

For The Union-Endorsed
Candidates November 7th

THE PUBLIC SECTOR

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Solidarity with the strikers!

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After years of separation, CSEA and SEFA are together again.

It's always proper to give credit where credit is due. We didn't do that in the previous issue of *The Public Sector*.

The color photograph of downtown Buffalo which graced that issue's front page was taken by CSEA Communication Associate Ron Wofford. A professional photographer as well as a polished wordsmith, Ron is assigned to CSEA's Western Region VI.

Political action rebate period changed to March

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

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

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



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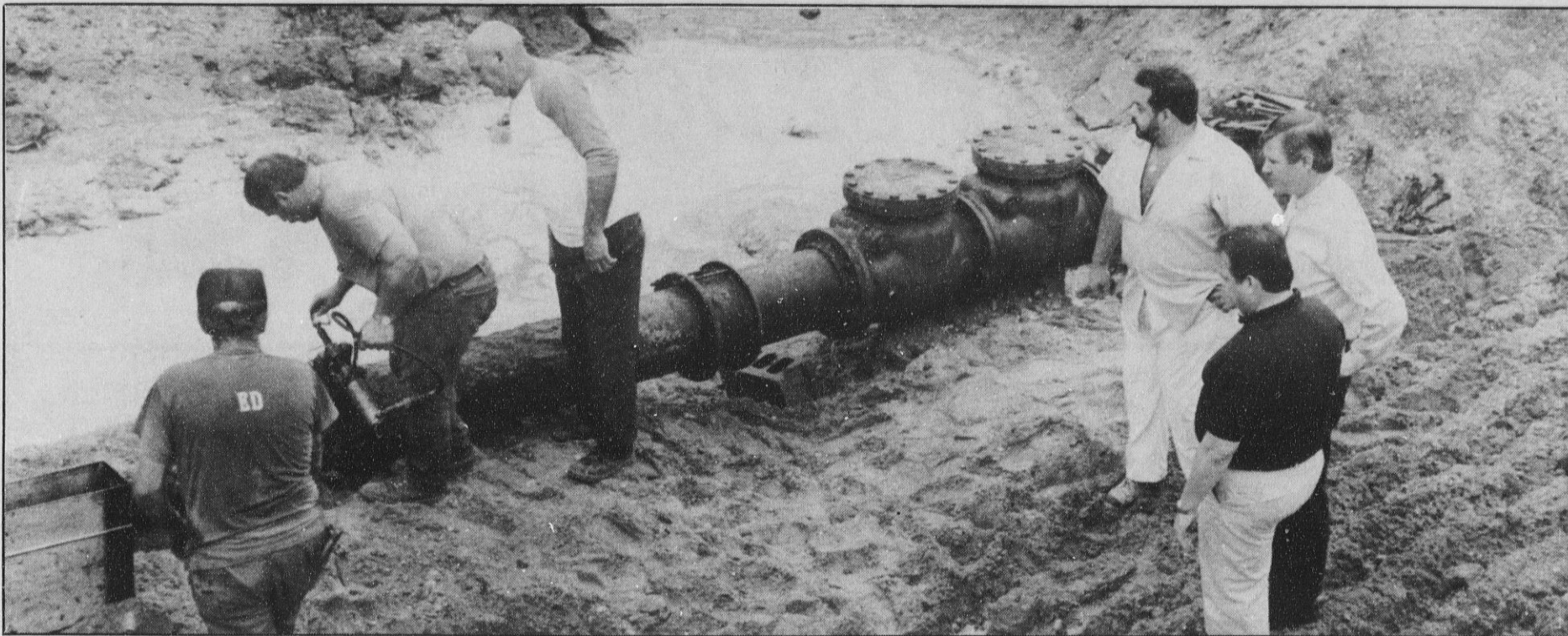
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CSEA LOCAL 102 MEMBERS removed an old valve in preparation for installing a new valve which features an anti-backflow design. Looking on at right are Local 102 President

Paul D'Aleo, Long Island State Parks Commission Director Ron Foley and CSEA Executive Vice President Danny Donohue.

A VANISHING BREED

Skilled trades workforce is dwindling

By Bill Butler
Public Sector Correspondent

GREAT RIVER — The looming crisis of a shortage of skilled trades people in the state workforce was underlined here recently when employees of the state Department of Parks assembled and installed a new two-ton water valve.

The state employees did the job at the entrance to Heckscher Park and the adjacent Bayard Cutting Arboretum for less than half the \$50,000 it is estimated a private contractor would have charged.

But how long will the state be able to do things like that? There is already a 35 percent vacancy rate among skilled trades titles in the Long Island area, according to Paul D'Aleo, president of Long Island State Parks CSEA Local 102.

And the reason is clear, D'Aleo said; the state's pay scale does not compete with private employment opportunities.

That was acknowledged by both Ron Foley, regional director for the Long Island State Parks Commission, and CSEA Executive Vice President Danny Donohue, both of whom were present to watch the state workers complete the water valve project.

"There is no way we (the state) could go out on the street and hire people with these skills," Foley admitted.

"We are losing staff in the state workforce because the state is not competitive," CSEA's Donohue said. "It's a great training ground, but people go out after a while because they can't afford to live on what the state is paying."

Donohue inspected the project as part of his duties as CSEA's representative on Gov. Cuomo's blue-ribbon commission which is charged with recommending ways to recruit and retain skilled employees. The panel will examine pay, benefits, on-the-job training, educational opportunities and other areas affecting the workforce.

"I can't tell you what the answer is," Donohue said. "But this work at Heckscher Park is a classic example of why the state has got to figure ways to keep its skilled employees."

The Heckscher Park project involved plumbers, masons and heavy equipment operators.

Local 102 President D'Aleo and Sam Masiello, regional superintendent of maintenance, pointed out other major work in Heckscher Park completed by parks employees. They included brick comfort stations, camping areas featuring concrete pads with underground water and electrical services, a large picnic shed and the complete re-piping of the park's one-million-gallon swimming pool.

"We do far beyond what people think of as 'maintenance,'" D'Aleo said. "It's not just changing light bulbs and fixing locks. We're raising whole buildings. And the state is saving money by using in-house staff."



DISCUSSING GROWING SHORTAGE of skilled trades people in state workforce are, from left, CSEA Executive Vice President Danny Donohue, Parks Commission Director Ron Foley and CSEA Local 102 President Paul D'Aleo.

In the art of negotiating, CSEA paints masterpieces

Union combining experience, expertise, solidarity, teamwork and muscle to win first contract for Local 711 members

EDITOR'S NOTE — *Between CSEA's state, local government, school district and private sector bargaining units, the union negotiates nearly 1,000 different contracts for its members on a regular basis.*

It's a huge understaking that succeeds only because CSEA members, officers and professional staff work together as a team.

The National Benefit Fund CSEA Local 711 is one of CSEA's newest bargaining units. It is a private sector local, whose members are currently in the midst of their first contract negotiation.

Their experience shows all of the effort that goes into negotiating a contract and the importance of teamwork.

Negotiating a contract is never easy. And CSEA's experienced negotiators will tell you a new unit or local's first contract is always the toughest.

Just ask CSEA Director of Field Operations Frank Martello. Responsible for coordinating the delivery of CSEA services to its members, he oversees the negotiating of most of CSEA's contracts.

"It's like putting up a building," Martello said. "You need to start with a good foundation and that takes a lot of work that people don't always see or appreciate."

That's the position that the 350 members of the National Benefit Fund CSEA Local 711 find themselves in right now. They recently opened negotiations on their first contract ever after affiliating with CSEA last year.

"People are anxious because it's taken a long time already," said local President Lorraine Bottaro. "Nobody here's been through this before."

"Most of the work of negotiating a contract comes before you ever sit down at the bargaining table," said CSEA Collective Bargaining Specialist Harold Krangle, who's handling the NBF contract with help from CSEA Labor Relations Specialist Charles Bell. "That's not to say it's easy when you actually sit down, but the more prepared you are in terms of knowing the issues and having the facts to back you up, the better."

Krangle pointed out that a first contract takes additional effort because you need to make sure that even little items that most workers take for granted are included in the contract.

"I like the comparison of negotiating a contract being like putting up a building," said Krangle, "because when you're done, you have to live with what you've put together."

Like the many skilled craftspeople who work on a construction project, CSEA's professional staff provide the various skills needed to get the job of negotiating a contract done.

For example, CSEA's Organizing Department was initially involved with the NBF employees in securing union representation. Since then, CSEA's other departments have had a role to play.

Last spring, CSEA's Education & Training Department conducted Negotiating and Shop Steward Training programs for Local 711 activists. It was the first step in helping the local prepare for its work ahead.

Following those sessions, the activists who formed the local's negotiating committee began meeting regularly with Krangle and Bell to review members' contract demands and develop proposals and strategy.

"Preparing the proposals with the negotiating committee is one of the most important parts of the process," Krangle said. "The proposals come right from the members and they have the

COLLECTIVE BARGAINING SPECIALIST HAROLD KRANGLE, at right, with a Local 711 member, is negotiating the local's first contract ever.



BUILDING A CONTRACT

It's like putting up a building. You need to start with a good foundation and that takes a lot of work that people don't always see or appreciate.

best handle on what's needed."

CSEA's Research Department became involved, reviewing proposals and providing the negotiators with the facts and figures to strengthen their position.

CSEA's new Employee Benefits Department provides specialized analysis on health insurance and other benefit plans and proposals.

The CSEA Legal Department has been an invaluable resource for the Local 711 contract process. The union's attorneys are making sure that management follows all appropriate labor law in dealing with CSEA. They also provide guidance to the negotiators on the legal effect of various contract items and help to hammer out precise language.

Once the contract is in force, the department will handle any legal disputes that may threaten the employees' rights.

Similarly, CSEA's Occupational Safety & Health Department can be expected to be involved in issues affecting Local 711 worker well-being, from office air quality to proper VDT use. They have the technical expertise to resolve workplace problems or bring in the proper authorities for immediate action.

They also are providing assistance on contract provisions designed to protect people.

