



# Sector

THE PUBLIC

Vol. 18 No. 1 JANUARY 1995

STATE GOVERNMENT NEWS PAGES 5-9

GENERAL NEWS PAGES 4, 10-11, 17-20

LOCAL GOVERNMENT NEWS PAGES 12-16

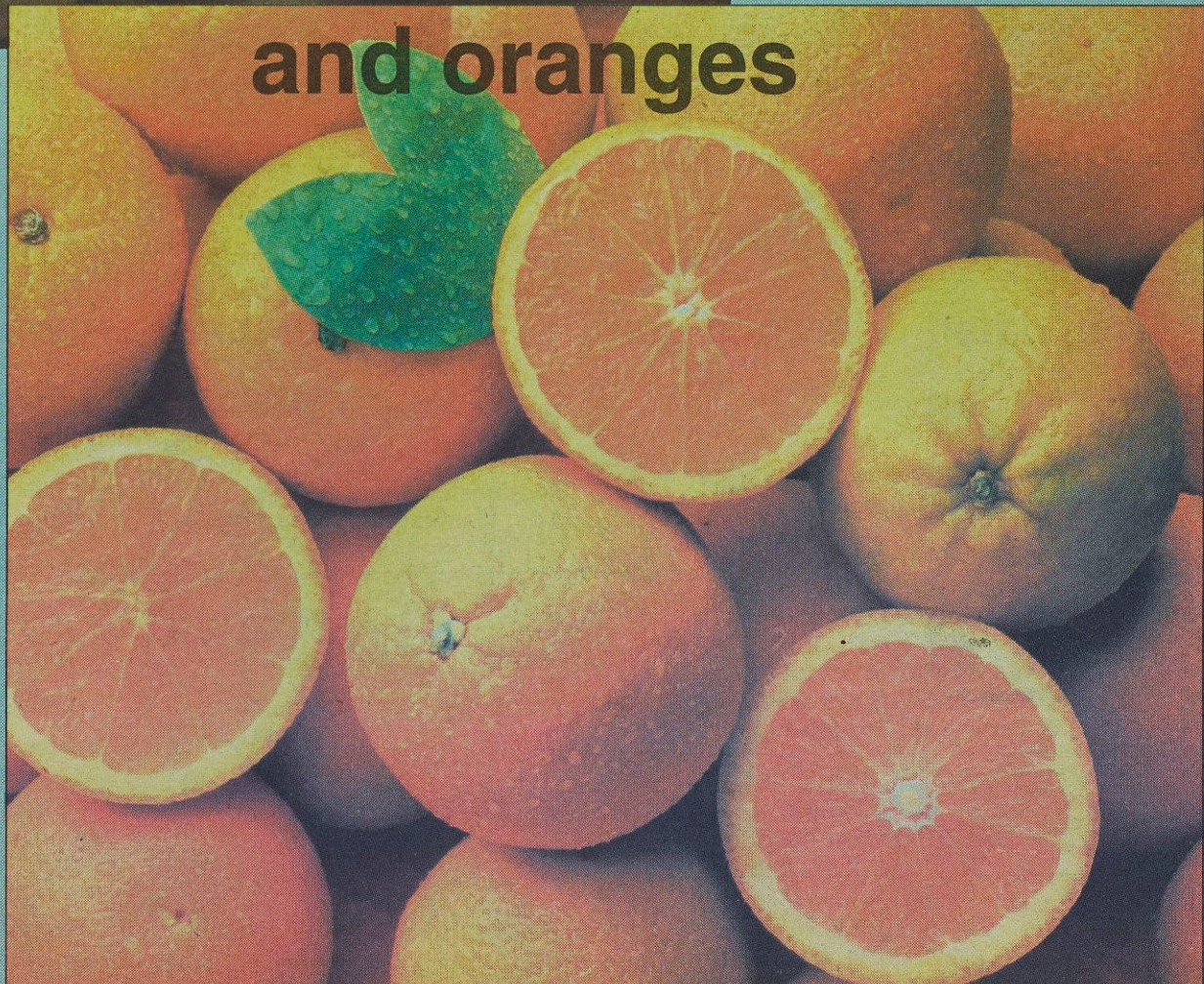
## How does privatization really compare to public service?



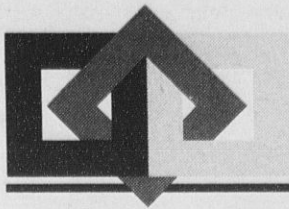
### It's like comparing apples

A new Cornell University study (see page 3) finds governments too often turn to privatization without considering alternatives such as improving the current system. As a result, taxpayers too often don't know if privatization really gives them their money's worth.

With a new administration and a new focus on reinventing government, this is the time for public officials to reach out to the very people who keep New York running: the CSEA Work Force. Their experience, knowledge and resourcefulness can improve public services by increasing efficiency and cutting costs on every level of government. With the Cornell study as a starting point, we can all work together to bring about improvements that will benefit us all. For a free copy of the Cornell report, *The Perils of Privatization: Lessons for New York State*, call 1-800-836-CSEA.



### and oranges



**State Government News**

- SUNY Buffalo cleaners protest privatization: **Page 5**
- State contract negotiations update: **Page 6**
- Diversity Committee established at Brooklyn Workers Compensation Board: **Page 7**
- Health insurance and CSEA Employee Benefits Fund extended to domestic partners: **Page 8**
- Creedmoor Psychiatric Center workers win full-time status: **Page 9**

**General News**

- It pays to be a CSEA member: **Page 10**
- Board of Directors election information: **Page 11**
- Coverage of the 1994 Women's Conference: **Page 17**
- Creedmoor member wins 10,000-Plus PEOPLE campaign: **Page 18**
- Drug and alcohol testing information available: **Page 19**

**Local Government News**

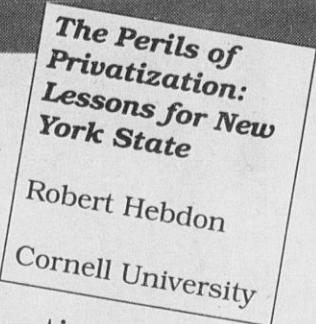
- Smithtown Highway members protests proposed layoffs: **Page 12**
- Greyhounds ease loneliness at Dutchess County Home and Infirmary: **Page 13**
- Suggestions on how to save city money go unheeded: **Page 14**
- Members solidarity key to a fair contract: **Page 15**
- Long struggle for contract ends: **Page 16**

**Happy New Year!**

Your 1995 CSEA calendar is enclosed within this edition of *The Public Sector*. One more way CSEA is staying in touch with you.

**Page Three**

A new study concludes privatization of government services often done without adequate information.



**A Message from the President**  
Many services the public rely on are done by the CSEA work force. Will the changes in NY state government affect those services? **Page 4**

**Reminder**

CSEA's Long Island Region office has a new address and phone number:  
**3 Garet Place  
Commack, NY 11725  
(516) 462-0030**

Check your radio for CSEA-sponsored school closing announcements: **Page 3**

**An updated reference guide to CSEA Member Services & Benefits on Page 20**



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## Cornell study casts light into dark corners of privatization issue

ALBANY — A new study by a Cornell University professor supports the long-held contention by CSEA and AFSCME that privatization of government services is being undertaken in a haphazard manner based on flawed or virtually nonexistent evidence that contracting out of public services can solve the problems facing governments.

In his study titled *The Perils of Privatization: Lessons for New York State*, Dr. Robert Hebdon, assistant professor at the Cornell School of Industrial and Labor Relations, suggests using public employees more effectively, rather than eliminating them, as the best solution.

"The rational solution is to seek creative alternatives to the way services are currently provided by improving the utilization of the existing workforce," he wrote.

"We found privatization to be, at best, a disruptive, socially destabilizing, and ultimately harmful method of cost saving. At its worst, privatization can actually

increase costs, lower the quality of services, reduce public accountability, and marginalize citizen involvement in the democratic process," the report concludes.

Dr. Hebdon holds a doctorate in industrial relations and a master's degree in economics from the University of Toronto. He has extensive experience in labor relations issues and has written a number of articles that have appeared in respected publications.

His thoroughly documented study details the flaws in ideological-based arguments over privatization. The findings strongly suggest that oversimplification shortchanges the public.

"The issues involving the delivery of public services are complex and cannot always reflect a simplistic bottom line," Hebdon said. "Taxpayers ought to know if it really gives them their money's worth."

**'There is a tremendous opportunity at hand for really improving public services with the involvement of the frontline workforce'**

Hebdon points out that debate over privatization is too often carried out in an ideological straightjacket without consideration of alternatives such as improving existing public services. "The predominant standard that is utilized in the studies of contracting out is cost — this is extremely unfortunate because it is impossible to hold other relevant variables constant," he said. "In other words, too many studies do not really compare apples to apples and oranges to oranges."

The study also documents that lack of competitive bidding, corruption and loss of accountability often receive little attention before privatization decisions are made.

"The detail and integrity of this report provide a welcome contribution to the debate on privatization," CSEA President Danny Donohue said. "Until now there has been plenty of heat generated over this issue but this report will help to shed some light."

"There is a tremendous opportunity at hand for really improving public services with the involvement of the frontline workforce," Donohue said.



## Check your radio for CSEA-sponsored school closing announcements

When wintry weather slams into the Empire State, parents need to know if the weather is severe enough to close local schools. And once again this winter they're getting that information by turning to regional radio stations where CSEA-sponsored school closing announcements are broadcast.

CSEA, which represents thousands of non-teaching school district employees across the state, has sponsored school closing announcements on area radio stations for several years.

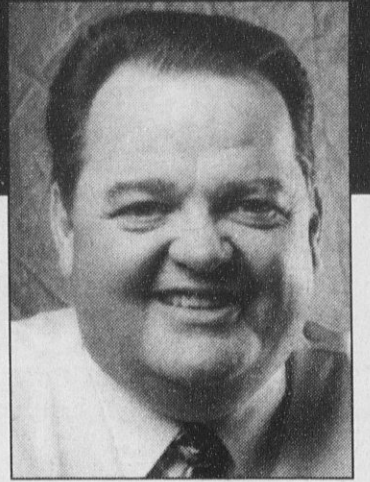
Along with specific school closings or delays information, listeners are reminded that other CSEA-represented public employees are working through the storm, keeping roads and streets open, providing public

safety services, caring for people in hospitals, health facilities and public institutions and maintaining essential public services and buildings.

CSEA-sponsored school closing announcements can be heard on the following radio stations:

**WBEN**, Buffalo  
**WHAM**, Rochester  
**WSYR**, Syracuse  
**WNBF**, Binghamton  
**WTNY**, Watertown  
**WLZW**, Utica  
**WGY**, Albany/Schenectady  
**WIRY**, Plattsburgh  
**WGHQ**, Kingston  
**WKIP AM/FM**, Poughkeepsie  
**WHUD/WLNA**, Westchester  
**WGNH**, Newburgh  
**WALL**, Middletown  
**WALK**, Long Island

*A message from  
CSEA President Danny Donohue*



# The CSEA Work Force

1995 is a year which, I believe, will be decisive for CSEA.

