

THE  
PUBLIC

# Sector

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



**We're  
throwing  
away our  
future**

See page 3

# INSIDE NEWS YOU CAN USE

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We're being buried alive in our own garbage. A CSEA task force suggests we must stop "throwing away our future" before it's too late.

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Some western New York mental hygiene employees discuss on-the-job injuries, which have become a fact of life as understaffing increases.

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Once you've negotiated a contract, you have to enforce it. And no one does it better than CSEA. Arbitration wins for SUNY Stony Brook and Starpoint School District employees prove the point.

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Your handy reference guide to CSEA member services and benefits.

## PAGE 20

If Gov. Cuomo thought his early retirement plan would be welcomed with opened arms, he was in for a shock.

## PUC pension funding method poses risk to system

ALBANY — CSEA received some influential support in its opposition of the newest plan to raid the Public Employee Retirement System (ERS).

The ERS Retirement Benefits Committee, which advises Comptroller Edward V. Regan, adopted a resolution

### Late change of testing site a problem for many in NYC taking promotional exams

NEW YORK — State workers who were scheduled to take promotional examinations for typist, stenographer and senior stenographer on Saturday May 5, 1990, at Brandise High School, arrived to find the test location changed at the very last minute.

If you failed to be notified that the location was changed from West 84th Street to East 67th Street (Julian Richmond High School) and experienced problems in connection with taking your test, immediately contact Peter Elmindoif (518) 457-2289.

Several thousand New York City area employees may have been affected.

opposing the projected unit credit (PUC) method of determining employer contributions to the retirement fund.

The committee also voted to have Regan conduct an actuarial study of the future of the ERS which assumes PUC is in place. CSEA has a representative on the advisory committee.

Regan, sole trustee of the ERS, opposes the the PUC method.

"The PUC method is robbery, and public employees are the victim," said CSEA President Joe McDermott. "It reduces the employers' contributions to nothing, while many employees must contribute. And instead of using the fund to supplement benefits, the state stacks the deck so only employers benefit."

## Delegate election results available upon request

Complete results of the recent election of CSEA delegates to AFSCME's 1990 Convention are available.

CSEA members elected 218 delegates to attend the 1990 AFSCME Convention June 25-29 in Miami, Fla. Names of delegates elected were published in the April 30 issue of *The Public Sector*.

Results, including vote totals for all candidates by region, are available for review by contacting the appropriate CSEA regional office. Election results are also available by contacting Marcel Gardner at CSEA statewide headquarters, 1-800-342-4146 (toll free) or (518) 434-0191.

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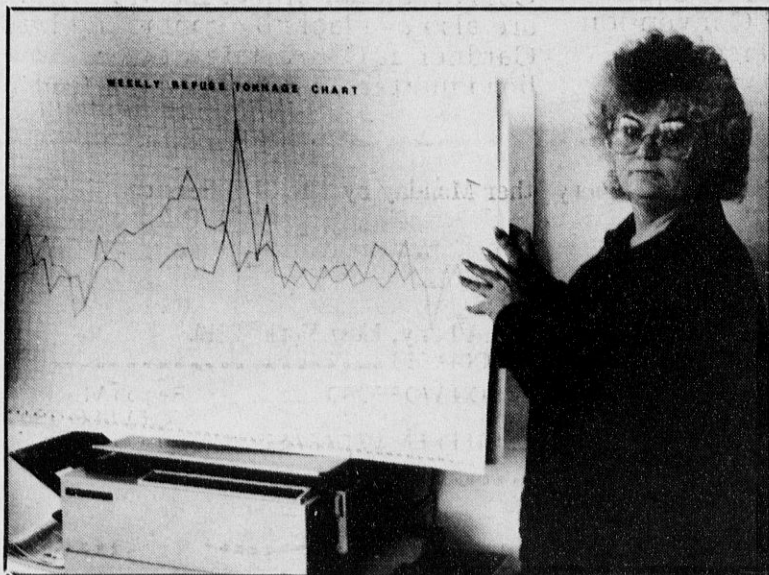


## CSEA solid waste report

# Garbage is a taxing problem



**CSEA SOLID WASTE WORKERS** — CSEA members perform a variety of jobs related to solid waste. Above, CSEA Town of Hempstead Local 880 recycling workers Eric Johnson and Scott Moffit on the job. Below, Town of Brookhaven CSEA Unit member Liz Moore tracks the amount of garbage coming into the town landfill. Below right, CSEA Town of Oyster Bay Local 881's Phil Pugliese and Greg Loeffler are involved in capping the now-closed Bethpage landfill. *The Public Sector* will report on the activities of CSEA solid waste workers and the garbage crisis' impact in coming editions.



What you throw away today, you pay for tomorrow and the tab is spiraling out of control.

That's the finding of *Throwing Away Our Future*, a new report by the CSEA Solid Waste Task Force. The report calls for take-charge government action, including World War II-type recycling efforts to solve New York's garbage crisis.

"There's no one simple solution to the problem but it's clear that government's just not doing enough," said CSEA President Joe McDermott in releasing the report.

"The problem is not going to solve itself and it's time for the state and local governments to stop passing the buck and start finding real answers," he said. "If we keep up the way we're going, governments will be spending all of the taxpayers' money just to get rid of garbage."

Per capita generation of garbage increased 4.2 percent between July 1988 and January 1990.

The CSEA report urged government policies that encourage a change in lifestyle or exact a toll for non-compliance. These might include higher container deposits; deposits on containers other than cans and bottles; restrictions on non-biodegradable packaging; and garbage disposal fees based on a pay-as-you-throw approach.

Mandatory source separation of newspapers, glass, plastics and metals is required by 1992. Yet the CSEA Solid

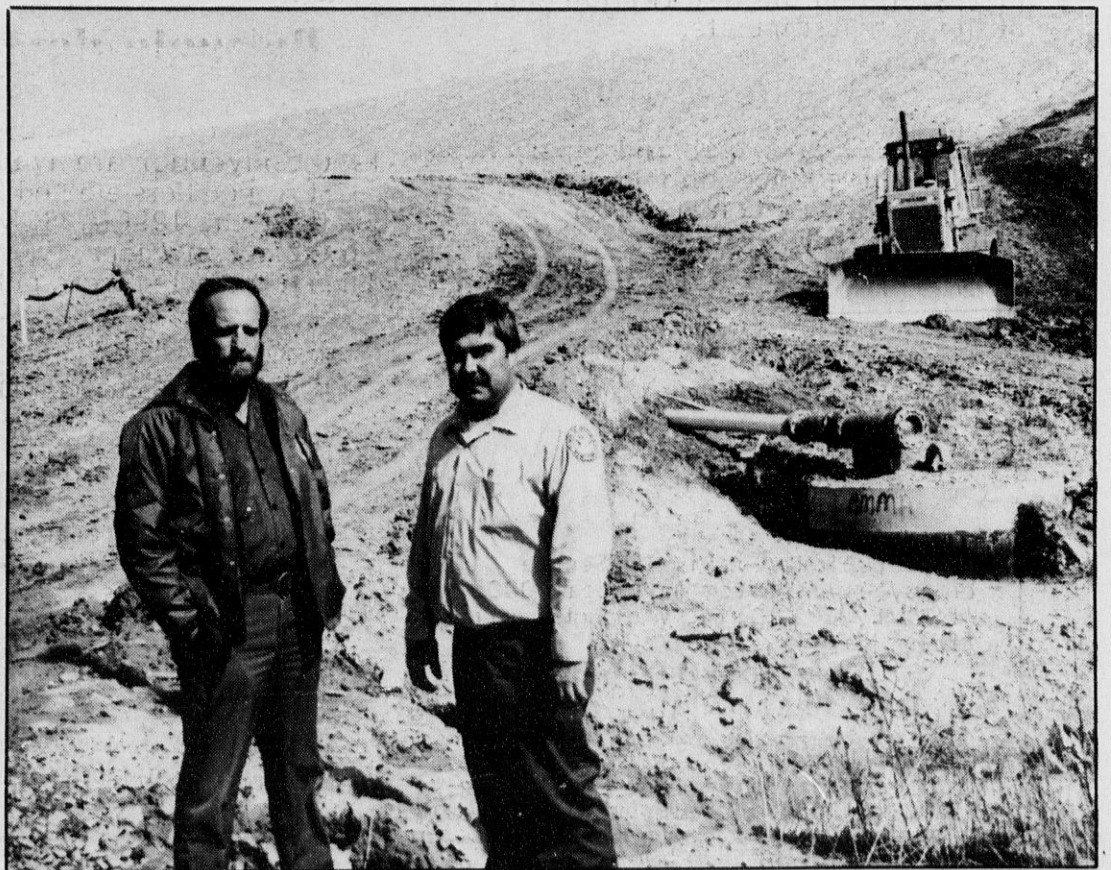
Waste Task Force found it nearly impossible to evaluate the statewide progress toward that goal because of inconsistencies in community efforts.

"Every community has a different approach and it's like trying to compare apples and oranges," said CSEA member William Walsh from the Town of Brookhaven who chaired the task force. "In many places the local officials can't even tell the effectiveness of their programs."

Among other task force findings:

- \* **By law, waste reduction must be New York's first priority, yet there's no comprehensive program;**
- \* **Some incineration of garbage may be a necessary evil, but there should be no rush to burn. Aside from health concerns, incinerator contracts with private operators cost taxpayers plenty and leave local governments with tons of toxic ash;**
- \* **Reduction and recycling only work if people understand the importance and participate. CSEA should use its ability to reach tens of thousands of New Yorkers and their families to promote the issue;**

The CSEA Solid Waste Task Force was appointed by McDermott to review the impact of the garbage crisis on the nearly 2,000 CSEA members who work in sanitation and landfill operations and suggest actions to protect the interests of CSEA members as consumers and taxpayers.



# SUNY parking fees

# NO!



SUNY Farmingdale

If demonstrations and thousands of signatures on petitions weren't enough to convince SUNY officials that parking fees are a bad idea, then they better brace themselves for the next round.

The groundswell of opposition to the parking fees is growing in campus communities across the state.

Under the parking fee plan proposed by SUNY Central Administration, individual campuses must choose to impose the fees or take cuts in other parts of their budgets. The decision is left up to the campus councils.

But councils across the state are rejecting the plan. SUNY Alfred, Canton, Cobleskill, Cortland, Farmingdale, Morrisville, Old Westbury, Oneonta, Oswego, Purchase and Syracuse have voted against the parking fees.

Reportedly the campus councils at

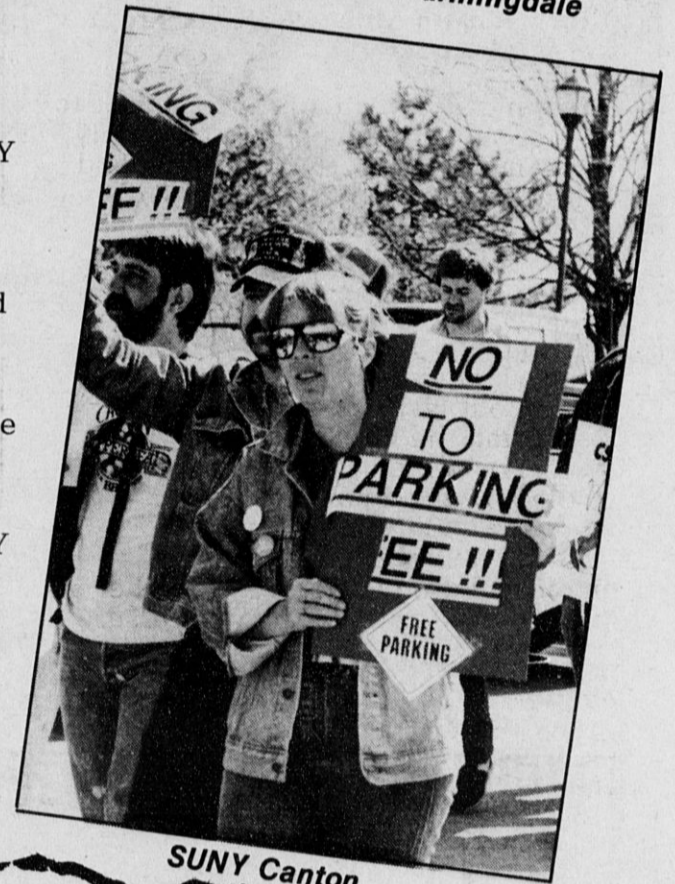
Binghamton, Brockport, Plattsburgh, Potsdam, Maritime College, and the State University at Buffalo have voted for the parking fees.

Meanwhile, CSEA members joined with other SUNY employees and students in demonstrations to put pressure on campus councils and SUNY Central. The message was clear: NO PARKING FEES.