CSEA's Communications Department is also playing a key role in helping to negotiate Local 711's first contract. Communications helps keep members informed on the progress of negotiations, and when appropriate, will generate media coverage of the situation.

CSEA's Political Action Department is another vital player, always ready to step into contract negotiations. Political Action helps focus attention on problems and bring issues to a head.

CSEA LOCAL 711 OFFICERS flash the victory sign. They are, from left, Rosa Jackson, second vice president; Iris Roman, secretary; Lorraine Bottaro, president; and Eldra Drew, first vice president.



LABOR RELATIONS SPECIALIST CHARLES BELL, shown here during membership leafleting earlier this year, works closely with the local on employee issues.

But no matter how well prepared CSEA's professional staff is to respond, how the rank-and-file membership responds is just as important.

And holding together as a group is a lesson that CSEA Local 711 is now learning.

"People here have always taken whatever was thrown back at them," said local Vice President Eldra Drew. "Now they're realizing they have to stand up and fight — you can't just sit back and take the crumbs."

It's spirit like that, coupled with CSEA's experience that should give every CSEA member confidence when going into contract negotiations.

The many professional staffers providing assistance on CSEA Local 711's first contract have well over 100 years of experience in labor relations between them.

Collective Bargaining Specialist Krangle and Labor Relations Specialist Bell alone have more than 25 years experience in the field.

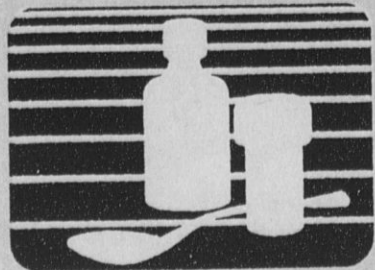
There are other numbers that Local 711 members should consider.

"The 22,000 CSEA members in Region II are solidly behind Local 711," said CSEA Region II President George Boncoraglio. "If they need more support they can also count on the rest of their 250,000 CSEA brothers and sisters across the state to stand with them."

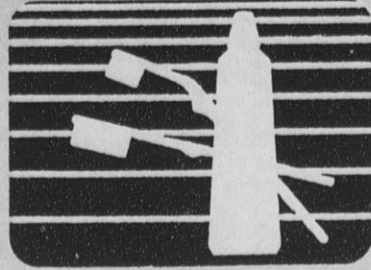


CSEA

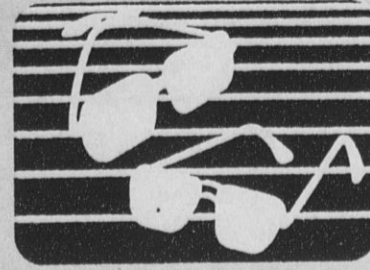
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DRUG



DENTAL
CARE



VISION
CARE

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

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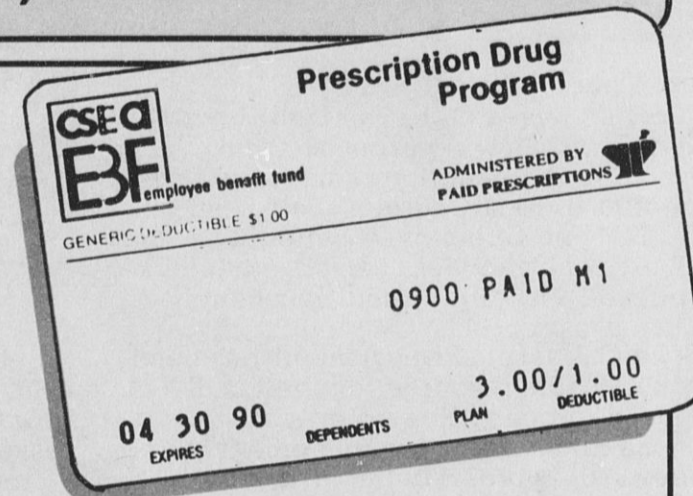
More than 1.7 million prescriptions a year provide covered employees with a quick and worry-free trip to the drugstore.

When the baby suddenly becomes ill, or your doctor diagnoses your unexplained pain, it could mean a quick trip to the druggist for an expensive prescription medicine. But if you have your CSEA EBF drug prescription card, you won't have to make a serious dip into next week's

food budget. And you won't have to wait until you get the necessary cash to pay for what the baby needs NOW, or for the means of treating a medical problem for you or a member of your family.

This benefit is available to CSEA members and their eligible dependents whose bargaining unit has contracted for this benefit.

New CSEA EBF drug prescription cards were mailed recently, and will cover eligible members until April 30, 1990. The plastic card is for instant use at the drugstore, and the paper card is for maintenance drugs — those



which a doctor prescribes for long-term use (up to a six-month supply).

If you have made any changes in your coverage — added dependents, changed your address, etc. — within the last month, your revised card may not reach you by Nov. 1 when these new cards become valid.

If you do change your home address, be sure to call the CSEA EBF office with your new address so your benefits will continue to come to you uninterrupted.

Support the coal miners!

SOLIDARITY — CSEA statewide Executive Vice President Danny Donohue, right, talks with a local union president of the striking United Mine Workers (UMW) in western Virginia. Donohue, who is also an AFSCME international vice president, joined striking miners on picket lines at several UMW picket sites in Virginia along with nearly two dozen AFSCME executive board members to demonstrate union solidarity with the striking miners. Earlier this month the 150,000-member UMW rejoined the AFL-CIO, ending four decades of separation from the House of Labor.



Hope and help at Harlem Valley

WINGDALE — CSEA is at work to help 54 Harlem Valley Psychiatric Center employees who face disciplinary charges for allegedly filling out their time sheets inaccurately and collecting money they shouldn't have.

Several of the employees who are probationary or temporary have been fired as a result of the conflict. CSEA staff members are now working to reach

a settlement with the state and defend the workers on the disciplinary charges. Meanwhile, CSEA members banded

together in support of their fellow members in demonstrations held at the facility.



LINING THE STREETS — In one of several demonstrations, CSEA members from Harlem Valley Psychiatric Center line the streets in support of 54 fellow union members.

Fumes fell 30

Thirty people were treated and released at Albany area hospitals after being overcome by carbon monoxide fumes at a Health Department facility in Albany on Oct. 24. Twenty-nine state Health Department employees and a fireman were overcome when, department officials said, a boiler malfunctioned, allowing combustion gases to enter the building's ventilating system instead of being exhausted outside. CSEA health and safety experts are investigating the incident.





CSEA's new PALs

Program assigns activists to work with federal lawmakers

ALBANY — CSEA President Joe McDermott has appointed 25 CSEA members to be federal political action liasons (PALs) with New York state's Congressional representatives.

"The position is very important to CSEA as it highlights our attempt to increase our emphasis in Washington, at Congress and on the entire federal agenda," McDermott said.

CSEA has had PALs for state legislators for several years. The creation of federal PALs is part of the union's increased emphasis on political action. The new PALs will undergo orientation to help them fulfill their new tasks.

"The PALs will work with our elected officials and CSEA's Federal Issues Committee in seeking the passage of CSEA initiatives," said CSEA Federal Issues Coordinator Joseph Conway. "The federal PALs will increase CSEA's exposure in Washington."

The PALs system links a CSEA activist with an elected official so that they can establish communication and a relationship that allows the CSEA PAL to make the union's case on important legislation. Because the legislators know the PALs and have an ongoing acquaintance with them, they may be more open to listening to CSEA's position on workplace concerns such as child care and family leave.

While CSEA's international union, AFSCME, maintains an active lobbying staff in Washington, CSEA is also interested in being noticed and heard on Capitol Hill on important workplace issues.



Below is a list of CSEA's new federal political action liasons (PALs) and their federal legislators. Some PALs will work with more than one legislator, so their names are followed by those of all their legislators.

"The position is very important to CSEA"

CSEA Political Action Liason

Representative

Nick La Morte
Cathy Green
Nick Avella
Marie Fallon
Rita Wallace
Pricilla Kennedy

George Hochbruecker
Thomas J. Downey
Robert Mrazek
Norman F. Lent
Raymond McGrath
Floyd H. Flake
Gary Ackerman
James H. Scheuer
Thomas J. Manton
Gary Ackerman

Steve Pezenik

Stan Goodman
Charlotte Rue
Gary Sullivan
Pat Metzger
Nevada Solano

Stephen J. Solarz
Guy V. Molinari
Bill Green
Charles B. Rangel
Ted Weiss

Joe Roche
Steve Pellicciotti
Vicki Burton
Bill Burdick
Mary Meade
Dorothy Penner-Breen
Betty Lennon
Dale King
Sharon Keesler
Flo Tripi
Frank Sidari
Candy Saxon
Mary Lettieri

Eliot L. Engel
Nita M. Lowey
Hamilton Fish
Benjamin A. Gilman
Michael R. McNulty
Gerald B. Solomon
Sherwood L. Boehlert
David O'B. Martin
James T. Walsh
Matthew F. McHugh
Louise M. Slaughter
Bill Paxon
John J. LaFalce
Henry J. Nowak



Public Employees Organized to Promote Legislative Equality

PEOPLE is the federal Political Action Committee for CSEA and AFSCME. To help PEOPLE accomplish its goals for you and all public employees, become a PEOPLE contributor. For more information on how to become part of the PEOPLE team and really have an

influence in federal legislation, contact CSEA's People Coordinator Cheryl Sheller by calling 1-800-342-4146 or writing to:

CSEA PEOPLE
Capitol Station Box 7125
Albany, New York 12214-0242

CSEA President McDermott's State of the Union message



Unions must help working Americans achieve their dreams

Calling unionism a vital force for achieving the dreams of most working Americans, CSEA statewide President Joe McDermott has challenged CSEA union activists to help carry the American dream into the 21st century.

"This is how we build our future; not with the lonely action of one person but with the spectacular action of thousands joining together," McDermott told 2,000 CSEA delegates on hand for the opening of CSEA's 79th Annual Delegates Meeting in Buffalo.

"CSEA is working for security, safety and fairness, striving to be a force for the values of democracy and justice in the workplace," McDermott said in delivering his presidential State of the Union address. The address supported the theme of the annual meeting, "Building Our Future."

