

THE PUBLIC SECTOR

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American Federation of State, County and Municipal Employees, AFL-CIO

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Vol. 12, No. 16
Monday, September 4, 1989

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BOARD OF DIRECTORS

Summary of meeting

EDITOR'S NOTE: The Public Sector regularly publishes a summary of actions taken by CSEA's Board of Directors at the Board's official meetings. The summary is prepared by CSEA Statewide Secretary Irene Carr for the information of union members.

ALBANY — CSEA's newly elected statewide Board of Directors met here on July 27. In their first official action, the board elected the following committees:

Directors Committee — Kathy Berchou, Georgianna Natale, Tom Jefferson, Jeanne Lyons, Bud Mulchy, Betty Lennon, Shirley Ponkos, Francis Dunham, Judy Naioti, Lester Cole, Gary China and Ron Draper;

Personnel Committee — Denise Berkley, Joan Tobin, Elaine Mootry, Carmen Bagnoli, Barbara Allen, Richard Canniff, Candy Saxon, Norma Condon, Pat Labrozzi and Irena Kobbe;

Budget Committee — Carol Guardiano, Steve Pellicciotti, Anita Walther, Jeanne Kelso, David Mayo and Jim Brown;

Charter Committee — Sue Matan, Cindy DerGurahian, Barbara Reeves, Jack Cassidy, Rose DeSorbo, Dale King, Rita Wallace, Linda Standish-Fritz, Art Howell and Doug Persons;

Committee to Study Group Life Insurance — Lisa Bursor, Bob Calhoun, Kathy Button, Tony Muscatiello, Ray LaRose, Richard Pankowski, Vicki Burton, Marianna Nelson, Marie Prince

Questions from CSEA members concerning the union's Board of Directors should be directed to the member's Board representative, local president or to the office of the Statewide Secretary. Copies of the minutes of Board meetings are sent to all Board representatives and local presidents.

and Mary Lettieri;

Public Sector Standing Committee — Jim Kurtz, Tony Ruggiero, Jim Gripper Jr., Tom Schmidt, Mark Houck and LeRoy Holmes; and

Appeals Committee — Virginia Sheffey, Denis Tobin, Flo Tripi, Barbara Hogan, Glennen Woodward and Nick LaMorte.

In other actions, the board:

*Elected Joan Tobin, Candy Saxon, Flo Tripi and Lou Altieri as Political Action Fund trustees;

*Established Town of Hempstead CSEA local 880;

*Established Town of Oyster Bay CSEA Local 881;

*Transferred \$19,000 to the Retiree Department;

*Approved funds for a Deputy Director for Contract Administration;

*Authorized \$2,500 for new "personal services" examination preparation booklet; and

*Appointed Mary Lettieri to fill on vacancy on the Region VI Political Action Committee.

THE PUBLIC SECTOR UNION YES

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CSEA
LOCAL 1000 AFSCME
AFL-CIO

NO PUBLIC
MONEY IN
PRIVATE SECTOR
POCKETS!

Marching in Nassau

Members protest contracting out

MINEOLA —Hundreds of CSEA members demonstrated at the Nassau County Medical Center to let the county know they won't stand for the county's excessive use of contracting out.

Union members carried CSEA banners and signs reading "No public money in private sector pockets." The county has shown a pattern of hiring private businesses to do work county workers are qualified to do.

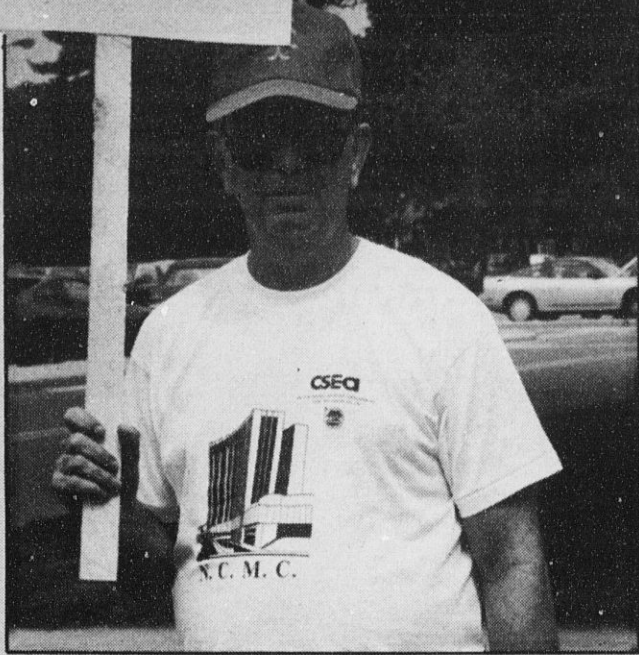
CSEA has taken on the county repeatedly over its systematic subcontracting of county work. Most recently, the union took the case to court, filing a lawsuit charging the county with pervasive violations of the state constitution and civil service law.

The union had previously filed seven Improper Practice (IP) charges against the county because of subcontracting work county employees are capable of doing.

The practice of contracting out not only costs more, but also undermines the civil service concept of hiring based on merit and fitness.

Often, the subcontracted workers perform work under the supervision of county employees, and in fact function as county employees, although they have never gone through the civil service hiring process.

The two county departments which have misused subcontracted workers have been the medical center and the department of public works.



DFY mismanagement puts workers

Under the gun

A recent armed escape by clients at a Division for Youth (DFY) facility in Brooklyn and lack of response by DFY officials are further evidence of dangerously inept management of the division.

"Our members are being held at gunpoint while DFY is telling us their positions have to be downgraded because the clients they're handling aren't as dangerous as they used to be," said CSEA President Joe McDermott.

In the Aug. 17 incident, two outside assailants held two youth division aides at gunpoint while four clients escaped from the Ella McQueen Limited Secure Facility in Brooklyn. One client's escape failed when he fell and broke his ankle.

Despite CSEA's outcry following the incident, DFY has taken no steps to improve security at the facility.

"For years we've been talking about how dangerous the work is but no one in DFY will do anything about improving security," said CSEA Local 010 Shop Steward Ray Anderson. "Even after this situation nothing's changed."

"If an incident like this can happen in a limited secure facility, how can anyone believe the more secure facilities are any safer?" asked McDermott. "It's time for DFY to take a realistic look at the shambles their operation is in and start managing responsibly."

DFY has been reorganizing its operations for some time but has repeatedly ignored CSEA input on staffing and security issues.

CSEA recently filed an Improper Practice charge against a DFY plan to lay off 144 grade 14 youth division aide IVs and rehire them as grade 12 youth division aide IIs. The action which violates a written agreement with CSEA, would force the employees to take a \$3,000 cut in pay.

DFY claims the more skilled youth division aide IV positions are no longer justifiable because of changes in the client population, a position that makes no sense to anyone familiar with the workings of the division.



NEW
YORK
STATE
DIVISION
FOR YOUTH

**DFY
put her
through a
personal
hell**

Nearly two years of personal hell are over for Mary Katherine Erickson, but the pain lingers on.

Erickson, a youth division aide and CSEA member, was recently cleared of abuse and sexual misconduct charges by an arbitrator. Earlier, criminal charges stemming from the allegations were also dismissed because they had no credibility.

"Just being vindicated doesn't really make it any better," said Erickson. "It was the most humiliating experience imaginable."

Erickson was arrested and hauled out of her worksite in handcuffs in December 1987 after the allegations were made against her. She was never even questioned about the allegations by DFY prior to her arrest.

In fact, she didn't even know who her accuser was until she went to court. It turned out that the charges were based on the word of one 14-year-old convicted criminal, whose story was even disputed by the testimony of other clients.

"Kathy Erickson's experience is typical of the disgraceful situations that CSEA members

find themselves in if they're accused of anything by the clients they serve," said CSEA Deputy Director for Contract Administration Mark Lawrence, who handles the state Institutional Services Unit.

"These were serious charges made by an individual who didn't have any credibility and the state accepted them as if they were fact," he said. "That sends a terrible message to the state workforce because time after time the evidence doesn't bear out the charges."

Erickson believes that the state brought the charges against her because she "blew the whistle" on corruption and improprieties in DFY.

As a result of her arbitration victory, Erickson has been reinstated to her position and will receive 20 months back pay.

But she is uncertain about her future and is disappointed that improvements have not been made at DFY as a result of her ordeal.

"My only crime was honesty," she said. "The state has to get its head out of the sand — the higher ups in state government don't want to know about what's wrong with DFY."



L/M progress after

Trayline problems heat up

NEW YORK — CSEA is taking a wait-and-see approach following a productive labor/management session at Manhattan Psychiatric Center which resulted in management commitments to correct a number of operational deficiencies.

At the heart of the issue was a nearly disastrous implementation of a new trayline food service system. The facility was under court order to implement the system by mid August. But the food service department has been understaffed by nearly 30 positions resulting in chaos at meal times.

To make matters worse, the equipment

purchased at Manhattan is different from that used in many other state psychiatric centers and requires an extra, time-consuming step in the preparation process.

"It's been a mess from the start," said CSEA MPC Local 413 President Mohammed Hussain. "The whole food service department's been on forced overtime. They've been using housekeeping and maintenance people to serve the meals and it's still practically impossible."

During a recent tour of the facility, one food service worker explained that she had been assigned to deliver lunch to seven floors by herself.

"Of course if the meals don't get delivered on time or if they're not heated properly, who suffers? The patients," Hussain said.

But there is now at least some light at the end of the tunnel as the MPC management promised an additional 22 food service workers will be hired at the facility.

Additionally, the MPC administration has agreed to make improvements in a number of areas including timely processing of overtime payments and proper posting of overtime rosters.

"There's a new management team at MPC and they were extremely responsive to our concerns," said CSEA Labor Relations Specialist Bart Brier. "That's a good sign, but we'll have to see what progress they make when they report back to us in three to four weeks."



MANHATTAN BOROUGH PRESIDENTIAL CANDIDATE RUTH MESSINGER, above, got a first-hand look at the MPC trayline problems during a recent tour of the facility with CSEA Local 413 President Mohammed Hussain, right, and local Grievance Chairperson Larry Colson. At right, meals await delivery in the MPC food service department. Severe understaffing and problems with the equipment has turned mealtimes into chaos since the system was implemented. The MPC administration says improvements are coming.



State officials back work zone speed limit

ALBANY — CSEA's message about speed limits on highway work zones is being spread — this time by high-level state officials.

State Transportation Commissioner Franklin E. White and State Police Superintendent Thomas Constantine both reminded the public in a press release that the new speed limit at all road and highway work zones is now 35 mph.

CSEA lobbied the state Legislature successfully for the law, which will save the lives of highway workers at both the state and local level. Previously, speed limits at worksites were only recommended. With the passage of this legislation, signed by the Governor, the speed limit is set by law at 35 mph.

CSEA President Joe McDermott has urged Constantine to be sure the law is enforced.

"The public employees who work on the highways deserve this protection," he said. "I'm pleased to learn that the state is taking

enforcement seriously."

Constantine and White then called on motorists to observe the speed limit.

"While a prudent speed is always important when traveling our highways, it is especially important to slow down when approaching and driving through work zones," White said. "Driving 35 mph instead of 55 mph through a half-mile long work zone takes a mere 19 seconds longer."

Constantine said his troopers will enforce the speed limit.

