

Official publication of
CSEA
Local 1000 AFSCME, AFL-CIO

Sector

THE PUBLIC

Vol. 18 No. 9 SEPTEMBER 1995

**CSEA...
In
touch
with
you!**

See pages 10-11,
16, 19, 20



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CSEA

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Always protect your membership status

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

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

Only members "in good standing" can participate in these activities. To be in "good standing," your dues cannot be delinquent.

If you go on unpaid leave or for any other reason have a break in your employment

status, your dues will not continue to be paid through payroll deductions. You must make arrangements to pay your dues directly to CSEA to continue your membership status. If you are either laid off or placed on leave without pay status due to becoming disabled by accident, illness, maternity or paternity, you may be eligible for dues-free membership status for a period not to exceed one year.

You must notify the CSEA Membership Records Department at 1-800-342-4146, Ext. 327, of any change in your status and what arrangements you are making to continue your membership in CSEA.

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CSEA . . . In touch with you

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Address changing? Notify EBF

It is very important to notify the CSEA Employee Benefit Fund (EBF) anytime you change your address. Members frequently forget, especially, to notify CSEA EBF as their area implements the 911 emergency telephone number system and addresses containing a rural route/box number are changed to reflect actual street numbers and names.

If your address has changed recently or if you plan to change it, either due to a move or to the implementation of 911 in your area, use the form below to notify CSEA EBF immediately.

EBF Address Change Form

Member SS#	
Member Name	
Phone #	
Old Address	
Number/Street or RR#, Box #	
City	
State/Zip	
New Address	
Number/Street or RR#, Box #	
City	
State/Zip +4	
Return to: CSEA Employee Benefit Fund P.O. Box 516 Latham, NY 12110-0516	

THE PUBLIC Sector

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Danny Donohue, President

STANLEY HORNAK, Publisher
ROGER A. COLE, Editor
KATHLEEN DALY, Associate Editor

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COMMUNICATIONS ASSOCIATES

SHERYL C. JENKS Region 1 (516) 462-0030
LILLY GIOIA Region 2 (212) 406-2156
ANITA MANLEY Region 3 (914) 831-1000
DAN CAMPBELL Region 4 (518) 785-4400
MARK M. KOTZIN Region 5 (315) 433-0050

RON WOFFORD Region 6 (716) 886-0391
STEPHEN MADARASZ Headquarters (518) 434-0191



The Public Sector Committee

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SOUTHERN REGION Tom Schmidt

CAPITAL REGION Marguerite Stanley
CENTRAL REGION Bruce Damalt
WESTERN REGION James V. Kurtz

Controversy continues to swirl on transfer scheme

IBM deal won't compute?

ALBANY — The Pataki Administration's IBM/State Data Processing Consolidation scheme, once on track to uproot and relocate about 7,500 state employees, may be headed toward derailment.

Although the administration continues to insist it is committed to the job transfer, the plan appears to have little popular or legislative support.

From the start, CSEA consistently criticized the lack of answers about what the plan would really mean. CSEA's position gained significant strength over the summer as key lawmakers, including Senate Majority Leader Joe Bruno, repeatedly insisted on more answers than what the administration has provided to date. As this edition went to press the administration stood virtually alone in support of the plan as legislative and public opposition mounted.

Initially, the complex scheme called for consolidating state data processing operations of 49 different state agencies and

relocating them to remote former IBM facilities in the Hudson Valley and Broome County, affecting 4,900 jobs.

The scheme got more convoluted when it was later proposed that 2,500 Department of Taxation jobs also be relocated from Building 8 at the State Campus complex in Albany to the mid-Hudson and Southern Tier areas. Worker anxiety reached fever pitch over the lack of solid details and the threat of forced relocation.

"From the start we vigorously questioned whether this deal really made any sense, even for the taxpayers," CSEA President Danny Donohue said. "There were just too many disturbing aspects of the plan, including CSEA's primary concern, which is the potential impact on our members and their families."

"No one is against improving state operations and trying to jump start the economies of the Hudson Valley and Southern Tier, but there are legitimate concerns about whether this is the best way to do it," Donohue said.

"There has been no proof that this plan would create any new jobs in either the public or private sector, no hard evidence of improved operations or savings and at the same time it would play regions off against each other while disrupting the lives of thousands of people," Donohue said. "That just doesn't make sense."

— Stephen Madarasz



CSEA's public and behind-the-scenes efforts have been vigorous since the ill-conceived IBM/Data Processing Consolidation plan was unveiled last winter.

In addition to the Family Fair Day detailed below, the union activities included:

* **CSEA President Danny Donohue debating the issue with Office of General Services Commissioner Peter Delaney and other key officials in a forum on Public Television;**

* **Presenting the union's position and a list of more than 25 substantive questions about the plan to the Governor's Task Force on Relocation. The union also informed the Task Force that it expected a full explanation and dialogue before any recommendations be issued;**

* **Surveying potentially affected members about the proposal;**

* **Developing numerous materials and advertisements about the issue to inform and channel the efforts of members and the general public;**

* **Meeting and working with key public officials to address the numerous issues raised by the proposal;**

* **CSEA officials twice testifying before the Assembly committees investigating the proposal.**

Family Fair Day participants put a face on transfer issue

ALBANY — When 2,000 state employees and their families turned out for a Family Fair Day at the State Office Campus in early August, they effectively "put a face" on the IBM/Job Transfer issue.

"This controversy is about working people as real flesh and blood individuals with families, not just numbers on some budget bureaucrat's spread sheet," CSEA Capital Region President June Robak said.

The Family Fair Day, sponsored by CSEA, was also a fund raiser for Big Brothers/Big Sisters. The fair attracted State Comptroller Carl McCall, Senate Majority Leader Joe Bruno, the entire bipartisan Capital District Assembly and Senate delegation and key county and local officials in addition to the scores of fairgoers.

CSEA Tax and Finance Local 690 took the lead in organizing the event.

"We wanted to do something positive for the community and our members and at the same time put a face on the relocation issue," Local President T. J. O'Donnell said. "The turnout should send a strong message to the Governor and his commissioners about their proposal and how it's been handled."

AT FAMILY FAIR DAY — ① Assemblyman Pat M. Casale, left, and CSEA President Danny Donohue; ② State Comptroller H. Carl McCall and CSEA Capital Region President June Robak; ③ Assemblyman Ronald Canestrari; ④ Assemblyman John J. McEneny; ⑤ Senator Mike Hoblock; ⑥ Senate Majority Leader Joe Bruno, right, with Local 690 President T. J. O'Donnell, left, and Tax & Finance CSEA Board of Directors representative Carmen Bagnoli.

In touch with you

A message from CSEA President Danny Donohue

The contract with America is really

A contract on New York



In a matter of weeks, CSEA members and all New York taxpayers may begin to feel the effects of the double whammy of the new conservatism practiced in Washington and Albany.

The Congressional budget proposals proceeding toward an Oct. 1 deadline promise to make New York the biggest loser of all 50 states. All told, the congressional spending plans could potentially cost New York \$50 billion over the next seven years.

More than \$20 billion would come out of health care funding alone. That will not only hurt our members and the facilities they work in, it will also mean that you would likely see a loss in the quality and availability of health care services and pay more for it, in both the public and private sectors.

The list goes on — education funding, including school lunch programs, Head Start, vocational grants, student loan programs and OSHA enforcement would all suffer under the congressional budget proposals.

What makes the proposed cuts even more infuriating is the fact that New Yorkers are already getting a lot less than our tax money's worth from the federal government. In fact, New Yorkers actually subsidize the rest of the country — and have been doing so for quite some time.

According to the latest figures New Yorkers got back only 84 cents for every dollar we paid to the federal government in Fiscal Year 1994. Ten years ago we were getting back 93 cents on that same dollar.

By contrast, House Speaker Newt Gingrich's home state of Georgia got back \$1.06 for every federal dollar paid last year. Senate Majority Leader Robert Dole's Kansas constituents got back \$1.04 for each of their federal dollars.

Despite these facts and what's at stake, New York's congressional representatives, with few exceptions, and other elected officials have been strangely silent about the approaching crisis.

Instead of demanding that New York get its fair share, Governor George Pataki has instructed all state agencies to further cut state services. The budget hit list is being compiled in secrecy and that has angered and frustrated already anxious public employees. But to the point, more state cuts now will only worsen the impact of the federal broadside.