McDermott pledged his commitment to giving all members access to union services, pointing to a staff reorganization he directed that improved the delivery of direct member services.

"We must keep in tune with changing times and changing technology" to continue the union's legacy as a leader in labor relations, he said.

"We have revitalized our political action department so that CSEA is once again a political force to be reckoned with across the state. We have embarked on an unprecedented program to train our activists in

political action," McDermott pointed out.

But he also warned the union delegates that they are in for a tough fight for a fair state income tax policy.

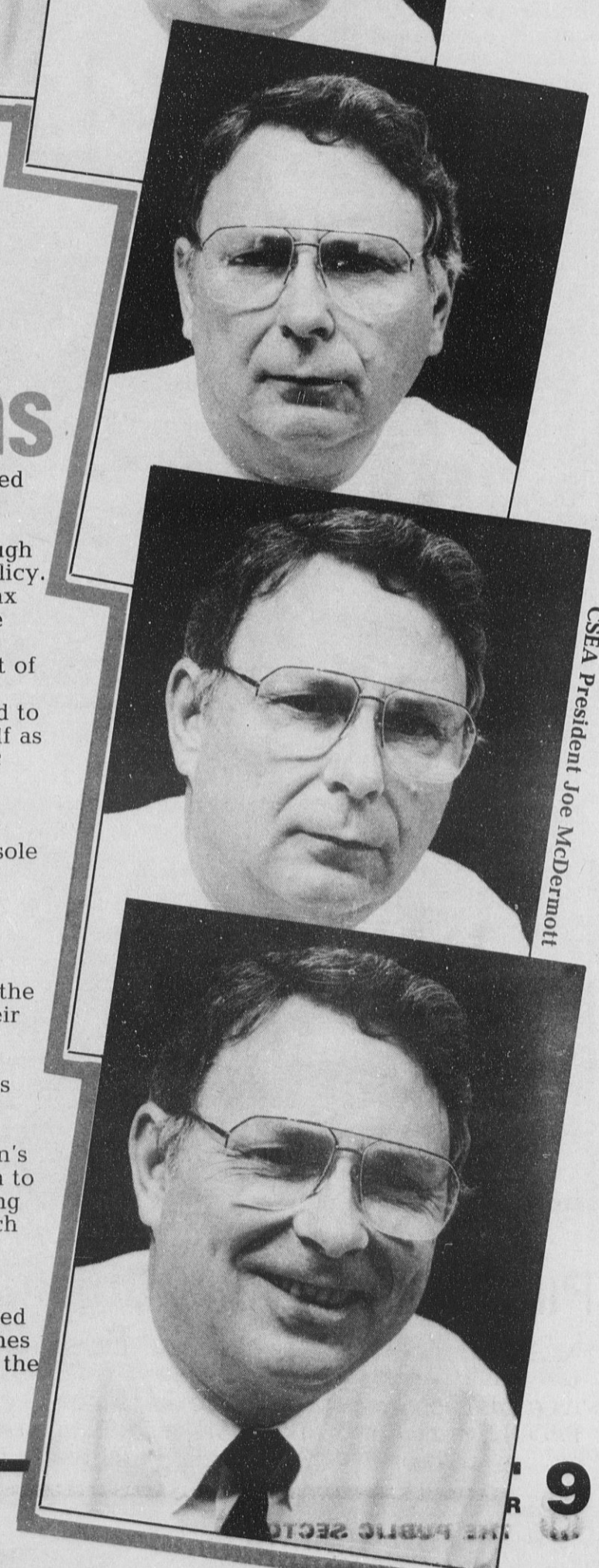
"The state cannot afford more tax cuts for the rich," he said. "Let me repeat what I told the Governor earlier this year: Spending isn't out of control; the tax cuts are."

The union president also referred to the challenge he has set for himself as chair of the state AFL-CIO's Public Pension Task Force to see that the state pension fund is responsibly invested with a board of trustees replacing the state comptroller as sole trustee.

Building the future for union members also means showing solidarity with other unions, McDermott said. He cited CSEA's "Fast for Life" chain in support of the United Farm Workers (UFW) in their struggle against California grape growers as a good example.

UFW President Cesar Chavez was scheduled to attend CSEA's annual meeting to personally thank McDermott and CSEA for the union's impressive effort, but had to return to California immediately upon hearing of the devastating earthquake which struck northern California.

As further indications of CSEA's solidarity with other unions, CSEA delegates and staff members picketed in support of striking Eastern Airlines workers and NYNEX employees in the Buffalo area during the annual meeting.



CSEA President Joe McDermott



Building our future

BUFFALO — Offering support to the Communications Workers of America, striking Eastern machinists and the United Farm Workers, CSEA took its place in the labor movement at the 1989 Annual Delegates Meeting here.

The convention theme, "Building Our Future," took on a broader context that encompassed the entire labor movement

as CSEA delegates walked the picket lines and rallied with striking NYNEX workers (see page 12). Delegates and officers also took time to join an impromptu demonstration with striking Eastern Airline machinists to discourage the airline from interviewing scabs.

United Farm Workers President Cesar Chavez, scheduled to speak at the

convention, was unable to attend due to the California earthquake. The quake severely damaged the San Jose area, which includes his home and UFW headquarters, as well as the homes of many UFW members.

CSEA Executive Vice President Danny Donohue read a message from Chavez in which he praised CSEA for its efforts in the UFW "Fast for Life" and grape boycott. CSEA is responsible for much of the boycott's success in New York, Chavez said.

AFSCME President Gerald McEntee addressed the delegates, praising CSEA as "one tough part of the biggest public employee union in New York state ... and the best in the USA."

CSEA's international union, AFSCME is now second in size of the AFL-CIO's members, following the recently re-admitted Teamsters, but being number two won't last long, McEntee said.

"We will be Number One in the AFL-CIO ... because we do it the old-fashioned way: We organize," he said, citing successful campaigns at Harvard University and among Alaska state employees.

McEntee also encouraged CSEA to continue its efforts to organize and increase its membership to help provide strength to the labor movement.

"Brothers and sisters, we're in this together," he said.

Resolutions

The CSEA delegates continued to take seriously the union's role as a leader by passing two resolutions on world issues.

The first, citing concern for freedom in Namibia, resolved "that CSEA decides to remain vigilant and do everything possible to help the Namibian people attain their genuine freedom"

CSEA's commitment to equality and freedom in South Africa was also exemplified by "Anti-Apartheid Day," in which all delegates were encouraged to wear CSEA Anti-Apartheid pins and t-shirts. Proceeds from those items will go to anti-apartheid efforts.

In the second resolution, the delegates resolved to support the AFL-CIO stand on Central America, which supports efforts for peace, the Contadora Agreement, the Arias Plan and the Tela Accords.

The delegates also resolved to work for resolution of reclassification of pay grades SG-4 and for a change in determining inconvenience pay for shift work.

Constitution and By-Laws

The delegates voted on several Constitution and By-Laws changes. The following items were carried on the

second reading, which means they are now official:

- In Article VII, Section 1(a), changed language to clarify how Local Government Executive Committee representatives are designated and elected;
- In Article IV Section 1 and Article VII Section I, provided for private sector local representation on the statewide Board of Directors;
- In Article IV, Section 5, added language to ensure that CSEA will always be represented at AFSCME conventions by its four officers who are elected statewide; and
- In Article VIII, changed ambiguous language to clarify that Region officers have the right as officers of the association to vote at association meetings.

The delegates passed several amendments to the By-Laws which take affect immediately. They are:

- In Article V, Section 2, added language to allow the Judicial Board continued



FIGHTING FOR FREEDOM — CSEA's Anti-Apartheid Committee conducted a very special seminar with the aid of renowned activist Cleveland Armory, left. Pictured with him are, from left: Anti-Apartheid Committee Chairperson Willie Terry; South Beach Psychiatric Center CSEA Local 446 President Joel Schwartz; Special Human Rights Committee Chairperson Doris Williams and CSEA President Joe McDermott.

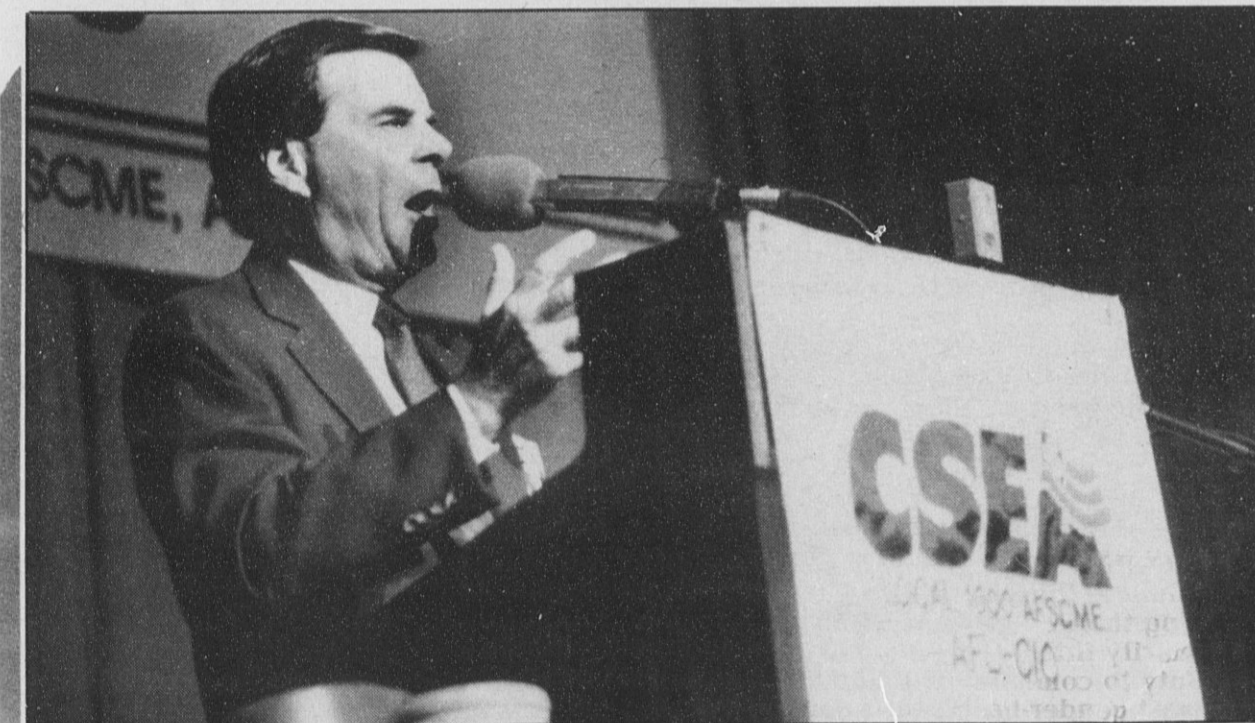
jurisdiction over those who are the subject of a complaint or charge even if they resign their membership in CSEA;

- In Article V, Section 2, changes language to clarify that the Judicial Board has no jurisdiction over contract ratifications;

- In Article IV, Section 2, language reduces the amount of annual dues paid by CSEA members and agency shop fee payers who make less than \$5,000 a year to \$70, effective Dec. 31, 1989, and delays any increases due to AFSCME dues increases for those people to Jan. 1, 1991.



