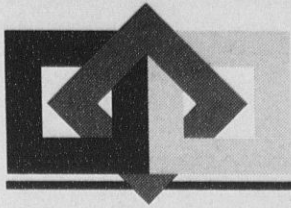


Welcome to the wonderful world of benefits



## It pays to be a CSEA member

- ✓ A huge variety of Buyer's Edge holiday specials ... Page 16
- ✓ Get away from it all with your new Royal Caribbean cruise benefit; or your Union Driver and Traveler benefit can ease your trip by car, bus, train or plane. Or just stay home in your new house, thanks to your Empire Home Mortgage program ... Page 17
- ✓ A full page of member-only discounts exclusively for you ... Page 18
- ✓ A reference guide to CSEA member services and benefits ... Page 20



### State Government News

Leave donation program eases workers' worries: **Page 6**

Career series established in time for the winter season: **Page 7**

CSEA fights for Higher Education Services Corp. jobs: **Page 8**

### General News

Art exhibit highlights relationships of labor and management: **Page 5**

Elections for local, unit officers and delegates in '95; other election info: **Page 9**

*Getting ready for winter:*

CSEA workers at Belleayre prepare for ski season: **Pages 10-11**

### Local Government News

Privatization is bad business: **Page 12**

Union charges layoffs are in retaliation for union activity: **Page 13**

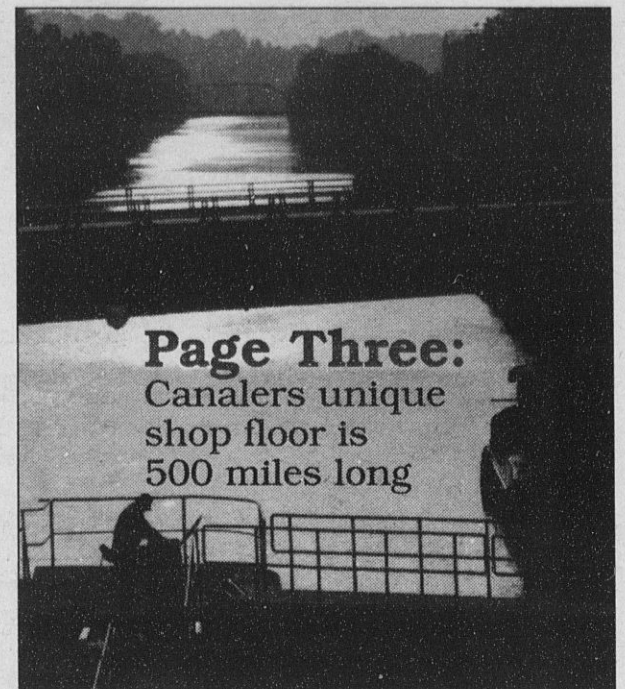
Dozens of jobs restored in Nassau County: **Page 14**

News from the school districts: **Page 15**

### Keep track of your leave activities throughout the year

Leave accruals are an important contractual benefit negotiated for you by CSEA. You can help guarantee the accuracy of your accruals by tracking your leave activities.

**USE THE ANNUAL LEAVE  
RECORD FORMS  
INCLUDED IN THIS ISSUE**



**Page Three:**  
Canalers unique  
shop floor is  
500 miles long

### President's message:

What kind of change do the voters want? **Page 4**

### On The Cover:

**The Wonderful  
World of Benefits:**  
*The many advantages of  
being a CSEA member*

### And On the Back:

**How Can CSEA  
Help Me?**  
*A Reference Guide to  
CSEA Member Services  
& Benefits*

## THE PUBLIC Sector

Official publication of  
The Civil Service Employees  
Association, Inc. Local 1000, AFSCME,  
AFL-CIO  
143 Washington Avenue  
Albany, New York 12210-2303  
Danny Donohue, President

STANLEY HORNAK, Publisher  
ROGER A. COLE, Editor  
KATHLEEN DALY, Associate Editor

Readers: Send any comments, complaints, suggestions or ideas that you have to the Publisher, *The Public Sector*, 143 Washington Avenue, Albany, NY 12210-2303.

The Public Sector (USPS 0445-010) is published monthly by The Civil Service Employees Association. Publication Office: 143 Washington Avenue, Albany, New York 12210. Second Class Postage paid at Post Office, Albany, New York 12288. Postmaster: Send address changes to: Civil Service Employees Association, Attn: Membership Department, 143 Washington Avenue, Albany, New York 12210.

### COMMUNICATIONS ASSOCIATES

SHERYL C. JENKS Region 1  
(516) 273-2280  
LILLY GIOIA Region 2  
(212) 406-2156  
ANITA MANLEY Region 3  
(914) 831-1000  
DAN CAMPBELL Region 4  
(518) 785-4400  
MARK M. KOTZIN Region 5  
(315) 433-0050

RON WOFFORD Region 6  
(716) 886-0391  
STEPHEN MADARASZ Headquarters  
(518) 434-0191



### The Public Sector Committee

LONG ISLAND REGION *Henry Jenny*  
METROPOLITAN REGION *Jimmy Gripper (Chairman)*  
SOUTHERN REGION *Tom Schmidt*

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

## Canalers unique shop floor 100 yards wide, 500 miles long

The New York State Barge Canal is a tradition-filled, working piece of history, but that doesn't mean it can't change.

The locks, with their polished instruments and well-oiled gates, keep working, often operated by third generation canalers (see adjacent story). Now, however, the canalers are sending boats and barges through as employees of the New York State Canal Corporation. A very close cousin of the state Thruway Authority, the Canal Corporation shares the authority's executive director and board of directors.

A couple of years ago, the state Legislature shifted the canal from the state Department of Transportation to the Canal Corporation, and with that move more than 500 CSEA members who work on the canal went to work for the public benefit corporation.

CSEA, in preparing to

negotiate a new contract, has involved the members through meetings and a sophisticated survey to determine what they want in their contract.

"The canal workers are unique. Nobody else works in the unique conditions they do, with antique equipment moving the public through 'Clinton's Ditch' day in and day out during canal season," CSEA Deputy Director for Contract Administration Michael Richardson said. "These workers have a shop floor that is a hundred yards wide and 500 miles long. This is a one-of-a-kind bargaining unit, and we have to recognize that in contract negotiations."

To do that, Richardson and CSEA Assistant Contract Administrator Greg Davis made three trips to each of the five locals whose members work on the canal. They listened as members talked about concerns regarding parity with


Thruway Authority workers and their own unique status. From the first discussions, CSEA developed and circulated a survey that helped determine exactly which concerns had highest priority among the most members. Three-fifths of the members responded, giving a clear picture of what the canal members need.

The third trip has been to discuss the results of the survey and contract proposals based on the survey results.

"Before we sign off on a tentative agreement, we'll go back to the members so they can review it," Richardson said. "When we start negotiating on Dec. 1, our members will know where we stand."

The current contract expires March 31.

— Kathleen Daly



Winter on  
canal a  
tradition  
all its  
own

To the CSEA members working along the 524 miles of the state Barge Canal, the coming of winter means a lot more than just getting out the snow shovels.

For the "canalers," as they refer to themselves, the fall season is the time they close down the canal system for the winter and change modes from serving the boating public to maintenance and repair of facilities and equipment, a job that lasts all winter.

For many, the switch represents a time-honored tradition passed down from generation to generation

The pride is evident on the faces of the canalers, many of whom are continuing a tradition of their own, following their fathers and their fathers' fathers working on the canal. From the polished brass handles of the gate controls to the perfectly lubricated precision gears that open and close the gates, all of the lock controls still use their original equipment.

A five-year plan to invest \$18 million into further restoration of the locks will keep the canal and its traditions alive.

— Photo by Mark M. Kotzin

*A message from  
CSEA President Danny Donohue*



# Employees themselves often the best resource for reinventing government

Election Day '94 was truly a day which shook up the status quo.

Nationally and locally voters said that they wanted change. Now the question we have to face is exactly what kind of change do they want.

If, by change, the voters want a more effective government then I am confident that we are ready to meet the challenge. We are ready to solve the problems. We are ready with our vitality, know-how and motivation. But if, by change, they mean less government then I think voters will be surprised at how much they depend on the kinds of front-line services which CSEA members provide.

Our members plow the streets. Our members care for the mentally ill. Our

members drive school buses. Our members issue drivers' licenses. Our members counsel the troubled. Our members issue food stamps. Our members feed the elderly....

Governor-elect George Pataki deserves our congratulations and we wish him well as he takes office on Jan. 1.

As I wrote him on Nov. 9:

"The people have spoken and we are prepared to work with you in a partnership to improve public services. Experience tells us that the workers themselves are often the best resource for reinventing government."

Although CSEA remained neutral in the race for governor, we certainly hope that we can forge a relationship with the new

governor that will benefit all New Yorkers.

And let me also send out a special congratulations to Comptroller Carl McCall, who did have our support and won. CSEA worked tirelessly on McCall's behalf from one end of the state to the other in a campaign that demonstrated the full range of CSEA's political action abilities.

Finally, as the old year ends and the new year begins, let me extend to you, your family, friends and neighbors best wishes during the holidays and throughout 1995.

In Solidarity,



Kim Hytko

## CSEA family mourns loss of Kim Hytko, 38, executive secretary

The family of CSEA is mourning the loss of Kim A. Howe Hytko, 38, executive secretary to CSEA President Danny Donohue. She died Nov. 7 at Samaritan Hospital, Troy.

"I have lost a terrific associate and close personal friend and the family of CSEA has lost a wonderful employee who dedicated her entire adult life to the cause of unionism," President Donohue said. "Kim was extremely loyal and faithful, to me personally and to the thousands of CSEA members she came in contact

with over the years. On behalf of the entire CSEA family, I express my

deepest sympathy to her husband, children and family members."

A lifelong resident of the Albany suburb of Cohoes, Kim joined the staff of CSEA

immediately upon graduation from Cohoes High School in 1974.

She is survived by her husband, Theodore M. Hytko; two sons, John M. Palella and Adam T. Hytko; her parents, Lloyd and Helen Toma Howe of Cohoes; a sister, Lori Fowler of Queensbury; and two brothers, Craig Howe of Cohoes and Matthew Howe of Saratoga Springs.

A large contingent of CSEA staff, members, officers and activists

attended funeral services. Burial was in St. Mary's Cemetery, Waterford.

**'I have lost a terrific associate and close personal friend ... Kim was extremely loyal and faithful...'**

— CSEA President Danny Donohue

# CSEA supports exhibit on workers, managers

ALBANY — An exhibit on the history of workers and managers in the United States and New York's Capital District is receiving important support from CSEA.

The two exhibits at the Albany Institute of History and Art highlight the relationships of labor and management from the 19th century to the present.

"All In a Day's Work: Labor and Management in the Capital District" includes the public sector, with pins and posters from CSEA. It examines the shifting social,

economic, political and cultural forces that have compelled workers and managers to continually redefine their relationship to work and the workplace.

"Who's in Charge: Workers and Managers in the United States" is a Smithsonian exhibit which will travel around the country over the next two years. It chronicles the history of the struggle for control of the workplace.

Organized by the Smithsonian Institution Traveling Exhibition Services, the exhibit is curated by the National Museum of

American History.

"CSEA is participating in these exhibits for a very simple reason: Labor continues to be a vital force in shaping this nation," CSEA President Danny Donohue said. "We supported the exhibits because they bring that point home to the public. It's important to examine the past of the Labor Movement as we move forward."

The exhibit continues at the Albany Institute of History and Art just a block from CSEA headquarters through Dec. 31.



**WHO'S IN CHARGE?**

## ATTENTION

**INDIVIDUALS EXPOSED TO ASBESTOS OR ASBESTOS-CONTAINING PRODUCTS AND INDIVIDUALS OR ENTITIES WHICH MAY BE SUED BY THOSE EXPOSED TO ASBESTOS-CONTAINING PRODUCTS**

Two class action lawsuits involving Fibreboard Corporation, and its predecessor PABCO, are pending in court and may affect your rights.

- If you, a member of your family, or someone for whom you have legal responsibility was exposed, directly or indirectly, to asbestos or asbestos-containing products; or

- If you are a person or entity which may be sued by individuals exposed to asbestos or asbestos-containing products;

**Call: 1-800-792-2000 for more information about these class actions and your rights . . . even if you are not suffering from any symptoms of injury.**

## Board waives dues for members called to active duty as reservists

CSEA's Board of Directors approved the following policy at its Oct. 27 meeting:

Any CSEA member in good standing who is a military reservist and is called to active duty shall have their membership dues waived while on active military duty.

CSEA local and unit presidents should complete an application for

waiver of CSEA membership dues for any member military reservist called to active duty. The application can be obtained from the CSEA Membership Records Department, 143 Washington Avenue, Capitol Station Box 7125, Albany, NY 12224 and must be returned to the CSEA Membership Records Department at the

same address.

Any member called to active military duty who is participating in any CSEA-sponsored insurance plans will be placed on a quarterly direct bill basis for the period of active duty. CSEA will arrange for the direct billing of the insurance coverages upon receipt of the application for membership dues waiver.

## Small mandatory dues increase effective Jan. 1

CSEA members and agency shop fee payers will see a small increase in their membership dues and fees effective Jan. 1, 1995. The mandatory increase is a result of a raise in the minimum dues AFSCME charges local unions affiliated with the International.

Effective Jan. 1, employees earning less than \$5,000 a year will see their dues or fee increase about nine cents bi-weekly.