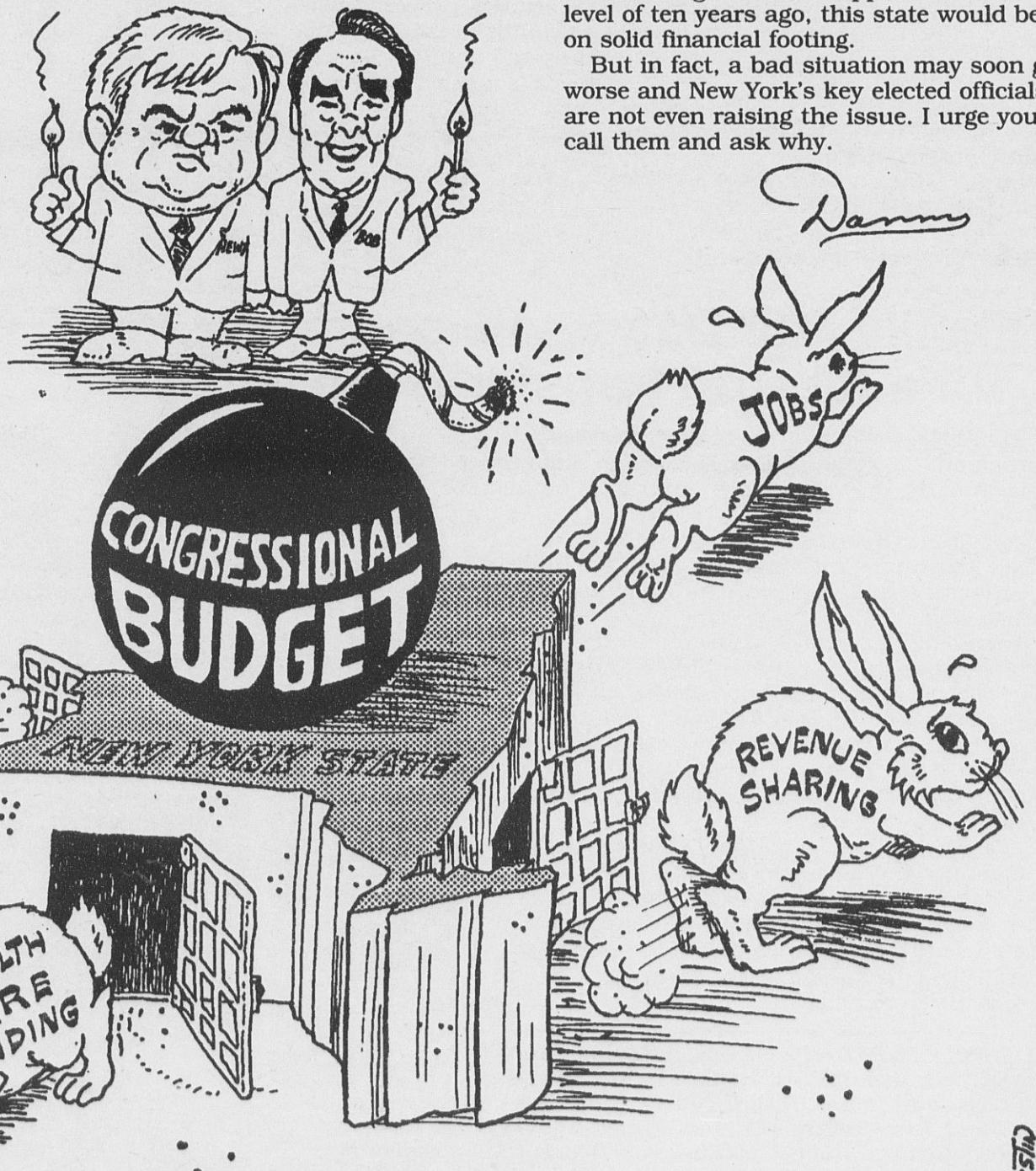
The result is not better government; it's fewer services, greater needs being unmet and insignificant tax breaks for all but the wealthiest New Yorkers.

CSEA recognizes the need for change. But real change requires the involvement and enthusiasm of the work force to improve the delivery of services.

As taxpayers we CSEA members also want our money's worth from government. That's why we're so concerned about the federal budget situation.

All told, New Yorkers lost \$18.8 billion to federal government last year. That amount would bridge the New York State and City budget gaps — gaps that have forced severe cuts and layoffs — more than twice over. Even if our balance of payments with the federal government approached the level of ten years ago, this state would be on solid financial footing.

But in fact, a bad situation may soon get worse and New York's key elected officials are not even raising the issue. I urge you to call them and ask why.



Canal Corporation members ratify first contract

ALBANY — CSEA members of the Canal Corporation overwhelmingly ratified their first labor contract. CSEA represents 517 former state Department of Transportation workers now assigned to the Canal Corporation.

The 4-year contract includes a series of salary and bonus increases plus increments. Included also are reduced premiums for family medical insurance; a medical insurance buy-out; increased shift differential pay; improved job security and grievance procedure and increases in shoe

and tool allowances. Current OSU and ASU salaries, including titled longevity, are placed on the "Thruway" schedule. Employees will receive a step increase on Jan. 1, 1996. Other increments will be paid

on Jan. 1, 1997, 1998 and 1999.

Salary increases will occur on June 30, 1996; July 1, 1997, and July 1, 1998. A bonus payment is scheduled for July 1, 1996.

Dormitory pact is ratified

ALBANY — State Dormitory Authority employees represented by CSEA have overwhelmingly ratified a new four-year contract. The agreement is effective from April 1, 1995 through March 31, 1999.

CSEA Director of Private Sector Affairs Michael Richardson, who negotiated the agreement, said the contract greatly improves employment security, broadens layoff units and contains salary increases. There were no concessions or givebacks, he noted.

Negotiations began in February but were extended pending merger of two public benefit corporations, the Facilities Development Corporation and the Medical Care Facilities Finance Agency, into the Dormitory Authority.

CSEA members urged to support 1995 SEFA campaign

CSEA President Danny Donohue is urging union members to support the 1995 State Employees Federated Appeal. In an open letter to CSEA members, Donohue wrote:

Dear CSEA Members:

A close knit community, like a well-made quilt, provides warmth and comfort. The "community quilt" is made up of people with different backgrounds, life styles and cultures.

Like a quilt, communities sometimes fray, becoming tattered and weak.

This is where your local State Employees Federated Appeal (SEFA) and United Way come in. Your SEFA and the agencies it directly supports with your donations thread the quilt back together, weaving in the essential services people count on when there are families and lives that need help.

Union members are valuable parts in the community quilt. Without our support and contributions, SEFA and United Way will reach fewer working families. I urge you to contribute to the 1995 SEFA campaign and to consider supporting health and human services by designating your contributions to your local United Way.

In Solidarity,

Danny Donohue
CSEA President

Clerical & Secretarial Employee Advancement Program

Schedule of job-related CSEAP courses for ASU bargaining unit members



The Clerical and Secretarial Employee Advancement Program (CSEAP) was established in 1979 and continued since as a negotiated agreement between the State of New York and the Administrative Services Unit (ASU) of CSEA. These job-related courses are designed to help ASU members acquire general knowledge and skills in a wide variety of areas, including communications, mathematics, office automation, secretarial practices and work management. There is no charge to the employee.

Applications and course descriptions can be found in CSEAP "Resources for Skill Development" course catalogs available from your agency's personnel, affirmative action or training offices and your CSEA Local president.

For information on CSEAP courses, call (518) 457-6306 or the CSEAP Training and Technology Center at (518) 457-0003 (personal computer courses only).

Enrollment deadlines for courses in the immediate future are listed below.

Course	Location	Date	Enroll by:
Catching Errors: A Proofreaders Guide	Albany	Sept. 26	Aug. 28
Computers: Hardware, Software, and You	Albany	Oct. 13	Sept. 13
Coping With Job Stress	Albany Utica	Oct. 20 Oct. 13	Sept. 20 Sept. 13
Creating Winning Documents	Albany	Sept. 28 & 29	Aug. 28
Effective Problem Solving	Albany	Oct. 11, 18 & 25	Sept. 11
Fundamentals of Writing: Mastering The Basics	Albany New York City	Oct. 20 & 27; Nov. 3 Oct. 17, 24 & 31	Sept. 20 Sept. 18
General Math: A Skills Refresher	New York City	Oct. 19 & 20	Sept. 19
Goal Setting for Career Enhancement	Hauppauge	Oct. 16 & 17	Sept. 18
Intermediate Math: A Skills Builder	New York City Syracuse	Oct. 25 & 26 Oct. 2 & 3	Sept. 26 Sept. 5
Introductory Accounting: Bookkeeping	New York City	Oct. 10 & 11	Sept. 11
Introduction to Math	Albany	Oct. 16, 23 & 30	Sept. 18
NYS Merit System: How to Make it Work For You	Albany Hauppauge	Oct. 12 Oct. 5	Sept. 12 Sept. 5
Organized Secretary	Albany	Oct. 2	Sept. 5
Principles of Good Human Relations in the Workplace: Level 1	Albany	Oct. 11, 18 & 25	Sept. 11
Principles of Human Relations 2	Binghamton	Oct. 12, 19 & 26	Sept. 12
Understanding & Using Effective English	Albany (campus) Albany (downtown) New York City	Sept. 29, Oct. 6 & 13 Oct. 19 & 26; Nov. 2 Sept. 26; Oct. 3 & 10	Aug. 29 Sept. 19 Aug. 28
Understanding Written Material	Albany	Oct. 17, 24 & 31	Sept. 18

CSEAP has reluctantly postponed the holding of some courses and suspended training at many of its sites due to reduced funding levels. For details, refer to the "Message" inside the front cover of the CSEAP Fall 1995 "Resources for Skill Development" catalog.

CSEA members help instill a new attitude at motor vehicle offices statewide

Drivers give DMV 'thumbs up'

For years CSEA and the state Department of Motor Vehicles have worked cooperatively to improve customer service in DMV offices all across the state. The following story about a Long Island DMV office contrasts the new, more customer friendly New York state DMV system with the fiasco of New Jersey's newly privatized motor vehicle offices.



DMV Rep Mary Ann Feeney says customer satisfaction has increased at the agency.

HUNTINGTON — This summer when a WCBS News Radio reporter decided to investigate drivers' opinions about Motor Vehicle office services, New Yorkers gave the state Department of Motor Vehicles a resounding thumbs up.

While WCBS seemed surprised by high customer approval of New York's noticeably improved DMV services, CSEA

members who worked hard to implement the changes aren't surprised at all. Twenty-five year DMV Representative Mary Ann Feeney notes a tremendous decline in agitated customers.

