



Sector

THE PUBLIC

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LOCAL GOVERNMENT NEWS PAGES 12-15

GENERAL NEWS PAGES 4-5, 8-9, 11

STATE GOVERNMENT NEWS PAGES 6-7, 10

THE
CIVIL SERVICE
EMPLOYEES
ASSOCIATION, INC.
LOCAL 1000 AFSCME AFL-CIO



Danny Donohue
PRESIDENT

An open letter to all CSEA members:

Hang tough and fight back.

This is my message to CSEA members in the wake of Gov. George Pataki's proposed State budget which is bad news for everyone.

It's bad news for State employees because it guts services and eliminates 11,400 positions.

It's bad news for local government employees because it freezes aid to localities at the 1994 levels.

And it's bad news for school district employees because it freezes school aid, too.

CSEA will NOT abandon any of our members facing layoff, job abolishment or threat of privatization.

We are all in this battle together.

Downsizing may be politically popular — and everyone wants fewer regulations and less bureaucracy — but who will provide the services that we need to keep our communities good places to live?

The CSEA Work Force is the infrastructure which keeps this State running. Laying off workers who provide direct services is a backwards approach to improving our business climate.

On many occasions, we have asked Gov. Pataki to speak directly with front line workers like yourselves to learn how to get more bang out of our tax dollars. But he is not listening. So it's time for you to speak out.

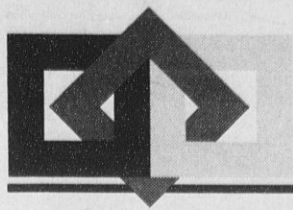
Immediately contact the Governor's office and tell him that you belong to the CSEA Work Force. Tell him that you provide the services that the people of this State need to keep New York as the Empire State.

Gov. Pataki's telephone number is: (518) 474-8390.

In solidarity,

Danny Donohue

143 Washington Ave., Albany, NY 12210
518/434-0191



On the cover: A letter to CSEA members

The CSEA Work Force keeps this state running. *Speak out and fight back against the proposed budget.*

Page Three
The truth about layoffs: They hurt real people.

A Message from the President: Page 4

Visits to the regions keep me 'In touch with you.'

Scheduled dates and locations for visits to each of the regions

And on page 16

Gov. Pataki and Legislators: Stop scapegoating the CSEA Work Force.

State Government News Pages 6, 7, 10

- Some facts you should know about layoffs: **Page 6**
- Helpful information for anyone facing job uncertainty: **Page 7**
- State contract negotiations are underway: **Page 10**

General News Pages 5, 8, 9, 11

- Pataki vetoes public employee pension supplementation: **Page 5**
- A look at the Early Retirement Incentive Program **Pages 8 & 9**
- There is a need for a strong union: **Page 11**

Local Government News Pages 12-15

- How does the budget impact local governments? **Page 12**
- A swing through the north country: **Page 13**
- Cooperation is the key to success in Nassau County: **Page 14**
- Solidarity saves jobs in Poughkeepsie: **Page 15**

A Member Benefits Supplement

— What Membership Does For You —

What is EAP and how does it benefit you?
A network of volunteers helping fellow workers cope with the stress of the current budget upheaval

Reminders

- DEADLINE**
1994 Empire Plan claims must be filed by March 31.
- DEADLINE**
Petitions for Board of Directors Seats must be filed by March 24.

THE PUBLIC Sector

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CSEA attacks proposed budget

It will mean 'real hardship to the people'

ALBANY — CSEA President Danny Donohue told the members of the state Legislature's joint fiscal committees that the proposed budget will hurt all New York state residents.

"The people of this state don't want to give up the services

they count on every day, and service cuts are what this budget is all about," Donohue said. "This budget will mean real hardship to the people who live in this great state. It will mean higher property taxes for taxpayers across New York state as well."

Gov. Pataki's proposed general fund budget for 1995-96 is \$62.565 billion, including federal grants and dedicated state funds.

The proposal includes elimination of 11,400 jobs, with as many as 6,900 in the form of layoffs (see page 9).

The other cuts would be made by eliminating vacant positions, attrition and an early retirement incentive (see page 8). CSEA has expressed serious concerns that the early retirement incentive may not attract nearly the number of people the Governor is counting on. That could mean even more layoffs.

"We've been here before," Donohue told the legislators. "We've seen the draconian cuts and layoffs of state employees proposed again and again. And once again I tell you layoffs will not solve our problems. This approach has not worked before and it will not work now."

The severe cuts in the budget are a result of a structural deficit that the proposed budget does not address. In fact, it adds more tax cuts that will cause more serious problems in the future.

And history offers no evidence that tax cuts will jumpstart New York state's economy. In fact, after the dramatic 1987 tax cuts, New York's economy slumped drastically.

'... service cuts are what this budget is all about'

Meanwhile, the proposed budget will shift costs to local governments and school districts while freezing state aid. All that means is that the state's budget problems will fall to local governments, leading to higher property taxes, reduced services and layoffs in local governments and school districts.

Donohue protested the notion that the proposed budget reflects the wishes of the voters.

"The people of this state did not vote for service cuts. They did not vote to eliminate 11,400 jobs," Donohue said. "They did not vote for increased homelessness for the mentally ill; reduced highway maintenance; the dismantling of our state system of care to the mentally retarded; higher tuition and fewer classes at SUNY; larger class sizes in our elementary schools and high schools; and less funding for our public hospitals and nursing homes that serve the most needy."

CSEA is developing a grassroots effort to involve members in the effort to save services and jobs in state and local governments and school districts.

For information on how to get involved in "The Battle of the 1995 Budget," call the CSEA political action coordinator or communications associate in your CSEA region.

Layoffs hurt real people

NEW YORK — To management, layoffs are just numbers. But the painful truth is, layoffs hurt real people.

Stacy Williams, for example. The New York City resident had been out of work and on welfare, unable to find a job, for four years when she was hired part-time as a food service worker I at Bronx Psychiatric Center on Nov. 25, 1994, the day after Thanksgiving.

Less than two months later, on Jan. 21, she was laid off, one of hundreds of workers Gov. Pataki ordered fired solely because they had been hired by the Cuomo administration after election day and before the Pataki administration took office.

Stacy Williams, like so many others, was an innocent victim. After years of struggling to find a job until she got the part-time job at Bronx Psychiatric Center, Stacy Williams is back on welfare, without prospects of finding another job and in danger of losing her home. She was making the grand salary of \$8,450 a year when she was laid off by Gov. Pataki.

She wrote the following plaintive letter to CSEA recently:

My name is Stacy Williams, and I was recently laid off from the Bronx Psychiatric Center located at 1500 Waters Place, Bronx, NY 10461.

I was hired on 11-25-94 and laid off 1-21-95. I'm a decent, hard worker for which I was let go due to some budget cut. I



STACY WILLIAMS - She is one of the thousands of human faces behind proposed layoffs.

have been out of work for four years before I started this job, now I'm back on welfare and there are no jobs. I don't know how long it will be before I'm kicked out of my home.

I loved my job and the people there loved me as well, so please help me get the job back I waited four years to get.

Touched by her plea, CSEA President Danny Donohue invited Stacy to appear with him during his budget testimony before two legislative committees in Albany.

"It's important that lawmakers realize layoffs are not cold, hard numbers, but are actually warm, hard-working people like Stacy Williams," Donohue said. "She put a face on layoffs."

A message from CSEA President Danny Donohue



Visits keep me 'In Touch With You'

In keeping with my commitment to be "In Touch With You" I have scheduled my next round of visits to each of CSEA's six regions to meet directly with you.

To reach out to more of you, I am scheduling several visits in different locations from the last round. **Each time I schedule these meetings I will make an effort to visit a different geographic location to give each of you an opportunity to talk with me about CSEA.**

The scheduled dates and locations are printed below. Call ahead to the number provided to confirm that you plan to see me, then show up between 1 to 7 p.m. on the appropriate date.

I look forward to seeing you.

Long Island Region

APRIL 5
CSEA Region Office, 3 Garet Place,
Commack (516) 462-0030

Metropolitan Region

APRIL 12
CSEA Region Office, 40 Fulton St.,
New York (212) 406-2156

Southern Region

APRIL 19
Rockland County Local 844 office,
120 N. Main Street, New City
(Call (914) 831-1000 for information)

Capital Region

MAY 3
Ramada Inn
Western Avenue, Albany
(Call (518) 785-4400 for information)

Central Region

MAY 10
CSEA Binghamton Satellite Office,
Binghamton Plaza, 33 W. State Street,
Binghamton 607-772-1750

Western Region

MAY 24
CSEA Rochester
Satellite Office,
332 Jefferson
Road, Rochester
(716) 272-0800

A note of acknowledgement

I want to thank each and every CSEA member who has submitted an idea on how New York state can save money. We are reviewing all the submissions, and already we have found some great ideas. Thank you, and keep up the good work!

Danny



Pataki vetoes pension supplementation

As a state senator, George Pataki voted to increase pension payments for public employees. As a candidate for the state's highest elected office George Pataki vowed to raise the pension levels. But as Governor George Pataki vetoed public employee pension supplementation on Feb. 8, a week and a half after it had passed by a combined 188-6 vote in the state Legislature.

"Pataki abandoned retired public employees," CSEA President Danny Donohue said. "He turned his back on 350,000 retired people struggling to survive on an average pension of \$125 a week, less than the minimum wage."

Republicans kill override

An attempt to override the governor's veto failed in the state Legislature on Feb. 13 on a strict party-line vote of 92-53 in the Democrat-controlled state Assembly, where a two-thirds majority was necessary. The Republican-controlled state Senate earlier said it would not even allow an override vote to be held in the Senate.