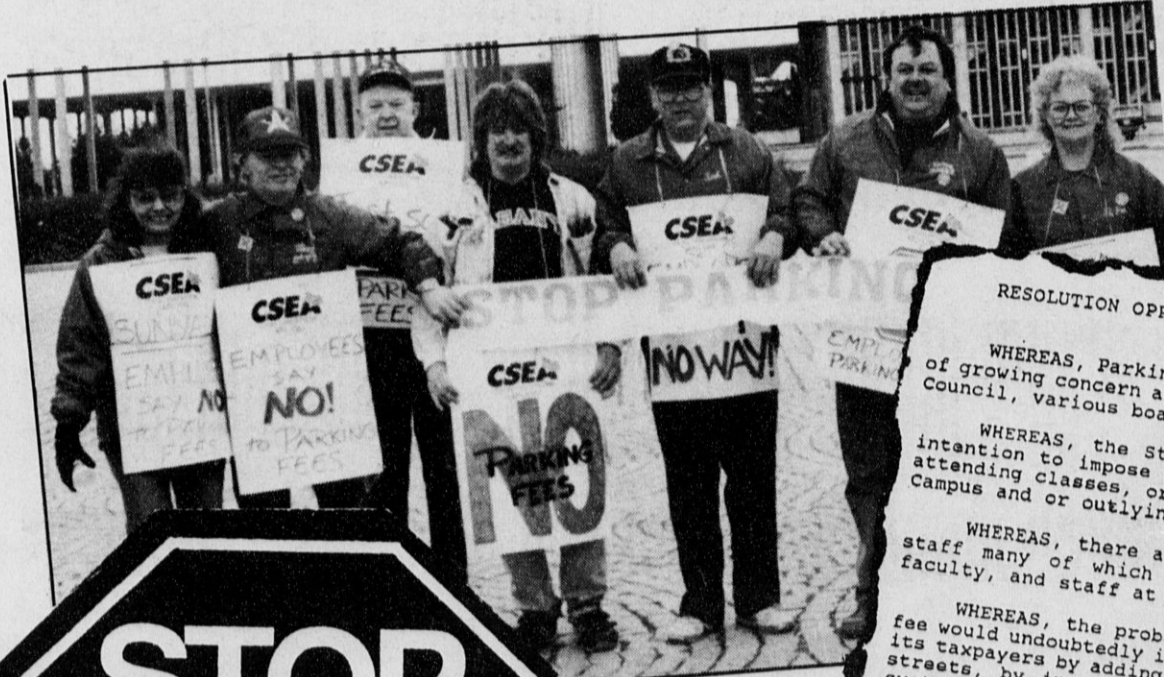
That message has been reinforced locally and statewide.

The Alfred Village Council, Cortland City Council, Delhi Village Board, Syracuse City Council, Oneonta Town Council and Potsdam Village trustees have approved resolutions opposing the SUNY parking fees.

Additionally, state Assemblyman Joseph Pilitiere (D-Niagara Falls) has introduced legislation to prohibit SUNY from imposing the fee.



SUNY Canton



SUNY Albany



RESOLUTION OPPOSING PROPOSED PARKING FEE ON SUNY CAMPUSES

WHEREAS, Parking problems in the City of Syracuse are a matter of growing concern and increased discussion and study by the Common Council, various boards, commissions and city officials; and

WHEREAS, the State University of New York has indicated an intention to impose a substantial parking fee on anyone working, attending classes, or living on the main State University College Campus and or outlying properties; and

WHEREAS, there are in excess of 2,000 students, faculty and staff many of which park on campus and over 15,000 students, faculty, and staff at nearby Syracuse University; and

WHEREAS, the probable results of the imposition of a parking fee would undoubtedly impact negatively on the City of Syracuse and its taxpayers by adding immeasurably to the parking problem on city streets, by increasing public transit needs at a time when the system is already heavily used, and most likely impact negatively on public parking facilities in the city; and

NOW, THEREFORE

BE IT RESOLVED, that the Common Council of the City of Syracuse be on record as opposing the imposition of this parking fee at the campus of the State University of New York, College of Environmental Science & Forestry; and

BE IT FURTHER RESOLVED, that this Common Council express its concerns about the imposition of this fee to the Board of Trustees, administrators, and to D. Bruce Johnstone, Chancellor of the State University of New York.

# POWER to the people

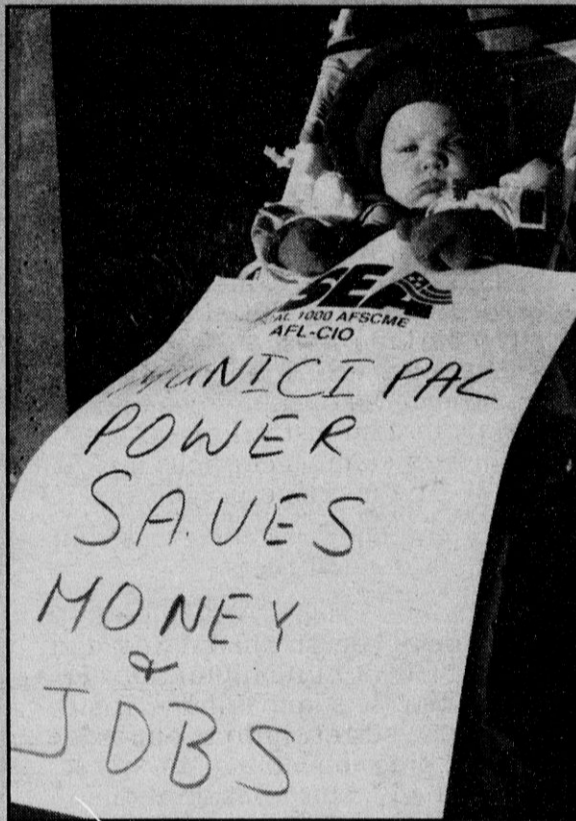
**Editor's Note:** One of the debates these days in the Watertown City Council chambers centers on the question of power. But unlike debates in other legislative chambers which usually involve *political* power, the discussions in Watertown are more likely to deal with *electrical* power. For, when it comes to electricity, Watertown is a city divided — part public and part private.

WATERTOWN — CSEA has turned up the heat, so to speak, in an effort to convince the city council to expand the city's municipal power supply and not contract out to the private for-profit Niagara Mohawk Power Corporation.

Waving signs calling for a "power to the people" city-owned power supply, CSEA members from Watertown and Jefferson County CSEA Local 823 marched in an informational picket before a recent meeting of the city council. The council had been scheduled to consider merging the existing city-owned and Niagara Mohawk power operations by either buying out Niagara Mohawk and expanding the municipal power system or selling the municipal plant to the power corporation.

CSEA favors expanding the municipal system, and put together a campaign to counter heavy pressure

from Niagara Mohawk on council members to sell the city power system to the private utility.

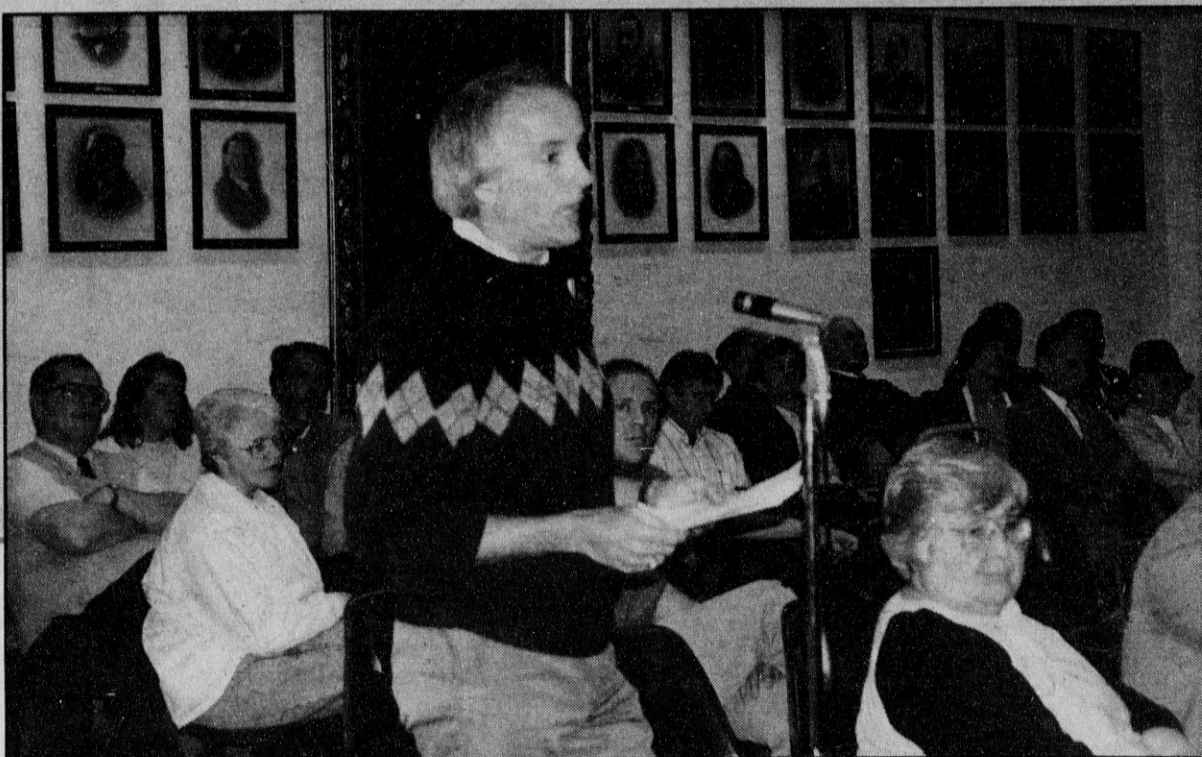


**YOUNG ACTIVIST** — Britn Haviland rolls down the picket line in support of municipal power expansion. Britn's father, F. Tag Haviland, works at the city's hydro-electric plant.

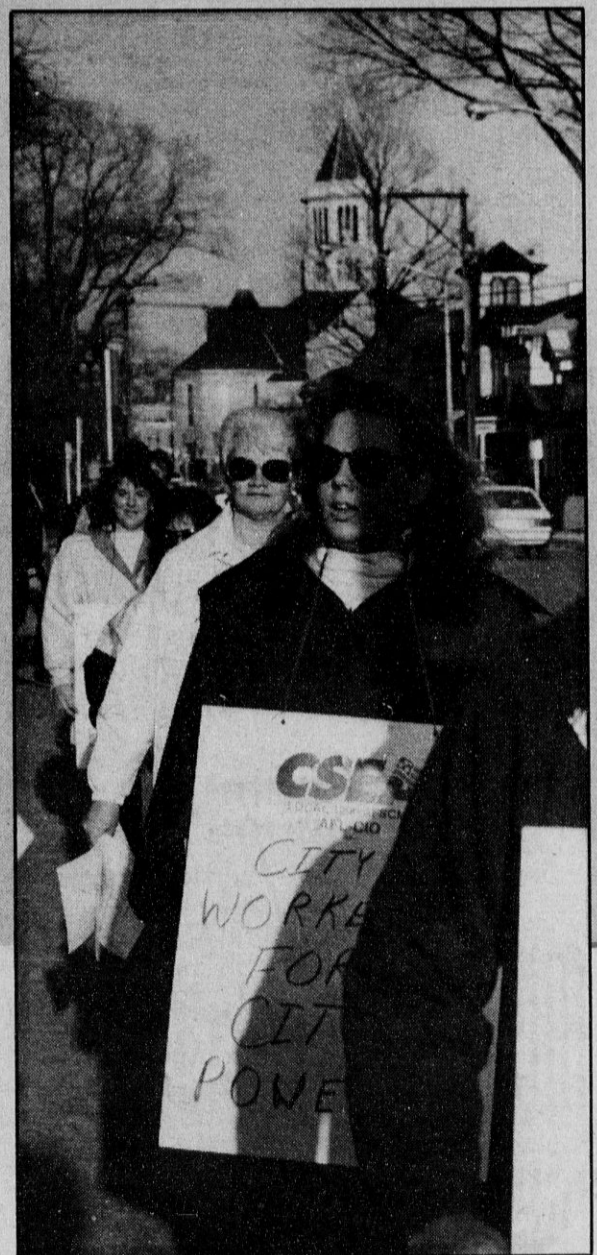
CSEA staff and members told council members during the meeting that municipal power rates would be 60 to 70 percent cheaper than Niagara Mohawk's rate estimates. CSEA, which represents 10 employees at the city's hydro-electric plant, also said expanding the municipal power supply by merging the Niagara Mohawk operation would not only save those jobs, but create additional employment.

