

Factor

THE PUBLIC

Official publication of
CSEA
Local 1000, AFSCME, AFL-CIO

**SAVE OUR
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BUFFALO
RESIDENTIAL
CENTER
SAVE OUR
COMMUNITY**

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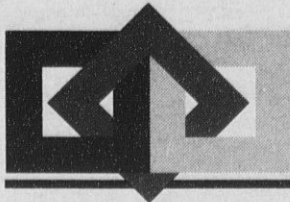
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Photo by Ron Wofford

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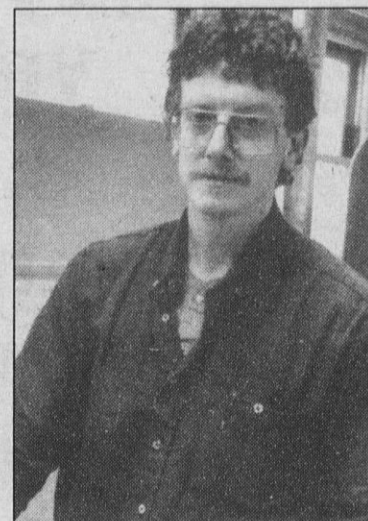
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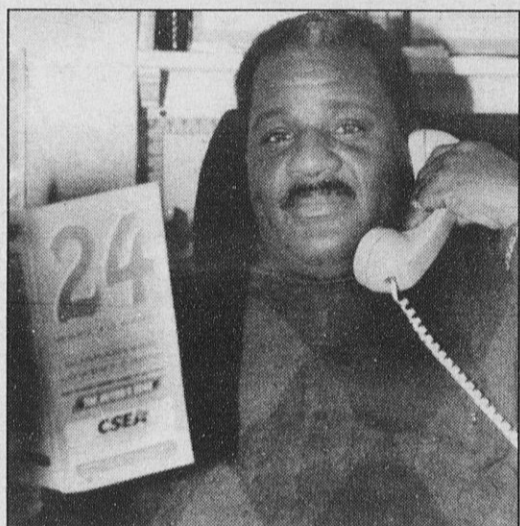
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THE PUBLIC Sector

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This is no time to cut back on DFY services

CSEA is continuing an uphill battle to stop layoffs and facility closings in the state Division for Youth. The union's efforts have focused on state plans to close the Buffalo Residential Center, western New York's only secure center, and the proposed downsizing of Pyramid House and Ella McQueen Center in New York City (See story below).

"Our DFY members deserve a lot better than the treatment they're currently getting," said CSEA President Joe McDermott said. "There is an epidemic of crime and troubled youth across New York and this is no time to cut back on essential services in that area."

DFY is moving at full speed to close the Buffalo Residential Center facility. Current plans call for the abrupt shutdown of the facility by the end of March and the displacement of 140 employees.

CSEA has disputed, point by point, different reasons given by state officials for closing the Buffalo facility, and the union has also been pressing state lawmakers

to slow down the process.

In recent years the Buffalo Residential Center has been victimized by sensationalized reporting in the *Buffalo News* that has unfairly distorted situations or portrayed employees there in the worst possible light.

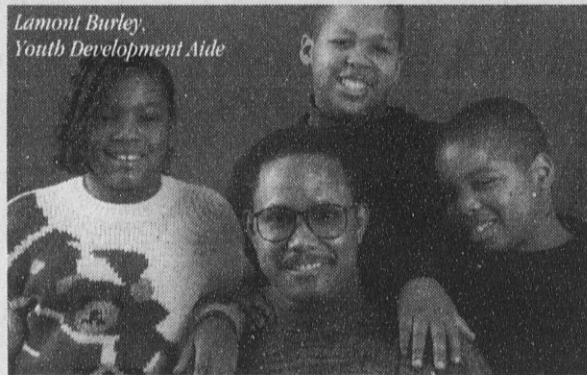
"The vendetta that the *Buffalo News* has carried on against the Buffalo Residential Center employees is disgraceful," CSEA Western Region President Robert Lattimer said. "What's even worse is that the state's move to close the facility seems to be based on these same allegations, hearsay and yellow journalism."

Complicating the situation is a memo from the director of another DFY facility which repeats these same inappropriate and inaccurate allegations about the Buffalo Residential Center staff.

If the Buffalo closing takes place it is very likely that many of the Buffalo employees would end up at this director's facility through seniority transfers.

"The tone of that memo is outrageous and creates an impossible situation by pitting employee against employee," Lattimer said. "It also victimizes the Buffalo employees again and raises the question of whether they'll get a fair shake."

"Public service workers — people who care — are your future."



Lamont Burley,
Youth Development Aide

Lamont knows that "You've got to put back a little bit, instead of taking all the time." He certainly does. He took a personal interest, and turned it into another way to help the inner city kids he works with. He takes them skiing on his own time. He says that if you want to get youth on the right path, "you've got to open up their minds to other things — get them to see what's happening on the other side of life."

Public employees bring a special dedication to their jobs — and added value to their communities.



Public Employees. Family. Friends. Neighbors.

CIVIL SERVICE EMPLOYEES ASSOCIATION
Local 1000, AFSCME, AFL-CIO
Joe McDermott, President

This ad featuring a DFY member is part of a series of ads CSEA is running in newspapers statewide.

Despite own problems, members concerned about troubled youths

BUFFALO — Aside from the sting of personal attacks and the uncertainty of their own future, Buffalo Residential Center employees are also concerned about the impact the closing of their facility will have on efforts to help troubled youth.

"If they close the center, city and family court judges will not have a western New York secure setting to place youth in their own community," said Youth Division Aide Sabrina Jackson. "Local services will not be available to our youth and their families will have great difficulty staying involved in their rehabilitation."

"We have very good neighborhood involvement here — BRC is the site of a food pantry and it's also home to an afterschool tutorial services program — there's a lot of value here," said Youth Division Aide Sheila Hamilton.

NYC cuts 'a slap in the face to the community'

NEW YORK — Division for Youth plans to cut 77 jobs and downsize the Bronx Pyramid House and Ella McQueen Center are also receiving priority CSEA attention.

Behind the numbers are real people, dedicated staff who await the disruption and demoralizing consequences of job loss.

One such employee is Bronx Pyramid House Youth Division Aide Richard Multrie. With seven years on the job, a wife and two children, he is left to worry about the future as DFY wheels and deals.

"I have too much invested in my marriage, family and community to

transfer upstate to another facility, and if I'm bumping another person out of a job I can't feel good about that," he said.

A community activist and member of Harlem's Community Board # 10, Multrie sees beyond his own situation to the effects downsizing will have on crime ridden streets.

"It will be a slap in the face to the community that is supposed to be protected by the justice system," he said.

CSEA has scheduled a meeting with state and city officials to find a more reasonable alternative to the downsizing.

Escape highlights risks associated with inmate work crews

ALBANY — When an inmate escaped from a state Department of Corrections work crew cleaning state facilities at the Empire State Plaza, he proved CSEA right: inmate work crews in public buildings are a risk to the public and to public employees.

The escape came after a series of news reports about the state's increasing use of inmate crews for public service work.

"We oppose the use of the inmates for many different reasons, but obviously the safety of our members and the public is foremost. This proves our worries are legitimate," CSEA President Joe McDermott said. "Our members have problems with inmate work crews when they're in prison, never mind in public buildings."

"We know already that workplace violence is a real threat to our members," he said. "Putting inmate work crews into public settings makes workplaces potentially even more dangerous."

The escape occurred when the inmate simply walked away from his supervised crew during lunch. As this issue of *The Public Sector* went to press, he was still at large.

CSEA also believes inmates should not do work that used to be done by CSEA members.

"Our members work hard to do a good job, but state cutbacks in the crews have made it harder to get the job done," CSEA Office of General Services Local 660 President Ron Daniels said. "It's even more demoralizing when they see inmates being brought in instead of co-workers."

At least one state lawmaker is also opposing inmate crews working at the Empire State Plaza.

"This is budget-driven decision making that ignores reality and security," McDermott said. "CSEA will fight it in every way possible."

A message from CSEA President Joe McDermott

What's wrong with Cooper/Breaux? An awful lot!



The health care crisis touches all of us. Even though public workers have some of the best insurance plans available, we have paid for that coverage during the give-and-take of contract negotiations. Why? Because you made it clear to us that this is one of your top priorities.

Anyone who has ever sat at a negotiating table, as I have, knows very well that health insurance premiums are like a rain cloud hanging over all such talks. Something must be done.

We have succeeded in holding down Empire Plan costs to less than 4 percent annually, which is well below the national average. It has been a struggle because the market place is out of control. Between 1989 and 1993, according to the Health Insurance Association of America, premiums for all employer-sponsored insurance rose 64.9 percent.

President Bill Clinton has proposed a solution: the Health Security Act. While we have some major concerns about his proposal (and these concerns have been taken directly to the White House and described previously in *The Public Sector*) I believe that he has given us the best framework to address the health care crisis.

In fact, if you can judge a program by its enemies, consider this: One estimate says that insurance companies will be spending \$24 million during the first few months of 1994 to try to derail the Clinton initiative.

Recently, a so-called "compromise" plan known as the Cooper/Breaux Managed Competition Act has been getting a lot of attention. The legislation is named after its sponsors, Rep. Jim Cooper of Tennessee and Sen. John Breaux of Louisiana, who have both received hundreds of thousands of dollars in campaign contributions from the insurance companies.

Their bill, not surprisingly, is favored by the insurance companies.

Let me tell you what's wrong with it.

• **The bill compromises the principle of universal health care coverage for all Americans.**

It does not require employers to provide health care coverage for their workers. Instead, individuals may purchase and pay for their own health insurance. The Congressional Budget Office estimates that 25 million Americans would remain uninsured under the Cooper/Breaux bill.

• **The bill compromises any serious effort to contain health care costs.**

It does nothing to ensure that Americans will be able to afford the health care they need. The Congressional Budget Office estimates it would actually increase health care spending by \$215 billion between 1995 and 2000. And that's something CSEA members have to worry about.

While the union has worked to keep your health care costs down, eventually, skyrocketing costs will hit you hard — in the wallet. An improved Clinton plan is in our interests.