It is a year which will force us to rethink how we do business. We are, in essence, linked to the shifting fortunes of the governments we work for. Change is in the air, and it is inevitable.

The prospect of change is certainly frightening but I am confident that we have the vision and the leadership to mould the CSEA Work Force into the future.

You are mainly front-line workers who provide services that the public depends on in

every stage of their life. You know better than most — and certainly, more times than not, better than the people managing you — how to do the job better. This is the experience that we need to tap so that we can be on the inside of efforts to reinvent government.

Let me repeat, again, that the prospect of change is frightening, but I believe that it

**You have the training, skill, experience and dedication to make things better.**

would be even more frightening to simply continue doing business as usual.

I have a number of ideas for keeping CSEA connected during this period of dramatic

changes, and I will be sharing them with you as we move through the year.

The political climate is certainly chilly but we must be

willing to work with both Republicans and Democrats.

There will be accelerated efforts to privatize or contract out our jobs. In response, CSEA's message is that you have the training, skill, experience and dedication to make things better.

*Danny*



# CSEA responds quickly, decisively to SUNY Albany hostage crisis

ALBANY — Within minutes after learning that a hostage situation had developed on the sprawling uptown campus of SUNY at Albany, CSEA staffers were on their way to provide crisis assistance to members of SUNY at Albany CSEA Local 691.

CSEA Labor Relations Specialist Frank Bogulski, Communications Associate Dan Campbell and CSEA Employee Assistance Program Director James Murphy raced to the scene on Dec. 14 after a student, armed with a high powered rifle and a knife, entered a lecture center hall and took more than 30 students and a professor hostage.

Although several CSEA Local 691 members were working in and around the building, none were taken hostage.

The drama ended more than two hours later after a hostage student, 19 year old Jason McEnaney of Hicksville, Long Island, was shot and seriously wounded before the alleged hostage taker, identified by police as

26 year old Ralph J. Tortorici, was subdued by students and police.

"We responded quickly," Campbell said. "Initial reports indicated that workers might be among hostages taken. CSEA wanted to be there to help in any way possible and to aid and counsel other employees as the situation unfolded."

Local 691 President Ellen M. Krzykowski said she was extremely pleased by CSEA's rapid response.

"It showed that CSEA cares about the welfare of our members," she said. "And the staff had the one thing that we needed - a clear cellular phone line so we could call out and receive

incoming calls as well."

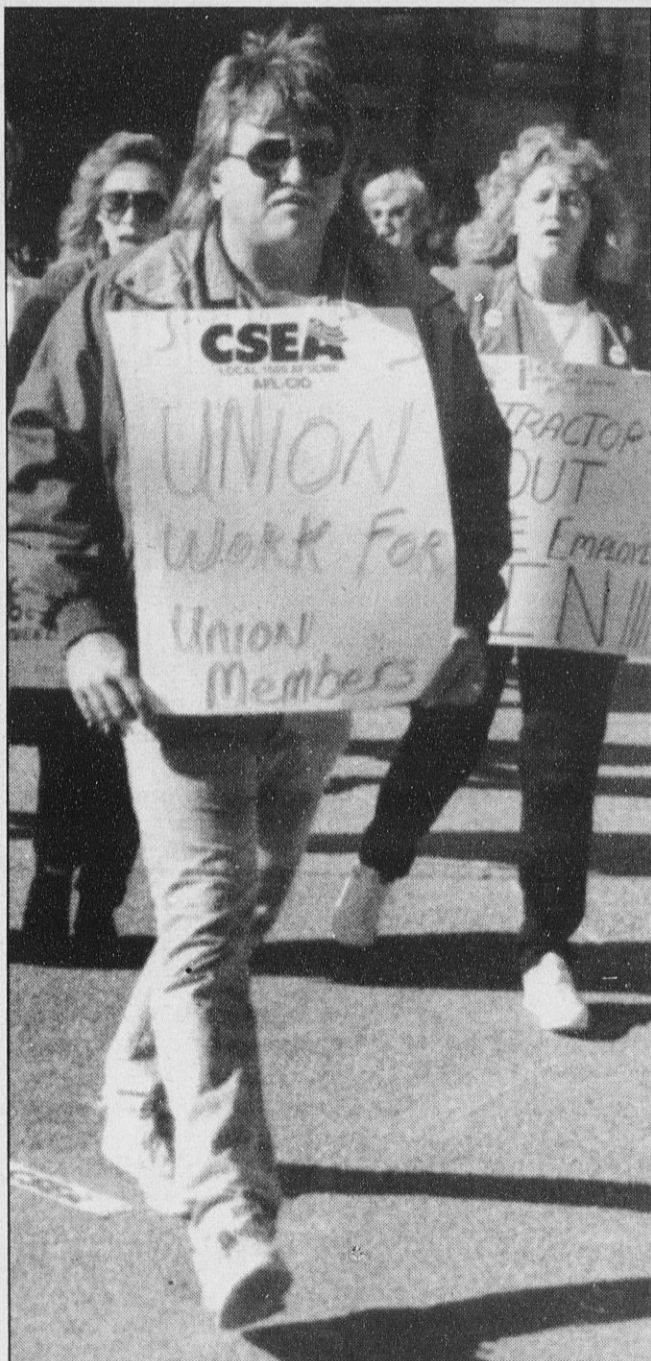
She noted that when news of the hostage crisis flashed around the campus, the regular telephone system became overloaded and virtually unusable. The union cellular phone enabled contact to be maintained between people on and off the campus.

"We think this incident proves the need for an emergency backup communications system on the campus and cellular phones might be the answer," LRS Bogulski said. "That's one item that's going to be on the top of our agenda for the next labor-management meeting."

"CSEA staff was on the scene to assist our local leaders serve the needs of the members," CSEA President Danny Donohue said. "Thank God this time that type of crisis service wasn't needed. But we were ready and we're prepared for any future situations."

**'Thank God this time that type of crisis service wasn't needed.'**

## SUNY Buffalo cleaners protest privatization



SUNY Buffalo Local 602 members and supporters protest privatization.

AMHERST — A creeping form of privatization at SUNY Buffalo has Local 602 members who are cleaners up in arms against the loss of their jobs.

More than 50 local members and supporters rallied against the university's tactics, led by CSEA Western Region President Robert Lattimer.

"As the university puts up new buildings on campus, they have been giving the cleaning contracts to privateers," Local President Barry Kobrin said. "So, one by one, if this isn't stopped, our members' cleaning jobs would disappear."

The university has failed to fill cleaner and janitor slots that open, Kobrin said, and the local has lost about 100 jobs through attrition over the past few years. No new hiring had occurred until the recent hiring of 16 new cleaners, he said.

"In addition, our area of responsibility has increased," said Sylvia Mayberry, a cleaner and local vice president. "Many times, we are called on to clean up after the contractors' cleaners, because they do such a poor job. That's probably understandable, because they are usually being paid minimum wages with few benefits."

"Meanwhile, new buildings continue to go up," Kobrin said. "The university's actions are anti-union and anti-state worker, and we intend to establish a beachhead here against further erosion of our members' jobs."

— Ron Wofford



THE ROCHESTER PSYCHIATRIC CENTER LOCAL 420 Women's Committee donated 200 gifts to Rochester foster children. Above are, from left, Lentory Johnson, Dorothy Prince, Corean Finn and Annie Jones.

## Rochester Psych Center Women's Committee collects for kids in need

ROCHESTER — A tradition of giving to those less fortunate got a heartfelt holiday boost from the Women's Committee of CSEA Rochester Psychiatric Center Local 420.

The committee presented more than 200 gift-wrapped presents to a local foster care program, so children in its care would not be left out of holiday giving.

"We raised the money through several benefit fundraising efforts," said Lentory Johnson and Dorothy Prince, committee members. "We had a lot of fun with raffles and other contests that allowed us to purchase a great amount of gifts. Our fellow employees are very generous to those in need."

— Ron Wofford

# State negotiations in holding pattern pending Pataki appointment of state team

ALBANY — Contract negotiations on behalf of more than 100,000 state employees represented by CSEA remained on hold as this edition of *The Public Sector* went to press, temporarily caught in the crosswinds of transition as state government prepares to shift from the Mario Cuomo era to the incoming administration of Governor George Pataki.

Contracts covering CSEA members in the Administrative Services Unit, Institutional Services Unit, Operational Services Unit, Division of Military and Naval Affairs and Office of Court Administration all expire April 1, 1995.

"We're ready to negotiate; have been for quite some time," CSEA President Danny

Donohue said. "Problem is, right now there's no one for us to negotiate with." The Governor's Office of Employee Relations (GOER), which handles contract talks and oversees employee relations for the state, may undergo personnel changes along with other state agencies and departments as Pataki takes over.

**'We're ready to negotiate'**

The parties had tentatively scheduled exchange of contract proposals on Dec. 1 but that had to change with the November election results.

"The Cuomo administration notified us that the December proposal exchange was cancelled and we would be conducting negotiations with the Pataki administration after

January 1," CSEA Director of Contract Administration Ross Hanna said. "Now we have to wait until the new administration contacts us."

Standing by are CSEA negotiating teams comprised of dedicated union member-activists and tough, experienced professional union negotiators from CSEA's Contract Administration department.

"We anticipated tough, difficult negotiations with the Cuomo administration," Donohue said. "Now, with talk of a multi-billion dollar budget deficit and the possibility of layoffs being floated by the governor, we know negotiations with the Pataki administration will be extremely difficult. But I think our teams are well prepared and ready for whatever lies ahead."

— Roger A. Cole

## Cooperation pays dividends at Highland DFY

HIGHLAND — When CSEA President Danny Donohue visited the Highland Division for Youth (DFY) Center recently, he found a facility where labor and management have made giant strides to improve security and the working environment.

"Worksite security has to have top priority, particularly in DFY facilities," Donohue said. "The experience at Highland shows how inadequate security can lead to real problems. But the even more important lesson is that it takes both labor and management to make necessary changes."

Last spring, CSEA Local 550 led a series of public demonstrations to focus attention on unsafe working conditions, resident attacks on staff and inadequate response from management.

The unfavorable publicity caught the attention of top DFY management in Albany. With the involvement of CSEA headquarters staff, labor and management began talking

about correcting problems not only at Highland, but also system-wide.

"There's no simple solution to the problems in DFY facilities but there are steps that can lead to improvements," CSEA Deputy Director for Contract Administration Mary Masterson said. "The starting place is to be more realistic about the danger of working in these facilities and to be responsible about it."