"People feel more like humans than cattle," said Feeney, a member of CSEA Long Island State Local 016. "That's what one man told me. People feel like they are getting personal treatment," Feeney said.

"In general customers come in a better mood now," she said.

She praised WCBS News Radio's report for highlighting the work of New York's state operated DMV and contrasting it with the fiasco of New Jersey's recently privatized motor vehicle operations.

"New Jersey Gov. Christie Whitman's DMV privatization blunder has failed miserably thus far," said CSEA Long Island Region President Nick LaMorte. "The media has covered the long lines of furious Jersey residents waiting hours for services."

LaMorte points out that New Jersey contracted out public work to more than 20 different private contractors, each running individual state DMV locations.

"With all these different contractors involved, how could this whacky idea result in anything but disruption, massive confusion and errors," LaMorte asked. "New Jersey drivers have every right to be mad as hell for this screw up."

"When it comes to privatizing, there is only one reason," said CSEA Local 016 President Tom Byrne, "to make a profit no matter how they do it. But for public employees, this is a career. They do it for a salary and benefits, and they take pride in their work serving the public."

Byrne credits DMV Long Island Regional Director Harry Persanis with seeking front-line worker input into streamlining operations.

Labor-management cooperation made for

the difference WCBS saw at the Huntington office, and it's what's missing in the chaos over at New Jersey's DMV, Byrne said.

"Gov. Whitman is becoming a national figure and stepping on the little person to get there," he observed.

"Any New Yorker visiting a Jersey DMV office will immediately see that privatizing services is not the much touted magic pill to cure all budget problems. In fact, in New Jersey's DMV, it's been a poison pill," Nick LaMorte added.

— Lilly Gioia

Privatization creates chaos in Jersey

While New York motorists like the new DMV, in New Jersey privatization generates a disaster

THE NEW YORK TIMES METRO TUESDAY, JULY 11, 1995

B5

NEW JERSEY

The First Day Is a Long One at the Privatized D.M.V.

By ROBERT HANLEY

WAYNE, N.J., July 10 — David Green arrived bright and early this morning at the newly privatized motor vehicle office to take the test for a truck-driver's license. His promptness did not help.

Mr. Green, of New Milford, spent an hour in line before a newly hired clerk took his application and other paperwork about 9 A.M. Then he waited for another new clerk to call his name for the start of the test. And he waited. One hour. Two hours. Three hours. Noon passed, and still no mention of his name.

"The paperwork is all in there," he said with a shrug and a sigh. "All you hope is it doesn't get shuffled off to the floor."

The administration of Gov. Christine Todd Whitman switched the Wayne agency and 22 other motor vehicle offices in New Jersey from state to private operation today in the name of efficiency and economy. But the campaign's start was hectic and bumpy across the state, with new clerks working after only a weekend of training on recognizing and processing the multitude of forms and documents for titles, licenses and registration plates.

"There's some glitches," said Bob Thompson, a Division of Motor Vehicles spokesman. "There's a learning curve. It'll keep improving."

During the transition, the month's extension on expiration dates was expedited into the system.



It was the first day of operations for 23 new, private motor vehicle offices in New Jersey, as the state sought to save money with fewer and lower-paid employees in the department. In Wayne yesterday, customers jammed the first-floor offices at the agency, seeking help from new clerks and officials.

noon. But an hour later, the lot was filled again and about 25 cars spilled back onto Route 23.

Motorists lucky enough to find a parking spot after lunch entered the agency to a police lieutenant's admonition of a four-hour wait. Most Monday, the longest wait was two or two and a half hours.

"It's horrible," said Michelle Fair Lawn, who came to registration. She wheeled the agency, took a turn around, had a coffee, and left.

"I think I got the short shaft," Mr. Gillis said. "The day I'm eligible to get the license back, they go private."

But he endorsed Governor Whitman's privatization campaign, which she says will save \$4 million, and praised the new clerk who waited on him.

"If it saves money and if it's just a matter of getting through a fee, I'm all for it," Mr. Gillis said. Resident, Robert Gillis, a three-car registrant, said he was in a

er staffing levels, lower wages, less extensive benefits, and elimination of state officials say.

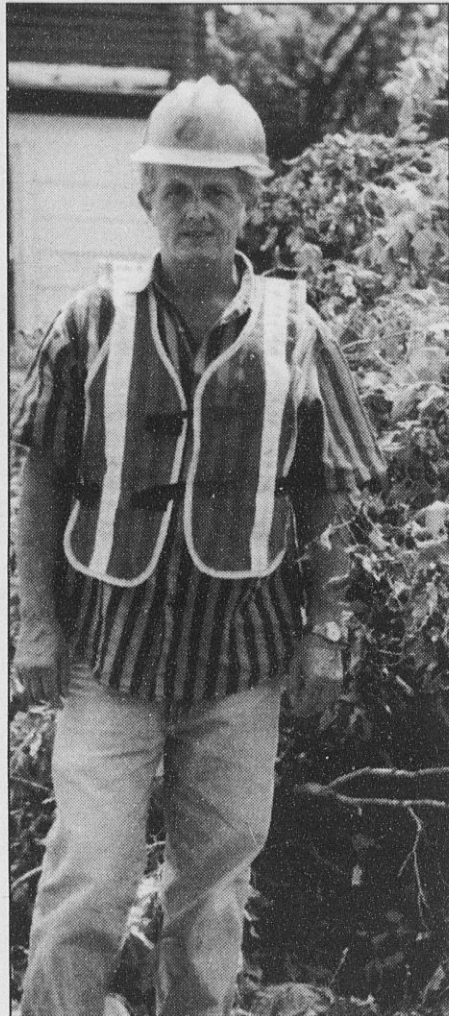
The new private: 238 clerks, 54 fee-staffed the age-erated, office-ries range Clerks

While customer satisfaction continues to grow in New York state motor vehicle offices, it's a different story in New Jersey, where the privatization of 23 motor vehicle offices created havoc, as detailed in this New York Times article.

Members tackle killer storm

WATERTOWN — "I've been here 29 years and I've never seen anything of this magnitude. I've had severe snowstorms, but nothing like this."

That's how CSEA member Jim Hewitt, a state Department of Transportation highway maintenance supervisor II, described the aftermath of a powerful thunder and



CSEA MEMBER JIM HEWITT...
"I've never seen anything of this magnitude."

lightening storm which swept through much of upstate New York in July. Fierce, hurricane-strength winds destroyed hundreds of trees and many homes while leaving 270,000 residents without power for days. Damage has been estimated at \$30 million.

Public employees were among the first to spring into action all across New York. State, county, city, village and town employees were on the scenes of destruction at the height of the storm and for days afterwards.

"Everybody that worked had trees and wires down on their own properties but they still came in, forgot their own problems, and helped everybody else," Hewitt said of his crew in the Watertown area.

As the fast-moving destructive storm moved off, crews everywhere settled in for 16-hour workdays. There were plenty of examples of cooperation between state and

'I am proud of every man and woman who performed admirably above and beyond expectations to restore and maintain public services.

Your actions upheld the highest tradition of public employees giving their all to provide and protect public services.'

— Danny Donohue
CSEA President

local government crews helping each other in the more heavily damaged areas.

"We helped people out if we could. If there was something we could do that was anywhere near our line, we'd help them," Hewitt said.

Gov. George Pataki declared Jefferson, Lewis, St. Lawrence and Oswego counties disaster areas and asked President Clinton to declare a federal emergency for the four upstate counties. The federal Small Business Administration earlier approved special low interest loans for property owners there.

Five persons died statewide and dozens were injured, most as a result of falling trees and branches, as the killer storm swept through.

Winds in excess of 75 miles per hour were the second highest ever recorded by the US Weather Service at the Albany

airport as the storm passed through the capital district.

— Mark M. Kotzin

STATE NEWS

REMINDER
LEAP's
Spring '96
application
deadline
is Oct. 16

CSEA state members are reminded that LEAP's Spring 1996 application period is rapidly approaching. LEAP catalogs and application forms will be available at New York state agency personnel and training offices during the first week of September. **Applications will be accepted from Sept. 1 until Oct. 16, 1995. Any application received after the Oct. 16 deadline cannot be accepted.** If you do not see the catalog in your agency by Sept. 23, please call LEAP at 1-800-253-4332.

LEAP tuition vouchers and reimbursement authorizations for the Fall 1995 semester were mailed during the first week of August. Applications were approved using a priority system based on each applicant's anniversary date and recent history with LEAP.

Due to skyrocketing tuition and increased participation in the program, many eligible applicants were denied a tuition voucher or reimbursement approval for the Fall term due to budget constraints. Those applicants who were denied for the Fall 1995 term due to budget constraints are strongly encouraged to apply for both the Spring 1996 term and the Fall 1996 term because they will receive a higher priority. LEAP is aware of the large number of eligible applicants who were denied a voucher or reimbursement authorization and will be taking a hard look at the program to address this issue.

If you have any questions about LEAP, call the LEAPLINE at 1-800-253-4332 to speak with an advisor.

Kelly Scholarships available to children of deceased or disabled CSEA members; application must be filed by Oct. 1

Children of deceased or totally and permanently disabled CSEA members may apply for the J.J. Kelly Memorial Scholarships. Applicants are eligible if their parent or guardian was killed or totally and permanently disabled while on the job or died while an active CSEA member.

CSEA will award college scholarships from the J.J. Kelly fund this fall. The Kelly scholarships are continuing four-year grants.