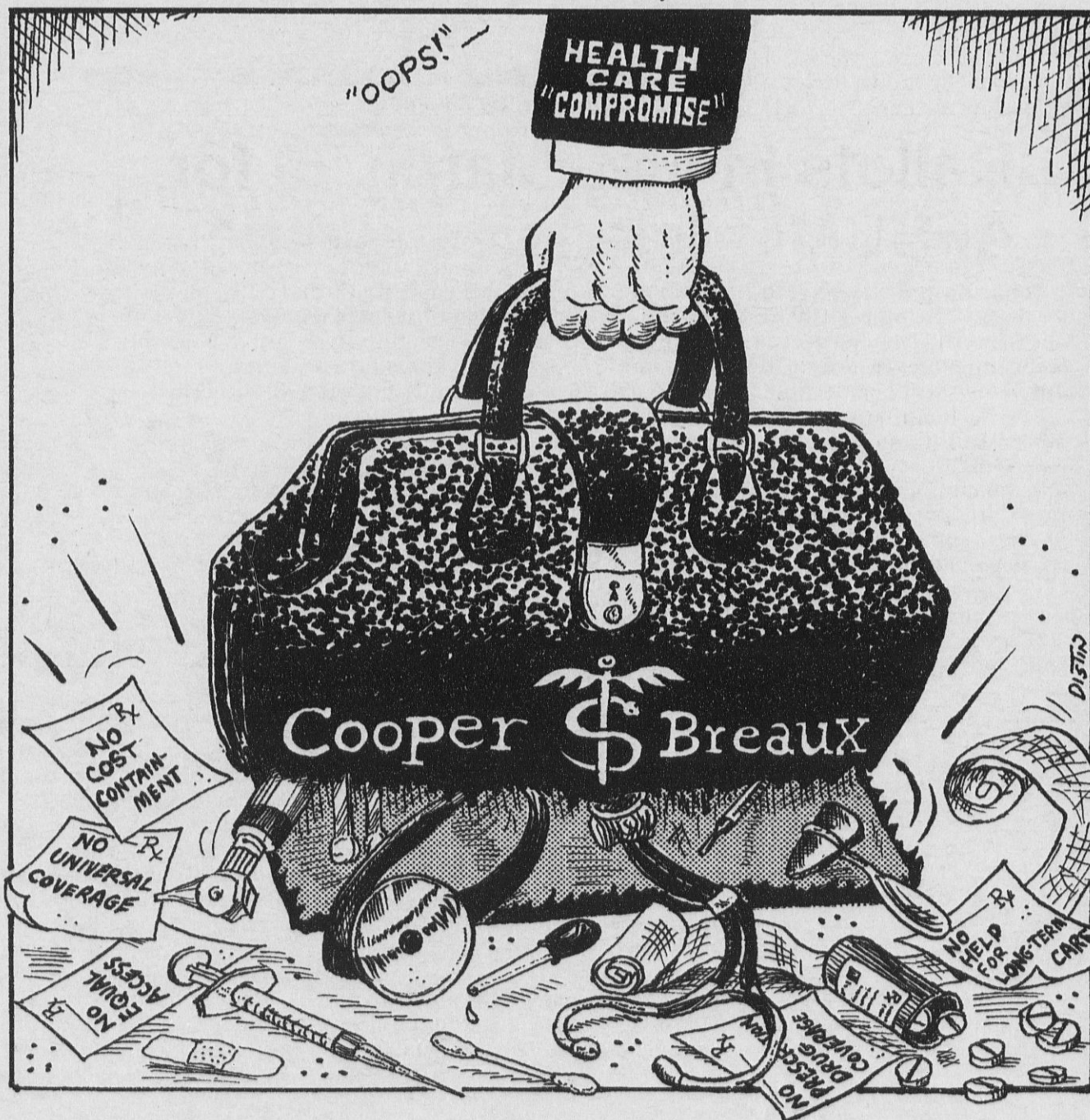
• **The bill compromises the guarantee of comprehensive benefits for everyone.**

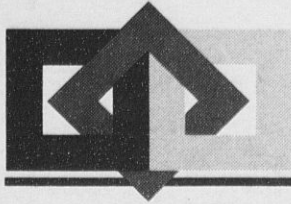
It fails to provide comprehensive benefits. For instance, there is no guarantee that prescription drugs, long-term care, mental health and other essential services would be covered.

The bottom line here is that Cooper/Breaux merely preserves the worst aspects of the status quo. And improving President Clinton's Health Security Act is the way to go.

Yours in Unionism,

Joe





Candidates petitioning for statewide offices

Eligible CSEA members seeking to become candidates for CSEA statewide offices have until 5 p.m. April 1 to file the required number of valid signatures on official nominating petition forms.

The offices of CSEA statewide president, executive vice president, secretary and treasurer are up for election this year. Statewide officers will be elected by secret mail ballots to three-year terms beginning July 1, 1994.

The nominating period runs from March 1 until 5 p.m. April 1, the deadline for nominating petitions to be received at CSEA headquarters.

Any CSEA member in good standing can have his or her name placed on the ballot by obtaining 1,000 valid signatures of CSEA members eligible to vote in the election; that is, dues-paying members who are not serving a disciplinary penalty imposed by the Judicial Board of CSEA and have no outstanding delinquent dues.

All signatures must be on official nominating forms, which candidates may obtain by filing nominating petition request forms available at CSEA headquarters, region and satellite offices. Official petition forms may also be obtained at CSEA headquarters, region and satellite offices.

In order to run for CSEA office, a candidate must be at least 18 years old, have been a member in good standing since June 1, 1993, and must have continuously paid membership dues since then. The candidate cannot be a member of a competing labor organization and shall not be serving a disciplinary penalty imposed by the CSEA statewide Judicial Board.

The election process will be overseen by the union's standing Elections Committee. The remaining schedule for the election process is at right.

Statewide CSEA Officer Election Schedule

March 1	Start of petition period.
April 1	(5 p.m.) Deadline for nominating petitions to be received at CSEA headquarters.
April 15	Membership list available for inspection by candidates at CSEA headquarters.
May edition of <i>The Public Sector</i>	Election schedule and candidates' campaign articles published.
May 16	Ballots delivered to Post Office for mailing.
May 25	Replacement ballot may be requested if original not received.
June 6	(8 a.m.) Deadline for receipt of ballots.
ELECTION RESULTS ANNOUNCED AFTER THE COUNT CANDIDATES WILL BE NOTIFIED BY MAIL.	
June 16	(5 p.m.) End of protest period.
July edition of <i>The Public Sector</i>	Election results published.

Ballots in mail March 29 for AFSCME delegates election

Ballots will be delivered to the Post Office for mailing on March 29 for the election of CSEA delegates to the 1994 AFSCME convention scheduled from June 26 to July 1 in San Diego, Calif.

Replacement ballots may be requested on April 11 if an original ballot was not received.

Ballots must be received not later than 8 a.m. Tuesday April 19 to be considered valid.

CSEA members whose names appear on the ballot were nominated as delegates at nominating meetings held Feb. 26 in each of the union's six regions.

Delegates will be elected by region, with each CSEA region electing the number of delegates to which it is entitled based on membership

strength, in accordance with the AFSCME and CSEA constitutions.

Region ballots may contain one or more slates of candidates and/or individual candidates. Members may vote for entire slates of delegates or elect delegates individually, separate from the slate. The remaining schedule for the election process is listed below.

AFSCME Delegates Election Schedule

March 10	Membership lists are available for inspection by candidates.
March 29	(5 p.m.) Ballots delivered to Post Office for mailing.
April 11	Replacement ballot may be requested if original ballot not received.
April 19	(8 a.m.) Deadline for receipt of ballots.
ELECTION RESULTS ANNOUNCED AFTER THE COUNT CANDIDATES WILL BE NOTIFIED BY MAIL	
May edition of <i>The Public Sector</i>	Election results published.

About the ballots...

CSEA delegates to the AFSCME convention will be elected by secret mail ballots, which will be mailed to eligible members on March 29.

Your ballot package will include the following: a Member Validation Certificate; a Secret Ballot Envelope; a Postage Paid Reply Envelope; and an Official Ballot.

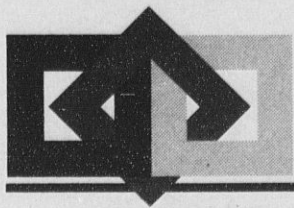
To guarantee the integrity of your secret ballot, each member is assigned a modulus control number. This number appears above your signature on the Member Validation Certificate. The number was assigned to you and identifies you as an eligible voting member of CSEA for this election. You will *not* have to provide your Social Security number for identification.

To vote, mark your ballot in the appropriate box(es) to vote for either an entire slate or for individual delegates.

Place the marked ballot in the small envelope marked "Secret Ballot Envelope" and seal the envelope. Insert the "Secret Ballot Envelope" into the larger postage paid return envelope.

Next, sign your name in the space provided on the Member Validation Certificate. **Failure to sign your name will void the ballot.** Insert the Member Validation Certificate in the postage paid return envelope, with the return address and your signature showing through the envelope windows.

Your vote is secret. After your signature and assigned Member Validation Number are verified, your secret ballot envelope will be removed and placed with others before it is opened and tabulated.



Middle Country School members want contract

CENTEREACH — Members of the CSEA Middle Country School District units hit the streets in frigid weather to protest working for nearly two years under an expired contract.

The four units — Heads and Chiefs, Buildings and Grounds, Maintenance and Transportation — brought out more than 150 people to march before a school board meeting.

CSEA Heads and Chiefs Unit President Pete Piraino handed out placards while CSEA Long Island Region President Nick LaMorte led the protesters in a chant demanding a contract.

"Our services and all our salary and benefits cost less than one percent of the total school budget," Piraino said.



CSEA Middle Country School District Heads and Chiefs Unit President Pete Piraino, right, hands out posters at a demonstration protesting the lack of a contract.

CSEA members from other locals and units, including a few who made the trip from Nassau County in the difficult weather, joined the demonstration to

support the Middle Country Unit. CSEA has presented a contract proposal and is waiting for a response from the school board, CSEA Collective

"be offered a fair contract we can all live with."

— Sheryl C. Jenks

CSEA wins battle over contract violation

NEWBURGH — The Newburgh City School District violated its contract with CSEA when officials unilaterally awarded a \$2,500 stipend to an employee.

The money, awarded to a single employee, came from a grant for the district's expanding preschool education program, CSEA Unit President John Georghiou said. The district at first claimed the money was overtime pay for the employee. Later, they said the money

Judge orders school district to "cease and desist"

was for a newly created position.

But the administrative law judge said the lack of posting or formal change in the employee's title made it clear that a new position was not created and filled. She ordered the district to "cease and desist" from

granting a stipend to the employee and to negotiate with the union the issue of stipends to be paid to employees.

— Anita Manley

New contract saves 18 jobs in Syosset schools

SYOSSET — A new contract in the Syosset School District has saved the jobs of 18 cafeteria employees.

The district was gearing up to contract out the cafeteria operations, CSEA Collective Bargaining Specialist Irwin Scharfeld said.

"Cafeteria workers were facing layoffs because the cafeteria had been operating at a deficit," Scharfeld said. "We were fortunate to have been able to save their jobs."

CSEA and the district agreed the cafeteria employees could be retained if the hours were reworked and the wages for those employees were frozen.

Cafeteria workers were facing layoffs

"It was important for those people that they keep their jobs," Scharfeld said. "That was the main issue for them."

The 250-member unit was successful in getting a three-year pact which includes wage increases for the clerical, custodial and maintenance employees.

Unit President Julie DeTomaso said the agreement was ratified overwhelmingly. Other negotiating team members included: Syosset

School District Unit First Vice President Mary Ann Margulen, Emily Malin and Steve Nissen.

The Syosset School District Unit is part of CSEA Nassau Educational Local 865.

— Sheryl C. Jenks



CSEA takes on Saratoga City Hall

SARATOGA SPRINGS — CSEA is fighting Saratoga Springs City Hall in court.

The union filed a lawsuit after the city illegally fired CSEA member Gregory Fowler from his job as city engineer.

The city claimed he was fired because he did not have a valid New York state license.

However, Fowler held the position since 1988, and has a license from California. And once informed he had to get the New York license, he began the process.

Fowler attempted to comply, but a series of problems delayed the process.

Then after some run-ins with local business leaders in which building safety

became a political issue, Fowler was told to produce the license by Oct. 31 or else be removed from the payroll. At that point, he learned the earliest he could get his license was Nov. 18. He informed city hall, but despite his good faith effort, the mayor ordered him removed from the payroll.

The city informed Fowler he could re-apply for his job along with other applicants.

CSEA filed a series of legal actions to force the city to comply with the CSEA contract's terms for discipline and discharge and wants Fowler reinstated with back pay.

The city is continuing the process of hiring a new engineer, despite CSEA's efforts on Fowler's behalf.

"There is the strong possibility that the city could end up with two engineers with the citizens having to pay both and then when Fowler is restored to his original position, CSEA will have to represent the second individual in another suit against the city," CSEA Labor Relations Specialist Jim Martin said. "What a waste of taxpayer money."

— Daniel X. Campbell

**CSEA
wants
Fowler
reinstated
with back
pay**

Members win back pay

WOODRIDGE — Three part-time village police officers will share \$14,000 in back pay retroactive to 1990, thanks to CSEA.

