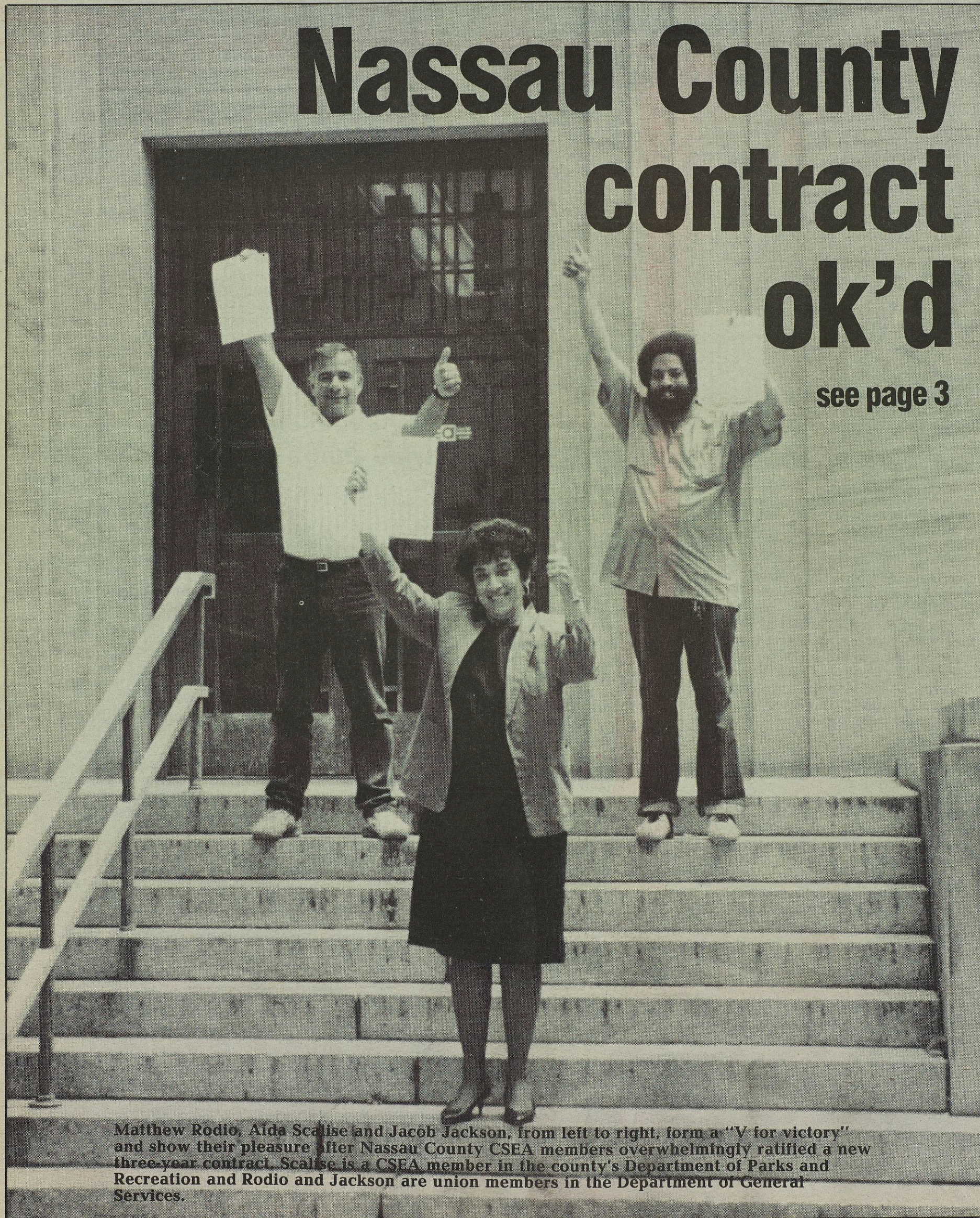


Nassau County contract ok'd

see page 3



Matthew Rodio, Aida Scalise and Jacob Jackson, from left to right, form a "V for victory" and show their pleasure after Nassau County CSEA members overwhelmingly ratified a new three-year contract. Scalise is a CSEA member in the county's Department of Parks and Recreation and Rodio and Jackson are union members in the Department of General Services.



LEAP deadline reminder

Don't miss out on tuition-free courses offered by CSEA's Labor Education Action Program (LEAP).

Applications for CSEA/LEAP's tuition-free courses must be received in the LEAP office by July 23. Copies of application forms and course announcements are available from your personnel/training office or your CSEA local president.

Check Section 1 of the LEAP course announcement for details about new workshops also being offered.

If you have questions concerning CSEA/LEAP, call the CSEA LEAPLINE on Tuesdays, Wednesdays and Thursdays between 9 a.m. and 3:30 p.m. **The LEAPLINE number is 1-800-253-4332.**

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

Election results available

Complete results of the recent CSEA regional elections are available to CSEA members. Results for your local are available from your local and/or regional office. The results by local for your region are available from your regional office. The results for all regions by local may be obtained by contacting Marcel Gardner at CSEA headquarters, 1-800-342-4146 (toll free) or (518) 434-0191.

Summary of actions taken by CSEA statewide Board of Directors

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

ALBANY — CSEA's statewide Board of Directors met here on May 24. In official action, the board:

- * Elected Richard Pankowski and Marguerite Stanley members of the Public Sector Committee representing, respectively, Regions I and IV;
- * Directed implementation of a procedure to uphold CSEA against future challenges by Agency Shop fee payors;
- * Condemned Northeastern New York Chapter of the American Red Cross for anti-labor activities;
- * Expended \$17,000 to equip the newly constructed Region V office;
- * Approved meal allowances for the Statewide Board (excluding officers) and Committee members of \$8, breakfast; \$12, lunch and \$22, dinner, effective Oct. 1, 1990;

- * Authorized funds to provide additional terminals for Membership Records and Finance departments;
- * Authorized special mailing to retirees promoting dues deductions from pension checks;
- * Granted local charters to Marcy Correctional Facility, Cayuga Correctional Facility, Southport Correctional Facility and Greene County Hospital and Nursing Home, which will be known as Columbia-Greene Medical Center Inc. Local;
- * Transferred membership at Division for Youth Group Home No. 24 to Lansing/MacCormick Division for Youth Local 561;
- * Adopted election schedule to fill Statewide Board vacancy from SUNY;
- * Enacted policy that in future union elections unopposed candidates' name be placed on ballot with notation "unopposed/elected";
- * Requested assurance that designated election agency be financially liable for re-running recent elections in either Regions IV or VI;

- * Retained accounting firm of Coopers & Lybrand to conduct audit;
 - * Selected David Jimenez and Gordon Duprey members of the Statewide Political and Legislative Action Committee representing, respectively, Regions II and IV;
 - * Accepted recommendations made by the Committee of the Board on Organizing Waivers;
 - * Requested president's office investigate and recommend solutions for PERB delays;
 - * Recommended CSEA investigate using recycled paper;
 - * Approved resolution stating opposition to any legislation that diminishes the rights of women as defined by Roe vs. Wade; and
 - * Authorized erection of a monument at CSEA Headquarters honoring members killed in the line of duty.
- Questions concerning this summary of actions taken by CSEA's statewide Board of Directors should be directed to CSEA Statewide Secretary Irene Carr, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210. 1-800-342-4146 or (518) 434-0191.

THE PUBLIC Sector

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A NEW CONTRACT

Union's largest local says "Yes!"

Excellent salary hikes, no givebacks, fully paid health insurance retained

By Sheryl C. Jenks
CSEA Communications Associate

Members of CSEA's Nassau County Local 830, the union's largest local, have ratified a new three-year contract retroactive to Jan. 1.

The union negotiating team stayed tough throughout protracted and often interrupted negotiations over 18 months to win a contract with no givebacks and which retains fully paid health insurance.

The new contract includes salary increases of 5.25 percent retroactive to Jan. 1, 5.5 percent the second year and between 5 and 5.5 percent the third year depending upon the Consumer Price Index. About 14,600 Nassau County employees are covered by the contract.

What it's all about

"We fought long and hard for this agreement," said Local 830 President Rita Wallace. "Our membership was unified and we deserved and got a good package. The membership is happy and that's what it's all about."

Negotiations stalled several times, eventually went to impasse and was in the mediation process when the settlement was reached. Hundreds of CSEA members turned out to protest

delaying tactics by the county in a demonstration held shortly before the agreement was reached.

CSEA Collective Bargaining Specialist Irwin Scharfeld applauded the union's 18-member negotiating team for "a job well done under difficult circumstances."

CSEA statewide President Joe McDermott, newly named president of the labor/management New York State Public Sector Coalition on Health Benefits, congratulated negotiators for working out retention of fully paid health insurance.

"Escalating health care costs represent one of the biggest threats to the welfare of workers. Our objective is to provide the maximum protection possible for employees. They did a nice job of that in Nassau County," McDermott said.

CSEA negotiating team members included Scharfeld, Wallace, Diane Calabritto, Lou Dramas, Tom Garguilo, Jack Geraghty, Alice Groody, Dennis Hesse, Frank Iadevia, Alona Irby, Joan Kleila, Bruce Kubart, Beth Luttinger, James Mattei, Ralph Spagnolo, George Walsh, Joel White and Jean Wichmann.

"We really worked together as a team," Scharfeld said. "Unity, that's what unionism is all about."

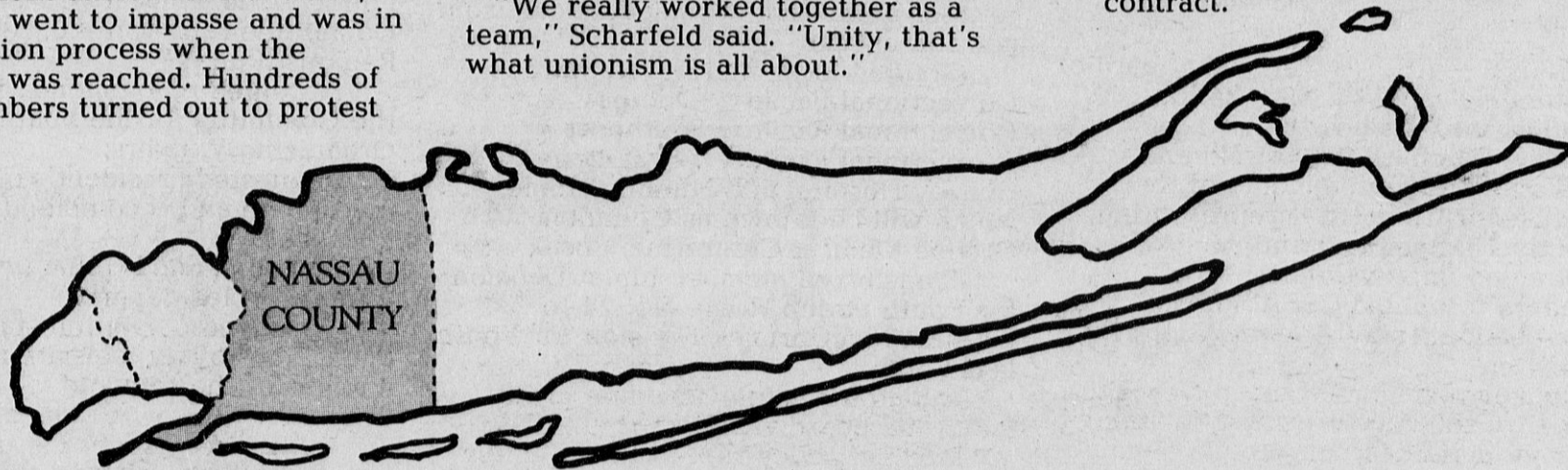
Some contract highlights

The new contract includes:

- * increased shift differential,
- * increased longevity payments,
- * dental and optical plan improvements,
- * increased uniform allowances,
- * increased meal allowances,
- * full pay for accrued sick leave up to 190 days upon leaving county service,
- * increased benefits for part-timers,
- * improved leave entitlements, and
- * increased protection against subcontracting.