For example, DFY will shortly open a training facility for newly hired youth division aides in Albany (see related story). For the first time, all new hires will receive standardized training and preparation through a seven-week course that will cover all aspects of how to handle what they will encounter on the job before they are put on the spot.

The division is also working with CSEA to identify areas that may best be addressed through legislation such as establishing peace officer status for division employees and strengthening



**SECURING THE FACILITY** — Youth Development Aide III Jay Foust, left, explains the expanded use of walkie-talkies at Highland Division For Youth Center to CSEA President Danny Donohue during a recent visit. CSEA pushed for additional walkie-talkies as a measure to bolster worksite security.

juvenile offender laws.

While some issues require statewide involvement, other worksite problems are best resolved at the local level. At Highland, renewed labor-management efforts led to greatly improved relations. That dialogue has also brought about substantive improvements including a reduction of the facility census and expanded use of walkie-talkies to provide immediate response to a security crisis.

"We still have some problems but there's been a big improvement," said CSEA

Highland DFY Local 550 President Dick Granger. Granger also praised CSEA staff for helping to focus attention on the situation and following through with the division to get action.

"There are obviously a number of problem areas that have to be addressed in DFY but we are making progress," CSEA President Donohue said. "We need to see more examples like Highland where the effort at the local level complements what we're trying to do on a statewide basis."

— Stephen A. Madarasz

### DFY training academy planned

The state is planning to open a Division for Youth training academy in the Albany area unless there is a change from the new Pataki administration.

It is one of several division initiatives that CSEA is supporting to better prepare employees on the job.

The proposed seven-week program would provide new

employees with consistent and comprehensive preparation before and as they begin their duties.

"Appropriate training is the key to improved operations and worksite security for everyone in the system," CSEA President Danny Donohue said. "CSEA supports this initiative whole-heartedly as a positive step forward."

*Child care program 'a real blessing'*

# Local 010 hails Harlem success with child care

MANHATTAN — CSEA members working in the Harlem area gathered at the Harlem State Office Building to celebrate their first year of day care success stories.

CSEA parents shared their appreciation for the help in finding quality child care from the Harlem State Employees Child Care Resource and Referral Initiative.

A strong commitment by CSEA and the Governor's Office of Employee Relations helped more than 100 state workers find affordable child care, said Ruth Chape of the Harlem Initiative.

CSEA Local 010 Department of Correctional Services member Pamela Bonner called the child care assistance "a real blessing." Last year she didn't know what to do about after school care for her daughter, Jaquis, 7. Bonner previously used a 3 p.m. lunch break to pick up Jaquis after school.

"Thank God I had an understanding boss," she said.

Now Jaquis attends an after school program where she loves making drawings and pottery, said Bonner who is expecting another child. "They even help her with her homework."

Bonner will use the service to find care for the new baby.

CSEA Metropolitan Region Executive Vice President Barbara Moore commended CSEA members of the Labor/Management Steering Committee for volunteering to help get the program off the ground. They are Labor Department Local 350 members Ella DuBois and Lillian Lewis and New York City Local 010 members Barbara Frierson, Reva Magazine, Theresa Watson, Betty Crawford and Carol Ghee.

Moore recalled the efforts of retired CSEA statewide Secretary Irene Carr who enthusiastically supported developing Harlem child care resources.

"I would hug Irene Carr if she were here for all the work she did to set this up," agreed Steering Committee member Theresa Watson. Her five-month-old granddaughter, Tiffany, is in child care found with Chape's help.

State Senator David Patterson saluted the Harlem Child Care Initiative for "becoming a part of the community."

Moore and Patterson urged union members to take advantage of child care referral services.

CSEA members can get child care help with babies through school-aged children at public and private day care centers, nursery schools, family day care, summer camps and before and after school programs. Union members also attend parenting classes and may borrow books on parenting from their Parenting Resource Library.



CSEA member Pamela Bonner



**A RENEWED COMMITMENT TO QUALITY** — CSEA President Danny Donohue visits some Department of Motor Vehicles employees on the job after labor and management renewed their commitment to the Department's Quality Partnership agreement. The purpose is to involve employees at all levels in efforts to improve the delivery of services and improve conditions on the worksite.

## Diversity Committee champions change at Brooklyn Workers Comp

BROOKLYN — "Diversity" is more than a buzzword for CSEA Local 010 members at the state Workers Compensation Board.

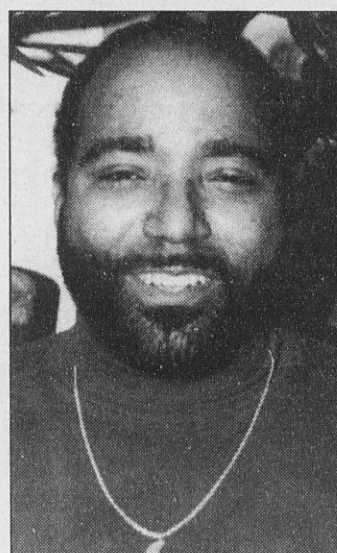
They meant serious business with their Diversity Committee. Union members believed their agency had a continuing problem with ethnic, cultural and sexual diversity issues that was being ignored, said Unit President Wendell Rachell.

Then in May 1993, he said, an African-American CSEA member was the victim of an outrageous racial slur.

"Who needs this? Life is tough enough!"

Rachell said, condemning intolerance that members have complained of for years. The unit formed a Diversity Committee and registered a formal complaint, calling for an investigation and meetings with new Compensation Board head Barbara Deinhardt.

CSEA Metropolitan Region President George Boncoraglio, Local 010 President Vincent Martusciello and CSEA Labor Relations Specialist Floyd Payne met with Board management. Diversity Committee Chair Chris Gilmore stressed the need for training and education before conflicts develop, not only



Chris Gilmore, chairs the Brooklyn Workers Compensation Board Unit's Diversity Committee

among managers and staff, but in meeting with the thousands of diverse and frequently distraught injured claimants the Compensation Board serves annually.

Brooklyn Compensation Board workers have faced bomb threats and a hostage crisis. They had problems with Colin Ferguson, a frustrated claimant now accused of killing six people with an assault weapon on the Long Island Railroad.

"CSEA understands what a pressure cooker exists at the Compensation Board since staff has been cut while caseloads have more than doubled.

Everyone is under stress," Boncoraglio said. "But no circumstances can justify racism, sexism or disparaging others."

Diversity Committee members Chandler Kenner and Keith Vyphius say the Compensation Board is improving, establishing a diversity policy which will lead to meaningful training and heightened sensitivity.

The committee is very pleased with the steps Deinhardt has taken, he said.

"We find that she is committed. Once we spoke to her, we found her very receptive," Gilmore said.

— By Lilly Gioia

— By Lilly Gioia

# Eligibility for health insurance and CSEA Employee Benefit Fund extended to domestic partners

Based upon a recent Memorandum of Understanding, CSEA represented State employees (ASU, ISU, OSU, DMNA bargaining units) will be eligible for domestic partner coverage under the NYS Health Insurance Program (NYSHIP) and CSEA Employee Benefit Fund (EBF) effective Jan. 1, 1995, or as soon as practicable thereafter.

Described below is the agreed to definition of domestic partner and eligibility/certification requirements which must be met in order to qualify a domestic partner as a dependent:

**Definition:**

• A domestic partnership is defined as one in which the partners must be 18 years of age or older, unmarried and not related by marriage or blood in a way that would bar marriage, reside together, involved in a committed (lifetime) rather than casual relationship and naturally interdependent financially. The partners must be each other's sole domestic partner and must have been involved in the domestic partnership for a period of not less than six (6) months.

**Certification:**

• In order to establish that a domestic partnership exists for purposes of obtaining coverage under the NYSHIP, the domestic partners must execute a Domestic Partner Affidavit to be developed by the state in accordance with the guidelines developed by the New York State Insurance Department, provide proof of co-habitation and provide evidence that an economically interdependent

## JCHB JOINT COMMITTEE ON HEALTH BENEFITS

relationship exists between the employee and the domestic partner dependent. Proof of co-habitation and economic interdependency shall be required according to the guidelines established by the State Insurance Department and shall verify the existence of the domestic partnership for at least six (6) months prior to the date of application for enrollment in the NYSHIP. Satisfaction of these requirements shall constitute the certification of the domestic partnership for purposes of eligibility for dependent coverage in the NYSHIP.

• If employees fraudulently enroll domestic partners, they shall be held financially responsible for any benefits paid from the NYSHIP to the domestic partner and may be subject to disciplinary action.

• A Termination of Domestic Partnership document shall be required should a domestic partner relationship cease. A six month waiting period shall be required from the date a covered domestic partner dependent is deemed no longer eligible, as evidenced by the filing date of the Termination of Domestic Partnership document, until a new domestic partner can be deemed eligible for coverage.

The NYS/CSEA Joint Committee on Health Benefits is in the process of finalizing the

corresponding communication pieces as well as the Domestic Partner Affidavit and Termination of Domestic Partnership document in an effort to set an implementation date for the eligible partners as soon as possible.

Please be advised that if you are

contemplating the enrollment of a domestic partner, you will incur the fair market value of your partner's health benefits as additional gross income for taxation purposes. It is suggested that you carefully review the overall impact of enrolling a partner.

Enrollees wishing to enroll a domestic partner can obtain additional information through their Agency Health Benefits Administrators Office. Further announcement of domestic partner coverage and eligibility effective dates will appear in the upcoming "Empire Plan Report," "HMO Report" and the February "Public Sector."

If you have any questions regarding the expansion of health insurance eligibility, please contact the CSEA Joint Committee on Health Benefits. Questions regarding the expansion of CSEA's Employee Benefit Fund eligibility should be forwarded to the Fund.

**You will incur the fair market value of your partner's health benefits as additional gross income for taxation purposes**

### Here's how to enroll your domestic partner for EBF coverage

State employees represented by CSEA who wish to enroll their domestic partner in the CSEA EBF will have to complete an EBF enrollment form that will be sent to the employee upon the Fund's receipt of evidence of domestic partner eligibility from the Department of Civil Service. Please be advised the enrollment of a domestic partner in the CSEA EBF will result in additional taxable income for the CSEA employee based upon the value of the domestic partner's CSEA EBF benefit coverage.

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Editor's note: Recent reports indicate that Governor George Pataki may attempt to invalidate domestic partner coverage. Further updates may be necessary as events unfold.

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## 1994 Empire Plan claims must be filed by March 31

All 1994 Empire Plan basic medical claims must be submitted by March 31, 1995 to:

**Metropolitan Life Insurance Company  
CPO Box 1600  
Kingston, NY 12401-0600**

Basic medical claim forms may be obtained from your agency's personnel/business office or from

Metropolitan Life Insurance Company. Make sure you complete the requested subscriber information and, if applicable, dependent student information. **Don't forget to sign the claim form.**

Please be certain to have your doctor or other provider fill in all the information asked for on the claim form. If the claim form is not filled out by the provider, all

original bills must include all the medical/diagnostic information asked for on the claim form. Missing information will delay the processing of your claim.