CSEA Labor Relations Specialist Michael Hogg filed a grievance on behalf of the members of Sullivan County Local 853 when village officials refused to pay them the wages specified in the contract.

Officials contended the agreement didn't cover part-time officers, Hogg said. Except for a

**Part-time
officers deserve
contract wage
scale**

sergeant, the village has had no full time officers since 1984.

The arbitrator ruled that the contract covered part-time as well as full-time officers. He ordered the village to pay the officers the difference between the salaries they

received and the prorated annual salaries they should have received, a total of about \$14,000.

"This is just the latest in a continuing saga of how the Woodridge politicians have deliberately disregarded our contract," Hogg said. "I want the taxpayers to know that these elected officials are wasting their tax money on attorneys every time they violate the collective bargaining contract."

— Anita Manley

Battle heats up over politics

SARATOGA SPRINGS — In most ball games it's three strikes and you're out. In the Saratoga Springs Department of Public Works (DPW), the commissioner's three strikes are unfair actions against a union member.

DPW Commissioner Thomas G. McTygue has been trying to pitch CSEA member Albert T. Madarassy, a 17-year public employee and chief city mechanic, out of his job.

First, McTygue tried to tag Madarassy with a three-day suspension because several of the city's DPW vehicles had expired inspection stickers. CSEA pointed out that McTygue had not followed proper procedure, and Madarassy was restored with benefits.

McTygue then tried to

suspend Madarassy for five days using the proper procedure, but CSEA pointed out that the commissioner had used the same charge twice, and it was ruled illegal.

The third pitch is a real pop-fly, with McTygue trying to abolish Madarassy's job by funding it only part of the year and then dividing the rest of his duties between two managerial employees.

While CSEA knows the third pitch is a foul ball, the union is prepared to go to court to end the on-

going harassment of one union member and the union contract.

"This situation cannot continue," CSEA Labor Relations Specialist Jim Martin said. "McTygue has to recognize Madarassy's rights to be a union member and to file grievances without fear of retaliation. And McTygue has to recognize that his actions are quickly becoming anti-union in that he is ignoring the CSEA contract and the requirements of the state's Taylor Law. Personality conflicts for any reason do not belong at the public worksite. Our members have every right to exercise their Taylor Law protected activities without retaliation from elected incumbent office holders."

— Daniel X. Campbell

**'This
situation
cannot
continue'**

Genesee County employees protest imposed terms

BATAVIA — More than 100 Genesee County employees took to the frigid streets of Batavia to picket a meeting where county legislators were planning to impose terms and conditions of employment for 1993.

Employees from the county nursing home and county employee units of Genesee County Local 819 showed their frustration at the legislators' rejection of a factfinder's recommendation for a four-year contract that

included a salary increase.

The two units represent about 500 workers and had accepted the report.

"This could have been settled long ago if the county wanted to be fair," said Nancy Mangefrida, county employee unit

president.

The legislature voted to impose terms and conditions for 1993, which means the units must go back to the bargaining table.

"It's too bad that it had to end this way, after all our good efforts to reach a negotiated contract," said Sharon Besaw, nursing home unit president. "But we will be just as aggressive in trying to reach a fair agreement for our members."

— Ron Wofford

**'This could
have been
settled long
ago'**

CSEA fights for King holiday

BROOKHAVEN — CSEA members in Brookhaven once again had to use their own time to honor Dr. Martin Luther King Jr. because the Long Island town refuses to acknowledge the state and national holiday.

"The town doesn't see fit to give our members the holiday," CSEA Suffolk County Local 852 President Liz Puttre said. "The only way they will even consider it is if the members give back a holiday in exchange."

All the towns in Nassau and Suffolk counties except Brookhaven participate in the holiday.

Union members are not the only ones upset. Leaders from the NAACP asked to meet with union officials to see if they can put pressure on the town as a united front.

"Martin Luther King Jr. was a man for all people. His birthday is a state and federal holiday and the town of Brookhaven should comply," NAACP Leader Elsie Owens said.

CSEA is in the third year of negotiations for a contract; their last one expired Dec. 31, 1991.

— Sheryl C. Jenks



CSEA officials and staff meet with NAACP leaders to discuss the Martin Luther King Jr. holiday. The are from clockwise from center, CSEA Suffolk County Local 852 President Liz Puttre, NAACP Representative Elsie Owens, CSEA Brookhaven Highway Department Unit President Ray Santora, NAACP Representative Charlie Woody, Civic Association member Nellie Doroski and NAACP Representative Lönnie Daniels, Labor Relations Specialist John Clahane, CSEA Long Island Region President Nick LaMorte.

EAP success needs trust

HEMPSTEAD — An effective Employee Assistance Program (EAP) requires a bond between employee and EAP counselor, said CSEA member Audrey Jones.

A social worker, she is a counselor for the Town of Hempstead EAP.

"The employee must be comfortable and feel confident in you," Jones said. "They have to trust you, and you can never do anything to deteriorate that trust."

Jones believes EAP can help people get through the rough times.

"When people can't communicate, the administration doesn't know there's a problem," she said. "I bridge the gap."

The problems Jones deals with vary.

"The majority of issues are drug and alcohol related," she said.

Other employees talk about family issues, relationships, financial problems and illness, she

said. After the Long Island Railroad shooting, Jones was involved in crisis intervention for town employees.

Jones was drawn to the field by her desire to work one on one and help people. Besides counseling and social work experience, Jones is a nurse. She worked as an operating room nurse at the Nassau County Medical Center for many years.

In addition to the individual counseling, Jones and her co-worker Pete Messina do drug and

alcohol awareness training and a lot of phone work.

Strategically placed next to the phone on Jones' desk is a large photo of her two-year-old granddaughter, Aschante. Family is one way Jones deals with her own stress. The other way is through the support of her friends.

She takes great pleasure in seeing employees pull themselves up after tough times.

"I have a gentleman who came to me my second week here. He did quite well and then relapsed. Now he's been recovered for four years and I've seen him moving up," she said. "I know it helped for him to have someone to talk to."

CSEA Town of Hempstead Local 880 President Pete Ellison says EAP is good for the employees and the town because the employees get help they need and the town gets workers who are healthier and able to perform better.

— Sheryl C. Jenks

'The employee must be comfortable and feel confident in you'

Overwork, stress hit probation officers



Jane D'Amico, Nassau County Probation Unit president

MINEOLA — With the increasing use of probation, CSEA Nassau County Probation Unit members are suffering

understaffing, overwork and dealing with criminals every day.

It costs \$34,000 a year to keep a person in jail, compared to \$1,000 for probation. It's easy to see why probation is being used more.

Besides the cost savings, probation forces the person to be a productive part of the community, either by attending school or working," CSEA Nassau County Probation Unit President Jane D'Amico said. "It addresses drug or alcohol problems by enforcing attendance in rehabilitation programs."

Despite increased use of probation, Nassau County's workforce has declined.

"As of December 19, 1993, 9,349 people were being supervised on probation in Nassau County," D'Amico said. "That does not include the thousands more we supervise through pretrial."

While the average case load has climbed from 90 to 108, the office will lose six to eight more officers, she said.

"Probation officers are seeing more and more serious cases," CSEA Labor

Relations Specialist Mickey Cruz said. "There is a higher incidence of drugs and alcohol. They are dealing with more serious and dangerous offenders."

D'Amico blames the stress for a probation officer's recent stroke and another's fatal heart attack.

"We had a woman preparing to go on a long-awaited vacation. She brought home a stack of files to go through before leaving, and she had a stroke right at her desk," D'Amico said.

The other probation officer was doing night reports when he suffered a fatal heart attack.

"It's a tough job," she said. "We feel stressed out and demoralized because we're making less money and have more work than ever."

Probation officers want a law allowing them to retire after 25 years.

"We deal with criminals every day. We need the peace of mind of knowing that after 25 years we can retire," she said. "You can't take much more than that with the stress of this job."

— Sheryl C. Jenks

Town has to pay for 'snow job'

GREENPORT — The March '93 Blizzard of the Century is blowing greenbacks into the pockets of four CSEA members in the town.

Last March, in the middle of the blizzard, the Columbia County town violated the CSEA-Greenport contract by not calling in four water and sewer department employees — Thomas Haigh, Daniel Kenneally, Terry Reutenauter and John Moksyzyki — for overtime. Instead, the town decided that

these four workers were not experienced enough in operating town equipment, and hired two non-town employees to aid in the snow battle.

Four Greenport CSEA members win back pay

— Daniel X. Campbell

when the issue got before an arbitrator, the union pointed out that the four town employees did have snow removal experience and all but one had done snow removal for the highway department in the past.

The arbitrator ruled in CSEA's favor and directed the town to pay the four union members for a total of 60 hours of overtime at about \$17 an hour.

City agrees to pay longevity

AMSTERDAM — Due to CSEA persistence, 13 Amsterdam City Hall employees are about to benefit from \$4,950 worth of back pay.

The payments will range from \$200 to \$900.

For the past four years, the City of Amsterdam has been experiencing financial problems and has been shortchanging the employees their longevity payments.

Unit President Tom McQuade

said that the matter was settled amicably.

"The city did not deny the payment," he said. "It was a problem with the interpretation of

Settlement means nearly \$5,000 for Amsterdam employees

— Daniel X. Campbell

our agreement."

"We were policing the agreement," CSEA Labor Relations Specialist Mike Sheldon said. "The union pursued the members rights, and we achieved a settlement."

CSEA and Amsterdam are currently in negotiations.

"We don't anticipate any problems," Sheldon said, "but we'll be watching just in case."

Local 856 member rescues children from burning house

KINGSTON — An Ulster County Department of Public Works laborer was "in the right place at the right time" when he rescued two children from a burning house.

CSEA Ulster County Local 856 member Tom Hanley was driving to an auto parts dealer a few miles from Kingston when he noticed smoke coming from the back of a house, he said.

"I stopped in front of the driveway and ran behind the house," Hanley said. "I could hear people screaming and dogs barking."

Hanley opened the back door of the house and asked if everyone was okay.

A woman said her family, including two young children, were in the house. Hanley took the two bewildered children, who were dressed in their pajamas, and brought them to his truck to keep them warm.

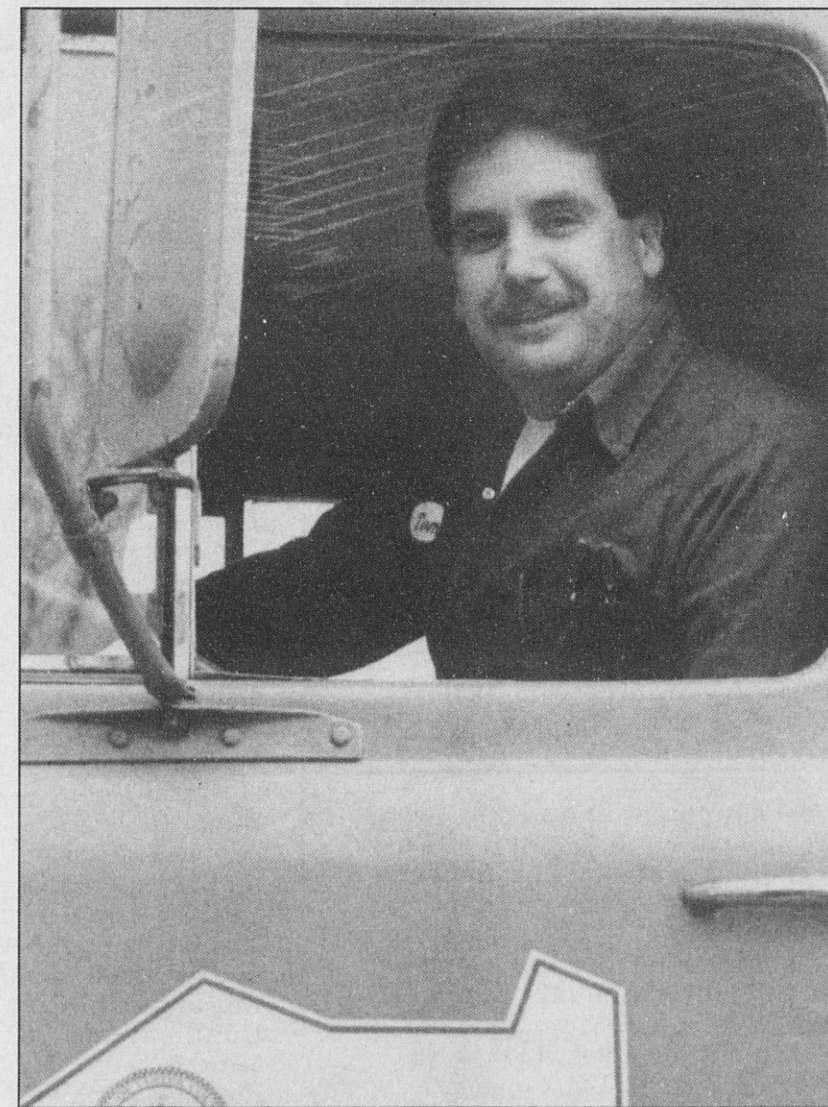
"They smelled bad of smoke," Hanley said. "You could see the fire inside the house."