Individuals who meet the criteria should fill out the application at right to receive a scholarship application. The coupon should be mailed to CSEA headquarters at the address indicated on the coupon. **The deadline for filing applications is Oct. 1.**

J.J. KELLY SCHOLARSHIP APPLICATION

Name: _____

Address: _____

Phone: _____

Name of parent/guardian killed/permanently disabled on the job: _____

Date of incident: _____

Mail to: CSEA Memorial Scholarship Committee
143 Washington Avenue, Albany, NY 12210



LOCAL 1000, AFSCME, AFL-CIO
 Danny Donohue, President



PART 1 in a series:
 A look at New York's oldest, largest and most experienced public employee labor union.

The Civil Service Employees Association is the union of choice by more public employees throughout New York state than all other unions by a huge margin. That's because public workers know they need a professional, highly experienced labor union representing their unique interests, on and off the job. They want and deserve the best trained, most experienced union staff representing them at the bargaining

table, enforcing their contracts and providing the massive range of benefits and services only a union with the size and resources of CSEA can possibly provide. They want and they get the finest civil service legal services available. Through CSEA their collective voices speak as one powerful voice in local government matters, the state Legislature and the halls of Congress. And they want, and get, all this

and much more for the lowest union dues around. Since its founding in 1910 CSEA has never stopped growing in size, in expertise, in achievement and in potential. CSEA never lost touch with its members, and today that bond between member and union is being reinforced more than ever. CSEA — your union; Service and Employees have always been its middle name.

Rapid response by the best labor professionals

CSEA is highly respected for its ability to produce results. It is a finely tuned, well organized labor union with one objective utmost — representing its members as best it can, in any way it can. CSEA is decentralized by design — its headquarters in Albany and its six strategically located region offices allow for rapid response by the best labor professionals in the business to a wide range of member needs. In this first of a two-part series we look at some of CSEA's departments and region offices and the types of services and benefits they provide to members.

'Our mission is simple. To represent our members as best we can, in any way we can; and to continue our role as a leader among labor unions. To accomplish these goals, we will promote and protect union democracy. We will defend workers' rights. We will improve the quality of our members' work life. We will organize workers and represent them in the best, most effective manner possible.'
 — CSEA Mission Statement

The Regions

CSEA maintains six region offices, five satellite offices and several other offices to provide localized services to members.

Eligible CSEA members elect region presidents, vice presidents, secretaries and treasurers who, along with executive boards, are authorized to conduct union business pertaining to that region. Regional attorneys working with CSEA's Legal Department also serve members in each region.

Region offices are staffed with a full compliment of field staff, including labor relations specialists, a communications specialist, a political action coordinator, an organizer and an occupational safety and health specialist as well as clerical personnel, all under the direction of a region director.

Each office services union members within the geographical area of the region.

After initial contact with their shop stewards and local or union officers, members often work with the appropriate professional staff at the region office to resolve an issue. Labor relations specialists, for instance, advocate for the

Local offices provide members expert services

member in contract grievance procedures, disciplinary matters, contract negotiations and enforcement, PERB issues,

referrals for outside services and other labor-management situations. Region staff also are involved in member education

and training, legislative and political action and a wide variety of communications support services.

Long Island Region

3 Garet Place
 Commack, NY 11725
 (516) 462-0030
 Nick LaMorte, President
 Ron King, Director

41,865 members
 7,444 retiree members
 23 CSEA locals
 252 CSEA units

Metropolitan Region

40 Fulton Street 22nd Floor
 New York, NY 10038
 (212) 406-2156
 George Boncoraglio, President
 Alan Jennings, Director

16,407 members
 3,349 retiree members
 23 CSEA locals
 7 CSEA units

Southern Region

735 State Route 52
 Beacon, NY 12508
 (914) 831-1000
 Maryjane MacNair, President
 James Farina, Director

39,630 members
 6,229 retiree members
 58 CSEA locals
 195 CSEA units

Capital Region

1 Lear Jet Lane
 Latham, NY 12110
 (518) 785-4400
 June Robak, President
 Joseph Reedy, Director

40,354 members
 7,779 retiree members
 98 CSEA locals
 172 CSEA units

Central Region

6595 Kirkville Road
 East Syracuse, NY 13057
 (315) 433-0050
 Jim Moore, President
 John Cuneo, Director

41,667 members
 7,358 retiree members
 96 CSEA locals
 211 CSEA units

Western Region

482 Delaware Avenue
 Buffalo, NY 14202
 (716) 886-0391
 Robert Lattimer, President
 Mark Higgins, Director

39,730 members
 7,358 retiree members
 79 CSEA locals
 177 CSEA units

Services

LEGAL DEPARTMENT



CSEA Senior Associate Counsel Miguel Ortiz discusses a legal situation with a member.

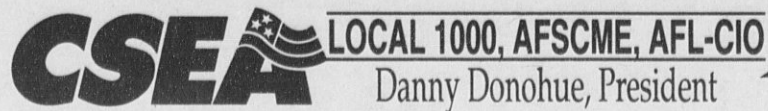
High quality, professional legal services for its members is a hallmark of CSEA. CSEA's Legal Department, headed by General Counsel Nancy E. Hoffman, carries on that long union tradition by providing a myriad of services to CSEA members.

CSEA has long been committed to providing quality legal service and representation to its membership. To this end, CSEA provides CSEA-represented members the special benefit of cost-free representation by a CSEA attorney whenever an employer violates a contract, Civil Service Law, or disciplines unfairly.

CSEA provides a Legal Assistance Program covering members affected by disciplines, contract grievances, improper practices, lawsuits and other court matters such as discipline appeals and violations of Civil Service Law, Civil Service Section 2 proceedings and certain health department and social services hearings.

All PERB matters are handled by CSEA staff exclusively. Staff and regional attorneys work with labor relations specialists on proper Practice issues and disciplinary matters. The same is true with respect to court litigation.

Staff attorneys handle state contract arbitrations exclusively in conjunction with the union's office of Contract Administration. Staff attorneys and assigned regional attorneys handle local government contract arbitrations. Legal Department teams are assigned also to work on such member issues as discrimination and sexual harassment, ethics, Americans With Disabilities Act, Family and Medical Leave Act, drug testing and smoking, among others.



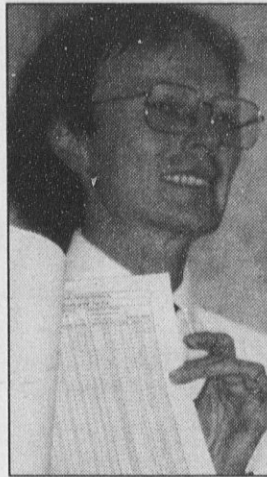
Services

LEGISLATIVE and POLITICAL ACTION

As the name implies, the duties and responsibilities of the CSEA Legislative and Political Action Office fall into two, often overlapping, categories.

The office is involved in the election process, by way of campaigns and endorsements of candidates that are sympathetic to union causes; and the bill process, initiating legislation and lobbying to get it passed and signed into law.

The office develops CSEA's annual legislative program. Employees propose legislation that benefit CSEA members, contact members of the state Legislature for sponsorship and



Political Action Coordinator Roger Sherrie presents data at a municipal budget hearing.

work with the sponsors and legislative personnel to push the proposed bills through the Legislature and into law. Movement of these bills is complex and requires constant monitoring and administration to succeed. Regular contact with state legislators and their staff is necessary as well.

The office also coordinates grassroots lobbying efforts, including training and briefing of union officials and members, preparation of lobbying materials and, often, organizing member rallies in support of key legislation. A system of political action liaisons (PALs)

organized by the office is particularly effective. CSEA representatives also research, prepare and deliver testimony before legislative committees in support of bills or issues having a significant impact on CSEA and its members.

Employees of the office, along with political action coordinators working out of CSEA region offices, are active in elections ranging from local school board and village races to county and statewide campaigns. Politicians at all levels covet CSEA's endorsement and financial and staff support and actively seek it. Thanks to an extremely effective phone bank system operated by the office and direct mailings and coordinated volunteer campaign efforts, CSEA is recognized as a premiere player in the political arenas of New York and beyond.

The office also operates the CSEA/AFSCME New York State PEOPLE program which, through volunteer contributions, raises funds to support CSEA/AFSCME's legislative program at the federal level.

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This effort is reinforced by representatives of the department constantly defining and refining union policy to the media, creating and coordinating press conferences and photo opportunities, developing letters-to-the-editors and Op-ed pieces, providing access for the media to union officials and activists, and briefing editorial boards.

Services

COMMUNICATIONS DEPARTMENT

Communicating is one of the most important and significant functions of any organization. In CSEA, that responsibility lies with the union's Communications Department, headed by Communications Director Stanley P. Hornak.

While speaking to two primary audiences — internal and external, the objectives of the department are the same — to inform, educate and promote the union's viewpoint.

Communications with members is a top priority. The department produces *The Public Sector*, CSEA's official monthly newspaper.

Special CSEA Alerts about crucial union issues are produced on short notice to keep union officers and

activists aware of such events. The department also produces and maintains the 800 number Current Issues Update hotline to

keep everyone aware of breaking or changing news of interest to the membership. The department also assists locals in producing local newsletters to enhance communications between the union and its members.

Externally the Communications Department builds and maintains a good working relationship with all news media statewide to ensure the union position is represented in news reports. In this way the positive image of the union is enhanced and protected.



Communications Associate Dan Campbell defines the union's position with a reporter.

The department also coordinates the union's advertising program and develops specific advertising as needed to enforce the union's position in various issues. The department is also responsible for the union's full service print shop that prints vast amounts of materials for CSEA headquarters and locals and units and handles all internal and external mailings by the union.