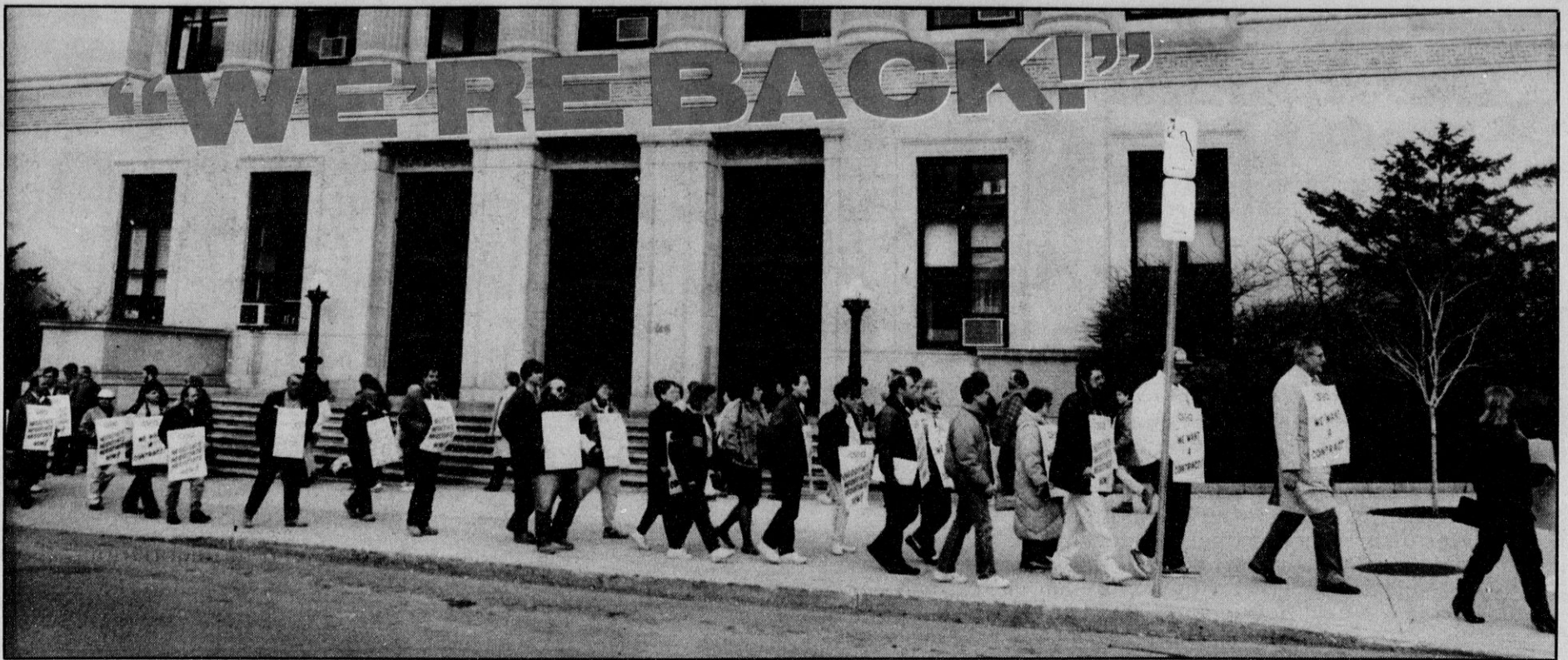
Union members urged the council to resist pressure from the utility for a quick vote on the matter and to provide additional time for a union campaign promoting the merits of an expanded municipal power system.

In the face of the union's opposition to Niagara Mohawk's proposal, the council postponed for the time being any action on the question of merging the city's power systems.



**SURROUNDED BY CSEA ACTIVISTS**, Jefferson County CSEA Unit President Dan Brady speaks to the Watertown City Council in support of expanding the municipal power system.





## ***“Who you know, not what you know” holding up Albany County contracts***

“We’re back!” shouted angry members of four Albany County CSEA units as dozens of union members recently marched outside the county’s legislative chamber in downtown Albany.

Indeed, informational pickets have become a regular feature of contract talks involving Albany County employees in recent years as negotiations usually wind up at impasse.

“This year it’s about politics, as usual,” CSEA Capital Region President C. Allen Mead said as he marched with protesting county workers. “The Democratic machine doesn’t want to

lose any of its patronage control, so they won’t move on strengthening seniority and agency shop clauses in their employee contracts.”

Negotiations for CSEA members in the Health, Social Services, Highway and non-uniform County Jail bargaining units have been at impasse for some time and are currently in the factfinding stage. The previous contract expired last December.

Promotions for employees in the four units are routinely awarded without consideration to seniority or ability to do the job, according to CSEA

Collective Bargaining Specialist Michael Campon.

“CSEA wants promotions based on identifiable criteria,” Campon said. “County taxpayers are paying the price when patronage and political connections determine who will be supervising a highway crew, for example. CSEA believes that promotions based on the ability to do the job and time in the job would serve the taxpayers better.

“We’re bringing the message to the legislators’ doorstep: it’s time to end ‘politics as usual,’” Campon said.

**YONKERS  
SCHOOL  
DISTRICT**

## **Lift the salary Cap**

YONKERS — About 2,000 CSEA members, teachers and administrators of the Yonkers School District demonstrated and joined hands in a symbolic gesture of solidarity in front of Yonkers City Hall recently.

The massive demonstration was held to impress on city officials the importance of casting an affirmative vote on their contract with the school district.

The city council, as well as the Board of Education, must approve the contract because the proposed agreement exceeds the city’s Financial Control Board limits, which places a cap on salary increases.

“While the cost of living has risen in the last few years, our paychecks have not kept pace,” Yonkers School District CSEA Unit President Ray Moniz said. “Employees must work second jobs to pay bills. We are taxpayers also — the very taxpayers who grew up here in Yonkers and have helped this



community grow.”

“The salary cap deprives city and school district employees of fair and equitable salaries,” CSEA Southern Region III President Pat Mascioli said.

“All we ask is the consideration that

any loyal worker deserves — a fair and equitable contract that addresses the needs of the workers,” Moniz said. “We ask our elected city officials to lift the cap on pay increases and approve our contract.”

# THE ETHICS LAW

# & You

## CSEA at work early on OCA exemptions

CSEA is moving ahead with its fight to have its Office of Court Administration (OCA) members exempted from the financial disclosure requirements of the state's ethics law — moving ahead even farther than the OCA Ethics Commission.

"The OCA Ethics Commission hasn't issued its regulations yet, but we're moving ahead because it's important to our members," said CSEA Deputy Director for Contract Administration Jim Hennerty.

The union has filed for financial disclosure exemptions for 75 job titles in which CSEA members would fall under the financial disclosure requirements in 1991 because of their salaries.

The state's ethics in government law requiring financial disclosure became effective for state employees beginning last year and will apply to OCA employees and local government employees beginning January 1991.

By filing early for OCA exemptions, CSEA hopes to prevent its members from having to disclose their private financial information to the commission

when it is not necessary. CSEA is the first union representing OCA employees to file for exemptions.

Under the ethics law, OCA employees must file financial disclosure laws if they meet one of the following requirements:

—They are policy makers;

—They are involved in negotiation, authorization or approval of contracts, leases, licenses, the purchase of goods or services, the obtaining of money grants or loans or the adoption or appeal of rules and regulations;

—They earn an annual salary above \$30,000 (CSEA and OCA are both supporting a bill that would raise that limit to more than \$50,000, which would be adjusted by negotiated salary increases in future years. That legislation would make the exemption level for OCA the same as that for other state employees.).

"We're doing it now so they can get their exemptions as soon as the OCA Ethics Commission can possibly award them," Hennerty said.

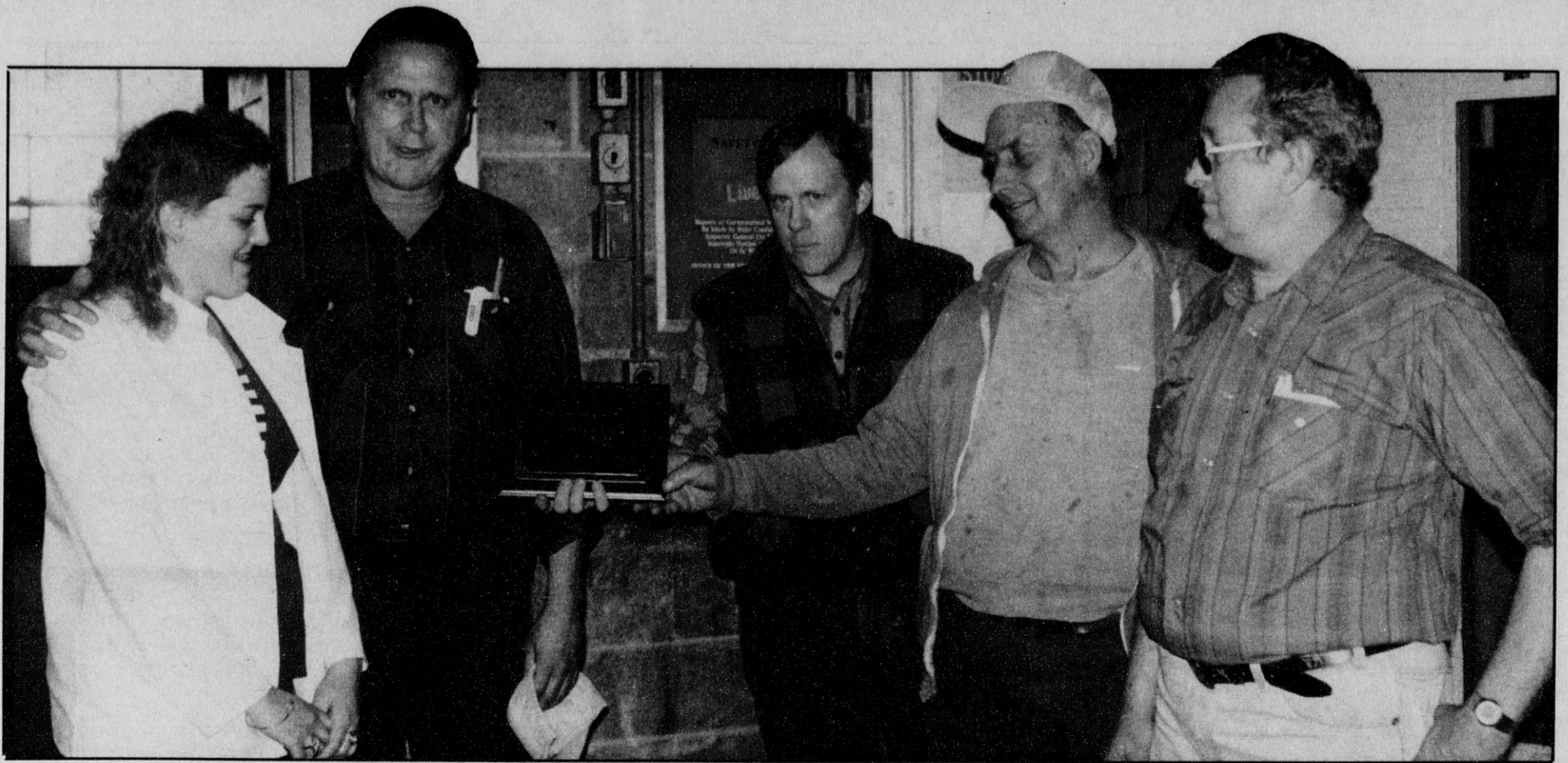
## CSEA seeks exemptions for these OCA titles

### TITLES

Associate Law Assistant  
Associate Law Assistant (Trial Part)  
Associate Attorney  
Associate Law Clerk to Appellate Division Justice  
Associate Law Clerk to Judge  
Associate Mental Health Information Service Attorney  
Associate Mental Hygiene Legal Service Attorney  
Associate Court Clerk  
Associate Computer Systems Analyst  
Associate Computer Systems Programmer  
Assistant Consultation Clerk to Court of Appeals  
Appellate Court Clerk  
Assistant Deputy Clerk to Court of Appeals  
Assistant State Reporter  
Building Superintendent  
Court Reporter  
Court Clerk—Specialist  
Chief Appellate Law Assistant, First Department  
Chief Appellate Law Assistant, Second Department  
Chief Appellate Law Assistant, Third Department  
Chief Appellate Law Assistant, Fourth Department  
Chief Attorney (Grievance Committee, First Department)  
Chief Court Attendant, Appellate Division

Chief Law Assistant, Appellate Term, Second Term  
Chief Law Assistant to Court of Appeals  
Chief Management Analyst  
Chief Motion Clerk, Appellate Division (Third Department)  
Consultation Clerk to Court of Appeals Confidential Clerk  
Consultation Clerk, Appellate Division, Fourth Department  
Deputy Chief Appellate Law Assistant, First Department  
Deputy Chief Appellate Law Assistant, Second Department  
Deputy Chief Law Assistant to Court of Appeals  
Deputy Executive Secretary  
Executive Assistant, Appellate Division  
Law Assistant — Trial Part  
Law Assistant — Referee  
Law Clerk to Judge  
Law Clerk to Judge, part-time  
Law Assistant to Court of Appeals  
Management Analyst  
Personnel Analyst  
Personnel Analyst Comp.  
Principal Law Librarian  
Principal Law Clerk to Judge  
Principal Law Assistant  
Principal Law Assistant (Trial Part) to Acting Justice  
Principal Appellate Court Clerk  
Principal Appellate Law Assistant  
Principal Attorney  
Principal Computer Systems Analyst

Principal Computer Systems Programmer  
Principal Computer Applications Programmer  
Principal Court Reporter  
Principal Law Clerk to Appellate Division Justice  
Principal Mental Health Information Officer  
Principal Mental Health Information Service Attorney  
Principal Mental Hygiene Legal Service Attorney  
Principal Management Analyst  
Senior Court Reporter  
Senior Law Assistant (Trial Part)  
Senior Law Assistant  
Secretary to Committee on Character and Fitness  
Secretary to Presiding Justice  
Senior Appellate Court Clerk  
Senior Appellate Law Assistant  
Senior Associate Computer Applications Programmer  
Senior Computer Systems Programmer  
Senior Deputy Chief Law Assistant to Court of Appeals  
Senior Legal Editor  
Senior Law Examiner  
Senior Mental Health Information Service Attorney  
Senior Mental Hygiene Legal Service Attorney  
Senior Management Analyst  
Supervisor of Decision Department, Appellate Division, Second Department



ACCIDENT VICTIM TAMMY SPRINGER admires a plaque awarded to, from left, Larry Slater, Ray Woods and Bob Wherli by CSEA Local 522 President Reginald Savory, right.