If you have any questions concerning your claim, you may call the following toll-free number at Metropolitan for assistance:

**1-800-942-4640**





These Local 406 Food Service workers are happy to gain full-time job status. Local 406 President Caroline Sikoryak is standing at right.

At Creedmoor Psychiatric Center

## Workers win full-time status

QUEENS VILLAGE — Part-time food service workers at Creedmoor Psychiatric Center were getting tired of 12-hour days and 50- to 60-hour workweeks, so CSEA stepped in to help.

CSEA Local 406 members working part time were working alongside full-time employees but were being deprived of full-time accruals and seniority.

"We were doing exactly the same work and hours as the full-time employees working right next to us," CSEA member Kenneth Royster said.

"These folks got only a \$600 dental benefit

instead of the \$1,200 dental benefit of a full-time worker and, of course, only half the pension benefit of a full-time employee, with no location pay," Local 406 President Caroline Sikoryak said.

CSEA Labor Relations Specialist Barton Brier and Sikoryak decided to tackle the problem through Labor-Management negotiations. Armed with the time sheets of 10 stressed-out part-time food service workers, they reached an agreement putting the workers on full-time status retroactive to April 1, 1994.

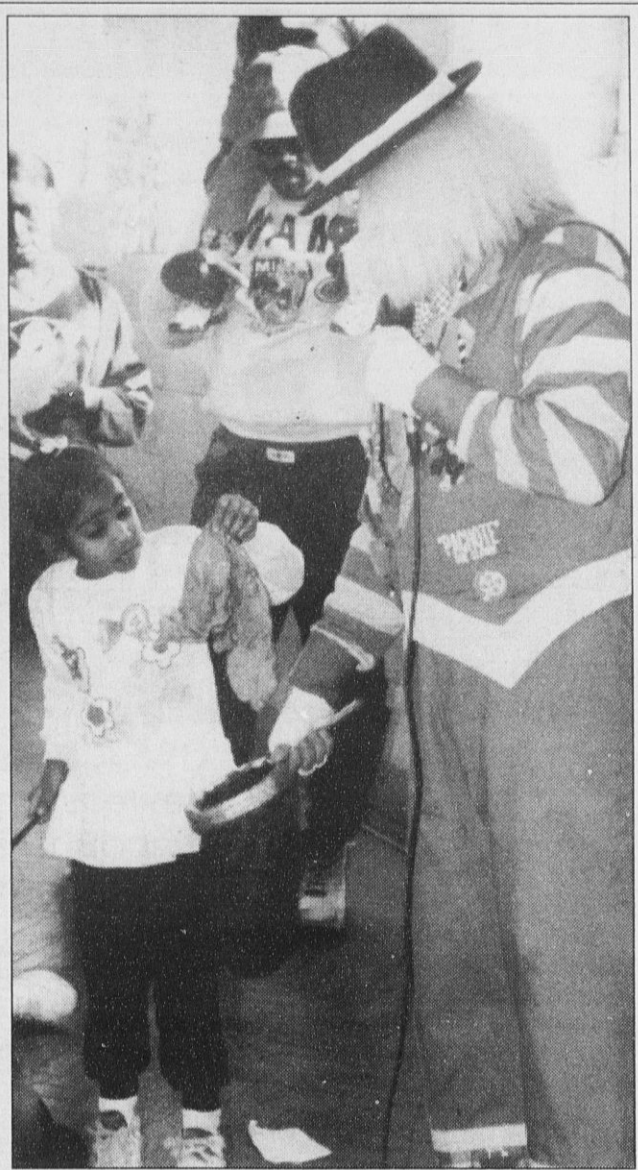
The affected employees will be reimbursed for

accrued sick and vacation time back to April 1 and will receive meal allowances for any day they worked 12 hours, Sikoryak said.

Food service worker Anastasia "Jean" Pucher said she was promised four years ago when she was hired that her part-time job would become full-time in a year. It never happened, she said, until CSEA got involved.

"It's long overdue," Royster said. "CSEA is definitely a helpful organization within Creedmoor, and it's a very good thing to belong."

— Lilly Gioia



## A seasonal celebration

A clown entertained more than 300 children of CSEA members at an annual seasonal party hosted by Creedmoor Psychiatric Center CSEA Local 406. Members working at Queens Children's Psychiatric Center, Bernard Fineson Developmental Center and Creedmoor all joined in the party. "Events like this boost our family spirit and build the union morale," Local 406 President Caroline Sikoryak said.

## Understaffing at root of problems at OMH facilities, CSEA says

BROOKLYN — CSEA Local 402 President Bob Nurse says union members are relieved that action was finally taken to replace Kingsboro Psychiatric Center Director Patricia Lambert, whose policies at Kingsboro were "very dangerous to both patients and staff."

Kingsboro Psychiatric Center has been in the news since a patient escaped from the hospital, returned with a concealed knife and now stands accused of murdering another patient.

Statistics show that 575 mental patients have escaped from Kingsboro, Creedmoor, South Beach, Bronx and Manhattan Psychiatric Centers in the past 24 months. It may have shocked the public, but it was no surprise to CSEA mental health workers.

"Security and escapes are a daily problem in all our mental hospitals. It is tragic that a mental patient had to be murdered in order to finally draw public attention to the deplorable understaffing that invites escapes while the Department of Mental Health winks and looks the other way,"

CSEA Metropolitan Region President George Boncoraglio said. The problem exists throughout the system, he added.

"With only six security guards on duty for the entire hospital and too few therapy aides for too many patients, it will take more than new locks to stop the escapes at Kingsboro," Nurse said.

Nurse praised CSEA member Nathaniel McKenzie for his heroism in retrieving a bloody knife from the 6'5" accused murderer on his ward.

"Brother McKenzie's 22 years of experience and his courage showed in the skill he used to handle a tremendously stressful situation. He's an excellent supervisor and followed all proper procedures until 15 police officers arrived to remove the patient," Nurse said.

"This needless patient death points out the state's continuing negligence in mixing homicidal patients in with the general patient population because of the lack of enough Secure or Forensic units.

"Why was a killer placed into a ward of

36 other men with only two female therapy aides assigned?" Nurse asked. "There was no way anyone was going to stop his escape under these conditions."

Nurse, who serves on the CSEA Mental Hygiene Task Force, has condemned Office of Mental Health staffing practices for many years, as have many other CSEA leaders.

At Creedmoor Psychiatric Center, where the most escapes have occurred, management began assigning CSEA mental hygiene therapy aides to guard duty, monitoring the main lobby entrance.

"It is absolutely unacceptable to assign CSEA staff never trained as security guards to this work," protested Local 406 President Caroline Sikoryak, who has filed a class action grievance against the practice.

In a letter to the Editor of the *New York Daily News*, Boncoraglio demanded an investigation into dangerous understaffing practices that have caused this crisis of escaping mental patients.

— Lilly Gioia

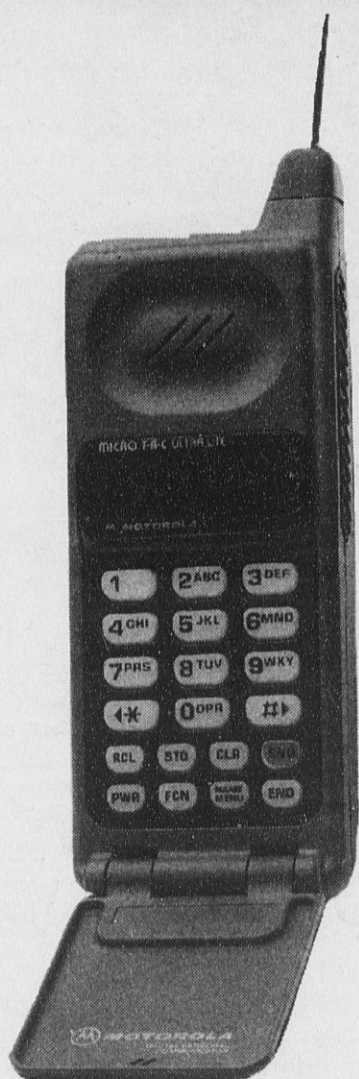
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- \* It is expected that implementation in the New York metropolitan market will occur in the near future. (Rates will vary).

# NYNEX

Mobile Communications

# In Touch With You

## CSEA

# 1995

JANUARY						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4	5	6	7
New Year's Day						
8	9	10	11	12	13	14
15	16	17	18	19	20	21
Dr. Martin Luther King Jr. Day						
22	23	24	25	26	27	28
29	30	31				

FEBRUARY						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
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12	13	14	15	16	17	18
Lincoln's Birthday						
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Washington's Birthday (Observed)						
26	27	28				

MARCH						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
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26	27	28	29	30	31	
CSEA State Workshop						

APRIL						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
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CSEA State Workshop						
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CSEA State Workshop						
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16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					
Workshop						

MAY						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1	2	3	4	5	6
7	8	9	10	11	12	13
Public Employees Day						
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
Memorial Day						

JUNE						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
				1	2	3
CSEA Local Gov't Workshop						
4	5	6	7	8	9	10
CSEA Local Gov't Workshop						
11	12	13	14	15	16	17
18	19	20	21	22	23	24
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JULY						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
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2	3	4	5	6	7	8
Independence Day						
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30	31					

AUGUST						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
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CSEA Retirees Convention						
27	28	29	30	31		
CSEA Retirees Convention						

SEPTEMBER						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1	2
3	4	5	6	7	8	9
Labor Day						
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OCTOBER						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4	5	6	7
8	9	10	11	12	13	14
Columbus Day						
15	16	17	18	19	20	21
22	23	24	25	26	27	28
Annual Delegates Meeting						
29	30	31				

NOVEMBER						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
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5	6	7	8	9	10	11
Election Day						
12	13	14	15	16	17	18
Veterans Day						
19	20	21	22	23	24	25
CSEA Women's Conference						
26	27	28	29	30		
Thanksgiving Day						

DECEMBER						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
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10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	Christmas Day					

## How To Get In Touch With Us:

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 Buffalo, NY 14202  
 (716) 886-0391

# Board of Directors Election Information

## Nominating petition request forms available Jan. 23 for Board election

Elections will be held this year to fill 105 positions on CSEA's statewide Board of Directors. The positions to be elected will represent state, local government and local government educational members.

### Who is eligible?

Any CSEA member who meets the constitutional eligibility requirements and obtains the required number of signatures and social security numbers of members eligible to vote in the election will have his or her name placed on the ballot.

A candidate must be at least 18 years of age, must be a member in good standing of the department, county or educational local he or she seeks to represent since June 1994; must not be serving a disciplinary penalty imposed by CSEA's Judicial Board and must not have been a member of a competing labor association or union since June 1994.