Additionally, the labor/management committees will recommend proposals on child care, flex time, tax deferrals, smoking policy, health care cost containment and an Employee Assistance Program.

Under terms of the contract, employees in pediatric triage, social service emergency service, psychiatric wards and fire inspection will have their emergency and standby rates increased by the same percentage as the base wage increase for each year of the contract.



Assumptions misguided over supervisor's identify

EAST MEADOW — A lot of employees at the Nassau County Medical Center (NCMC) have apparently made incorrect assumptions about the identity of a NCMC employee referred to in a story in the previous edition of *The Public Sector*.

Many employees apparently believe the individual, whose name was withheld and who was referred to only as a supervisor in the story, is supervisor Kevin Gleason. They are wrong, Gleason is NOT the unnamed supervisor referred to in the story.

Publication of the story created an uproar among many NCMC

employees because CSEA members at the facility are involved in trying to solicit donations and otherwise assist Gleason, who is suffering from serious complications from a back problem.

The story concerned CSEA's successful arbitration win which reinstated Rosetta Shepard, a patient care assistant, to her job with 14 months back pay and her seniority restored.

CSEA took the Shepard case to arbitration after the county improperly fired her on charges of insubordination and fighting with another employee. The county did not

discipline the other employee, described as a supervisor. Shepard claimed that the supervisor had struck and knocked her to the floor during an altercation between the two which began with the supervisor shouting at her and calling her names.

Kevin Gleason is the supervisor of the area where Shepard worked at the time of the incident, and many NCMC employees assumed that the unidentified supervisor in the story was Gleason. The fact is, the supervisor involved in the Shepard incident is a male registered nurse and is NOT Gleason.

CSEA PRESIDENT JOE McDERMOTT tells members of the New York State Public Sector Coalition on Health Benefits that health care costs must be contained while providing maximum health care protection for workers. Seated at right is New York City Mayor David Dinkins, who also addressed the conference. McDermott is the new president of the Coalition.



CSEA President Joe McDermott heads up NYS Public Sector Coalition on Health Benefits

Health care costs threaten labor and management

"Escalating health care costs represents one of the greatest threats today to the well-being of employees and the budgets of employers. It's not always easy for labor and management to cast off their traditional adversarial roles and work cooperatively, but the problem of increasing health care costs requires it."

That was the message from CSEA President Joe McDermott recently to members attending a conference of the New York State Public Sector Coalition on Health Benefits.

McDermott is the newly-named

president of the labor/management Coalition which represents more than 2 million employees, retirees and dependents in New York state who receive more than \$2.5 billion in health care benefits. CSEA has actively participated in the coalition since it was established by Gov. Mario Cuomo in his 1986 State of the State message to the state legislature.

McDermott will lead the Coalition during the next year in its capacity as a clearinghouse for health benefits information, provider of research data on employee health care plans and

delivery systems and the voice for public sector interests within the health care delivery industry and the legislature.

"Labor and management share the same goal; we all want access to quality health care at an affordable price," McDermott said to Coalition representatives and guests attending the conference. "Workers and their families need the protection and security health insurance provides. Employers know that in terms of employee morale and productivity, good health insurance is vital."

A long, hot summer possible as Albany County talks lag

ALBANY — With contract negotiations affecting 1,000 CSEA members in Albany County delayed and at impasse, and with CSEA's sister union AFSCME engaged in an uphill struggle in contract talks with the City of Albany, the Albany County Central Federation of Labor has added its weight to the battles.

The Central Federation unanimously adopted a resolution backing CSEA and AFSCME and supporting agency shop at the city and county level in Albany.

CSEA Capital Region President C. Allen Mead said he was pleased with the actions of the Central Federation of Labor but predicted that more than words may be necessary before the seemingly disinterested city and county politicians see the light.

"Unless a new political leader steps forward in Albany County to resolve this situation," Mead said, "I think all of our members will have to stand together in November and express their feelings to

the 'let them eat cake' attitude of the politicians.

"CSEA has nearly 10,000 registered voters living in Albany County, and with the involvement of the Central Labor Federation we have 100 more unions and their members who support fair treatment of workers and unions in this area," Mead warned.

CSEA Albany County unit leaders have been attending recent county legislative meetings to remind elected officials that the employees need and deserve a new contract.

"We'll be there stronger than ever in July if we don't have a contract by then," said Marge Flynn, CSEA Social Services Unit president.

"It looks like another long, hot summer in Albany County; maybe the hottest in a long time," Flynn said, hinting that full scale protests might become a feature at future county functions if the impasse is not settled soon.



CSEA REGION IV President C. Allen Mead said strong words help but warned decisive action might be necessary to win new contracts in Albany County.



SOME OF THE MORE THAN 200 East Meadow School District employees who turned out to protest plans to reduce hours for part-time workers and eliminate their benefits are shown in photo at left. Above, CSEA Labor Relations Specialist Jim DellaRocca is flanked by CSEA Custodial Unit President Doug Green, left, and Clerical Unit President Lynn Werle, right.

EAST MEADOW MEMBERS FIGHT FOR PART-TIMERS

They're expected to do same work for less money with no benefits

By Sheryl C. Jenks
CSEA Communications Associate

EAST MEADOW — CSEA has filed Improper Practice charges seeking to prevent a Long Island school district from arbitrarily eliminating benefits for part-time employees by reducing their working hours.

CSEA is also charging the school district with violating the Taylor Law by announcing plans to eliminate the position of chief of security and transferring those responsibilities to an administrator.

The East Meadow School District budget calls for a reduction in working hours for part-time workers from four hours to three and one-half hours. That would mean part-time employees would be stripped of their benefits. The workers are represented by the East Meadow School District Clerical and Custodian Units of CSEA Nassau County Local 830.

"The district would not have to provide benefits to any employees who work less than four hours," CSEA Labor Relations Specialist Jim DellaRocca said. "They want to balance the budget on

the backs of part-time workers.

Reducing the workday for part-time employees would be a change in the terms and conditions of employment, which the district would have to negotiate with the union, DellaRocca said.

20 now, many more later

About 20 part-time district employees would be affected this year, and nearly 50 workers would lose their benefits as the plan is phased in over the next few years.

Nearly all the 225 district employees represented by CSEA turned out for a union-sponsored demonstration to protest plans to reduce the part-timers' hours and discontinue their benefits.

Solidarity among workers

"I don't think the administrators thought those part-time people meant anything to the full-timers, but they were wrong," CSEA Unit President Doug Green said. "We've worked with these part-timers for years and we care about them as union members and as friends."

"You just don't do this to people," Green said. "Some of these employees have been here 15, 20 years. For a few dollars the board sold out the morale of

the entire school district and they didn't even look into other ways to find some money."

A despicable act

"I think this is a despicable act which shows a total lack of concern for these employees, who are also residents and taxpayers here," said Lynn Werle, president of the CSEA clerical unit.

"I have people crying to me every day. They can't eat, they can't sleep. They're so worried about losing their benefits," Werle said. "I have one member who is getting cancer treatments. What will happen when that insurance runs out?"

Is that fair?

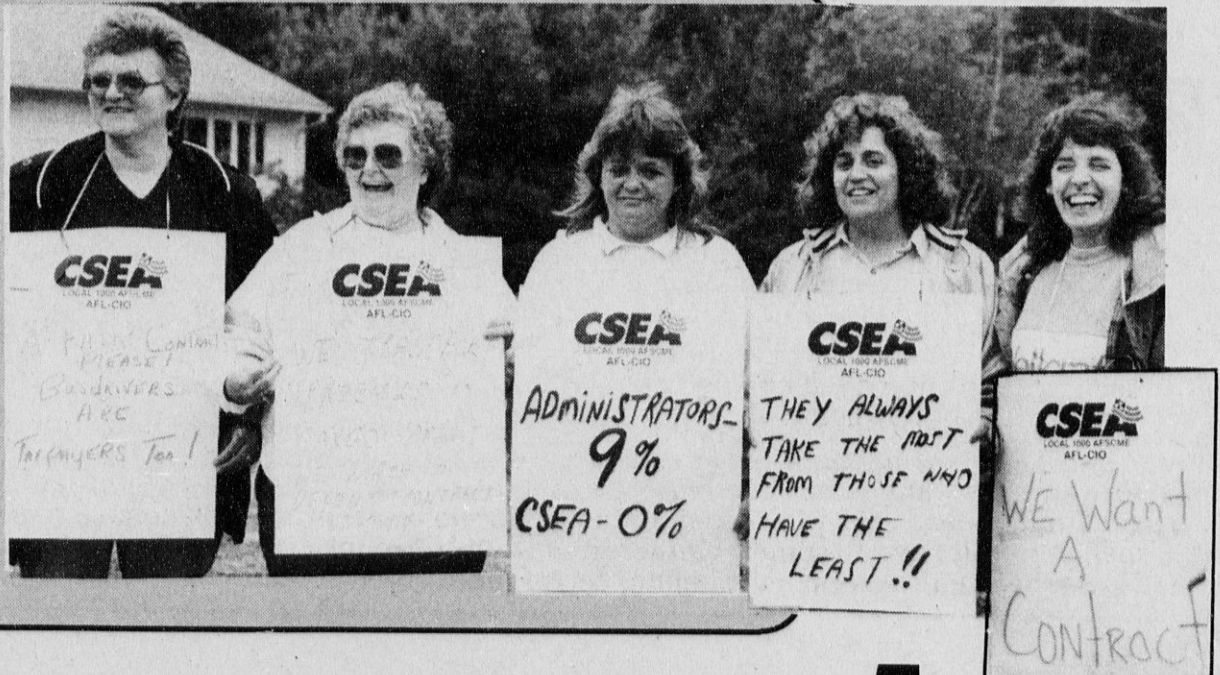
"These people will be expected to do the same work for less money and no benefits. How can anyone see that as fair and just treatment?" asked CSEA's DellaRocca.

