthead completes a series of changes The Public Sector has undergone in recent months to better serve the membership. Without fanfare, we changed the typeface of the publication several weeks ago to a more open, easier-to-read type. We've tried to write our stories with more substance. We have opened-up our

page layouts, making the publication more inviting to our readers.

The Public Sector is your open communications line with CSEA; it's the official publication of your union. It's also your source for information you'll probably find nowhere else, and certainly not from your employer.

We want you to read The Public Sector. Making the publication more attractive and easier to read without compromising on quality of information is what's behind the changes we've made. If we can get you to read it, thoroughly, once, we believe you'll read it again. And

Official publication of The Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, 143 Washington Avenue, Albany, New York, 12210

MICHAEL P. MORAN ROGER A. COLE Editor KATHLEEN DALY Associate Editor

STANLEY HORNAK

Asst. Dir. of Communications

The Public Sector (445010) is published every other Monday. Publication Office: 143 Washington Avenue, Albany, New York 12210. Second Class Postage paid at Post Office, Albany, New York. Address changes should be sent to Civil Service Employees Association, Attn: Membership Department, 143 Washington Avenue, Albany, New York 12210.

COMMUNICATION ASSOCIATES — SHERYL C. JENKS Region I (516) 273-2280 Region II (212) 514-9200 Region III ANITA MANLEY (914) 896-8180 Region IV (518) 489-5424 DAN CAMPBELL Region V (315) 451-6330 MARK M. KOTZIN . . . . . .

RON WOFFORD STEPHEN MADARASZ

Region VI (716) 886-0391 Headquarters (518) 434-0191







#### Key witness in union's pay equity lawsuit says:

# Nassau County intentionally established lower pay scales

By Sheryl C. Jenks CSEA Communications Associate

A key witness in the landmark pay equity lawsuit against Nassau County recently testified that the county intentionally set lower pay scales for female-dominated jobs.

The lawsuit, brought by CSEA/AFSCME on behalf of 7,000 Nassau County employees the unions say have been underpaid, is expected to have national impact.

Dr. Donald Treiman, professor of sociology at the University of California in Los Angeles, testified recently in U.S. District Court in Brooklyn that Nassau County made changes in the grades established in their own 1967 job evaluation study — changes that greatly advantaged male-dominated jobs.

The union's lawsuit charges that following a job evaluation study by the firm Cresap, McCormick and Paget in 1967, the county set discriminatory salary grades.

"The salary grade of the average employee in male-dominated jobs was increased by nearly two grades . . . while the salary grade of the average employee in female-dominated jobs was not increased at all," Dr. Treiman said.

increased at all," Dr. Treiman said.
Dr. Treiman explained how the initial job evaluators assigned a point system which was converted into salary grades, "in such a way as to, on average, result in about a one-and-a-half salary grade reduction for 10 percent female jobs

"The salary grade of the average employee in maledominated jobs was increased by nearly two grades . . . while the salary grade of the average employee in femaledominated jobs was not increased at all."

-Dr. Donald Trieman

relative to 100 percent male jobs requiring the same training, experience and supervisory responsibility."

Dr. Treiman also testified about the huge difference between the original Cresap proposed salary grades and the ordinanced salary grades.

"Consider just the final ordinanced grades," said Treiman. "When these grades are substituted for the grades derived from the point scores, the average differential between all-male and all-female jobs with equivalent training, experience and supervisory responsibility increases about 1.7 salary grades."

Dr. Treiman's comparison of the initial iob evaluation and the county's ordinances reveal the following:

Of jobs with at least 10 incumbents, only one male-dominated job was downgraded (messenger, from grade 2 to grade 1) and six female-dominated jobs out of 40 were downgraded.

Of the 22 upgrades of two or more pay grades, 20 were for male-dominated jobs, one was in a mixed title, and one was for a female-dominated job.

Four of five male-dominated jobs with

more than 100 incumbents were upgraded two or more pay grades, but none of the seven female-dominated jobs with more than 100 incumbents was upgraded at all.

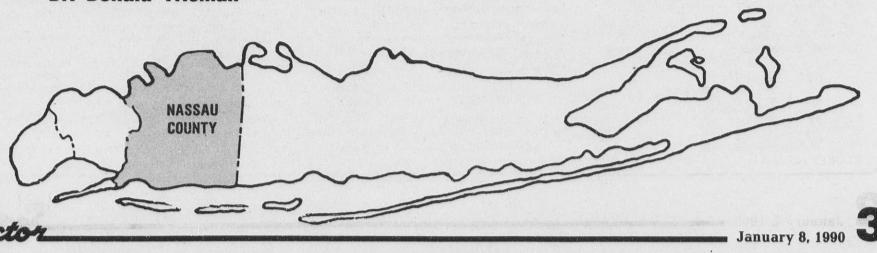
Thirty-seven of the 51 male-dominated titles were raised at least one pay grade, but only 12 of the 40 female-dominated jobs were raised and only one was raised more than one pay grade.

CSEA Statewide President Joe McDermott said he believed Dr. Treiman's testimony was "the smoking gun needed to prove Nassau County set wages for female-dominated positions lower than those for male-dominated positions simply because of gender."

AFSCME is CSEA's international and the nation's largest public employee union with 1.2 million members, over half of whom are women. It has negotiated pay equity with state and local governments from coast to coast. CSEA negotiated a landmark pay equity adjustment with New York state in 1985.

The following examples submitted by Dr. Donald Treiman show the discrepency:

Job Title	Percent Female	Pay Grade Based on CMP Job Evaluation	Pay Grade Established by Ordinance
Laboratory Technician I	82	7	6
<b>Civil Engineering Draftsman I</b>	0	7	9
Registered Nurse III	98	13	11
Sanitarian II	18	12	13
Domestic Worker	99	2 2	1
Custodial Worker I	7	2	4
Food Service Worker	82	2 2	2 5
Laborer I	1	2	5
<b>Transcribing Machine Operato</b>	or 97	4	4
<b>Addressing Machine Operator</b>		3	3
<b>Duplicating Machine Operator</b>	· II 20	3	6



# Gov. Cuomo's State of the State message Some positive signs

By Kathleen Daly Associate Editor

ALBANY — While Gov. Cuomo in his annual message to the state Legislature bashed the federal government for abandoning states, CSEA hopes that he realizes the state could be doing the same to local governments.

Gov. Cuomo said the federal government's income tax cuts over the last eight years simply shifted costs to state and local governments, a shift that has to stop if states are to successfully address serious national issues such as drugs and education.

"Perhaps he understands now that the state government is preparing to do the same with its so-called tax cuts," said CSEA President Joe McDermott. "If the Governor can call for a stop to the federal tax shift, I certainly hope we can count on him to fight the state tax shift."

CSEA wants the state to freeze income tax rates at the current level so that the state can maintain vital services and prevent cost shifting to local governments and property taxes. (See adjacent story and McDermott's message on page 5)

on page 5).

'I would have liked to hear the
Governor say he will stop the tax shift
and freeze personal income tax rates,"
McDermott said, "but at least he didn't
come out against the tax freeze."

The state faces a \$400 million deficit in 1990-91 simply to maintain current services which will grow to more than

\$1 billion the following year if income tax rates are not frozen.

#### Restraint, not retreat

In his message, Gov. Cuomo said that the next budget would require restraint and discipline from the legislators, but should not mean a retreat from progress already achieved.

McDermott said he was also encouraged by Gov. Cuomo's bi-partisan call to the state legislators to press the federal government to start paying its share of the national problems now facing state and local governments.

"We'll be happy to join the governor and state legislators in pressing the federal government to live up to its responsibilities," McDermott said. "If we as a union can help New York, we'll do it. We're asking the state to fulfill its obligations; it only makes sense to do the same at the federal level."

#### Where will the money come from?

Gov. Cuomo proposed a variety of programs CSEA could well support, McDermott said. The only problem is, he didn't outline how the state will pay for them in the face of a \$1 billion to \$2 billion deficit.

"We have to wait until he releases his budget proposal," McDermott said. "That's where we'll find the answers."

