

Nassau County reaffirms itself

CSEA

Country!

See page 20



THE PUBLIC SECTOR

Official Publication of
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Local 1000, American Federation of
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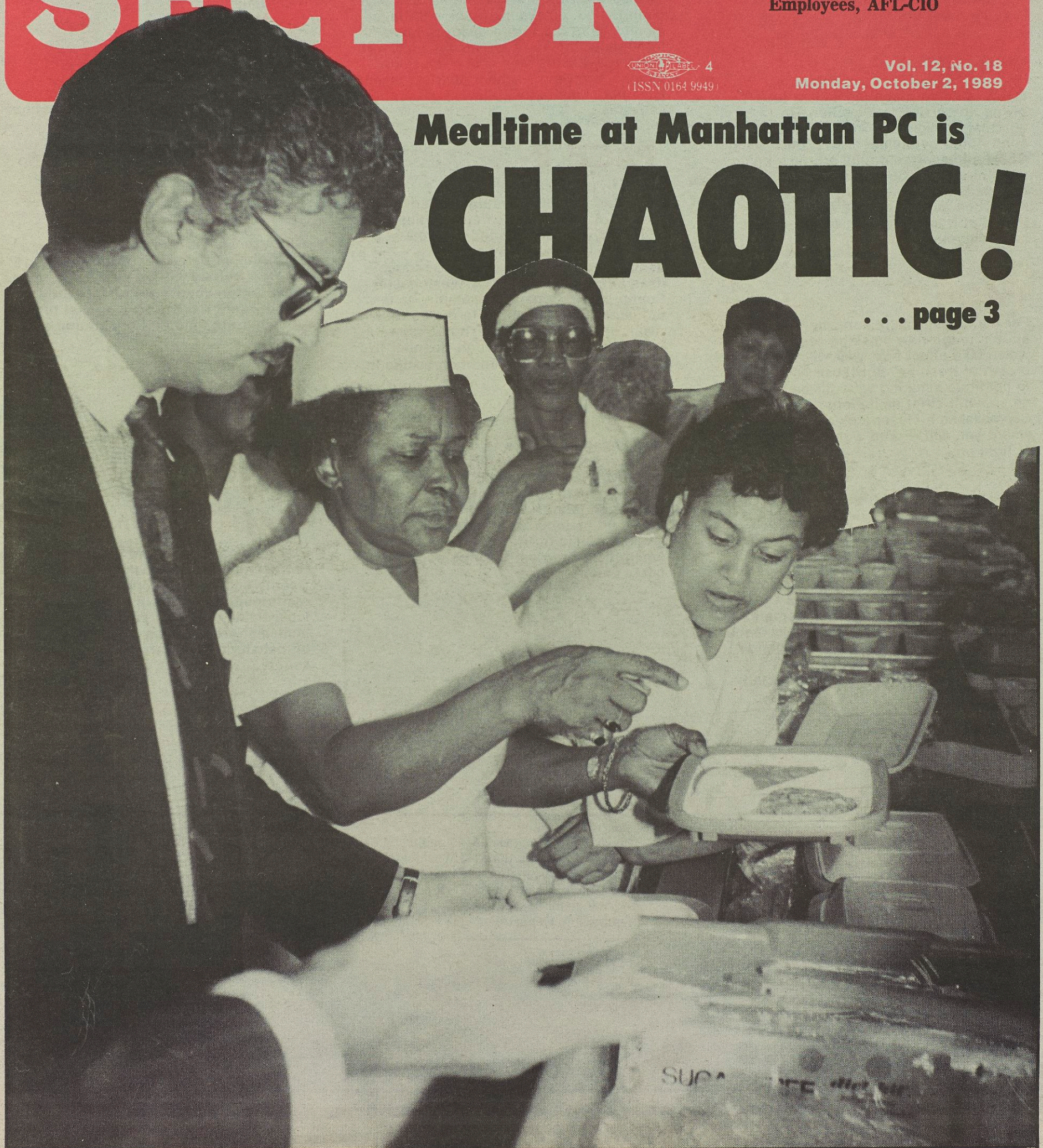
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Monday, October 2, 1989

Mealtime at Manhattan PC is

CHAOTIC!

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INSIDE NEWS YOU CAN USE

PAGE 3

CSEA has initiated a food fight — not with food, but about food — at the Manhattan Psychiatric Center. Mealtimes at the facility are, at best, chaotic due to a combination of understaffing, inadequate food service equipment and management ineptness. CSEA charges the state Office of Mental Health has blocked every union attempt to straighten out the mess.

PAGE 4

CSEA is doing much more than just giving lip service to objections to apartheid policies in South Africa. Funds contributed by members who purchased CSEA anti-apartheid pins are now being used directly in South Africa, and CSEA delegates are expected to pass a resolution supporting the African nation of Namibia's fight for independence.

PAGE 5

For many, especially non-smokers, the state's tough new smoking restrictions which take effect next year will be like a breath of fresh air. But those who want to continue smoking will still be able to do so, with strict limitations. *The Public Sector* takes a closer look at the law and where you will — and won't — be able to light up.

PAGE 6

CSEA has once again jumped into the political arena, giving strong backing to a "yes" vote for two new public buildings in a Town of Colonie referendum Oct. 12. And in the first of many endorsements to be announced by the union for November general election races, CSEA Region IV tells members who the union feels deserves the vote in some Schenectady County races.

PAGE 7

Yet another building, and perhaps many employees, has been contaminated by asbestos fibers. This time it's the Utica State Office Building, where private contractors repairing the roof disturbed asbestos material in a ceiling. Asbestos fibers were spread to other floors of the building via the air circulation system. Thanks to CSEA's effort, employees have been tested for exposure and will be monitored in the future. Many schools throughout the state are also loaded with harmful asbestos, and CSEA is asking members to report school districts which have not complied with laws concerning asbestos.

PAGE 8

A sweep of Westchester County worksites by CSEA has uncovered dozens of health and safety problems. CSEA says its dissatisfied with the response by the county and is demanding corrective action to reduce risks to county workers. A Westchester County Parks Department employee is the latest CSEA member to die as the result of an on-the-job mishap. Frank Peragine died in Mt. Vernon Hospital five days after he was injured in an accident in mid-September.

PAGE 9

Developing strategies to contain the costs of negotiated health plans while preserving and improving benefits is a major problem confronting labor unions. Organized labor has launched a program to inform member of Congress and the general public of the need for a national health care program to bring escalating costs under control.

PAGES 10-11

CSEA's Employee Benefit Fund (CSEA EBF) is marking its 10th anniversary of providing CSEA members with the finest dental, prescription drug and vision care benefits available anywhere.

CSEA President Joe McDermott agrees with a state comptroller report highly critical of the state Civil Service Department.

PAGE 12

The Public Sector has again been named a multiple-award winner in the prestigious Journalistic Awards Contest sponsored by the AFL-CIO's International Labor Communications Association. Entries were received from 181 labor publications in the United States and Canada.

PAGES 13-18

CSEA delegates attending the union's 79th Annual Delegates Meeting Oct. 15 to 20 in Buffalo will be addressing many important policy issues affecting the union. None will be more crucial than updating the union's Constitution and By-Laws.

PAGE 19

Check this page out for sure. A handy reference guide to CSEA member services and benefits. Clip and save it for future references.

PAGE 20

Fresh from an important union representation win in which Nassau County employees overwhelming reaffirmed their faith in CSEA as their labor union, CSEA is pushing for an immediate resumption of contract talks on behalf of 14,000 workers in the county.

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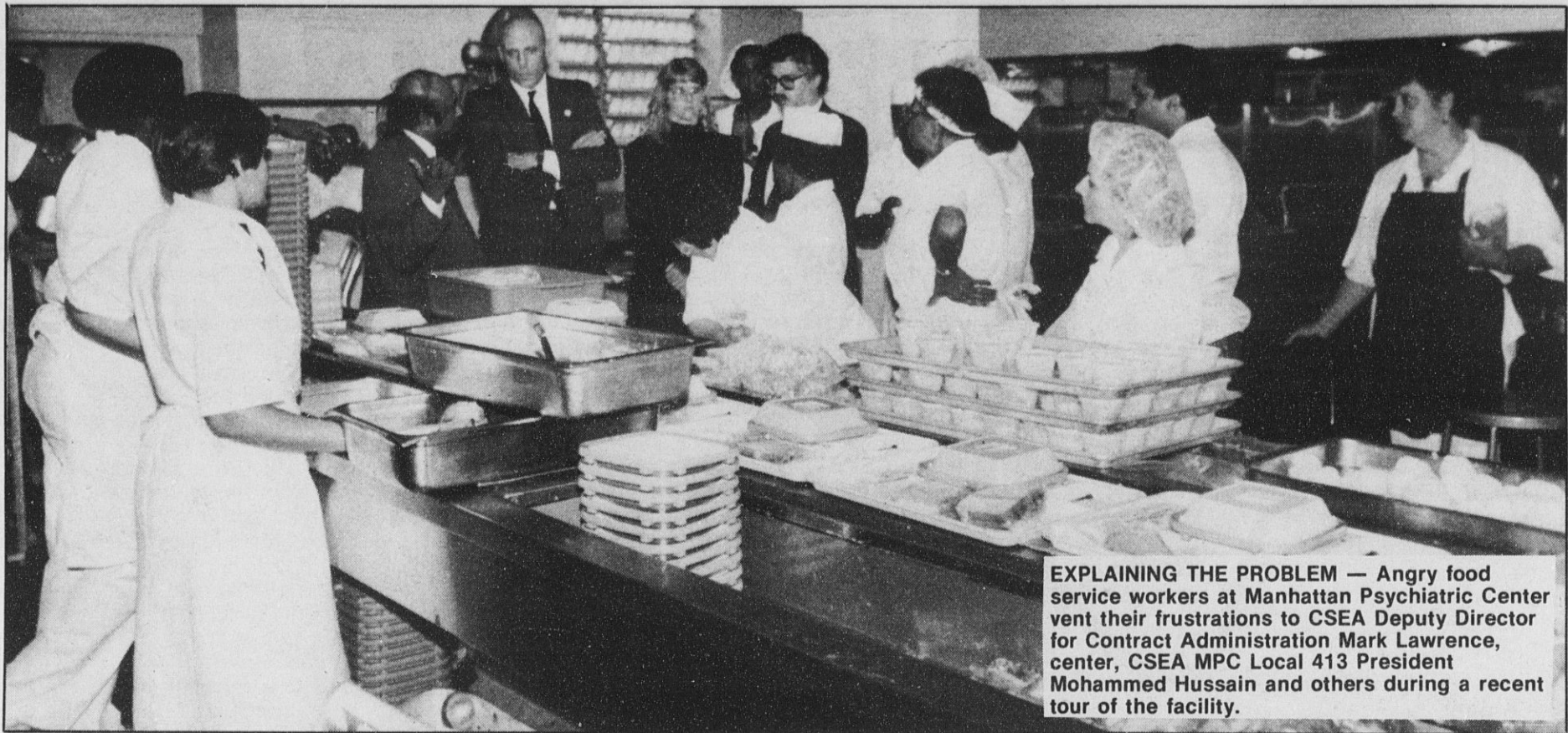
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EXPLAINING THE PROBLEM — Angry food service workers at Manhattan Psychiatric Center vent their frustrations to CSEA Deputy Director for Contract Administration Mark Lawrence, center, CSEA MPC Local 413 President Mohammed Hussain and others during a recent tour of the facility.

Mealtime mess at Manhattan PC

NEW YORK — Foot-dragging by the state Office of Mental Health continues to trip up CSEA attempts to alleviate mealtime chaos at Manhattan Psychiatric Center.

Understaffing, inadequate equipment and management disorganization has turned each meal into a near disaster since the facility implemented a new trayline food service in mid-summer.

"Something has to be done because the situation is a mess and it's getting worse," said CSEA Deputy Director for Contract Administration Mark Lawrence, who recently got a first-hand look at the problems during a tour of the facility with other CSEA officials.

Food service workers frantically moved the cumbersome units through the crowded hallways. Dozens of units lined the corridors, some containing the current meal ready for distribution; others containing the half-eaten remains and trash from the day's earlier meal waiting to be removed.

