

YOU SAID IT, GOVERNOR!

***“We have a tendency
to scapegoat the
unions.
It’s not fair.”***

Mario Cuomo
Press Conference
January 27, 1983

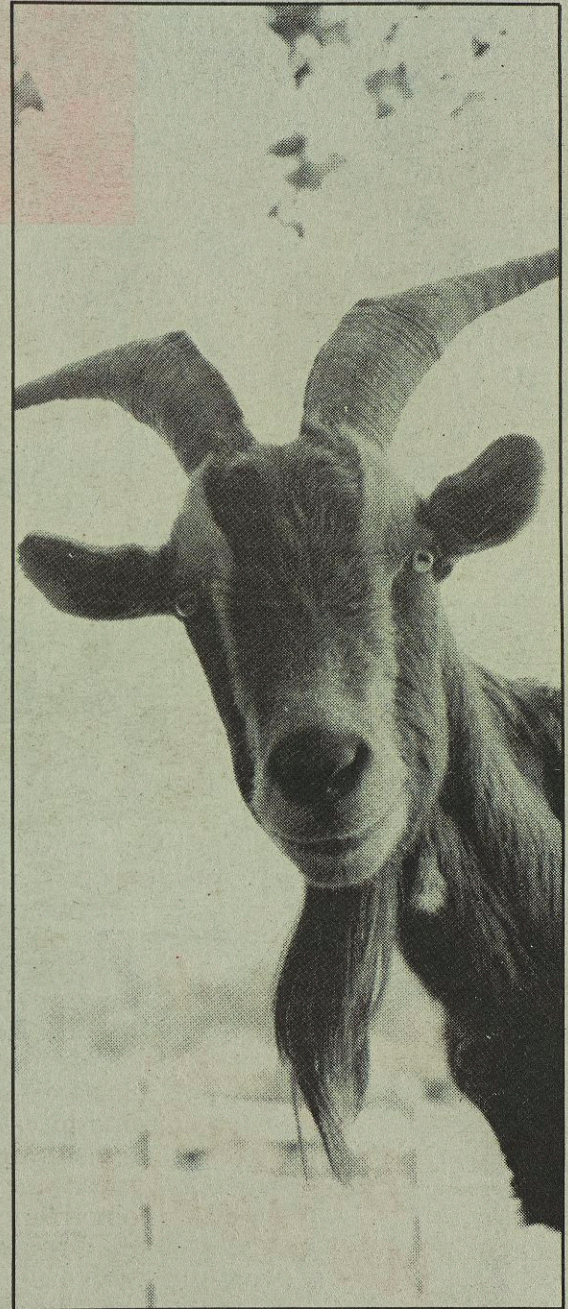
Here we go again!

**“... I don’t see how you could close a budget hole
this size and not touch personnel.”**

Those were the morale-busting words from one of the Governor’s chief lieutenants when asked recently about layoffs to help solve the budget crisis. Talk about toying with people’s emotions! That’s the cruel part. New York State employees go home at night with a cloud over their heads caused by budget mismanagement, fouled up projections, political wrangling and pork-barrel projects.

If the Legislature and the Governor would get their fiscal act together, this frequent fiasco of employee layoffs every time there’s a budget problem would cease.

We’re tired of being the scapegoats. So legislators, put away your axes and sharpen your pencils. There’s plenty of fiscal fat left in the state budget that can be cut before you start chopping off employees.



Local 1000, AFSCME, AFL-CIO
Joe McDermott, President

INSIDE NEWS YOU CAN USE

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New York Works Because We Work!

Civil Service Employees Association, Inc.
Local 1000, AFSCME, AFL-CIO

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CSEA fights lag

Grievance filed over payroll change

ALBANY — CSEA has taken a decisive step in fighting the imposed lag payroll for state employees by filing a grievance with the Governor's Office of Employee Relations (GOER).

"The imposed lag is simply unacceptable," said CSEA President Joe McDermott. "The state well knows that as a term and condition of employment, the lag should have been negotiated. The unions should have been involved. Instead, we were completely cut out of the process."

CSEA will also file an improper practice charge and is considering filing a lawsuit.