McDermott expressed cautious optimism about several proposals. For example, Gov. Cuomo proposed thousands of drug and alcohol

rehabilitiation beds over the next several years and and adding 1,000 community residential beds for the Office of Mental Health and 1,500 in the Office of Mental Retardation and Developmental Disabilities.

He did not, however, say whether the beds will be operated by state agencies or by private sector organizations. McDermott said public employees should serve those new clients.

"State employees have the skills and experience necessary to provide the quality care these people need," McDermott said. "Contracting out this kind of service rarely succeeds, and we hope the Governor realizes this."

Gov. Cuomo also proposed a new state veterans home, a plan CSEA favors to help the aging veterans in New York.

#### The environment

The Governor also proposed a \$1.9 billion Environmental Quality Bond Act which would be used through the year 2000 for land acquistion, parks and historic preservation and solid waste management efforts. It will include recycling projects and aid to local governments to help them in closing municipal landfills.

"Again, the Governor is recognizing the crushing weight facing local governments," McDermott said, "but we need to look at the full proposal closely before we can say a bond act is the best way to help with solid waste

management.'

**Coalition on Economic Priorities:** 

## Stop the tax shift

ALBANY — The state Coalition on Economic Priorities has intensified its campaign to fight the so-called tax cut that could cost the state nearly \$2 billion over the next two years.

The coalition stresses that the final phase of the "tax cut" plan will really mean higher personal income taxes for many low- and middle-income wage earners and will mean higher property taxes as the state shifts costs to local governments and school districts.

CSEA is a leading member of the more than 50 labor, government, human services and religious groups that make up the coalition.

"We support the coalition 110 percent because it is one more way we can be sure our message is heard," said CSEA President Joe McDermott. "We must convince our state leaders to stop the tax shift and freeze income tax rates."

The coalition held a press conference recently to announce its plans to halt the so-called tax cut scheduled to take place in October.

The coalition has documented that the "tax cut" will actually mean many low- and middle-income wage earners will pay more in personal income tax, while the wealthiest of New Yorkers will pay less.

Secondly, the coalition points out that the state stands to lose \$400 million in 1990-91 and more than \$1 billion the following year. That's at a time when the state faces a deficit of as much as \$2 billion if it only wants to maintain — not add — vital services. This doesn't include adding prisons, drug treatment centers or any of the many services so desperately needed to fight crises in drugs and health care.

Finally, if the state continues to shift its burden to local governments, property taxes will rise so that local governments and school districts can maintain their own level of services.

As property taxes rise, they hit many people who can least afford increases, such as elderly homeowners on fixed incomes. And property increases can blot out completely any personal income tax savings for any but the wealthiest New Yorkers.

"In short, New York state residents cannot afford the cuts in services and the hikes in property taxes that this tax shift will bring," McDermott said. "We have a simple message: stop the tax shift and freeze tax rates."

# The cost



## A message from CSEA President Joe McDermott

New York state is shifting its tax burden. As a result, many working people will actually be paying more.

The real cost, however, will be cuts in vital services not only at the state level, but also in their communities.

While the tax shift eases the burden for the wealthiest New Yorkers, it increases that burden for just about everyone else.

The changes in the personal income tax scheduled to take affect in October would cut the highest tax rate. Those who make \$125,000 a year or more will see a significant drop in their income taxes. But those who make less could see

For example, a single wage earner making \$7,200 to \$19,500 will actually pay more in state personal income taxes.

Even state Tax Commissioner James Wetzler agrees. He told the Albany Times-Union in October that "for a substantial number of lower income people, what remains is not a tax cut, but a tax increase."

The tax shift also means that local property taxes will have to take on more of the burden to provide needed and mandated services. Local governments and school districts — and their taxpayers — cannot afford this added strain.

CSEA calls on the Governor and the state Legislature to freeze personal income tax rates at 1989 levels.

Going forward with the so-called tax cut will cost New York state \$400 million in the new fiscal year and more than \$1 billion in 1991-92. But the real cost cannot be measured in dollars.

The real cost is the inability of the state to provide adequate care for the mentally ill and retarded.

The real cost comes in service cuts in local government that ruin the quality of life in our communities.

The real cost can be measured in cutbacks in our schools, hurting our

The special interests of the rich say reducing the highest tax rate will make New York more competitive.

I say devastating public services will leave us unable to care for the

most needy, to maintain our roads and bridges, educate our children and deal with the drug crisis. It will not make New York state more competitive. say New York must maintain its overall health to be competitive.

I say stopping the tax shift is the first step in a long journey to becoming a healthy, more competitive state at all levels. Business, industry and investment do not consider income tax rates alone; they consider services, property taxes

and fiscal common sense as well. The tax shift will damage all of these qualities. Shifting the tax burden from those most able to pay to the property tax which hits hardest those least able to pay will not make New York state more

So the choice facing the state's lawmakers is really a simple one. They can go orward with a program that will benefit very few taxpayers and hurt a great

Or they can stop the tax shift now and use the money to provide public services that will benefit millions of New Yorkers. It's common sense and

Joe McDermott

## Food banks feed New York's hungry every day

CSEA members can help meet the need

NISKAYUNA — The regional food banks of New York state help feed thousands of hungry people every day. CSEA members can help make that job easier.

Nearly three million people are at or near the poverty line in New York state and need the kind of assistance the

food banks provide.

"The food banks fill a very real need," said CSEA President Joe McDermott following a tour of the Regional Food Bank of Northeastern New York's new warehouse and offices.

"People shouldn't go hungry in our state, but they do," he said. "Without the excellent work of the food banks there would be a lot more pain.'

The food banks are not-for-profit organizations dedicated to alleviating hunger and preventing food waste by distributing donated food products to a network of member community food pantries, soup kitchens, shelters and other programs.

There is always a need for food donations, money and volunteers.

CSEA members can help by providing this assistance throughout the year -

not just at holidays.

In the past year, CSEA has conducted two statewide "CSEA Cares" food drives to draw attention to the need and help community programs. There's more to be done.



FOOD BANKS HELP REDUCE HUNGER IN NEW YORK STATE — CSEA President Joe McDermott gets a firsthand look at the operations of the Regional Food Bank of Northeastern New York from the operation's executive director Mark Quandt. The not-for profit food banks provide supplies to community food pantries and numerous other programs throughout the state. There's always a need for more food, money and volunteers. CSEA members are encouraged to help.

"We can raise awareness about the issue on a statewide basis, but it's more important that our locals take action in their own areas, though," McDermott

"Hunger is a big problem, but if every CSEA member did just a little bit, we'd have a big impact.

### Three members die in on-the-job mishaps

Tragedy struck at holiday time with two on-the-job deaths of CSEA members in separate incidents in central New York. Another CSEA member died from an apparent heart attack on the job at a

worksite near Albany.

Robert Howard, 64, an 11-year employee of the state Department of Environmental Conservation (DEC) and member of CSEA Local 117, was killed when the state truck he was riding in struck a propane gas truck that was being towed on Dec. 22. The propane truck exploded.

The mid-morning incident occurred in an ice fog on a stretch of road along the Black River near Watertown. There are some questions about whether the propane tanker was being properly towed.

The driver of the DEC truck suffered minor injuries.

In the other incident, Robert Smithers,

a 53-year-old highway maintenance supervisor with the state Department of Transportation (DOT) and CSEA Local 013 member, died early Christmas Eve morning when the truck he was driving struck a utility pole in Lysander,

Onondaga County.

The incident occurred while Smithers was on a routine road check. The 24-year veteran employee had been working for at least 14 days straight, in shifts ranging from eight to 11½ hours.

There was evidence at the crash site suggesting that Smithers may have swerved to avoid hitting a deer when his truck struck the pole. He was pronounced dead at the scene after a passer-by discovered the wrecked vehicle at 3:30 a.m. on Dec. 24.

'My deepest sympathy goes out to the families of Mr. Howard and Mr. Smithers," said CSEA Central Region President Jim Moore. "This has been a

particularly harsh winter in this section of the state and weather conditions apparently played a role in both mishaps. Highway employees have been working extremely long shifts and fatigue might have been a factor as

James Woodworth, 49, collapsed while at work on Jan. 2 at the state DOT facility at Waterford and was pronounced dead at Leonard Hospital, Troy, of an apparent heart attack.

