

Official publication of
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Local 1000, AFSCME, AFL-CIO


Sector

THE PUBLIC

Vol. 18 No. 4 APRIL 1995


SPECIAL EDITION

The fight to save
the State of New York



We didn't
vote for
this budget,
George!

We're
fighting back!



Members to vote
on tentative 4-year
**STATE
CONTRACT**

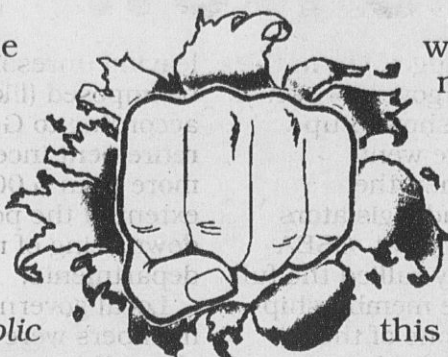
See insert in this edition
for highlights



Inside this edition:

Across New York state, from border to border, CSEA members are vocally and physically demonstrating against the proposed state budget of Gov. George Pataki. Opposition to Pataki's proposed budget has galvanized CSEA members as nothing else has in many years. As this edition of *The Public Sector* went to press, that budget had not been adopted and was

We didn't vote for this budget!



We're fighting back!

still the focal point of a battle between Democrats and Republicans in the state Legislature. And it was still the target of the wrath of CSEA and its membership as well.

Throughout this special edition of *The Public Sector*, from cover to back, are vivid accounts and photographs of CSEA members rallying against this budget.

Each of you are commended for your spectacular efforts.

Probationary employee loses two children; family can use your support

Ubdulio Oden, a probationary Youth Division Aide at the Harlem Valley DFY facility, has worries and concerns of a different nature.

Early in March his 14-year-old daughter died following an automobile accident. Days later his two-year-old daughter died of complications from heart problems.

Because he is not a permanent employee, Oden is not eligible for leave donations and is on leave without pay.

Anyone wishing to help the family can send donations to Ubdulio Oden, 7 Jones Street, Apt. 1, Poughkeepsie, NY 12603.

Mathew and his mom would appreciate your help

CSEA St. Lawrence Psychiatric Center Local 423 members are doing their best to help 10 year-old Mathew Bjork, who suffers from recurrent pancreatitis, a condition that requires continuing specialized treatment.

Mathew, the son of Therapy Aide Marcia Bjork, has been hospitalized repeatedly since 1988 because of the painful condition. Since October he has received specialized treatment at Children's Hospital in Boston and his condition has vastly improved. Still, the expense and strain of the travel has been staggering.

Even worse, Mathew, a fifth grade student and Cub Scout, just lost his father to a heart attack last month. And his mother, who has worked for the psychiatric center since 1977, has been

targeted for layoff under the Pataki budget.

Contributions may be sent to the: Mathew Bjork Fund, St. Lawrence State Hospital Employees Federal Credit Union, Commerce Park, Ogdensburg, New York 13669.

Ballots in mail May 22 for election of members of CSEA Board of Directors

Ballots for the election of members of CSEA's statewide Board of Directors will be mailed to all eligible members on May 22, 1995.

If you do not receive your ballot by June 1, 1995, contact Linda London at Interactive Computerized Elections (ICE), (516) 753-0400 collect, for a replacement ballot.

Completed ballots must be received by ICE at the address on the return envelope not later than 8 a.m. June 13, 1995, to be considered valid.

Counting of ballots will begin on June 13 at ICE, 71 Executive Blvd.,

Farmingdale, NY 11735. Candidates are permitted to observe each phase of the election process. Candidates may designate, in writing, persons, who must be members in good standing, to serve as the candidate's observer. Payment of an observer's expenses is the responsibility of the candidate.

All candidates will be offered the opportunity to submit a photo and brief statement for publication in the May edition of *The Public Sector*.

Elections are being held to fill 103 positions on CSEA's statewide Board of Directors.

ON THE COVER:

Sally Smith, third vice president of SUNY Fredonia and a member of the CSEA Western Region and Statewide Political Action Committees, confronts Gov. Pataki at a union rally protesting Pataki's visit to Springville in western New York.

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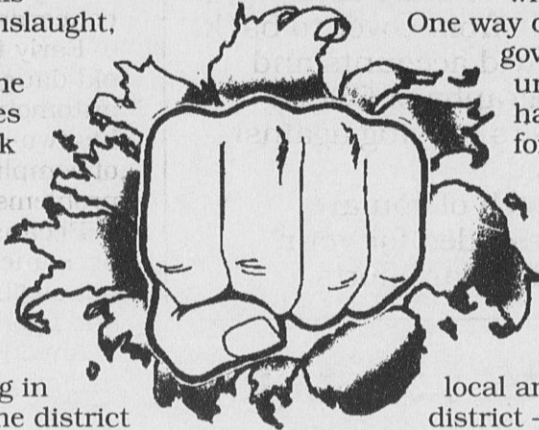
CAPITAL REGION Marguerite Stanley
CENTRAL REGION Bruce Damalt
WESTERN REGION James V. Kurtz

CSEA fires barrage of weapons against Pataki budget in battle to save New York

If Gov. George Pataki and his supporters in the state Legislature thought CSEA would simply roll over on his proposed budget-cutting onslaught, they were sadly mistaken.

They may have gotten the message when their phones started ringing off the hook and their desks became buried under letters of protest. Perhaps it sunk in when they looked out the Capitol windows to see and hear thousands of CSEA members and others circling the building in protest, or when their home district offices were picketed by angry constituents. Or when they turned on their television set or radio or read a newspaper and were greeted by CSEA-sponsored ads opposing

We didn't vote for this budget!



We're fighting back!

Pataki's budget. Or, in the case of the governor, when protesters showed up wherever he went.

One way or the other, the governor and legislators understood that CSEA had quickly rallied the full force of the membership against one of the gravest attacks against the union and public employees in at least a generation. CSEA members at every level of government - state,

local and school district - recognized that Pataki's proposed budget would

wreak havoc by devastating public services in their areas, and the members came out swinging in opposition to it.

"We didn't vote for *this* budget, we're fighting back!" became the battle cry for CSEA members.

Democrats in the state Assembly continued to push for a more fair and equitable state budget as this edition of *The Public Sector* went to press.

Thus the April 1 budget deadline came and went again this year. But thanks in part to CSEA raising serious questions about the impact on public services, this year April 1 came and went without Pataki's proposed state budget in place. And while public employees continued to find themselves caught

between a rock and a hard place as this edition went to press, there was at least some consolation that Pataki's budget was far from a sure thing as legislators battled over revising it.

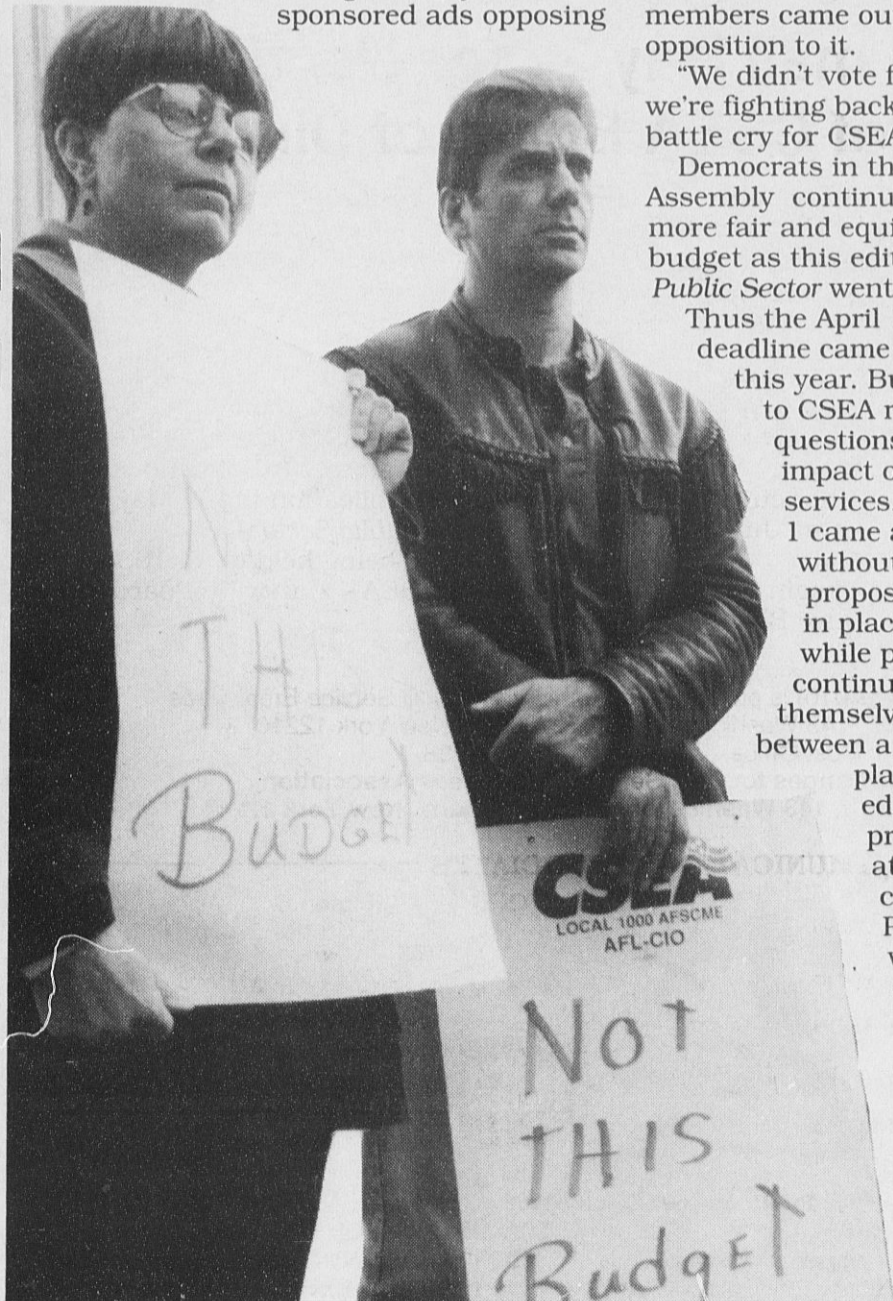
Still, lack of a budget kept anxiety levels high among state employees by

leaving unresolved the number of layoffs to be imposed (likely more than a thousand, according to Gov. Pataki, despite an early retirement incentive program that produced more than 5,000 retirements) and the extent of the possible elimination and downsizing of many state agencies and departments.

Local government and school district members were left wondering and worrying about the exact amounts of state aid to be allocated to local governments and school districts, which will translate into higher local property taxes and perhaps layoffs and service reductions.

And so the battle raged.

— Roger A. Cole



Above, CSEA Statewide Secretary Barbara Reeves and Statewide Treasurer Maureen Malone (partially hidden) react during huge anti-Pataki rally in Albany. In photo at left, CSEA members listen to speakers attack Pataki's budget during a rally in Syracuse.

**A message from
CSEA President Danny Donohue**



**Members in fighting mood
over Pataki's budget**

Keep up the fight!
Our grassroots fight against the proposed State budget remains at a high pitch as I write this column on April 7. Go through this special edition of *The Public Sector* with a fine tooth comb to see for yourself that our members are mobilized — as never before — to lobby against George Pataki's proposed budget.

We in the public sector know what a disaster the spending plan will be for all New Yorkers, and we are getting the message out.

The public is learning that the proposed "tax cut" is really a tax shift. The rich will benefit the most from these

cuts while ordinary working people will pay the price with higher property taxes, fewer services and fewer jobs.

For example, a family with an adjusted annual income of \$60,000 gets only a \$46 break.

What's more, the "tax cut" will guarantee future deficits. Pataki says that he has to cut taxes to promote business but history tells us that trickle-down economics don't work. For example, New York State made massive tax cuts in 1987 and did not create the economic boom their advocates had predicted.

George Pataki's proposed budget is based on the failed policies of the past. It is also a spending plan driven by Budget

Director Patty Woodworth (formerly of Michigan and Florida) who only knows how to cut, cut, cut.

Keep getting that message out that we didn't vote to cut, cut, cut. We voted for smarter and more efficient government.

Call your state legislators.

Call the governor.

Tell them that we didn't vote for *this* budget.

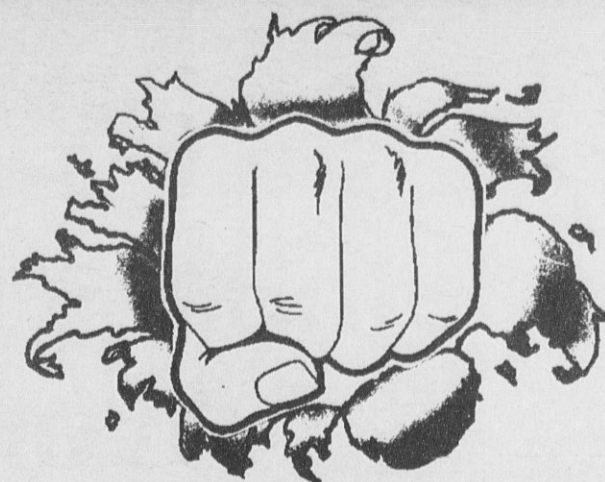
Keep the pressure on... Turn up the heat... Solidarity works!

Danny



"Patti Scissorhands"
THE ROYAL GROUNDSKEEPER

Members hounding Pataki's every move



We're Fighting Back!

STATEN ISLAND — Angry CSEA members are confronting Gov. George Pataki wherever he shows up across the state, including when Pataki showed up at Staten Island's Borough Hall recently.

CSEA Metropolitan Region President George Boncoraglio squared off with Pataki, demanding that more "common sense" be used rather than a "meat-axe" approach for financing the state's fiscal problems.

