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

# Sector

THE PUBLIC

Vol. 17 No. 5 MAY 1994

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STATE GOVERNMENT NEWS PAGES 8-9

GENERAL NEWS PAGES 10-19

## Retirees are **THIRSTING FOR A COLA**

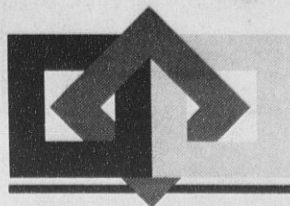
—see page 3

Robert Foley, president of Capital District Retirees CSEA Local 999, and CSEA Legislative Counsel Fran Turner on the steps of the state Capitol with "COLA" cans CSEA retirees will be distributing to legislators during a lobbying day this month.

Ballots will be mailed May 16 for the election of CSEA statewide officers. Statements of candidates are published in this edition on pages 13 - 19.

AFSCME Convention delegates election results — page 19.

PHOTO BY MARK M. KOTZIN



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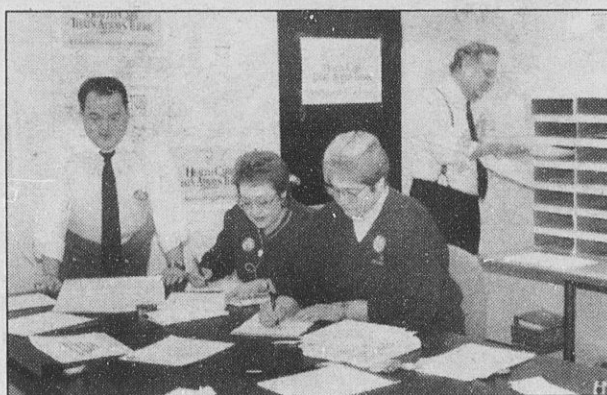
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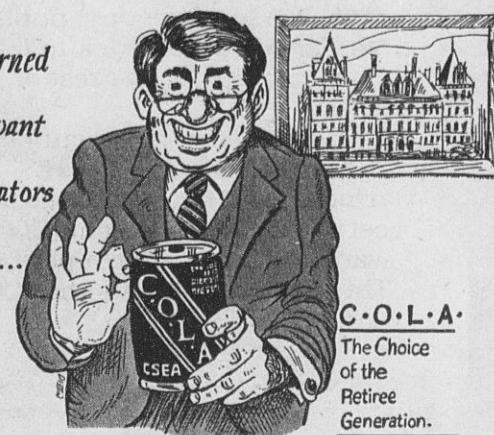
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Choose your leaders wisely — A message from CSEA President Joe McDermott. Plus a cartoon by Ralph Distin: **Page 4**

**C**oncerned  
**O**bservant  
**L**egislators  
**A**gree ...



**C·O·L·A·**  
The Choice of the Retiree Generation.

Cost Of Living Adjustment.

◀ CSEA members use political action to win a contract in Broome County: **Page 7**



**THE PUBLIC Sector**

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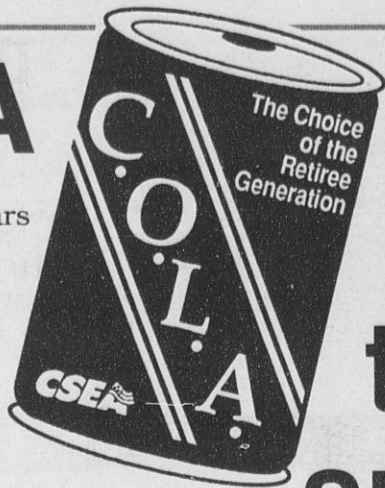
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# A COLA



# would hit the spot!

One hundred twenty-five dollars a week is not a lot of money. Yet that is what a typical retired public employee currently collects here in New York state. For them an annual pension of \$6,500 translates into an endless struggle to make ends meet.

But if you talk to John Q. Public, he will more than likely complain of the "big pensions" that public employees get.

"Yes, there is a perception that public employees get 'big pensions' because of all the publicity that is generated when some big shot retires. The media is quick to focus on his or her pension which creates a false picture for the rest of us," CSEA President Joe McDermott said.

So CSEA really has its work cut out this spring as the union lobbies Gov. Mario Cuomo, Comptroller H. Carl McCall, Senate Majority Leader Ralph Marino and Assembly Speaker Sheldon Silver to enact a permanent annual cost of living adjustment (COLA) for retirees.

CSEA wants a law creating a permanent COLA for public employee retirees. The union also wants that COLA guaranteed by the New York State Constitution.

The money is already in the bank. The Retirement Fund has a surplus and can afford a COLA without jeopardizing its security. As President McDermott has said on many occasions, "It is **our money** — our deferred income — that is put aside to provide for us when we retire."

**'It is our money — our deferred income — that is put aside to provide for us when we retire.'**

State elected officials had no qualms about raiding the fund in 1990 when they needed money to balance the state budget. Fortunately, CSEA went to court, fought the raid and won restoration of the funds.

The money is there for the retirees when they need it. And they need it now.

CSEA has an

aggressive lobbying effort underway to promote COLA:

- Retirees will be visiting legislators in their home districts.
- On May 17 there will be a lobbying day in Albany.
- On June 7 a special call-in day is planned to flood legislators, the Governor and the comptroller with telephone messages.
- Specialized ads will run in the *Empire State Report and Legislative Gazette*.
- Weekly mailings are planned to Gov. Cuomo and legislators describing in very personal terms the plight of many long-time retirees.

They will see stories of people such as Mary Weber.

In 1977, after almost 20 years as a public employee, Mary had to take a disability retirement from her clerk/typist job because of cancer. Then, her annual pension was \$2,897.16. Today, 17 years later, her pension is \$3,228.12 — an increase of only \$330.96!

COLA is a matter of fairness and dignity to retired public employees such as Mary Weber who have spent their working lives serving the residents of New York in its schools, villages, towns and city halls, county offices and in state agencies from Buffalo to Long Island, from Plattsburgh to Manhattan.

— Stanley P. Hornak



Retiree Mary Weber struggles to survive on a pension that has increased only \$330 in 17 years. "COLA is long overdue," she says.

**A message from CSEA President Joe McDermott**

## Skills, courage define leadership

*"Any jackass can kick down a barn...  
but it takes a carpenter to build one."*

— The late U.S. House Speaker Sam Rayburn

Real leadership in public office comes from having skills to get the job done and courage to make tough decisions.

It is the same in your union.

In the weeks ahead, you have the responsibility to elect the new statewide officers of CSEA. For many reasons you should not take that responsibility lightly. First of all, CSEA is probably the most democratic union to be found anywhere. You, the member, elect your leaders at every level. And you, the member, have the right to run for union office at all levels. But, for that reason, you should safeguard your rights by choosing your leaders wisely.

You should carefully read and evaluate the candidate statements printed in this edition of *The Public Sector* and then vote.

Recognize that pie-in-the-sky promises sound great but they falsely raise expectations that can't be met. Similarly, carping without a constructive agenda is destructive and self-defeating.

There is ample opportunity to serve within CSEA and to make a difference in how this union works. No matter where you work, no matter what you do, CSEA needs your activism. Within locals there is always a need for stewards and other volunteers to get things done. Running for office or as a delegate to the CSEA Annual Delegates Meeting gives everyone a chance to get involved.

And from involvement springs opportunity to grow in skills and knowledge and to take on greater responsibility in the organization.

It's important to keep in perspective that no one can reasonably expect to just step into the job of a statewide officer and succeed without a demonstrated ability to lead within this organization. The demands on statewide officers to represent CSEA members — where people's lives and livelihoods are on the line — are too great for it to be a paid on-the-job training ground.

There are a few things you should keep in mind about the responsibilities of your statewide officers.

CSEA represents a quarter of a million people with many different backgrounds and points of view in every different part of the state. We have a lot in common as public employees, but there are also a lot of different needs and interests. No one can please all the people all the time.

A major responsibility of statewide officers is to have a vision for where the organization is headed and to build consensus among the leaders and members that helps to get us there. But that process requires leaders to be realistic and at times to say and do things that are unpopular with some people.

It is not easy to act in the best long-term interest of the entire organization but that is what statewide officers must confront daily.

Talk is cheap when people tell you only what they think you want to hear.

Second, CSEA does not operate in a vacuum. As much as we would like our issues and concerns to always receive top priority in all levels of government, it doesn't work that way in the real world. We are forced to constantly respond to actions, decisions, court rulings and the like that are often beyond our control.

The range of issues, problems and

complications that affect CSEA is staggering. Safety and health, contractual (more than 900 separate negotiated agreements), legal, legislative and political decisions must be made every day. Statewide officers must be well versed in all of these areas and more. It is a constant struggle to stay well informed because in all of these areas the circumstances can change regularly; it is also nearly impossible to deal with these areas at the statewide level without a strong foundation.

Add to that the fact that CSEA must compete to be heard effectively against ruthless privateers, self-serving and questionable organizations trying to con our members and public-employee-bashing demagogues. We must also contend with politicians from the Governor on down who have their own agendas that don't always match ours.

It is essential that CSEA's statewide officers have the skills to confidently and effectively negotiate these tricky areas. It is essential that they can clearly articulate CSEA's positions and present a credible message to decision makers, the media, the general public and CSEA members. That they can really walk the walk and talk the talk!

And they must have constructive ideas for positive change.

CSEA isn't perfect but it takes all of us working together to make it better. No CSEA officer can effectively do the job without the support and involvement of CSEA members. Still, it also takes skilled and experienced leadership to show the way.

**"Any jackass can kick down a barn. It takes a carpenter to build one." Keep that in mind as you vote for your new officers.**

Yours in Unionism,

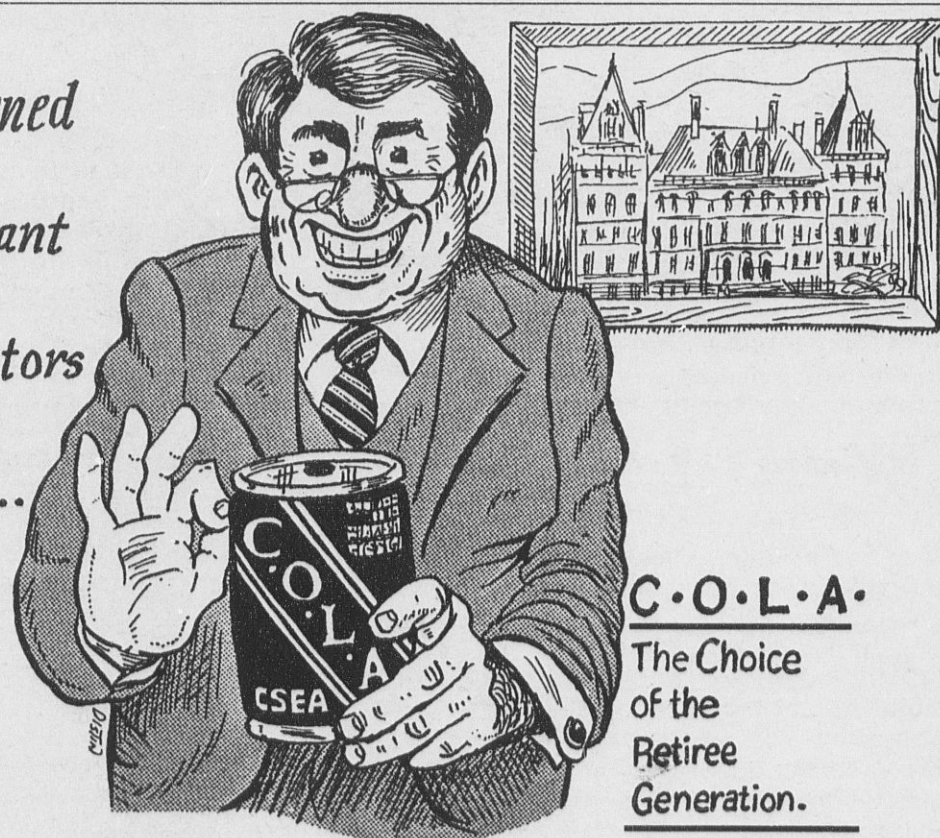
*Joe*

**C** oncerned

**O** bservant

**L** egislators

**A** gree ...



**C.O.L.A.**  
The Choice  
of the  
Retiree  
Generation.

• Cost Of Living Adjustment •

# CSEA keeps on fighting for health care reform

Across New York, CSEA activists continue to build grassroots support for meaningful national health care reform.

