

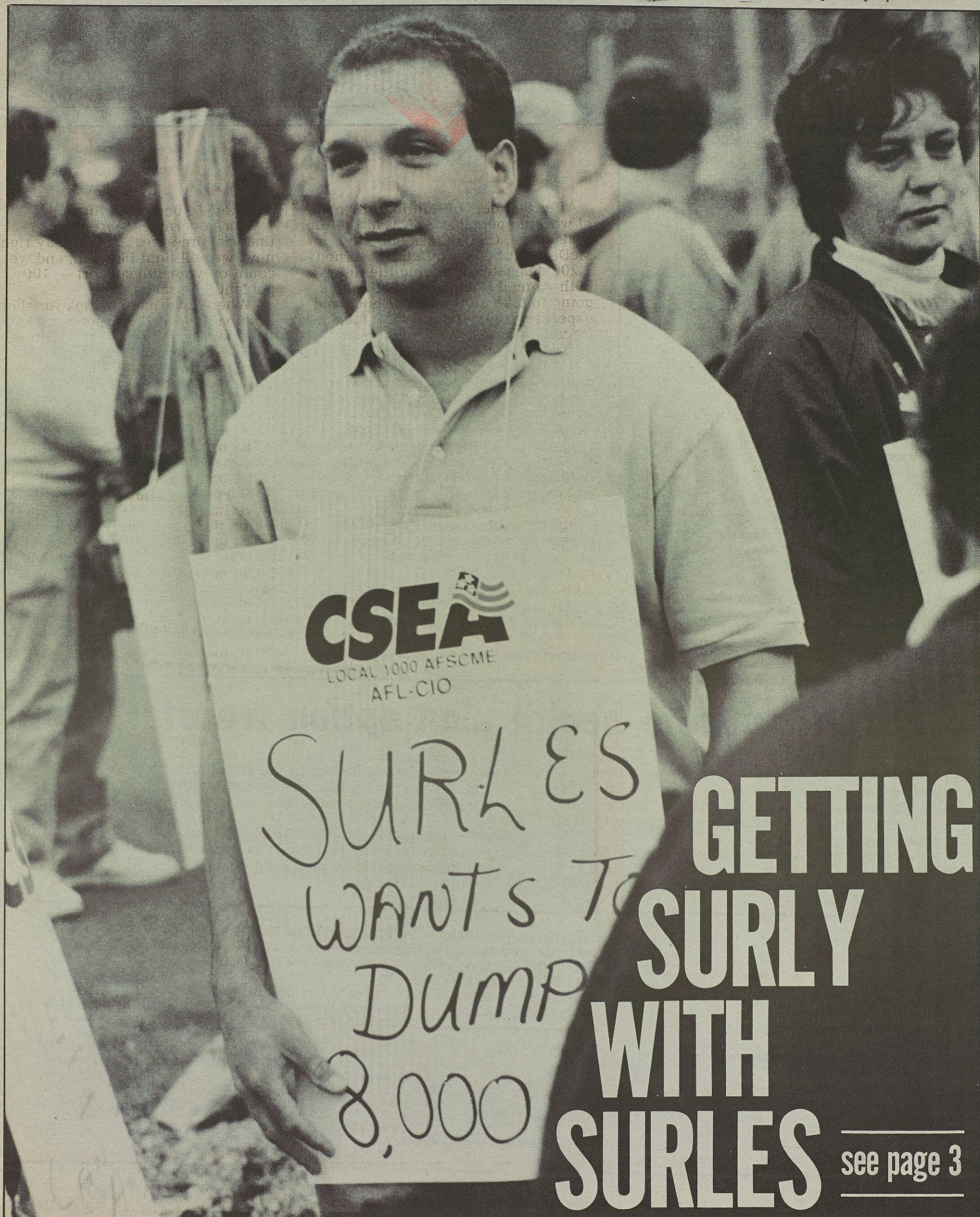
THE
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Monday, October 29, 1990

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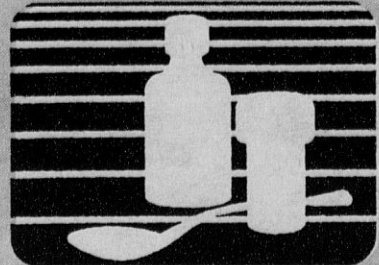


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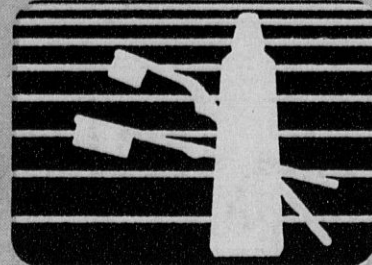
SURLES
WANTS TO
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**GETTING
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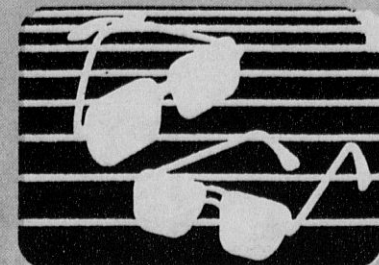
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PRESCRIPTION
DRUG



DENTAL
CARE



VISION
CARE

1-800-3-EBF-3-C7-3-SEA

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

New prescription drug cards on the way

New Prescription Drug cards for CSEA Employee Benefit Fund members are in the mail. The cards are good through April 30, 1991 and cover members (and their enrolled dependents) in the four state bargaining units and in certain political subdivisions that have negotiated Prescription Drug coverage.

The cards can be used for prescriptions of limited duration at local pharmacies. Under the new provisions of the Maintenance Drug Program, these plastic cards can be used for a 30-day supply and one refill. If the medication is needed on a daily basis for a longer period of time it must be obtained through the Maintenance Program.

Any medication needed on a daily basis for longer than 60 days will

require a prescription from the doctor, who can prescribe up to a 6-month supply.

Included with the plastic drug cards is information on the Maintenance Drug Program. It includes a patient profile questionnaire and the special envelope to be sent in with the doctor's long term prescription. As soon as it is mailed, the member can expect the medication delivered to the home address in two weeks or less.

Certain controlled substances must be signed for at delivery. If members cannot be available at regular mail hours, they should call NRx Services at 1-800-445-9707 to discuss alternatives. These controlled drugs do not come through regular mail so they cannot be sent to a P.O. Box.

The plastic drug cards show the

name of the member and the names of covered dependents. Local pharmacies cannot fill prescriptions for a patient whose name is not on the member's card.

Watch the mail for your Prescription Drug Material from the CSEA Employee Benefit Fund. It is your ticket to low-cost or no-cost prescription medicines to help you at a time when you are faced with sudden medical emergencies or continuing medication needs. It is another way the EBF is helping to meet the high cost of health care.

If you do not receive your prescription card by November 1, 1990, or if dependent names are not correct, call the Fund office at 1-800 EBF-CSEA or (518) 463-4555. The staff is there to help you.

November is state health plan option transfer month

The month of November is the annual health care plan Option Transfer Period for state employees. During November, employees who wish to change Empire Plan or Health Maintenance Organization (HMO) options must do so by contacting their health benefits administrator, located in their agency personnel office.

Active state employees seeking enrollment in the Pre-Tax Contribution Program or the new Dependent Care Program must do so during the month of November. Personnel offices

will provide basic information and any necessary forms needed for enrollment in the chosen health plan or one of the tax exempt programs. Employees requiring more specific information will be directed to the appropriate provider.

Remember, if you wish to make any changes or additions to your benefits, November is the time to do it. More detailed information will be published in the next edition of *The Public Sector*.



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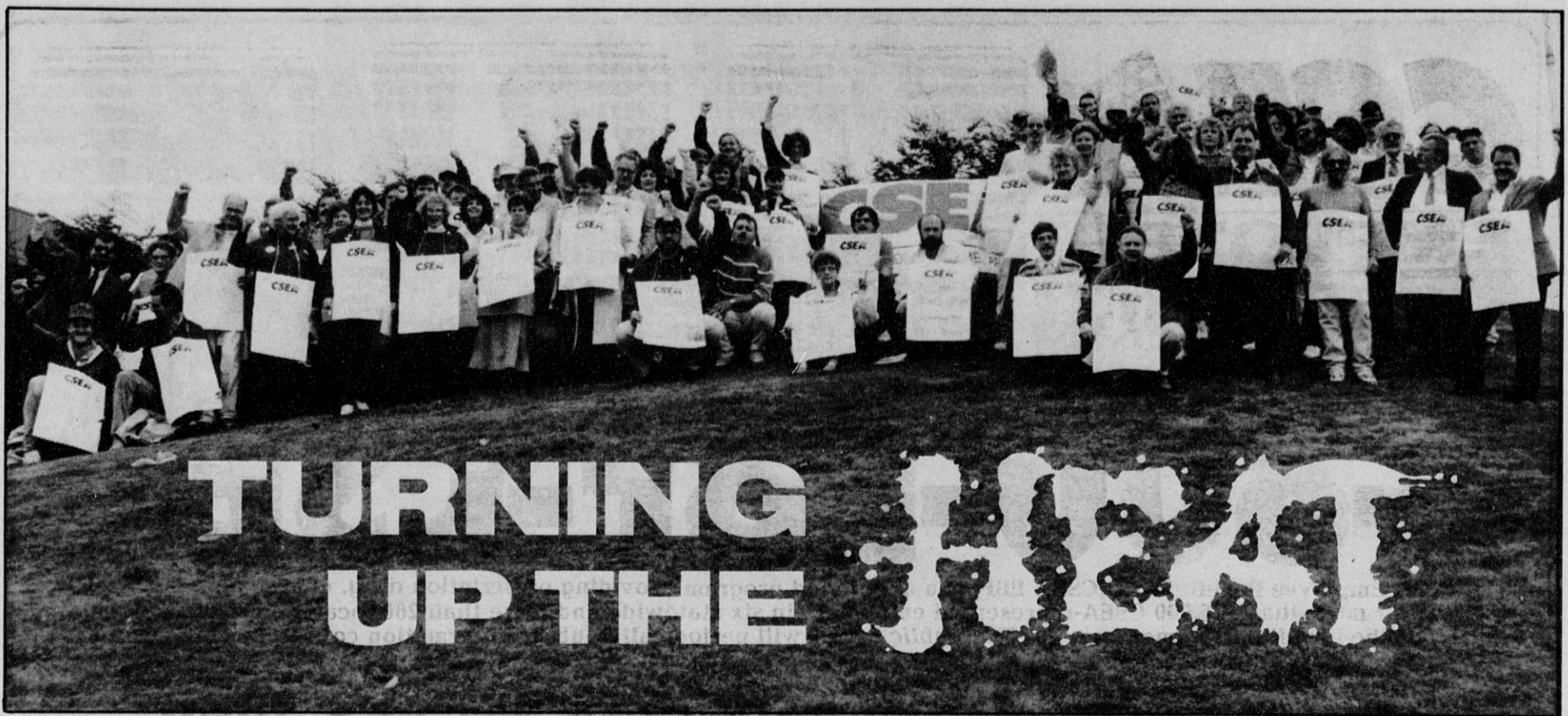
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CSEA activists were ready for OMH Commissioner Richard Surles when he came to SUNY Binghamton recently. Surles slipped through a back door rather than face the protesters.