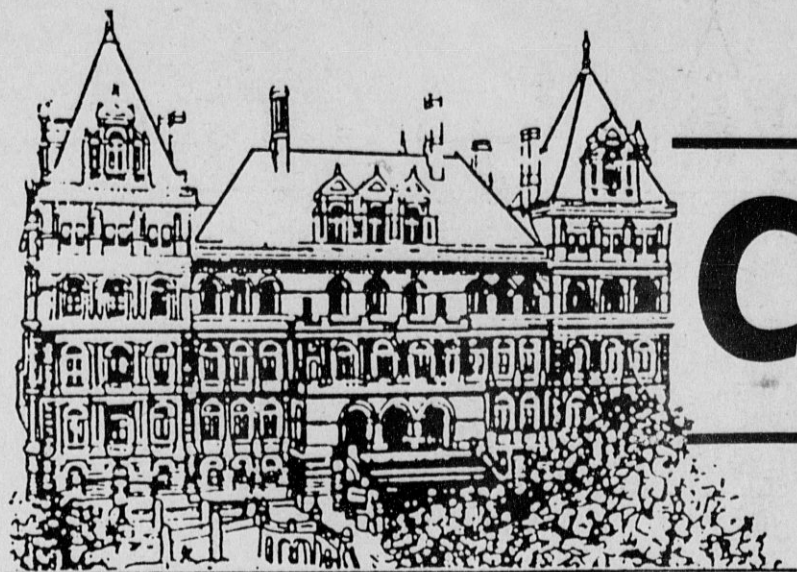
Werle and Green both said they do not think the majority of district residents want part-timers to lose their benefits.

"These people are their neighbors, their friends and their families," Werle said.

Monroe-Woodbury members upset over a long delay in getting new contract

SMILING FOR THE CAMERA but aching on the inside are these MonroeWoodbury School District employees in Orange County. About 150 bus drivers and blue collar workers there been without a contract since last July and negotiations have been at impasse since November.





CSEA and the

Budget has gains for members

ALBANY — Despite the problems with the 1990-91 state budget, the package does include two important wins for CSEA members.

PESH enforcement

The budget included a change that allows the state Commissioner of Labor to fine public employers who fail to correct violations of the Public

Employee Health and Safety (PESH) Act in a timely manner.

For minor violations, fines can be as high as \$50 a day for every day that corrections are not made once the deadline set by the labor commissioner has passed. For serious violations, the fine can go as high as \$200 a day.

This legislation puts teeth in the PESH law. Without fear of fines and strong

enforcement, public employers had no real incentive to correct dangerous conditions in the work place.

OCA incentive

While strongly opposed to the retirement incentive offered to most state employees, CSEA has praise for the option offered to Office of Court Administration employees.

OCA employees eligible to retire may take one month's credit for every year of service up to 36 months. No OCA titles are targeted, which means all eligible OCA employees can take advantage of the incentive.

And positions left vacant by OCA employees who take the incentive will not be eliminated, as is happening in executive branch agencies.

OCA employees can ignore the complex and unfair delayed early retirement program that "offers" employees the chance to work full time for only 60 percent of their pay.

Other victories

CSEA has successfully fought passage of a bill which would have increased opportunities for contracting out in the state Office of General Services (OGS).

The bill would have allowed OGS to avoid competitive bidding on contracts for emergency construction up to \$100,000. The current limit is \$40,000.

The bill has been set aside in committee, which means it won't get to the legislature floor for a vote.

"This was an obvious attempt to increase contracting out without sufficient oversight," said Larry Scanlon, CSEA director of legislative and political action. "We're happy to see that it's going nowhere."

Retiree income level

Public employee retirees can now earn more money in addition to their pensions.

CSEA succeeded in supporting a bill which raises the income limit for retirees who are still in public service from \$8,880 to \$9,360.

"Many retirees must have part-time jobs just to get by," said Fran Turner, CSEA's legislative counsel. "This amount is more realistic and conforms with federal regulations."

Victory for nurse aides

CSEA has won a legislative victory for nurse aides across the state.

Under a new law passed this month, nurse aides are not responsible for paying for competency training and testing.

To meet federal funding requirements, the state last year passed regulations for nurse aide competency that required certain levels of training and competency evaluations. However, the legislation passed last year didn't specify who would pay for the training and testing.

CSEA continued to pursue the issue this legislative year to be sure that nurse aides would not be burdened with the training and testing fees.



Retiree insurances a priority

CSEA is continuing to lobby the state Legislature on retiree health benefits.

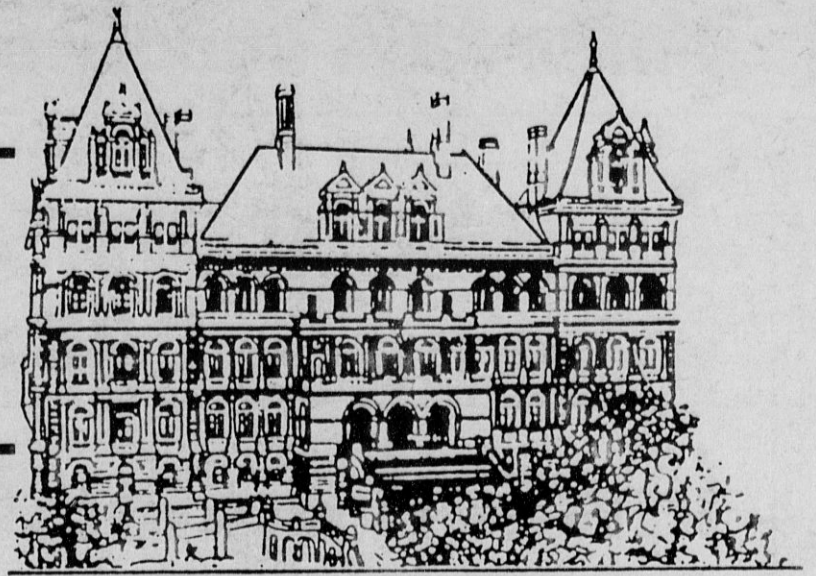
Once retired, public employees count on continuation of health benefits from their former employer, but more and more, employers are backing out on that responsibility. School districts particularly have been cutting some or all of their contributions to retiree health insurance.

That leaves retirees, already struggling on fixed incomes, to foot the steep costs of health insurance.

CSEA President Joe McDermott has spoken out often of his determination to protect retiree health benefits. He is now president of the state Public Sector Coalition on Health Benefits (see page 17).

"Secure health care benefits for retirees must be protected under law," McDermott said. "Any erosion of benefits is not only unfair, but cruel. We will continue to work for appropriate legislation."

Legislature



Caring for our children

ALBANY — Improving child care opportunities in New York state has long been a top CSEA priority. Now the state Legislature is helping to create those opportunities.

Two bills are awaiting the Governor's signature which would increase grant and loan options for day care centers and a third is moving through both the Senate and Assembly.

One bill, once signed into law, will extend the program that provides grants for intergenerational day care programs. The grants will be used to develop child day care programs at senior citizen health care facilities.

"These grants do three things — provide desperately-needed child day care, expose children and older people to those of different generations and allow us to make the most of a valued resource — our senior citizens," said CSEA statewide Secretary Irene Carr. "The children and senior citizens have a lot to offer each other and we add to the day care solution at the same time."

CSEA is also in favor of a second child-care bill on the Governor's desk, which will provide for start-up grants to all day care centers. Current law allows grants only for centers for school-age children.

CSEA is pushing for another child care bill which is in the Assembly Ways and Means Committee and on third reading in the Senate. This bill would allow public authorities to loan money to child care facilities for start up, rehabilitation or building.

"We need all the help we can get in getting more day care centers started," Carr said. "This is just one more step to getting sufficient, quality child care."



Union says county coerced employees

Appellate Division reinstates CSEA's lawsuit against Schoharie County over appointments

Did Schoharie County coerce the top three scorers on an open competitive examination to decline appointments so the county could then appoint two provisional employees to vacant motor vehicle positions?

CSEA thinks so, and the state's second highest court has ordered a hearing to look into the union's charges.

The Appellate Division of State Supreme Court reinstated a lawsuit brought by CSEA against Schoharie County over the hiring of the two motor vehicle employees last year. On an appeal by the union, the Appellate Division reversed a previous decision by State Supreme Court Justice Harold J. Hughes that dismissed the lawsuit.

A hearing ordered

The case was sent back to state Supreme Court to hold a hearing to determine whether the county coerced CSEA members Jane Becker,

Holly Vitola and Kay Yanson into declining appointments to the grade 10 Motor Vehicle Representative I positions.

CSEA charged Schoharie County violated the merit and fitness requirements of Civil Service Law by convincing the top three scorers on the open competitive examination to decline appointments in order to name two provisional employees in the county's motor vehicle office to the positions. Becker, Vitola and Yanson are permanent employees in other Schoharie County departments.

CSEA attorney Paul S. Bamberger charged that interviews by the county were unfair because they were conducted in a way that coerced the three into declining appointments to the positions. The three also were not given adequate opportunities to consider whether to accept appointments, Bamberger said.

The union attorney said the county intended to appoint the provisional



employees all along and conducted the interview process toward that end.

A pleased trio

"I feel good about the overturn of the original decision," Becker said. "I have no idea about the county's reaction, but I feel good."

"I like it," Vitola said. "I don't care if they (the county administration) don't like it. Now they feel like I did when I did not get the job. They make us obey the rules and regulations to the letter. It's nice to see them made to follow the law also."

"I'm happy, it's nice to see it reversed," Yanson said. "It's nice to see something go the way of the worker and not management."

County clerk faulted

Bamberger, who argued CSEA's case before the Appellate Division, said Becker, Vitola and Yanson were also coerced by threats made prior to the interviews by Schoharie County Clerk Forest Wollaber.

"County Clerk Wollaber acted like he thought he was above the law," Bamberger said. "He threatened to close the county's motor vehicle office before he would comply with the civil service law and choose among the three individuals on the top of the certified civil service list. We argued that such arrogant disregard for the law should not be condoned by the courts."

Bamberger worked with CSEA attorney Stephen Crain to write the union's brief submitted to the Appellate Division.



ENJOYING THE VICTORY — Jane Becker, Holly Vitola and Kay Yanson stand outside the Schoharie County government center and bask in the victory of having a court decision overturned and a disputed civil service examination reinstated.

Worth another look

CSEA appeal leads to encouraging developments for stationary engineers

When the state Civil Service Department said no upgrading for stationary engineers last fall, CSEA was shocked, then angered.

But the union didn't accept that answer and appealed to the Civil Service Commission. As a result of CSEA's effort and a strong presentation to the commission, there are now encouraging developments.

The commission has sent the issue back to the Civil Service Department's Division of Classification and Compensation and ordered them to take a closer look at the situation. The commission also urged that this be done without delay.

"We know we have a strong case and we're glad the commission recognized it by taking this action," said CSEA President Joe McDermott. "But Class and Comp stalled for three years before saying no the last time and CSEA is not going to stand for them dragging it out again.