Back in the kitchen, a group of frustrated and tired employees surrounded the serving area waiting for the return of the dirty units.

"We don't even have enough dishes, trays and silverware to prepare the current meal because it's all out on the wards," explained one of the workers.

Several units were returned to the kitchen.

Still describing the problems the workers immediately set to clearing the trays into the garbage and moving the serving pieces to the dishwashers as if to illustrate the point.

"It's like this all day long," someone said. "We have to do all the clearing just to start each meal — we can never get ahead."

"Management keeps making promises about improvements and they keep breaking them," said Lawrence. "They haven't even followed through on a simple commitment to post an overtime roster so that assignments are made fairly."

The food service department at MPC is

understaffed by nearly 30 positions. All food service employees have been on mandatory overtime since before the trayline system was implemented.

"I even lost a baby-sitter because of all the overtime and it's not easy to find another one," said one of the employees.

Adding insult to injury, the facility is months behind in processing overtime checks.



But even with all of the overtime, meals wouldn't be served at all if cleaners, maintenance workers and MHTAs weren't also pressed into service to help out at mealtimes.

Adding to the difficulties is the fact that the trayline equipment purchased by MPC is different from equipment used at many other state facilities and requires an extra, time-consuming step to heat the food properly.

Employees have difficulty moving the bulky trayline units from the kitchen to the wards. A mechanical tugger is supposed to be used to transport a number of units at once. But no tugger was ever ordered so individual workers must move the units by hand in a demanding delivery process.

One employee might be required to deliver numerous units to several different floors by him or herself.

It becomes a nearly impossible task.

"The supervisors tell you to pull three trucks at a time," said an employee. "And they write you up as lazy if you don't."

Ironically, the trayline system was implemented as part of a court order requiring the facility to improve patient conditions.

The trayline was supposed to make food service operations more efficient.

"Our people can't do the job if they don't have the tools," Lawrence said. "If the job doesn't get done the patients suffer."

"We've made repeated attempts to help with everyone from the facility personnel all the way up to top level OMH officials — and nothing's happened," he said.

"It's unbelievable that they can be this unresponsive when the court is looking over their shoulder."

STRUGGLE CONTINUES — MPC food service worker Kim Torrez contends with several trayline units during a recent mealtime.



Money raised by the sale of CSEA anti-apartheid pins is now being used directly in the battle against apartheid in the South African country of Namibia.

CSEA has made a \$1,000 contribution, raised entirely by the sale of the union's anti-apartheid pins, to the "Dollars for Democracy in Namibia" project of the Northeast Southern Africa Solidarity Network (NESASN) based in New Haven, Conn.

Residents of Namibia, a country of 1.5 million people on the southwest Atlantic coast of Africa, will vote on Nov. 1 to determine their independence from South Africa.

The NESASN contribution was recommended by CSEA statewide Apartheid Committee Chairperson Willie Terry and South Beach Psychiatric Center CSEA Local 446 President Joel Schwartz, a long-time union activist in social and civil rights issues.

NESASN is comprised of representatives from 55 anti-apartheid and anti-racist organizations in the northeastern United States.

Contributions are being used to conduct a massive voter education campaign in preparation for the Nov. 1 Namibia independence election and to provide assistance for refugees returning to Namibia for resettlement.

Members may purchase CSEA anti-apartheid pins by filling out and mailing the adjacent pin order form.

Members who wish to donate directly to NESASN's "Dollars for Democracy" campaign may send their contributions to:

**Northeast Southern Africa Solidarity Network
(NESASN)**

**Dollars for Democracy in Namibia
P.O. Box 1322
New Haven, CT. 06505**

— Namibia independence —

Submitted by President Joseph E. McDermott

WHEREAS: The long and tragic colonial history of Namibia is about to close with the process now underway to hold free, fair and democratic elections in Namibia, under control and supervision of the United Nations on the basis of Security Council Resolution 435 (78). For the first time in their more than a century of brutal repression, foreign domination and apartheid, the Namibian people will participate in the electoral process and determine their own future as an independent nation; and WHEREAS: Several challenges lie ahead for both the Namibian people and the international community to ensure that indeed conditions of peace and security are created, enabling the people to cast their votes without fear of intimidation or interference; and WHEREAS: Already South Africa, the colonial and illegal occupier in Namibia, has shown bad faith by using its repressive army to unleash an anti-SWAPO propaganda campaign; issuing Namibian identity documents to thousands of UNITA elements; using the voting age to 21 years and similar other dirty tactics aimed at rigging the elections in favor of apartheid South Africa's puppets in Namibia; and WHEREAS: The tragic events of April 1, only a few hours after a cease-fire agreement between South Africa and SWAPO came into effect, when the South African army of occupation and its local killer units unleashed a bloody and genocidal campaign against unsuspecting SWAPO forces and civilians celebrating the dawn of freedom, are a sobering, sad reminder of things to come.

THEREFORE BE IT RESOLVED: That CSEA decides to remain vigilant and do everything possible to help the Namibian people attain their genuine freedom by:

1. Putting pressure on the United States government to fully support the letter and spirit of UN Security Council Resolution 435 (78) and to this end pay forthwith its assessed contribution;
2. Mobilizing public opinion and the news media in support of Namibia's independence;
3. Assisting in organizing funds for SWAPO for the repatriation and resettlement of Namibian refugees, including women, children, the elderly and disabled persons — as well as to educate the Namibian population, including workers, in this new and crucial experience, particularly in view of the fact that most Namibians have been denied their rights to education by the apartheid regime; and
4. Organizing independent trade union observers to monitor the electoral process in Namibia, with the view to inform the U.S. public for whatever action may be required;
5. Congratulating the leadership of SWAPO in their heroic fight for independence in Namibia and support their efforts for free elections in Namibia.

The Resolutions Committee made a motion to accept this resolution.

CSEA delegates attending the union's 79th Annual Delegates Meeting Oct. 15 to 20 in Buffalo will vote on a resolution supporting Namibia's independence.



CSEA ANTI-APARTHEID PIN ORDER FORM

Name _____
Address _____

I would like _____ pins at \$2 each.
I have enclosed a check or money order
for the amount of \$ _____

Clip out and mail to:

**CSEA c/o Portia Given
143 Washington Avenue
Albany, New York 12210**

To demonstrate CSEA's opposition to the practice of apartheid in South Africa, the union has created pins with the accompanying graphic. Money raised from the sale of the pins will be used to continue CSEA's battle against the oppression of apartheid.

To order pins, fill out the form left, clip it out, and mail it, along with a check or money order made payable to CSEA, for \$2 per pin to CSEA, care of Portia Given, 143 Washington Avenue, Albany, New York, 12210.

Law restricts smoking

The great state

SMOKEOUT



ALBANY — It will be a while before the smoke clears, but when it does, CSEA members will find it nearly impossible to light up on the job.

The state law severely restricting smoking in public places takes effect in January 1990. (See box below.) Employers who want to institute stricter smoking policies in the workplace must do so by April 1990, but they may institute them sooner. They must also publicize the regulations by April 1990.

The law affects all employees, public and private, and leaves little room for negotiation.

In fact, the only time a smoking policy will come under collective bargaining for public employees is if it is stricter than the state law.

CSEA is encouraging all its members to be sure to ask for negotiations if an employer tries to implement stricter policies.

That will be difficult. The new smoking restrictions cover all employees, including those in local governments, state agencies, courts and the Legislature.

Smoking is forbidden in a variety of public places, including auditoriums, elevators, public transportation, waiting rooms and restrooms. (See box for complete list.)

Public employees who work in any of the places where smoking is forbidden will not be able to smoke while at work.

The law simply restricts or limits smoking in some cases. For example, smoking may be allowed in some places **if** a sufficient area is set aside for non-smokers. Restaurants, bowling alleys and bingo halls fall under that category.

Other rules apply in any workplace where smoking is not completely prohibited under the law:

1. All employees who request it **must** be

given a smoke-free work area. If there are disagreements, the non-smoking employee must have a smoke-free work area even if it means other employees must stop smoking.

2. An employer **may** permit smoking in the following areas:
 - * work areas
 - * company vehicles
 - * meeting rooms
 - * enclosed rooms
3. An employer **may** permit smoking in enclosed rooms **if** they are not open to the public and no non-smoking employee is required to be there.
4. Smoking **may** be allowed in cafeterias, lunch rooms and lounges **if** there is enough area for non-smokers (usually 70 percent of the room) and **if** the smoking area is separated from the rest of the room by walls or other effective ways to stop the smoke from affecting non-smokers.

The law affects all employees, public and private, and leaves little room for negotiation

Under the state smoking law to take effect in January 1990, smoking is prohibited in the following public places:

auditoriums
elevators
gyms
swimming pools
food stores
classrooms
public transportation
ticketing and boarding areas of transportation terminals
schools, including colleges and universities
hospitals (lunchrooms **may** be excepted)

residential health care facilities (lunchrooms **may** be excepted)
theaters
museums
libraries
stores and business areas
arenas
waiting rooms
restrooms
service areas in cafeterias and food stores
hallways
employee medical facilities
areas containing photocopying equipment or other equipment used by employees.



Build Today for Colonie's Tomorrow

Vote "YES" on October 12

CSEA

COLONIE — With the three CSEA Town of Colonie bargaining units supporting the need for safer workplaces, CSEA's Capital Region has endorsed a "yes" vote for a referendum to build two new public buildings.

The endorsement for the Oct. 12 referendum comes from the 2,882 members residing in the town of Colonie.

"CSEA believes that the town needs these two new structures — a Public Safety Center and a Public Operations Center — now," said CSEA Capital Region President C. Allen Mead.

The Public Safety Center will house CSEA members in the Police Communications division and will have \$3 million worth of state-of-the-art communications equipment.

"If the building isn't built this year, the town will lose the federal funding for all of that equipment," Mead said.

The Public Operations Center will house the town's engineering and planning, sewer and water, building and highway, and fire prevention departments.

"CSEA members know that this structure is needed because the current offices of these

departments are becoming overcrowded," Mead said. "These are potential sites of future safety problems."

In an effort to pass the referendum, CSEA is coordinating a campaign with its 145 town members in bargaining units B, C and D to make town residents aware of the issue and the union's position.

"We plan to make the Colonie community aware of the need for these structures and our support of a 'yes' vote on this issue," Mead said.

Capital Region Endorsements

ALBANY — The Political Action Committee of CSEA's Capital Region has endorsed the following candidates in the November general elections.

Schenectady County Legislature

- * District 1 — Charles Drago, Jr.;
- * District 2 — Raymond C. Zanta;
- * District 3 — Elizabeth H. Bean;
— Donald G. M. Cook, Jr.
- * District 4 — Paul E. Fabian

Town of Rotterdam Supervisor

James A. Constantino

VOTE

for your union-endorsed candidates

Update on state upgradings

There was good news for more than 700 CSEA members in 18 different state job titles earlier this year when upgrading opportunities opened up.

After much CSEA prodding, the state Division of the Budget lifted its moratorium on reclassification and reallocation in agencies where the cost of such actions can be absorbed in the current operating budget. The Civil Service Department also announced the procedure for achieving the reclassifications.

But there's been some confusion for state employees with job titles that were not included on the latest list. The upgrading review process did not end with that list; it is continuing.

It may, however, take some time before all titles are reviewed. A recent report by the

state comptroller says that the process is moving too slowly (**See President**

McDermott's column on page 11). Civil Service says that it expects to complete its review within five years.

CSEA will of course push for faster action. In the meantime, the state's review and announcements about job titles will continue.

For example, action is expected this fall on power plant job titles, including stationary engineers. Other job title announcements are also in the works.

If your title hasn't been reviewed yet, don't panic. CSEA will continue its efforts and will provide full details as soon as they are available.



Airborne fibers contaminate Utica State Office Building

By Mark M. Kotzin
CSEA Communications Assistant

UTICA — Several floors of the Utica State Office Building were contaminated by asbestos recently when private contractors replacing the building's roof disturbed asbestos in the ceiling of the 17th floor, which houses the building's air circulation system.

