



# THE PUBLIC SECTOR

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Buffalo, host city for CSEA's 79th Annual Delegates Meeting, as seen from the Erie Basin Marina

# INSIDE NEWS YOU CAN USE

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CSEA and some of its members are involved in the struggle to keep from being buried under the enormous volume of garbage created by today's society. A program in the village of East Aurora is a fine example.

## PAGE 4

It may be barely Fall, but it's time to register for the Spring semester.

## PAGE 5

Ignorance is one of the biggest hurdles in combatting the threat of AIDS. A recent two-day seminar focused on the problems associated with AIDS in the workplace.

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CSEA member Christine McGuire takes another giant step in her efforts to solve society's drug and alcohol problems.

## PAGE 7

CSEA members urged to join "invisible picket line" in support of striking NYNEX workers. Folding, stapling and mutilating your phone bill is ok.

### Political action rebate period changed to March

CSEA members who wish to request a rebate of that portion of union dues used for political or ideological purposes contrary to the members' philosophical position are reminded that the period for requesting rebates has changed.

According to Article IV, Section 2(a)2 of CSEA's By-Laws, requests for such rebates must be filed in written form by registered or certified mail with the union's statewide treasurer during the month of March.

Until being changed last year to March, the rebate request period was October for many years.

## PAGE 8

Tremendous support is emerging for CSEA's campaign to change current civil service law to allow state employees to donate personal leave accruals to a sick-leave bank.



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CSEA's 10 statewide officers issue their annual reports to the union's delegates and membership.

## PAGE 18

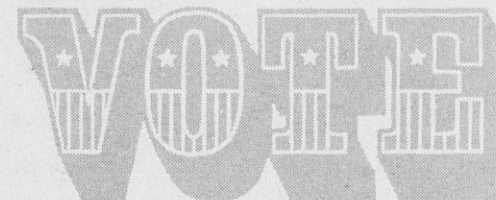
It's never too early to plan your retirement, but it's especially important to do it now if you're age 50 or older.

## PAGE 19

Your handy reference guide to CSEA member services and benefits. Clip it and save it.

## PAGE 20

CSEA fires up its political clout to boost endorsed candidates, including David Dinkins for mayor of New York City, to victory on Nov. 7.



### Eight named to union's Board of Directors

Eight representatives from the county division are the newest members of CSEA's statewide Board of Directors.

The eight have been appointed to fill vacancies for their respective counties after being the only candidates in each instance to submit nominating petitions for the vacant seats. The newest Board members are:

James W. Brown Sr., Cortland County  
 George Lawson, Delaware County  
 Mary Hanna, Franklin County  
 George R. Smith, Otsego County  
 Donna M. Berent, Tioga County  
 Elizabeth Gordon, Ulster County  
 Glennen Woodward, Washington County  
 Ed Williams, Wayne County

### Private sector conference is scheduled for November

The first conference for private sector members represented by CSEA will be held Nov. 3 and 4 at the Syracuse Sheraton in Liverpool.

The Private Sector Conference will offer seminars on laws governing the private sector, the negotiations process and safety and health.

All private sector CSEA locals and units will be represented by elected union officials. Private sector members who wish to participate should immediately contact their local or unit president.

### Deadline near for CSEA's annual Women's Conference

The deadline is fast approaching for registering for CSEA's 9th Annual Women's Conference.

Reservations must be made with The Sagamore Hotel in Bolton Landing, site of the conference, by Oct. 24. The conference will be held Nov. 17-19 at The Sagamore.

Reservation forms for the hotel and conference are available by contacting your local president.



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# Burying ourselves in

# GARBAGE

**Editor's note:** The by-product of America's throw-away society has caught up with us. We are literally burying ourselves in our own garbage. Nowhere is the solid waste crisis more severe than in New York state. CSEA's Solid Waste Task Force is committed to helping solve this crisis. The union is concerned not only because thousands of CSEA members work in landfills throughout the state, but also because the problem affects every New Yorker.

CSEA's Solid Waste Task Force will present a program for delegates at the union's 79th Annual Delegates Meeting this month in Buffalo. A few miles southeast of Buffalo, CSEA members in the village of East Aurora are already working to stay ahead of the avalanche of garbage.

**By Ron Wofford**  
CSEA Communications Associate

**EAST AURORA** — In a few years everyone in New York will have to sort their garbage for recycling, separating bottles and other recyclable or re-usable materials from solid waste. But East Aurora residents will already be old

hands at it, thanks in part to CSEA members.

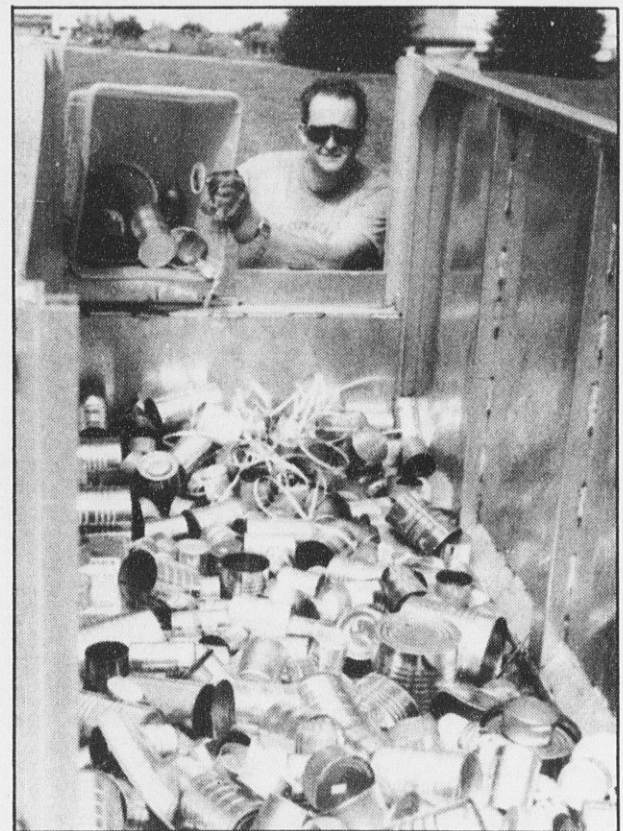
The state's Solid Waste Management Act of 1988 calls for localities across the state to set up laws requiring curbside separation by September 1992.

John Fiorella, president of the East Aurora Village CSEA Unit of Erie County Local 815, is the recycling coordinator for the village's program, which got underway this summer.

"We're getting very good participation from village residents," Fiorella said as he accompanied a crew on a pick-up run. "I'd say of the 5,000 to 6,000 households, we've had about 90 percent or better compliance. That's much better than we expected. It seems many people are becoming aware of the environmental need to find an alternative to landfills for waste disposal and they're ready to help."

Before the program began, each village household received literature on the preparation of recyclables and a recycling schedule, along with two blue boxes for separating trash.

Recyclable materials include clear glass bottles and jars, plastic containers, newspapers, tin-coated cans with labels removed and yard waste, such as grass clippings, brush and small tree parts.



**THE FUTURE NOW** — East Aurora Village employee Richard Persons dumps cans for recycling into a trailer that follows his garbage truck. The village has begun the trash separation system that will be required statewide in a few years.



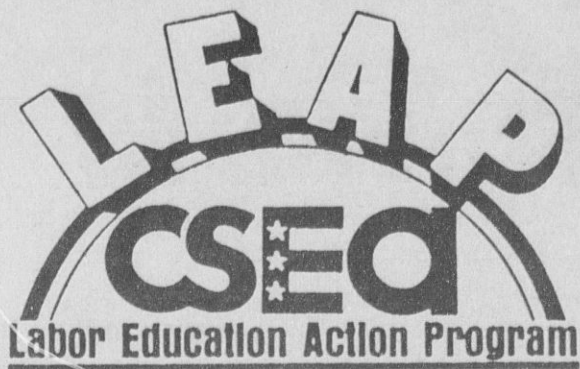
**SEPARATION STARTS** — East Aurora Village employees Richard Dueschler, left, and Richard Persons, center, show how residents are sorting their recyclables from their trash. At right is CSEA Unit President John Fiorella, who is also the village's recycling coordinator.

Each recyclable material is kept in a separate container for pick-up. Materials that cannot be recycled are disposed of the normal manner. Recyclables are placed in separate bins in a trailer attached to the regular garbage truck.

Village employees Richard Persons and Richard Dueschler are also adjusting to the change in their duties as they make pick-ups.

"I agree with the idea of recycling," said Persons, a 29-year employee. "It's good for the environment, but it's also good for the village budget. When I first started, we would take a truckload of garbage to an area landfill and it cost the village \$7 a truckload. Now it's about \$55 a ton, and our trucks hold eight to 10 tons."

"Landfills as a dumping source are drying up," said Dueschler, a nine-year village employee. "The new collection system is more time-consuming and means more footwork for us, but it's worth it and it's the wave of the future."



# Spring 1990 course announcements ready

Course announcements and application forms for the spring semester of CSEA's Labor Education Action Program (LEAP) are now available at state agency training or personnel offices.

The deadline for applying for the Spring 1990 semester is Nov. 27. Completed applications must be received in the LEAP office by that date. LATE APPLICATIONS CANNOT BE ACCEPTED.