"All they have to do is look at the facts and it's clear the upgrades are merited," McDermott said.

CSEA's presentation to the Civil

Service Commission stressed that changes in technology and workplace environmental controls have required continuing increase in knowledge and skills by the stationary engineers.

"The stationary engineers are responsible for the safety, health and comfort of thousands on people everyday — in some places, 24 hours a day," said SUNY Stony Brook's Frank Celentano a member of the CSEA special committee on the stationary engineer appeal.

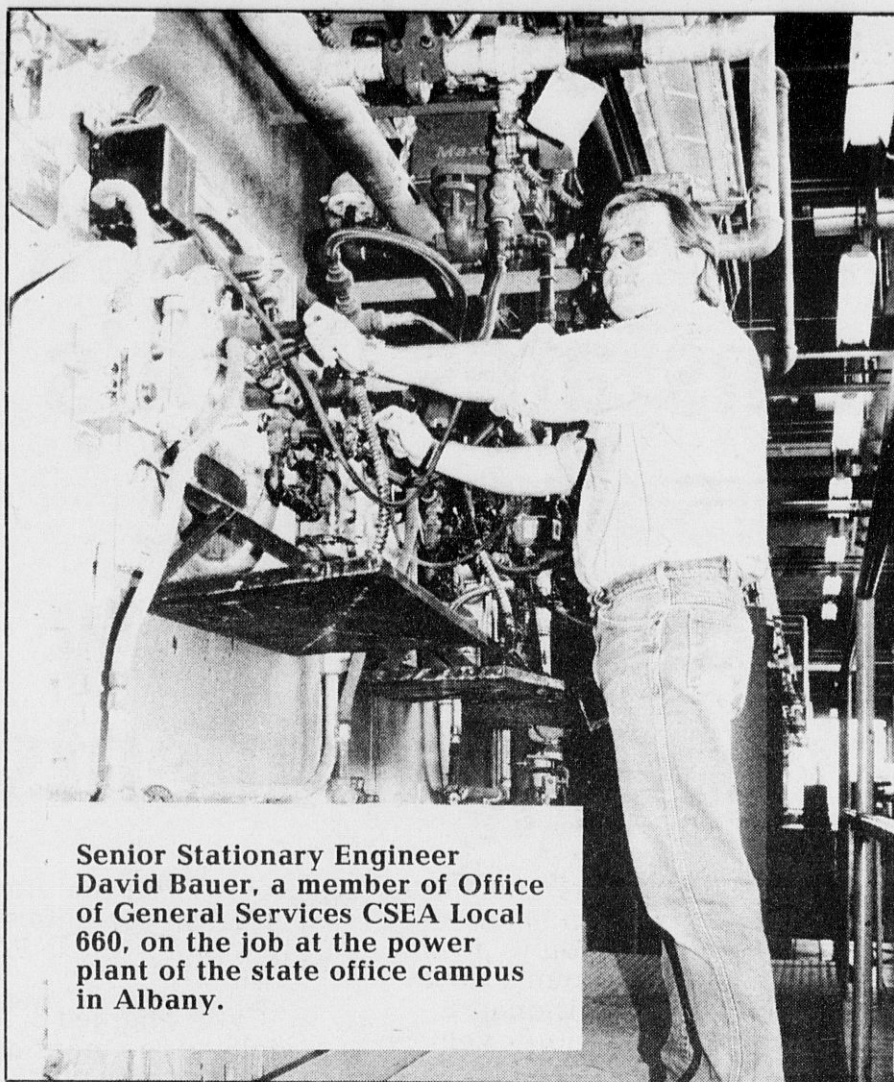
"We have to know how the systems are working at all times and be able to fix any problem or there's hell to pay," he said.

"The changes in technology make the

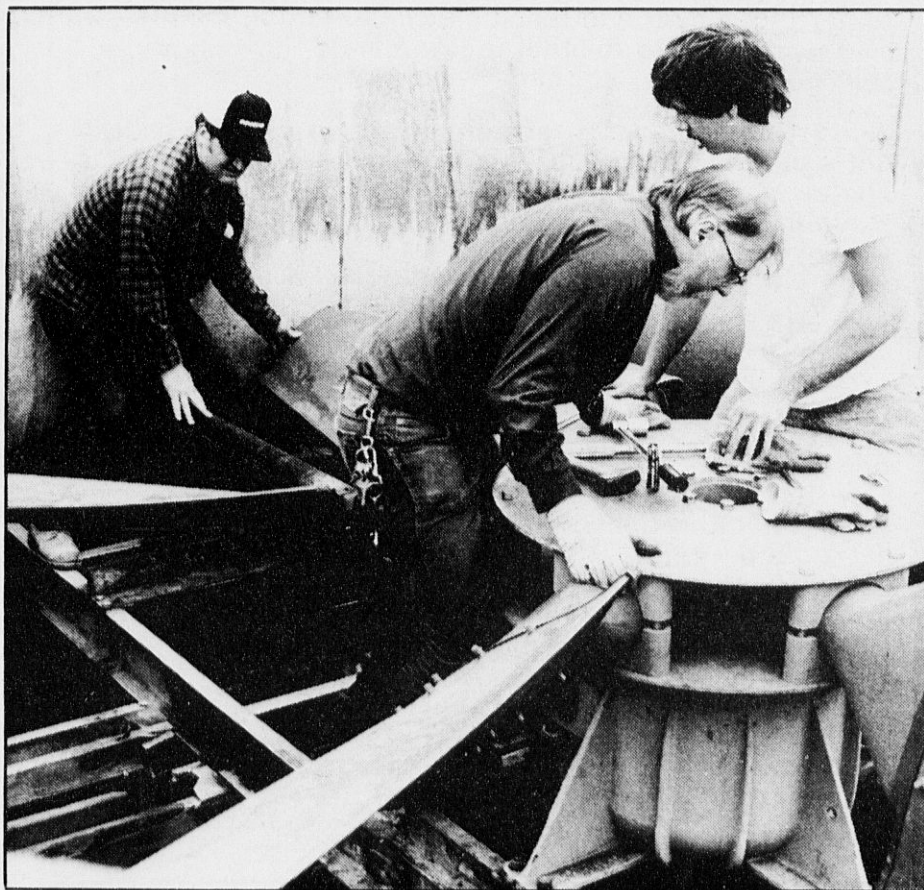
job more complex, not easier," said New York Psychiatric Institute's Tony Bailous, another member of the committee. "Automation has given us a whole new field. Now we have to understand electronics and computers in addition to mechanics."

Stationary engineers must also receive training in building and fire codes, asbestos handling and emergency response activities to name just few areas.

CSEA's case for an upgrading for stationary engineers received a boost from the Office of General Services (OGS). OGS representatives told the commission that the agency agrees with CSEA 100 percent on this issue.



Senior Stationary Engineer David Bauer, a member of Office of General Services CSEA Local 660, on the job at the power plant of the state office campus in Albany.



CHANGING RESPONSIBILITIES — Computers now play an integral role in the day to day activities of stationary engineers as demonstrated by CSEA OGS Local 660 member Charles Larson, above. At left Bruce Menia, John Hannigan and Eric Van Zandt (left to right), repair an air conditioning roof fan. Stationary engineers work wherever the job takes them from the bowels of sub-basements to the rooftops.

ASBESTOS

New studies, new concerns

When it comes to asbestos, you can't take the health risk seriously enough.

Several new studies, including a detailed health examination of New York City school custodians, show even more evidence.

The New York City employees, who work in settings similar to many CSEA members, were at greater risk of developing cancer and other asbestos-related diseases than was expected.

The study was conducted by the Mount Sinai Medical Center Occupational Health Clinic. It backs up the results of similar studies in Boston and San Francisco.

Of the 660 custodians examined, 28 percent showed lung scarring consistent with asbestos exposure. Thirty-nine percent of the custodians with 35 or more years of service showed lung scarring.

The scarring is an early sign of asbestos-related health problems such as asbestosis, a serious lung disease; lung cancer; and mesothelioma, a cancer of the lining of the lung or abdominal cavity. These problems may take as long as 20 to 30 years after exposure to develop.

Asbestos was widely used as building insulation and fireproofing until it was recognized as a cancer-causing material in the early 1970s. Since then, there has been considerable regulation and public debate over how to deal with the health threat it poses.

"Between the federal, state and even some local governments such as New York City there are now a set of laws to protect workers and the general public," CSEA Director of Occupational Safety and Health James Corcoran said. "But unless the asbestos has been removed from your worksite altogether by certified handlers, there's still going to be some risk."

"If there's asbestos in your worksite, it may not be in violation of any health and safety standards, but that doesn't necessarily mean your worksite is safe," Corcoran said.

"There's no such thing as a safe level of asbestos exposure," he

said. "Even the slightest exposure increases your risk of serious health problems."

Two other recent studies back this point up. In one, researchers found a higher than normal incidence of cancer and lung damage in the wives and children of asbestos workers. In another, similar results were found for construction workers who don't work directly with asbestos but may have been exposed to it in their worksites.

Corcoran also explained that the new regulations on asbestos abatement and handling primarily protect new and future workers.

"The damage may already have been done for older workers who have been exposed over the years," he said.

There are, however, steps that these workers should take (see accompanying checklist below).

"Asbestos problems are going to be with us for a long time," said Corcoran. "Since it takes years for the health problems to develop, it's projected that asbestos-related disease will rise until well into the next century."

All of CSEA's Occupational Safety and Health staffers are certified asbestos handlers. If you have questions or concerns about asbestos in your worksite, contact your regional OSH specialist.

You can also file asbestos complaints directly with the state Department of Labor Asbestos Control Bureaus, listed below.

NEW YORK CITY OFFICE
One Main Street, Room 811
Brooklyn 11201
(718) 797-7686

ALBANY OFFICE
State Office Campus
Building 12, Room 216
Albany, New York 12240
(518) 457-2072

SYRACUSE OFFICE
677 South Salina Street
Syracuse, New York 13202
(315) 479-3212

BUFFALO OFFICE
65 Court Street
Buffalo, New York 14202
(716) 847-7601

Accuracy at issue in asbestos diagnosis

EDITOR'S NOTE — Many occupational illnesses and disease may go unreported because they are not properly diagnosed. Uncovering a direct link between an illness and on the job activities is not always easy and may require a skilled specialist who knows what to look for in an individual's symptoms, medical charts and work history. The following story demonstrates why that's so important.

WASSAIC — Walt Harrington's medical documentation says he has a health problem. But he's still having a tough time proving it to New York state officials.

His physician says his X-ray shows signs of asbestos disease. State officials say the X-rays they've taken of him show no problems.

Harrington, an 18-year plumber and member of Wassaic Developmental Center CSEA Local 426 said he and his co-workers have repaired many pipes over the years that were covered with asbestos.

"Years ago we would just strip away the asbestos with our hands," said Harrington. "No one knew this stuff was dangerous," he said.

Harrington also recalled making repairs in the tunnel system under the facility where temperatures climb over 100 degrees.