"While we hope for voluntary compliance with this new law by the motoring public, our troopers will be enforcing the 35 mph speed limit in highway construction and maintenance work zones to ensure the safety of the workers and the motoring public alike," he said.

The law allows the speed limit to be changed if appropriate.



Petitioning period begins Sept. 8

Elections set to fill 10 vacancies on CSEA's statewide Board of Directors

Ten vacancies on CSEA's statewide Board of Directors will be filled in special elections scheduled to begin in September.

Any member who meets the eligibility requirements can have his or her name placed on the ballot by obtaining the required number of signatures of CSEA members on official petition forms. A candidate must be at least 18 years old, be a member in good standing of the CSEA Local since June 1, 1988, and must not be serving a disciplinary penalty imposed by CSEA's statewide Judicial Board.

Listed below are the vacant board seats and the required number of member signatures for each board seat. Signatures 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.

Board Seat	Number of Signatures Required
Chenango County	41
Cortland County	48
Delaware County	42
Franklin County	55
Genesee County	27
Otsego County	48
Tioga County	23
Ulster County	129
Washington County	15
Wayne County	65

The petitioning period starts Sept. 8th when nominating petitions will be available and ends at the close of business Sept. 19. Signatures must be of CSEA members in

good standing eligible to vote in the election. Petitions previously submitted but received late will not be accepted during the upcoming nominating period.

Petition request forms can be obtained from Local presidents and regional offices.

CSEA's statewide Board of Directors has adopted the following election schedule. The union's statewide Election Committee will conduct the balloting.

- Sept. 8** Start of petitioning period. Nominating petition request forms and petitions available from CSEA regional offices.
- Sept. 19** Deadline for nominating petitions to be received at CSEA Headquarters. Petitions must be received by the CSEA Membership Records Department, Box 7125, Capitol Station, Albany, N.Y. 12224 not later than 5 p.m. Deadline for receipt of campaign statements by *The Public Sector*.
- Sept. 27** Deadline for declinations, 5 p.m.

Sept. 28 Drawing for ballot positions, 11 a.m., CSEA Headquarters, Albany. Candidates (or proxies) may attend as observers.

Address labels available to candidates for mailing campaign literature.

Oct. 2 Deadline for campaign literature to be submitted to CSEA Headquarters for distribution, 5 p.m.

Campaign statements printed in *The Public Sector*. Campaign statements are the personal statement of the candidate and are not be construed as reflecting the opinions or beliefs of *The Public Sector* or CSEA Inc.

Oct. 9 Ballots mailed. Replacement ballots available. **Oct. 24** Deadline for return of ballots, 8 a.m. Ballots will be counted and results announced.

Nov. 1 Protest period ends. **Nov. 13** Election results printed in *The Public Sector*.

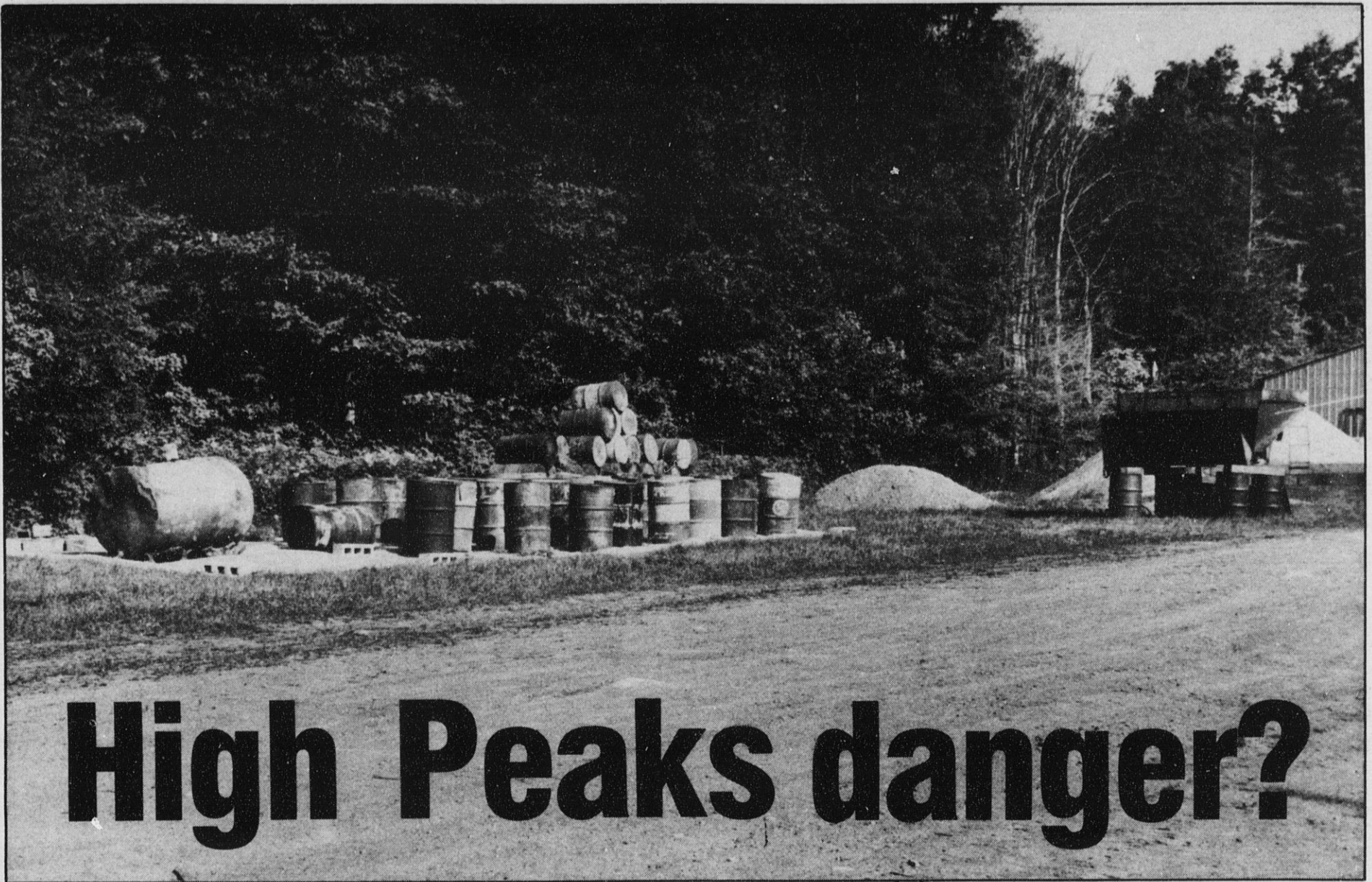
In mail Sept. 14

Ballots to be mailed on election rerun for Local 864 officers

A rerun of the recent election of local officers of Saratoga County Educational Employees Local 864 will be conducted by the CSEA statewide Elections Committee.

Ballots will be mailed to eligible voters on Sept. 14. Replacement ballots will be available Sept. 21.

The deadline for returning the ballots is 8 a.m. Oct. 6.



High Peaks danger?

LAKE PLACID — The Olympic community in the heart of the Adirondack Mountains is now facing a problem more common in the highly populated downstate areas — illegal dumping.

But the source of the potential pollutants isn't local industry. It's the agency that is supposed to be developing the area's potential — the Olympic Regional Development Authority (ORDA).

Tipped off by a disgruntled former employee, an area newspaper printed a story alleging that ORDA illegally dumped various materials near two streams on property ORDA controls.

The local Department of Environmental Conservation (DEC) office at first discovered 15 drums reportedly containing oil buried in a sand and gravel pit near the Mt. Van Hovenberg bobsled run. Further searching uncovered nearly twice as many drums.

DEC then began a second investigation into the illegal dumping of construction and demolition materials at the same site.

In an effort to deal with the controversy, ORDA is blaming a mid-level manager for directing employees to improperly dispose of the materials on ORDA property. CSEA represents 125 ORDA workers.

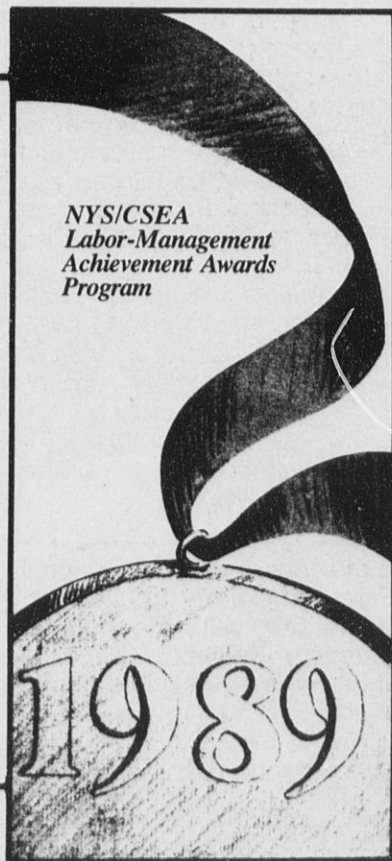
While ORDA management is painting this situation as a singular occurrence, local

residents are wondering what else lies buried on ORDA property.

CSEA's concern is that its members employed by ORDA may be in danger if they are handling potentially hazardous material.

"The local media would like any residents who know of other illegal dumps on Authority property to come forward," said Ken Lushia, CSEA labor relations specialist. "CSEA Local President Bruce Hare has told our members not to move any of the barrels until their contents are known."

"There is only one Lake Placid," said CSEA Capital Region President Al Mead. "It cannot be replaced. It certainly should not be polluted by the entity that is supposed to be ensuring its safe development."



NYS/CSEA
Labor-Management
Achievement Awards
Program

Deadline near on L/M achievement awards

ALBANY — The deadline for submitting nominations for the 1989 Labor/Management Awards presented by CSEA and the Governor's Office of Employee Relations (GOER) is less than a month away.

The awards are made annually to acknowledge employees for special achievements through labor/management cooperation at all levels in the state.

The deadline for nominating an individual, team or committee for the 1989 awards is Sept. 25. The awards ceremony will take place on Nov. 27 at noon in the Empire State Plaza, Meeting Room Six. Award winners will be notified the week of Oct. 23.

Nominations should be sent directly to the GOER/CSEA Labor/Management committees.

Nomination guidelines have been printed in a special brochure, available from your personnel and employee relations office or from CSEA regional offices.

If you have any questions about the programs, contact:

New York State GOER/CSEA
Labor/Management Committees
Suite 1930, One Commerce Plaza
Albany, New York 12260
(518) 473-3416

New faces in CSEA Legal Dept.

Attorney Steven A. Crain

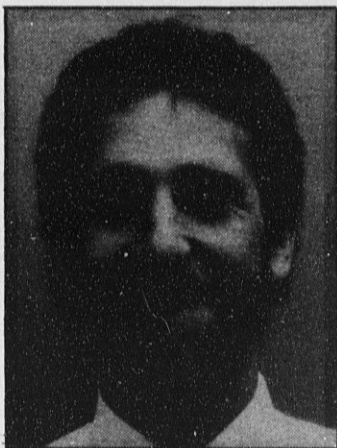
After several years of working for and with various labor organizations, Steven A. Crain has recently joined the CSEA Legal Department as a staff attorney.

Crain worked recently as an Orange County assistant county attorney, and previously worked as labor counsel for the village of Hempstead and as a staff attorney for the Teamsters Local 237 Legal Services Plan.