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Next edition: A look at other departments that help make CSEA a leader among unions

Greg Bierce says seniors are his family

Mutual admiration bonds van driver, Putnam County senior citizens

CARMEL — Greg Bierce says the senior citizens who live in Putnam County are his family. Bierce, a member of Local 840 and a van driver for Putnam's Senior Nutrition Program, said he spends more time with the seniors than their own families do.

"Many of them come to the Nutrition Center every day," Bierce said. "Some of their stories would eat your heart out. I tell everyone I'm going to write a book someday."

Putnam's Office for the Aging has grown since Bierce came on board 22 years ago.

"We went from a small office to one with more than 50 employees," he said.

Bierce delivers up to 20 hot meals a day to housebound residents and brings those who are physically able to the nutrition center. Over the years, he has grown close to many of them.

"I tease them and joke," he said. "I listen to their problems and they listen to mine. I'm close to every one."

Bierce worries too.

"If someone isn't out waiting for me at a certain time, I call the office and ask them to call their home to see if they're okay," he said. "I found a person lying on the floor once and called an ambulance."

'Some of their stories would eat your heart out. I tell everyone I'm going to write a book someday.'

In addition to having a hot lunch each day, seniors who come to the center enjoy a variety of activities including aerobics, arts and crafts, shopping trips, programs on health issues, and dancing. They also perform at local nursing homes and holiday

parties throughout the year.

Vans also bring seniors to doctor appointments and to pick up medication. Seniors can also take advantage of flu shots offered each year at the center.

"If we didn't have this program, we'd sit home and do nothing," said Gilda Saracco, who comes to the nutrition center two days a week to join many of her friends. "What would these people do?"

"For a lot of these people, the meal they get here is the only decent meal they'll get all day," Bierce said.

Saracco apparently thinks a lot of her favorite van driver.

"Greg is the best," she said with a smile. — Anita Manley



GREG BIERCE with 98-year-old Hilda Johnson. She goes to the nutrition center three days a week, where she entertains her friends by playing the piano.



"GREG IS THE BEST," says Gilda Saracco, shown with her favorite driver. Bierce chauffeurs Saracco to the nutrition center two days a week.

Kathy Martinez-Walsh named PEOPLE Recruiter of Month for July

Kathy Martinez-Walsh, a member and activist from Nassau County Local 830, was the PEOPLE Recruiter of the Month for July. She signed up 23 new members for PEOPLE during July and has enlisted 165 members so far this year.

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

Plattsburgh School members ratify contract

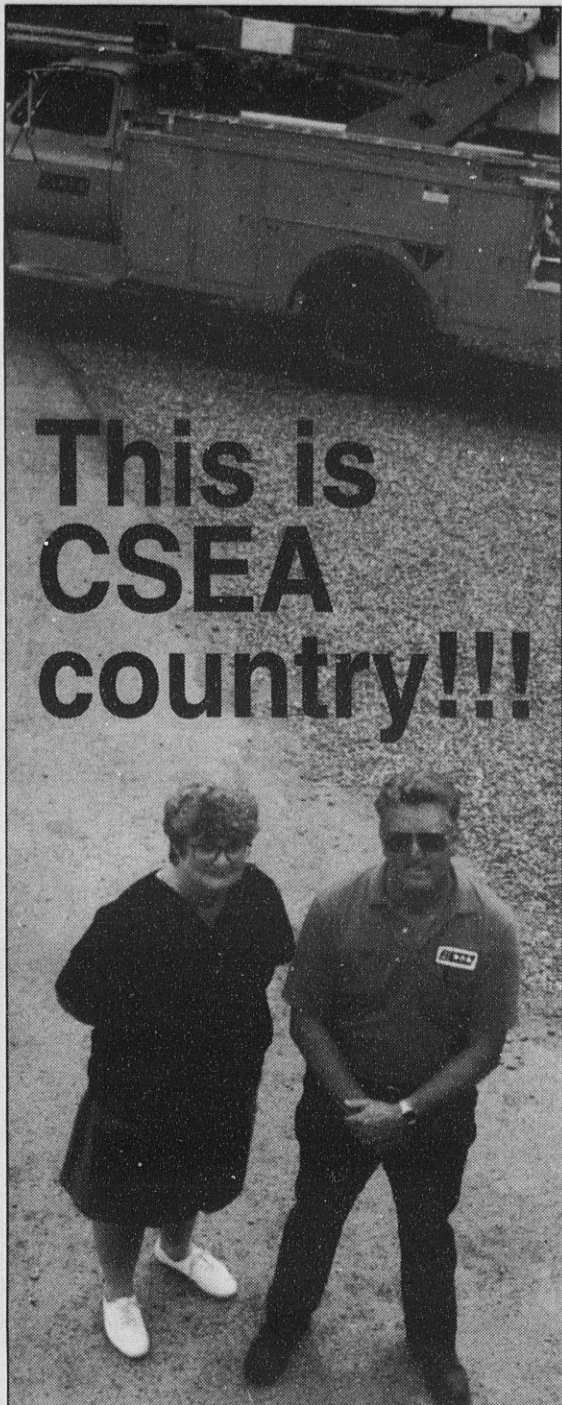
The 91 members of the CSEA City of Plattsburgh School District Unit recently overwhelmingly ratified a new four year pact with the district. The workers will receive raises of 5, 4, 4, and 5 percent over the life of the contract.

The package improves the union benefit package by providing an optical plan for the union members. This allows each member to have a free eye exam and a free pair of glasses once a year during each year of the agreement. CSEA Unit President Sue Swoboda said members are pleased with the package and the optical coverage.

Orange County Unit gives \$3,000 in scholarships

GOSHEN — The following graduating high school seniors are winners of \$500 scholarship awards given by the Orange County Unit of CSEA:

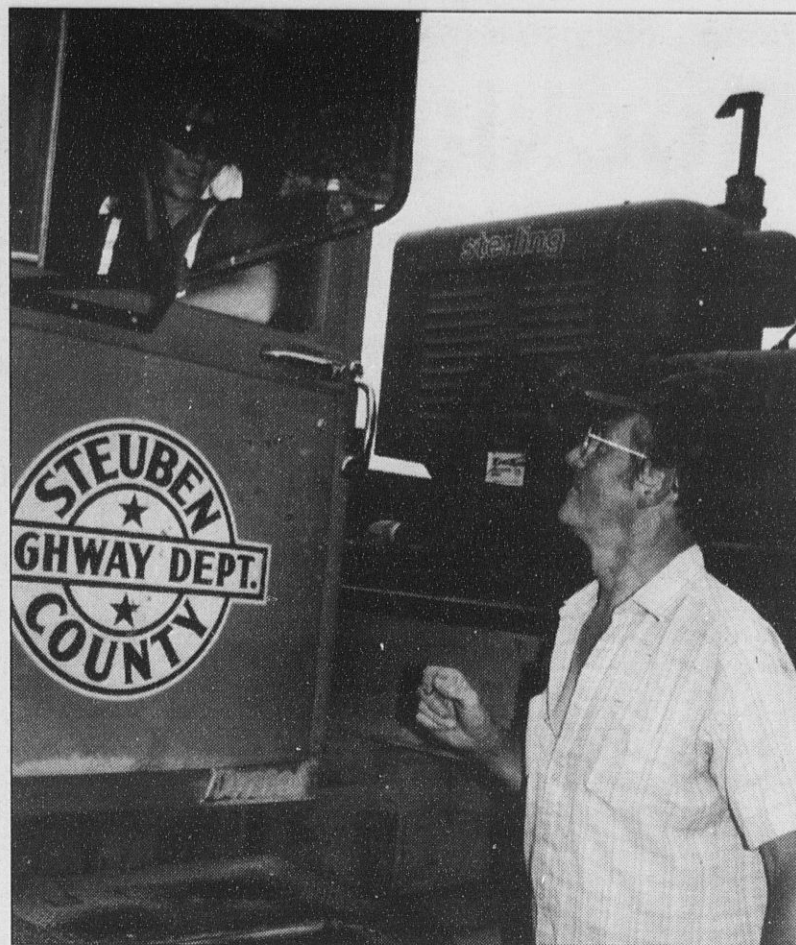
Randi Frankle, daughter of Elaine Frankle, Department of Social Services; **Jenna Galloway**, daughter of Fran Galloway, Youth Bureau; **Neil Gordon**, son of Francine Gordon, Finance; **Jennifer Piliere**, daughter of Donna Piliere, Finance; **Bryan Smith**, son of Earl Smith, Tax Map Department; and **Jeffrey Weber**, son of Rhea Weber, Environmental Health.



CSEA LOCAL 851 PRESIDENT Bonnie Sprague and Bath Gas, Water & Electric Unit President Dan Nobles.



RAY SEELEY is a flagman for the Steuben County Highway Department and a member of CSEA Local 851.



CHRISTINE MOREHOUSE AND AL YORK of Steuben County Highway Department.