"If we don't act quickly and strongly now, the Governor's new Budget Director, 'Patti Scissorhands,' will take New York State back to the dark ages," Boncoraglio later told protesters. He urged CSEA members to call and write Pataki and state legislators to protest the proposed budget.

As Pataki began telling CSEA Staten

Island members from the Institute For Basic Research (IBR), South Beach Psychiatric Center, Motor Vehicles Department and Division For Youth that they are doing fine work for the state, he suddenly leaned forward to kiss CSEA Local 438 President Mary Greenman on the cheek.

Boncoraglio responded that the Governor won't be able to "kiss CSEA off with a kiss of death." He warned that no amount of gubernatorial charm will save union members from the unemployment office as long as Pataki remains determined to give sweeping tax breaks to the wealthy on the backs of state employees.

CSEA members shouted "Stop the layoffs; stop the cuts," and "Governor

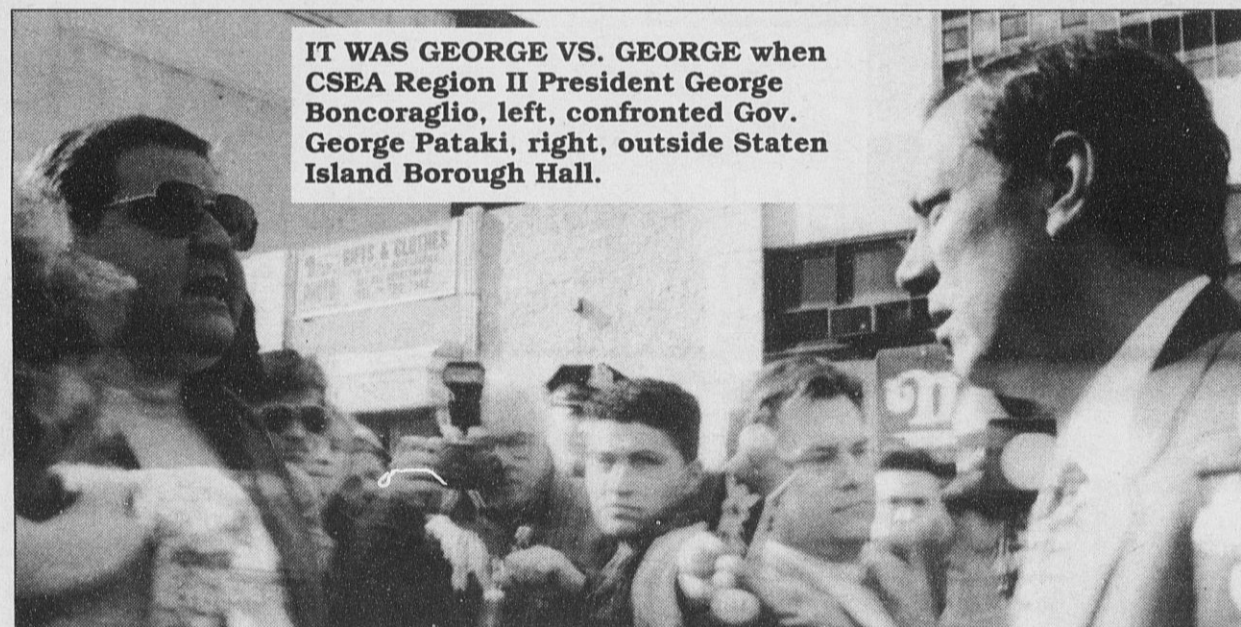
Pataki — don't lock us out!" as radio, television and print reporters looked on.

The Staten Island demonstration followed a traffic-stopping march the preceding morning at Manhattan's Sheraton Hotel where Pataki was addressing a breakfast meeting.

CSEA New York Psychiatric Institute Local 419 member Nevada Solano and Institute For Basic Research Local 438 member Ken Crosson shivered behind police lines in protest of Pataki's visit.

"My conscience just won't let me sit home. I have to do this because people in hospitals and wheelchairs can't show up, so we are the people who must show up! It's pitiful that Pataki is going to balance the budget on the backs of the mentally retarded and elderly. This is crazy!" Crosson said after demonstrating against the Governor two days in a row.

"Everyone feels the job they are doing for the state is important and the work of their agency means something to the quality of our lives in New York," Boncoraglio said. "But when we confront the Governor, this is about ALL of us. We are all in this together and we stand up for CSEA and our neighbors because we care!" — Lilly Gioia



IT WAS GEORGE VS. GEORGE when CSEA Region II President George Boncoraglio, left, confronted Gov. George Pataki, right, outside Staten Island Borough Hall.

CSEA protesters take on Pataki in western New York

SPRINGVILLE — CSEA protesters with picket signs greeted Gov. George Pataki when he made a dinner speech stopover at a Springville Chamber of Commerce affair recently.

"Stop the Cuts" and "Don't Bash Workers With Your Budget" were some of the sentiments expressed in the strong showing for a hastily-called protest.

"We had a meeting of CSEA and other unions regarding the budget the night before," said Paul McDonald, president of SUNY Fredonia Local 607. "So, we knew just who to call when we got the short notice the governor was going to be in the area."

College students from area colleges also carried picket signs protesting Pataki's budget cuts, and together with CSEA picketers, formed a hot welcoming committee for the new governor.

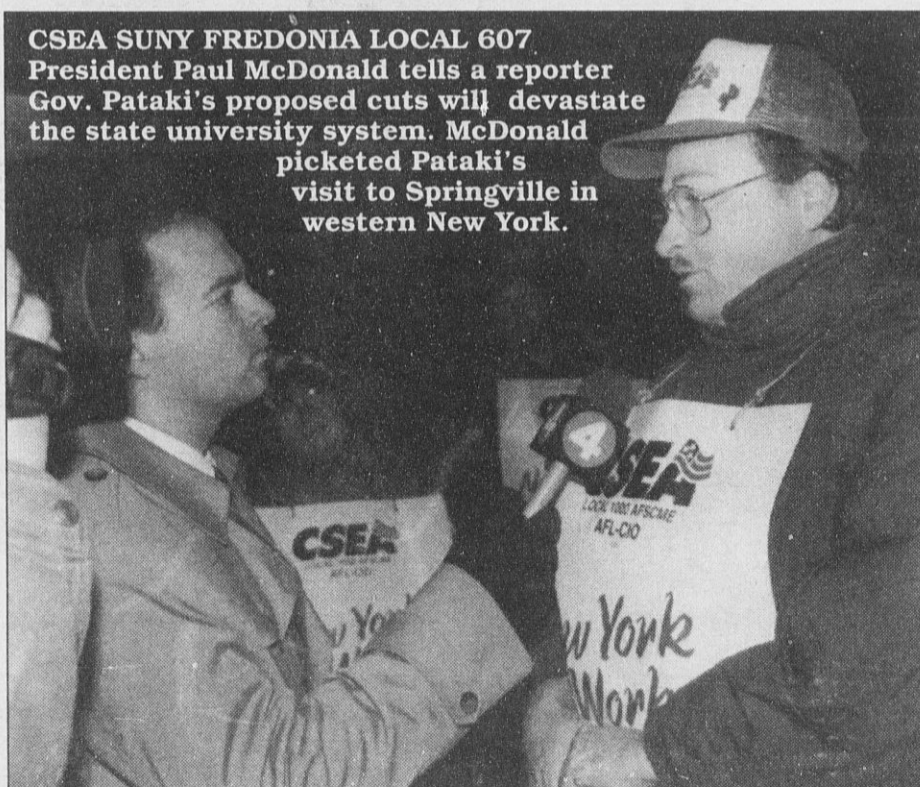
When Pataki stopped to briefly speak to the protesters, activist Sally Smith had a face-to-face moment with him, and asked "What about the worker?"

"He said he admired state workers and appreciated our coming out," said Smith, Local 607 PAC chair and statewide PAC rep. "I also gave him a brochure that extols the value of SUNY Fredonia to the community, which he took and put into his pocket."

Roger Sherrie, a political action coordinator for CSEA, praised McDonald and Smith for contacting the activists that showed up. Western Region Treasurer Jim Kurtz led a contingent of members from Chautauqua County Local 807. SUNY FSA Local 627, IBEW and United University Professionals (UUP) members also marched.

— Ron Wofford

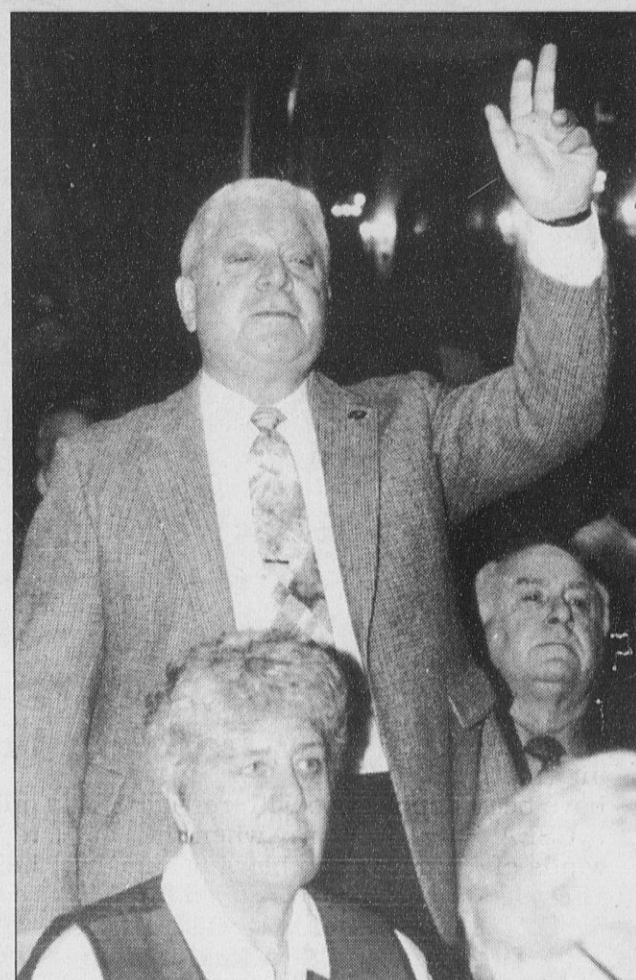
CSEA SUNY FREDONIA LOCAL 607 President Paul McDonald tells a reporter Gov. Pataki's proposed cuts will devastate the state university system. McDonald picketed Pataki's visit to Springville in western New York.



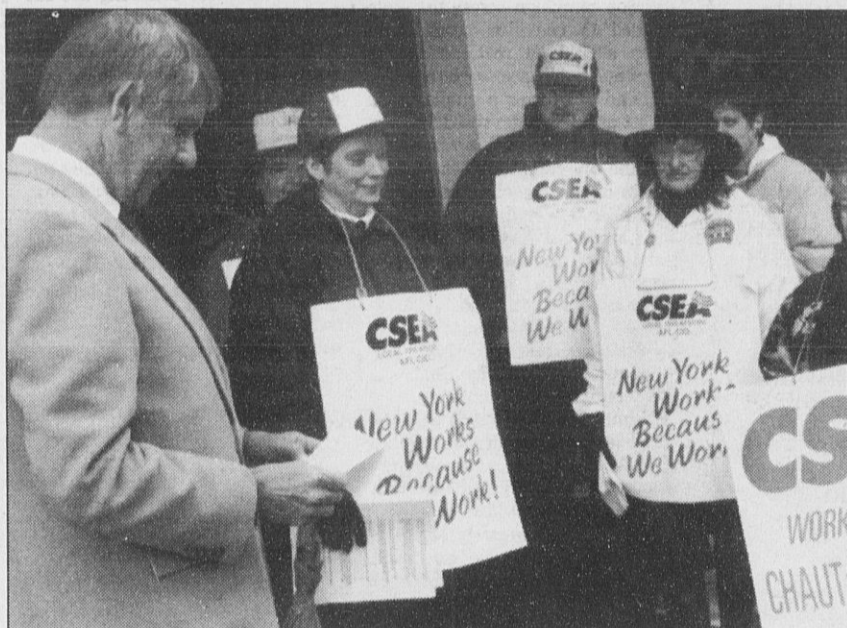
Special Edition: The fight to save the State of New York



SUPPORT FOR STATE LEGISLATORS who stand up against the Pataki state budget is expressed by CSEA President Danny Donohue, second from left, at a press conference called for that purpose. At left is Assemblyman Paul Tonko (D-105th District), target of a harsh Republican ad campaign for his stance on the budget. Assemblyman Ronald J. Canestrari (D-106th District) is third from left, and PEF President James Sheedy is at right.

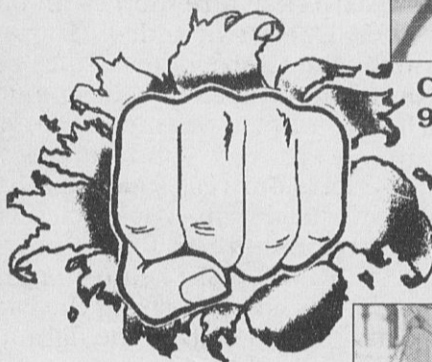


CSEA NASSAU COUNTY RETIREES Local 919 President Nick Pollicino speaks out against plans to raid the public employees pension fund to supplement the state budget.

