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Local 1000, AFSCME, AFL-CIO

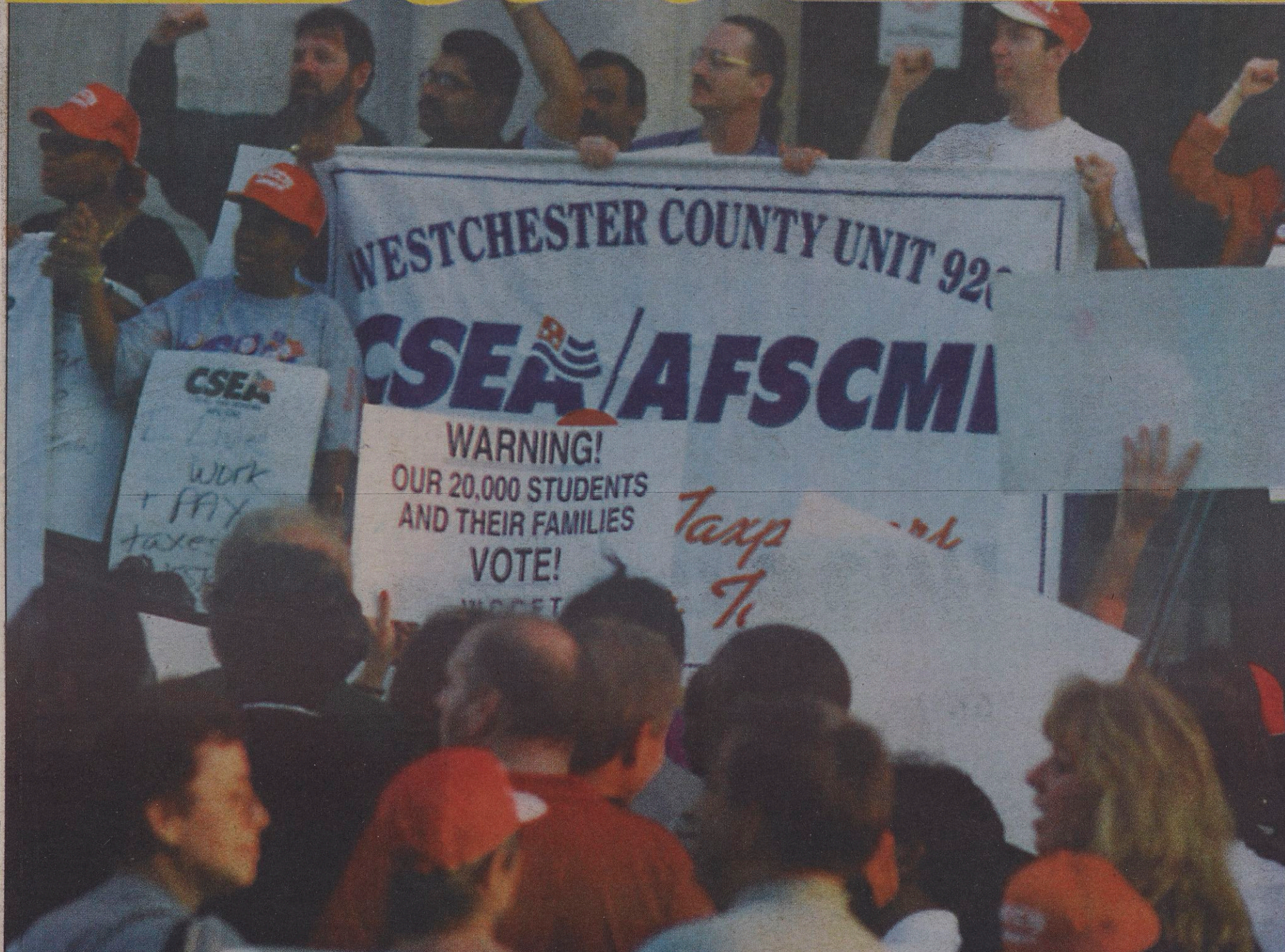
**INSIDE: YOUR SOUTHERN REGION 3  
Crossroads NEWSLETTER**

**Local and Unit  
Elections  
Information  
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# Sector

**THE PUBLIC**

**Vol. 20 No. 11 NOVEMBER 1997**



## **LABOR DAY II**

**AN ANGRY PROTEST IN WESTCHESTER - see page 3**

## Local 162 President Thomas Earl, 59, killed in crash of ultralight aircraft

CSEA Coxsackie Correctional Facility Local 162 President Thomas Earl, 59, of Scotia, was one of two people killed Sept. 18 when an ultralight airplane crashed in a wooded area near the Montgomery and Schenectady county line.

Earl, a dental hygienist at the Coxsackie Correctional Facility, was described by co-workers as a popular, well-liked union activist who served as a CSEA shop steward and a health and safety representative. He was serving his first term as president of Local 162.

Earl was an ultralight flight instructor and a pilot for about 20 years. He died along with a student passenger, Matthew C. Greiner, 33, of Schenectady, when the small, fragile craft apparently broke up in flight

before plunging to earth. Police were unable to determine whether Earl or Greiner was piloting the aircraft at the time. Ironically, Earl had recently been certified by the Federal Aviation Administration to investigate airplane crashes.

Earl was also a notary public and had served as an EMT for ambulance companies in the Capital District and as a police officer for the city of Watervliet before becoming a dental hygienist at Coxsackie in 1982.

He is survived by his wife, Loisann Smith Earl, his mother, five sons, a daughter, three sisters, nine grandchildren and several nieces and nephews.

His cremated remains were buried at Woestina Cemetery in Rotterdam Junction.

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*Always protect your membership status*

## Break in membership affects eligibility for union office, voting privileges

A break in union membership status can have long-term future implications. Your membership status affects your eligibility with respect to:

- ✦ seeking or holding union office;
- ✦ signing nominating petitions for potential candidates;
- ✦ voting in union elections, and;
- ✦ voting on collective bargaining contracts.

Only members "in good standing" can participate in these activities. To be in "good

standing," your dues cannot be delinquent.

If you go on unpaid leave or for any other reason have a break in your employment status, your dues will not continue to be paid through payroll deductions. You must make arrangements to pay your dues directly to CSEA to continue your membership status. If you are either laid off or placed on leave without pay status due to becoming disabled by accident, illness, maternity or paternity, you may be eligible for dues-free membership

status for a period not to exceed one year.

Note, however, you **must** continue to pay dues to run for office. Dues-free or gratuitous membership allows members to continue their insurance coverage while out of work. It does not protect your right to run for or hold office.

You must notify the CSEA Membership Records Department at 1-800-342-4146, Ext. 1327, of any change in your status and what arrangements you are making to continue your membership in CSEA.

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# An angry protest in Westchester

WHITE PLAINS — Hundreds of Westchester County employees from four unions, angry over lack of contracts and outraged by the cavalier, anti-union attitude of county leaders, paraded through city streets and demonstrated at the county office building in a unity rally Oct. 6.

The loud protest, dubbed "Labor Day II," was sponsored by the Westchester County Coalition of Unions,

comprised of CSEA, the Westchester Community College Federation of Teachers, the Committee of Interns and Residents and the New York State Nurses Association.

At the conclusion, rally leaders presented county legislators with petitions containing thousands of signatures —

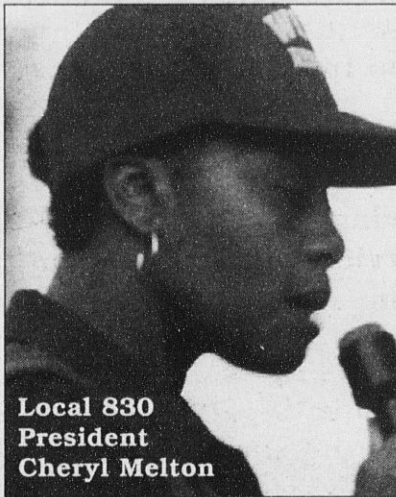
CSEA turned in more than 6,000 alone — demanding fair and equitable contracts for all county workers.

The 6,000-member CSEA

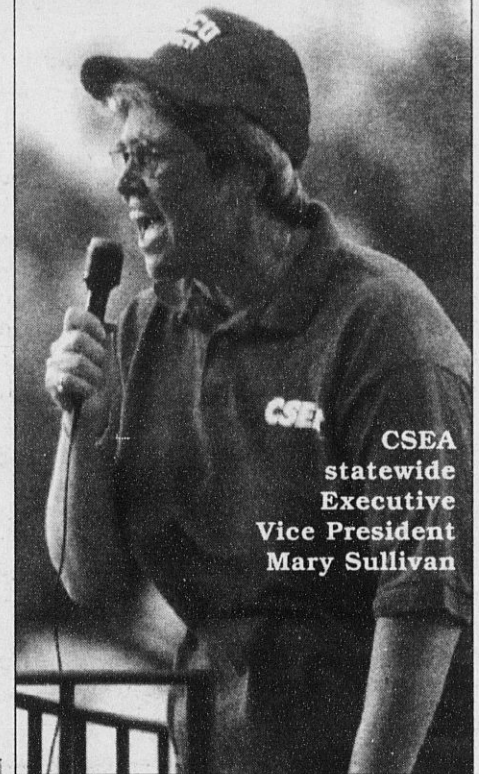
Westchester County Unit has been without a contract since 1995, due mainly, Local 830 President Cheryl Melton says, to the anti-union attitude of County Executive Andy O'Rourke and several county legislators. The other county unions are in the same boat.

Fed up with O'Rourke's attitude and actions, including attempted wholesale elimination of large numbers of county workers, the CSEA Southern Region 3 Political Action Committee recently endorsed Andy Spano for Westchester County executive in the November election.

Among the speakers at the "Labor Day II" demonstration were CSEA Southern Region 3 President Carmine DiBattista, CSEA statewide Executive Vice President Mary Sullivan and Local 830 President Melton.



Local 830 President Cheryl Melton

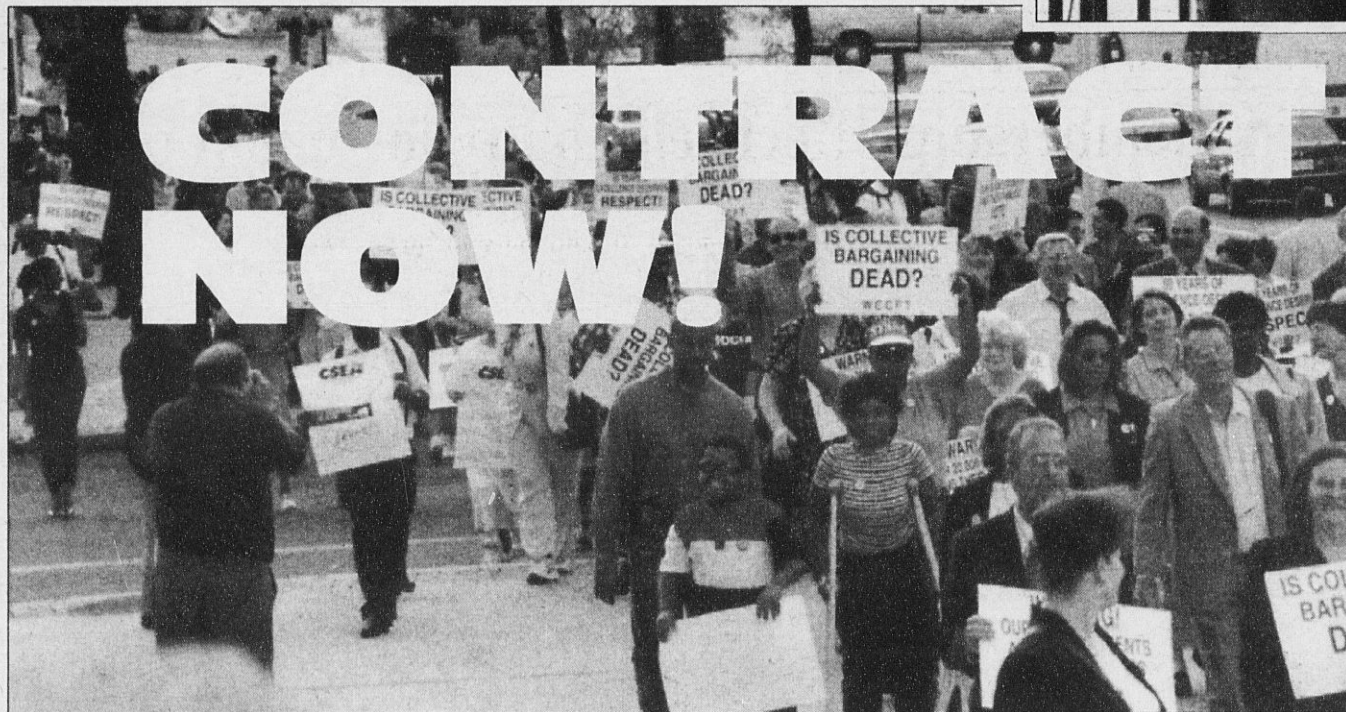


CSEA statewide Executive Vice President Mary Sullivan



CSEA Southern Region 3 President Carmine DiBattista fires up demonstrators

Hundreds of Westchester County employees, angry over contract delays, layoffs and anti-union attitude of county leaders, demonstrate through streets of White Plains.



Page 1 and page 3 photos by Paul S. Weiss

## Five years after Watkins Glen murders

# State DOL continues to stonewall worksite security standard

ALBANY — On the fifth anniversary of the tragic murders of four CSEA social service workers in Watkins Glen, CSEA lashed out at the state Department of Labor's continuing failure to establish a worksite security standard.

"The deaths of Florence Pike, Phyllis Caslin, Nancy Wheeler and Denise Miller VanAmburg remain a tragic reminder that worksite security cannot be taken for granted," CSEA President Danny Donohue said. The four Schuyler County CSEA Local 849 social workers were shot to death in their offices on Oct. 15, 1992 by a man reportedly angry at the support collection unit for tracking him down and garnishing his wages for missed child support payments.

"The security standard CSEA proposed in the wake of the Watkins Glen is based on common sense — it requires public employers to assess the risks in their worksites and develop an appropriate plan to reduce those risks," Donohue said. "The bottom line is that if the people who work in public buildings aren't safe, then neither is the public who use those buildings and offices."

CSEA is angry and frustrated that a Department of Labor task force charged with developing an action plan has been dragging its feet and wasting valuable time and effort.

# City Hall scheme irritates Cohoes workers

COHOES — Chanting "Our jobs are not for sale!" CSEA members of the Cohoes Department of Public Works, union staff and activists from other CSEA units in Albany County jammed a city Common Council meeting to keep the pressure on to head off efforts to privatize the city's water and sewer operations.

CSEA is angry that the city ignored the union and the employees while considering a privatization proposal from a Houston, Texas firm.

"You should have come to us first and asked us to help the city," CSEA Capital Region 4 President Carmen Bagnoli told Cohoes Mayor Robert Signoracci and members of the council. "Now you're trying to force something down our throat and we're not about to be treated in such a manner."

City workers have conducted numerous public protests over the city's handling of the situation.

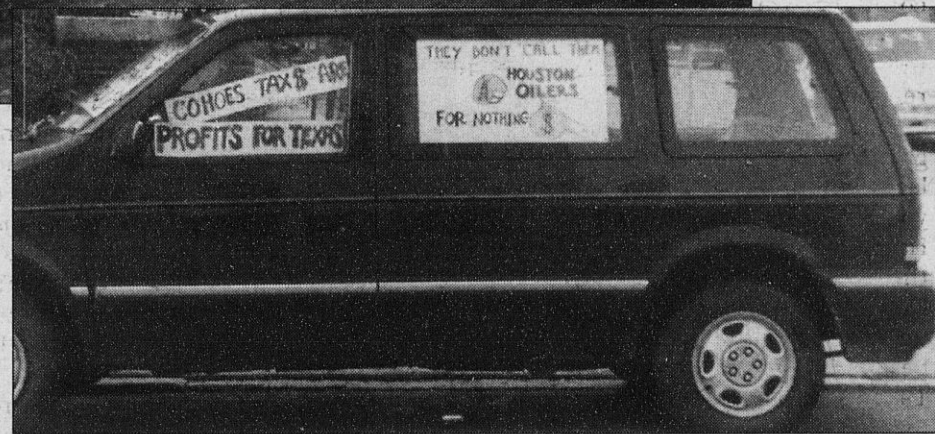
"The only way a contract can be reopened if it is mutually acceptable, and right now our members are furious with the manner in which the city has handled this issue," Bagnoli warned the city leaders. CSEA has a contract with the city through 1998.

Under strong pressure throughout the council meeting, the mayor granted CSEA's request for time to develop alternative proposals to privatization. A special public hearing for additional input was scheduled for late October also.

— Daniel X. Campbell



Cohoes CSEA members protest, above. At right, this employee-owned van was parked across from Cohoes City Hall every day as a reminder of sentiment of workers.