SIGN IN HERE — Delegates line up to register for the 79th Annual Delegates Meeting in Buffalo



IN YOUR HANDS — AFSCME International President Gerald McEntee told CSEA delegates he was confident of CSEA's future: "I know the union is in good hands — because it is in your hands."



BRIGHT FUTURE — CSEA statewide Treasurer Mary Sullivan announced in her report to the delegates that CSEA will finish the fiscal year in the black for the first time in years.



IT'S ONLY FAIR — CSEA Region VI President Robert Lattimer, second from right, announces the results of a CSEA/AFSCME Pay Equity Profile of Erie County Jobs during the Delegates Meeting. The report reflects a wide disparity between jobs primarily filled by men versus those primarily filled by women. CSEA called on the county to commission a classification and allocation study of all county jobs and to correct gender-based pay inequities. Informational meetings for county CSEA members will be held Nov. 8 and 9 to explain the findings and mobilize efforts for a full study. More details will follow in later issues of *The Public Sector*. Joining Lattimer at the news conference were, from left: Steve Caruana, president of the Erie County Employees CSEA Unit; Michael Messina, AFSCME research analyst and author of the profile; and Don Kelly, CSEA's assistant director of research.

CSEA tells strikers

'We're with you!'

BUFFALO — Hundreds of CSEA delegates took to the picket lines on a chilly, damp morning in Buffalo to support striking NYNEX workers in a rally that clogged streets and filled a courtyard.

"The 250,000 members of our union are solidly behind you," CSEA President Joe McDermott told the members of the Communications Workers of America and the International Brotherhood of Electrical Workers. "We think 250,000 NYNEX customers backing the strikers should send a pretty clear message to

the company."

CSEA participated in the picket and rally to show the union's support for workers who are fighting for survival with NYNEX. The union members are holding out for employer-provided health benefits. NYNEX continues to insist that employees contribute to their health insurance coverage.

"CSEA is behind the strikers because



CSEA PRESIDENT JOE McDERMOTT, above, tells striking NYNEX workers that 250,000 CSEA members are behind them in their struggle.

this is a struggle for all of organized labor. NYNEX can clearly afford to pay for their employees' health benefits," McDermott said. "Other phone companies have settled with their unions, but NYNEX is dragging out this fight. The only conclusion is that they're trying to bust the union. We're not going to let that happen."



SUPPORTING THE STRIKERS — CSEA members swell the ranks of a rally supporting the strikers in the photo above. At right, CSEA statewide Secretary Irene Carr, President Joe McDermott, Executive Vice President Danny Donohue and Region VI President Robert Lattimer lead marchers through downtown Buffalo to the NYNEX picket lines.



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

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

Active state employees may change their enrollment status in the Pre-Tax Contribution Program (PTCP) only during the month of November. To do

so, employees must complete a PTCP Selection Change Form and return it to the state Department of Civil Service, Division of Employee Benefits, NO LATER THAN NOV.30, 1989.

IF YOU DO NOT WISH TO CHANGE YOUR PTCP STATUS, NO ACTION IS REQUIRED.

The amount an employee saves in taxes by having health insurance premiums deducted before taxes are applied depends upon income, premium and number of withholding allowances

claimed.

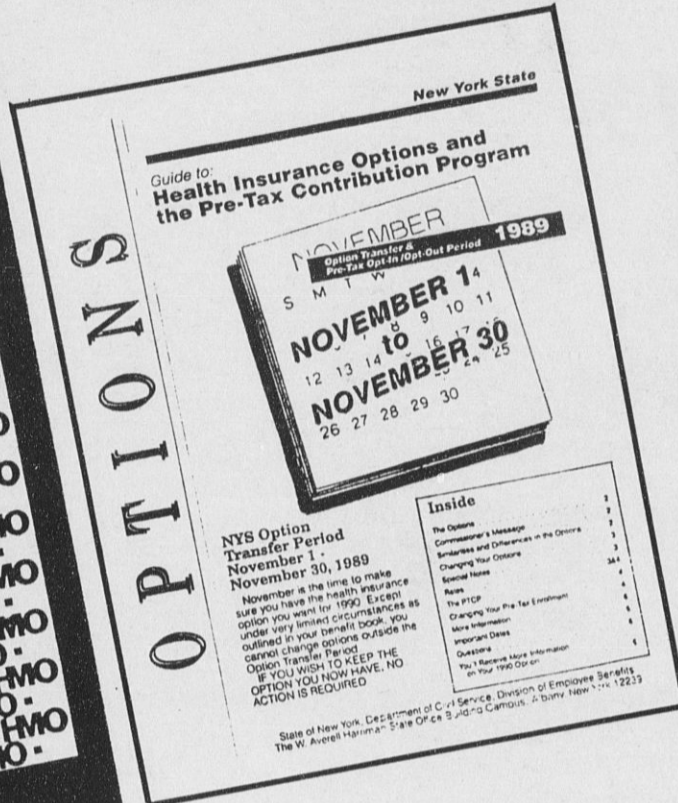
Lots of information available

Information available from your agency health benefits administrator includes:

- * The General Information Booklet of the New York State Health Insurance Program;
- * The Empire Plan Booklet/Certificate and Addendum and the Participating Provider Directory;
- * The informational brochure entitled "New York State: The Empire Plan;"
- * The HMO Council Profiles, listing HMOs in each region and information from specific area HMOs; and
- * The Pre-Tax Contribution Program brochure.

Employees requiring specific information about The Empire Plan or a particular HMO should contact Metropolitan or the HMO directly. Personnel offices will provide information on how to contact either Metropolitan or an HMO.

The Public Sector expects to reproduce the Option Transfer Guide with rates and the Pre-Tax Contribution Program brochure in the Nov. 13 edition. However, it is suggested that employees obtain the available information listed above as soon as possible.



No increase expected in Empire Plan deductions

It is anticipated, based on the latest information available as *The Public Sector* went to press, that employee premium deductions for the Empire Plan will not increase on Jan. 1, 1990, and remain at the 1989 level throughout 1990.

Empire Plan employee deductions are currently \$6.19 bi-weekly (individual) and \$26.59 (family). Any Health Maintenance Organization (HMO) premium increases will vary by HMO. Empire Plan and HMO rates will be included in the Option Transfer Guide available from your agency.

Important Reminder

This Participating Provider Directory identifies providers participating as of August 25, 1989. Providers are continually being added or deleted from the Participating Provider Program. Metropolitan Life does not guarantee that a listed provider is still participating after the date indicated above, simply because his or her name is in the directory. Patients should always ask their provider if he or she is a participant at the time services are being sought. Providers listed in the directory are not obligated to accept new patients.

If you have questions about Metropolitan's Participating Provider Program, please call

1-800-537-0010

If you have questions about your Plan benefits, please contact your agency Health Benefits Administrator or your Personnel Office.

NEW YORK STATE HEALTH INSURANCE PROGRAM

THE EMPIRE PLAN

PARTICIPATING PROVIDER DIRECTORY

NEW YORK/METROPOLITAN REGION

Includes Counties of:

Bronx	New York (Manhattan)	Rockland
Kings (Brooklyn)	Queens	Suffolk
Nassau	Richmond (Staten Island)	Westchester

Metropolitan Life AND AFFILIATED COMPANIES

Third Edition
Effective August 25, 1989

CENTRAL/NORTHERN REGION

Includes Counties of:

Broome	Franklin	Madison	St. Lawrence
Chenango	Hamilton	Oneida	Warren
Clinton	Herkimer	Onondaga	Washington
Cortland	Jefferson	Oswego	
Essex	Lewis	Otsego	