CSEA began an ambitious letter-writing campaign last month to convince members of Congress to include our concerns in pending changes.

CSEA is attempting to generate thousands of handwritten letters to New York's U.S. Representatives and Senators Daniel Patrick Moynihan and Alfonse D'Amato. It is part of a larger effort by AFSCME to make a difference in the congressional debate.

The health care issue is a time bomb for CSEA members. Without meaningful reforms to curb the growth of health care costs, union members will have to pay more and more for their coverage and the issue will continue to be a monumental problem at the bargaining table.

At the same time CSEA is very concerned that some of the reform legislation under consideration in Congress, such as the Cooper/Breaux bill, will finance reform by unfairly taxing benefits. There are also concerns that reform will subsidize the private sector at the expense of public sector workers.

These are very real possibilities given how the health care debate is lining up.

CSEA needs your action now. Put your



**CSEA OFFICERS AT WORK** on the union's letter-writing campaign for health care reform are, from left, Executive Vice President Danny Donohue, Secretary Candy Saxon, Treasurer Mary Sullivan and President Joe McDermott.

stamp on national health care.

Every CSEA local president, and delegate received a packet of material on the

campaign. If you haven't been approached yet about signing on, contact your local president or delegate.



**AFSCME President Gerald McEntee**

## Workers should be involved in changes

ALBANY — Redesign of government services is long overdue, but frontline workers must be involved from start to finish.

That was the message AFSCME President Gerald McEntee delivered at a recent Albany Law School conference on the public sector workforce. CSEA co-sponsored the event.

"The top-down approach to problem solving will fail," McEntee said. "While we have to improve productivity, our workers are dealing with antiquated management structures that don't encourage managers and workers to do their best."

"AFSCME insists on being involved in the redesign of government for good reason: who

knows more about the delivery of services than employees out on the point?"

McEntee also vigorously criticized privatization of government services as a political quick-fix. Public service is supposed to meet essential needs, not line the pockets of privateers, he said.

"The disasters of the past year such as the midwest floods and the Los Angeles earthquakes are the perfect examples of what public service is all about," McEntee said. "Notice that the first people there and the last to leave are the public sector workers."

CSEA General Counsel Nancy Hoffman and Director of Contract Administration Ross Hanna also presented programs during the conference.

**'Who knows more about the delivery of services than employees out on the point?'**

### Card of Thanks To CSEA Membership

We wish to express our deep appreciation for the many acts of kindness, messages of sympathy, beautiful flowers, fruit baskets and memorials from all during the loss of our beloved husband and father. Knowing Pat was loved by so many helps to soothe during our initial mourning. Words cannot express our extended gratitude for your moral support.

**June, Alfred, Christine Mascioli  
Family of Pat Mascioli,  
President, CSEA Region III**

### CSEA Westchester Unit plans 'Cruise to Nowhere' for July

WHITE PLAINS — The CSEA Westchester County Unit is sponsoring a weekend "Cruise to Nowhere" on the Royal Empress July 8 through July 10 to raise money for the unit's Sunshine Fund, Unit President Cheryl Melton said.

A \$75 reservation deposit will be required.

Final payment is due by May 20.

Rates are \$305 for an inside stateroom, \$330 for an outside stateroom and \$365 for a superior outside stateroom. Rates are per person, double occupancy.

For more information, contact Mary Bryant at 914-285-2121.

## Hyde Park board won't admit defeat

HYDE PARK — The Hyde Park School District board refuses to admit defeat.

After a year long battle, CSEA thought it had finally triumphed over a contracting-out scheme. Public support and hard facts backed up the union's contention that public employees provide the safest transportation for the children of Hyde Park at the best cost.

In fact, the board rejected three bids from privateers as too expensive. CSEA was sure the battle was over.

But the school board refuses to give up, saying it would start the whole process over.

CSEA Unit President Ann Milby said any problems in transportation stem from mismanagement.

"We need a management team that knows how to work with people and institute goals and policies that make an efficient transportation department," Milby said. "The union wanted to work out ways to save money and management wasn't interested."

"The rejection of the three bids is definitely a victory for our side," CSEA Labor Relations Specialist Rich Blair said. "We've proved our point, but we can't claim we've won the battle yet, not as long as certain board members persist in trying to contract out."

— Anita Manley

## Schenectady scheme still smells

SCHENECTADY — Everything that's wrong with contracting out public services can be found in a continuing controversy here.

But CSEA is still fighting the city's single-minded mayor.

He is determined to privatize the city's water system even though CSEA members now run it profitably. He keeps pushing privatization despite growing public support for CSEA's money-saving ideas to run the system even more efficiently.

The mayor's misguided effort comes even though the privateer running the city's sewer plant hasn't solved a serious odor problem or saved money.

An area newspaper said, "There is less odor now but that is more the result of a \$1.1 million capital investment by the city than of any improved management by the private operator."

An independent study found the privateer's operating costs rising 4 times faster than when public employees ran the plant.

In classic contracting-out scheming, the contractor now insists on excessive fee increases to meet "operating" costs.

Yet the mayor wants this same privateer considered to take over the water plant, which generates nearly \$2 million in annual profits for the city.

In a transparent attempt to avoid the facts, the mayor excluded from a committee anyone who has expressed healthy skepticism about privatization, including the city council's Public Services and

Utilities Committee chair and the Public Works commissioner.

CSEA is diligently getting the facts to the public. Working with CSEA professional staff, Unit President Paul Ruller and others developed a cost-savings plan to enhance water plant efficiency.

Ruller and unit Vice President Tony Conte have appeared in the local media to make the case for public employees, and CSEA Communications Associate Dan Campbell has aggressively challenged the mayor and other officials over their irresponsible initiatives.

CSEA has also focused scrutiny on the situation in its

statewide anti-privatization advertising campaign.

Major area newspapers have agreed with CSEA in their editorials. One said: "It's hard to see that city taxpayers have benefitted from the sewage privatization, so why turn over the Water Department...?" Another said: "If municipal workers can bring down the costs of the operation, what's the sense of changing?"

"The idea of turning a resource like our water department over to a privateer makes no sense at all," Ruller said.

— Stephen A. Madarasz and Daniel X. Campbell



**PINNING THEIR HOPES** and a CSEA pin on Dutchess County Legislator Margaret Fettes, second from right, are CSEA members employed at the county infirmary. From left, Dianne Davis, Maureen Simons and Nancy Chadwell. They are also members of a task force fighting possible privatization of the infirmary, which Fettes also opposes.

## CSEA says Cicero official should be removed

EAST SYRACUSE — CSEA wants the Town of Cicero Highway superintendent removed from office to end his constant abuse.

CSEA Central Region President Jim Moore has asked the Onondaga County district attorney to pursue the removal of Frank Rego from office for malfeasance.

The situation came to a head when Rego allegedly assaulted a CSEA member. He faces felony charges as a result.

CSEA also filed a breach of contract lawsuit against the town over Rego's failure to obey a binding grievance settlement.

The union's call for Rego's removal was echoed in an editorial from the local

newspaper, which has historically sided against CSEA. The district attorney has said he will look into the matter.

Rego has been a thorn in the union's side for years. He has repeatedly ignored the CSEA contract, refused to implement grievance decisions and retaliated against activists.

CSEA safety and health complaints about Rego's operation recently led the state Department of Labor to cite his department for 28 serious violations.

"He sends our members out in 40 degree below zero weather with no vehicles for warmth or protection, he pushes around our members and he clearly has no regard for our contract," CSEA Labor Relations Specialist Merwin Stevens said. "It's time for him to go."

— Daniel X. Campbell

— Mark Kotzin

## CSEA fights union-busting in No. Colonie school

COLONIE — The 38 members of the Capital Region's newest bargaining unit, the North Colonie Special Education Teacher Aides Unit, have done the impossible.

In less than four days, they obtained more than 1,400 signatures from residents in support of a CSEA proposition to be placed on the ballot with the school district budget.

"Our proposal is simply to save the 29 special education aides and to stop the district from replacing union workers with 30 Russell Sage College graduate student interns," Unit President Linda Mancuso said.

One board member said the union had obtained more signatures in support of its issue than had voted on a recent district budget.

"We want to thank every resident who signed our petitions," Mancuso said. "We plan to campaign for the district's budget and our proposal so that the board will have to act in a responsible manner, retain the aides and rescind the Russell Sage College proposal."

## CSEA wins fight for Nassau County corrections officers



Broome County CSEA members picketed the county legislature and won a contract agreement.

## CSEA uses political action to win contract in Broome County

BINGHAMTON — Political activism paid off for CSEA Broome County Local 804 members.

After hanging tough for two years and fighting every step, the 1,200 county employees finally have a contract. To win it, they took on the county legislature directly.

After the legislature refused to ratify a tentative agreement, CSEA filed an improper practice charge against the county for failing to negotiate in good faith. Then the union went back to the bargaining table, hoping to come to a new agreement. CSEA members also joined the county executive's campaign for a 1 percent sales tax hike.

When negotiators came up with a second tentative agreement, CSEA kept up a barrage of calls and letters to county legislators.

After a huge CSEA demonstration, the

legislature ratified the contract. Several legislators said the union's activity convinced them to vote for the contract. One said the many letters and calls from employees she received convinced her. Another said the threat of the IP charge changed his mind.

Soon after the legislature ratified the contract, CSEA members did the same.

CSEA Broome County Local 804 President Dan Lasky said the legislators' remarks prove that union solidarity pays off.

"If our members hadn't supported us and come out so strongly, the legislature would have dragged this on forever," he said. "Between CSEA's resources and our membership's support, we were able to finally get our contract."

— Mark M. Kotzin

EAST MEADOW — CSEA Nassau County Corrections Unit members succeeded in getting five security posts restored after a tense demonstration and a seven-hour meeting between the union and jail officials.

Chanting "More staff, more safety!" 250 angry corrections officers demonstrated at the county jail to protest what they called "dangerously low staffing levels."

Staff cuts endangered the safety of the officers, the community and the inmates, CSEA Corrections Unit President Tom DeStefano said.

The demonstration was called after a building was closed and the inmates shifted to other parts of the jail. While the inmate population increased, staffing levels were cut.

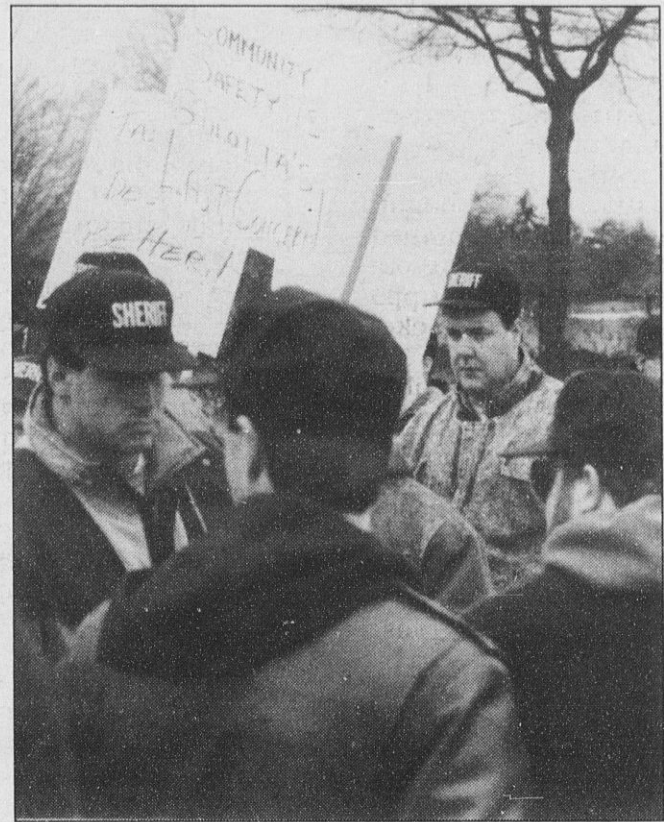
"They cut five sensitive security posts in the name of money," DeStefano said. "We were not going to wait to have an incident where a C.O. is knocked unconscious and someone ends up dead before they restore the posts."

In 1992, a corrections officer was beaten unconscious and an inmate killed after staffing cuts.

Corrections Officer Carmine Pulgrano and his two children, 13-month-old Jennifer and Michael, 6, were at the demonstration.