## Syracuse lives up its "Union City" designation

SYRACUSE — In August, the city of Syracuse passed a resolution to declare the city a "Union City." Recently, City leaders offered up proof by giving bi-partisan support toward CSEA's concerns on the issue of welfare reform.

According to CSEA City of Syracuse Unit President Rick Rogala, both the city's Republican mayor and democratic Common Council were supportive of CSEA's calls for language to protect current workers from being replaced by "workfare" clients.

In early August, Syracuse Mayor Roy Bernardi signed a Memorandum of Agreement to be included in the current CSEA contract which adds strong language to protect workers from being displaced or denied promotions due to the use of public assistance recipients. The MOA is thought to be the first of its kind in the state, adopted from model language developed by CSEA's Labor Relations department. Rogala said he is pleased that the city was cooperative in protecting the current workers' jobs.

"Both the mayor and the council realized the importance of this language and both sides agreed that these protections of the current workers should be in effect. We were extremely pleased to accomplish this," he said.

The union's backing from the Common Council came in the form of a resolution passed that strongly supports CSEA's position on amending the state Welfare Reform Act to add worker protections to the law. The resolution passed unanimously. CSEA represents almost 300 city white-collar workers.

— Mark M. Kotzin

## Union renews push for school bus safety in Syracuse

SYRACUSE — In the wake of a privately-operated school bus accident, CSEA members working in the Syracuse City School District are renewing their push to make the district's busing safer.

Several dozen school children were taken to area hospitals after their school bus driver ran into the rear of a city bus. The driver of the school bus, operated by TNT Busing, was ticketed for failure to stay in his lane and was immediately suspended.

CSEA currently represents about 20 workers in the District's transportation department, including about 15 special needs bus drivers. According to CSEA Syracuse City Schools Blue Collar Unit President Rick Adsitt, the union drivers have been pushing for changes in the department in light

of the district's increased reliance on contracted bus routes, and cutbacks in the department's safety personnel, fearing that an accident such as this would occur.

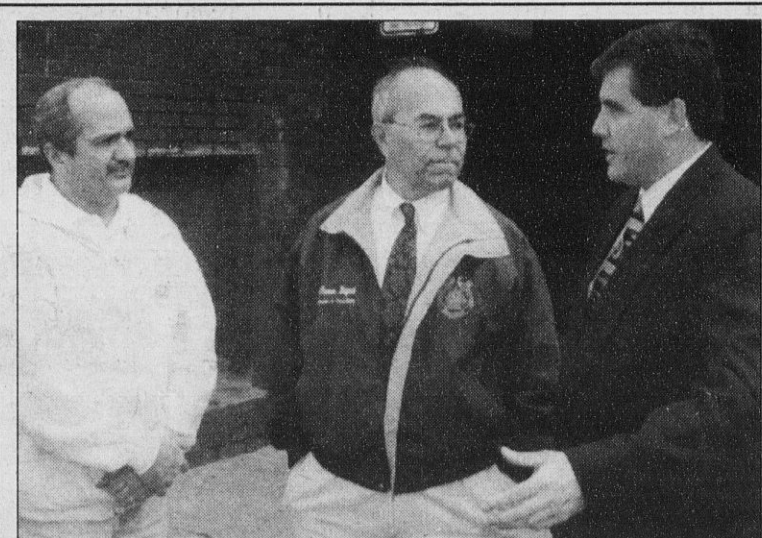
Until the union publicly complained following the accident, there had been no official response to the CSEA recommendations. Following the accident, a very weak response was given, according to Labor Relations Specialist Rick Noreault. — Mark M. Kotzin

## Less sub-contractors would avoid need for layoffs

ROTTERDAM — With local newspapers carrying stories of possible cuts of 15 positions in the CSEA Town of Rotterdam Unit, 60 members packed the most recent council meeting to protest the plan and to offer alternatives.

Unit President Cynthia Chevalier said CSEA is suggesting that to avoid any layoffs of permanent public employees the town use fewer sub contractors to do town jobs.

— Daniel X. Campbell



## Ken Bruno for Rensselaer County DA

The Political Action Committee of CSEA Capital Region 4 has endorsed acting Rensselaer County District Atty. Ken Bruno for election in the Nov. 4 general election. With Bruno, right, are Michael Febraio, left, chair of the Region 4 PAC, and Capital Region 4 President Carmen Bagnoli, center.

## Worker to welfare to worker

# Hattie's back!

MINEOLA — Hattie Hartgrove has come full cycle; from a productive Nassau County employee who was laid off to a workfare participant doing the same job she was laid off from and now back into the work force, thanks to the persistence of CSEA.

Hartgrove's situation was often cited as a perfect example of what could go wrong with welfare programs, and she became a kind of poster model for enacting meaningful welfare reform.

A mother of three grown children and legal custodian of a young cousin, Hartgrove worked for the Nassau County Department of General Services for eight years before being laid off in 1992. She was forced to turn to welfare after her unemployment benefits ran out in 1993.

She became a workfare participant with the county as a part-time custodial worker, doing the identical work for DGS she had done previously as an employee. She was stuck there working as a workfare participant with no benefits until CSEA took up her cause and began a campaign on her behalf that included a lot of publicity. The union efforts paid off in September.

CSEA Nassau Local 830 President Tony Giustino said that after many

discussions with Nassau County Executive Thomas Gulotta, Hartgrove was returned to work as a county employee.

"All I can say is THANK YOU!" Hartgrove said as she hugged her union leaders and praised them for tirelessly working for her re-employment.

"I am so glad to have my job back, and my benefits. I really thought it was unfair to do this job and remain on workfare. I wanted to work, and now I can continue to do that," she said.

CSEA members welcomed her back with coffee and rolls, hugs and congratulations.

"Hartgrove had become CSEA's most glaring example of what workfare should not be, and we are thrilled to have her back as a union member," said CSEA Long Island Region 1 President Nick LaMorte.

"We never stopped fighting for her," said Giustino.

"It took a long time but I am grateful Mr. Gulotta did the right thing for Hattie."

— Sheryl C. Jenks

**"I'm so glad to have my job back, and my benefits. I really thought it was unfair to do this job and remain on workfare. I wanted to work and now I can continue to do that."**



Hattie Hartgrove

## Key legislators wave a white flag.

# Union pressure takes steam out of privatization efforts at Lewis County Hospital

LOWVILLE — CSEA Local 825 members working at the Lewis County General Hospital seem to have finally come out victorious in the union's long battle to stop efforts to privatize the hospital.

Due to public opposition, the key county legislators pushing privatization have publicly thrown in the towel, stating that their efforts had run out of steam. Also, the chief administrator for the hospital's management company recently resigned and the county Board of Legislators voted to discontinue that company's contract, a move long sought by CSEA.

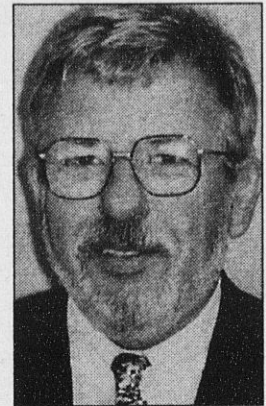
CSEA Central Region President Jim Moore, who lead the union's attack against the County's privatization efforts, said he was pleased with the union's apparent victory.

"We've clearly been able to gather public support to show that this hospital should remain public, and we're proud to have lead the fight," he said. "We'll continue to work with the Citizens Task Group to watch and make sure this issue never raises its ugly head again."

CSEA Lewis Hospital Unit President Leona Ortlieb is thankful for the union's support.

"We've needed a lot of guidance in this fight, and CSEA's always been there. Our Citizens Task Group would have never gotten organized without the help from CSEA," she said.

— Mark M. Kotzin



CSEA Central Region President Jim Moore

**'We've clearly been able to gather public support to show that this hospital should remain public...'**

## Brentwood members win important school votes

BRENTWOOD — CSEA members living in the Brentwood School District on Long Island wanted the district budget passed and Ruth Rosenthal elected trustee. They knew they would have to work hard to realize their goal. So they did.

Working closely with CSEA Political Action Coordinator Tom Kilmartin, the union activists were successful on both counts. The budget passed by a large margin and Rosenthal rolled up more votes than her two opponents combined.

"Members of the Brentwood CSEA Unit worked hard and deserve recognition," Kilmartin said. "This was a budget we wanted passed and an election we wanted to win."



## CSEA unit joins town folks to celebrate Town of Walkkill Day

CSEA Town of Walkkill employees in Orange County hosted a CSEA booth at a "Town of Walkkill Day" program. Demonstrations of town highway equipment and a carnival atmosphere helped bring out crowds of residents and visitors to the event. Staffing the CSEA booth were, from left, past CSEA Unit President Ted Youngs Sr., Unit Vice President Charlie Romer, Unit President Dick Gesner, Unit Second Vice President Maxine Youngs and CSEA Southern Region 3 President Carmine DiBattista.

# NYC tabloids unlikely to report these arbitration awards

STATEN ISLAND — Ignoring the obvious fact that all overtime must be necessary and authorized by supervisors, every year New York City tabloids seem to take delight in targeting state workers with high overtime earnings as somehow "ripping off" taxpayers.

"Tabloids won't tell the truth that the State Office of Mental Health

(OMH) refuses to hire enough staff to care for the mentally ill without overtime costs," said Wayne Hall, a South Beach Psychiatric Center therapy aide who just won an arbitrator's back pay overtime award for 410 hours with CSEA's help.

In addition to Hall, Secure Care Treatment Aide Robert Allen will be reimbursed for 118 hours lost pay

and MHTA Josef Wright for 315 hours in lost overtime opportunities because OMH imposed an illegal mandatory cap on employees who regularly volunteered to work overtime.

CSEA South Beach Local 446 President Joel Schwartz said the wrongful maneuver by management was purely a response to newspaper publicity.

"We filed an improper labor practice charge and the state acknowledged that they knew they were wrong in imposing a cap on the amount of employee overtime hours," Schwartz said.

Based upon prior tax and overtime records, Schwartz and CSEA Labor Relations Specialist Marcia Schiowitz computed how much money the workers had lost by being denied overtime opportunities.

Still bitter about the harassment he received from the press last year, Wright deplored being characterized "like a criminal, like you are taking something away from somebody. I do honest work," he insisted. Targeted by the tabloids as an overtime king, Wright couldn't even walk his dog without being accosted by reporters or photographers hiding in bushes.

"They made it seem like we were stealing from the state when you are doing honest work and you have bills to pay like everybody else," Allen said.

"The state is dogmatic in pursuing us with disciplinary procedures yet when we choose to work to earn our wages, we are told not to," Hall said. "You're damned if you do and damned if you don't. We were placed in a quandary, and co-workers who really didn't want to work the extra

hours were forced to because we were denied."

"This was two years in the works," said Schiowitz. "CSEA really went to bat for these employees. It was a wrongful management act and these members are truly grateful to CSEA for regaining the money they would have earned had they been allowed to work." — Lilly Gioia



Local 446 President Joel Schwartz, left, congratulates, from left, Wayne Hall, Josef Wright and Robert Allen.

## Union leaders pledge support for Vitaliano in election for Congress

STATEN ISLAND — "I've had the opportunity to carry your voice to the halls of state government, and now I want to bring my experience to Congress in Washington where I will speak out on Social Security, Medicare, education, pension equity and the challenges of the global economy," state Assemblymember Eric Vitaliano told CSEA Institute for Basic Research (IBR) members during a campaign visit.

Both CSEA IBR Local 438 President Mary Greenman and CSEA Metropolitan Region 2 President George Boncoraglio pledged to help Vitaliano win a seat in Congress in the Nov. 4th special election for the 13th District Brooklyn/Staten Island seat vacated by Susan Molinari.

Vitaliano thanked union members for their encouragement, saying, "I am very proud of my association with all of you as members of CSEA. You do a job that is extremely important to the people of this community, and you do it better than anybody else anywhere." — Lilly Gioia

### New York State

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Your contribution is important. Complete and return your SEFA pledge today. If you need more information, contact your agency SEFA coordinator.

# November is annual option transfer month

## Your health insurance options, pre-tax contribution status and/or Dependent Care Advantage Account may be changed during option transfer period

November is the Annual Option Transfer month, when state employees may change their health insurance option, pre-tax contribution status, and/or Dependent Care Advantage Account participation.

Employees who wish to change their plan option must do so during the Option Transfer Period by contacting their health benefits administrator, located in their agency personnel office.

### Attn: NYS Health Insurance Program Enrollees

Whether you are enrolled in the Empire Plan or an HMO, New York State pays most of the cost of your premium. For Empire Plan enrollees, the State pays 90 percent of the cost of enrollee coverage and 75 percent of the additional cost for dependent coverage. The formula for the enrollee share of the HMO premium changed pursuant to Article 9.10 of the NYS Collective Bargaining Agreements (ASU, ISU, OSU, DMNA) effective Jan. 1, 1996. In 1997, the state's

maximum contribution toward the premium was limited to 110 percent of its dollar contribution to the Empire Plan premium.

**Effective Jan. 1, 1998**, the state's dollar contribution for HMO coverage will change from 110 percent to **105 percent** of its contribution for those components of the Empire Plan.

This change could have a significant impact on what you currently pay for your HMO coverage in 1998.

### Health Insurance "CHOICES" for 1998

The Health Insurance "CHOICES" for 1998 publication is scheduled to be mailed to your agency health benefits administrator's office in early November. The publication describes the Empire Plan and the NYS Health Insurance Program (NYSHIP) approved HMOs in your geographic region and can be a very important resource if you are contemplating changing your health insurance option. The guide also includes information regarding the Pre-tax

Contribution Program. If you would like to review your options and the benefits available, you may obtain a copy of the Health Insurance "CHOICES" for 1998 directly from your health benefits administrator.

Several changes may affect your health plan choice. As a result of the HMO Workgroup, which is comprised of representatives from the Joint Labor-Management Committees on Health Benefits and the NYS Health Insurance Council, two HMO's will be allowed to expand their service areas for 1998. The Workgroup approved the following requests for expansion: HMO Blue into Jefferson County and Blue Choice HMO into Essex and Clinton counties. The remaining 1997 "participating" HMO's have been approved for continued participation in 1998 with no change in service areas; however, if you are currently enrolled in an HMO, you will be receiving information from the HMO regarding any changes in your coverage and/or co-pays that will take effect Jan. 1, 1998. Please read this information carefully.

### Rate Information

Look for the 1998 rates to be mailed to your home in November. If you are contemplating changing options, the rate information will inform you of your bi-weekly contribution for 1998. Together with the "CHOICES" guide from your agency's health benefits administrator, you will be able to make an informed decision. As always, you will be given 30 days from the date that the rate information is released to make your changes. If you decide **NOT** to change

your health insurance option, you do not have to take any action.

### Two Additional Choices to Consider

**The Pre-tax Contribution Program (PTCP)** allows you to have your health insurance premiums deducted from your pay before taxes are taken out. This may lower your taxable income and give you more spendable income. The PTCP is explained in the NYSHIP Health Insurance "CHOICES" for 1998 and is automatically applied unless you sign a waiver indicating that you do not wish to participate. If you want to change your tax status for 1998 health insurance premiums, you should see your health benefits administrator by **Dec. 1**, which is the IRS deadline. No action is needed if you wish to keep your current pre-tax option.

**The Dependent Care Advantage Account** helps you reduce your taxes and increase your spendable income by paying your dependent care expenses with pre-tax dollars. This program is available if you have dependent children of any age or adult relatives needing care in order for you to continue working.

A booklet explaining how this program works is available from your health benefits administrator. The enrollment deadline is Nov. 21; however, employees who experience a family status change may still enroll during the program year. For further information regarding the Dependent Care Advantage Account Program, see your agency health benefits administrator or call 1-800-358-7202.

## Local 201 VP, facing transplant, appeals for leave time donations

ROME — CSEA members are known for their generosity, and CSEA Local 201 Vice President Graham King is counting on it now from State Education Department co-workers.

King, a general mechanic for 10 years at the New York State School for the Deaf, has a kidney disease that has put him out of work while he waits for a transplant.

King has exhausted his leave credits, but his co-workers and employees of the state School for the Blind in Batavia have donated their accrued leave time to allow him to continue on the full-time payroll through the past few months.

Now those donations are running out as well, Local 201 President Bob Verdgeline said, and King is appealing to co-workers in the State Education Department to donate their leave time.