Employees earning between \$5,000 and \$9,999 will see their dues or fee increase 14 cents bi-weekly.

Employees earning between \$10,000 and

\$15,999 will see dues or fee increase 24 cents bi-weekly.

Employees earning between \$16,000 and \$21,999 will see their dues or fee increase 27 cents bi-weekly.

Dues or fees for employees earning more than \$22,000 a year will increase 30 cents bi-weekly.

## We need your suggestions

CSEA is preparing its legislative agenda for the next session of the state Legislature.

The new session begins in January, and as part of preparations, the CSEA Political Action team wants your input.

CSEA members are on the front lines of state, local government and school district services. You face the reality of public service, and you have ideas on how to solve the many and varied problems public employees face.

If you think a law could help solve some of those problems, let us know. Send the coupon at right to:

CSEA Political Action Department  
143 Washington Avenue  
Albany, New York 12210.

All contributions will be reviewed as CSEA prepares its legislative agenda for 1995.

*There ought to be a law that would*

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Name \_\_\_\_\_

Address \_\_\_\_\_

Local \_\_\_\_\_

Send to: \_\_\_\_\_

**CSEA Political Action  
143 Washington Avenue  
Albany, New York 12210**

## LEAP honored with Exemplary Program Award for 1994

CSEA's Labor Education Action Program (LEAP) has been selected as a 1994 winner of the Exemplary Program Awards of the Continuing Education Association of New York. LEAP won in the prestigious business/industry linkage category.

**CSEA LEAP  
Labor Education  
Action Program**

LEAP Director Ira Baumgarten and members of his staff have been invited to make a presentation about LEAP's work on behalf of CSEA members at the Continuing Education Association of New York's annual conference later this year.

LEAP is a tuition voucher program available to members of the Division of Military and Naval Affairs, Administrative, Institutional, and Operational Services Bargaining Units and employees of Health Research, Inc., SUNY Construction Fund, and the Teachers' Retirement System.

LEAP was founded in 1983 to provide education and training to 100,000 state workers represented by CSEA. Since then LEAP has provided funding for thousands of CSEA members to enroll in about 70,000 courses at colleges, universities and other institutions of higher learning throughout New York state.

## Leave donation program eases worries

*A leave donation program which CSEA negotiated with the state has proved to be an extraordinary humanitarian program. It enables employees to donate their unused vacation leave to co-workers who need additional leave due to serious illness. Here's a couple of examples of this program in action.*

## Co-workers come through for Richard Dildine

ELMIRA — CSEA Local 437 members working at the Elmira Psychiatric Center have pulled together to help one of their own.

This past summer, Mental Hygiene Therapy Aide Richard Dildine was diagnosed with a form of terminal bone cancer. Although the cancer was determined to be untreatable, he underwent 36 radiation treatments in an effort to alleviate his pain. As a result, he was out of work from July through November.

To make matters even worse, Dildine had used up most of his sick time accruals due to a previous operation in which he had a kidney removed because of cancer and also from taking sick time to help treat his teenage son who suffers from hemophilia.

Thankfully, his fellow union members and co-

workers came to his aid. CSEA Local 437 Second Vice President Rose McBlane coordinated a leave donation campaign to supplement Dildine's sick leave.

McBlane said that facility workers were very generous and were able to keep Dildine on sick leave the whole time he was out of work.

Now, with help from the facility's management, Dildine is returning to work in a limited capacity, working at a desk job. He said he wants to work again so he can be back with all his friends who were so generous in helping him out.

"I'm going to give it a chance and see if I can do it. I have a lot of friends at work," Dildine said. "I can't express how fortunate I was. It's just amazing. I appreciate everything the

union and our people have done for me."

— Mark M. Kotzin

## SUNY worker says thank you

NEW PALTZ — Caroline Elliott wants to thank her co-workers for their donations of sick leave during her time of need.

Elliott, a cleaner at SUNY, New Paltz became ill with a heart problem five months ago. Co-workers came through for her so she would not have the additional burden of worrying about a paycheck while she was recuperating.

"I thought it was a wonderful thing," she said. "I want to thank everyone who donated time."

## Health fair offers information to workers at Helen Hayes Hospital



Helen Hayes Hospital Employee Assistance Program Chair Jan Heminover shows Local 302 President Bill Curtin some of the informational brochures available at the Health Fair held recently at the facility. Information on nutrition, heart disease, cancer and epilepsy were among some of the exhibits at the fair which serviced more than 500 employees and guests.

## LEAP provides vouchers to large percentage of applicants for Spring 1995; 24,127 over last 3 years

Vouchers for the Spring 1995 Labor Education Action Program (LEAP) semester were mailed last month to 71 percent of eligible applicants. LEAP received an overwhelming 4,812 applications for the Spring semester. Because of budget constraints in the last term of the 1992-95 contract with the state, approximately 29 percent of eligible applicants were not able to receive a voucher for the Spring semester.

LEAP administers a tuition voucher program at colleges and other institutions of higher education for CSEA-represented state employees in the ASU, OSU, ISU and DMNA bargaining units as well as Health Research Incorporated, SUNY Construction Fund and Teachers' Retirement System.

LEAP vouchers continue to be a very valuable benefit for CSEA members who are interested in returning to school. The Spring 1995 semester concludes a very productive contract period for LEAP. Between 1992 and 1995 LEAP received 28,164 applications and awarded 24,127 vouchers, an overall acceptance rate of 86 percent.

With negotiations for the next contract approaching, LEAP hopes to continue receiving adequate funding to continue awarding vouchers at the same rate as in previous years, LEAP Director Ira Baumgarten said.

Additional information about future LEAP semesters will be published as it become available in upcoming editions of *The Public Sector*.

# New career series promotional opportunities for state DOT workers

ALBANY — Just in time for the new winter season, CSEA activism has resulted in the establishment of a new career series for state Department of Transportation workers who maintain the state's roadways.

The Highway Maintenance Worker series, which provides new promotional opportunities for front-line DOT workers, stems from the union's insistence that DOT address various issues related to the One-Person Plowing policy implemented several years ago.

"The front line DOT workers perform essential work under extremely stressful working conditions and I'm satisfied that DOT has been working with CSEA to recognize that fact," CSEA President Danny Donohue said.

"OPP raised a lot of issues about consistent training, safety factors, added responsibilities and appropriate pay," CSEA DOT Labor/Management Committee chair John Wallenbeck said. "CSEA kept hammering away at DOT to get these issues addressed and we got an agreement that will work out for everyone.

"There are still a few bumps that have to be smoothed but the plan is fair and responsible," he said.

As this edition of *The Public Sector* went to press, Governor-elect George Pataki requested that Gov. Cuomo freeze new hirings and promotions or reclassifications of current state employees. It is not known what, if any, impact that request might have on the new career series.

Under the plan, DOT employees who might have been dead-ended in their promotional opportunities or had only temporary seasonal upgrade opportunities can now move up to higher grade

New career series stems from CSEA's insistence that DOT address issues related to One-Person Plowing policy implemented a few years ago

permanent positions of Highway Maintenance Worker 1 (grade 8) and Highway Maintenance Worker 2 (grade 10). The promotions are subject to meeting the qualifications and being certified to perform the required work.

Other titles, such as Laborer and Highway Equipment Operator have been consolidated into Highway Maintenance Worker Trainee titles. In the process it is expected that the career series will enable the majority of DOT highway workers to be upgraded.

Although CSEA and the state had agreed to a fast-track certification procedure to evaluate plow operators seeking transition to the new HMW 2 title, the state ran into some difficulties completing the review. As a result, appointments will be made based on seniority while the evaluation process continues. Scheduling of the evaluations will proceed on a seniority basis.

Since the transition may cause some confusion for some people, individuals should contact their CSEA shop steward or local officer if they have any questions or concerns about the procedure.

— Stephen Madarasz

## Christmas, New Year's holiday pay rates clarified for state workers

Christmas Day, Dec. 25, 1994, and New Year's Day, Jan. 1, 1995, fall on Sundays and will be observed as legal holidays in New York state on Monday, Dec. 26, and Monday, Jan. 2 respectively.

Employees in the Administrative, Operational and Institutional Services Units for whom Sunday is a *regularly scheduled workday* will observe the holidays on Dec. 25 and Jan. 1. Employees in those CSEA-represented bargaining units for whom Sunday is a *regularly scheduled pass day* will observe the holidays on Dec. 26 and Jan. 2.

Employees in those three bargaining units who observe the holiday on Dec. 25 and are required to work on that day are eligible to be paid holiday pay at the time and a half holiday premium rate. Employees in these units who observe the holiday on Dec. 26 and are required to work on that day are eligible to be paid holiday pay at the straight time holiday rate. Since there is no provision for payment of holiday pay at a premium rate for work on New Year's Day, employees who receive holiday pay for work on either Jan. 1 or Jan. 2 will be paid at the straight time holiday rate.

## Summary of meeting of statewide Board of Directors

Editor's Note: *The Public Sector* regularly publishes a summary of actions taken by CSEA's Board of Directors at the Board's official meetings. The summary is prepared by CSEA Statewide Secretary Barbara Reeves for the information of union members.

ALBANY — CSEA's statewide Board of Directors met here on Oct. 27. In official action, the Board:

- Adopted various proposals consistent with the Americans with Disabilities Act;
- Approved waiving dues of members who belong to the military reserves when they are put on active duty;
- Approved a new member benefit in

cooperation with Royal Caribbean Cruises Ltd. (See page 17 for details);

- Placed into administration Sullivan County State Department of Transportation Local 521, Greater Amsterdam School District Aides Unit, Niagara Falls Bridge Commission Unit and Pius XII Chester Campus Units A and B;

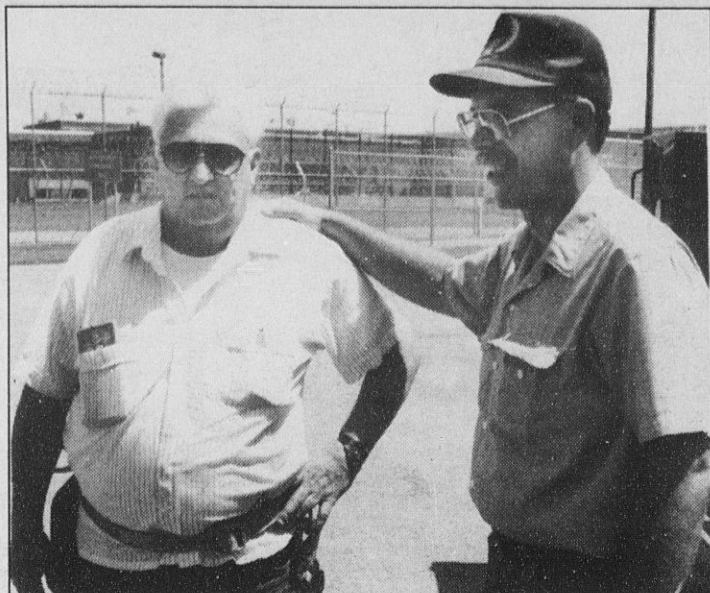
- Authorized a rental lease for Ulster County Local 856;
- Designated the Holiday Inn at Grand Island as the location for the 1997 retirees Annual Delegates Meeting;
- Approved the 1995 schedule for the election of statewide Board of Directors;
- Approved the 1995 procedures for the

election of local and unit officers, as amended; and

- Approved a new member benefit in cooperation with NYNEX (See page 19 for details).

Questions concerning this summary of actions taken by CSEA's statewide Board of Directors should be directed to CSEA Statewide Secretary Barbara Reeves, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210. 1-800-342-4146 or (518) 434-0191.





Wende Correctional Facility 175 member Jim Susi, left, and CSEA Local 175 President Terry Pusch.

## Member foils robbery

ALDEN — Jim Susi, an electrical worker at Wende Correctional Facility, wasn't looking for trouble when he stopped at a coffee shop on his way to work. But a knife-wielding bandit changed all that.

Susi, a member of CSEA Local 175, wrestled the knife away from the thug, who beat a hasty retreat.

Susi injured his hip, and had to take some time off to recuperate.

But he's back now, disavowing any "hero" status. But that didn't stop Terry Pusch, local president, from singing his praises.

"Jim is a fine example of a citizen and public employee who, out of concern and caring, pitched in to help out in an emergency," Pusch said. "We're all proud of him and glad he is OK and back on the job."

— Ron Wofford

## CSEA fighting for HESC jobs

ALBANY — CSEA is working hard to protect the jobs of the employees of the Higher Education Services Corp. by making it eligible to compete to administer loans for the new Federal Direct Student Loan Program.