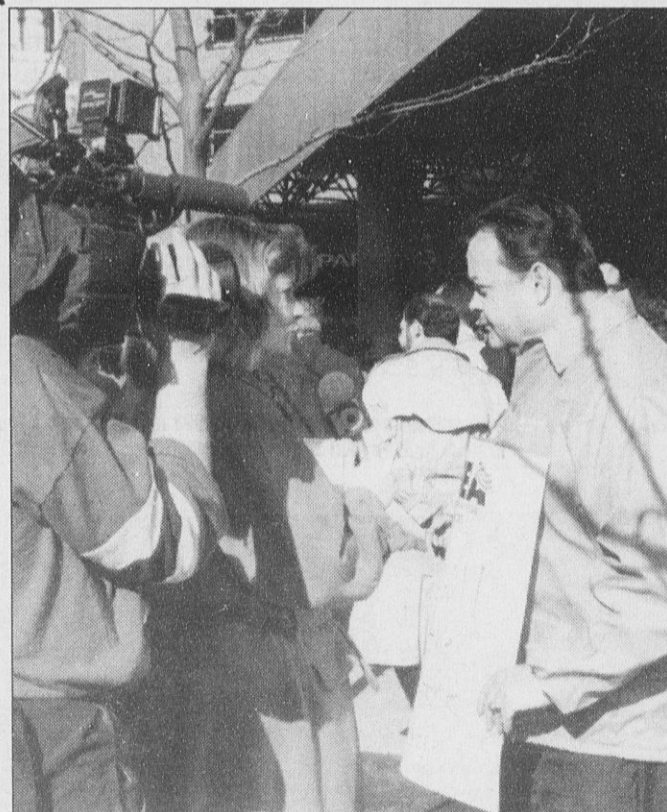


CSEA WESTERN REGION PRESIDENT Robert Lattimer, left, reads a statement to CSEA members picketing outside the Jamestown office of state Sen. Jess J. Present (R-56th District). Sen. Present said in his statement that he supports state workers but did not commit to vote against Gov. Pataki's proposed state budget.

**We didn't
vote for this
budget**



**We're
Fighting
Back!**



US SENATE MAJORITY LEADER ROBERT DOLE was greeted by a large group of protesting state workers and CSEA staff when he came to Albany seeking Gov. Pataki's endorsement for the Republican nomination for US President. CSEA President Danny Donohue is shown talking to a reporter for an Albany area television station at the scene of the rally.



RAIN DIDN'T DAMPEN THE SPIRITS of several hundred CSEA and PEF state employees along with local government workers who demonstrated in Poughkeepsie against the proposed Pataki budget.

CSEA ads big weapon in battle of the budget

CSEA has been upfront and out in front in the fight for the hearts and minds of state legislators and the general public in the war over Gov. Pataki's harsh and cruel state budget proposal.

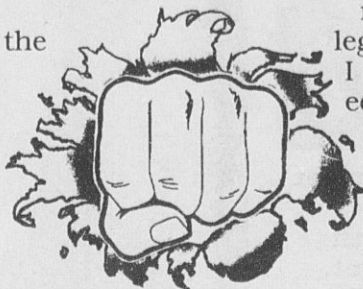
A large part of that battle has been fought over the television and radio airwaves and through the pages of the state's newspapers, where for months now hard-hitting, informative CSEA ads have been popping up with regularity.

CSEA entered the fray when the winds of change began blowing shortly after election day and has been on the field of combat continuously since.

"We are literally in a state of war with the Pataki administration and public advertising is one of our most effective weapons," CSEA President Danny Donohue said. "This is CSEA's largest advertising campaign in at least a decade; that's how important it is that we revise Pataki's budget. Our ads are very effective in countering pro-Pataki ads sponsored by Republicans and business executives."

"Advertising enables us to reach the greatest number of people simultaneously with a clear, concise and consistent message," CSEA Director of Communications Stanley Hornak said. "Because of advertising

We didn't vote for this budget



We're fighting back!

CSEA's position in this budget battle is well understood by CSEA members, taxpayers, legislators and Pataki himself. I think we are definitely educating the members and taxpayers and influencing the politicians."

"Pataki's budget is a nightmare in many ways. Our ads are very effective in reminding people that one of the greatest losses would be a reduced CSEA work force and a serious decline in the type and level of services the

public demands and is accustomed to," Donohue said. "The campaign has helped give CSEA great name recognition and credibility."

"Advertising reinforces all our other efforts," Hornak added. "It paves the way when we contact Pataki and state legislators personally or by phone and letter; it helps when we make phone bank calls to rally our membership; it supports our responses to current events in newspaper articles and on television and radio news programs."

AFSCME, CSEA's international union, is co-sponsoring the radio campaign to help in the fight against Pataki's budget.

The ad below is typical of the type CSEA has been running in newspapers statewide

Ads move CSEA into media skirmish over budget cuts

Unions, special interests, political parties pay to advertise their positions

By TOM PRECIOUS
Capitol bureau

For state workers, it's now up to Harriet and Lou to help out.

Just a day after Republicans and Democrats began their advertising wars over the governor's proposed budget, the Civil Service Employees Association began airing a \$250,000 television campaign across the state designed to convince people that money should be restored to the budget and public-sector jobs saved.

The ads, featuring a couple called Harriet and Lou, who voted for Gov. George Pataki last fall, try to depict what the union insists is the mixed feelings a growing number of New Yorkers have over the budget plan, which slashes a host of state programs to fund an income tax cut.

In all, the three 30-second ads will appear more than 400 times on cable and network outlets in 13 media markets each week until the end of the month. And unlike the Democrat and Republican ad campaigns, the CSEA messages will reach into the expensive New York City market.

CSEA, the largest state workers union, and the American Federation of State, County and Municipal Employees union have also begun a \$60,000 statewide radio campaign with the same theme. CSEA has for several weeks also been running a newspaper ad campaign.

For CSEA, the campaign is a first. One of the most organized organizations of its kind in

Labor leaders, Assembly Democrats gripe. B-10

to state Chairman William Powers, in its television campaign, which targets 19 Assembly Democrats. The Democrats are all from districts won by Pataki in November.

The Democrats, meanwhile, responded with a smaller radio campaign paid for by various Assembly campaign accounts. It tries to defend Democrats while attacking the cut-backs proposed by Pataki.

The CSEA ads, not unlike the successful Taster's Choice coffee marketing campaign, use a so-called slice-of-life advertising approach featuring a man and woman. In the first ad, a middle-class couple in their late 40s, both of whom voted for Pataki, start out in their nicely appointed kitchen arguing over the Pataki budget proposals. By the third commercial, the couple, now in their living room, have ended their disagreement, with the husband agreeing with his wife that Pataki's budget cuts have gone too far.

"You voted for a tax cut, too," the husband says in the first ad.

"I voted to get rid of the fat in government," Harriet says.

"Well, that's what the state budget is doing," he replies.

"Is firing school bus drivers and home health aides — is that cutting the fat?" she asks.

"That's bull," he retorts.

Finishing off the ad, Harriet says, "Tell me, what's the best value for our tax dollar?"

Hundreds of Millions of Dollars To Be Cut In Community Services.

\$57 million to be slashed in local highway aid and maintenance.



The CSEA Work Force is the reason your state and county highways are as clear as they are, in the worst snowstorms. Less money will mean less plowing and more danger.

\$571 million to be cut from hospitals, nursing homes and home health care.



Thousands of people in need of health care get it because the CSEA Work Force is on the job. Dismantling the system that's in place won't result in savings — in fact, it will shift the burden to other, much more expensive alternatives.

\$42.5 million cuts proposed for school transportation.



School Bus Drivers are members of CSEA. Whatever the weather, we're there, at the curb, keeping your children safe at the beginning and the end of every school day. You didn't vote to risk your children's safety.

\$187 million to be cut from the care of mentally retarded & mentally ill people.



Care Givers in community-based group homes — another job well done by CSEA members. Closing down psychiatric centers and community-based programs will force the mentally ill to one place — the streets in your community. That will increase the cost of Medicaid — and we'll all pay for it.

Last November, New Yorkers voted for better government, not fewer services. But Governor George Pataki's proposed budget guts services you depend on. What's more, it ignores the value of the CSEA Work Force.

Every day, we're on the front lines, doing the jobs that have to be done. We know the best ways to maintain the quality of vital services at the least possible expense.

Tell your government leaders that the CSEA Work Force is the best value for our tax dollar.

Danny Donohue

For your free copy of "You Profit From Our Work," call toll-free: 1-800-836-CSEA.

CSEA
The Work Force

Civil Service Employees Association
Local 1000, AFSCME, AFL-CIO
Danny Donohue, President



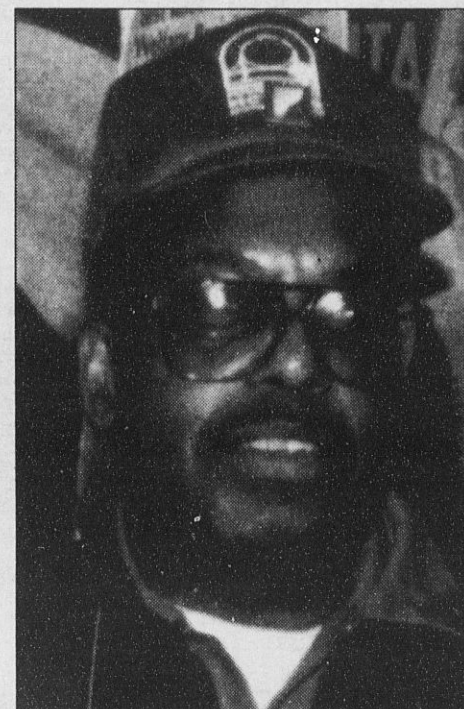
Don't Lose The CSEA Work Force: The Most Efficient Way To Get The Job Done in New York.

What do CSEA members think about Pataki's state budget? They don't like it!



Denice Tollison
SUNY Fredonia
CSEA Local 607

"I was on welfare before I got my current job. I'm concerned the state budget will put me and others like me back on welfare, and I definitely don't want to go."



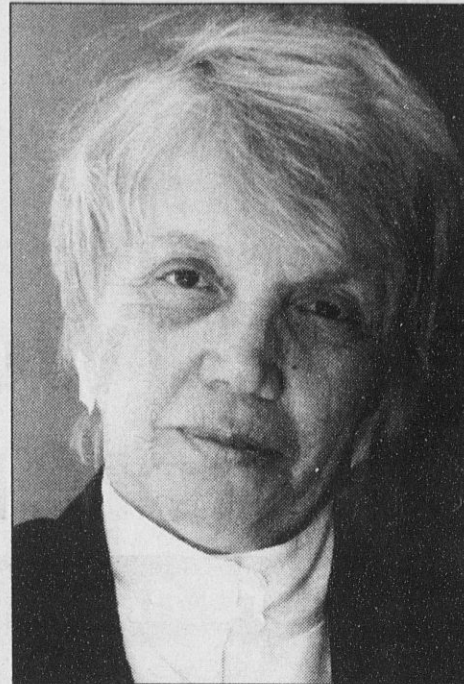
Willie Wimberly
President
City of Poughkeepsie Unit
CSEA Local 814

"State budget cuts will hurt small cities like Poughkeepsie. We need to send a message to Governor Pataki."



Cindy Kingsley
JN Adam DDSO
CSEA Local 400

"I don't think there is any doubt that Pataki's budget will put more clients on the streets."



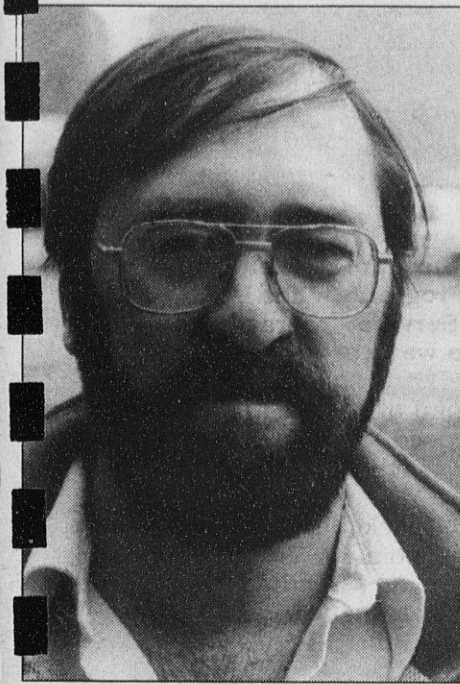
Vera Desimone
North Syracuse Schools
CSEA Local 834

"I don't like the fact that budget cuts in school aid will mean we have to eliminate some of our programs. It's going to affect everyone, including school districts. It'll trickle right down, and there will probably be loss of jobs. We're sending letters to our senator and passing out the CSEA budget mobilization forms to get other people active in the fight, and I've been passing the word along to all my friends to do the same."



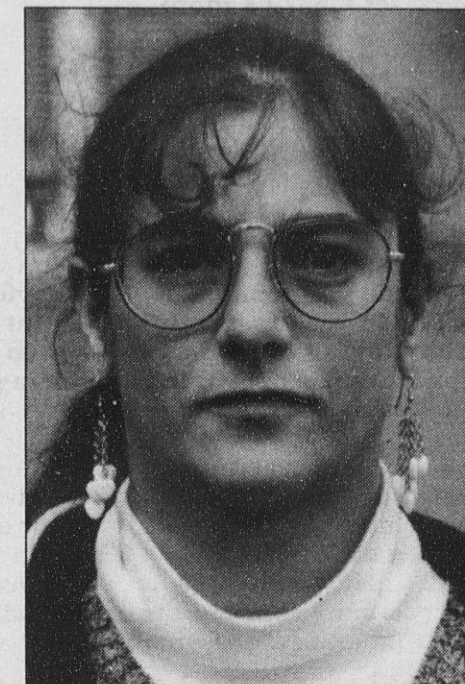
Mary Lou Dunning
Chautauqua County DSS
CSEA Local 807

"I'm very concerned this budget will hurt my clients."



Richard Zalewski
Onondaga County DSS
CSEA Local 834

"I'm concerned because they're cutting back benefits for the people I work directly with in Home Relief. It seems this budget is targeted at the people who can least afford to take the cuts. It concerns me as an employee of the county and for my clientele; I'm an advocate for them as well."