Fire fighters soon came and took the children and Hanley left for the parts store.

When he returned an hour later, the house was fully involved, and he learned that an elderly woman had died in the fire.

"The two children could have been seriously hurt, because they were so young and didn't know what was going on," Hanley said. "It was a matter of being in the right spot at the right time."

— Anita Manley



CSEA Ulster County Local 856 member Tom Hanley



YOUR UNION BENEFITS

CSEA Toll-Free

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

The toll-free number has a recording with the information to put you through to the right place for the help you need.

You need a touch-tone telephone to complete your call without operator assistance. If you call from a rotary telephone, an operator will pick up and complete your call at the end of the message.

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

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

- * For Field Operations, press number 1.
- * For disciplinaries, grievances and other legal matters, press number 2.
- * For Communications, the Executive Offices or Political Action, press number 3.
- * If you have a question concerning dues, membership or agency shop, CSEA group insurance other than health or need to talk to the Finance Department, press number 4.
- * To hear CSEA's Current Issues Update for news of interest to CSEA members, press 1 and 5.

Employee Benefit Fund

The CSEA Employee Benefit Fund is a CSEA-administered trust fund which provides certain supplemental negotiated benefits for state employees and participating local government employees. It administers Dental Care, Vision Care, Prescription Drug and Package 7 Benefits Plans. For questions regarding any of the benefits or for help with negotiations, call:

1-800-323-2732 or (518) 782-1500 or 1-800-532-3833 (TDD for hearing impaired)

or write:

**CSEA Employee Benefit Fund
One Lear Jet Lane
Suite One
Albany, NY 12110-2395**

Insurance

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

These voluntary group plans include: Basic Group Life, Supplemental Life, Income Protection Program, Hospital Indemnity Plan and Family Protection Plan. **For details, call 1-800-366-5273.** Also offers Auto Insurance and Homeowners/Renters Insurance. **For details, call 1-800-366-7315.**

Health Insurance

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

EMPIRE PLAN
Blue Cross Claims-1-800-342-9815 or (518) 465-0171
Metropolitan Claims-1-800-942-4640
Participating Providers-1-800-537-0010
Empire Plan Health Call-1-800-992-1213
(Hospital admission approval/surgical review)
Mental Health & Substance Abuse Program
1-800-446-3995

AT YOUR SERVICE

A REFERENCE GUIDE TO CSEA MEMBER SERVICES AND BENEFITS

Education and Training

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

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

AFSCME Advantage Credit Card

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

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

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

AFSCME Advantage Legal Services Program

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

AFSCME Magic Kingdom Club

The AFSCME Advantage program lets you receive discounts to both DisneyWorld in Florida and Disneyland in California. Include your local number (AFSCME Local 1000) and your Social Security number for membership verification. Then write to:

**AFSCME Research Department
1625 L St. NW
Washington, DC 20036
or call (202) 429-1215**

LEAP

The Labor Education Action Program can help you prepare for civil service exams with low-cost study booklets. Call 1-800-253-4332.

Grievances, Disciplines

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

Safety

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

Retirement

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

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

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

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

The Buyer's Edge

The Buyer's Edge is a buy-by-phone consumer buying service designed to save CSEA members money on the purchase of major consumer products. The Buyer's Edge negotiates extra discounts and lowest price guarantees on many big ticket products that would not otherwise be available to individual buyers. For appropriate toll-free numbers consult The Buyer's Edge brochure or check the list of The Buyer's Edge numbers published regularly in *The Public Sector* or call CSEA Headquarters at (518) 434-0191 or 1-800-342-4146 Ext. 357.



CSEA STATEWIDE HEADQUARTERS

**143 Washington Avenue, Albany, N.Y. 12210
1-800-342-4146 (toll-free) (518) 434-0191
Press 1 and then 5 for Current Issues Update**

CSEA REGION OFFICES

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

METROPOLITAN REGION II OFFICE
40 Fulton Street
22nd Floor
New York, NY 10038-1850
(212) 406-2156

SOUTHERN REGION III OFFICE
735 State Route 52
Beacon, NY 12508
(914) 831-1000

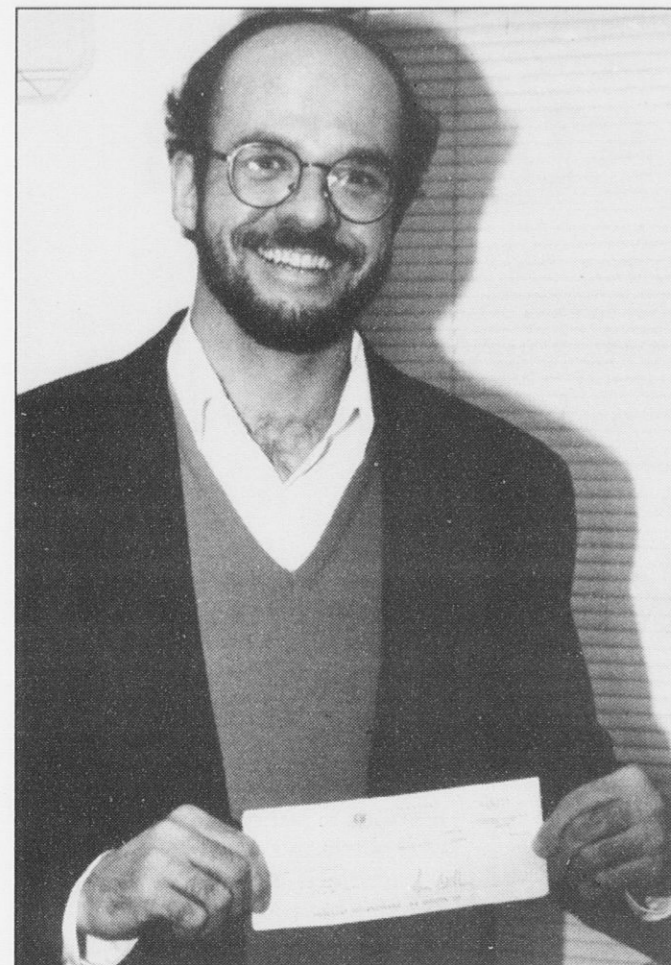
CAPITAL REGION IV OFFICE
One Lear Jet Lane
Suite Two
Albany, NY 12110-2394
(518) 785-4400

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

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

Clip and save this page for future reference

Reeves gets his happy ending



CSEA member Ken Reeves is proud to show his back pay award.

SOUTHOLD — CSEA member Ken Reeves is a grateful guy. After a long, difficult battle he has his job back and \$18,000 in back pay.

Reeves, recreation director for the Town of Southold, said he is extremely grateful to CSEA. "The union was there for me," Reeves said.

After the win, the town board member who led the attempt to abolish Reeves' job made some of the same points against privatization that CSEA has been making all along.

"I'm glad to have him back," Town Board member Joseph Lizewski said. "Kenny can do the job. He's used to being more accountable than a private contractor."

Reeves, town recreation director, offered aerobics classes for less than the area health club which Lizewski owns. Then Lizewski tried to replace Reeves with a private contractor.

Although Lizewski doesn't agree with the judge's assessment that there was a "conflict of interest," he no longer deals with recreation issues.

CSEA succeeded in forcing the town to restore Reeves to his job with back pay plus interest.

Reeves thanked the CSEA staff, Attorney Bill Herbert, Unit President Lois Atkinson, Suffolk Local 852 President Liz Puttre and CSEA Long Island Region President Nick LaMorte.

"All the support provided to me by CSEA was outstanding. I am really glad to be back at work," Reeves said. "It feels great and I know I have a lot of people to thank."

LaMorte said Reeves' case was an example of how privatization often stems from a conflict of interest.

"This board member admits private contractors are less accountable," LaMorte said.

— Sheryl C. Jenks



CSEA member Richard Brown

With Buyer's Edge, he paid \$683 with better connections.

"I was visiting my brother in Anchorage and he couldn't believe the airfare I got," Smith said. "It's a beautiful country up there and I enjoyed it even more because Buyer's Edge made all the connections and did the plane fare shopping for me."

CSEA Local 402 member Richard Brown agreed that Buyer's Edge is a valuable union benefit. He used it to save \$80 to \$90 on his 19-inch television set.

If you call the appropriate Buyer's Edge number and tell them what you want to buy — from appliances to carpets to cars — they will supply you with a list of the best equipment for the best price, Brown said.

"Buyer's Edge notifies you where their closest dealer is located," he said. "Their prices are cheaper than if you walked into an appliance store on your own."

Brown, a CSEA member for 27 years, urged other union members to read *The Public Sector* and keep up on the benefits that come with a union card.

"I strongly feel that this is a benefit people overlook and they should use it," he said. "A union card is worth money."

— Lilly Gioia

Buyer's Edge really works for members

BROOKLYN — "I did a lot of fishing courtesy of Buyer's Edge," Kingsboro Psychiatric Center Local 402 Vice President Louis Smith said.

He credits the CSEA consumer buying service with saving him \$267 on his Alaska vacation.

A travel agent gave Smith a price of \$950.

"I was visiting my brother in Anchorage and he couldn't believe the airfare I got," Smith said. "It's a beautiful country up there and I enjoyed it even more because Buyer's Edge made all the connections and did the plane fare shopping for me."

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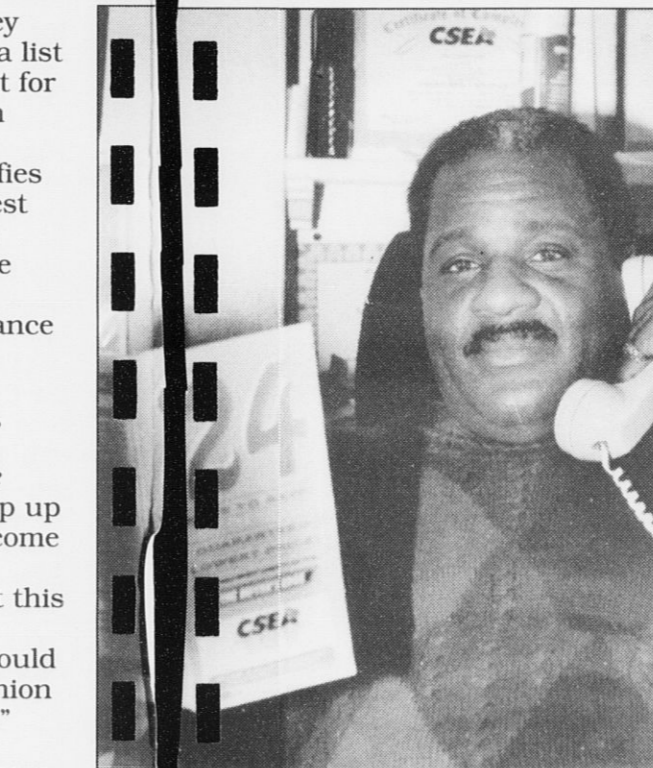
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— Lilly Gioia



Local 402 Vice President Louis Smith

Keep up with Current Issues Update

One of the best ways to learn about important CSEA news is the CSEA Current Issues Update. The service, maintained by the union's Communications Department, makes regularly updated information available at members' fingertips. All you need is a touch-tone telephone.