"It's a shame it's got to come down to this," Pulgrano said. "It takes somebody getting hurt on this job for them to do something about it."

After a seven-hour meeting attended by CSEA Labor Relations Specialist John Clahane, jail officials restored the five posts.



MORE THAN 250 Nassau County corrections officers demonstrate over staff cuts.

"They've been chipping away at coverage for a long time," DeStefano said. "They cut posts, we have an incident, we get media attention and they restore the posts. This time we didn't let it get that far."

The corrections officers are also upset because the jail administration recently purchased 46 cars.

"If the issue is money, how can they give 46 new cars to political patronage positions and cut posts?" DeStefano said.

The state is currently working on a staffing analysis. DeStefano said he has met with their representatives and looks forward to their report.

The unit is part of CSEA Nassau Local 830.

— Sheryl C. Jenks

## Institute offers local government program on Total Quality Management

The 1994 County Government Institute will focus on Total Quality Management in local governments on May 24 in Ithaca.

Sponsored by CSEA, among others, the program will discuss TQM and how it can be used in local governments.

The program is offered through Cornell University's Community and Rural Development Institute.

The day-long program includes a panel discussion on using TQM in the public sector, roundtable discussions, a question and answer session and workshops on developing a training program and implementing TQM.

The registration deadline is May 11. For registration information, contact your local or unit president.

## State audit shows the cost of contracting out

BROOKLYN — CSEA isn't alone in proclaiming that public employees provide a better value than for-profit vendors — the union has a state audit to back up its claim.

State Comptroller H. Carl McCall's audit shows that SUNY Downstate Medical Center could have saved as much as \$50,000 on a file updating project if they had done the job with public employees instead of contracting it out to a privateer.

The audit determined that SUNY could have done the job itself at a cost well below what the low bidder charged.

Worse, the contract went to a SUNY management employee who has a business on the side, something SUNY officials failed to disclose immediately. The contractor had no references to demonstrate past performance, yet netted more than \$100,000 on the 16-month project.

SUNY officials said the work

was completed satisfactorily, but the auditors found no documentation that the contractor's performance was properly monitored.

"This case is a perfect example of what CSEA knows is wrong with contracting out," CSEA President Joe McDermott said. "Management officials made no attempt to use their own workforce for the job before going to a privateer."

"CSEA is pleased that the Comptroller recognized the value of public employees," he said.

An agency should thoroughly review whether it can perform the work itself before looking for a contractor, the audit emphasized.

Awarding the contract to a management employee also shows that the potential for abuse and conflicts of interest in contracting out.

— Stephen A. Madarasz

## Complete, return contract proposal survey forms ASAP

Contract proposal survey forms have been mailed to CSEA members in four state bargaining units and the Office of Court Administration.

The survey forms allow CSEA members to give direct input to the union negotiating teams. CSEA will compile the survey information to formulate the union's overall bargaining strategy when contract talks begin later this year.

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 court employees in the Office of Court Administration (OCA) all expire April 1, 1995.

Members are urged to complete the survey form and return them as soon as possible.

## Worker seriously injured by speeding motorist

UTICA — CSEA Department of Transportation Local 505 member Frank Maszczak is recuperating from serious injuries suffered when a car plowed into him and two co-workers.

The accident shows why fines should be increased for speeders in work zones and why DOT road workers should get hazardous duty pay, CSEA maintains.

Maszczak, Mike Lorento and Vincent Delmastro were replacing a stop sign and had taken precautions: they had posted signs, the truck lights were on, and they wore hard hats and safety vests.

Then a car crossed both lanes and two shoulders.

"I heard a noise like a big wind. The next thing you know, a car hit us," Delmastro said. "It hit Frank, flipped him up, he hit the windshield and threw him about 20 feet. Then it hit Mike and me and threw us each at least 20 feet."

Delmastro and Lorento were treated for minor injuries, but Maszczak was in serious condition in the intensive care unit with a head injury and several broken bones.

State Police cited the driver for failure to reduce speed.

CSEA wants the state Legislature to pass a bill that would provide hazardous duty pay to DOT employees working on roads. The union is also pushing a bill that would increase fines for speeding in a work zone. CSEA members are encouraged to ask their legislators to support these bills. The hazardous duty bill is Senate 2359 and Assembly 638; the fines bill is Senate 1911 and Assembly 6357.

The union has already successfully gotten laws that first set speed limits in work zones and later reduced that speed limit. Enforcement of those speed limits is increasing, CSEA Legislative Counsel Fran Turner said.

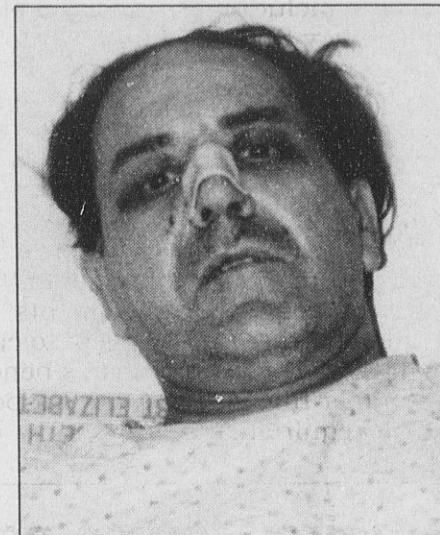
CSEA Local 505 President Lyle Evans said the accident proves the need for hazardous duty pay.

"We need to raise awareness," Evans said. "The money will help people out who get hurt."

Maszczak said DOT road workers are always in danger.

"The public doesn't pay attention to us," he said. "Anytime you have to step out where the traveling public is, and you're in their space, you've got a hazardous job."

— Mark M. Kotzin



CSEA member Frank Maszczak after being hit by a car while working.

## CSEA wins full-time status for part-time Local 413 members

WARD'S ISLAND — Eight food service workers and 19 housekeepers, hired as temporary part-timers at Manhattan Psychiatric Center finally have full-time status after seeking CSEA's help.

The workers, who regularly work more than 20 hours a week, received no overtime pay and were denied other benefits, Local 413 President Mohamed Hussain said.

"We brought this problem up constantly at labor-management meetings and threatened to file improper practice charges," he said.

Neville O'Selmo, a part-time housekeeper, said he

appreciates CSEA's hard work to obtain full pension benefit, location pay and the full accruals.

Housekeeper Antoine Pena is delighted to have full holiday pay and overtime pay.

"Finally it feels good to be part of the rest of the group with full pay and benefits, she said.

Housekeeper Tommy Standford agreed.

"It feels nice and it's been a long time coming," he said.

"I feel very happy and proud of my union for doing this for us," housekeeper Jesus Torres said.

— Lilly Gioia



President Mohamed Hussain congratulates employees who now have full-time status.



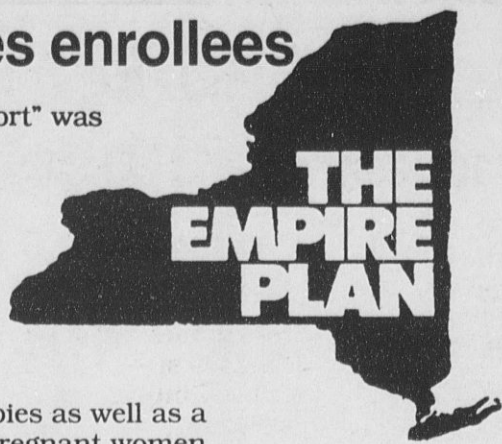
## Spring 'Report' updates enrollees

The spring issue of the "Empire Plan Report" was mailed to enrollees' homes in late April.

This newsletter contains valuable information on your health insurance benefits, including the addition of Ambulatory Surgical Centers into Metropolitan's panel of participating providers.

In addition, a special section entitled "Reporting on . . . Healthy Babies" provides general information on healthy babies as well as a description of HealthCall's new service for pregnant women.

As always, the "Report" informs enrollees of any changes in coverage under the Empire Plan. Be sure to read the sections entitled "Certificate Amendments" and "New York State Health Insurance Program Changes" to ensure that you understand any changes in The Empire Plan's benefit or eligibility provisions. Remember that enrollees are responsible for compliance with all benefit requirements.



## Enrollees may be eligible for out-of-pocket reduction

Empire Plan enrollees may be eligible for the co-insurance maximum reduction provision.

Through a negotiated benefit for CSEA-represented state employees, Empire Plan enrollees may be eligible to reduce their annual out-of-pocket co-insurance from \$776 to \$500 per calendar year. As of April 1, 1994, those employees earning \$20,003 or less in base salary are eligible.

Enrollees who meet this criteria may obtain an application from the Department of Civil Service at 1-800-833-4344 or (518) 457-5754. Information showing that the enrollee is the head of the household and sole wage earner of the family must be provided.

Send the application to:

**State of New York  
Department of Civil Service  
Division of Employee Benefits  
W. Averell Harriman State Office Building  
Albany, NY 12239**

## Empire Plan co-payments for CSEA-represented state employees

Here's a guide to your co-payments for services covered under the Empire Plan. For details, see your Empire Plan Certificates and "Empire Plan Reports."

### Services by MetLife Participating Providers

You pay only your co-payment when you choose MetLife Participating Providers for covered services. Check your directory for participating providers in your geographic area or ask your provider. For participating providers in other areas and to check a provider's current status, call MetLife at 1-800-942-4640.

Office visit .....	\$5
Office surgery .....	\$5
Diagnostic radiology, single or series; diagnostic laboratory tests .....	\$5
Well-child office visit, including routine pediatric immunizations .....	None
Prenatal visits and six-week check-up after delivery .....	None
Chemotherapy, radiation therapy, kidney dialysis .....	None
Durable medical equipment .....	10% of discounted price
Ambulatory surgical center (including Anesthesiology) ...	\$15
<b>Hospital Outpatient Department</b>	
Emergency room within 72 hours of an accident or within 24 hours of sudden onset of illness (when services are provided by hospital employees) .....	\$15*
Surgery .....	\$15*

Diagnostic laboratory tests ...	\$15*
Diagnostic radiology (including mammography, according to guidelines) .....	\$15*
Pre-admission testing .....	\$15*
Administration of desferal for Cooley's Anemia .....	\$15*
Physical therapy (following related surgery or hospitalization), chemotherapy, radiation therapy, kidney dialysis .....	None

\*Only one co-payment per visit will apply for all covered hospital outpatient services rendered during that visit. The \$15 co-payment covers the outpatient facility. Provider services may be billed separately. You will not have to pay the \$15 facility co-payment if you are treated in the outpatient department of a hospital and it becomes necessary for the hospital to admit you, at that time, as an inpatient. Be sure to follow HealthCall requirements for hospital admissions and any of the seven procedures requiring Prospective Procedure Review.

### Mental Health and Substance Abuse Services by Network Providers when You Are Referred by Value Behavioral Health (formerly APM)

Visit to outpatient substance abuse treatment program .....	\$5
Visit to mental health professional .....	\$15
Psychiatric second opinion when pre-certified .....	None
Mental health crisis intervention (three visits) .....	None
Inpatient .....	None

## CSEA gets answers on Secretary test

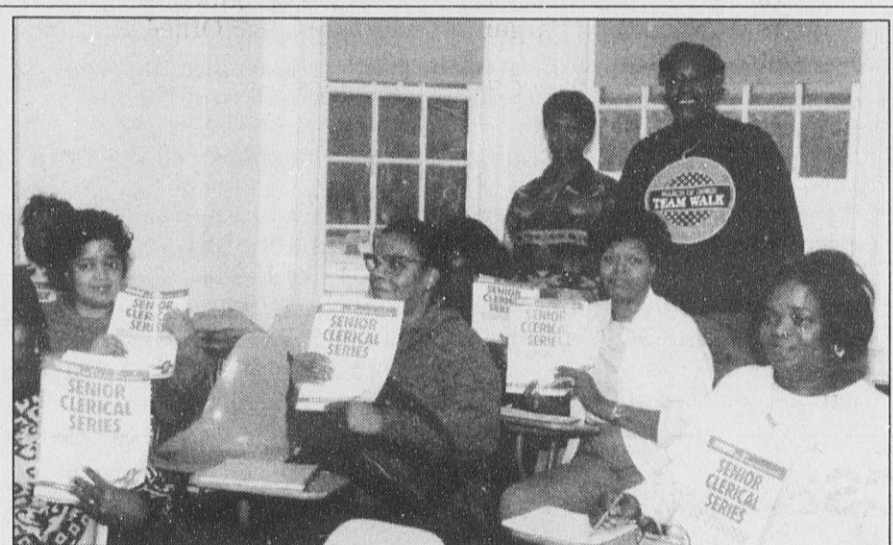
ALBANY — CSEA went to the Civil Service Department with members' complaints about the March 5 exams for Secretary 1 and 2.