## THREE CSEA DOT MEMBERS GIVE TAMMY SPRINGER

# A second chance at life

By Mark M. Kotzin  
CSEA Communications Associate

OXFORD — When Larry Slater, Ray Woods and Bob Wherli started their shift at 5 a.m. one cool morning earlier this year, they never expected to end it as life-saving heroes.

Because Slater, Woods and Wherli were alert and took appropriate action when they came upon a serious automobile accident, 19-year-old Tammy Springer is alive today.

Springer made a remarkable recovery from severe injuries she received in the accident and was on hand recently when the three state Department of Transportation (DOT) employees were officially recognized for their heroics.

Oxford DOT CSEA Local 522 President Reginald Savory presented plaques to Slater, Woods and Wherli, praising them for their efforts.

### Victim is grateful

"I owe them my life," Springer said. "If it weren't for them, I wouldn't be here today." She hugged and thanked each of the men as they received their plaque, and said mere "thanks" was not enough.

Paramedics who treated Springer at the scene of her car accident also

credited the DOT workers with saving her life. Savory said paramedics agree that if Slater, Woods and Wherli hadn't come across the accident scene and called for help, Springer probably wouldn't have survived.

The three Local 522 members were on a routine early morning check for potholes that day. Slater, who was driving, remembers what happened.

### Tracks where none should be

"We saw some car tracks going across a lawn, where there shouldn't have been any," he said.

Stopping the truck, they followed the tracks over an embankment, where they ended at Springer's car, crushed against a tree.

"We knew that it had happened soon before," Slater said, "because the hood was still steaming."

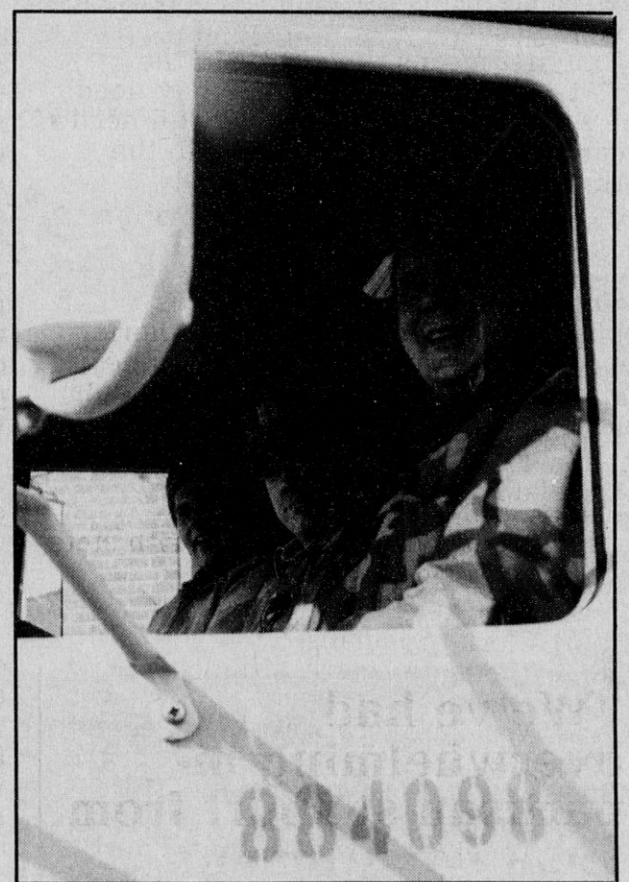
Slater went down the embankment to check the vehicle and found Springer in the car, unconscious and "pretty smashed up." He yelled to Wherli and Woods to call for help.

Woods immediately called the DOT dispatcher at the Oxford residency, who called paramedics. Rescue workers arrived several minutes later, and all three men assisted in directing traffic

until emergency vehicles cleared the scene.

Springer, whose car was totaled, suffered a severe head injury and was hospitalized for several weeks.

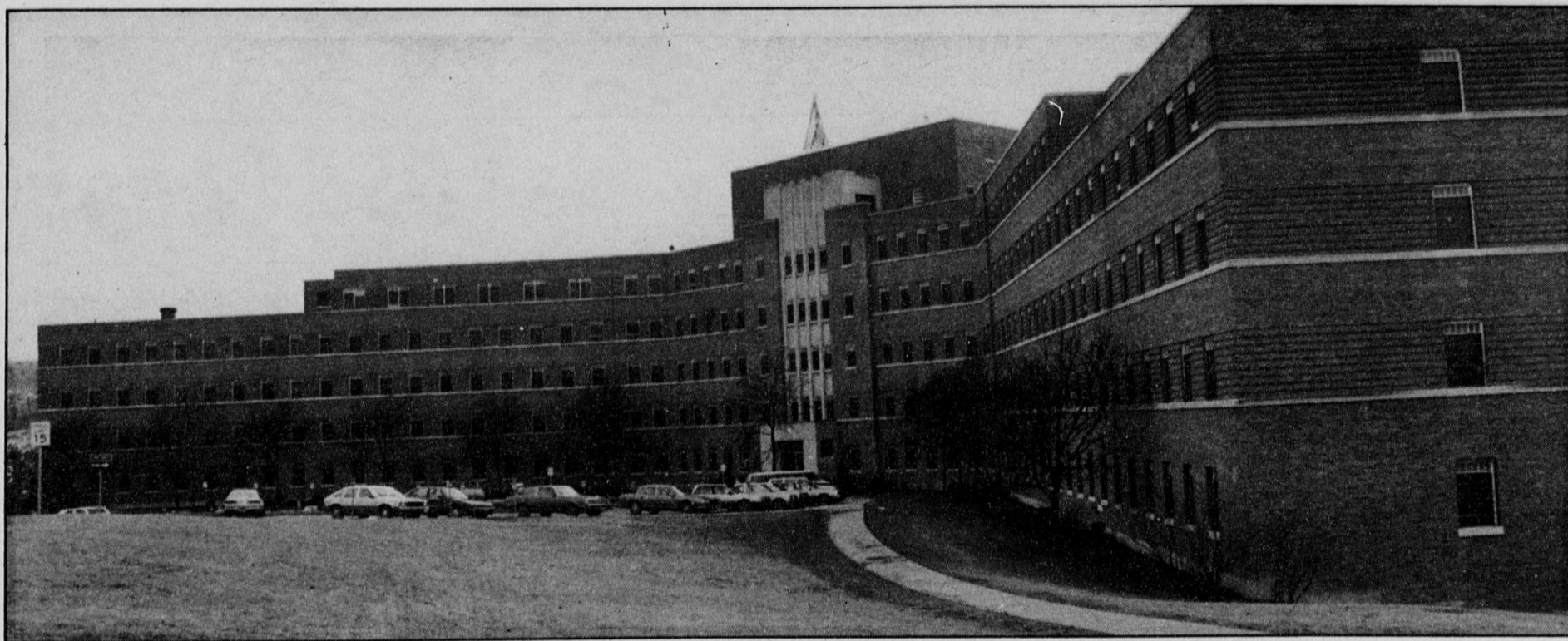
"Not too many people get second chances," Springer said. "I got mine because of them."



LIFESAVERS — Oxford DOT employees, from right, Larry Slater, Ray Woods and Bob Wherli, in the cab of their truck.

**Not too many people get second chances. I got mine because of them.**





Binghamton Psychiatric Center

# Binghamton battle

## CSEA fights for safety and for clients

BINGHAMTON — CSEA members at Binghamton Psychiatric Center are fighting mad and fighting back.

They have faced a long, frustrating battle against low morale, poor labor/management relations and attacks by clients that caused staff to be "wheeled off the wards in stretchers."

Now they, their clients and their facility face even more trouble. The proposed state budget devastates mental health care and the state Office of Mental Health is working to decrease its client census.

The first means the clients in the facility may not get the care they need; the second means clients who still need treatment are being dumped into the community before they are ready.

### Building support

The facility's CSEA Local 441 is lobbying state legislators and gathering support for their cause — more money for OMH, better care for facility clients and proper staffing levels. CSEA is lobbying the state Legislature to improve conditions for all OMH facilities.

The local sponsored a forum with state Assembly Majority Leader James Tallon,

**"We've had overwhelming bi-partisan support from local government officials."**

a Democrat representing Broome County. Tallon talked about his concerns over client dumping. He promised to look into direct-care staffing levels and the development of state-run community residences in Broome County.

Representatives from the Binghamton Police Benevolent Association also attended to discuss the dangers of client dumping.

### Dangerous dumping

CSEA Local 441 President Keith Zulko said the area's increase in violent crimes — including a kidnapping and a fatal arson allegedly committed by former facility clients — can be tied to the psychiatric center's practice of releasing mentally ill clients before they are ready and failing to provide follow-up care.

"If the state wants to reduce the patient census, we believe that instead of dumping clients into privately-run community residences, they should be put into state-run community residences where follow-up care could be provided 24 hours a day," Zulko said.

OMH does not operate any community residences in Broome County.

### Understaffing hurts

Even with the reduced census, facility employees are suffering because of understaffing, he said. For example, the facility closed a geriatric admissions ward because of staff shortages. That means shift and pass day changes for some employees.

Staff shortages also mean the psychiatric center is a dangerous place to work; and state fiscal problems threaten more staff cuts.

Any further reduction would have "a horrible effect on the quality of patient care," Zulko said, and would destroy facility morale, which is already dangerously low.

### Local support

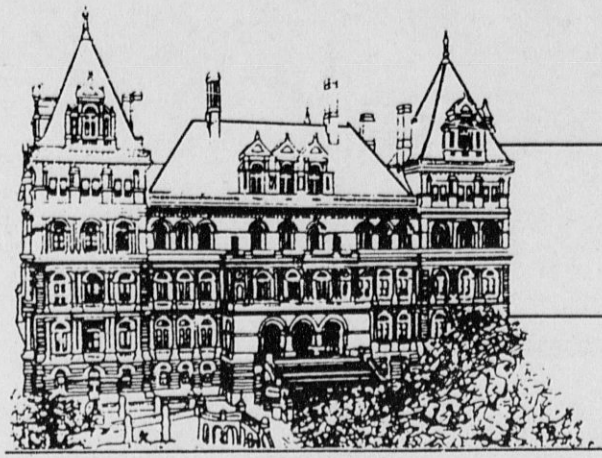
The Broome County Legislature is scheduled to vote on a resolution urging the state to provide better care for the mentally ill. The Binghamton City Common Council has already adopted the resolution.

"We've had overwhelming bi-partisan support from local government officials," Zulko said.

The Local 441 members have worked with the CSEA Legislative and Political Action Department to push the state Legislature to put more money in the state budget for OMH.

"We realize the state budget situation is very bad," Zulko said. "But we must not let that affect the level of care we provide."

**"Instead of dumping clients . . . they should be put into state-operated community residences."**



# CSEA Legislative Notebook

## CSEA takes stand on OMRDD future

CSEA members have the best experience in caring for the mentally retarded whether that care is given in developmental centers or community care facilities.

But the state runs the risk of losing that experienced, caring workforce because of delays in the development of public sector community care facilities.

That was CSEA's message to state lawmakers during recent hearings on the future of the state's developmental centers.

"At this moment, 71 percent of the community facility development is in the voluntary sector," CSEA Legislative Counsel Fran Turner testified. "State-operated community development is minor and there's no community growth in New York City at all."

Turner explained that doesn't make any sense since New York's state-provided care is the standard against which other care is gauged.

"Unless some equity is put back into the system, the state is going to lose those experienced employees because job opportunities just won't be there for them," she said.

It doesn't have to be that way. State-operated community facilities can work as evidenced by the experience at Craig Developmental center and other locations.

"In a relatively brief time we opened up 10 community homes," said Craig DDSO CSEA Local 405 President Kathy Button. "We transitioned all of our direct care staff along with the vast percentage of our support staff and other personnel."