"I promise Gov. Pataki and the legislators who switched their positions for political purposes on this issue that come November 1996, those retirees and the thousands more that retire between now and then will remember at the ballot box how this situation was handled," Donohue said.

"Republicans put party above people."

"They should be ashamed"

"If saving the governor's face is something they're (Republicans) really concerned about, that's something they should be ashamed of," Donohue said.

The pensions of retired state workers have not been supplemented since 1988 and those who retired after 1983 have received no increase.

"It's never been easy for the average

employee to live on a state pension," Donohue said, "and it gets much more difficult as the pension gets eaten up year after year without a cost of living increase. A lot of retirees are struggling just to survive way below the poverty level. A lot of older retirees are only getting \$2,000 or \$3,000 a year now and the increase would only be a few hundred dollars a year. All the retirees need help and it's outrageous that help is being denied them."

Pataki: no supplement, but pension raid ok

Gov. Pataki vetoed a pension raise but he has no qualms about a pension raid.

Pataki is proposing to raid the state pension system for \$230 million from the pension reserve fund to help balance his proposed state budget.

Problem for Pataki is, it's illegal, according to state Comptroller H. Carl McCall, CSEA and other state employee unions, all of whom have promised to bring lawsuits to prevent any raid of the state pension funds.

"I had hoped he'd (Pataki) remember the lessons of 1993, when the Court of Appeals ruled that the governor and the Legislature had no legal authority to use pension

funds to balance the state budget," McCall said. "Constitutionally, the money in the reserve fund cannot be used for any purpose other than enhancing retirees' benefits."

"If Pataki tries it, we'll sue," CSEA President Danny Donohue said. "The courts have already ruled it's unconstitutional to raid the pension fund."

Pataki said he would not use gimmicks to balance his budget but a pension raid would not only be a gimmick, it would be fiscally irresponsible. Next year state and local governments must repay \$230 million back to the pension fund from the previous raid.

Petitions for Board of Directors seats must be filed by March 24

The nominating petition period for elections to fill 103 positions on CSEA's statewide Board of Directors began on Feb. 21, and completed nominating petitions must be received at CSEA headquarters not later than 5 p.m. March 24.

Elections will be held this year to fill 103 positions on CSEA's statewide Board of Directors. The positions to be elected will represent state, local government and local government educational members. Private sector members are represented on the Board by the elected chair of the Private Sector Executive Committee.

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

The number of valid signatures required for Board of Directors seats is 10 percent of the members represented by the position and eligible to vote, but in no event will more than 450

signatures be required.

How to request nominating petitions

Nominating Petition Request Forms have been available since Jan. 23 for eligible members. The petition request forms are available from CSEA local presidents, CSEA region offices and CSEA headquarters.

Who is eligible?

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

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

union since June 1994.

Slate petitioning and slate voting

Slate petitioning and slate voting will be possible for members seeking to become Board representatives for state departments and counties which, by virtue of their large membership size, are assigned

more than one seat on the statewide Board. Members seeking those positions may petition either individually or as a slate. Candidates who run as a slate must fill out a slate consent form and a slate petition request form. A slate need only to submit one set of the required number of signatures to qualify to be on the ballot as a slate.

Board of Directors election schedule

Feb. 21	Start of Petitioning Period: Nominating petitions are available from CSEA headquarters and region offices.
March 24	Deadline for nominating petitions to be received at CSEA headquarters (5 p.m.).
May	Publication of campaign articles in <i>The Public Sector</i> .
May 22	Ballots delivered to Post Office for mailing (5 p.m.).
June 1	Replacement ballot may be requested if original is not received.
June 13	Deadline for receipt of ballots (8 a.m.).
ELECTION RESULTS ANNOUNCED AFTER THE COUNT; CANDIDATES WILL BE NOTIFIED BY MAIL.	
July	Election results published in <i>The Public Sector</i> .

Presidents reminded to send Election Committee Data Form immediately

Local and unit presidents are reminded by statewide Secretary Barbara Reeves that they should send their Election Committee Data Form to CSEA headquarters as soon as possible.

Election of local officers and delegates and unit officers will be conducted between May 15 and June 15, 1995. Each local and unit executive board should have selected its own Election

Committee and committee chairperson by now to oversee the election. Election material and information cannot be sent to the chairperson until the local and unit provides the Data Form. Local and unit presidents may call the CSEA Records Maintenance Department at 1-800-342-4146 or (518) 434-0191 extensions 263 or 265 if they have questions.

Just in case, some facts you should know about **LAYOFFS**

Gov. Pataki has proposed an executive state budget for fiscal year 1995-96 that, among other things, calls for the elimination of 11,400 state positions.

CSEA is fighting layoffs as unnecessary

and detrimental to public services. Under the Pataki proposal, about 4,500 positions would be abolished through attrition with the remaining 6,900 positions to be eliminated through a combination of layoffs

and a targeted early retirement incentive program. Pataki said the number of actual layoffs will depend in large part on how many eligible employees accept early retirement (see story, page 8).

Some facts you should know about **HOW YOU WILL LEARN IF YOU MAY BE LAID OFF**

Here's how you will find out if you are among the state workers who may be subject to layoffs:

- ❑ You will be notified by your agency if you will or may be affected by layoff.
- ❑ You will be asked by your agency to verify important personnel information such as title, seniority date, probationary status, veteran's status, address and telephone number.
- ❑ You will be asked about counties where you would accept reassignment and/or re-employment from preferred lists, re-employment rosters or placement rosters. You may also be asked if you will accept a lower-level position at your current or another location.

The information on the locations you would accept and the verified personnel information are sent by your agency to the Department of Civil Service where your name is placed on placement rosters, preferred lists and re-employment rosters as appropriate.

As soon as the Department of Civil Service receives your preferred list/ re-employment roster eligible card, your name will be entered in a computer system for certification to other jobs. If you have not yet been laid off, your name will appear on any appropriate placement rosters. On the date of layoff you are removed from the placement roster and added to the preferred list and re-employment roster. You have a maximum of four years of eligibility on the preferred list and the re-employment roster.

To protect your rights and increase your opportunities for being rehired:

Immediately notify your agency personnel office if your seniority date or veteran's status is listed incorrectly. If your home address or telephone number is incorrect, state agencies will be unable to contact you about jobs.

Choose only those counties where you are willing to accept re-employment at this time. If you choose "Statewide" or counties to which you cannot relocate and then decline a job offer, your name will be removed for that county and salary grade. Unlike eligible lists, declining job offers from these lists affects your rights for future opportunities and your name generally cannot be reactivated for jobs you have declined. You can always add additional counties by writing to the Department of Civil Service later.

Some facts you should know about **THE LAYOFF PROCEDURE**

The layoff procedure under Civil Service Law and Rules is very complex. As a result, some people who receive layoff notices will not, in fact, be the people who are eventually laid off. Here is some general information about the procedure:

❑ Layoffs usually result from positions being abolished. Such is the case with Gov. Pataki's proposed executive state budget, which calls for the abolishment of 11,400 state positions, some through attrition, some through eliminating unfilled positions and some through layoffs.

❑ Layoffs are confined to specific layoff units and the titles and positions within those units. A layoff unit can be an entire agency, a facility or a division or geographic region within which layoffs, bumping and retreat occurs.

❑ Once it is decided which positions to abolish (the specific titles and how many positions in a specific title), provisional and temporary employees must be laid off before any permanent employee serving in the title.

❑ Permanent employees who are on probation must be laid off before permanent employees in the same title who have completed their probationary period.

❑ Provisional and temporary employees have no rights to placement rosters, preferred lists or re-employment rosters.

❑ Permanent employees, however, may have rights to be reassigned to other jobs, to "bump" other employees by vertical displacement or retreat, and to be placed on a placement roster, preferred list or re-employment roster.

❑ For purposes of layoff, seniority is an important factor in determining retention rights to state jobs. Seniority is measured from the date of original permanent appointment in the classified service and continuous service since that date. Veterans get 30 months of additional seniority and disabled veterans get 60 months of additional seniority. Legally blind employees must be considered more senior than any other employees in their same title and status.

If you have any questions on the details of your layoff, the first place to contact is your agency personnel office

Some facts you should know about **WHO HAS RETENTION RIGHTS**

The following have certain retention and preferred list rights under Civil Service Law:

- ❑ Permanent competitive class employees, including probationers and contingent permanent employees
- ❑ Permanent non-competitive class employees with one year of continuous service who are in positions not designated as confidential or policy influencing
- ❑ Permanent labor class employees with one year of continuous service

The following do not have retention or preferred list rights under Civil Service Law:

- ❑ Provisional and temporary employees
- ❑ Employees in exempt and unclassified service positions
- ❑ Non-competitive class employees in positions which are designated as confidential or policy influencing
- ❑ Non-competitive and labor class employees with less than one year of continuous service.

CSEA establishes special committee to assist members affected by layoffs

An Ad Hoc CSEA Work Force Committee has been appointed by CSEA President Danny Donohue to provide information and assistance for members affected by layoffs.

"We want to be sure all members are aware of and have access to all the outplacement and re-employment services available to them," Donohue said. "We want to be sure they receive all information available to ease their situation."

The committee will work with the state Civil Service Department, Governor's Office of Employee Relations, Employees Assistance Program and other state agencies in servicing CSEA members affected by layoffs.

The committee will also set up programs designed to provide assistance in contacting agency re-employment representatives and distribution of information on general re-employment and training programs. The committee also will prepare training programs and materials to help local presidents assist their local members affected by layoffs.