"While the lag payroll means our members will eventually get their money, it is still wrong," McDermott said. "We are not going to allow the state to violate our rights this way without putting up a hell of a fight."

The union successfully fought off the five-day lockout Gov. Cuomo proposed to help close a billion dollar deficit, but the state then imposed the lag payroll.

The lag means that for five pay periods, state employees will work 10 days but be paid for nine days. When the employees leave state service, they will receive five days' pay based on their salary at that time. The new lag is added to the two-week lag that already exists for state employees.

The lag will affect institutional unit paychecks issued Jan. 10 and administrative paychecks issued Jan. 16 and the next four paychecks.

Under the lockout, employees would have been unable to work for five days, which would amount to a 2 percent pay cut.

The lag payroll loads an inequitable burden onto the frontline workers who provide service to state residents every day. And that's only the beginning. As many as 2,000 state employees are expected to be laid off by March 31, with another 10,000 next fiscal year.

"First our members have to face the lag payroll, then they have to live in fear that they will lose their job altogether," McDermott said. "Why is this recurring budget crisis laid at the feet of hardworking public employees? Why must we take the blame and suffer such severe consequences?"

In an unprecedented show of unity, the four unions representing most state employees simultaneously filed grievances over the Governor's attempt to lock out state employees under what he called a "furlough."

The unions, including CSEA, PEF, AFSCME Council 82 and United University Professionals, agreed to stand together to fight the violations of their contracts with the state.

"Our contract is being threatened by the people who negotiated it, agreed to it and signed it," McDermott said. "We're not going to let them break it to solve the problems they brought upon themselves."



TRUE SOLIDARITY — The leaders of the state's four major public employee unions announce they are simultaneously filing grievances to oppose the Governor's five-day lockout plan. They are, from left: CSEA President Joe McDermott, UUP President John "Tim" Reilly, Council 82 Executive Director Joe Puma and PEF President Rand Condell.

Talks start for new contract

Conclusion of Collective Negotiations

This Agreement is the entire agreement between the State and CSEA, terminates all prior agreements and understandings and concludes all collective negotiations during its term. During the term of this Agreement, neither party will unilaterally seek to modify its terms through legislation or any other means. The parties agree to support jointly any legislation or administrative action necessary to implement the provisions of this Agreement. The parties acknowledge that, except as otherwise expressly provided herein, they have fully negotiated with respect to the terms and conditions of employment and have settled them for the term of this Agreement in accordance with the provisions thereof.

This excerpt from the CSEA/NYS contract shows that Gov. Cuomo had no right to try to have the Legislature impose his five-day lockout plan.

ALBANY — CSEA state negotiating teams sat down for their first meeting with the Governor's Office of Employee Relations this month.

Contracts for more than 100,000 CSEA-represented state workers expire March 31.

Unfortunately, the state's imposition of a lag payroll has dimmed prospects for productive negotiations, said CSEA President Joe McDermott.

"When the state imposed the lag payroll, it clearly violated our contract," McDermott said. "We are going to do our best at that table, but we have a hard time believing the state when it's already breaking existing contracts."

All of the state's contracts with its employees contain a provision that prevents either side from unilaterally seeking a legislative change in the contract terms.

CSEA has filed a grievance and an improper practice charge to stop the state from imposing the lag payroll. (See adjacent story.)

Costly Contradiction

State slashes local, school aid . . .



ALBANY — While the state Legislature was struggling to fill a billion-dollar deficit recently, it slashed aid to local governments and school districts.

"This is another example of the state walking away from its responsibilities," said CSEA President Joe McDermott. "Now local governments are going to have to raise taxes to keep providing services.

"Local government property and sales taxes always hit the people in the middle and at the low end of the income scale hardest," McDermott said. "Meanwhile, the state has slashed the income tax rate for the wealthy nearly in half."

CSEA did score a victory for school districts. The Legislature cut \$190 million in education aid, less than the \$200 million cut proposed by Gov. Cuomo.

The cuts were also limited to 1.5 percent in all school districts. The Governor had proposed a formula that would have cut aid more in some districts than in others.