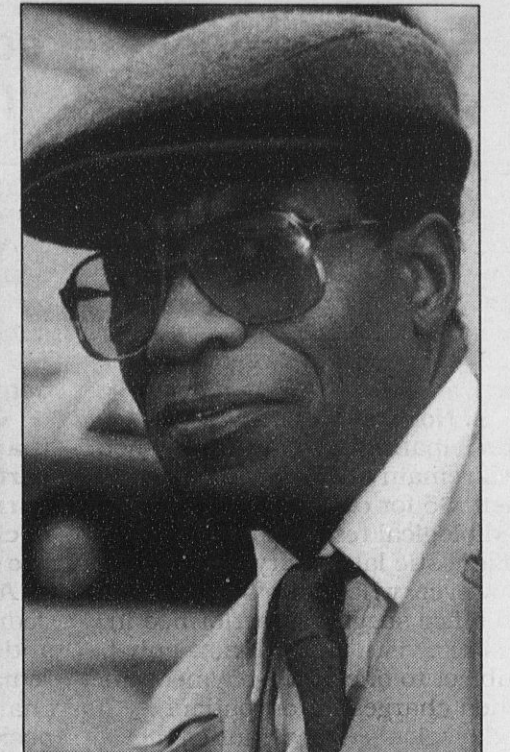
Denise Williams
NYS Dept. of Motor Vehicles
CSEA Local 013

"I'm backing up my union and my friends, family and neighbors, because we're all going to be affected by this budget. Me and my husband both work for the state and if we both lose our jobs, we lose our health insurance. My 15-year-old daughter has cystic fibrosis and her medications cost us about \$80 a day; if we lose our jobs, we wouldn't be able to afford them. And if they're going to cut Medicare and Social Services, where are we going to go?"



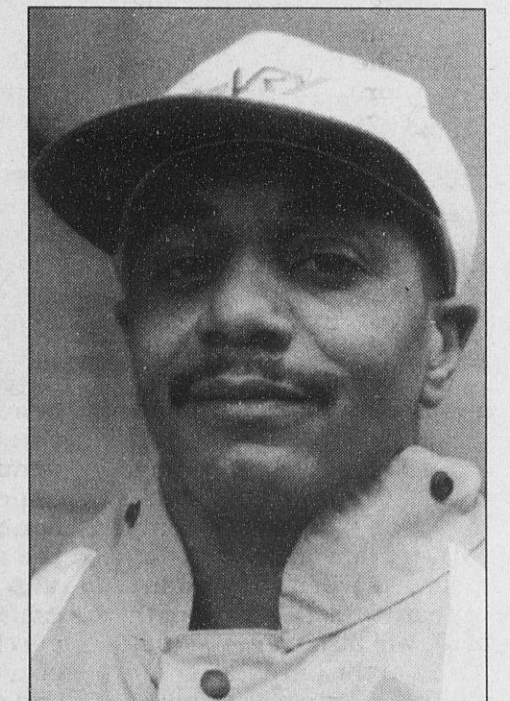
Jack Rudy
Chautauqua County
CSEA Local 807

"I am worried that this state budget will create a serious shortage of workers on the county airport rescue crew."



Herman Dorsey
JN Adam DDSO
CSEA Local 400

"I'm concerned that, among other things, the budget will create greater hiring and promotional problems for minorities."



Kevin Brooks
NYS DOT, Camillus Residency
CSEA Local 013

"I'm working along with the union to tell Pataki to stop the tax cuts that won't help anyone but the rich. I called my legislator and the Governor's office. As a relatively new member of the workforce with only two years of service, this budget will be harder on me. I've got a wife and three kids to support, and definitely don't want to lose my job."



Linda Davis
JN Adam DDSO
CSEA Local 400

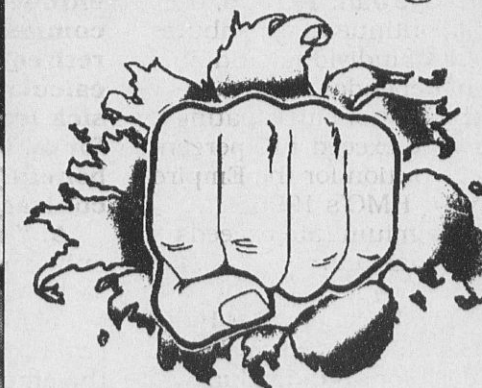
"I am really concerned that security problems will increase at state facilities under the cuts contained in Pataki's budget."



Judy Watts-Devine
President
Hudson River PC Local
CSEA Local 410

"State budget cuts will further impact staffing in our facility."

We didn't vote for this budget



We're fighting back!

'It seems this budget is targeted at the people who can least afford to take the cuts.'

State contract!

Two salary increases Two bonus payments Increments and longevity

Here are the contract highlights

ALBANY — It was called the "March surprise" when CSEA President Danny Donohue announced a tentative four-year contract between CSEA and the state affecting approximately 95,000 CSEA members.

It came after 10 days of marathon bargaining which included around-the-clock talks that ended in the signing of a tentative settlement on March 28.

The "surprise" is that it is the first state contract on time since 1985.

The contract, which includes no givebacks, is described by Donohue as "a good deal, a fair deal, a deal we can live with." He also adds "This is surely a contract that meets the needs of our members."

The agreement affects employees in the Administrative Services Unit, Institutional Services Unit, Operational Services Unit and Division of Military and Naval Affairs.

The tentative settlements are subject to ratification by both CSEA members and the state Legislature. (See ratification schedule, next page).

Major elements of the agreement for the period from April 2, 1995, to April 1, 1999, are as follows:

Salary Increases

- 1995 to 1999 - Eligible employees will continue to receive increments and longevity payments.
- April 1995 - There will be no across-the-board pay increase.
- April 1996 - Employees will receive a \$550 bonus.
- April 1997 - Employees will receive a \$700 bonus.
- October 1997 - Employees will receive a 3.5 percent across-the-board raise.
- October 1998 - Employees will receive a 3.5 percent across-the-board raise.

Health Insurance

- All benefits continue with specific enhancements such as: combining of co-

pays when services are rendered in a single visit; waiver of co-pay for allergy shots; increased ambulance benefits; improved routine annual physical benefit, and increased hearing aid benefit.

- A Managed Physical Medicine Program for chiropractic and physical therapy services will be implemented July 1, 1995.

- A "Point of Service" medical plan is contemplated after Jan. 1, 1997.

- Employer Health Maintenance Organization (HMO) contributions are capped beginning Jan. 1, 1996.

(See back page for more details).

Employment Security

- New language is added to Employment Security Article 22 which offers employees more protections if jobs are privatized. New protections include

- Redeployment across agencies where possible;

- Redeployment area is geographically limited based on employee's decision;

- Education stipend or severance benefits based on years of service if redeployment is determined not to be an option.

(See next page for more details).

Leave Accruals

- No change.

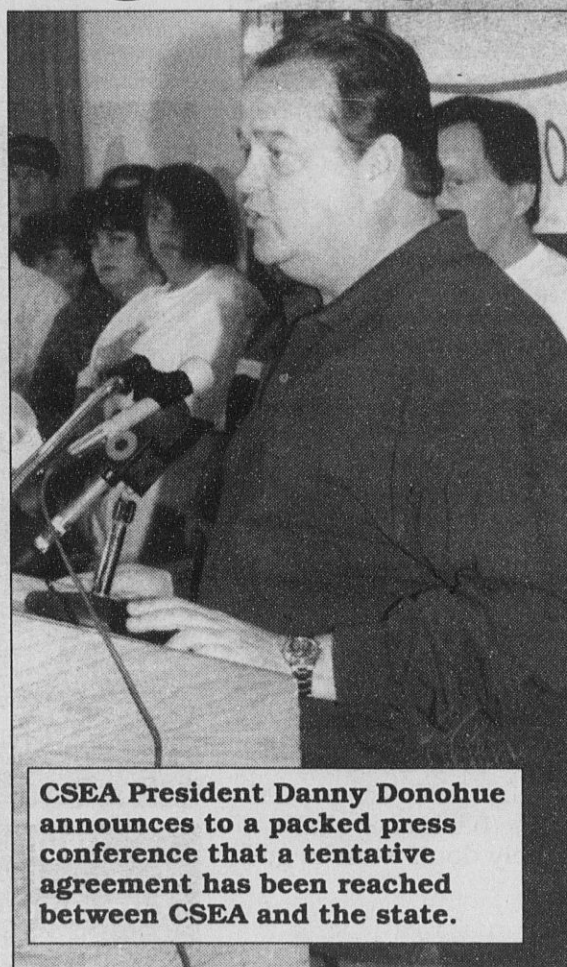
Employee Benefit Fund

- Funding provided to maintain and improve dental, prescription and vision benefits for duration of agreement.

Grievance and Arbitration

- The innovative "Triage" pilot program to move grievances quickly through the system is incorporated into contract language. The system prioritizes serious cases and deals with them as quickly as possible to ensure a resolution in a reasonable amount of time.

— Stanley P. Hornak



CSEA President Danny Donohue announces to a packed press conference that a tentative agreement has been reached between CSEA and the state.

'This is a good deal, a fair deal, a deal we can live with. This is surely a contract that meets the needs of our members.'

— CSEA President Danny Donohue

Negotiated changes in Article 22 provide improved job protection

Improvements in contract Article 22.1 are designed to provide CSEA members with greater job protection or benefit options in the event of attempts to contract out services. The changes represent a number of positive advances.

First, the agreement promotes CSEA-state dialogue to develop cost-effective alternatives to contracting out.

Second, if the state still pursues contracting out, an intensive labor-management workforce redeployment effort would now be required, which would include a new education stipend or severance benefits for employees who cannot be placed.

Third, these new circumstances will put an increased burden on the state to thoroughly justify and determine the impact of an attempt to contract out.

Here are the facts:

The state maintains the legal right to contract out for goods and services whether under the previous contract article or under the new article.

However, under the new agreement a formal procedure will be put into place requiring formal notification if the state thinks contracting out may be possible.

CSEA also has the right to meet with the state about the situation and must also receive detailed specifications such as

- the full description of the goods or services to be provided;
- estimated cost of the contract;
- estimated cost of doing the work in-house and;
- the actual Request for Proposals.

All this to be provided no later than 90 days prior to the scheduled date to award the contract.

With this notification, CSEA has the right to provide "written alternatives" to the privatization. If CSEA's alternatives are accepted they may result in a formal memorandum of understanding with the state.

If they are rejected, CSEA must be informed in writing within 10 days and the union still has the ability to pursue the issue in other appropriate ways such as through the legislature, in the court of public opinion, etc.

The previous contract article stated simply that there would

be no loss of permanent jobs as a result of contracting out. The new article will provide more options to employees and will also positively address some notable loopholes and practical problems in the previous contract language.

For example, the job protection did not apply if the state simply "got out of the business" of providing a particular service and contracted with a private vendor.

Additionally, an employee could have been offered a job at a lower salary grade in another part of the state without violating the previous contract language.

In practical terms, grievances over contracting out could previously only be filed after violations and with no guarantees of success due to a variety of circumstances.

The new provisions offer improvements in all of these areas.

If the state is unwilling to accept CSEA's alternatives to contracting out, they must offer affected employees a wider range of redeployment options than ever before.

The contract change will include changes in Civil Service Law to allow displaced employees to be redeployed to same or comparable jobs in other state agencies within their county of employment or residence with no loss of salary.

Positions will be filled on a strict seniority basis. The redeployment list must be exhausted before agencies can go to any other lists (preferred, re-employment, promotional) to fill positions.

A joint CSEA-state committee will help make determinations about what is a "comparable" position.

Employees who are offered the same or comparable jobs within their county of residence or employment must accept or they can exercise their displacement rights.

Employees who are offered the same or comparable jobs beyond their counties of residence or employment may either accept or reject the offer. If they reject the offer they can exercise their displacement rights. If they reject a displacement opportunity in a location beyond their county of employment or residence, they may choose an education stipend or a severance payment and be placed on a re-employment roster or preferred list.

Efforts will also be made to identify individuals with qualifications and skills who could be redeployed to jobs that are dissimilar from their current jobs. This could mean job opportunities at lower or higher pay in or beyond the employee's counties of employment or residence. Again, in rejecting these opportunities, the employee may exercise displacement rights and if they have no other options they may choose the education stipend or severance benefit.

If employees cannot be redeployed within their county of employment or residence or do not have displacement rights, they may choose to receive an education stipend or severance package.

The dollar amount of the education benefit is tied to the

resident graduate student tuition in the SUNY system (currently about \$4,400).

Individuals opting for this benefit may use up to that total amount for education at any bona fide educational institution, trade or vocational school. The payment will be made by the state directly to the school.

Individuals under the age of 50 opting for the severance package can receive between \$2,000 and \$15,000 depending on their years of service.

Individuals over 50 years of age receive 20 percent of their annual base pay if they have 10-15 years of service; 30 percent of annual base pay if they have 15-20 years of service; 40 percent of annual base pay if they have 20-25 years of service; and 50 percent of annual base pay if they have more than 25 years of service.