CSEA President Joe McDermott questioned the department's testing services division about the time allowed for the exams; the security of having morning and afternoon sessions; and the limited number of test locations.

Department officials said the time limits were consistent with those allowed for similar tests.

They apologized for the inconvenience, saying the large number of test takers complicated administration of the test. Split sessions were required to accommodate 16,000 applicants and ensure security standards, they said. Split sessions were also required when the test was first conducted four years ago.

Civil Service officials said budget cuts have closed nine test centers. All available centers and back-up locations were used for the test.



## Local 402 members use REACH to learn

Several members of CSEA Kingsboro Park Psychiatric Center Local 402 have started on-site skills training through Project REACH and Brooklyn College.

## LEAP's fall application period opens

LEAP's Fall 1994 application period is approaching. Catalogs and application forms will be available at state agency personnel and training offices during the first week of May. Applications will be accepted until June 14. Any application received after June 14 will not be accepted.

The Labor Education Action

Program (LEAP) is a tuition voucher program available to CSEA-represented state employees in the ASU, OSU, ISU and DMNA bargaining units. If you have questions about LEAP or other education and training programs available to state employees call the LEAPLINE at 1-800-253-4332.

# CSEA Heroes

## Members rescue woman from snow accident

KINGS PARK — CSEA Town of Smithtown Unit members John Laxton and Bobby Corrigan Jr. are being praised as heroes for helping to save a woman's life.

Laxton was plowing when he got a call that directed him to a street he'd just done.

"We found a lady trapped under the awning of her house. I grabbed a shovel and immediately started shoveling snow to lessen the weight," said Laxton, a highway department employee.

Corrigan and another man helped while firefighters worked to extricate the woman, who was conscious throughout the 25-minute ordeal.

She and her son were trying to prop up the awning because they feared it might collapse.

"When it collapsed, it created a V right on top of them," Laxton said. "The son was able to climb out and call for help."

The fire department praised the men in letters to their superintendent and the local newspaper.

"If it were not for these gentlemen's intervention, the end result could have been disastrous," the letter said.

The CSEA members praised the fire department for their efforts, as well.

"If it were not for these gentlemen's intervention, the end result could have been disastrous," the letter said.

The Town of Smithtown Unit is part of CSEA Suffolk Local 852.

— Sheryl C. Jenks

## Member helps boy save grandfather

EAST MEADOW — "My grandpa is choking," said the young boy on the emergency line. He'd reached CSEA member Jack Gill, a medical technician at the Nassau County Medical Control Unit.

Gill quickly asked if the unconscious man was breathing. Learning there was no adult present who could perform a Heimlich maneuver, Gill urged John Trumpy, seven, to "hit grandpa as hard as you can on the middle of his back."

Thanks to Gill's knowledge and advice, the boy dislodged the piece of meat caught in 77-

year-old James Perniciaro's throat, saving his life.

For Gill and the ambulance medical technicians (AMTs), members of Nassau County CSEA Local 830, it was all in a day's work, though they received media coverage in two newspapers and on television.

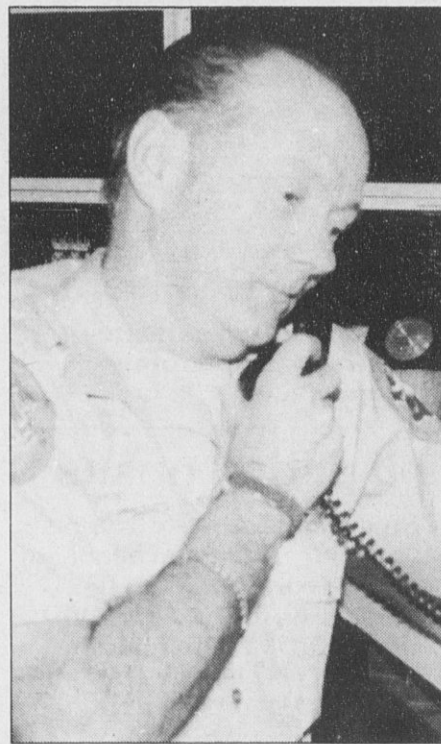
The AMTs have been praised for their heroic responses to emergencies like the Avianca plane crash and the Long Island Railroad shooting. The work doesn't stop when the rescues are over.

At their emergency switchboard 24 hours a day, seven days a week, AMTs are in touch with all area police, hospitals and ambulances, fielding more than 75,000 calls a year. Yet their stressful job has been made even more so by two years of Nassau County budget cuts, depriving them of needed staff and equipment.

"We do a good job here, but you have to bang your head on a wall to get the proper equipment and keep the vehicles on the road with the high mileage they have," AMT Unit President Ron Gurrieri said.

"There hasn't been anyone hired in more than a year and a half," he said, "and many employees find themselves working a 12-hour tour, getting four hours of rest and then going back for another eight- to 12-hour shift because there's not enough staff."

— Lilly Gioia



CSEA member Jack Gill



**FUNDRAISER A SUCCESS** — CSEA Hyde Park School Bus Drivers Unit raised more than \$3,000 at a dinner dance for Patrick Fallon, front left, and his family, sister Katie, front right, and parents Wayne and Therese, center. Wayne is a custodian in the district. With them is Betty Butler, a bus driver who chaired the dinner dance. Patrick, despite suffering from many illnesses, keeps smiling.

## Metro Region celebrates Black History Month

NEW YORK — Soul food, jazz, Afro-Cuban music, old-time gospel, African-American poetry and drums were featured at the CSEA Metropolitan Region's Black History Month program.

Activists joined the region's Minority Affairs Committee to celebrate the richness of African-American heritage. CSEA New York state Tax and Finance Local 460 event organizer Joyce Idowu dedicated the program to children of color who are being lost in a sea of crime and drugs.

Region President George Boncoraglio saluted Idowu for her efforts.

"Joyce brings her energy and enthusiasm for black history to life so that we can all learn and enjoy," he said.

He also thanked CSEA Executive Vice President Danny Donohue and CSEA Secretary Candy Saxon for traveling from Albany in a winter storm for the Black History Month event.

— Lilly Gioia



**TWO PUBLIC EMPLOYEE UNIONS** in Westchester County donated checks to the Chappaqua Volunteer Ambulance Corps. CSEA and PBA members in the Town of New Castle each donated \$500. Presenting checks were, from left, PBA Vice President John Vise, PBA President Dennis Mahoney and CSEA Unit President John Migliaccio. Accepting the checks was Volunteer Ambulance Captain Jean Corwin, who said the money will pay for installing a monitoring system in police headquarters. Migliaccio said members "want to give something back to the town."

## CSEA member honored as nurse of distinction

ELDRED — Marge Ulrich was surprised when she was named a 1994 New York State Nurse of Distinction.

"It felt good," she said. But Ulrich, president of the CSEA Eldred School District Unit and the only school nurse in the rural Sullivan County school district, has a wide range of duties. With 33 years as a school nurse, including 18 as a health

teacher, she has a schedule that goes far beyond bandaging skinned knees.

As the only nurse for 700 students, she cares for kids who are on medication, performs physical, vision and hearing exams and oversees the district's free and reduced-price lunch program.

"Mrs. Ulrich is also involved in many duties that are not

traditional for school nurses," said former School Superintendent Anthony Lanni, who nominated her for the award.

As certification officer for the lunch program and the official child abuse reporter to the Child Protective Agency, Ulrich also sees that needy families receive clothing and food donations, Lanni said.

— Anita Manley



CSEA member Marge Ulrich

## Missing girl in New Haven is Local 838 member's niece

OSWEGO — CSEA Oswego County Local 838 member James Searles is asking CSEA members to help in the search for his niece Heidi Allen who has been missing since April 3.

Heidi, age 18, disappeared from the D&W Convenience Store in New Haven, NY, where she was working as a sales clerk. She is 5'11" and 145 pounds with long light brown hair and hazel eyes. She was last seen wearing a gray sweatshirt with green and blue plaid "SU" letters, light blue jeans and white sneakers. She may be wearing glasses.

Anyone who may have information is urged to contact the Oswego County Sheriff's Department at 1-800-962-4433.

Searchers have established a fund to help pay for the massive search. Those wishing to contribute should send donations to:

**The Heidi Allen Center  
P.O. Box 280  
New Haven, NY 13121**

Checks should be payable to the Heidi Allen Fund. Area CSEA members who want to donate their time to search for Heidi should go to the search center at New Haven Volunteer Fire Station.

## Oneida County Local helps fire victims

UTICA — When Oneida County CSEA Local 833 CSEA members here heard about a devastating apartment complex fire that displaced 250 families in the City of Utica, they rushed to help.

The local held a very successful two-day drive to solicit donations from members to help the burned out families, Local President Nancy Murphy said.

With the county administration helping out by providing a room to

place the donated items and a truck to deliver them, the local collected thousands of items of clothing, along with household items such as bedding, blankets and appliances.

Murphy said she is pleased with the giving spirit of the CSEA members.

"Our members responded very generously," she said, "as I knew they would, in donating things for families that had nothing."

— Mark Kotzin

## Local 016 president is parade marshal

BRENTWOOD — CSEA State Employees Local 016 President Tom Byrne was one of five grand marshalls for the Brentwood Saint Patrick's Day parade.

Leading the way for the Tara

Pipers and Drummers, Byrne wore a tuxedo with kelly green accents and a sash with the Irish tri-color.

The Brentwood St. Patrick's Day Parade is one of the largest on Long Island.

## Dutchess County members donate toys to Salvation Army

POUGHKEEPSIE — Dutchess County employees contributed more than 700 toys which the Salvation Army distributed to underprivileged children last holiday season.

CSEA Dutchess County Local 814 member Walter White, chair of the toy drive, said this was the third year the employees have participated.

The Salvation Army told White that the 700 toys county employees donated comprised more than 30 percent of the toys collected.

"I didn't realize they were so dependent on us," he said. "When we called to tell them we were collecting toys again this year, they were relieved because they had so many needy families."

Members of the Federation of Police, Dutchess United Educators and Management and Confidential employees also participated in the drive.

— Anita Manley



**A BRIGHT IDEA** — Fewer dollars will exit the SUNY Oswego campus through the hundreds of exit signs that burn 24 hours a day, thanks to an energy-saving idea generated by these electricians on the college's physical plant staff. They came up with the idea of replacing fluorescent bulbs in the exit signs with light-emitting diodes. Besides saving energy, the new exit lights are maintenance free. "The employees identified the opportunity. They gathered the information. They did the planning. They recommended the purchases. They took the initiative on their own and followed through to completion," says Physical Plant Director Jerry DeSantis. Each received a \$25 check under a labor-management incentive program for their suggestion. From left are Bob Henderson, Ralph Martin, John Ferlito, Keith Kyle, Doug Townsend, Don Diak and Stan Tracz. Missing from photo is Tom Ramos.

# Don't fall for pseudo-ergonomic equipment

Carpal tunnel syndrome is a painful disorder of the hands and arms that is caused by repetitive motion, such as typing. It can be averted or minimized if a worker is given the proper ergonomic equipment, including adjustable chairs and desks. However, ergonomics can be expensive.

Employers are trying to quiet employees' complaints with colorful wristbands. For workers who are susceptible to back injuries, they are providing wide belts similar to those weight lifters use. These are appearing more and more in institutional settings where employees are lifting patients.

If your employer offers brightly colored wristbands and waist belts for use on the

job, CSEA safety and health experts are warning you to be careful.

The so-called safety equipment may be no more than a distraction to keep you from asking for real safety equipment and improvements; worse, they may possibly do you harm.

"Employers are providing these devices to CSEA members as a quick fix, a sort of Bandaid solution to carpal tunnel and back problems," CSEA Occupational Safety and Health Specialist Janet Foley said.

"They're a

cheap and easy way to make employees think the employer is doing something, but there's no proof of their effectiveness."

"The employees think they can lift more with these belts, and they can end up with more injuries because they've lifted far more than they can handle," CSEA Industrial Hygiene Specialist Joanne Curtis said.

With the wristbands, employees may wind up with problems because their muscles weaken or the repetitive motion problems shift to their shoulders or back.