It worked because of commitment and understanding of the needs at the facility and agency level and in the legislature she explained. That involvement resulted in continued employment and improved care as the transition occurred.

Button urged the same commitment and action at other facilities now facing closing.

The CSEA officials pointed out to lawmakers that the transition to the community always looks better on paper

than it does for the clients and employees who face the anxiety that goes with upheaval.

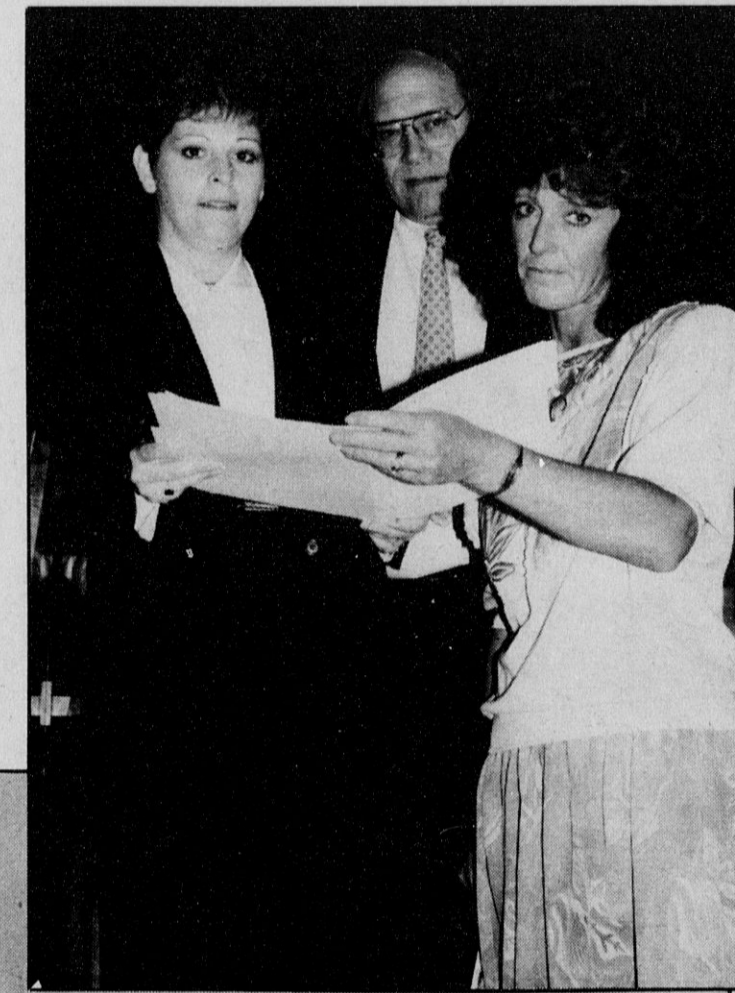
"One of the most difficult areas for staff is ensuring job opportunities for support staff, such as maintenance, food service and others, because the staffing needs are different in the community settings. At Craig this problem was solved in part because of the opening of a new prison in the area that absorbed the displaced workers.

In other places retraining can help ease the transition.

But easing the transition for clients is one of the most important reasons why public sector involvement is needed in the move to the community.

"It's a lot easier for the clients to adjust to a new setting when they have staff they know and trust with them. You can see the benefits at the Craig facilities," said Button. "We need to see that all across the state."

**MAKING CSEA'S CASE** — CSEA Legislative Counsel Fran Turner, mental hygiene specialist Mary Berger and Craig DDSO CSEA Local 405 President Kathy Button, right, review testimony before a state legislative hearing on the future of state developmental centers. CSEA's testimony stressed the need for more public sector development community care facilities.



## Driving law

ALBANY — The state Legislature has passed the commercial driver's license bill which brings New York state up to the minimum federal requirements.

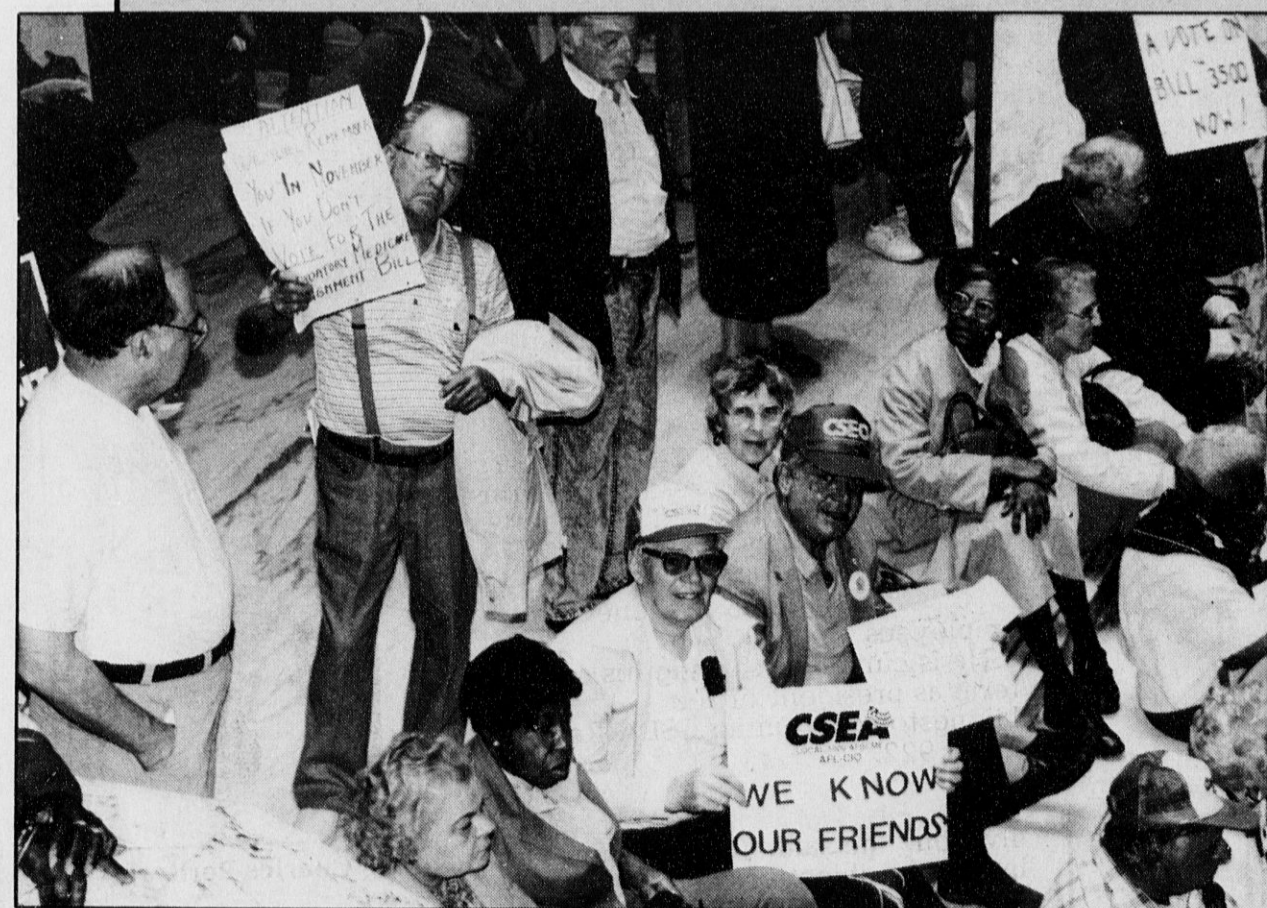
CSEA can claim some victories in the legislation, which sets up guidelines for licensing and testing the drivers of commercial vehicles and increases fines for violations of Department of Transportation safety regulations.

First, drivers who already have valid commercial drivers licenses and a clean driving record will be exempt from the road test.

Second, drivers of commercial vehicles that weigh less than 26,000 pounds will be exempt from taking a written test. School bus drivers, however, will be required to take the written test. Many of CSEA's 35,000 members affected by the legislation will benefit from this exemption.

Third, school districts can get state aid to cover the costs of commercial driver's license testing fees.

## CSEA retirees want mandatory Medicare assignment



ALBANY — A number of CSEA retiree members were among hundreds of senior citizens who took advantage of the state Legislature's Seniors Day to lobby on mandatory Medicare assignment.

The Legislature sets aside the day to honor senior citizens' contributions to their communities. The CSEA retirees, along with hundreds of others, used the opportunity to push for legislation that would require doctors to accept the Medicare reasonable rate as payment in full.

While legislators and others addressed the crowd in the well of the Legislative Office Building, petitions with thousands of signatures supporting mandatory Medicare assignment dangled in the well, a two-floor height.

CSEA retiree members used signs and a large banner to voice their demands for passage of the legislation.

Under current law, doctors can charge Medicare recipients more than the Medicare rates allow. They must pay the difference between the Medicare rate and the doctor's charges.



**CSEA RETIREES SPEAK OUT** — CSEA members pressed for mandatory Medicare Assignment legislation recently. Photo at left, several carry signs. Jean Zena Richardson, above, of Nassau County CSEA Retirees Local 919 also participated.

## Peritore elected new retirees' chair

Charles Peritore, a longtime CSEA activist as a state employee and retiree, has been elected chairperson of the CSEA Retiree Division.

He succeeds Donald Webster, who died earlier this year.

Peritore had been Retiree vice chair since 1986. He worked as a senior maintenance worker at the former Craig Developmental Center for 38 years. He was local president for three terms, served as a member of the CSEA Board of Directors and served on the state contract negotiating team representing mental hygiene employees.

He is currently serving his second term as president of the Livingston/Wyoming CSEA Retirees Local 922.

"My goal is to make the CSEA Retiree Division an active, progressive division," he said. "One of our important objectives is to get permanent cost of living adjustment for retirees."



Charles Peritore

# Facing pain

Western New York mental hygiene members talk about the reality of on-the-job injury

**Editor's note** — No matter where you go in New York state, understaffing and on-the-job injuries are a fact of life for mental hygiene workers.

CSEA's recent compilation of occupational injury and lost workdays in state psychiatric centers and mental retardation facilities found that workers lost about 275,000 workdays through more than 8,000 incidents in 1989.

In the following article western New York mental hygiene workers talk about the situation.

"I didn't have any idea there were so many injuries last year but I'm not really surprised," said Craig DDSO Residential Care Aide Debbie Shul, a member of CSEA Local 405. "I was off myself with an injury after a client hit me in the eye with her fist. A large part of the injuries come from lack of training on proper lifting."

"You can't ignore short staffing, though," added co-worker Joan Palma, a residential care director. "The short-staffed workers will try more short cuts when lifting because there's no one to help."

The two OMRDD employees also pointed out that the state doesn't replace workers out on workers' compensation, which leaves other employees who remain on the job feeling the crunch.

The state also includes people out on injury leave in the staff-to-patient ratio which gives a distorted view of staffing levels.

The direct care workers' view is backed up by Senior Clerk Robin Pifer and Principal Clerk Charlotte Maggerine, who work in the Craig personnel office. They frequently handle the paperwork on injuries. "Most of the injuries are client-related," said Pifer.

"Sometimes someone is rushing to break a patients fall and hurts himself, or a client might have a seizure and the aide is trying to keep them from hurting themselves," said Maggerine.

"Sometimes one person can be left with 17 to 18 clients," said therapy aide Greg Meredith at West Seneca Developmental Center, a member of CSEA Local 427. "There should be a conscious effort to maintain better staff-to-patient ratios, especially on behavior units."

"Even self-defense courses don't do the job," added co-worker Jim McCann. "We're often isolated from co-workers when we have a group of clients."

"I work in the children's psychiatric center here at West Seneca," said therapy aide Scott Barns. "We've lost four aides in the last six months. The reason is hazardous inmates — clients sent to us by the courts. How does supplying us with elbow and knee pads help in dealing with them?"

The situation is different but no better in psychiatric centers where employees don't get the help they need to do the job.

"I suffered a broken finger while helping to transfer a patient," said Marjorie Dunovant, an LPN at Buffalo Psychiatric Center and member of CSEA Local 403. Dunovant's injury kept her out of work for five weeks. "The short-staffing is an ongoing problem for everyone."