### How to request nominating petitions

Nominating Petition Request Forms will be available **on or after Jan. 23** for eligible members. The petition request forms will be available from CSEA local presidents, CSEA region offices and CSEA headquarters.

### Petitioning period begins Feb. 21

Completed petition request forms must be submitted to either CSEA region offices or CSEA headquarters in order to obtain official nominating petition forms. The petitioning period begins on Feb. 21 and nominating petitions must be received at CSEA headquarters not later than 5 p.m. March 24.

Signatures on the nominating petitions must be of CSEA members in good standing eligible to vote in the election. The nominating petitions must include the Social Security numbers of the members signing the forms.

The number of valid signatures required for Board of Directors seats is 10 percent of the members represented by the position and eligible to vote, but in no event will more than 450 signatures be required. The required number of signatures for each seat will be provided when nominating petition request forms are requested.

### Slate petitioning and slate voting

Slate petitioning and slate voting will be possible for members seeking to become Board representatives for state departments and counties which, by virtue of their large membership size, are assigned more than one seat on the statewide Board. Members seeking those positions may petition either individually or as a slate. Candidates who run as a slate must fill out a slate consent form and a slate petition request form. A slate need only to submit one set of the required number of signatures to qualify as a slate to be on the ballot.

Following is the 1995 election schedule for CSEA's Board of Directors:

- 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 ballot 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** Elections results published in *The Public Sector*.

**1** THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC., LOCAL 1000, AFSCME, AFL-CIO  
149 WASHINGTON AVE., P.O. BOX 7125, CAPITOL STATION, ALBANY, NEW YORK 12224  
**NOMINATING PETITION FOR CSEA OFFICE**

REQUIRED NUMBER OF SIGNATURES:  
 - STATEWIDE OFFICE: not less than 1000 eligible voters.  
 - REGION OFFICE: not less than 500 eligible voters.  
 - BOARD OF DIRECTORS: not less than 10% of eligible voters nor more than 450.

**2** THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC., LOCAL 1000, AFSCME, AFL-CIO  
**SLATE NOMINATING PETITION FOR CSEA OFFICE**

REQUIRED NUMBER OF SIGNATURES:  
 - BOARD OF DIRECTORS: not less than 10% of eligible voters nor more than 450.

**3** THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC., LOCAL 1000, AFSCME, AFL-CIO  
**SLATE PETITION REQUEST STATEWIDE BOARD OF DIRECTORS**

REQUIRED NUMBER OF SIGNATURES:  
 - BOARD OF DIRECTORS: not less than 10% of eligible voters nor more than 450.

SLATE PETITIONS ARE REQUESTED FOR THE \_\_\_\_\_  
 \*The slate name shall not contain the local or region number of the slate name.

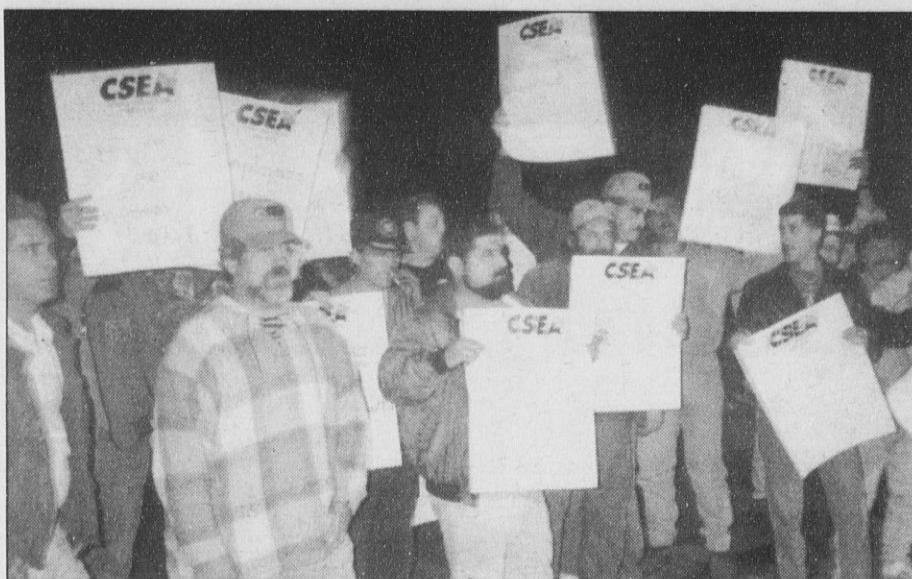
Name: \_\_\_\_\_  
 ss#/membership ID# \_\_\_\_\_  
 offc./position: \_\_\_\_\_  
 Region#: \_\_\_\_\_ Local#: \_\_\_\_\_ Unit#: \_\_\_\_\_  
 Home Address \_\_\_\_\_  
 Work Location \_\_\_\_\_  
 Telephone# \_\_\_\_\_

(signature of member making request)  
 ss#/membership ID# \_\_\_\_\_  
 Region#: \_\_\_\_\_ Local#: \_\_\_\_\_ Unit#: \_\_\_\_\_  
 Telephone# (W) \_\_\_\_\_ (H) \_\_\_\_\_  
 date: \_\_\_\_\_

NUMBER OF PETITIONS REQUESTED: \_\_\_\_\_  
 Check one of the following:  
 Petitions will be picked up by: \_\_\_\_\_  
 Name/Address To Which Petitions Are To Be Mailed: \_\_\_\_\_

(A:582-#2)

**USE CORRECT FORM** — Members gathering petitions as individual candidates must use the official nominating petition form ① while slate candidates must use the official slate petition form ②. The slate petition request form ③ includes a consent to be placed on the ballot as part of a slate.



CSEA SMITHTOWN UNIT workers protest proposed layoffs in the highway department.

## Smithtown workers protest layoff plan

SMITHTOWN — CSEA members in the Town of Smithtown Highway Department turned out in full force to protest the proposed layoffs of 40 people in the department.

More than 150 members demonstrated outside the Senior Citizens Center prior to a town council meeting.

Members chanted: "NO LAYOFFS" and carried signs with such slogans as, "WE SERVE THE PUBLIC — VECCHIO SERVES HIMSELF," "DON'T USE US AS POLITICAL FOOTBALLS" and "DON'T TAKE OUR JOBS — WE LIVE HERE, TOO!"

The threatened layoffs are the result of political fighting between Town Supervisor Pat Vecchio and Superintendent of Highways Jim Dowling, CSEA Town of Smithtown Unit President Doug Keltner said.

The unit did not endorse Vecchio in his last run for town supervisor.

Both Keltner and

Dowling asked the town council to restore funds to the department to avoid layoffs.

Keltner reminded the council that vital services such as leaf and snow removal would be minimal if the 40 positions were cut.

"This is political football and my members are being used as the ball. It is demoralizing and unfair to the employees and the taxpayers they serve," Keltner said. "The taxpayers are the ones who will ultimately suffer in lack of services — all because of political games."

Highway Department employees received commendations from local merchants for their snow removal efforts and by the local fire department for heroism in

digging out a woman who was trapped by a snow-covered awning which collapsed last winter.

The proposal is to cut 29 full-time positions and 11 part-time positions.

— Sheryl C. Jenks

**'The taxpayers are the ones who will suffer in lack of services'**

## Yates County workers still worry about security

PENN YAN — Since October 1992, the subject of safety on the job is a very sensitive one for CSEA members who work for Yates County Social Services Department.

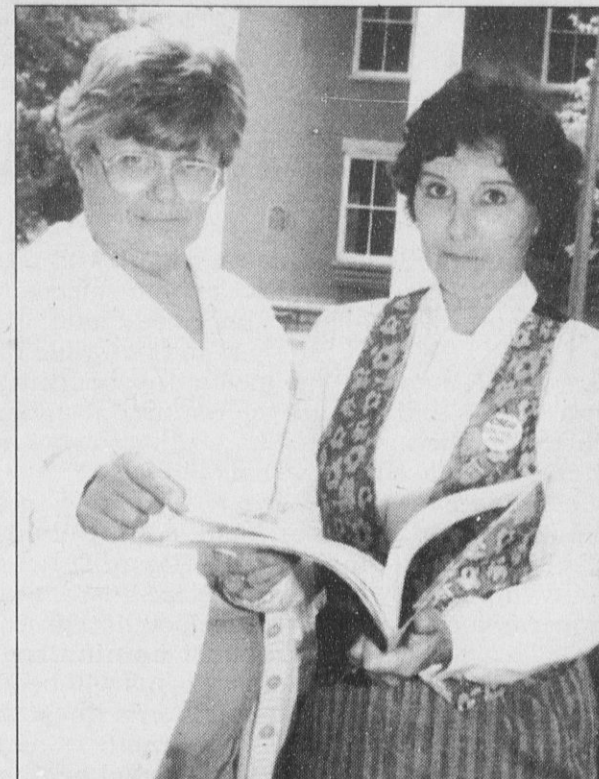
Yates County borders Schuyler County, where four social services workers were killed by an irate man, angry that his wages had been garnished to collect back child support.

Since that tragedy, like other CSEA units around the state, Yates County activists have been lobbying for improved security in their workplace, especially in the collection support area.

The county has responded positively, but not totally to the satisfaction of the unit committee that was working on the problem.

"We're fairly pleased with the progress that has been made so far in the support collection department," said Carol Conley, county employee unit president. "But we don't feel the county is addressing the total building adequately for our security concerns."

"A major threat to the security concerns of the members is the impending loss of the deputy sheriff who is now at the entrance to the department, along with a metal detector," said Yvonne Brown, committee chairperson. "After the construction of a new wall and Plexiglas enclosed entranceway, and security construction for the department is completed, the only time a deputy will be in the building



Yates County Employee Unit President Carol Conley, left, and Yvonne Brown, chair of the unit security committee, discuss work place security.

will be for courtroom security, on family court days, which average about eight days a month."

Conley and Brown believe that neither a deputy nor a metal detector will be available on civil court days.

"That's a potential for problems," Brown said, "because who's to say that an angry civil litigant is going to be less dangerous than someone in a contentious family court matter?"

Conley, Brown and CSEA Local 862 President Carol Thornton agree that there are many, many more items to be addressed before members will feel safe on the job.

"In spite of our current contract problems, we intend to continue working with the legislature to see this through," they said.

— Ron Wofford

## CSEA wins battle to save Canajoharie police unit

CANAJOHARIE — CSEA staff and members worked together to save the Village of Canajoharie Police Department from being abolished.

CSEA represents the employees of the department, and staff worked with unit and CSEA Montgomery County Local 829 officials to prevent

the department's duties from being turned over to the county Sheriff's Department.

CSEA Unit President Richard Rockwell, who is a village police officer, was certainly happy with the sudden resolution of the problem after the union's initial action against the idea.