CSEA was awaiting results of tests of building employees for exposure to asbestos as this issue of *The Public Sector* went to press.

PASSED THROUGH THE AIR

CSEA Industrial Hygiene Specialist Joanne Curtis said that in addition to contaminating the 17th floor area, asbestos fibers were transmitted, apparently by the air circulation system, to the eighth floor offices of CSEA-represented state Department of Education Office of Vocational Rehabilitation (OVR) employees.

When the state Office of General Service (OGS) originally monitored the eighth floor area after the incident, Curtis said they found the highest concentration of asbestos CSEA has ever seen in an office setting, especially one so far from the original asbestos source.

OGS CITED FOR VIOLATIONS

A state Department of Labor (DOL) investigation found the debris on the 17th floor contained as much as 35 percent asbestos. DOL cited OGS for having asbestos accumulations on the surface area of pipes and on the floor, for allowing 17th floor maintenance employees to dry sweep the hazardous material and for failing to monitor 17th floor employees for asbestos exposure.

After the asbestos was detected, CSEA Utica State Employees Local 014 President Sheila Sears met with union and management officials to ensure that employees received proper treatment and monitoring.

OGS SLOWLY COOPERATES

After DOL's investigation, OGS responded quickly to minimize health risks to employees on the 17th floor. They immediately sent a group of 17th floor workers to undergo physicals and training for certification as asbestos handlers. All employees were ordered out of the 17th floor until they were certified. OGS also sent certified asbestos handlers from Albany to operate the air handling equipment until building employees received their training.

While OGS took action with the 17th floor employees, the union was less satisfied with how eighth floor workers were treated. The union said the state failed to monitor employees on the lower floor and filed a complaint charging OGS violated the Public Employee Safety and Health (PESH) Act.

Soon after, OGS cooperated with CSEA's request and had the eighth floor employees tested. Those test results are not yet available.

A GRATEFUL CSEA

Curtis said that CSEA was grateful for the cooperation that CSEA received from OGS.

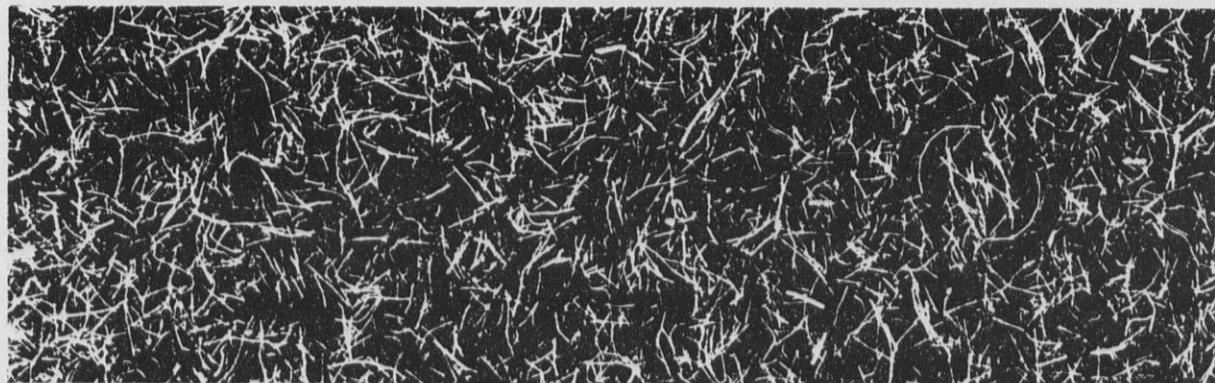
"We were very lucky to have encountered an enlightened and cooperative management at the building," she said.

Curtis said CSEA was also proud of how Sears handled the situation.

"This was a good example of how a local president quickly responded and familiarized herself with asbestos regulations and worked with management to help resolve a serious health and safety problem."

WILL THEY CLEAN UP?

According to Sears, who works in the building, CSEA is still concerned because the asbestos threat has not yet disappeared. Unless the asbestos is removed, it could again get into the air system. CSEA is pushing for OGS to allocate the funds to get the building cleaned of any hazardous asbestos containing materials.



Note for school
district employees:

You should be trained

CSEA wants to ensure that school districts comply with federal laws for training all school employees about the hazards of asbestos and how to deal with them.

The union is asking its members to report incidents where school districts have not complied with the laws to their regional labor relations specialists, who will then report to CSEA's safety and health department.

The laws are twofold. They establish training guidelines for school employees, as well as mandating management plans detailing asbestos locations, removal and any incidents involving the toxic substance.

The training mandates that all school maintenance employees must undergo a two-hour training session that includes information regarding asbestos, its forms, uses, health effects, where it is located in school buildings, how to recognize deterioration, and other pertinent information.

School district employees who conduct activities that may result in the disturbance of asbestos containing building materials (ACBM) must also receive an additional 14 hours of training covering proper methods of handling ACBM, the use of respiratory protection, personal protection measures and hands-on training in good work practices.

School districts must also keep a copy of their management plan, detailing asbestos control programs, inspections, re-inspections and periodic surveillance, and make this plan available to the public, school personnel, parents, the Environmental Protection Agency (EPA) and the state. The plan must be available, without restriction, for inspection during normal business hours.

Each school must also keep a copy of their management plan, which must be equally available. The plan must be accurate and kept up to date. Records must be kept after a plan has been submitted to the state of relevant events, including: response actions and preventative measures, training of personnel, periodic surveillance, re-inspection and assessments, cleaning activities, small-scale, short duration operation and maintenance activities, other maintenance activities and fiber release episodes. These records must be kept for three years after required inspections, following any ACBM removal.

County employee dies after work accident

MT. VERNON — A Westchester County employee died following an on-the-job accident in September, and CSEA is investigating the circumstances.

Parks Department employee Frank Peragine, 60, died from injuries he suffered when a dumpster struck him in the shoulder, knocking him to the ground.

According to a report by county officials, Peragine and a co-worker were assigned to the county garbage truck and were working in a county park. They were unloading garbage from dumpsters by hooking the dumpsters to

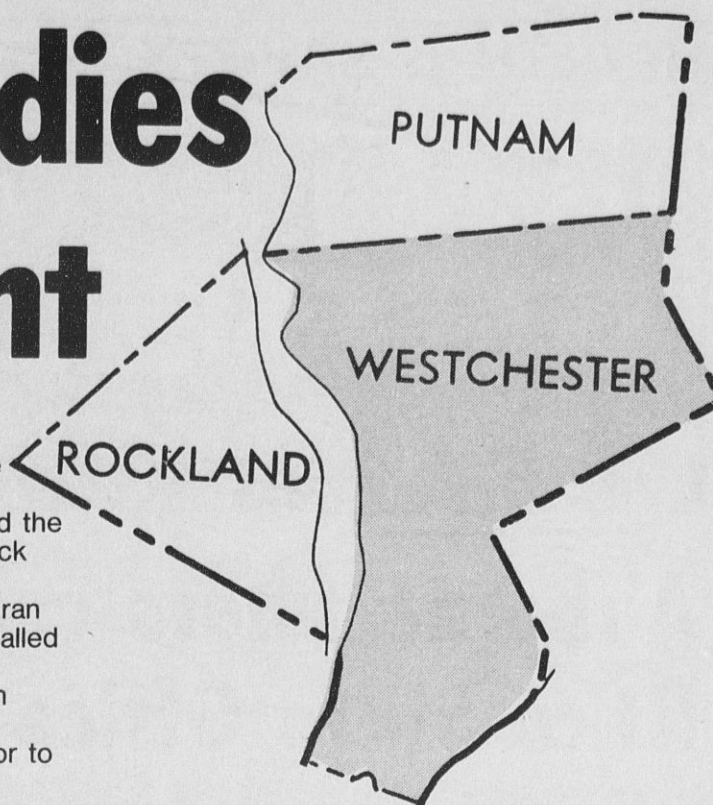
the back of the truck.

Peragine's co-worker was operating the controls when a chair in the dumpster apparently impeded the lift. As he lowered the dumpster, it spun from the truck and struck Peragine.

The co-worker locked the controls and ran to Peragine. A police officer in the park called an ambulance.

Peragine was transported to Mt. Vernon Hospital, where he died five days later.

CSEA called on the Department of Labor to investigate the accident.



Westchester safety sweep

CSEA calls for meetings to correct safety problems

By Anita Manley
CSEA Communications Associate

WHITE PLAINS — CSEA uncovered a number of safety and health problems during a safety sweep through several Westchester County departments.

To ensure that those problems will be corrected and the safety of county workers protected, CSEA has called for a series of meetings with county officials.

Problems ranged from unhealthy ventilation systems to inaccessible fire extinguishers to improperly labeled red-bag waste, according to CSEA Health and Safety Specialist Bob O'Connor.

For example, the county Board of Elections Office has inadequate ventilation and improper equipment for VDT stations, O'Connor said.

VDT workstations in the office "permit only a limited degree of adjustment by workers. Glare screens were not provided for terminal screens," he said, "and the present design of the workstations encourages muscular distress and eye strain."

Operators have also reported that they find it difficult to maintain the concentration required for their detail-oriented work.

During his tour of the county print shop, O'Connor said he was concerned with the lack of training for safe handling of chemical hazards, improper storage of flammable and combustible liquids, inadequate ventilation, inaccessible fire extinguishers and a lack of facilities for cleaning eyes in the event of exposure.

The Department of Labor cited the county last year for not implementing a Hazard Communication Program, O'Connor said.

Unmarked exits, a blocked fire extinguisher, friable insulation on pipes, improper wiring, lack of identification tags on red-bag waste and inoperable window fire exits were among the concerns in the county jail building.

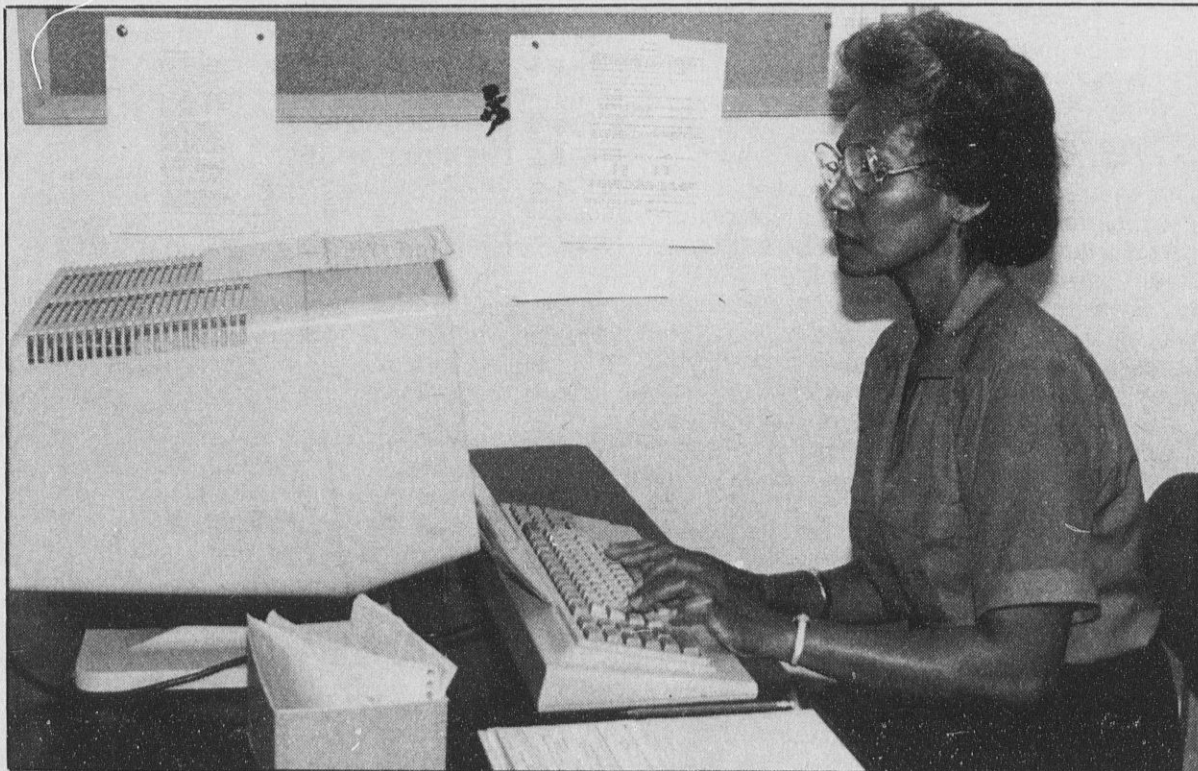
Safety hazards at the County Medical Center were also cited. They included exposure to dust, lack of a warning sign on the Medical Waste Collection Room door, use of extension cords in the cafeteria, the need for a licensed asbestos waste handler and the lack of machine guarding on a tablesaw in the carpenters' shop.