After practicing labor law from the management perspective, Crain, a 1982 graduate of New York Law School, decided to move to the other side of the table.

"I've always wanted the opportunity to move to the labor side," Crain said "to be on the side of the union, working for the employees."

Crain, who holds a 1976 bachelor's degree from SUNY at Cortland, lives with his wife Mary and their two children in Montgomery, New York.



Attorney Maureen Seidel

Maureen Seidel recently joined CSEA's Legal Department as a staff attorney after leaving a New York City law firm and attending the Northeastern Regional Program of the National Institute of Trial Advocacy (NITA).



A 1988 graduate of the New York Law School, Seidel had her first union experience as a member of the Teamsters, when she was a law clerk for the New York City Corporation Counsel.

This experience gave her a strong interest in representing the public.

"It was the public interest idea that attracted me to CSEA. I wanted to stay in a public service area of law, and CSEA offers me that opportunity," she said.

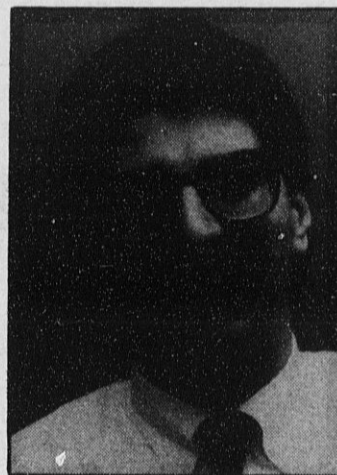
Seidel, who graduated with a bachelor of arts from Queens College in 1981, resides in Albany.



Attorney Robert T. DeCataldo

After working for several Albany law firms specializing in litigation practices, attorney Robert T. DeCataldo recently joined the CSEA Legal Department.

DeCataldo, a 1983 graduate of Western New England College's School of Law, has practiced law throughout the northeast and now resides in Delhi with his wife Kathleen, also an attorney.



DeCataldo, a 1980 graduate of Siena College with a bachelor's degree in political science, got his first union experience growing up with his father, who was a member of the Independent Oil and Chemical Worker's Union for 32 years.

"I have a soft spot for unions," DeCataldo said. "A lot of the benefits that my father got were a direct result of what the union did for him."

Legal Assistant Dennis McKiernan and Paralegal Mary Ellen Childs

The CSEA Legal Department has several other new faces aside from its new attorneys — Legal Assistant Dennis McKiernan, left, is the newest addition to the department, while Paralegal Mary Ellen Childs has been with CSEA for 12 years. McKiernan, a 1989 graduate of the Mildred Elley Professional School's paralegal program, is a former Albany-area police sergeant and lives with his wife, Linda, in Rotterdam. Childs, who lives in Loudonville, worked previously with CSEA's arbitration administrator's office before moving to the Legal Department.



McDermott to retirees: "CSEA needs you"

By Mark M. Kotzin
CSEA Communications Assistant

POUGHKEEPSIE — "Your dedication and hard work built this union. Your experience and energy are still necessary to keep it going and to prepare for the future."

That is the message CSEA President Joe McDermott delivered to CSEA retiree delegates at their fifth annual convention.

McDermott spoke to the crowd of more than 150, praising them as "the activists that made CSEA the great union that it is today." He reaffirmed the union's commitment to fight for retiree legislation, legislation that he says is "right and fair."

The convention gave the retirees a chance to discuss issues affecting them with CSEA leadership, and to learn more about those issues.

It also gave them a chance to speak out. The overwhelming message, as stated by Don Webster, chair of the Retiree Executive Committee, was "we are here — we are a driving force." Many people got to hear this

message, including a representative from U.S. Sen. Daniel Patrick Moynihan and guest speaker state Assemblyman Larry Bennett.

Several health care providers presented seminars, as did CSEA statewide Legislative and Political Action Committee Chairperson Sean Egan and AFSCME Retiree Program Director Steve Regenstreif. The retirees also heard

welcoming speeches from Don Webster and Region III President Pat Mascioli.

During the conference, the CSEA/AFSCME Public Employees Organized to Promote Legislative Equality (PEOPLE) Committee, CSEA's federal Political Action Committee, held a raffle that raised \$216 towards CSEA's federal lobbying efforts.

McDermott praised retiree recruitment efforts, announcing that 7,300 new members joined the retiree division in the past year, enlarging their ranks to 46,000.

While legislative progress has been made, he said, they must continue to fight for what they need and deserve. He discussed the need for a Permanent Cost of Living Adjustment, Mandatory Medicare Assignment and establishing a board of trustees to oversee New York's pension fund.

"Working together, we can continue to see that these efforts will succeed because working together is the way to achieve the things that are right and fair for all of us," McDermott said.

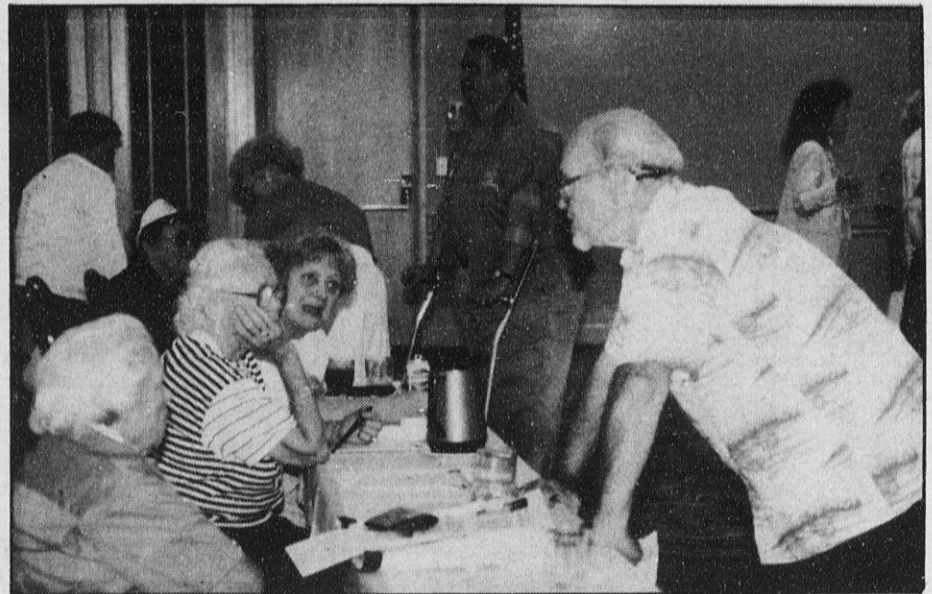


PRESIDENT MCDERMOTT talks with Mary Lynch of Retiree Local 999.

“Your dedication and hard work built this union.”



KATHY CAHALAN, CSEA director of retiree programming, talks with Local 914 member Bob Aubert.



DON WEBSTER, CHAIRPERSON of the Retiree Executive Committee, talks with other committee members after conducting a general business session.

CSEA food drive near completion

The time to act is now!

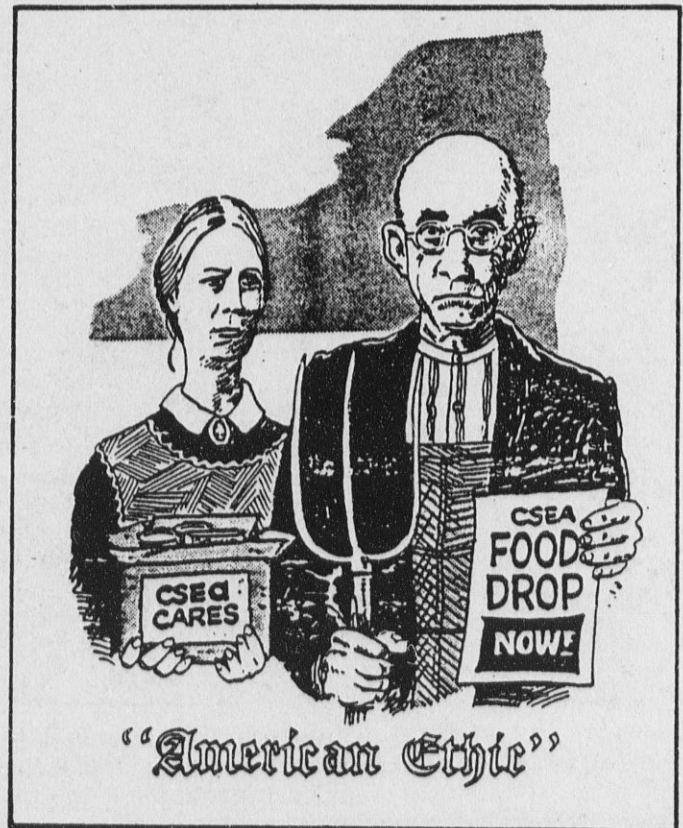
At press time, CSEA locals from Long Island to Buffalo were busy organizing individual food drives as part of the CSEA Cares campaign to help stock the shelves of local food pantries.

"People go hungry in New York state all year long," said CSEA President Joe McDermott. "But most folks only think to do something about it at holiday time.

That's why we set up this drive now."

CSEA has recommended that locals wrap up their effort by Sept. 8, but some locals will be continuing their drives beyond that date.

"There's a real need and CSEA has the ability to make a big impact on the problem if everyone does just a little bit," McDermott said.



Time to vote for CSEA

Nassau County employees say CSEA is the best choice

Nassau County employees will have the opportunity to vote for CSEA as their collective bargaining agent beginning with the mailing of ballots Sept. 6.

Look for your ballot to vote for CSEA, the largest, most experienced public employees union in the state. It's your opportunity to be sure you keep the quality representation you deserve as a Nassau County employee.

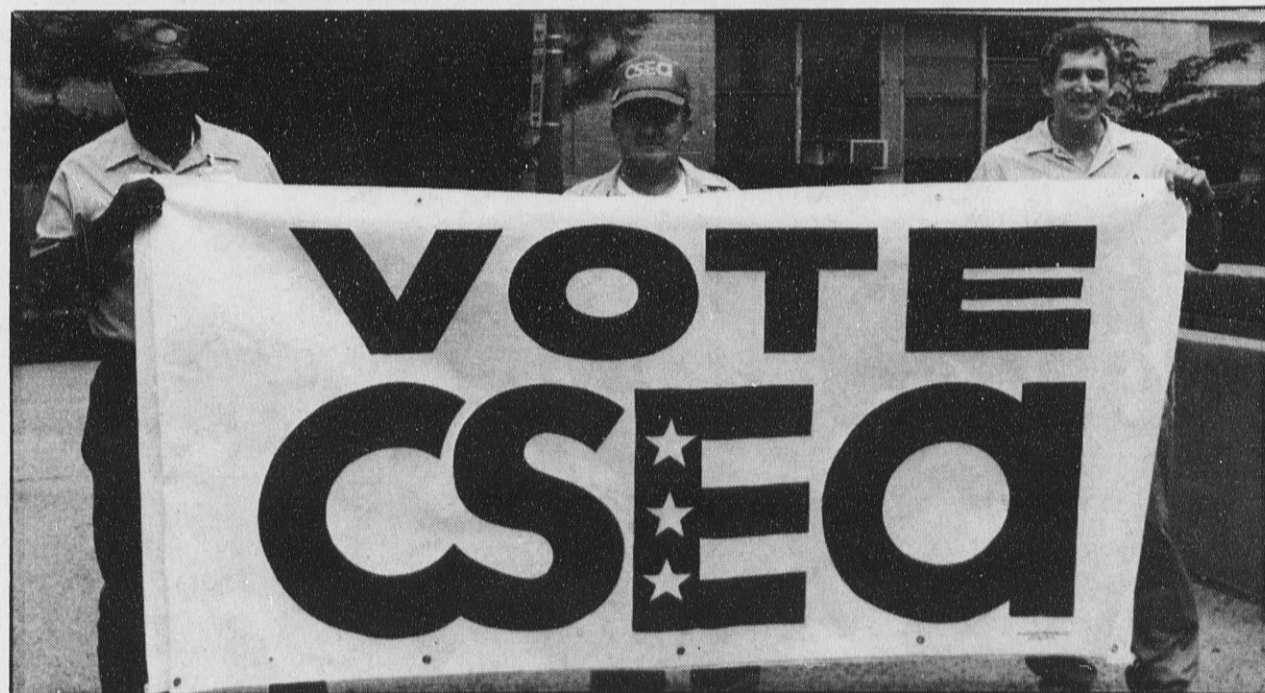
You should receive an official ballot in the mail at your home. If you don't receive a ballot by Monday Sept. 11, 1989, you should call the American Arbitration Association for a replacement ballot. The number for the American Arbitration Association is (212) 484-3220.