Information
to help you

Cope with layoffs

Why they're happening

Gov. Pataki proposed an executive budget for fiscal year 1995-96 that includes, among other things, \$1.1 billion in spending cuts combined with a personal state income tax reduction program. A hiring freeze remains in effect.

Reductions in state services, the elimination of some state agencies

and downsizing of remaining agencies, privatization of some state services and the layoffs of state employees are among the results of such drastic spending reductions.

Exactly how many state employees will actually be laid off depends on many factors, including response to the early retirement incentive program and whether Gov. Pataki is

able to revise work rules and regulations, change collective bargaining agreements and wrangle other contract concessions from unions, which he says he also will attempt to do.

Anyone facing the prospect of layoff has many concerns to consider. Following is information that addresses some of those concerns.

The following information should be helpful to anyone facing job uncertainty as a result of the new state budget

How to retain your CSEA-sponsored insurance

Among many concerns for anyone facing layoff is the status of insurance coverage and other benefits.

CSEA members who are laid off may continue to participate in CSEA-sponsored insurance programs by arranging to pay premiums directly to the

insurance broker.

A member who is laid off must first apply to CSEA for dues-free membership in the union before arrangements can be made for direct payment of insurance premiums. See information below for instructions on applying.

Questions concerning continuation of **Security Life Insurance** should be directed to CSEA's Insurance Department at 1-800-342-4146 or (518) 434-0191.

For information concerning direct payment of premiums for **Accident & Disability**

Insurance or Family Protection Plan, call Jardine Group Services Inc. at 1-800-697-2732.

Questions concerning **Auto, Homeowner and Renters Insurance** should be directed to Jardine Customer Service Center at 1-800-833-9041.

How to apply for dues-free union membership

If you are a CSEA member in good standing and are laid off and placed on a preferred list for rehire, you will be eligible for free union membership for one year.

Dues-free membership status, if approved, does NOT entitle a person to benefits under the CSEA Employee Benefit Fund (EBF). Individuals must arrange for direct payments to continue participation in dental, optical and prescription drug programs while off the payroll (see adjacent information on how to maintain EBF coverage).

You must notify CSEA of your situation by completing an application form to become eligible for dues-free membership. Application forms and additional information about dues-free membership are available by contacting:

**Civil Service Employees Association
Membership Records Department
143 Washington Avenue
Albany, NY 12210
1-800-342-4146 or (518) 434-0191**

The application must be signed by the CSEA local president or the employee's personnel officer to verify layoff status.

Dues-free membership expires if the employee returns to the payroll.

Information about your health insurance

Civil service law and regulations, along with provisions of contracts negotiated by CSEA with the state, provide certain laid-off employees the right to continue health insurance coverage under specific circumstances. If you are laid off and eligible to continue your health insurance coverage under one of those circumstances, you may do so

by paying the required employee contribution, if any.

Questions concerning continuation of health insurance coverage should be directed to your agency personnel officer or the Department of Civil Service, Employee Insurance Section, Division of Employee Benefits, State Office Building Campus, Albany, NY 12239.

Here's how you may continue your CSEA EBF benefits

State employees who currently receive benefits under the CSEA Employee Benefit Fund (EBF) may continue coverage if they are laid off.

Under a federal law known as COBRA, employees have a legal right to continue benefits for up to 18 months on a direct pay basis if they are laid off. COBRA rights for the CSEA Employee Benefit Fund allow for:

continuation of Prescription Drugs *with* Dental and *with* Vision coverage, or

continuation of Prescription Drug coverage *only*.

It is not permitted to continue only Dental or only Vision or only Dental with Vision with no Prescription Drug coverage.

Additionally, laid off employees placed on a preferred list are eligible for prescription drug coverage under their health insurance continuation rights (Empire Plan or HMO). Election of health insurance prescription drug coverage precludes laid off/preferred list employees and their dependents from any CSEA EBF COBRA eligibility, unless there are significant gaps between prescription drug coverage under their elected health insurance continuation coverage and prescription drug coverage provided by the CSEA EBF.

Once your termination date is given to the CSEA EBF by the state, you will automatically be sent COBRA information and an application. The COBRA mailing will contain full details, including filing deadlines and the cost of coverage.

If there is any chance that the CSEA EBF does not have your current address, please contact the CSEA EBF at 1-800-323-2732 to be certain you will receive the COBRA mailing.

Remember: CSEA dues for membership does not entitle a person to CSEA EBF benefits. Only the COBRA option offers you the protection you need after leaving the payroll.

The Battle of the Budget

The Early Retirement Incentive Program: Individuals must decide if it's right for them

There were more questions than answers, more rumors than fact surrounding a proposed early retirement incentive program as this edition of *The Public Sector* went to press. Gov. Pataki proposed the program as part of his 1995-96 state budget, saying the number of workers who opt for the early retirement plan would reduce by a one-to-one basis the 6,900 state workers he proposed to lay off.

But at press time (Feb. 23) the state Legislature had not yet enacted a bill authorizing an early retirement incentive program; state agencies had not released a list of targeted positions eligible for the program; and interested state workers, without crucial details to base their plans on, were required to notify their agencies they intended to participate anyway.

CSEA, swamped with inquiries from members understandably confused about the program, provided as much assistance as possible and advised members to immediately contact their agency's personnel office since management is administering the program, and to stay in touch with the personnel office for updates as the program materializes.

Legislature takes vacation in midst of budget crisis

With the state in a budget-related crisis and the clock ticking, the state Legislature took a week and a half off in late February without considering an early retirement incentive program. Gov. Pataki and legislative leaders said they planned to have an early retirement incentive bill ready for legislators when they returned to Albany on Feb. 27. That version would expand an earlier proposal by Pataki by extending early retirement to include local governments, school districts, the judiciary, state authorities and the Legislature.

But CSEA was quick to point out the version expected to be acted upon by the Legislature does virtually nothing additional to minimize the layoffs of state workers. Union officials said an open enrollment early retirement program was preferable to a targeted plan and would be more likely to attract sufficient numbers to eliminate the need for actual layoffs.

State agency employees have to notify their agency personnel office by March 7 of intent to apply for early retirement and file early retirement applications by April 7. The effective date for retirement is April 21.

How the program works

Under the early retirement incentive program being considered as *The Public Sector* went to press, employees must be at least 50 years of age with at least 10 years of service and in a targeted position selected by management to be eligible to apply for early retirement. About 20,000 specific positions were expected to be targeted.

The incentive would be one month of additional pension service credit for each year of service, not to exceed three years of additional pension credit.

The pension benefit would be reduced by 5 percent for each year the employee retires under the age of 55. As a result, an employee electing to retire at age 50 under this program would suffer a 25 percent benefit reduction. Under current law all Tier 1 employees and Tier 3 and 4 employees with 30 or more years of service can retire at age 55 with full retirement

benefits. Tier 2, 3 and 4 employees can retire at age 55 with reduced benefits.

State agency employees would have to notify their agency personnel office by March 7 of their intent to apply for early retirement, and file applications by April 7. The effective date for actual retirement would be April 21.

CSEA critical of delay

CSEA was extremely critical of the delay in enacting an early retirement incentive program.

"The legislative bill could not be approved before February 27 but would require state employees to give notice not later than March 7 of intent to retire early," CSEA President Danny Donohue said. "That's a serious timetable problem and I'm concerned that workers won't have enough details or enough time to make a sensible decision about retiring early. I much prefer an open plan to a targeted plan, but if we're going to have a targeted one, then the state should assume its responsibility to do it right."

Political window dressing

Donohue called the latest early retirement version "political window dressing." He added that CSEA would support a fair early retirement incentive program that would reduce layoffs but noted that both the original Pataki and the newest Legislature plans are targeted programs, which Donohue termed "unfair."

"Let's be fair and open it up to any eligible workers who want to apply," Donohue said. "With a targeted program, management picks which jobs titles, and how many people within those job titles, they want to be eligible for early retirement."

I'm concerned because, just looking at the layoffs proposed, a lot of jobs CSEA knows are vital for effective public services are ones that management is willing to slash without a second thought," Donohue said. "Early retirement should be open to anyone up to the number of layoffs proposed for each agency or department, and based on seniority. Unfortunately, the Governor and the Legislature appear hell-bent on a targeted plan only."

Won't, can't, negotiate it

Pataki originally said an early retirement incentive program to reduce layoffs would be available only if labor unions made millions of dollars in concessions to help fund the program, but CSEA flatly refused to negotiate on those terms.

'The Pataki Administration is real new at this management thing, but I'm surprised they didn't know the Taylor Law forbids negotiating retirement terms'

CSEA President Danny Donohue criticized the Governor's attempt to force the early retirement incentive into the negotiating process.

"The Pataki Administration is real new at this management thing, but I'm surprised they didn't know the Taylor Law forbids negotiating retirement terms. It's always been the Legislature's job to pass laws governing early retirement incentives," Donohue said.

"CSEA is all for eliminating layoffs, but we don't think a targeted retirement incentive plan is the fair or best way to go. We're fighting layoffs because they're unnecessary and detrimental to public services," Donohue said. "Regardless, participating in the early retirement incentive program is a personal choice the employee must make. I advise any CSEA member who meets the targeted retirement eligibility and who truly believes early retirement is the best for them personally to apply if they want to. It's just unfortunate that choice won't be available to everyone."