Severance - Employees Under 50

Service

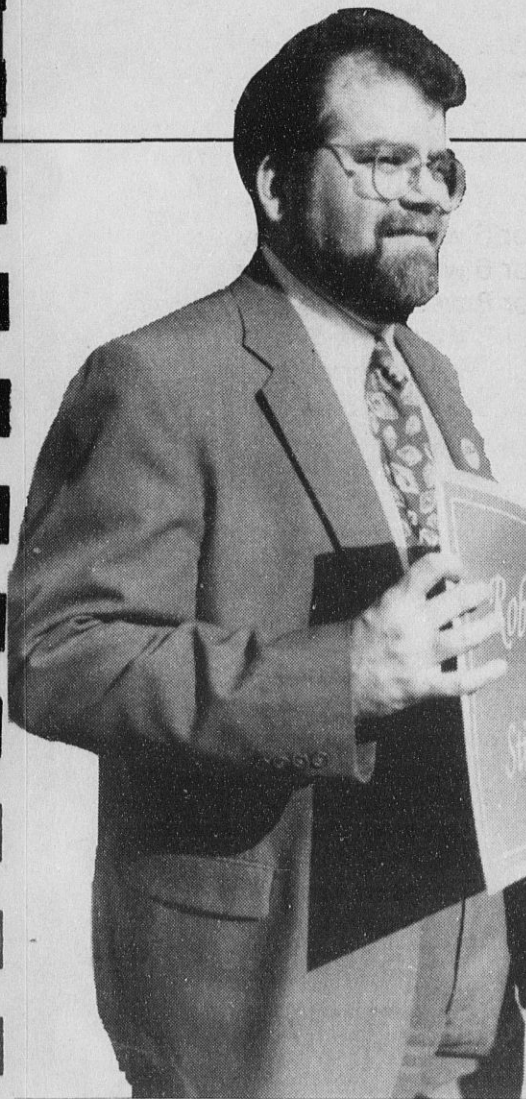
6 months - 1 year	\$2,000 or 2 weeks base pay
1 year - 2 years	\$2,600 or 4 weeks base pay
2 years - 3 years	\$3,200 or 4 weeks base pay
3 years - 4 years	\$3,800 or 6 weeks base pay
4 years - 5 years	\$4,400 or 6 weeks base pay
6 years	\$5,000 or 8 weeks base pay
7 years	\$5,600 or 8 weeks base pay
8 years	\$6,200 or 8 weeks base pay
9 years	\$6,800 or 8 weeks base pay
10 years	\$7,400 or 8 weeks base pay
11 years	\$8,000
12 years	\$8,600
13 years	\$9,200
14 years	\$9,800
15 years	\$10,400
16 years	\$11,000
17 years	\$11,600
18 years	\$12,200
19 years	\$12,800
20 years	\$13,400
21 years	\$14,000
22 years	\$14,600
23 plus years	\$15,000 maximum

Severance - Employees 50 or older (If greater than regular severance)

Years of Service	Payment
More than 10, less than 15	20% of base annual salary
More than 15, less than 20	30% of base annual salary
More than 20, less than 25	40% of base annual salary
More than 25	50% of base annual salary

Ratification ballots will be mailed May 5; due back May 24

- ✓ The tentative CSEA/New York state contracts are now in the hands of the membership.
- ✓ CSEA is making every effort to make certain our members are fully informed of all the details included in the four-year contracts.
- ✓ A statewide teleconference is scheduled for Thursday, April 20, beginning at 6 p.m. Members will receive additional information regarding locations as soon as all of the sites are confirmed.
- ✓ Revised contract language will be published in the May edition of *The Public Sector*.
- ✓ On May 5, contract ratification ballots will be mailed. The mailing will include a fact sheet describing changes made as well as a secret ballot envelope and a postage-paid return envelope.
- ✓ Wednesday, May 24, at 5 p.m. is the deadline for ballots to be returned.
- ✓ Thursday, May 25, ballots will be counted and results announced.



CSEA DIRECTOR OF CONTRACT ADMINISTRATION Ross Hanna, above, took time out from his hectic schedule as the union's chief negotiator to walk a picket line in downtown Albany in opposition to Gov. Pataki's proposed state budget. Ten days of marathon, around-the-clock, negotiations as April 1 approached resulted in a four-year tentative agreement on a new contract between CSEA and the state covering more than 95,000 state employees. In photo, above right, CSEA President Danny Donohue, at podium, is surrounded by members of CSEA's negotiating teams at a news conference called to announce the tentative agreement.

as April 1 approached resulted in a four-year tentative agreement on a new contract between CSEA and the state covering more than 95,000 state employees. In photo, above right, CSEA President Danny Donohue, at podium, is surrounded by members of CSEA's negotiating teams at a news conference called to announce the tentative agreement.

Questions and Answers about contract Article 9 regarding negotiated changes in **Health Insurance**

Q. I am a CSEA State employee. When I visit an Empire Plan participating provider, I currently pay \$5 co-payment(s) depending on the services I receive. Will these amounts increase under the new contract?

A. No. The current participating provider co-payment will remain at \$5 for an office visit, \$5 for office surgery, \$5 for radiological tests and \$5 for diagnostic laboratory services. However, when an office visit and an office surgery is performed in a single visit, you will now only be subject to one \$5 co-payment and when charges for outpatient radiological services and diagnostic/laboratory services are performed in a single visit, you will now only be subject to one \$5 co-payment.

Q. My son has to have allergy shots three times a week. Will I continue to pay my \$5 co-payment every time he visits his Empire Plan participating provider to have his allergy shot?

A. No. The \$5 participating provider office co-payment for allergy shots will be waived under the new contract.

Q. Will the current \$15 co-payment for outpatient services covered by the hospital contract, including emergency room services, increase?

A. Yes. Under the new contract, the co-payment for hospital outpatient services, including emergency room services increases to \$25. When you are admitted to the hospital as an inpatient directly from the outpatient/emergency setting, the \$25 co-payment will continue to be waived. Chronic care services: chemotherapy, radiation therapy, physical therapy and hemodialysis when received in the outpatient department of the hospital, will also continue to be waived from the outpatient hospital co-payment. Effective Jan. 1, 1999, only the emergency room co-pay will increase to \$30.

Q. Will I still be eligible to enroll a domestic partner on my health insurance under the new contract?

A. The state was very adamant about sunseting this benefit. However, we were able to keep this benefit subject to the following provisions: Effective 30 days after the execution of the agreement, the domestic partnership must be in existence for one year; a two-year waiting period is required from the filing date of the Termination of Domestic Partner prior to being

eligible to enroll a new partner; and employees who fraudulently enroll a domestic partner are held financially and legally responsible for any benefits paid and are subject to disciplinary action. Such employee will forfeit future domestic partner coverage.

Q. My family lives in an area that is not serviced by a participating provider. Will the current deductible and out-of-pocket maximums increase in the new contract?

A. No. The annual \$161 deductible per enrollee, spouse and one or all children will remain the same. There is also no change with the \$776 out-of-pocket maximum co-insurance per family.

Q. Two years ago my husband and I were seen for our routine physicals by a non-participating family physician. Our basic medical allowance under the Empire Plan for these services was a reimbursement of \$125 for myself and \$75 for my husband. Has this benefit changed?

A. Yes. The new contract will allow employees 50 years of age or older up to \$250 once every two years toward the cost of a routine physical exam. Covered spouses 50 years or older will now receive the same benefit level of \$250 once every two years. These benefits are not subject to deductible or co-insurance. Employees can continue to obtain a covered-in-full routine physical from a participating provider, minus applicable \$5 co-pay(s).

Q. Is the current hearing aid benefit of \$150 once every three years, not subject to deductible or co-insurance under the basic medical benefit, being increased during the new contract?

A. Yes. Services for examinations, fitting of and/or purchase of hearing aid(s) shall be a covered basic medical benefit and are reimbursed up to a maximum of \$600 once every four years, not subject to deductible or co-insurance. Additionally, a child age 12 and under can now receive a benefit of up to \$600 once every two years when it is demonstrated that a covered child's hearing has changed significantly and the existing hearing aid(s) can no longer compensate for the child's hearing loss.

Q. Last September, my spouse needed to be transported to the hospital via a professional ambulance service for a cardiac arrest. The deductible and 20 percent co-

insurance set me back more than \$300. Has anything been done to reduce these costs in the new contract?

A. Yes. Medically appropriate professional/commercial ambulance transportation will be covered as a Basic Medical expense under the Empire Plan, subject only to a \$35 co-payment.

Q. Will the programs under the Empire Plan's Prospective Procedure Review Program (PPR) (formerly Second Opinion Program) change under the new contract?

A. Yes, pre-approval will now only be required for a Magnetic Resonance Imaging (MRI) whether performed in or outside of the hospital. As always, you may receive a voluntary second opinion for procedures not under PPR, free of charge. Precertification is still required for inpatient hospital stays.

Q. I have heard that a new Managed Physical Medicine Program to receive chiropractic and physical therapy services under the Empire Plan will go into effect on July 1, 1995. Under this new program, will I be required to make a telephone call before obtaining services?

A. No. An enrollee is not required to obtain a referral or recertify chiropractic or physical therapy services; however, you will still be required to have a prescription from your medical provider prescribing physical therapy. You may choose which network provider you wish to see (listings will be readily available). The network provider is required to obtain authorization for treatment.

Q. I have heard that there will be changes in how the State contributes towards HMOs. Can you explain how this will work?

A. Effective Jan. 1, 1996, the State will continue to contribute 90 percent of individual and 75 percent of dependent coverage toward the cost of participating HMOs, not to exceed 110 percent of its contribution for the Empire Plan. If your HMO's 1996 biweekly premium rate exceeds the State's maximum contribution, your biweekly premiums will be increased by this excess amount, however, not to exceed \$5 for an individual and \$15 for a family contract. This amount (\$5/\$15) is in addition to your normal biweekly contribution for that HMO. The impact of this new calculation of contribution is not yet known since the maximum contribution by the state and subsequent

impact on your biweekly HMO premium is based upon the Jan. 1, 1996, rates. Enrollees will have 30 days during the Option Transfer Period to review the premium rates and benefit levels to select the health care plan that best meets their needs.

Q. I have heard the Empire Plan will become a Point of Service Program. What is a Point of Service Program and when can we expect to see this change?

A. A Point of Service Program is a term used to explain the setting in which you choose to receive care and, in turn, dictates your out-of-pocket costs based upon what "point of service" you receive that care. In other words, network or non-network. You can receive care under the network benefit from a panel of quality, credentialed providers for only a \$5 co-pay. If you are within a network and choose to receive your services out of network, you will be subject to a \$350 annual deductible and reimbursement is at 75 percent of reasonable and customary charges. Furthermore, you will be subject to a \$2 million non-network lifetime benefit cap per covered life. (If you do not have a network available to you, you will be eligible for the Empire Plan's Basic Medical benefits currently available). The Point of Service Program will not be effective until Jan. 1, 1997, or as soon as practicable thereafter. The plan design and benefit levels will be determined by the Joint Committee on Health Benefits. Prior to implementation, the plan design and benefit levels will be communicated in detail and enrollees will have 30 days during the Option Transfer Period to review and select the health care plan that best meets their needs.

Q. I have been thinking of retiring. I have heard that an enrollee may delay commencement or suspend retiree health coverage and the calculation of the employee's sick leave conversion credits for up to five years. Will this benefit continue under the new contract?

A. Yes. This benefit has been enhanced so that an employee may delay commencement or suspend his/her retiree health coverage and the calculation of the employee's sick leave conversion credits indefinitely provided that the employee applies for deferral and furnishes proof of continued coverage under the health care plan of the employee's spouse or from post-retirement employment.

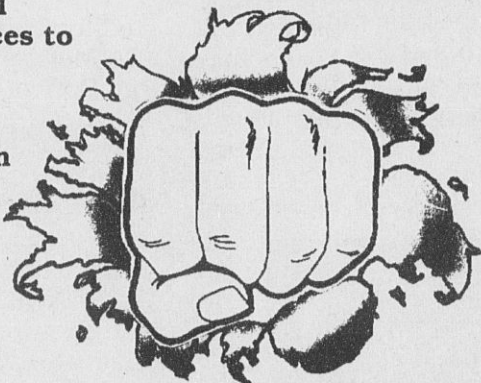
Special Edition: The fight to save the State of New York



Long Islanders turn up the heat on Pataki

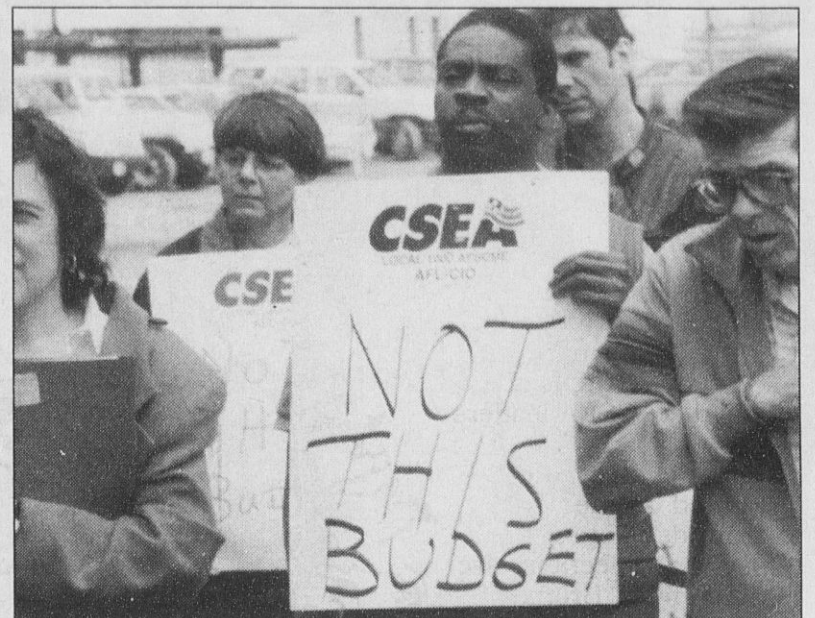
MORE THAN 500 CSEA, PEF and UUP members demonstrated in front of the Hauppauge State Office Building on Long Island to protest Gov. Pataki's proposed budget cuts. "We are here to denounce the governor's disastrous budget cuts," CSEA Long Island Region President Nick LaMorte told the demonstrators. "These cuts will decimate services to the taxpayers, cause a tremendous financial burden to SUNY students and devastate the lives of our public employees and their families."