You can also get a replacement ballot by calling the Department of Labor at (516) 535-3094 or by calling Nassau County CSEA Local 830 at (516) 535-2919.

The American Arbitration Association (AAA) is an independent election agency appointed by the Nassau County Public Employment Relations Board (PERB) to tally the election results.

CSEA has supported the use of the agency and of a mail ballot to protect your right to vote in privacy and without any outside pressure from anyone.

- * Mail ballots go out Sept. 6.
- * If you don't receive a ballot by Sept. 11, call for a replacement ballot: Nassau CSEA Local 830 at (516) 535-2919; Department of Labor at (516) 535-3094; or AAA at (212) 484-3220
- * Ballots must arrive at AAA by 5 p.m. Sept. 21



AN IMPORTANT MESSAGE — Nassau County CSEA members let their fellow workers know how they feel about the upcoming representation election for Nassau County employees.

The election is by secret mail ballot. Your ballot lists three choices for union representation with a box for you to check for your preference.

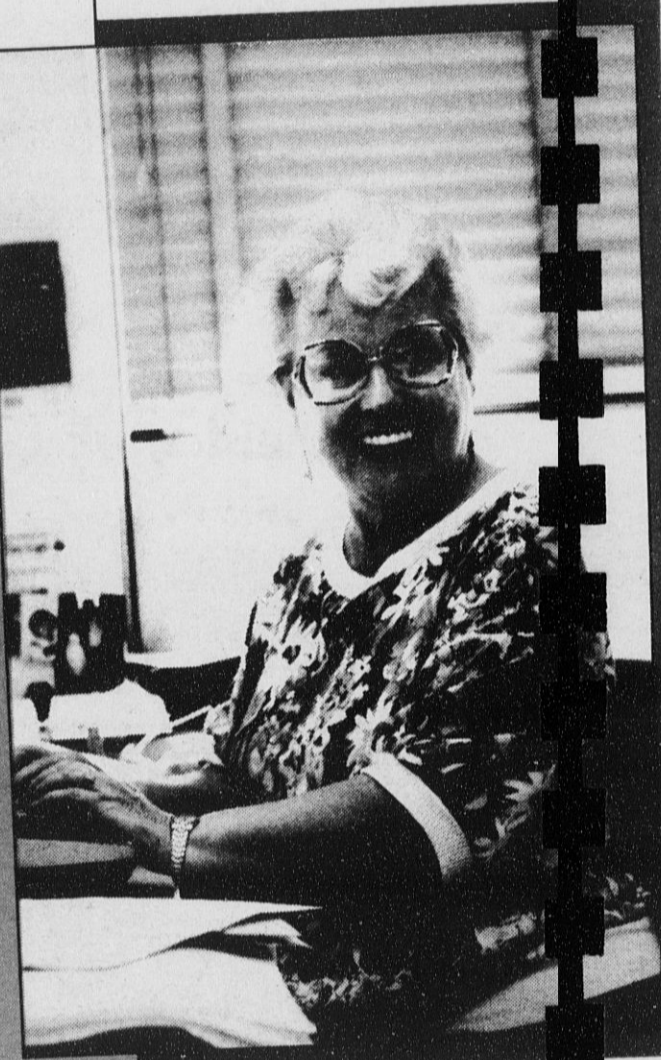
To be represented by The Civil Service Employees Association Inc., Nassau Local 830, Local 1000 AFSCME, AFL-CIO (CSEA), mark the top box.

Once you mark the ballot, you place it in the "secret ballot" envelope provided. Then you place that envelope in the business envelope addressed to the American Arbitration Association.

You must put your name, address and signature on the front of the business envelope as indicated. This allows the ballot counters to be sure you are eligible to vote. Before the secret ballot envelope is opened, it is separated from the business envelope so that no one will know how you voted.

The vote ends Thursday Sept. 21, 1989. Your ballot must be received by the American Arbitration Association by 5 p.m. Sept. 21.

Remember, if you do not receive your ballot by Sept. 11, call one of the three following numbers to get a replacement ballot: Local 830 at (516) 535-2919; Department of Labor at (516) 535-3094; or The American Arbitration Association at (212) 484-3220.



"These ACE people are pie in the sky. They can't deliver."

Adele Prinzivalli — Nassau County Assessment Department

"An independent group wants to represent us...but where is the professional staff to support us?" asks Adele. "Where is the money coming from?"

Good questions, Adele. CSEA/AFSCME has already spent over \$1,000,000 to fight the pay equity lawsuit in the courts. Winning and protecting benefits, pay and jobs takes more than talk. It takes a large staff of expert people. And a lot of money!

If you work for Nassau County, take Adele's advice. "We need the backing of a large organization. Vote CSEA."

YOU NEED A STRONG UNION.

CSEA

Civil Service Employees Association
Local 1000, AFSCME, AFL-CIO

Nassau County CSEA Unit members joined the campaign to remind their fellow workers of the benefits belonging to the state's best public employee union.

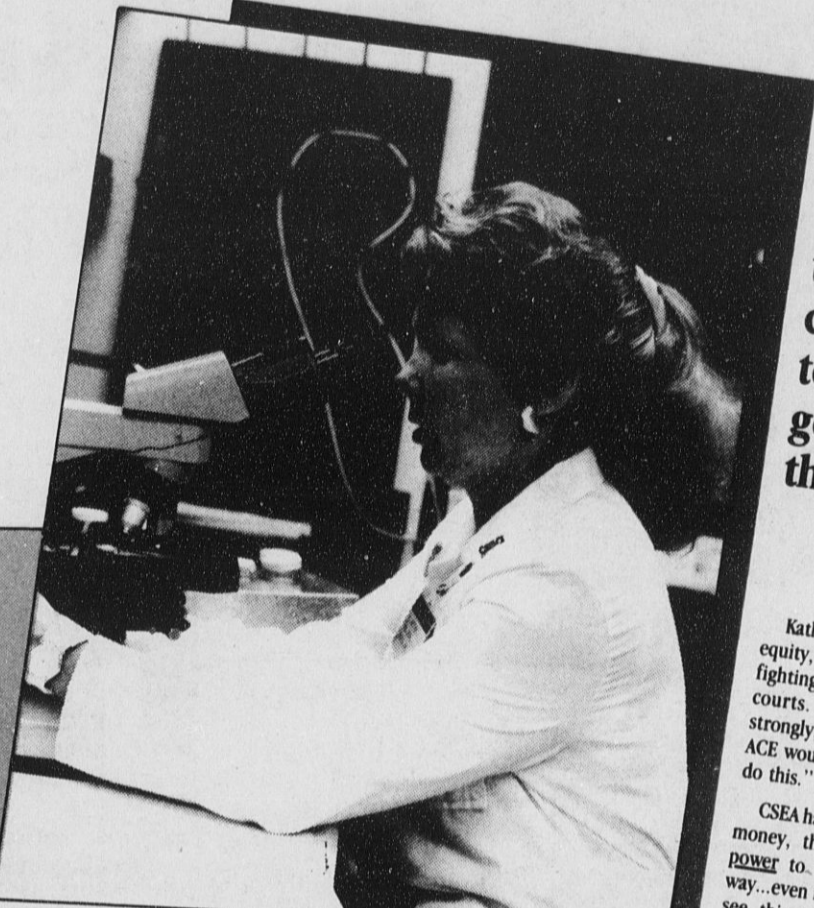
The three members pictured here are working in an advertising campaign to emphasize that CSEA has been hard and getting results for Nassau County employees.

For example, think about the effort involved in CSEA's ongoing campaign to win pay equity for CSEA members in Nassau County.

With more than 250,000 members, CSEA is a huge political force. With its statewide base and its affiliation with AFSCME International, CSEA has nationwide clout and power.

With nearly 80 years history in labor unions and a team of skilled professional staff, CSEA can provide services, clout and political force that no fledgling independent union can match.

When you get your ballot, remember to vote for the state's best public employee union working for you.



"CSEA has taken our cause to court, to see if we can get equality on these jobs."

Kathy Martinez — Nassau County Health Department

Kathy feels strongly about pay equity, and she knows that CSEA is fighting this issue to the finish in the courts. "They're pushing it very strongly," she says. "I'm sure that ACE would never have the money to do this."

CSEA has the professional staff, the money, the clout, and the staying power to support members all the way...even in court, if necessary...and see things to the very end. Kathy worries about her benefits if ACE wins the coming election.

"With a small group, we may lose a lot we've already gotten," she says. If you work for Nassau County...vote CSEA.

"The county knows it can't bulldoze us. I couldn't say the same for ACE."

Kevin Tully — Nassau County Veterans Exemption Division

"With CSEA and AFSCME, we have clout, we have lawyers, we have lobbyists," says Kevin. "When we sit down with county officials, they know where we're coming from. They have to talk about a fair and equitable contract. ACE absolutely, positively can't match this strength."

Kevin is thinking of Suffolk County...where an independent union lacks the clout of CSEA. There, over 1000 jobs have been lost...the union has no contract...and members are facing a reduction in take-home pay!

If you work for Nassau County, Kevin advises, "Vote CSEA...it's the only way."

YOU NEED A STRONG UNION.

CSEA

Civil Service Employees Association
Local 1000, AFSCME, AFL-CIO



Prepare for the future now

Directions is a pre-retirement education program developed and conducted by the state Office for the Aging with joint labor/management funding from New York state and CSEA, the Public Employees Federation and AFSCME Council 82.

Directions conducts pre-retirement planning seminars across the state and has written the "Self-Help Guide to Pre-Retirement Planning" for employees of state agencies.

Directions will answer some important questions about pre-retirement planning for all public employees through this column.

This first column focuses on some of the basic pre-retirement planning questions. Future columns will include a more specific look at financial preparedness, personal adjustments, use of leisure, second careers and a variety of other topics.

What is all this fuss about pre-retirement planning? Can't I just cross that bridge when I come to it?

No, that would be a mistake. Informed, advanced planning is essential to creating the kind of satisfying, happy retirement you want and deserve.

And "creating" is the key word. What you are really doing in pre-retirement planning is "creating" or "inventing" the life you want to live in the future.