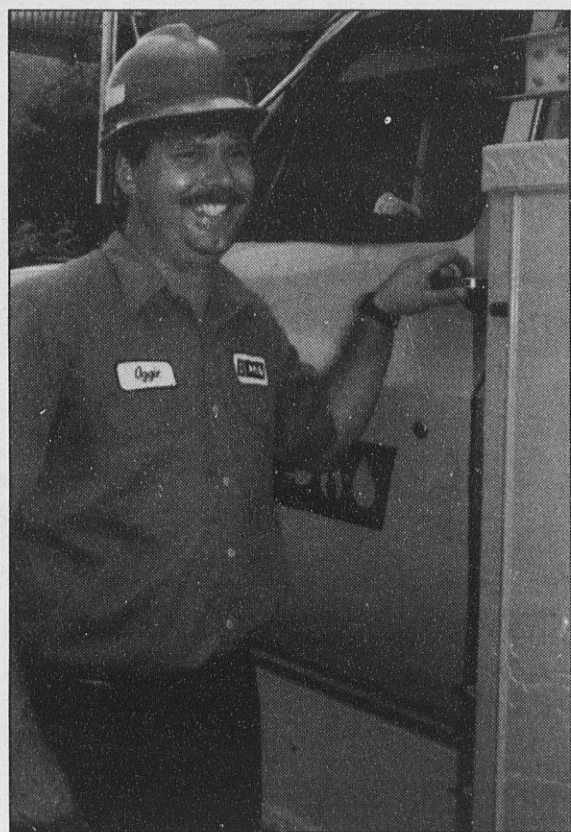
The faces of Steuben County

BATH — People in the Steuben County area are accustomed to seeing county employees providing public services throughout the county but that doesn't mean the public always appreciates the efforts being made on their behalf. So, to help make the point that public employees are also your family, friends and neighbors, many of those public employees also greeted fairgoers at the Steuben County Fair in August.

CSEA members of Steuben County Local 851 helped staff a local labor council booth at the county fair which featured several large color portraits of Local 851 members.

"We wanted the public to see the faces of our members delivering the services that are sometimes taken for granted," said Local 851 and Unit President Bonnie Sprague, who spearheaded the project.

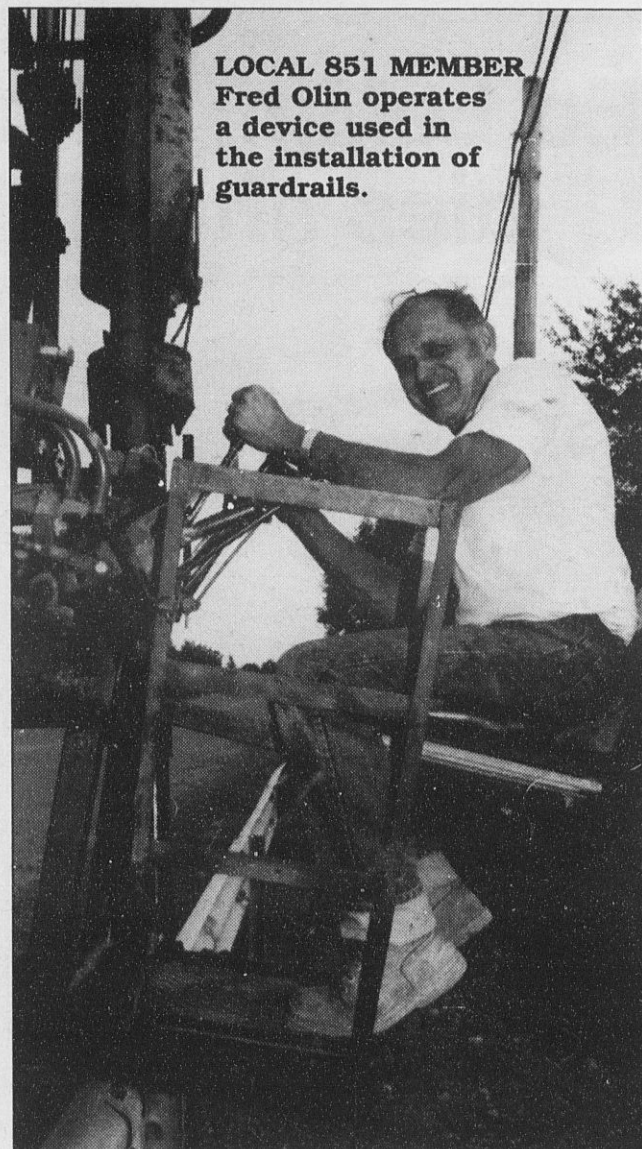
"Our CSEA portion of the labor council booth featured several 11" x 14" color portraits representing our entire unit, along with a poster stating 'CSEA Works For You in Steuben County'."



JOHN "OZZIE" OSBORN is a member of the Bath Gas, Water & Electric Unit of Steuben County Local 851.



STEUBEN COUNTY member Chet Parulski



LOCAL 851 MEMBER Fred Olin operates a device used in the installation of guardrails.

County claimed it was broke then; misled PERB, CSEA

Rockland County must re-open contract talks with CSEA for 1992

NEW CITY — Rockland County officials have been ordered to re-open contract negotiations with CSEA for 1992. An arbitrator found the county deliberately misled the state Public Employment Relations Board (PERB) and the union negotiating team when they told a fact finder that the county was broke in 1992.

Administrative Law Judge Sandra Nathan said she found "the county deliberately misrepresented its financial status to the PERB fact finder and to CSEA during subsequent negotiations."

Based on the misrepresented facts given by the county, CSEA accepted no wage increase for 1992, the first year of a contract that expires this year.

But just a few months later, then-County Executive John Grant announced the county had a surplus of more than \$8 million, prompting CSEA to file an improper practice charge with PERB against the county. Grant, who was defeated during his subsequent re-election bid, claimed he did not know about the surplus while he was negotiating with CSEA for a new contract for Rockland County workers.

"This decision is all about respect for the union, for the negotiating process and for the

2,400 county employees we represent in Rockland County," said CSEA County Unit

'This decision is all about respect for the union, for the negotiating process and for the 2,400 county employees we represent in Rockland County.'

President Caroline Osinga. "It's sad that the county would violate the integrity of the negotiation process," CSEA President Danny Donohue said. "CSEA immediately took the county to task as soon as the deception became known and we're anxious to return to the table and set the record straight on behalf of Rockland County employees who were victimized."

Timothy Henck, 30, brother of LRS Jim Henck

The brother of Jim Henck, a CSEA labor relations specialist working out of the Long Island Region office, died Aug. 6 of injuries he received in a car accident July 31.

Suffolk County Police Sgt. Timothy Henck, 30, died a hero. He had risked his life to stay ahead of a fleeing automobile driven by an alleged burglar to protect other motorists from head-on collisions during a high speed, wrong way incident on the Long Island Expressway. The burglary suspect eventually rammed Henck's police vehicle from behind, with both cars spinning out of control and crashing.

Timothy Henck had become a father just six weeks before the accident. He was laid to rest Aug. 10 with special police services.

Contributions in his memory may be made to: Suffolk County Police Superior Officers Association, 2277 Route 112, Medford, NY 11763.

Ed LeMin, Village of Spring Valley member, dies after falling from sanitation truck



SPRING VALLEY WORKER KILLED — CSEA Health and Safety Coordinator Wendy Hord stands on the back of the Spring Valley sanitation truck where Ed LeMin was standing on July 28 when he fell, hit his head and later died. With Hord is CSEA Unit President Joe Prunier.

VILLAGE OF SPRING VALLEY — Co-workers in this Rockland County village are mourning the death of CSEA member Ed LeMin, 55, a medium equipment operator who died on July 28 after he fell off a sanitation truck the previous day.

Co-workers say they were picking up refuse about 7 a.m. when LeMin slipped and fell off the back of the truck and struck his head. He had worked for the village since November 1988.

CSEA Health and Safety Specialist Wendy Hord, who is investigating the mishap, said there was no radio on the truck. An employee said the driver had to "go knocking from door to door to get help" after the accident occurred.

"There should be some means of communication in the truck," said Hord, who is critical of the practice of having workers ride on the outside of sanitation trucks.

"Instead of having to ride on the outside of the truck," Hord said, "workers should ride in the cab. There's very little room to stand outside."

'Instead of having to ride on the outside of the truck, workers should ride in the cab. There's very little room to stand outside.'

CSEA Unit President Joe Prunier said "four or five" village public works employees have been hit by vehicles in the last five years while working on roads or for the sanitation department. All escaped serious injuries, he said. Also in Rockland County, a Village of Haverstraw man who was recently hit by a speeding car is still recuperating from his accident, Prunier noted.

"While there's no such thing as a safe job, some jobs are more dangerous than others," CSEA Labor Relations Specialist Annette Raetz said of the fatal mishap. "Every precaution should be taken to make each job as safe as possible."

— Anita Manley

Pius Youth Service members battle for, achieve, a hard-fought initial contract

BEACON — Employees of Pius XII Youth Services who are represented by CSEA have overwhelmingly ratified their first contract, a two-year

agreement effective July 1, 1995, through June 30, 1997. Ratification meetings were held during July in Chester, Middletown and Rhinecliff.

The 225 Pius employees work in group homes in Chester and Middletown in Orange County and at the Holy Cross campus in Rhinecliff, Dutchess County, and are members of CSEA Local 724.

career ladder increments with the anniversary and longevity adjustments held in abeyance until Dec. 31, 1995. However, if the agency demonstrates that there is a deficit or insufficient surplus in the Holy Cross or Chester program, the anniversary increments will be suspended and negotiations will be renewed for alternative salary adjustments.

Management dragged out negotiations for the initial contract for more than a year but Pius employees remained determined throughout, including conducting public demonstrations to show their solidarity.

Negotiations will be re-opened before June 30, 1996, for the sole purpose of negotiating anniversary and longevity adjustments for the second year of the contract.

Two federal mediators joined the negotiations in June to help resolve some of the final stumbling blocks.