Woodworth was in waterway maintenance and was supervising the removal of a propeller from a tugboat in

drydock when he collapsed.
"I wish to extend to Mr. Woodworth's family the sorrow we all feel over his death," said CSEA Capital Region President C. Allen Mead. "Mr. Woodworth died as he lived, as a public employee providing services to his fellow New Yorkers."

"The entire family of CSEA is deeply saddened by the untimely deaths of Mr. Howard, Mr. Smithers and Mr. Woodworth, said CSEA statewide President Joe McDermott. "These tragic incidents point out once again the risks public employees face in providing essential services for the citizens of the state. Our heartfelt sympathy is extended to their families."

**CSEA/AFSCME** member Bernadette Furelle

Keeping the store keeps her smiling

WESTCHESTER

YONKERS — When officials at the Yonkers Treatment Plant in Westchester County needed someone to organize their supply room, they turned to CSEA/AFSCME member Bernadette Furelle.

Furelle, a former secretary and Westchester County social services examiner, bid for the job of storekeeper nearly two years ago. The only female storekeeper at any of the county's sewage treatment plants, Furelle took on the job with a vengence.

"It was a mess when I got here," she said. "The job had been open for nine months and everything was completely disorganized. It took me two weeks to

organize the place."

Only three women work in the sewage treatment plant; one is a secretary and another works in the plant. Furelle, a member of Westchester County CSEA/AFSCME Local 860, inventories, orders and distributes all the supplies that are used to keep the sewer plant working and clean — everything from uniforms to nuts and bolts to gauges and paint. The plant serves hundreds of thousands of Westchester County residents.

When she sits at her desk, Furelle is surrounded by shelves and boxes of equipment and parts. "There's always something going on here," she said.

Furelle has always received full support from her co-workers, she said. "The guys are great here," she said.

"A lot of them treat me like their mother. Most of them are young enough to be my children."

One of the best fringe benefits Furelle has is the spectacular view of the Hudson River from her office window. She even keeps binoculars in her desk to watch the boats.

The county Department of Social Services has asked her to return to her job there, but Furelle said she has refused

"Why should I leave this?" she said. "It's a pleasure to work here!"



In Chatauqua County, CSEA Pride rides high



CSEA PRIDE — Chautauqua County CSEA Local 807 President Jim Kurtz, left, and County Employees Unit President Jack C. Rudy decorate the window of the local office with a photo exhibit and CSEA memorabilia in honor of the Jamestown Area Labor Council's 100th anniversary.



## **CSEA** seeks better answer for stationary engineers

By Stephen Madarasz **CSEA Communications Associate** 

After calling a decision by the state Civil Service Department "totally unacceptable," CSEA has formally appealed to the Civil Service Commission to upgrade nearly 2,000 members in stationary engineer titles.

Stationary engineers in state service perform a critical job every day ensuring a safe and comfortable work environment for the majority of state employees in every title and facility from the state prisons to the Senate and

In addition, they provide safe and reliable power to those the state serves from clients in mental hygiene facilities to students on SUNY campuses.

CSEA originally petitioned civil service for the upgradings in 1986. It took the department three years to say "no." They did, however, approve assistant stationary engineers moving from grade 8 to grade 9.

'CSEA had a strong case for the upgradings back in 1986 and the facts are even stronger today," said CSEA President Joe McDermott. "It appears that the Civil Service Department didn't adequately look at all the facts even though they took three years to respond."

In its appeal to the Civil Service Commission - the ultimate authority on state job classifications — CSEA challenges the civil service department's conclusions point by point.

CSEA begins by objecting to the department's evaluation procedure that relies too heavily on a complex Quantitative Job Evaluation System. CSEA believes that in this case, the analysis is flawed by an emphasis on where the stationary engineer titles already fall in state job categories - not

on the reality of the work.

The Civil Service Employees Association, Inc.

Enclosed for your consideration is an appeal of the determination of the Director of Classification and Compensation Engineer title series.

Assistant Stationary Engineer, Grade 8 to Assistant Physical Systems Engineer, Grade 10.

The appeal is for the following reclassifications:

Stationary Engineer, Grade 12 to Physical Systems

Senior Stationary Engineer, Grade 14 to Physical Systems Engineer II, Grade 19.

Principal Stationary Engineer, Grade 17 to Physical Systems Engineer III, Grade 23.

We feel that the Director has relied too heavily on the State's Quantitative Job Evaluation System in arriving at his in our application.

We are confident that upon review of that application and this appeal the Commission will determine that the requested an opportunity to meet, with the Commission in order to discuss may have.

The confident that upon review of that application and the commission will determine that the requested this appeal in greater detail as well as answer any questions you

Honorable Walter D. Broadnax, President New York State Civil Service Commission New York State Department of Civil Service State Office Building Campus

Dear Commissioner Broadnax:

The union argues that more effort should have been made on procedures such as desk audits and interviews with employees and supervisors.

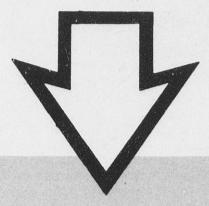
December 28, 1989

CSEA also objects to the department's failure to comprehend the changes that technology has created in the stationary engineering field.

"The stationary engineers did not request reclassification because their jobs had become simpler or less laborious, they requested (it) because their jobs had become increasingly complex due to technological advances, requiring the engineers to acquire knowlege and skills," the appeal stated.

'The difference between the job of the stationary engineer of the mid 1960s and the stationary engineer of the 1990s is like night and day, yet the salary grades remain the same," it adds.

'The real shame is that the stationary engineers are doing the job every day but they've had to wait three years to be told no upgrading," said McDermott. "Now they have to wait again for a determination from the commission it's just not fair.'



Here's what you can do

CSEA members can do something about the Civil Service Department's negative ruling on upgradings for stationary engineers. While CSEA presses the issue with the Civil Service Commission, you can make your views on the subject known to the decision-

Write to Gov. Mario Cuomo and Civil Service Commissioner Walter Broadnax urging their corrective action. Send a copy of your letter to the CSEA Research Department.

Governor Mario Cuomo **State Capitol** Albany, New York 12248

**Commissioner Walter Broadnax** Civil Service Department **State Office Building Campus** Albany, New York 12239

Copies to: **CSEA Research Department** 143 Washington Avenue Albany, New York 12210



A new look, A new logo, A higher social onscience

1989 was a highly successful year for CSEA and it's 250,000 active and retiree members. It was a year in which the union introduced several new member-service programs and shifted into high gear new approaches to union representation. As a result, the union roars into the 1990s at top speed.

We encouraged members to "take a new look at CSEA" during 1989; they did and they told us

they liked what they saw.

Nothing symbolized the forward movement of the union during 1989 better than the change of the CSEA logo. The old logo had served us well for two decades. The new logo, forward looking and dynamic, should serve us for decades to come.

And CSEA and its members reached a higher social conscience during the past year also. Hundreds of members and staff fasted for thousands of days collectively throughout the year in support of United Farm Workers and the boycott of California table grapes. You donated tons of food for the needy and the homeless. We reunited CSEA and SEFA to help the less fortunate.

For a glance at some of the highlights during 1989, turn to pages 10 to 12.



## 189 THE YEAR IN REVIEW

#### **JANUARY**

- \* CSEA opened 1989 with a year-long boycott of California table grapes to demonstrate solidarity with the United Farm Workers union. Hundred of CSEA members and staff fasted for a combined total of several thousand days throughout the year.
- \* CSEA stepped up the union's opposition to apartheid in South Africa. CSEA President Joe McDermott calls for a thorough review of the state Retirement Systems investments in Chemical Bank. And the union's Board of Directors approved a resolution deploring the use of public employee pension funds in corporate takeovers and mergers.
- \* And in yet another social advancement project, hundreds of CSEA members and leaders in New York City marched in protest of, and called for an end to, homelessness.
- \* CSEA launched a petition drive in an effort to convince the state to reform its antiquated reimbursement system to county-owned nursing homes.
- \* In an open letter to Gov. Mario Cuomo, CSEA President Joe McDermott said the union would not tolerate any layoffs as a method to reduce the state's budget deficit.
- \* CSEA scored a major legislative win for state and local government members when lawmakers approved the pretax withdrawal of members' pension contributions. The legislation resulted in a lowering of federal income taxes.