Check the "Bulletin" page in the course announcement publication for the latest developments in the LEAP programs. Look for information about...  
...many trade and technical courses

offered in cooperation with the Joint Apprenticeship Committee (JAC), ...the cross-registration program that allows some CSEA employees to register for MC and PSTP training courses. ..."Empowered Learning," the exciting career development workshop that has helped hundreds of LEAP students. ...new course titles and courses offered during the day and on weekends. Be sure to mail your LEAP application yourself and mail it early. Remember, the Spring 1990 deadline is Nov. 27. If you have any questions, problems or ideas for courses, call the LEAP office at (518) 434-0191.

**Do you need help choosing a LEAP course? Do you have questions about your education?**

CSEA/LEAP can help!  
Call our new CSEA LEAPLINE  
1-800-253-4332  
on Tuesday, Wednesday or Thursday  
between 9 a.m. and 3:30 p.m.

Our LEAP adviser is now available to help you find your way through the education maze.

## LEAP Students of the Month

# Two very special winners



MOTHER Audrey Shannon, left, and daughter Lorraine Shannon have been named CSEA/LEAP "Students of the Month."

No matter how you look at it, Audrey and Lorraine Shannon are a special choice as the latest "Students of the Month" in CSEA's Labor Education Action Program (LEAP).

In no time flat, their enthusiasm and warmth demonstrates that the honor is well-deserved.

They are the first mother-daughter team to be selected for the award and their choice of course material is also distinctive.

They excelled in a LEAP course on basic carpentry.

Anyone who knows the Shannons doesn't find it hard to understand why they took the course.

Both are longtime employees of New York Psychiatric Institute and members of CSEA Local 419. Their creativity is well-known. Several times a year they bake cakes, cookies and pies to benefit patients at the institute. They also make their own clothes and have been involved in creating specialized greeting cards and costume jewelry.

Daughter Lorraine makes posters for

special events at the Institute and helps decorate the wards. She also keeps a special "scrapbook" of photos and drawings of the many people she's worked with at the facility over the years.

It was mother Audrey however, who jumped at the opportunity when the LEAP program was offered.

Audrey had always wanted to learn carpentry, but had been discouraged from pursuing it because her father didn't think it was suitable for a woman.

Even today, the two had to overcome closed minds in taking the course.

"We got the strangest looks when we walked into the shop and a lot of men asked what we were doing there," said Audrey.

"But we bested them," added Lorraine, "because some of them dropped out or failed before the course was over; but we completed it."

While the Shannons obviously took great pleasure in their LEAP course, there was also a practical side to it. They wanted to learn the skills so they

could tackle some home-improvement projects. And that's already paid off.

The two recently completed a project for a fraction of the cost a contractor would have charged.

Now they're ready and waiting for the Advanced Carpentry course because they need some custom cabinets.

LEAP is the Labor Education Action Program of CSEA. It offers tuition-free courses at two- and four-year public and private colleges, BOCES and various state facilities across New York state.

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

CSEA/LEAP courses are designed to increase upward career mobility in state service, and to improve the quality of life on and off the job.

# ***We must overcome ignorance if we hope to overcome AIDS***

ALBANY — "AIDS is an enormous and frightening problem but perhaps the greatest challenge it poses is the need to overcome ignorance," CSEA President Joe McDermott said during a recent statewide conference on *AIDS in the workplace*.

The program, sponsored by CSEA with the Governor's Office of Employee Relations, Rockefeller College of the State University of New York at Albany and other organizations, brought together leaders from government and business. The workshops covered all aspects of the AIDS problem from the latest medical information to the social and workplace impact.

During his portion of the program on the union perspective, McDermott stressed that education is the key to overcoming workplace panic over AIDS.

"With all of the public hysteria and misinformation about AIDS gaining currency back in the early 1980s, it wasn't surprising that many public employees panicked over the issue," McDermott said. "We don't have that same situation today because labor and management are making the effort to get the facts out to workers."

The CSEA leader praised New York state for aggressively meeting the challenge and working with the public employee unions to establish an ongoing training program for the entire state workforce. He noted, however, that this effort has to continue and that some state agencies have not followed through on the commitment to training as effectively as they should have.

"We're still learning a lot about AIDS and the number of cases are projected to grow in the next few years," he



CSEA President Joe McDermott

explained. "That's going to leave a lot of nagging doubts in people's minds, making it even more important to continue educational programs to answer all questions."

"Think about it," he said, "it's not easy to convince people that a virus that's spreading rapidly and results in a horrible fatal illness isn't highly contagious."

McDermott stated that New York has made a good start on the problem but more has to be done to maintain credibility, which is all important in developing worker trust.

AIDS in the  
WORKPLACE:  
Facing the Challenge

September 20-21, 1989  
Empire State Plaza  
Albany, New York

AIDS is not an occupational disease. You will not contract it from ordinary contact with AIDS-infected individuals.

Everything known about AIDS indicates it is a blood-borne disease, primarily transmitted by high-risk sexual activity or intravenous drug use with contaminated needles. These are all means of transmission where the risk of infection can be reduced if the threat is taken seriously and actions are modified.

Studies show that even health care workers are at no greater risk of infection than the general public if they take all the necessary precautions.

This means treating all blood and bodily fluid as if it is infectious and wearing protective clothing, gloves and glasses when handling it and other potentially infectious materials and waste.

Although CSEA is generally satisfied with the intelligent and responsible way that New York state has addressed concerns about AIDS through education, workers and management in some places are still not as well-informed as they should be. Even worse, appropriate safety precautions are not standard operating procedure in some locations.

If you have questions or concerns about AIDS or the safety and health procedures in your workplace, bring them to the attention of your CSEA shop steward, who can contact your local president and CSEA labor relations specialist.

***It's not easy to convince people that a virus that's spreading rapidly isn't highly contagious.***

—CSEA President Joe McDermott

# **Searching for answers to society's problems**

HEMPSTEAD — "I don't think of myself as a health 'expert' — I consider myself more of a 'used care salesperson,'" said Nassau County CSEA Local 830 member Christine McGuire.

What McGuire meant is that her efforts are aimed at "selling" people on the importance of taking good care of themselves, getting them the help they need for alcohol and drug problems and developing public policy that encourages more healthy lifestyles.

McGuire, a registered nurse and certified social worker, is the supervisor of the county's Alcohol and Substance Abuse Health Services.

She will soon start making her "pitch" to a broader audience.

She was recently nominated to the Governor's Advisory Council on Alcoholism, after being recommended by CSEA President Joe McDermott. Her nomination must still be approved by the state Senate.

As a member of the council, she will be involved in recommending state actions and policy to better deal with alcohol and drug problems.

There are no easy answers.

"Alcohol and drug addiction have a devastating impact on society, but I don't think most people really understand that," she said. "There has to be greater awareness of what addiction is and how to deal with it."

"I didn't understand what addiction was myself for a long time and learning about it is how I got involved in this field," she added.

While working as a psychiatric nurse at a satellite facility of Creedmoor Psychiatric Center a number of years ago, McGuire realized how much she had to learn.

"I was dealing with patients who had these problems and I didn't have the slightest idea how to handle them — I thought I could get them to change just by making promises," she explained.

Instead, she discovered that this approach doesn't work, so



she went back to school to find a better way.

"People have to understand that addiction is a disease, but it's also a multi-dimensional problem," she said. "You can't just separate the client from the background. We have to treat the whole person, not just the addiction — that's why it's so important to have nurses involved in this area."

McGuire hopes to bring some ideas about different approaches to her assignment on the governor's council.

"If we keep doing what we've been doing, the problem will keep growing," she said. "Maybe we're using the wrong approach."





"TO HELL WITH MA BELL" was what they shouted when CSEA statewide Treasurer Mary Sullivan stapled her payment check to her phone bill to show union solidarity for striking phone company unions.

## CSEA says:

# NIX TO NYNEX

CSEA is urging members to support striking phone company union workers by participating in their "invisible picket lines."

In a recent display of union solidarity, CSEA statewide Treasurer Mary Sullivan met with members of the striking International Brotherhood of Electrical Workers (IBEW) to pledge CSEA's support.

### "YOU'RE NOT ALONE"

Sullivan told the workers who are striking against unfair wages and cost-shifting in their health insurance plans that they are not alone in their struggle.

"Your struggle is not a solitary cause. It is a struggle for all of organized labor," She said. "If you do not hang tough and continue the fight, it will invite future problems for all organized labor."

### THE "INVISIBLE PICKET LINE"

CSEA is endorsing the IBEW's "invisible picket line" as a way members can show their support for their fellow union brothers and sisters. This "picket line" involves methods that will tie up phone bill processing and show customer support for the union. A list of these methods is printed at right.

### STRENGTH IN NUMBERS

"Remember, there is strength in numbers," Sullivan told the workers. "If all 250,000 members of CSEA who have New York Telephone service join the 'invisible picket line,' we can be sure that NYNEX will stand up and take notice."

To demonstrate her personal support, she then stapled her own payment to her phone bill, one of the methods used in the "invisible picket line."

### NYNEX IS "UNION BUSTING"

"High profits should not translate to low wages. New York Telephone can afford to pay for their employees' health care," Sullivan said. "This is a clear case of union busting, a practice we cannot and must not allow to continue. Other phone companies have settled with the union, why won't NYNEX?" she asked.