"They had fans in there and didn't realize they were blowing the asbestos right back onto the workers," Harrington said.

But Harrington began to suspect problems when the state sponsored an X-ray screening in 1981.

"Somebody must have known there was a danger back then but they still didn't give us any protective equipment," he said.

The X-rays apparently showed nothing in Harrington's lungs and he and others went back to work — unprotected.

In 1985, the X-rays were repeated with the same apparent results.

In February 1989, Harrington experienced severe back pains and went to a local hospital. X-rays were taken once again, with no findings. But the next day, Harrington experienced more pain and had a friend call the hospital where he'd gone the night before.

"The X-ray technician had written on my report that the doctor should ask me if I ever worked around asbestos," Harrington said.

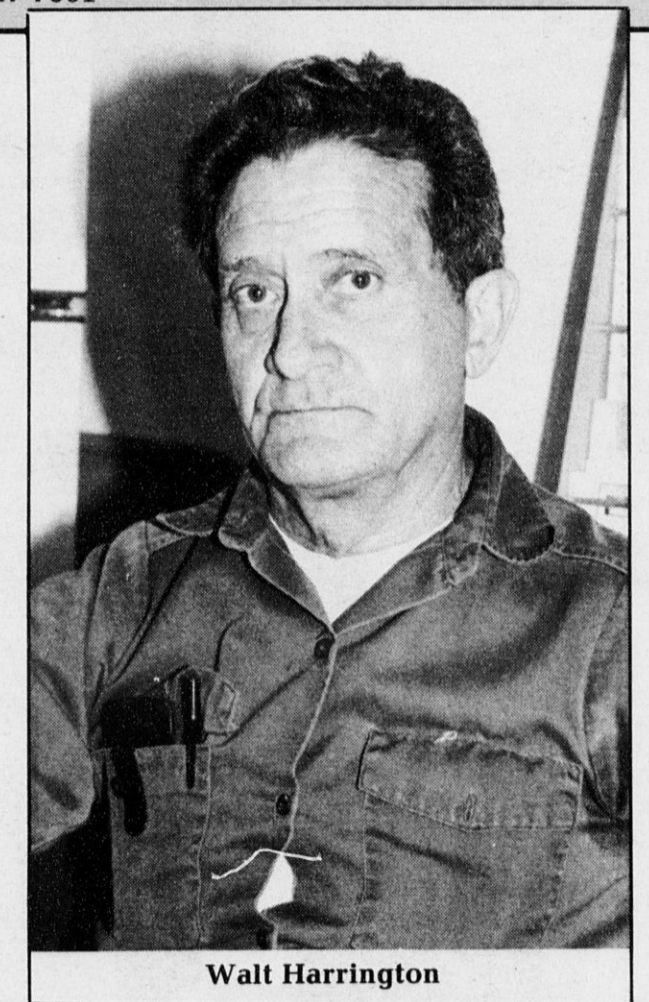
Harrington went to another doctor for a follow-up. The physician told him that the latest X-rays showed definite signs of asbestos disease.

After Harrington contacted the CSEA Local 425 office, state officials sent him, along with 95 other employees, to the Employees Health Service clinic in Albany where they repeated X-rays. Again they informed Harrington that there was no sign of asbestos disease.

Harrington contends the clinic did not take proper X-rays. "They took one view," he emphasized. "You have to take more than one view to spot asbestos disease."

Harrington said that his physician questioned the quality of the health services X-ray and wrote on the report that it was not "of optimal quality."

Does this mean that since 1981 all the asbestos screening X-rays have been



Walt Harrington

done wrong? Harrington asked in a letter to Governor Mario Cuomo explaining his situation.

But the answer he received from another state official was even more disturbing. "It's possible the person who read your X-ray saw something that was not there," it stated.

Harrington intends to continue his fight for better asbestos screening. His determination was recently reinforced by the diagnosis of two retired co-workers with asbestosis. One of them has since died.

"I want to retire in two years he said. "I want to know if I'm going to have some time to enjoy life or if I'm going to be sick."

If you've been exposed to asbestos:

- 1. Prevent or reduce further exposures.** The more you are exposed to asbestos, the more likely you are to develop asbestos-related disease and the sooner you are likely to become sick. If you reduce future exposures, your chances of developing asbestos-related disease will be decreased.
- 2. Stop Smoking.** Asbestos and cigarettes are a particularly deadly combination. You can get lung cancer from asbestos even if you don't smoke, but your chances of getting cancer will be much higher if you continue to smoke. The day you stop smoking is the day your risk starts decreasing.
- 3. Starting 15 years after your first exposure to asbestos, get a medical check-up once a year.** Make sure you see a doctor who knows about asbestos-related diseases. Your examination should include the following:
 - * your medical history
 - * your work history
 - * chest X-rays
 - * breathing tests
 - * stool test for blood
- 4. Get yearly flu shots and take antibiotics for lung infections.** If your lungs already have been damaged by asbestos, lung infections like flu and bronchitis can cause serious health effects. Make sure you see a doctor if you get a chest cold.
- 5. If you develop the following symptoms, see a doctor right away**
 - * persistent hoarseness
 - * marked worsening of shortness of breath
 - * coughing up blood
 - * pain in your chest or abdomen
 - * significant weight loss
 - * change in bowel habits

These may be symptoms of asbestos-related illness which your doctor should evaluate further.

AFSCME, LOCAL 1000, AFL-CIO

CSEA
welcomes

NELSON & WINNIE MANDELA



Hundreds of CSEA members from New York City, Long Island and the metropolitan suburbs were scheduled to join with massive crowds expected to welcome black nationalist leader Nelson Mandela to New York City and the United States.

Under a huge CSEA banner and wearing large "CSEA welcomes Mandela" buttons, CSEA members were poised to roar their approval as Nelson and Winnie Mandela rode up Broadway in a ticker tape parade as this issue of *The Public Sector* went to press.

CSEA members were also expected to line the route of a motorcade through Brooklyn and join with tens of thousands of well-wishers at rallies in Harlem and Yankee Stadium.

The Mandelas came to New York in the midst of a tour of Europe and North America.

"The eyes of the world will be turned to New York City, and I'm so proud of CSEA's role and the support of our members in showing the world that we believe so strongly that apartheid must end now," said CSEA President Joe McDermott.

Many CSEA members will have another opportunity to see the Mandelas later this month when the anti-apartheid leaders make an appearance at AFSCME's convention in Miami. More than 220 CSEA delegates will attend the AFSCME convention.

CSEA Region II Director Alan Jennings served as a member of the New York Anti-Apartheid Nelson Mandela Welcoming Committee. Willie Terry, chair of CSEA's Statewide Anti-Apartheid Committee, helped coordinate CSEA's involvement in the New York City welcome.



"I'm so proud of CSEA's role and the support of our members in showing the world that we believe so strongly that apartheid must end now."

—CSEA President Joe McDermott

Another CSEA member benefit that will save you money!



"Smart shopper consumer tips from UBS"

The following money-saving consumer tips are from United Buying Service (UBS) International, CSEA's official discount shopping service. Approximately every other month, UBS will provide, in *The Public Sector*, tips on how to shop for various categories of products and services. Whenever possible, a list of "best buys" in that category

will also be published.

Remember — UBS offers the best prices on a wide variety of consumer items. As a CSEA member you can use UBS to do your shopping and buying right over the phone: toll-free!

This month UBS features

BUYING A CAMCORDER

A Camcorder combines a video camera & a cassette recorder in one unit. This allows you to capture live action on tape & immediately replay it on your TV screen.

You can spend between \$800 & \$2,500 on a camcorder depending upon the format & operating features which are currently available.

CAMCORDER FORMATS: VHS Camcorder — full size VHS models allow you to record up to 2 hours & 40 minutes in the SP (standard play) mode with a T-160 cassette. To play the tape back just slip it into a standard VHS VCR. These units are a bit bulky, weighing between 5 & 8 pounds, requiring you to rest the unit on your shoulder while shooting. VHS offers decent picture clarity - 240 lines of horizontal resolution.

SUPER VHS — they are more expensive than VHS models (approximately \$1,800 cost) but offer better picture clarity, using a special cassette with 400 lines of horizontal resolution.

VHS-C — designed for people who want to use a lighter Camcorder - weight 2½ to 4 pounds. This Camcorder can be held comfortably in the palm of your hand. They use cassettes that are about the size of a pack of cigarettes. These tapes offer the same picture quality as the regular VHS cassettes & can be played back via standard VHS VCR — although you have to place the cassette in an inexpensive adapter.

SUPER-VHS-C — for superior picture quality (like the bulkier Super-VHS) there are several makes to choose from; however, the cost is \$2,000 or more. One drawback to the VHS-C format is its 20-minute record time in the SP (standard play) mode. You can tape up to an hour in EP (extended play) mode, but you will sacrifice picture clarity.

8mm Camcorder — like VHS-C models, most 8mm format Camcorders are light enough to hold in the palm of your hand, weighing between 2 & 4 pounds. The 8mm tape offers 270 lines of horizontal resolution (versus the VHS 240) & the Hi Band 8mm (Hi8) offer 400 lines of horizontal resolution, which is comparable

to the Super VHS. However, to play back on 8mm cassette, you need an 8mm VCR hooked up to a TV. Another playback option: Most Camcorders can simply be connected to your TV (if it has audio & video inputs) allowing you to playback your 8mm video — or you can make a VHS dub by connecting the 8mm Camcorder to a VHS deck. The drawback for this last option is a loss in picture quality.

Important Operating Features:

HIGH SHUTTER SPEED — allows you to capture more detail during fast moving action.

AUTO FOCUS — which should be a standard feature.

WHITE BALANCE — keeps the color of images true to life.

POWER ZOOM — a 6 to 1 zoom is standard, higher priced models offer 8 to 1 & 10 to 1 zoom capability.

DO NOT BUY A MODEL THAT DOES NOT HAVE THE BASIC FEATURES MENTIONED ABOVE!

Additional Operating Features:

Auto Fade In/Out for smooth opening & closing of scenes.

Back Lighting Compensation insures proper lighting when light source is behind subject.

Character Generator for adding titles & credits.

Digital Superimpose for adding color graphics.

Electronic-Image Stabilizer a VHS feature that reduces picture jitter caused by user's movement.

Flying-Erase Head for smooth editing from scene to scene.

Image Mix allows the combining of a still frame with live action.

MIC/Mixing for inserting narrative after you have finished recording.

Retake Button for quick return to the beginning of a scene.

SYNCRO-Edit Switch enables Camcorder to control VCR when dubbing a tape.

SHOPPING TIPS:

1. Never decide on a model without trying it out to discover whether it is awkward to handle or difficult to operate.

2. When you have a definite Camcorder model in mind call UBS — your Discount Shopping Service — to get the best price on your new Camcorder as well as thousands of brand name items!