An earlier inspection of the Yonkers District Department of Social Services Office resulted in a meeting with the commissioner's office.

The commissioner reported that the building landlord had signed a contract to repair the roof. If the repairs are not completed soon enough, the county will do them.

Dangers include:

- * lack of safety training
- * improper VDT equipment
- * inadequate ventilation



WESTCHESTER COUNTY Board of Elections employee Eloise Ward works on a VDT which is set up on a desk that is inappropriate for the equipment.

National Health Care Now Is The Time

For everyone who needs it

Editor's note: CSEA through its international union, AFSCME, and the AFL-CIO, is backing the concept of national health care plans to ensure that everyone who needs health care will receive it. The AFL-CIO has begun a campaign to involve unions at every level. The following article is the first in a series which will explain the campaign and the need for national health care coverage.

The AFL-CIO Campaign for health care reform

The AFL-CIO has been helping international unions identify strategies to contain the costs of negotiated health plans while preserving benefits. We will continue to work on this front to develop initiatives to stave off employer efforts to shift costs to workers. Recent collective bargaining negotiations have demonstrated the need for the AFL-CIO to launch a national campaign to bring information to the members of Congress, the press and the public at large about the difficulty of maintaining health benefits and the need for a national health care program to bring costs under control.

National Health Care: Now is the time

The call for national health care reform is now being echoed in many quarters. In recent years health care prices have consistently risen two times faster than other services in the economy.

Health care is now consuming almost 50 percent of corporate profits. Higher deductibles and co-insurance are putting the squeeze on household budgets. The number of people without insurance is approaching 40 million.

The AFL-CIO has long advocated national health care legislation. But for the past 10

years, many members of Congress and most corporate leaders have been willing to leave health care reform to the "voluntary" efforts and providers and purchasers.

Recently a number of businesses have gone on record with their unions in calling for health care reform now. These businesses include the "big three" auto companies, Bethlehem Steel and AT&T.

Now is the time to turn the growing consensus for national reform into a plan of action. But unless we play a leadership role on the local, state and national levels, other groups will define the agenda.

Therefore, the AFL-CIO is mounting a grassroots effort to lead the campaign for national health care reform. We will work with members of Congress to develop legislation that will:

- control costs,
- improve quality of care; and
- expand access.

We can win

This is a campaign which will complement and assist your union at the bargaining table and, at the same time, be an essential part of a coordinated national effort to solve the problem.

Union activists will be asked to talk to union members and to management about declining health care coverage and the pressures rising costs put on collective bargaining.

We will encourage unions to pool their resources to boost the power of the message.

We will work with other consumer organizations to strengthen the ad hoc labor-consumer coalitions.

We need to take advantage of every opportunity to demonstrate that the unions of the AFL-CIO are leading the way to national health care, and now is the time.

What's next

The AFL-CIO will work with members of Congress and their staffs on the development of a national health care bill. We hope for introduction in 1990.

In every state, in every city, several steps must be taken to begin the campaign: We will need case studies that illustrate the need for reform; and we will need to join or create local and state coalitions.

And we need to get information to our members to get the message out.



More than 2 million times a year CSEA members are reminded of one of the most visible and valuable benefits of their union membership.

Each time an eligible CSEA member or dependent has a drug prescription filled (more than 1.7 million a year), a dental claim paid (more than 300,000 annually) or a vision care voucher fulfilled (more than 70,000 times each year), they realize the value of the CSEA Employee Benefit Fund (CSEA EBF).

CSEA EBF this year marked its 10th anniversary of providing dental, prescription drug, vision and legal benefits.

A decade of growth

CSEA EBF was created a decade ago as a trail-blazing negotiated benefits program providing dental insurance for CSEA-represented employees in three state bargaining units. Today CSEA EBF manages more than \$60 million annually in employer contributions for more than 125,000 CSEA-represented employees in six statewide and more than 260 local government bargaining units.

In 1979 CSEA EBF began providing improved dental coverage for state employees by negotiating contributions from the state of \$50 per quarter, per employee. Today the Fund provides its wide range of benefits with negotiated contributions of \$570 per year for each state employee.

Saving you millions of dollars

The benefit to the CSEA member enrolled in CSEA EBF is obvious. The more than 1.7 million drug prescriptions filled each year by CSEA EBF total nearly \$26 million. The average CSEA member receives 15 prescriptions a year under the plan. CSEA EBF pays out an additional \$24 million annually for more than 300,000 dental claims. And nearly \$5 million is paid out on more than 70,000 vision plan

vouchers each year.

Local governments began "buying in" on the Fund's excellent benefits for employees by negotiating for participation soon after CSEA EBF was begun. Today CSEA members in about 260 local government bargaining units are enrolled in one or more EBF benefit program tailored to meet their special considerations.

CSEA EBF and local government

"My goal is to have CSEA EBF programs included in every single package the union lays on the bargaining table in local government negotiations," said CSEA President Joe McDermott, who is also chairman of the CSEA EBF Board of Trustees.

"Through negotiations we can work within the financial considerations of the local governments to provide maximum benefits to the employees for the contributions available," McDermott said. "Our objective is to provide benefits for all CSEA members."

A brief history

When CSEA EBF began in July 1979, a new Prescription Drug Plan with a co-pay was instituted and dental coverage was improved by eliminating the deductible and reducing the eligibility waiting period. Both programs were further improved, and in November 1981 CSEA EBF introduced its no-charge Vision Care Plan.

A Mail Order Generic Maintenance Drug Program was begun in January 1983. A Generic Drug Incentive Plan went into effect in 1986, and later that year a deluxe dental coverage plan, The Horizon Plan, went into effect. A unique VDT Occupational Vision Benefit Plan for users of video display terminals became operational in November 1988. Vision Plan coverage for all local government units increased in January 1989.

The EBF Board of Trustees

The CSEA Employee Benefit Fund (CSEA EBF) is administered by a seven-member Board of Trustees.

CSEA Statewide President Joe McDermott is chairman of the CSEA EBF Board of Trustees. McDermott has been a Fund trustee since 1981.

C. Allen Mead, president of CSEA Region IV, has been a Fund trustee since 1988.

Irene Carr, CSEA statewide secretary, has been a Fund trustee since 1979.

James J. Moore, president of CSEA

Region V, has been a Fund trustee since 1979.

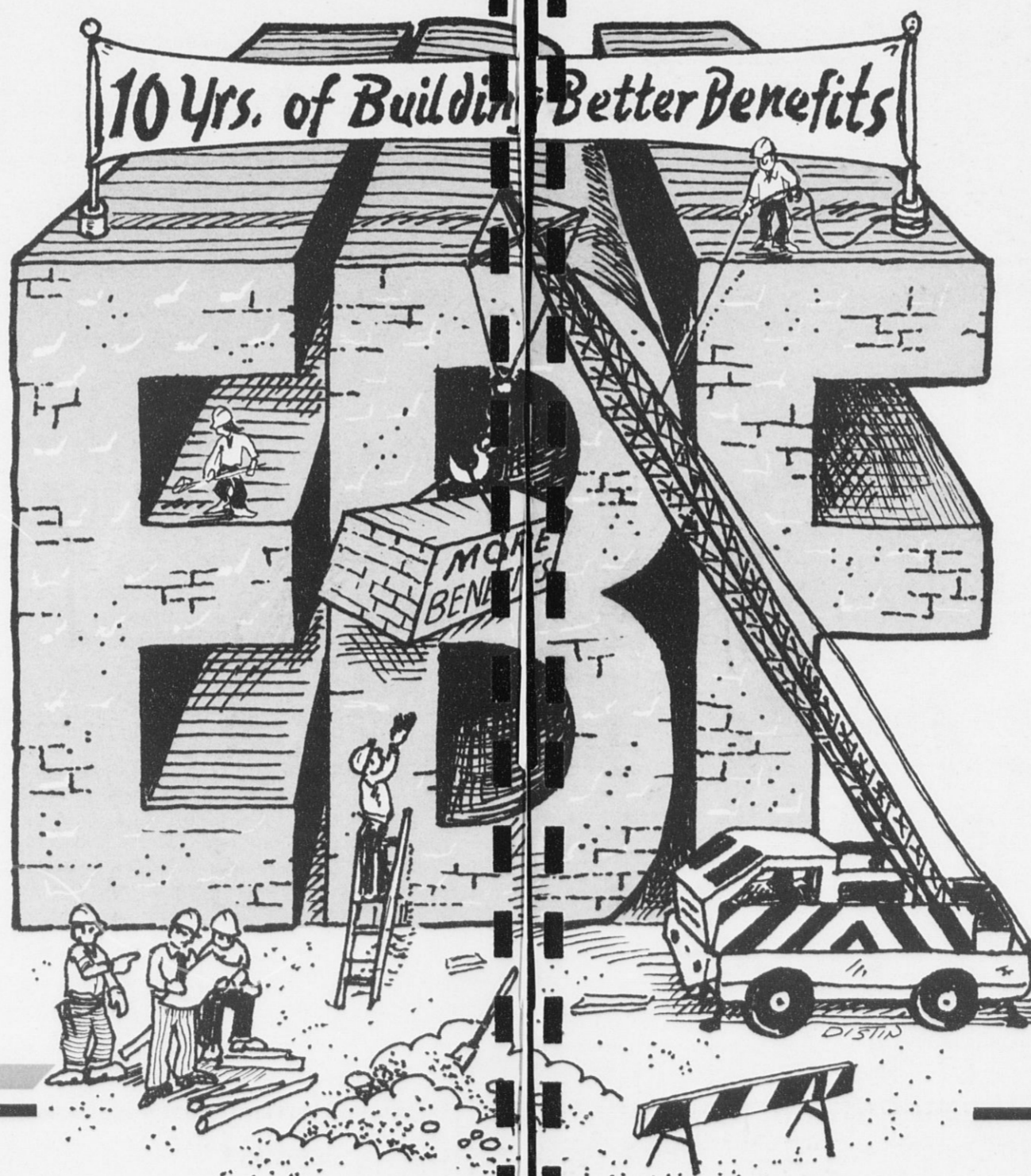
Elaine Mootry, a union activist from West Seneca Developmental Center CSEA Local 427, was a Fund trustee from 1979 to 1986 and rejoined the board in 1988.

Cindy DerGurahian, a union activist from Division of Criminal Justice Services CSEA Local 695, has served as a Fund trustee since 1988.

William T. Maccaro, a union activist from Suffolk County CSEA Local 852, has been a Fund trustee since 1988.

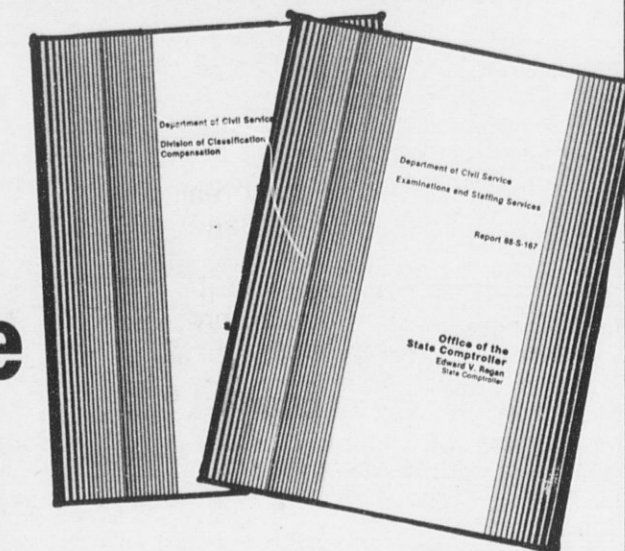
CSEA EMPLOYEE BENEFIT FUND

WORKING HARD FOR YOUR BENEFIT



A message from CSEA President Joe McDermott

Criticism of state Civil Service Department is on target



A recently-released report by state Comptroller Edward Regan criticizing the state Civil Service Department is right on target. CSEA has made many of the same points for years.