EASTERN REGION

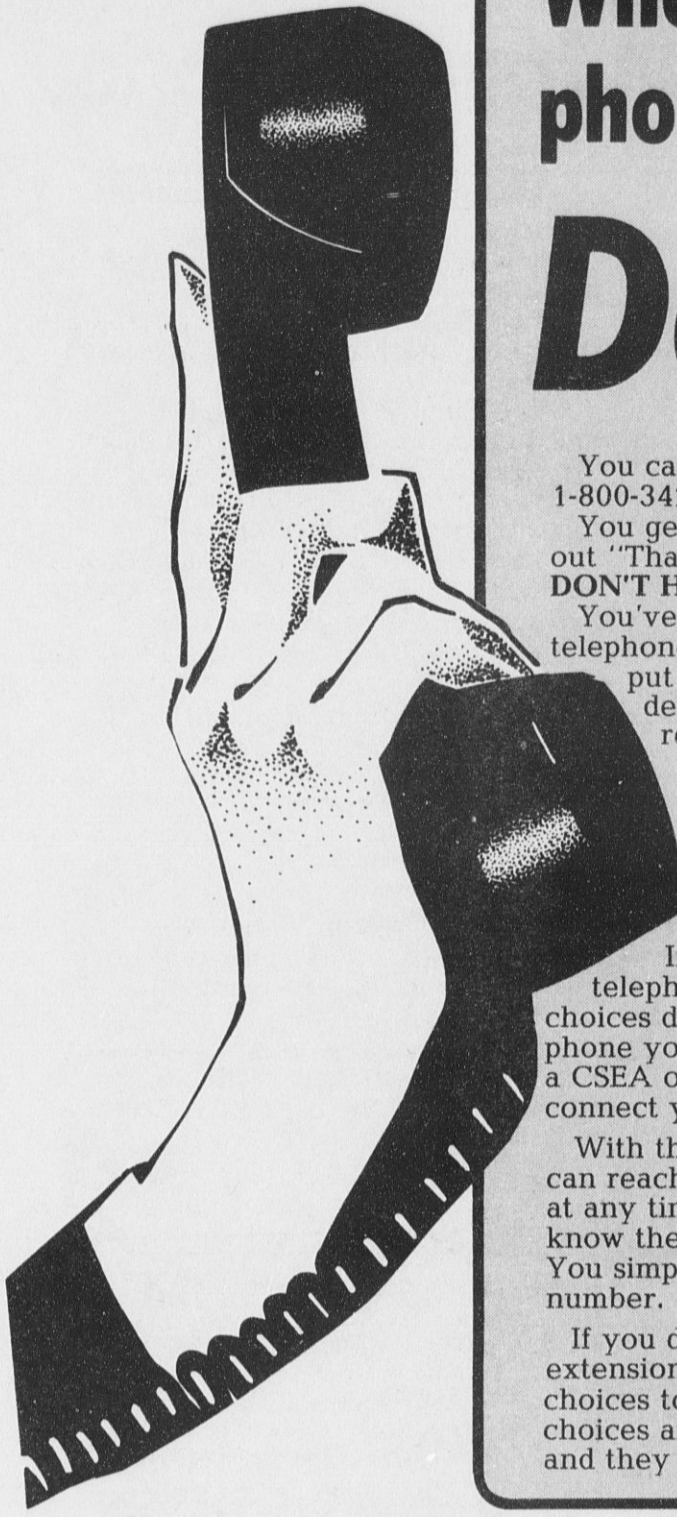
Includes Counties of:

Albany	Greene	Putnam	Sullivan
Chenango	Hamilton	Rensselaer	Ulster
Columbia	Herkimer	Rockland	Warren
Delaware	Montgomery	Saratoga	Washington
Dutchess	Orange	Schenectady	
Fulton	Otsego	Schoharie	

WESTERN REGION

Includes Counties of:

Alegany	Cortland	Onondaga	Steuben
Broome	Erie	Ontario	Tioga
Cattaraugus	Genesee	Orleans	Tompkins
Cayuga	Livingston	Oswego	Wayne
Chautauque	Monroe	Seneca	Wyoming
Chemung	Niagara	Schuyler	Yates



When you call CSEA's toll-free phone number for service —

Don't hang up

You call the CSEA toll-free number 1-800-342-4146 and what happens?

You get a recorded message that starts out "Thank you for calling CSEA." **DON'T HANG UP!**

You've reached CSEA's automated telephone system which is designed to put you in contact with the department or person you want to reach as easily as possible.

Although the message takes you through a range of choices, it helps when you know ahead of time what to expect and how to get through.

If you call on a touch-tone telephone, you can access the choices directly. If you use a rotary dial phone you have to stay on the line and a CSEA operator will pick up and connect you.

With the touch-tone telephone you can reach a specific individual directly at any time during the message if you know the individual's extension number. You simply press 0 and the extension number.

If you don't know the specific extension, you'll be given a series of choices to help you get through. These choices are known as the *main menu* and they are as follows:

- * Press 1 for Field Operations or the Empire Plan/Health Benefits Committee
- * Press 2 for disciplinarys, grievances and other legal matters
- * Press 3 for Communications, the Executive offices or Political Action
- * Press 4 if you have questions concerning dues, membership or agency shop, CSEA group insurance other than health or need to talk to the Finance Department
- * Press 5 for the CSEA Current Issues Update (a service that provides valuable information about CSEA actions and benefits)

Once you make any of these selections you will reach *another* set of choices which direct you to the specific department that you need to reach.

At any time you can hear the choices again by pressing 7.

You can also return to the main menu at any time by pressing 8.

If you don't make any choices, the CSEA operator will pick up your call.

The CSEA automated phone system takes some getting used to, but it's intended to help you get through to the CSEA departments you need to reach.

Take advantage of it; it's just another of the many ways that CSEA is working to improve the delivery of services to you!

CSEA volunteers boost labor expo

Thanks to the help of dozens of CSEA Department of Labor volunteers, more than 30,000 young New Yorkers got some fresh ideas about career options at the department's annual Career and Education Expo at New York City's Javits Center.

The Labor Department employees help ensure smooth operations by registering and escorting the young people and assisting the exhibitors.

Shown here, CSEA Region II President George Boncoraglio joins CSEA Department of Labor Local 350 President Denis Tobin and Deputy Commissioner of Labor Virgil Hodges in thanking a group of volunteers registering some of the students.





retiree members

**They live in
in every
state
except
South Dakota**

Not surprisingly, the vast majority of public employees who spent their working careers in the Empire State also spend, either by choice or circumstances, their retirement years in New York state as well.

What is surprising is the large number who, for whatever reasons, scatter to the four corners of the United States and to foreign countries to find their retirement paradise. More than 8,600 dues-paying CSEA retiree members list their home addresses outside New York.

Nearly 50,000 state and local government retirees are dues-paying members in CSEA's Retirees Division, making it a microcosm of the state and local government workforce as a whole.

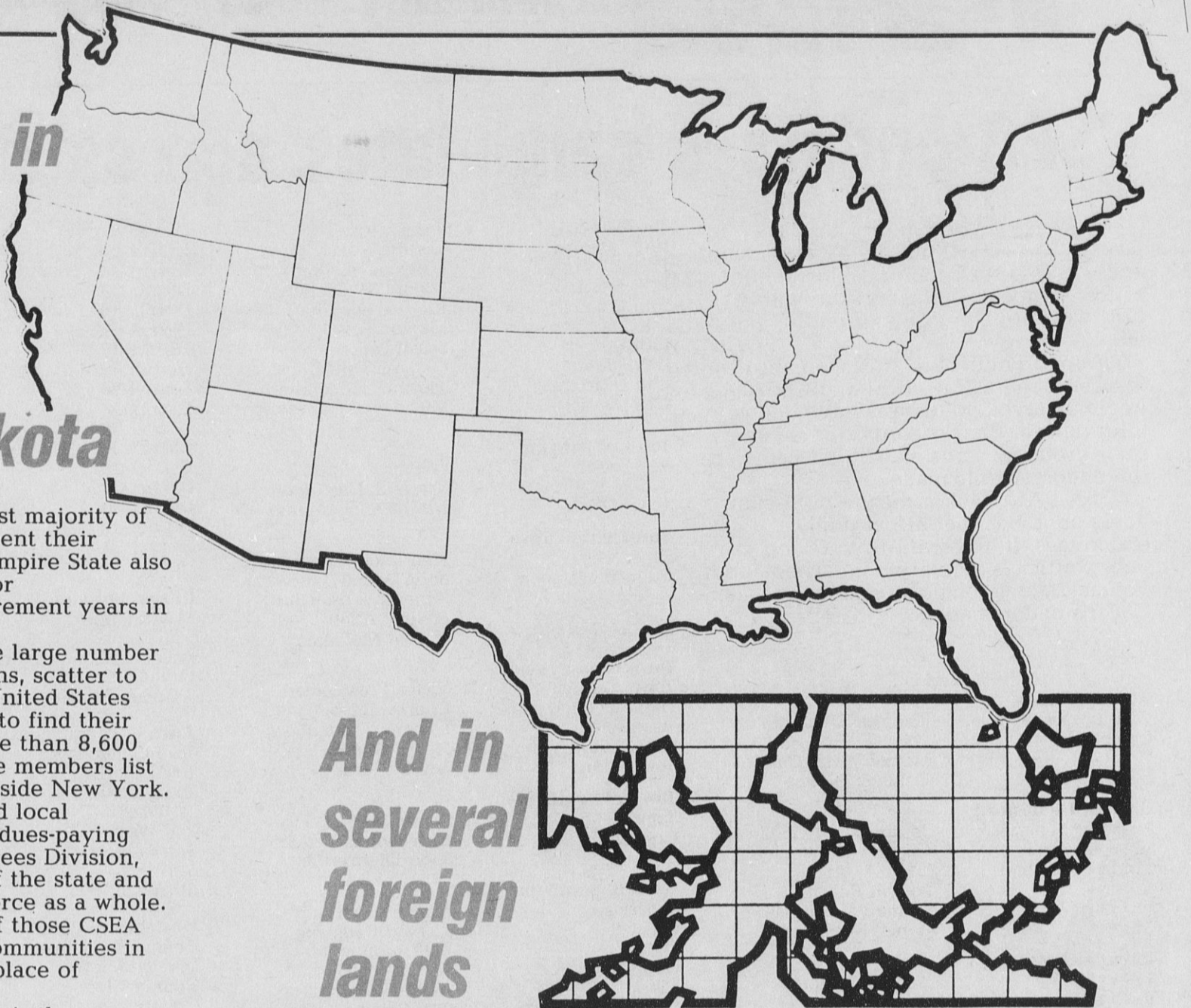
As of June 1, 36,894 of those CSEA retiree members listed communities in New York state as their place of residence.

Florida, not surprisingly, is the retirement mecca of choice of the majority of retirees who relocate after retirement. Florida is now home to 5,252 dues-paying CSEA retirees. The Sunshine State is home to Florida State Retirees CSEA Local 950, the only regular or retiree CSEA local outside the boundaries of New York. Twenty-one CSEA retiree locals meet regularly and are actively involved in the labor movement across New York.

South Dakota is the only one of the 50 states not able to claim a dues-paying CSEA retiree as a resident. Behind New York and Florida, New Jersey is now home to the third largest number of retiree members, 414. California with 389, North Carolina with 386, Arizona with 314 and Pennsylvania with 312 follow.