#### **FEBRUARY**

- \* CSEA unveiled a comprehensive package of proposed legislation for consideration by state lawmakers. Union joins The Coalition on Economic Priorities to fight state budget cuts that could damage public services.
- \* CSEA inspections reveal numerous health and safety violations at prestigious Westchester County Medical Center; union calls facility ''unhealthy'' and demands corrective action.
- \* CSEA increases its stature on Albany's Capitol Hill by hiring Kenneth Shapiro, a veteran of 19 years as counsel of Assembly speakers, as its chief lobbyist.
- \* Union greatly expands its legal department; names Nancy E. Hoffman as chief counsel.
- \* Union members demonstrate in Horseheads for a school contract and in Garden City, where village leaders refuse to honor Martin Luther King Jr. Day.
- \* Gloria Moran becomes first woman to head CSEA's Long Island Region.
- \* Union names committee to monitor tougher state commercial driving regulations that will impact on 50,000 CSEA members.
- \* Thousands of CSEA members participate in unionsponsored letter-writing campaign to convince legislators to revise Gov. Cuomo's proposed budget cuts and delay final two years of scheduled tax cuts.

#### **MARCH**

- \* CSEA launches large campaign to halt wide-spread practice of contracting out of public services on Long Island.
- \* CSEA members Pat Finewood, a highway maintenance supervisor, and Ellie Mowry, pavement marking supervisor, become first women to gain those positions in state Department of Transportation.
- \* Union goes high-tech in its fight against governor's proposed budget cuts. Videotapes are prepared and distributed to every state legislator and key policy makers outlining union's position on proposed budget.
- \* CSEA and state join forces in a special labor/management committee to deal with workforce planning issue.
- \* CSEA says it will not be intimidated by "goon tactics" of Westchester County Medical Center administrator following outburst during efforts to rectify a disputed weekend work schedule.
- \* Union gains downstate differential for senior licensed practical nurses.
- \* Calling it an assault on merit and fitness, CSEA sues state Civil Service Commission in effort to prevent newlycreated routine clerical state job from being designated as noncompetitive.
- \* Angry Connetquot school district members take to streets to protest management reneging on contract.
- \* CSEA President Joe McDermott testifies before special state task force that state pension system needs revamping.
- \* CSEA files to exempt more than 230 job titles from state's new ethics law financial disclosure requirements.
- \* CSEA members collect signatures of more than 13,000 county residents in Chautaqua County; county legislature responds by urging state to change its reimbursement formula for public nursing homes.

#### APRIL

- \* CSEA member Richard Jones severely injured in an excavation mishap at SUNY Morrisville. CSEA says mishap was preventable if safety requirements had been followed; calls for state wide adherence to health and safety measures at all excavation and construction sites.
- \* Union continues to press battle against proposed state budget; tells legislators closing corporate tax loopholes would save state hundreds of millions in lost revenue.
- \* On the federal level, CSEA continues to lobby federal lawmakers to restore tax-exempt status of employer-sponsored educational assistance programs.
- \* CSEA succeeds in getting town of Hempstead to stop contracting out refuse collection and return the work back to CSEA-represented town employees.
- \* Union takes credit for forcing Westchester County Department of Social Services (DSS) to correct numerous health and safety violations at Yonker DSS office; CSEA keeps pressure on for more improvements.
- \* CSEA hammers out agreement that continues to exempt CSEA members from paying state open-competitive exam application fees.
- \* CSEA members mark Workers Memorial Day by reminding that more than 100,000 workers die each year from jobrelated injuries and diseases, almost twice the number of Americans killed during the Vietnam War.
- \* CSEA wins series of PERB rulings against Chautauqua County; hopes to reverse county's attitude "of disdain for workers and their union rights," union spokesperson says.

#### MAY

- \* Union successfully gains exemptions for thousands from filing financial disclosure forms under state's new ethics in government law.
- \* Hundreds of CSEA members in Nassau County march to protest county's practice of contracting out goods and services normally provided by public employees.
- \* Meanwhile, hundreds more march in LaGrange after town supervisor arbitrarily reduced employees' health coverage and in Ogdensburg where members protest an ordinance allowing a private sector company to build a halfway house in the city.
- \* And in Herkimer County, CSEA members marched daily to protest a contract impasse situation.
- \* CSEA retirees flood state Capitol to lobby for the mandatory medicare assignment bill.
- \* Years of work by CSEA pays off when state attorney general orders Onondaga County to comply with provision of the state's Right-To-Know Law.
- \* Six sons and daughters of CSEA members named winners of Thomas H. McDonough Memorial CSEA Scholarships.
- \* CSEA steps up campaign to win right to refuse dangerous work legislation to protect public employees.

#### JUNE

- \* CSEA uncovers, reveals details of, a secret toxic substances dump and burial site maintained by the state Department of Transportation in village of Waterford.
- \* Surprise safety sweep by CSEA officials of several Nassau County work locations turns up numerous health and safety violations; union demands immediate corrective actions.
- \* State's newest computer-aided literacy enhancement program opens in Rochester as result of labor/managment cooperative effort.
- \* State University Chancellor promises a new emphasis on safety at SUNY campuses statewide as the result of a demand by CSEA President Joe McDermott.
- \* Oswego County CSEA members continuing daily demonstrations in protest of planned layoffs, forced weekend assignments and reduced services.
- \* CSEA introduces a great new member benefit the Union Privilege Travel Program.
- \* Highway workers got some important protection from a CSEA-sponsored bill signed into law this month. The state speed limit in and around highway construction or work sites is now 35 miles per hour.
- \* CSEA members and their families joined thousands of other union activists from across the nation to lobby in Washington for comprehensive child care and parental leave legislation.
- \* CSEA city of Yonkers members wage a mass protest against a salary cap on city workers' salaries.
- \* Eighteen children of CSEA members named recipients of Irving Flaumenbaum CSEA scholarships.
- \* CSEA says state Office of General Services cleaners getting dirty end of deal; less workers doing more office cleaning than every before. Union calls for increase in state cleaners.
- \* CSEA among first labor unions to endorse David Dinkins for mayor of New York City.

#### JULY

- \* CSEA launches a study into issues and problems facing local government law enforcement members throughout New York state; ad hoc committee appointed.
- \* CSEA Local 670 member Ernestine LaFayette wins Capital District 1989 Bread and Roses Award for her union activities.
- \* SUNY Geneseo College and Craig Developmental Center .CSEA locals, in cooperation with state agencies, sponsor unique two-day drug and alcohol awareness conference that attracts hundreds of employees and family members.
- \* Oswego County ''did a professional job of passing the buck'' when the county turned down an offer from CSEA to provide a staffing specialist to solve problems at the county nursing home. ''It's obvious the county doesn't want to save any money,'' CSEA Unit President Judy Naioti said.
- \* Further demonstrating a deep social commitment, CSEA launches food collection project to help stock community food pantries across the state.
- \* Pair of city of Cohoes employees seriously injured when sewage pumping station explodes; propane gas leak suspected.
- \* CSEA lawsuit spurs state Labor Department to require licensing and certification for all asbestos work covered under state law.

## A great SE Local 1000, AFSCME, AFL-CIO

#### **AUGUST**

- \* CSEA wins a long battle with the state Division for Youth, resulting in 491 employees sharing in \$2.9 million for overtime never paid. It's the largest back pay award ever from a public employer.
- \* CSEA prods the state Division of the Budget into lifting a moratorium on reclassification and reallocation in state agencies.
- \* Union gains alternate weekends off for LPNs in Westchester County; working condition improvements for county Social Services employees being targeted.
- \* Stony Brook University members turn to informational picketing to vent frustration over leave time denial, changed pass day proceedures and double duty assignments. Understaffing at root of the problems.
- \* CSEA prods Nassau County into conducting the first thorough study of its job classification system in nearly a quarter of a century.
- \* CSEA President Joe McDermott named head of NYS AFL-CIO task force investigating how state's public employee pension system is managed.