With increased longevity, more and more of us have the potential to spend a third of our lives in retirement. Planning in advance to make those years secure and satisfying makes a lot of sense.

OK, so I'm sold on the fact that planning is important. Now how do I go about "inventing" my future life?

Pre-retirement planning is similar to the planning you have done for other life changes, such as marriage, career changes or purchasing a home. You must first know what you want and need, then identify the steps that will get you there and gather information to help you get to your goals. Next, take the actions needed to reach your goals. Check on your progress every so often and decide if any changes are needed. The basic steps are:

- * Self assessment
- * Goal setting

- * Information gathering
- * Action
- * Reviewing and updating.

For your transition to a retirement lifestyle, you will need to work out your plans in such areas as finances, legal affairs, insurance needs, health, housing, work and leisure.

How do I know if I'm financially OK to retire?

Aiming for an income equal to your gross pay before your retirement is unrealistic. Few people have the financial resources to replace their salaries completely, and few need to anyway. You should be able to maintain your lifestyle with 60 to 80 percent of your pre-retirement gross income.

For instance, take your gross salary and multiply it by 70 percent. That will give you a retirement income target amount. Then calculate your take-home pay. That is, the net amount in your bi-weekly paycheck multiplied by 26 checks. This net figure is what you are really living on. See how it compares to your targeted retirement amount.

So now I know how much I need. How do I find out how much I'll get?

You can get an estimate of your Social Security benefit by filing a "Request for Earnings and Benefit Estimate Statement." Call your local Social Security Office.

If you are within 18 months of being eligible for retirement, you can request an estimate of benefits from the New York State Local Employees Retirement System or by calling the retirement system at (518) 474-7736.

How can I get by on less money in retirement?

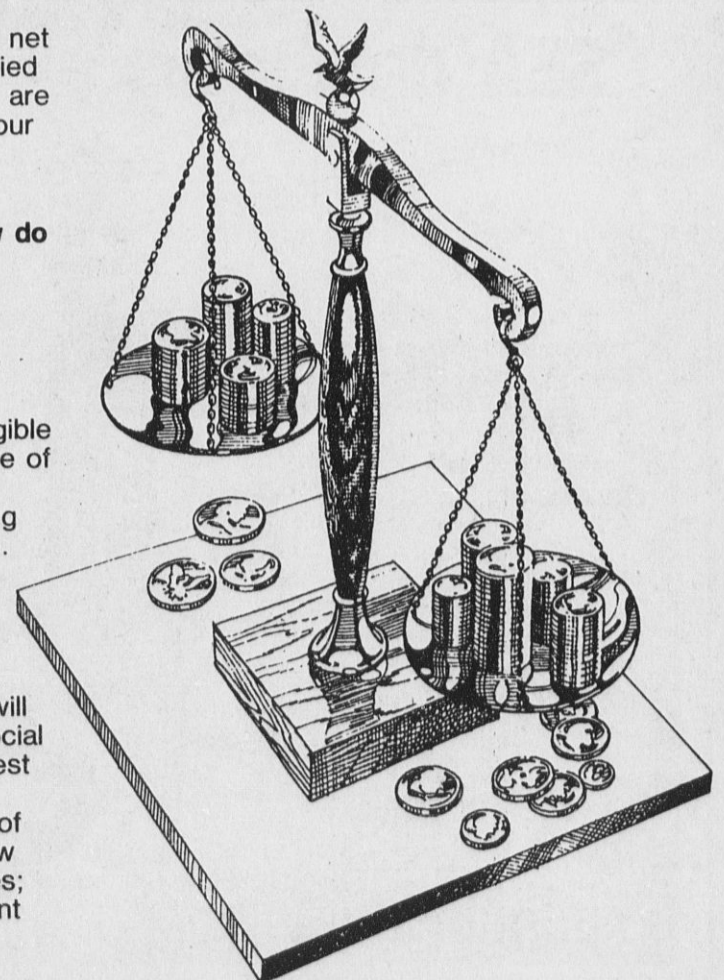
The biggest reason is that your tax bill will drop. If you don't work, you don't owe Social Security payroll taxes anymore. If you invest in municipal bonds as many retirees do, interest is free of federal taxes and often of state and local taxes, too. Think about how much you spend on work-related expenses; they can eat up between 5 and 20 percent of your budget. Housing costs fall as

mortgages are paid off. You can cut back on life insurance coverage once the children are grown. And don't forget about taking advantage of off-peak and senior citizens discounts on entertainment and travel.

If you have a question about your retirement, drop us a card at:

**Directions
New York State Office for the Aging
2 Empire State Plaza
Albany, New York 12223**

We cannot make personal replies, but we'll respond to questions in future columns.



Region V workshop

Activists make commitment

ALEXANDRIA BAY — Finding better ways to serve the members of CSEA was the focus of the union's recent Region V Workshop.

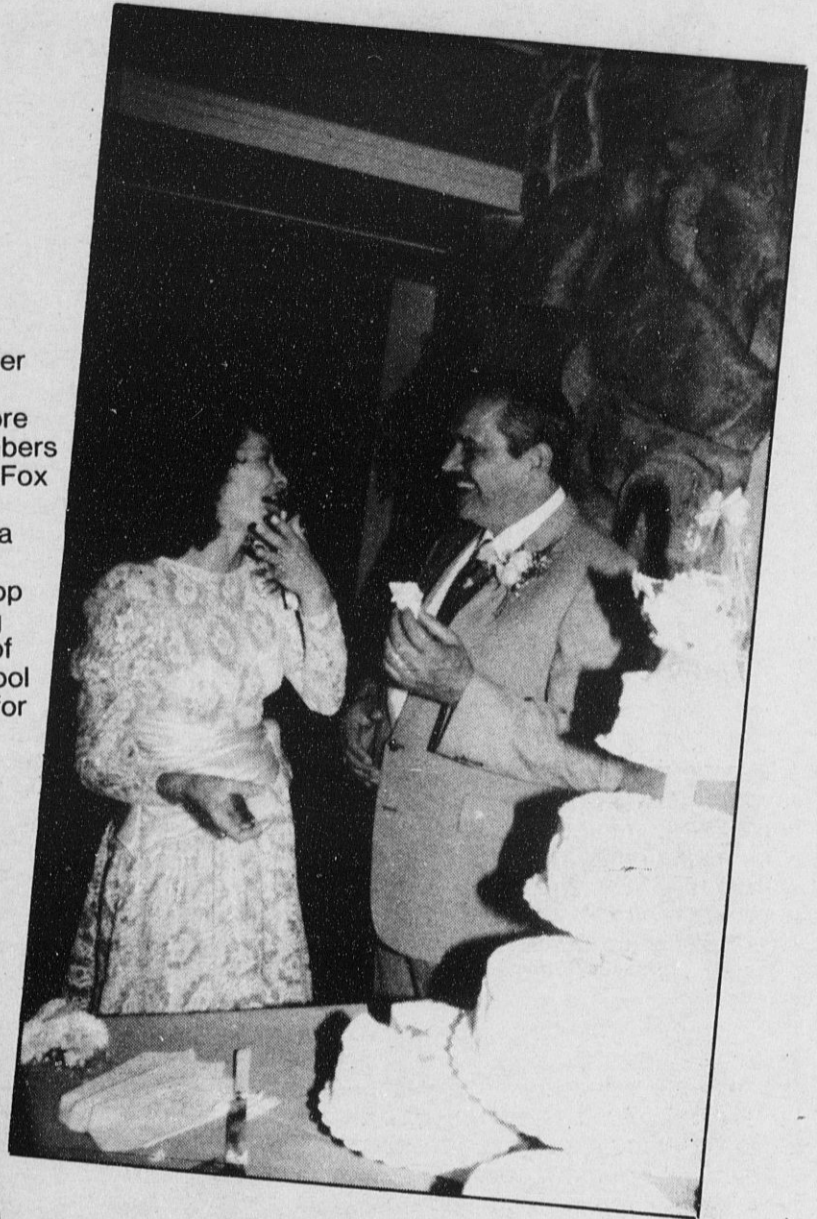
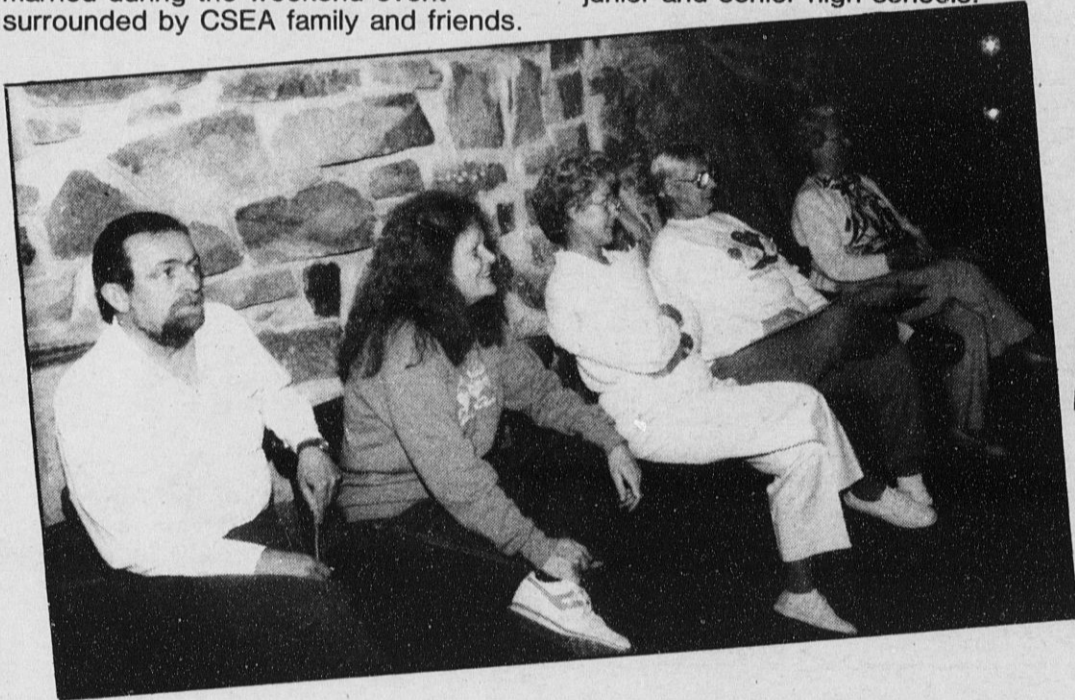
Activists from throughout central New York met to discuss union activities and sharpen leadership skills.

But the highlight of the conference was the real "union" of two longtime CSEA activists. Elmira Correctional Facility CSEA Local 156 President Jack Rathbun and SUNY Binghamton CSEA Local 648 Secretary Mary Drahos were married during the weekend event surrounded by CSEA family and friends.

The couple first met during an earlier CSEA regional workshop.

CSEA Region V President Jim Moore was the best man. Other CSEA members of the wedding party were Mary Pat Fox and Bob Goeckel from SUNY Binghamton and Jan Treat from Elmira Correctional Facility.

Other programs during the workshop included a session on communicating with other people and a description of CSEA's Labor History Project, a school curriculum that has been developed for junior and senior high schools.



THE HAPPY COUPLE — Mary Drahos and Jack Rathbun, both CSEA activists, feed each other wedding cake after exchanging vows at the recent CSEA Region V Workshop. At left, activists listen during one of the workshop sessions.