Debbie Shul

Joan Palma



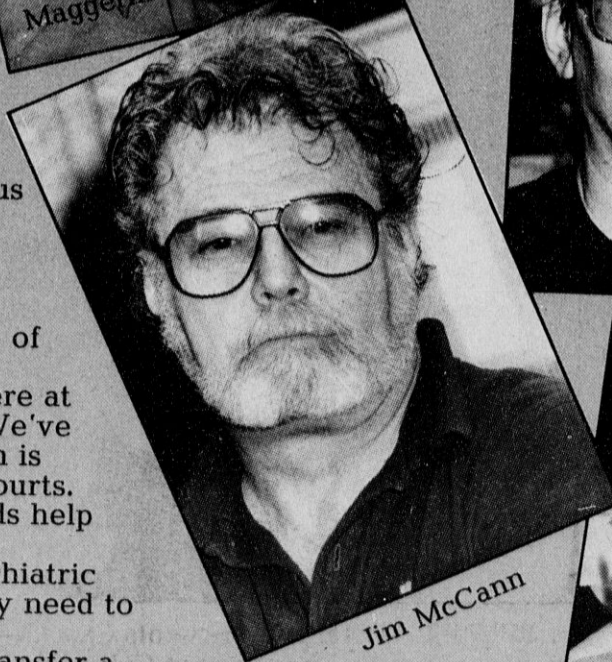
Charlotte Maggerine

Robin Pifer



Scott Barns

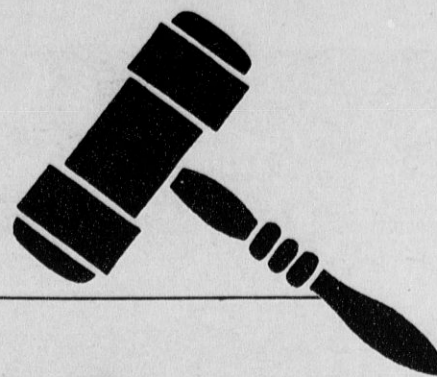
Greg Meredith



Jim McCann



Marjorie Dunovant



## A win for part-time workers

### SUNY must give proper increases

STONY BROOK — CSEA won a victory for part-time employees who have been promoted to graded positions at SUNY Stony Brook.

As many as 75 other SUNY Stony Brook employees may receive back pay as a result of the class-action arbitration.

Marie Kramp, one of the SUNY Stony Brook CSEA Local 614 members named in the arbitration, will receive about \$3,000 in back pay because SUNY refused to give her and other employees the appropriate salary increase promised by the CSEA/NYS Administrative Services Unit contract.

Kramp and other part-time, non-statutory employees had been promoted

to graded positions. Non-statutory employees are not officially assigned a salary grade, explained Jim Hennerty, CSEA deputy director for contract administration.

"When members are promoted, the state often fails to give them the appropriate salary increase as stated in the contract," he said.

The arbitrator ruled that SUNY Stony Brook improperly denied the employees the appropriate salary increase.

"Our contract clearly and unambiguously required the payment of a certain minimum percentage increase to employees, regardless of whether they are classified as non-statutory," said former Local 614 President Tony Ruggiero.

The arbitrator's decision requires SUNY Stony Brook to bring all employees in the same situation up to the proper salary and pay the salary differential back to October 1987, said CSEA Attorney Marilyn Dymond. The total amount owed to CSEA members

**"The state often fails to give them the appropriate salary increase."**

**—Jim Hennerty, CSEA staff**

has not been calculated yet, she said.

The decision may also have statewide implications. The arbitrator ruled that any SUNY employees in the same situation should be brought up to the proper salary, Dymond said. Since the specific section of the contract, Article 7, is in the contract for all CSEA state bargaining units, the decision could apply to all non-statutory employees who don't receive the appropriate salary increase when they are promoted.

## CSEA wins on work week change

PENDLETON — The Starpoint Schools CSEA Unit has won a double victory concerning its members' work week and overtime pay.

CSEA filed a grievance because the school district arbitrarily changed the work week for custodians to Wednesday through Saturday.

An administrative law judge ruled that the school district violated its contract with the union by failing to negotiate the change. The school district must also pay the two custodians who worked Saturdays overtime for their work.

"We waited almost a year to get these rulings," said Unit President Dave Makowiecki. "It was worth the wait because we were proven right. If they wanted to change the work week, it must be a negotiated change. And if any employee is assigned weekend work, they must be paid overtime."

Custodians Richard Calhoun and Carl Stalker will receive overtime pay for the Saturdays they worked.

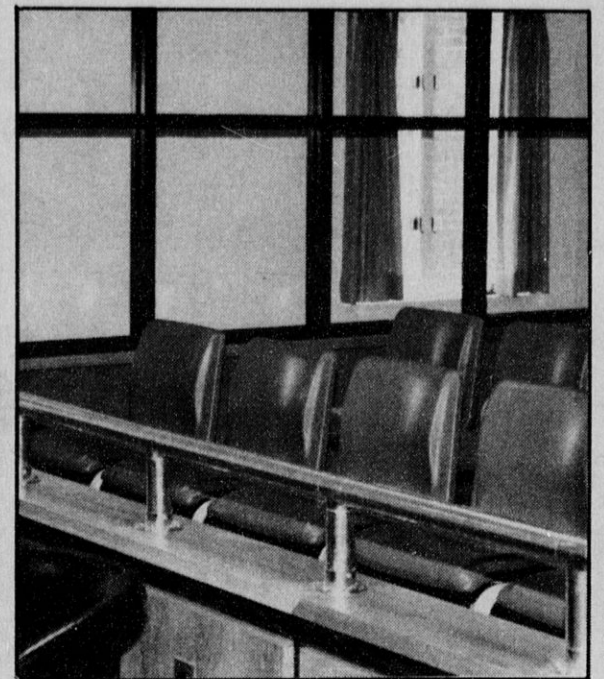
The school district has been ordered to post a notice to employees that it will restore normal custodial schedules and will negotiate in good faith in the future regarding work assignments.



**A WINNER** — Starpoint Schools CSEA Unit President Dave Makowiecki, right, and custodian Richard Calhoun are pleased at the CSEA victory which means school custodians will earn overtime if they must work weekends and restores their schedule to normal.



THE NEW MIDDLETOWN CITY COURTROOM comfortably seats more than 100 people. The old courtroom barely held 25 persons.



## Showplace replaces "chicken coop"

MIDDLETOWN — A "chicken coop" courthouse has been replaced by a modern showcase facility in this Orange County community, greatly improving working conditions for court employees. "We've waited a long time for this," said Judiciary CSEA Local 332 President Pat Nealon. "What a difference!"

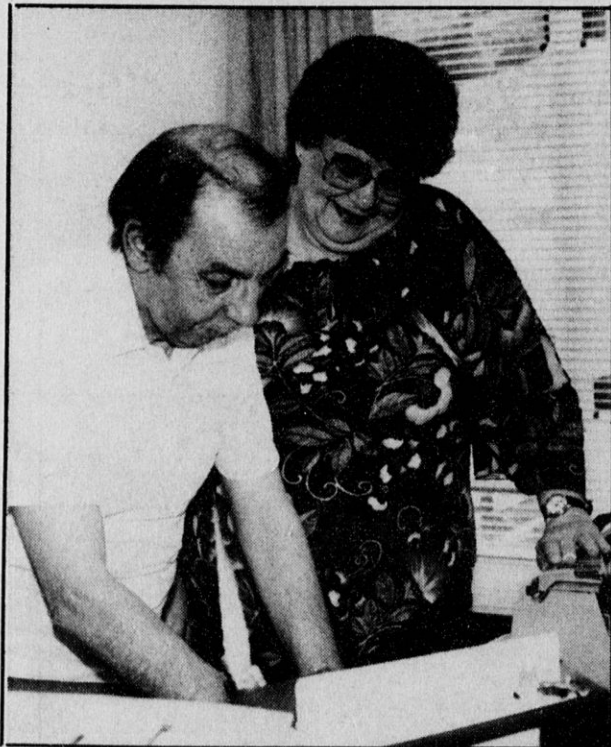
CSEA waged a 10-year uphill battle for decent working conditions for court employees in the old facility. Nealon recalled that city workers, court employees, judges and the general public complained for years about crowded, inadequate court space and poor working conditions.

A 1981 article in *The Public Sector* referred to the "chicken coop atmosphere" of the old court. "Intolerable conditions revealed,"

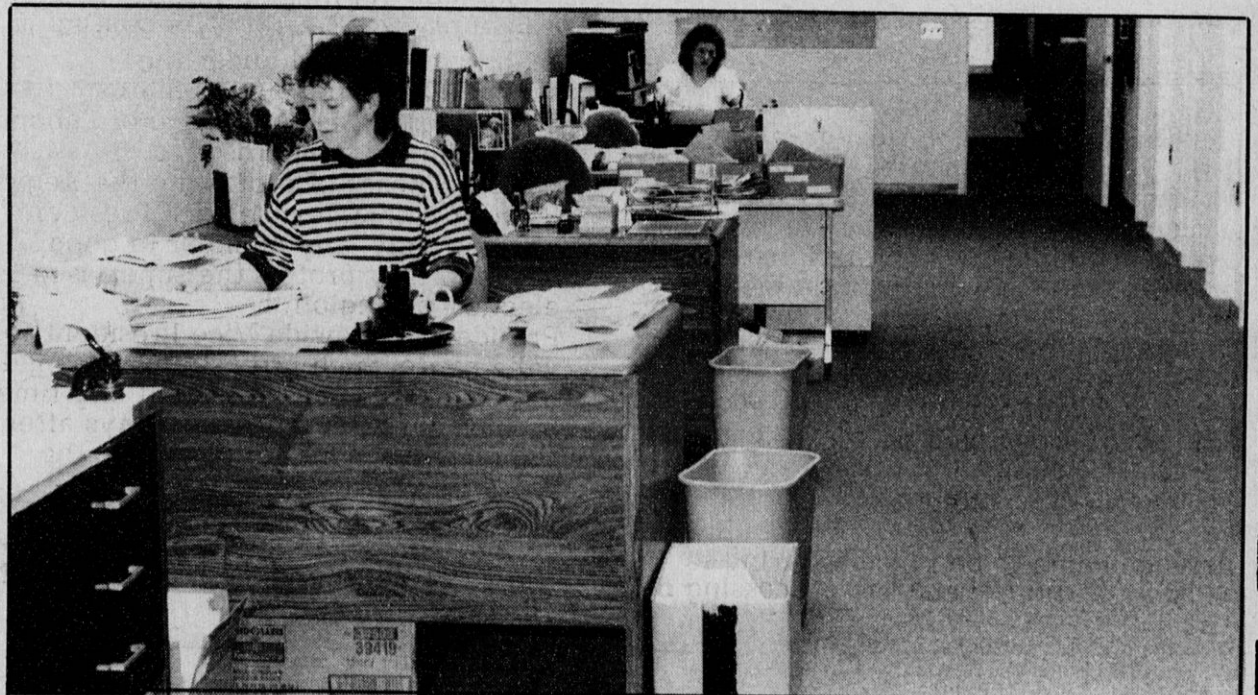
screamed the headline.

But employees and city officials are proud of the shiny new courthouse, Nealon said.

"The new facility is spacious and bright and employees are delighted with their new surroundings," she said. "We can thank our CSEA members for their patience while lobbying for a new courthouse, and the city's elected officials for finally approving the necessary funding."



JUDICIARY CSEA LOCAL 332 President Pat Nealon meets with local member Frank DenDanto in his new office in the Middletown City Courthouse.



NEW OFFICES in the Middletown City Courthouse are spacious and bright in contrast to the closet-like workspaces in the old courthouse.

## Union convinces Kingston to halt drug testing

KINGSTON — The City of Kingston will not test urine specimens of five city recreation department employees after reaching an amicable settlement with CSEA that fully resolves the issue.

The agreement was reached after CSEA regional attorney Arthur Grae obtained a temporary restraining order to prevent the city from testing the urine specimens.

The city had taken urine specimens from the five employees on April 19

after a co-worker reported to a city councilman that the workers had used illegal drugs. CSEA contended that no reasonable suspicion of drug use existed and that the city could not resort to random drug testing. As part of the agreement the city has returned the urine specimens which were taken from the employees.

Under terms of the agreement, the employees will consult with the Mid Hudson Employees Assistance Program

(EAP) at the Kingston Hospital to determine if, in fact, they have a drug use problem.

If the EAP evaluations determine that any of the five may be in need of assistance or treatment, they will attend an appropriate program, Grae said. No further disciplinary charges will be made and the employees' names will not be made public.

The city and CSEA agreed to hold discussions to address a city policy pertaining to drug and substance abuse.

## IMPORTANT REMINDER

# Ballots in mail May 15 CSEA regional elections

### DEADLINE JUNE 5, 1990

Ballots will be in the mail May 15 to CSEA members eligible to vote in elections for officers in CSEA's six regions.\*

Replacement ballots will be available beginning May 23 for eligible CSEA members who did not receive an original ballot. Replacement ballots will be available by contacting the Independent Election Corporation of America (IECA) at 1-800-933-CSEA Ext. 414. To be eligible to vote, a member must be a member in good standing since April 1, 1990.