CSEA provides members with important information in a variety of ways including *The Public Sector* and other publications. But the Current Issues Update has an immediacy that can't be matched.

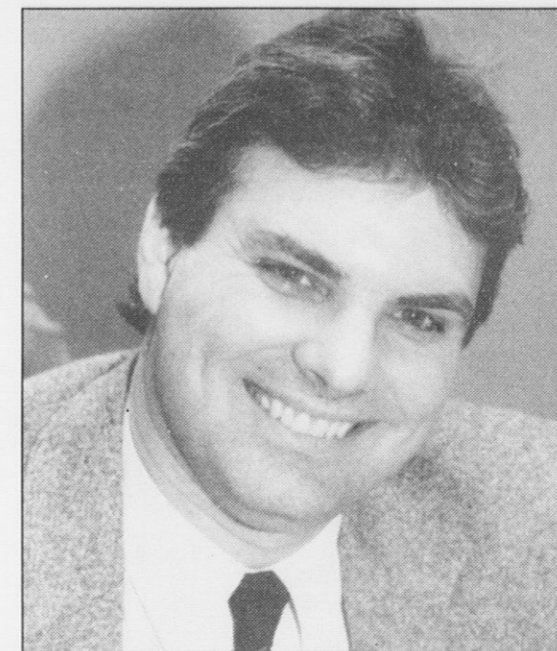
The recorded message is usually updated weekly and is intended to give all CSEA

members insight into hot CSEA issues, activities and priorities.

Members use the Current Issues Update extensively, especially when news involving CSEA is breaking, such as when CSEA won the lawsuit against the state's raid on the retirement system. At times like that, thousands of members call for the latest information.

The Current Issues Update is easy to use. Simply call CSEA's toll free telephone number 1-800-342-4146 using a touch-tone telephone. Press 1 and then 5.

If the lines are busy, keep trying!



CSEA member Dean Adams

Insurance is a plus

BUFFALO — For Dean Adams, the CSEA life insurance programs can't be beat for easing the concerns of a father of two young children.

A 10-year corrections officer at the Erie County Correctional Facility, Adams is very happy with the insurance available to him because of his CSEA membership.

"I've had the life insurance for five years now," Adams said. "It's a good deal. First, it's good coverage, and the premiums are reasonable,

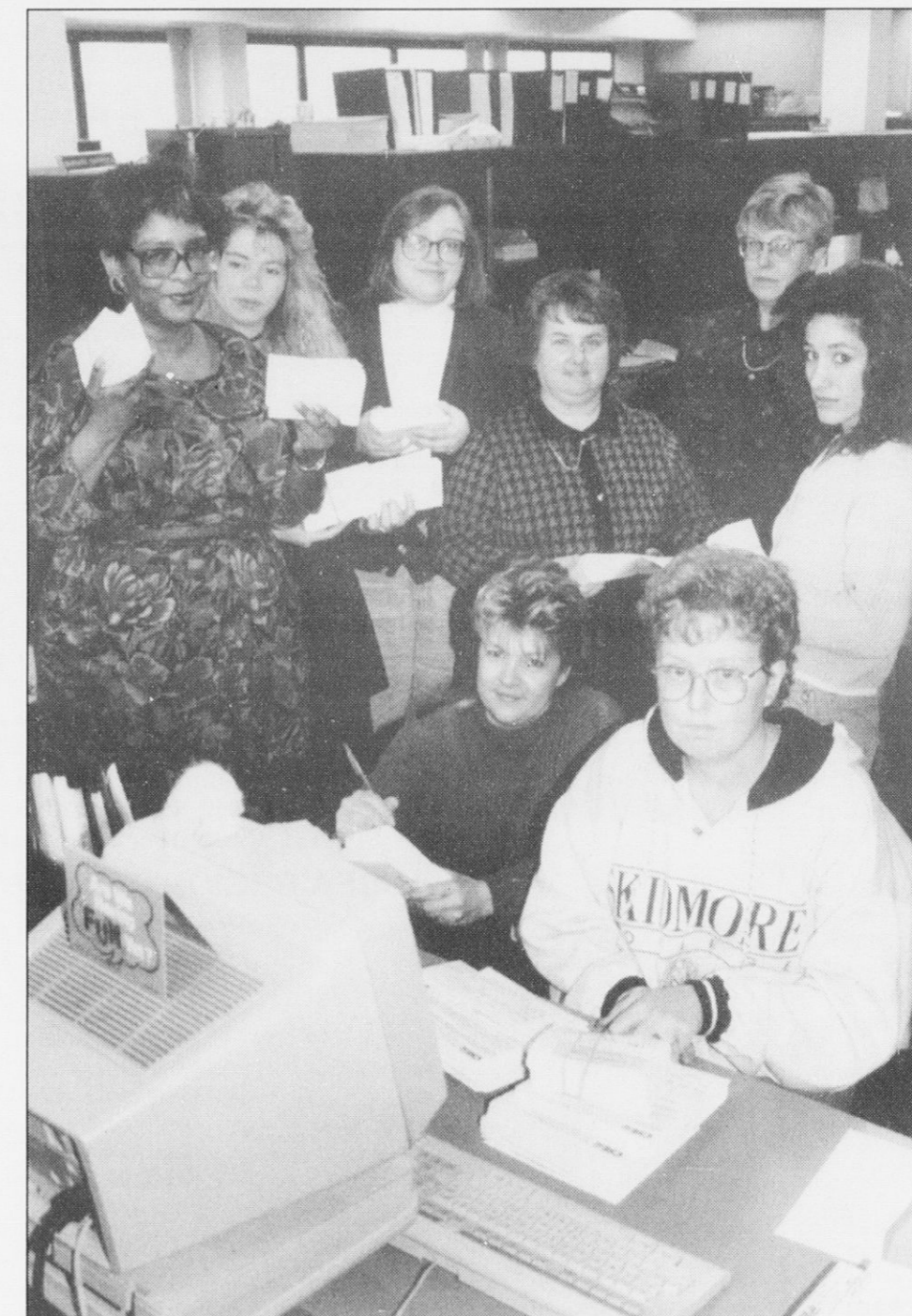
and we have payroll deduction that removes the worry of having to make separate bill payments."

Adams said he plans to review other union insurance programs so that he can get the best deal for his hard-earned dollars.

"I know there are other benefits from being a CSEA member," Adams said, "and I'm going to look a little closer at that member services page in *The Public Sector* to make sure I'm taking advantage of all that's available to us."

— Ron Wofford

Staff keeps up with 265,000 members



Staff from the CSEA Membership Records Department are, from left in front, Heidi Quant and Stacey Rosebrook; from left in back, Maudine Morman, Christine Waltz, Eileen Blevins, Marge Knapik, Membership Records Administrator Ellalouise Wadsworth and Barb Sapienza.

How does CSEA keep track of its 265,000 members? It takes more than a mailing list.

"We process an overwhelming amount of information every day," CSEA Administrator of Membership Records Ellalouise Wadsworth said. "It is really difficult to maintain up-to-date records on all of our members."

It takes a complex system and hard work to keep up with all the information that CSEA needs to serve CSEA members.

One difficulty in maintaining membership records starts at the source: all the information initially comes from employers. CSEA deals with more than 900 different employers who all report this information differently.

"We work very hard to make sure the information we receive is accurate but if there's a problem, it's almost always because we weren't provided correct information," Wadsworth said.

Most of the address changes that are processed daily come from the Post Office when members leave a forwarding address. However, it's far more efficient if members send address changes directly. Members who move should make their employer and CSEA aware of any change of address.

You can notify your personnel office and contact the CSEA Membership Department by writing to:

CSEA
143 Washington Avenue
Albany, NY 12210
or call 1-800 342-4146.

This way you can be sure you get union mailings, including *The Public Sector*.

Scholarships are a big member benefit

Being a CSEA member means your college-age children can apply for a variety of scholarships to help ease the burden of tuition.

Applications for different scholarships are available at different times, so read *The Public Sector* carefully for announcements.

It's time now for graduating high school students to apply for

three scholarships.

Students who apply for the CSEA Irving Flaumenbaum Memorial Scholarship will automatically be considered for the Jardine Group Services Corp. and Travelers scholarships.

Applications are available from your local or unit president or CSEA headquarters and region and satellite offices.

Deadline for all the scholarship applications is **April 16**.

CSEA awards three \$500 Flaumenbaum scholarships in each CSEA region. The \$2,500 Jardine award is given to a student who will enter the SUNY system. The \$2,500 Travelers award is named for Joseph Lochner, CSEA's first employee and former executive director.

Reading *The Public Sector* pays off

Editor's Note: CSEA Communications Associate Anita Manley writes about the responses she gets from members who read *The Public Sector*.

As a communications associate, I've heard the words a thousand times: "I don't read *The Public Sector* because there's never anything about my local."

But the *Sector* does more than talk about you and your local — it offers valuable information you can use.

Members from all over the state have proven that reading *The Public Sector* pays off.

In January, we ran a story about the State Police keyboard specialists in Dutchess County

who won out-of-title pay after they were denied upgrades that had been promised. Nancy Guarino, one of the subjects, has received calls from members all over the state who are in the same situation.

Many of them intend to file grievances, too, and for them, a victory will mean reading *The Public Sector* pays off.

Remember the story in February about the Port Jervis School District bus drivers who won a grievance over the assignment of extracurricular runs? A member in Massena called about the grievance.

"I'm glad I saw your story," he said. "The same thing was

happening to us. Now I will file a grievance."

Another story I wrote had to do with a woman who retired from the Wappingers Central School District and was able to receive retroactive credit from the retirement system.

Thanks to that story, many CSEA members have also filed for retroactive retirement credit — proving that if you don't pursue the issue, the powers-that-be won't come after you to give you what is due you.

So, the moral of the story is: *The Public Sector* pays off. Read it!

— Anita Manley

Membership means strength

Find out how CSEA gives you strength — through the knowledgeable, committed staff that help not only fight grievances and injustice, but who teach you to fight management, too; strength in numbers that helps save you money through a special group buying service; and strength through the knowledge you find in CSEA resources like *The*

Public Sector and Current Issues Update. Find out what happened in the second half of an important victory over privatization and how CSEA helps make workplaces safer.

This special supplement is designed to let you know what CSEA has to offer and how to take advantage of member benefits.

LRS helps members take control

BEACON — Sheila Tyler-Harrison likes to empower CSEA members, and she knows what it takes.

A labor relations specialist in CSEA's Southern Region, Tyler-Harrison was a member of CSEA Town of Greenburgh Unit of Westchester County Local 860 when she worked in the Greenburgh Library.

"They asked me to run for treasurer, and I declined," she said. "Then they asked me to run for secretary, and I declined."

When her co-workers asked her to run for vice president, she accepted "so I could sit and learn and observe."

When the president retired, she took over.

"I knew someone had to do it," she said. "I was committed to my convictions to see the unit through."

Tyler-Harrison's three years as president were not quiet.

Demonstrations for a contract were held through one busy summer, and she faced confrontational situations in which she proved her abilities.

She asked CSEA Collective Bargaining Specialist Larry Sparber what it took to become a CSEA labor relations specialist.