By Mark M. Kotzin
CSEA Communications Associate

BINGHAMTON — CSEA has stepped up its attack on a plan by state Office of Mental Health (OMH) Commissioner Richard Surles to close additional state psychiatric centers, toss thousands of mental patients into the streets and radically reduce the OMH workforce.

When Surles showed up recently at a speaking engagement at SUNY Binghamton, he was greeted by an informational picket line formed by a vocal throng of CSEA officials and activists. Surles slipped through a back door rather than face the CSEA protesters, but he got the message anyway: chants could be clearly heard inside the building and arriving guests passed the demonstrators and were

given literature describing the purpose of the demonstration.

CSEA President Joe McDermott canceled a high-level joint CSEA/OMH labor-management conference earlier this month to protest Surles' "incredibly poor judgement" over the facility closure plan. McDermott led the Binghamton picket line, joined by CSEA Executive Vice President Danny Donohue, Secretary Irene Carr, Treasurer Mary E. Sullivan, Central Region President Jim Moore and more than 125 union officers and activists from throughout central New York.

McDermott charged Surles wants to close down several OMH facilities without adequate plans for community services to help mental patients who will be dumped out the doors. CSEA says a state-run community residence program is the solution.

"Deinstitutionalization failed once because there wasn't an adequate network of community living arrangements and services for the mentally ill after they were discharged,"

McDermott said. "OMH seems determined to make the same mistakes in its haste to abandon the state's commitment to quality care."

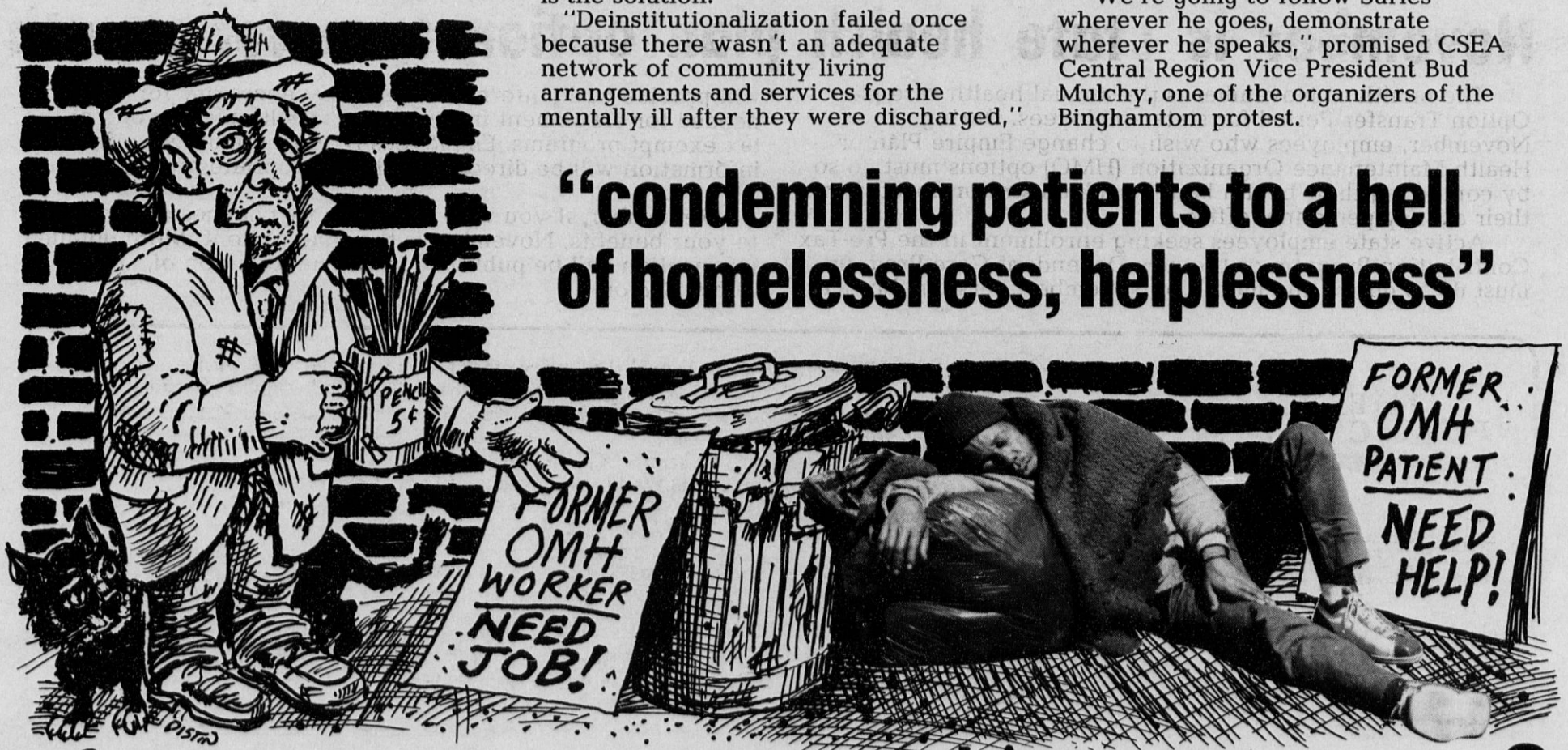
"We're not asking for the state to keep the mentally ill locked away," CSEA's Donohue said. "What we are asking for is adequate community support. In our view, that means state-run, state-staffed community residences."

"This is about caring for people in need," McDermott said. "OMH is condemning patients to a hell of homelessness and hopelessness."

"We will not stand idly by and watch OMH treat the mentally ill and our members who care for them with such disregard and disrespect," Regional President Moore said. "We have an obligation to force OMH to reconsider and rescind this proposal."

"We're going to follow Surles wherever he goes, demonstrate wherever he speaks," promised CSEA Central Region Vice President Bud Mulchy, one of the organizers of the Binghamton protest.

"condemning patients to a hell of homelessness, helplessness"



They want to work

Lindenhurst employees volunteer for clean up

By Sheryl C. Jenks
CSEA Communications Associate

LINDENHURST — When CSEA members in the Village of Lindenhurst went out at dawn recently to work with the village civic association, they were cleaning up two things: Strongs Creek and a public misunderstanding.

Village Department of Public Works employees used to be assigned to clean up the creek, but that had changed, and debris built up in and around it. When the civic association first suggested the voluntary clean-up, CSEA members in the Lindenhurst Unit protested.

They wanted the village residents to know the village was under-utilizing DPW employees, reducing the

workforce unnecessarily and using outside contractors to do work the employees could and should be doing.

Unit President Mike Cronin said the DPW workers could have cleaned up the creek five months before, except that they hadn't been assigned the job. Their assignments in general have been changing. The employees used to clean creeks, clean and maintain public parking areas and vacant lots and do road maintenance.

"The village ceased to use our department effectively," said Unit President Mike Cronin. "We could be performing all these functions. Instead, we cut grass, trim trees and maintain signs. That's it."

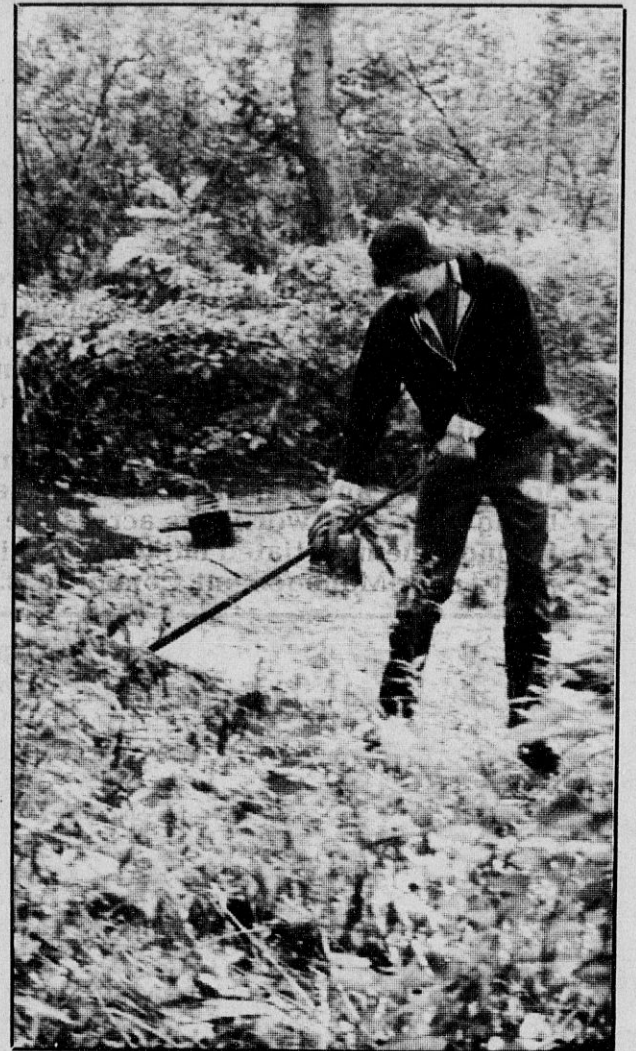
Cronin attributed the problem to a cut in the DPW workforce and contracting out.

Unfortunately, the employees' message was misinterpreted. The local newspaper printed an editorial calling the village employees mercenaries and claimed they did not want anyone sent in to do the Strongs Creek clean up.

"The village and the newspaper made it sound as though we didn't want the stream to be cleaned, when in fact what we wanted was to be assigned the work," Cronin said.

"We all know what a nightmare contracting out is"

Unit President Mike Cronin



HARD AT WORK, a Lindenhurst village employee cleans up around Strongs Creek. The clean-up became the center of a controversy in the CSEA Lindenhurst Unit.

"We all know what a nightmare contracting out is. We had a brake job done on one of our pick-up trucks on the outside and it cost \$900. We could have done it for less than half that cost," he explained. "And then there are jobs that just don't get done, — like Strongs Creek."

The village refused to give DPW the necessary workforce and authority to schedule employees to do more work for the village, Cronin said.

That's when he and his co-workers decided to voluntarily clean the creek to show they are ready and willing to do the work and are "waiting for the village to give us the word."

"It was really important to us that the taxpayers, our neighbors and friends didn't think we were trying to block the clean up of the creek," Cronin said. "We simply want to keep the work in-house. Hopefully, they got our message."



CLEANING UP Strongs Creek on their own time, Lindenhurst village employees make their point — they want to do the work they used to do, such as this tough job. The DPW workers who used to be assigned creek cleaning are no longer getting those important assignments.