The audit is critical of the large number of provisional employees in state service who have served well beyond the nine-month limit allowed by civil service law. As one example, it stated that 171 provisional employees had served for 10 years or more.

The problem stems from the Civil Service Department's failure to adequately establish or review job titles and test job applicants. They are overwhelmed by the task. More than half the state's 7,000 classified job titles have only a single employee, according to the comptroller.

CSEA points out that some progress has been made in reclassifying and reallocating job titles as an outgrowth of our negotiated comparable worth study several years ago. That review is continuing.

But the comptroller's audit estimates that at the current pace, revamping the entire system could take 20 years.

Civil Service disagrees and says it expects to complete its review in about five years.

New York can't wait even that long.

Among some of the audit's other findings:

- Civil Service has not established job specifications for 5,270 of the 7,145 titles in classified service;
- During the last fiscal year, Civil Service established only 21 new job specifications and are currently not developing any;
- Many established job specifications may not reflect current job responsibilities. Many were prepared at least 10 years ago and possibly as long as 30 years ago; and
- Civil Service lacks the adequate controls to ensure the examination process for state jobs is conducted efficiently and effectively. As a result, each examination on average takes more than a year to complete with some eligible lists not established for several years.

These deficiencies undermine the principles of merit and fitness in filling civil service positions and open the door for political abuses.

New York recently targeted workforce planning as an area of concern. The state recognizes that more has to be done to attract and retain qualified and capable employees.

Improving the civil service system is the best way to start on that problem.

Prizewinning Publication

The Public Sector has again been named a multiple-awards winner in the 1989 Journalistic Awards Contest sponsored by the International Labor Communications Association (ILCA), AFL-CIO.

CSEA's official publication has earned awards every year it has entered the prestigious contest. This year *The Public Sector* won awards for best original cartoon, general excellence and unique performance. More than 1,350 entries were submitted from 181 publications.

CSEA Graphic Artist Ralph Distin, whose insightful and biting editorial cartoons have won numerous ILCA awards, has again earned first place in the best original cartoon category. His winning cartoon depicted New York state's garbage crisis as a Freddy Kruger "nightmare" moving into our neighborhoods.

In the category of general excellence, *The Public Sector* won a second place award for consistently delivering important, useful and timely information to the membership. The award-winning consecutive issues featured lead stories on CSEA's food drive and the state budget deficit.

In an award for unique performance, *The Public Sector* received a third place award for a special report on danger in the workplace. The report, titled "Working in Fear," dealt with danger faced in state OMH/OMRDD facilities and was compiled by CSEA Communications Associates Stephen Madarasz, Sheryl C. Jenks, Anita Manley and Lilly Gioia.



BEST ORIGINAL
CARTOON



GENERAL
EXCELLENCE



UNIQUE
PERFORMANCE

REPORT OF THE CONSTITUTION AND BY-LAWS COMMITTEE

to be presented to
delegates attending CSEA's 79th Annual Meeting
October 15-20, 1989 at Buffalo, N.Y.



Bold Face = new material

[brackets] = removal of old material

The Constitution and By-Laws Committee has met 10 times since the Annual Delegates Meeting in 1988. The meeting dates were January 19, 1989; March 2 and 3, 1989; April 17 and 18, 1989; June 5, 1989; June 21 and 22, 1989; July 20, 1989; and August 8, 1989. The Constitution and By-Laws Committee has as its function the recommendation to the Delegates of amendments to the CSEA Constitution and By-Laws. The Committee reviews suggestions made by individuals and Locals and it accepts referrals from the Delegates and Board of Directors. Additionally, the Committee can initiate proposals which it deems to be in the best interest of the Association. All recommendations of this Committee are made to the Delegates, together with the reasons for the recommendations.

THE FOLLOWING ITEMS ARE PRESENTED TO THE DELEGATES FOR A SECOND READING. IF PASSED BY A TWO-THIRDS VOTE, THE AMENDMENTS WILL BECOME PART OF THE CSEA CONSTITUTION.

(1) The following amendment to Article VII, Section 1 is being submitted to the Delegates by the Constitution and By-Laws Committee as a result of correspondence from Vicki Burton, President of Rockland County Unit.

"ARTICLE VII

LOCAL GOVERNMENT DIVISION.

Section 1(a). LOCAL GOVERNMENT EXECUTIVE COMMITTEE. The power and authority to transact business relating to employees of the political subdivisions of the state shall, except as otherwise provided herein, be vested in a Local Government Executive Committee which shall consist of the officers of the Association and one representative from [each] **the Local Government County Local(s) of each County** having 100 or more members as of the preceding January 1st, and one Local Government Educational Local representative from each CSEA Region elected by the Local Government Educational Local members within each Region. One additional member of the Local Government Executive Committee shall be elected by the members of the Local Government Executive Committee to

represent Local Government County Locals which have membership of less than 100 on the preceding January 1st. In addition to the foregoing, [each] Local Government County Local(s) **of any County having** [with] more than 10,000 members as of January 1 in the year of an election shall, for the term of office beginning the following July, be entitled to one additional representative. The Local Government Executive Committee may create one or more subcommittees to perform such duties as the Local Government Executive Committee shall delegate. The representatives of [a] Local Government County Local(s) shall be elected by such Local(s) for a three (3) year term of office to be coincidental with the term of office for members of the State Executive Committee. The Local Government Executive Committee shall elect from its membership one member to be known as the Chairperson of the Local Government Executive Committee. No statewide officer shall be eligible to be a candidate for any position on the Local Government Executive Committee."

Explanation: These amendments are intended as housekeeping issues, to clarify the current practice within CSEA.

Specifically, Local Government Executive Committee representatives are elected by geographic county. Additionally, it is the Committee's understanding and that of the President that the issue of additional Local Government Locals are permitted under Article VII, Section 3 of the Statewide Constitution. This language is simply to clarify the issue of how Local Government Executive representatives are designated and elected. The Committee recommends adoption of the amendments.

(2) The following amendment to Article IV, Section 1 and Article VII, Section 1(b) are submitted to the Delegates by the Constitution and By-Laws Committee based on a recommendation from the Statewide Membership Committee.

"ARTICLE IV

ORGANIZATION OF THE ASSOCIATION.

Section 1. DIVISIONS. The Association shall be organized in two divisions to be known as the State Division and the Local Government Division. Members who are employees of the State shall be in the State Division, and members who are employees of the political subdivisions of the State **and of private sector employers in positions represented by CSEA** shall be in the Local Government Division. Members who are employees of any public authority, public benefit corporation or similar autonomous public agency may, with the approval of the Board of Directors, elect as a unit to affiliate with a State

Department or a State or Local Government Local with the consent of such State Department or Local and shall thereupon become members of the division with which they have affiliated."

"ARTICLE VII

LOCAL GOVERNMENT DIVISION.

Section 1(a). LOCAL GOVERNMENT EXECUTIVE COMMITTEE. REMAINS THE SAME.

Section 1(b). PRIVATE SECTOR REPRESENTATIVE. **There shall be one statewide representative on the Local Government Executive Committee elected by members of CSEA who are in private sector locals.**"

Explanation: CSEA continues to recruit new private sector members. However, currently there is no provision in the Statewide Constitution for members in Private Sector Locals to be represented on the Statewide Board of Directors. It is essential that CSEA correct this; therefore, the Committee recommends adoption of these amendments.

(3) The following amendment to Article IV, Section 5(a) is submitted to the Delegates by the Constitution and By-Laws Committee as a result of a recommendation made by Secretary Irene Carr.

"ARTICLE IV

ORGANIZATION OF THE ASSOCIATION.

Section 5. OFFICERS. The officers of the Association shall be a President, an Executive Vice President, six Vice Presidents to be the six Region Presidents, the Secretary and Treasurer.

(a) ELECTION. The President, Executive Vice President, Secretary and Treasurer of the Association shall be elected by secret ballot tri-annually (every three years)[.] **and shall be designated as voting delegates at all meetings of the Association's international affiliate, The American Federation of State, County and Municipal Employees.** The six Vice Presidents of the Association shall be elected for a term of three years, such elections to be conducted concurrent with Region elections. All officers of the Association shall hold office for a term of three years, commencing on July 1 of the year in which they were elected, or until their successors shall have qualified. Vacancy in the office of President shall be filled by the Executive Vice President. Vacancy in the office of Executive Vice President shall be filled by the Board of Directors by electing any one of the six Vice Presidents, the Secretary or the Treasurer. A vacancy in the term of any of the Vice Presidents shall be filled according to the Constitution and By-Laws of the

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CSEA's Constitution and By-Laws

(Continued from Page 13)

respective Regions. Vacancies in the office of Secretary and Treasurer may be filled for the remainder of the term by the Board of Directors. No statewide officer shall be an officer of a Local or Unit." THE REST OF THIS SECTION REMAINS THE SAME.

Explanation: This ensures that CSEA will always be represented by its four officers elected statewide at the AFSCME conventions. The Committee recommends adoption of this amendment.

(4) The following amendment to Article XI is submitted to the Delegates by the Constitution and By-Laws Committee.

"ARTICLE XI AMENDMENTS.

This Constitution may be amended as follows:

(a) A proposed amendment must be submitted in writing to the Secretary of the Association at least ninety (90) days prior to the opening of the delegate meeting at which it is to be presented, and

(b) **The proposed amendment or a substantially similar amendment is** [A majority of the delegates present and voting at the meeting must approve the proposed amendment or a substantially similar amendment and order that it be] published in the official newspaper of CSEA at least ten (10) days prior to the [next] meeting of the Association, and

(c) The proposed amendment as published is approved by a two-thirds vote of the delegates at the [next] meeting of the Association."

Explanation: This would give the Delegates the right to change the CSEA Constitution with one reading and a two-thirds vote. The Committee recognizes that this would allow the Delegates to make necessary changes in the Constitution in a more timely fashion. The committee recommends adoption of this amendment.

(5) The following amendment to Article IV, Section 5 is submitted to the Delegates by the Constitution and By-Laws Committee.

"ARTICLE IV

ORGANIZATION OF THE ASSOCIATION.

Section 5. OFFICERS. The officers of the Association shall be a President, an Executive Vice President, six Vice Presidents to be the six Region Presidents, the Secretary and Treasurer, **and shall by virtue of their office be designated as voting delegates at all meetings of the Association."**

REST OF THE SECTION REMAINS THE SAME.

Explanation: This amendment is intended for housekeeping purposes. This provision is now in the By-Laws, Article I, Section 6. The Committee believes that it is more appropriate to set forth officers' designation as delegates in the Constitution, rather than the By-Laws. The Committee recommends adoption of this amendment.

(6) The following amendment to Article VIII is submitted to the Delegates by the Constitution and By-Laws Committee.

"ARTICLE VIII DELEGATES.

Members of each Local shall elect from their membership one or more delegates

and/or alternates to represent the members of the Local at all meetings of the Association, except that the Local President, Vice Presidents in ranking order, Secretary and Treasurer, shall, by virtue of their offices, automatically be designated as delegates and/or alternate delegates. Prior to July 15 of each year, each Local shall file with the Secretary of the Association an accurate list containing the names and addresses of its delegates and alternate delegates for the ensuing year. Such delegate or delegates shall have one vote for each one hundred (100) members or fraction thereof in such Local, based upon the paid membership in the Association on the first day of June preceding the meeting. The number of votes each Local or Department is entitled to cast shall be determined by the Membership Committee. All members of the Board of Directors **who are not elected delegates** shall have all the rights and privileges of delegates at meetings of the delegates except the right to vote.

When State and/or Local Government Division Delegates meet in official session, the motions passed with regard to items affecting solely their respective divisions and not the Association general policy shall be presented to the delegate body by the respective Chairpersons for informational purposes only.