The contract also provides for employees to pay 10 percent of the cost of HMO coverage or 12.5 percent of the cost of the Empire Blue Choice Point of Service Plan.

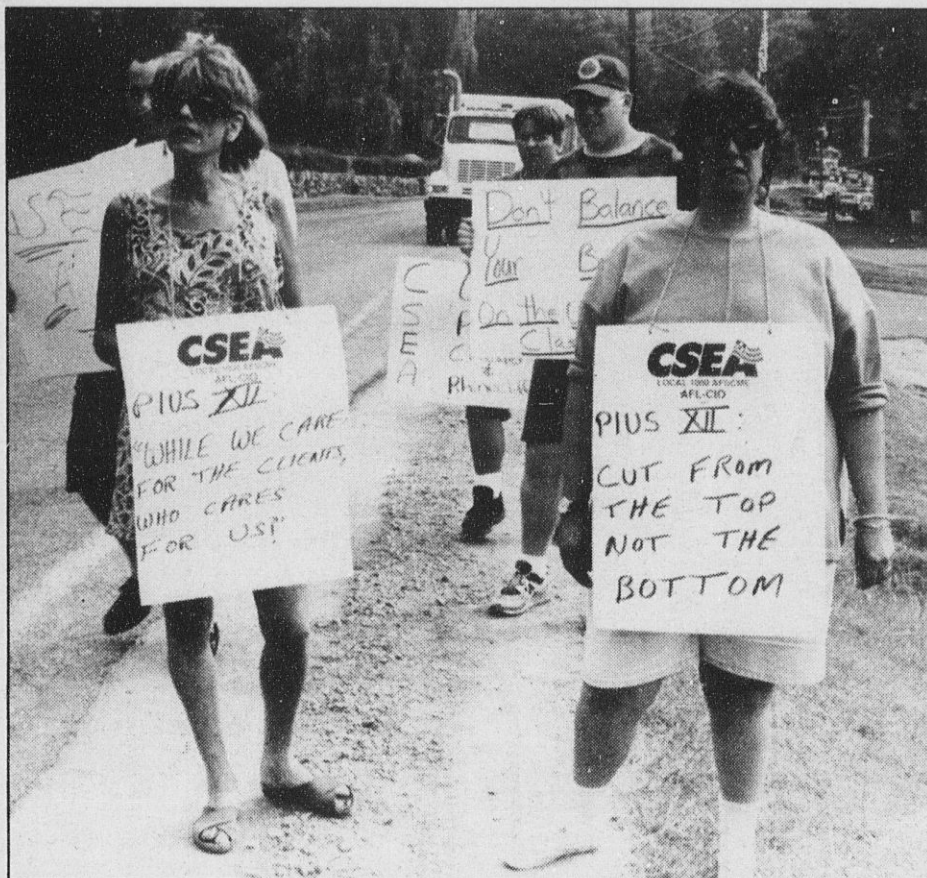
CSEA negotiator Michael Richardson said the agreement is an "extremely mature contract which covers a lot of territory."

"Even with a virtual freeze in anniversary and longevity increments and a 10 percent contribution to medical insurance premiums," Richardson said, "the members recognize the value of the contract which provides the means for addressing their concerns in the workplace."

For example, he said, the contract calls for mandatory safety and health meetings, mandatory grievance meetings, binding arbitration on grievance and disciplinary matters and an evaluation appeal process.

The new agreement also contains anniversary adjustments of 3 percent, longevity adjustments and

— Anita Manley



SOLIDARITY! — Employees of Pius Youth Services, who affiliated with CSEA more than a year ago, sent their message of solidarity to Pius officials during a recent golf tournament. A few days later, the two negotiating teams announced a tentative agreement and employees overwhelmingly ratified their first contract.

A special benefit for CSEA members Royal Caribbean cruise can take you away from it all

If getting away from it all this fall or winter sounds like a good idea, then a cruise might be the perfect answer.

CSEA members are eligible to receive a special offer from Royal Caribbean Cruise Lines that includes reduced rates and cabin upgrades on cruises in Alaska, the Caribbean, the Bahamas, Bermuda, Mexico, the Panama Canal, Scandinavia, Norway and the Mediterranean. The offer includes packages for three, four, seven, 10 and 11 nights, depending on the destination.

And by using your CSEA member benefit you can receive up to three upgrades for certain cabins. Upgrades are limited to categories N

through F and do not apply to suites. You can upgrade to a better inside cabin or a better outside cabin but you cannot upgrade from an inside cabin to an outside cabin.

The special CSEA offer cannot be used in conjunction with any other discount or offer.

For sailings through February 1996, bookings must be reserved and deposits made between Sept. 1 and Oct. 15, 1995.

For more information and reservations, call the CSEA Cruise Hotline at 1-800-666-3404 and ask for Kim, Lisa, Loretta or Jean. Plaza Travel Center is the exclusive vendor for this offer.

STATE NEWS

CHANGE IN DOMESTIC PARTNER HEALTH INSURANCE ELIGIBILITY SEPT. 1, 1995

Effective Sept. 1, 1995, the guidelines for enrolling a domestic partner as a covered dependent in New York State's Health Insurance Program will change as follows:

- You must be in the partnership for one year.
- If the partnership ends, a two year waiting period will apply from the termination date of your previous partner's coverage before you may enroll a new domestic partner. The termination date will be the date you notify your agency Health Benefits Administrator of the ineligible partner.
- Employees who fraudulently enroll a domestic partner are held financially and legally responsible for any benefits paid and are subject to disciplinary action. Such employees will also forfeit future domestic partner coverage.

If you wish to enroll a domestic partner or are in need of additional details, contact your agency health benefits administrator.

SEPTEMBER IS CHOLESTEROL AWARENESS MONTH

The link between high levels of cholesterol in the bloodstream with increased risk of heart disease has been well established.

A relatively simple blood test can determine the amount of total cholesterol present in a specified amount of blood. This amount is expressed as milligrams of cholesterol per deciliter of blood or mg/dl. Generally, an adult whose level is above 200 mg/dl (regardless of age) should consult with their doctor about ways of lowering total blood cholesterol. Under 200 mg/dl is desirable, while 200-239 mg/dl is considered borderline high and over 240 mg/dl puts the individual at high risk.

Information you can use from the

CSEA
JOINT COMMITTEE ON
Health Benefits

Grievance Representation Training

A statewide video teleconference

'The program will bring the grievance process to life'

SEPTEMBER 16, 1995

State Activists

SEPTEMBER 23, 1995

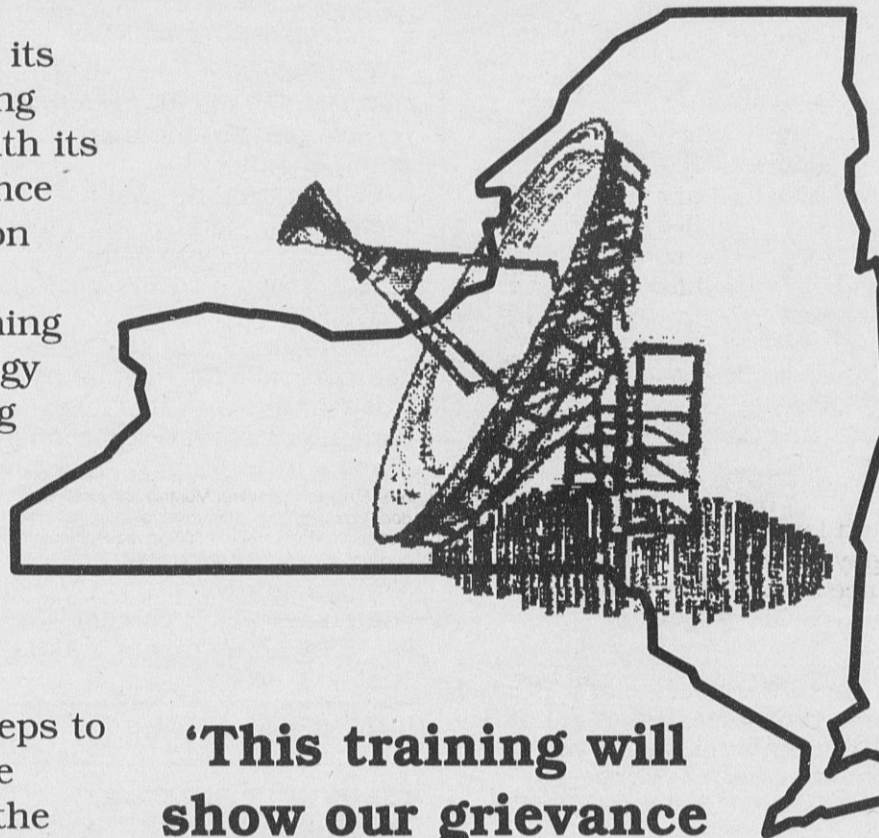
Local Government Activists

Learn by doing in hands-on workshop

The CSEA Education and Training Department takes its traditional hands-on training methods to the airwaves with its statewide video teleconference on Grievance Representation Training.

Combining a proven training model and proven technology will make a superb learning environment for the CSEA officers and activists who need a solid grounding in the important work of grievance representation.

"We want our grievance reps to have the best of all possible training, so they can offer the best representation to our members," CSEA President Danny Donohue said. "We're making it informative and interesting because we want people to come to the training."



'This training will show our grievance reps how to be as effective as they possibly can.'