"We wanted to be assigned the work"

Unit President Mike Cronin

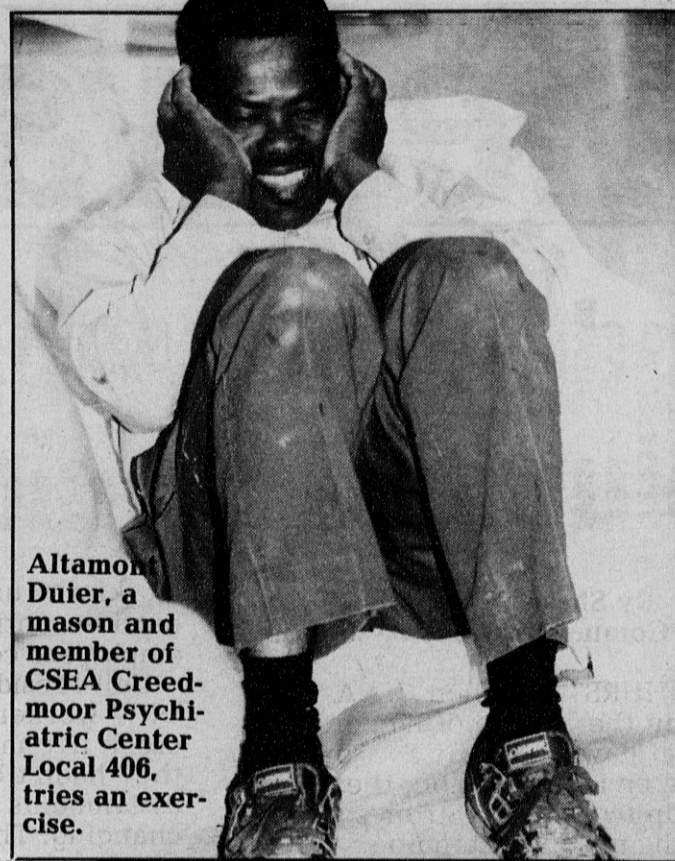
Avoiding back injuries

EDITOR'S NOTE — Back injuries are among the most significant on-the-job injuries that CSEA members experience. They are not only painful and long-lasting, they are also extremely expensive for the employer.

The risk of back injuries can be reduced through labor and management commitment to a prevention program. This involves educating workers and supervisors about how to avoid potentially dangerous work practices and simple exercise routines to strengthen the back.

These are the key points in a joint CSEA-NYS Joint Safety and Health Committee seminar now being offered at worksites across the state. It's funded through the negotiated money administered by the joint Labor-Management Committees.

Altamon Duier, a mason and member of CSEA Creedmoor Psychiatric Center Local 406, tries an exercise.



By Stephen Madarasz
CSEA Communications Associate

QUEENS VILLAGE — Russell Dunn grimaced as he strained to sit up. His muscles said no and he fell back.

What seemed like a simple sit up exercise was a lot tougher than it appeared. Dunn, a stores clerk and member of CSEA Creedmoor Psychiatric Center Local 406, was surprised.

"I used to play football and I thought I'd do better," said.

He wasn't alone.

A number of CSEA members discovered the truth about their back strength through an important test as part of the recent labor-management program. The National Back Power Test gave participants a chance to see just what shape their back is in.

That was only one of the eye-opening aspects of the session.

"I was scared to see just how fragile the back is," explained Haydn Brathwaite, another stores clerk and member of CSEA Kingsboro Psychiatric Center Local 402.

In fact, Brathwaite has never been injured in three years on the job and scored "excellent" on the Back Power test. He was still impressed by what he learned.

"I discovered a lot of things that I was doing wrong — things that could lead to injury," Brathwaite said.

Even using mechanical labor-saving devices improperly can cause problems.

"I used to whip around the pallets loaded with supplies but I found out that you can hurt yourself like that," said Alberto Gerardo, a food service worker at Creedmoor and member of CSEA Local 406.

"No matter what kind of work you do, you need to know how to use your body or you run the risk of a back injury," said Lou Rossi, a training specialist with the Office of Mental Retardation and Developmental Disabilities (OMRDD), who ran the program.

"We create most of our own problems because we've learned to do things the wrong way," he said.

Stores clerks like Dunn and Brathwaite are at risk because they spend perhaps half their workday lifting. But even office workers who may not do any strenuous work can suffer back injuries.

The more strenuous the activity, the greater the likelihood of back injury. But studies show that even bad posture and psychological stress can increase the chance of a serious back problem.

There are many factors that contribute to the injuries: the type of work that's performed; the condition of the person doing the work; the availability of help or mechanical labor-saving devices; and whether the worker has been trained in proper lifting technique.

All of these factors can be reduced or eliminated by improving work practices and conditions. This may mean designing workstations and jobs to reduce stressful twisting or reaching. It may even mean rethinking how a job is done to limit heavy lifting and awkward movements.

In addition, individuals should take responsibility for their own well-being.

"Just five minutes a day of simple stretching exercises can make your back a lot stronger," Rossi said.

It's well worth the investment when the alternative is a lifetime of pain.

Protecting yourself

Four out of five people will experience back pain at some point in their life. Once that happens, the likelihood of re-injury is 70 percent.

A major part of avoiding back injury is using common sense:

- * Don't try to lift or move heavy objects without help, either another person or a labor-saving mechanical device. This is especially true when moving clients or patients.
- * Try not to lift any object above your

shoulders — whenever possible use a ladder or other mechanical device.

- * Don't twist into unnatural positions when reaching for objects — turn your whole body.
- * Don't stay in any one position, sitting or standing, for extended periods.
- * Sit properly — weight evenly distributed, back firmly supported by back of chair, feet firmly on the floor.
- * Exercise to build up back strength and flexibility.



In Ulster County Nurse aides make the grade

KINGSTON — When the federal mandate to certify all nurse aids came down, CSEA and the administration of the Ulster County Infirmiry joined

forces to accomplish something unusual. All 125 nurse aides — everyone who took it — passed the required competency test.

"It was a great total effort in communication," said CSEA Ulster County Local 856 President Betty Gordon.

As soon as the mandate came through, Gordon met with infirmiry Administrator Dennis Smith to devise a plan to prepare the staff for the test.

"These people are the backbone of our facility," Smith said.

Because of existing state codes, Smith said, the facility was already ahead of the game, providing on-going, in-service training, under a full-time staff development coordinator.

When the mandates were announced, Smith held several meetings with CSEA representatives to discuss the new regulations and determine the best way to prepare employees for the test.

Pre-testing helped determine who might need remedial help, and arrangements were made with BOCES for courses for some employees. An added bonus was that many staff were inspired to enroll in programs to obtain their high school equivalency diplomas.

Gordon said one moving force was Shop Steward Tom Long, who helped persuade reluctant co-workers to seek the help they needed.

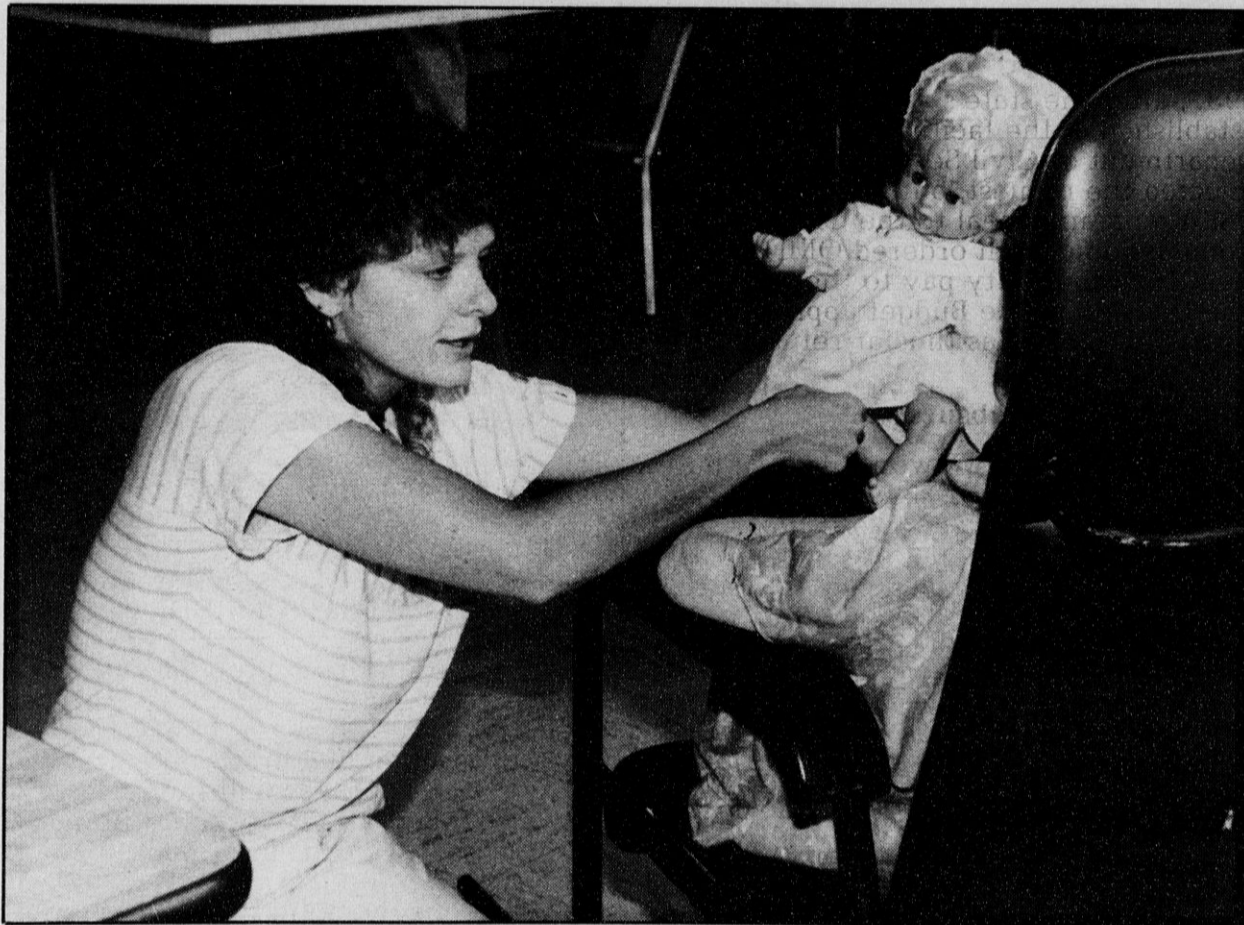
"We even made the effort to see that any employees who were on leave were trained," Gordon said.

The efforts paid off. When the 125 nurse aides took the certification test, they all passed.

Now that the tests have been given, the aides must maintain their certification. The Ulster County Infirmiry is again providing the needed training. Attendance has been excellent, Smith said.

He intends to continue the training program for new hires, Smith said.

"It should signify that we're providing additional skills to our staff in order to provide a quality nursing home."



ULSTER COUNTY INFIRMARY Nurse Aide Rose Lekli passed her certification test with flying colors, thanks to preparation provided by the county and CSEA. She is pictured here with one of her patients.

Ulster County to work with drivers, too

KINGSTON — The same kind of cooperative effort that resulted in successful certification of nurse aides in Ulster County is being applied for drivers who have to take the examination for the federally-mandated commercial drivers license.

Workshops to help prepare drivers for the exam have been scheduled and are well attended, said CSEA Ulster County Unit Vice President Joe Van Dyke. He is working with county Safety Officer Bob Hoose in planning and publicizing the workshops.

"Ulster County is working in true labor-management form to see that the driver tests are just as successful as the nurse aide tests were," said Unit President Carmine Nigro.

"These people
are the backbone
of our facility"

Administrator Dennis Smith



SHOP STEWARD Tom Long and Local 856 President Betty Gordon talk to one of the residents of the Ulster County Infirmiry.

Everyone else agrees the work is very dangerous, but OMH REFUSING TO COUGH UP MDU HAZARDOUS DUTY PAY so union will take legal action to get workers paid

I witnessed firsthand the dangers that CSEA members face every day when I visited the Multiple Disabled Unit at Mohawk Valley Psychiatric Center (MVPC).

Moments after I entered the unit's recreation room, a client who had been peacefully lying on a couch in a corner of the room suddenly exploded into a fit of rage, jumped to his feet and ran directly at me.