1-800-336-4UBS

While inventory lasts, THIS MONTH'S "BEST BUYS" FROM UBS ARE:

SHARP CAMCORDER —

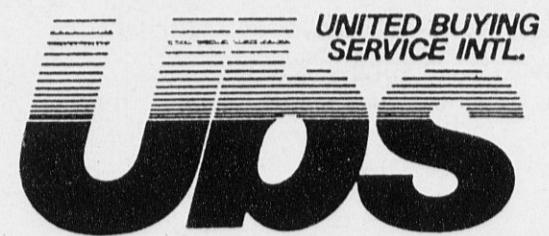
\$799 + tax and shipping
12 to 1 power zoom, HQ picture system, Flying erase head, High shutter speed, Auto focus, White balance, Fade in/out.

EMERSON AIR CONDITIONER —

\$319 + tax and shipping
Energy rating 9.5 EER, 7300 BTU.

RCA-VCR —

\$274 + tax and shipping
4 tape heads, 155 channels, on-screen display.



CALL 1-800-336-4UBS

VISA and MasterCard accepted

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

IRVING FLAUMENBAUM SCHOLARSHIPS

Eighteen \$500 college grants awarded to members' children

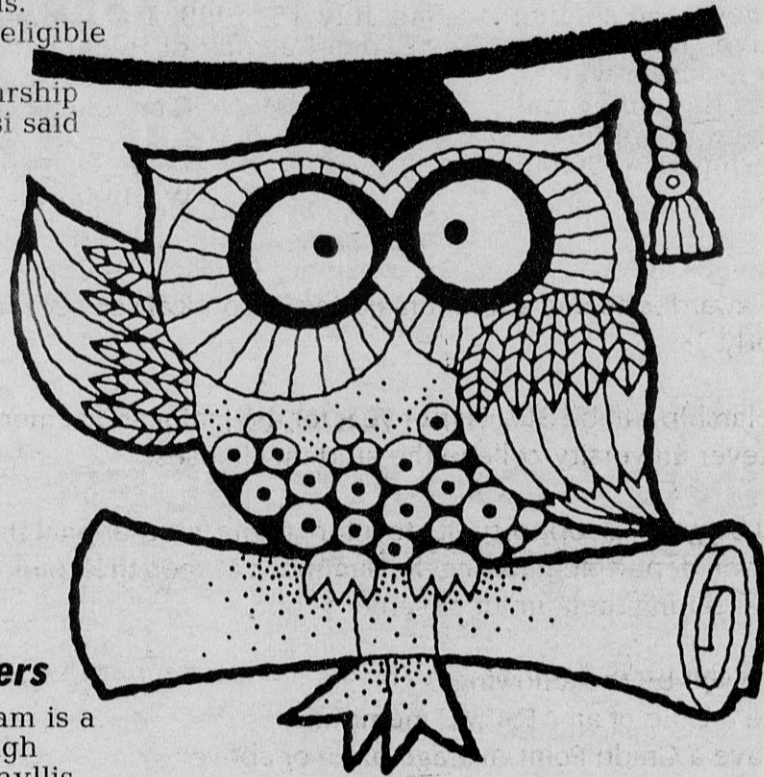
Eighteen sons and daughters of CSEA members have been named winners of \$500 Irving Flaumenbaum Scholarship Awards for 1990.

The scholarships are awarded annually to three graduating high school seniors in each of the union's six regions. Children of CSEA members are eligible for the scholarships.

CSEA Special Memorial Scholarship Committee Chair Diane Lucchesi said winners have been notified and

arrangements are being made for CSEA regional presidents to present awards to winners in their regions.

Following are the 1990 winners of the Irving Flaumenbaum scholarships:



Region I scholarship winners

JENNIFER AVITABILE of Coram is a graduate of Longwood Senior High School. She is the daughter of Phyllis Avitabile, a clerk typist at Longwood Central School and a member of CSEA Local 870.

ROBERT MILAZZO of Mattituck is a graduate of Mattituck High School. He is the son of Marie Milazzo, a secretary in the Mattituck-Cutchogue Union Free School District and a member of CSEA Local 870.

TRICIA D. GREENE of Levittown is a graduate of Island Trees High School. She is the daughter of Patricia A. Greene, a clerk-stenographer at SUNY Farmingdale and a member of CSEA Local 606.

Region II scholarship winners

EDWARD O'BRIEN of the Bronx, is a graduate of Cardinal Spellman High School. He is the son of Marguerite L. O'Brien, a principal clerk at SUNY Maritime and a member of CSEA Local 010.

JENNIFER HIKELIN of Brooklyn is a graduate of Edward R. Murrow High School. She is the daughter of Laura Hikelin, a clerk with the state Insurance Fund and a member of CSEA Local 351.

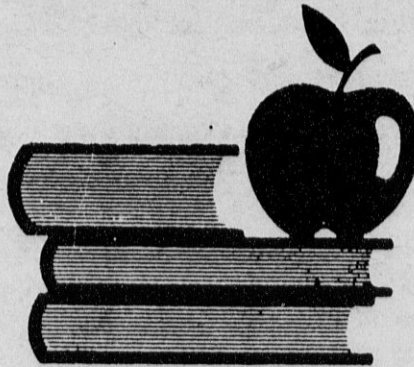
MICHELLE J. LIEBERMAN of Rockaway Park is a graduate of Midwood High School. She is the daughter of Harvey R. Lieberman, a pharmacist aide at Creedmoor Hospital and a member of CSEA Local 406.

Region III scholarship winners

STEPHEN MURPHY of Blauvelt is a graduate of Tappan Zee High School. He is the son of Bridget Murphy, a food service worker at Rockland Psychiatric Center and a member of CSEA Local 421, and of Thomas Murphy, a maintenance mechanic at South Orangetown Central School District and a member of CSEA Local 844.

ANNIE CHANG of Wappingers Falls is a graduate of John Jay High School. She is the daughter of Lichen H. Chang, an account clerk 1 at Dutchess County Department of Social Services and a member of CSEA Local 814.

MICHAEL MALARSKI of Slate Hill is a graduate of Minisink Valley High School. He is the son of Mamie Malarski, a teacher aide at Minisink Valley Center School District and a member of CSEA Local 836.



Region IV scholarship winners

JULIE GIBBS of Newcomb is a graduate of Newcomb Central High School. She is the daughter of Sharie L. Gibbs, a keyboard specialist with the Department of Environmental Conservation and a member of CSEA Local 116.

CHRISTINE JAROSZ of Cohoes is a graduate of Cohoes High School. She is the daughter of Louise Jarosz, a secretary with the Cohoes City School District and a member of CSEA Local 801.

SRIDHAR M. DURBHAKULA of Latham is a graduate of Shaker High School. He is the son of Geetha D. Muralidhar, a clerk with the state Department of Environmental Conservation and a member of CSEA Local 655.

Region V scholarship winners

SHELLY ROSS of Endwell is a graduate of Maine-Endwell Senior High School. She is the daughter of Beverly Ross, a stenographer at Maine-Endwell Central School District and a member of CSEA Local 866.

ISHI E. BUFFAM of Moravia is a graduate of Southern Cayuga High School. He is the son of Laura Buffam, a caseworker with Cayuga County Department of Social Services and a member of CSEA Local 806.

REBECCA STILLWELL of Tully is a graduate of Tully Central High School. She is the daughter of Barbara Stillwell, an account clerk with Cortland County and a member of CSEA Local 812.

Region VI scholarship winners

WILLIAM B. SCHMITT of Cheektowaga is a graduate of Maryvale High School. He is the son of Genevieve A. Schmitt, a food service helper at Maryvale School District and a member of CSEA Local 868.

KEVIN J. WISE of Niagara Falls is a graduate of LaSalle Senior High School. He is the son of Betty Wise, an office aide at the Board of Education and a member of CSEA Local 872.

BRIAN J. HORVATH of West Seneca is a graduate of The Park School. He is the son of Sharon M. Horvath, a clerk typist at the Town of West Seneca and a member of Local 815.

The next edition of *The Public Sector* will be dated July 23. The July 9 and August 6 editions are being deleted and *The Public Sector* will be published monthly during July and August. Bi-weekly publication will resume with the August 20 edition.

JERRY CLARK MEMORIAL SCHOLARSHIP

Children of CSEA members eligible to apply

AFSCME, CSEA's international union, is offering a new scholarship in memory of Jerry Clark, the late director of political action, as a tribute to his outstanding contribution to AFSCME's political program and to his deep and abiding commitment to the labor movement and civil rights.

The Jerry Clark Memorial Scholarship Program will award a scholarship of \$10,000 per year for the junior and senior years of study to one student majoring in political science. The award also includes an internship at AFSCME International headquarters.

Candidates must also be the child of an AFSCME member.

Completed applications must be postmarked no later than July 15, 1990. The winner will be announced Aug. 1.

To get a copy of the application form, contact:

Jerry Clark Memorial Scholarship Program
ATTN: Education Department
AFSCME

1625 L Street, N.W.
Washington, D.C. 20036

1. The scholarship will be awarded to one student majoring in political science for their junior and senior years of study.
2. The amount of the scholarship will be \$10,000 per year for the junior and senior years and will be applicable to whatever university/college the student chooses.
3. The chosen student will be given an opportunity to intern at the International Union headquarters in the Political Action department during the summer between their junior and senior year or for one semester during their junior or senior year.
4. The criteria for selection will be the following:
 - a. The student must be a child of an AFSCME member.
 - b. The student must have a Grade Point Average of 3.0 or above.
 - c. The student must be a political science major.
5. All students who apply by the deadline and who meet the minimum requirements stated above will be eligible for the scholarship. The names of each qualifying student will be placed in a blank, sealed envelope and placed in a box. The winner will be selected by lottery at a specially called meeting of the AFSCME Scholarship Committee on or before June 15th.
6. The deadline for application for the first scholarship award will be July 15, 1990. The first award will be made on August 1, 1990. Thereafter the deadline for applications will be July 1st of each succeeding year.
7. Contributions to the fund are welcome and should be made out to the "Jerry Clark Memorial Scholarship Fund" and sent to AFSCME International Headquarters.

Gerald W. McEntee
International President



William Lucy
International Secretary Treasurer

© 1990 21

Orange County Unit awards scholarships

GOSHEN — Three college-bound high school seniors in Orange County have \$500 toward their college tuition thanks to the CSEA Orange County Unit of CSEA Local 836.

Eric Bortz, Tara Green and Stephanie Stevens are the 1990 recipients of the unit's awards.

Bortz, a graduate of Highland High School, is the son of Julia Bortz, a Department of Social Services (DSS) employee.

Green, a graduate of Washingtonville High School, is the daughter of Arlene Vandermeulen, a DSS employee.