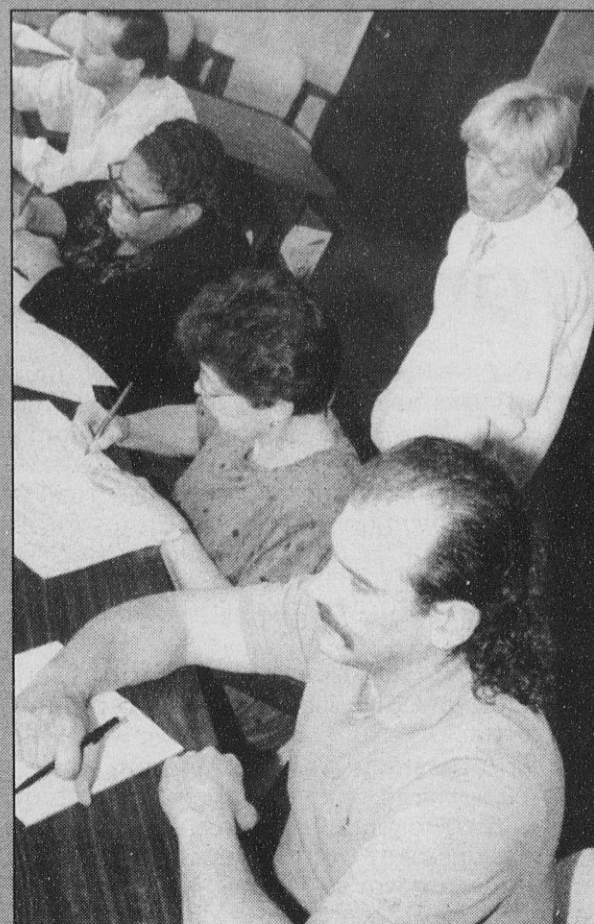
About 1,000 employees handle student loans for New York state, including the traditional Guaranteed Student Loan Program. The new federal loan program is an option or an addition to the Guaranteed Student Loan Program.

Unless it can compete for the federal loans, the Higher Education Services Corp. could lose much of its work to the private sector.

CSEA has led a letter-writing campaign to convince the U.S. Department of Education to declare New York state a region, which would allow the corporation to submit bids for loan work in the region.

So far, the campaign has generated hundreds of letters to federal officials and the state's Congressional delegation.

The union's Political Action Department and AFSCME are both lobbying federal officials to designate New York state as a region for the loan program.



Members of CSEA Local 667 write letters to Congress. They are, from left, Guy Michaud, Gloria E. Brown, Penny Cushman, local Secretary Lynn Stalker (standing) and Local Vice President Bill Van Guilder.

## Health Insurance Option Transfer Period Extended to Dec. 14

Due to the delay in approving the 1995 health insurance renewal rates, the Option Transfer period has been extended to Dec. 14.

To change your health insurance option for 1995, you must contact your health benefits administrator located in your personnel office.

Current rate renewal listings were sent to members' homes during the second week of

November. The "Health Insurance Choices Guide" for 1995 was sent to your health benefits administrators the first week of November.

If you did not receive a rate sheet or if you would like to obtain a copy of the guide,

**J O I N T**  
**C O M M I T T E E**  
**O N**  
**H E A L T H**  
**B E N E F I T S**

contact your personnel office as soon as possible.

The effective date of a newly elected health insurance option for those

employees under the Administrative payroll will be Dec. 28. The earliest paycheck in which an adjustment will be

made is the payroll period of Dec. 29.

The effective date of a newly elected health insurance option for those employees under the Institutional payroll will be Jan. 4. The earliest paycheck in which an adjustment is made is the payroll period of Jan. 5. Due to processing delays, most adjustments will be made in January retroactive to the effective date.

## Insurance renewal rates for plans covering state employees

Remember, Dec. 14 is the last day to change your health insurance option. If you do not wish to change your option, then no action is necessary. The 1995 bi-weekly health insurance premium deductions for employees are as follows:

Health Insurance Plan	Individual	Family
The Empire Plan	\$6.61	\$29.04
BlueCARE Plus	7.76	36.46
Blue Choice	5.84	28.16
Capital District		
Physicians' Health Plan	6.01	31.27
ChoiceCare	7.81	39.97
Community Blue	4.29	23.20
Capital Area Community		
Health Plan	7.07	35.31
CHP Hudson Valley	8.09	40.90
Elderplan, Inc.	1.97	6.88
Foundation Health Plan	7.92	39.09
Healthcare Plan, Inc.	5.39	29.20
HIP	7.19	33.59

Health Insurance Plan	Individual	Family
HIP Rutgers	8.16	39.55
Independent Health		
Hudson Valley	7.66	39.14
Independent Health		
Western NY	4.80	26.39
Independent Prepaid		
Health Plan	8.13	40.15
Kaiser Foundation Health		
Plan of New England	7.08	32.81
Managed Health	8.29	39.68
MVP Health Plan - Central	5.41	28.38
MVP Health Plan - East	6.07	31.96
Preferred Care	5.94	29.05
Prepaid Health Plan	7.43	38.72
PHP/Slocum Dickson	6.95	36.23
Sanus Health Plan	6.74	33.70
Travelers Health Network	7.10	38.98
U.S. Healthcare	6.79	31.91
WellCare	7.26	37.42



# Election Info

## 1995 election schedule for Board of Directors

Seats on CSEA's Statewide Board of Directors are up for election in 1995.

The current board has set the following schedule for the elections:

- Feb. 21** **Start of petitioning period:** Nominating petitions are available from CSEA headquarters and region offices.
- March 24** **Deadline** for nominating petitions to be received at CSEA Headquarters (5 p.m.).
- May** **Publication** of campaign articles in *The Public Sector*.
- May 22** **Ballots** delivered to Post Office for mailing (5 p.m.).
- June 1** **Replacement ballots** may be requested if original is not received.
- June 13** **Deadline** for receipt of ballots (8 a.m.).

**ELECTION RESULTS ANNOUNCED AFTER THE COUNT  
CANDIDATES WILL BE NOTIFIED BY MAIL**

- July** **Election results published** in *The Public Sector*.

## Nominating procedure for small locals and units

Election rules have been changed for CSEA locals and units of 10 or fewer members.

The election rules require a minimum of 10 signatures on nominating petitions from candidates for office in all locals and units.

This requirement caused problems for potential candidates for office in locals and units with 10 or fewer members.

The statewide Board of Directors approved a new Application for Election to

Office for locals and units with 10 or fewer members. In these smaller locals and units,

completion of the Application for Election to Office will replace the requirement to obtain signatures on a nominating petition.

In locals or units with 10 or fewer members, any member who submits the application and meets election requirements under the appropriate

Local or Unit Constitution will be placed on the ballot.

## New Application for Election to Office to be used in locals and units with fewer than 10 members

## Slate voting to be used in local and unit elections in '95

Elections for local officers and delegates and unit officers will take place in 1995. Slate petitioning and slate voting in elections for local and unit officers will be available.

The new system will allow local and unit officer candidates to run as a slate.

### Local Elections

In local elections, a slate must contain a candidate running for the offices of president, one or more vice presidents, secretary and treasurer.

The slate may also include candidates for other offices which have been created according to the Local Constitution and By-Laws. In locals which have created the position of secretary-treasurer, the slate must include a candidate for that office.

### Unit Elections

In unit elections, a slate must contain a candidate running for the offices of president, one or more vice presidents, secretary and treasurer.

The slate may also include candidates for other offices which have been created according to the Unit Constitution and By-Laws. In units which have created the position of secretary-treasurer, the slate must include a candidate for that office.

Candidates should know the following:

A member cannot be a candidate for officer and for delegate on the same slate. An officer candidate must circulate a separate nominating petition in order to appear on the ballot as a candidate for delegate. The candidate will appear on the ballot as part of the slate as a candidate for office and as an individual for the position of delegate.

Candidates who run as a slate must fill out a slate consent form and a slate petition request form. All candidates who appear as part of a slate need only to submit one set of the required number of signatures to qualify as a candidate.

Candidates who withdraw from a slate must complete a slate withdrawal form.

More detailed information about election slates will be available from local and unit election committees.

**'I encourage interested, qualified members to seek elected union office and I especially encourage all members to vote in union elections.'**

— CSEA President Danny Donohue

The Wonderful World of Benefits: Belleayre offers special Thursday rates for CSEA, other union, members

# Belleayre Ski Center prepares for winter

HIGHMOUNT — CSEA members who enjoy skiing will find a real bargain this winter if they patronize Belleayre Ski Center located in the northwestern corner of Ulster County.

Belleayre, the only ski center in the Catskills owned by the state Department of Environmental Conservation and serviced by a staff of dedicated CSEA members, is offering CSEA and other union members special rates on non-holiday Thursdays throughout the season. On union days, members just have to show their union cards to get a \$19 all-day, all-area ski lift ticket. Besides the \$7 discount, you can get beginner lessons at no charge with every ticket. Belleayre also offers child care, refreshments, a ski shop and a beautiful view of the Catskill Mountains from its rustic lodge.

Superintendent Richard Clark attributes the ski center's success to its "exceptionally talented group of mostly seasonal employees."

Seasonal employees, members of CSEA Mid Hudson Employees Local 009, manufacture the snow for the trails, maintain and operate the ski center and take care of advertising, promotion and ticket sales. Others teach skiing, handle first aid, safety and security and provide everything else required for a top quality ski experience.

"These people are professionals, and their



incredible skills are matched by their creativity and enthusiasm," said Clark, a former CSEA member who came up through the ranks.

"We have our own little world here," he added. "If something breaks, we fix it. If we need something new, we build it. I can't think of anything this staff can't do from building a new building start to finish, to programming computers and meeting and working with people."

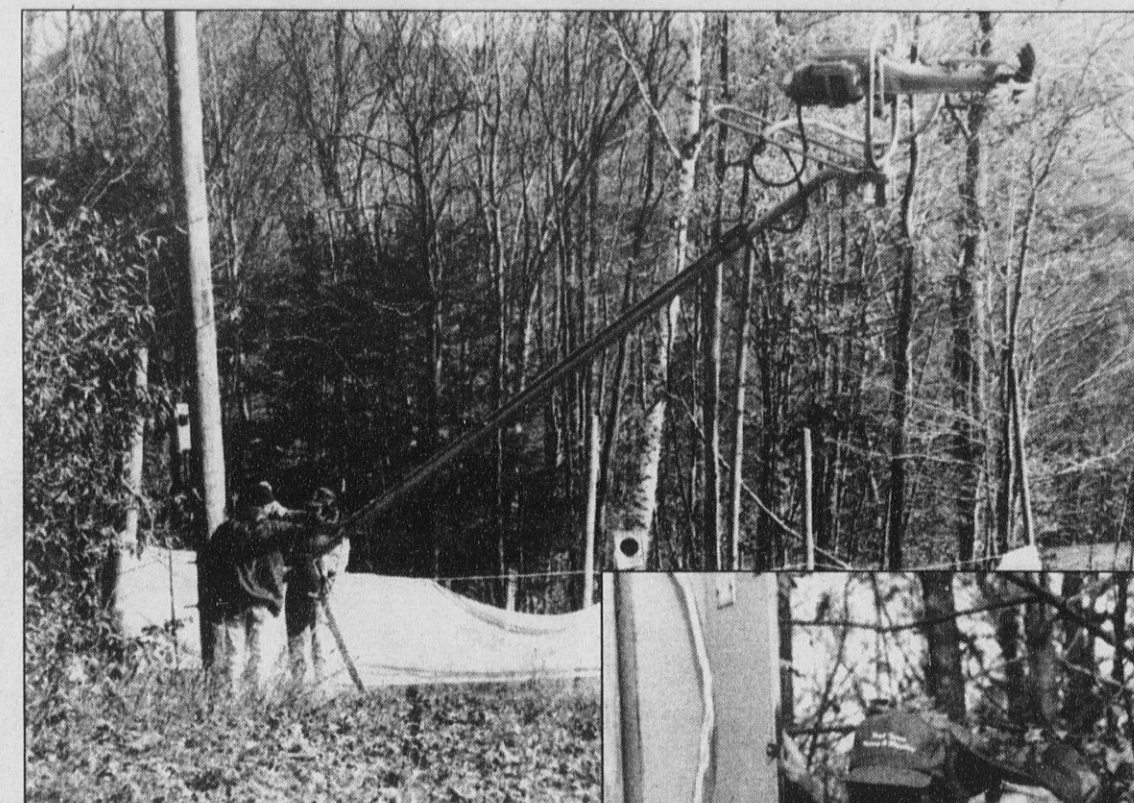
Many special events are planned throughout the season. Local hotels and motels offer special rates and packages, and there are buses to and from Highmount from points south and north including New York

City, Kingston and Delhi. Call Belleayre Mountain at (914) 254-5600 for more information. Say hello; most likely, a CSEA member will answer the phone!

— Anita Manley



Keith Shultis, above, carves out a new ski trail at Belleayre Ski Center in Highmount.



Above, Ray German and Jeff Tubbs raise one of the snow making machines on the Belleayre Ski trail.