"He told me to study and absorb as much as I could and then I would be ready to be an LRS," she said. "I applied two years later and



CSEA Labor Relations Specialist Sheila Tyler-Harrison

got the job."

Tyler-Harrison said she opposes injustice, and that's partly why she chose her career.

"Based upon the history of the world, every ethnic group

at some point has been oppressed," she explained. "As an LRS, I can be a participant in the attempt to empower those we represent."

She quoted former slave and abolition leader Frederick

Douglass: "Educate a man and he is no longer a slave."

One of Tyler-Harrison's success stories involved a Department of Motor Vehicles employee who was apprehensive about the union.

"I saw within her a strength, an intelligence and a compassion," Tyler-Harrison said. "I believed she just lacked the way to express these attributes in a positive way. She needed some guidance."

"I challenged her to utilize the positive characteristics I believed she possessed."

Tyler-Harrison encouraged the member to use her talents by chairing a worksite labor-management committee.

"She became a shop steward," Tyler-Harrison said. "She got to the point where she knew the contract."

"My main philosophy is that the education of a person doesn't have to be college or grad school," Tyler-Harrison said.

"Educate the members and unit officers, and when they meet with town administrators or school district officials, they are on equal footing," she

said. "It's satisfying for me to know that many of the units I work with have already accomplished that goal."

— Anita Manley

Local ratifies new contract

NEW YORK — CSEA Local 370 members overwhelmingly ratified a two-year agreement with the state Liquidation Bureau.

Local 370 President Sakinah Rahmaan praised her hard-working negotiating team assisted by CSEA Collective Bargaining Specialist Al Sundmark and CSEA Labor Relations Specialist Charles Bell.

The new contract runs through March 31, 1995, and includes three salary increases, improved educational opportunities and provides Dependent Care Accounts which will permit employees to make contributions for child care with pre-tax dollars.

"This young union has come a very, very long way," Sundmark said. "Our negotiations with management, while at times difficult, established a firm and business-like foundation on which we will build a strong working relationship that can benefit both sides."

Local 370, which was organized four years ago, represents 400 workers.

— Lilly Gioia



After the signing of the new contract, Local 370 President Sakinah Rahmaan shakes hands with Allen Cappelli, assistant special deputy superintendent. Joining them, from left, are CSEA Labor Relations Specialist Charles Bell, Collective Bargaining Specialist Al Sundmark and Christopher Dammer, chief negotiator for the Liquidation Bureau.



Local 428 President Steve Lichak, center, Linda Knightingale, Ruth Bassett, Darla Ross and Linda Knapp show thumbs-up after the four LPNs were promoted.

Willard LPNs get upgrades

WILLARD — After years of working out-of-title, several CSEA members at Willard Psychiatric Center are now getting the recognition and compensation for the jobs they do.

The four CSEA Local 428 members, all formerly licensed practical nurses (LPNs) who worked the night shift at Willard, were recently promoted to the title of senior LPN, after CSEA pushed for the upgrades.

The workers had all been working out-of-title as ward charges, often left to supervise more than 30 clients with only therapy aides to assist them, Local 428 President Steve Lichak said. Darla Ross, a 29-year employee and now a senior LPN, said there were times when it got even worse. In 1980, she was acting as building charge for four wards with about 30 clients each, she said.

"That was the most responsibility I had piled on me as far as out-of-title work goes," Ross said.

Because of short staffing, there were often no registered nurses on duty, requiring the

LPNs to work as ward charges, Senior LPN Ruth Bassett said. They were in charge of all medical needs of the clients, including drawing blood and passing out medications, and often supervised clients they were unfamiliar with.

"It's especially hard when you're working a ward you don't know," Bassett said. "I felt I was definitely working out-of-title, and I felt that I was putting my license on the line."

Lichak pushed for the upgrade with the Governor's Office of Employee Relations, and the workers are grateful.

"I just thought that with my knowledge, experience and background that it was nice to be recognized," Senior LPN Linda Knapp said. "I thank the union very much for standing behind us."

"This was something that was a long time coming and CSEA pulled it off," Senior LPN Linda Knightingale said. "It wouldn't have happened without the union. I know that for sure."

— Mark M. Kotzin

Members fight parking fee hike

STONY BROOK — For CSEA member Dianne Tasman and many others, the proposed parking garage fee increase at SUNY Stony Brook

University will create a hardship.

Tasman is expecting her first child in July.

"My husband is currently unemployed and with the baby on the way we can't afford to pay any more for parking," Tasman said. She joined 250 people in a demonstration at the university hospital.

Union members are half joking when they call the

monthly fee, which would double to \$30, a permit to hunt.

"It's ridiculous," Tasman said. "You pay all this money to park at work and then you're not even guaranteed a space."

Offset Print Machine Operator Debra Nappi said she has waited half an hour for a space.

"The administration wants to practically double the parking fees to pay for a poorly planned project that was aborted," CSEA Stony Brook University Local 614 President Phil Santella said. "My members should not have to pay the price for these mistakes."

— Sheryl C. Jenks



CSEA member Dianne Tasman.

Union members call the monthly fee a permit to hunt for a space

CSEA to survey state employees on contract proposals

Contract proposal survey forms will be mailed soon to state employees represented by CSEA in five state bargaining units.

Contract negotiations between CSEA and the state, affecting more than 100,000 state employees, will begin

later this year.

The survey forms will allow CSEA state division members to give direct input to the union negotiating teams. CSEA will compile the survey information to formulate the union's overall bargaining strategy.

Contracts covering state workers in the Administrative Services Unit (ASU), Institutional Services Unit (ISU), Operational Services Unit (OSU), Division of Military and Naval Affairs (DMNA) and Office of Court Administration (OCA) all expire April 1, 1995.

Family & Medical Leave Act affects state employees

One of President Clinton's first acts in office was to sign the Family and Medical Leave Act, something CSEA had long been fighting for.

Now the law applies to employees who have contracts in place. The act went into effect for state employees represented by CSEA in the Administrative Services Unit, Institutional Services Unit, Occupational Services Unit and Division of Military and Naval Affairs on Feb. 4.

The FMLA is a federal law administered by the U.S. Department of Labor. It requires that employees be given the right to take unpaid leave or paid leave charged to the appropriate leave credits for up to 12 work weeks in a 12-month period for:

- The birth of a child or placement of a child for adoption or foster care; or
- The employee's need to care for a family member (child, spouse, or parent) with a serious health condition; or
- The employee's own serious health condition which makes the employee unable to do his/her job (including an on-the-job injury).

Eligibility

To be eligible for FMLA Leave, an employee:

- Must have been employed for at least 12 cumulative months on the date FMLA begins (including periods of short-term disability leave and sick leave at half-pay). An employee's total state service must be counted when determining if they have completed the required service period. Once that criterion is met, it does not need to be proven again for the remainder of the individual's career with the employer.
- Must have been paid for a minimum of 1,250 hours during the 52 weeks **immediately**

preceding the date the FMLA leave is to begin.

Each time an employee requests an FMLA leave, he or she must meet the 1,250 service hours requirement.

Use of leave accruals

• Leave under FMLA is unpaid except where employees have the appropriate leave credits to use.

• No more than 15 days of accrued sick leave may be used in any calendar year for a family illness; however, an employee may elect to use accrued vacation, personal leave and holiday leave to cover the remainder of his or her absence.

• Under FMLA, a husband and wife who are employed by New York state are only entitled to take a combined total of 12 weeks for the birth, adoption or foster care placement of a child. However, in the case of illness, each spouse could later use the remaining six weeks due to a personal illness or to care for child or parent with a serious health condition.

Continuation of health benefits

The Family and Medical Leave Act requires your employer to provide for the continuation of your existing benefits (health insurance, prescription, vision and dental) at the same contribution level as would have been provided had you continued working during the leave.

If you are required to pay a portion of the premiums for benefits, these payments must be made during FMLA leave to keep the insurance in effect.

The FMLA allows 12 weeks of unpaid leave a year under certain circumstances

While you are on FMLA leave:

• If you use your leave credits when placed on FMLA leave and remain on the payroll, your health insurance premium deductions will automatically continue out of your paycheck.

• If you are placed on FMLA leave without pay, the Employee Benefits Division of the Department of Civil Service will send you information on the health insurance premium due (employee share only) and where to submit the payment. You will only receive one billing notice with remittance coupons to submit your biweekly premium payments. After receiving the billing notice, it will be your responsibility that premiums are paid; you will not be sent any late notices. You may pay more than one premium payment at a time; however, you must pay the payments on time or your health insurance will be canceled.

• You will be sent a PS-404 form before your FMLA leave expires. You must complete and return this form to your agency's health benefits administrator, usually located in your personnel office, to show your desire to either continue or cancel your health insurance coverage once you are no longer eligible for FMLA leave.

Return to the Payroll

Upon return to the payroll following FMLA leave, an employee who made the premium contributions required while on leave will continue coverage when they return to the payroll.

If an employee returns to the payroll following FMLA leave, and did not make the premium

contributions required, the employee should inform the health benefits administrator whether the employee wishes to re-enroll in the group health insurance program. Upon re-enrollment, coverage will be effective on the first day following the second payroll period back on the payroll.

If you do not return to work following FMLA Leave:

• For a reason other than: the continuation, recurrence or onset of a serious health condition which would entitle you to FMLA leave; or other circumstances beyond your control, you will be required to reimburse the state for the share of health insurance they paid on your behalf during FMLA leave.

• If you are placed on leave without pay, the employer contribution for your health insurance and CSEA Employee Benefit Fund will become your responsibility when your FMLA leave ends. If you do not meet requirements above, retroactive re-payment of premiums may also be requested.

You will be billed by the Employee Benefits Division of the Department of Civil Service for 100 percent of your health insurance plan's premium while continuing on leave without pay. The CSEA Employee Benefit Fund will send you paperwork on continuing coverage under COBRA, the federal law governing continuation of benefits upon losing eligibility.

For more information

Since the Family and Medical Leave Act is a new program, there are areas of this law that still require clarification. As employers, unions and employees become more experienced with this program, additional insight and knowledge will be gained. If you have any questions regarding the FMLA, you should either contact your facility or union representative.

Member wins Governor's productivity award

GREAT VALLEY — Tim Byrne's good work and efficiency have paid off in more than personal pride.

A maintenance assistant and member of Division For Youth (DFY) Local 562, Byrne won the Governor's Productivity Award.

"This is quite an honor," Byrne said. "I had no idea I was under consideration for this until Jan told me."

Jan is co-worker Jeanette Wymer at the DFY Great Valley Residential Center, who nominated Byrne for the award.

"In my 30 years of state service, I have not seen an employee with Tim's demonstration of technical innovation, increased productivity and his determination to avoid unnecessary spending," Wymer wrote in her nominating letter. "His ideas have improved the services to our agency clients and the smooth operation of our facility."

Byrne replaced the 30-year-old paging system with three pagers and speakers throughout the facility, improving its efficiency.

He also improved a panic

His ideas have improved services

alert system that ensures the safety of teachers and students. The system now alerts all staff if a behavior problem erupts.