### CONTINUING CSEA SUPPORT

Sullivan then presented the striking workers with a check for \$1,000 for their strike fund and pledged continuing support. The money will be used to aid telephone workers or their families in need and pay legal defense costs.

## Hang up NYNEX by supporting the "Invisible Picket Line"

*Editor's Note: The following list explains how you can join in the "invisible picket line" and "hang up" NYNEX. CSEA endorses these methods not only to tie up NYNEX operations, but also to show union solidarity. The striking Communications Workers of America (CWA) and IBEW members need our support now more than ever, as the strike is more than two months old. Here's how you can help:*

- **DON'T PAY YOUR PHONE BILL** — The IBEW and CWA ask that you do not send payment for phone services until it is absolutely necessary. The phone company must notify you before they can cut off your service, and this process usually takes six weeks.

- **DON'T PAY THE EXACT AMOUNT** — If you do pay your bill, pay either two cents over or under the amount due. This will make bill processing more difficult.

- **STAPLE YOUR CHECK TO THE BILL** — Stapling your payment check to the bill will make it impossible for NYNEX to process the bill through an automated system and will tie up the accounting department.

- **MAIL PAYMENT IN A NON-COMPANY ENVELOPE** — Don't use the yellow phone company envelope to send your payment, use a plain envelope. This will tie-up bill processing.

- **KEEP NYNEX CUSTOMER SERVICE BUSY** — Call a customer service representative and ask them to cancel your 900 service. Have them explain all the options to you (there are several) and then tell them you are not interested. This will tie up the non-union NYNEX workers who do not support the strike.



Let your fingers do the stapling

# More tragic stories

## CSEA to work for state leave banks

ALBANY — The letters are coming in — some are neatly written, others scrawled in desperation. Each one contains the story of tragedy.

"My son, age 12, has two cysts on the brain ...." This state employee's own surgery last year has eaten up her leave accruals. Her son was hospitalized three times for surgery earlier this year.

"My co-workers at Elmira Psychiatric Center tried to donate time to me so I could stay in the hospital with him. The people in the administration were also more than willing to take the time to do the paperwork, but we were told that the state did not allow this."

### Inspiration for change

The flood of letters was spurred by the story last month in *The Public Sector* of state employee Jackie DeMars, a young mother stricken fatally with cancer. Her co-workers tried to start a sick-leave bank so she could borrow on their unused accruals. Their good intentions were thwarted by civil service law, which prevents state employees from establishing sick leave banks.

CSEA is beginning a campaign to convince the state Legislature to change the law. Part of the campaign includes collecting the tragic stories of other state employees caught in the same Catch 22.

### A dying husband

Another letter reads: "My husband is 47 and was diagnosed in August 1989 with cancer of the esophagus, which has spread to the abdominal cavity and liver, with very little hope of recovery."

Doctors appointments and her husband's surgery have used up this state employee's leave time.

"I expect to have to deplete my accrued leave time in the future. However, if after all my time is used I need to take a leave without pay, I'd lose my medical insurance, which I desperately need. It seems like a Catch 22 situation."

### The struggle of a single mother

State Law Department CSEA Local 672 Vice President Trina Van Norden wrote about the tragedies of three employees in her local.

"Two of our members were themselves struck by a terminal illness within the last three years. One has returned to work. However, she came back before she was really feeling well enough because her leave accruals had expired and being a single parent had no choice but to return to her job.

"A group of her co-workers approached the director of personnel asking if they could donate their time to this employee. Of course, the answer was that, at this time, this was against civil service law."

### A nightmare

In another case in Local 672, a state employee's husband became terminally ill, Van Norden wrote.

"This has been a nightmare to this person. She needs and wants to be home with him. However, her leave accruals have run out. She needs the income to take care of him properly, but he also needs her at home. It is truly a heart-

## Her tragic death sparks noble cause

By Daniel X. Campbell  
CSEA Communications Associate

WATERFORD — Jackie DeMars, an exuberant career state employee, wife and mother of a young son, died on Mother's Day at the age of 31. Jackie left behind her husband, Mark, an Albany city employee, and young son, Justin. Her death was not unexpected, since she had been fighting cancer for several years. But that did not make her illness and death any easier for her family or her co-workers at the state Office of Mental Hygiene (OMH) main office in Albany.

They are not planning to let her pass without memorials to her. State civil service law thwarted their attempts to help her while she was alive, so her co-workers and fellow CSEA members hope to change those laws. They want state employees to be allowed to voluntarily contribute leave accruals to help terminally-ill co-workers who exhaust their own accruals because of the illness.

"Everyone knew and loved Jackie," said Margaret Buko-Farber, former president of CSEA Local 673, which was Jackie's local. "She was a CSEA member, she was a good worker and a fine co-worker who shared her life with her friends. We shared jokes and hopes, we were thrilled by the birth of her son and pained by the discovery of her cancer."

Shared concern for their dying co-worker led the OMH main office employees to try to find a way to help Jackie. Because of her pregnancy and her initial bout with cancer, Jackie's time accruals were almost nil. All the workers thought the best thing they could give Jackie, a senior stenographer and 10-year state employee, was their time.

"We went to management with a request that we all be allowed to donate blocks of our own accruals — personal, vacation and sick leave — to Jackie so she could spend more time caring for herself and sharing her love with her child and husband," Buko-Farber said. "It seemed simple enough; we had the

### A fund for Justin

Jackie DeMars left her son, Justin, and her husband, Mark, with a legacy of Local 673. But the members of Local 673 want to be sure the family can cope with any unforeseen expense and the Justin DeMars Fund for just that purpose. Contributions may be sent to: Justin DeMars Fund, c/o John Reed, OMH, 44 Holland Avenue, Albany, New York 12229

September 18, 1989

"Everyone knew and loved Jackie. She was a fine co-worker who shared her life with her friends."



JACKIE DEMARS, a CSEA member and state employee whose tragic death has inspired leave banks.

time, it is ours," she added. "We figured we could do with it what we liked." However, such a simple act of generosity is not allowed under state civil service laws and regulations.

"We were told we could not establish a time bank for Jackie, no matter how sick she was or how much we wanted to help," she added.

While the CSEA local sought help from Region IV and CSEA headquarters and top OMH officials joined the efforts for Jackie, the final answer was unchanged: "The law won't let you do it."

Jackie DeMars continued to try to work with the system to keep her job and her benefits for her family, Buko-Farber said. "She died just before her accruals would have run out. She got a disability retirement in late March."

No one is willing to wait for another CSEA member and state employee to go through the struggle of Jackie DeMars and her family. "As regional president, I know that each year the Capital Region receives several calls about this very touching, heart rending issue," said CSEA Region IV President C. Allen Mead.

"Often, CSEA is capable of negotiating a method that allows our members to help their co-workers face the crisis of the lingering death of a spouse, a child or even their own situation is that while this can be done for local government and school district employees, the state law does not allow it to be done on a state level."

"This year as a special legislative effort, CSEA will seek to begin the necessary legislative process to have state civil service law changed to allow state workers to create sick leave time banks for terminally-ill co-workers or co-workers who have a terminally-ill spouse or child," Mead said.

Mark DeMars, still grieving for his wife, said he truly appreciates the efforts of Jackie's union and co-workers to make a lasting memorial to his wife through the legislation. Phoebe Mackey, newly elected president of Local 673, said she supports the cause to allow state employees to create sick leave banks.

"We all know of state employees who are willing to give their time, and we all know of state employees who are in situations that call for such donations," she said. "I know the support is there."

"We would like to do this in honor of all those deceased members and their co-

### Help CSEA change civil service law

If you know of another state employee who could have benefited from a sick-leave bank, but whose co-workers were unable to establish one because of state civil service law, let CSEA know. The information will be shared with state legislators to gain their support for changing current civil service law and regulations to allow for state employee sick-leave banks. Send the information to: CSEA Capital Region, Jackie DeMars Resolution, 1215 Western Avenue, Suite 402, Albany, New York 12203

breaking situation and we are unable to help her."

It is tragically clear that state employees need the right to establish sick-leave banks on an agency or statewide basis to help employees who are dying or whose family members are terminally ill.

### The dilemma

Employees are caught on the horns of a dilemma: In order to provide for their families, they must work instead of spending precious time with them. Salary and medical insurance must take precedence over personal time and care when leave accruals run out.

"This is a choice that none of our members should ever have to make," said C. Allen Mead, president of CSEA Region IV. "We have a cause, a just one. And we plan to make a solid case for change in the current system. CSEA intends this to be a living memorial to all those who have suffered through this situation. We need the help of our members in this situation."