Region officers not in the capacity of Local Delegates shall be delegates at all delegate meetings of the Association. They shall have all the rights and privileges of delegates at meetings except the right to vote, **provided however, that Region Presidents may vote at all meetings of the Association.** Allowed expenses may be paid by the Region."

Explanation: The present language of the Constitution is ambiguous. Article VIII could be read to deny the Region Presidents their right, as officers of the Association, to vote at meetings of the Association. This was not the intent of the language of Article VIII and is not the practice of CSEA, as is demonstrated by Article 1, Section 6 of the By-Laws. The Committee recommends adoption of this amendment.

THE FOLLOWING ITEMS ARE PRESENTED TO THE DELEGATES BY THE COMMITTEE AS PROPOSED AMENDMENTS TO THE CONSTITUTION. THE PRESENTATION TO THE DELEGATES AT THIS MEETING CONSTITUTES A FIRST READING OF THESE AMENDMENTS.

(1) The following amendment to Article III is submitted to the Delegates by the Constitution and By-Laws Committee.

"ARTICLE III Membership

Section 1. MEMBERS. (a) Persons who are employed in the Civil Service of the State of New York or any political subdivision thereof or any public authority, public benefit corporation or similar autonomous public agency for which no other employee organization has been recognized or certified as the collective bargaining agent pursuant to law shall be eligible for membership.

(b) **The President, subject to the approval of the Board of Directors, may issue**

Local charters or authorize the enlargement of the jurisdiction of existing Local charters to include other appropriate groups of workers not specifically enumerated in this Article, whose employment while not in the public sector is of such a type and nature that it is the same or similar to work traditionally performed by public sector workers. Workers within such jurisdictions shall be eligible for the types of membership defined in the foregoing sections of this Article.

Section 2. ASSOCIATE MEMBERS. REMAINS THE SAME.

Section 3. RETIRED MEMBERS. REMAINS THE SAME.

Section 4. REPEALED.

Explanation: This amendment merely moves language now found in Article III, Section 4 to Article III, Section 1(b). Article III will then cover all members who are actively employed and are not in negotiating units represented by other unions. The Committee recommends adoption of these amendments.

(2) The following amendment to Article IV, Section 1 is submitted to the Delegates by the Committee as a result of a recommendation of Donald Webster, Chairperson of the Retiree Executive Committee.

"ARTICLE IV

Organization of the Association.

Section 1. DIVISIONS. The Association shall be organized in [two] **three** divisions to be known as the State Division, [and] the Local Government Division **and the Retiree Division.** Members who are employees of the State shall be in the State Division, and members who are employees of the political subdivisions of the State shall be in the Local Government Division. Members who are employees of any public authority, public benefit corporation or similar autonomous public agency may, with the approval of the Board of Directors, elect as a unit to affiliate with a State Department or a Local Government Local with the consent of such State Department or Local and shall thereupon become members of the division with which they have affiliated. **Retired members shall be in the Retiree Division, which shall be governed by the Retiree Division Constitution to the extent that it is not inconsistent with the Constitution of the Civil Service Employees Association, Inc."**

Explanation: Article III, Section 3 of the Constitution authorizes "Retired Members" and "Retired Member Locals" of CSEA, but Article IV which provides for the organizational structure of CSEA omits any reference to them. This amendment corrects the omission and conforms the Constitution to the actual practice. The Committee recommends adoption of these amendments.

(3) The following amendments to Article VI, Section 1 and Article VII, Section 1 are submitted to the Delegates by the Constitution and By-Laws Committee.

"ARTICLE VI

State Division.

Section 1. STATE EXECUTIVE

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CSEA's Constitution and By-Laws

(Continued from Page 14)

COMMITTEE. The power and authority to transact business relating to state employees shall, except as provided herein, be vested in a State Executive Committee. The State Executive Committee shall consist of the officers of the Association, and one representative from each State Department. The Judiciary, the State University, the Waterfront Commission and state public authorities as one unit, shall be deemed State Departments. The Faculty Student Associations and Teachers' Retirement System shall as a unit be deemed a State Department. Each State Department with more than 3,000 members as of January 1 of the election year shall, for the term of office beginning the following July, be entitled to one representative on the State Executive Committee for each 3,000 members or major fraction thereof. The members of the Department of Mental Hygiene shall be elected by Region. In all other departments entitled to more than one representative on the Board of Directors, members shall be elected from the departments on an at-large basis. The State Executive Committee shall elect from its membership one member to be known as the Chairperson of the State Executive Committee. The State Executive Committee may create one or more subcommittees to perform such duties as the State Executive Committee shall delegate. Each department representative shall be elected by ballot by the members in that person's department in the manner prescribed in the By-Laws. No person shall be eligible for nomination unless that person shall have been a member in good standing of the CSEA since June 1 of the year preceding the election. They shall hold office for a term of three (3) years or until their successors shall have qualified. Vacancies in the office of the State Department representatives including termination of employment with the Department [may] shall be filled for the remainder of the term [by members of the Association employed in such department at special election to be called by the Board of Directors within fourteen days after the first meeting of the Board subsequent to the time that such vacancies occur under rules established by the Board; however, where the unexpired term of office is six (6) months or less,] as follows: For seats that represent a single Local, the Local's Executive Committee members shall consult and agree by a majority vote upon a designee to fill the vacancy; upon their agreement, they shall certify such designee to the President of the Association; the President of the Association shall then appoint the designee to fill the vacancy. A vacancy on the State Executive Committee in a seat which represents more than one Local shall be filled as follows: the Presidents of the Locals represented by that State Executive Seat shall consult among themselves and agree by majority vote upon a designee to fill the vacancy; upon their agreement, they shall certify such designee to the President of the Association; within thirty (30) days thereafter, the President of the Association shall appoint the designee to fill the vacancy. [may fill such vacancy

without an election with the approval of the Board of Directors.] REST OF THIS SECTION REMAINS THE SAME."

"ARTICLE VII. Local Government Division.

Section 1. LOCAL GOVERNMENT EXECUTIVE COMMITTEE. The power and authority to transact business relating to employees of the political subdivisions of the state shall, except as otherwise provided herein, be vested in a Local Government Executive Committee which shall consist of the officers of the Association and one representative from each Local Government County Local having 100 or more members as of the preceding January 1st, and one Local Government Educational Local representative from each CSEA Region elected by the Local Government Educational Local members within each Region. One additional member of the Local Government Executive Committee shall be elected by the members of the Local Government Executive Committee to represent Local Government County Locals which have membership of less than 100 on the preceding January 1st. In addition to the foregoing, each Local Government County Local with more than 10,000 members as of January 1 in the year of an election shall, for the term of office beginning the following July, be entitled to one additional representative. The Local Government Executive Committee may create one or more subcommittees to perform such duties as the Local Government Executive Committee shall delegate. The representatives of a Local Government Local shall be elected by such Local for a three (3) year term of office to be coincidental with the term of office for members of the State Executive Committee. The Local Government Executive Committee shall elect from its membership one member to be known as the Chairperson of the Local Government Executive Committee. No statewide officer shall be eligible to be a candidate for any position on the Local Government Executive Committee.

A vacancy on the Local Government Executive Committee in a seat which represents a single Local shall be filled for the remainder of the term as follows: The Local's Executive Committee members shall consult and agree by a majority vote upon a designee to fill the vacancy; upon their agreement, they shall certify such designee to the President of the Association; the President of the Association shall then appoint the designee to fill the vacancy. A vacancy on the Local Government Executive Committee in a seat which represents more than one Local shall be filled as follows: the Presidents of the Locals represented by that Local Government Executive Committee seat shall consult among themselves and agree by a majority vote upon a designee to fill the vacancy; upon their agreement, they shall certify such designee to the President of the Association; within thirty (30) days thereafter, the President of the Association shall appoint the designee to fill the vacancy."

Explanation: CSEA is continuously running elections for Statewide Board seats under our current language. These amendments would alleviate the exorbitant

cost associated with continuous rerun elections. The Committee recommends adoption of these amendments.

(4) The following amendment to Article VII, Section 3 is being submitted by the Constitution and By-Laws Committee as a result of a recommendation of William McMahon, former Chairperson of Directors' Charter Committee.

"ARTICLE VII

Local Government Division.

[Section 3(c). LOCALS. It shall be discretionary for each Local Government Local to provide for the granting of Sections within the Units of the Local, each of which shall be empowered to elect its own officers.]"

Explanation: This language is inconsistent with current practice. Article XIV, Section 3 of the Model Unit Constitution provides that the creation of Sections of a Unit is the responsibility of the Unit Executive Board. This is the current practice and it is effective. Accordingly, the Committee recommends adoption of this amendment.

(5) The following amendment to Article VIII proposed by Marie Prince dated July 7, 1988 is submitted to the Delegates by the Constitution and By-Laws Committee with a recommendation that it be rejected.

"ARTICLE VIII

Delegates.

Members of each Local shall elect from their membership one or more delegates and/or alternates to represent the members of the Local at all meetings of the Association, except that the Local President, Vice Presidents in ranking order, Secretary and Treasurer, shall, by virtue of their offices, automatically be designated as delegates and/or alternate delegates. Prior to July 15 of each year, each Local shall file with the Secretary of the Association an accurate list containing the names and addresses of its delegates and alternate delegates for the ensuing year. Such delegate or delegates shall have one vote for each one hundred (100) members or fraction thereof in such Local, based upon the paid membership in the Association on the first day of June preceding the meeting. The number of votes each Local or Department is entitled to cast shall be determined by the Membership Committee. All members of the Board of Directors shall have all the rights and privileges of delegates at meetings of the delegates except the right to vote.

When State and/or Local Government Division Delegates meet in official session, the motions passed with regard to items affecting solely their respective divisions and not the Association general policy shall be presented to the delegate body by the respective Chairpersons for informational purposes only.

Region officers not in the capacity of Local Delegates shall be delegates at all delegate meetings of the Association. They shall have all the rights and privileges of delegates at meetings [except the right to vote]. Allowed expenses may be paid by the Region."

Explanation: The Committee rejected this proposal last year saying: "it would be inappropriate to permit Region Officers,

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CSEA's Constitution and By-Laws

(Continued from Page 15)

other than Region Presidents, to vote at Delegate Meetings unless they are elected Local Delegates. To do so would be inconsistent with the constitutional requirement that Delegates be elected; in some cases, it would increase the number of Delegates per Region beyond that which the Region is entitled to and might do so unequally." The issue was remanded to the Committee for further consideration. Upon such reconsideration, the Committee has determined once again to recommend rejection of this proposal, but it has reported the proposal so that the Delegates may vote on it.

THE FOLLOWING ITEMS ARE PRESENTED TO THE DELEGATES BY THE COMMITTEE AS PROPOSED AMENDMENTS TO THE BY-LAWS. IF PASSED AT THIS MEETING, THE AMENDMENTS WILL BECOME EFFECTIVE IMMEDIATELY.

(1) The following amendment to the By-Laws, Article II, Section 6 is being submitted to the Delegates by the Constitution and By-Laws Committee.

"ARTICLE II Meetings.

Section 6(b). SPECIAL MEETINGS. In addition to the procedure set forth in subsection (a) of this section, a Special Delegates' Meeting shall be called by the President within fifteen days of the receipt of a petition filed by at least [twenty-five] fifty Local Presidents. Such petition must set forth the reason for calling the meeting and the proposed agenda. Copies of the agenda shall be sent to all Local Presidents at least ten days prior to the date fixed for the meeting.

Explanation: Special Delegate meetings are expensive to the Association, as well as to Locals. It is the opinion of the Committee that more than a "hand full" of people should be needed to call the 2,000 plus Delegates into session. We believe that if the issue is of utmost importance, the number of signatures should be easy to obtain. The Committee recommends adoption of this amendment.

(2) The following amendment to Article V, Section 2 is submitted to the Delegates by the Constitution and By-Laws Committee as a result of a suggestion made by President McDermott.

"ARTICLE V

Section 2. JURISDICTION. (a) and (b) REMAIN THE SAME.