Alaska and North Dakota each have just one CSEA dues-paying member. Iowa and Wyoming are listed as home addresses of three retirees each, while five each reside in Kansas and Nebraska.

Twenty retirees call Puerto Rico home and five live in the Virgin Islands. Ten retired and moved north to Canada, while two now reside in Israel and one each live in England, Ireland, Italy, Japan, Mexico, West Germany and West India.



**And in
several
foreign
lands**

They belong for good reasons

Retired public employees retain their membership with CSEA through the union's Retiree Division for several good reasons.

They retain eligibility for coverage to the extent available to retirees under CSEA insurance programs, for instance. Many, having witnessed the power of the union on their behalf during their working years, join because they realize the union works hard for retirees in the state Legislature in such areas as pension supplementation and senior citizen issues.

For thousands of retirees, their CSEA membership is the passport to maintaining an active lifestyle and staying involved in unionism. CSEA retirees provide invaluable services to the union as volunteers. In particular, retirees enjoy a very favorable reputation for their work with union phone banks during elections and legislative sessions.

Retirees belong to their own CSEA retiree locals, elect their own local officers and conduct union business like any regular local.

Belonging to CSEA as a retiree member is certainly a bargain; annual membership dues are only \$9 a year. Membership is open to "any person who, while actively employed, was a member or an associate member (of CSEA) and who has retired from active employment ... or who receives a retirement allowance from the New York State Employees' Retirement System or the New York State Policemen's and Firemen's Retirement System..." according to CSEA's Constitution and By-Laws.

Complete information concerning CSEA's Retiree Division may be obtained by contacting:

Kathleen Cahalan
Director of Retiree Programs
CSEA Retiree Division
Civil Service Employees Association, Inc.
143 Washington Avenue
Albany, N.Y. 12210
1-800-342-4146 or (518) 434-0191



for the CSEA-endorsed candidates on November 7



CSEA endorses candidates across the state

Across New York state, CSEA is flexing its political muscle by endorsing and working for candidates for public office — those candidates who will in turn work for the rights of public employees.

Through Political Action Committees (PACs) at the CSEA Local and CSEA Regional level, politicians have been interviewed, their records studied and their promises scrutinized. Following are the endorsements made.

CSEA PACs look at how a politician votes on issues that affect public employees. If you want to vote for public officials who are concerned about you as a public employee, then consider CSEA's endorsements.

9th District
10th District
11th District
12th District
13th District
14th District
15th District
16th District
17th District
18th District

Town of Babylon
Supervisor
Sup. of Highways
Town Clerk

Brookhaven Town
Supervisor
Council Members

Clerk
Sup. of Highways

Town of Riverhead
Town Council
Highway Supt.
Assessor
Town Justice
Town Clerk

Town of Southampton
Supervisor
Council

Town of Southold
Supervisor
Council

Council/Justice
Clerk
Supt. of Highways
Justice
Assessor
Assessor
Tax Receiver
Trustees

New York City

Mayor
Manhattan Borough
Pres.
Brooklyn Borough Pres.
Staten Island Borough
Pres.
Brooklyn District
Attorney
City Council Dist. 5
City Council Dist. 23
City Council Dist. 1
Civil Court Judge;
Manhattan
Civil Court Judge,
Manhattan

Dutchess County

Legislature
District 1
District 2
District 3
District 4
District 5
District 6
District 7
District 8

Joseph Rizzo
George Nolan
Kathryn M. Guerrero
Sondra M. Bachety
Richard Schaffer
Maxine Postal
Susan LeBow
Fred W. Thiele Jr.
James F. Gaughran
Michael D. O'Donohoe

Arthur G. Pitts
James J. Harrington
Ms. Raye D'Abramo

Henrietta Acampora
John Powell
Anthony Losquadro
Stanley Allan
Harold Malmkes

Victor Prusinowski
Charles Bloss
Laverne Tennenberg
Henry Saxtein
Edward Reyer

Mardythe O. DiPirro
Christopher Cuddihy
John Eilertsen Jr.

Francis J. Murphy
Richard Caggiano
William Grigonis
Arthur Walsh
Judith T. Terry
Paul Grattan
William Price Jr.
Sylvia Rouse
Frederick E. Gordon
Ortrud Hanus
John Holzapel
Frank Kujawski
Steve Latson

Region II

David N. Dinkins

Ruth Messinger
Howard Golden

Ralph Lamberti

Charles "Joe" Hynes
C. Virginia Fields
Jerome X. O'Donovan
Dennis Paperman

Richard F. Braun

Leona Leo

Region III

Leonard Babiarz
Thomas Quinn
Kevin Karn
Rob Lyons
Michael Dunagan
James Hammond
Roger Higgins
Collette LaFuente

District 9
District 10
District 11
District 13
District 16
District 17
District 18
District 19
District 20
District 24
District 25
District 26
District 27
District 28
District 30
District 31
District 33
District 34

City of Beacon
Mayor

Accounts Commissioner
Public Safety
Commissioner

Town of Poughkeepsie

Town Supervisor
Town Clerk
Town Council
1st Ward
2nd Ward
3rd Ward
5th Ward
6th Ward

Westchester County

County Executive
District Attorney
County Clerk
County Legislature

Supreme Court Justice

Peekskill
Mayor

City of New Rochelle
Council

Ulster County

Legislature
District 1
District 2
District 4

Fred Knapp
Marshall Roberts
Judith "Kip" Bleakly
Sandra Goldberg
David Van DeWater
Donald McMillen
Richard Murphy
John Ballo
Robert Sellick
Stan Lavoie
Margaret Fettes
Joseph Lombardi
Frank Suscynski
Ralph Vinchiarello
Frances Mark
Myles Lawlor
Bill Bartles
Gwen Luty

Vincent "Jim"
Fredericks

Edith Krawociez

Ralph Flynn

David Hinkley
Katherine "Kitty" Farrel

Carol Garrity
Donald Richter
Bruce Pehls
Tom Murphy
Eleanor Charwat

Andrew O'Rourke
Carl A. Vegari
Andrew Spano
Timothy Carey
Patricia Hotchkiss
Edward J. Brady
John Hand
Joseph Delfino
Dominic Pierro
Diane Keane
Audrey Hochberg
Sandra Galef
Andrew Albanese
Steve Tenore
Paul Feiner
Ernest Davis
Leonard Spano
Daniel Thomas
Herman Keith
Katherine Carsky
Albert Emanuel
Samuel Fredman
Joseph Giudice

Richard E. Jackson

Michael Amodio
Don Zaccagnino

Christine Levine
Adam Schwartz
Ed Sanders
Kevin Calill
Frank Dart
Richard Matthews
Frank Ambrose
John Finch

(Continued on Page 17)

VOTE

for the CSEA-endorsed candidates on November 7



(Continued from Page 16)

District 6 Wilmer Wiedemann
Rosco Pecora
District 7 John "Jack" Macauley
Edward V. Whalen
District 8 Iris Pyner
John E. Chiaradia
District 9 Sandy Avampato

City of Kingston

Mayor John P. Heitzman
Alderman at Large Joseph R. McGrane
Ward 1 Susan M. McConekey
Ward 5 Esther Kathryn Fiore
Ward 6 John F. Martino
Ward 7 Peter M. Loughran
Ward 10 Robert L. Senior
Ward 11 Louis Miressi
Ward 12 T.R. Gallo
Ward 13 David B. Donaldson

Orange County
County Executive
Legislature

Mary McPhillips
District 2 Joseph Pagano
District 3 Richard Hansen
District 4 Robert Rossi
District 5 Ann Pampiano
District 6 Albert Favoino
District 7 Spencer McLaughlin
District 8 David Parly
District 9 George Bartlett
District 10 Doris Martin
District 11 James Wright
District 12 Kevin Brennan
District 13 Ernest Green
District 14 Richard Rose
District 15 Dino Sciamanna
District 16 David Russell
District 17 Anthony Marino
District 18 Edward Diana
District 19 Harry Ross
District 20 Ruth Kassel
District 21 Robert Itzla

Rockland County
County Executive
County Clerk
County Legislature
Clarkstown

John Grant
Edward Gorman
Thomas Morahan
Philip Bosco
Theodore Dusanenko
Philip J. Rotella Sr.
Thomas J. Lawless
James T. Schuler
Thomas Herman
Emily Feiner
Isaac Goodfriend
Joseph Savarese
Stanley Dworkin
Phyllis Hoffman

Ramapo
Town Council

Emanuel Weider
David J. Stein

Clarkstown
Superintendent of
Highways

John Mauro

Putnam County
Legislature

District 1 Barbara Murphy
District 2 Jim Gordon
District 4 Michael Semo
District 5 Cliff Oster
District 6 Victor Grossman
District 7 Robert Bondi
District 9 James Mullaney

Town of Brunswick
Supervisor

Region IV
Romeo J. Naples



A CSEA ENDORSEMENT — CSEA Region III President Pat Mascioli, left, shakes hands with Westchester County Executive Andrew O'Rourke, second from right, as he announces that CSEA endorses O'Rourke for re-election. With them are Westchester County CSEA Local 860 President Ed Carafa, second from left, and Westchester County CSEA Political Action Committee Member Roger Williams, right.