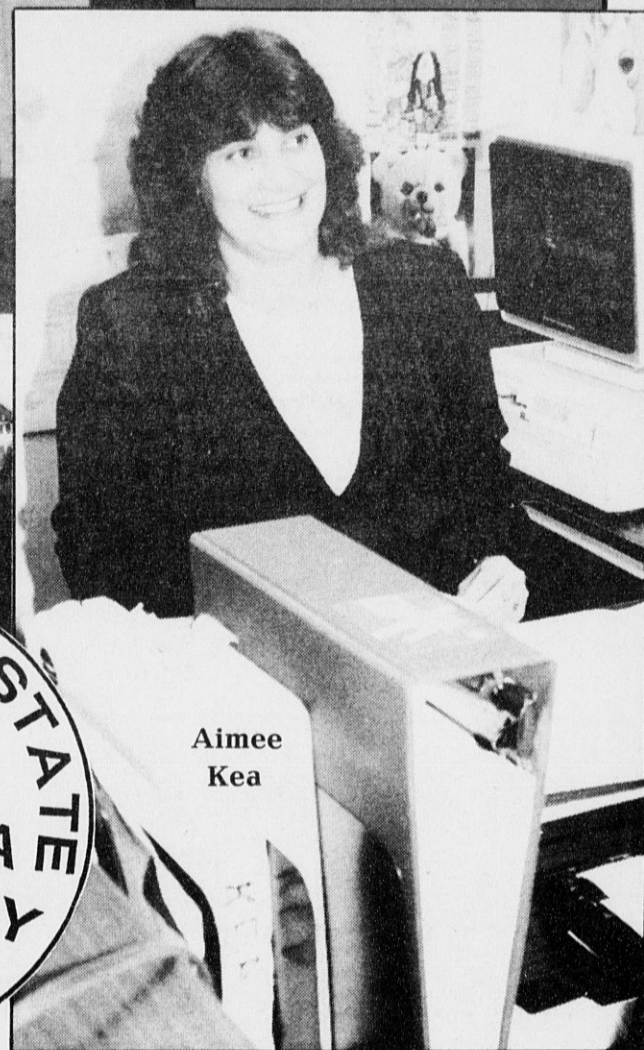
Stevens, a graduate of Valley Central

High School, is the daughter of Diane Stevens, another DSS employee.

Unit Scholarship Committee Chair Vera Green said the applicants were chosen based on their academic standing and their personal efforts. This is the second year the unit has awarded scholarships.

EASE DON'T
STE WATER!

Linda Lucca



Aimee
Kea

We're going back to court



ALBANY — After an attempt to reach a settlement in CSEA's lawsuit against the state over the Secretary 1 and 2 civil service examination, the case is now back in court.

"It would have been in the state's best interest to reach a fair settlement on this issue," said CSEA President Joe McDermott. "The whole reclassification has been a nightmare and thousands of employees are demoralized. Reaching a settlement would have been a way to repair some of the damage."

Instead, the issue will be decided in state Supreme Court.

CSEA's legal action initially sought to block the civil service exams for the newly created secretarial titles because thousands of CSEA members already qualify for the positions without needing the exam. Most of those members are bogged down in the state's complicated and confusing reclassification process.

When the judge refused to grant an injunction to stop the test, CSEA pressed on with the case to stop the test results from being used until the reclassification of all eligible workers is completed.

While CSEA continues its legal action, members can also act. CSEA suggests that its members who are doing secretarial work without the title file an out-of-title grievance.

Here's what you should keep in mind:

***Let your reclassification application take its course, but file for the out-of-title pay in the meantime. The two procedures are separate and distinct.**

***To qualify for out-of-title pay, you must be performing the duties of the higher paying job at least 40 percent of the time. Compare your job duties to the Secretary 1 and Secretary 2**

'The process is terrible'

"It's not fair that the state keeps us waiting," said Aimee Kea, a senior stenographer with the state Department of Environmental Conservation (DEC) in Albany and member of CSEA Local 655. "After the state budget was settled we assumed that we'd hear something but they keep dragging it out longer and longer. It makes you mad; it's as if they're saying we're not good enough, not important enough to be recognized."

While the state Division of the Budget has finally begun reviewing the reclassification applications for some of the larger state agencies, the process is still moving at a snail's pace. Several of the major state agencies such as Environmental Conservation, Education, Health and Labor have still not yet seen **any** upgradings.

That makes no sense to CSEA or its members.

"It would help to know where we stand," said Linda Lucca, a principal stenographer and CSEA member at DEC. "But we've been kept in the dark

throughout the process."

According to Lucca, she and her co-workers initially filed their justification for the reclassification with their agency in May 1988. The final paperwork was filed with the state after the Division of the Budget lifted its moratorium on the reclassifications last October.

"It seems like every month the state throws a new wrinkle into the process," she said. "First the pay was going to be retroactive if you filed by October; then there wasn't going to be any retroactivity."

"Then they made us take the exams even though they weren't required," she said. "Now we keep waiting for the other shoe to drop and have them say there won't be any reclassification."

"The state has us over a barrel — people don't know whether to leave or stay on in the hope of getting the upgrading," Lucca added.

"It's as if the state just won't admit the process is terrible and they're sticking with it even though it doesn't make any sense."

job specifications.

***You probably stand a better chance of qualifying for the out-of-title pay if your agency supported your reclassification application.**

***In filing your out-of-title grievance DO NOT list "reclassification" as the remedy sought. It's a different**

procedure. In the out-of-title grievance you are seeking to have the state end the out-of-title work or pay you accordingly.

***Out-of-title pay is only retroactive for 15 calendar days prior to the filing of your grievance, so the sooner you file, the better.**

63,000 CSEA members receiving \$2 million in group life refunds

Refund checks totalling \$2 million, issued by the CSEA Basic Group Life Insurance Plan, have been mailed to more than 63,000 eligible CSEA members.

Refund checks were mailed the week of June 18 directly to the insured member's home address on file with CSEA. To be eligible for the refund, CSEA members must have participated in the Basic Group Life Plan from Nov. 1, 1988, through Nov. 1, 1989.

This year's total raises to \$19,600,000 the contributions refunded to members since 1980. The current coverage in force for the enrolled CSEA members is

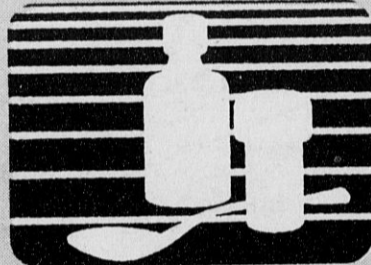
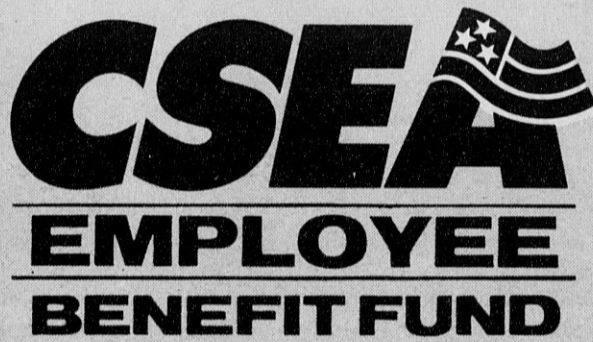
a staggering \$1,141,000,000. The CSEA Basic Group Life Insurance Plan has paid out \$200,383,000 in death claims since 1939.

Again this year CSEA is conducting a special increase offer to qualified insured members to increase their Basic Group Life Insurance coverage to \$25,000, the maximum benefit available under the program. CSEA members under age 70 may apply for the increase by completing the application which was included with the refund of contribution checks.

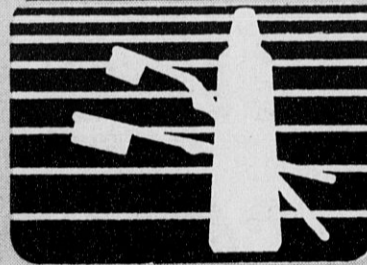
Questions concerning the refund or

the special increase offer should be directed to the CSEA Insurance Department, Capitol Station Box 7125, Albany, New York 12224. Include your name, Social Security number and current address. Name or address changes during the past year should also be noted.

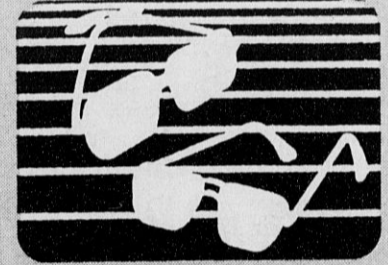
Special features of the CSEA Max 25 Basic Group Life Insurance Plan include low group premiums; up to \$25,000 of coverage; convenient payroll deduction; double benefit for accidental death; triple benefit for accidental death on a common carrier; and waiver of premium for qualified disability.



PRESCRIPTION DRUG



DENTAL CARE



VISION CARE

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

1-800-3-EBF-3-C7-3-SEA-2

One of the most innovative programs offered by the CSEA Employee Benefit Fund (CSEA EBF) — PACKAGE 7 — recently marked its fifth anniversary.

PACKAGE 7 includes seven benefits plans and covers several CSEA local government bargaining units throughout CSEA's Long Island Region. The deluxe benefit package is now being offered to all CSEA political subdivision units across the state. PACKAGE 7 can be obtained by CSEA units through negotiations at the bargaining table.

PACKAGE 7 includes benefits for Dental, Vision, Prescription Drugs, Legal Services, Annual Physical Examination, Hearing Aid and Maternity Allowance.

Employees and CSEA bargaining unit officers interested in information about PACKAGE 7 and assistance in negotiating for it should call CSEA EBF at 1-800-EBF-CSEA (toll free) or (518) 463-4555.

THE DENTAL PLAN was updated recently by increasing allowances for more than 130 dental procedures. The annual maximum of allowances was

also increased to \$1,800 for each eligible family member.

THE VISION PLAN was updated so eligible employees and their dependents can use the benefit once every calendar year instead of once every two years. The allowance for the contact lenses option was increased from \$50 to \$75, and the plan continues to provide an exam, lenses and frames at no cost to the employee.

THE PRESCRIPTION DRUG PLAN pays reimbursements for co-pays and out-of-pocket expenses for prescription medicines not covered by the employee's regular prescription plan.

THE LEGAL SERVICES benefit provides assistance with meeting personal legal expenses. Reimbursement for these services is made directly to the employee, who can use any attorney he or she chooses. Many of the services also cover dependents. Allowances include general legal consultations, real estate closings, wills, landlord disputes, adoptions, non-business contracts, personal bankruptcy, traffic violations and domestic relations, among others.

THE PHYSICAL EXAMINATION benefit provides a once-a-year examination at a designated diagnostic center for the employee and spouse, and covers the portion of the exam not already covered by other health plans, up to \$95.

THE HEARING AID benefit covers eligible employees and their dependents once every three calendar years. The allowance was upgraded from \$300 to \$450, which includes the cost and fitting of a hearing aid recommended by a physician or otologist.

THE MATERNITY CARE benefit pays \$200 upon the birth of a child. If both parents are members of the Fund, the payment is \$400.

Family health care has always been the primary concern of CSEA EBF. In these days of rising health care costs, CSEA EBF continues to help employees meet the financial responsibilities of health care for themselves and their families. PACKAGE 7 is one of the ways that is being accomplished, and is a prime example of what can be accomplished through effective bargaining.