#### **SEPTEMBER**

- \* Union demanding state change a disastrous new food serving system installed at Manhattan Psychiatric Center.
- \* CSEA says an armed escape by clients at a Division for Youth facility in Brooklyn and lack of response by DFY officials are further evidence of dangerously inept management of the division.
- \* Untimely death of CSEA member Jackie DeMars at age 31 spurs union to change a portion of state civil service law that prohibits state employees from donating personal leave accruals to assist seriously ill co-workers.
- \* Thanks to CSEA efforts, Onondaga County operational employees to receive a quarter of a million dollars in retroactive overtime pay.
- \* CSEA and Putnam County negotiate first of its kind in the state VDT policy.
- \* CSEA members and staff join picket lines in support of striking NYNEX and Eastern Airlines employees at several sites throughout the state.

#### **NOVEMBER**

- \*Determination and solidarity among the membership over several months paid off when Herkimer County employees ratified a new three-year contract after a long impasse.
- \*CSEA members supported candidates endorsed by their union in a big way in the general election.
- \*CSEA/AFSCME pay equity study finds that women in Erie County in general earn thousands of dollars a year less than men. Union calls for a full classification and allocation study of all county jobs as the first step toward closing the unfair wage gap.
- \*Union renews complaints about poor working conditions at the Yonkers District Office of the Department of Social Services.
- \*CSEA blasts town of Huntington for what union called ''politically motivated'' threats to lay off some town workers. Members demonstrated outside town hall to protest town's action.
- \*CSEA prevents Onondaga County from laying off 15 dental hygienists.
- \*Union wins lawsuit, forces Orange County officials to hire from a civil service list. Over in Genesee County, CSEA negotiated back pay and on-call pay for county probation officers assigned to electronic monitoring cases. And in Albany County, CSEA forced the local American Red Cross chapter to restore annual and sick leave accruals of employees the Red Cross had illegally reduced.



#### WE'RE READY FOR THE '90s

Local 1000, AFSCME, AFL-CIO

#### **OCTOBER**

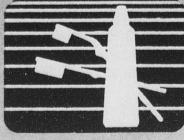
- \*CSEA members in the union's largest local overwhelmingly vote to continue CSEA as their union of choice. Nassau County's 14,000-member Local 830 stays firmly in the CSEA camp after votes in a union representation election are counted.
- \*CSEA's Employee Benefit Fund marks 10th anniversary of providing CSEA members with the finest dental, prescription drug and vision care benefits.
- \*In yet another case of employees being exposed to asbestos fibers, private contractors contaminated parts of the Utica State Office Building. Thanks to CSEA's insistance, employees were tested for exposure and will be monitored in the future.
- \*CSEA members in village of East Aurora work to stay ahead of avalanche of garbage building everywhere in America. Comprehensive recycling and separating program there is among first in state.
- \*Hundreds of CSEA members attending union's annual meeting in Buffalo raise spirits of striking NYNEX workers when they join picket line as show of solidarity and support.
- \*Twenty-five CSEA members appointed to be federal political liasons (PALS) with New York state's Congressional representatives under union's political action program.

#### **DECEMBER**

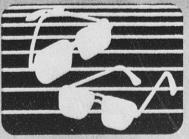
- \* A landmark pay equity lawsuit brought by CSEA/AFSCME against Nassau County got underway in federal court. The unions charge Nassau County has systematically underpaid employees in female-dominated jobs for more than two decades.
- \* CSEA President Joe McDermott, in a letter to Gov. Mario Cuomo, urged a freeze on personal income tax rates in light of another huge budget deficit the state will apparently be facing this coming fiscal year.
- \* Many CSEA members among 70 state employees honored as winners of the 1989 Labor/Management Achievement Awards.
- \* Nearly 500 people at the state Insurance Department's Insurance Liquidation Bureau form CSEA's newest bargaining unit, ending nearly eight years of legal delays and management resistance to the union's organizing campaign.
- \* CSEA claims severe understaffing and mandatory overtime crushing employee morale at State Veterans Home in Oxford.
- \* CSEA raised some serious concerns about potential for harm from cyanide compounds in rock salt used for deicing winter roads in New York state.
- \* The union appeals state Civil Service Department refusal to upgrade employees in the state power plant job series. CSEA called the denial "an incredible example of bureaucratic delay and irresponsibility."



PRESCRIPTION DRUG



DENTAL CARE



VISION CARE

The CSEA Employee Benefit Fund (CSEA EBF) is a negotiated program providing drug prescription, dental and vision care benefits for more than 125,000 CSEA-represented employees in six statewide and more than 260 local government bargaining units. For the benefit of the membership, *The Public Sector* will periodically publish information concerning the CSEA EBF.

#### CSEA Employee Benefit Fund

(518) 463-4555 or 1-800-342-4274

They are the nearly 106,000 eligible employees covered under the Prescription Drug Plan of the CSEA Employee Benefit Fund. These employees and their enrolled dependents account for 1.7 million prescriptions that are covered by the EBF each year, saving CSEA members \$26 million a year!

Costs of prescription medicines are rising rapidly every year but the Employee Benefit Fund has managed to keep the cost to employees at the same level for the past four years. Employees covered by the EBF Prescription Drug Plan pay only \$3 for each prescription filled with a brand name medicine. If the prescription is filled with a generic drug, the member pays only \$1 for each prescription or refill. If the doctor prescribes up to a six-month supply of a medicine it can be obtained through the Maintenance Drug Plan and costs the employee no more than the price of a postage stamp.

The savings to the member can vary greatly depending not only on retail price of the medicine, but also on the size of the member's family, since each of his eligible dependents receives the same benefits under the Prescription Drug Plan.

One of the medications most frequently prescribed is Dyazide caps. If the employee paid for this prescription out of his pocket the cost could be \$13.75 for 30 units, but the eligible employee would pay only \$3. Through mail order, he could get \$82.50 worth of medication with NO out-of-pocket expense.

Tenormin tablets in 50 mg. size may cost approximately \$30 for 30 tablets, but the eligible CSEA members pays only \$3. In the top five of most frequently prescribed drugs is Mevacor tabs, 20 mg. Each tablet is about \$1.65 but the eligible CSEA member has to pay only \$3 for

a month's supply at one tablet per day, and \$3 for each refill. Through the Maintenance Drug Plan he could get \$180 worth at NO cost to himself.

Back in 1983 the Employee Benefit Fund instituted the Maintenance Drug Plan to be used for those medications needed on a day-to-day basis for up to a six-month supply. At that time the eligible employee paid \$1 for each prescription. But the Fund updated the program in January 1986 so that the employee pays none of the cost of the medicine. When the member sends in the Maintenance Drug application with the doctor's prescription, he has to pay only the cost of the postage stamp. The medicine is delivered to the employee's home in as little as a week. The convenience of this plan is evident: no need to make a trip to the drugstore to have a prescription filled, or several more trips for each refill; no need to stand in line at the drugstore; no need to go out in bad weather to pick up a prescription because it will be delivered to the door; and it reduces the possibility of running out of a medication. The mail order feature does not apply, however, to controlled drugs.

Whenever possible, prescriptions should be filled with generic drugs. These medicines have the same active ingredients as the brand name drug. They have the same dosage and strength as the brand name equivalent and have the same medical effect. Patients should request that the doctor state on the prescription that it can be filled with a generic, indicating to the pharmacist that the more expensive brand name drug is not necessary. In that case the employee pays only \$1. By using generics, members help keep plan costs down. Lower plan costs translate into improved benefits for all plan members.

Eligible members receive by mail a

plastic drug plan card from the Employee Benefit Fund which is renewed every six months. The card includes the name of the eligible member and his enrolled dependents. This card indicates to the druggist that the member has to pay only the CSEA prices. About 91 percent of the pharmacies in New York state participate in the CSEA **Employee Benefit Fund Prescription** Drug Plan and display the "Paid Prescription" symbol. If an eligible member should go to a nonparticipating pharmacy, he would pay cash for the prescription but can keep the sales slip and submit it with a reimbursement form. The forms can be obtained by calling the EBF office.