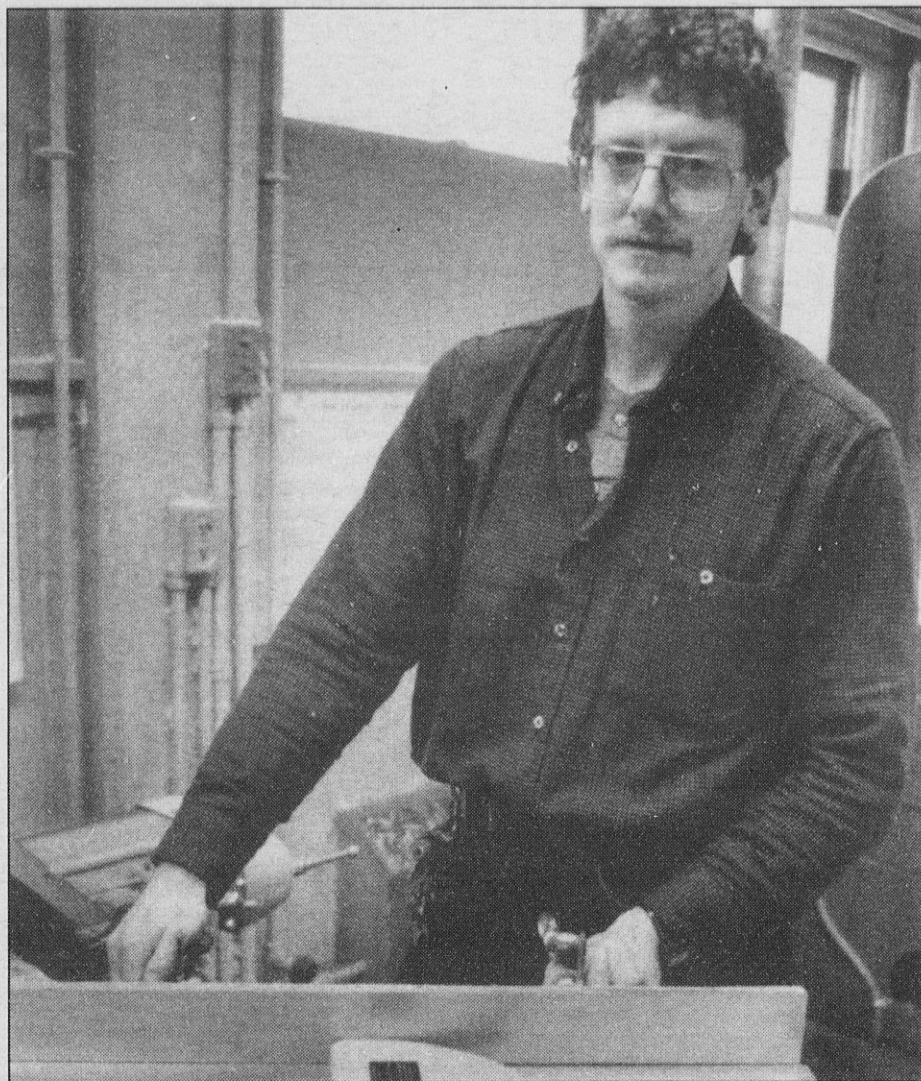
After deciding the gym lighting and heating system were inefficient, Byrne proposed a new plan that was more efficient.

"He followed through with taking charge of the project, including ordering all the necessary parts, and did the final installation," Wymer said.

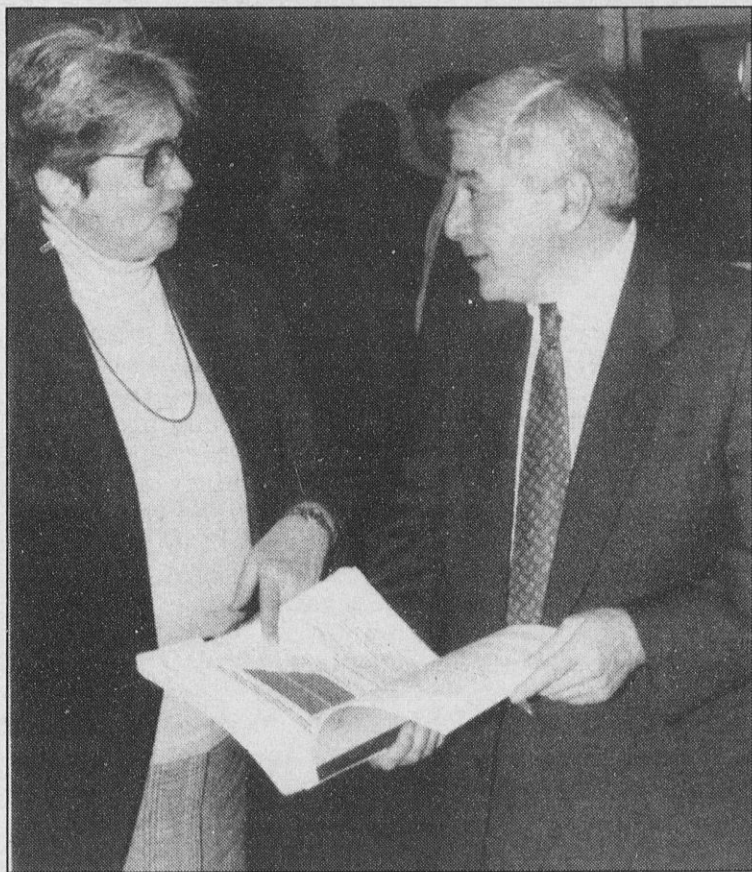
"I'm not used to all this attention," Byrne said. "I am always looking for ways that money can be saved in regular operations. There are many little things, like simply lowering the wattage of light bulbs that can be a considerable saving over the long run, that anybody can and should do in their workplace."

Byrne received a cash award from Gov. Cuomo. The award recognizes employees whose exceptional efforts have resulted in savings, technical innovation, increased productivity or improved services. The Governor presents about seven awards a year.

— Ron Wofford



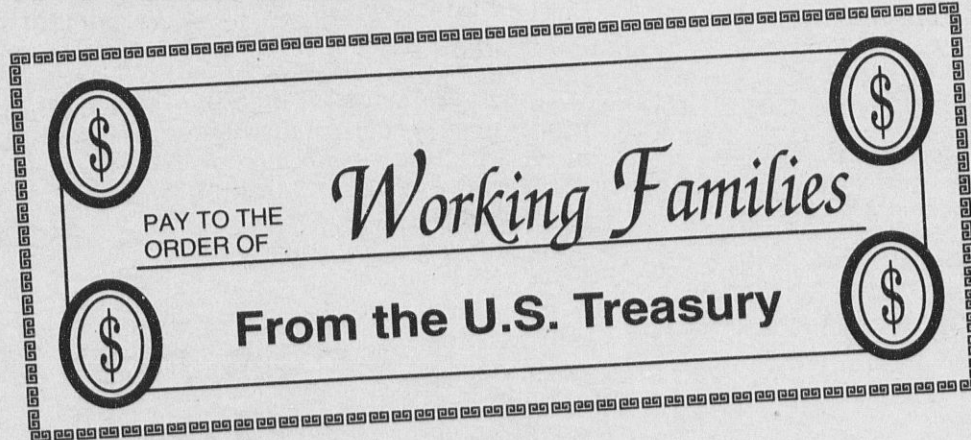
Local 562 member Tim Byrne — "I'm not used to all this attention."



FISCAL POLICY IN THE MAKING — At a meeting releasing the Fiscal Policy Institute's annual budget analysis, FPI Executive Director Frank Mauro discusses some fine points with CSEA statewide Treasurer Mary Sullivan. "The Right Choice for 1994" calls for increased revenue sharing, restoration of fairness in the personal income tax structure and corporate tax disclosure.

Did your family earn less than \$23,050 in 1993?
Did a child live with you for at least half the year?

If so, you may be eligible for up to \$2,364 from the Earned Income Credit



Getting your EIC takes just two simple steps:

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

You can get the Earned Income Credit even if you don't owe taxes. For more information or to find out how to have tax forms filled out for free, call the IRS toll free at 800-829-1040

Presented as a public service for our members by



March 31 is deadline for submitting 1993 Empire Plan basic medical claims

All 1993 Empire Plan basic medical claims must be submitted by March 31, 1994, to Metropolitan Life Insurance Company, C.P.O. Box 1600, Kingston, NY 12401-0600.

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

Please be certain to have your doctor or other provider fill in all the information asked for on the claim form.

If the form is not filled out by the provider, all original bills submitted must include all the medical/diagnostic information asked for on the

claim form. Missing information will delay the processing of your claim.

Should you have any questions concerning your claim, you may call the following toll-free number at Metropolitan: 1-800-942-4640.

Important information for Empire Plan enrollees

Important insurance numbers from JCHB

The Joint Committee on Health Benefits has compiled a list of important NYS Health Insurance Program (NYSHIP) contacts and telephone numbers regarding health insurance and other CSEA-negotiated benefits for CSEA-represented active state employees. For questions about:

◆ Enrollment, eligibility options, employee benefit cards and mailings: check with your agency Health Benefits Administrator (personnel office).

◆ CSEA Prescription Drug, Dental, and Vision Programs:
CSEA Employee Benefit Fund
(518) 782-1500
1-800-323-2732
1 Lear Jet Lane, Suite One
Latham, NY 12110

◆ OCA employees, effective Jan. 1, 1994, with questions regarding prescription drugs:
CIGNA/ValueRx
1-800-964-1888

◆ HMO providers, covered services, emergency care, identification cards: Call your HMO directly

◆ EMPIRE PLAN

◆ Benefits Management Program: Hospital Admissions Certification, Prospective Procedure Review and Voluntary Second Opinions:

Empire Plan "HealthCall"
1-800-992-1213 (Intracorp);

◆ Mental Health and Substance Abuse Services:

Value Behavioral Health (formerly American PsychManagement)
1-800-446-3995

◆ Blue Cross (hospital) claims: Contact the Blue Cross office serving the area where you live:

(518) 465-0171
(Within Albany and Alaska)

1-800-342-9815

(Within NYS)

1-800-428-4292

(Outside NYS)

◆ Metropolitan (medical, surgical, basic medical) claims, coverage information:

Metropolitan Life Insurance Co.

C.P.O. Box 1600

Kingston, NY 12401-0600

1-800-942-4640

◆ Whether your Physician is a Participating Provider: Check with your provider, or MetLife for updated provider directory information:

1-800-942-4640.

◆ Pre-determination of benefits, general health information and referral assistance:

MetLife - Health Care Help Line

1-800-942-4640

Employee Benefit Fund makes changes in dentists' lists

Dentists across the state participate in the Employee Benefit Fund, and more join all the time.

The following additions were made to the participating dental listing since December.

Long Island Region Nassau County

Estrin, Sheldon B., DDS, PC
3601 Hempstead Tpke.
Levittown, NY 11756
(516) 735-2233
Orthodontist

Estrin, Sheldon B., DDS, PC
5454 Merrick Road
Massapequa, NY 11758
(516) 795-5500
Orthodontist

Rubin, Stuart S., DDS, PC
190 Mineola Blvd.
Mineola, NY 11501
(516) 248-3623

Suffolk County

Estrin, Sheldon B., DDS, PC
111 Smithtown By-Pass
Hauppauge, NY 11788
(516) 724-3505
Orthodontist

Estrin, Sheldon B., DDS, PC
1149 Old Country Road
Riverhead, NY 11901
(516) 369-1500
Orthodontist

Hailoo, Ogina T., DDS
1111 Rte. 110
Suite 210
E. Farmingdale, NY 11735
(516) 756-8420

Island Dental Care
1111 Rte. 110
Suite 210
E. Farmingdale, NY 11735
(516) 756-8420

Pattathan, Surendra, DDS
232-B East Main Street
Patchogue, NY 11772
(516) 758-6162

Shandler, Harvey
1991 Union Blvd.
Bay Shore, NY 11706
(516) 665-3131
Oral Surgeon

Metropolitan Region Bronx

Garfinkel, Robert, DMD
770 Allerton Ave.
Bronx, NY 10467
(718) 231-9500

Manhattan

Frankel, Alan
277 West End Ave.
New York, NY 10023
(212) 877-7177
Orthodontist

Manhattan West Dental
Associates
231 West 96th Street
Suite 2B
New York, NY 10025
(212) 865-8280

Queens

Edwards, Anthony
165-44A Baisley Blvd.
Rochdale Village Shopping
Center
Jamaica, NY 11434
(718) 723-5656

Richman, Michael R.
38-09 Junction Blvd.
Corona, NY 11368
(718) 639-7100

Staten Island

Frankel, Alan
Orthodontist
97 New Dorp Lane
Staten Island, NY 10306
(718) 351-8080

New Jersey

Frankel, Alan
Orthodontist
315 60th Street
West New York, NJ 07093
(201) 861-7123

Southern Region Dutchess County

Elkind, Arnold B., DMD, PC
115 Fulton Avenue
Poughkeepsie, NY 12603
(914) 471-1930

Rockland County

Gruffi, Douglas P., DDS
Pediatric Dentist
515 South Main Street
Suite 1-C
New City, New York 10956
(914) 634-0404

Capital Region Albany

Downtown Dental Assoc.,
PC
142 State Street
Albany, NY 12207
(518) 465-0808

Saratoga

Green, William J. DDS
214 Center Street
Corinth, NY 12822
(518) 654-2688

Western Region Erie

Academy Dental Center
1275 Delaware Ave.
Ste. 414
Buffalo, NY 14209
(716) 885-8672

Bauer, William P., DDS
1275 Delaware Ave.
Ste. 414
Buffalo, NY 14209
(716) 885-8672

Dracup, Daniel V., DDS
1275 Delaware Ave.
Ste. 414
Buffalo, NY 14209
(716) 885-8672

Frost, Alfred L. DDS
1275 Delaware Ave.
Ste. 414
Buffalo, NY 14209
(716) 885-8672

Sfintescu, Vali, DDS
2700 Sheridan Drive
Tonawanda, NY 14150
(716) 836-7574

The following have been deleted as participating dentists.