In order to make its case before the state Senate and Assembly in support of the legislation the union will propose, CSEA needs recent case histories of state employees who have endured such trying situations. Please send your story to:

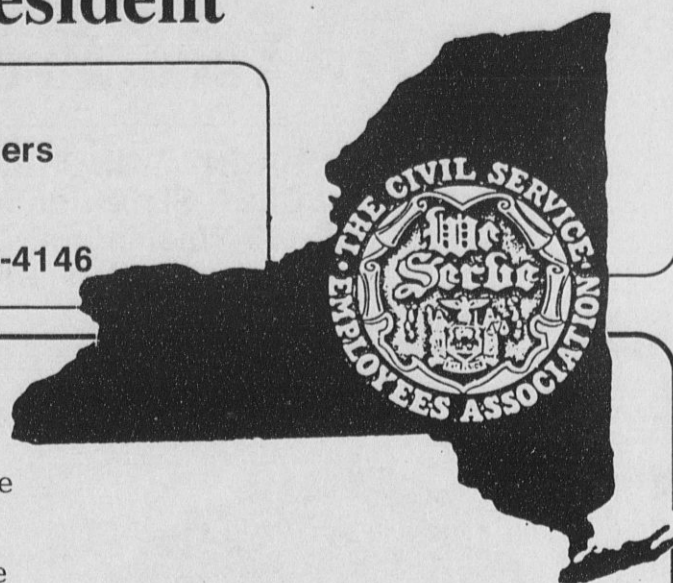
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**In** submitting this report to you, the 1989 CSEA delegates, I propose that CSEA is better today than it was yesterday, and will be even better tomorrow.

CSEA is better today because we have enacted many of the proposals recommended by the two transition teams which I appointed upon taking office in July of 1988.

These transition teams — one made up of members, the other made up of staff — lived up to my expectations. They formalized the ideals which should inspire us while also providing a practical blueprint to put those ideals into effect.

These ideals were later summarized in the CSEA MISSION STATEMENT which I would like to quote here.

**"Our mission is simple: to represent our members as best we can in any way we can; and to continue our role as a leader among labor unions.**

**"To accomplish these goals, we will promote and protect union democracy. We will defend workers' rights. We will improve the quality of our members' work life. We will organize workers and represent them in the best, most effective manner possible."**

CSEA is better today because we put this statement into action! We implemented a staff reorganization this year. We established new chains of command. Additional collective bargaining specialists were on the job. Field representatives were converted into labor relations specialists and now are free to work full time on contract administration. As a result we have today a more responsive CSEA.

CSEA is better today because we now offer additional benefits to our rank and file including, foremost, the AFSCME Advantage Travel Service. And, to make Headquarters more accessible, we expanded our toll-free telephone number to place our union "at your service."

At the same time we were changing CSEA internally, we faced unprecedented external pressures as a result of the state's budget crisis.

CSEA is better today because we immediately went to work. I appointed a special state budget task force that set out to unleash the power of the state's largest public employee union. I also revamped our Legislative and Political Action Office, gave it a new director, hired a new lobbyist, and sent strong messages to both the governor and legislators that we were back in the ballgame ... our days as the mouse that roared were over.

We are better because our political action efforts now target local government. Look at what we did this year in the Village of Hempstead. We made an all out effort and drove from office a mayor who was anti-CSEA. We also played two key roles in David Dinkins' New York City mayoral primary victory.

CSEA will be even better as we work toward the future. We must now put that same energy into giving public employees a voice in how our pension funds are invested.

I was appointed this year to be chair of the AFL-CIO Public Employees Pension Task Force. Its goal is to give us a voice in administering the \$38.5 billion New York State Employees Retirement System fund. It's our money. We demand a voice in how it is used. I am confident we will make progress in 1990.

Meanwhile, here is a quick look at some other efforts we have made during the past year to ensure that CSEA keeps getting better:

- RUGS TASK FORCE — Appointed to prepare a long-range program to fight unfair reimbursement procedures that penalize publicly owned nursing homes.

- OMH TASK FORCE and OMRDD TASK FORCE — Established to examine all aspects of both agencies and to assess future directions in which we should be going.

- GRAPE BOYCOTT — In solidarity with the United Farm Workers and out of concern for health hazards caused by pesticides, we initiated a year-long "Fast for Life."

- RETIREE ORGANIZING DRIVE — In concert with trial AFSCME

affiliation, undertook a major recruiting drive that has netted more than 7,000 new retiree members.

- EXAM FEES WAIVED —

Succeeded in continuing benefit for state employees which waives Civil Service test fees for CSEA members even though Civil Service Department raised fees.

- CSEA LABOR DICTIONARY — A major new publication produced as a guide to the sometimes complicated world of organized labor.

- ETHICS AND YOU — Special publication to help state employees better understand what the new state Ethics Law means to them.

- NEW PUBLICATIONS — In an effort to improve internal communications, newsletters were initiated for school district members (Bulletin Board) as well as for PAC activists (The Political Scene and Capitol Notes).

- FEDERAL LOBBYING — In order to give CSEA a larger presence on Capitol Hill, a federal issues coordinator was appointed, a Federal Issues Committee was established, and PALS were assigned to individual members of Congress.

- WORKER SAFETY — Occupational Safety and Health Department streamlined and labor relations specialists trained accordingly to expand front-line services.

- PEOPLE CAMPAIGN — Fund-raising efforts redirected to concentrated on expanding PEOPLE check-off.

- 35 MPH SPEED LIMIT — Major legislative victory which now makes the 35 MPH speed limit mandatory at all highway work zones.

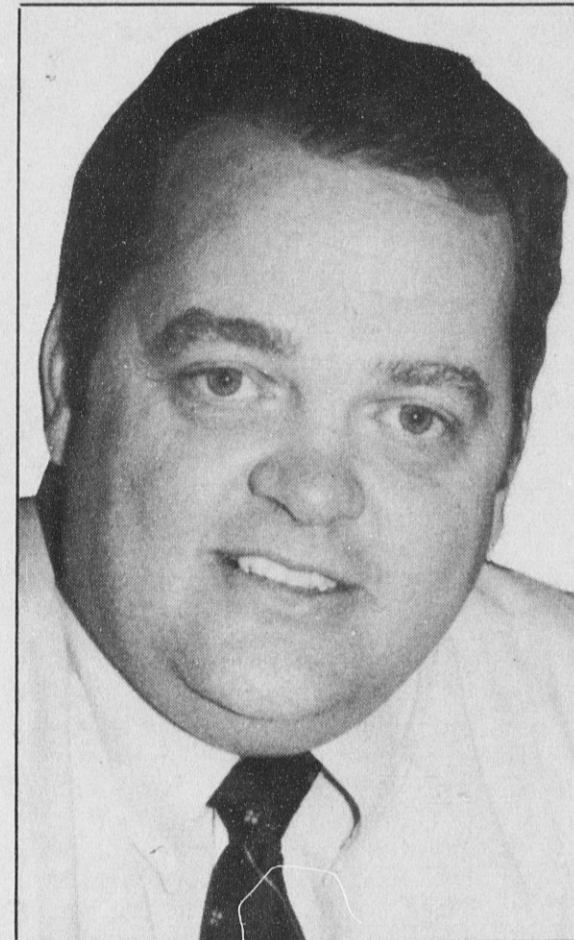
- FISCAL STABILITY — For the first time in four years, the union is on firm financial footing and ended fiscal year 1989 with a surplus.

Much has been accomplished during the past year. Progress was made on many fronts even though we were fighting off a challenge in Nassau County. Our recent victory there confirms my belief that only TOGETHER can we continue BUILDING OUR FUTURE.

*Joe McDermott*

## Executive Vice President

**DANNY DONOHUE**  
 CSEA Statewide Headquarters  
 143 Washington Avenue  
 Albany, N.Y. 12210  
 (518) 434-0191 1-800-342-4146



**W**ell, it's been one year since my first report as Executive Vice President and I hope the year finds you happy and healthy. But it's been a tough 12 months. In the past year, we faced problems such as the state budget crunch, possible layoffs and facility closings, and local government cut backs; but all these issues brought

*Danny Donohue*

out the best in us and proved, once again, that this Union is Number "1". Just take a look at the Nassau County results where our members told us so in overwhelming numbers.

In decerts mounted across the state, for example, rank and file leaders and members have again shown their support for the best Union in this state and, make no bones about it, CSEA is the best! CSEA is the best at: delivering services, negotiating contracts and developing programs, i.e., EAP, Day Care and benefit packages to help our members.

But, we all share one bad quality. We don't stand up and tell our members what a great Union this is. Always keep in mind that what makes this Union great — and continues to make it so — is the membership. Be PROUD of the job you do, be PROUD that we encourage our members to get involved in CSEA. When people criticize us, we should remind them where they would be without us. Does anyone really think that employers ended the 6-day workweek, created job security, or developed workers' compensation because they were nice people? No, it was because men and women joined together and formed labor unions to pressure employers to give them a better deal.

To borrow a line from Region II, "the pride is back." It's been a tough year but, together, we made a difference. Congratulations.

## Statewide Treasurer

**MARY E. SULLIVAN**  
 CSEA Statewide Headquarters  
 143 Washington Avenue  
 Albany, N.Y. 12210  
 (518) 434-0191 1-800-342-4146



**I**am pleased to report that CSEA ended the 1988-89 fiscal year with an anticipated surplus of \$500,000. This year, for the first time in a long time, we took in more money than we spent. And this year, for the first time in recent memory, we were able to complete our budget process before the first of October.

Last year, the delegates took the responsible step of approving a much needed dues structure; a change that has put our Union on the road to financial recovery. The CSEA team has kept its promise to you to improve services, spend and invest wisely and maintain fiscal integrity.

We continue to improve our

computer technology; a long and complex process that will be well worth the effort. This year, we instituted a new computer program which codes every expenditure so we know exactly where our money is going.

Since July 1st, nearly 300 local and unit treasurers have gone through Treasurer Training, and those that haven't will have the opportunity to do so by December 31st.