— Roger A. Cole

'A lot of jobs CSEA knows are vital for effective public services are ones that management is willing to slash without a second thought'

Here's where Pataki proposes to cut 11,416 state positions

AGENCY	JAN '95 FILLS	NEW POSITIONS	TOTAL REDUCTIONS*	NET CHANGE
Alcohol & Substance Abuse	1,121	0	-266	-266
Alcoholic Beverage Control	345	25	-186	-161
City University of New York**	9,834	0	-570	-570
Correctional Services	30,949	245	-1,978	-1,733
Education Department	3,642	0	-322	-322
Energy Office	205	0	-214	-214
Environmental Conservation	3,957	14	-249	-235
General Services	2,956	10	-847	-837
Health	7,024	167	-248	-81
Housing & Community Renewal	1,179	0	-92	-92
Mental Health	23,326	72	-2,292	-2,220
Mental Retardation	25,060	230	-1,570	-1,340
Motor Vehicles	3,521	42	-177	-135
Parks and Recreation	1,914	0	-135	-135
Social Services	4,841	6	-353	-347
State Police	4,791	80	-36	44
State University of New York**	35,199	222	-1,100	-878
Transportation	12,628	0	-1,034	-1,034
Urban Development Corp	375	0	-53	-53
Youth	3,331	143	-115	28
Subtotal	178,198	1,256	-11,837	-10,581
Other Agencies	33,403	244	-1,079	-835
TOTALS	211,601	1,500	-12,916	-11,416

*Total reductions combines attrition, layoffs and the elimination of funded vacant positions
 ** Position changes are estimated; Universities have flexibility to manage workforce

Members urged to write state legislators to halt privatization of money-saving Upstate Supply & Support Distribution Center

ROTTERDAM — Among the casualties of the state budget battle, if Gov. Pataki gets his way, would be 271 state workers at the Upstate Supply Support Division of the state Office of General Services. The employees are involved in the purchase, manufacture, storage and delivery of \$77 million worth of food and supplies annually to public sector work locations throughout the state. Pataki wants to privatize the work despite the fact that impartial national experts recently reported the facility saves taxpayers \$1 million annually compared with what its services would cost if done by private

industry.

Regardless, Pataki plans to close the facility Oct. 31 and divide up the services among several private contractors.

CSEA and its Upstate Supply & Support Distribution Center Local 444 are trying to prevent the privatization of this facility. CSEA members across the state are urged to write their local state assembly and senate representatives asking their support in halting Pataki's plan.

"This facility saves state taxpayers thousands of dollars every day through bulk purchasing of quality goods at the lowest

prices, low cost warehousing and efficient delivery of a wide range of food and office supplies and furnishings," CSEA President Danny Donohue said.

"Numerous not-for-profit industries which employ the disabled depend on Upstate Supply Support for quick, low cost transportation of their products to the statewide market," CSEA Local 444 President Jane Capozzi noted. "This facility needs proper support to keep saving taxpayer money. Privatization would be a big step backwards; we need to move forward."

— Daniel X. Campbell

The people in this state did not vote for service reductions. They did not vote to eliminate over 11,400 jobs. They did not vote for increased homelessness for the mentally ill; reduced highway maintenance; the dismantling of our state system of care to the mentally retarded; higher tuition and fewer classes at SUNY; larger class sizes in our elementary schools and high schools; and less funding for our public hospitals and nursing homes that serve the most needy. The people of this state did not vote for higher property taxes either, and that is just what this budget means.'

— CSEA President Danny Donohue testifying before the Senate Finance Committee and Assembly Ways and Means Committee

Negotiating under extreme pressure

CSEA, state FACE OFF



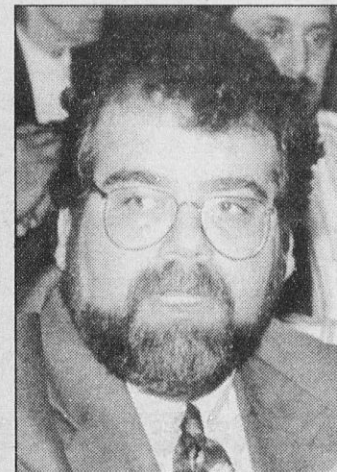
JAMES GILL, left, acting director of the Governor's Office of Employee Relations, and **CSEA President DANNY DONOHUE** at formal opening of contract talks in late January.

Contract negotiations on behalf of more than 100,000 CSEA-represented state employees are continuing amid a difficult bargaining atmosphere.

CSEA and state negotiators are working against an expiration date of April 1 for current contracts covering CSEA workers in the Administrative Services Unit, Institutional Services Unit, Operational Services Unit, Division of Military and Naval Affairs and Office of Court Administration.

They are also working under the pressure of Gov. Pataki's proposed austere slash and burn budget that wipes out entire agencies, downsizes others, eliminates scores of service programs, eliminates 11,400 state positions, demands contractual concessions and contains no money for raises in what will become the first year of new contracts.

Adding to the stress and frustrations is a threat by Pataki to send state workers home without pay if the state Legislature fails to adopt a 1995-96 state budget by April 1. That bizarre proposal brought a sharp reaction from CSEA President Danny Donohue, who said the scheme amounts to an illegal, involuntary furlough and that CSEA would immediately take action if the state attempts to follow through on Pataki's threat.



CSEA's Ross Hanna

CSEA Director of Contract Administration Ross Hanna, while prohibited from commenting on actual negotiations under a mutual blackout agreement, left no doubt such shenanigans by the governor have an adverse effect on contract talks.

"Negotiations are tense enough without this added distraction," Hanna, the union's chief negotiator, said. "We're trying to come up with contracts that are fair and equitable to both sides at the same time the governor is

telling workers they may not even be able to go to work after April 1. Comments like that undermine the process and further demoralize the already battered work force."

State police dispatcher talks a mother through life-saving Heimlich maneuver

MONROE — Leslie Fairchild says, modestly, it's just part of her job. But to Evelyn and Kelly Sullivan it was the difference between life and death.

Fairchild, a seven-year State Police communications specialist and member of Troop F - NYS Police CSEA Local 276, received the call from Evelyn Sullivan, an Orange County resident, on Jan. 27.

"The woman was frantic," said Fairchild. "Her child was choking on a piece of candy and couldn't breathe."

Fairchild told her to remain calm so she could help her to help her child.

"I told her to sweep Kelly's mouth (with her finger to see if the candy was in her mouth)."

Fairchild then told her how

to put her hands around the child and push to dislodge the candy.

"The second time she did it," said Fairchild, "I heard the child cough, but the mother didn't know the candy was out. I asked her if the candy was out, but she couldn't see it."

Fairchild said that Mrs. Sullivan finally realized the candy had been dislodged. By that time, State Police and an ambulance had arrived and took the child to the hospital where she was declared just fine.

Fairchild said it was just last year that State Police communications specialists were given training in the Heimlich maneuver.

"We couldn't even tell a person how to do the Heimlich maneuver over the

phone before we had the training," she said. "Now we can."

Fairchild has handled other emergencies, including a child that fell off a platform and a man who had a heart attack.

In some cases the dispatchers can do no more than try to keep the caller calm, but even that is helpful and, in some cases, life-saving, she said. Dispatchers can also alert the hospital so that emergency caregivers are prepared when the patient arrives, she added.

Fairchild recently met Mrs. Sullivan and her daughter Kelly.

"I told her that as long as she lives, she will never forget how to do the Heimlich maneuver," she said.

— Anita Manley



Leslie Fairchild

EAP— it's helping workers cope

Program helping relieve stress of NYS budget upheaval

The reality of layoffs, agency consolidation and the general upheaval of a new administration is beginning to grip public employees with fear and anxiety.

But while CSEA continues its efforts to make the best of a bad situation for its members, there is at least a union-supported program to help people deal with the personal stress in the current circumstances.

For several months, the Employee Assistance Program (EAP) has been anticipating the worst and preparing its network of coordinators to help their co-workers make it through the turmoil and strain.

EAP can help

"People often feel helpless in situations like this, but help is available," CSEA President Danny Donohue said. "The whole idea of EAP is to have caring and trusted individuals available in the workplace to provide support and referrals.

"It's not easy, but it's not hopeless either, and it helps to know there is a place to turn when you feel overwhelmed by events that you can't control," Donohue said.

Coordinators well trained to help

All state EAP coordinators are trained to help people deal with

'The whole idea of EAP is to have caring and trusted individuals available in the workplace to provide support and referrals'

trauma and crises of all kinds. Many of them have been through this kind of stressful experience before in other years when state layoffs and cutbacks caused so much pain and difficulty.

"This is a very tough situation," union EAP Director Jim Murphy said. "There is tremendous stress not only on people who lose their jobs but also on the individuals who remain on the job with added pressures, not to mention the shock and guilt of seeing co-workers let go."

Murphy points out that the EAP coordinators have a tremendous



THE CSEA EMPLOYEE ASSISTANCE PROGRAM (EAP) is part of the union's Member Benefits Department. Discussing the program in the photo above are, from left, CSEA Deputy Director of Field Operations Kathy Cahalan, Jim Murphy, EAP director and assistant director of member benefits and Director of Member Benefits John Naughter.

responsibility that's even more difficult considering that they themselves may also be subject to the same threat of layoff and displacement.

"You can tell that the anxiety level is there but it's still subtle because people want so see what is going to happen," said Lillian

Signor, an EAP coordinator for 11 years at the Department of Environmental Conservation in Albany. "We've been conducting group sessions on coping with uncertainty to help people learn how to deal with the situation, and there have been a number of requests for more specific programs for specific divisions in the department.

"We do the best we can to help," said Signor, who usually meets with 40-50 people a month under normal circumstances. "It's satisfying to feel that you can help people even in a small way."