Some of the other local government aid cuts are:

- * a 10 percent cut in revenue sharing to cities, towns and villages;

- * \$2.3 million cut in aid for community colleges;
- * a 7 percent cut in the consolidated highway improvement program;
- * a 5 percent cut in reimbursements for pre-school programs for handicapped children; and
- * cuts in Medicaid and aid to nursing homes, hospitals, fire prevention programs and office for the aging programs.

These cuts will mean residents in New York state will lose significant services, from road repair to school lunch programs to health care services.

"CSEA members in local government are real people doing vital work to keep our communities running. CSEA is committed to fight the tax shift from state income taxes to regressive property taxes," McDermott said. "Without that aid, we all lose. New York works because we work, and we won't let the Governor forget that."

. . . But pays millions in buy-back scheme

ALBANY — While the state planned massive layoffs for unionized employees because of the budget crisis, it paid out nearly \$8 million to management confidential employees in a vacation buy-back scheme.

"It's outrageous that while they're sending out pink slips to workers they're spending \$7.7 million to pay political appointees," said CSEA

President Joe McDermott. "The Governor is trying to break our contracts, and then he gives big perks to people who have no contract with the state."

The buy-back perk allowed more than 6,700 management to get an extra week's pay for unused vacation time. The checks went out at the same time the Governor was trying to convince the Legislature to approve a five-day

lockout of state employees. The Legislature refused.

"The buy-back means that the lag payroll will have virtually no effect on those political appointees," McDermott said.

"Meanwhile our employees who make an average of \$22,750 must loan 5 days' pay to the state. That is patently unfair and a poor use of taxpayers' money."

New retirement incentive available

ALBANY — Some state employees will have the opportunity to retire at age 50 under a new targeted early retirement incentive program.

State employees in targeted positions who are at least 50 years old and otherwise eligible to retire will

get one month's credit for every year of service up to 36 months.

CSEA will work during the next legislative session to have the early retirement incentive program extended to include local government and school district employees.

The state program has different specifics for employees depending on age and retirement tier so members should get more details from the state Retirement Service.

The positions of targeted employees will be eliminated if the employee retires.



A message from CSEA President Joe McDermott

The assault on our contracts

Every union member's right to negotiate a contract is under attack in New York state.

It doesn't matter if you work for the state or a local government, the fundamental premise that a contract is a binding agreement is under attack at the state Capitol.

Gov. Cuomo began this attack by calling for a five-day lockout of all state workers. The Legislature balked at that idea because it would have created chaos and dangerous conditions in many state operations. When it became clear that the Governor would not negotiate with CSEA and other unions, the Legislature instead imposed a lag payroll.

Both the lockout and the lag payroll are fundamental changes in the terms and conditions of employment that should have been negotiated.

Let's look at what is happening. New York is facing a budget crisis, partly because of a national recession, but also because our political leaders have decided to follow a tax policy that gives away millions of dollars to the richest individuals and biggest corporations.

The public employees who deliver the basic services people need from the state, local governments and school districts did not cause this problem. Yet these are the people the Cuomo administration seeks to blame.

The Governor could have reached out to us to help solve this problem; he did not. Instead he leaked his lockout plan to the news media before actually announcing it.

Once the Governor outlined his plan, we attempted to negotiate an alternative. Every attempt by this union to enter meaningful negotiations with the administration ran into a stone wall.

That is why CSEA and three other unions filed a grievance against the administration's attempt to impose the lockout. That is why we will use every means available to fight the imposition of the lag payroll.

When we negotiate a contract that is ratified by the membership it always contains some things we like and some things we do not like. But we must live with the whole package.

If management is allowed to make basic changes without negotiating in contracts that they affixed their signatures to also, then the contracts are not worth the paper they are written on.



BEAST OF BURDEN

We are not alone

AFL-CIO, members support CSEA

CSEA is not alone in recognizing that the Governor has exceeded his authority by trying to break the state's contracts with its employees.

Below is a resolution passed by the state AFL-CIO, which represents 2.3 million workers to condemn Gov. Cuomo's attempt to impose furloughs, which CSEA has labeled lockouts. In another show of solidarity, the four major state employee unions — CSEA, PEF, UUP and Council 82 — simultaneously

filed grievances to oppose the lockout.