We are working with our Locals and Units to ensure their understanding of the U.S. Supreme Court's Hudson Decision which regulates the use of union funds. CSEA spends about 85 percent of its money on contract administration and enforcement and other union matters. Locals and Units are being advised that they, too, should be spending a like percentage of their rebated funds in a similar manner.

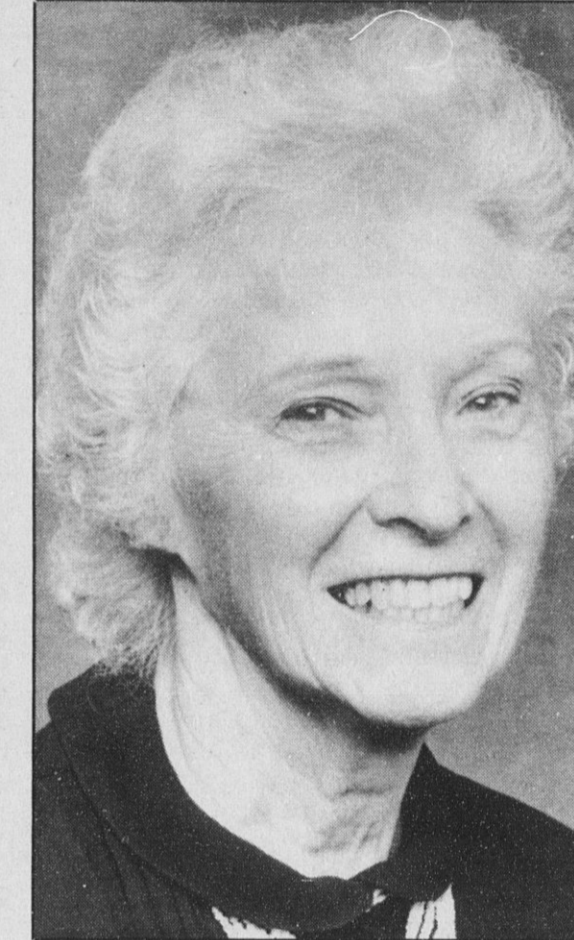
For the last five months, I have had the opportunity to work with many dedicated CSEA officers, activists and staff in Westchester County. We have brought our union directly to members who have long been deprived of the many services and benefits that CSEA has to offer. I have seen a lot of good intention there and in other places across the State. I see it in the staff and the activists who work together to make sure CSEA lives up to its reputation as a leader among labor unions.

We've faced many difficult situations since our last convention but they have not defeated us. We have accepted the challenges and grown stronger because of the dedicated efforts of those of you who continue to believe that CSEA is not "your union" or "my union" — it's **OUR UNION!**

*Mary E. Sullivan*

## Statewide Secretary

**IRENE CARR**  
 CSEA Statewide Headquarters  
 143 Washington Avenue  
 Albany, N.Y. 12210  
 (518) 434-0191 1-800-342-4146



**1989** has been a year of good and bad, old and new. We have seen progress on some issues and footdragging on others.

Unit and Local election results are processed through my office. Even though the Education and Training Department conducted training on election procedures, attendance was not overwhelming. Marcel Gardner, our staff coordinator, has worked diligently to help and has spent many long hours on the telephone.

Participating in the recent round of local and unit secretary training sessions was an excellent reminder of what CSEA is all about. The enthusiasm and desire to help people was evident throughout the program. It gave me a great deal of confidence about the future of CSEA and our ability to solve old and new problems.

As chairperson of CSEA's newly-formed Committee on the 21st Century, it is clear that we have a lot of work to do. The way we work, live and even the way we think, we are all changing at a staggering pace.

CSEA has to make sure that as technology changes the workplace, the workers benefit from it instead of being dominated by it.

Progress on the implementation of CSEA's negotiated VDT policy with New York State has been slow. The state says that budget problems are to blame. But that is a pennywise and pound foolish answer. Better equipment and properly designed workspaces with appropriate lighting would improve productivity and actually save the state money.

At the local government level, discussion on VDT regulations is on hold in most places because of continuing legal action in Suffolk County. Despite the approval of landmark VDT legislation last year, the full impact of the law has been tied up in court by business interests who are challenging the county's authority to regulate VDT usage.

It is outrageous that worker safety and health issues are being ignored because of political considerations.

There is one notable exception. In Putnam County, CSEA and the county administration have worked together on contract language and improved vision care that will benefit both labor and management. Both sides approached the problem realistically, recognized the need and acted because it was the right thing to do.

The Putnam County achievement should be a model for public employees across New York.

Another area where action is too slow is the development of on-site day care centers. In fairness, the L/M approach that has been taken has put New York years ahead of other states and the private sector. But with growing concern about work and family issues, we need more results in the workplace.

On another front, CSEA has finally succeeded in prodding New York into action on the reclassification and reallocation of job titles that were overlooked in the massive comparable worth project several years ago.

Finally, a new issue has emerged to a crisis level in the past year and could affect us all. It is solid waste management or, more simply, garbage.

It is a real concern for CSEA not just because of the many landfill workers we represent, but because we are creating more and more garbage all the time and have no place left to put it.

*Irene Carr*

## Long Island Region I



**GLORIA MORAN**  
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300 Vanderbilt Motor Parkway  
Hauppauge, N.Y. 11788  
(516) 273-2280



**On** January 26, 1989, Jerry Donahue resigned as regional president. As a result of his resignation, I moved up from my position of 1st vice president to become the president of CSEA Region I.

Not only did Jerry resign — the former 2nd vice president also left to join Jerry in forming their own union. Their purpose was to challenge CSEA with the intent of becoming the collective bargaining agent for Nassau County employees, who were represented by CSEA Nassau County Local 830.

It is an understatement to say that Region I was in a state of chaos.

The first order of business was to get the regional committees and their chairpersons appointed and approved by the Executive Board. Then, because of the resignations, it was necessary to fill the first and second vice presidents' positions which were vacant.

I am pleased to say that at the second meeting of the Executive Board, Nick LaMorte was appointed 3rd vice president and Aileen Ronayne became 4th vice president. And the recommendations for committee appointments, and chairpersons, were all approved by the Executive Board — something Jerry Donahue hadn't been able to do in the seven months he was here.

With that accomplished, the region was able to start functioning the way a region should.

I marched with my sisters and

brothers in the county, in towns and villages, in school districts and at state facilities to protest inequities to our members.

A meeting was held, and future meetings are planned, between CSEA mental hygiene local presidents and the Long Island regional director for the Department of Mental Health. These meetings, for one reason or another, had been stopped in the past.

Local and unit elections were held, bringing many new faces on board in Region I.

While all this "routine" business was taking place, the Nassau Local was being challenged each and every day. Early every morning I would leave my home to go and speak with our members in Nassau County. From there I would head for the regional office to attend to whatever matters were crossing my desk at the time. In the evenings, again more meetings. Every effort was being made, on every avenue possible, to keep the Nassau Local whole. The battle has been a long and strenuous one. But we were successful. We did win the challenge. On September 22 the ballots were counted — CSEA 5,840,

ACE 3,903.

We may not be a perfect union, but we are the best! The message is clear: CSEA is alive in Nassau — CSEA is strong in Region I. Now the work begins to make us united and stronger than we have ever been.

I would be remiss if I did not thank everyone whose help made us victorious in this challenge — the statewide officers, the CSEA staff, not only from Region I but from other regions and from headquarters; our brothers and sisters from AFSCME: the locals, the union activists and everyone who handed out a flier or manned a phone or spoke on behalf of CSEA. My sincere thanks to each and every one of you for your dedication and efforts.

Now, I am ready to take on the challenge of being the president of Region I — 100 percent of the time — so that my sisters and brothers here can say they are proud to be Region I CSEA members, and proud to say that I am their regional president.

*Gloria Moran*

## CSEA says Nassau's \$20 million budget surplus should be used to fully fund health insurance



**MINEOLA** — Responding to Nassau County Executive Thomas Gulotta's surprise unveiling of a \$20 million 1990 budget surplus, Nassau County CSEA Local 830 President Rita Wallace said she was "optimistic" that the surplus money can ease collective bargaining in progress for 14,600 county employees whose contract will expire on Dec. 31, 1989.

Though the budget's release date is uncertain, Wallace said CSEA is "anxious" to review it.

"In past year's we've seen a lot of razzle-dazzle with county budget statistics," she indicated. "With this year's negotiations, it's a relief that we

won't have to debunk the mythical deficits presented to us in past years."

Wallace maintained that budget surpluses, realized through reduced county contributions to the employee retirement fund, can instead pay mandatory out-of-pocket doctor expenses union members were forced to pick up during the current contract.

"Obviously, the county can't deny it has the money to fully fund health insurance for all its employees. When the funds are sitting there, why shouldn't CSEA members have the fully paid health coverage the county has always provided in the past. It's only fair," Wallace said.

## Metropolitan Region II



GEORGE BONCORAGLIO  
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(212) 514-9200



**As** a labor union, CSEA has a responsibility to improve the lives of our members on the job and at home; but we also have a moral obligation to work for positive social change, and right now there's a tremendous need.

The most disturbing issue making news in 1989 has been the increase in racist activities and racial attacks.

The scariest part is that we're not just seeing the election of a former Ku Klux Klan leader to the Louisiana state legislature or isolated incidents; it's happening all around us, even in New York.