"CSEA was ready to go all the

way on this. Our Labor Relations Specialist Mike Sheldon had lined up the CSEA Communications and Political Action Departments for a long campaign, if necessary, to save our village police department," he said. "And now, because of the union's public statement of support, because of CSEA

Montgomery County Local President Gary China promising enough volunteer workers to get 20 percent of the village voters to sign a petition to put this decision up for voter approval, the village leaders finally decided not to abolish the department. That's wonderful."

— Daniel X. Campbell

# A couple of dog-gone good co-workers create smiles

MILLBROOK — Man's best friend has become the newest antidote for loneliness for residents of the Dutchess County Home and Infirmary. With no undesirable side effects, two greyhound dogs named Dutch and Chess are causing chronic smiles in residents, especially for those clients who had their own pets before moving to the nursing facility.

"Many studies show that pets are beneficial especially for the elderly and for children," said Infirmary Director Sheila Vibert.

Vibert was convinced of this fact after she attended a seminar in which a doctor told participants that animals are soothing to troubled and depressed patients. The next step was to obtain the ideal pet and the animal of choice was a greyhound dog.

Vibert contacted the Greyhound Rescue Organization, a group that places retired

racing dogs in homes, and with the permission of county officials, ended up adopting two of the dogs.

"They're good-natured," Vibert said. "They've been abused, and they need love."

It is only recently that greyhounds who were retired from racing at the young age of two to five years old were either put to sleep, abandoned or sold to laboratories. Now organizations like the Greyhound Rescue Organization are working to place these dogs in good, loving homes.

The needs of the greyhounds and the needs of elderly patients turned out to be a match made in heaven. The formerly shy and fearful animals are the darlings of the Infirmary and the patients look forward to visits by their new canine friends.

"The dogs thrive on the residents and the residents thrive on the dogs," Vibert said. "The patients aren't as depressed or lonely or bored."

CSEA members who work at the infirmary are impressed.

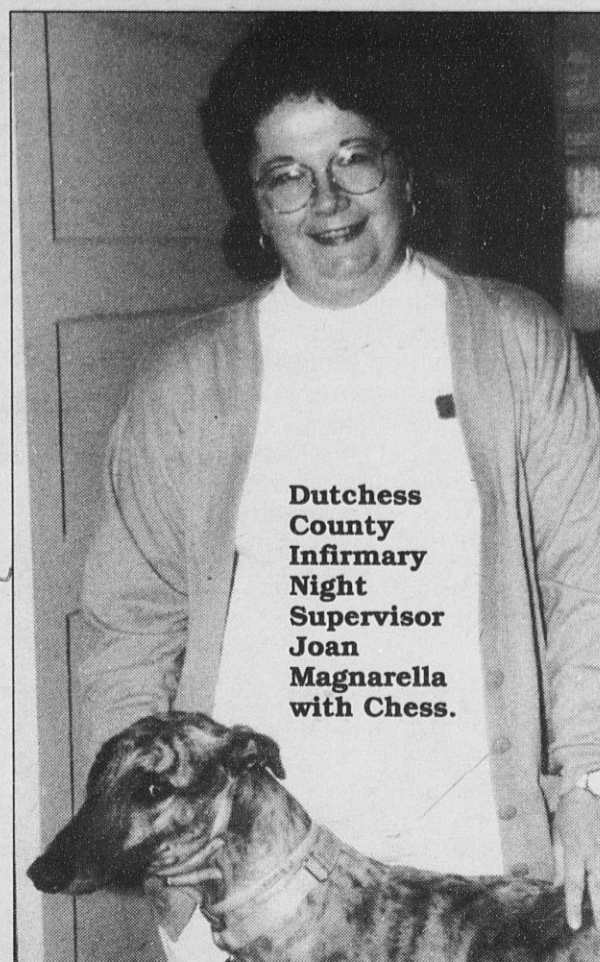
"They are a diversion," Registered Nurse Diane Davis said. "It adds a positive light to what we do."

"A lot of the residents had pets and they miss them," added Nurses Aide Rose Marie Sheridan.

Dog food has been donated by local merchants and a veterinarian has donated his services for routine care for the dogs. The rescue organization follows up on adoption placements with any necessary training for the dogs and by being available to resolve any problems.

Anyone wishing more information on the Greyhound Rescue Organization can contact Karen Lorenzo at (914) 651-3580.

— Anita Manley



**Dutchess County Infirmary Night Supervisor Joan Magnarella with Chess.**



**Dutchess County Infirmary Nurses Aide Rose Marie Sheridan greets her two newest co-workers, Dutch and Chess.**



**Dutchess County Infirmary resident "J.R." feeds a treat to new residents Dutch and Chess.**

## Mary Sullivan, Louis Altieri named to temporary state commission studying regionalization in Capital District

ALBANY — Two CSEA elected officials are among 17 people named to the Temporary State Commission to Study the Delivery of Local Government Services in the Capital Region.

CSEA Executive Vice President Mary E. Sullivan and Schenectady County CSEA Local 847 President Louis Altieri were named labor union commission members along with five elected government officials and 10 private sector representatives.

The state commission will begin work in January when the commissioners will appoint an executive director, schedule public hearings and appoint advisory groups to study specific issues. The

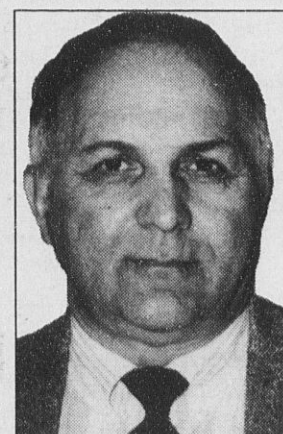
commission will conduct an 18-month study on ways to regionalize government services to save tax revenue and improve the economy in Albany, Schenectady and Rensselaer counties.

The commission is expected to submit a report in June 1996 recommending ways the state and local governments in the three-county area can share services to save money, improve government efficiency and improve the local economy.

"As labor's representatives on the commission, Lou and I will be particularly aware of our responsibilities to protect and preserve the interests of working men and women who provide the governmental



**Mary E. Sullivan**



**Louis Altieri**

services," Sullivan said. "As taxpayers, we also want to deliver the most services possible for the least cost. Regionalization of public services may be the way to achieve both those interests."

CSEA represents tens of thousands of state and local government employees throughout the Capital Region.

# Union's suggestions to save money rejected

CITY OF GLEN COVE — CSEA responded to the city of Glen Cove's claims of a fiscal crisis by offering a number of monetary solutions — not one of which has been accepted.

The city claims it needs to save \$200,000 from the CSEA work force, which includes 130 people, predominantly laborers and mechanics.

"The city is hell-bent on layoffs. The problem is, who is supposed to service the city if

you lay off all these people? We have made suggestions on how to save money and every one has been rejected. It's ridiculous," said CSEA Labor Relations Specialist Pat Curtin, who has been attempting to negotiate options with the city.

CSEA has done a budget analysis to see where money can be saved. The union was willing to change the work week to defray overtime costs. That would have saved the city \$375,000 over 15 months, CSEA City of Glen Cove Unit

President Bob Blumhagen said. The union is frustrated with the city's seeming lack of concern for the future of the employees and residents.

"We scheduled a meeting with the comptroller to discuss further alternatives to layoffs and she never showed up or called," Curtin said. "There seems to be a total lack of motivation to resolve this supposed shortfall."

— Sheryl C. Jenks

**'There seems to be a total lack of motivation to resolve this supposed shortfall'**



## Police assistants receive back pay

Thanks to a CSEA arbitration victory, eight Poughkeepsie city workers are to receive time-and-a-half pay for working holidays. The winners are, standing from left, Judy Graham, Kathy Jarosiewicz, Gayle Wagner and Jennifer Lane; seated are Susan Gancz and Irene Racz. Brian Touhey and Patricia Clark are not pictured. They are members of CSEA Dutchess County Local 814.

## Board of Supervisors learns the hard way

### Public employees do have rights

COEYMANS — Albert Deering is back at work as highway foreman in the Town of Coeymans after the Board of Supervisors learned the hard way that public employees do have rights, including the right to run for public office without fear of retaliation.

In 1993, Deering ran for the elected position of highway superintendent. He lost by fewer than 20 votes to the incumbent superintendent. Until then, Deering had no problems at work and no prior disciplinary actions against him. In fact, after the election, the supervisor told Deering that there would be no changes when he returned to his foreman position.

A couple of weeks later, however, that all changed. The supervisor sent Deering a letter relieving him of his highway foreman duties. There were no

disciplinary charges issued. Deering was unilaterally demoted from a job that paid \$8.43 per hour to one that paid \$7.96 per hour.

The CSEA bargaining unit that represents Deering was new and negotiating its first contract, so the disciplinary procedure was not in place at the time. CSEA Labor Relations Specialist John Cummings sought legal assistance for Deering so that his illegal demotion without due process could be resolved in an Article 78 procedure.

Once served with court papers, town officials quickly agreed to reinstate Deering with full back pay to his job as highway foreman.

"It's good to have Al back," CSEA Coeyman's Unit President George LaMountain Jr. said, "real good."

— Daniel X. Campbell

## CSEA wins member time for jury duty

WHITE PLAINS — The city of White Plains violated the CSEA contract when officials denied Charles Bertrand time off for grand jury duty.

Bertrand, a CSEA member who works the midnight to 8 a.m. shift, was called for grand jury duty, but city officials denied him time off.

Bertrand claimed that he should have been entitled to time off because his work hours disrupted his day when he had to perform his civic duties.

Arbitrator Rosemary Townley agreed and determined that the employees' workday applied to the time from midnight to midnight. Therefore, she said, Mr. Bertrand was subpoenaed on a "workday" even though he wasn't subpoenaed during his work hours and should have been granted leave with pay on that day.

Townley directed city officials to give Bertrand leave credit for the one day he served on jury duty.

## Local 662 awards scholarships

The State University Construction Fund CSEA Local 662 has awarded two \$500 scholarships to children of local members as part of its seventh annual scholarship program.

The CSEA Local 662 Scholarship winners are:

Jason Barger from Greenville High School, son of Dorothy Barger; and

Kenneth Ryan from Mohonasen High School, son of James Ryan.

Both recipients attend Hartwick College in Oneonta.