Three therapy aides immediately restrained the man and assisted him, kicking and screaming, out of the room. I was told that this type of behavior among clients in the unit is both commonplace and unpredictable.

Such behavior may indeed seem commonplace for those who work with the risk everyday. For me, it was terrifying. In my mind there is no way to adequately compensate the dedicated employees who deal with such situations, but certainly they deserve at least hazardous duty pay.

— Mark M. Kotzin

By Mark M. Kotzin
CSEA Communications Associate

UTICA — There is no doubt, except apparently in the minds of management of the state Office of Mental Health (OMH), that employees at a special Multi-Disabled Unit (MDU) at Mohawk Valley Psychiatric Center deserve hazardous duty pay.

CSEA filed a hazardous duty pay request for the workers three and one-half years ago, the state Civil Service Commission has designated the unit employees eligible for the hazardous pay and the state Division of the Budget has agreed the workers should be paid the extra differential.

OMH management refuses to pay, claiming it doesn't think the workers deserve it and that the agency doesn't have the funds anyway. CSEA thinks otherwise and, after years of trying to reason with OMH, will now use legal action to convince the agency to change its mind.

All MDU locations affected

About 40 CSEA Local 434 members, working as mental hygiene therapy aides (MHTAs) in the MDU, are eligible for the hazardous duty pay. The state Civil Service Commission ruled 104 therapy aides at the only other MDU unit at Pilgrim Psychiatric Center also should receive the additional pay. Eligible too will be workers at future MDUs to be established at Creedmoor, Manhattan and Rockland Psychiatric Centers.

CSEA filed the hazardous duty pay request for MVPC employees in March, 1987, after the state's first MDU was established at the facility. The state Department of Civil Service initially rejected the request, but last March CSEA won an appeal to the Civil Service Commission, which ordered OMH to give hazardous duty pay to the MHTAs. The Division of the Budget approved the award but OMH has thusfar refused to pay.

"It's absurd . . ."

"It's absurd that we won this case but can't get paid," Local 434 President Bud Mulchy said. "We need to get the money for these people in the trenches who are getting hurt, maimed and mutilated every day. Reasoning with OMH hasn't worked, so CSEA has approved legal services funding to pursue this issue and we'll take whatever legal steps are necessary."

Therapy aides working in the MDU deal with patients who are dually-diagnosed — both mentally ill and mentally retarded. Clients are often assaultive, explosive and unpredictable.

"Scars on my body"

"I've got scars on my body from some of these patients," MHTA Ed Santucci said. "There are problems every day . . . it never fails."

"I'm extremely frustrated," said MHTA Kay Lanoux, who testified at CSEA's Civil Service appeal hearing in Albany. "The conditions here haven't changed; if anything, they've gotten worse. All we want is to be paid for what we put up with."

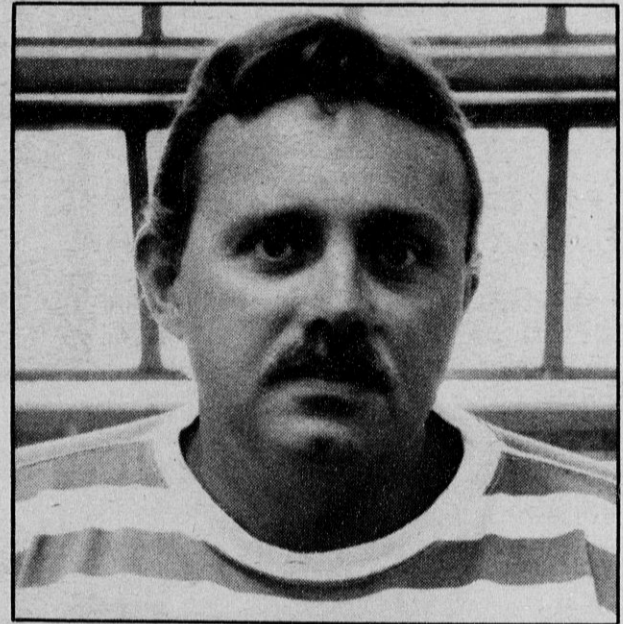
MHTA Dick Sherman says working in the MDU has been like working in a battlefield. He has had ribs injured, suffered several hand injuries, had to use crutches after a knee injury and has a scar on his left cheek, all from patient attacks.

"Hazardous duty pay won't relieve the danger," Sherman said, "but at least it will give us some compensation for what we're doing."

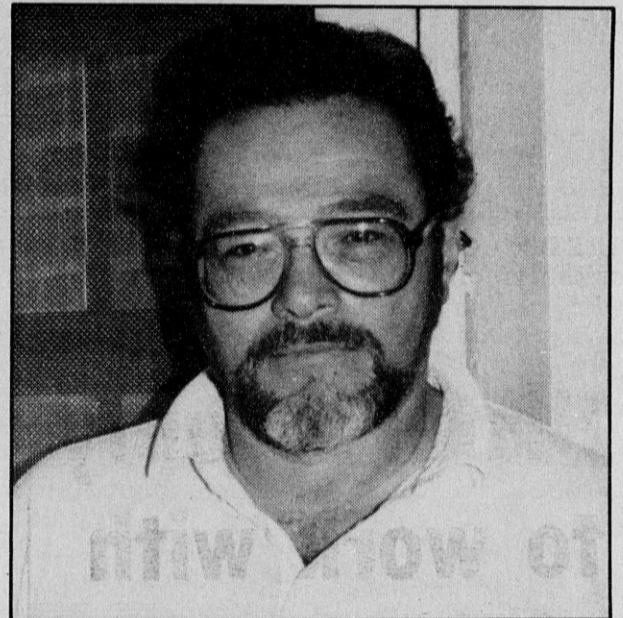
Not right, not fair

CSEA Central Region President Jim Moore knows first-hand about dangers on the wards; he formerly worked as a MHTA at MVPC.

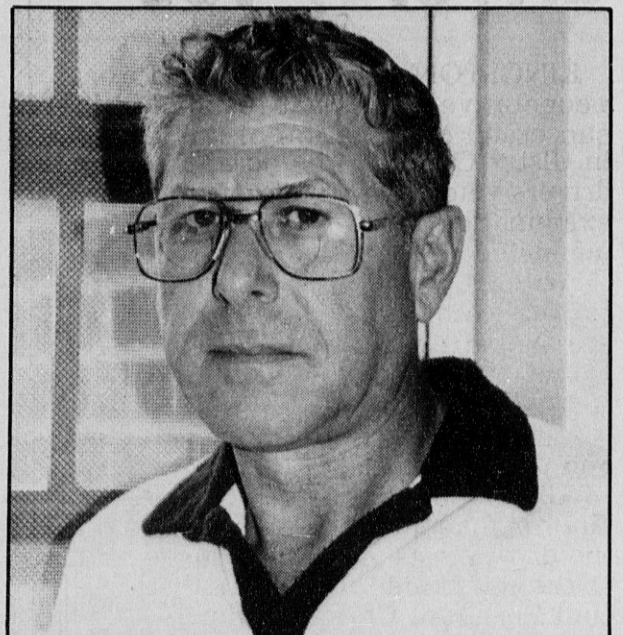
"How can we participate in good-faith bargaining with an agency that won't keep its end of the bargain?" Moore asked. "The employees have fought long and hard for their money and deserve the pay. OMH has no right to renege on the Civil Service Commission's award. It's not right and it's not fair. We have a strong legal case."



LOCAL 434 PRESIDENT
BUD MULCHY — "It's absurd . . ."



MHTA ED SANTUCCI —
"Scars on my body . . ."



MHTA DICK SHERMAN —
like working in a battlefield.

They return home with almost \$6 million big



LEONA BOLASH

By Anita Manley
CSEA Communications Associate

WASHINGTONVILLE — Most people spend most of the money they take with them on vacation, but Leona and Steve Bolash came home with more money than they left with — nearly \$6 million more!

They purchased a single \$1 ticket in the New Hampshire, Maine and Vermont tri-state lottery while visiting cousins in New Hampshire recently and came up the only winners.

Leona and Steve, both CSEA members, say they plan to keep on working. Leona is a secretary at Stewart Airport and is a member of CSEA DMNA Local 252. Steve is a Washingtonville School District custodian and member of CSEA Orange County Local 836.

"I'm too young to retire. What would I do with myself?" Steve said. They plan to use part of their lottery earnings to pay off bills and build a new house.

They recently received their first check, minus federal taxes. And while they still have to pay New York state taxes, they will be left with more than \$200,000 each year for the next 20 years.

"I don't believe it yet," Leona said. "I just want to take it slowly, think it through. You don't think it can happen to you."

"I always said I'd win someday," Steve said. "It just happened, it's a fluke. You never know."



STEVE BOLASH

They were with their cousins in a local grocery store the day of the lottery drawing.

"Want to buy a lottery ticket?" Steve recalls his cousin asking. He didn't have any particular numbers in mind, so he bought a \$1 ticket and let a computer pick the numbers.

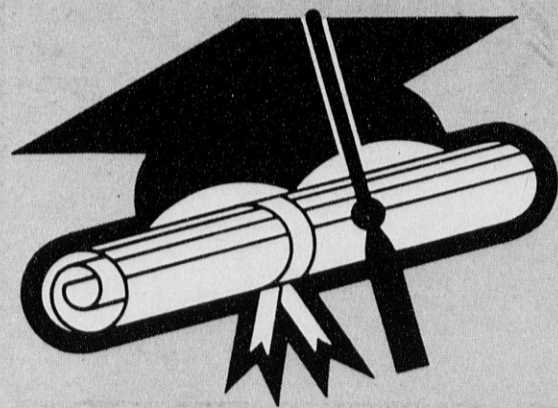
"We were all watching TV that night when my cousins' two kids came out of their room to tell us they had watched the drawing," Steve recalled. "They read off the numbers, I checked my ticket and, sure enough, they were my numbers. I thought they were pulling my leg."

Steve and his cousin went to the local grocery store, where the clerk was able to access the winning numbers on his computer. But they'd have to wait until the next morning to find out if there were any other winners.

"We hardly slept that night," Steve said.

Early the next morning the store owner called to say they were the only winners of a lottery worth nearly \$6 million. Later that day Steve and Leona drove to lottery headquarters in Concord, N.H. to claim their winnings.

"It's the first time I ever came back from vacation with more money than what I went with," Steve said.



**AFSCME scholarship
deadline: Dec. 31**

Time to apply for AFSCME award

CSEA's international union, AFSCME, is again preparing to screen applications for the AFSCME Family Scholarship Program.

Under the program, 10 scholarships of \$2,000 each are awarded annually and they can be renewed for \$2,000 a year for up to four years, provided the student remains enrolled full-time.

Any graduating high school senior who is the child of an AFSCME member and who intends to enroll in a full-time four-year degree program in any

accredited college or university is eligible.

Completed applications from high school seniors must be postmarked no later than Dec. 31.

To get an application, any interested AFSCME member or his or her child should write:

AFSCME Family Scholarship Program
Attn: Education Department
1625 L Street, NW
Washington, DC 20036

OUR NEWEST MEMBER SERVICES BENEFIT

CSEA's Union Privilege Legal Services Program

The AFSCME Advantage Union Privilege Legal Services Program for CSEA members makes it possible to easily obtain high quality, affordable legal services for many personal legal matters.