CSEA delegates attend black unionist's convention



CSEA REPRESENTATIVES STAND WITH AFSCME International Vice President Betty Roberts, third from left. Roberts is a founding member of the Coalition of Black Trade Unionists (CBTU). The CBTU recently held its annual convention in Detroit, Mich., and the following CSEA representatives attended. From left to right are: Local 447 member Lenora Newton and Grievance Representative Sharon Hebb; Denise Berkley, CSEA board representative; Local 447 Grievance Representative Carl Smith and Treasurer Rajeeyah Muwwakil; CSEA Staff Representative Portia Given; CSEA Human Rights Committee Chair Doris Williams and Willie Terry, CSEA's Committee Against Apartheid in South Africa chair. Also attending but not pictured were Collective Bargaining Specialist Deborah Lee, CSEA board representative Elaine Mootry and Local 303 Treasurer Barbara Reese. The convention, recently held in Detroit, Mich., focused on the theme of "The Black Worker: The Struggle Continues." Speakers including CSEA-supported New York City Mayoral Candidate David Dinkins and the Rev. Jesse Jackson spoke to the 1,300 delegates. The four-day long convention addressed many topics including socially responsible pension investment, health care, South Africa, affirmative action, child care, pay equity, the homeless, peace in El Salvador and the Universal Voter Registration Act.

SEFA awards honor CSEA members



CHARLENE BERNAT receives her award from DMV Commissioner Pat Adduci.

ALBANY — Two CSEA members were honored recently at an awards ceremony for the State Employees Federated Appeal (SEFA).

State Department of Motor Vehicles Commissioner Pat Adduci presented trophies to Charlene Bernat and Carolyn McCarthy for the category of Best Local Volunteers Nominated by a Public Employee Union.

Bernat, SEFA chairperson for the state Department of Law, has coordinated the department's campaign for three years. Due to her hard work at jobs such as conducting SEFA seminars, collating campaign reports, and acting as the agency's SEFA problem solver, the Law Department has met and exceeded its goal for all three years that she has been chairperson.

McCarthy, a SEFA volunteer for more than a decade, has held many leadership positions with the state Department of Motor Vehicles' SEFA campaign, and was honored for her outstanding and long-term dedication.



CAROLYN MCCARTHY stands with DMV Commissioner Pat Adduci after receiving her award.

sefa

Poster honors Batavia Sensory Park project



DEDICATION AND COOPERATION of many CSEA Local 200 members and school employees helped make the Sensory Park at the Batavia School of the Blind a reality. This spirit of cooperation was recently honored by the CSEA/GOER Joint Labor/Management Committee, which selected the project to be featured in its "Working Together" poster series. The posters, with pictures of the building of the Sensory Park — a park specially designed to allow handicapped children to learn and play using all five senses — were sent to every state agency and placed on bulletin boards throughout the state. Standing in front of the park with copies of the poster honoring their work from left are: Thomas Sawren, assistant superintendent of the Batavia School for the Blind; Florence Condidorio, program director at the school; Robert Seibold, superintendent; Roswita Apkarian, state Education Department agency labor relations representative II; Red Fitch, CSEA Local 200 member; Sharon Armstrong, Local 200 president; Jim Tripp, Local 200 treasurer, and Barbara Schwind, recreational therapist at the Batavia School for the Blind.

On the run

She races for health

By Ron Wofford
CSEA Communications Associate

BUFFALO — When Pat Longboat of Erie County CSEA Local 815 crossed the finish line in the Buffalo Nissan Marathon, she was capping a journey back to good health that was much longer than the 26-plus mile race.

She finished the marathon in 4 hours, 34 minutes and 41 seconds, running through wet, cold, windy weather. Even though she was running on a sore leg, she still won in the women's 45-49 age group.

"I was wondering if I would be able to finish because my leg was really hurting and I was wet, cold and tired," said Longboat, an employee of the county Social Services Department. "But I got a lot of moral support and encouragement from my husband and my son and they helped me make it to the finish line. It was really neat to win my division. I ran a better overall time in my other marathon, but the weather conditions were much better."

Longboat also got support from her fellow CSEA members through the Local 815 Strider's Club. The club paid her entry fee and gave her the uniform she ran in.

"I started out just walking ... I started jogging for the challenge. Then someone suggested racing."

"It was really great running under the CSEA banner, but I was so bundled up, I'm not sure how many people were aware I was running under the sponsorship of the Erie County Local Striders Club," she said. "I really appreciated the support."

Longboat had special thanks for co-worker Gerry Prince, who is president of the social services section in Local 815, and fellow runner and Striders Club member John Eiss. Eiss, former Local 815 president, is the Erie County representative on CSEA's statewide Board of Directors.

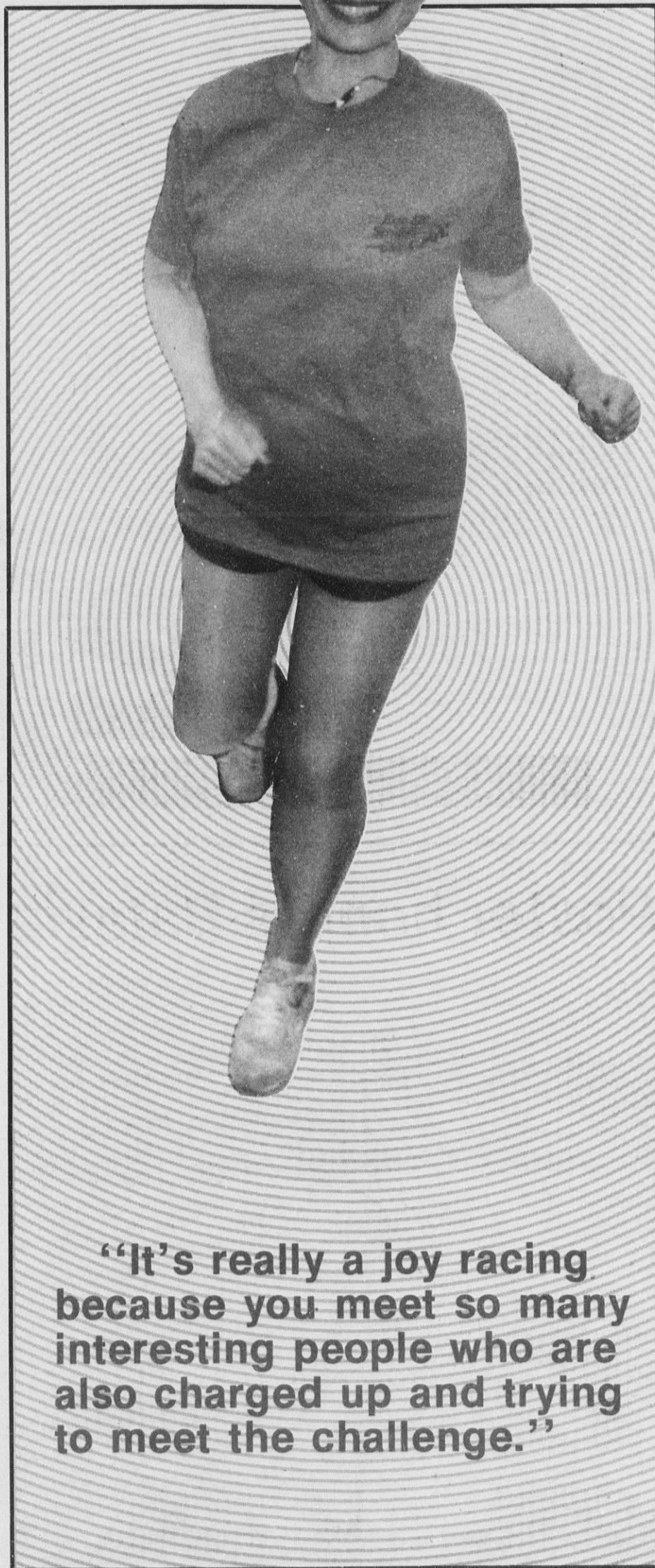
Longboat deserves praise for her tremendous efforts not only in running marathons, but to become healthier. A runner for only two and a half years, she made an extraordinary change in her life by losing 160 pounds to reach her current weight of 110.

"I had many health problems, including hypertension," Longboat said. "I started out just walking to try to attain fitness. After I got fit, I started jogging for the challenge of it. Then someone suggested racing."

"I entered a 5-kilometer race for my first competitive running," she explained. "It's really a joy racing because you meet so many interesting people who are also charged up and trying to meet the challenge."

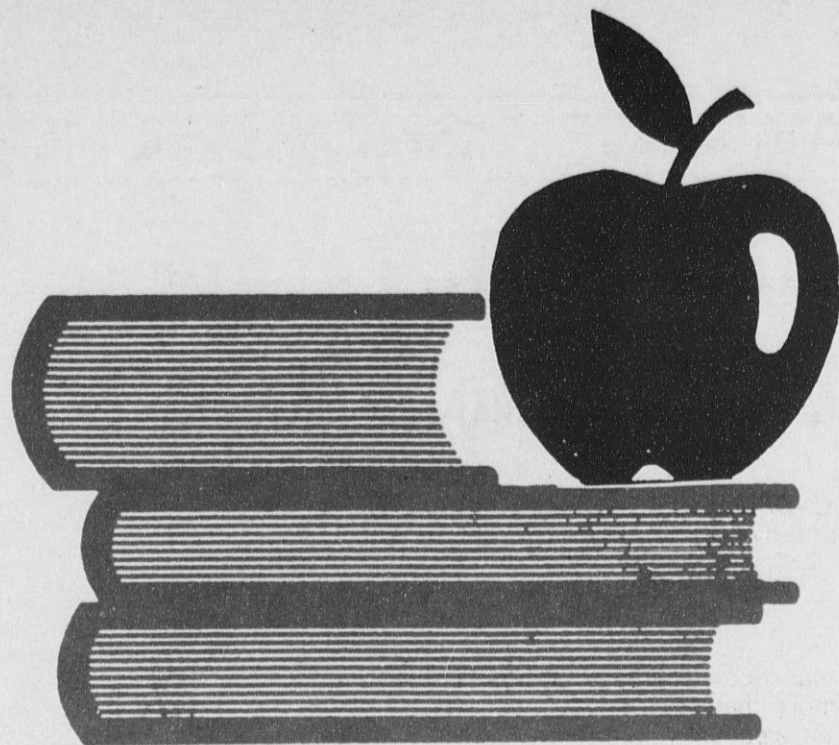
Longboat's next goal is to qualify for the Boston Marathon. "I'll have to get my time down to 3:40 to qualify for my age group, and I have a special reason to want to compete there," she said. "My family is from Boston, and my husband's great-uncle was well known as a marathon runner. He ran in the Boston Marathon."

When she's not running races, Longboat walks and runs daily, sometimes during her lunch hour. When she runs her next marathon in September, she may or may not win, but her efforts to get in shape have already marked her a winner with the greatest prize — her health.



"It's really a joy racing because you meet so many interesting people who are also charged up and trying to meet the challenge."

1990 AFSCME Family Scholarship Awards



Introduction

In 1986 AFSCME celebrated its 50th anniversary, a half-century of commitment to workplace and social justice. As part of the union's commemoration, the officers and International executive board of AFSCME instituted the "AFSCME Family Scholarship Program."