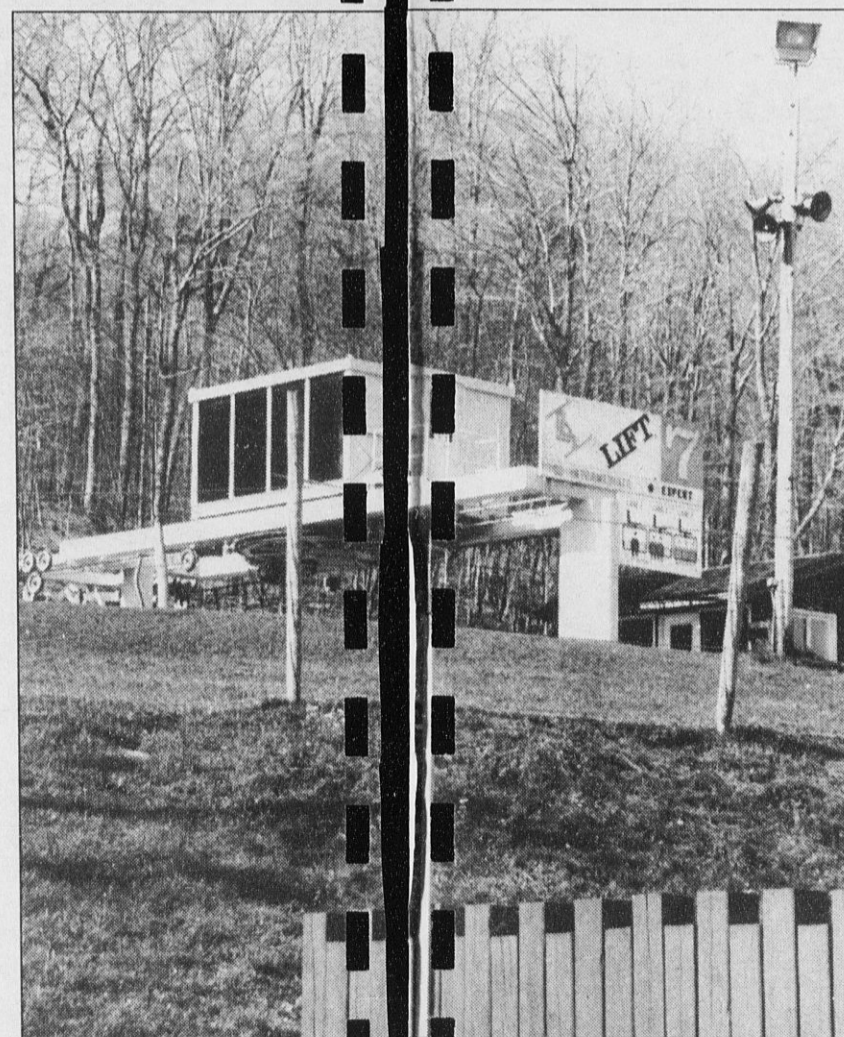
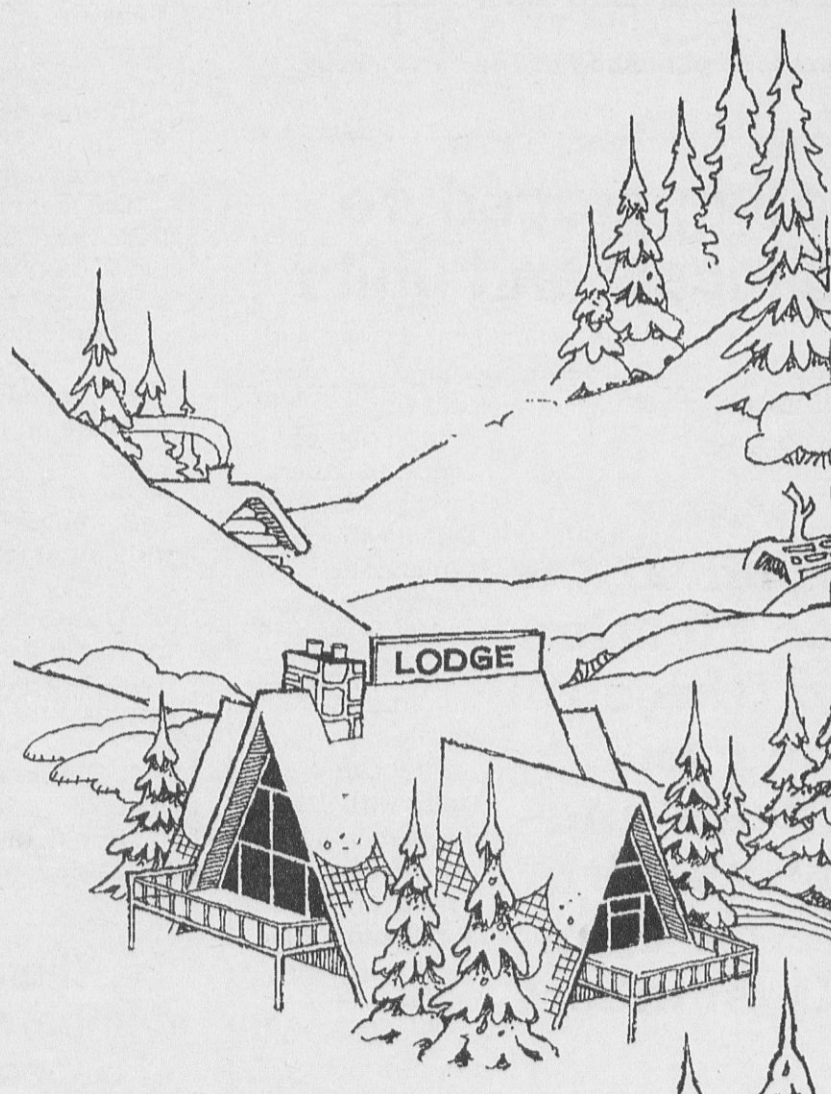


Skiers can't ski until there is enough snow. Checking the wiring in a snow making machine at Belleayre Mountain are Phil Rion and Ron Hull.

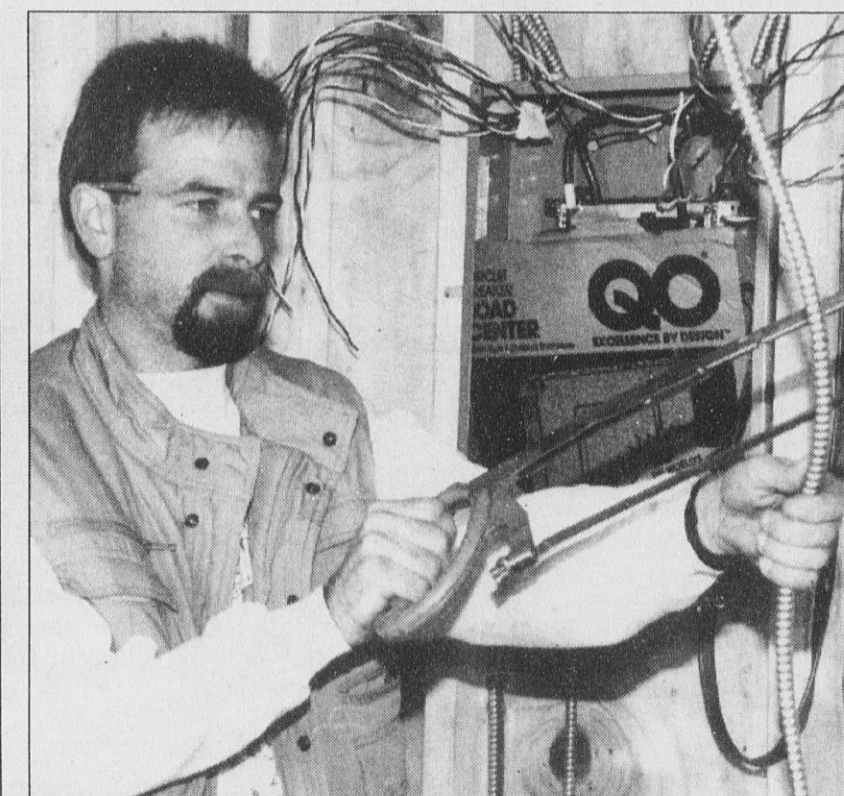
**'These people are professionals, and their incredible skills are matched by their creativity and enthusiasm.'**



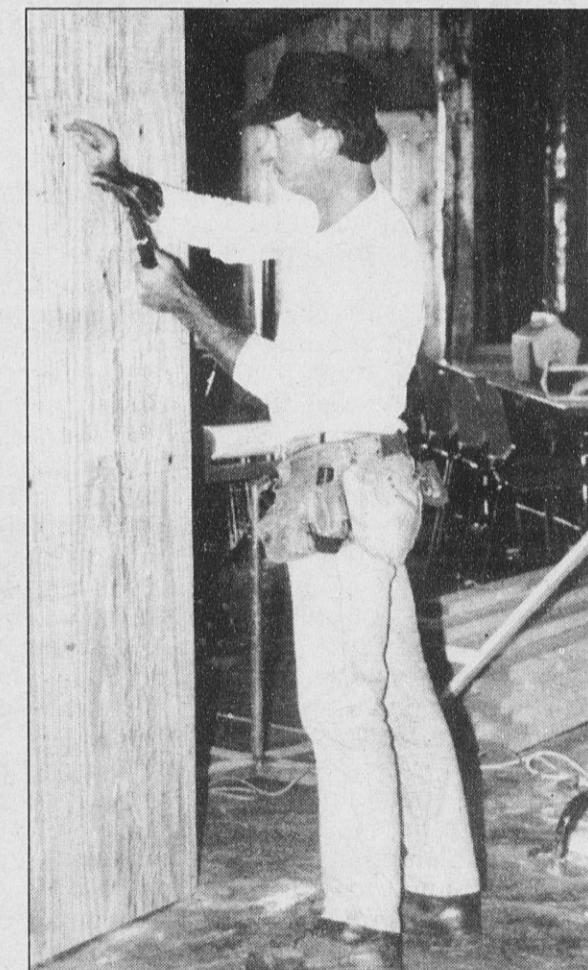
Park and Recreation Aide Julie Joedicke works on a schedule for the new ski season at Belleayre Ski Center.



Thanks to the work of CSEA members, these ski lifts are ready and waiting for the first crowds at Belleayre Ski Center.



Electrician Jim Ashby works on an electrical cable in the new ticket booth at Belleayre Ski Center.



Carpenter Victor Kittle works on renovations of the ski lodge at Belleayre.







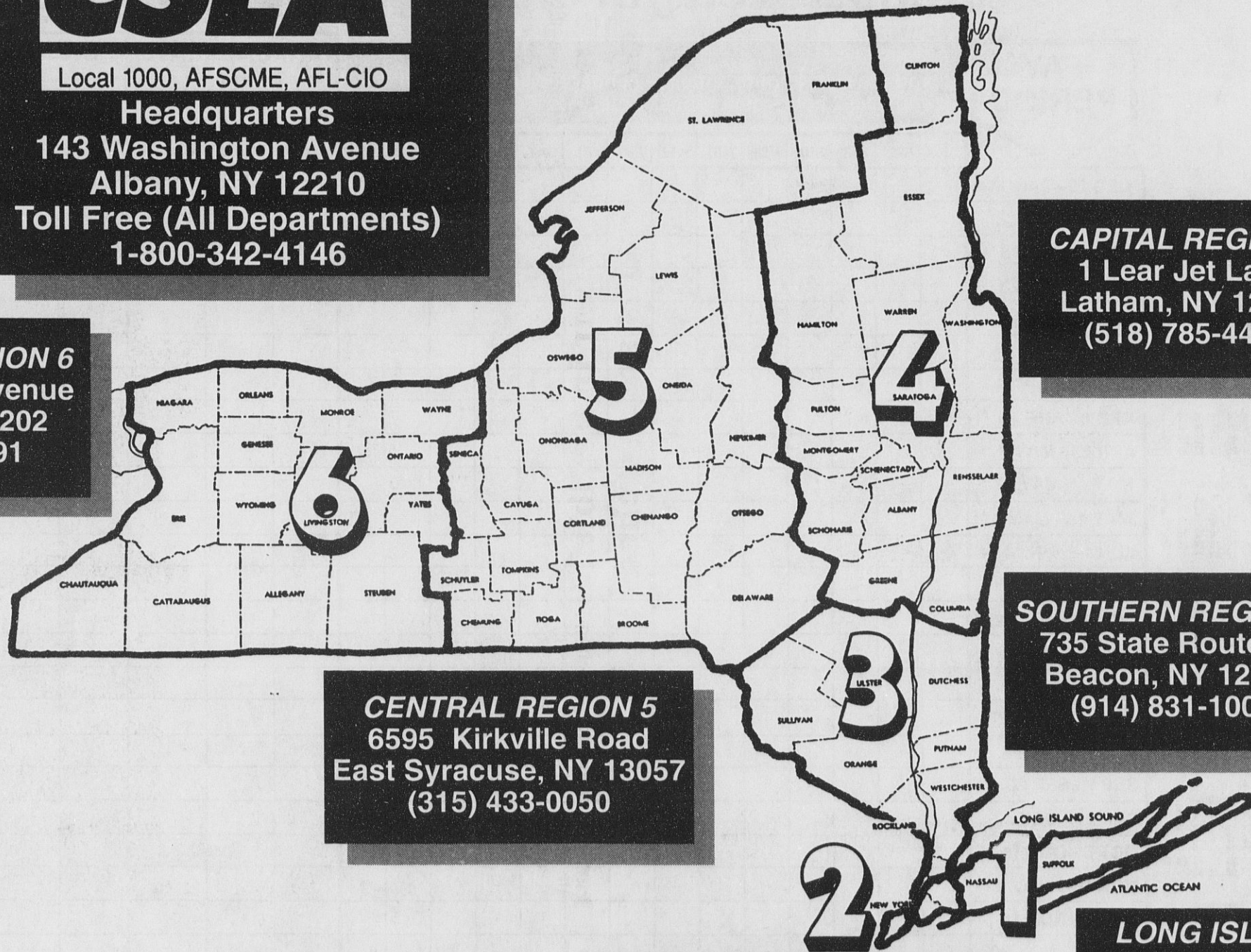


Local 1000, AFSCME, AFL-CIO

**Headquarters**  
143 Washington Avenue  
Albany, NY 12210  
Toll Free (All Departments)  
1-800-342-4146

Your union is never more than a phone call away.