— CSEA President Danny Donohue

Participants will have the opportunity to work with their own contracts. Using the case study method, the grievance representatives will learn how to:

- Define a contract grievance
- Understand the grievance procedure
- Conduct an effective investigation
- Interview the grievant and witnesses
- Write a grievance
- Prepare a grievance for presentation

Several sites will be used in each region. Call your CSEA region office for sites in your area. Participants must be pre-registered (see below).

A G E N D A

8:30 a.m.	Registration	12 noon	Bag Lunch (bring your own)
9 a.m.	Program Begins	12:30 p.m.	On-air Program Resumes
9:30 a.m.	On-air Program Begins	4 p.m.	Adjournment

H o w t o r e g i s t e r

To attend the training, you must be pre-registered. All participants must register through their local or unit president. Local and unit presidents should call the appropriate region office with the following information for each participant: full name, full mailing address, name and number of local or unit and a first and second choice of sites.

NOTE: Local and unit presidents who have not received their registration packet should contact the CSEA Education and Training Department at 1-800-342-4146, ext. 456 or 457.

GENERAL NEWS

ANOTHER BENEFIT OF CSEA MEMBERSHIP

AFSCME ADVANTAGE Loan Program

The AFSCME Advantage Loan Program is one of CSEA's newest member benefits.

Why a union-sponsored loan program?

Many union members occasionally need to borrow money. Labor-sponsored credit unions are a good source to turn to, but not all members have access to a credit union and many credit unions are unable to meet the full range of borrowing needs. The AFSCME Advantage Loan Program was created to supplement the types of loans generally available from credit unions and banks to help union members who otherwise might have to turn to finance companies that charge exorbitant interest rates.

Unsecured personal loans

Under this program, personal loans from \$2,500 to \$15,000, with affordable monthly payments, are available to credit qualified applicants. These are unsecured loans, which means the member's home or other property are not used as security. The interest rate is fixed for the life of the loan. The loans are strictly between the member and the bank. No other person or organization, not even the union, is involved in reviewing or approving the application. Program features include:

- Loans up to \$15,000 for terms up to seven years
- Lower rates and longer terms resulting in lower monthly payments
- The convenience and confidentiality of applying for the loan from home.

Special options for union members

No loan fees or pre-payment penalties
With an AFSCME Advantage loan there are no application fees, "points" or service charges of any kind. Members who choose to pay off their loan early or to apply extra cash against their principal to reduce interest may do so at any time without penalty.

Skip Payment option

If the need ever arises, members can skip their regular payment for a month, or even two months in any 12-month period, so long as their loan account is in good standing. Members still have to make the payments they skip.

A cash bonus every year

Members may choose to make their loan payments through automatic deductions from their checking accounts each month. After every 12 consecutive months of automatic payments, members will be sent a \$30 bonus check.

Satisfaction guaranteed

With an AFSCME Advantage personal loan, members have 21 days to cancel a loan, even after they receive their check. The member can cancel the AFSCME Advantage Loan with no penalty or charges as long as the money is returned within 21 days of approval.

CALL FOR AN APPLICATION

For applications or more information, call the CSEA Membership Benefits Department, 1-800-342-4146

You've got the



BIG SAVINGS with CSEA ADVANTAGE DISCOUNTED CELLULAR PHONE SERVICE for CSEA members and retirees.

NEW YORK METROPOLITAN AREA

*AVAILABLE NOW IN NORTHERN NEW JERSEY, ROCKLAND COUNTY, PUTNAM COUNTY, WESTCHESTER COUNTY, THE BRONX, BROOKLYN, QUEENS, STATEN ISLAND, MANHATTAN AND LONG ISLAND (NASSAU & SUFFOLK COUNTIES)

- \$24.99 monthly access charge! (Special rate...Save \$180 per year from \$39.99 monthly access charge)
- 30 minutes local airtime monthly included! (Additional minutes are 65 cents per minute peak time, 40 cents per minute off peak time)
- Activation fee waived! (\$50 savings!)
- Rates offered with one year contract!
- Discounted cellular phones!

Service now available in these Area Codes:

Area Code 201 (Northern New Jersey); Area Code 718 (Brooklyn); Area Code 914 (Putnam, Rockland & Westchester Counties); Area Code 212 (Manhattan and Boroughs); and Area Code 516 (Long Island: Nassau & Suffolk Counties).

For information CALL: 1-800-368-9459

ⓐ Bell Atlantic NYNEX Mobile

* Large Association Plan requires 12-month contract. Early termination of contract will result in payment of \$150 termination fee. Monthly minute allowance is not transferable to another cellular number nor does any unused portion roll over into next billing period. The organization will have 60 days from the first activation to reach a 50 line requirement. If account falls below 50 lines, all existing numbers in the account will automatically convert to the Simplicity Price Plan. Usage charges over the monthly minute allowance, long distance and roaming charges and any applicable taxes are extra. Requires credit check and may require a security deposit. Product discount available with new service activation only. Existing Bell Atlantic NYNEX Mobile customers wishing to migrate to this price plan will be able to do so within the first 60 days of the program. Bell Atlantic NYNEX Mobile reserves the right to change its rates and charges from time to time by giving the customer thirty (30) days' prior written notice. In the event of a rate increase, customers on a twelve (12) month service contract may, within thirty (30) days from receipt of notice of such rate increase, switch to another Bell Atlantic NYNEX Mobile rate plan or deactivate service without incurring a service termination fee. This member offer expires 10/31/95.

ALBANY AREA, CENTRAL and WESTERN NEW YORK COUNTIES

*AVAILABLE NOW IN ALBANY, BUFFALO, ROCHESTER, SYRACUSE, UTICA-ROME AREAS

- \$12 monthly access charge! (\$11 in Area Code 518)
- 22 cents per minute local airtime!
- Activation fee waived in Area Code 518!
- Rates guaranteed for 2 years from activation date!
- Discounted cellular phones!

Service now available in all counties in Area Code 518 and in the following counties in Area Codes 716 and 315: Erie, Niagara, Cattaraugus, Wyoming, Genesee, Allegany, Chautauqua, Jefferson, Lewis, St. Lawrence, Monroe, Wayne, Ontario, Livingston, Orleans, Onondaga, Madison, Oswego, Oneida and Herkimer.

For information, call:

In Area Code (518): Christopher Cherry (518) 464-2518
In Buffalo (716): Maureen Ziemba (716) 686-4315
In Rochester (716): Mark Miller (716) 777-2903
In Syracuse, Utica-Rome (315): Fran Catanzarite (315) 449-5505

* Rates contingent upon two year service agreement (one year service agreement in Area Code 518) with Frontier Cellular NYNEX Mobile and to CSEA members in good standing.
* Product discount available with new service activation only.
* Existing NYNEX cellular service may be converted to program without termination charges (Q-Plan customers excluded).

frontier
CELLULAR

A NYNEX MOBILE COMMUNICATIONS PARTNER

For information regarding other CSEA membership benefits, call the Membership Benefits Department, CSEA Headquarters, 1-800-342-4146

How Can CSEA Help Me?

A Reference Guide To CSEA Member Services & Benefits

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

Press 0 plus the extension number you want at any time.

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

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

If you don't know the extension number, *press 1 for Field Operations, which includes Occupational Safety & Health, Local Govt. & School District Affairs, Research, EAP, the Retiree Division and State Contract Administration;

*press 2 for Legal Matters, such as 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;

*press 7 for Membership Benefits.



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

Grievances & Discipline

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

Clip and save this page for future reference.

Insurance

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

For details on CSEA Security Life Plan, Income Protection Program, Hospital Indemnity Plan and Family Protection Plan, call toll free: Jardine Group Services Corp. 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 the New York State Health Insurance Program's Empire Plan:

Blue Cross Claims: 1-800-342-9815 or (518) 367-0009
Metropolitan Claims.....1-800-942-4640
Participating Providers1-800-942-4640
Home Infusion/Nursing, Diabetic Supplies, Durable Med Equip Home Care Advocacy Program1-800-638-9918
Hospital admission approval/ surgical review:
Empire Plan Health Call.....1-800-992-1213
Mental Health & Substance Abuse Hotline.....1-800-446-3995

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 0, 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 0, then extension 465. On a rotary phone, ask the operator for extension 465.

Retirement

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

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

AFSCME Advantage Mastercard

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

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 or the Membership Benefits Department at Headquarters, 1-800-342-4146.

AFSCME Union Driver and Traveler Program Discounts

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

Disney World, Theme Parks Discounts

Discount admission to Disney World in Florida, Disney Land in California, Six Flags Amusement Parks and Anheuser Busch Theme Parks Clubs (i.e. Sea World and Busch Gardens). To receive discounts, call 1-800-238-2539 between 8 a.m. and 8 p.m. Monday-Friday. Identify yourself as a CSEA/AFSCME Local 1000 member and provide your Social Security number. Orders processed within 24 hours.

AFSCME Advantage Loan Program

Unsecured personal loans from \$2,500 to \$15,000, with affordable monthly payments, are available to credit-qualified applicants. Call toll-free 1-800-343-7097 for applications, information.

AFSCME Advantage Mortgage Program

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

Empire Home Mortgage Program

Designed especially for CSEA members. Low down payment, competitive mortgage rates with affordable unemployment and mortgage disability protection available. Call toll-free 1-800-377-2989.

AFSCME Advantage Career & Academic Planning

Tuition savings planning. Financial aid projections. Counseling and seminars for career decisions. \$10 annual fee. 1-800-733-GRAD (4723).

The Buyer's Edge

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

REGION OFFICES

LONG ISLAND REGION I OFFICE
3 Garet Place, Commack, NY 11725.
(516) 462-0030.

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

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

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

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

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