Now whenever you need a lawyer you can obtain one easily, and at a lower than normal cost. Qualified lawyers across the state are ready to handle your personal legal matters at a substantial discount off their normal fees.

Under the AFSCME Advantage Union Privilege Legal Services Program, you simply call the participating lawyer in your area that you want to represent you and identify yourself as a CSEA member. That's all there is to it. Be sure you discuss and agree to the lawyer's fee before you agree to anything else.

Some routine legal services are provided free under the Union Privilege Legal Services Program, and many more complex legal matters are handled by participating attorneys at a 30 percent discount off the normal fee.

A panel of qualified lawyers, conveniently located throughout the state, has been selected to service CSEA/AFSCME members under this program. A listing of participating lawyers is printed on pages 10 to 12 of this edition of *The Public Sector*.

When you need to use the program, simply call the Union Privilege Legal Services lawyer of your choice. Identify yourself as a CSEA member; it's as simple as that.

Remember, fees can vary from attorney to attorney, even within a geographic area, for similar legal services. You are encouraged to discuss fees with the attorney you select. Participating attorneys have agreed to provide written fee schedules to all clients under this program.

All matters are handled on a strictly confidential basis between you and the participating attorney you choose. So when you need an attorney for a personal legal matter, now you can just pick up the phone and call your lawyer.



(Pull out and save pages 9-12)



CSEA/AFSCME UNION PRIVILEGE LEGAL PLAN



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ALBANY Henner, Peter 134 State Street contact: Peter Henner 518-432-1122	12207 general criminal employment
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BATH Hancock, James T. P. O. Box 468 105 E. Steuben St. contact: James T. Hancock 607-776-9809	14810 general

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BRONX Seijas & Levine 191 E. 161st St. contact: Joseph Seijas 212-992-9600	10451 general
BROOKLYN Monyak, Harold 224 Atlantic Ave. contact: Harold Monyak 718-237-0800	11201 general personal injury family real estate consumer
BUFFALO Druar, Robert B. 16 Crescent Ave. contact: Robert B. Druar 716-833-8155	14214 general criminal personal injury bankruptcy family
BUFFALO Friedman & Friedman 300 Delaware Ave. contact: Fred Friedman 716-542-5444 main	14202 see main office listed under AKRON, NY
BUFFALO Gregory A. Pope & Assoc. 305 Elmwood Ave. contact: Gregory A. Pope 716-881-1202	14222 see main office listed under LOCKPORT, NY
BUFFALO Hurst, Brothman & Yusick 2600 Main Pl. contact: Andrew D. Yusick, Jr. 716-549-0810 main	14202 see main office listed under ANGOLA, NY
BUFFALO Lazroe, Jeffrey A. 405 Brisbane Bldg. contact: Jeffrey A. Lazroe 716-856-8811	14203 general
BUFFALO Watson, McGarvey, Bennett, Colligan 600 Norstar Building 12 Fountain Place contact: Joel B. Schechter 716-852-3540	14202 general
COLLEGE POINT Wolinsky & Wolinsky 18-34 College Point Blvd. contact: Anthony L. Mascolo 718-359-7770 718-359-7771	11356 general
GARDEN CITY Klemanowicz & Gerard 350 E. Old Country Rd. contact: Benjamin J. Kelmanowicz 516-746-7660	11530 general

ATTORNEY	AREAS OF PRACTICE
HASTINGS Grae, Arthur H. 5 Saunders St. contact: Arthur H. Grae 914-478-5000	10706 general criminal
HUNTINGTON Kotler and Vitale 230 New York Ave. contact: Herbert Kotler 516-549-0220	11743 general
ITHACA Williamson & Clune 317 N. Tioga St. P. O. Box 126 contact: Robert I. Williamson 607-273-3339	14851 general family wills/estate real estate personal injury
JAMESTOWN Fessenden, Laumer & DeAngelo 81 Forest Ave. P. O. Box 0590 contact: Charles S. DeAngelo 716-484-7196	14702 general personal injury workers comp SS disability criminal
JAMESTOWN Larson & Subjack Empire State Bldg. 408 W. 5th St. contact: Frederick A. Larson 716-483-0479	14701 general real estate family wills/estate criminal
LATHAM Croak, Richard 143 Maxwell Rd., Apt. A 12110 contact: Richard Croak 518-439-6942	14094 family traffic bankruptcy employment real estate
LOCKPORT Gregory A. Pope & Assoc. 247 E. Ave. P. O. Box 867 contact: Gregory A. Pope 716-433-4881 716-695-9775	14094 general
MALONE Walsh, Robert E. 72 W. Main St. contact: Robert E. Walsh 518-483-5531	12953 real estate wills/estate
MASSENA Snider & Snider 227 E. Orvis St. P. O. Box 697 contact: Mark F. Snider 315-764-0513 315-764-0514	13662 criminal family wills/estate real estate personal injury
MEXICO Seiter & Genant 5847 Main St. contact: Norman W. Seiter, Jr. 315-963-7296	13114 general real estate personal injury family criminal
MIDDLETOWN Bloom, Barton W. Key Bank Bldg. 253 Rte., 211, E. P.O. 758 contact: Barton Bloom 914-343-0623	13126 civil service real estate wills/estate

ATTORNEY	AREAS OF PRACTICE
MIDDLETOWN Bull, Morreale, Judelson & Clancy 12 Roberts St. contact: John M. Clancy 914-343-4179	10940 real estate wills/estate, tax
MINEOLA Goldweber and Hershkowitz 1565 Franklin Ave. contact: Max Goldweber 516-746-7771	11501 general personal injury
NEW YORK Berger, C. Jaye 110 E. 59th St., 29th Floor contact: C. Jaye Berger 212-753-2080	10022 general real estate
NEW YORK Brewer & Soeiro 80 East 11th St. 799 Broadway contact: David V. Soeiro 212-777-4010	10003 general personal injury
NEW YORK Dalsimer, William R. 233 Broadway, -3201 contact: William R. Dalsimer 212-513-0188	10279 general
NEW YORK Placeres & Rosado 2710 Broadway contact: Nestor Rosado 212-316-2373	10025 general
NEW YORK Rivera & Muniz, P.C. 27 Union Square West Suite 306 contact: Walter Rivera 212-807-8776	10003 general
NEW YORK Zucker, Lawrence 225 W. 34th St. Suite 1706 contact: Lawrence Zucker 212-695-8270 212-695-8271	10122 wills/estate family tax real estate
NEW YORK Zweibon Law Offices 24 W. 40th St. contact: Bertram Zweibon 212-921-4730	10018 general wills/estate
ORCHARD PARK Berkowitz, Leonard 4513 S. Buffalo St. contact: Leonard Berkowitz 716-662-9808	14127 family personal injury real estate criminal wills/estate
OSWEGO Seiter & Genant 112 E. Bridge St. contact: Thomas A. Reynolds 315-342-1904	13126 see main office listed under MEXICO, NY

CSEA/AFSCME UNION PRIVILEGE LEGAL PLAN

Participating Attorneys

ATTORNEY	AREAS OF PRACTICE	ATTORNEY	AREAS OF PRACTICE
PARISH Seiter & Genant 7457 Main St. 13131 contact: Norman W. Seiter, Jr. 315-625-7261	see main office listed under MEXICO, NY	SUFFERN Busman Law Office 19 Margaret Ann Lane 10901 contact: Kenneth Busman 914-946-6555 main	see main office listed under WHITE PLAINS, NY
PLATTSBURGH Lavorando, Joseph 30 Clinton St. 12901 contact: Joseph Lavorando 518-561-8657	family personal injury wills/estate real estate	SYRACUSE Swartz, Waldauer, Stevens & Cooper, P.C. Vanderbilt Sq. 13202 515 University Bldg. 13202 contact: Marc Waldauer 315-471-2129	general family personal injury criminal wills/estate
POUGHKEEPSIE Levine & Hofstetter 316 Main Mall 12601 contact: Bruce Hofstetter 914-473-2040	general real estate	SYRACUSE Boyle & Cantone 731 University Bldg. 13202 120 E. Washington St. 13202 contact: Earl Boyle 315-422-2208	real estate wills/estate personal injury Domestic relations criminal/traffic
ROCHESTER Harris, Maloney, Horwitz, Evans & Fox 400 East Avenue 14607 contact: Steven E. Malone 716-454-6950	general personal injury real estate family wills/estate	TROY Croak, Richard 114 Second St. 12180 contact: Richard Croak 518-273-1230	see main office listed under LATHAM, NY
ROME Faga & Eisehut Law Offices 200 East Garden St. 13440 contact: Antonio Faga 315-339-5250	see main office listed under UTICA, NY	UTICA Faga & Eisehut Law Offices One Hopper St. 13501 contact: Antonio Faga 315-797-6990 315-339-5240	general family criminal real estate wills/estate
SCHENECTADY Bendall, James W. 836 Plymouth Ave. 12308 contact: James W. Bendall 518-370-2211	personal injury med malpractice	VALLEY STREAM Schlissel, Elliot S. 480 Rockaway Ave. 11581 contact: Elliot S. Schlissel 516-561-6645 800-344-6431	general
SCHENECTADY Capasso, Burns & Massaroni 215 State St. 12305 contact: John R. Massaroni 518-374-2216	general personal injury family real estate wills/estate	WARSAW Noonan, Mahoney & Yunker 14 West Buffalo St. 14569 contact: Lawrence Friedman 716-786-2880	see main office listed under Batavia, NY
SCHENECTADY Parisi, De Lorenzo, Gordon, Pasquariello Weiskopf, P.C. 201 Nott Terrace 12307 contact: Frank N. Parisi 518-374-8494	general personal injury family real estate wills/estate	WHITE PLAINS Busman Law Office 175 Main St. 10601 contact: Kenneth Busman 914-946-6555	real estate family personal injury wills/estate bankruptcy
SMITHTOWN Darienzo, Eleanor J. 811 Jerico Turnpike 11787 contact: Eleanor J. Darienzo 516-366-5343	general	WHITE PLAINS Gould, Richard A. 199 Main St. 10601 contact: Richard A. Gould 914-946-6969	criminal family wills/estate personal injury real estate
SPRING VALLEY Schecter, Mitchell P. 55 W. Central Ave. (Rte. 59) 10977 contact: Mitchell P. Schecter 914-356-1101	criminal personal injury real estate	WHITE PLAINS Rose, James M. 11 Martine Ave. 10606 contact: James M. Rose 914-948-8100	general
STATEN ISLAND Simonson & Cohen, P.C. 4060 Amboy Rd. 10308 contact: Robert M. Cohen 718-948-2100	general real estate family wills/estate criminal		



Wee Care at Labor



Clockwise from top left, CSEA statewide Secretary Irene Carr joined state First Lady Matilda Cuomo, Labor Commissioner Tom Hartnett and Governor's Office of Employee Relations Director Elizabeth Moore in ribbon-cutting ceremonies for the Wee Care Center; Above, CSEA members toured the facility following the opening; Left, several members whose hard work made the center a reality pose with some of the youngsters from the center. From left, Ellie DeBonis, Denise Guthinger, Local 670 President Barbara Charles Moloney and Mike Kelly.

ALBANY — When anyone says Wee Care at Labor, they mean it literally. The Wee Care child day care center located at the state Department of Labor building on the state Office Campus in Albany recently opened with a fanfare.

The facility is the 44th on-site day care center opened through New York State Labor-Management initiative. It is funded in part through CSEA-negotiated money.