We didn't vote for this budget



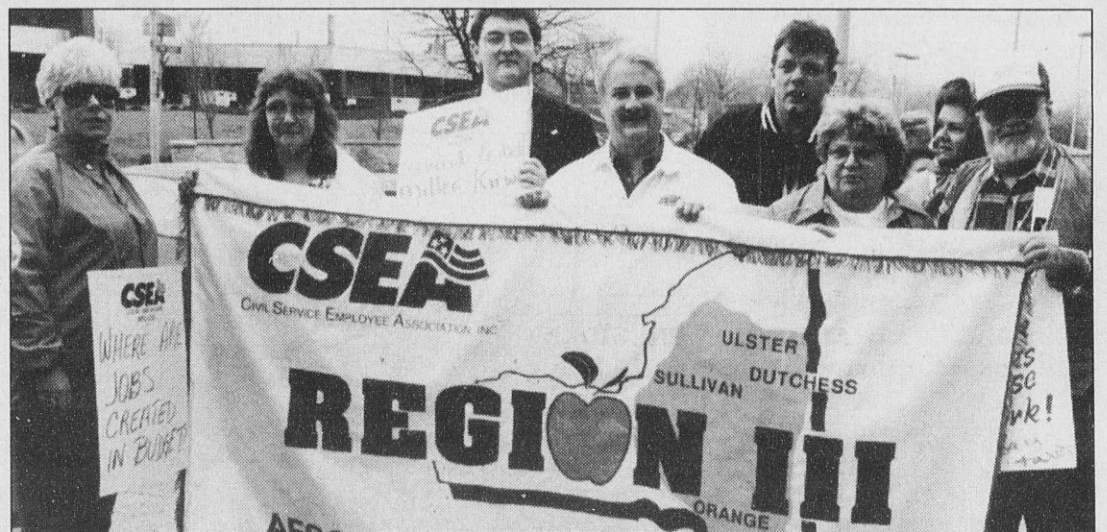
We're Fighting Back!

Slammin' Pataki in Syracuse



ANTI-PATAKI SENTIMENT is running high in the Syracuse area, as evidenced by big turnout to protest his proposed state budget.

We're hot on Pataki's trail

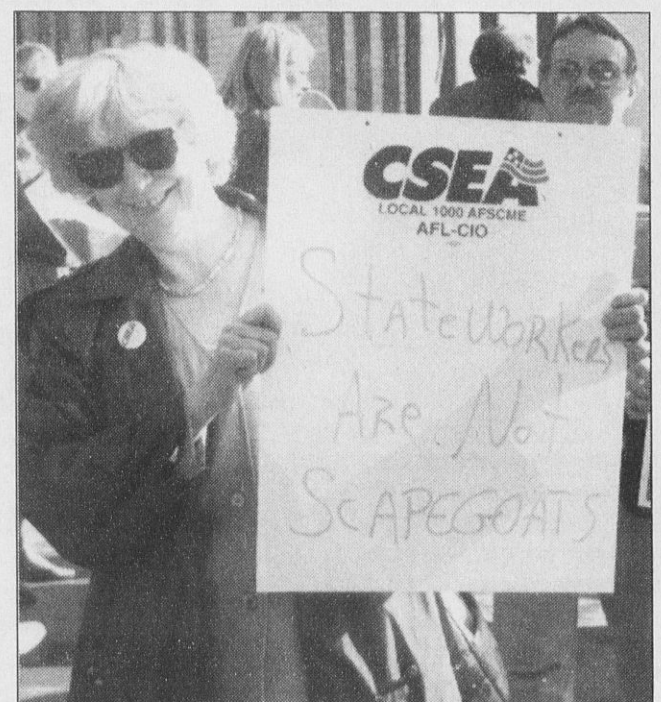
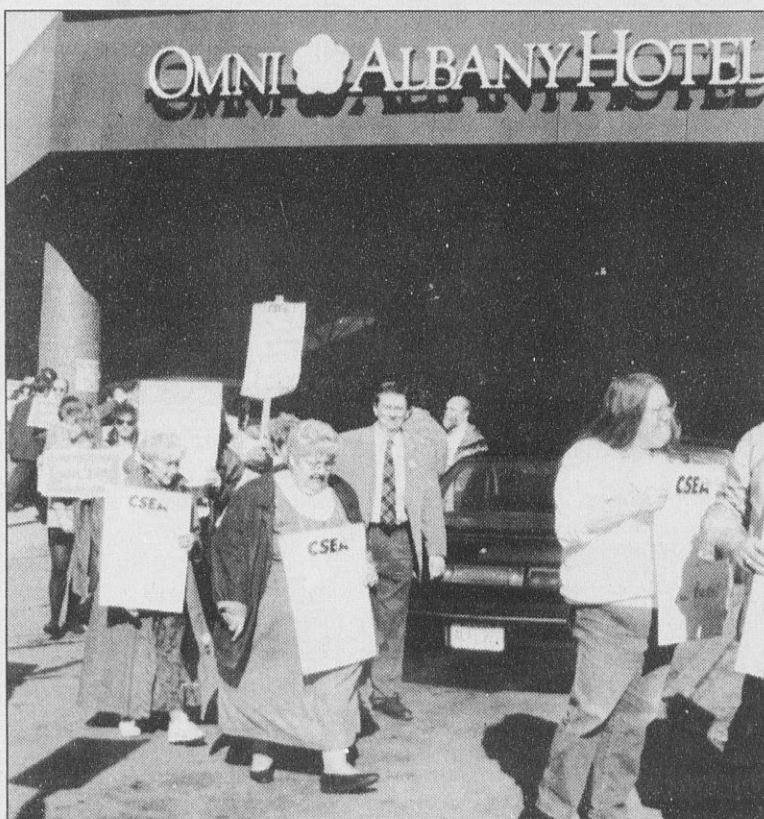


Protesters pound Pataki in Poughkeepsie

CSEA MEMBERS turned out in force for a large rally in Poughkeepsie against the Pataki budget. From left are Southern Region President Maryjane MacNair, Mary Casale from Hudson River Psychiatric Center, Southern Region Political Action Coordinator Stan Merritt, Rich Colson from Westchester Developmental Center, Region Political Action Committee Chair Norma Condon and Henry Walters from Hudson River Psychiatric Center.

On the attack in Albany

A LARGE CONTINGENT of CSEA members and staff were on hand to show their displeasure with Gov. Pataki over his proposed state budget when US Senate Majority Leader Robert Dole (R-Kansas) came to Albany to receive Pataki's endorsement for Dole as the Republican candidate for US President. Among the demonstrators were Capital Region President June Robak, left photo, and CSEA Statewide Secretary Barbara Reeves, photo at right.



Closing treatment centers like a 'death sentence for sick people'

QUEENS — Gov. Pataki's plan to close six state-run alcoholism treatment centers (ATCs) is a disgrace, CSEA leaders say.

The centers, all located on the grounds of state psychiatric centers are Creedmoor, Bronx, Manhattan, Blaisdell in Rockland County, McPike in Utica and Dick Van Dyke in Ovid. Closing those facilities would result in the loss of services for about 2,400 people and the elimination of 217 jobs. But there's much more at stake.

By all accounts, these Alcohol Treatment Centers do an excellent job helping people deal with their problems so they can return to productive lives. They also provide services at minimal cost to taxpayers, with more than half the cost of running these facilities recovered from Medicaid and

insurance billings. What's more, there's no shortage of need for these centers with long waiting lists for placement of individuals who can't get into private facilities.

The Governor's plan to close the centers is even more disturbing in light of his proposal to open a drug and alcohol treatment prison in the same location where one of the centers now operates. CSEA believes at the very least,

the ATC could continue to operate cost-effectively in a shared campus arrangement with the prison.

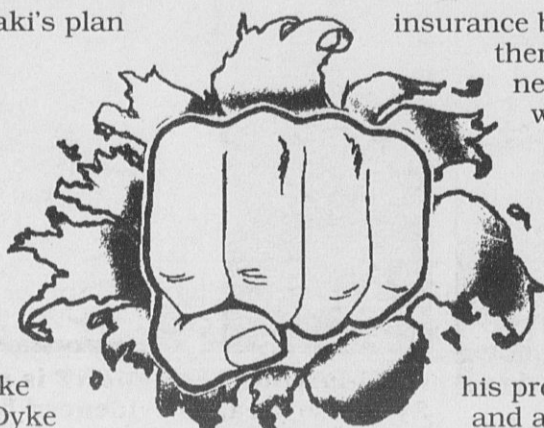
CSEA is working vigorously to let the public and state lawmakers know about how the ATCs benefit New Yorkers.

Creedmoor Alcoholism Assistant Counselor Jean Fagan is deeply saddened not only at the prospect of being laid off, but for those who will have the doors of recovery shut in their faces. "I've seen thousands come through here and my job has been very important. I've been the first contact person they meet when they come here for help," she said. "Three of the

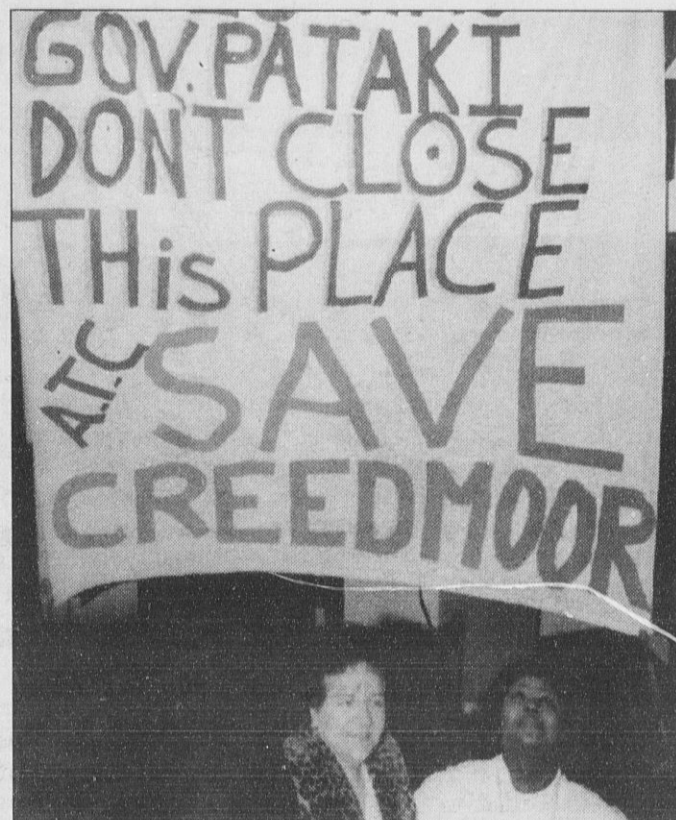
six centers slated for closing are in New York City," CSEA Metropolitan Region President George Boncoraglio said. "The people who need these centers can't afford a high priced private facility.

"Closing these ATCs would be like a death sentence for some of these individuals."

"How Governor Pataki can turn his back on sick New Yorkers while giving preferential treatment to convicts is beyond me," Sikoryak said. "It would be wonderful if all alcoholics who wanted treatment, even convicted felons, could get it. But the Governor's priorities are all wrong in this case. It would be a scandal and a disgrace to lose our community alcohol treatment centers."
— Lilly Gioia

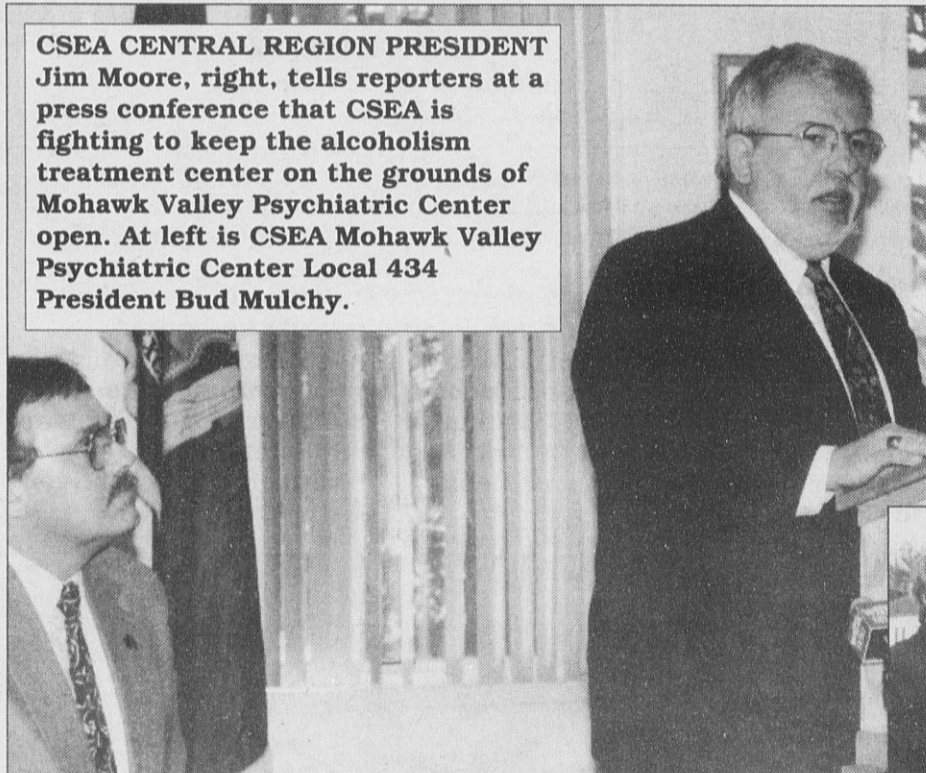


We're Fighting Back!



LOCAL 406 President Caroline Sikoryak, left, and Assistant Counselor Jean Fagan stand beneath a handmade banner which expresses their feelings about efforts to save the alcohol treatment center at Creedmoor in Queens.

CSEA CENTRAL REGION PRESIDENT Jim Moore, right, tells reporters at a press conference that CSEA is fighting to keep the alcoholism treatment center on the grounds of Mohawk Valley Psychiatric Center open. At left is CSEA Mohawk Valley Psychiatric Center Local 434 President Bud Mulchy.



MEMBERS UPSET WITH CLOSING OF ATC'S -- CSEA Labor Relations Specialist Michael Hogg met with employees of the Blaisdell Alcohol Treatment Center at Rockland Psychiatric Center recently to discuss the closing of the center. Workers say patients who cannot afford private hospitals would have no treatment center in the Rockland area if Blaisdell closes. In photo at right, from left are CSEA Labor Relations Specialist Hogg, ATC employees Nancy Conviser, Addie Cerola, Ron Mortensen and Bruce Carpenter, Local 421 President Pam Alexander and Local Grievance Representative Brenda Gamble.