These benefits to the member are made possible by the cost control measures of the Employee Benefit Fund so the savings may be passed on to the members, lowering their out-of-pocket expenses. The drug plan has been obtained through the efforts of strong collective bargaining for members in the four major state groups, and approximately 17 units of CSEA subdivisions in county and local governments. In these days of rising medical costs, the CSEA Employee Benefit Fund offers valuable financial assistance to its members and to their families.

For assistance or information call the EBF Office at (518) 463-4555 or 1-800-342-4274.



## CSEA wins struggle for unit's raises

SARATOGA SPRINGS — Members of the Saratoga Springs City Hall CSEA Unit received some hefty salary increase checks just in time for Christmas last month. And, as a bonus, they got a freshly signed contract.

But it took constant pressure on the city from CSEA and a public protest by the employees in wet, cold, raw weather to get the checks and signed contract.

Most unit members received a retroactive salary increase check ranging from \$1,000 to \$2,000. One employee who also received an upgrading took home a whopping \$14,000 after taxes.

The checks represented pay increases the members should have received in 1988 and 1989. But those increases were held up by the mayor who refused to sign the contract CSEA negotiated with the city. The mayor claimed one position in the bargaining unit should actually be a management position and refused to sign the contract or issue negotiated pay raises to the remainder of the city employees.

CSEA attempted several times to convince the city to pay the rest of the employees their raises while working out a solution to the problem with the single position. When the mayor wouldn't budge, the union filed an Improper Practice charge with the Public Employment Relations Board

The union stepped up pressure on the

Saratoga **Springs City** Hall CSEA Unit members picketed when they heard the city council was to get a raise, while their raises had been held hostage for two years. They finally won, getting raise checks and a signed contract in December.

MARCHING

FOR JUSTICE -

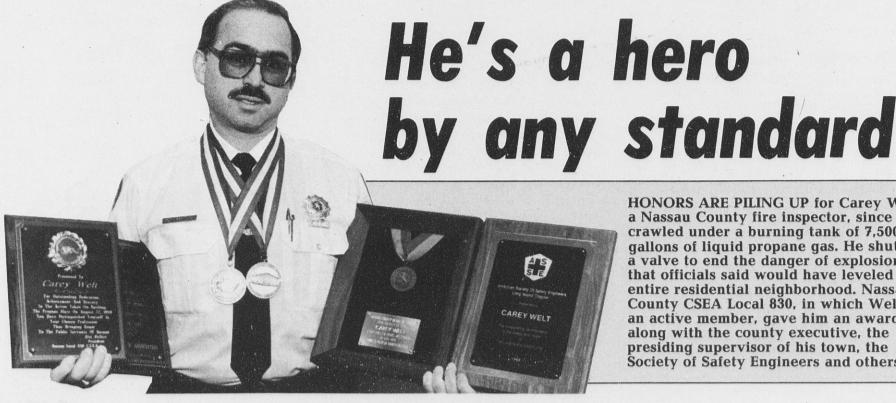
city recently when it was learned that salaries of city council members would be increased. CSEA unit members greeted council members with pickets when they went to city hall for a meeting to consider their salary increase.

'We had no real problem with city council members receiving a raise as long as they recognized our right to the salary increases the city owes us," Unit

President Vincent Arpey said.

CSEA again urged the city to honor the contract and allow PERB to determine the status of the single position in question.

This time the city agreed, clearing the way for the employees to receive their long overdue pay increases in December. The mayor finally signed the contract and the status of the disputed position is now in PERB's hands.



HONORS ARE PILING UP for Carey Welt, a Nassau County fire inspector, since he crawled under a burning tank of 7,500 gallons of liquid propane gas. He shut off a valve to end the danger of explosion that officials said would have leveled an entire residential neighborhood. Nassau County CSEA Local 830, in which Welt is an active member, gave him an award, along with the county executive, the presiding supervisor of his town, the Society of Safety Engineers and others.

CSEA/NYS JOINT COMMITTEE ON **HEALTH BENEFITS** 

> **CSEA HEADQUARTERS** 143 Washington Avenue Albany, New York 12210

> > 1-800-342-4146 (518) 434-0191

**BE SURE** TO USE THE **VIDEO TAPE LIBRARY PROGRAM!** 

come, first served basis.

The CSEA/NYS Joint Committee on Health Benefits is offering a FREE video tape loan program on health and wellness-related topics for use by CSEA locals and units. The tapes are ideal for enhancing membership health awareness at membership meetings, health fairs, information days, Employee Assistance Programs, etc. The following VHS tapes are available on a first

- LIVING WITH STRESS Gives an overview of the subtle pressures of stress and how to cope with them. -15 minutes
- SMOKING: HOW TO QUIT Attempts to show how a program of gradual smoking reduction can be successful. -18 minutes
- MEDICAL EFFECTS OF ALCOHOL USE Includes many of the short-term effects, as well as the not-so-familiar long-term effects, on the liver and other body organs. -12 minutes
- EXERCISE SHOULD BE FUN Describes how we can efficiently and enjoyably burn up calories. -8 minutes
- LOW BACK PAIN Includes a long list of do's and don'ts on how to maintain a strong, healthy back. —14 minutes

#### UNDERSTANDING COMMON BREAST **PROBLEMS**

Informs women about the problems, risks and treatments for breast cancer. -11 minutes

AIDS — THE SURGEON GENERAL'S UPDATE The surgeon general's message is urgent and persuasive as he explains why public education is still the only weapon against this disease. -32 minutes

#### THE EXPANDED ROLE OF NURSES - LEGAL IMPLICATIONS

This tape anticipates and attempts to resolve those disputes by stressing the complementary nature of nursing and medical skills and a team approach to care.

-15 minutes

#### NURSING LIABILITY FOR "DOCTOR'S ORDERS" II This tape offers sound guidance for making difficult decisions based on accepted professional standards, hospital protocol and

concern for patient protection. -10 minutes

**MEDICATION ERRORS** This tape illustrates the communication gaps causing errors that cause risk to patients and staff.

-13 minutes

CSEA local and unit presidents may reserve tapes, at no cost, for union functions by contacting the Joint Committee on Health Benefits at **CSEA Headquarters:** 

1-800-342-4146 (statewide) or (518)434-0191 (Albany area)

## Safety first CSEA wins better security

HEMPSTEAD — Employees working nights at the Department of Motor Vehicles (DMV) in Hempstead can breathe easier now that CSEA Region I President Gloria Moran has gotten the village to implement some important safety measures.

"Some members in the DMV work until 7:30 p.m. and were in fear when they had to walk out to the parking garage to get to their cars," Moran explained. "The area is known as a trouble spot and their fears are certainly

realistic."

So Moran teamed up with State Employees CSEA Local President Tom Byrne and met with village Mayor James Garner. Garner agreed to talk to the police department about more security.

"I received a letter from the chief of police stating that effective immediately a neighborhood aide has been assigned to the parking field in the vacinity of the DMV offices at closing time," Moran said.



**CSEA REGION I President Gloria Moran** 

# State training planned in North Country

A new series of training courses will be available to CSEA-represented state employees in the northern territory of CSEA Region IV this spring.

Under a contract from the State/CSEA Agency-Specific Training Grants Progam, SUNY-Empire State College's Office of Continuing Education and Public Service will offer the series of workshops and courses.

Registration fliers have been distributed to CSEA Local presidents

and facility personnel/training offices throughout the North Country.

Because of the area's widely dispersed population and geographic isolation from the typical workshop sites, state employees have found it difficult to attend many job-skills training programs.

The program's goal is to bring to convenient North Country locations workshops and courses which address the special needs of CSEA-represented state employees in the area.

## Child care news

#### In Brooklyn . . .

BROOKLYN — Good news for state employees working in downtown Brooklyn!

A state-of-the-art child care center is scheduled to open by summer 1990 in the newly-renovated state office building at 55 Hanson Place to serve children as young as eight weeks old to five years old.

To file an application for the Hanson Place Child Development Center, call Madeline Dancy at (718) 834-6352 to assure your child will be placed on the list

While the new center can care for 80 children, you should call promptly because slots are expected to fill quickly. A sliding fee schedule is available from Ms. Dancy.