**WESTERN REGION 6**  
482 Delaware Avenue  
Buffalo, NY 14202  
(716) 886-0391



**CAPITAL REGION 4**  
1 Lear Jet Lane  
Latham, NY 12110  
(518) 785-4400

**SOUTHERN REGION 3**  
735 State Route 52  
Beacon, NY 12508  
(914) 831-1000

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

**METROPOLITAN REGION 2**  
40 Fulton Street 22nd Floor  
New York, NY 10038  
(212) 406-2156

**LONG ISLAND REGION 1**  
3 Garet Place  
Commack, NY 11725  
(516) 462-0030  
\* new in 1995

## Fighting privatization in Putnam County Patterson sanitation workers 'care about this town but an outside company won't'

PATTERSON - Sanitation workers in this Putnam County town are fighting to preserve their jobs as town officials explore the possibility of contracting out trash service for residents.

"All of us live, work and pay taxes in Patterson," said Foreman Charlie Williams, a member of Local 840. "If they bring in an outside firm, none of their profits will come back to the community."

Williams, his co-workers and about 100 town residents packed a recent public hearing at which most participants opposed officials' plans to contract out.

CSEA Research Analyst Tom Dolin told residents that contracting out is not the answer to fiscal problems.

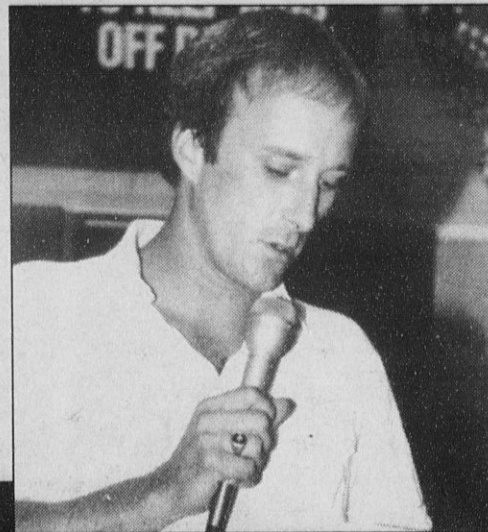
"There is not enough recognition of the value that front line public employees provide to taxpayers," he said. "Privatization is nothing but a political quick fix that ends up costing more in the long run."

Dolin also presented an alternative plan with figures that showed that keeping sanitation services in the town would be more cost effective.

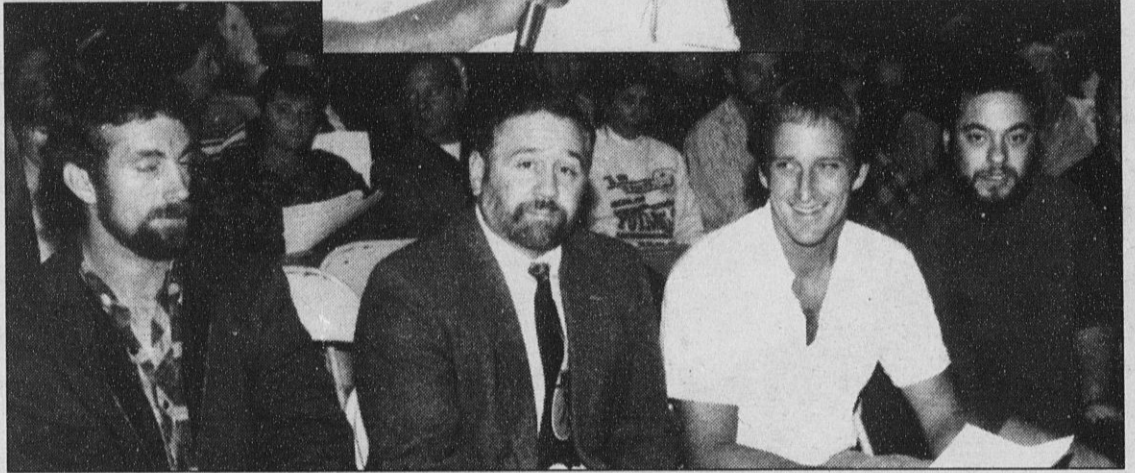
Labor Relations Specialist Richard Blair told elected officials that they should reconsider their plans.

"These guys care about this town," he said. "An outside company will not."

— Anita Manley



"PROFITS OF AN OUT OF STATE SANITATION COMPANY WILL NOT COME BACK TO PATTERSON," Sanitation Foreman Charlie Williams told town residents during town board meeting. Williams pointed out that he and his co-workers live, work and pay taxes in Patterson.



AT A TOWN OF PATTERSON meeting, CSEA fights contracting out. From left are employee Frank Grady, CSEA Labor Relations Specialist Rich Blair, Sanitation Foreman Charlie Williams and employee Jay Tompkins at recent town board meeting. Blair warned town officials that contracting out sanitation services would cost taxpayers more.

# Privatization is bad business

## Ulster County bid rigging charge shows danger of contracting out

KINGSTON — An Ulster County official has been charged with rigging bids so that his son's firm would be awarded contracts for county projects.

Thomas Hart, commissioner of the Department of Public Works since 1981, was indicted by an Ulster County Grand Jury on charges of conspiring to rig a bid on bridge work to favor the Elmira company that employs his son.

County District Attorney Michael Kavanagh said many local vendors did not bid "for fear of alienating" Hart.

County officials are now reviewing the bidding process and plan to tighten the procedure.

Bid rigging is not a new scheme. CSEA has warned local government officials for years of the temptation of payoffs, kickbacks and price fixing when contracting out. In 1979, the Justice Department's nationwide investigation of highway contract bid rigging resulted in convictions of more than 150 corporations and 170

business executives. The department estimated that bid rigging schemes had cost the U.S. hundreds of millions of dollars.

Ulster County Local 856 President Joe Van Dyke, who works in the county Highway Department, said he would reserve comment on Hart until the charges are heard in court, but emphasized that there could be a far-reaching impact on the officials who hold the purse strings.

Van Dyke did point out that his department has more money to spend on contracted purchases and projects than any other department in the county.

"It might be useful," he said, "for all government officials to put more of a focus on policies and procedures for contracts so this sort of thing doesn't happen again."

Avoiding privatization and making use of experienced public employees can head off bid rigging entirely.

— Anita Manley

## Contracting out water main break repairs winds up soaking Newburgh

NEWBURGH - Newburgh City officials will have to pay overtime wages to six city Water Department employees who filed a grievance after the city contracted out the repair of a water main break last January.

Arbitrator Donald E. Cullen said the city violated the CSEA collective bargaining contract by not assigning overtime to the six grievants and ordered officials to reimburse the workers for overtime pay they would have received. Each employee will be entitled to approximately 20 hours of overtime pay.

The city spent more than \$4,500 to repair the break when city workers could have completed the job for \$1,800.

CSEA argued at the arbitration hearing that the water main break was no more severe than other breaks that had occurred that winter and therefore, did not constitute an "emergency condition" under the contract article permitting the city to call in a private contractor.

CSEA Labor Relations Specialist Carl Rasmussen said City Manager Harold Porr was not present for the arbitration hearing.

"The arbitrator even noted in his decision that Porr was not present to substantiate the need for the contractor," said Rasmussen. "This job was no different from any other job performed by the workers."

— Anita Manley

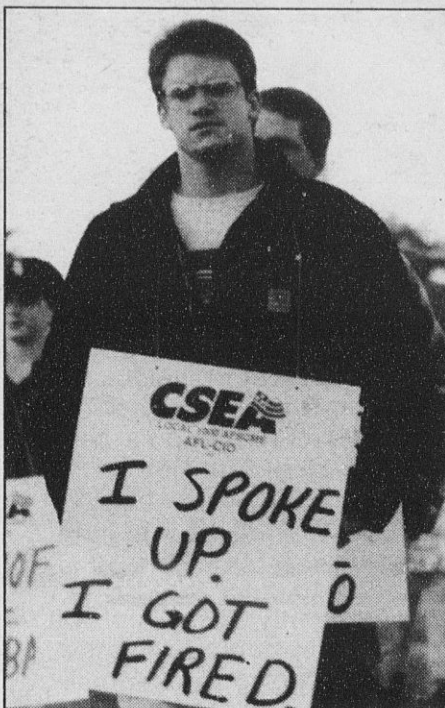
At the first whisper of contracting out in your work area, immediately contact your shop steward, unit or local president. At best, privatization is a short term gain with long term pain. At its worst it can cost your job and bankrupt your community. CSEA is committed to fighting it.

# CSEA fights Cicero layoffs of union activists

CICERO — CSEA filed an improper practice charge over layoffs made to retaliate for union activities.

Town of Cicero Highway Superintendent Frank Rego laid off four CSEA Onondaga County Local 834 members, including the CSEA unit president, two days after the union successfully settled a previous improper practice charge against him.

The union charges that the layoffs are in retaliation for union activity, not because of budget reasons, as Rego claims.



His sign says it all for this victim of a revengeful Town of Cicero Highway Department superintendent.

Union members picketed a town board meeting and collected hundreds of petition signatures asking the board to reinstate the workers.

The layoffs were only the latest in Rego's attacks on the union and his employees. CSEA has filed more than two dozen grievances and other charges against the supervisor over repeated contract violations. He has also threatened and physically abused employees; he was arrested for allegedly head-butting an employee who disagreed with him.

Several months ago, CSEA wrote the district attorney calling for Rego's dismissal. Because he is elected, the town has no authority to dismiss him. The district attorney has not acted on CSEA's request.

CSEA Labor Relations

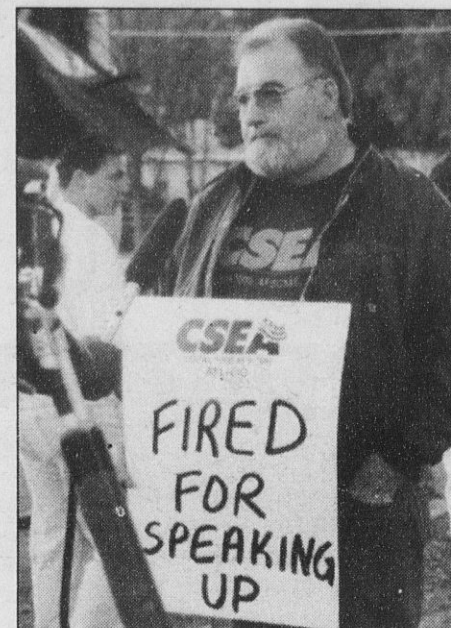
Specialist Merwin Stevens said the union will continue to challenge Rego over contract violations and fight the layoffs.

The CSEA demonstration had some effect, he said, convincing the town board to continue the laid-off workers' health insurance until the end of the year.

CSEA Central Region President Jim Moore said CSEA would "use every resource" in 1995 to make sure Rego does not get re-elected. Moore also started a CSEA food drive for the laid-off workers (see story below).

"We will not tolerate this kind of behavior from a public official," Moore said. "We're going to do everything we can to get this man out of office in 1995."

— Mark M. Kotzin



CSEA Cicero Highway Department Unit President Ray Dempsey was fired in retaliation for union activity.

## Region starts drive to help laid-off workers

EAST SYRACUSE — CSEA is helping four members who lost their jobs because of their union activism.

CSEA Cicero Highway Department Unit President Ray Dempsey, Shop Steward Joseph Carella and members Mike See and Jim DeVaul were laid off by the anti-union highway superintendent (see story above).

While CSEA fights for their jobs, the union is also helping the workers. CSEA Central Region President Jim Moore is

leading a drive to collect food and other staples for the workers and their families.

In a letter to all the region's local and unit presidents, Moore enclosed a CSEA shopping bag and asked them to return the bag filled with donations to the region office; they will then be distributed to the laid-off workers.

"Let's use this opportunity to show employers throughout our 20-county region that when you hurt one of us, you hurt us all," Moore said.

Two of the workers became fathers in the past few months, Moore said. Donations of disposable diapers and other baby-related products would be much appreciated.

CSEA locals or units wishing to make monetary contributions can send checks payable to "CSEA Central Region 5" and noting they are for the laid-off Cicero employees. Send donations to CSEA Central Region Office, 6595 Kirkville Road, East Syracuse, NY 13057.

## Injured member needs cheer

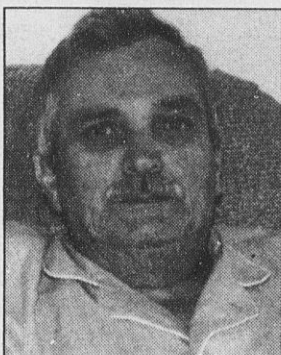
SHANDAKEN — Fred Scheutz could use some good cheer.

Scheutz, a unit president who has worked for this Ulster County town for 22 years, was badly injured when the blacktop roller he was operating went out of control.

Although he jumped clear of the roller, he badly smashed his leg and ankle. He's been operated on once, and will need at least two more operations.

"I could have lost the leg," he said.

Meanwhile, he is propped up in a special chair with his leg elevated



CSEA member Fred Scheutz

and will need therapy to get back on both legs.

Thanks to many wonderful neighbors and friends, Scheutz has not been left alone and has had help with such basic needs as food

shopping, meal preparation and other daily chores. But he could use some words of encouragement while he recuperates.

Send cards or letters to:

**Fred Scheutz**  
PO Box 136  
Phoenicia, NY 12464

— Anita Manley



## Eastchester employees approve contract

Town of Eastchester employees have a new three-year contract retroactive to Jan. 1, 1994. It provides 4 percent raises each year, upgrades in four titles and increases in longevity and dental and vision care benefits. Seated from left are CSEA Collective Bargaining Specialist Don Partrick, Unit President Joan Pinto, Town Clerk Patricia Dohrenwend and Town Supervisor James Cavanaugh.