Because the beautiful new facility, which can care for 88 youngsters, is located at the Department of Labor, it is being touted as a model of appropriate on-site facilities for the public and private sectors.

"Everyone is thrilled to have this option so conveniently located," said CSEA Local 670 member Ellie DeBonis who serves as CSEA representative on the labor-management day care committee.

Clockwise from top left, CSEA statewide Secretary Irene Carr joined state First Lady Matilda Cuomo, Labor Commissioner Tom Hartnett and Governor's Office of Employee Relations Director Elizabeth Moore in ribbon-cutting ceremonies for the Wee Care Center; Above, CSEA members toured the facility following the opening; Left, several members whose hard work made the center a reality pose with some of the youngsters from the center. From left, Ellie DeBonis, Denise Guthinger, Local 670 President Barbara Charles Moloney and Mike Kelly.

Child care pilot project begins at NYC OMH sites

An innovative pilot project providing child care referral services and assistance has begun at 10 locations affiliated with Bronx, Creedmoor, Kingsboro and Manhattan Psychiatric Centers in New York City.

The child care demonstration project is funded through collective bargaining agreements between public employee labor unions, including CSEA, and New York state. The NYS Labor-Management Child Care Advisory Committee authorized more than \$300,000 in negotiated funds for the 10-month pilot project.

Under the pilot project, now underway, about 10,000 state employees at the facilities are eligible to receive referral services to more than 2,400 licensed child care programs and participate in on-site information programs dealing with

child care and parenting.

Child Care, Inc. (CCI), the largest child care referral service in New York City, is providing on-site staff to assist employees at the facilities. In addition to child care referrals, CCI is also providing parenting seminars, resource libraries and other informational programs. As part of the project, CCI will recruit and train additional child care providers in the areas where large number of state employees from the facilities live.

State Office of Mental Health (OMH) and Office of Mental Retardation and Developmental Disabilities (OMRDD) employees at the following facilities are eligible to seek child care referral services under the project: Manhattan Psychiatric Center, Manhattan Children's Psychiatric Center, Kirby Forensic Psychiatric Center,

Creedmoor Psychiatric Center, Queens Children's Psychiatric Center, Bernard Fineson Developmental Center, Bronx Psychiatric Center, Bronx Children's Psychiatric Center, Bronx Developmental Center and Kingsboro Psychiatric Center.

Information on the child care pilot program is available through the facility personnel offices and by contacting your CSEA representatives at each facility.

Participation levels and the effectiveness of the child care referral services and educational programs are being monitored by special labor-management committees at each location. Information gathered during the pilot project will be used to assess future child care and parenting needs for state employees in the New York City area.

CSEA stops uncivil policy at Civil Service

MINEOLA — Consider these scenarios.

Your family comes in from out-of-town during the holiday season and you want to take two days off from work to enjoy their company.

Your sister has planned her wedding and you need a couple of days off to make the trip.

No problem, right? Not for most employees. However, due to an unfairly imposed vacation policy, employees in the Nassau County Civil Service Commission (NCCSC) would have been forced to take 15 days in order to get the two days they needed.

CSEA successfully stopped the policy.

The policy said an employee who wanted any time off in the winter months had to take at least two weeks in the summer and even then, all vacation time would be allotted in five-day blocks only.

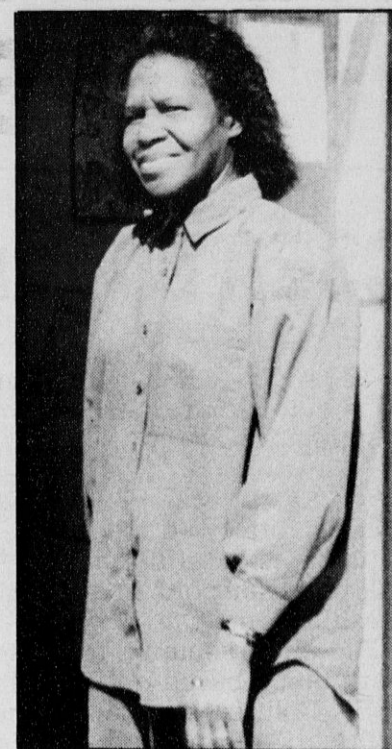
As a result of the CSEA arbitration victory, the 80 CSEA-represented employees in the civil service commission can now look forward to taking long weekends, short vacations and time off in winter without any penalties.

"Employees with less than three years of service were the ones allowed to take their vacations as needed and the senior employees were bound by the vacation leave policy," said CSEA Labor Relations Specialist Claude Ferrara.

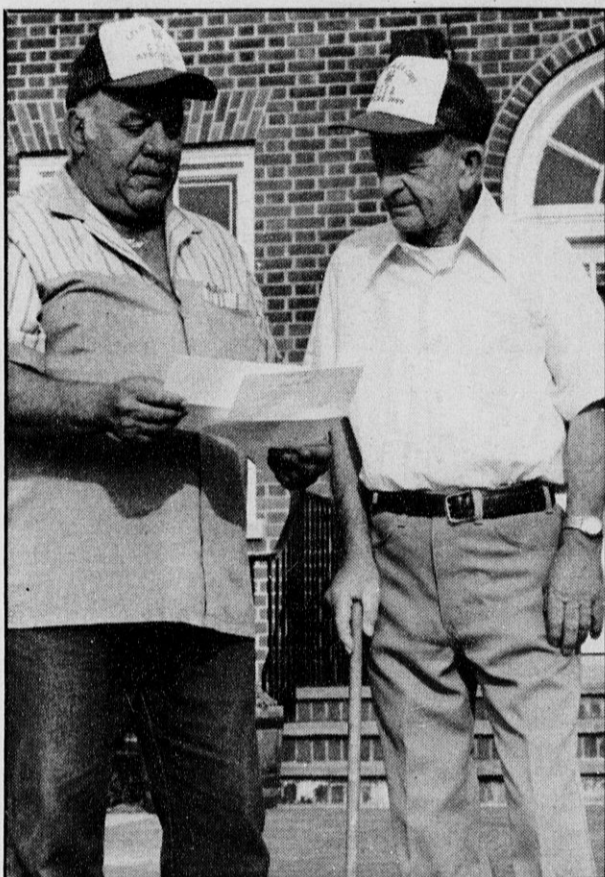
The arbitrator called the policy "particularly harsh," especially in its requirement that vacation be taken in blocks.

"CSEA's done a great job for us. Everyone is really happy and we're planning to celebrate the victory", said NCCSC CSEA representative Martha Mathews.

"We would never have won this if it weren't for the union."

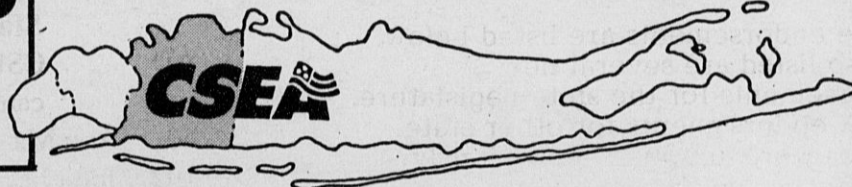


Martha Mathews



Cunningham, right, reviews documents with CSEA City of Glen Cove Unit President Bob Blumhagen.

Nassau action



Fighting for what's right

GLEN COVE — Joe Cunningham is not known for taking vacations, sick time or days off.

Cunningham admits he loves to work. He has worked as a traffic marker for the City of Glen Cove since 1959 and currently has 800 accrued leave days on the books.

His reward for being such a faithful employee? The city wants to strip him of 550 of those days.

Last March, in preparation for St. Patrick's Day, Cunningham was painting green lines on the street in the middle of the night when a car hit him, breaking his leg and causing him serious head and internal injuries.

"It seemed like the only car on the road hit me," Cunningham said.

While recuperating from his injuries, Cunningham got hit again by some very disconcerting news: the city was only going to allow him to use 250 of his 800 days.

Since his injuries left him unable to return to work, Cunningham wanted to use his accrued time toward his retirement.

"Joe Cunningham is an extremely dedicated employee. It's absolutely unbelievable that the city would treat him this way," said CSEA City of Glen Cove Unit President Bob Blumhagen.

Since 1988, Cunningham has written numerous letters to a variety of city officials. But no one ever told him the time posed a problem.

"He wrote to everyone including the mayor," CSEA Labor Relations Specialist Jim Della Rocca said. "Not one person responded to Joe in writing. They simply sent a message loud and clear that he wouldn't lose anything — that it wouldn't be a problem."

Cunningham continued to work and he continued to accrue time. According to Della Rocca, Cunningham regularly received accrual sheets which listed the number of days he had on the books.

"The city was well aware of Joe's accrued time and never gave him a warning or any kind of notification that he should begin to use this time," Della Rocca said.

"All he wants is to be paid for those days that he earned," added Blumhagen.

"Joe Cunningham was chosen as employee of the month last year and received a citation from the mayor. Is this the kind of thanks he gets for all his years of dedicated service?" Blumhagen asked.

"I worked as Chief of Special Police for this city for 14 years and I've been a traffic marker since April 1, 1959," Cunningham said.

"I'm feeling like some April's fool now."

CSEA wins back vacation days for employee told she couldn't use them

EAST MEADOW — Ruth DiDomenico had plenty of vacation days accumulated on the books. Trouble was, Nassau County Medical Center management told her she couldn't use them and then tried to take a lot of them away from her.

CSEA stepped in, took the issue to arbitration and got her days back while clearing the way for her to take vacation if she wants.

Management first told DiDomenico, a Clerk II with 20 years of service, she could not take an extended vacation because her department could not get along without her for any lengthy period of time.

DiDomenico cancelled her vacation plans.

Shortly after this incident, DiDomenico's anniversary of employment came around and the county deducted 22 days from her

accruals saying that she was over the maximum for accrued days allowed by the contract.

According to CSEA Nassau County Local 830 grievance representative Tony Giustino, the contract states that on an employee's anniversary date, any accrued vacation time over 72 days will be lost.

"This case is clearly different," said Giustino, "This woman was not allowed to use her time and then the county tried to take her days."

CSEA won the case in arbitration. DiDomenico received payment for 11 vacation days at her 1989 wage rate and also got back 11 vacation days which she must use prior to her next anniversary date.

DiDomenico praised CSEA Labor Relations Specialist Claude Ferrara for his expertise in handling her case.

CSEA's 1990 endorsements

CSEA endorses at the federal level

ALBANY — CSEA has endorsed candidates for Congress for the Nov. 6 election.

"We want our members to get out and vote Nov. 6," said CSEA President Joe McDermott. "We've chosen these candidates carefully and we believe they will represent our interests in Washington."

The endorsements for federal office were made based on input from the CSEA Political Action Committee, the Political Action Fund, the Federal Issues Committee and CSEA and AFSCME staff.

The endorsements are listed below. Also listed are several new endorsements for the state Legislature. CSEA endorsements for other state offices were announced previously.