King wrote a personal appeal that Verdgeline has been distributing. Here are some excerpts:

*"It is with great difficulty that I write this letter to you. I have been diagnosed with poly-cystic kidney disease (a deteriorating condition of the kidney function). I am currently on*

*dialysis and on two waiting lists for a kidney transplant.*

*My prognosis is good. The transplant will hopefully be successful, but this will require me to be on leave from my job for an extensive period of time, without sufficient accruals to cover my absence — I appeal to you.*

*Employees of NY state are eligible to participate in the Employee Leave Donation Program. Any employee in the same agency or department as the recipient may donate. Donations must be vacation hours and must be made in full day units. All donations are anonymous. Any employee who wishes to donate must have a minimum vacation balance of 10 days after making the donation.*

*Please contact the timekeeper in your Personnel Office should you decide to help my cause. Any further questions can be addressed to your union representative.*

*With your help and by the grace of God, I will see myself through this crisis victoriously. Although I may never know who you are, my most heartfelt thanks go out to you.*

*Gratefully, (signed) Graham R. King* — **Mark M. Kotzin**

## State Employees:

### DEPENDENT CARE ADVANTAGE ACCOUNT

## Open Enrollment Period ends Nov. 21

The DCAAccount is a valuable pre-tax employee benefit that can help you save money on dependent care expenses which you incur in order to work.

During the open enrollment period, you choose the amount of money you want to set aside in your account, up to \$5,000 a year. Then each pay period, a regular portion of this amount will be deducted from your bi-weekly gross paycheck — BEFORE federal, state and social security taxes are deducted. That reduces the amount of your taxable income. Because you have paid LESS tax, you have MORE spendable income.

Enroll NOW!! The 1998 Open Enrollment Period ends Nov. 21, 1997.

**CALL FOR A 1998 ENROLLMENT KIT  
AND TO REGISTER FOR A GENERAL INFORMATION MEETING**

# 1-800-358-7202

# In touch with you

A message from CSEA President Danny Donohue

## The future is in your hands



No matter where you work, no matter what you do, there are critical choices facing all CSEA members in the immediate future.

On Nov. 4, New York voters will decide whether to hold a Constitutional Convention. The choice is yours, but CSEA and scores of other groups from the League of Women Voters to ChangeNY to Citizen Action urge you to vote No!

Here's why: There's a lot wrong with New York state government but a Constitutional Convention won't be able to fix it. There is no free lunch ... the only real fix to the way state government operates is for people to take an interest in what is going on and demand accountability from our elected officials. After all, we elected them in the first place and have no one to blame but ourselves if they don't do the job.

Convening a Constitutional Convention as a way to get more accountability makes no sense. It would create yet another layer of government, would cost at least \$50 million and would not

provide any guarantee of improvement.

On the other hand, it would put issues currently protected by the constitution, such as public employee pensions and environmental protections on the table for political horse-trading.

Add to that the reality that delegates to the convention are likely to be controlled by the same old political bosses or those who can buy their way in, like millionaire political wannabe Thomas Golisano or perfume tycoon Ron Lauder, and you have another reason to vote no.

Make no mistake — your vote counts, and you need to cast your vote on Nov. 4 to make your voice heard.

There are other critical choices facing you as a CSEA member. On the pages ahead you will find coverage of CSEA's 87th Annual Delegates Meeting. This was an event like none other in the history of our great union.

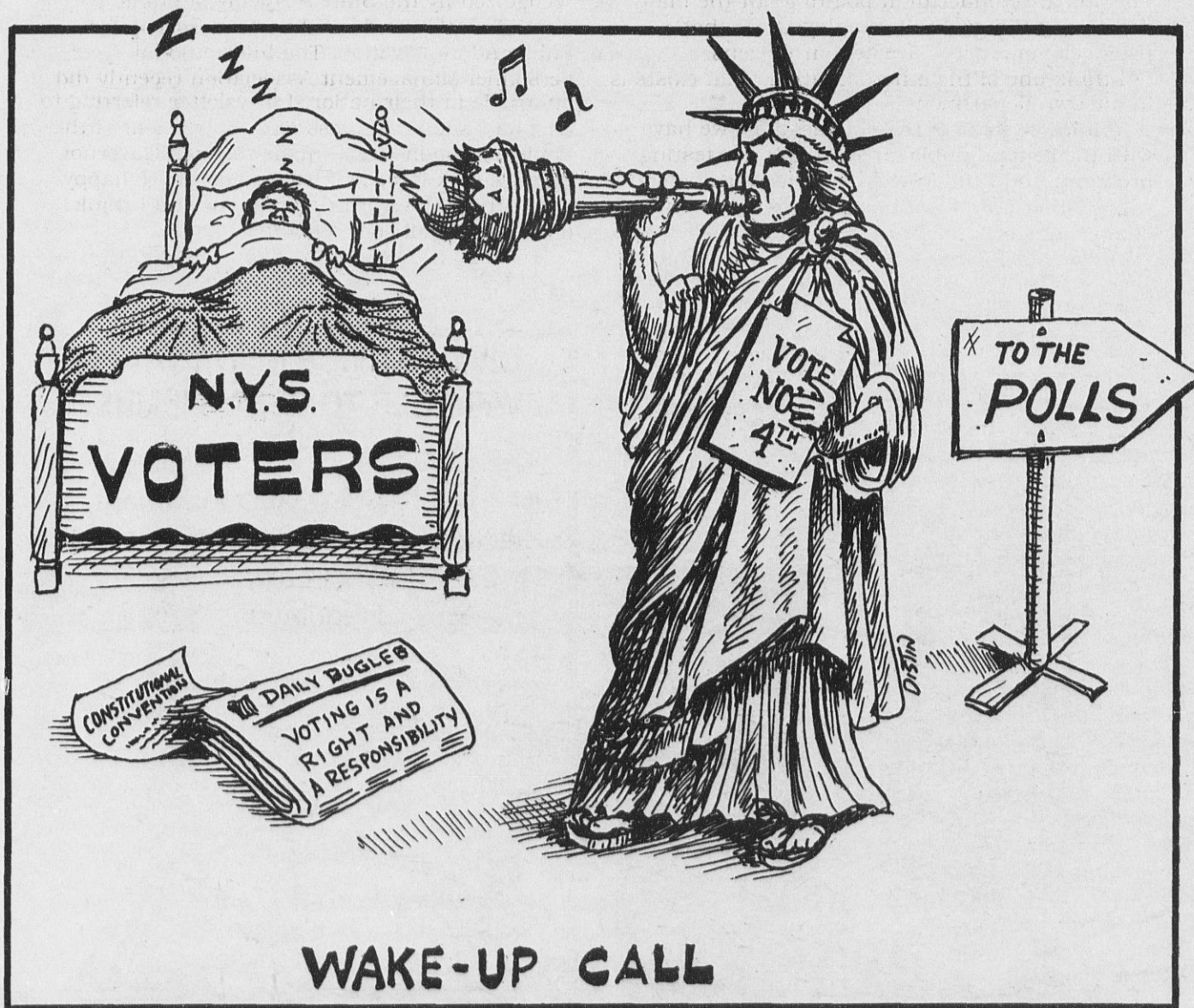
Delegates spent days hearing about the challenges facing CSEA and all of organized

Labor. But most importantly, they spent hours on end confronting these issues, talking with each other in small groups and working together to strengthen CSEA.

This was just the start of a process that needs your energy and involvement to be successful. I firmly believe CSEA is the best union in the country and that belief is even stronger after seeing how our delegates responded to the challenge presented to them.

But we have much work ahead of us to secure our future as a union that represents working people and improves lives. I urge you to read about the transformation we have begun and talk to your delegates about how you can be a part of the change.

*Danny*



### President's one-on-one Southern Region meetings re-scheduled to Dec. 11

CSEA President Danny Donohue's "In Touch With You" one-on-one meetings originally slated for Oct. 15 in the CSEA Southern Region 3 Office have been re-scheduled for Dec. 11.

CSEA members interested in scheduling a one-on-one meeting with President Donohue between 1 and 7 p.m. on Dec. 11 at the Southern Region 3 Office, 735 State Route 52, in Beacon, should call the CSEA Region Office at (914) 831-1000 for an appointment.

"In Touch With You" visits in the union's Metropolitan Region 2 and Long Island Region 1 will be held on schedule.

President Donohue will visit the CSEA Metropolitan Region 2 Office for one-on-one visits with members on Nov. 6 between 1 and 7 p.m. The Region Office is located on the 22nd floor at 44 Fulton Street in New York City. Call the Region Office at (212) 406-2156 for an appointment.

And on Dec. 9, President Donohue will be available between 1 and 7 p.m. to meet one-on-one with CSEA members on Long Island. Those meetings will take place at Riverhead Ramada Inn East End, Rt. 25 at exit 72 of the Long Island Expressway. Call the CSEA Long Island Region 1 Office at (516) 462-0030 for an appointment.



**An interview with  
Commissioner  
George C. Sinnott  
NYS Department  
of Civil Service**

**EDITORS NOTE:** George C. Sinnott has served as president of the New York State Civil Service

Commission and commissioner of the State Department of Civil Service since January 1995.

As commissioner of the Department of Civil Service, Sinnott heads the central personnel agency which recruits and tests applicants; develops and maintains statewide personnel management information systems and promotes diversity planning and management in state agencies. The department also administers the second

largest public employee health insurance plan in the United States for 1.1 million active and retired employees and their dependents.

As president of the State Civil Service Commission, Sinnott is responsible for 173,000 employees of the state executive branch as well as 360,000 employees in local government. Among other things, the commission adopts and modifies rules governing state and local civil service matters and hears and determines examination and classification appeals.

The following is part 1 in a series of excerpts from an interview with Commissioner Sinnott.

**Historically, civil service employees have gotten a bad rap. What do you think we can do to eliminate the stereotypes and improve the image of public employees?**

Civil service employees do indeed get a bad rap and I think that probably over the years, after baseball, that may be the national pastime.

# Improving services and images

But the truth of the matter is that we all know that not to be the case. Those of us in public service know that state and local government employees are dedicated and talented individuals providing valuable services. I think it's been pointed out by (CSEA President) Danny Donohue probably better than anybody in the ads that CSEA's done over the past few years.

I think when people view public employees collectively, it's the same as they do with politicians. You know they think that everybody in Congress should be thrown out, and yet they seem to have a good relationship with their individual elected officials that they know. And when it comes to civil servants, when you have somebody who has a personal relationship with a public health nurse, or this time of year, with a school crossing guard or with an EMT that comes to your door or to your workplace when you have a problem, then I think that situation and that attitude changes.

**So you think that CSEA's advertising campaigns over the years have helped improve the public's perception of public employees?**

I believe so, and I think that has a good deal to do with some of the success you've had with that campaign and dealing with the general public. The ads are wonderful at pointing out the many day-to-day things public employees do that positively impact the lives of our citizens.

I think one of the other situations that exists is in my own department.

You know some of the only dealings we have with the general public are through our testing program. And I think when your average person who's either out of work or perhaps looking to change jobs or to move up who took a civil service exam years ago and had to wait nine months to get their test results back, I think that is a black eye to all civil servants.

So I can understand in some instances why

some people would feel that way over the years, which is one of the reasons we've really been putting our emphasis here on customer service. As you know, our customers are the general public in addition to our public sector employees. So that's one of the reasons we now have a turnaround time of under 60 days. The last major batch of tests we gave last June, we had a turnaround time of 31 days, and we've come up with a new system now where if it's a personal computer-generated exam, you get your results instantaneously.

I think that's an example where somebody comes in to take a test for the first time and thinks about government employment, they're going to be impressed rather than be turned off.

What we tried to do here is improve customer service, much like the transformation over at the Department of Motor Vehicles in the early 90's. The public has taken notice as well as the press, which has reported on some of the improved customer services at various agencies: DMV in the early 90's and the Department of Civil Service now.

You improve service and you improve your image. We've been quite successful with our own image. In the last year alone, we've received any number of national awards, as well as being recognized by the State Academy of Public Administration and the American Society for Public Administration. The International Personnel Management Association recently did an article in their national newsletter referring to us as a national success story as a result of the implementations we've made through Governor Pataki's task force on civil service. We're happy about that. The word's getting out and I think that benefits all civil servants.

— Ed Molitor

## CSEA believes in healthy, safe schools

### Union is active member of NY Healthy Schools Network

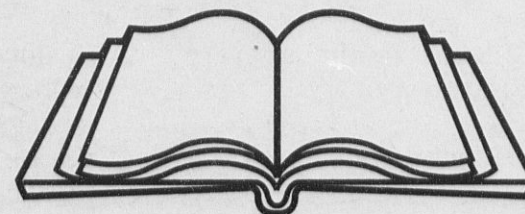
"Safe and healthy schools are vitally important to everyone; students, parents, teachers, taxpayers and concerned citizens. It is additionally important to CSEA as a labor union representing 40,000 school district employees throughout New York state," CSEA President Danny Donohue, right, said at a press conference in Albany in September. The press conference kicked off a statewide campaign by the New York Healthy Schools Network to promote healthier public school facilities. CSEA is a member of a coalition of parent, environment, education and public health groups that comprise the New York Healthy Schools Network. The Network is distributing posters statewide encouraging people to become more involved in their local communities to improve the conditions of school facilities. CSEA distributed 200,000 copies of the poster as an insert in the October edition of *The Public Sector*.

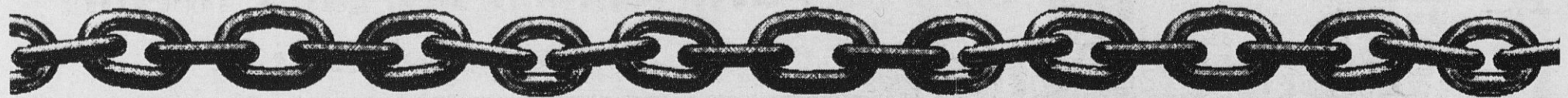


### CIVIL SERVICE INFORMATION AVAILABLE TO CSEA MEMBERS

The *Civil Service Primer*, prepared by the CSEA Legal Department, is packed with useful information on Civil Service Law, Rules and Regulations.

For a copy, write to:  
CSEA Legal Department  
143 Washington Avenue  
Albany, New York 12210





# CSEA hosts Turkish union leader

ALBANY — Imagine your city job is to make good bread to be sold at discount prices to the poor.

Or that you get a three-course lunch as part of your contract. Or you can retire at age 43.

For municipal workers in Turkey, all of those things are possible.

And you are reading about it because CSEA has reached across international boundaries to Belediye-Is, the largest union in Turkey.

CSEA statewide officers and staff played host to Efendi Güvercin, president of the 172,000-member municipal union. Güvercin traveled with M. Sinan Yazicioglu, who acted as interpreter.

The two men spent several days in Albany learning about New York's largest public employee union as part of a longer visit with AFSCME unions in New York and Washington.

"Visits like this help us reach out to our brothers and sisters in the Labor Movement around the world," CSEA President Danny Donohue said. "Labor needs to improve working conditions not only here, but all over. We're happy to help with international understanding."

That's important to Güvercin, too. Speaking through the interpreter Yazicioglu, he emphasized the importance of concern for the less fortunate.

"There are some very rich countries in the world, and some very poor countries where people live in poverty, and it is time to break our shell and get acquainted with the world," he said.

"From the press in our country we can follow those very poor little kids in Africa starving to death so that their bones can be counted," he said. "When you see these facts you have

to be ashamed if you are not helping them. Every person should work with a heart. And when the workers in the world and unionists work very hard, the employers have to see, and they have to join the efforts of working people."

Local concerns seem less local when you learn they are concerns in a country across the globe.

For example, privatization is a concern in Turkey, particularly when workers lose job security, Güvercin said.

Often private companies will buy a public facility, and their first act will be to fire workers or close the plant to sell the land it sits on, he said.

"We interpret such investors as not good for the country," he said. "When we talk to employers we say, 'First of all, you have to increase productivity, you have to bring new technologies to the workplace. And then you will make more profit with this system.' Closing the plant doesn't do any good to the workers."

Bureaucratic problems with pensions plague Turkey's public employees. But retirement comes after 25 years of employment, no matter how old you are. Men with military service get two years' credit, so retirement is as early as 41 or 43.

Politicians talk about requiring retirees to reach a certain age, but



**CSEA President Danny Donohue, left, hosted Efendi Güvercin, president of the Turkish municipal employees union Belediye-Is, center. At right is M. Sinan Yazicioglu, interpreter and a staff member of the AFL-CIO in Turkey. The two men spent several days in Albany with CSEA statewide officers and staff as part of their visit to the United States.**

Güvercin says Turkey's multi-party system puts politicians in a precarious situation, so that they rarely take action that would turn the unions against them and result in their losing power.

Belediye-Is is a very democratic union, and as in CSEA, all members vote in officer elections. Güvercin is the only union president elected directly from the rank-and-file, where he led a department that maintained parks and other municipal areas.

In 50 years of unionization, municipal employees in Turkey have racked up impressive benefits, including a three-course lunch or the equivalent reimbursement, two suits of clothing and two pair of shoes a year, health care through a clinic system and generous shift, weekend and holiday differentials.

Many of these fringe benefits are designed to make up for severe inflation, Güvercin said. But a municipal employee with an average salary of between \$600 and \$1000 a

month can live quite comfortably, he explained.

Many workers put in seven days a week, however.