The kind of

safety equipment an employee receives after they have a problem like carpal tunnel should be determined by a doctor, Curtis said.

"Management is making medical decisions for the employee," Curtis said. "Instead of colorful trinkets, they should be making real safety changes."

The sales force for the manufacturers of the devices are pushing hard for their use in the workplace, but both the CSEA safety experts said salespeople aren't going to have the workers' best interests at heart.

"Workers want to believe their employers are listening to their concerns, but this isn't an answer," Foley said. "This is a gimmick that could cost workers' their health and safety."



## Elliott Olin, CSEA region attorney, mourned

CSEA is mourning the loss of labor lawyer Elliott C. Olin, who served as an attorney for CSEA in the union's Metropolitan Region.

Olin's involvement with labor went further: as president of the Ad Hoc Committee for Worker's Compensation, he led a successful effort to defeat a proposed restructuring of the worker's compensation process that would have compromised claimants' rights. He also served as president of the New York Worker's Compensation Bar Association.

He was a member of the New York Committee on Occupational Safety and Health, meeting often with workers' groups, union leaders and safety committees across the state. He labored tirelessly to ensure that the workers of New York state were aware of their rights and had access to effective representation to protect those rights.

Olin was a partner in the firm Fine, Olin and Anderman.

Olin is survived by his wife of 33 years, four children and a grandchild.

## New safety booklets available

CSEA's Occupational Safety and Health Department has published four booklets to help members stay safe and healthy on the job.

A new edition of "**The New Face of Tuberculosis**" is now available. The new version incorporates the new national TB policy issued by the federal Occupational Safety and Health Administration.

The booklet gives guidelines for public employees who may be exposed to people who may have tuberculosis.

The new guidelines included in the booklet are based on the Centers for Disease Control 1990 guidelines.

A new publication for welders, "**OSHA Welding Safety**," is also available.

It outlines federal Occupational Safety and Health Administration standards for welding.

New York's Public Employee Safety and Health Bureau enforces the OSHA standards.

Another new safety and health publication is "**Controlling Noise in the Workplace**." The booklet outlines the federal Occupational Safety and Health Administration standards for noise levels in the workplace.

The latest safety and health publication, "**Controlling Lead Exposure in the Workplace**," describes OSHA standards, means of exposure and ways to protect yourself against lead exposure.

To receive a copy of any of these handbooks, send the coupon below to:

CSEA Occupational Safety and Health Department  
Attention: Ron Nielsen  
143 Washington Avenue  
Albany, New York 12210

## Information available about asbestos lawsuit

CSEA members who are victims of illness because of work-related asbestos exposure have legal recourse.

State and federal law prohibit an employee with worker's compensation coverage from suing their employer because of work-related illness. However, the manufacturer of the substance that precipitated the illness or injury may be sued.

A class action lawsuit, *Carlough v. Amchem Products, et al.*, is now in progress and CSEA members who suffer from work-related asbestos exposure may be able to join the lawsuit. You can get a packet of information about the lawsuit by calling 1-800-847-2727.

If you think you may be eligible, you can contact one of the following attorneys:

**Gene Locks, Esq.  
Greitzer and Locks  
22nd Floor  
1500 Walnut Street  
Philadelphia, PA 19102  
215-893-0100**

or

**Ronald L. Motley Esq. or  
Joseph F. Rice, Esq.  
Ness, Motley, Loadholt,  
Richardson & Poole  
151 Meeting Street, Suite 600  
P.O. Box 1137  
Charleston, SC 29402  
800-666-7503.**

CSEA is not affiliated with either law firm.

### CSEA Occupational Safety and Health Booklets

Check the booklets you would like:

- OSHA Welding Safety
- The New Face of Tuberculosis
- Controlling Noise in the Workplace
- Controlling Lead Exposure in the Workplace

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

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

Local: \_\_\_\_\_

Mail to:  
CSEA OSH Department  
Attention: Ron Nielsen  
143 Washington Avenue  
Albany, NY 12210

Statements of candidates for  
**CSEA PRESIDENT**

All candidates were given an opportunity to submit statements and photographs for publication in this edition of *The Public Sector*. Remarks are the personal statement of the candidate and are not to be construed as reflecting the opinions or beliefs of *The Public Sector* or CSEA, Inc.

*Danny Donohue*

The enthusiasm which has greeted my campaign to be the next CSEA president sends out a message that our rank and file members want the next CSEA president to be an activist who leads by example.

10,000 people signed my petitions and I am grateful to them for their confidence in me.

They are now the network that I will use during the campaign to win this election. And with this much grassroots support from every part of the state — and from members in both the state division and local government division — I now ask for your vote so that we can change CSEA.

In other words, no more business as usual.

We need to regain our TOUGHNESS so that when we negotiate contracts we stand up to management from a position of strength.

The best way to regain that TOUGHNESS is to remember that we are one union and that we are all in this TOGETHER. Only when we respect each other can we earn respect from our enemies.

We must work TOGETHER as a TEAM. Our leadership must be active and visible while our staff must treat each and every member as a valuable customer who deserves first class service.

We must stand up to public officials — in every elected office — and let them know that they cannot take a CSEA endorsement for granted. They must earn it to keep it.

Working TOGETHER as a TEAM we can build a new CSEA.

TOGETHER we can make a difference —



**Elect**  
**Danny Donohue**  
**Statewide President**

The offices of CSEA statewide president, executive vice president, secretary and treasurer are up for election this year.

CSEA statewide officers will be elected by secret mail ballots to three-year terms effective July 1, 1994.

Ballots will be mailed May 16 to CSEA members eligible to vote in the election.

Ballots must be returned by 8 a.m. June 6 to be considered valid.

All candidates were given an opportunity to submit statements and photographs for publication in this edition of *The Public Sector*. Those statements and photographs appear on pages 13 – 19 in the order in which the candidates will appear on the ballots.

*Michael R. Kaplan*

The time to draw the line is here and now. It seems to me CSEA has become an officials only organization. Membership elects you to serve in their best interest but how quickly you're forgotten after the election.

This time it's different. No group, official, swayed, manipulated or ordered this man's belief. What belief you ask? You, all of you, your job security, your pension, your health issues, your personal grievances, your total welfare. I care enough to stand alone while serving each and everyone equally giving you the respect you so rightfully deserve. I'm no politician but a man dedicated to each and every member's rights under CSEA's constitution.

I've worked in the same conditions enduring the same problems, poor security, poor air quality, understaffed and cramped work space, trifold work loads, so if anybody knows how to respect, represent and fight for all of you, I do!

So walk over the line and take that independent stand. It's your union and I want to restore its first principle, Workers First!

When a candidate takes a radical approach to problems facing the membership and its governing body they are chastised or ridiculed for their belief although most people secretly feel exactly the same.

This candidate wants change! Excessive internal salary increases along with those outrageous perks, lavish conventions and seminars that have plagued membership's trust in its leadership's ability to manage our dues will cease. A shoddy contract offset the lag payroll and that tinkering of the pension fund by the state comptroller both ruled illegal, but both collecting interest for state government at our expense. No more deals!

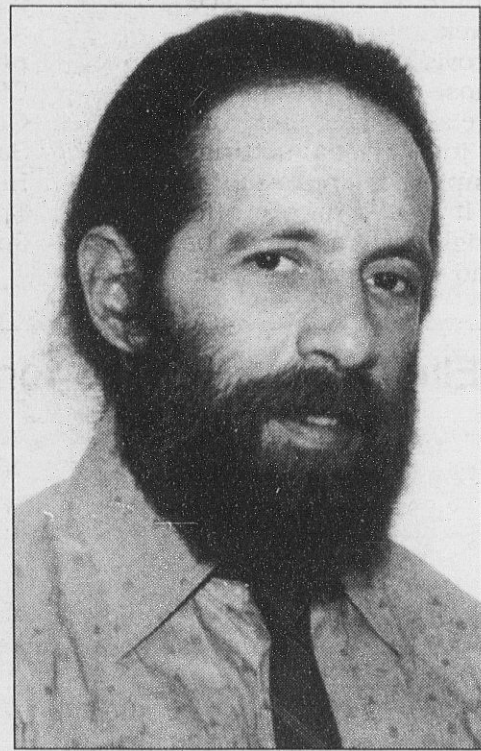
Our highly valued health insurance plan must be stabilized. Job security, job safety and the benefit fund must be improved, while piles of paperwork associated with them must be simplified. CSEA's Advisory Committees like Health and Safety must become policy making committees while selection based on favoritism will cease. Resumes will be the first order in selection along with freedom to implement ideas tabled for improvement of the membership's quality of life.

The union is only as strong as the people who believe in its leadership with their abilities to do for you and not self gain.

Outwardly CSEA abhors privatization entering the public sector so why does it look like they're holding open the door. Endorsement of political candidates that outwardly support public employees and PAC monies that support their campaigns must have written assurance that those candidates are totally committed to the public employee's interest.

Questions such as, shall we continue our association with AFSCME, or a certain candidate's endorsement, etc., will be voted on by you the membership, prior to any more commitments. If you want involvement, you'll get your chance with this candidate.

Time is not on your side, but I am and I sincerely promise to give your union back to you. You pay for it so you should have a say in it. This candidate is ONE FOR ALL!



Statements of candidates for  
**CSEA PRESIDENT**

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*Elaine J. Kennedy*

The members of CSEA endorse **Elaine J. Kennedy** as our rank and file **1994 statewide presidential candidate** from Region I Local 830.

A former administrative organizer with over **twenty years** of diverse **experience** in the labor movement, she's an innovative, and well organized problem solver. Elaine can adhere to extremely rigorous schedule requirements, and still take time for the welfare of her members.

A long-term union activist, her training with Local 1199 produced what some of her former colleagues (CSEA's foremost labor relations specialists) have referred to as "an involved, dedicated and sincere **human being**. One who would not sit back and watch injustice take its course. Her thrust was to make sure that all members were treated fairly and with respect."

As a CSEA consultant, Elaine began to take a more active role serving on various CSEA committees. She has a reputation of being persistent, combative, and an effective fighter for the rights and protection of member and humanity.

She's not afraid of struggle..... She's not afraid of management/bosses..... She's not afraid of adversities.....

"My concerns for the members' needs, and their rights became my plight and crusade. That's why I decided to accept the membership endorsement to run for the statewide CSEA presidency. **It's Time For a Change.**"

**COMMITMENT/CONCERNS**

Cease and desist to sub-contracting; recognizing laid-off workers, pioneered/retired members; timely grievance handling; job security; better working conditions; universal health care; removing the political bureaucracy; organizing the unorganized; unjust practices of any type; restoring trust, integrity and responsibility; bringing back fundamental aspects of trade unionism; listening to the needs of the members; strengthening negotiating process; support rights of members to strike.

**SERVICES/SINCERITY**

Day care in all major institutions; youth programs; training and upgrading; more visibility of representatives; bilingual information; a hiring agency for laid-off/terminated members; strengthening workers compensation benefits; awareness of the "Right to Know Laws"; retraining members to re-enter a growing technical industry.

**EXPERIENCE/EDUCATION**

Contract negotiation; grievance and arbitration; assisting attorneys in preparing court cases, orientation of new union members; plan delegate, health & safety workshops; attend AFSCME and various conventions; established labor/management committees; graduate from Queens College; Post graduate Cornell University School of Industrial Labor Relations; continued education at SUNY Stonybrook.

**AFFILIATIONS/ACCOMPLISHMENTS**

Unity committee; health and safety committee; task force to investigate discriminatory issues; womens' conferences; legislative committee; board of directors for child care; negotiating committee; CLUW (Coalition Labor Union Women); Lions Club International; United Way (allocation committee); League of Women Voters; IRRA (Industrial Relations Research Association); NOW (National Association of Women); negotiated strong union contracts; resolved and won many grievances.

Are you happy with the present administration? Do you know how your funds are used? Do you know the grievance process? Need I go further?

Let's bring about a meeting of the minds. No one can afford to stand-by and do nothing. Get involved.....

**VOTE FOR CHANGE—ELECT ELAINE J. KENNEDY  
YOUR NEXT STATEWIDE CSEA PRESIDENT**

A united membership + strong new leadership = Victory for CSEA in 1994!

Photo  
not  
available

*Al Mead*

Why is our union hiding inside locked offices that cannot be entered by the members? Does the union leadership, like us the membership, know something is wrong?