Clinton County

Legislature
Area I John H. Zurlo
Area II Samuel J. Trombley
Area IV Candis M. Luck
Area V Melvin R. Bruno
Area VI Keith J. Cringle
Area VII Jay T. LePage
Area VIII Richard S. Perry
Area IX William H. LePage

Rensselaer County
County Executive
County Legislature
District I

John L. Buono
Joseph G. Manupella
Daniel C. Ashley
William Fagan
John P. "Jase" McGraw
Francis Flynn
James Kilgallon
James Brearton
District 2 Doreen M. Connolly
Anthony Carpinello
Thomas Cholakis
Ralph Vartigian
District 3 Mark Zaretski
Jane Doughney
Paul Minbirole
District 4 Leo Kellog
Henry Zwack
Edward Schwartz
District 5 Marilyn Douglas
Daniel Bogardis

Washington County

Granville Supervisor Roy Esiason
Whitehall Supervisor Wesley Ashline
Hartford Supervisor Paul Donaldson

Town of Kinderhook
Town Supervisor

Keith Stack

Town of Johnstown

Supervisor John Jacon
Supervisor Ward 1 Louis Theofilos
Supervisor Ward 4 Russell Pollard

Gloversville

Supervisor Ward 1 Michael Tesi
Supervisor Ward 4 Anthony Buanno
Supervisor Ward 6 John Cotoia

City of Troy Council
At Large

Martin G. Mahar
Louis Anthony Jr.
Robert M. Conway
Brian P. Sanvidge
District 1 Michael J. Horan
District 2 Edward J. Abbot Jr.
District 3 William R. Lyons
District 4 Frank W. Lamiano Jr.
District 5 John P. Berry
District 6

Town of North Greenbush

Town Supervisor Walter J. Francisco Jr.

City of Rensselaer

Mayor Robert Pasciullo

Saratoga County

Commissioner of Finance Remiga Foy
Stillwater Supervisor Paul Lilac
Milton Supervisor Wilbur Trieble
Clifton Park Supervisor Terri O. Garafalo

Schenectady County

County Legislature
District 1 Charles Drago Jr.
District 2 Raymond C. Zanta
District 3 Elizabeth Bean
Donald G.M. Coon Jr.
Paul E. Fabian

Town of Rotterdam

Supervisor James A. Constantino

Town of Colonie

Supervisor Fred Field

(Continued on Page 18)

VOTE

for the CSEA-endorsed candidates on November 7



(Continued from Page 17)

City of Albany

Common Council
 2nd Ward Keith St. John
 3rd Ward Sara Logan
 10th Ward James Scalzo
 11th Ward Gerald Jennings

Town of Richmondville

Supervisor Ransom Evans

Town of Schoharie

Supervisor Dennet Withington

Region V

Ithaca

Mayor Ben Nichols

Madison County

County Legislature
 John Henderson
 Ed Miller

Utica

City Comptroller Tom Nelson

Oneida County

County Legislature
 District 3 Daniel Stowens
 District 8 Thomas Pianella
 District 13 Richard Joswick
 District 14 Michael Damsky
 District 15 James D'Onofrio

District 17
 District 22
 District 24
 District 25
 District 26
 District 29
 District 32
 District 37

Rome City

Aldermen
 District 1
 District 2
 District 3
 District 5

Town of Marcy

Assessor
 Supreme Court
 5th Judicial District

Herkimer County

District Attorney
 County Legislature

Jefferson County

Clerk

Watertown

City Council

Marguerite Parsons
 Harry Hertline
 Emil Paparella
 William Hendricks
 Steve Gigliotti
 Frank Andrello
 John Roman
 Joseph Griffo

Stephen DiMaggio
 McDonald Dixon
 Timothy Merchant
 Jeanette Denton

Tom Foley

Hugh Gilbert

Patrick Kirk
 Dominick Grande
 Paul Barnes

Ron Trickey

Jim Norris
 John Haack

Oswego County

County Legislature
 Town of Volney
 Town of Granby
 Town of Hannibal
 Town of Minetto

Oswego

1st Ward
 3rd Ward
 6th Ward

Fulton

2nd Ward
 3rd Ward
 4th Ward
 5th Ward
 6th Ward

St. Lawrence County

County Legislature
 District 2
 District 3
 District 4
 District 6
 District 7
 District 9
 District 11
 District 12
 District 15

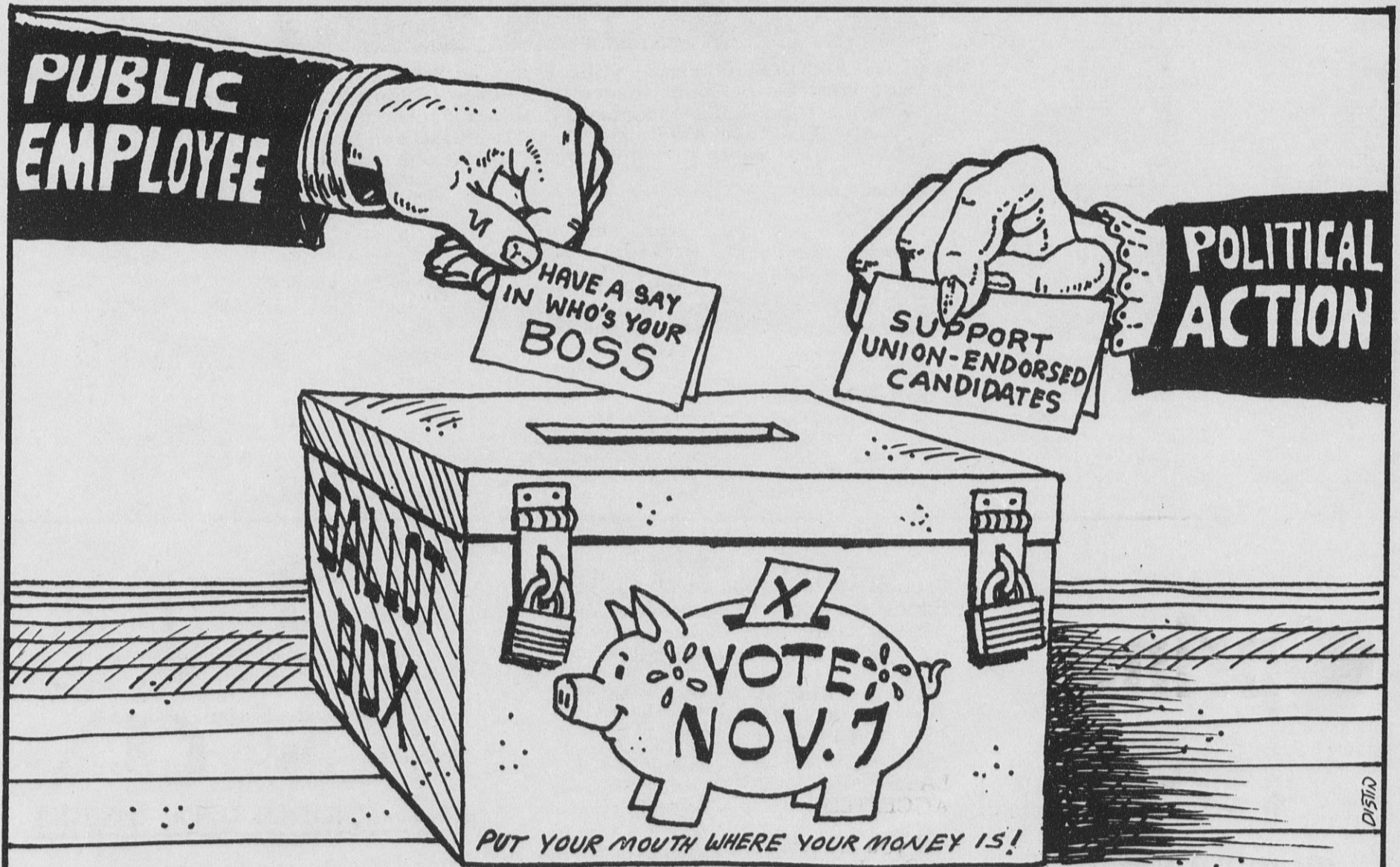
William Buck
 Margaret Straitenberger
 Roslyn Hastings
 Donald Wahrendorf

Daniel Chalifoux
 Andrew Hillman
 Randy Bateman

Ed Shohoski
 Floyd Boynton
 Donald Johnston
 Edward Frawley
 John Walsh

Donald Smith
 Duana Carey
 Peter Otto
 Jim Smith
 Lloyd Moore
 Alan Dunham
 Richard Foster
 Stanely Morrill
 Jim McFaddin

(Continued on Page 19)



MAKE YOUR VOICE HEARD WHERE IT COUNTS



for the CSEA-endorsed candidates on November 7



(Continued from Page 18)

District 16 Don Purvis
 District 17 Carl Ashley
 District 18 Edward Keenan
 District 22 David MacLena

Ogdensburg
 City Council Greta Batbrades
 Abe Rothenberg
 Irwin Shaver

Seneca County
 Seneca Falls Supervisors Paul Kronenwetter
 Nick Nicondri
 Waterloo Supervisor Jack Freer
 Fayette Supervisor Richard Miller

Otsego County
 Board of Representatives
 District 6 James Sheff
 District 8 James Johnston
 District 11 Robert Waters
 District 12 Kim Muller
 District 13 John Nader
 District 14 Ralph Griffith

Oneonta
 Mayor Frank Brenner

Onondaga County
 County Legislature
 District 5 James Wallace
 District 6 John Mitchell
 District 9 Vicki Baker
 District 13 Jeremiah Hayes
 District 14 Kevin Walsh
 District 16 Al DeLucia
 District 19 Samuel Roberts
 District 20 Kathy O'Hara Copolito
 District 21 Mark Stanzyc
 District 22 Tom Auffhammer

Syracuse
 Common Council
 President John De Francisco
 At Large Norman Vadala
 District 1 Nadar Maroun
 District 2 Matt Driscoll
 District 4 Charles Anderson
 District 5 Joan Christenson
 Education Sidney Johnson
 Commissioner Donald Mauro
 Joseph Catalano

Cayuga County
 County Treasurer David Farrell
 County Legislature
 District 2 Donald H. Streeter
 District 3 Herbert D. Marshall
 District 10 Jeffrey L. Edwards
 District 11 Michael E. O'Hara
 District 13 Debra A. Charles
 District 15 Chester P. Palega
 District 17 Donald Brandstetter
 District 18 Robert E. Hunter
 District 19 Charles F. Savage

Auburn
 City Council Anne E. Bunker
 Mark Fandrich

Cortland County
 County Legislature
 District 4 Peter Lalla
 District 8 Tim O'Dwyer
 District 9 Eileen Nelson
 District 10 Tom Milligan
 District 12 Robert Burden
 District 17 Fred Black
 District 18 Ray Home