We live in a free society where all people have equal rights. Nobody — especially a racist mob — should be able to take those rights away from any American. If we stand by and let it happen without speaking out and acting to prevent it from ever happening again, then there's no hope for us.

In CSEA we understand these problems and are working to remove barriers to equality. We can all be proud that we belong to an organization where people work together regardless of race, sex, sexual orientation, religion or ethnic

background. We can be proud that CSEA takes a strong stand against apartheid. We can be proud of the fact that thousands of us have fasted to help our brothers and sisters in the United Farm Workers draw attention to their inhumane working conditions.

I'm proud of the progress we've made in Region II; but the alarming incidents make me see how far we have to go. We have to live and work together as sisters and brothers

because we only have one world. If we don't learn to share it, we'll only destroy it.

CSEA is, and must continue to be, a force for change, and I know that we brought unity to Region II. Hopefully, we can help bring unity to all people. We must, we have no choice.

*George Boncoraglio*



## Help for Hugo victims

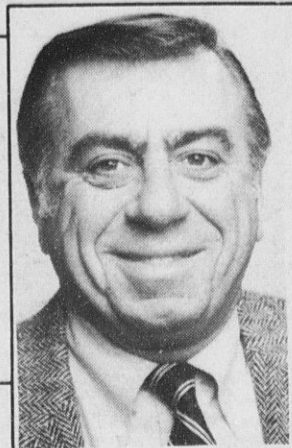
The call for help came about 4:10 p.m. on a Friday afternoon — after most other laundry operations had shut down. Before dawn the next morning, 11 CSEA members in the laundry operations at Creedmoor Psychiatric Center were busy sorting and boxing linens for victims of Hurricane Hugo in Puerto Rico.

"Laundry workers don't always get acknowledged," noted Laundry Manager II Diane Hansen, a CSEA member. "This was just another example of how they always get the job done."



## Southern Region III

**PAT MASCIOLI**  
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 Old Route 9 Fishkill, N.Y. 12524  
 (914) 896-8180



**D**uring the recent internal organizing campaign in Westchester County I met newly recruited activists who asked me what it is that makes a unit or a local strong and effective.

I pointed out to them that there are a number of CSEA units and locals where the union is considered strong, active and is respected by management. I further told them that these units and locals all have one thing in common. These units and locals all have an *active* and *committed* membership. They participate on committees, attend meetings and strive to serve their co-workers by listening, keeping them notified of events and updating them on such issues as political action and the status of contract negotiations.

Most important, there is a strong sense of unity. The members appreciate the necessity of working together. Management sees this unity as support for the union and knows that the union is a force to reckon with.

My point is this: there are enough divisive forces working against our union. A lack of communication by leadership is unforgivable. Your elected officers have an obligation to provide the membership with programs, training and all of the information they require in order to know that the union is working for them. They have the resources, which are paid for with your union dues, to do this.

Your elected officers should be accountable to their membership.



That's what they were elected for — to administer the programs that are provided by the union, to use the resources that are provided by the union with your dues money.

Know your dues. Know the chain of command. Have the confidence in that structure to take the action you feel is needed to make an unsatisfactory situation better.

Apathy is the union's worst enemy. I have heard members say, "I just care about my paycheck. I'm not concerned with the union."

Be aware that management uses your apathy against you by feeding it. Management will never voluntarily give you any contractual benefits. The union will not have any clout with management if it is felt that the members are not supporting it.

Worse, apathy opens the door to power and glory seekers — some who are willing to "make deals" with management to benefit themselves to

the detriment of the general membership — others who try to break from the union altogether by decertifying from CSEA and creating their own organization. These power-hungry individuals are noted for their discouragement of membership participation and their encouragement of "the dictatorship of the few." Their goals are personal ones and the membership's interests are of little concern to them. A concerned, participating membership is absolutely the last thing they want.

Give of yourself in order to receive. Be part of the solution, not the problem. Robert Kennedy once said — "We don't know what the future will bring but we can make it happen when we plan, communicate and lead."

*Pat Mascioli*



### CSEA ANTI-APARTHEID PIN ORDER FORM

Name \_\_\_\_\_

Address \_\_\_\_\_

I would like \_\_\_\_\_ pins at \$2 each.  
 I have enclosed a check or money order for the amount of \$ \_\_\_\_\_

Clip out and mail to:

CSEA c/o Portia Given  
 143 Washington Avenue  
 Albany, New York 12210

To demonstrate CSEA's opposition to the practice of apartheid in South Africa, the union has created pins with the accompanying graphic. Money raised from the sale of the pins will be used to continue CSEA's battle against the oppression of apartheid.

To order pins, fill out the form left, clip it out, and mail it, along with a check or money order made payable to CSEA, for \$2 per pin to CSEA, care of Portia Given, 143 Washington Avenue, Albany, New York, 12210.



## Capital Region IV

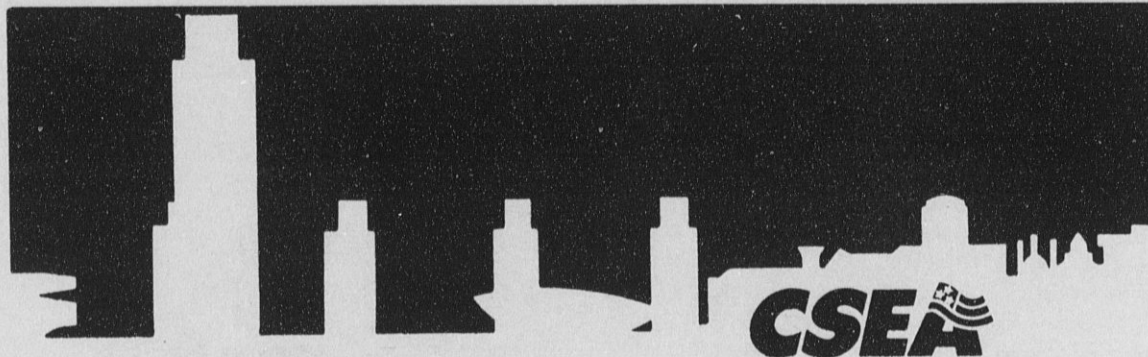
**C. ALLEN MEAD**  
 1215 Western Avenue, Suite 402  
 Albany, N.Y. 12203  
 (518) 489-5424



I wish to open this report to the Seventy-Ninth Annual Meeting with a sincere welcome to each delegate. A special greeting is extended to the many CSEA delegates who are attending their first Annual Meeting. On behalf of the Capital Region, we congratulate each of you on your election, and wish you every success and happiness in your CSEA experience.

We trust that you find your involvement in CSEA to be an experience which will provide personal enrichment. Although the challenges you will inevitably encounter will bring their frustrations, you will also find opportunity in CSEA. You have the opportunity to become friends with many very special people. CSEA will not only provide you with the opportunity to become proficient in your capacity, CSEA will challenge you to attain the highest level you set for yourself. There are no restrictions placed on your abilities by CSEA, only those you yourself may allow. As you become better acquainted with your sister and brother delegates, officers, activists and staff, you will meet individuals from the most varied of backgrounds. You must utilize your opportunities to draw from their knowledge and experience. Please never hesitate to ask questions about matters that you do not feel you thoroughly understand. Never wait to have someone ask of you if you have a better idea. Above all, never give up your pursuit of what you believe to be a better way simply because the first person or group you discussed it with did not agree with you.

We meet, here in Buffalo, on the brink of a new decade. I have every confidence that CSEA is well prepared to transition into the 1990's. We look forward to the next decade as one which will present us with unlimited opportunity. I firmly believe that CSEA, in the 1990's, will be offered the challenge to become the most



vital ingredient in shaping the role of a labor organization for the 21st Century. The index of CSEA's achievements presents, what we believe, firm evidence of the change in the traditional role of unionism. While it remains consistent that we must negotiate the finest collective bargaining agreements to cover compensation, grievance procedures and benefit protections, we must continue further in pursuit of enriching the quality of personal life. A renewed, if not a brand new, social consciousness must be a major theme in our agenda. We have witnessed the largest federal government advertising campaign, for some time now, encourage the youth of America to "be all that you can be." In practice, and in fact, this same government has restricted those opportunities to a very limited segment in our society. It is an inherent injustice to the "American dream" to find a single parent seeking dignity in accepting full-time employment and not being able to earn a daily wage which would allow for the provision of a family dinner at a "fast food" restaurant. We can and must change slogans to reality.

We are proud that President McDermott has accepted our regions' recommendation and declared a portion of this meeting to give increased CSEA recognition to the campaign against the Apartheid government practiced in South Africa.

We are touched by the response to our effort in recognition of our departed Local 673 member Ms. Jackie DeMars, to help bring about a new system in state employment which would allow us to provide contributions of leave accruals for those of our members who are either personally, or through their families, facing the tragedy of terminal illness. Likewise, we remain sincerely grateful for the support which provided nearly 2,000 pounds of food items *in addition* to the contributions which, and I quote from the Regional Food Bank of Northeastern New York, Inc., "will allow us to distribute \$10,476 (worth of food) to help alleviate hunger in our community." We can and we will make changes to improve the quality of life.