— Stephen Madarasz

'There is tremendous stress not only on people who lose their jobs but also on the individuals who remain on the job with added pressures'

CSEA pioneered EAP concept in 1978

CSEA pioneered the concept of an Employee Assistance Program with New York state in 1978. Since that time the union has also encouraged and established programs in local governments and school districts in every part of the state.

Although many people associate EAP with helping individuals deal with problems such as alcohol and substance abuse, the program really has a broader mission. EAP deals with virtually all personal problems that people encounter such as financial strains, marital problems, child-rearing difficulties, even career frustrations to name a few areas.

CSEA's approach to EAP is to recruit and train individuals who can serve as a network of coordinators right in the workplace. They are volunteers who give of themselves and provide co-workers with a sympathetic ear and referrals to professional help in strict confidence.

Training is provided through the state program and is open to local government and school district coordinators through CSEA. CSEA can often arrange specialized training and assistance in specific areas.

EAP has worked well for nearly two decades in Nassau County

NASSAU COUNTY — The Employee Assistance Program (EAP) has been in force in Nassau County since 1976.

There are four coordinators who are in the program, which is overseen by EAP Director Sue Weigle. All are CSEA members.

Here's what two current program participants think about EAP:

Jean has worked for the county for 24 years. She got involved in

the program because she was experiencing stress due to family problems and county layoffs.

"Since I've been involved with EAP I feel one thousand percent better ... EAP helped me deal better with my co-workers and with stress. I come into work and people ask if I lost weight or changed my hair but the real difference is that I'm a much happier person.

"My boyfriend and my daughter

are both county employees and I recommended they join the program. Now we are all feeling much better, doing better at work and interacting better.

"I give EAP a gold star! The counselors are great and I'm very happy the program is available at no cost. Because of the program I've come a long, long way."

Bob, a 12-year county employee, said he also feels he is a better worker and a better

person because of EAP.

"EAP has been very useful to me. I may have lost my job by now without it. It's made me able to cope with my work environment.

"I see EAP as a long-term solution. I'm a much better employee because of it. I'm really glad it exists and it's free because I wouldn't be able to afford it. The program really makes a difference." — **Sheryl C. Jenkins**

When it's needed most, Pataki proposes eliminating EAP

With anxiety and stress among state workers at what many consider an all-time high because of the uncertainty of job security, EAP coordinators are seeing a dramatic increase in the number of workers seeking counseling advice and assistance.

And now they have another major problem to be concerned with as well — there may not

be any EAP programs and coordinators for them to turn to for the help they need.

Gov. Pataki, whose proposed state budget created the threat of thousands of layoffs in the first place, is threatening to eliminate funding for the statewide Employee Assistance Program itself.

"EAP has helped increase productivity and

stabilize the work force by dealing with personal and professional problems of workers before their job performance is affected," CSEA President Danny Donohue said. "It would be foolish and counterproductive to eliminate a successful program that has improved government work literally saving lives as well."

Erie County Unit EAP Committee has dedicated members

BUFFALO — Caring for, and assisting fellow members in need is a common thread for EAP (Employee Assistance Program) volunteers in the Erie County Employee Unit of CSEA Local 815.

"We have a great group of 18 on our committee," Unit President Mike Bogulski said. "We need a large group because of the size of the unit, 3,800 members. And we also are available for counseling assistance to our AFSCME brothers and sisters, and even management-confidential employees."

The unit's volunteers have all received the 60 hours of training required to be counselors for the various problems that may affect members' on-the-job performance, according to Jim Murphy, CSEA program director.

"And four members of the committee have asked for, and will receive additional training to become certified alcoholism counselors (CAC's)," according to Murphy, who will mentor and oversee the volunteers' path to

certification.

"We have an excellent labor-management relationship with the county and its EAP director, Cindy Goss," Bogulski said. "And our committee volunteers are located at most work locations and departments throughout the county. This will help our members, of course, but if someone in need feels more comfortable talking to someone from another department, we can arrange that, too, all the while maintaining the strictest of confidentiality."

Helping fellow workers is a motivating force for Linda Copeland, a county DPW employee and committee member who will also take the CAC training.

"I have a long work history in mental health and vocational rehabilitation," said Copeland, a 10-year county employee. "And I have worked with the New York State Drinking Driver program. I feel good and positive about helping people. Many people are seeking help, so it helps to have

the correct information for support."

George "Skip" Ehrhart has been actively helping fellow employees all 20 of his years with the county, 18 of them as a CSEA steward and chief steward. He is a senior Medicaid reform specialist.

"We on the EAP committee can fill the void," Ehrhart said. "There is a lot of stress in the workaday world, and it's not hard to see. With 'downsizing' and layoffs constantly in the air, there will probably be a need for more EAP counseling. That's why I feel the need to receive the CAC training."

Tom Minio, a supervising accountant with DPW, is interested in helping out his fellow workers.

"We've just come under the new federal regulations requiring mandatory drug and alcohol testing," Minio said.

"So it would be to our advantage to be able to handle any problems here within the department."

"Being in social work, I have waited for some time to be an alcoholism counselor," Par Miliotto, an employment counselor in public assistance said. "I became interested while taking a graduate course recently. A lot of my clients have problems with alcohol, which

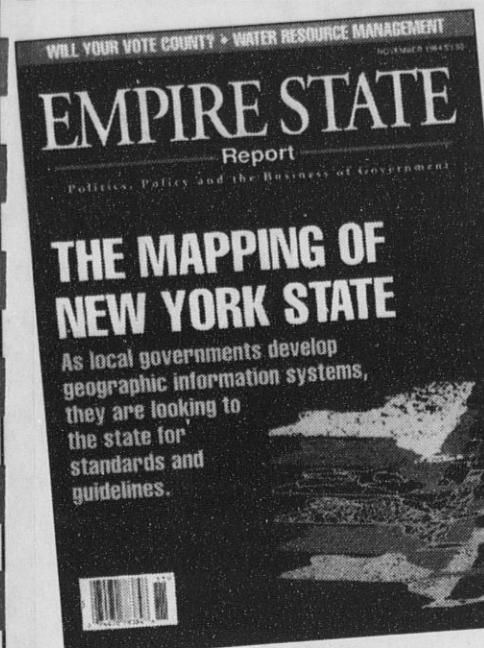
creates so many barriers. So, I hope the CAC training will help with my job, as well as with helping my fellow employees." — **Ron Wofford**



George "Skip" Ehrhart

The Wonderful World of Benefits: More ways that prove it pays to be a CSEA member

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Greene County exploring possibility of establishing EAP

CATSKILL — Establishing an Employee Assistance Program isn't always part of a grand design; sometimes just trying to solve a problem can lead to better things.

Greene County is a good case in point. As a result of a disciplinary problem involving an individual employee, CSEA and the county are currently exploring the potential benefits a program would provide for all employees.

"We had a situation where all the parties agreed that counseling was needed as part of the solution," CSEA Greene County Unit President Ransom Snyder said. "But we didn't

have a program, so we worked with the CSEA program to get the help that was needed."

That experience got the CSEA representatives and county officials to thinking that it would make sense to have an EAP in place. Discussions are now underway. CSEA represents 318 Greene County employees.

"We were very fortunate that we could address this specific problem by drawing on CSEA's expertise and resources in EAP," CSEA Labor Relations Specialist Jon Premo said. "We could do that again, but there's a

greater benefit to involving people at the local level."

For example, a big part of EAP is to provide a way to help people deal with their problems or prevent them before they become a crisis. That can really only work if there are individual coordinators people know and trust available to them.

"I think there's some potential to do a lot of good and that's why we're taking a close look at how this might work along with CSEA," Greene County Personnel Director Audrey Adrezin said.

How Can CSEA Help Me?

A Reference Guide To CSEA Member Services & Benefits

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

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

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

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

If you don't know the extension number,

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



Statewide Headquarters
143 Washington Avenue
Albany, NY 12210

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

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

Grievances & Discipline

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

Insurance

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

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

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

Health Insurance

For answers to your specific questions about the Empire Plan:

Blue Cross Claims: 1-800-342-9815 or (518) 367-0009
Metropolitan Claims 1-800-942-4640
Participating Providers 1-800-942-4640
Home Infusion/Nursing, Diabetic Supplies, Durable Med Equip Home Care Advocacy Program 1-800-638-9918
Hospital admission approval/ surgical review:
Empire Plan Health Call 1-800-992-1213
Mental Health & Substance Abuse Hotline 1-800-446-3995

Education & Training

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

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

Civil Service Exam Help

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

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

Safety Concerns

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

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

Retirement

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

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

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

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

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SOUTHERN REGION III OFFICE
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Today you sometimes hear people say that unions have outlived their usefulness; nothing could be further from the truth. As long as there are those who try to chip away, erode or eliminate the hard-earned protections and rights of working people, there will be the need for strong labor unions.

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national health care, enactment of decent and fair tax laws, the elderly, civil rights, housing, education, children and family issues, health and safety standards, crime and closing the wage gap between men and women.

AFSCME also returns a portion of your dues back to CSEA in the form of grants that support a wide variety of training and education projects and other programs that directly benefit CSEA members.

How to request refund

Members who object to AFSCME expending a portion of their dues for partisan political or ideological purposes may request a refund of that portion of their dues from AFSCME.

Under AFSCME's rebate procedure, reimbursement requests must be made individually in writing between April 1 and April 16. Requests must be typed or legibly printed and include the member's name, Social Security number, home address, AFSCME local and council number.