AFSCME has always been future oriented. Our struggle has been to make tomorrow's world a little better, a little more decent and just, than today's. As our society and our institutions become ever more complex, the value of knowledge and understanding increases immeasurably. The English philosopher Francis Bacon once wrote: "Knowledge is power." As we look now to the future, a future where dignity is not just a catchword but a reality for *all* people, we in AFSCME know the truth of Bacon's observation. Coupled with compassion, knowledge is the power needed to break down the artificial barriers — race, sex, age, geographic region, and so on — that are used to divide us. Knowledge is the power to help us all realize we really are one family — in this country and on this planet.

This is what AFSCME has always been about and will continue to be about. We see our scholarship program as a vital component of our effort to build a better life for ourselves and for our children.

Gerald W. McEntee,
International President

William Lucy,
International Secretary-Treasurer

What is the AFSCME Family Scholarship Program?

The AFSCME Family Scholarship Program is an on-going program of scholarships available to children of active AFSCME members. Under the program, 10 scholarships of \$2,000 each are awarded annually to the winners selected from the applicants who meet the eligibility requirements. Once awarded, the scholarships will be renewed for \$2,000 each year for a maximum of four years, provided the student remains enrolled in a full-time course of study.

A group of distinguished labor educators, from both academic and union backgrounds, forms the Scholarship Selection Committee. This independent committee has the task of choosing the scholarship recipients.

Who is Eligible for a Scholarship?

Any graduating high school senior who is a daughter or son of an active AFSCME member, and who intends to enroll in a full-time, four-year degree program in any accredited college or university, is eligible to apply for a scholarship. The scholarship may be used for any field of study.

How Does an Eligible Student Apply?

To apply for an AFSCME scholarship, an eligible student must do the following:

- 1) Complete the "AFSCME Family Scholarship Official Application Form;"
- 2) Write an essay, not to exceed 1,000 words, on the subject: "What AFSCME Has Meant to Our Family;"
- 3) Provide information regarding a parent's AFSCME membership;
- 4) Have the high school provide a transcript of grades, complete the High School Report portion of the official application form, and return the Application to AFSCME before the deadline; and
- 5) Submit the results of either the Scholastic Aptitude Tests (SAT) or the American College Tests (ACT).

As one of the eligibility requirements, a candidate must take either the Scholastic Aptitude Test (SAT) administered by the College Board, or the American College Test (ACT) administered by the American College Testing Program. The applicant is responsible for registering for the test and for paying all fees for the test.

An applicant should have SAT or ACT results reported directly to the AFSCME Scholarship Selection Committee by the organization administering the test. On registration forms for the SAT, the scholarship applicant should write the AFSCME code number 3134 in Item 14. On registration

forms for the ACT, a scholarship applicant should write the AFSCME code number 3134 in Block U. Using the AFSCME code numbers will insure that the applicant's test results will be reported to the AFSCME Scholarship Selection Committee.

How Can a Member Request an Application?

To request application forms for the scholarship program, any interested AFSCME member or his or her child should write to:

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

What is the Deadline for Applications?

Completed applications from high school seniors must be *postmarked no later than* Dec. 31. Applications postmarked after Dec. 31 will not be accepted.

Application Check List

- Official Application Form
- Essay: "What AFSCME Has Meant to Our Family"
- Information regarding a parent's AFSCME membership
- High School Transcript
- SAT or ACT Results

NOTE: For an applicant to be considered, he or she must have all the items on the checklist submitted and be sure that SAT or ACT results are reported to AFSCME by the testing organization or the high school.

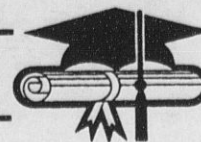
CSEA scholarship applications mailed

Applications for the CSEA Thomas McDonough Scholarship program were mailed to eligible students on August 14.

The \$200 award is made annually to one student from each of CSEA's six regions who previously won a CSEA Irving Flaumenbaum scholarship as a high school senior in 1986, 1987 or 1988.

The scholarship applications were mailed directly to the eligible students. Applications must be returned to the CSEA Scholarship Committee at CSEA headquarters by Monday, Oct. 2. The six winners will be selected in October and award presentations will be scheduled for Thanksgiving week in November.

Questions about the program may be directed to the CSEA Office of Internal Operations at headquarters: 1-800-342-4146, Ext. 319.



Lewis County Local 825 awards scholarships

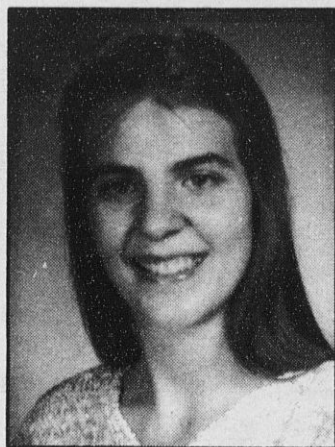
LOWVILLE — The Lewis County CSEA Local 825 recently awarded five scholarships to children of CSEA members. The \$500 scholarships were given to students selected on the basis of academic achievement, school and community activities and financial need.

This is the 13th year that scholarships have been awarded by the small local. The total of scholarships awarded by the local is now more than \$25,700.

The award winners were:

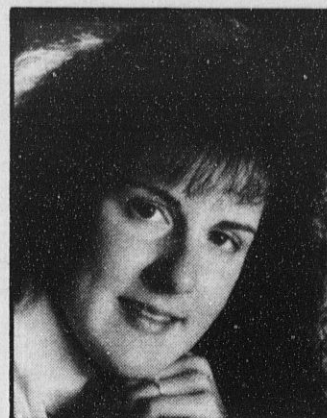
Valerie Roggie

Valerie Roggie, daughter of Merle and Beulah Roggie of Castorland. Valerie is a graduate of Beaver River Central School. A strong academic student majoring in science, foreign language and mathematics, she is a member of the National Honor Society and has been in the accelerated math and science program. She is planning on attending Houghton College. Her mother is a registered nurse at the Lewis County General Hospital.



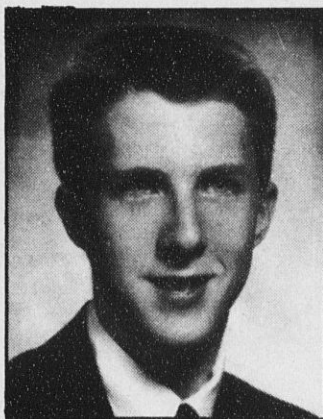
Gretchen Ramos

Gretchen Ramos, daughter of Fred and Janice Ramos of Lowville. Gretchen graduated from Lowville Academy and Central School and has been selected by the state Education Department as a Regents Scholar for 1989. Other outstanding honors include the Elmira College Key Award, membership in the National Honor Society and being a participant in the high school's gifted and talented program. She plans on attending Hamilton College. Her mother is a library aide at Lowville Academy and Central School.



Deborah Hulbert

Deborah Hulbert, daughter of Mr. and Mrs. Gerald Hulbert of Lowville. Deborah is a graduate of Lowville Academy and Central School and a National Honor Society member who has been selected as an outstanding student by the Who's Who Among American High School Students. She plans to attend Herkimer Community College to pursue a career in the paralegal field. Her father is a machine equipment operator for the Lewis County Highway Department.



Scott Scheidelman

Scott Scheidelman, son of Bruce and Karen Scheidelman of Lowville. Scott is a graduate of Lowville Academy and Central School. A National Honor Society member and a New York State Regents scholar, he hopes to major in engineering science at Canton A.T.C. His mother is a typist for the Lewis County Public Health office.



Roberta Swartzentruber

Roberta Swartzentruber, daughter of Marvin and Betty Swartzentruber of Lowville. Roberta is a graduate of Lowville Academy and Central School and is a member of the Latin Honor Society, the National Honor Society and a Regents Scholar. She plans to attend Houghton College to study biology. Her mother is a nurse's aide at the Lewis County General Hospital.

LEAP Student of the Month

Tom Kerrigan is now closer than ever to accomplishing a life-long dream — he is only two courses away from obtaining his associate's degree.

In recognition of his determination and accomplishments, Kerrigan has been selected the CSEA/Labor Education Action Program (LEAP) student of the month.

Kerrigan, a 27-year-old grade 12 stationary engineer at the Mid-Hudson Psychiatric Center, has been attending the Empire State College since last fall and expects to complete his degree in utilities engineering technology in December.

He started his advancement when he completed a four-year CSEA/State Apprenticeship Program in 1988. After

finishing that training, he decided to pursue a college degree.

Since that time, he has been taking classes using LEAP's Tuition Reimbursement Program and enrolling in LEAP courses at



TOM KERRIGAN the college. His advancement speaks for itself — at the beginning of his schooling he was a grade 8 assistant stationary engineer. The degree represents a milestone in his educational career, but he doesn't plan to stop there. Kerrigan said he plans to take more LEAP courses and promotional exams and hopes to eventually be promoted to senior stationary engineer.

LEAP is the Labor Education Action Program of CSEA. It offers tuition-free courses at two- and four-year public and private colleges, BOCES and various state facilities across New York state.

LEAP is available only to CSEA-represented state employees in the Operational Services, Administrative Services, Institutional Services and Division of Naval and Military Affairs units, Health Research Institute and SUNY Construction Fund.

CSEA/LEAP courses are designed to increase upward career mobility in state service, and to improve the quality of life on and off the job.

CSEA BOOKS CAN HELP

IMPROVE YOUR TEST SCORES!

CSEA is offering self-study booklets that should help all members, whether local government or state employees, prepare for examinations and improve their test scores in a wide range of civil service examinations.

A career in civil service generally begins by passing an open competitive examination, and the road to civil service career advancement leads through a series of promotional exams. Developing basic test-taking skills and knowing the exam subject thoroughly are the keys to scoring high on promotional exams.

CSEA is also offering a cassette tape designed to help deal with anxiety associated with preparing for and taking civil service

exams. The tape also includes some relaxation exercises that should be useful in lowering stress levels in general.

The self-study booklets and stress management tape are available from CSEA's Education Department. Each booklet is \$3 and the stress-management tape is \$2.50. Use the proper form below to order preparation booklets for state or local government examinations or stress management tapes. The booklet "Improving Your Test-Taking Skills," suitable for preparing for state or local government exams, will be shipped about mid-September. All other booklets and the tapes will be mailed immediately.

LOCAL GOVERNMENT CIVIL SERVICE TEST PREPARATION BOOKLETS

Civil Service Employees Association
Attn: Education Department
143 Washington Avenue
Albany, New York 12210

Please send me the booklet(s) indicated. I understand the price is \$3 (which includes postage and handling) for EACH booklet I order. I have enclosed a check or money order, payable to CSEA Education Department, for \$_____ to cover the cost of this order.

Improving Your Test-Taking Skills. This booklet is divided into two sections: test-taking tips and sample reading comprehension questions.

BOOKLET

- 1 Secretarial And Typing Series. Review work in supervision, secretarial and typing practices, spelling, punctuation, capitalization, etc.
- 2 Custodial Series. Review work in supervision, building operations and maintenance, ability to read and follow written instructions.
- 3 Social Welfare Examiner Series. Review work in supervision and administration, interviewing, understanding social and human relations problems.
- 4 Caseworker Promotional Exam Series. Principles and practices of social casework, interviewing and supervision.