Clearly proud of the benefits the union has negotiated for his members, Güvercin repeatedly encouraged people to visit Turkey.

"An American citizen with \$1,000 can have a very perfect holiday for 30 days in Turkey," he said, "because if you change \$10 in Turkey, you technically become a millionaire. That's 1.7 million lira."

Meanwhile, CSEA officials will keep in contact with their Turkish brother through the AFL-CIO.

"We've learned a great deal about our differences, and even more about our similarities," Donohue said. "I know this experience has enriched me and CSEA as a union. The Labor Movement is truly international, and this visit has expanded our international ties."

— Kathleen A. Daly

### Belediye-Is: a municipal union

❑ Represents 172,000 municipal workers

❑ 72 locals in almost every city in the country

❑ Democratic elections

❑ Member of Turkey-Is and AFL-CIO

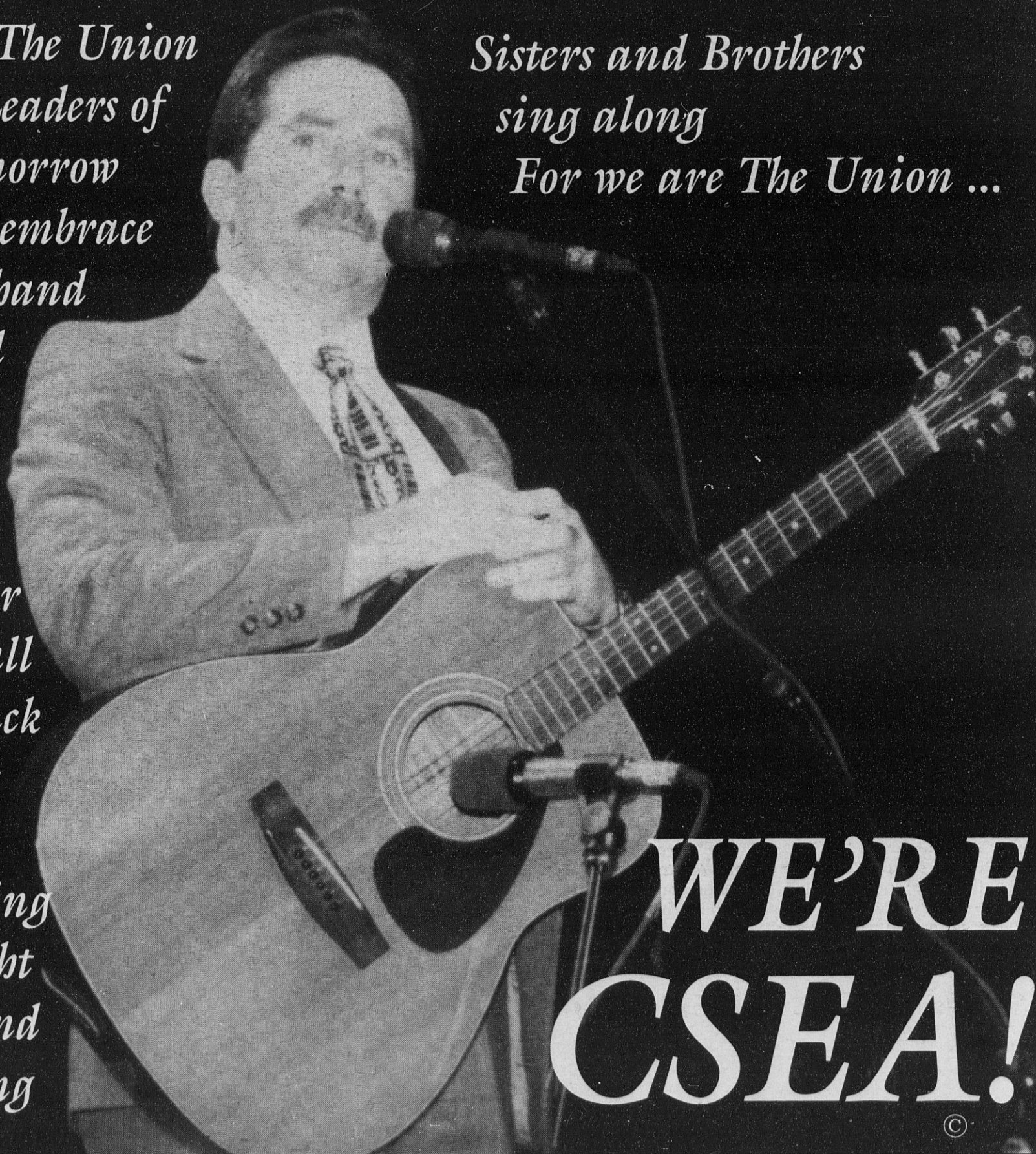
❑ Jobs represented include: bakery, street maintenance, sewage and water works, parks, electrical, technical, public transportation

The <sup>CSEA</sup> **Work Force**

Coverage of CSEA's  
87th Annual Delegates Meeting  
see pages 12-14

*We are The Union  
We're the Leaders of  
tomorrow  
Let us embrace  
And walk hand  
in hand  
For alone  
we are  
small  
But together  
we stand tall  
It's not Black  
It's not  
White  
But it's doing  
what is right  
Be bold and  
be strong*

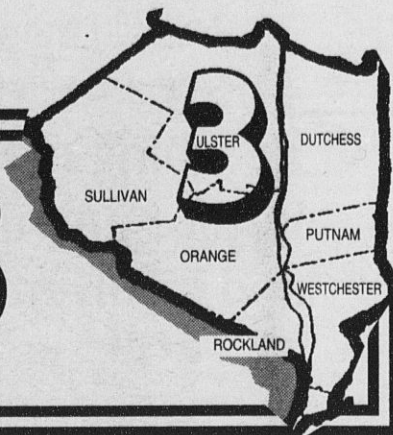
*Sisters and Brothers  
sing along  
For we are The Union ...*



**WE'RE  
CSEA!**

Photo by Ron Wofford

CSEA member Joe McMullen, a delegate representing CSEA SUNY at Oneonta Local 635, performs the song he wrote, "We are The Union," during the Annual Delegates Meeting.



## Mental Health workers must be retained by county

CARMEL — CSEA offered some Putnam County employees protection twice — first in a contract and then in a grievance forcing the county to live up to that contract.

A state arbitrator has ruled that 12 county mental health workers must be retained as county employees even though they are working for the private agency that will administer county mental health services.

When County Executive Robert Bondi proposed contracting out the county's mental health services, CSEA Labor Relations Specialist

Richard Blair warned him that the county contract protects workers from being fired from county service because of contracting out.

CSEA filed a grievance to prevent the employees from losing their county employee status. The

arbitrator ruled that Putnam County Mental Health employees must remain county employees.

"They wasted the taxpayers' money and time on this issue," Blair said. "We told them right from the beginning that if they privatized this department, that the contract specifically provides for the workers to remain on the county payroll. They refused to listen."

"This is a big win not just for Putnam county workers, but for every worker who is in danger of losing their civil service status to a contractor," Unit President Dot Trottier said. "The contractual clause which retains county workers in the case of privatization is a protection that is worth negotiating."

### PUTNAM COUNTY

***"This is a big win not just for Putnam county workers, but for every worker who is in danger of losing their civil service status to a contractor ... The contractual clause which retains county workers in the case of privatization is a protection that is worth negotiating."***



VICTORY CELEBRATION — Standing from left: Putnam County Unit President Dot Trottier, CSEA Labor Relations Specialist Richard Blair, Local 840 Vice President Donna O'Hara, Unit Treasurer Maureen Petrillo, Unit Vice President Michelle Powers, Region 3 Director James Farina, Local 840 President Irena Kobbe, Region 3 President Carmine DiBattista and Mental Health Department Supervisor Anita Somers. Seated from left: Mental Health workers Carol Schweitzer, Pat Vaillancourt, Jean Lambertson, Ruth Ann Maertens, Carol Woodruff and Carolee Proscia.

### CSEA saves 115 jobs

## "Good first step"

### But Says All Positions Must Be Restored

WHITE PLAINS — CSEA Region President Carmine DiBattista says the Westchester County Board of Legislators took a step in the right direction when it voted recently to restore 115 illegally privatized county positions.

"Out of 276 affected employees, 115 were restored to the county payroll," DiBattista

explained. "It's a good first step but just that — a first

step. There are still 161 positions which must be restored and we hope that the county executive and the board of legislators will restore these positions, too, so that we can put an end to this half-baked privatization scheme."

The restorations are the result of a successful CSEA lawsuit which found that contracts to operate Westchester County's Hospital and Nursing Home Dietary Departments and Information Services were illegal because they were not authorized by legislators.

Eighty positions were restored at Westchester County Medical Center and 35 positions in Information Services.

"Our elected officials should abide by the law and move quickly to end this injustice. CSEA will not rest until all 276 employees are returned to where they belong, the county payroll," adds DiBattista.

### WESTCHESTER COUNTY

## Message from Region 3 President Carmine DiBattista

### Reaching members to inspire union strength and involvement



Welcome to the first Region 3 Newsletter published and distributed with *The Public Sector*. We chose to use this method because it enables us to mail this newsletter to every CSEA member in Region 3. I hope you will read it through and see what is happening throughout the Southern Region. I hope it will give you ideas and inspiration to publicize your own victories and your accomplishments.

Incidentally, please contact Region 3 Communications Associate Anita Manley at 1-800-757-2732 to tell your story for *The Public Sector*. We want to hear from you.

Most important, I hope this newsletter will inspire you to be an active member of this union. You can make things happen when you get involved. Nothing happens without your participation.

I want to remind you also that election day will be here before you know it. It is SO IMPORTANT that you vote, especially for the candidates who have been endorsed by CSEA. (See page 4.) Those endorsements don't mean a thing if you don't vote. We can't stop privatization attempts and layoffs without being strong. Part of our strength is in our ability to get the people we endorse elected.

With your vote, we have clout.

With your vote, a CSEA endorsement is a promise to candidates who care about hard working public sector employees.

With your vote, a CSEA endorsement is a threat to candidates who would contract out services and lay off public employees.

Remember, VOTE on Nov. 4. See you at the polls!

Yours in unionism

Carmine DiBattista, President  
Region 3

## Member writes book on CSEA

RAMAPO — Like any busy CSEA Unit President, Brian Spillman spends much of his time answering members' questions about health insurance, the collective bargaining contract, holiday schedules and the like.

Following ratification of the unit's contract this year, Spillman decided to condense the new agreement along with everything a CSEA member needed to know about being a town employee into one book.

With the cooperation of the town, which paid half the cost, Spillman obtained loose leaf notebooks. In it he placed a copy of the new contract along with information on health, pharmacy, optical and dental insurance, a list of providers and current claim forms, important town policies, EAP, holiday and payroll calendars, CSEA member benefits and

information on the local credit union and direct deposit.

Spillman said the book, which will be used for orientation for new employees, was also given to all town management personnel.

"Our members always have lots of questions," he said.

"Now the information is all in one place."

Spillman thanked Unit members Sandy Cappello and Robin Lockwood and CSEA Labor Relations Specialist Annette Raetz for helping to compile the book.

## Spotlight

### CSEA members full of volunteer spirit

*Editor's Note: CSEA members have always had that volunteer spirit that President Clinton has been encouraging this year.*

*Whether they are fighting fires, coaching Little League or working in scouting, public employees find the time to contribute to their communities. Literacy Volunteers Linda Quakenbush and Emma Sue Gaines are two examples.*

WARWICK — "I'm an avid reader," said Linda Quakenbush, a secretary in the Warwick School District in Orange County. "I saw kids whose parents couldn't read. It tore at my heart."



Linda Quakenbush

After training as a Literacy Volunteer, she was immediately assigned to a 30-year old man who is working toward his high school equivalency diploma. When they started, he was reading on a third grade level. Now in his second year of the program, he has advanced three grade levels.

"It's very satisfying to see someone progress like that," Quakenbush said. "He's much more confident and feels better about himself. He was able to read an article in the newspaper and was so proud."

#### Tutoring in prison

Emma Sue Gaines, a dietary technician at the Goshen Day Treatment Center, affiliated with Letchworth Developmental Center, tutors in Wallkill Prison.

"I always felt that if you couldn't read, you can't do anything," she said. "You're really handicapped. You can't read a prescription for a child or a street sign ... It could be dangerous."

She gets a lot of satisfaction from the accomplishments of the inmate she works with. Gaines was recently awarded a Certificate of Appreciation for her efforts.

"It's a sense of giving of yourself to help someone else, a satisfaction that you are able to help," she said. "What does it hurt to go out and do something for someone?"



Emma Sue Gaines

**Anyone interested in being a literacy volunteer or an English as a second language (ESL) tutor should inquire at their local library. Training is provided.**

# Warwick SD raise\$ fund\$ with lollipop\$

WARWICK — How do you teach a group of seventh and eighth grade kids math and science and hold their interest?

You make lollipops and raise money for local charities!

When classroom teacher Patricia Feliciano suggested that the youngsters organize their own company, the students responded enthusiastically. With a \$2 investment from each one of the kids, "Jolly Lollies" was born, supplies were purchased and each student was assigned a job. Now, for a week before each appropriate holiday (Christmas, Valentine's Day, Easter, Mother's Day, etc.), the classroom turns into a factory where Jolly Lollies "employees" get to work manufacturing their chocolate lollipops and selling them to other students, their families and school staff.

Helping to oversee the entrepreneurial project is Instructional Aide Eliette Rochet, a member of the Warwick School District CSEA Unit.

"The kids are learning math and science by running the company," she said. "They create bar graphs to show what is or is not selling and they have to be organized. They set the prices, order supplies and keep track of production. They're so involved, they even voluntarily give up their lunch periods and stay after school to help."



Warwick School District Instructional Aide Eliette Rochet displays the rules of "Jolly Lollies," the creative classroom project that teaches skills and raises money for the school and for charities.

The youngsters also earn community service credits toward their graduation.

One of the benefits of the "company" that the kids are most proud of has been its success in raising funds for a number of local charities. During the last school year, \$900 was donated to "Friends of Karen" an organization that helps children with terminal and life-threatening illnesses.

The Friends of Karen organization was brought to the attention of the group by CSEA Unit President Naomi Kaplan.

In previous years, the group has donated \$800 to Orange County Safe Homes and \$500 to the school. They also donated \$100 to a family in the district whose home burned down. When a group of students from the high school asked if they could raise money for computer parts, they sold the lollipops and kept \$100 profit for their computer parts, said Feliciano.

A cherished letter from Friends of Karen makes it all worthwhile: "We are especially pleased to accept your gift because it was made possible by your own enterprising efforts .... And your gift means so much to the families of our special children not only for the material help it offers, but for the reassurance that others truly care about their child. You are a special group of people."

## Employees entitled to back pay

SPRING VALLEY — Two Spring Valley Housing Authority employees are getting their due, thanks to CSEA.

Fred Miller and Eric DeCosta will receive back pay for weekends they were on call from 1993 to 1995. Miller is expected to receive approximately \$3,500 and DeCosta, \$2,800.

Housing officials argued that the employees were not entitled to the pay because the contract, retroactive to July 1993, was not finalized until Feb. 15, 1995.

The arbitrator ruled that nothing indicated the overtime provisions were not retroactive to the contract start date.

"It took four years to settle it, but I'm happy about it because we were entitled to it," said Miller, a 24-year employee. "It's unfortunate that we had to go to binding arbitration to get what we were entitled to."

Miller said there are just two maintenance workers for the authority's three buildings.

"We are patient and very dedicated," he said. "The (Housing Authority) Board should have been embarrassed to have this go to arbitration."

**"It took four years to settle it, but I'm happy about it because we were entitled to it."**

## POUGHKEEPSIE UNIT PRESIDENT HONORED BY DEMOCRATS



City of Poughkeepsie Unit President Willie Wimberly, third from right, joined the Salute to Labor Circle of Honor, sponsored by the Dutchess County Democratic Committee, for his work as a union activist. With him are Poughkeepsie Unit Vice President Bruce Dooris, Dutchess County Local 814 President Helen Zocco, Region 3 President Carmine DiBattista, Dutchess County Democratic Committee Chair Wilma Jaffe and Assistant Chair Joseph Ruggiero.