The individual request must be signed by the member and sent by **registered or certified mail** by the member to:

**International Secretary-Treasurer
AFSCME International Headquarters
1625 L Street NW
Washington, DC 20036**

The International Secretary-Treasurer calculates the per capita payment equivalent that was used for partisan political or ideological purposes during the fiscal year and refunds that amount.

Requests to AFSCME must be renewed in writing every year.

1994 Empire Plan claims must be filed by March 31

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

**Metropolitan Life
Insurance Company
CPO Box 1600**

Kingston, NY 12401-0600

Basic medical claim forms may be obtained from your agency's personnel/ business office or from Metropolitan Life Insurance Company. Make sure you complete the requested subscriber information and, if applicable, dependent student information. **Don't forget to sign the claim form.**

Please be certain to have your doctor or other provider fill in all the information asked for on the claim form. If the claim form is not filled out by the provider, all original bills must include all the medical/diagnostic information asked for on the claim form. Missing information will delay the processing of your claim.

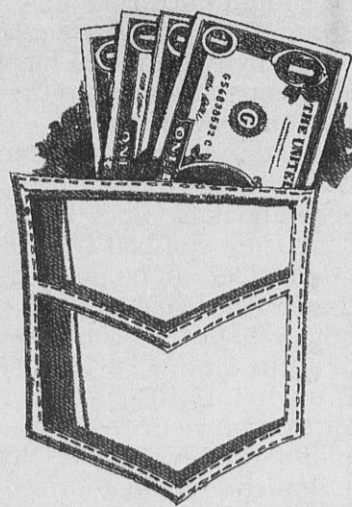
If you have any questions concerning your claim, you may call the following toll-free number at Metropolitan for assistance:

1-800-942-4640

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All you need is a touch-tone telephone to find out the latest information on the state budget and other items of interest to members

Simply call (toll free) **1-800-342-4146** using a touch-tone telephone, then press 1 and then 5.



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It's a tax benefit for people who work and you can get it, if you're eligible, when you file your federal income tax return

Getting your EIC takes just two simple steps:

- ① file a federal income tax return (Form 1040A or 1040, not Form 1040EZ)
- ② fill out "Schedule EIC" and attach it to your return

- If you lived with one child in 1994 and your family earned less than \$23,755, **you can get up to \$2,038.** If you lived with two or more children in 1994 and your family earned less than \$25,296, **you can get up to \$2,528.**
- If you had no children living with you in 1994 and you earned less than \$9,000, and you were between ages 25 and 64, **you can get up to \$306.**

For information about how you can get the Earned Income Credit and free help filing your taxes, call the IRS at 1-800-829-1040. VITA (Volunteer Income Tax Assistance), a program of the IRS, helps people fill out their tax forms for FREE. VITA sites are open from late January through April 15. To find the VITA site nearest you, call 1-800-829-1040. Be patient, the line is often busy. Or you may call VITA sites in New York: Albany area (518) 472-3636; Buffalo area (716) 686-4779; Brooklyn (718) 488-2908.

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CSEA and AFSCME

State budget will whack local governments

Local governments and school districts are in for the kind of financial shock from Gov. George Pataki's proposed state budget that is destroying state agencies, gutting vital programs, sabotaging service levels and devastating the careers and lives of thousands of state workers.

Hidden beneath a sugar-coated Pataki promise of relief from many mandated state programs is the stark reality that his proposed state budget will carry with it the need for local governments and school districts to either raise property taxes or also lay off workers and reduce services.

Pataki's proposed budget freezes general local government revenue sharing and emergency aid to some cities at last year's

levels. School district aid packages are also frozen at 1994-95 levels. However, inflation, fixed expenses and contractual obligations require additional spending by the local governments and districts this year.

Local governments also face a 10 percent cut in Consolidated Highway Improvement Program and Suburban Highway Improvement funds and a 25 percent cut in a third highway aid program.

Counties which operate nursing homes and hospitals will feel additional pressure from proposed cuts in Medicaid and hospital reimbursement cuts.

A clue that Pataki realizes that his proposed state budget will impact heavily at the local level is found in the fact the

governor proposed extending to local governments and school districts the authority to offer early retirement incentive programs to their employees.

"We're concerned about Pataki's call to local governments to follow his lead and cut spending and lay off employees, rather than raise local property taxes, to offset financial burdens," CSEA President Danny Donohue said. "We've been through years of tough times in this state and the state and local government work forces are cut razor thin as it is. People have to realize that layoffs mean reduced services. I think we've reached the limit at which most taxpayers are willing to further reduce the level of services their governments provide."

Troy CSEA unit slugs it out with city manager conducting reign of terror

TROY — In less than six months, Troy City Manager David Grandeau has managed to wreak havoc with public sector labor relations in this historic city on the Hudson which has become financially strapped. But the CSEA unit there has rallied together and with the help of the union, is slugging back.

Grandeau is a city manager without credentials or residency. He was brought in as a political appointee and does not live in the city as required by the city charter. Many say his only political talents are utter rudeness, insensitivity to the pain he inflicts and an ability to swing a bloody ax against public employees.

His reign of terror and destruction began when Grandeau fired 54 Troy employees represented by CSEA without providing CSEA with any information on the reasons for the cuts or the names of the individuals being fired. He told the news media he wouldn't provide the union with any information and that he wanted to create a mood of doom and gloom over city hall.

Using the threat of future layoffs, CSEA says Grandeau then intimidated three CSEA unit officers and forced the unit through a series of contract concession votes.

After members twice rejected Grandeau's demands, he began to cut salaries, scheduled 13 payless furlough days for 1995 and announced 14 more layoffs, five to take place immediately before the third concession vote. The frustrated and stressed out members finally approved the concession package in an effort

to save the 14 threatened jobs. The five laid off workers were immediately returned to their positions.

CSEA members repeatedly said they were willing to do their share to help the economically strapped city if the city would simply put some type of job protection language into the agreement, which Grandeau refused to do.

CSEA fought back by filing more than 40 improper practice charges against Grandeau for his outrageous actions and began several court cases.

In retaliation for the members reluctance to vote the concession package in, Grandeau then stopped CSEA union dues deductions.

At that point, CSEA sought injunctive relief under a new section of the state's Taylor Law. But when PERB granted the request and went to court on behalf of the Troy CSEA City Unit, Grandeau filed a counter suit against PERB claiming PERB chose sides and could not serve as a neutral party in any Troy issues.

Throughout this roller coaster ride the Troy City Unit members have stayed on CSEA's side. The Rensselaer County CSEA Local office near city hall serves as a safe haven for the workers, who use it as a meeting area, union office and training site.

The union continues to rebound. Shop stewards are being trained and new officers will be elected soon.

Grandeau continues his strange behavior, but now the citizens are openly upset with his dictatorial manner. Recently Grandeau hung a large banner on the front of City Hall. It read

"FOR SALE BY OWNER" and brought an outcry of protest from citizens.

Grandeau says he will leave

office at the end of this year when his position is eliminated. To many, that's not nearly soon enough. — **Daniel X. Campbell**



CSEA MEMBERS OF Greater Amsterdam School District units turned out in full force to confront Board of Education over long delay in resolving a contract dispute. At right is Gary China, president of CSEA Montgomery County Local 829.

Greater Amsterdam School employees protest drawn-out contract negotiations

AMSTERDAM — Members of the three CSEA bargaining units in the Greater Amsterdam School District are upset with negotiations that have dragged on for months.

Unit President Erika A. Kuiber said part of the problem is the reluctance of the Board of Education to adequately respond to the needs of employees while being willing to invest funds into district buildings instead. A failed challenge to CSEA's representation rights also delayed contract talks.

CSEA Amsterdam School District workers recently turned out in huge numbers to protest the contract dispute with Board members during an open house school program. Members carried picket signs, wore slogans on lapel buttons and spoke during a public comment session.

"We're heading for conciliation," CSEA Collective Bargaining Specialist Michael Campon said. "But we're still willing to talk to the Board about any issue that they can move on."

Service to you an unbroken commitment

Service is the middle name of The Civil Service Employees Association. And while CSEA members are busy servicing millions of residents of the state, CSEA is busy servicing its 265,000 active and retired members. It is a Herculean task, for CSEA's members are scattered throughout most of New York's 62 counties, 62 cities, 932 towns, 556 villages and 718 school districts. CSEA stays in touch with its members through locally-elected leaders, shop stewards, member activists, a union newspaper and direct union staff contacts. This story shows how CSEA services some members in two upstate counties. Similar efforts are repeated every day all across New York by CSEA staff.

'This is God's country...'

"This is God's country up here, and our members take good care of it in the best and worst of times," CSEA Labor Relations Specialist Jim Martin said as he drove up I-87, the Northway, to his first early morning stop at a highway barn in the town of Bolton. Over the next two days he would also visit highway barns in Horicon, Chester, South Glens Falls and Moreau.

Martin's service area is 102 miles long and 37 miles wide. And the emphasis is on service.

This section of Warren and Saratoga counties is part of New York's North Country. Martin has made this cycle many times, keeping CSEA in touch with its members. Dotted by small, isolated towns and villages, the area is ruggedly serene much of the year and can become snow-bound and remote in winter. Regardless, the contact between the union and its members in the area remains unbroken.

Martin's calling card is a dozen doughnuts and hot coffee for the workers at each stop.

"I would like to think I have a special relationship with our members in these small highway stops. We take care of each other," Martin explains. "Each stop is its own little family, but each is unique to itself."

The Bolton barn is big, old and cold — the only heat comes from a cast-iron woodstove that looks older than most of the work crew.