The Hanson Place Child Development Center's start-up funding is being provided through a joint labor/management effort by the Governor's Office of Employee Relations, CSEA and other unions representing public employees in the downtown Brooklyn area.



#### In Wassaic . . .

WASSAIC — A new day care center has opened on the grounds of Wassaic Developmental Center in eastern Dutchess County.

Dutchess County.

With a capacity for 76 children, the facility has opened at a time when accessible, affordable day care is sorely needed in the area.

The opening is the result of the cooperative efforts of CSEA Council 82, the Public Employees Federation and Wassaic Developmental Center management.

AT THE OPENING of a new day care center at Wassaic Developmental Center are, from left: Una Cauture of PEF; CSEA Local 426 Second Vice President Sy Holder; CSEA Region III President Pat Mascioli; Local 426 Treasurer Al Ackerman; Barbara White, chair of the center's board; Local 426 President Tom LeJeune; and Karen Ferguson, day care center director.





## Important information

Introducing Intracorp...

Plan Benefits Management Program. Their selection follows a nationwide search,

competitive bid process, and rigorous screening by the State of New York. Intracorp has more than 120 offices throughout the country. Each is staffed by registered nurses and other specialists with benefits management program experience.

#### January 1, 1990: **Benefits Management Program Changes**

Since Jan. 1, 1990, the Empire Plan Benefits Management Program has been administered by Intracorp benefits management program specialists.

There is now one telephone number for all Preadmission Certification and Second Surgical Consultation calls:

1-800-992-1213

Details of the program have not changed: The required call for elective hospital admissions, the procedures requiring a Second Surgical Consultation, the \$250 deductible you must pay if the call is not made or the hospital admission is not pre-certified, the \$100 a day co-payment for each day that the hospitalization is not medically necessary and other features have not changed.

The Empire Plan benefits provided by Blue Cross and Metropolitan continue to be subject to the provisions of the Benefits Management Program.

The Benefit Management Program applies to Empire Plan enrollees whose primary coverage is the Empire Plan and to their enrolled spouse and enrolled dependents whose primary coverage is the Empire Plan.

For More Information on the Benefits Management Program and Your Responsibilities: This newspaper highlights only parts of the program. Refer to the Addendum which appeared in the Fall 1988 issue of the Empire Plan Report and your 1986 Empire Plan Booklet/Certificate for further information.

#### When to Call

Hospitalizations: You, a member of your family or your doctor must start the Preadmission Certification process by calling 1-800-992-1213 as soon as your doctor determines that you or your enrolled spouse or child should be admitted to the hospital or approved facility as an inpatient. For emergency, urgent or maternity admissions a call is requested within 24 hours following admission.

**Empire Plan Second Surgical** Consultations: If you live in New York state you must call 1-800-992-1213 two weeks before surgery, if you, your spouse or child is scheduled as an inpatient or outpatient for any of the following procedures:

Deviated Septum Repair

Knee Surgery

Cataract Removal

Prostatectomy (TURP)

Hysterectomy

If you've already had the Second Surgical Consultation for your surgery: Call 1-800-992-1213 for Preadmission Certification if you will be admitted to the hospital for the surgery. If you will be having the surgery more than six months after the consultation, please call Intracorp before the surgery.

**Voluntary Second Surgical** Consultations: If you are Empire Planprimary and you or a member of your family is scheduled for a surgical procedure that is not on this list, you may call Intracorp to request a Voluntary Second Surgical Consultation.

If you do not follow the requirements of the Benefits Management Program

Blue Cross will no longer administer the Benefits Management Program for admission on or after Jan. 1, 1990. However, if you do not follow the provisions of the program, Blue Cross will still review your stay when your claim is received and will apply the following deductibles and co-payments:

• If you did not call the program for preadmission certification of an elective (scheduled) inpatient admission, Blue Cross will apply a \$250 deductible. In addition, Blue Cross will apply a \$100-a-day co-payment for each day during which it was not medically necessary for you to be an inpatient.

 If you called the program and Intracorp did not certify your admission and you are admitted to the hospital as an inpatient, Blue Cross will apply a \$250 deductible. In addition, Blue Cross will apply a \$100-a-day co-payment for each day on which it was not medically necessary for you to be an inpatient. If Intracorp certified only a part of your inpatient stay, Blue Cross will apply a \$100 co-payment for each non-certified day on which it was not medically necessary for you to be an inpatient.

 If you did not call the program within 24 hours or one business day following an emergency, urgent or maternity admission and there were any days during your admission on which an inpatient setting was not medically necessary, Blue Cross will apply a \$100 co-payment for each day on which it was not medically necessary for you to be an inpatient.

· If it is determined that you followed the procedures for emergency, urgent or maternity admissions when you should have followed the preadmission certification procedures for an elective (scheduled) admission, Blue Cross will apply a \$250 deductible. In addition, Blue Cross will apply a \$100-a-day

co-payment for each day on which it was not medically necessary for you to be an inpatient.

In addition, if you do not have the required Second Surgical Consultation and have the surgery anyway, you are liable for the payment of the lesser of 50 percent of the scheduled amounts or \$250 under the Participating Provider Program. Under the Major Medical Program, you are liable for the lesser of 50 percent of the Reasonable and Customary Charges or \$250, in addition to the co-insurance on the difference between the Reasonable and Customary Charges (minus Deductible, of applicable) and your payment.

#### New benefit: mammography procedure

Currently, the Empire Plan covers mammographies performed by either a participating or non-participating provider, when a medical condition is suspected or know to exist. In addition, mammographies are covered as part of routine preventive care when these services are provided by a participating provider.

As of Jan. 1, 1990, coverage for mammographies is also available when provided by non-participating providers even if the mammography is done as part of routine preventive care. The corresponding office visit fee, however, WILL NOT be covered.

Coverage will be available under these conditions:

- Upon the recommendation of a physician, a mammogram for covered persons at any age having a prior history of breast cancer, or whose mother or sister has a prior history of breast cancer;
- a single baseline mammogram for covered persons 35 through 39 years of
- a mammogram every two years for covered persons 40 through 49 years of age, or more frequently upon the recommendation of a physician;

 an annual mammogram for covered persons 50 years of age and older. If services are provided by a hospital, payment will be made by Blue Cross subject to the applicable co-payments for

outpatient x-rays.

If services are provided by a participating provider, services are covered by Metropolitan Life Insurance Company subject to applicable co-payments. If services are provided by a non-participating provider, coverage is subject to the annual deductibles and co-insurance provisions.

**Directions** Prepare for PLANNING future

Directions is a pre-retirement education program developed and conducted by the state Office for the Aging with joint labor/management funding from New York state and CSEA, the Public Employees Federation and AFSCME Council 82. Directions conducts pre-retirement planning seminars across the state and has written the "Self-Help Guide to Pre-Retirement Planning" for employees of state agencies.

state agencies.
Directions will answer some important

questions about pre-retirement planning for all public employees through this column.

## Resolutions you should make

Here are five suggestions for your list of New Year's Resolutions:

1. Get a will. Nine out of 10 people have a will already. If you die without a will, New York state divides your assets for you. It requires that all goods and assets be sold and the proceeds be distributed to your heirs, with one-third going to your spouse and two-thirds to your children.

One woman whose 47-year-old husband died unexpectedly left no will. She had to sell the farm they developed, the house they built and the horses they raised. She received one-third of the proceeds. The rest was divided among his adult children and their five-year-old. She had to go on welfare.

If you have no will, your survivors will have to prove they are your heirs. A week after her mother died unexpectedly, one grieving woman had to travel to the county of her birth to prove she was her mother's heir. That's the first step in probating an estate without a will.

Simple wills are not expensive: upstate they generally cost \$45 to \$60; downstate fees run between \$90 and \$120. Do-it-yourself will kits usually are not recommended. If you move out of state, have your will reviewed in the new state to be sure it complies with its requirements. For example, Florida requires three witnesses, New York only

Since only the original will is valid, you must keep it in a safe, fireproof place. The metal box under your bed is not fireproof; your safety deposit box will be sealed for two to three weeks at your death, and your executor may need the will sooner. Your lawyer will offer to keep it in the office's fireproof safe, or you can register the original with the county clerk. Be sure to tell

If you die without a will, New York state divides your assets for you.

your executor where the original is

2. Carefully list your assets and their location. If your insurance papers, bank books, titles and other information are scattered through the house, it quarantees a hassle for your executor or added legal costs if the lawyer has to track everything down.