## Southern Region 3 endorsements

The following candidates have been endorsed by CSEA Region 3 Political Action Committee:

### ULSTER COUNTY

#### Ulster County Legislature:

Daniel Alfonso	Frank Dart
Charles Busick	David Donaldson
Frank Felicello	Peter Loughran
Richard Gerentine	Robert Aiello
Ward Todd	Joan Feldmann
Steve Ruelke	Joseph Roberti
Lyn Bauer	Sam Magarelli
Peter Healey	Alan Lomita
Phil Sinagra	George Siletzky
Linda Bertone	Anne Gordon
Scott Moone	Robert Senior
Frederick Wadnola	Jim Kelley Smith
Jeanette Provenzano	Alice Tipp

#### City of Kingston, Aldermen:

Diana Spada	Bill Reynolds
Charles Landi	Rosemarie Hogan
Connie Falcone	

### WESTCHESTER COUNTY

Westchester County Executive: Andy Spano

#### Westchester County Legislature:

George Oros	Richard Wishnie
Suzanne Swanson	Edward Krauss
Michael Kaplowitz	Andrea Stewart-Cousins
William Ryan	Elliott Palais
Gary Stracuzzi	Clinton Young Jr.
George Latimer	Thomas Abinanti
Lois Bronz	Robert Darcy
Vito Pinto	

#### Westchester County District Attorney:

Jeanine Pirro

Westchester County Clerk: Leonard Spano

#### Village of Scarsdale, Village Board:

Jeffrey Balancio

#### City of Yonkers, City Council:

Gordon Burrows	Robert McKinley
Carlo Calvi	Smyra Brandon
Richard Martinelli	
Vincenza Restiano, Council President	

#### City of White Plains, City Council:

Pauline Oliva	Michael Amodio
Rita Malmud	

#### Westchester County Family Court Judge:

Linda Jamieson	Bruce Tolbert
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#### Westchester County Court Judge:

Barbara Zambelli

### PUTNAM COUNTY

#### Putnam County Legislature:

Michael Semo	Vincent Tamagna
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### ROCKLAND COUNTY

Rockland County Executive: Alexander Gromack

#### Rockland County Legislature:

Peter Branti	George Darden
V.J. Pradhan	Douglas Jobson

#### Rockland County Legislature (cont'd):

Bob Axelrod	Christopher St. Lawrence
Thomas Morahan	Ryan Karben
Salvatore Corallo	Ellen Jaffee
Patrick Moroney	

#### Town of Stony Point:

Town Supervisor: Steven M. Hurley

#### Town of Ramapo:

Town Supervisor: Herbert Reisman  
Town Council: Harry E. Reiss

#### Town of Clarkstown:

Town Supervisor: Charles E. Holbrook  
Town Council: Ralph Mandia  
John Maloney

#### Town Justice:

Craig E. Johns  
Victor J. Alfieri, Jr.  
Scott B. Ugell

Superintendent of Highways: John F. Mauro

Rockland County Clerk: Edward Gorman

Supervisor, Town of Haverstraw: Thomas Lawless

### ORANGE COUNTY

Orange County Executive: Joseph Rampe

#### Orange County Legislature:

Stephen Brescia	Peter Osinski
Patrick Berardinelli Sr.	Rochelle Marshall
Harvey Burger	Mike Farrell
Richard Roberts	Marga Gordon
Robert DeBlock	Alan Seidman
Jeff Berkman	Ernest Green
Edward Diana	Anthony Marino
Michael Paduch	

Orange County Clerk: Donna Benson

#### Town of Wallkill:

Town Supervisor: Howard Mills

#### Town Council:

Jay McClintock James McCarey  
John Ward

### DUTCHESS COUNTY

#### Dutchess County Legislature:

Todd Bender	Judith Bleakley O'Neill
Margaret Fettes	Mario Johnson
Michael Clowry	Frances Knapp
John Ballo	Roger Higgins
Leonard Babiarz	Woody Klose
Ellen Devorsetz	Hamilton Meserve
Mary Lou Heissenbuttel	Sean Donahue
Richard Murphy	Mark Sheedy
Duane Galletta	Bradford Kendell
Stephen Reverri Jr.	Frederick Pizzuto
Robert Horton	

County Comptroller: Richard Noel

Wappingers Town Council: Joseph Ruggiero

### SULLIVAN COUNTY

Sullivan County Sheriff: Dan Hogue



## Aid restored to job with back pay

Harrison School District Teacher Aides Unit President Marjorie Bellusci congratulates Mary Amoruso, center, after she won a grievance which restored her job and two years of back pay and benefits. With them is CSEA Labor Relations Specialist Larry Sparber.

HARRISON — A Harrison School District cafeteria aide has been restored to her job with two years' back pay and benefits, thanks to CSEA.

Mary Amoruso, a 15-year district employee, was fired two years ago without benefit of a hearing. Instead, the superintendent fired Amoruso in a meeting without filing charges and at which Amoruso had no representation, CSEA Labor Relations Specialist Larry Sparber said.

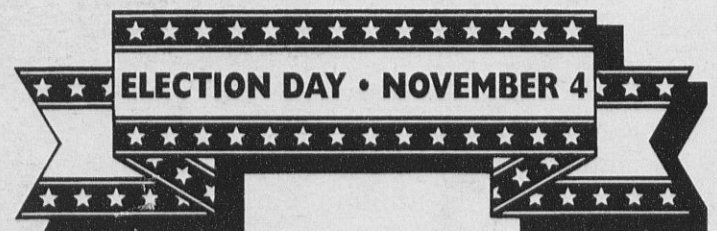
"I warned them," Sparber said. "I told the district we have a contract with Section 75 rights and if Mary was not restored, we would take action."

After two years, an arbitrator agreed that Amoruso was fired unlawfully and awarded her the back pay and benefits.

Asked if her union dues are a good investment, Amoruso smiled.

"Certainly," she said. "I certainly would say yes!"

Sparber credited former Unit President Marie Scocchera and CSEA attorney Jim Rose for the win.



Take your right to vote seriously.  
VOTE ON NOV. 4

**VOTE NO  
CONSTITUTIONAL  
CONVENTION**

# CHANGE IS IN THE AIR

BUFFALO — "Organizing for Change, Changing to Organize" was more than just a slogan as more than 1,200 elected CSEA delegates gathered here Sept. 22-26 to begin charting CSEA's future at the union's 87th Annual Delegates Meeting.

In a bold new format, delegates spent the first two and a half days in a series of intensive presentations and small group exercises that confronted the issues facing CSEA and all of organized Labor.

## The facilitators share reactions

CSEA members who acted as facilitators in the small group discussion cam away with some significant insights about organizing, CSEA and unionism in general. Here are some of their comments.

**Charlene Finnigan**  
Groveland Correctional Facility Local 173  
"I learned a lot... everyone learned from each other. It was a real sharing of information."

**Betty Thomas**  
St. Lawrence County Local 845  
"In our room 1 delegate told us she was at the point where she was going to back away and no longer be an officer but this convention program turned her around to where she is ready to move on with our future."

**Les Eason**  
Nassau County Local 830  
"The greater number of our delegates are ready and willing to move forward with new concepts to improve CSEA and the Labor Movement."

**Ron Gillespie**  
Corning-Painted Post School District Local 851  
"You could see small families start to form at each table. After the first session they came right back and before we could even give instructions they got right to work..."

**Beverly Feuer**  
Rockland County Local 844  
"I wasn't sure it would really work but people kept coming back and were interested enough to work through to find solutions, to find out how each other felt."



CSEA President  
Danny Donohue



CSEA Executive Vice President  
Mary Sullivan



CSEA Secretary  
Barbara Reeves



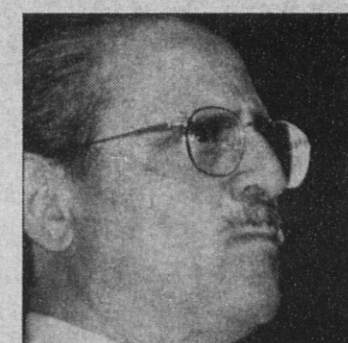
CSEA Treasurer  
Maureen Malone



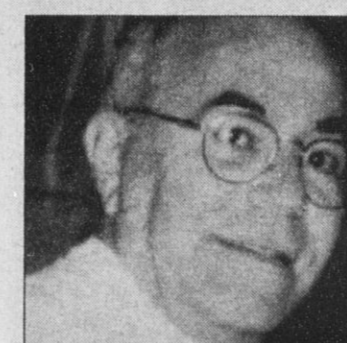
Region 1 President  
Nick LaMorte



Region 2 President  
George Boncoraglio



Region 3 President  
Carmine DiBattista



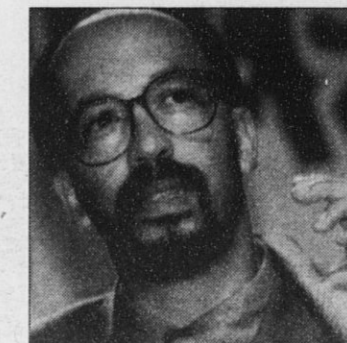
Region 4 President  
Carmen Bagnoli



Region 5 President  
Jim Moore

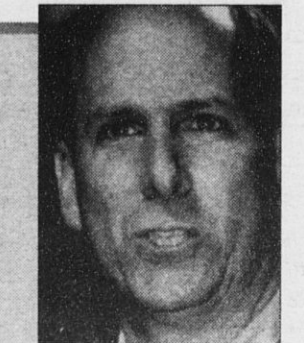


Region 6 President  
Robert Lattimer

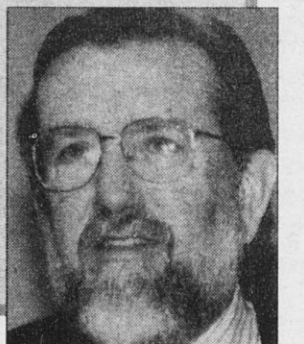


## The Speakers

Speakers at the ADM include, clockwise from left, are: Bill Fletcher, director of the AFL-CIO Department of Education; Richard Bensinger, director of the AFL-CIO Department of Organizing; Richard Hurd, Director of Labor Studies of the School of Industrial and Labor Relations, Cornell University; Paul Booth, assistant to the president



and director of organizing and field services, AFSCME; and Cherie Brown, director of the National Coalition Building Institute.



Presentations by several of the most influential labor experts and educators (see box page 13) focused on the need for transformation as CSEA better involves its members and positions itself for future growth and effectiveness.

The small group sessions were led by teams of CSEA activists and CSEA and AFSCME staff. They worked through a series of questions and exercises to develop ideas to move CSEA forward.

"This was the start of a process, a dialogue, about how we make CSEA an even better union and a stronger force for working people," CSEA President Danny Donohue said. "Many of the challenges we face are not unique to CSEA; the rest of organized Labor faces them as well."

"In so many ways CSEA and AFSCME are well prepared to meet these challenges but we can't do that without tapping into

more of the talent and energy of all our members," Donohue said.

The CSEA president also said that the purpose of the ADM program was to give the first line of CSEA activists the information they need to begin educating and motivating rank-and-file members about the stake they have in their own future.

Follow up materials and programs are in the works to help carry the enthusiasm of the ADM efforts to CSEA members in the worksite. But Donohue urged CSEA members to talk to their delegates and local officers about the program and make a commitment now.

"As far as I'm concerned, every CSEA member has something to contribute to a better CSEA," Donohue said.

The ADM continued with the union's general business sessions (see stories page 14) and concluded with an "open mike" forum where all delegates had the

opportunity to offer suggestions, comments and ideas for CSEA priorities and operations.



INSIDE ALBANY Co-hosts Dave Hepp, left, and Lisa Bang Jensen, standing second from left, address the Women's Breakfast at the ADM. Looking on are CSEA Statewide PAC Chair Dorothy Breen and CSEA President Danny Donohue. CSEA is a prime underwriter of the award-winning public television program airing statewide.



Representatives of CSEA Locals chartered in 1947 were presented with special Golden Locals Banners during the ADM.

## The Golden Locals

CSEA Locals founded in 1947:

- |           |           |
|-----------|-----------|
| Local 050 | Local 653 |
| Local 250 | Local 657 |
| Local 252 | Local 675 |
| Local 254 | Local 676 |
| Local 256 | Local 689 |
| Local 257 | Local 804 |
| Local 259 | Local 808 |
| Local 264 | Local 834 |
| Local 508 | Local 836 |
| Local 514 | Local 844 |
| Local 554 | Local 847 |
| Local 606 | Local 851 |
| Local 650 | Local 856 |
| Local 651 | Local 860 |



## Puttre wins Carr Award

BUFFALO — Liz Puttre was awarded the 10th Irene Carr Leadership Award at CSEA's 87th Annual Delegates Meeting.

"Liz is committed to making the world a better place for working people," CSEA President

Danny Donohue said in presenting the award. "She is a long-standing advocate for women."

Puttre successfully spearheaded a comparable worth study in the Town of Brookhaven. She also helped collect data on the incidence of breast cancer among CSEA members on Long Island which resulted in state legislation creating a pesticide and breast cancer registry.

President of Local 852 and the Town of Brookhaven White Collar Unit, Puttre is also a member of the CSEA Board of Directors. She has also chaired the Region 1 Women's Committee.



**Liz Puttre, winner of the 1997 Irene Carr Leadership Award.**

## Delegates vote on resolutions

Delegates at the 1997 Annual Meeting in Buffalo voted on a number of resolutions. Here is a summary with the results of the vote.

1. A resolution that CSEA support a bill in the US House of Representatives which would eliminate a portion of the Kennedy/Kassenbaum Health Insurance Portability and Accountability Act of 1996 was approved.

2. A resolution to have CSEA lobby against reduction of the Social Security Cost of Living Adjustment (COLA) and urge

AFSCME to lobby to allow the Bureau of Labor Statistics to continue to determine the Consumer Price Index (CPI) was approved.

3. A resolution to have CSEA lobby to rescind part of the state Health Reform Act of 1996 that requires a surtax on laboratory and other services was defeated.

4. A resolution that CSEA continue to pursue legislation that would allow school-related personnel in Tiers II, III and IV who have worked a full 10-month school year to receive a 12-month year of service credit for retirement

purposes was adopted.

5. A resolution that CSEA explore the bilingual printing of the next CSEA-NYS contract was defeated.

6. A resolution that CSEA take action to ensure that CSEA members are not harmed by welfare reform, including that current workers not be displaced; that all social services are not contracted out; that adequate funds be made available for child care, education and



**CSEA Local 165 President Hannah Kneafsey**

training; that all parts of the state be treated equally and that all people in need be eligible for Medicaid was adopted as amended.

7. A resolution that CSEA continue to address members' elder care needs, including advocating for state and federal funding and continuing to negotiate family-oriented policies, was adopted.

8. A resolution that CSEA initiate discussions with the state Insurance Fund and Workers' Compensation Board to change the Fund's policy of widespread controversion of repetitive motion injuries claims and review such claims as any other occupational illness or injury and aggressively pursue legislation and initiatives to address unwarranted time delays in the Workers' Compensation system and ensure equal treatment for all was adopted as amended.



**CHILD FRIENDLY — Shirley Gordon of CSEA Local 646 shows her son Yuriah what a union meeting is like.**

## Delegates act on proposed changes to Constitution, By-Laws

The following proposed amendments to the Constitution were presented to the delegates for a second reading. If approved they became part of the Constitution.

An amendment that would limit membership to members of bargaining units represented by CSEA was approved.

An amendment setting up the procedures and supervision of elections to the Retiree Executive Committee was approved.

The following proposed amendment to the Constitution was presented for a first reading. If approved, it must be presented to the 1998 delegates for approval

before taking effect.

A proposal to require delegates to remain at the Annual Delegates Meeting until adjournment was approved.

The following proposed amendments to the By-Laws if approved became part of the By-Laws.

A proposal to have dues rebates to the locals reflect the number of members only was defeated.

A proposal to change the reimbursement to locals to 20 percent of dues income was defeated.

A proposal to change the election process and terms for statewide officers was defeated.

A proposal that would require the Resolutions Committee to publish proposals, recommendations and resulting action by the Board of Directors and allow delegates to vote to appeal the Board's decision was defeated.

A proposal to modify Article III, Section 3 on elections protest was approved.

A proposal which eliminates dues free lifetime retiree member status was approved.

A proposal to clarify that members who because of disability leave are not considered members in good standing unless they pay dues during their leave without pay was approved.

A proposal regarding reimbursement of delegates at the annual delegates meeting was defeated.

A proposal to eliminate the requirement that standing committees meet three times a year was approved.

An amendment changing the name of the Advisory Committee on Minority Issues to The Committee on Minority Issues was approved.

# 1998 CSEA ELECTIONS INFO

## Local, unit elections scheduled for 1998

### Elections will be conducted for all local officers and delegates, all unit officers

The term of office for all current local officers, delegates and unit officers expires June 30, 1998. Officers and delegates will be elected or re-elected to a three-year term during local and unit elections to be conducted between May 15 and June 15, 1998.

Each local and unit executive board must select its own Election Committee and committee

chairperson. The Local and/or Unit Election Committee is primarily responsible for conducting the election.

Slate petitioning and slate voting will be an option for candidates for local and unit office (see adjacent information).

Members may run as individual candidates if they wish.

### Important Information about slate petitioning and slate voting

#### Local Elections

In local elections, a slate must contain a candidate running for the offices of president, one or more vice presidents as set forth in the Local's By-Laws, secretary and treasurer.