## Jardine Scholarship awarded

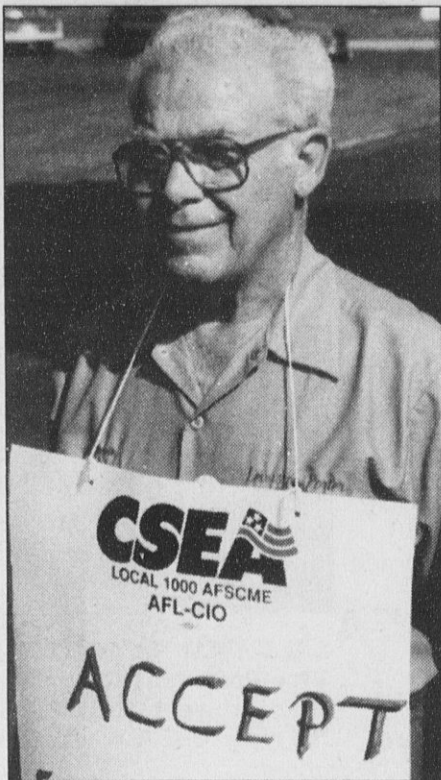


CSEA Long Island Region President Nick LaMorte, right, presents the Jardine Scholarship check for \$2,500 to Jeffrey LaBonte, while his mom, Rosemary, and CSEA Nassau Educational Local 865 President Denis Midnet look on. Rosemary LaBonte, a CSEA member in the Levittown school district, said she is extremely proud of her son who has enrolled in SUNY Binghamton. She also expressed thanks for the scholarship. Jardine Group Services Corp. is the CSEA-endorsed insurance company which offers all personal insurance packages as well as retirement counseling to CSEA members.

## Solidarity wins unit contract for Lewiston-Porter

LEWISTON — The Lewiston-Porter CSEA Schools Unit in Niagara County has reached agreement on a tentative five-year contract after more than 17 months of contract talks that included fact-finding and extensive picketing of school board meetings and school events by the 33 members of the unit.

"I think our members' solidarity, sticking together and continued picketing had a lot to do with finally getting a fair contract that the members can live with," Unit President Bernie DiCesare said. Details of the contract were not disclosed pending approval by the school board.



Unit President Bernie DiCesare on the picket line.

## Schools employee advocate June Ferner remembered

WEST SENECA — Retiree June Ferner, a long-time CSEA schools employee activist and bus driver for West Seneca Schools, died Oct. 19.

Before she retired in 1982, Ferner became well-known for her untiring efforts on behalf of non-teaching schools workers, serving for years on the CSEA committee now called the Schools Employees Committee.

"June was instrumental in the achievement of several very important benefits for schools employees," said Bob Lattimer, Western Region president. "One very notable one was a law CSEA pushed to passage, that ensured that non-teaching schools employees could not be paid less than the legal minimum wage. Before she pointed it out, that was the case — schools workers could be paid at below the minimum wage."

"The passage of the 1981

state law on minimum wage requirements was a direct result of June Ferner bringing it to the attention of the CSEA political action committee," said Ramona Gallagher, formerly CSEA political action trainer, now assistant state commissioner of labor. "And she had input into many other schools legislation bills. She was wonderful to work with."

"June was an energetic advocate for school employees," said Larry Scanlon, former coordinator of school district affairs, now CSEA executive director. "Her efforts in obtaining minimum wage legislation and improving bus safety will be a lasting legacy of dedication and perseverance."

"Activists such as June Ferner are an inspiration," said Lattimer, "and allow one to take pride in being part of the labor movement."

— Ron Wofford

## Hard work results in grant for Putnam senior citizens

CARMEL — When Michelle Powers brought reams of paperwork with her on vacation last summer, her family was not happy. But her hard work paid off and now senior citizens in Putnam County will benefit by a \$600,000 Federal Housing and Urban Development (HUD) grant to help build a new nutrition and adult day care center.

Powers, a senior planner for Putnam County and second vice president of the County CSEA Unit, has worked for the county for 13 years, 10 of those years in the Planning Department.

This is not the first HUD grant Powers and her co-workers have gotten for the county. Nearly 10 years ago, Putnam County received a \$750,000 grant for housing rehabilitation.

"With that grant, we helped 250 low-income families with roof work, upgrading heating systems and weather-proofing," she said.

This grant was not so simple, Powers said.

"It's a highly competitive program," Powers explained. "The guidelines are very strict. The program is for areas where there are a lot of low-income families. Putnam County is considered an affluent county, but we were able to show that we had many low-income senior citizens who can't afford to live here."

Powers said when they applied last year, they were rejected. This year, all the departments pulled together to write the grant in just a month's time. In fact, she credited William Huestis, director of the



CSEA member Michelle Powers

county's Office for the Aging, and her own Planning Department staff for their assistance.

"We got petitions signed," she said. "We enlisted the help of our congressman, U.S. senator, state senator and assemblymember. I made a pest of myself with the HUD office. They suggested ways to improve our chances."

Powers also solicited letters of support from various local agencies.

Powers said that of all the grants she has applied for, "this one was special because it serves such a need."

"Think of the ripple effect it will have on families and caregivers to have such a facility in the county," she said.

There is a lot more work to do before construction begins on the new senior center. Future plans also include the construction of senior citizen housing on the site.

— Anita Manley

## White Plains Unit ok's contract

WHITE PLAINS — City employees represented by the Civil Service Employees Association have overwhelmingly ratified a two year pact retroactive to July 1, 1993.

According to CSEA Collective Bargaining Specialist Larry Sparber, the new agreement will provide salary increases of 3 percent plus increments in each year. In addition, the city increased longevity payments and their contribution to the

employees dental plan.

"Because of the diligent efforts of our negotiating team and Political Action Committee," Unit President Glen Fortunato said, "we were able to address issues that were a serious concern for our membership."

CSEA represents approximately 450 White Plains city workers who are members of Westchester County CSEA Local 860.



**RAMAPO CONTRACT SIGNED** — Town of Ramapo employees will realize pay increases and improved dental and vision benefits as a result of a three year contract signed recently. Pictured here are CSEA Collective Bargaining Specialist Larry Sparber, Unit President Brian Spillman and Town Supervisor Herbert Reisman. The new agreement provides for 3 percent pay increases retroactive to Jan. 1, 1994, and 4 percent increases in 1995 and 1996. In addition, police dispatchers will receive an 8 percent night differential. Town employees are members of Rockland County Local 844.



## Lackawanna unit wins contract

LACKAWANNA — CSEA City of Lackawanna Unit members had more than the usual hurdles to a fair contract, but now they have a new four-year agreement that extends to August 1996.

"It was a long, tough struggle," Unit President Mark Pacillo said, "but we're happy with the outcome. We had a lot of unforeseen things to overcome — a decertification fight, the resignation of the city attorney, and most importantly, the dire financial straits the city has been in. I'm proud of our committee and (CSEA Western Region Director) Mark Higgins for hanging in, and getting the job done."

Higgins was chief negotiator for the 50-member unit.

The unit's new contract gives members hourly raises of 45 cents

in year one, 45 cents in year two, 55 cents in year three, and 70 cents in the fourth year, effective Aug. 1, 1995. A paid holiday for Martin Luther King's birthday was also gained.

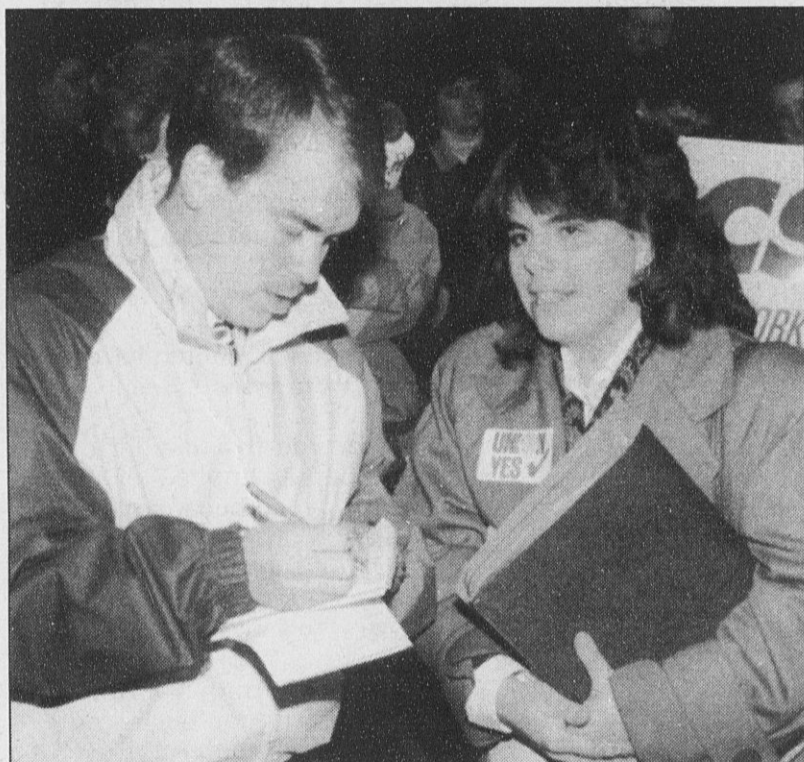
Higgins praised the unit's negotiating committee, which included Pacillo, Unit Vice President Gerry Mendrysa, Unit Secretary Tony DeSantis and Chief Steward Dave Cruz.

"Their activism, loyalty and commitment to CSEA pulled us through the challenge period, when contract talks were suspended and many questions were in the air," Higgins said. "Because of them, I'm sure this will be a much stronger unit in the future."

— Ron Wofford



LACKAWANNA CONTRACT SIGNING — From left, Unit Vice President Gerry Mendrysa, Mayor Kathleen Staniszewski, Unit President Mark Pacillo and Mark Higgins, CSEA Western Region director.



CSEA Budget Analyst Margaret Pender gives the union's position on Chautauqua County's financial health to a reporter.

## CSEA shows Chautauqua can afford raises for workers

MAYVILLE — Chautauqua County can afford a fair contract for its employees, despite what the county executive says, according to a CSEA report.

A rally and informational picket before a recent county legislature meeting drove home that point with more than 500 unit members and supporters in attendance.

The 900-plus member unit has been without a contract since December 1992, and the legislature imposed a contract with a zero percent increase for 1993 when talks with the county executive's office failed to reach a settlement.

Margaret Pender, CSEA research analyst, said the county's financial health is stable, and would allow a fair wage increase for unit members. Copies of her detailed report were

distributed at the rally and sent to county legislators and the county executive.

"Margaret's numbers should paint a clearer picture for everyone that the county executive is not bargaining fairly," said Mark Jurenovich, CSEA collective bargaining specialist. "We have no argument with the legislature, since our negotiations are with the county executive. But the legislators would have an important role if the talks end in a stalemate again. By knowing the correct status of the county's fiscal health, they would be able to do something more than impose a zero settlement, if imposition becomes the final resort."

Contract talks are currently at impasse-mediation stage.

— Ron Wofford

## Brunswick members win in dispute over longevity

BRUNSWICK — A three-member arbitration panel voted unanimously in favor of CSEA in a long-standing longevity payment system dispute.

The dispute started when a new town supervisor tried to change the system.

With management's representative on the panel agreeing with the union, Town of Brunswick CSEA members are delighted with the decision.

Management had sought to limit the

longevity payments and refused to add it into the workers' salaries, so that a person who had already earned a 10-cent longevity payment and was due a nickel increase would see the 10-cent longevity payment removed and the new payment added in.

"The right to longevity payments, as established by the written agreement and administered in accordance with past practice, is one that cannot be unilaterally changed by management," the panel decided.