Probation, Rec and Parks rebound from '92 layoffs

# Dozens of jobs restored in two Nassau County departments

NASSAU COUNTY — The positions and salaries of 80 Nassau County Probation Department and Recreation and Parks employees who were cut in a wave of layoffs in 1992 have been restored. The reinstated employees will receive salary increases ranging from \$1,000 to \$20,000 since the positions were restored to pre-layoff status.

CSEA Nassau County Local 830 President Rita Wallace noted that CSEA has been lobbying extensively since 1992 to get employees re-hired and salaries restored.

"I was thrilled when I received the phone call at home from County Executive Tom Gulotta, informing me of the decision. It was an extremely long time in coming," Wallace said. "There are many more departments which were hit hard in '92 and we will continue to fight for them," she added.

All restorations became effective Oct. 28, 1994.

## Probation

CSEA Probation Department Unit President Jane D'Amico said consistent lobbying by the

union, advocacy by the department's administration and revenues realized by keeping new work in-house led to the county's decision to restore the positions and salaries of 47 members in her department.

"Our members are career law enforcement professionals, with advanced degrees and training and with 10 to 23 years serving the public," said D'Amico.

D'Amico said in 1993, it was legislated that offenders who were on probation for Driving While Intoxicated (DWI) would be mandated to pay for their probation supervision.

Initially, management planned to contract out the collections work until the union successfully convinced them that in-house administration was the best way.

The department set up an "Economic Sanctions" Unit, responsible for collecting fees from DWI offenders.

The unit has collected in excess of \$700,000 since its inception in June 1993 and has been praised as one of the most productive operations in the state.

**'Now I want to see all my members who took a hit in '92 be restored...'**



Nassau County Executive Thomas Gulotta; Jane D'Amico, president of CSEA Probation Department unit; Anthony Guistino, executive vice president, CSEA Recreation & Parks Unit, and Rita Wallace, president of CSEA Nassau County Local 830, mark restoration of dozens of jobs.

"We had been calling for the restorations for a long time but it wasn't until the department showed the county how much money we saved them keeping work in-house that the restorations became a reality," D'Amico said.

## Recreation and Parks

Of the major departments in Nassau County, it was the Recreation and Parks Department which was hit hardest by the layoffs and bump-downs in 1992. Now 33 department employees have been reinstated.

"We lost 55 percent of our full time people to layoffs and of those remaining, 10 percent were bumped down," said CSEA Parks Department employee Tony Guistino.

"These restorations will go a

long way in restoring some morale to this department," said CSEA Recreation and Parks Unit President Tim Corr.

"We were hit so hard in 1992," said Corr, "It was totally demoralizing. This will be a great way to enter into the new year. Hopefully the county will make restorations throughout the county now," Corr added.

Wallace credits the county for its decision to make the restorations but vows to "continue the fight" to see restorations made county-wide.

"I agree with all the reasons these two departments were targeted first. Now I want to see all my members who took a hit in '92 be restored to their former positions and salary," Wallace said.

— Sheryl C. Jenks

## CSEA action results in reinstatement of Saratoga DPW chief mechanic

SARATOGA SPRINGS — Al Madarassy will be returning to his position of chief mechanic in the City of Saratoga Springs Department of Public Works, the state's Public Employment Relations Board (PERB) has ruled.

PERB ordered Saratoga Springs to re-establish the position of automotive service manager and to reinstate Madarassy to that position, complete with back pay and benefits, with interest, from last March 31, when the city abolished the position and fired Madarassy, a CSEA member.

The PERB ruling came in response to an Improper Practice (IP) charge CSEA filed on behalf of Madarassy.

Madarassy's problems with the city

began in 1993 when he filed a contract grievance after being improperly disciplined by Public Works Commissioner Thomas McTygue.

McTygue tried to suspend Madarassy for three days without pay but CSEA managed to halt that attempt.

The commissioner then filed a series of disciplinary charges against Madarassy but CSEA countered with additional charges of improper practices against the city. The situation was settled by stipulation when Madarassy received a letter of reprimand.

But last March McTygue announced he was abolishing the position of chief mechanic and terminated Madarassy, at which time CSEA filed the IP charge which resulted in his reinstatement by PERB.

# Levittown SD employees save jobs, money

LEVITTOWN — How do you turn 68 layoffs into zero and save the same amount of money? Ask the experts where savings can be found. Go to the employees.

That was the answer in the Levittown School District, but the district didn't realize it until after they spent more than \$61,000 on an "efficiency expert" who was hired to find cost savings but failed miserably.

When CSEA members in the Levittown school district were told the so-called experts were recommending drastic layoffs to offset the budget deficit, they put together an efficiency study of their own.

According to Denis Midnet, who is the president of both the CSEA Levittown School District Unit and CSEA Nassau Educational Local 865, the unit board created a task force to study the staffing, responsibilities, state mandates and any outside contractors in each department.

"We had two weeks to prove the efficiency experts are not the experts with the answers — we are!" Midnet said.

"The unit executive board, Ed Maas and

CSEA Labor Relations Specialist Pat Curtin helped us immensely. They made suggestions and showed us the way," Midnet added.

Every department was asked how they thought money could be saved and things run more efficiently.

With 68 layoffs and other cuts looming, the committee met every day after school, sometimes not heading home until midnight.

"We knew there was a huge problem when the supposed efficiency experts — who were being paid over \$61,000, turned in only half their report a month late. Real efficient!" Curtin said.

should repair musical instruments.

"I could just see us welding together a tuba," quipped Pat Carey.

The school board gave the CSEA team two hours to make their extensive presentation, complete with charts and data. When they were finished the board thanked them for their dedicated efforts.

Those efforts paid off. There will be no layoffs in the district. Eight positions will be lost through attrition and most of them have been vacant for a year or more.

The board has agreed to eliminate two administrative positions which cost taxpayers in excess of \$94,000 each.

The CSEA team also

proved the evils of contracting out and came up with numerous examples of how the existing workforce could do the job better and cheaper.

"Like the time outside contractors put a new roof on one of the schools and it leaked until the in-house staff repaired it," Mike Gunn said.

"We counted over 2,000 hours lost just to clean up after the contractor's work," Ed Maas said.

"We had so many occasions where rooms were cleared and events were rescheduled for contractors to perform work and they never showed up," Carey said.

In addition to saving jobs, saving taxpayers money and proving outside contracting is no good, the CSEA team said the experience taught them more about each other's work.

"This experience really educated us to what each department does. It united us," Mary Lou Maas said.

CSEA Long Island Region I President Nick LaMorte said, "Other districts should be forewarned not to waste money on bogus efficiency experts. If they need answers, ask the real experts — ask the employees!"

— Sheryl C. Jenks

**'Other districts should be forewarned not to waste money on bogus efficiency experts. If they need answers, ask the real experts — ask the employees!'**

The team quickly realized the flaws in the report put out by the "efficiency expert" and rebutted it item by item.

The district members did not stop by refuting the report, they put together their own report showing the district how to save the same amount of money and tighten up operations without a single layoff.

The committee agreed heartily when Mary Lou Maas said some of the proposals in the "expert's" report were illegal, some sacrificed health, safety and cleanliness, while many others were impossible to implement.

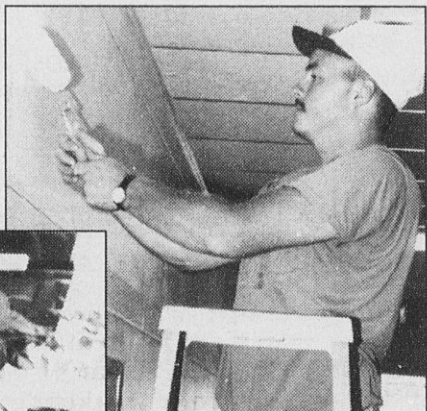
Some of the proposals were utterly ridiculous. A few examples:

- reduce teaching staff in the elementary school below the state mandate;
- handicapped children should ride the regular buses;
- maintenance personnel

## Painting and paperwork



**CSEA members keep schools functioning. Clerk Eileen Merшон and maintenance worker Everett Tallman are members of the Roscoe School District Unit of CSEA Sullivan County Local 853.**



# Employees in two school districts ok three-year pacts

## Mount Sinai contract has many gains

MOUNT SINAI — CSEA members in the Mount Sinai School District overwhelmingly ratified a memorandum of agreement calling for substantial salary adjustments and percentage increases for the 75 secretaries, nurses, custodians, and aides who make up the unit.

The three-year contract includes:

Salary Increases — Full time secretaries, nurses, and custodians: 1994-95 — \$1,000 adjustment; 1995-96 — \$500 adjustment plus 3 percent; 1996-97 — \$500 adjustment plus 3 percent.

Aides — 1994-95 — 35 cents an hour adjustment; 1995-96 — 20 cents an hour adjustment plus 3 percent; 1996-97 — 20 cents an hour adjustment plus 3 percent.

Longevity for aides — After 10 years — 15 cents an hour; after 15 years — 10 cents an hour additional; after 20 years — 10 cents an hour additional.

There are also increases in longevity for aides and full time employees, an increased night differential, increased sick leave accruals for nurses, improved language regarding vacation, two

additional floating holidays and the option for custodians to work five consecutive days.

CSEA Unit President Dorette Christiansen and CSEA CBS Irwin Scharfeld negotiated the agreement. The unit is part of Suffolk Educational Local 870.

— Sheryl C. Jenks

## Brentwood pact covers 375 members

BRENTWOOD — The Brentwood School District Teacher Aides Unit of CSEA Suffolk Educational Local 870 recently ratified a new collective bargaining agreement.

The contract which covers 375 members, calls for 3.5 percent in the first year, 3.75 percent in the second year and 4.0 percent in the third year.

According to CSEA CBS Irwin Scharfeld, the pact also increases longevity payments and sick days for teacher assistants working in the summer school program.

Scharfeld led negotiations. Unit President Dorinda Hagstrom headed the negotiating team, which included: Elizabeth McKeon, JoAnne Kaszela, Theresa Pernice, Angie Delloiaco, Shirley Giannone and Lynn Sutherland.

— Sheryl C. Jenks

The Wonderful World of Benefits: *It pays to be a CSEA member*

**THE BUYER'S EDGE**

**HOLIDAY SPECIALS**

EXCLUSIVELY FOR BUYER'S EDGE MEMBERS ..... NOVEMBER-DECEMBER 1994

Participating vendors have agreed to make every effort to have sufficient stock and hold prices through 12/31/94. Prices do not include shipping unless specified by (\*). Applicable sales taxes must be added.

BE PREPARED TO GIVE YOUR GROUP NUMBER WHENEVER YOU CONTACT A PARTICIPATING VENDOR.  
THE GROUP NUMBER FOR CSEA MEMBERS IS 1811

**STOP PAYING RETAIL! -CALL THE BUYER'S EDGE- STOP PAYING RETAIL!**

**MAJOR APPLIANCES/TV/VIDEO**

QUASAR MICROWAVE #MQSO833W/B  
.8 cu ft; 800 watt; turntable; 5 power; auto defrost  
SUGG. RETAIL ... \$189.99 ..... **BE PRICE \$135.00\***

QUASAR VCR #VHQ42  
2 head; remote; on-screen display; 1 month 8 event timer  
SUGG. RETAIL ... \$199.99 ..... **BE PRICE \$167.00\***

RCA 19" COLOR TV #X19150SG  
auto program; remote; 181 channel cable compatible;  
closed caption  
SUGG. RETAIL ... \$249.99 ..... **BE PRICE \$219.00\***

JVC CAMCORDER #GRAX30  
2 speed; 12:1 Power Zoom Lens; 2 lux  
SUGG. RETAIL ... \$699.00 ..... **BE PRICE \$605.00\***

1-800-377-3700 • NJ (201 & 908) 908-248-0055

**AUDIO EQUIPMENT**

SONY TAPE DECK #TCRX390  
stereo cassette; w/ Dolby; auto reverse  
SUGG. RETAIL ... \$179.00 ..... **BE PRICE \$80.00**

SONY TAPE DECK #TCRX420  
stereo cassette; w/ Dolby A & B; auto reverse;  
microphone input  
SUGG. RETAIL ... \$199.00 ..... **BE PRICE \$100.00**

PIONEER TAPE DECK #CTM55R  
dual cassette deck  
SUGG. RETAIL ... \$250.00 ..... **BE PRICE \$125.00**

1-800-543-0911 • DOWNSTATE NY 718-720-3792

**CHINA/SILVER/CRYSTAL**

SPODE "CHRISTMAS TREE" DINNERWARE  
20 pc. service for 4 - in time for Christmas  
SUGG. RETAIL ... \$280.00 ..... **BE PRICE \$139.95\***

DAVID WINTER'S COTTAGES by John Hine  
& LENOX CRYSTAL & CHINA ORNAMENTS  
Large Selection ..... **30% OFF\***

ROYAL DOULTON  
figures & mugs  
Call with Item Name ..... **35% OFF\***

1-800-543-8235

**CARPET & RUGS**

LEES FOR LIFE "ENDURING TRADITION"  
100% DuPont Stainmaster; textured saxony; lifetime  
stain and fade warranties; 25 sq. yd. minimum;  
padding & installation available at additional charge  
SUGG. RETAIL ... \$21.99/sq. yd... **BE PRICE \$11.50\***

1-800-526-5389 • NJ 1-800-562-6947

**DIAMONDS/FINE JEWELRY/WATCHES**

DIAMOND EARRINGS - 1/2 ct. TOTAL WEIGHT  
"G" Color; VS clarity  
SUGG. RETAIL ... \$1200.00 ..... **BE PRICE \$500.00\***