(c) The Judicial Board shall not be divested of its jurisdiction over one who is the subject of a complaint or charge, by the resignation of such person from CSEA membership if the conduct complained of took place while such individual was a member of CSEA."

Explanation: Once charges are filed against an individual over whom the Judicial Board has jurisdiction, that Board should retain jurisdiction over the respondent even if the respondent resigns his or her CSEA membership. The conduct that is the subject of the charge may give rise to issues of fact, law or policy for which a resolution is important to CSEA. This

amendment will prevent respondents from preventing a resolution of these issues through the expediency of resigning their membership in CSEA. The Committee recommends adoption of this amendment.

(3) The following amendment to Article V is submitted to the Delegates by the Constitution and By-Laws Committee as a result of a suggestion made by Joel Schwartz and Lavarne Pound.

"ARTICLE V
Judicial Board and Appeals Board
PART I. JUDICIAL BOARD
REST OF ARTICLE REMAINS THE SAME. [DELETE ENTIRE SECTION 5, APPEALS]

PART II. APPEALS BOARD Section 1. MEMBERS

(a) The Appeals Board shall be comprised of seven members. The chairperson shall be appointed by the President of the Association, upon approval of the Statewide Board of Directors. One shall be appointed by each of the Region Presidents, upon approval of their respective Region Executive Committee.

(b) In order to be eligible to serve on the Appeals Board, a person must have been a member in good standing of CSEA for a continuous period of five (5) years preceding the appointment and must have held, or be currently holding, an elected office. No Statewide Officer, member of the Judicial Board or member of the State or Local Government Executive Committee shall be eligible to serve on the Appeals Board.

(c) Each member of the Appeals Board shall serve for a term coincident with the term of the Officer appointing that member, and thereafter until replaced.

(d) Any member of the Appeals Board who is not eligible for paid release time and who must charge his/her own leave accruals for time spent on Appeals Board business will be compensated at the same per diem rate as a member of the Board of Directors of the Statewide Association.

(e) Each member of the Appeals Board shall have the right to vote on all matters before the Board, except those affecting his/her Local or Unit, and provided that he/she has participated in the review of the matter before the Board. No member of the Appeals Board shall participate in the review nor vote on a matter in which he/she is an affected party.

(f) Four (4) members of the Appeals Board, present in person, shall constitute a quorum.

Section 2. JURISDICTION

(a) Any person or entity believing himself/herself aggrieved by a formal decision of the Judicial Board may appeal the formal decision by filing an objection with the Appeals Board within fifteen (15) days of the receipt of the formal decision of the Judicial Board. The objections must be sent certified mail, return receipt requested, to the Appeals Board, 143 Washington Avenue, Albany, New York 12210. The objections must state with specificity, all portions of the Judicial Board decision to which objection is taken, including the specific questions of procedure, fact, law or

policy to which objections are taken and the reasons therefor.

Section 3. PROCEDURES

(a) The Appeals Board shall consider any objections which have been duly filed and shall issue a determination no later than ninety (90) days following receipt of the objections.

(b) A decision of the Appeals Board reversing or remanding a decision of the Judicial Board shall require a vote of three-fourths of the participating members of the Appeals Board.

(c) A determination of the Appeals Board shall be final and binding and may not be appealed.

(d) All meetings and decisions of the Judicial Board shall be in accordance with Parliamentary procedure as prescribed by Robert's Rules of Order, Revised.

Explanation: Joel Schwartz and Lavarne Pound have both argued that it is inappropriate for matters that go to the Judicial Board to be reviewed by the Board of Directors. They have urged an application of the doctrine of separation of powers between judicial and legislative functions to ensure that justice has metered out political considerations. The Committee agrees. Accordingly, it is proposing an amendment to the By-Laws which establishes an independent Appeals Board to replace the present Appeals Committee of the Board of Directors. The proposed amendment establishes standards for service on the Appeals Board and procedures for appointment to it that are designed to ensure its quality and independence of its membership. These standards and procedures have been changed from those proposed by this Committee last year in order to satisfy objections articulated at last year's Delegates meeting. Finally, a quorum of four members of the Appeals Board was determined to be appropriate for that Board to reverse a decision of the Judicial Board. This is because the Judicial Board will have had greater familiarity with the issues in evidence than the Appeals Board and its judgment ought not be overturned unless it has made a serious error that is clearly observable when the judgment comes before the Appeals Board. The Committee recommends adoption of these amendments.

(4) The following amendments to Article V are submitted to the Delegates by the Constitution and By-Laws Committee as a result of a suggestion made by Florence Tripi, former Chairperson of the Judicial Board.

"ARTICLE V

Judicial Board

Section 2. JURISDICTION.

(a) The Judicial Board herein created shall have the power to hear, investigate, determine, and all powers incidental thereto, as well as the power to promulgate procedures concerning:

(1) all complaints and charges against members;

(2) trusteeships;

[(3) election questions concerning contract ratification;]

(Continued on Page 17)

CSEA's Constitution and By-Laws

(Continued from Page 16)

[(4)] (3) whether elected or appointed public officials who are members of CSEA are deemed to have a conflict of interest."

Section 6. CONTRACT RATIFICATIONS. REPEALED.

Explanation: Upon the recommendation of Florence Tripi, the Committee proposes the deletion of Article V, Section 2(a)(3) and Section 6 of the By-Laws. These sections explicitly give the Judicial Board jurisdiction over ratifications. As such, they imply that the Judicial Board may set aside a contract ratification where appropriate CSEA procedures were not followed. This is not the case. An employer may rely upon a ratification even if appropriate CSEA procedures were not followed. Where such is the situation, the Judicial Board has jurisdiction over the inappropriate conduct under Article V, Section 2(j) of the By-Laws which give the Judicial Board jurisdiction over "any other conduct detrimental to the best interests of CSEA." The Committee recommends adoption of these amendments.

(5) The following amendment to Article V, Section 3 is submitted to the Delegates by the Constitution and By-Laws Committee as a result of a suggestion made by Maureen Malone.

"ARTICLE V

Judicial Board

Section 3. PROCEDURE.

(10) **All meetings and decisions of the Judicial Board shall be in accordance with Parliamentary procedure as prescribed by Robert's Rules of Order, Revised."**

[(10)] (11) Nothing herein shall preclude settlement of the complaint or charges at any stage of this procedure.

[(11)] (12) Any member or officer may be suspended from elected office, pending a hearing and determination by the Judicial Board, by the President of the statewide Association or by the Executive Board of any Region, Local or Unit of CSEA provided that a written complaint is filed with the Judicial Board within seven (7) days of the suspension. If such complaint is not filed with the Judicial Board in conformity with the procedures set forth under this section, the Judicial Board may revoke the suspension.

[(12)] (13) Upon suspension, all records and documents under the control of the suspended officer must be turned over to CSEA.

REST REMAINS THE SAME."

Explanation: Upon the suggestion of Maureen Malone, the Committee proposed that Section 3 of Article V of the By-Laws dealing with the procedures of the Judicial Board be amended to insert therein a specification that all meetings and decisions of the Judicial Board shall be in accordance with Robert's Rules of Order, Revised. The specification of the procedures of the Judicial Board as being in accordance with Robert's Rules of Order, Revised, is desirable. The Committee recommends adoption of these amendments.

(6) The following amendment to Article V, Section 3 is submitted to the Delegates by the Constitution and By-Laws Committee.

"ARTICLE V

Judicial Board

Section 3. PROCEDURE.

(6) Upon receiving a complaint, the Judicial Board may dismiss the complaint or any part thereof if it appears to be frivolous in nature, [totally] lacking [in] **sufficient** substantiation or alleging conduct for which penalty is not appropriate. If the Judicial Board determines that there is probable cause to believe that the complaint, if proven, would sustain a finding of misconduct, the Judicial Board shall then issue formal Judicial Board charges against the member or officer setting forth the specific acts of misconduct and the penalties which may be imposed. These formal Judicial Board charges shall be accompanied by a written statement that the individual charged has a right to object by filing an answer by certified mail to the Judicial Board, with a copy to all other parties, within ten (10) days of receipt of the formal Judicial Board charges. The Judicial Board shall notify the President of the statewide Association who shall determine the extent to which the statewide Association shall participate in the prosecution of the formal Judicial Board charge. In those instances where the President of the statewide Association is charged with misconduct, the Judicial Board shall notify the Board of Directors of the statewide Association who shall make this determination.

REST REMAINS THE SAME."

Explanation: At present, the Judicial Board may dismiss a charge without processing it only if it is "totally lacking in substantiation." This is an unreasonably harsh standard. It can compel the processing of charges where there is no significant basis for it. The processing of such insufficient charges results in unnecessary costs and ill will.

Questions relating to the dismissal of a complaint can be raised with the Appeals Board. The Committee recommends adoption of these amendments.

(7) The following amendment to Article V, Section 4 is being submitted to the Delegates by the Constitution and By-Laws Committee.

"ARTICLE V

Judicial Board

Section 4. PENALTIES

(a) If the formal Judicial Board charges or any part thereof are sustained against any member, the Judicial Board may, **to the extent permitted by law**, impose any one or more of the following penalties:

(1) A formal reprimand;

(2) full or partial restitution where the consequences of the offense can be measured in material terms;

(3) removal from any elected or appointed office or position;

(4) suspension of the right to hold or seek any elected or appointed office or position for a period not to exceed five (5) years;

(5) suspension from membership for a specified period of time not to exceed three (3) years;

(6) expulsion from membership.

REST OF THE SECTION REMAINS THE SAME."

Explanation: New York State Law may,

under certain circumstances, restrict the act of removing corporate officers to those who have elected them. The Judicial Board should be alerted to the possible restrictions upon its power to remove corporate officers. The Committee recommends adoption of this amendment.

(8) The following amendment to Article IV, Section 2, paragraph 1 is being submitted by the Constitution and By-Laws Committee as a result of correspondence from President McDermott.

"ARTICLE IV

Finance.

Section 2. DUES AND AGENCY SHOP FEE. (a)(1) Effective [January 1] **December 31, 1989**, the annual membership dues and agency shop fees of the Association shall be: members and persons paying an agency shop fee who earn under [\$10,000] **\$5,000 a year, the rate shall be seventy dollars (\$70); for those earning \$5,000 to \$9,999 a year, the rate shall be one hundred dollars (\$100); for those earning \$10,000 to \$15,999, the rate shall be one-hundred seventy-five dollars (\$175); for those earning \$16,000 to \$21,999, the rate shall be two hundred dollars (\$200); for those earning \$22,000 and over, the rate shall be two hundred twenty-five dollars (\$225).** Effective January 1, 1990, and annually thereafter, the amount of dues set forth above shall increase by the percentage used by Association's International Affiliate, AFSCME, to adjust its annual minimum dues, **except that for those members and persons paying an agency shop fee who earn under \$5,000 a year, such increase shall take effect January 1, 1991, and annually thereafter.** No local, unit or region has the right to assess additional dues from members or agency fee payers.

Explanation: There are approximately 8,400 individuals paying the current minimum annual rate of \$100. Of these, about half would be eligible for the reduced rate. Thus, the maximum effect of this amendment would be to reduce CSEA dues income by about \$100,000 a year, or less than 1 percent. The actual cost to CSEA, however, is expected to be considerably less. Many of the affected members work for local government that are not covered by agency shop fee provisions. Furthermore, most are also part-time employees whose collective bargaining agreement benefits are somewhat less than those of full-time employees. As a consequence of last year's dues increase, some of these low paid part-time employees are dropping their CSEA membership. This amendment should stem the loss of such members. The Committee recommends adoption of these amendments.

(9) The following amendment is being submitted by the Constitution and By-Laws Committee as a result of correspondence from President McDermott.

"ARTICLE VI

Committees.

Section 4. **LOCAL GOVERNMENT NEGOTIATING COMMITTEES. Local Government negotiating committees must**

(Continued on Page 18)

CSEA's Constitution and By-Laws

(Continued from Page 17)

be appointed under and function in accordance with CSEA, Inc.'s policies. Local Government Negotiating Committees are subject to such negotiations oversight and requirements as CSEA, Inc. develops, to secure and protect membership goals in the negotiating process. The President, Board of Directors and Delegates to CSEA may develop, administer and oversee the local government negotiating process and policies in the best interest of the organization and its membership.