— Daniel X. Campbell

## Monroe County workers unite

ROCHESTER — With a theme of "County Employees: Saving Lives, Saving Money," the CSEA Monroe County Employees Unit of Local 828 has joined a coalition of county public employee unions seeking a fair contract.

"Of course we will continue our own individual contract negotiations," Unit President Florence Tripi said. "But we are combining certain efforts in our public education campaign to keep people informed about how the county is conducting negotiations."

The campaign buttons and stickers are being used by CSEA and members of the Federation of Social

Workers, IUE Local 381; the independent Deputy Sheriffs Association; Local 71 of the International Union of Operating Engineers and the airport contingent of the International Association of Firefighters.

The 3,000-member CSEA unit has been without a contract since Jan. 1, 1994, and has run a high-profile public campaign, including its own stickers and buttons proclaiming its

members are "on the job without a contract," and public bus ads stating "proudly serving Monroe County."

"We intend to keep up our campaign until we have a fair contract," Tripi said.

— Ron Wofford

**'County Employees: Saving Lives, Saving Money'**

# 1994 Women's Conference draws 600 CSEA members

MANHATTAN — Nearly 600 CSEA members filled workshops at the 1994 CSEA Women's Conference in November.

With the theme "CSEA: Family, Friends, Neighbors," the conference included a wide variety of workshops and programs offering information and ideas on how members can improve their work places, their communities and even politics.

CSEA President Danny Donohue talked of the contributions women make to the union.

"You bring caring and compassion to CSEA," he said. "You care enough to get involved."

CSEA's achievements were noted by AFSCME International Vice President Linda Chavez-Thompson of Texas.

"I've read your history, and you've been there, you've struggled and



**CSEA Women's Committee Chair Harriet Hart**

survived," she said. Now that public employees across the country face difficult challenges from people who want to change government, CSEA is well prepared to fight.

"The challenge is to provide services to the taxpayer who doesn't want to pay, who is often abusive, who protests over any tax increases," Chavez-Thompson said.

She had her own battles to fight in her rise through union leadership. She offered a saying that helped her through some difficult times: "I don't

come to see if I can, but because I can, I am here."

"I am sure each of you here, a leader in your own right, have had these kinds of struggles," she said. "The struggle for tomorrow is in good hands with you."



**AFSCME INTERNATIONAL VICE PRESIDENTS — CSEA Metropolitan Region President George Boncoraglio, left, also an AFSCME International vice president, welcomes fellow IVPs Linda Chavez-Thompson of Texas and CSEA President Danny Donohue to the region for the 1994 CSEA Women's Conference.**



**CSEA members talk with Assemblymember Catherine Nolan, left, after a workshop on "How to Run for Political Office."**

## Women's Conference Highlights

- Performance by the Maimonides Theater Network for Teens
- Plaque presented to former Women's Committee Chair Helen Zocco thanking her for her service
- Workshop topics including: Women and HIV infection, mediation skills, state legislation, the Family and Medical Leave Act, violence against women, women's health care, drug and alcohol testing regulations, breaking addictions and workers rights.

# Jackie Stanford wins Carr Leadership Award



**Jackie Stanford receives the Irene Carr Leadership Award from CSEA President Danny Donohue.**

CSEA member Jacqueline Stanford received the 1994 Irene Carr Leadership Award during the CSEA Women's Conference in Manhattan.

Stanford, treasurer of CSEA State Insurance Fund Local 351, was praised as a woman who "leads by example in her activism for CSEA and for her community."

"This award is designed for people who make our union what it is, a union of people who care," CSEA President Danny Donohue said. "Jackie Stanford personifies what this union is."

Stanford said she was grateful to receive the Carr Award, saying she "asks Almighty God to help me work to the best of my abilities."

Stanford has been a member of the CSEA Metropolitan Region Women's Committee, the region Political Action Committee and PEOPLE Committee. She has been local treasurer for eight years.

In her community, Stanford was a founder of the Homework Helper Project to assist neighborhood children with their school work.

Since helping to establish a food distribution center where those in need can obtain federal surplus food, Stanford has used her own leave time to help distribute that food.

**'Jackie Stanford personifies what this union is'**

Stanford was also involved in a drive which collected more than 70 days of leave donations for a co-worker dying of a rare disease.

# Creedmoor member wins 10,000-Plus contest

QUEENS VILLAGE — Entering CSEA's PEOPLE contest and winning a \$5,000 U.S. Savings Bond prize made 1994 unforgettable for Creedmoor Psychiatric Center Therapy Aide Monica Johnson.

Local 406 PEOPLE Chair Lelia Hoskins and Co-chair Terri Gravitt had spread the word about the importance of PEOPLE and the prize for a CSEA member who signed up during CSEA PEOPLE's 10,000-Plus campaign. They signed up 218 new CSEA members, including Johnson.

PEOPLE, which stands for Public Employees Organized for Political and Legislative Equality, is CSEA's and AFSCME's federal political action committee.

Johnson, who plans to save the bond for her daughter Tiara's school tuition, joined members of Creedmoor's PEOPLE Committee to celebrate her good luck and the region's success in signing up more than 800 new members for PEOPLE.

CSEA Local 406 President Caroline Sikoryak hosted a



Monica Johnson, center, receives a \$5,000 U.S. Savings Bond through CSEA PEOPLE's 10,000-Plus program. With her are, from left, Local 406 President Caroline Sikoryak, CSEA Federal Issues Coordinator Joe Conway, Metropolitan Region PEOPLE Chair Pat Metzger and CSEA PEOPLE Coordinator Cheryl Rosenzweig.

lunch to salute the committee which has made the Creedmoor Local the region leader in the PEOPLE program.

"We understand how important our contributions are

when it comes to protecting the rights of public employees through political action in Washington," Sikoryak said.

CSEA PEOPLE Coordinator Cheryl Rosenzweig and Federal

Issues Coordinator Joe Conway presented the \$5,000 bond on behalf of CSEA President Danny Donohue.

— Lilly Gioia



SHE'S GOING TO DISNEY WORLD — CSEA member Regina Davis, center, is all smiles as she accepts her prize of a four-day trip for two to Disney World in Orlando, Fla., from CSEA Judiciary Local 333 President Tim Drew. Davis, secretary to the state Supreme Court justice in Greene County, won the trip in a grand prize drawing that included all CSEA members who signed up new union members during CSEA's 100 Percent Union Campaign. At left is co-worker Barbara Katt, one of several new members Davis signed up during the campaign.

Photo by Dillon News Photos

## Fight to save exemption for education aid resumes

CSEA and AFSCME are again fighting to keep the education benefits your employer provides exempt from federal taxes.

It's a battle your union has won before; unfortunately, the battle is an annual one because the tax exemption for employer-provided tax benefits now expires every year.

You can help win this important fight by writing to

your federal lawmakers in the House of Representatives and the U.S. Senate.

Tell them your employer-provided benefits are important to you. By taxing them, the federal government may prevent you from being able to afford further education — education that will help you improve your worklife and your income.

## Malone named to United Way Board

ALBANY — CSEA statewide Treasurer Maureen Malone has been named to the United Way New York State Board of Directors.

Her three-year term runs from 1995 through 1997. The board is made up of 42 volunteers from across the state.

Malone has been a CSEA representative to the statewide committee for the State Employees Federated Appeal (SEFA) and she will be able to bring the

perspective of SEFA to the United Way Board.

"We're very proud that Maureen will be on United Way of New York's board," CSEA President Danny Donohue said. "With her commitment to community activism, we know she will bring a great deal of energy and experience to the table."

United Way of New York is a state organization representing 43 local United Way members and works to help the individual organizations.



The Latino musical group Los Elegantes entertains at the CSEA Metropolitan Region's Hispanic Heritage Month celebration.

## CSEA Metropolitan Region celebrates Hispanic heritage

MANHATTAN — The lilting Latin rhythms of Los Elegantes highlighted CSEA Metropolitan Region's first celebration of Hispanic Heritage Month. The evening of Latino music and poetry was organized by members of the Regional Minority Affairs Committee.

As a member of CSEA's statewide Minority Committee, Local 010 member William

Vasallo saluted the region's commitment to begin an annual celebration of Hispanic culture.

Both Minority Affairs Committee Chair Joyce Idowu and Co-chair Diego Concepcion pledged that future Hispanic Heritage programs will reflect the many talents and contributions of Latino members to CSEA and to their community. — Lilly Gioia

## Information on drug and alcohol testing available

To help CSEA members with the new drug and alcohol testing regulations which went into effect this month, the union is offering a booklet on the regulations.

Part of a CSEA effort to be sure members' rights are

protected, the booklet, "Alcohol and Drug Testing for Public Employees," explains the new requirements.

To receive a copy, mail the coupon below to CSEA's Education and Training Department.

CSEA Education and Training Department  
143 Washington Avenue  
Albany, NY 12210

Please send me a copy of the booklet "Alcohol and Drug Testing for Public Employees."

Name \_\_\_\_\_ Local Number \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Social Security Number \_\_\_\_\_

### Correction ...

Action on a proposed amendment to the CSEA Constitution was listed incorrectly in the November issue of *The Public Sector*.

The proposed amendment to allow retirees to vote for the four CSEA statewide officers was referred back to the Constitution and By-Laws Committee.

## CSEA plans occupational safety and health conference

CSEA will conduct its first Occupational Safety and Health Conference in April.

The conference, requested by CSEA local and unit presidents, is designed for members of safety and health committees or any members who advocate for or have a special interest in occupational safety and health.

If you are interested, contact your local or unit president and let them know you want to attend. Registration

forms will be sent to local and unit presidents in February.

The conference will be at the Hotel Syracuse on April 21, 22 and 23.

The workshops are still being developed, but a tentative schedule includes:

- ◆ workplace security,
- ◆ ergonomics,
- ◆ air quality,
- ◆ confined space,
- ◆ asbestos,
- ◆ industrial hygiene,
- ◆ lockout/tagout,
- ◆ the Public Employee Safety and Health Bureau,
- ◆ legal issues
- ◆ and more.

**Mark your calendars:  
April 21, 22  
& 23**

**at the Hotel  
Syracuse**

**Because  
Safety  
Matters**

## 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

(Credit qualification necessary)

- 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

# 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 & grievances;
- 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  
Home Infusion/Nursing, Diabetic Supplies, Durable Med Equip Home Care Advocacy Program .....1-800-638-9918  
Hospital admission approval/ surgical review:  
Empire Plan Health Call.....1-800-992-1213  
Mental Health & Substance Abuse Hotline.....1-800-446-3995

### Education & Training

CSEA provides workshops and training programs for union activists. For more information, call toll-free 1-800-342-4146. On a touch tone phone, press **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**  
3 Garet Place, Commack, NY 11725.  
(516) 462-0030.

**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.  
(514) 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.