Our candidacy for President is your campaign to return CSEA to a union of the members, by the members and for the members. Our next President **must** restore respect for CSEA and make this union accountable to the members.

We, the members, **must** stop the over \$100,000 salaries to officers (Danny Donohue has collected over \$620,000 in salary and expenses for the last four years reported to the United States Department of Labor). We **must** stop the double-digit increases that last year raised the CSEA Executive Director's salary to \$114,000. We **must** stop paying our staff lawyer more than the \$110,000 salary of the New York State Attorney General. We **must** stop paying our top CSEA staff a yearly average of \$90,000. We **must** cut the CSEA management that exceeds the professional headquarters staff by 5 to 1.

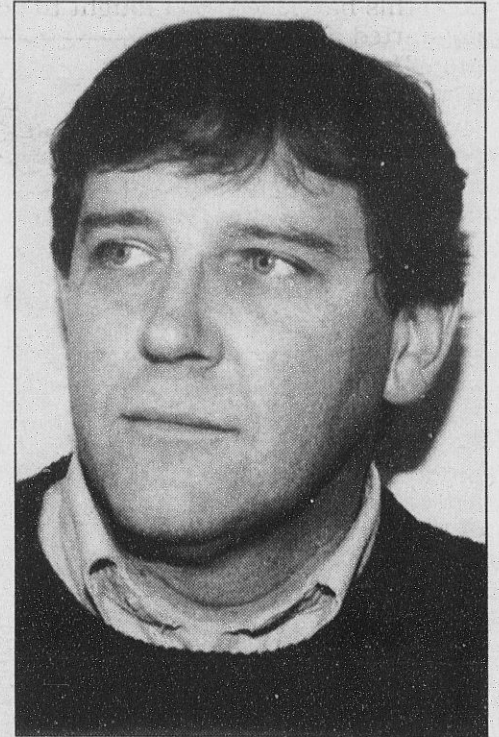
We, the members, **must** stop the loan deals by CSEA for \$1.2 million to ex-CSEA employees for new business ventures and then adding another \$1.0 million contract for such services. We **must** stop the first class travel to meetings (during this last year alone to Washington, San Diego, Florida, Las Vegas and Puerto Rico, for example). We **must** stop the unlimited expense accounts which include limousine service for officers who are already given expensive lease cars at member expense. We **must** stop buying \$1,000 tickets to dinners for politicians who illegally take our paychecks and our pension funds while they give our career opportunities and our jobs to their wealthy private contractor friends and even to prisoners.

We, the members, can stop the \$3.0 million for travel and entertainment in the current CSEA budget which is already over \$2.0 million in deficit. When almost \$15.0 million of our dues money goes to Washington for AFSCME every year, we must make our priority the members in New York. We must, and we can, stop another dues increase for this kind of representation.

We, the members, cannot live two or three years without raises, with health insurance and benefit plan increases, and trade our worker compensation protection for a new increment that has the value of a returnable bottle. We cannot afford to build expensive new union offices, like the one in Long Island, that has sat vacant for years.

We, the members, need a strong union leader who is not afraid to speak up and lose a free trip to a resort or dinner at the White House. We need a leader who knows that a contract should have a raise, not a loss. We need a leader who will restore financial control in CSEA and answer to the members, not the politicians. We need a strong leader to open the locked doors of CSEA to the members.

We, the members, need one of our own, Al Mead, a strong union leader.



Members who do not receive an official ballot may request a replacement ballot by calling collect to Jill Cannett at Interactive Computerized Elections (I.C.E.) at (516) 753-0400 on May 25.

Statements of candidates for  
**CSEA EXECUTIVE VICE PRESIDENT**

All candidates were given an opportunity to submit statements and photographs for publication in this edition of *The Public Sector*. Remarks are the personal statement of the candidate and are not to be construed as reflecting the opinions or beliefs of *The Public Sector* or CSEA, Inc.

*George Boncoraglio*

Twenty one years ago a mindless boss told me to drag a large refrigerator up a flight of stairs by myself. I refused.

As a worker, I thought I had a right to refuse dangerous work and that I had a union to defend my rights. Well, it turned out we didn't have a CSEA Local at South Beach Psychiatric Center where this happened. So I fought the insubordination charges and started a new CSEA Local. That's how I got started thinking "Union."

Now in my fourth term as CSEA Region President, I've taken on fights with many more mindless bosses. I'm proud of the reputation I've built by caring about the little guy, because I've never forgotten where I came from, and I never will.

People call me tough-minded because I never shrink from tackling hard issues head-on. I sincerely believe CSEA urgently needs new leaders with guts, grit and new ideas because our union is standing at a crossroads.

This is not just another election.

CSEA is New York's oldest and largest public employee union. Yet we are being viciously attacked by politicians and privatizers willing to sell our jobs to their pals. We are being attacked by opportunistic, fly-by-night labor organizations peddling empty promises and services they can't deliver. We are even being attacked from within by those willing to gut our union for personal power.

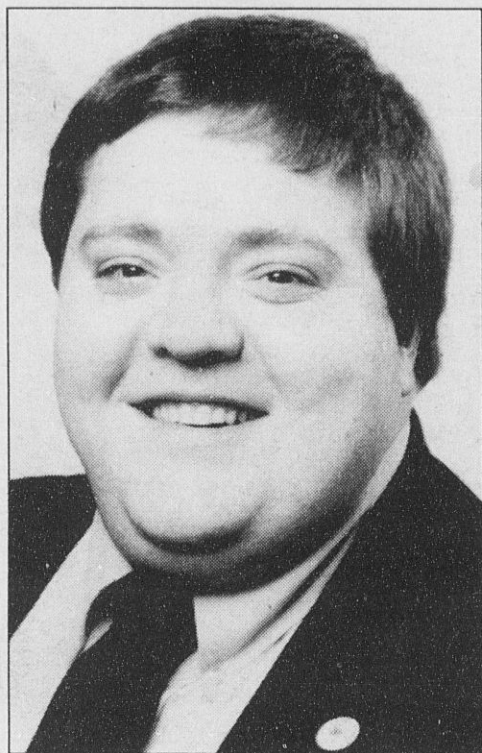
No, this is not just another election. This is about your future and mine. It's about your family and mine.

I've never been one to make empty promises to get elected. My record of fighting for justice, better health care, job safety and better contracts, speaks for itself. This is what a union should be about ... standing together. By building on diversity and including all viewpoints, we become strong.

If you believe CSEA needs a new face, a new generation of officers, a new outlook, more responsive leadership, someone who believes our members are our strength, then **Vote for George Boncoraglio for Executive Vice President.**

I pledge only my best efforts to make CSEA the best it can be. I sincerely believe we need to "reinvent" this union, take a new direction and not knuckle under to those who insist we have no choice but to drag refrigerators or bad contracts around on our backs. A union run by its members for members. It's time for a change. It's time to clean house.

In your hands lies a vote which can change the course of our union's history. I ask for your support.



*Mary E. Sullivan*

First of all, **many** thanks to those of you who assisted in gathering the thousands of signatures which secured my candidacy for the office of Executive Vice President. As you have all shown me throughout the years, you did not let me down, **AND I, in turn, will not let you down.**

I have always believed that the signatures affixed to a candidate's petition demonstrates and reinforces the members' commitment to ensuring the continuation of CSEA as a democratic union created to address the concerns and issues of all its members. It is incumbent upon a candidate to not only know **what** the members' issues and concerns are but also **how to address them within the structure of our union. Communications, Internal Organizing, Activism, Health & Safety and External Organizing** are just a few of the resources that I intend to utilize with your help to keep CSEA a dedicated, viable, democratic union whose resolve and total commitment is to its members. **We need to communicate** with our Local and Unit leaders regarding issues **before** they become problems **and before** decisions and policies are made; **we need** to develop activist teams in every Region to assist where **internal organizing** is needed in problem areas and provide support, guidance and experience in developing CSEA's future leaders; **we need** to encourage and promote **activism** among our members to become more involved in their Units and Locals by creating a positive image of unions in general and CSEA, in particular — one union dedicated to the principle that when one hurts, we all hurt; **we need** to develop a **health & safety** train-the-trainers program in every Region which will provide educational programs to our members on worksite and personal health and safety issues; **we need** to foster a commitment through **external organizing** to the philosophy that CSEA jobs **are** CSEA jobs and **nobody** provides services better than CSEA members.

Let's start down a road where we are all going in the same direction — to the same destination — our first stop and our last stop are one: **CSEA, its members, our Union!**

**WHEN YOUR BALLOT ARRIVES, PLEASE VOTE FOR**



Mary  
**Sullivan** 

An experienced leader  
 concerned with you

REMINDER —

Ballots will be mailed May 16 to CSEA members eligible to vote. Ballots must be returned by 8 a.m. June 6 to be considered valid. Ballots will be counted on June 6.

Statements of candidates for  
**CSEA SECRETARY**

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*Barbara Reeves*

Dear CSEA Member:

My name is Barbara Reeves and I am seeking the office of CSEA Secretary. This office has been held by an individual for whom I have the utmost respect and admiration, Irene Carr. I am proud to say that I consider Irene to be a mentor, role model, and friend. I would be proud to do the job that she has done for our

members and to have the opportunity to use the position as she has, as an example of what a Union Officer should be. One of Irene's characteristics I have most admired is her unique ability to focus her efforts on the issues important to members and their families, keeping herself above the "political fray", yet managing to get re-elected, because she always spoke for needs and concerns of the working woman and man — she did not consider herself to be a politician — and neither do I.



My efforts during my 20 years of union activism were not focused on achieving higher political office, but rather on improving the quality of our members lives, a struggle which has grown more difficult in the past few years. I am proud to be a long-standing member of the Board of Directors. I was a member of the first CSEA Women's Committee, and lobbied to make it a standing committee of CSEA. I helped organize the first CSEA Women's Conference, and worked on many other Women and Family Issues, such as Day Care and comparable worth. I was chair of the CSEA Safety and Health Committee, lobbied to establish CSEA's Safety Department and accomplished the hiring of safety staff. I am a long-time member of the Legal and Charter Committees and various other State, Regional, Local and Mental Hygiene Committees.

I am Vice President of my Local and developed and sustained a number of Labor-Management programs, such as child care, EAP, on-site mammography screening, office ergonomics, sexual harassment training. My efforts culminated in winning several CSEA and GOER Labor-Management awards, but my proudest achievement was winning the Irene Carr Leadership Award in 1990. I am involved with assisting members in our area with the trauma of layoffs and downsizing, and have experienced firsthand the results of privatization on members' lives. I believe that my years of activism and broad spectrum of experience will bring a wealth of knowledge and credibility with the membership to the position of CSEA Secretary.

I have told you about myself, let me tell you clearly what **I am** and **what I'm not**:

**I am** a "member for the members."

**I am** the "underdog candidate" who has the courage and determination to speak **against** salary increases for Officers at the Board of Directors.

**I am not** the "hand picked incumbent candidate" selected by the establishment "yes" people.

**I am not** "one of the good old boys."

Thank you for your consideration of my candidacy to serve you as an officer of CSEA.

*Judy Remington*

As a member and candidate, I feel the upcoming election is the most important in the history of CSEA. Together, we will have the opportunity to choose a new direction for our union which will take us away from past practices and deals. This change will bring CSEA to the forefront of union leadership and back to our original purpose — **TO PROTECT AND SERVE OUR MEMBERS!**

We must insist that all officers and staff be accountable to all dues-paying members for all activities and responsibilities. For too long the leadership of CSEA has relied on the decisions of non-elected, non-dues-paying individuals while overlooking our most important asset — **OUR MEMBERS, LOCAL OFFICERS AND ACTIVISTS.** This has resulted in the disenchantment of our members — the ones affected by those decisions. While our locals must adhere to mandatory financial standards codes there are individuals operating and spending our dues money with little, if any, accountability to the members. This practice cannot be allowed to continue.



Our members across the state face many challenges and an uncertain future. Whether we are state or local government employees the challenges are the same — contracting out, privatization, representation challenges and negotiations that ask for more sacrifices on our part while offering less incentives and job security.

These are now joined by the challenges of downsizing, re-engineering of state and local government and the challenge of the State Quality through Partnership efforts. These are challenges that we must face as a pro-active and united union and not a reactive and divided one!