"We can have an impact on government," McDermott said. "We

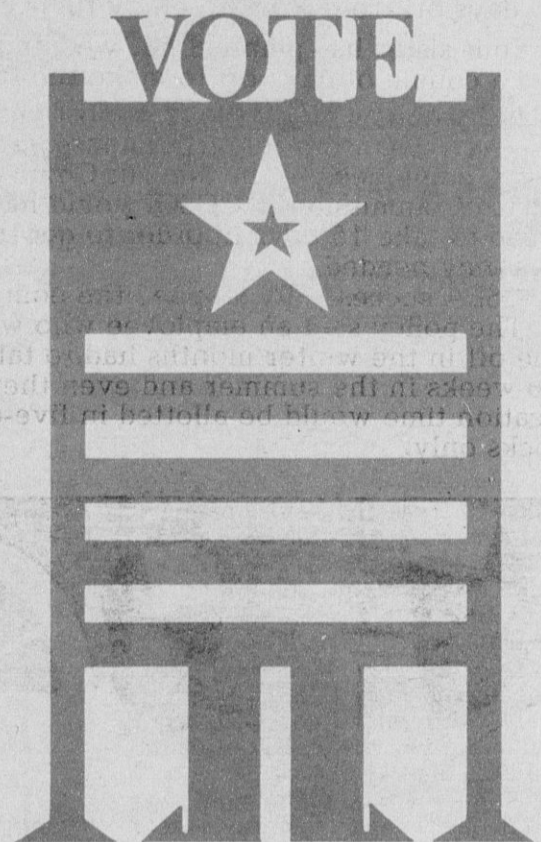
have to let our elected representatives know CSEA is here, watching them closely. The best way to show them that is by voting. So get out there Nov. 6 and let CSEA be heard."

State Senate CSEA-endorsed Party candidate

15 Serphin Maltese R-C-RTL
48 Nancy Lorraine Hoffmann D

State Assembly CSEA-endorsed Party candidate

60 Ann Marie Joseph D
102 John Faso R
131 Gary Proud I-C



Congressional endorsements

CD	CSEA-endorsed candidate	Party	CD	CSEA-endorsed candidate	Party	CD	CSEA-endorsed candidate	Party
1	George Hochbrueckner	D	11	Edolphus Towns	D	21	Hamilton Fish	R
3	Robert Mrazek	D	12	Major Owens	D	22	Benjamin Gilman	R
5	Raymond McGrath	R	13	Stephen Solarz	D	23	Michael McNulty	D
6	Floyd Flake	D	14	Sue Molinari	R	25	Sherwood Boehlert	R
7	Gary Ackerman	D	16	Charles Rangel	D	28	Matthew McHugh	D
8	James Scheuer	D	17	Ted Weiss	D	29	Frank Horton	R
9	Thomas Manton	D	18	Jose Serrano	D	30	Louise Slaughter	D
10	Charles Schumer	D	19	Eliot Engel	D	31	Kevin Gaughn	D
			20	Nita Lowey	D	33	Henry Nowak	D

Carol Bellamy . . . Experienced!

- New York City Council President 1977 - 85
- Trustee of the New York City Pension System
- State Senator 1973 - 77
- Peace Corps volunteer

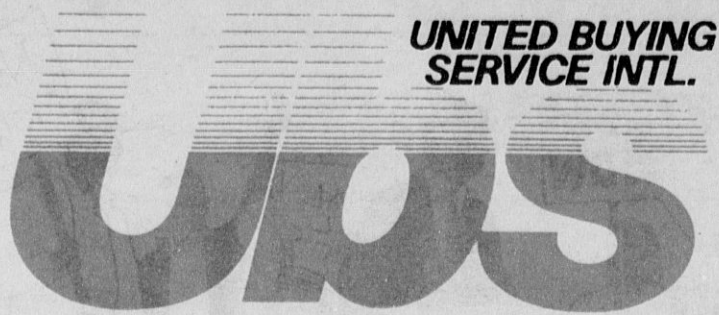
Carol Bellamy . . . Ally!

- Supports a pension fund Board of Trustees with public employee representation because *it's your money.*
- Opposes raids on our public employee pension fund because *it's your money.*
- Supports permanent pension supplementation for retirees because *it's your money.*

VOTE

Carol Bellamy for State Comptroller

SHE'S RIGHT ON THE MONEY.



UNITED BUYING
SERVICE INTL.

Let United Buying Service help you work miracles this holiday season!

DIAMONDS AND FINE JEWELRY

Fine jewelry, and diamonds in particular, can represent more than a gift of love when purchased intelligently. They can also represent a wise investment that appreciates over the years.

- * When shopping for a diamond or precious stone, determine your budget before you go shopping.
- * Select the shape of the stone you wish to acquire.
- * Shop around to gain a general knowledge of what is available within your budget. **DO NOT LEAVE A DEPOSIT.**
- * Call UBS toll free at 1-800-336-4UBS. You will be referred directly to a diamond wholesaler. This wholesaler is not open to the general public; he sells to the jewelry stores consumers normally shop at. All jewelry, diamonds or other precious other precious stones are 100% guaranteed to be the best value you can find, or your money back.

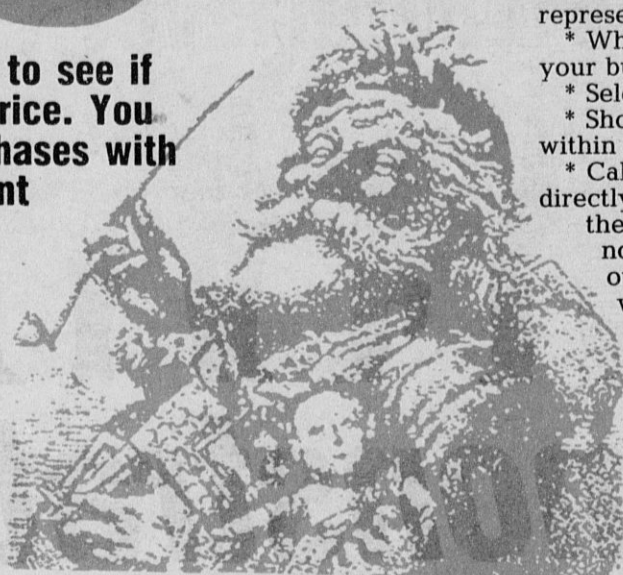
One of the advantages of buying directly from a manufacturer or wholesaler that you have confidence in is that they actually cut and polish the stones, and know the stones intimately. In this way, UBS can offer CSEA members a diamond or precious stone that may be similar to the diamond you found in your local jewelry store, but is worth much more money, appears to be larger and more brilliant and, because you are buying directly from the source, you can purchase for a much lower price.

Making a list? Check it twice to see if you're getting the very best price. You will be if you make your purchases with UBS — CSEA's Official Discount Shopping Service.

Electronics and Major Appliances

Use the following steps to purchase items such as refrigerators, washers, dryers, tv's, video cameras and recorders, stereo systems, CD players, phones, etc.:

- * Shop around for the item of your choice.
- * Find out the model number and call the UBS Toll-Free Order Line at: **1-800-336-4UBS.**
- * A courteous representative will quote you the lowest price on the item of your choice.
- * Orders will be taken right over the phone. all merchandise is delivered in factory-sealed cartons with the full manufacturer's warranty in effect.



UNITED BUYING
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UBS
CALL 1-800-336-4UBS

VISA and MasterCard accepted

UBS is CSEA's official discount shopping service, offering the lowest prices on automobiles, major appliances, video, stereo, furniture, carpeting, jewelry, china, crystal, flatware, luggage and a host of consumer electronics. Shop around on any of the above items, and then call UBS for their price. You'll be glad you did.

Crystal, China, Silver, Flatware, Luggage

Simply follow the first two steps above and the UBS representative will refer you to the wholesale distributor of the product you wish to purchase. The prices quoted will be substantially below retail.

CRYSTAL SPECIAL

WEDGEWOOD Full Lead Crystal Decanter. Suggested Retail price—\$62 + shipping.
CSEA MEMBER PRICE—\$39.95 + shipping!
Orders must be received by 12/10/90 for Christmas delivery.

NEW! UBS Auto Hotline Service

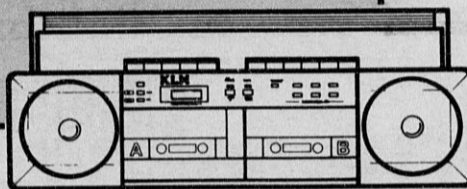
With over 572 new car models on the market, it is imperative to **KNOW THE DEALER'S COST** of the car you are interested in before negotiating price! Experts recommend that it is always best to negotiate up from the dealer's cost, rather than down from suggested retail, which can be up to \$3,000 higher! With UBS it is quick and easy to:

- * Learn the actual dealer's cost on the car you're interested in.
- * Get an evaluation on the used car you may wish to trade in.
- For price quotes and car evaluations right over the phone, **simply call the UBS AUTO HOTLINE at 1-900-446-9400 (\$1.95 per minute).**

UBS has also pre-negotiated special discounts at more than 150 car dealers in New York State, and will be happy to direct you to one of these discounting car dealers.

KLH PORTABLE STEREO

AM/FM Portable Stereo * Dual Cassette & Speed Dub * 3 Bank EQ
Suggested Retail: \$79.97
CSEA MEMBER PRICE: \$44.95
CSEA MEMBERS SAVE: \$35.00!



Furs

Fur is luxurious, elegant, sporty and fun. Fur is long-wearing, much longer wearing than cloth. Buying fur, however, takes a little bit of thought and knowledge. You can't buy furs from endangered species such as leopard, cheetah, etc. Other furs are ranch raised, meaning they're raised for their fur in the same way that cattle, sheep and other animals are raised for food and leather.

When shopping for a fur, don't be swayed by price alone. You're buying a fur for many years of wear and pleasure, so you want the best quality fur for the money.

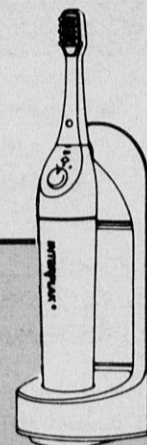
- In choosing furs, look for quality. That means looking for:
- * Lustrous, uniform color pelts.
 - * Density of fur.
 - * Silky texture
 - * Soft, pliable leather.

FUR SPECIALS

Fine Male Full-length Mink Coat (under \$2,500) * Fine Female Full-length Mink Coat (under \$4,000) * Fine Coyote Full-length Coat (under \$2,500) * Fine Full-length Beaver Coat (under \$2,500). These same coats appear in retail stores around the country at two to three times the price!

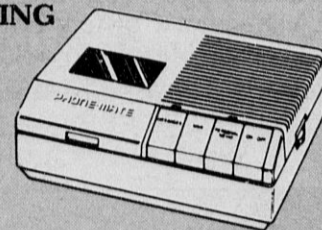
INTERPLAK DENTAL TOOTH BRUSH

3-Speed * Rechargeable * Cordless
*2 Brush Heads Included
Suggested Retail: \$99.99
CSEA MEMBER PRICE: \$59.99
CSEA MEMBERS SAVE \$40.00!



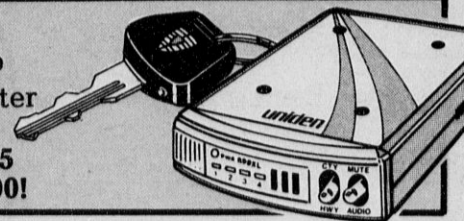
PHONEMATE ANSWERING MACHING

Personal Memo * Single Cassette
* One-Touch Operation
* Beeperless Remote
* Voice Activated
Suggested Retail: \$79.95
CSEA MEMBER PRICE: \$44.95
CSEA MEMBERS SAVE: \$35.00!