HERRINGBONE NECKLACE  
18"; 14K Yellow Gold  
SUGG. RETAIL ... \$350.00 ..... **BE PRICE \$150.00\***

CULTURED PEARL NECKLACE  
14K gold clasp; 6mm fine pink hue  
SUGG. RETAIL ... \$1200.00 ..... **BE PRICE \$400.00\***

1-800-635-9136 • NJ 908-654-1049

**PIANOS/ORGANS**

ALTENBURG 47" CONSOLE  
choice of finishes; with bench; lifetime guarantee  
SUGG. RETAIL ... \$4300.00 ..... **BE PRICE \$2500.00\***

ALTENBURG CABINET GRAND  
43" high; choice of finishes; w/bench; lifetime guarantee  
SUGG. RETAIL ... \$4300.00 ..... **BE PRICE \$2100.00\***

1-800-526-6825 • NJ 1-800-492-4040

**COMPUTERS**

PACKARD BELL COMPUTER #LEGEND10CD  
486SX2/50 multimedia; 340 MB Hard Drive; 4 MB RAM;  
fax modem; double speed CD ROM Drive  
SUGG. RETAIL ... \$1495.00 ..... **BE PRICE \$1210.00\***

EPSON PRINTER #STYLUS800PLUS  
ink jet; 360 DPI  
SUGG. RETAIL ... \$249.00 ..... **BE PRICE \$210.00\***

1-800-345-6265

**LUGGAGE**

SAMSONITE HARD OYSTER SUITCASE #388111159  
29"; combination lock; wheels  
SUGG. RETAIL ... \$210.00 ..... **BE PRICE \$99.99\***

SAMSONITE CARRY ON #260111062  
Silhouette 5; piggyback  
SUGG. RETAIL ... \$325.00 ..... **BE PRICE \$129.99\***

LUCAS DUFFLE #WC-26  
5-pocket; carry on  
SUGG. RETAIL ... \$95.00 ..... **BE PRICE \$39.99\***

SAMSONITE OYSTER GARMENT BAG #389111176  
multi-pocket; carry on  
SUGG. RETAIL ... \$200.00 ..... **BE PRICE \$79.99\***

1-800-543-8237

**TYPEWRITERS**

SMITH CORONA #XL1700  
word eraser; 2-line correction  
SUGG. RETAIL ... \$229.00 ..... **BE PRICE \$75.00\***

SMITH CORONA #XL2700  
50 word dictionary; word find  
SUGG. RETAIL ... \$249.00 ..... **BE PRICE \$90.00\***

SMITH CORONA #XD5600/5700  
24 char display; 7M editable memory; 50M word  
dictionary  
SUGG. RETAIL ... \$299.00 ..... **BE PRICE \$125.00\***

1-800-543-7406

**EXERCISE EQUIPMENT**

TUNTURI PROGRAMMABLE TREADMILL #J620P  
10 mph top speed; 0-12% electronic incline; 2 custom-  
user programs for speed & elevation  
SUGG. RETAIL ... \$1995.00 ..... **BE PRICE \$1595.00**

LIFEGEAR PROTRAINER #23200  
non-impact motion works entire body; increasable  
resistance level; revolving handlebars; elec. computer  
monitor  
SUGG. RETAIL ... \$259.00 ..... **BE PRICE \$199.00**

1-800-541-9905

**VACUUM CLEANERS**

EUREKA UPRIGHT #9002EUR  
6.0 amp; 3 height adjustments; 20' cord  
SUGG. RETAIL ... \$79.95 ..... **BE PRICE \$69.00\***

1-800-377-3700 • NJ (201 & 908) 908-248-0055

**SEWING MACHINES**

SINGER "QUANTUM" ELEGANCE 9240  
24 built-in stitches; 1-step buttonholer; auto tension;  
adjustable stitch width  
SUGG. RETAIL ... \$999.00 ..... **BE PRICE \$549.00\***

SINGER SERGER #14U286  
3/4" thread; differential feed; rolls hems; accessory kit  
included  
SUGG. RETAIL ... \$799.00 ..... **BE PRICE \$469.00\***

SINGER SEWING MACHINE #9410  
"Quilters Special"; 4-step button-holer; electronic  
speed control  
SUGG. RETAIL ... \$519.00 ..... **BE PRICE \$285.00\***

1-800-635-0755

**NEW CAR PLAN NEW CAR PLAN NEW CAR PLAN NEW CAR PLAN**

The 1995 models are out. Call THE CAR PLAN for a referral to a local cooperating dealer, or call for a computerized printout listing standard features and every available option with corresponding dealer cost. The \$10 fee is refundable if you buy through THE CAR PLAN.

NORTH NJ (908 & 201): 908-654-8070 • SOUTH NJ: 609-778-0945  
ALL OTHER AREAS: 1-800-543-8381

In addition to the products and services listed, Buyer's Edge also features participating vendors in the categories of lighting, real estate planning, moving services, furniture, and kitchen cabinets.

Be prepared to give your group number whenever you contact a participating vendor. Your Group Number is 1811

## The Wonderful World of Benefits: *It pays to be a CSEA member*

*A new benefit just for you*

# CSEA members get Royal Caribbean cruise benefit

CSEA members can now take advantage of a special offer for Royal Caribbean Cruise Lines.

CSEA members can receive reduced rates and cabin upgrades on cruises in Alaska, the Caribbean, the Bahamas, Bermuda, Mexico, the Panama Canal, Scandinavia, Norway and the Mediterranean.

Royal Caribbean Cruise Lines are of Norwegian, Bahamian and Liberian registry and are the most deluxe cruise lines in the world. The offer includes three, four, seven, 10 and 11 night packages, depending on the destination.

Royal Caribbean cruises offer fine dining, impeccable service, spectacular entertainment,

activities day and night, fitness programs, fascinating shore excursions and programs for children and teenagers.

By using your CSEA member benefit, you can receive up to

three upgrades for certain cabins. While you can upgrade to a better inside cabin or a better outside cabin, you cannot upgrade from an inside cabin to an outside cabin. Upgrades are

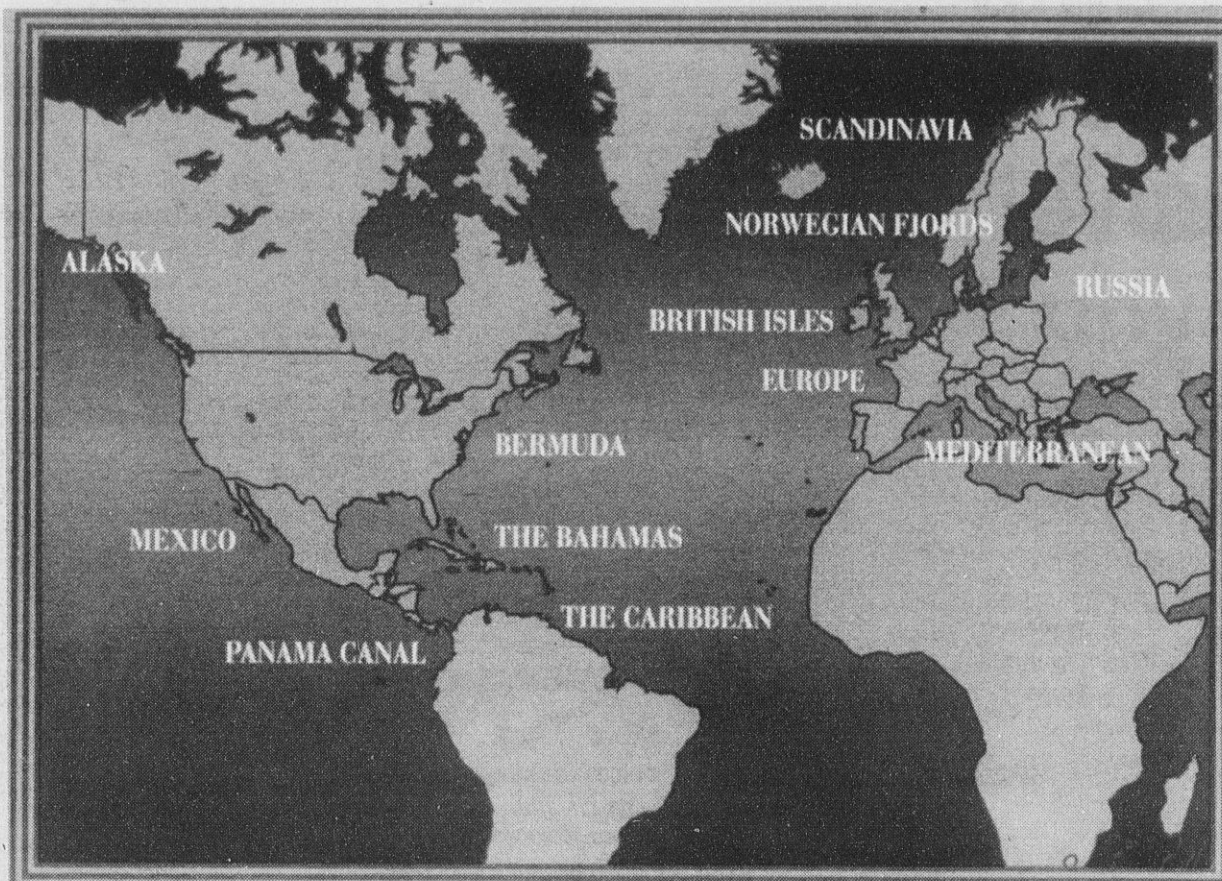
limited to categories N through F and do not apply to suites.

The offer is available only for new bookings, and holiday sailings are not included. The

offer cannot be used in conjunction with any other discount or offer.

Bookings must be reserved and deposits made between Dec. 1 and Jan. 15 for a wide selection of sailings through May 1995.

For more information and reservations, call the CSEA Cruise Hotline at 1-800-666-3404 and ask for Kim, Lisa, Loretta or Jean. Plaza Travel Center is the exclusive vendor for this offer.



## Union Driver & Traveler benefit

The **Union Driver & Traveler** benefit can help you save money whether you're traveling by car, bus, train or plane. It's a motor club, travel service and auto repair service — all in one.

**Union Driver & Traveler** includes access to the Cross Country Motor Club, Preferred Car Care System, Union Privilege Travel Plus benefits and a hotel discount directory. Other related benefits include negotiated discounts with Hertz, and mail-order discounts on chain movie theater tickets.

Many travel programs, repair services and motor clubs charge individuals fees of \$75 to \$125 or more, and their services are limited. Union Driver & Traveler costs only \$39.95, comes with a money-back guarantee, and covers all household family members.

### The Cross Country Motor Club benefits include:

- Convenient, 24-hour 800-number phone service
- Up to \$100 worth of emergency roadside services or towing per disablement, 24 hours a day nationwide
- Computerized trip routing featuring union-organized hotels
- Emergency lockout service, lost key retrieval service
- Bail bond and legal defense reimbursement

### The Preferred Car Care System exclusive benefits include:

- Guaranteed discounted repair rates, available at over 30,000 participating shops nationwide
- Access to a 24-hour repair referral hotline
- Discounts on tires, batteries and routine maintenance
- 24-hour accident assistance hotline for help with insurance claims

### Travel Plus benefits include:

- 5% cash back on all completed domestic air and Amtrak travel purchased through Travel Plus
- Vacation hotline offering savings on "short notice" vacation packages
- Guaranteed lowest published airfare at time of booking

Plus receive a Travel Savings Hotel Directory which offers discounts off regular rates at more than 1,200 hotels and motels (some restrictions may apply). All this and more for just \$39.95. To enroll, or for more information, **call toll-free 1-800-547-4663** (TDD 1-800-747-2128) 24 hours a day, 365 days a year.

## What's stopping you from owning a home of your own?

CSEA realizes that for many of you, it's not the monthly payment — it's the large amount of money required for the downpayment and closing costs. Now there's a way to overcome these obstacles:

## The Empire Home Mortgage Program

- Low downpayment means less money needed to buy your home
- Closing costs may be funded with a gift from a relative, or a grant or unsecured loan from a nonprofit organization or public entity
- Borrow with peace of mind as the low interest rate mortgage is fixed for the entire 15 or 30 years (whichever you choose). Your rate will never go up. And there's no prepayment penalty if you pay off early
- Qualifying for your mortgage will be easier due to relaxed guidelines on total debt amount you may have
- Competitive interest rates mean lower, more affordable monthly payments
- And if you're thinking about refinancing, refinance plans are also available

**CSEA members can take advantage of this program by calling the Empire Home Mortgage Program at 1-800-377-2989.**

8:30 a.m. to 9 p.m. Monday through Thursday  
8:30 a.m. to 6 p.m. Friday  
9 a.m. to 3 p.m. Saturday

**The Wonderful World of Benefits: *It pays to be a CSEA member***

**Here's some member-only discounts available exclusively for you**

**Magic Kingdom Club**

- ◆ Discounts on vacation packages and park admissions to Disneyland and Walt Disney World.
- ◆ Vacation packages generally include: accommodations, park admission, transportation within parks, resort activities, meals, tours, parking or airport transportation.
- ◆ 1 day, 2 day, 4 day, 5 day or seasonal park admission discount tickets available.
- ◆ Additional discounts available.

Club membership is open to AFSCME/CSEA members and their families. There is no charge to join. Simply write to the AFSCME Research Department, 1625 L Street, NW, Washington, DC 20036 or call (202) 429-5066. You will receive a membership card and a brochure on the club.