The slate may also include candidates for other offices which have been created according to the Local Constitution and By-Laws. In locals which have created the position of secretary-treasurer, the slate must include a candidate for that office.

#### Unit Elections

In unit elections, a slate must contain a candidate running for the offices of president, one or more vice presidents as set forth in the Unit's By-Laws, secretary and treasurer.

The slate may also include candidates for other offices which have been created according to the Unit Constitution and By-Laws. In units which have created the position of secretary-treasurer, the slate must include a candidate for that office.

#### Candidates should know the following:

➤ A member cannot be a candidate for officer and for delegate on the same slate. An officer candidate must circulate a separate nominating petition in order to appear on the ballot as a candidate for delegate. The candidate will appear on the ballot as part of the slate as a candidate for office and as an individual for the position of delegate.

➤ Candidates who run as a slate must complete a slate consent form and a slate petition request form. All candidates who appear as part of a slate need only to submit one set of the required number of signatures to qualify as a candidate.

➤ Candidates who withdraw from a slate must complete a slate withdrawal form.

More detailed information about election slates will be available from local and unit election committees.

### Attention: Local, unit presidents It's important that you send Election Committee Data Form to CSEA headquarters ASAP

Local and unit presidents are reminded that Nov. 28 is the deadline for receipt at CSEA headquarters of Election Committee Data Forms and registration forms for a teleconference scheduled for Jan. 31, 1998.

Election of local officers and delegates and unit officers will be conducted between May 15 and June 15, 1998. Each local and unit

executive board must have its own Election Committee and committee chairperson to oversee the election. Election material and information cannot be sent to the chairperson until the local and unit provides the Data Form. Local and unit presidents may call the CSEA Records Maintenance Department at 1-800-342-4146 Extension 1214 if they have questions.

### Nominating procedure for small CSEA locals and units; special election rules apply

Special election rules apply for CSEA locals and units of 10 or fewer members.

The union's election rules require a minimum of 10 signatures on nominating petitions from candidates for office in all locals and units.

However, this requirement causes problems for potential candidates for office in locals and units with 10 or fewer members.

The statewide Board of Directors approved an Application for Election to Office for locals and units with 10 or fewer members. In these smaller locals and units, completion of the Application for Election to Office replaces the requirement to obtain signatures on a nominating petition.

In locals or units with 10 or fewer members, any member who submits the application and meets election requirements under the appropriate Local or Unit Constitution will be placed on the ballot.

# A system in crisis: What SUNY needs

*New York's state university system should be a source of pride for all New Yorkers and a cornerstone of the state's progress to the 21st century. This year, six SUNY schools – Albany, Binghamton, Buffalo, Fredonia, Geneseo and Stony Brook – made the top 30 in Money magazine's ratings of best college buys. Two more SUNY schools, Oneonta and Plattsburgh, were ranked in the top 150 nationwide. And the U.S. News and World Report's annual rankings of colleges and universities includes SUNY Albany, Binghamton, Buffalo and Geneseo.*

*But years of budget cuts, staff reductions and battles over contracting out have eroded many aspects of the SUNY system and left campuses and local communities troubled about maintaining standards into the future.*

*What are the real problems? We asked CSEA members across the state. Who knows better than the people who handle registration forms, repair the plumbing, keep the infrastructure in shape and provide vital support services on SUNY campuses across the state? Read these two pages to see what they have to say.*

## Shortstaffing a problem at Purchase

PURCHASE — SUNY Purchase workers say shortstaffing jeopardizes campus projects and workers' safety.

Bill Dandrea, a structural supervisor, said serious injuries are waiting to happen.

Two untrained workers sent up in a bucket suffered scrapes and

bruises when the bucket tipped and they fell out, said Dandrea who is chair of the local's safety and health committee.

"But it could have been a lot worse. They should not have been ordered to do the job," he said.

Local Vice President Pat Nichols, a roofer, said he works without a helper.

"I always had an assistant," he said, "but when he retired, they didn't replace him."

Jobs that are not getting done create even more work. A longtime leaky dormitory roof ruined sheetrock, which had to be replaced.

Nichols said painter positions were eliminated, and private contractors were hired as needed.

"They're not doing the job adequately," Nichols said. "We have to clean up after

them. They close a valve or turn off the power and don't tell us what they're doing."

Plant Utilities Manager II Ira Bornstein said heating plant workers are frustrated.

"There's a morale problem," he said. "There are people who care here. We put out fires, try to keep up with repairs and emergencies. We're trying to implement a preventative maintenance program."

"We keep telling management we need more staffing. No one wants to hear it," said Plant Utilities Manager I Paul Murianka who had to install his own tile in his new office. "If you want anything done, you do it yourself."

Campus police are also understaffed and worried.

"There's a ton of overtime," Security Services Assistant Marie Corrado said. "We're tired, we're sick, and we want days off."

Corrado, one of two permanent dispatchers, said nine officers and two supervisors must cover 24 hours, seven days a week.

"We've had grand larcenies, rapes, assaults, fights, cars stolen,

## New Paltz needs cleaners

NEW PALTZ — SUNY New Paltz Local 610 officers say the problems at Purchase are hardly unique.

"There have been no layoffs," said Local 610 Vice President Sharon Tozzi, "but no positions are being filled."

Tozzi said as a result, the infrastructure in New Paltz is declining.

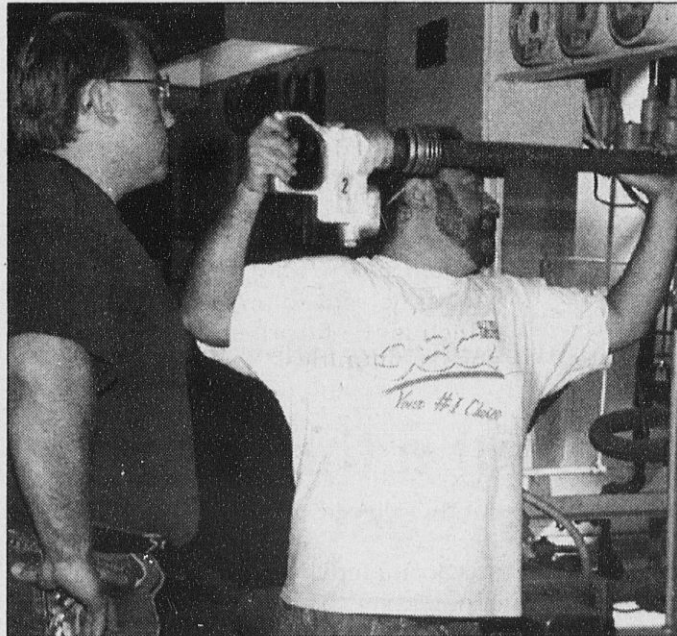
"They're not filling cleaners' or janitors' jobs," she said. "They're capping staff even in the academic departments."

Purchasing is even delayed because of lack of adequate staff.

"We sometimes wait weeks for supplies," she said.

suicides, people with guns and drug overdoses," Corrado said. "Two janitors found a student overdosed and nearly dead on a floor. If it were not for one of the janitors, that student would have died."

— Anita Manley



CSEA members Ira Bornstein and Paul Murianka in the heating plant at SUNY Purchase.

## Workers worry that Binghamton's ranking will falter

BINGHAMTON — The CSEA-represented workers at SUNY Binghamton are proud that their university was ranked among the top five educational values in the nation.

But they worry that one thing could threaten that ranking for the future — support staffing.

Earlier this year, the university was ranked fourth in the nation in value by *Money* magazine. While the workers appreciate the recognition, they worry about the future, CSEA SUNY Binghamton Local 648 President Bob Goeckel said.

"Our biggest problem is that we are a growing campus with fewer and fewer workers in the non-instructional area," he said. "We're constantly being asked to do more and more with less and less."

And that's the crux of the problem. The campus' ranking will only carry the university so far if staffing needs are ignored, Goeckel said.

"It's a good place to work and our people work hard. We make the place look good, and we're one of the key factors that brings the caliber of people here to make the place what it is.

"Who would want to go to a school that's run down, beat up and

**Who would want to go to a school that's run down, beat up and where you might not get any heat in the wintertime?**

where you might not get any heat in the wintertime?" he asked. "The secretaries, the clerks, the cleaners and the tradesmen — they're who make this university worth coming to, and everyone takes great pride in their work."

The university must spend more money on staffing now, before future

problems develop, Goeckel said.

"I think the university needs to lighten the workload of the employees who are here and make it

an even better place to work. Right now, our members have a terrible morale problem, and if something's not done to change it, we'll lose our prestigious rank," he said. "None of us want that to happen."

Another problem his members are facing are the university's continued attempts to implement parking fees for employees, Goeckel said. CSEA has been negotiating with the university for three years over the issue without a resolution. The university shouldn't look for parking fees from the workers, he said.

"They need to do away with asking the employees to pay for parking. It's just another way they get the employees to balance their budget."

— Mark M. Kotzin

## A system in crisis: What SUNY needs

# Mayors rally to support SUNY system

PLATTSBURGH — The SUNY Mayors Community Coalition is bringing Main Street into the debate on SUNY Funding, says its founder, Plattsburgh Mayor Clyde Rabideau.

A conversation about the 14 SUNY budget cuts in the last decade inspired him.

"I said, 'I should call up all the SUNY communities and let our voices be heard.'"

He made the calls and kicked off the coalition in May with nine other mayors whose communities host SUNY campuses. By June, 43 coalition mayors went to Albany to meet with state lawmakers.

Labor helped the coalition's rapid growth, he said.

"CSEA represents employees on every SUNY campus in every part of the state and in central administration, and we are committed to working with the Mayors Coalition for a better SUNY system," CSEA President Danny Donohue said. "All New Yorkers should take pride in a first-rate

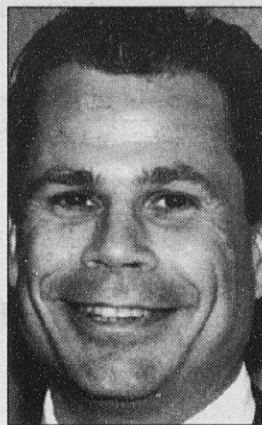
## CSEA supports mayors coalition

PLATTSBURGH — The SUNY Mayors Community Coalition "has gotten the attention of Gov. Pataki about the situation of local governments, cities and towns which have SUNY campuses situated in or near them and that's making a difference," said Betty Lennon, CSEA SUNY Plattsburgh Local 612 president.

"When Mayor Rabideau held his press conference here and invited all of the affected mayors to attend, he got the attention of not only the media and the Governor, but also CSEA," she said. "And CSEA's been supportive of his job creation efforts ever since."

"The Governor was recently here to speak about job creation, and I'm sure that Mayor Rabideau's efforts were, in part, one of the reasons the state is paying more attention to the SUNY system and the related local government needs."

— Daniel X. Campbell



Plattsburgh Mayor Clyde Rabideau

university system and should work to make sure its future is not left to chance."

The bi-partisan coalition is going to stay that way, Rabideau said.

"It's not against the Governor, it's for the (SUNY) system."

The mayors are in a unique position to make the case for SUNY, he said.

Main Street is the key to the message

Rabideau hopes to send.

"SUNY has an effect on about 64 Main Streets," he said. "The impact is profound, and it's not only economic," but cultural as well.

And the mayors want state lawmakers to know that Main Streets across the state want to see SUNY revitalized.

According to the coalition, the difficulties SUNY faces are clear:

□ New York state had the largest cutback in higher education than any other state;

□ Since 1990, tuition has increased 150 percent, and tuition and fees are 30 percent above the national average for public institutions; and

□ New York is last of all the states in higher education spending as a percentage of state and local spending, and only half that of California, Florida or Texas.

"As a result, educational programs are reduced, applications are declining and the physical infrastructure of campuses is deteriorating," the coalition says.

The coalition's success this year (see box) has only fueled Rabideau's commitment to keep pushing for funding for and improvements to the SUNY system.

Plattsburgh lost a US Air Force base because the Cold War is over, Rabideau said.

"When it comes to SUNY and higher education, there is no end to the cold war," he said. "SUNY is an option for many young people. We want to make sure that option remains available."

— Kathleen A. Daly

## Budget restores SUNY funding

Phone calls and letters, a press conference, hearings, a conference in Albany — for an organization only months old, the SUNY Community Mayors Coalition has had a busy agenda.

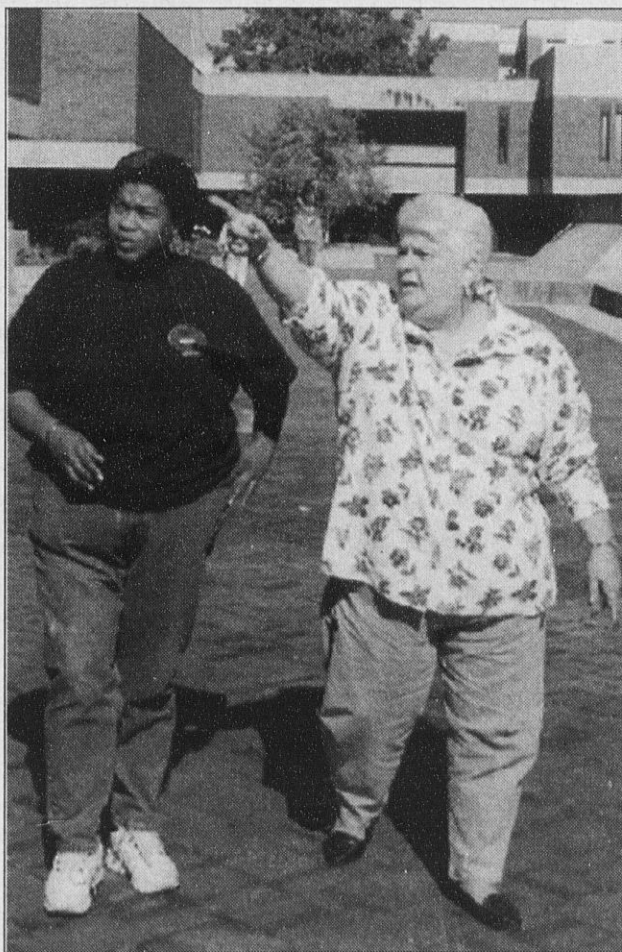
Even more, it's been effective.

In the face of more than \$144 million in budget cuts for the SUNY system, the coalition formed to stem the cuts, tuition hikes, aid cuts and infrastructure decline of the last decade.

Founder Clyde Rabideau, mayor of Plattsburgh, knows the coalition has been effective.

For one thing, SUNY funding was restored in the proposed 1997-98 budget.

"I know we had an effect this year," Rabideau said. "The challenge is to stay a coalition and stay focused on our mission, which is the future of SUNY and the communities."



Local 614 President Grace Roy, right, and Maintenance Assistant Lisa Sells

## Contracting out a threat to Stony Brook's 'best' rating

STONY BROOK — If SUNY Stony Brook wants to keep its *Money* magazine rating as one of the 10 best educational buys in the country, it needs to stop contracting out, said CSEA SUNY Stony Brook Local 614 President Grace Roy.

"We have a wonderful university and teaching hospital, but one of the biggest problems is the rampant contracting out of jobs that can be done better and cheaper by the existing state work force," Roy said.

Contractors regularly come in with lowball bids, do faulty work and then jack up the price, she said.

"My members have often been called in like Monday morning quarterbacks to repair damage caused by lousy work," Roy said. "That costs dollars."

Maintenance Assistant Lisa Sells and her crew resurfaced the gym and ballroom floors, patched sheetrock and replaced floor moldings — after the

contractors were paid for the work and gone.

The university is not giving employees the tools and supplies needed to do basic work, Roy said, while contractors get state vehicles, tools and supplies.

"We actually have some of our custodians bringing in their own supplies. It's ludicrous," Roy said.

The too many chiefs, too few Indians adage applies at Stony Brook, she said.

"SUNY really needs to ... begin cutting from the top," Roy said.

"A few less administrative heads won't upset the workings of the university like the loss of hands-on employees who affect every aspect of student life from processing transcripts to billing to handling supplies to repairing dorms and classrooms."

The maintenance department once had 65 to 70 employees and three supervisors. The work force is down to 30 but the number of supervisors has jumped to eight.

— Sheryl Jenks

**ATTENTION:**

**CSEA - REPRESENTED ACTIVE STATE OR LOCAL GOVERNMENT MEMBERS ENROLLED IN MORE THAN ONE OF THE FOLLOWING RETIREMENT SYSTEMS:**

- *New York State and Local Employees' Retirement System*
- *New York State Police and Fire Retirement System*
- *New York State Teachers' Retirement System*

**You have until Jan. 1, 1998, to apply for a retroactive transfer of service credits from the retirement system you previously were a member of to the retirement system you are currently participating in**

*A law supported by CSEA has been signed by Gov. Pataki which extends Section 801 of the New York State Retirement and Social Security Law until Jan. 1, 1998, to allow eligible employees to apply for a retroactive transfer between retirement systems.*

*If you missed the original deadline for transferring service credits between these retirement systems, or failed to do so under the original Section 801 period, this may be your last chance to apply.*

**You must file an application by Jan. 1, 1998!**

## Local 016 members seek donations to aid former member needing costly, life-saving bone marrow transplant

HEMPSTEAD — A former CSEA member is seriously ill and in need of a bone marrow transplant, and members of her former CSEA local are soliciting donations to help cover the costs.