Please send booklet(s) to:

NAME _____
ADDRESS _____
CITY _____
STATE _____ ZIP _____
SOCIAL SECURITY # _____
CSEA LOCAL _____

(EXPIRES 6/30/90)

Civil Service Employees Association
Attn: Education Department
143 Washington Avenue
Albany, New York 12210

Please send me the booklet(s) indicated. I understand the price is \$3 (which includes postage and handling) for EACH booklet I order. I have enclosed a check or money order, payable to CSEA Education Department, for \$_____ to cover the cost of this order.

Improving Your Test-Taking Skills. This booklet is divided into two sections: test-taking tips and sample reading comprehension questions.

BOOKLET

- 1 Basic Math
- 2 Arithmetic Reasoning
- 3 Tabular Material
- 4 Understanding And Interpreting Written Material
- 5 Preparing Written Material
- 6 Supervision
- 7 Payroll And Purchasing Practices
- 8 Basic Algebra And Elementary Statistics
- 9 Concepts And Principles of Normalization For The Mentally Retarded/Developmentally Disabled: Therapeutic Approaches
- 10 Principles And Practices in The Treatment of The Mentally Ill/Emotionally Disturbed
- 11 How to Take an Oral Exam
- 12 Evaluating Conclusions in The Light of Known Facts
- 13 Understanding And Interpreting Written Material II
- 14 Verbal Analysis/Evaluating Conclusions in The Light of Known Facts II

STATE CIVIL SERVICE TEST PREPARATION BOOKLETS

BOOKLET

- 15 Quantitative Analysis/Understanding And Interpreting Tabular Material II
- 16 Contemporary Government And Social Problems
- 17 Written English/Preparing Written Material II
- 18 Administrative Supervision/Supervision
- 19 Coding and Decoding
- 20 Name And Number Checking/Alphabetizing
- 21 Investigative Techniques/Interviewing
- 22 Memory for Facts And Information/Ability to Apply Stated Laws, Rules And Regulations
- 23 Keyboarding Practices/Using Good Judgment in The Provision of Office Support Services
- 24 Work Scheduling/Inventory Control
- 25 Flowcharting/Computer Work Scheduling

Please send booklet(s) to:

NAME _____
ADDRESS _____
CITY _____
STATE _____ ZIP _____
SOCIAL SECURITY # _____
CSEA LOCAL _____

(EXPIRES 6/30/90)

Stress management audio cassette tapes

Civil Service Employees Association
Attn: Education Department
143 Washington Avenue
Albany, New York 12210

Please send me _____ STRESS MANAGEMENT AUDIO CASSETTE TAPE(S). I understand the price is \$2.50 for EACH tape I order. I have enclosed a check or money order, payable to CSEA Education Department, for \$_____ to cover the cost of this order.

Please send tape(s) to:

NAME _____
ADDRESS _____
CITY _____
STATE _____ ZIP _____
SOCIAL SECURITY # _____
CSEA LOCAL _____

(EXPIRES 6/30/90)



YOUR UNION BENEFITS

AT YOUR SERVICE

A handy reference guide to CSEA member services and benefits

CSEA Toll-Free

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

When you call the toll-free number, a recorded message describes the choices to put you through to the right place for the help you 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 "0" 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 negotiating any plan(s), call: **1-800-342-4274** or **(518) 463-4555** or write:

CSEA Employee Benefit Fund
14 Corporate Woods Boulevard
Albany, NY 12211

Education and Training

CSEA can help you prepare for civil service exams with low-cost study booklets and free-to-borrow video tapes and audio 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 the video/audio tapes or union workshops, call CSEA headquarters at **1-800-342-4146**.

Grievances, Disciplinaries

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

Current Issues Update

To find out what's new and to get information about items of general interest to CSEA members, call toll-free **1-800-342-4146** and press number 5.

AFSCME Advantage Credit Card

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

To obtain an application form, call your CSEA regional office (see adjacent map).

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

Insurance

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

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

AFSCME Advantage Travel Services

Helps you get where you're going, fast. And saves you money in the process!

You can stretch your dollars with the cost-free travel benefits that include guaranteed lowest available airfare, car rental discounts, hotel and motel discounts and a vacation hotline.

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

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**.

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.

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.**



CSEA REGIONAL OFFICES

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

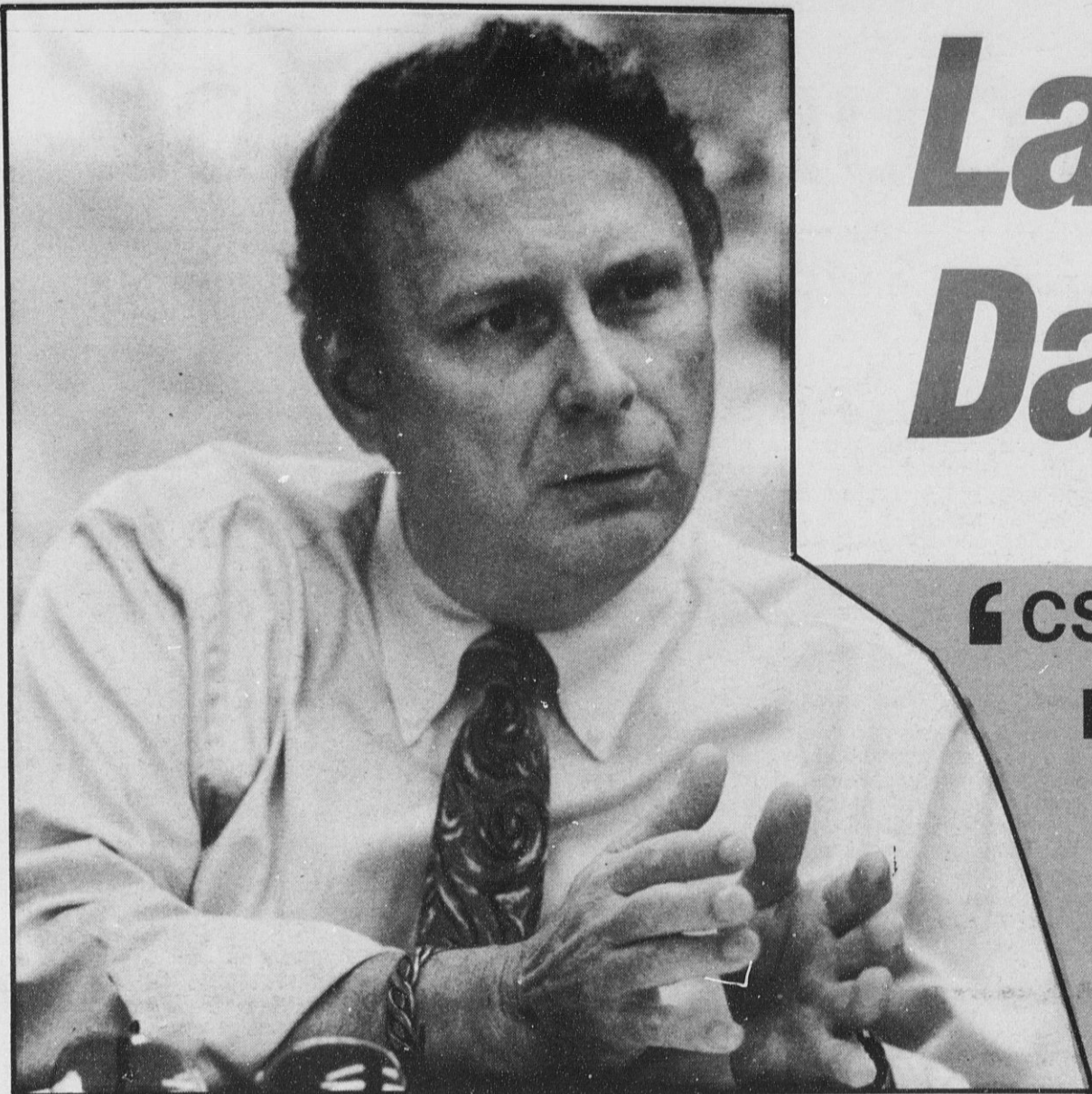
METROPOLITAN REGION OFFICE (2)
Suite 1500
11 Broadway
New York, N.Y. 10004
(212) 514-9200

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

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

CENTRAL REGION OFFICE (5)
Suite 308
290 Elwood Davis Road
Liverpool, N.Y. 13008
(315) 451-6330

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



Labor Day '89

CSEA is a leader in calling for responsible pension investment.

A message from CSEA President Joe McDermott

As we honor workers this Labor Day, we must also honor their security in retirement. CSEA is at the forefront in the fight for secure, responsible pension fund investment.

The New York State Employees Retirement System has emerged as a new battleground for public employees. On Labor Day 1989, we can claim real progress in the war for representation in pension fund management.

For years I have called for labor to have a direct voice in pension fund management. Finally, that call is being heard.

A blue ribbon panel, The Governor's Task on Pension Fund Investment, has recommended sweeping changes that echo in large part our own recommendations. The task force recommends replacing the comptroller as sole pension fund trustee with a seven-member board of trustees. Three of those members would be representatives of the state's public employee unions.

That's only logical. The sole beneficiaries, or owners, of the money in the state Employees Retirement system are the working public employees and the retirees in the system. Yet we've never had a voice in how our pension funds are managed and invested.

The board of trustees would give us that voice.

Using our voice

And we could use that voice to be sure our investments are not only profitable, but also responsible. As a public employee, I do not want my pension funds to be invested in businesses tied to South Africa's apartheid,

religious persecution in Northern Ireland or suppression of freedom anywhere.

I don't want to see my pension funds used in hostile takeovers and company raids that cost workers in New York state their jobs.

I would like to see my pension invested in such a way that we all benefit. I would like to see pension funds investments used to help build New York's economy. I would like to see pension funds used to create jobs within the Empire State. I would like to see public employee pension fund investments benefit all the workers and all the citizens of the state.

I believe that I am not alone. I believe that CSEA is a leader in calling for responsible pension investment, not a lone voice calling for justice.

If our recommendations are implemented, we will have direct input on how our pension funds are invested.

The need for trustees

The pension fund should be overseen by a board of trustees simply because administering a pension fund of this size is too big a responsibility for one person.

The system has assets of \$38.5 billion. It is the third largest pension fund in the United States.

CSEA members and retirees have a huge stake in how these pension funds are managed. More than 40 percent of working people enrolled in the retirement system are CSEA members. One quarter of retirees receiving pension benefits from the system are CSEA members. I am enrolled in the retirement system and so are you. We all

depend on it to help see us through our retirement years.

I have proposed that one of the three public employee representatives be a retiree.

I have urged that when the majority of the board directs the comptroller to invest our funds or convert or sell our assets, that majority must include the affirmative votes of at least two of the public employee members.

I have suggested that our funds be invested in a residential mortgage program to provide decent, affordable housing for you, the members of the retirement system.

A fight worth winning

Gov. Mario Cuomo has endorsed many of these ideas and said he will propose legislation to implement the task force's recommendations.

Our job now is to convince the state Legislature to create a Board of Trustees — including public employee representation — to oversee the retirement system. I will commit whatever resources are necessary to do so. This is a fight worth winning.

We do not fight as public employees alone. I am now chairperson of the state AFL-CIO Public Employees Pension Task Force. All of organized labor is united in this cause simply because how our pension funds are invested affects every working person and every citizen of this state.

As we mark Labor Day 1989, we face the challenge and opportunity of ensuring that those investments benefit the workers, the retirees, the citizens and the economy of the Empire State.