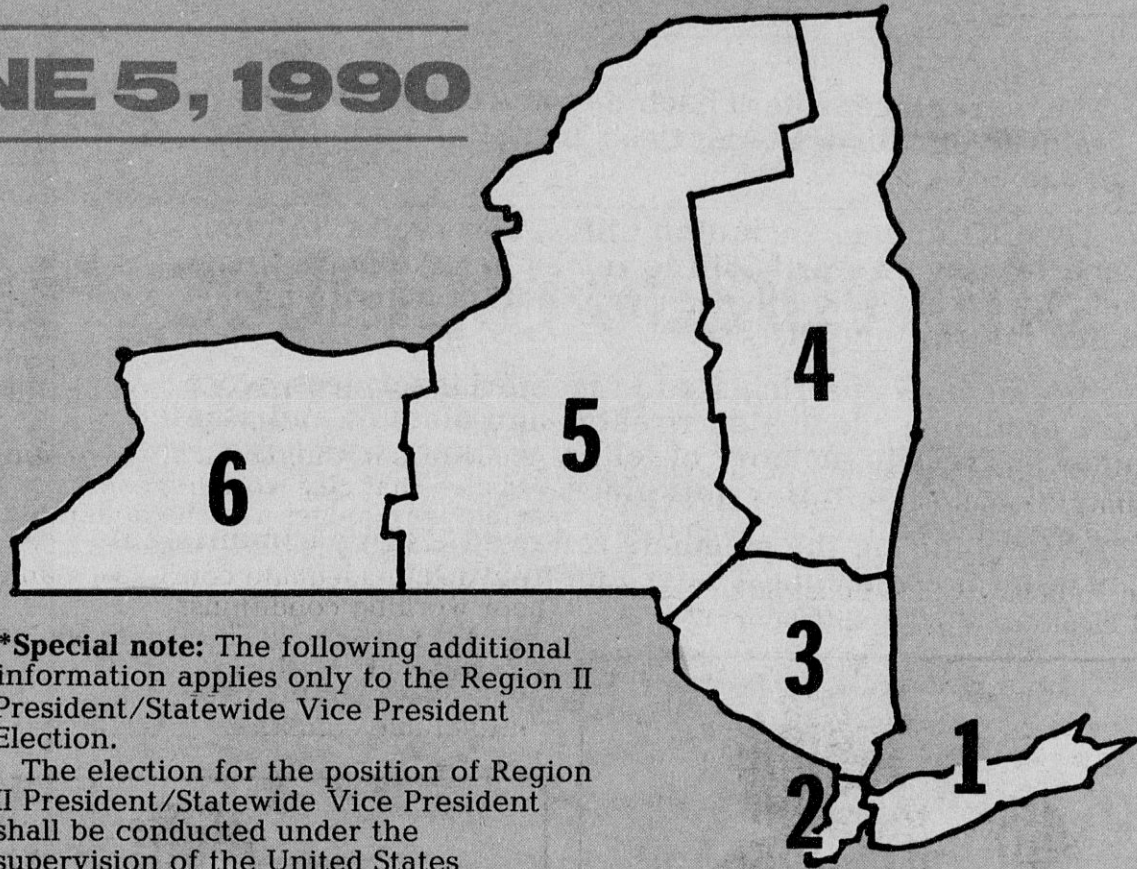
**The deadline for receipt of completed ballots is 8 a.m., June 5, 1990 for members in CSEA Regions I, III, IV, V and VI.**

**The deadline is 9 a.m., June 5, 1990 for members in CSEA Region II.**

All ballots are to be returned to the address on the return envelope.

The counting of ballots will begin on June 5, 1990 at IECA Headquarters in Lake Success. Candidates are permitted to attend as observers, at their own expense, each phase of the election process. Candidates may designate, in writing, persons, who must be members in good standing, to serve as their observers (also at their own expense).

IECA will commence U.S. Post Office pickups, eligible member verification and ballot processing on May 18, 1990 for CSEA Regions I, III, IV, V and VI. Ballots for CSEA Region II will be picked up on June 5 only. Observers can make arrangements to be present during the pick up of returns and the processing of the ballots.



**\*Special note:** The following additional information applies only to the Region II President/Statewide Vice President Election.

The election for the position of Region II President/Statewide Vice President shall be conducted under the supervision of the United States Department of Labor; Office of Labor-Management Standards.

For purposes of protesting the Region II President/Statewide Vice President election only, any member in good standing may protest the supervised election of Region II President/Statewide Vice President for valid cause. Such protest must be made in writing and can be filed at any time before, during or within 10 days after the election. Any protest should be addressed to the Election Supervisor, U.S. Department of Labor; Office of Labor-Management Standards, 201 Varick Street, Room 878, New York, NY 10014.

## Union-funded food closet helps

A FOOD CLOSET is available on the grounds of Wassaic Developmental Center for employees. The service, strictly confidential, is geared primarily to assist new employees who often must go without their first paycheck for a month. Employee Assistance Program (EAP) Coordinator Sally Wilcox, shown with CSEA Local 426 President Tom LeJeune, oversees distribution of the food. LeJeune said Local 426 contributes \$50 per month to the food closet from profits of a food co-op plan available to members. Donations to the food closet also come from PEF.



# A time to remember

The workplace, where each day more than 20,000 workers are injured or killed, is America's forgotten endangered environment.

AFL-CIO unions, including CSEA, observed Workers Memorial Day on April 28th to remember the more than 100,000 workers who die each year nationwide from job-related injuries and disease.

CSEA members participated in memorial services, wore black armbands, dedicated wreaths and plaques and planted memorial trees in memory of fellow workers who have suffered and died in the workplace.

And in doing so, the members renewed CSEA's commitment to making the workplace safer and healthier.



A LIVING MEMORIAL — A tree was planted by members of West Seneca Developmental Center CSEA Local 427 and facility administrators in memory of workers who have lost their lives on the job.

**CSEA**

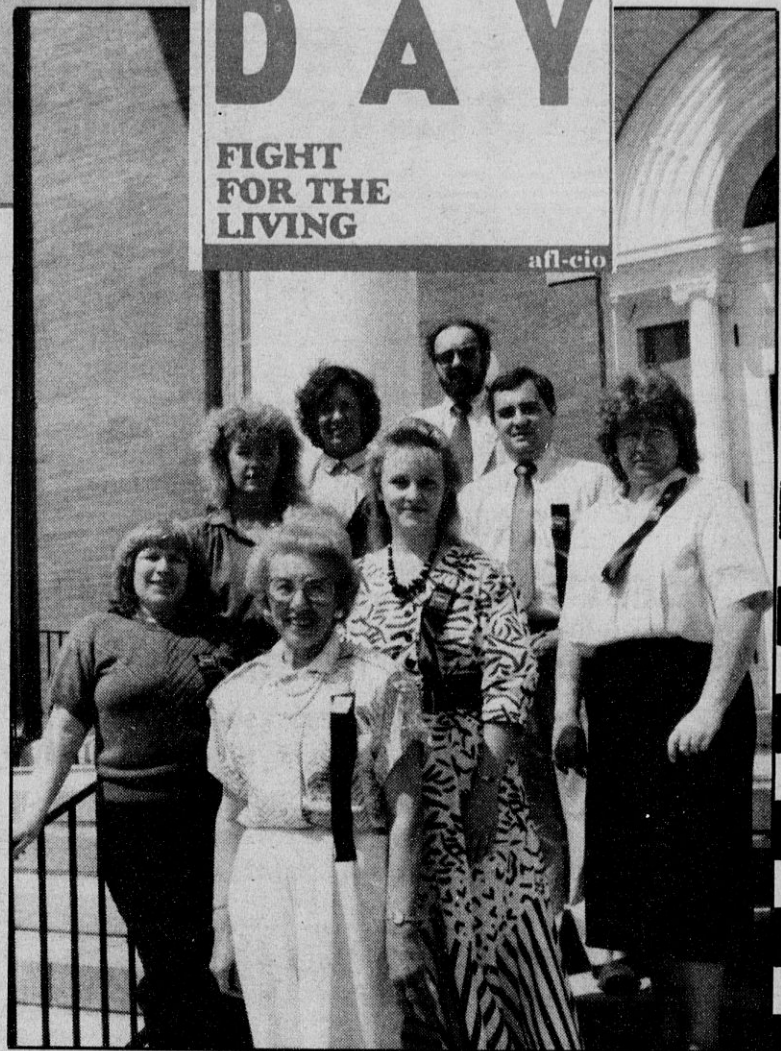
**REMEMBERS AMERICA'S  
WORKERS KILLED ON THE JOB**

PROCLAMATION — Putnam County Local 840 President Alice May accepts a proclamation declaring April 28 as Workers' Memorial Day in Putnam County from Putnam County Executive Peter Alexanderson. At left is Local 840 Second Vice President Steve Kass.

**WORKERS  
MEMORIAL  
DAY**

**FIGHT  
FOR THE  
LIVING**

afl-cio



LIVINGSTON COUNTY CSEA UNIT members wore black ribbons and buttons and observed a moment of silence in recognition of workers injured or killed on the job. County Clerk Margaret McCaughey, front, is flanked by Livingston County CSEA Local 826 President Tammy Macomber, left, and Barbara Pfaff. In third row are Eileen Vail and Aleta Hamilton. Fourth row includes Toni Teresa and County Administrator Nicholas Mazza, and at top is CSEA Labor Relations Specialist Ray Ducharme.





# APRIL 28 FIGHT FOR THE LIVING

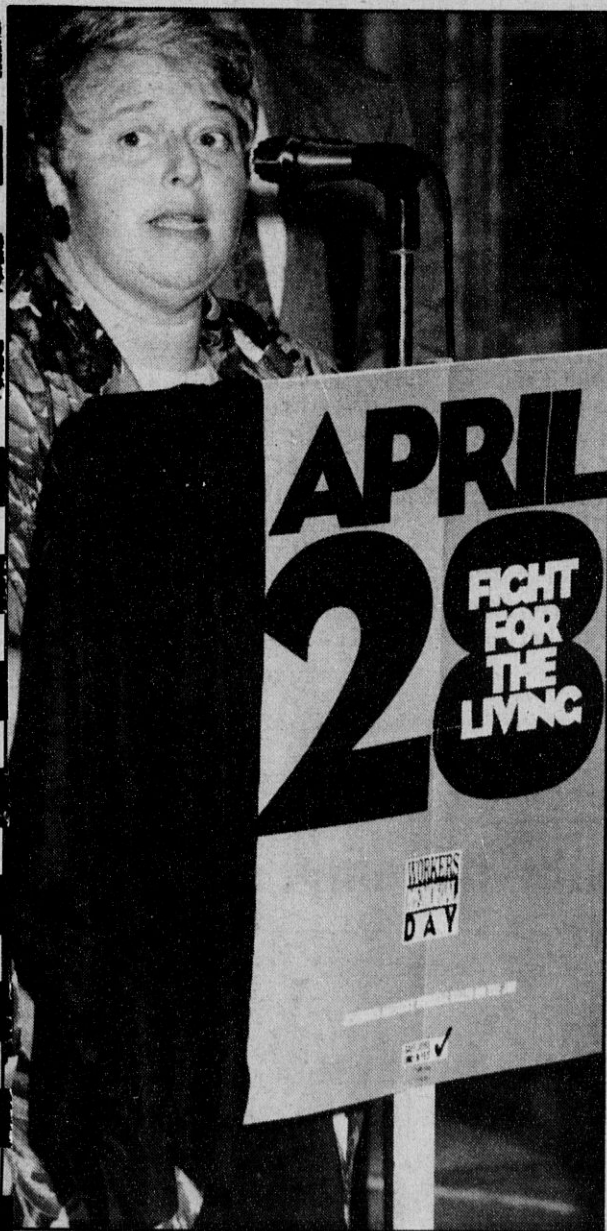
MOURN FOR THE DEAD

ROCHESTER-AREA DOT employees remembered deceased workers by dedicating a memorial wreath, a memorial plaque and flying the flag at half-mast. From left are CSEA DOT Local 513 Executive Vice President Pete Sidari, CSEA DOT Local 506 Executive Vice President Marilyn McFee, PEF Steward Walt Sendall, Local 506 President Duane Wilcox, Local 506 member Charles Parson and DOT Region Director Lou Gurly.