Metropolitan Region Staten Island

Rothman, Philip
895 Hylan Blvd.
Staten Island, NY 10305
(718) 447-1975

Bronx

Rachowin, Irene
1733 Edison Ave.
Bronx, NY 10461
(718) 822-1524

Capital Region Clinton

Shepard, Linda, DDS
34 Hammond Lane
Plattsburgh, NY 12901
(518) 563-7097

March is WOMEN'S HISTORY Month

CSEA celebrates Women's History Month with stories about CSEA women who are making history in their jobs, in their communities and in their families.

In an effort to recognize another union woman of great stature, CSEA is running a petition campaign to convince the U.S. Postal Service to honor Mary Harris "Mother" Jones with a postage stamp.

"Mother Jones was an Irish American labor organizer who considered her life's work to 'stir up the oppressed to the point of getting off their knees and demanding that which was rightfully theirs,'" CSEA President

Joe McDermott said.

Mother Jones is buried in the only known union-owned cemetery in Mt. Olive, founded after a church denied burial to four miners killed in a lock-out.

CSEA is working with the Mother Jones Coalition in the petition drive. Petitions have been sent to CSEA local and unit presidents, so contact them to sign and circulate petitions.

As it honors its own members who make history every day, CSEA wants to help honor Mother Jones, a leader in the labor movement.



Mother Jones

She's an actor, activist

ROCHESTER — Shirlyn Ruffin never seems to slow down. The legal typist and member of CSEA Office of Court Administration Local 335 is involved in her community.

An actress, singer, volunteer, mother and public employee, Ruffin counts her spirituality as a motivating force.

"I'm a firm believer in spirituality, and it leads me to be concerned and involved," Ruffin said.

She has organized clothing and food drives to help families who have lost their homes to fires, and she has donated her family Thanksgiving dinner to the less fortunate.

"One Thanksgiving, after there was so much food left over that was going to be thrown out, I thought about how fortunate we were, and how what we were throwing out was wasteful," she said. "Right then, I resolved to do something from here on out

to help others."

Ruffin has worked with community and professional theater groups and has been a member of the Greater Community Gospel Choir of Rochester. She worked on a recording of the Rochester Philharmonic Orchestra.

"It's really a thrill to be on stage at the Auditorium with the RPO," she said. "And once we even performed with Cissy Houston, Whitney's mother."

Ruffin works for a panel of judges and two Civil Court clerks.

"I enjoy it here," she said. "We have a wonderful staff, and you really feel like you're doing something worthwhile here."

— Ron Wofford



Shirlyn Ruffin

She rides proudly into retirement

HEMPSTEAD — CSEA member Vivian Sherman and her husband, Phil, made their mark when they rode 4,500 miles from Hempstead to Portland, Ore., on a bicycle built for two.

The Shermans outfitted their tandem bicycle with a trailer, backpacks, maps, first aid equipment, power snacks, sports drinks, a repair kit, clothing and a tiny tent.

Vivian Sherman, 62, a member of CSEA Nassau County Retirees Local 919, is retired from the Nassau County Probation Department.

Phil Sherman, 66, found facing retirement "very depressing." To combat the feeling they were getting old, they planned the trip and began four months of training.

Working out is a way of life for the couple. Two single bikes and the tandem bike are in the living room. Downstairs is a fully stocked gym.

Their trip took them to Florida first, then to Dallas to celebrate their son's

engagement. Then they headed to Oregon, where they plan eventually to build a floating home on the Columbia River.

The Shermans have been bicycle enthusiasts since they taught their children to ride. In 1985 they rode 1,500 miles from Seattle to Anchorage.

On this trip, they said, they met wonderful people and saw amazing sights.

"We met an English couple who rode with us for a few days," Phil said. "And of course there was Tink," Vivian said.

They met him after finishing a hard ride with no liquids and no hotel in sight.

"This man had an appointment but he put our gear in the back of his pickup and drove us to the next town," she said. "He wouldn't take a dime."

The lean couple picked up recognition as they rode, and by the time they were halfway through, reporters were waiting to interview them.

The Shermans said they could eat whatever they wanted because they were burning so many calories.

"I ate everything I wanted and I still lost 25 pounds," Phil said.

Their strangest experience was in Utah.

"We were traveling through a mountain pass called Soldiers Summit, in June. We hit a raging blizzard!" Vivian said. "It was absolutely awful but we biked through it and when we came down the mountain we left the snow behind."

Did they ever think about quitting?

"Every day," they answered like they do most things — in unison. Like a team.

— Sheryl C. Jenks



Vivian and Phil Sherman

She unites working women

NEW YORK — Dolores MacKenzie believes in women helping women.

A member of CSEA state Liquidation Bureau Local 370, she helped found the New York City Chapter of the American Business Women's Association (ABWA) 11 years ago.

"I wanted to make new friends and share my experiences in the business world with other working women," she said. "I found all of this in ABWA."

MacKenzie has served in every elective office from president to recording secretary, her current position. She was voted 1989 "ABWA Chapter Woman of the Year."

Administrative assistant to

the executive claims examiner at the Liquidation Bureau for 13 years, MacKenzie feels strongly about women helping women with scholarships.

"We raise funds all year for scholarships," she said.

MacKenzie is now planning ABWA's 1995 Convention.

She credits the confidence she gained in ABWA with helping her become CSEA Local 370's first secretary and a member of the negotiating team for the local's first contract.

"It was the first time I had been involved in a union," she said. "Before ABWA, I would never gotten involved in anything like that."

— Lilly Gioia



Dolores MacKenzie

COLA campaign kicks off with Albany lobby day

ALBANY — The CSEA Retiree Division activists kicked off the union's 1994 campaign for a permanent cost-of-living adjustment (COLA) for New York state's public employee retirees.

The activists met with legislators to ask them to support a permanent COLA.

It's the first step of a campaign that will include in-district lobby days, another Albany lobby day for all retirees, letter-writing campaigns and other efforts to convince lawmakers to pass a law that includes a defined benefit, a permanent annual COLA and a constitutional guarantee.

"Public employee retirees deserve a COLA that lets them keep up with the cost of living," CSEA President Joe McDermott said. "We are only asking they receive what is fair."



CSEA statewide Secretary Candy Saxon and Retiree Executive Committee member Ben Wollner meet with Francis Pordum, chair of the Assembly Local Government Committee.



CSEA Retiree Local 917 President Theresa Sinsabaugh meets with Eric Vitaliano, chair of the Assembly Governmental Employees Committee.



A team of CSEA members meet with state Sen. Cesar Trunzo, chair of the Senate Civil Service and Pensions Committee, center. They include, from left, CSEA Retiree Executive Committee Vice Chair Lee Pound, CSEA Executive Vice President Danny Donohue, CSEA statewide Political Action Committee Chair Dorothy Penner-Breen and Retiree Local 923 President Joe Costentino.

PEOPLE program keeps growing with Project 10,000 Plus

The CSEA PEOPLE program raised close to \$400,000 in 1993.

PEOPLE — Public Employees Organized to Promote Legislative Equality — is the AFSCME federal political action committee.

This money was raised by recruiting CSEA members to join PEOPLE and holding raffles at the Retirees Convention, State Division and Local Government Workshops, CSEA's Women's Conference, region conferences and Local meetings.

PEOPLE targeted the following CSEA Locals for recruitment; Long Island State Employees Local 016, South Beach Psychiatric Local 446, Letchworth Village Local 412, Manhattan Psychiatric Center Local 413, Rockland Psychiatric Local 421, Broome Developmental Center Local 449, SUNY Syracuse Local 615,

Sunmount Local 431, Craig Developmental Center Local 405, and SUNY Buffalo Local 640. They were the main reason for the 27 percent increase.

At last year's Annual Delegates Meeting, Project 10,000 Plus was kicked off in an all-out effort to sign up new PEOPLE members. The goal is to sign up more than 10,000 members and raise \$500,000 a year. Currently, there are more than 8500 members. Project 10,000 Plus offers any member who recruits their co-worker a chance at winning a \$5,000 U.S. savings bond, and any member

who joins PEOPLE a chance at winning a \$5,000 U.S. savings bond, in addition to other incentives. All current members will receive a letter from President McDermott with an application to recruit a

co-worker.

So much that goes on in Washington effects CSEA members. As the battle for universal health insurance gears up, it is more important than ever that working men and women be heard.

CSEA's Statewide PEOPLE Committee has worked hard to

make the program a success.

The committee members are: Patricia Metzger, Chair, Grace Roy, Carolyn Backstrom, Diane Hewitt, Maggie McCafferty, Doris Pratz, Marie Prince and Anne Maywalt, retiree representative. The region chairs are: Gene Townsend, Long Island Region, Patricia Metzger, Metropolitan Region, Diane Hewitt, Southern Region, Cheryl Abbott, Capital Region, Willis Streeter, Central Region, and Marie Prince, Western Region. They are to be congratulated for their efforts.

Anyone wishing to join PEOPLE or learn more about the PEOPLE program can contact their region Chair listed above or contact Cheryl Rosenzweig, statewide PEOPLE coordinator, at CSEA Headquarters at 1-800-342-4146 Ext. 404.



CONTRACTING OUT OF PUBLIC SERVICES CAN HURT
YOU AS A PUBLIC EMPLOYEE AND AS A TAXPAYER.

Get involved in the fight to keep public services public.

Fight Contracting Out In Your Workplace.

Be alert at work to safeguard your job and your co-workers' jobs! If talk about contracting out the work done in your bargaining unit begins, notify CSEA immediately so we can take strong and fast action against the threat.

Call 1-800-342-4146
extension 308

Help Spread The Word Against Contracting Out.

Discuss your concerns about privatization with your friends, neighbors and family. CSEA has copies of real-life stories of how contracting out has failed for you to share with everyone you talk to. At the same time, share positive news about what you and your fellow public employees are doing in your community. Join CSEA in showing everyone what's right with public service and what's wrong with privateers!

**Act – Don't react. Give privateers the hook.
Make noise – make waves –make a difference.**



CIVIL SERVICE EMPLOYEES ASSOCIATION
Local 1000, AFSCME, AFL-CIO
Joe McDermott, President