Phyllis Barbato was a popular member of CSEA State Employees Local 016 from 1975 until 1988, when she was promoted to counselor assistant for the deaf. She is now a member of the Public Employee Federation (PEF). Two years ago she was diagnosed with Chronic Myelogenous Leukemia and is desperately in need of a bone marrow transplant as her only means of survival and cure.

Her husband is a profoundly deaf former CSEA member and former state worker, and she has two children, ages 15 and nine.

The Empire Plan does not cover many of the

costs incurred, including testing of potential donors at \$6,000 for every three potential candidates and home sterilization at a cost of \$4,000. Initial donor testing exhausted family savings and substantial additional funds are needed to continue the process.

**Insurance does not cover many of the costs incurred**

CSEA members of Local 016 are spearheading the solicitation of CSEA members statewide to consider a generous tax deductible donation to help Barbato obtain her life-saving bone marrow transplant. Checks can be made payable to: The Organ Transplant Fund, Inc., with the notation "Phyllis Barbato" in the memo section of your check. Checks should be sent to:

The Organ Transplant Fund: Phyllis Barbato  
PO Box 364  
Plainview, NY 11803

**You can earn double**



**points during November**

CSEA members can earn double points for every member they recruit to join PEOPLE during November.

PEOPLE (Public Employees Organized to Promote Legislative Equality) is the CSEA/AFSCME lobbying program that operates at the federal level.

CSEA members earn points for each member they sign up for PEOPLE, and those points can be redeemed for gifts in the PEOPLE Recruiter Gift Catalog. Points will be doubled for all recruiters who submit completed PEOPLE applications to CSEA's PEOPLE Department during November.

Harriet Clark, a member of CSEA Taconic DDSO Local 426, recruited 51 new members for PEOPLE to earn recruiter of the month honors for August.

For more information about the PEOPLE program, contact the CSEA Political Action Department at 1-800-342-4146 Ext. 1404.

**ELECTION DAY  
NOVEMBER 4**

**VOTE NO  
CONSTITUTIONAL  
CONVENTION**

**Vote FOR  
CSEA-endorsed  
candidates**



**SHOWING THEIR SOLIDARITY** - This large contingent of CSEA St. Lawrence County Local 845 members and their families marched in the 1997 Solidarity Parade in Massena on Labor Day. The parade was followed by a family picnic at Springs Park in Massena.

**PART 9 IN A SERIES** in conjunction with the 20th anniversary of *The Public Sector*, exploring significant events in CSEA's history through the eyes of CSEA members.

1910<sup>1918</sup> 1929 1931 1942 1952 1962 1978 1997 2000

# CSEA Wins \$90 Billion Pension Wars

In 1940 CSEA members breathed a sigh of relief when the state Constitution finally guaranteed the security of their public pension monies.

There would be no more legislative gimmicks or politicians' hands in the till.

The Retirement Fund was safe at last, or so they thought.

But 50 years later, *The Public Sector* sounded the alarm, warning CSEA members that their pension funds were in serious danger of being raided by then Gov. Mario Cuomo.

In 1990 Cuomo changed the pension funding method to a new system called Projected Unit Credit (PUC), and threatened "the stability of the state and local pension fund and its 877,000 beneficiaries," said Edward V. Regan, state comptroller at the time. "It is unwise — for both the state and its 1,600 local governments — and poses a long-term threat," he wrote in a stinging letter to Cuomo.

CSEA joined other unions in a highly successful lawsuit that stopped PUC in its tracks, asserting that in PUC's first year alone, \$800 million in employer pension contributions were lost to the Retirement System.

"I was one of the litigants with CSEA when Gov. Cuomo attempted to raid the pension," said CSEA Retiree Chairman Charlie Peritore. "We beat him in every court!"

In a strong pro-union decision, Presiding Justice Harold J. Hughes reiterated the state's constitutional and contractual relationship since July 1, 1940, to provide "that pensions would be funded and secure."

"Many CSEA members do not realize how constantly vigilant we have to be to retain what we have," Peritore stressed.

But again in 1995, Gov. George Pataki and the Legislature conspired to balance the 1995-96 budget by illegally using \$230 million in pension fund reserves. State Comptroller H. Carl McCall called Gov. Pataki's finagling "another raid ... another gimmick ... another

assault on the integrity of the pension fund."

"Unbelievable as it was, Pataki tried to do the same thing as Cuomo — with a slightly different twist—and we beat him back also," said CSEA's Chief Counsel Nancy Hoffman.

"We must make it crystal

**Charles Peritore,  
chair,  
CSEA  
Retiree  
Executive  
Committee**



"I was one of the litigants with CSEA when Gov. Cuomo attempted to raid the pension. We beat him in every court .... Retirees are not on the sidelines in CSEA. We are an active, intricate, working part of CSEA."

clear that government leaders must keep their hands off pension fund money," insists CSEA President Danny Donohue, "and we certainly don't want to risk a new Constitutional Convention now where political hacks could imperil the solvency of our money in the Retirement System."

"Retirees should not be treated as second-class citizens," said Nassau Retirees Local 919 First Vice President Shirley Matluck, noting that the average pensioner receives only \$7,500 a year.

Rockland Retirees Local 918 President Lee Pound helped organize 1995 bus trips to Albany, lobbying to increase pension supplementation especially for older retirees whose benefits had been eroded by time and inflation.

CSEA's 53,000 retirees are and always will be an active and vocal

Another high-level court declares

## PUC unconstitutional

"Unconstitutional" in no uncertain terms, a second high-level state court has agreed with CSEA that the state acted improperly when it raided the public employee pension system in 1990 during a state budget crisis.

"The lesson here is that our political leaders cannot plunder pension funds to bail themselves out of fiscal crises of their own making," CSEA President Joe Regan said of the latest court ruling. In a unanimous decision, the Appellate Division of the State Department of Law and Justice upheld a lower court decision (Joseph E. McDermott v. Regan) which said the state acted unconstitutionally when it asked the state comptroller to radically change the funding method of the Common Retirement Fund. The choice of funding method is the comptroller's discretion, the court ruled. The lawsuit after the comptroller's decision was filed in 1990.

high-level courts have unanimously agreed on that. The comptroller should now put forward a plan to correct the damage done."

State Comptroller Carl McCall said he agreed with the court rulings and that he, too, hoped the state would allow resolution of the matter without further litigation.

by depleting reserves. The Legislature's action "dictates the rapid depletion of the surplus funds that currently exist, a further usurpation of the Comptroller's authority to manage the accounts of the fund," the Appellate Division said.

**'Pension funds are employees' deferred wages and are not a slush fund to be used by the state'**

"The State's argument that the PUC method is 'actuarially sound' ignores the fact that the retirement systems' members are entitled to more than simply a guarantee of benefits; they are entitled to some degree of 'protection of the sources of funds' from which their benefits

group, among AFSCME's 180,000 retirees nationally. CSEA's Retiree Division, formed in 1984, held its first convention September 1985 at Lake Placid with Don Webster serving as the first chairman.

A 13th annual Retiree Convention held in Buffalo this summer informed activists that their \$90 billion pension fund boasted 20.5% in increased 1996 earnings. No wonder retirees are working hard to see that some of this investment windfall can increase needed supplemental payments. Retiree locals always need more active members to help fight for their ambitious agenda.

To assist members close to retirement, CSEA began offering free Jardine Pre-Retirement Counseling for those entering a new financial phase of life. As many as 50,000 CSEA members have used this service since it started in 1984.

Lee Pound is proud of the vital role CSEA retirees play in supporting the union's political efforts when needed. She salutes retirees who volunteer everywhere in church groups, hospitals, fire departments, libraries and literacy programs. Seniors are involved in their union and in their communities, saving those communities millions of dollars, she said.

"We are not just fighting for cost

**Lee Pound,  
Rockland  
County  
Retirees  
Local  
918**



"We are not just fighting for cost of living increases, but to save Social Security, Medicare and Medicaid, and for social issues that affect our grandchildren. We are not just doing this for ourselves. What we are doing will benefit future retirees too."

of living increases, but to save Social Security, Medicare and Medicaid, and for social issues that affect our grandchildren. We are not just doing this for ourselves. What we are doing will benefit future retirees too," Pound said.

"Retirees are not on the sidelines in CSEA," agreed Charlie Peritore.

"We are an active, intricate, working part of CSEA."

— Lilly Gioia

# CSEA providing \$2,000 free Term Life Insurance to members

## Complete registration form at right, save Certificate of Insurance below

As announced in previous editions of *The Public Sector*, CSEA will begin providing \$2,000 of Term Life Insurance at no cost to CSEA members actively at work effective Nov. 1, 1997. For new members who join CSEA after Nov. 1, this no-cost coverage will take effect on the date they become members.

Your Certificate of Insurance is printed below and continues on page 19. This insurance certificate outlines the details of your no-cost coverage; retain it in a safe place.

CSEA is pleased to provide this special no-cost CSEA membership benefit. We encourage you to complete the adjacent Beneficiary Registration Form and mail it to Jardine Group Services Corporation at the address indicated.

If you have any questions about this no-cost coverage, please call 1-800-697-CSEA.

### ● CSEA Term Life Beneficiary Registration Form ●

To register a beneficiary for your no cost \$2,000 term life insurance, simply complete and return this coupon to:

**Jardine Group Services Corporation, P.O. Box 956, Schenectady, NY 12301**

Name: \_\_\_\_\_

Date of Birth: \_\_\_\_\_ Social Security #: \_\_\_\_\_

Address: \_\_\_\_\_  
\_\_\_\_\_

Home Phone: \_\_\_\_\_ Work Phone: \_\_\_\_\_

Beneficiary: \_\_\_\_\_ Relationship: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

This offer is only available for actively working employees and is not available to retirees.  
This free coverage will terminate on October 31, 1998.

**SAVE this Certificate of Insurance and file it in a safe place**

## MetLife Metropolitan Life Insurance Company A Mutual Company Incorporated in New York State

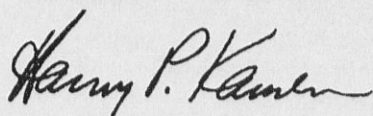
Certifies that, under and subject to the terms and conditions of the Group Policy issued to the Policyholder, coverage is provided for each Member as defined herein.

The date when a Member is eligible for coverage is set forth in the form with the title Eligibility for Benefits.

The date when a Member's Personal Benefits becomes effective is set forth in the form with the title Effective Dates of Personal Benefits.

The amounts of coverage are determined by the form with the title Schedule of Benefits.

METROPOLITAN LIFE INSURANCE COMPANY,



Harry P. Kamen  
Chairman, President and Chief Executive Officer

**Policyholder:** Civil Service Employees Association, Inc.  
**Group Policy Number:** 5050045  
Form G.23000-Cert.-1

### SCHEDULE OF BENEFITS

(Also see SCHEDULE SUPPLEMENT)

The following Benefits are provided subject to the provisions below.

**LIFE BENEFITS (MEMBER ONLY) \$2,000**  
Form G.23000-B

### SCHEDULE SUPPLEMENT

#### A. Assignment

This certificate may not be assigned by you. Your benefits may not be assigned prior to a loss.

#### B. Additional Provisions

1. The benefits under This Plan do not at any time provide paid-up insurance, or loan or cash values.
  2. No agent has the authority:
    - a. to accept or to waive the required proof of a claim; nor
    - b. to extend the time within which a proof must be given to us.
- Form G.23000-B1

### DEFINITIONS OF CERTAIN TERMS USED HEREIN

**"Covered Person"** means a Member on whose account benefits are in effect under This Plan.

**"Member"** means a person who is:

- a. an active dues paying Member of the Civil Service Employees Association, Inc.; and
- b. actively performing the duties of their occupation according to their regular schedule.

**"Personal Benefits"** mean the benefits which are provided on account of a Member under This Plan.

**"This Plan"** means the Group Policy which is issued by us to provide Personal Benefits.

**"We", "us" and "our"** mean Metropolitan.

**"You" and "your"** mean the Member who is a Covered

Person for Personal Benefits.  
Form G.23000-A

### ELIGIBILITY FOR BENEFITS

#### Personal Benefits Eligibility Date

If you are a Member on November 1, 1997, that is your Personal Benefits Eligibility Date.  
If you become a Member after November 1, 1997, your Personal Benefits Eligibility Date is the date you become a Member of the Civil Service Employees Association, Inc.  
Form G.23000-C

### EFFECTIVE DATES OF PERSONAL BENEFITS

Your Personal Benefits will become effective on your Personal Benefits Eligibility Date provided you are then actively at work as a Civil Service Employees Association, Inc. Member. If you are not actively at work as a Civil Service Employees Association, Inc. Member, your Personal Benefits will become effective on the date of your return to active work as a Civil Service Employees Association, Inc. Member.  
Form G.23000-D1

### LIFE BENEFITS (On Your Own Account)

#### A. Coverage

If you die while you are covered for Life Benefits, we will pay to the Beneficiary the amount of Life Benefits that is in effect on your life on the date of your death. Payment of any amount of Life Benefits may be made in installments. Details on the payment options may be obtained from the Policyholder.  
Form G.23000-1

(continued on next page)

# SAVE this Certificate of Insurance and file it in a safe place

(continued from previous page)

## RIGHT TO OBTAIN A PERSONAL POLICY OF LIFE INSURANCE ON YOUR OWN LIFE

### A. Application

We will issue a personal policy of life insurance without disability or accidental death benefits to you if you apply for it in writing during the Application Period. The Application Period is the 31 day period after:

1. the date your Life Benefits end because your membership in the Civil Service Employees Association, Inc. ends or because you are no longer in a class which remains eligible for Life Benefits; or
2. the date your Life Benefits end because This Plan ends. If you are not given notice, in writing, of the Right to Obtain a Personal Policy of Life Insurance On Your Own Life within 15 days before or after the first day of the Application Period, you will have additional time in which to apply. **If such notice is given more than 15 days but less than 90 days after the first day of the Application Period, you will then have 45 days from the date you are given the notice in which to apply. If such notice is not given within 90 days after the first day of the Application Period, the time in which you may exercise this right will expire at the end of such 90 days.**

Proof that you are insurable is not required by us.

### B. Conditions

The personal policy will be issued to you subject to these conditions:

1. It will be on one of the forms then usually issued by us; and
2. It will not take effect until after the Application Period ends; and
3. The premium for the policy will be based on:
  - a. the class of risk to which you belong; and
  - b. your age on the effective date of the policy; and
  - c. the form and amount of the policy; and
4. If item A(1) applies to you, the amount of the policy will not be more than the amount of your Life Benefits on the date the Life Benefits end; and
5. If item A(2) applies to you, the amount of the policy will not be more than the amount of your Life Benefits on the date the Life Benefits end, less any amount of life insurance for which you may be eligible under any group policy which takes effect within 45 days after your Life Benefits end.

### C. If You Die During the Application Period

If you die during the Application Period, we will pay a death benefit to the Beneficiary. The amount of the death benefit will be the highest amount of life insurance pursuant to item B(4) or B(5) for which a personal policy could have been issued. This death benefit will be paid even if you did not apply for a personal policy.

Form G.23000-1A1

## BENEFICIARY

### A. Your Beneficiary

The "Beneficiary" is the person or persons you choose to receive any benefit payable because of your death. You make your choice in writing on a form approved by us. This form must be filed with the records for This Plan. You may change the Beneficiary at any time by filing a new form with us. You do not need the consent of the Beneficiary to make a change. When we receive a form changing the Beneficiary, the change will take effect as of the date you signed it. The change of Beneficiary will take effect even if you are not alive when it is received.

A change of Beneficiary will not apply to any payment made by us prior to the date the form was received by us. Your choice of a Beneficiary for a personal policy issued under RIGHT TO OBTAIN A PERSONAL POLICY OF LIFE INSURANCE ON YOUR OWN LIFE will be effective for This Plan.

### B. More Than One Beneficiary

If, when you die, more than one person is your Beneficiary, they will share in the benefits equally, unless you have chosen otherwise.

### C. Death of a Beneficiary

A person's rights as a Beneficiary end if that person dies before your death occurs. The share for that person will be divided among the surviving persons you have named as Beneficiary, unless you have chosen otherwise.

### D. No Beneficiary at Your Death

If there is no Beneficiary at your death for any amount of benefits payable because of your death, that amount will be paid to one or more of the following persons who are related to you and who survive you:

1. spouse; 2. child; 3. parent; 4. sibling.