After exchanging good-natured insults all around, Martin, CSEA Unit President Glen Ryder and nine workers there talk about a potential labor-management problem.

After a short discussion, Martin decides to call the town supervisor. The workers crowd around. "Fine, that's what I figured, Frank," they hear him say. "Right, it's right there in the contract. Right, no problem," Martin concludes.

"I think we're all set. Frank understands the problem," he tells the workers. "If this isn't taken care of, give me a buzz."

Soon Martin is driving down miles of

twisting dirt roads on his way to the Horicon highway barn.

About a dozen workers fill a small lunch room, but no one sits; instead they crowd around Martin and Unit President Howard "Butch" Farmer. The talk centers on problems with a health insurance coverage changeover.

Martin tells the workers that Tim Vallee of CSEA's benefits department did a great job comparing various insurance packages when their original insurance company pulled out on them. The problems developed when the coverage wasn't what the employees thought it would be in some cases.

"The town did the right thing by purchasing riders to cover areas that were left out," Martin explained. "That reduced the savings and increased the cost, but the town did make it right."

Moving on to the Town of Chester highway barn, Martin finds the bays filled

with equipment and the workers busy with maintenance. His doughnuts become dessert for the workers' lunch.

He finds Unit President Howard "Howie" Meade working in his plow cab with the dashboard totally apart.

"You do your own electrical work?" Martin asks.

"We do a little bit of everything," Meade says. "You bring the doughnuts?"

As at other stops, the workers crowd around the union representative and their unit president. The discussion here centers around a recently concluded excellent labor contract protecting them but health insurance is a main topic too. Martin jots notes into his ever-present notebook.

"Look, this particular provider is new to all of us. If you run into a problem, get a hold of me," he tells the workers.

Soon Martin's on his way back down the Northway to get some paperwork done at CSEA's region office in Latham before finally calling it a day.

Early next morning Martin's on the road again, back up I-87. He swings into the modern South Glens Falls highway barn, accompanied by a fresh supply of doughnuts and ten cups of hot coffee for the workers.

He meets with Unit President Carl "Luke" McCane, listens to some workers concerns and is told that the town has hired a lawyer to negotiate the contract with CSEA this time.

Martin acknowledges that he knows the attorney and has already contacted her to get started.

"It looks like it's going to be tough, but we'll just have to be tougher," the Marine Corps veteran tells the workers.

Later Martin is on the road again, heading for the Town of Moreau highway barn. There he quickly locates Unit President Robert "Bob" Lemery to discuss, among other things, a recent arbitration case. Martin and Lemery also discuss upcoming negotiations.

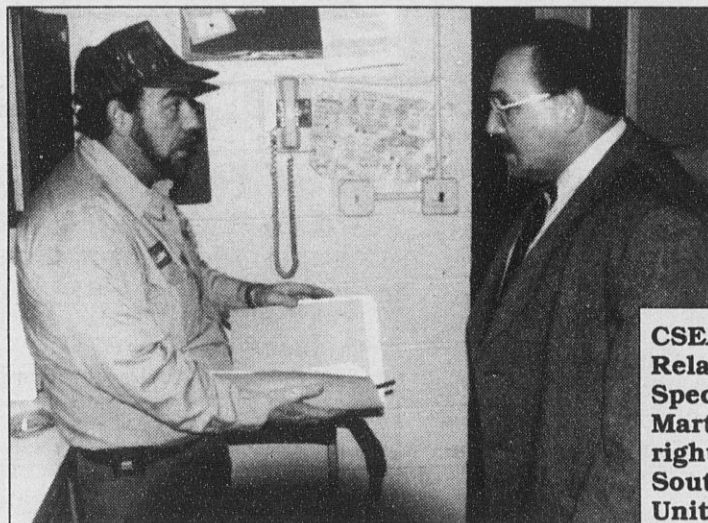
After talking extensively with workers, Martin once again heads his car south toward the region office,

where phone calls and paperwork await him.

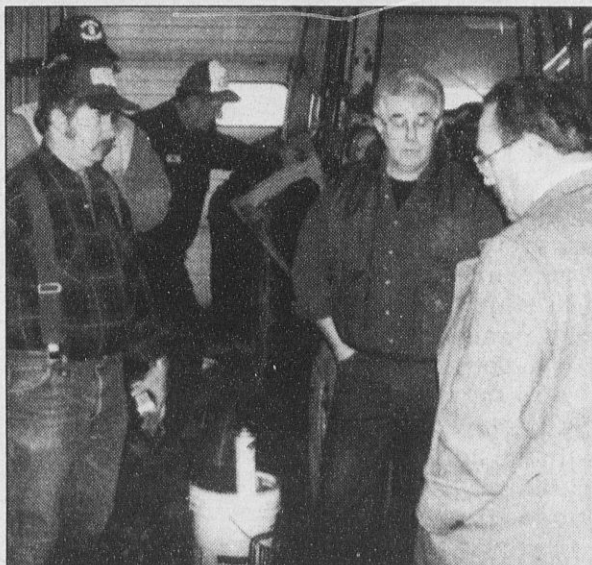
"Do I enjoy my work? Sure I do," Martin said. "Hell, it's a day and night job, calls at all hours, all kinds of interruptions. But that comes with the territory. It's all part of providing service to our members wherever they work and whatever their needs. CSEA does that well.

"One of the things that is apparent at all of the stops up here is the sense of community. I constantly hear positive remarks from the town officials who are not one bit shy about complimenting their respective work force. These small groups provide a real service for tens of thousands of citizens everyday, and nobody does it better than they do," Martin said.

— Daniel X. Campbell



CSEA Labor Relations Specialist Jim Martin, above right, talks with South Glens Falls Unit President Carl "Luke" McCane. At left Martin meets with members at Horicon. Unit President Howard "Butch" Farmer is at right. Below, Martin chats with members at the Town of Chester barn. Unit President Howard "Howie" Meade is at left.



Chester School District violated contract

CHESTER — The Chester School District in Orange County violated the CSEA contract when it refused to pay overtime to two employees who worked on a Superintendent's Conference Day which was held on a holiday, an arbitrator ruled.

When winter storms caused a number of school closings in 1994, the school district superintendent declared April 1, Good Friday, a conference day for teachers. That allowed the district to meet the minimum 180 school days required by the state. April 1 was also considered a paid holiday in the CSEA contract.

Unit President Nancy Babb

and Custodian Bruce Cathy volunteered to work on that day after the superintendent advised Babb that he needed one secretary and a custodian to staff the school during the conference. Babb worked for seven and a half hours and Cathy worked for six hours.

Both were paid for hours actually worked and were given an extra compensatory day off. But they should have been paid time and half, said Labor Relations Specialist Carl Rasmussen.

District officials argued that school was in session since it

counted toward the required 180 days. CSEA maintained the day was a contractual holiday and the employees were entitled to overtime pay as well as a compensatory day.

Arbitrator Lawrence Hammer agreed and ordered the district to pay overtime rates for hours worked in addition to a compensatory day.

"This was a significant win for us," Rasmussen said. "We have a superintendent here who thinks he can make his own rules without regard to the contract. I hope that this will send him a message that he must comply with the collective bargaining contract."

— Anita Manley

'I hope that this will send (the superintendent) a message that he must comply with the collective bargaining contract'

Library Board officials must reimburse library employees

SCARSDALE — Scarsdale Library Board officials will have to reimburse library employees for differences in costs after it was determined that they violated the contract by changing health benefit plans for CSEA employees.

CSEA Attorney James Rose said the issue was whether the benefits were comparable. CSEA claimed the plans were not comparable because employee costs were significantly higher under the new plan.

While the arbitrator agreed with library officials that the employees' former plan "closely resembled" the new plan, he emphasized "there is still the underlying difference in the deductibles, level of reimbursement and co-payments and differences that result in substantially higher costs to the average employee."

The arbitrator said that the change in reimbursement for prescription drugs is also substantially less under the new plan.

He also found fault with the board for failing to notify union members on a timely basis that a vote to change plans was scheduled. That failure also violated the contract.

The arbitrator ordered town

officials to reimburse employees through Dec. 31, 1994, for "the difference in costs attributable to differences between the deductibles, reimbursement levels and co-payment" under the previous plan and the new plan.

The decision affects about half of the 24-member unit.

"It is difficult to say at this point what the settlement will cost, as it will be based on individual usage of the medical plan," Unit President Judith Reinfeld said.

"We are delighted with the decision," she said. "It is a victory on several levels."

We are keeping members' medical costs stable. And the extra level of reimbursement means that they can keep seeing their personal physicians, rather than having to switch to the less expensive, but highly limited network of participating physicians."

"We are very grateful for all the support, time and expertise given us by everyone involved at CSEA: Shawn McCollister, our Labor Relations Specialist; James Rose, our attorney; and Stephen Keith, research analyst," Reinfeld said. "All in all, the arbitration process gave us a unique opportunity to present our concerns."

'We are very grateful ... for all the support, time and expertise given us by everyone involved at CSEA'

Cooperation helps resolve safety and health issues in Nassau County Parks Unit

NASSAU COUNTY — Three cheers for labor-management cooperation. It led to the successful resolution of some problems in the CSEA Nassau County Recreation and Parks Unit.

Unit President Tim Corr said members were concerned about a few health and safety issues.

"We requested a walk through to point out the problems, and management was extremely cooperative," Corr said.

CSEA Occupational Safety and Health Specialist Dan Morra, Local 830 OSH Representative John Aloisio and Local 830 Administrative Assistant Jim Mattei joined Corr and management representatives on the walk-through.