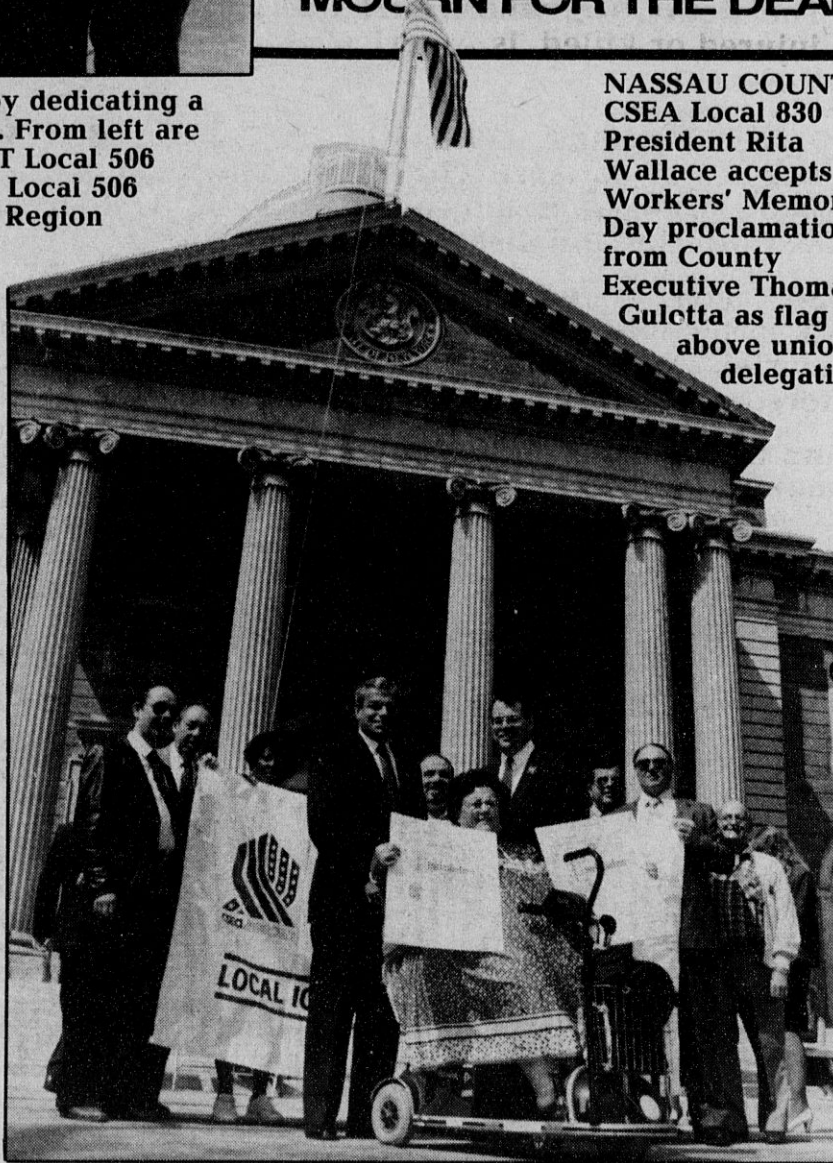
NASSAU COUNTY CSEA Local 830 President Rita Wallace accepts a Workers' Memorial Day proclamation from County Executive Thomas Gulletta as flag flies above union delegation.

**Over 100,000 workers die each year from**

**job-related injuries and disease**



MONROE COUNTY OBSERVANCE—Monroe County CSEA Unit President Flo Tripi addresses a Workers' Memorial Day ceremony in Rochester. Monroe County Executive Thomas Frey was among labor and management representatives participating. Tripi, a member of the Board of Directors of the Rochester Labor Council, also took part in week-long programs sponsored by the Council.

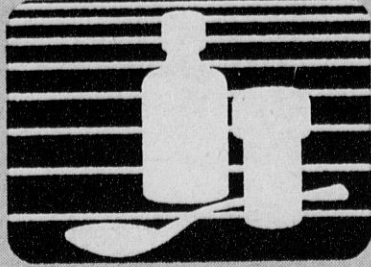


CAYUGA COUNTY CSEA LOCAL members, who wore black armbands to honor the memory of workers killed on the job, admire a Workers Memorial Day proclamation on the wall of the unit office. From left are Unit Secretary Georgie Moore, Vice President Marilyn Cowen, President Kathy Johnson, statewide Board of Directors member Ginger Sheffey and Treasurer Alice Froka.

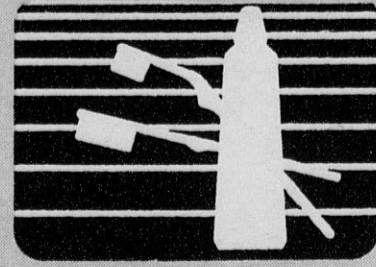


# CSEA

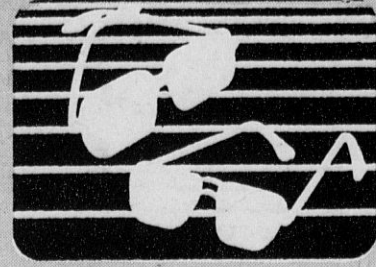
## EMPLOYEE BENEFIT FUND



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**

"HAVE WE GOT A DEAL FOR YOU!"

Does this sound like a pitch for a used car? Or maybe the latest price break on a washing machine?

Well, not this time.

The CSEA Employee Benefit Fund (CSEA EBF) can offer a great deal on benefit plans to local government and political subdivision groups employing CSEA-represented workers. If your employer doesn't offer the security of benefit coverage from the CSEA EBF, ask your union representative about it.

EBF offers options on all its plans, meaning benefit packages can be tailor-made for virtually any circumstances. The EBF marketing staff can fit a plan which combines the needs of your group and the financial resources of your employer.

Following are EBF plans designed especially for local government and political subdivision groups.

### THE HORIZON PLAN

One of the most popular of EBF plans is the upscale dental plan called "HORIZON." The eligibility requirements and operation are about the same as the basic dental plan. However, the allowances for dental services are, in most cases, higher than those in the basic plan. In addition, the yearly maximum is higher, with \$1,500 of CSEA

allowances available for each employee and eligible dependent.

### THE PACKAGE 7 PLAN

The Package 7 Plan is a deluxe combination of seven different benefits developed to meet the unique requirements of several bargaining units. Benefits of Package 7 include Dental, Vision, Prescription Drug, Legal, Annual Physical, Hearing Aid and Maternity Plans.

Package 7 Dental, Vision and Prescription Drug Plans are different from the basic plans. Allowances and limitations are varied and the method of reimbursement is different under the Prescription Drug Plan. The Legal Plan reimburses expenses for general consultation, wills, real estate matters, bankruptcy, domestic relations and several other circumstances.

The Physical Examination benefit is available to eligible employees and their spouses once every calendar year. Exams are provided by an independent diagnostic center and payment is made directly to the center.

The Hearing Aid benefit pays up to \$450 once every three years to employees and their dependents for the purchase and fitting of the appliance.

The Maternity Plan provides \$200 upon the birth of a child to an eligible employee and is not diminished by any other medical benefit.

### THE OCA PLAN

CSEA's Office of Court Administration (OCA) bargaining unit negotiated the basic Prescription Drug Plan, the 12-month Vision Care Plan, the HORIZON Dental Plan and a special Legal Services Plan. These also surpass the standard plans as a result of higher contributions CSEA won at the bargaining table.

While Package 7 and OCA represent tailor-made deluxe plans, CSEA EBF can also accommodate small groups with limited resources. For instance, a group with no previous dental coverage and little funding was unable to negotiate enough employer contributions to purchase the statewide dental plan. But working with the employee bargaining team, EBF was able to create an entry-level plan with preventive care that fit their pocketbook. In the following contract the group was able to negotiate additional funds and their plan was upgraded to the statewide plan. Any coverage is better than none, and sometimes just getting a plan started is the toughest part. The flexibility of CSEA EBF can open the door to benefits that members would otherwise never see.

Remember, EBF is CSEA and represents you. Call the CSEA EBF marketing staff anytime — they are here to help. **1-800-342-4274 or (518) 463-4555.**

## Free survivor's guide for dealing with death in family

CSEA members can get a copy of "A Survivor's Guide for CSEA Members and Their Families" through CSEA headquarters.

The 32-page guide contains information to help members and their families in dealing with the legal and financial implications of a death in the family. It is provided by the CSEA/State Labor/Management Committees.

The publication is free and is provided through the CSEA contract with the state.

If you would like a copy, mail in the adjacent coupon to:

Printing Operations  
CSEA Inc.  
143 Washington Avenue  
Albany, New York 12210

Please send me a FREE copy of "A Survivor's Guide for CSEA Members and Their Families"

Name: \_\_\_\_\_ Local No. \_\_\_\_\_  
(Please Print)

Address: \_\_\_\_\_

Signature: \_\_\_\_\_

MAIL TO: Printing Operations  
CSEA Inc.  
143 Washington Avenue  
Albany, New York 12210



# AT YOUR SERVICE

## YOUR UNION BENEFITS

## A REFERENCE GUIDE TO CSEA MEMBER SERVICES AND BENEFITS

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 "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 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 negotiations, 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. 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 office.

### 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**.

### 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.

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**.

### AFSCME Advantage Legal Services Program

The AFSCME Advantage Union Privilege Legal Service Program makes it possible for you to easily obtain high quality, affordable legal services for many personal legal matters. For more details and a list of the participating lawyers in your area, call the CSEA office in your region.

### 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.**

### Health Insurance

For health insurance questions concerning Empire Plan coverage, call the appropriate following telephone number:

#### EMPIRE PLAN

**Blue Cross Claims** **1-800-342-9815**  
or **(518) 465-0171**

**Metropolitan Claims** **1-800-942-4640**

**Participating Providers** **1-800-537-0010**

**Empire Plan Health Call** **1-800-992-1213**  
(Hospital admission approval/surgical review)

### 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 and retiree membership information are available by contacting **CSEA's Retiree Department at CSEA Headquarters 1-800-342-4146 or (518) 434-0191.**

Technical retirement benefit questions (i.e., eligibility for service buy-back, transfer of membership), requests for retirement allowance applications, and requests for retirement estimate applications should be directed to the New York State and Local Retirement Systems at **(518) 474-7736.**

### 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.**

### Grievances, Disciplines

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. Do not delay if you believe you have a problem; grievances must be filed on a timely basis.

### CSEA REGIONAL OFFICES

**LONG ISLAND REGION 1 OFFICE**  
Hauppauge Atrium Building  
300 Vanderbilt Motor Pkwy.  
Hauppauge, NY 11788  
(516) 273-2280  
(516) 435-0962

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

**CENTRAL REGION 5 OFFICE**  
6595 Kirkville Road  
East Syracuse, NY 13057  
(315) 433-0050

**METROPOLITAN REGION 2 OFFICE**  
Suite 1500  
11 Broadway  
New York, NY 10004  
(212) 514-9200

**CAPITAL REGION 4 OFFICE**  
Suite 402  
1215 Western Avenue  
Albany, NY 12203  
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# EARLY RETIREMENT: A FLIMFLAM PLAN

## A message from CSEA President Joe McDermott

In a desperate attempt to balance the state budget Governor Cuomo is offering state employees a flimflam early retirement plan.

Throughout the state budget negotiations CSEA has advocated for three things in an early retirement plan.

First, a fair plan that provides a benefit to all eligible employees, not a select few individuals or titles.

Second, a plan that saves enough money to prevent any layoffs.

Third, a plan that avoids a repeat of the 1983 early retirement program that left many agencies dangerously understaffed.

The plan being put forward by the Governor and legislative leaders, as I write this, does none of these things.

The plan is unfair because only employees in targeted titles will get an enhanced retirement benefit.

The plan is unfair because management will determine how many employees in those titles will be able to take advantage of the early retirement. If too many people want to retire there will be a cutoff based on seniority. Two workers could have identical work records, except for one day of seniority, and one would be allowed to take advantage of the early retirement benefit while the other would not.

If too few volunteer, management can harass unwilling employees into retirement.

For employees who are not in the targeted titles the plan is even worse. They would get no enhanced retirement benefit.

The proposal would allow these employees to retire but keep working full time at 60 percent of their salary while drawing their pension.

Management will try to tell people this is a benefit because they will bring home a little more money.

In reality the state is asking these employees to take a 40 percent paycut and use their pension to pay themselves for working for the state. That is not only unfair, it is crazy!

There are also serious questions about the status of these employees. Are they employees or retirees? If they are retirees do they accrue vacation and sick time as well as other employee benefits? If they are employees how can they draw their pension?

CSEA proposed a fair and workable early retirement plan that the Governor rejected out of hand.

The Governor's plan was born out of the desperation surrounding these budget negotiations.

The state is drowning in a sea of red ink caused by the tax breaks the politicians have given to wealthy individuals and corporations.

Now these same politicians are hoping you will accept this horrible early retirement plan to balance their bottom line.

Don't be fooled! Reject this plan for the flimflam that it is.



## State may have a budget

ALBANY — State political leaders announced an agreement on a state budget as this issue of *The Public Sector* went to press.

Details of the \$50 billion budget, put together nearly 40 days late, were not all available at press time.

The budget will include the early retirement plan which CSEA has called a flimflam plan (see President McDermott's column) that is unfair to state employees. It also includes a new formula for the state's Employee

Retirement Fund (see story on page 2) which CSEA also strongly opposes. The fund includes pension for local government as well as state employees.

The budget apparently reduces the threat of layoffs. It also includes a delay in the planned personal income tax cut. CSEA has long argued the tax cut should be abolished to prevent a tax shift to local governments and school districts.

*The Public Sector* will publish more details on the budget in its next issue.

## It's unfair because:

- \* Not all state employees can participate
- \* It's still targeted to certain titles
- \* It limits participation even in targeted titles
- \* Employees in non-targeted areas who take delayed early retirement (in six months to two years) get no retirement enhancement
- \* These employees continue to work 100 percent of the time for only 60 percent of the pay. The rest of their pay comes from their pension — money they've already earned.

**Nuts to PUC — It's robbery — See page 2**