The members in the Capital Region can, rightfully, be very proud of these efforts. These are the challenges that will afford us the opportunity to reach our full potential. Let me conclude with our challenge to each delegate to set three new goals for themselves to achieve before they return to the 1990 Annual Meeting and leave you with the assurance that the Capital Region welcomes the opportunity to work with you in pursuit of your goals and we look forward to hearing for you as you achieve your successes.

*C. Allen Mead*

### **Financial planning newest benefit for Region IV members**

A financial planning service has been added as a benefit for the more than 40,000 members of CSEA's Capital Region.

RCS Financial Planning Services of Albany has been selected to design and implement the new benefit program, according to Region IV President C. Allen Mead. RCS will develop no-charge financial education programs and consultations for Capital Region CSEA members. On an individual basis, RCS

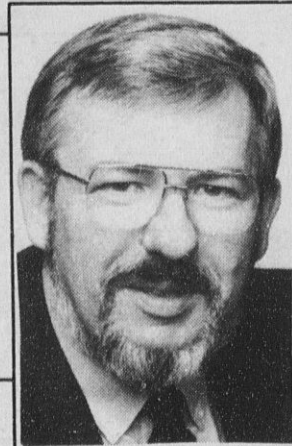
will provide a full range of financial planning services, including comprehensive and selective financial planning, income tax preparation, family finance counseling, investment advisory services, wealth management, estate and retirement planning.

Mead said financial planning and advise ranked very high on a list of benefits members wanted most, according to a recent union survey.



## Central Region V

**JAMES J. MOORE**  
 290 Elwood Davis Road, Suite 308  
 Liverpool, N.Y. 13088  
 (315) 451-6330



**'We** can't change yesterday. Together we can shape tomorrow." True words, and especially relevant to our statewide union, our region, our locals and units. Some among us only dwell upon the past, playing up the good and down-playing the bad. If ever there was a time to regroup for the future, it is today.

Throughout the region and the State, thousands of new officers have been elected to negotiate with their employers and represent our members in all aspects of union activities. Those officers cannot be successful without your support.

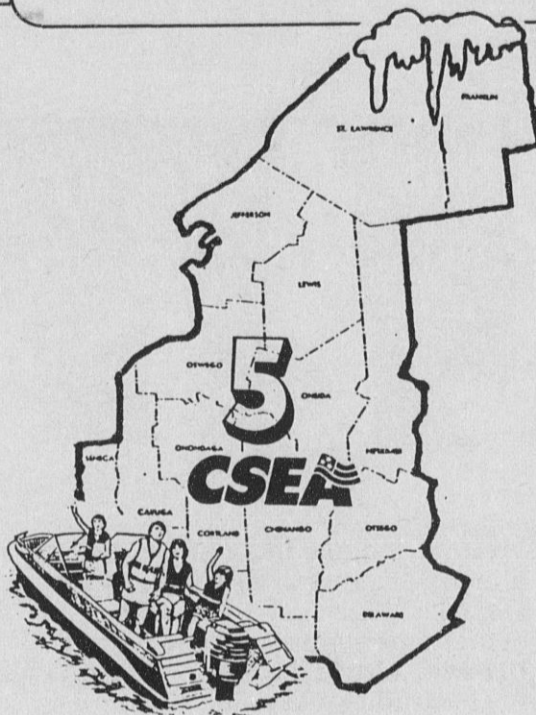
Soon after our convention in Buffalo, steward and grievance training will commence throughout our region. Being a steward is rewarding, yet frustrating. It is not easy, but at the same time, very basic — investigate the facts, *listen* to the members, be knowledgeable as to contract dates and procedures, and *always* remember you are to represent the member to the best of your ability.

Another important activity is the local Political Action Committee. Statewide issues such as an annual cost-of-living increase for retirees and changes in Tiers 3 and 4 are concerns CSEA *must* deal with in the immediate future. Stopping contracting-out of public employee jobs and achieving commitments from area legislators, as well as village, city and town candidates, for timely and just contracts are local issues that should concern every CSEA member.

How can you help? Actually, it is very easy. Register to vote!!! Many of our members do not participate in national, statewide or local elections. Surely we all know that every vote counts. Many elections have been decided by a handful of people. Local election committees, whether you are from the State Division, or work under a Local Government contract, are vitally important in helping your union achieve better benefits for you.

Two goals that I would like to see achieved are: that by 1991 every local in our region will have a local newsletter and an active, well-informed, credible, Safety and Health Committee.

A never-ending and I think somewhat justified complaint expressed by our members is that "the union only calls upon us (the members) when there is a problem." Well, I guess that could be true to a large degree, yet when there is a local union meeting, so few people attend



that it does become discouraging to the officers and eventually local meetings become farther apart and, in many cases, do not even occur.

We all like to read a newsletter that keeps us up to date on events taking place within our worksite. Your local officers need help in producing just a one-page monthly update or even four times a year. As officers, part of our job is to listen to our membership and to react to their needs. As members, your role is to follow the lead of your officers and take advice from them on how to deal effectively with management. A local newsletter can be of great assistance to both groups. Without a newsletter, no communication is occurring and no strengthening of the union takes place.

The issues of Safety and Health are probably the most disturbing to me personally and will be a priority of mine during the coming months. I feel strongly that our union must make it a goal to have Safety and Health Committees at every worksite. Hopefully, these committees can be joint labor/management arrangements, but where management is too insecure or, in some cases, just too ignorant to realize the value and the need for such a venture, then CSEA must take the lead in establishing effective committees.

Anyone within our 20-county region who shares my concerns should set aside the date of March 31, 1990, as we will present a workshop that day in Syracuse to help units and locals in establishing a local committee.

There are so many other areas where you, as members, can help your newly-elected officers. Those interested in financial matters can offer to serve on Audit and Budget

Committees. Our Regional Membership Committee, chaired by Kathy Wright and assisted by Maureen Malone, can assist units and locals in creating a plan to help with membership recruitment. A unit with a high percentage of membership gets stronger and better contracts, as opposed to those that run at 40-50% of potential membership. Volunteer to work on membership recruitment. You will be increasing your own take-home pay that this union will be able to negotiate for you and your fellow employees.

While on the subject of membership recruitment, let me single out an activist who has worked many hours to make this union available to unorganized employees. Local President and Regional Vice President Dolores Herrig has recently organized a new unit of more than 150 employees at the Camden Central School District within our region. Nothing can ever compare to the feeling that I sensed standing with her the night of our first organizing meeting, when we saw carload after carload of potential members roll into the meeting site to discuss possible affiliation with CSEA. I was reminded of something Jerry Wurf, past President of AFSCME International, once said, "There would be no need for employees to have a union if their employers would learn to treat their workers with respect and dignity."

Those potential members will soon be sitting down at the bargaining table to negotiate their first union contract, and that's why many of us have chosen to make Labor Relations our life's work. It is not easy to be a unit, local, regional or statewide officer. You miss many of your kid's birthday parties, baseball games and school activities. Your career promotions with the employer are dead-ended. Your "high" in life comes from standing tall, shoulder to shoulder with your employer and forcing them to treat their employees with dignity and respect, to provide a safe and healthy work environment, and to force the employer to negotiate on a timely and just basis.

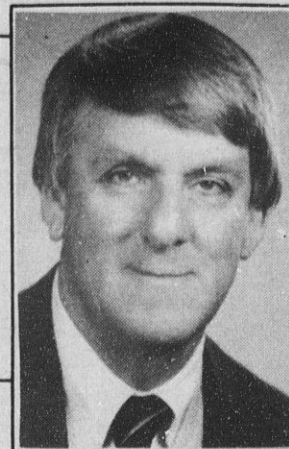
You, the members, can make your local officers so much more effective, because with just a little of your time and effort, we "can shape tomorrow." We can, and we will.

*James J. Moore*



## Western Region VI

**ROBERT LATTIMER**  
482 Delaware Avenue  
Buffalo, N.Y. 14202  
(716) 886-0391



**A**warm, hearty welcome to Buffalo and Region 6 territory! We are delighted to act as your "hosts" for the 1989 Delegates Meeting. Those of us from the Western New York area invite you to enjoy yourselves during your stay. Please call on us if we can help you in any way.

My report will cover a variety of subjects. First, my congratulations to all who participated in the great victory in Nassau County. Our success is a classic demonstration of what CSEA can accomplish when it marshals its resources and then plans and coordinates everything carefully. Of course, this marks the beginning, not the end of our efforts there.

Second, why do some state agencies, e.g., the Department of Transportation, ask for termination for every alleged infraction in a disciplinary action, regardless of how small the issue? And then, the agency expresses surprise when an arbitrator grants its request for the harshest penalty. CSEA needs to monitor this more closely. Any arbitrator who persists in such determinations without sufficient grounds should be removed.

Another disturbing trend appears to be that public employers are blatantly ignoring long-standing contractual provisions and telling the union and the member "to go to hell." Are they adhering to the "sue me" philosophy which permeates much of our society today? Is it because of the length of time it takes to resolve these matters? But when this situation occurs, all entities of the union must stay together. We cannot allow management to shift the blame to the union and provoke us to fighting among ourselves. We are not the "enemy."



Recently I read the results of another poll which placed labor leaders in the same category as used car salesmen once again. Well, that doesn't bother me much any more. That's a better comparison than with certain other groups; for example: some savings and loan executives, oil company presidents, hospital administrators who won't admit a patient without insurance; hotel owners, or bank presidents who mistreat employees, gouge the public, and then run with a seven-figure financial settlement.