We have read about our fellow brothers and sisters attacked and killed in their work place or attacked in unsafe and unsecure areas. **CSEA MUST CONTINUE ITS EFFORTS FOR SECURITY ON THE JOB AS WELL AS JOB SECURITY!**

While I can raise issues as an activist and a candidate, it is your responsibility to yourself and your union to keep leaders aware of the issues you feel are important in making your work place a safer and protected one. These issues will not be solved in one day or by my one article. They will be solved if **WE** all work **TOGETHER.** CSEA as an organization must realize that no one problem is too small. If it affects one of us — it threatens **ALL OF US!** We must remember the motto in the seal of our union — **"WE SERVE!"** With your support, I hope to return that goal to the mission of CSEA.

When elected on June 5th I promise to be the same person as I am today! I offer to you my continued efforts to keep **YOU, THE MEMBERSHIP, NUMBER ONE, AND TO SERVE WITH HONESTY, LOYALTY AND CONTINUED DEDICATION!** **VOTE REMINGTON, LINE 2.**

REMINDER — Ballots must be returned by 8 a.m. June 6 to be considered valid.

Statements of candidates for  
**CSEA SECRETARY**

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*Candy Saxon*

A sincere thank you to the many of you, who have so generously supported my efforts these past eight months. Your kind words have encouraged me and your hard work has enabled me to qualify for re-election as your Statewide Secretary. Please continue that support by getting out the vote in your Locals and Units in the coming

months. For as much as Candy Saxon needs your vote, your union needs it even more. By actively participating and voting, you will help to build a stronger union, **a union with the muscle and clout it takes to fight for you when you need it most,**

The average member has only limited involvement or interest in their union, except at key times in their work life. They care when negotiations roll around or when they face a discipline or when they have a grievance. When you're in a crisis situation, you want and need the best damn union you can get. That's your right. **You deserve the best; that's what you pay your dues to get.**

This election affords you the opportunity to choose who will make the decisions, set the agenda and establish the priorities for your union in the next three years. There are tough times ahead for public employees and unionists and we must utilize all our resources to be successful. It will take a strong union **to ensure your job security, protect your benefits and health and safety and to see that you get the respect you deserve as a public employee.** It will take dedicated and experienced officers, who will work hard to keep CSEA strong and responsive and who will strive to make the union better and better.

Candy Saxon has never avoided hard work and with your continued support, I'll help you to enhance your union's capacity and services, to make your priorities the priorities of CSEA. For over 15 years, I've been working at all levels of this union and I've seen what we can accomplish when we communicate effectively and when members, officers and staff share ideas and solutions openly and honestly. We can overcome any problem. We have all the elements we need, but we have yet to tap the full potential of this union. **I'd like to help us all to reach our full potential.**

From the smallest unit to the largest local, we must all focus on our common goals; for we are all one union and we stand or fall together. I want to see us stand proud and tall and to be the strong and vital union the members need and deserve. Help me to tap our unused resources and harness our collective energies. **Join in the Candy Saxon campaign to make the members priority one. Vote for Candy Saxon because it is important to you and to your future.**



Statements of candidates for  
**CSEA TREASURER**

*James V. Kurtz*

I hope you will take the time to study the issues and review the qualifications of the candidates for the statewide offices, then work and support the person who will best serve the members.

CSEA has a long history of open, honest and democratic elections by the members and for the members. The cornerstone of our success as a union has been an informed membership, participating in signing petitions, running for office and voting!

Your grassroots input on the issues of the treasurer's office will be very much appreciated. I appreciated the confidence and wish to thank my fellow CSEA members in all six regions who took the time to circulate and sign my nomination petitions.

Therefore, in order to inform you of some of my experience and commitment to my fellow workers and community I have listed some of my activities in the unit, local, region, statewide and community:

Unit 6300 Negotiations, 5 contracts; Unit 6300 Steward, 18 years; Unit 6300 Self-Insurance Fund, 3 years; Unit 6300 Political Action Committee, 10 years; Local 807 President, 11 years; Local 807 Treasurer, 7 years; Local 807 B.O.D., 2 years; Local 807 Political Action Committee, 10 years; Local 807 Membership Committee, 15 years; Western Region VI Treasurer, 9 years; Western Region VI P.A.C., 10 years; Western Region VI Membership Committee, 3 years; Western Region VI Special Olympic Fund, 2 years; Statewide Board of Directors, 12 years; Statewide Membership Committee, 3 years; Statewide Insurance Committee, 3 years; Board of Directors Charter Committee, 3 years; Board of Directors Public Committee, 3 years; Cattaraugus-Allegany C.L.C. Delegate, 8 years; Cattaraugus-Allegany C.L.C. B.O.D., 4 years; Dunkirk Area C.L.C. Delegate, 8 years; Dunkirk Area C.L.C. Treasurer, 6 years; Jamestown Area C.L.C. Delegate, 8 years; Jamestown Area C.L.C. 2nd V.P., 4 years; ALCOSH Delegate, 5 years; ALCOSH Board of Directors, 2 years.

I am a charter member, treasurer, and manager for the Chautauqua Employees Association Federal Credit Union. The Credit Union serves over 2,000 members and has over \$4,000,000 in assets.

I served the Mayville Volunteers Fire Department as a: truck driver, E.M.T., financial secretary, and Treasurer.

**Awards**

The Jamestown Area C.L.C. "George Ritzer" award for lengthy sustained support of the cause of organized labor in Chautauqua County.

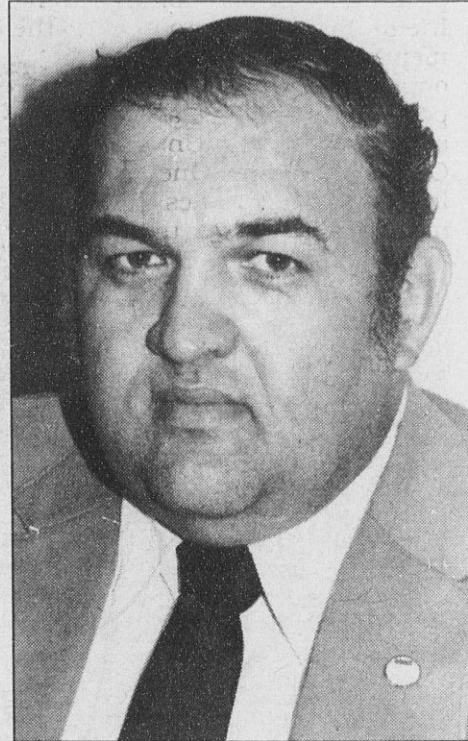
The "Irwin Cross" leadership award for community service, dedication, and leadership in Credit Unions movement.

Many may claim they can resolve all of your problems, bring peace, stop world hunger, and bring prosperity for all. I only pledge to do my best to serve the interest of all the members.

With your support, I will bring to the Office of Statewide Treasurer fairness and parity, also my experience, leadership and knowledge I have gained in my 24 years of CSEA membership.

If at any time I can be of assistance to you or if you have some input on issues, please feel free to contact me.

Your VOTE for Jim Kurtz for CSEA statewide treasurer is appreciated!



Members who do not receive an official ballot may request a replacement ballot by calling collect to Jill Cannett at Interactive Computerized Elections (I.C.E.) at (516) 753-0400 on May 25.



Statements of candidates for  
**CSEA TREASURER**

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*Maureen S. Malone*

Twenty plus years of service to my union, CSEA, has been a rewarding experience as well as very hard work. Helping my co-workers, keeping management on guard and assisting those who need guidance has kept me very busy.

Working in local government, serving as local president and board of directors

representative, put me on the front line of negotiations with management but also gave me the ability to affect positive changes for my co-workers. Chairing the region local government division kept me in touch with the common problems, helped in finding common solutions and helped others keep up with management tactics that could have a negative effect on our membership.

As a state employee in mental hygiene and region board of directors representative the horrible reality of downsizing, layoffs and bumping landed right in my lap. I worked through the uncertainty of my next paycheck and have continued my work with CSEA despite the consequences. I want to stand and fight for your job security and do what needs to be done to stop the current threats of privatization.

Serving as region treasurer has given me the training and experience to be an effective statewide treasurer. Through various workshops and financial training sessions I have learned the techniques of communicating with my co-workers and fellow members. Watching unit and local treasurers begin to understand the various facets of the treasurers' duties has given me great satisfaction.

Having the diversity of working and being an officer in both local government and the state division gives me a unique foundation to seek statewide office. The position of CSEA treasurer is more than just the financial standard code and federal regulations. A statewide officer is a representative and voice for the entire union membership. As a resource person and conduit, the knowledge gained from my varied background is vital for the future.

The years ahead will not be easy ones at any level. You need officers who will stand united and fight for the best CSEA members deserve. You work hard for your salary and benefits. I look forward to working hard with you to keep CSEA the best union and best representative for you.

Your **vote for Maureen S. Malone for Statewide Treasurer** will be one well cast.



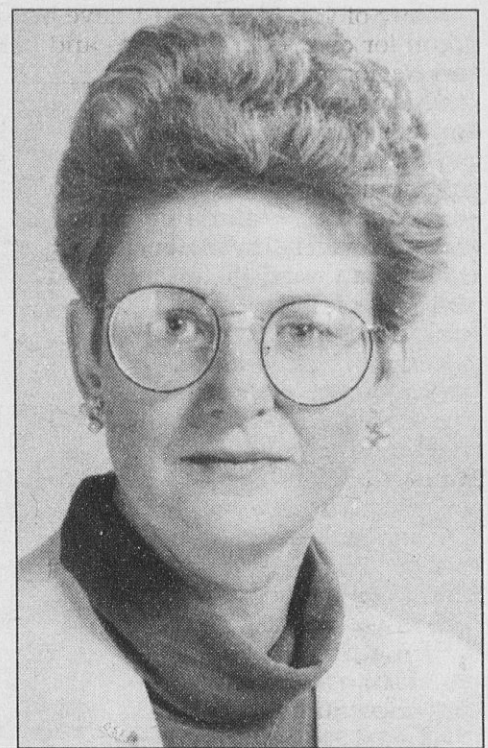
*Barbara Allen*

Dear Fellow Members:

I'm Barbara Allen, candidate for CSEA Statewide Treasurer. I have twenty-six years of state service, currently as a Principal Account Clerk. My background includes experience in bookkeeping and accounting. I have been the Region One Treasurer for ten years, re-elected overwhelmingly, four times. I have built a reputation as an honest, sincere and hard working union treasurer. I have been designated the only Statewide Regional Treasurer to perform treasurer trainings to both Unit and Local Treasurers in Region One. I will continue treasurers training in all the Regions of CSEA. Education training and communicational opportunities are very important in making this union strong. I believe in pride, recognition and respect for all union members on their jobs. The union operates on your support through your dues. I will make sure your dues are used wisely and to your benefit. I will keep you informed on how your dues are being spent. You have a right to know.

As a Local President, I have fought hard to keep Central Islip Psychiatric Center open. I am currently fighting to stop the closing of the Downstate Distribution Center. For over ten years, I have served on the CSEA Statewide Board of Directors, as a representative for OMH - Region One. As a board member, I serve on the Personnel Committee providing input on the selection of staff that serve this union. This experience gives me insight to the corporate workings of this union.

Together we can make changes a reality in CSEA. I need your active support and vote for Statewide Treasurer in this election, if we are to succeed.



**Deadlines for proposed Constitution & By-Laws changes, resolutions for annual meeting**

Deadlines have been set for submission of proposed changes to CSEA's Constitution and By-Laws and proposed resolutions to be considered at CSEA's Annual Delegates Meeting Oct. 3 to 7 in Rochester.

- The deadline for submission of proposed amendments to CSEA's Constitution and By-Laws is July 5.
  - The deadline for submissions of proposed resolutions is also July 5.
- Proposed amendments and proposed

resolutions must be submitted on or before the deadline to:

**CSEA statewide Secretary Candy Saxon**  
**CSEA Headquarters**  
**143 Washington Avenue**  
**Albany, NY 12210**

## GENERAL NEWS

# Statements of candidates for CSEA TREASURER

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## Tony Bailous

The year 1994, may prove to be an exciting and challenging year, we will be electing new Statewide Officers to set the course and guide this union into the future.

Many of you know that I have been actively involved in this union for over eighteen years and held positions as both a Local and Region officer.

I have worked hard to improve not only the quality of life of our working environment, but also the quality of the services this Union provides, by being active in a variety of positions on different committees.

It is for these reasons and the encouragement of so many of you that I have decided to seek the Office of Statewide Treasurer in the upcoming election.