UNIDEN RADAR DETECTOR

Compact Size * Warning Lamp
* Mounting Bracket * LED Meter
Suggested Retail: \$219.95
CSEA MEMBER PRICE: \$124.95
CSEA MEMBERS SAVE: \$ 95.00!



AUDIOVOX CORDLESS PHONE

700 Foot Range * Battery Low & Talk Light * Last Number Redial
Suggested Retail: \$89.00
CSEA MEMBER PRICE: \$49.00
CSEA MEMBERS SAVE: \$40.00!





CSEA demonstrates . . .

... for insurance

SHIRLEY — CSEA members in the William Floyd School District Supervisory Unit and Maintenance/Custodial Unit demonstrated with the teachers union to protest the district's demand for health insurance givebacks.

According to CSEA Labor Relations Specialist Carolyn Krajci, more than 300 employees turned out for the demonstration.

The teachers and the CSEA Supervisory Unit are both at impasse in contract negotiations. The unit is part of CSEA Suffolk County Educational Local 870.

"The district is telling our people and the teachers that they will not negotiate anything until the unions agree to the health insurance givebacks," Krajci said. "This is clearly unacceptable."



... for fairness

HICKSVILLE — CSEA Custodial, Maintenance and Grounds Unit members demonstrated recently to protest an impasse in contract negotiations.

The impasse resulted because the unit wants a settlement comparable to what teachers and secretaries received, about 10 percent, said CSEA Collective Bargaining Specialist Rigo Predonzan. The unit is part of CSEA Nassau County Educational Local 865.

About 150 employees marched with signs at the demonstration prior to a Board of Education meeting.



... for safety

BINGHAMTON — CSEA members were joined in solidarity by striking Greyhound Bus drivers, local postal union members and the employees of a local anti-poverty agency when they marched to publicize staffing problems at Binghamton Psychiatric Center.

Proper staffing has become a major concern at the facility where one unit alone uses an average of 800 hours of overtime a month and others average 400 hours a month, figures that CSEA Local 441 President Keith Zulko called staggering.

Staffing became a huge concern when a patient set a fire on a ward staffed by only three people. Their quick action and that of employees on other wards prevented serious injury. Two CSEA members were treated for smoke inhalation and released.

"We got off lucky this time, but next time we may not," Zulko said. "We need proper staffing to prevent further disasters."



Making music, making a difference

By Sheryl C. Jenks
CSEA Communications Associate

WEST ISLIP — Like many people, Michael Janetakis has dreams of becoming famous and of making a difference.

Like a fortunate few, his dreams are slowly becoming reality.

Janetakis, a member of CSEA Suffolk County Educational Local 870, has written and recorded a song which delivers a serious anti-drug message for children.

The song "Don't Be a Fool (Just Say No)" is expected to be released and distributed nationwide this fall.

When he gets a full recording contract, Janetakis has promised to donate \$1 from each album sold to help fight the war on drugs.

While waiting for his song to be released, Janetakis has been performing his original music as well as songs by Raffi, the famous children's entertainer, at Kids Kingdom, a party theater on Long Island.

But his real love is music. Janetakis traces his music interest back to when he was 15.

"It all started when I took a test and found out I had an aptitude for music," he said.

Since then, Janetakis has earned an associate's degree in business administration and music. He has played in a number of bands, ranging from a Greek-American quartet in which he plays guitar, to the Philadelphia Philharmonic Orchestra.

His performance sites, which include the Lincoln Center for Performing Arts, have been as varied as his performances.

Inspiration on the job

An employee of West Islip School District, Janetakis has taken much inspiration from his day-to-day interaction with children.

"After working in the schools for about eight months and seeing the kids writing poems and stories about the war on drugs, I knew I wanted to write 'Don't be a Fool,'" he said.

The West Islip resident says his next project is to complete a 40-minute cassette tape, "Teach Your Children Well."

"The cassette will consist of original songs I've geared to work as teaching aids for schools and parents," he said.

Janetakis has appeared on local cable TV programs and is working hard to promote his recording venture.

"I have a whole album of songs written and ready to go," He said. "They're aimed at elementary school children and there are many with an anti-substance abuse theme. The rest are happy songs."

The musician has gotten a lot of support from his co-workers in the school district.

"Everyone at school is rooting for me," he said. "They've been really great."

The name Michael Janetakis may be new now, but this is a man who has the talent to make his dreams come true and the will to make a difference.



Michael Janetakis

SOUTHAMPTON — CSEA Village of Southampton Unit members are busy trying to raise funds for co-worker and union brother Larry Wojcik.

Wojcik's 15-year-old stepson, Donny Shepard has begun a valiant fight against Leukemia and the unit is trying to give him the financial help he needs.

The unit has enlisted the help of the Bank of the Hamptons for the first fund-raising event, a cocktail party on Nov. 9 at the Polish Hall in Southampton.

The party runs from 6:30-8:30 p.m.

Admission is \$12.50 per person and additional donations will be gratefully accepted.

Anyone interested in attending the benefit or sending a donation should send their check to the:

Donald Shepard Fund
23 Main Street
Southampton, New York 11968

Open your hearts and wallets to help these members in need

CSEA Wilton Developmental Center CSEA Local 416 members are raising funds to help two co-workers with the expenses from their young son's medical problems.

John and Sherry Greco's son Jonathan was born prematurely and has suffered from a number of breathing problems that have kept him hospitalized almost continuously since birth.

While many of the costs of his hospitalization have been covered, the family will face severe financial strain once he returns home.

The local took up a collection the first time Jonathan returned home and it was greatly appreciated by the family

Anyone interested in making a contribution should send it to:

John Greco
Apt. B-1
c/o Wilton DDSO
P.O. Box 2081
Wilton, New York 12866



AT YOUR SERVICE

YOUR UNION BENEFITS

A REFERENCE GUIDE TO CSEA MEMBER SERVICES AND BENEFITS

CSEA Toll-Free

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

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

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

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

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

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

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

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

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

Employee Benefit Fund

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

For questions regarding any of the benefits or for assistance with negotiations, call:

1-800-323-2732 or (518) 463-4555 or write:
CSEA Employee Benefit Fund
14 Corporate Woods Boulevard
Albany, NY 12211

Education and Training

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

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

To request booklet order forms or to obtain information on union workshops, call CSEA headquarters at **1-800-342-4146**. For information on videotapes, contact your CSEA regional office.

Safety

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

AFSCME Advantage Credit Card

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

To obtain an application form, call your CSEA regional office.

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

AFSCME Advantage Legal Services Program

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

Insurance

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

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

Health Insurance

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

EMPIRE PLAN	
Blue Cross Claims	1-800-342-9815 or (518) 465-0171
Metropolitan Claims	1-800-942-4640
Participating Providers	1-800-537-0010
Empire Plan Health Call	1-800-992-1213
(Hospital admission approval/surgical review)	

Retirement

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

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

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

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

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

United Buying Service

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

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

Grievances, Disciplines

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

CSEA REGIONAL OFFICES

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

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

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

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

CAPITAL REGION 4 OFFICE
Suite 402
1215 Western Avenue
Albany, NY 12203
(518) 489-5424

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

CSEA STATEWIDE HEADQUARTERS

143 Washington Avenue, Albany, N.Y. 12210
1-800-342-4146 (toll-free) (518) 434-0191



McDERMOTT TELLS UNION'S 80th ANNUAL MEETING STRENGTH OF CONVICTION IS POWERFUL FORCE

After 80 years of fighting on behalf of working people, CSEA is at the top of its game, CSEA President Joe McDermott believes. But, he warned 1,200 delegates attending the union's 80th Annual Delegates Meeting, it's going to take all that experience and expertise to maintain the fight against forces working against unionism.

"Today, no other union measures up to CSEA. CSEA is second to none..." McDermott said in his address opening the general business session of the annual meeting at The Concord hotel in Kiamesha Lake. He rattled off a long list of CSEA successes but said the union must constantly maintain its fighting form because it is tested over and over again.

"Times are tough for working people; they've always been . . . I expect them to be even tougher" because of the deepening fiscal crisis, he noted.

McDermott expects upcoming state contract talks affecting more than 100,000 CSEA state employee

members to be very difficult.

"Our governments are under real financial pressures . . . But I say right now: we will fight like hell, and we count on your full support — 100 percent!" he said.

"When governments look for short-term bailouts at the expense of long-term gains, we all have to wake up," McDermott warned. "What is important is that governments recognize that their most important resource is the public employee . . . Government must not take its workers for granted."

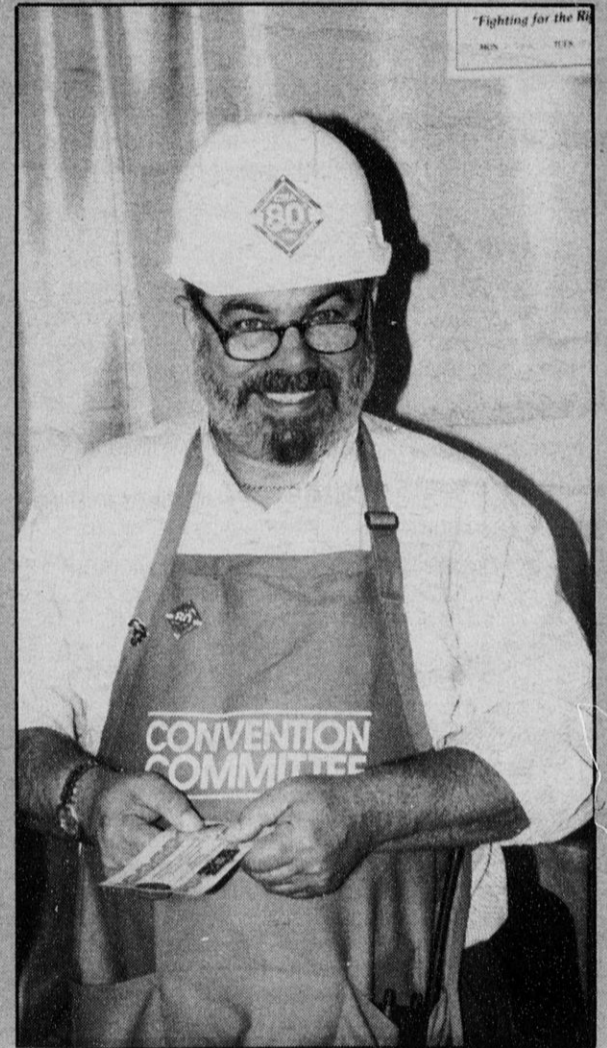
The union has one big advantage over management in the ongoing battle between the two forces:

"Strength of conviction is a powerful force," McDermott said, and it's on the side of working people.

The annual meeting began on Oct. 22 with a meeting of the statewide Board of Directors and continued with two days devoted to departmental and divisional informational meetings and a series of workshops on a wide range

of union-related topics. Two and one-half days of general business sessions were in progress as this edition of *The Public Sector* went to press. Delegates were expected to act upon several proposed resolutions and changes to the union's constitution and by-laws during the sessions.

Expanded coverage of the union's 80th Annual Delegates Meeting will be published in the next edition of *The Public Sector*.



ABOUT 1,200 DELEGATES were in attendance at CSEA's 80th Annual Delegates Meeting as this edition of *The Public Sector* went to press. A series of workshops and departmental and divisional meetings filled the first half of the five-day convention and general business sessions rounded out the program.