Nor do I wish to be compared with political figures who promise everything to everyone and then hide when the tough issues arise. And certainly, don't include me with those former Reagan Administration appointees who left in disgrace as quickly as they surfaced. A used car salesman is not bad at all.

The point, of course, is that people should not be painted with a broad brush — as with any group there are bright, responsible labor leaders, just as there are those who deserve to be criticized.

Finally, the battle that is being fought by union members against NYNEX is a major step which will eventually have an impact on workers throughout the United States.

NYNEX is attempting to place the costs of health insurance on the backs of their employees. All major employers in this Country, both private and public sector, are observing this battle closely. The outcome may very well set the tone for future negotiations for all.

Hopefully, this action will precipitate positive action by the Federal Government. This nation must insure that all of American citizens get adequate health care. The fact that it has not been accomplished by now is a national disgrace.

The striking NYNEX workers deserve our support.

Once again labor is leading the charge on a social issue. Eventually all American citizens will benefit.

*Robert Lattimer*

## Want to change your health insurance coverage? November is the insurance option transfer period

State employees are reminded that the annual Health Insurance Option Transfer Period will be the month of November. Employees who wish to change Empire Plan or Health Maintenance Organization (HMO) options must do so during the transfer period by contacting their agency personnel office.

State agencies will receive and be responsible for distributing the following

to their employees:

- **Option Transfer Guide**, which briefly summarizes Empire Plan and HMO benefits and premium costs.
- **Revised Empire Plan Participating Provider Directories**. Additionally, state agencies will have a supply of HMO profiles available for employees who require more information about HMOs that service the community in which the employee resides.

If employees require specific information about the Empire Plan or a particular HMO, the employee may contact Metropolitan or the HMO directly. Personnel offices will provide information on how to contact Metropolitan or an HMO.

*The Public Sector* will publish more comprehensive articles on the Health Insurance Option Transfer Period and the Pre-Tax Contribution Program during October and November.



# Directions



# Prepare for the future

Directions is a pre-retirement education program developed and conducted by the state Office for the Aging with joint labor/management funding from New York state and CSEA, the Public Employees Federation and AFSCME Council 82.

Directions conducts pre-retirement planning seminars across the state and has written the "Self-Help Guide to Pre-Retirement Planning" for employees of state agencies.

Directions will answer some important questions about pre-retirement planning for all public employees through this column.

This first column focuses on some of the basic pre-retirement planning questions. Future columns will include a more specific look at financial preparedness, personal adjustments, use of leisure, second careers and a variety of other topics.

## Working after retirement

After a year of retirement, 60 percent of state retirees say that they wish they knew more about work options. As Americans retire younger and live longer, working in retirement is becoming more common.

We all have needs that are met by our jobs. Some retirees meet those needs through leisure activities, but others find work is a way to meet their needs for friends, accomplishment and leadership.

That doesn't mean you have to do the same type of work in retirement that you've done before. You have developed many marketable skills on the job, in the home and in the community. A machine operator uses his fishing skills running a bait store; a school principal is organizing activities for senior citizens. Nor does it mean you have to give up on retiring. Many jobs are part-time, temporary or seasonal and have the flexibility that retirees seek.

To help you get started with your retirement job search, many libraries house Job Information Centers with books, pamphlets, test announcements, classified ads, microfiche job listings and other job search materials. Regional libraries also give free resume writing and review services.

The state Department of Labor, through its statewide Job Service offices, gives free resume review, vocational testing and job announcements. Check your local phone

### Questions?

What is **your** question about retirement? We cannot make personal replies, but we'll respond to questions in future columns. Send your question to: DIRECTIONS

New York State Office for the Aging  
2 Empire State Plaza  
Albany, New York 12223

book for the office nearest you.

If you are a member of the state retirement system and re-enter public employment, there is a maximum you can earn before it affects your retirement allowance. The maximum amount increases every few years. You may apply for permission to exceed this amount. For more information, get a copy of the booklet "Public Employment after Retirement" from your personnel office or the retirement system.

### Could you be more specific about what is included in the category "public employment?"

Any state agency or authority, local government, including village, town, county, city, OTB, school district or other entity that pays into the state retirement system is a public employer.

### What is the maximum that can be earned?

Currently, the maximum is \$8,800. It changes periodically, so check with the retirement system before starting the job.

### Aren't there limits on how much Social Security will let you earn?

If you are between 62 and 65, you can earn \$6,480; over 65, the amount is \$8,880; over 70 you can earn any amount.

These amounts also increase periodically. If you earn over these amounts, Social Security keeps \$1 of your Social Security benefit for every \$2 you earn. As of January 1990, you will have even more incentive to work because then Social Security will keep \$1 for every \$3 you earn over the amounts above.

### How does retiring at 55 affect Social Security?

It reduces the amount you will receive from Social Security. A corrections officer told me he calculated his benefit would decrease 1 percent for each year he retired before age 62. Contact your local Social Security office to learn the impact on **your** benefit.

### Why should I retire? I love my job as an environmental conservation officer, especially taking school groups on tours. I'm 63.

Some people do find that their job is the best fun they can imagine having and don't want to leave. New York state has

one employee who is over 90. Other people like some parts of the job, hate others and tolerate the rest. If you enjoy talking about nature with school groups, you could continue to do that for a museum, nature center or school. Start as a volunteer. It may lead to paid work later. At some point, every year you pass up your pension and Social Security, you are essentially paying New York state for the privilege of working.

### I'm paying for the privilege of working?

If you compare your **net** income to your pension and Social Security, you may find that your income with all its taxes and FICA payments is less than what you could get in retirement ... not to mention with a part-time job.

### I tried my hand at farming years ago and when that didn't work out, I got a job with the state. Is there anything I can do with the few acres I have left?

Consider growing a specialty crop. One couple I know turned a scrubby field in the Adirondacks into 14 acres of highbush blueberries. They sell them both retail and wholesale and have a u-pick operation. Another person I know grows statice, a flower used fresh by florists and dried by craftspeople. The farm agent at the Cooperative Extension in your county will help you decide what would be your best crop based on size, soil, climate and market potential.

## Pre-retirement seminars

DIRECTIONS also conducts pre-retirement planning seminars for state employees. Contact your agency personnel or training office or your CSEA Local president if you would like to attend. Following is the tentative seminar schedule for 1990:

Pre-Retirement Planning Seminars  
January and March: New York City  
April: Syracuse  
May: Batavia  
June: Albany  
September: Long Island  
October: Lower Hudson Region  
November and December: Albany



## YOUR UNION BENEFITS

# AT YOUR SERVICE

*A handy reference guide to CSEA member services and benefits*

### CSEA Toll-Free

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

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

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

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

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

\* For Field Operations or the Empire Plan/Health Benefits Committee, press number 1.

\* For 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.

### Employee Benefit Fund

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

For questions regarding any of the benefits or for assistance with negotiating any plan(s), call: **1-800-342-4274 or (518) 463-4555 or write:**

**CSEA Employee Benefit Fund  
14 Corporate Woods Boulevard  
Albany, NY 12211**

### Education and Training

CSEA can help you prepare for civil service exams with low-cost study booklets and free-to-borrow video tapes and audio tapes.

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 the video/audio tapes or union workshops, call CSEA headquarters at **1-800-342-4146**.

### Grievances, Disciplinaries

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

### Current Issues Update

To find out what's new and to get information about items of general interest to CSEA members, call toll-free **1-800-342-4146** and press number 5.

### AFSCME Advantage Credit Card

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

To obtain an application form, call your CSEA regional office (see adjacent map).

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**.

### Insurance

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

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

### AFSCME Advantage Travel Services

Helps you get where you're going, fast. And saves you money in the process!

You can stretch your dollars with the cost-free travel benefits that include guaranteed lowest available airfare, car rental discounts, hotel and motel discounts and a vacation hotline.

**For a free starter kit call 1-800-522-8727.**

### 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 is available by contacting CSEA's Retirement Department, CSEA Headquarters, 143 Washington Avenue, Albany, N.Y. 12210. **(518) 434-0191 or 1-800-342-4146.**

### United Buying Service

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



#### CSEA REGIONAL OFFICES

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

**METROPOLITAN REGION OFFICE (2)**  
Suite 1500  
11 Broadway  
New York, N.Y. 10004  
(212) 514-9200

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

**CAPITAL REGION OFFICE (4)**  
Suite 402  
1215 Western Avenue  
Albany, N.Y. 12203  
(518) 489-5424

**CENTRAL REGION OFFICE (5)**  
Suite 308  
290 Elwood Davis Road  
Liverpool, N.Y. 13008  
(315) 451-6330

**WESTERN REGION OFFICE (6)**  
482 Delaware Avenue  
Buffalo, N.Y. 14202  
(716) 886-0391

***Vote for the  
union-endorsed  
candidates on  
November 7***

**Your union urges  
you to vote for**



**DAVID  
DINKINS  
NEW YORK CITY MAYOR**

**and for the CSEA-endorsed candidates in your  
election district in counties, cities, towns and  
villages throughout New York State election day.**



**Local 1000, AFSCME, AFL-CIO**

***POLITICAL ACTION  
IN ACTION!  
WE'RE MAKING  
ALL THE DIFFERENCE***