**UNION YES Checks and Return Address Labels**

- ◆ Personalized checks and return address labels featuring UNION YES and individual union logos.
  - ◆ Checks and labels are union-printed.
  - ◆ Checks are accepted by all banks.
  - ◆ Checks are competitively priced at \$9.95 for 200 checks (plus \$1.25 for postage and handling.) Labels are \$6.95 for 240.
- Call toll-free 1-800-859-7086 (8 a.m. to 5 p.m. Monday-Friday) to receive an order form or more information on the UNION YES Check Program.

**North American Van Lines moves**

- ◆ For interstate moves.
  - ◆ 40% discount on filed rates.
  - ◆ Up to \$50,000 in replacement cost protection, free.
- Call Quality Movers/North American Van Lines, 1-800-524-5533, ext. 29. Mention union membership when you make your reservation.

**Hertz Rental Car discounts**

- ◆ \$10 off most standard rates; 5% off promotional rates.
  - ◆ Coupons available for savings on weekly rentals and upgrades.
- Call Hertz "members only" toll-free number 1-800-654-2200. Give Hertz the union identification number: 205666. Reservations made using the Union MasterCard receive the discount automatically.

**National Ear Care Plan (NECP)**

- ◆ Access to network of over 2,000 ear care professionals nationwide.
  - ◆ Open to all members and their immediate families, including parents and grandparents.
  - ◆ Free annual air and bone conduction test.
  - ◆ 20% to 60% savings on basic audiologic testing.
  - ◆ 20% savings on hearing aids, related products and repairs. Bonus: free six-month supply of batteries with purchase of union-made hearing aids manufactured by Maico.
- Call toll-free 1-800-766-3363 (9 a.m. to 7 p.m. Monday-Friday) for more information.

**Bose Express Music**

- ◆ Mail order CDs, cassette tapes and videos.
  - ◆ Purchase Bose Express Music catalog at half-price, \$3. The catalog contains more than 75,000 titles in all categories of music.
  - ◆ Get additional \$6-\$10 off on first order.
  - ◆ Save up to 20% on music purchases, with no obligation to buy, no minimum order requirements.
- Call toll-free 1-800-451-2673 and ask for the special union rate.

**Anheuser-Busch Theme Parks Club**

- ◆ Visit Sea World in San Diego, CA; Orlando, FL; Aurora, OH; San Antonio, TX; Busch Gardens and Water Country USA in Williamsburg, VA; Busch Gardens and Adventure Island in Tampa, FL; Cypress Gardens in Winter Haven, FL, and Sesame Place in Langhorne, PA.
- ◆ With one discount card, you can bring five additional guests.
- ◆ To receive your discount, present Club membership card at the general admission window prior to purchasing your tickets.
- ◆ Additional discounts available.

Club membership is available to AFSCME/CSEA members and their families. There is no charge to join. Simply write the AFSCME Research Department, 1625 L Street, NW, Washington, DC 20036 or call (202) 429-5066. Please provide your local union number (CSEA Local 1000) or Social Security number so a membership card and club brochure can be forwarded to you.



**Six Flags Parks**

- ◆ Parks are located in Arlington, TX; Mableton, GA; Eureka, MO; Houston, TX; Jacksonville, NJ; Valencia, CA; and Gurnee, IL.
  - ◆ Discount tickets on daily admissions or seasonal discounts.
  - ◆ Tickets may be interchanged between parks - discounts may vary.
- These discounts are available to AFSCME/CSEA members and their families. There is no fee. Write to the AFSCME Research Department, 1625 L Street, NW, Washington, DC 20036 or call (202) 429-5066. Provide your local union number (CSEA Local 1000) or Social Security number to verify your membership.

**Walt Disney World hotel discount**

- ◆ Special union-members-only rate at Hotel Royal Plaza, near Orlando, FL.
  - ◆ \$79 per night through Dec. 23, 1994, during January 1995 and May through Dec. 23, 1995.
  - ◆ \$89 per night February through April 1995.
  - ◆ Prices subject to availability. Reserve early.
- Call the reservation department toll-free at 1-800-248-7890 and ask for the special union rate. Show your union card during check-in.

**Firestone Tire & Service Center**

- ◆ 10% off on up to 4 Bridgestone or Firestone tires.
  - ◆ 10% off brakes, tune-ups, alignments, maintenance and repairs (parts and labor).
- Present coupon and union card at participating stores. Check local telephone directory for the Firestone location nearest you.



**10% OFF**

**THE REGULAR PRICE ON TIRES AND CAR SERVICE**

Welcome. As a union member friend of Firestone Tire & Service Centers, you are entitled to 10% Off the regular price on any purchase of up to four (4) Bridgestone- or Firestone-branded tires. PLUS 10% Off Brakes, Tune-Ups, Alignments and more! When you need vehicle maintenance or repairs, present this card to any Firestone Tire & Service Center for 10% savings off parts and labor.

Redeem at Firestone Tire & Service Centers. Offers at independent and affiliated dealers may vary. Not to be combined with another offer on same product/service or used to reduce outstanding debt. Vehicles of immediate family members only. Valid on any Bridgestone or Firestone Tire.

FIRESTONE  
TIRE & SERVICE CENTERS

UNION  
MEMBER  
CAR  
CARE  
COUPON

NAME \_\_\_\_\_

EXPIRES 12/31/94

Store: Key P-100-#72419 (Tires) #72427 (Service)

The Wonderful World of Benefits: *It pays to be a CSEA member*



# DISCOUNTED

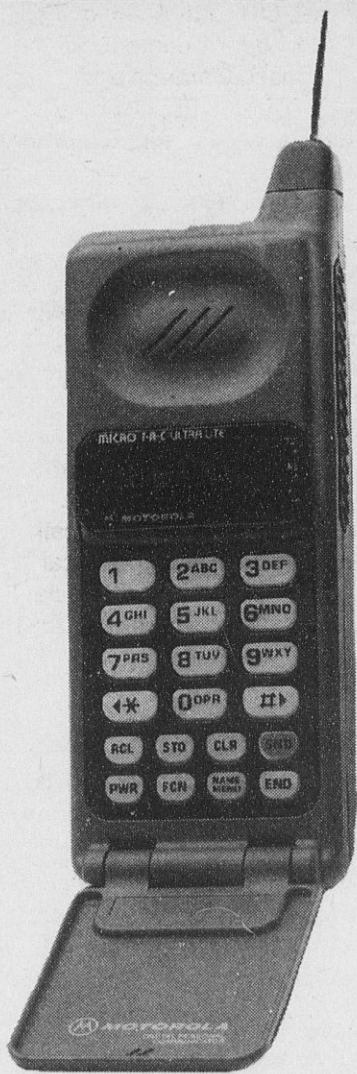
## \* Cellular Phone Service for CSEA Members & Retirees

\* This program is being piloted in, and is currently limited to, the following counties: Albany, Schenectady, Rensselaer, Saratoga, Columbia, Greene, Warren, Washington, Otsego, Franklin, Clinton, Essex, Fulton and Montgomery. It is expected that statewide implementation will occur in the near future, at which time the program will be available to CSEA members statewide.

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

- \$11 monthly access charge!
- 22 cents per minute local airtime!
- \$25 activation fee waived!
- Rates are guaranteed for a period of 1 year from date of activation!
- Discounted NYNEX cellular phones!

**For Information call: (518) 464-2518  
or Andrew DiNovo: (518) 424-7907 (518) 464-2539**



**PLEASE NOTE:**

- \* Rates contingent upon one year service agreement with NYNEX Mobile and available on NMCC Albany Cellular service and to CSEA members in good standing.
- \* Product discount available with new service activation only.
- \* Existing NYNEX cellular service may be converted to program until December 31, 1994 without termination charges applying except the Simplicity Plus Pricing Plan.
- \* This program is being piloted in the following counties: Albany, Schenectady, Rensselaer, Saratoga, Columbia, Greene, Warren, Washington, Otsego, Franklin, Clinton, Essex, Fulton and Montgomery.
- \* It is expected that statewide implementation will occur in the near future. (Rates may vary).

**NYNEX**  
Mobile Communications

# How Can CSEA Help Me?

## A Reference Guide To CSEA Member Services & Benefits

### Get In Touch With Headquarters – Toll-Free – 1-800-342-4146.

Press **O** plus the extension number you want at any time.

With a rotary phone, an operator will come on the line at the end of the recording to help you reach your party.

With a touch-tone phone, you must press 1 for these options:

If you don't know the extension number,

- press 1 for Field Operations, which include Occupational Safety & Health, State Contract Administration, Local Govt. & School District Affairs, Research, EAP and the Retiree Division.
- press 2 for Legal Matters, such as disciplinarys & grievance;
- press 3 for Communications including *The Public Sector*, Executive Offices or Political Action;
- press 4 for answers about dues, membership & agency shop, group insurance (not health) and to talk to the Finance Dept.;
- press 5 to hear a recording of Current Issues Update.



Statewide Headquarters  
143 Washington Avenue  
Albany, NY 12210

### Your Toll-Free Connection To The Employee Benefit Fund – 1-800-323-2732.

In the 518 area, call 782-1500. For answers regarding the Dental Care, Vision Care, Prescription Drug and Package 7 Benefits for state employees and participating local government employees. **TDD for hearing impaired only:** 1-800-532-3833. Mailing address: CSEA Employee Benefit Fund, One Lear Jet Lane, Suite One, Latham, NY 12110-2395.

### Grievances & Discipline

Report any grievance immediately to your local grievance representative or shop steward. If they are unavailable, tell your CSEA Unit or Local President, or your CSEA Labor Relations Specialist at your region office. Don't delay if you believe you have a problem — grievances must be filed on a timely basis.

### Insurance

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

For details on CSEA Security Life Plan, Income Protection Program, Hospital Indemnity Plan and Family Protection Plan, call toll free: Jardine Group Services Corp. 1-800-697-CSEA.

For details on Auto Insurance and Homeowners/Renters insurance, call toll free: 1-800-366-7315.

### Health Insurance

For answers to your specific questions about the Empire Plan:

Blue Cross Claims: 1-800-342-9815 or (518) 367-0009  
Metropolitan Claims ..... 1-800-942-4640  
Participating Providers ..... 1-800-942-4640  
Hospital admission approval/ surgical review:  
Empire Plan Health Call ..... 1-800-992-1213  
Mental Health & Substance  
Abuse Hotline ..... 1-800-446-3995

### Education & Training

CSEA provides workshops and training programs for union activists. For more information, call toll-free 1-800-342-4146. On a touch tone phone, press **O**, then extension 294. On a rotary phone, ask the operator for extension 294.

Union-oriented videotapes are available from your CSEA region office.

### Civil Service Exam Help

The Labor Education Action Program (LEAP) can help you prepare for civil service exams with low-cost study booklets.

Call toll free: 1-800-253-4332.

### Safety Concerns

Report serious accidents, unsafe and unhealthy working conditions to the CSEA Labor Relations Specialists at your region office.

For occupational safety and health information, call CSEA Headquarters at 1-800-342-4146. On a touch tone phone, press **O**, then extension 465. On a rotary phone, ask the operator for extension 465.

### Retirement

For general information about retirement and retiree membership, call 1-800-342-4146. On a touch tone phone, press **O** and extension 363. On a rotary phone, wait for the operator and ask for extension 363.

Talk to a CSEA-provided retirement counselor if you are retiring soon. It's important that you select the proper option from the Employees' Retirement system, so you can plan the lifestyle that you want to enjoy. Call toll free: 1-800-366-5273.

### AFSCME Advantage Mastercard

Features one of the lowest interest rates - 5 percent above the prime lending rate. No annual fee. For an application form, call your CSEA region office.

If you apply and there is no response within four weeks, call the issuing bank, the Bank of New York, toll free: 1-800-942-1977.

### AFSCME Advantage Legal Services

You can obtain high quality, affordable legal services for many personal legal matters through the AFSCME Advantage Union Privilege Legal Services Program. For details and a list of participating lawyers in your area, call your CSEA region office.

### AFSCME Magic Kingdom Club

Another benefit from the AFSCME Advantage program — discounts to both DisneyWorld in Florida and Disneyland in California. Membership verification requirements: your Social Security number and your local number (AFSCME Local 1000).

Contact the AFSCME Research Dept., 1625 L St. NW, Washington, DC 20036. Phone: (202) 429-5066.

### AFSCME Advantage Mortgage Program

Makes buying a home or refinancing your mortgage easier and more affordable. Savings for buyers and sellers. Special help for first-time buyers. Call toll free: 1-800-848-6466.

### Empire Home Mortgage Program

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

### AFSCME Advantage Career & Academic Planning

Tuition savings planning. Financial aid projections. Counseling and seminars for career decisions. \$10 annual fee. 1-800-733-GRAD.

### The Buyer's Edge

It's your buy-by-phone service designed to save you money on major purchases. The Buyer's Edge negotiates extra discounts and lowest price guarantees individual buyers don't get. The appropriate information and toll-free numbers are in your Buyer's Edge brochure, and they're published regularly in *The Public Sector*. To receive a brochure contact your CSEA region office listed below. For other information call 1-800-342-4146. On a touch-tone phone press **O** and 297 or ask the operator for extension 297.

Clip and save this page for future reference.

#### REGION OFFICES

**LONG ISLAND REGION I OFFICE**  
Hauppauge Atrium Building, 300 Vanderbilt Motor Pkwy., Hauppauge, NY 11788.  
(516) 273-2280 & 273-2285.

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

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

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

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

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