Section [4] 5. SPECIAL AND AD HOC COMMITTEES. Section remains the same.

Section [5] 6. COMMITTEES. Section remains the same."

Explanation: Difficulty arises when situations develop where local leaders wish to operate in violation of normal procedure. CSEA, Inc. needs to protect its status as the recognized/certified bargaining agent in all Local Government negotiations. The Committee recommends adoption of these amendments.

(10) The following amendment to Article I, Section 6 of the By-Laws is being submitted by the Constitution and By-Laws Committee.

"ARTICLE I
Officers.

[Section 6. The Officers of the Association, President, Executive Vice President, six Vice Presidents who are Region Presidents, Secretary and Treasurer shall by virtue of their office be designated as voting delegates at all meetings of the Association.]

Section [7] 6. REMAINS THE SAME.

Explanation: This amendment is intended for housekeeping purposes. The affirmative action, by the Delegates, to place this

language in the Constitution makes it redundant in the By-Laws. The Committee recommends adoption of these amendments.

ALL CORRESPONDENCE WITH RESOLUTIONS AND/OR PROPOSED AMENDMENTS RECEIVED BY THE COMMITTEE AS OF THE DATE OF ITS LAST MEETING (AUGUST 8, 1989) HAVE BEEN REVIEWED. APPROPRIATE RESPONSES HAVE BEEN DIRECTED TO THE INDIVIDUALS. LISTED BELOW ARE PROPOSED AMENDMENTS THAT THE COMMITTEE CHOSE NOT TO REPORT OUT FAVORABLY WITH THE RATIONALE FOR SAID DECISION:

(1) Proposal of Anthony Ruggiero dated June 26, 1988 to amend By-Laws, Article V, Section 4 to permit the Judicial Board to penalize a person bringing charges before the Judicial Board which are malicious and frivolous.

Rationale: The Committee determined that members should feel free to address problems to the Judicial Board without fearing a penalty.

(2) Proposals of Wanda Lubinski, Betty Lennon and Thomas Jefferson regarding an amendment to change the procedure for nominations, i.e., proposing that the number of signatures needed be reduced.

Rationale: The Committee felt that the number of signatures required were reasonable and that it was desirable that a person seeking a State Executive Committee seat circulate petitions in Locals other than their own since they would be representing other Local's interests on the State Executive Committee.

(3) Proposal of Maureen Malone to Article V of the By-Laws that the

Chairperson of the Judicial Board should be a non-voting member of the Board of Directors.

Rationale: The Committee rejected this proposal, reasoning that the Chairperson must be knowledgeable and needs all of the information he/she can get regarding Board of Director's policy. Furthermore, it would be extremely difficult to get someone to chair the Judicial Board if he/she were barred from membership on the Board of Directors.

(4) Proposal of Henry Walters regarding an amendment changing the election process to impose new qualifications for candidacy for election.

Rationale: The Landrum-Griffin Act bars CSEA from imposing qualifications for office that would disqualify a high proportion of members from running for such office. The Committee determined that any meaningful requirements, such as attending meetings regularly would restrict a large proportion of our members from qualifying for office and would therefore violate the Act.

UNFINISHED BUSINESS

1. Proposal from Beth Luttinger that Locals receive rebates within 30 days of submitting their Budget and Audit forms. Analysis incomplete.

2. Proposal from Henry Walters that Local/Unit elections be conducted at a different time from the election for Board seats. Analysis incomplete.


Respectfully submitted,
Terrence Melvin, Chairperson
Rita Wallace, Vice-Chairperson
Vicki Burton
Fred Daniels
Richard Noreault
Barbara Reese
Robert Simoni

Training set for ASU/ISU members

The CSEA/State Labor/Management Committees are sponsoring a series of job-related training programs for state employees in the Institution Services Unit (ISU) and the Administrative Services Unit (ASU).


The programs will be offered in all six of CSEA's regions. Registration is on a first-come, first-served basis.

SUNY/Empire State College is administering the seminars. For more information, contact your Training/Personnel Office, your CSEA Local president or Empire State College at (518) 587-2100 ext. 290.


 **SEMINAR 1**
POSTAL REGULATIONS FOR MAIL CENTER AND SECRETARIAL STAFF
 Course Code: 60120
 Trainer: U.S. Postal Service

Manhattan, Mailer Education Center, Greenwich Street, Tuesday, October 24, 1989
 Syracuse, General Mail Facility, E. Taft Road, Tuesday, October 31, 1989.
 Melville, General Mail Facility, Duryea Road, Wednesday, November 1, 1989
 Buffalo, General Mail Facility, Williams Street, Tuesday, November 14, 1989
 Albany, General Mail Facility, Old Karner Road, Thursday, November 16, 1989
 Albany, General Mail Facility, Old Karner Road, Tuesday, December 12, 1989


TIME FOR BOTH SEMINARS:
 Registration begins at 8:30 a.m.;
 Seminar: 9:00 a.m. - 4:00 p.m.

 **SEMINAR 2**
SAFETY AND HEALTH SEMINAR
MANUAL LIFTING TECHNIQUES
 Course Code: 60220
 Trainer: Louis Rossi

Long Island, Long Island Developmental Center, Wednesday, October 18, 1989
 New York City, Brooklyn BDSO Thursday, October 19, 1989
 Thiells, Letchworth Village Developmental Center, Wednesday, November 1, 1989
 Rochester, Rochester Psychiatric Center Wednesday, November 15, 1989
 Syracuse, Syracuse Developmental Center Thursday, November 16, 1989
 Albany, Tax and Finance, Wednesday, December 6, 1989

 **SEMINAR 1**
LEADERSHIP IN FOOD SERVICE
 Course Code: 70220
 Trainer: Guy Hoelen

Buffalo, Buffalo Psychiatric Center, Wednesday, October 18, 1989
 Albany, Capital District Psychiatric Center, Tuesday, October 31, 1989
 Poughkeepsle, Highland Division For Youth, Wednesday, November 1, 1989
 Syracuse, Syracuse Developmental Center, Wednesday, November 8, 1989
 Long Island, Kings Park Psychiatric Center, Tuesday, November 28, 1989
 New York City, Manhattan Psychiatric Center, Wednesday, November 29, 1989

 **SEMINAR 2**
FOOD PREPARATION AND PRODUCTION
 Course Code: 70320
 Trainer: Ron Manchester

Utica, Mohawk Valley Psychiatric Center, Thursday, October 19, 1989
 Rochester, Industry Division For Youth, Thursday, October 26, 1989
 Albany, Capital District Psychiatric Center, Thursday, November 2, 1989
 Middletown, Middletown Psychiatric Center, Thursday, November 9, 1989
 Corona/Queens, Bernard Fineson Developmental Center, Thursday, November 16, 1989
 Long Island, Kings Park Psychiatric Center, Thursday, November 30, 1989

TIME FOR BOTH SEMINARS:
 Registration 8:30 a.m.;
 Seminar: 9:00 a.m. - 4:00 p.m.



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.

General retirement information is available by contacting CSEA's Retirement Department, CSEA Headquarters, 143 Washington Avenue, Albany, N.Y. 12210. **(518) 434-0191 or 1-800-342-4146.**

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

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

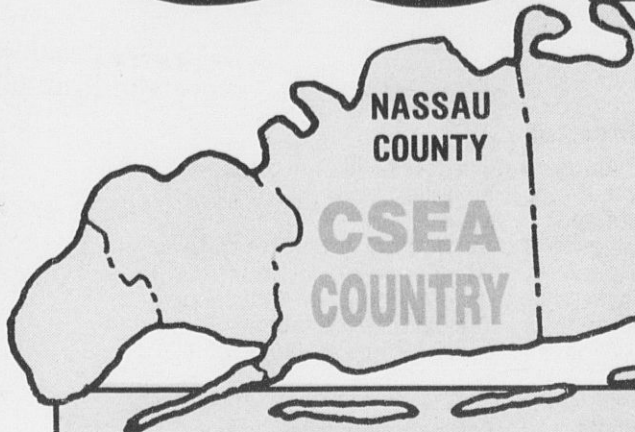
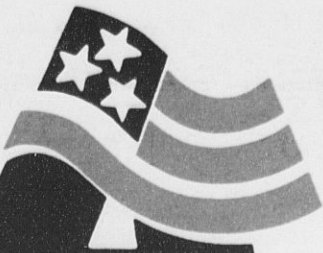
METROPOLITAN REGION OFFICE (2)
Suite 1500
11 Broadway
New York, N.Y. 10004
(212) 514-9200

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

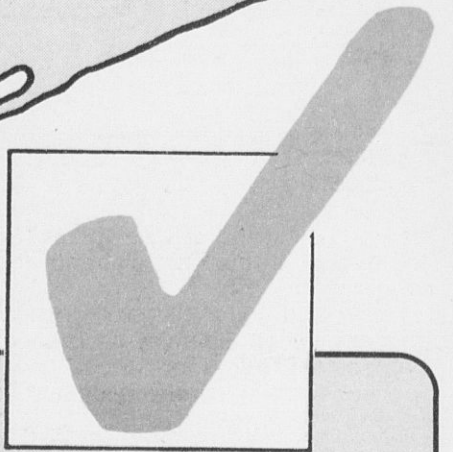
SOUTHERN REGION OFFICE (3)
Rural Route 1
Box 34, Old Route 9
Fishkill, N.Y. 12524
(914) 896-8180

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

CSEA



YES



By Lilly Gioia

CSEA Communications Associate

Backed by an overwhelming vote of confidence from Nassau County's 14,000 employees, CSEA is calling for an immediate resumption of 1990 contract talks.

Nassau County workers sent a clear message they want to retain CSEA's experience, reputation and clout at the bargaining table by providing the union with a wide margin of victory over an independent organization in a representation election in late September. Contract talks were delayed by the election, which was overseen by the Nassau County Mini Public Employment Relations Board (PERB).

"Looking at the urgent issues confronting every union family in Nassau, these election results can only strengthen CSEA's position at the bargaining table," said Nassau County CSEA Local 830 President Rita Wallace.

"This is a victory for all of Nassau County's 14,000 employees and their families, who saw the importance of staying with a strong, established union," said CSEA statewide President Joe McDermott.

CSEA statewide Executive Vice President Danny Donohue and Long Island Region President Gloria Moran attributed CSEA's landslide win to the employees recognizing the effectiveness of CSEA as a full service labor union working on their behalf day in and day out over the past several decades. Nassau County CSEA Local 830 is backed by CSEA's 250,000 membership statewide and the power of more than 1 million members of AFSCME, CSEA's AFL-CIO international union.

"This vote was also about the tax dollars the county is wasting by subcontracting union work to private contractors," said Local 830 Executive Vice President Ralph Spagnolo. "I think many workers voted CSEA because they know we filed a lawsuit against the county to save members' jobs and stop the county from throwing away money on private contractors doing our union work."



A VICTORY FOR THE MEMBERS is signaled by CSEA Statewide Executive Vice President Danny Donohue, Nassau County CSEA Local 830 President Rita Wallace, center, and CSEA Long Island Region President Gloria Moran.

Local 830 President Wallace called for a uniting of all county workers behind CSEA now that the representation challenge is a thing of the past.

"We must not be a house divided as we enter tough negotiations ahead," Wallace said. She also said the full support of the workforce will be important as CSEA seeks to rectify wage injustices the union has pinpointed within county departments and agencies. The first job survey in Nassau County in more than two decades is under way and could lead to salary upgrades for many employees.

CSEA Shop Steward Kathy Martinez saw the CSEA victory as further evidence that members want the union

to continue vigorous prosecution of its pay equity law suit for county workers. The CSEA/AFSCME lawsuit against Nassau County is scheduled to be heard in federal court starting Nov. 28.

"County employees recognized this was no time to trust our future careers to untried, unknown hands lacking the expertise and funds necessary to win this case," Martinez said. "CSEA and AFSCME definitely have the ability, determination and resources to pursue this issue."

"Our campaign message was 'Take a New Look at CSEA.' When the members did, they liked what they saw," said Nassau County Probation CSEA Unit President Dianne Minardi.