However, we may instead pay all or part of that amount to your estate. Any payment will discharge our liability for the amount so paid.

Form G.23000-G

## WHEN BENEFITS END

All of your benefits for This Plan will end on the earlier of:

A. the date you retire; or

B. the date your membership in the Civil Service Employees Association, Inc. ends; or

C. October 31, 1998.

The end of any type of benefits on account of a Covered Person will not affect a claim which is incurred before those benefits ended.

Form G.23000-F

## NOTICES

This certificate is of value to you. It should be kept in a safe place. Your Beneficiary should know where the certificate is kept.

As soon as your benefits end, you should consult your Policyholder to find out what rights, if any, you may have to continue your protection.

**Our Home Office is located at One Madison Avenue, New York, New York 10010.**

Form G.23000-E

## CLAIMS INFORMATION

### Procedures for Presenting Claims for Benefits

**Procedures for Presenting Claims for Benefits:** For Life claims, notice of claim must be given to Civil Service Employees Association, Inc. who will certify that you are insured under The Plan and will then assist in filing the claim. If any benefits have been denied, you or your beneficiary will receive a written explanation.

**Routine Questions:** If there is any question about a claim payment, an explanation can be requested from Metropolitan Life Insurance Company or by direct contact with Civil Service Employees Association, Inc.

**Requesting a Review of Claims Denied in Whole or in Part:** In the event a claim has been denied in whole or in part, you or your beneficiary can request a review of your claim by Metropolitan Life Insurance Company. This request for review should be sent to Group Claims Review at the address of the Metropolitan office which processed the claim, within 60 days after you or your beneficiary receive notice of denial of the claim. When requesting a review, please state the reasons you or your beneficiary believe the claim was improperly denied and submit any data, questions, or comments you or your beneficiary deem appropriate.

Metropolitan Life Insurance Company will re-evaluate all of the information. Then you or your beneficiary will be informed of the decision in writing in a timely manner.

## DISCLOSURE STATEMENT - (NEW YORK)

### METROPOLITAN LIFE INSURANCE COMPANY Required Disclosure Statement

The insurance evidenced by this certificate provides life insurance only. It does NOT provide basic hospital, basic medical or major medical insurance as defined by the New York State Insurance Department.

**VOTE NOV. 4**  
**VOTE FOR**  
**CSEA-endorsed candidates**  
**VOTE NO**  
**CONSTITUTIONAL**  
**CONVENTION**

**CSEA's Plattsburgh Satellite Office has relocated effective Sept. 29.**  
**The new address is:**

**Civil Service Employees Association**  
**Plattsburgh Satellite Office**  
**6 Booth Drive**  
**Plattsburgh, NY 12901**

The telephone and FAX numbers remain the same: (518) 563-0761 FAX: (518) 563-0939



## CSEA's NEWEST MEMBER BENEFIT

# Quest's 50% Hotel Savings Program For Just \$29.95

**Airline Savings & Dining Discounts Enhance Quest's Already Outstanding 50% Hotel Savings Program**

Dear CSEA Member,

Imagine saving a full 50% on hotel rates — and having more than 2,100 hotels and resorts in terrific locations to choose from! Well here's your chance to do just that, because now you can join Quest International — the nation's leading hotel savings program at tremendous savings.

You'll join nearly 4 million members who are now taking advantage of Quest's half-price hotel rates. And Quest has now added a terrific new dining program to their already outstanding 50% hotel savings.

### 50% Off Hotels — 25% Off Dining

On top of an impressive 50% off hotel rates and terrific deals on car rentals, Quest also gives you 25% off the food bill when you dine at participating restaurants. Each restaurant is listed in your directory along with more than 2,100 Quest hotels.

### You Pay Just \$29.95... A Fraction Of Quest's \$99.00 Retail Cost

If you called Quest directly to join, you'd

pay \$99 per year. That's Quest's regular rate. But through this special offer you can join for just \$29.95!

That's 70% off! And it's only available through Destinations. You see, we're Quest's administrator to groups like CSEA.

Your membership includes a personal embossed Quest membership card. Your annual renewal is sent and billed to you automatically, always at the low group rate. And, you can cancel any time during your membership term and get a full refund if not fully satisfied.

Plus, you'll receive a brand-new, fully updated directory every 90 days — at no added cost. Other members pay \$8.00 extra each year for their subscription, but through this special offer your subscription is absolutely free.

### An Iron-Clad Guarantee!

Your membership is protected by a hassle-free, money-back guarantee of satisfaction. And your guarantee is valid right up to the last day of your membership! Even after you use Quest and save the 50%... if you're not fully satisfied, you can get your full membership fee back.

### Your Second Card Is Just \$9.95

Do you and your spouse ever travel to different cities at the same time? Or, do you

ever travel with children or other family members and sometimes need two rooms? Now you can get a second full-service Quest membership card for your spouse or other household member for only \$9.95.

You also have access to our exclusive toll-free phone service. Sign up anytime — 24 hours a day, seven days a week. And if you have questions, our member service operators are on staff each weekday from 8 to 5 (PST). The number is..

## 1-800-STAY-4-50

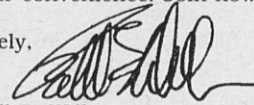
(1-800-782-9450)

When you call, give the operator...

### Access Number: 1813-34

This number will secure your special group rate of just \$29.95. If you'd rather send a check, there's an order form at right for your convenience. Join now!

Sincerely,



Randall E. Wilkinson  
President/CEO, Destinations, Inc.

**P.S.** — Join Quest now and receive a free airline certificate worth up to \$200. The supply is limited so you'll want to act quickly!

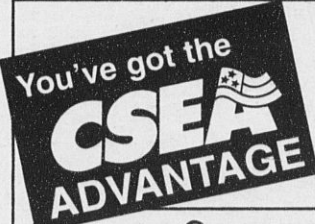
name \_\_\_\_\_  
address \_\_\_\_\_  
city, state, zip \_\_\_\_\_  
daytime phone (\_\_\_\_) \_\_\_\_\_  
 \$29.95 Quest Membership  
— please add \$2.95 S&H\* - total \$32.90  
 Send a second card for another member of my household. Add \$9.95 plus \$2.95 S&H\* — total \$42.85  
second card name \_\_\_\_\_  
(Add \$5.00 if ordering outside U.S.)

**Method of Payment**

Visa     M/C     Am/Ex     Discover  
card# \_\_\_\_\_  
exp. / / signature \_\_\_\_\_  
 Here's my check for \$ \_\_\_\_\_

**Mail this form to:**  
"CSEA Quest Offer"  
P.O. Box 29078, Phoenix, AZ 85038-9078  
or call TOLL-FREE: 1-800-782-9450

**Access # 1813-34**



## Save money with the CSEA Advantage cellular phone discount programs

CSEA members can save money on cellular phone service across the state simply because they are CSEA members. Three different carriers offer special and significant savings to CSEA members who sign up with them for cellular phone service. Find out how you can save by contacting the vendor who services your county with special CSEA member savings!

Company	Counties	Plan Features	Contacts
Bell Atlantic Mobile	Albany Rensselaer Schenectady Montgomery Saratoga Washington Warren	\$14.99/mo., 10 min. included 25¢ peak/offpeak	Michele Nicastro 518-469-7007
Bell Atlantic Mobile	Rockland Westchester Putnam New York City Long Island New Jersey	\$19.99/mo., 30 min. included 65¢ peak/40¢ offpeak	1-888-686-9473
Cellular One	Tompkins Cortland Chenango Seneca Cayuga Yates Schuyler Oswego*	\$12/mo. 21¢ peak/offpeak	Stephanie Togni 1-800-773-2351 x5805 607-280-0606 *For Oswego County, call Carol Haynes 1-800-541-8890 ext. 5130 315-439-5130
Cellular One	Ulster Sullivan Dutchess Orange	\$15.95/mo. 100 Bonus min. 35¢ peak/25¢ offpeak	Tim Powers 607-434-0027 or 914-389-9000 Ron Brown 914-389-9000
Cellular One	Columbia Greene Otsego Schoharie Delaware	\$8.95/mo. 100 Bonus min. 19¢ peak/16¢ offpeak 45¢ NYS roam	Tim Powers 607-434-0027 or 914-389-9000 Ron Brown 914-389-9000
Frontier Cellular	CSEA Region 6 (except Yates), plus Chemung Tioga Broome Onondaga Jefferson St. Lawrence Lewis Herkimer Oneida Madison	\$12/mo. 22¢ peak/offpeak	1-800-440-1894



# Your Reference Guide To CSEA Member Services & Benefits

## CSEA Headquarters

143 Washington Avenue  
Albany, NY 12210

**Toll-Free - 1-800-342-4146**

Press **O** plus the extension number you want at any time. With a rotary phone, an operator will come on the line at the end of the recording to help you reach your party.

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

If you don't know the extension number,

\*press 1 for Field Operations, which includes Occupational Safety & Health, Local Govt. & School District Affairs, Research, EAP, the Retiree Division and State Contract Administration;

\*press 2 for Legal Matters, such as disciplinarys & grievance;

\*press 3 for Communications including *The Public Sector*, Executive Offices or Political Action;

\*press 4 for answers about dues, membership & agency shop, group insurance (not health) and to talk to the Finance Dept.;

\*press 5 to hear a recording of Current Issues Update;

\*press 7 for Membership Benefits.

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

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

## Grievances & Discipline

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

## The Buyer's Edge

It's your buy-by-phone service designed to save you money on major purchases. The Buyer's Edge negotiates extra discounts and lowest price guarantees individual buyers don't get. The appropriate information and toll-free numbers are in your Buyer's Edge brochure, and they're published regularly in *The Public Sector*. To receive a brochure contact your CSEA region office listed below or call the Membership Benefits Department at Headquarters, 1-800-342-4146.

## Insurance

CSEA offers several insurance programs at low group rates with the convenience of payroll deduction.

For details on CSEA Security Life Plan, Disability Income Protection Program, Hospital Income Insurance Plan and Family Protection Plan, call toll free: Jardine Group Services Corp. 1-800-929-6656.

For details on Auto Insurance and Homeowners/Renters insurance, call toll free: 1-800-833-4657.

For details on the CSEA Long Term Care Program, call toll free: 1-800-366-5273.

## Health Insurance

For answers to your specific questions about the New York State Health Insurance Program's Empire Plan:  
Blue Cross Claims: . . .1-800-342-9815 or (518) 367-0009  
Metropolitan Claims (MetraHealth) .....1-800-942-4640  
Participating Providers .....1-800-942-4640  
Home Infusion/Nursing, Diabetic Supplies, Durable Med Equip Home Care Advocacy Program.....1-800-638-9918  
Hospital admission approval/ surgical review:  
Empire Plan Health Call .....1-800-992-1213  
Mental Health & Substance  
Abuse Hotline.....1-800-446-3995  
Managed Physical Medicine  
(chiropractic & physical therapy) .....1-800-942-4640

## Education & Training

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

## Civil Service Exam Help

The Labor Education Action Program (LEAP) can help you prepare for civil service exams with low-cost study booklets on a variety of relevant subjects. Call toll free: 1-800-253-4332.

## Safety Concerns

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

For occupational safety and health information, call CSEA Headquarters at 1-800-342-4146. On a touch tone phone, press **O**, then extension 1465. On a rotary phone, ask the operator for extension 1465.

## Retirement

For general information about retirement and retiree membership, call the Membership Benefits Department at Headquarters, 1-800-342-4146.

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

## AFSCME Advantage Mastercard

Features one of the lowest interest rates - 5 percent above the prime lending rate. No annual fee. For an application form, call your CSEA region office or the Membership Benefits Department at Headquarters, 1-800-342-4146.

## AFSCME Advantage Legal Services

You can obtain high quality, affordable legal services for many personal legal matters through the AFSCME Advantage Union Privilege Legal Services Program. For details and a list of participating lawyers in your area, call your CSEA region office or the Membership Benefits Department at Headquarters, 1-800-342-4146.

## AFSCME Union Driver and Traveler Program Discounts

The AFSCME Union Driver and Traveler Program saves you money whether you're traveling by car, bus, train or plane. It's a motor club, travel service and auto repair service all in one. Annual cost: \$49.95. Call 1-800-547-4663.

## Disney World, Theme Parks Discounts

Discount admission to Disney World in Florida, Disney Land in California, Six Flags Amusement Parks and Anheuser Busch Theme Parks Clubs (i.e. Sea World and Busch Gardens). To receive discounts, call 1-800-238-2539 between 7:30 a.m. and 7 p.m. Monday-Friday. Identify yourself as a CSEA/AFSCME Local 1000 member and provide your Social Security number.

## AFSCME Advantage Mortgage Program

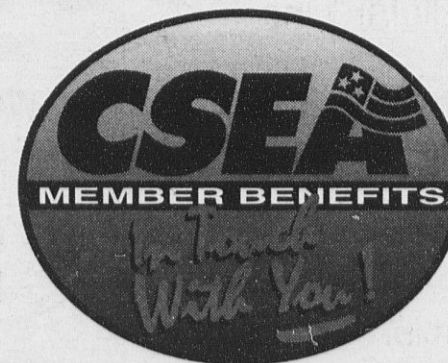
Makes buying a home or refinancing your mortgage easier and more affordable. Savings for buyers and sellers. Special help for first-time buyers. Call toll free: 1-800-848-6466.

## AFSCME Advantage Dental Program

A discount dental program (not dental insurance) that allows you and your family to choose your dentist from a lengthy list of qualified professionals and receive instant discounts on a wide variety of dental services on every visit. May help lower your out-of-pocket expenses even more if you are already covered by dental insurance. Membership fee \$29.95 annually. For more information call toll-free 1-800-257-8352.

## AFSCME Advantage Loan Program

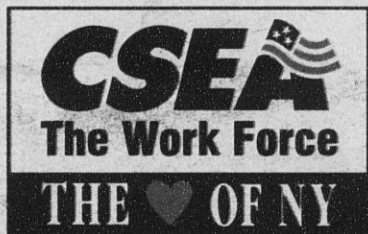
Unsecured personal loans from \$2,500 to \$15,000, with affordable monthly payments, are available to credit-qualified applicants. Call toll-free 1-888-235-2759 for applications, information.



For more information on member benefits, call the CSEA Membership Benefits Department 1-800-342-4146, ext. 1307 or 1224

**"Does it matter  
who drives your kids to school,  
who answers 911,  
who cares for our elderly?  
You bet it does!"**

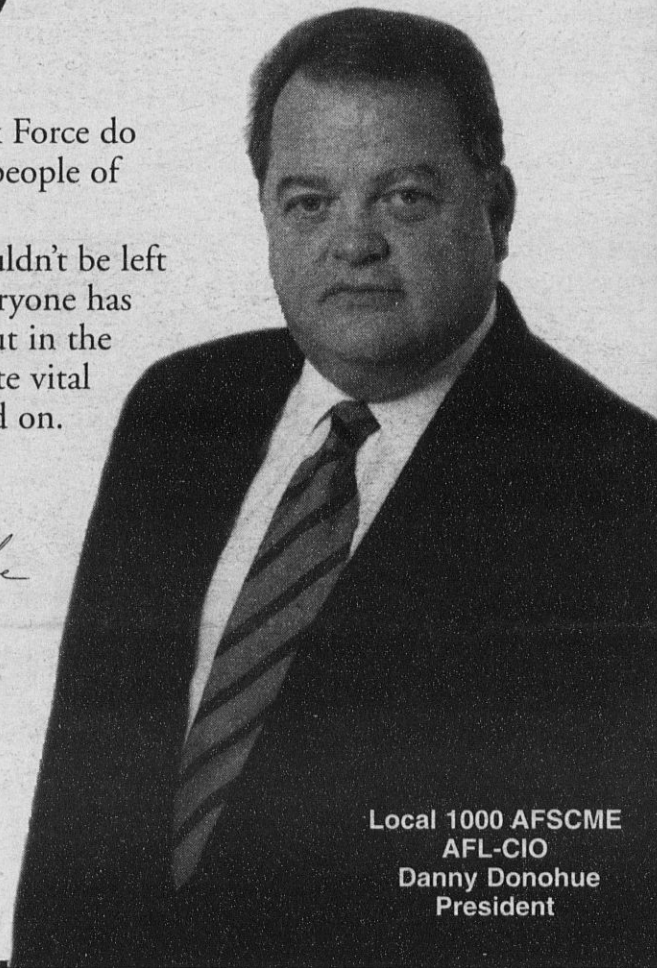
Every day, the men and women of the CSEA Work Force do the jobs that make a difference in the lives of the people of New York State.



Important jobs that shouldn't be left to just anyone. Sure, everyone has to live within budget. But in the process, let's not eliminate vital services taxpayers depend on.

Or, the men and women who do the job right.

*Danny Donohue*



Local 1000 AFSCME  
AFL-CIO  
Danny Donohue  
President

# Sector

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