While the Legislature refused to impose the lockout, the state has imposed a lag payroll. CSEA is fighting that move (see page 3) because such a change in terms and conditions of employment must be negotiated.

Also on this page are excerpts from letters by CSEA members to legislators, newspaper editors and Gov. Cuomo.

NYS AFL-CIO Resolution

Whereas, the Governor of the State of New York has proposed the elimination of 18,000 state jobs over the next fifteen months; and

Whereas, the Governor has proposed a plan to impose a mandatory five-day furlough on all state employees before April 1, 1991; and

Whereas, such a furlough could constitute a pay cut of 2 percent for State employees in violation of binding collective bargaining agreements now in effect which were signed by the authorized representatives of the State of New York; and

Whereas, legislation to enact these furloughs has been sent to the Legislature in violation of the duty to bargain in good faith imposed in the State of New York pursuant to the State Civil Service Law; and

Whereas, the Governor, in public statements, has threatened State Unions and their members by laying off tens of thousands more State employees should the Legislature not pass a mandatory furlough bill;

Be it resolved, that the State AFL-CIO strongly condemns the Governor's attempt to unilaterally impose a mandatory furlough on State employees in violation of binding collective bargaining agreements and the Governor's threats to justify the economic security of thousands of innocent State employees; and also

Be it resolved, that such condemnation be communicated immediately to the National AFL-CIO, affiliates of the state AFL-CIO, and the general public; and also

Be it resolved, that the State AFL-CIO urge the Legislature to refuse to participate in breaking of binding collective bargaining agreements with the State Employees Unions by legislating any plan which is not the product of a negotiated agreement with State Employee Unions; and finally

Be it resolved, that a copy of this Resolution be delivered to each member of the New York State Legislature.

"How can you fill top-level administration jobs when other items as they become vacant aren't filled?"

"Why aren't the legislators, decision makers and those responsible for the budget problem punished? They made the error, not the staff support workers who are the force behind the administrators and who do all the support work necessary to run state government."

"When you look at New York State as a household, why is it that only certain members of this 'family' are expected to 'suffer the pain?' New York is not made up of public employees (and school districts) alone! When Gov. Cuomo implemented the tax cut, we didn't benefit alone! Where does the rest of our family fit into this?"

"Due to staff shortages, there are employees that are doing the work of two or three people."

"If a staff support person makes a mistake, they are punished, sometimes with a fine or time off. But what happens to those in power who make errors at the expense of the taxpayer? I'm in favor of getting the state budget under control, but not at the expense of staff support employees, but at the expense of those who created the deficit."

"Since when does balancing the budget become the responsibility of state workers? Why is it state workers have to bear the brunt (of problems) caused by mismanagement?"

Coping with layoffs

Layoff notices have gone out to state workers who will be in the first wave of an eventual total of 2,000 state employees Gov. Cuomo says will be laid off before the end of the current fiscal year, which expires March 31, 1991. The Governor has also called for an additional 8,000 to 10,000 layoffs in the next fiscal year.

Because of the complexity of the civil service layoff procedure, including bumping and retreating rights, some

people who receive layoff notices will not, in fact, be the people who are eventually laid off.

For anyone facing the prospect of layoff, the status of insurance coverage and other benefits are among many concerns to consider. The following information should be helpful to everyone facing job uncertainty as a result of the state budget crisis.

Retaining your insurance programs

CSEA members who are laid off may continue to participate in CSEA-sponsored insurance programs by arranging to pay premiums directly to the insurance carrier.

CSEA-sponsored Basic Group Life Insurance (Code 305), Supplemental Life Insurance (Code 306), Accident and Sickness Insurance (Code 307), Family Protection Plan (Code 358) and Home and Auto Insurance (Code 324 or 390) programs may all be continued after layoff by arranging for direct payment or premiums. CSEA sponsors the

insurance programs through Jardine Group Services Inc.

A member who is laid off must first apply to CSEA for dues-free membership in the union (see adjacent article regarding dues-free membership status) before arrangements can be made for direct payment of insurance premiums.

Members who are laid off may continue CSEA-sponsored insurance programs for up to one year from the date of layoff by arranging to pay insurance premiums directly.