Gloom of layoffs hang in air as heavy as heat and humidity for laundry workers

QUEENS — Surrounded by snowy white mountains of bed sheets and the noisy racket of laundry equipment, Aida Guadalupe works as hard as ever as a Grade 5 Launderer at Creedmoor Psychiatric Center's Central Laundry. Only this day the gloom of layoffs due to privatization hangs as heavily in the air as the humidity and heat produced by the massive clothes driers.

The Creedmoor Laundry services state facilities in Manhattan, Staten Island, Brooklyn, Bronx, Long Island and upstate, in addition to Creedmoor hospital itself.

State laundry services and laundry workers are among the victims of Pataki's proposed slash and burn state budget

Adding insult to injury, one of the contractors that will take over part of the laundry's work is based in Connecticut. Ironically, the Governor claims the laundry privatization is necessary to cut costs to help create jobs in New York.

Sixty-five workers, 90 percent of whom are single mothers and the sole support of their families, are targets of Governor Pataki's budget ax. Working at the state laundry since 1981, Guadalupe will be parting with a steady job and benefits, losing the grand salary of \$16,500 annually.

"This is an outrage to privatize this laundry since OGS just gave it a special commendation for excellent production in 1994," said

CSEA Creedmoor Local 406 President Caroline Sikoryak.

"Our Laundry Division exceeded its targeted laundry poundage by over 24 percent; increased the income for processing laundry by



AIDA GUADALUPE at folding machine at Creedmoor Psychiatric Center's Central Laundry. Ninety percent of employees who will lose their jobs if the laundry closes are single parents and sole supporters of their families.

nearly 24 percent; and increased the income for linen services by 50 percent!" Sikoryak emphasized.

"This is a disgrace for people who have worked so hard and can compete with any private laundry if only given the chance," Sikoryak said.

CSEA Metropolitan Region President George Boncoraglio blasted the closure plans as irresponsible and reckless.

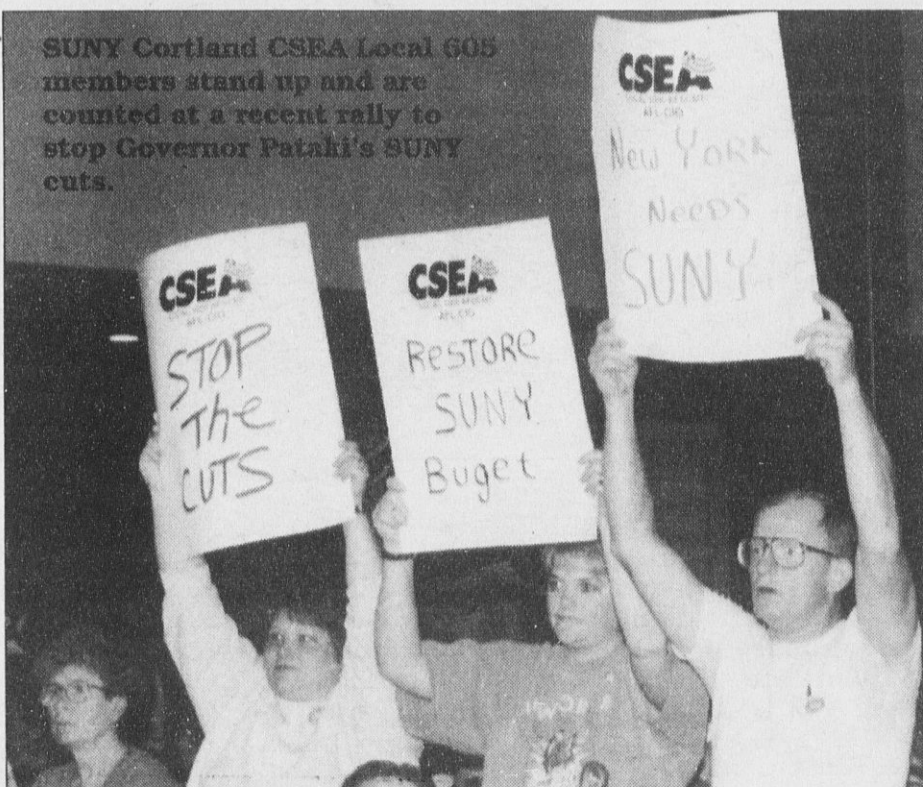
"Time and again the Governor's inexperience shows itself in decisions like this which will throw hard-working taxpayers onto unemployment lines to be replaced by profiteers willing to exploit non-union minimum wage people by privatizing state work," Boncoraglio said.

"When these people with many years of dedicated state service are laid off, their families, communities and shop owners will also suffer. And this is the thanks they get for winning a special commendation for excellent production. This sends the wrong message, the absolutely wrong message to all public employees everywhere!" Boncoraglio said.

— Lilly Gioia

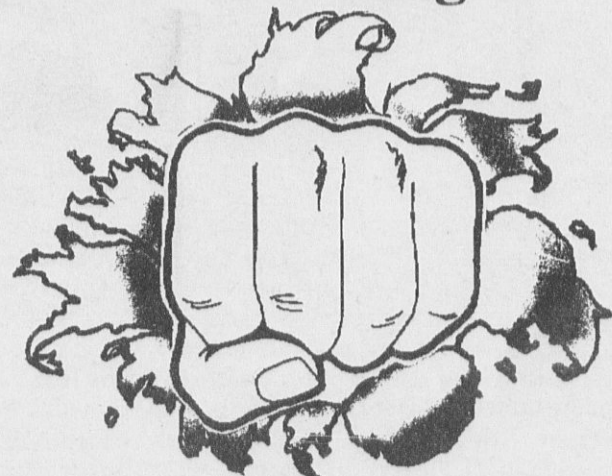
The Creedmoor Laundry situation is a prime example of some of the shortcomings of the previous Article 22 employment security contract language. CSEA is seeking to protect the rights of its members at the laundry, but, among other things, the state is claiming the contract provisions don't apply because they are getting out of the laundry business altogether.

CSEA's newly negotiated employment security language would provide stronger protections and more options for members. For full details, see the new state contract insert in this edition.



SUNY Cortland CSEA Local 605 members stand up and are counted at a recent rally to stop Governor Pataki's SUNY cuts.

We didn't vote for this budget!



We're fighting back

Special Edition: The fight to save the State of New York

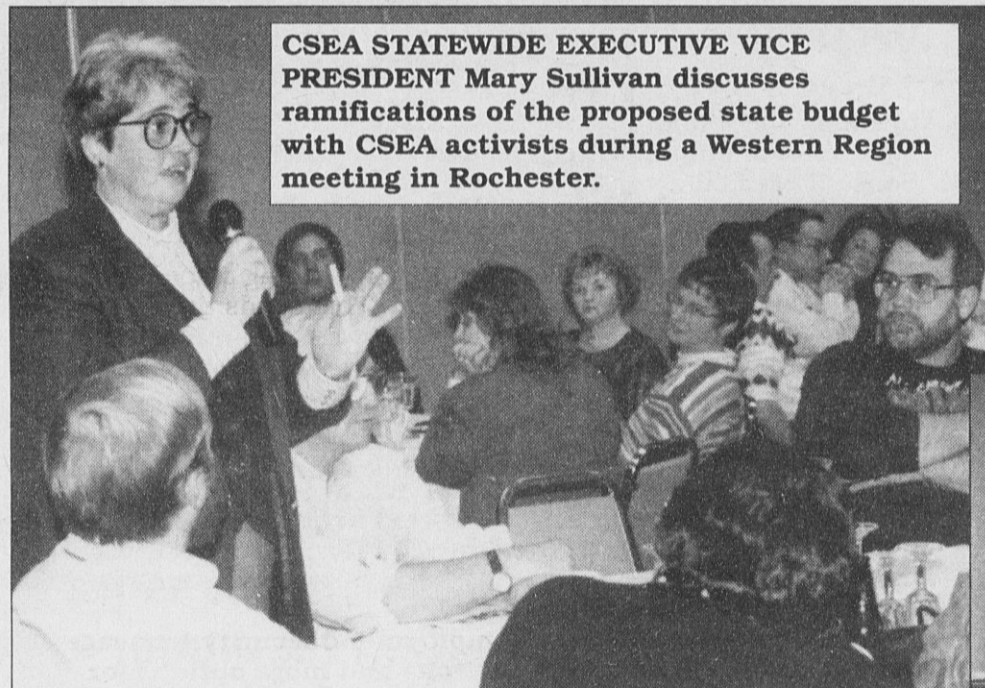


CSEA STATEWIDE TREASURER Maureen Malone, right, talks to CSEA Central Region activists about how CSEA is fighting the state budget. CSEA Statewide Secretary Barbara Reeves is seated next to Malone.

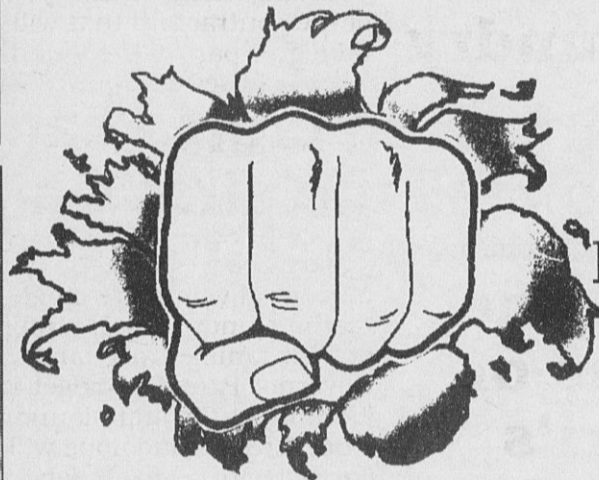


CSEA WESTERN REGION PRESIDENT Bob Lattimer, right, speaks out against the proposed state budget on Rochester radio station WXXI. At center is Chris Garlock, assistant to the president of the Rochester Labor Council.

Spreading the word



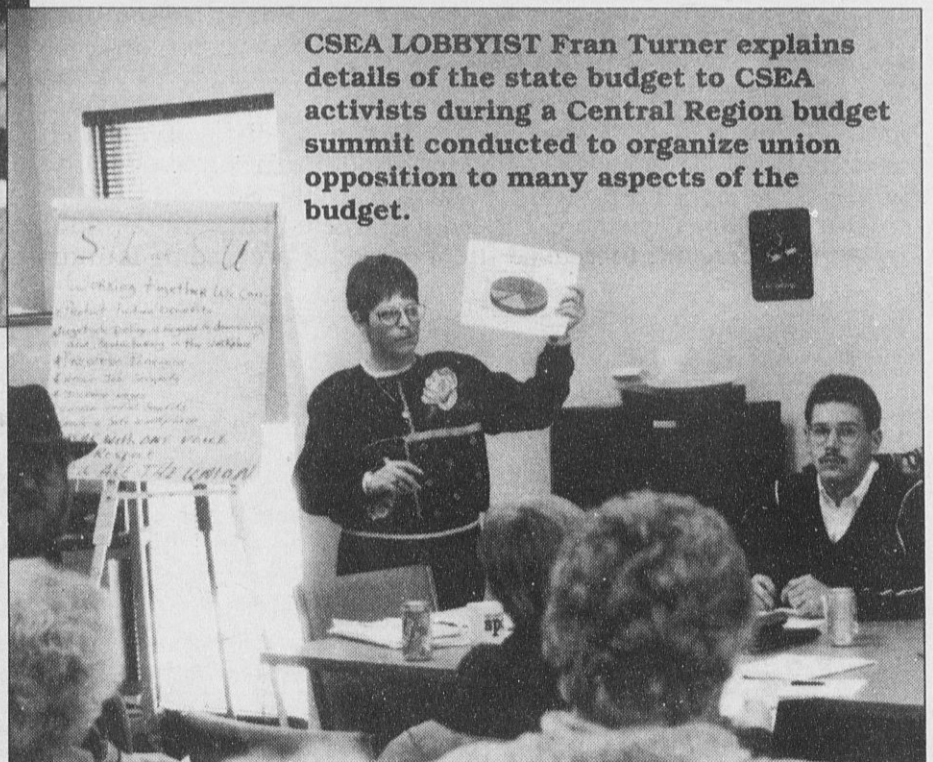
CSEA STATEWIDE EXECUTIVE VICE PRESIDENT Mary Sullivan discusses ramifications of the proposed state budget with CSEA activists during a Western Region meeting in Rochester.



**We're
Fighting
Back!**



CSEA LONG ISLAND REGION President Nick LaMorte, left, testifies before a state Assembly hearing examining the proposed state budget's impact on higher education. "In addition to threatening the livelihood of employees, program reductions, eliminations, consolidations and campus closures will hurt our children, our students and the accessibility and quality of their education and their future lives," LaMorte said.



CSEA LOBBYIST Fran Turner explains details of the state budget to CSEA activists during a Central Region budget summit conducted to organize union opposition to many aspects of the budget.

March Board of Directors' meeting summary

Editor's Note: *The Public Sector* regularly publishes a summary of actions taken by CSEA's Board of Directors at the Board's official meetings. The summary is prepared by CSEA Statewide Secretary Barbara Reeves for the information of union members.