Look out, lemons

Retiree Connie Besio fights for consumers

By Anita Manley
CSEA Communications Associate

DOVER PLAINS — If you've ever been stuck with a lemon, then you ought to talk to CSEA retiree member Connie Besio.

After battling food companies, hotel chains, airlines and company presidents, she wants to share her experience with anyone who gets poor service or a bad product. She's proved she get results.

Besio was inspired to become a staunch consumer advocate by a can of beans.

"It was full of beanstocks!" she said. "I sent the company the label along with a letter about the problems and they sent me a coupon for a case of beans."

Another time, Besio purchased an expensive can of crabmeat.

"I opened it and it was gray! It was four years old!" Again, Besio wrote to the company and received a coupon for more crabmeat.

Besio, a therapy aide at Wassaic Developmental Center for 19 years, was a member of CSEA Local 426 until she retired on disability in 1985. Now a member of the CSEA Dutchess-Putnam County Retiree Local 909, Besio has more horror stories — and more victories — than seems possible.

\$150 for a horsefly

The discovery of a horsefly in a can of soda led to a battle with a company that

finally sent her a check for \$150.

"They tried to tell me the fly came from my house," she said.

Then there was the trip Besio and her husband, Clarence, took.

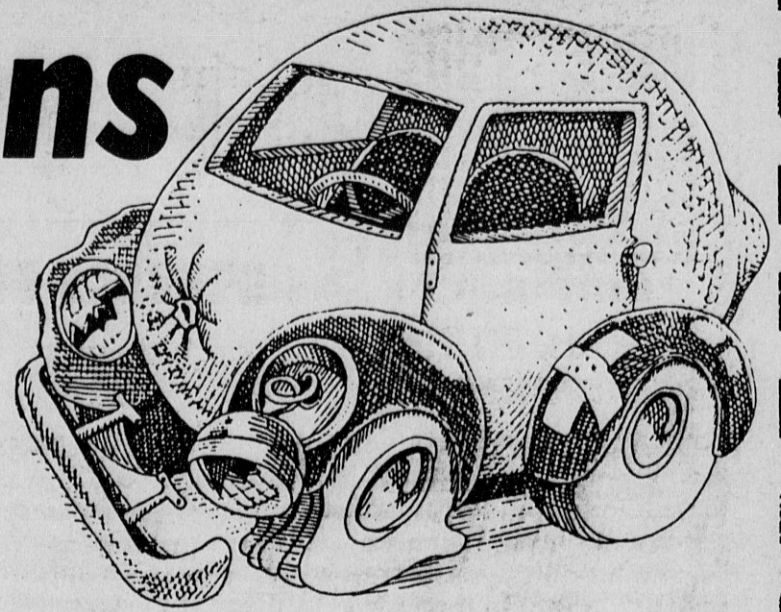
The trip included a stay at a hotel before they were to leave on an early bus trip for Canada to celebrate the New Year.

"We got to the hotel and there was no heat," she recalled. "We were freezing. We complained and they told us they were having problems with the heating system. They said they had some rooms that had heat, but it would cost us more to stay in them!"

Besio and her husband refused to pay more and spent the night in the freezing room.

When she returned from her trip, she wrote to the hotel chain and they sent her a gift certificate for a free night in one of their hotels. The Besios later used the certificate in one of the chain's best hotels and spent the night in a deluxe room at no charge.

Then there was the saga of the shirts. Besio purchased three shirts for her husband, and all were defective. She called the store, which had no more in stock. She called the company and was told to mail the shirts. The company



offered to replace them and pay the postage. She mailed the shirts, but never got the replacements.

"I wrote letters. They gave me a delivery date and the shirts never came," Besio said. "I wrote again, they promised delivery and they still didn't come."

Taking it to the top

Besio went to the top and wrote the company president. He called her and promised results.

He came through. Besio received the three shirts and four others as a gift.

Her determination is remarkable. She has pursued cases as far as small claims court. Like the time she purchased a ring that was supposed to be sterling silver. It wasn't. The merchant refused to refund her money, so she took him to court.

"He could have saved himself a lot of money if he had just refunded my \$30," she said.

Helping her friends

Besio now is handling a court case for a friend who purchased a \$1,700 chair that broke.

She helped another friend who had ordered a set of pots and pans from a company that never sent the merchandise. After dealing with Besio, the company not only sent her friend's cookware, it sent her a set, too.

"The trouble is, most people don't pursue these things. I never let anything go," she said. "If I feel I'm being hurt with a defective product or poor performance, I'll walk all over them."

It's also important to know what to do. She learned the importance of documenting facts while a CSEA grievance representative.

"You have to document everything," she said. "Get the name of every person you speak to. Start with the salesperson, and then the manager. If you get no where, go right to the company president. Be concise. Tell them what you want but no more than you are entitled to. Give them a certain length of time to respond, about seven to 14 working days is about right."

Most important, Besio said, is to "tell them you'll seek third party assistance if necessary."

Besio is willing to advise people on how to handle consumer problems.

"I wouldn't charge," she emphasized. "I just want the satisfaction of helping someone."

"Don't underestimate your case," she said. "Go for it."



CONSUMER ADVOCATE Connie Besio and her husband, Clarence.

"If I feel I'm being hurt with a defective product or poor performance, I'll walk all over them."



AT YOUR SERVICE

YOUR UNION BENEFITS

A REFERENCE GUIDE TO CSEA MEMBER SERVICES AND BENEFITS

CSEA Toll-Free

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

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

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

If you know the extension number of the individual that you're trying to reach, you can press "0" plus the extension number on your touch-tone telephone at any point during the recorded message and be connected.

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

- * For Field Operations or the Empire Plan/Health Benefits Committee, press number 1
- * For disciplinarys, grievances and other legal matters, press number 2.
- * For Communications, the Executive Offices or Political Action, press number 3.
- * If you have a question concerning dues, membership or agency shop, CSEA group insurance other than health or need to talk to the Finance Department, press number 4.

Employee Benefit Fund

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

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

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

Education and Training

CSEA can help you prepare for civil service exams with low-cost study booklets and free-to-borrow video tapes. A small selection of audio tapes are available to the visually impaired.

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

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

Safety

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

AFSCME Advantage Credit Card

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

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

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

AFSCME Advantage Legal Services Program

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

Insurance

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

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

Health Insurance

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

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

Retirement

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

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

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

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

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

United Buying Service

Get big savings on consumer products through the union's official discount buying service. UBS combines the power of millions of members to negotiate discounts on a whole range of major name discount products. Everything from automobiles to major appliances, video to home furnishings and more. The program is free to CSEA members and carries no service charges. **To place an order or for pricing information, call 1-800-336-4UBS or 1-800-877-4UBS.** UBS has also set up a hotline for information on limited special monthly offers available only to CSEA members. **For a listing of specials, call the hotline at 1-203-967-2980.**

Grievances, Disciplines

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

CSEA REGIONAL OFFICES

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

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

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

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

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

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

CSEA STATEWIDE HEADQUARTERS

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

Were You Counted?

There's Still Time —

Here's How To Make Yourself Count:

- cut out and complete the form below;
- place in an envelope, affix postage; and mail form to: US Bureau of the Census, Albany Processing Office
- drop it in the mail. Cohoes, NY 00231-1922

CENSUS '90



Were You Counted?

If you believe that you (or anyone else in your household) were NOT counted, please fill out the form below and mail it IMMEDIATELY to:

US BUREAU OF THE CENSUS
ALBANY PROCESSING OFFICE
COHOES, N.Y. 00231-1922

OR CALL 1-800-999-1990

(Name of person who filled out this form)	(Telephone number)
<ul style="list-style-type: none"> • I have checked with the members of my household, and I believe that one (or more) of us was NOT counted in the 1990 census. • On April 1, 1990, I lived at (PLEASE PRINT) 	<p>PLEASE INCLUDE</p> <p>All family members and other relatives living here, including foster children and babies.</p> <p>All lodgers, boarders, roommates, and other persons living here.</p> <p>All persons who usually live here but are temporarily away on a business trip, on vacation, or in a general hospital.</p> <p>All persons with a home elsewhere but who stay here most of the week while working or attending college.</p> <p>Anyone staying or visiting here who had no other home.</p> <p>All persons in the Armed Forces who live here.</p> <p>All children in boarding schools below the college level.</p> <p>DO NOT INCLUDE</p> <p>Any college student who lives somewhere else while attending college.</p> <p>Any person away from here in the Armed Forces or in an institution such as a nursing home, mental hospital, or prison.</p> <p>Any person who usually stays somewhere else most of the week while working there.</p> <p>Any person visiting here who has a usual home elsewhere.</p>
(House number) (Street or road/Rural route and box number)	
(Apartment number or location)	
(City) (State)	
(County or foreign country) (ZIP Code)	
• This address is located between _____ (Street, road, etc.) and _____ (Street, road, etc.)	

I am listing all persons living in this household on April 1, 1990, and those staying or visiting here who had NO other home. Please list on line 1 the household member who owns, is buying, or rents the home. (PLEASE PRINT)	How is this person related to the person on line 1? For example: Husband/wife Son/daughter Father/mother Grandchild Mother-in-law Roomer/boarder Housemate/roommate Unmarried partner Other nonrelative	Male or Female M or F	What is the race of this person? (Print name of race group.) White Black or African American Indian (Amer.) (Also print the name of the enrolled or principal tribe.) Eskimo Aleut Asian or Pacific Islander (API) Chinese Japanese Filipino Asian Indian Hawaiian Samoan Korean Guamanian Vietnamese Other API Other race (Print race)	When was this person born? Month Year	Is this person — Now married? Widowed? Divorced? Separated? Never married?	Is this person of Spanish/Hispanic origin? No — not Spanish/Hispanic Yes — Print one of the following groups: Mexican, Mexican-Am., Chicano Puerto Rican Cuban Other Spanish/Hispanic (Print one group, for example: Argentinean, Colombian, Dominican, Nicaraguan, Salvadoran, Spaniard, and so on.)
Last name	First name	Middle initial				
1						
2						
3						
4						
5						
6						

If more than 6 persons, list the additional persons on a blank sheet of paper and attach it to this form.

FOR CENSUS USE	DO	ARA	Block	Map spot	ID	Results code(s)
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NOTICE — For the next 72 years, or until April 2062, only sworn Census Bureau workers—and no one else—will have access to your individual census questionnaire. The collection of census information is authorized by a law (Title 13, United States Code) that protects the confidentiality of your answers. This law also requires that you furnish the information requested. The Census Bureau estimates that, for the average household, this form will take 3 minutes to complete, including the time for reviewing the instructions and answers. Comments about this estimate should be directed to the Associate Director for Management Services, Bureau of the Census, Washington, DC 20233, Attn: CEN-90 and to the Office of Management and Budget, Paperwork Reduction Project CEN-90, Washington, DC 20503.

FORM D-25 OMB No. 0607-0628: Approval Expires 07/31/91 U.S. DEPARTMENT OF COMMERCE, BUREAU OF THE CENSUS