Our own Constitution and By-laws state that the Statewide Treasurer is responsible for the custody of all funds of the association and the implementation of the "Financial Standards Code."

The Treasurer shall perform those other duties as assigned by the President or the Board of Directors of the Association.

Eighteen years as an Activist, Local President and Region Vice President developing and reviewing budgets and annual fiscal reports, I believe this gives me a great working knowledge of accountability. Isn't that what we're looking for and need in an Officer, in a Treasurer.

As a member of the Statewide Political Action Committee, the Judicial Board, the Committee for The Upgrading of the Engineering Items and the Workforce Stabilization Committee, I believe this gives me great experience in serving the members of this Union. Isn't that what we're looking for and need in an Officer, in a Treasurer.

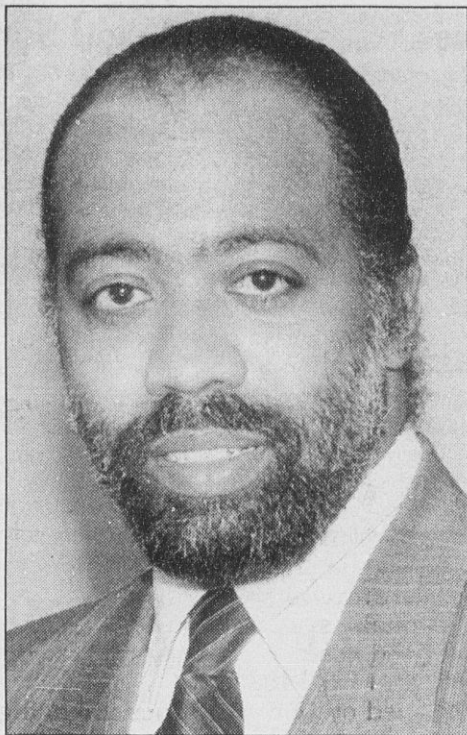
Having been a member of both the Article 14, Leap Committee and the Region II Joint Apprenticeship Committee and developing an On-Site Training Program for Engineering Staff that has been accepted by the Office Of Mental Health and will be given at all OMH Facilities across the state, I believe demonstrates a great understanding and sensitivity to the needs of the members of CSEA. Isn't that what we're looking for and need in an Officer, in a Treasurer.

CSEA's Mission Statement says, Our mission is simple: to represent our members as best we can in any way we can. We will defend workers' rights. We will organize workers and represent them in the best, most effective manner possible. We are committed to treating our members as our most important asset. We will efficiently use our members' dues money.

My mission is simple, if elected CSEA Statewide Treasurer, to dedicate myself to insure CSEA continues to work towards those goals.

The position of CSEA Statewide Treasurer needs so much more than just an accountant. It needs some one who is able to get into the trenches and fight for the rights of the members of this union.

You can make the difference. **Vote TONY BAILOUS, for CSEA Statewide Treasurer.**



## AFSCME Convention delegates election results announced

The following CSEA members were elected CSEA delegates to the 1994 AFSCME convention to be held in San Diego, Calif., June 26 to July 1. Mail ballot elections by region were conducted during March and April.

### LONG ISLAND REGION 1

Nick LaMorte	Loretta Yonkes	Ralph Spagnolo
Carol Guardianio	Phil Santella	John Aloisio
Sue Duffe	Donna Smith	Jim Mattei
Cathy Green	Rita Wallace	Kathy Martinez-Walsh
Barbara Jones	Liz Puttre	Marie Fallon
Barbara Allen	Denis Midnet	Anthony Giustino
Ken Dash	Tom Corridan	Gloria Moran
Tom Byrne	Pete Ellison	Tom Orestis
Paul D'Aleo	Rosie Jackson	Louis (Sonny) lasenza
Mary Ellen DeLouise	John Shepherd	Marge Higgins
Barry Malone	Paul Nehrich	Stan D'Andrea
Mike Stekardis	Gene Townsend	Rich Pohlman
Gene Haynes	Frank Celentano	Jim Carey
Hank Jenny	Fernando Colon	Richie Satre

### METROPOLITAN REGION 2

George Boncoraglio	Jimmy Gripper	Carol Backstrom
Barbara Moore	Denis J. Tobin	Tony Bailous
Caroline Vereline-Sikoryak	Robert Nurse	Joel Schwartz
Janet Ventrano-Torres	Margaret Bagley	Mary Greenman
Ana Diaz	Vincent Martusciello	Denise Hamilton
Harriet Hart	Lester Crockett	

### SOUTHERN REGION 3

Pat Mascioli	Isabel Cohen	Barbara A. Adams
Maryjane MacNair	Robert Ginda	Stephen A. Sisco
Cheryl Melton	Kenneth Monahan	Richard F. Granger
Jeff Howarth	William Hughes	Cy Holdeen
Alan Ackerman	Carmine Nigro	Diane Hewitt
Norma Condon	Frank Bumpass	Dorothy Lattin
Irena Kobbe	Deborah DeCicco	Lizabeth Piraino
Carmine DiBattista	Donna O'Hara	Irene Amaral
John Fella	Judy Watts	Joseph Botens
Naomi Kaplan	Barbara M. Ritshie	Russell Hall
James Broadnax	Lorraine F. Johnson	Henry Brennan
Chris Mumma	Thomas LeJeune	Kim McCollum
William Curtin	Rossie Smith	
Helen Zocco	Grace Ann Aloisi	

### CAPITAL REGION 4

Joan Tobin	Lou Altieri	Nunzio (Nick) Russo
Carmen Bagnoli	Judy Remington	Jack Kane
Barbara A. Stack	Susan Crawford	Liz Habiniak
Rose DeSorbo	Shirley Ponkos	Rebecca Lawson
William McMahon	John Gully	Dorothy Dutton
Gail Hansen	Anna J. Della Rocco	Cathy Vallee
Tim Gerard	Barbara Charles Moloney	Mary Costello
Georgianna Natale	Carol Strokes	Mike Rea
Michael Febraio Jr.	Jack Miller	Patricia Plunkett
A. June Robak	Angela Fiore	Linda Swietlicki
Daniel Vallee	Betty Lennon	Cheryl Abbott
Susan Matan	Ruth Madigan	Penny J. McBride
Diane Spinelli	Karen E. Jazvinski	Rick Weeks
Corinne B. Daly	Fran Kennedy	Cindy Egan DerGurahian

### CENTRAL REGION 5

Jim Moore	Mike Croffut	James J. McHugh
Kathy Collins	Karin Eggleston	Joe McMullen
Sharon Connor	Lyle Evans	Lori Nilsson
Roslie M. Tallman	John Fisher	Daniel O'Neill
Ginger Sheffey	Dick Franczek	Tom Pirozzolo
Dorothy Breen	Joe Frank	Jocasa Potempa
Maureen S. Malone	Fred Gerloff	George Smith
Bob Timpano	Bob Goeckel	Will Streeter
Charlotte M. Adkins	Cindy Hammond	Lyman Switzer
Cathy Barretta	Sally Heater	Betty Thomas
Betty Browell	Angelo Hickman	Tom Ward
Ken Burwell	Dan Lasky	Valerie Williams
Sharon Carraway	Norm Lefebvre	Jack D. Wood Sr.
Beverly Centers	Nancy Murphy	

### WESTERN REGION 6

Robert L. Lattimer	Salvatore Castro	Elaine Mootry
Florence "Flo" Tripi	Pam Cercone	Ronald Nowak
Marie Prince	Doris Cota	Joe Polito
Kathy Button	Barbara Epstein	Rita Raynor-Schultz
Terry Melvin	Sherri Furlong	Barbara Reese
James Kurtz	Ron Gillespie	Rocco A. Sidari Jr.
Tim Anderson	Wilma Hasser	Pat Phillips
Kathy Berchou	Mary Lettieri	James R. Smith
David Bloom	Paul McDonald Jr.	Jim Thomas
Mike Bogulski	Richard McIntyre	Carol Thornton
Sandie Boyd	Brian Madden	Tom Warzel
Marcia Britt	Brammy Macomber	Geraldine Wiggins
Ron Castle	Patricia S. Martin	Duane Wilcox

# How Can CSEA Help Me?

## A Reference Guide To CSEA Member Services & Benefits

### Get In Touch With Headquarters – Toll-Free – 1-800-342-4146.

Press **O** plus the extension number you want at any time.

With a rotary phone, an operator will come on the line at the end of the recording to help you reach your party.

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

If you don't know the extension number,

- press 1 for Field Operations, which include Occupational Safety & Health, State Contract Administration, Local Govt. & School District Affairs, Research, EAP and the Retiree Division.
- press 2 for Legal Matters, such as disciplinaries & grievances;
- press 3 for Communications including *The Public Sector*, Executive Offices or Political Action;
- press 4 for answers about dues, membership & agency shop, group insurance (not health) and to talk to the Finance Dept.;
- press 5 to hear a recording of Current Issues Update.



Statewide Headquarters  
143 Washington Avenue  
Albany, NY 12210

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

In the 518 area, call 782-1500. TDD for hearing impaired: 1-800-532-3833. For answers regarding the Dental Care, Vision Care, Prescription Drug and Package 7 Benefits for state employees and participating local government employees. Mailing address: CSEA Employee Benefit Fund, One Lear Jet Lane, Suite One, Albany, NY 12110-2395.

### Grievances & Discipline

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

### Insurance

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

For details on Basic Group Life, Supplemental Life, Income Protection Program, Hospital Indemnity Plan and Family Protection Plan, call toll free: 1-800-697-CSEA.

For details on Auto Insurance and Homeowners/Renters insurance, call toll free: 1-800-366-7315.

### Health Insurance

For answers to your specific questions about:

Blue Cross Claims: 1-800-342-9815 or (518) 367-0009  
Metropolitan Claims ..... 1-800-942-4640  
Participating Providers ..... 1-800-942-4640  
Hospital admission approval/ surgical review:  
Empire Plan Health Call ..... 1-800-992-1213  
Metal Health & Substance  
Abuse Hotline ..... 1-800- 446-3995

### Education & Training

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

Union-oriented videotapes are available from your CSEA region office.

### Civil Service Exam Help

The Labor Education Action Program (LEAP) can help you prepare for civil service exams with low-cost study booklets.

Call toll free: 1-800-253-4332.

### Safety Concerns

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

For occupational safety and health information, call CSEA Headquarters at 1-800-342- 4146. On a touch tone phone, press **O**, then extension 465. On a rotary phone, ask the operator for extension 465.

### Retirement

For general information about retirement and retiree membership, call 1-800-342-4146. On a touch tone phone, press **O** and extension 363. On a rotary phone, wait for the operator and ask for extension 363.

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

### AFSCME Advantage Mastercard

Features one of the lowest interest rates - 5 percent above the prime lending rate. No annual fee. For an application form, call your CSEA region office.

If you apply and there is no response within four weeks, call the issuing bank, the Bank of New York, toll free: 1-800-942-1977.

### AFSCME Advantage Legal Services

You can obtain high quality, affordable legal services for many personal legal matters through the AFSCME Advantage Union Privilege Legal Services Program. For details and a list of participating lawyers in your area, call your CSEA region office.

### AFSCME Magic Kingdom Club

Another benefit from the AFSCME Advantage program — discounts to both DisneyWorld in Florida and Disneyland in California. Membership verification requirements: your Social Security number and your local number (AFSCME Local 1000).

Contact the AFSCME Research Dept., 1625 L St. NW, Washington, DC 20036. Phone: (202) 429-1215.

### AFSCME Advantage Mortgage Program

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

### AFSCME Advantage Career & Academic Planning

Tuition savings planning. Financial aid projections. Counseling and seminars for career decisions. \$10 annual fee. 1-800-733-GRAD.

### The Buyer's Edge

It's your buy-by-phone service designed to save you money on major purchases. The Buyer's Edge negotiates extra discounts and lowest price guarantees individual buyers don't get. The appropriate information and toll-free numbers are in your Buyer's Edge brochure, and they're published regularly in *The Public Sector*. To receive a brochure contact your CSEA region office listed below. For other information call 1-800-342-4146. On a touch-tone phone press **O** and 297 or ask the operator for extension 297.

Clip and save this page for future reference.

#### REGION OFFICES

**LONG ISLAND REGION I OFFICE**  
Hauppauge Atrium Building, 300 Vanderbilt Motor Pkwy., Hauppauge, NY 11788.  
(516) 273-2280 & 273-2285.

**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.