Region VI

Monroe County
 Sheriff Andrew P. Meloni
 County Legislature
 District 1 Peter McCann
 District 2 Christopher Andrews
 District 3 William Kelly
 District 11 James Alesi
 District 15 Joan Fella
 District 17 Arnold Eckert
 District 18 Michael Hanna
 District 22 Ron Thomas
 District 24 Kevin Murray
 District 27 James Wood
 District 28 Charles Erb
 District 29 Charles Eber

Niagara County
 County Legislature
 District 1 H. William Feder
 District 9 John Tylec
 District 16 Michael J. McKernan
 District 17 Laurence M. Haseley
 District 19 Gerald E. Meal

Orleans County
 County Legislature
 District 4 Robert J. Couchman
 At Large John "Jack" McCarthy II
 George R. Bower

Wyoming County
 Middlebury Supervisor C. Arnold Cox
 Perry Supervisor Ross W. Roberts
 Pike Supervisor Walter H. Kral
 Warsaw Supervisor Sandra Domnissey

Chautauqua County
 County Executive Ted Smith
 District Attorney John LaMancuso
 County Clerk Albert Mattison
 County Legislature
 District 1 Linda Blodgett
 District 2 Charles Porpiglia
 District 3 Charles Tarnowski
 District 4 John E. Long
 District 5 Robert Butcher
 District 6 Frank Gugino
 District 7 Frank A. Hall
 District 8 Patricia Heath
 District 9 Lance Spicer
 District 10 E. Paul Evans
 District 11 John Champion Jr.
 District 12 Frederick Larson
 District 13 Anthony Teresi
 District 14 Roberta Thompson
 District 15 John Y. Carlson
 District 17 Vivian DiNardo
 District 18 Thomas Harte
 District 19 David J. Sturges
 District 20 Alfred F. Jones
 District 21 Stephen Utegg
 District 22 Richard Davies
 District 23 Richard Ardillo
 District 24 Robert Kolodziej
 District 25 Roger M. Britz

Cattaraugus County
 County Sheriff Gary McAlpine
 County Legislature
 District 2 Elliott Ellis Jr.
 District 3 John Lockwood
 District 5 Gerald Fitzpatrick
 Patrick McCrea
 District 6 Bruce Moody
 Louis Frungillo
 Kathryn Smith
 District 7 Anne Marie Costello
 James Andre
 David Preston
 Joseph Keller
 Joseph Eade
 District 9 Mary Bernstein
 District 10 Daniel McCarthy
 Robert Kent

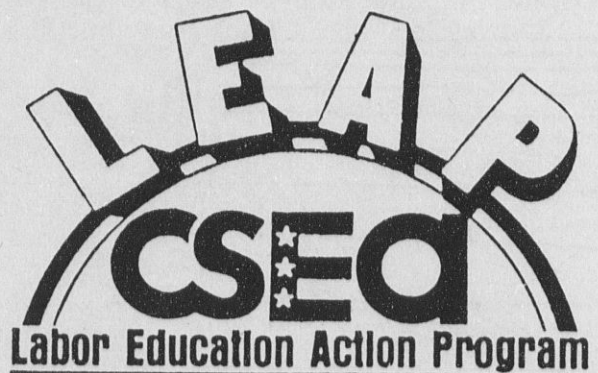
Spring 1990 courses

Course announcements and application forms for CSEA's Labor Education Action Program (LEAP) Spring 1990 semester are now available at your agency training or personnel office.

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

If you are not sure what course to take or how to get started with your educational plans call the LEAPLINE at 1-800-253-4332.

If you are looking for career direction or want to prepare yourself to go back to school, enroll in the Empowered Learning Seminar. See



Section 3 in the course announcement for more information.

Be sure to mail your LEAP application yourself and mail it early.

Remember, the Spring 1990 deadline is Nov. 27.

CSEA & sefa

TOGETHER AGAIN!

CSEA is officially endorsing this year's State Employees Federated Appeal (SEFA) fundraising drive, affiliated with the United Way campaign, after an absence of several years.

"This year, CSEA will once again participate, as a union, in the State Employees Federated Appeal," CSEA President Joe McDermott has announced. However, the union is encouraging state employees to contribute selectively to charities and worthwhile agencies affiliated with the SEFA campaign in their communities.

CSEA played a leading role in the formation of SEFA but withdrew official backing for the fundraising drive several years ago, in part over concerns about some United Fund agencies involved in contracting out of public employees' jobs.

Many of those problems have been corrected, McDermott said, but CSEA remains concerned about the possibility of SEFA monies going to any agency that contracts out members' jobs. He advised state employees to specifically designate in box number 10 on their SEFA pledge or payroll deduction form which charities and agencies will share in the individual's contribution.

"Be informed when you make this choice. Select a worthwhile group in your own community," McDermott advised.

Members of CSEA's special SEFA committee, by region, are:

Region I Barbara Allen (516) 234-6262
 Region II Harriet Hart (212) 312-7467
 Region III Rose Marcinkowski
 (914) 831-4200 Ext. 21
 Region IV Louis Altieri (518) 356-5344
 Region V Maureen Malone (315) 797-6800
 Region VI Tom Warzel (716) 636-2205

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

Local 1000, American Federation of State, County and Municipal Employees, AFL-CIO
 143 WASHINGTON AVE., BOX 7125, CAPITOL STATION, ALBANY, NEW YORK 12224 (518) 434-0181



JOSEPH E. McDERMOTT, PRESIDENT

Dear CSEA member:

CSEA members have always been known for their voluntary contributions to their communities. This year, CSEA will once again participate, as a union, in the State Employees Federated Appeal.

As some of you will recall, CSEA played a leading role in the formation of the SEFA campaign. It is a way for state employees to raise money for worthwhile groups in the community, without being hassled by numerous groups trying to raise funds in the workplace.

CSEA has not participated in the SEFA campaign in recent years. As a union we felt there were problems with the program organizations. We have decided to renew our support because many of these problems have been dealt with.

We are still concerned that money raised by the SEFA campaign should not go to agencies that contract out the work of public employees. You can prevent this by designating where you want your contributions to go. Be informed when you make this choice. Select a worthwhile group in your own community.

The participation of CSEA and its members in this year's SEFA campaign can make it a huge success. Let's work together to make our communities better places to live.

Yours in Unionism,

Joseph E. McDermott

NEW YORK STATE'S LARGEST PUBLIC EMPLOYEE UNION



SEFA campaign areas are listed below. CSEA members making voluntary contributions should call the appropriate SEFA area telephone number and request a brochure listing code numbers for specific participating charities and agencies. Agencies to share in your contribution should then be entered in box 10 on the SEFA pledge card.

LIST OF SEFA CAMPAIGN AREAS

AREA	FED. FD. CODE	PHONE NO.	AREA	FED. FD. CODE	PHONE NO.	AREA	FED. FD. CODE	PHONE NO.	AREA	FED. FD. CODE	PHONE NO.
Albany County	850	(518) 456-2200	Genesee County	869	(716) 454-2770	Niagara County	857	(716) 887-2645	Schuyler County	876	(607) 272-6286
Alfred - cb Prof Horwitz	883	(607) 871-2144	Glens Falls	890	(518) 793-3136	Niagara Falls	857	(716) 887-2645	Seneca County	887	(315) 568-9573
Amsterdam	870	(518) 842-6650	Gloversville Area	867	(518) 725-9817	Oneida County	872	(515) 733-4691	Suffolk County	865	(516) 249-1100
Binghamton	856	(607) 729-2592	Goshen	882	(914) 294-5100	Oneonta	894	(607) 432-8006	Sullivan County	871	(914) 331-4700
Broome County	856	(607) 729-2592	Gowanda	880	(716) 532-3638	Onondaga County	859	(315) 428-2211	Syracuse	859	(315) 428-2211
Buffalo	857	(716) 887-2626	Greene County	850	(518) 456-2200	Ontario County (West)	888	(716) 454-2770	Tioga	892	(607) 687-4028
Cattaraugus County	857	(716) 532-3638	Hamilton County	878	(315) 393-7544	Orange County	882	(914) 343-1538	Tompkins County	876	(607) 272-6286
Cayuga County	859	(315) 428-2211	Herkimer County	872	(315) 733-4691	Orleans County (East)	889	(716) 454-2770	Tonawandas, The	857	(716) 887-2645
Chautauqua County	875	(716) 366-5424	Hornell Area	877	(607) 324-6062	Oswego County	859	(315) 428-2211	Troy	885	(518) 272-1000
Chemung County	874	(607) 734-3682	Ithaca County	876	(607) 272-6286	Putnam County	873	(914) 997-6700	Ulster County	871	(914) 331-4700
Clinton County	881	(518) 564-2300	Jefferson County	864	(315) 788-5631	Rensselaer County (North)	885	(518) 272-1000	Utica	872	(315) 733-4691
Columbia County	886	(518) 828-4200	Lewis County	895	(315) 788-5631	Rensselaer County (South)	850	(518) 456-2200	Warren County	890	(518) 793-3136
Cortland County	860	(607) 756-5639	Livingston County	896	(716) 454-2770	Rochester	866	(716) 454-2770	Wayne County	862	(716) 454-2770
Dunkirk	875	(716) 366-5424	Lockport	857	(716) 887-2645	Rockland County	884	(914) 353-0200	Washington County	890	(518) 793-3136
Dutchess County	861	(914) 471-1900	Madison County	872	(315) 733-4691	Rome	872	(315) 733-4691	Watertown	864	(315) 788-5631
Elmira	874	(607) 734-3682	Monroe County	866	(716) 454-2770	St. Lawrence County	878	(315) 393	Westchester County	873	(914) 997-6700
Erie County	857	(716) 887-2626	Montgomery County	870	(518) 842-6650	Saratoga County	850	(518) 456-2200	Wyoming County	866	(716) 454-2770
Essex County	881	(518) 564-2300	Nassau County	865	(516) 249-1100	Schoenclady County	868	(518) 372-4761			
Franklin County	878	(315) 393-7544	New York City	851	(212) 513-8802	Schoharie County	850	(518) 456-2200			