The first safety issue dealt with a new heating system that had large steam pipes suspended overhead.

"Two department supervisors and an engineer addressed the members and answered a number of their questions," said Corr.

Management agreed to make significant changes. They will install safety system back-up valves, enclose the central control box and valve area, arrange for 24-hour monitoring of the system and close off two garage doors to prohibit trucks from hitting low-hanging steam pipes.

"The resolution of these

problems speaks well not only for labor and management, it says that it is important to come to the union with safety concerns so they can be properly addressed," Corr said.

The second situation dealt with poor air quality in ranger headquarters. After the walk-through, an air quality test was ordered and showed carbon dioxide levels were too high.

Ventilation was also insufficient, and the building was dirty and dusty, Corr said. There was also problems with the ventilation system which had no provisions for bringing in fresh, outdoor air.

Exposed wood and roof beams in the attic had resulted in leaks and bird and squirrel droppings.

The department agreed to hook up fans throughout the area to bring in fresh air, clean uniforms which had been soiled by storage in the attic, fix exhaust fans, repair the roof, clean and disinfect exposed beams and seal attic holes.

Morra said another air quality test will follow to ensure it has improved.

"My members and I are extremely pleased with the outcome of these walk-throughs and really applaud the labor-management cooperation," Corr said.

— Sheryl C. Jenks

Union campaign turns back privatization of Sanitation Department

Solidarity saves jobs in Poughkeepsie

POUGHKEEPSIE — City of Poughkeepsie CSEA members know from personal experience that solidarity sends a powerful message.

Faced with job cuts in the new city budget, they met with CSEA representatives. The advice was simple — working together and fighting as one force was the key to success. Unit President Willis Wimberly and his co-workers were determined to win, and so solidarity became their tool.

At risk was the sanitation department, which the city manager planned to eliminate, wiping out 12 jobs.

"This campaign had everything," said CSEA Political Action Coordinator Stan Merritt, a Poughkeepsie resident. "It had privatization, layoffs, jobs eliminated, anti-union bias. They threw everything at us but the kitchen sink!"

One of the first steps was to get the community behind CSEA. Union members

'We showed the value of CSEA members and staff working together ... politicians and administrators are realizing that CSEA is a force in the city of Poughkeepsie'

collected hundreds of signatures on petitions, had people speak at city council meetings and kept the public informed about what was happening. Members also lobbied the city council and the mayor.

Pickets with support from every city department at every city council meeting showed the CSEA solidarity for the sanitation department workers.

The solidarity efforts paid off: The city retained the sanitation department and its employees.

A partial victory on consolidation

prevented most layoffs, but some positions were downgraded, and the union is still fighting.

Best of all, the employees stuck together and fought the battle together.

Wimberly said he was pleased that city residents did not buy "the same bill of goods as some of the city officials — that a private company could do a better job of taking care of the city's

sanitation needs than city employees."

"By winning our budget campaign, we showed the value of CSEA members and staff working together," Merritt said. "By being pro-active, we were able to have a plan in place that allowed us to keep CSEA members on the job."

"We are hoping that the activity and ability CSEA demonstrated will have a positive effect on contract negotiations."

The unit is forming a political action committee to work toward electing city officials who support CSEA in November. In fact, candidates for mayor from both parties have already contacted CSEA, Merritt said.

"Politicians and administrators are realizing that CSEA is a force in the city of Poughkeepsie."

— Anita Manley



CSEA Probation Department Unit President Jane D'Amico, left, and CSEA Nassau County Local 830 President Rita Wallace flank Nassau County Executive Thomas Gulotta, second from left, who received a plaque from the unit. The unit also gave achievement awards to CSEA members, from left after Wallace, Eileen Jones, District Attorney's Office; Nancy Donaldson, accepting the award on behalf of her sister Laura Gulliksen, Probation; Loretta Downes, Probation; and Brian Richardson, Probation.

CSEA Nassau County Probation Unit honors Nassau County Executive Thomas Gulotta

The CSEA Nassau County Probation Department Unit recently presented Nassau County Executive Thomas Gulotta with a plaque for "recognizing how vital the probation and law enforcement departments are in this county."

The unit also presented achievement awards to four CSEA members.

Unit President Jane D'Amico thanked Gulotta for restoring probation department positions.

"Probation and law enforcement are the most underrated departments," Gulotta said. "Nassau County has the lowest crime rate, and that's a credit to you. I join CSEA in paying tribute to each of the honorees."

"There are good times ahead," Gulotta added. "Public employees are dedicated and hard working. You don't look for applause and accolades, but you really deserve it."

— Sheryl C. Jenks



TOYS FOR TOTS FROM TOWN OF SMITHTOWN — CSEA member and Marine Corps Reserves Corporal Chris Hewitt receives a truckload of toys from CSEA Town of Smithtown Unit President Doug Keltner. Unit members contributed \$500 toward the Marine Corps Reserve Toys For Tots program for children in Suffolk County families, local churches and social services.

HERE WE GO AGAIN

On Jan. 27, 1983,
then-Gov. Mario Cuomo said:

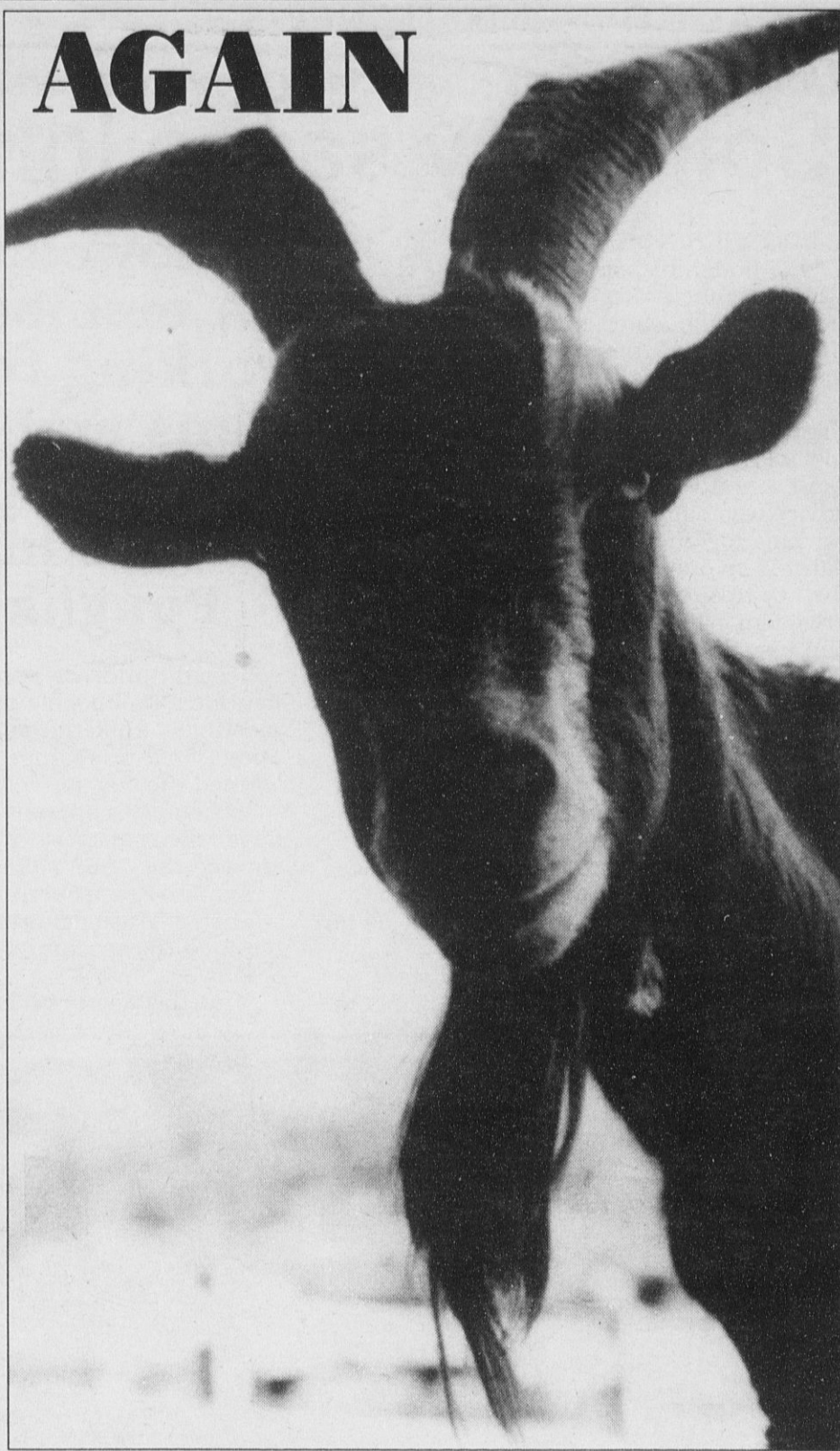
**'We have a
tendency to
scapegoat
the unions.
It's not fair.'**

He had just threatened to layoff 9,400 state workers.

On Feb. 1, 1995,
Gov. George Pataki said:

**'State workers
have done
nothing wrong.
It wasn't the
workers' fault'**

He had just announced the elimination of
11,400 state positions.



Stop scapegoating state workers

We're tired of being the scapegoats. So, Gov. Pataki and Legislators, put away your axes and sharpen your pencils. There's a lot of fiscal fat left in the state budget that should be cut before you start chopping off hard-working employees. Start doing your job right for a change, and let the CSEA Work Force do its job.

CSEA
Local 1000, AFSCME, AFL-CIO