ALBANY— CSEA's statewide Board of Directors met here on March 2. In official action, the Board:

- Approved the inscription of the names of Pat Mascioli, Joan M. Tobin and Bruce Nolan on the union's Memorial Plaque;

- Approved the sale of CSEA property at 2335 Main Street, Town of Collins, Erie County;

- Approved continuation of agency fee settlement discussions within guidelines established over past five years;

- Approved of CSEA, with AFSCME support, going on record in support of the Public Housing Authority stopping President Clinton's plan to change public and federally subsidized housing funding into tenant vouchers;

- Approved using first class mail to send information concerning budget cuts, layoffs

or other items of importance to local presidents and board members;

- Approved adjusting pay and benefits of staff management and confidential employees;

- Approved retaining the auditing services of Coopers and Lybrand for fiscal 1995;

- Approved requiring the president's signed authorization for all promotional material purchases exceeding \$5,000;

- Approved the appointment of Roslie Tallman and Betty Jo Johnson to the Central Region Political Action Committee and the appointment of Tom Schmidt to the Southern Region Political Action Committee;

- Approved the transfer of the Whole Life Insurance Program to Preferred Life Insurance Company and approved the Long-Term-Care Program underwritten by John Hancock;

- Approved Rochester as the site of the 1998 Annual Delegates Meeting to be held Oct. 5-9; approved Washington, DC, as the site of the 1999 Annual Delegates Meeting to be held Oct. 18-22; approved Syracuse as

the site of the 2000 Annual Delegates Meeting to be held Sept. 18-22;

- Approved that the president of CSEA be empowered to use any and all of CSEA's resources to fight the Governor's budget and the attack on CSEA's membership;

- Approved of CSEA Nassau County Local 830 entering into a contract for a photocopy machine and approved CSEA SUNY Alfred Local 600 entering into a maintenance agreement for a copier.

- Approved adjusting the official CSEA mileage reimbursement rate to be consistent with the current IRS rate.

Questions concerning this summary of actions taken by CSEA's statewide Board of Directors should be directed to CSEA Statewide Secretary Barbara Reeves, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210. 1-800-342-4146 or (518) 434-0191.



Royal Caribbean cruise can take you away from all the stress and worry

If all this state budget chaos makes you just want to get away from it all, a cruise might be just the answer.

CSEA members are eligible to receive a special offer from Royal Caribbean Cruise Lines that includes reduced rates and cabin upgrades on cruises in Alaska, the Caribbean, the Bahamas, Bermuda, Mexico, the Panama Canal, Scandinavia, Norway and the Mediterranean. The offer includes three, four, seven, 10 and 11 night packages, depending on the destination.

And by using your CSEA member benefit you can receive up to three upgrades for certain cabins. Upgrades are limited to

categories N through F and do not apply to suites. You can upgrade to a better inside cabin or a better outside cabin but you cannot upgrade from an inside cabin to an outside cabin.

The special CSEA offer cannot be used in conjunction with any other discount or offer.

For sailings through September 1995, bookings must be reserved and deposits made between April 15 and June 1.

For more information and reservations, call the CSEA Cruise Hotline at 1-800-666-3404 and ask for Kim, Lisa, Loretta or Jean. Plaza Travel Center is the exclusive vendor for this offer.

Deadline for submitting Constitution & By-Laws changes, resolutions is July 25

Proposed amendments to the CSEA Constitution & By-Laws and proposed resolutions must be submitted at least 90 days prior to the Annual Delegates' Meeting. The deadline for submission is July 25, 1995.

The proposals must be submitted to Statewide Secretary Barbara Reeves' office at CSEA Headquarters in Albany.

The 1995 Annual Delegates Meeting will be held Oct. 23-27, 1995, in Lake Placid.

Changes in process for submitting resolutions

The following changes recommended by CSEA's Resolutions Committee have been approved for submitting proposed resolutions for consideration of delegates to CSEA's Annual Delegates Meeting. The changes are effective immediately.

- The resolution form has been redesigned to be more user friendly.

- Resolutions must be typed or printed legibly on the proper resolution form.

Resolution forms are available from local presidents, CSEA region offices and the office of the statewide secretary at CSEA Headquarters.

- Resolutions must be submitted by a delegate.

- Resolutions should be submitted as early as possible but must be received in CSEA Headquarters no later than 90 days prior to the Annual Delegates Meeting.

- Fax copies will not be accepted.

- A letter will be sent to each maker of a resolution from the committee informing them of the status or disposition of their resolution.

Member loses wife, 2 children in house fire

TUPPER LAKE — This northern New York community is rallying around CSEA member Timothy Wise, who lost his wife and two of his three children in a tragic house fire.

Wise, a secure care treatment aide, was working the night shift at Sunmount Developmental Center when fire struck his home in the early morning hours and killed his wife Charlotte Wise, 45, daughter Karen Marie, 14, and son David Timothy, 7. Geoffrey Scott Wise, 16, managed to escape from the basement of

the home, but was unable to get upstairs to rescue his mother and siblings.

CSEA Sunmount DC Local 431 President Roger Bedard said the community has established a fund for people wishing to make contributions to the Wise family. CSEA members, units and locals wishing to make contributions should make checks payable to: Timothy Wise and Family and send them c/o Barbara Stunzi, National Bank and Trust Company, 2 Lake Flower Avenue, PO Box 629, Saranac Lake, NY 12983.

\$8,000 NYS AFL-CIO scholarship available

Children of CSEA members are eligible to apply for the 1995 New York State AFL-CIO Scholarship worth \$2,000 a year for four consecutive years to a 1995 graduating high school senior who intends to pursue a career in labor relations or a related field.

An applicant must be accepted in a course of study in labor relations or a related field in an accredited college or

university in New York State, and a parent or guardian of the applicant must be a member of a union affiliated with the New York State AFL-CIO. Applications are available from, and must be completed and submitted by May 17, 1995, to: New York State AFL-CIO Scholarship Committee, c/o Dr. Lois Gray, Cornell University, ILR School, 16 East 34th Street, 4th Floor, New York, NY 10016.

CSEA offering \$14,000 in scholarships

Graduating high school seniors who are sons or daughters of CSEA-represented employees are eligible to apply for a total of \$14,000 in scholarships offered by or through CSEA. A single application covers three scholarship programs.

Applications must be filed by April 28. Winners will be notified in June and winners announced in *The Public Sector*. Applications are available from CSEA local and unit presidents and at CSEA headquarters, region and satellite offices.

Eighteen **Irving Flaumenbaum Memorial Scholarships** will be awarded to graduating high school seniors. Three \$500 scholarships will be given in each of CSEA's six regions.

One \$2,500 **Jardine Award** will be given to a graduating high school senior entering higher education in the SUNY system. The top 2 percent of scholastic achievers, based on high school average, class rank and SAT scores, will comprise the eligibility pool for this scholarship. The award is given in memory of Charles Foster, a long time CSEA activist and later the first business officer of the SUNY system.

One \$2,500 **Travelers Award** will be given to a graduating high school senior and is not limited to a student entering the SUNY system. It is given in memory of

Tuition reimbursement deadline June 2

All Tuition Reimbursement Applications - Part 2, fully completed, must be received by the Governor's Office of Employee Relations (GOER) on or before the close of business June 2, 1995. Postmarked applications received later than June 2 will not be accepted.

"Completed applications" are those where the course has been completed, the student has received an official grade report showing a passing grade, and has obtained an itemized receipt showing payment in full with no remaining balance due.

If CSEA student applicants are unable to obtain an official grade report in time to make the required June 2 deadline, GOER will accept a signed statement on school letterhead indicating the course name, grade received and that tuition charges have been paid in full.

CSEA students experiencing problems obtaining the required documentation in time for the June 2 deadline should call the CSEA LEAPLINE at 1-800-253-4332 for advice and assistance.

Joseph D. Lochner, CSEA's first employee and later the union's executive director.

July 1 deadline for \$10,000 Jerry Clark Memorial Scholarship

Children of AFSCME (including CSEA) active members are eligible to apply for the 1995 Jerry Clark Memorial Scholarship. One scholarship will be awarded to a student who is currently a sophomore majoring in political science at an accredited college or university with a grade point average of 3.0 or better. The winner will be selected by lottery from the applicants who meet the eligibility requirements and will receive \$10,000 per year for the junior and senior years of study, as well as an opportunity to intern with AFSCME's Political Action Department. Applications available from Jerry Clark Memorial Scholarship, c/o AFSCME Education Department, 1625 L Street, NW, Washington, DC 20036. Applications must be postmarked no later than July 1, 1995. The winner will be announced by Aug. 1, 1995.

THE BUYER'S EDGE

CSEA SPECIALS

PUBLISHED EXCLUSIVELY FOR CSEA MEMBERSAPRIL 1995

PARTICIPATING VENDOR HAS AGREED TO MAKE EVERY EFFORT TO HAVE SUFFICIENT STOCK & HOLD PRICES THRU 4/30/95. PRICES INCLUDE UPS DELIVERY CHARGE. APPLICABLE SALES TAXES MUST BE ADDED.
BE PREPARED TO GIVE YOUR GROUP NUMBER WHENEVER YOU CONTACT THE PARTICIPATING VENDOR.

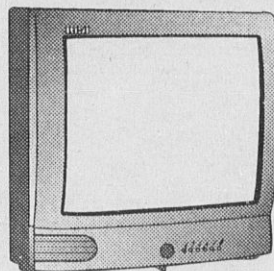
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- Auto Programming
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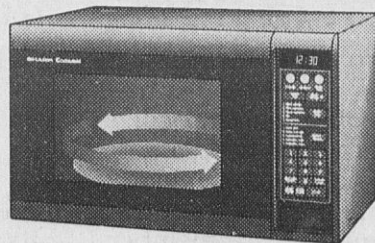
Model

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- .7 Cubic Ft.
- 700 Watt
- Turntable
- 10 Power Levels
- Popcorn

SUGG. RETAIL\$219.99 ..**BE PRICE \$132.00**

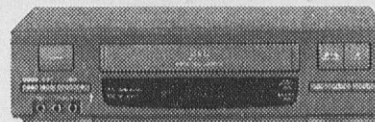


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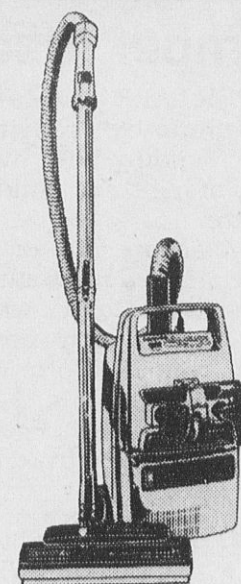
HOOVER CANISTER VACUUM

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- 6.0 Amps
- 7.5 Qt. Disposable Bag
- 20 Ft. Power Cord
- 6 Ft. Hose
- Edge Cleaning on Both Sides
- On Board Tool Storage

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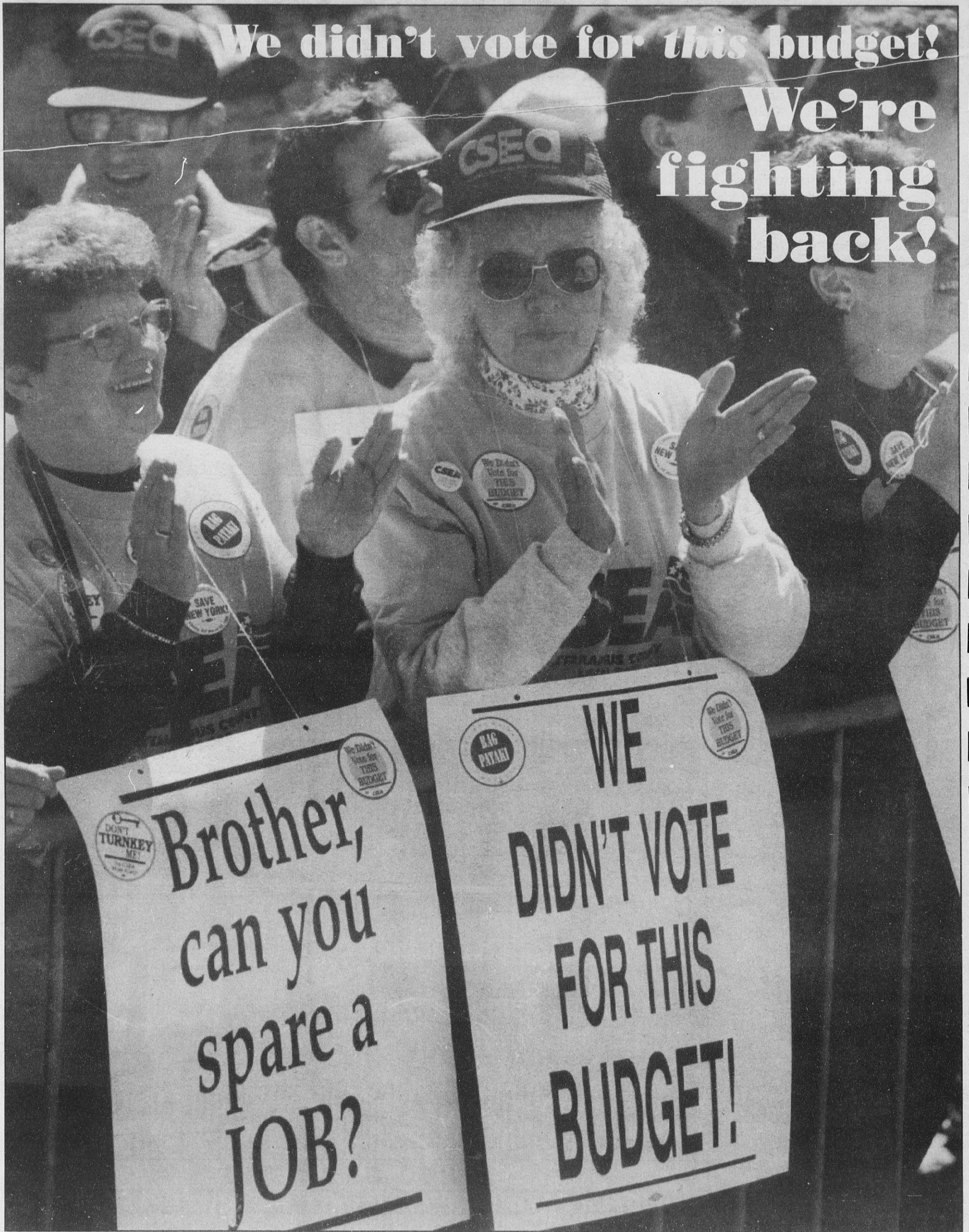
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FOR THIS
BUDGET!