The list must include the location of your will and other legal papers; divorce and discharge papers; birth, marriage and stock certificates; insurance policies; bank books; and the address for the state Employees Pension Plan. The library has books with suggested formats for your asset list. Again, be sure your executor knows where to find the list.

A living will allows you to specify what care you do and do not want if you are unable to state your wishes.

3. Get a durable or springing power of attorney. If you become incompetent, even temporarily, no one can pay your bills, deposit your pension check or make medical decisions for you without going to the expense and time of filing for conservatorship.

You can get a form for about 85 cents at any stationary store that sells legal supplies. The form does not need to be notarized, but that is sometimes helpful.

You can choose either durable power of attorney or springing power of attorney. The first remains in effect when the person is no longer competent; the second only goes into effect when the person is incompetent. Be thoughtful about the person you give this power to. Keep the form at home or at your lawyer's office so the person you've given this power to can only get it when necessary. Again, let the person know where the form is kept.

4. Complete a living will. A living will allows you to specify what care you do and do not want if you should ever be in a medical condition from which you can not recover and you are unable to state your wishes.

In New York state, no one has the right to make medical decisions for you if you become incompetent — not your spouse, parents or children. You can give that right to someone through the durable or springing power of attorney; a living will instructs them as to what you want them to do. If a person doesn't have a living will, New York state courts can decide — and have — that a person must be kept alive indefinitely.

A living will also protects your decision if you believe everything possible should be done for you even if there is no hope of recovery.

For a \$3 donation, the Society for the Right to Die will send you a living will and a durable power of attorney designed for New York state residents. If you are moving out of state, specify which state you need the forms for.

> Society for the Right to Die 250 West 57th Street New York, N.Y. 10107

Once you have filled out the living will, it is important that you discuss it with your family and doctor. If your family takes your living will to court, judges in New York state are usually inclined to order it be followed if you have a history of talking about your

Be sure people know where you have filed this document.

5. Tell your legislators how you feel about medical care proxy legislation. The state Legislature will again consider legislation that would allow individuals to designate one or more people to make medical decisions if they are unable to do so. Some feel it would allow for more flexible and appropriate decision-making. Others fear that it could be used inappropriately. Find out about this important legislation and let your state legislators know how you want them to vote.



### AT YOUR SERVICE

#### 3 = 7 = 5

#### 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

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 "O" 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

\* 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 CSEAadministered 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-toborrow video tapes. A small selection of audio tapes are available to the visually impaired.

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 union workshops, call CSEA headquarters at 1-800-342-4146. For information on videotapes, contact your CSEA regional

#### 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 adjacent map). Do not delay if you believe you have a problem; grievances must be filed on a

#### 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 costfree travel benefits that include quaranteed lowest available airfare, car rental discounts, hotel and motel discounts and a vacation

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

#### 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.

General retirement information is available by contacting CSEA's Retirement Department, CSEA Headquarters, 143 Washington Avenue, Albany, N.Y. 12210. (518) 434-0191 or 1-800-342-4146.

#### **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.



Specialist at the appropriate regional office (see

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

SOUTHERN REGION OFFICE (3) Rural Route 1 Box 34, Old Route 9 Fishkill, N.Y. 12524 (914) 896-8180

CENTRAL REGION OFFICE (5) Suite 308 290 Elwood Davis Road Liverpool, N.Y. 13088 (315) 451-6330

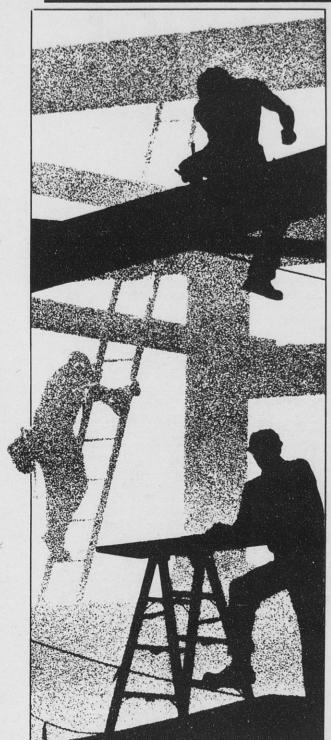
WESTERN REGION OFFICE (6) 482 Delaware Avenue Buffalo, N.Y. 14202 (716) 886-0391

#### 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.

January 8, 1990

#### Unique task force tackles the problem in Oswego County



## Workplace renovations can be constructive, not destructive

By Mark M. Kotzin
CSEA Communications Associate

MEXICO—CSEA Unit President Charlotte Adkins knew she would have to act decisively when her co-workers in the Oswego County Department of Social Services (DSS) building were put at risk on the job.

Adkins' concerns led to creation of a specialized labor/management task force that succeeded in correcting many of the problems, lessening the impact of others and preventing many more that

probably would have arisen.

Construction of an addition to the Oswego County Department of Social Services building had exposed more than 200 county employees to potential health and safety hazards, Adkins said. Realizing that additional problems were bound to arise, Adkins decided being prepared would be the best way to prevent as many problems as possible.

The specialized labor/management "building construction task force" grew out of exploratory meetings between Adkins, CSEA Labor Relations Specialist Chris Jamison and management

representatives.

The task force is comprised of eight building employees who meet with building maintenance and management representatives on a weekly or asneeded basis. Adkins and task force representatives meet daily with DSS Commissioner Steven Rose and Construction Foreman Larry Barber to go over the day's construction schedule. Any work that could be potentially harmful to employees is scheduled for late in the afternoon.

Adkins said she's pleased with management's response to union concerns about the construction project and that there has been a considerable decrease in problems since the task force was formed.

"Commissioner Rose and other management representatives have been very cooperative, helpful and sympathetic," Adkins said. "In fact, management asked for additional money to pay the overtime so people can do the hazardous work after four o'clock."

Problems that heightened Adkins' concerns and led to creation of the task force included the closing of a waiting room and the front entrance when the addition had to be shifted from the north side to the west side of the building due to a soil contamination problem. Closing the front entrance and waiting room was both inconvenient and potentially hazardous to staff and clients, she said. Relocated exits and blocked fire exits created more hazards.

Adkins was also concerned that, because of open walls and heat being turned off on weekends, the temperature in the building was often below 55 degrees. Rain leaking into carpets and wall insulation caused mold and mildew buildup that led to four employees going on compensation leave due to respiratory ailments. Toxic fumes from curing contact cement and drying insulation foam were also serious problems affecting the employees.

Adkins says she learned a lot from her experience, and has compiled a "how to" list for CSEA officials and members faced with building construction at their

worksite.

Based on her personal experiences in dealing with a major construction project at her worksite, Charlotte Adkins recommends the following for people encountering similar situations:

\* Try to keep an open relationship with management so problems can be communicated and worked out together. Establishing a regular series of meetings between labor, management and building contractors will further this goal.

\* Investigate completely any potential health hazards to employees related to the construction project. Maintain a constant dialogue with employees to recognize any warning signs or symptoms of problems.

\* Be certain fire exits are never blocked and that evacuation drills and plans are updated to reflect changes caused by any new construction.

\* Know what chemicals are being used. Paints, cements, glues and insulators can produce fumes that may be toxic. Under the Right to

Know Law, the employer must let you know what chemicals are being used and what effects they may have.

\* Keep employees updated and informed about what work is being done. Do not let rumors get started about hazards that do not exist.

\* Be sure work areas are properly sealed off so employees are protected from fumes, weather, debris, etc.

\* Be sure open areas are properly heated and that any heaters near employees are used properly and safely so they do not expose workers to toxic fumes.

\* If management is not cooperative, file a class-action grievance on behalf of all employees that are affected by unsafe conditions.

\* Remember — CSEA has specialists trained in safety and health. If you have a question, ask them. Your CSEA occupational safety and health representatives can be reached through your regional CSEA office. You may also contact CSEA Director of Safety and Health James Corcoran toll-free at 1-800-342-4146.