Questions concerning continuation of Basic Group Life Insurance should be directed to CSEA's Insurance Department at 1-800-342-4146 or (518) 434-0191.

For information concerning direct payment of premiums for Supplemental Life Insurance, Accident and Sickness Insurance, Family Protection Plan and Home and Auto Insurance, members should call Jardine Group Services Inc. toll-free 1-800-366-5273 or (518) 381-1600. Ask for Customer Services.

How to keep your health insurance

Civil service law and regulations, along with provisions of contracts negotiated by CSEA with the state, provide certain laid-off employees the right to continue health insurance coverage under specific circumstances.

If you are laid off and eligible to continue your health insurance coverage under one of those circumstances, you

may do so by paying the required employee contribution, if any.

Questions concerning continuation of health insurance coverage should be directed to your agency personnel officer or the Department of Civil Service, Employee Insurance Section, Division of Employee Benefits, State Office Building Campus, Albany, NY 12239.

Dues-free membership information

If you are a CSEA member in good standing and are laid off and placed on a preferred list for rehire, you will be eligible for free union membership for one year.

You must notify CSEA of your

situation by completing an application form to become eligible for dues-free membership.

Dues-free membership status, if approved, does NOT entitle a person to

benefits under the CSEA Employee Benefit Fund (EBF). See adjacent article on continuing participation in EBF dental, optical and prescription drug programs.

Application forms and additional information about dues-free membership are available by contacting:

**Civil Service Employees Association
Membership Records Department
143 Washington Avenue
Albany, NY 12210
1-800-342-4146
(518) 434-0191**

The application must be signed by the CSEA local president or the employee's personnel officer to verify layoff status. Dues-free membership expires if the employee returns to the payroll.

**You will be
able to
continue
EBF benefits**

State employees who currently receive benefits under the CSEA Employee Benefit Fund (EBF) will be able to continue coverage if they are laid off.

Details of a program to provide continuity of EBF benefits to eligible employees who are laid off were being finalized as this edition of *The Public Sector* went to press. Complete information will be published in the next edition.



JUBILANT NEGOTIATING TEAM — Insurance Liquidation Bureau CSEA Local 370 are flush with victory after an overwhelming ratification of their first-ever contract. From left, Delores McKenzie, George Wallach, Ed Hale, CSEA Labor Relations Specialist Martin Blumstein and Ed Fiori.

A contract at last

Perseverance pays for Insurance Liquidation local

NEW YORK — New York State Insurance Liquidation Bureau CSEA Local 370 members celebrated the holiday season a little early this year by ratifying their first two-year contract by an overwhelming three-to-one margin.

"I've been connected with trying to get a union into this place for almost 10 years and to see it finally reach this point, touches my heart," said a jubilant George Wallach, local negotiating chairperson and acting president.

The 420 Liquidation Bureau employees sought union recognition as far back as 1982, but were continually thwarted by management lawsuits contending they were not public employees.

CSEA finally won the bitter legal battles in 1989 when the state Court of Appeals rejected the Governor's Office of Employee Relations and Liquidation Bureau arguments that the workers were private sector employees.

When CSEA was recognized as the bargaining representative on Nov. 6, 1989, contract negotiations began in earnest.

"From that point it was an uphill battle," Wallach said, "as if we had not had an uphill battle before, just trying to get the union in the door."

CSEA Collective Bargaining Specialist Roger Kane, who assisted the team throughout, said he was extremely pleased about the overwhelming ratification vote because it shows the membership is satisfied with the contract.

"Many times the volunteers on the negotiating team were inconvenienced by traveling long distances to meetings and sacrificing a lot of time and energy to get this contract settled," Kane noted. He praised the efforts of team members Wallach, Delores McKenzie, Ed Fiore and Ed Hale.

Inspired by her father's involvement as an airline shop steward, team member McKenzie said "I've never had anything to do with a union before, but I got more and more interested in the negotiations especially when I saw how little some of the employees were earning."

At first she declined a request to join the team because she thought about all the calls her father had received at home from troubled employees and how her mother called union work a thankless job.

"But my father would say it's not a thankless job because he really enjoyed the feeling of helping other people," she said.



International hosts

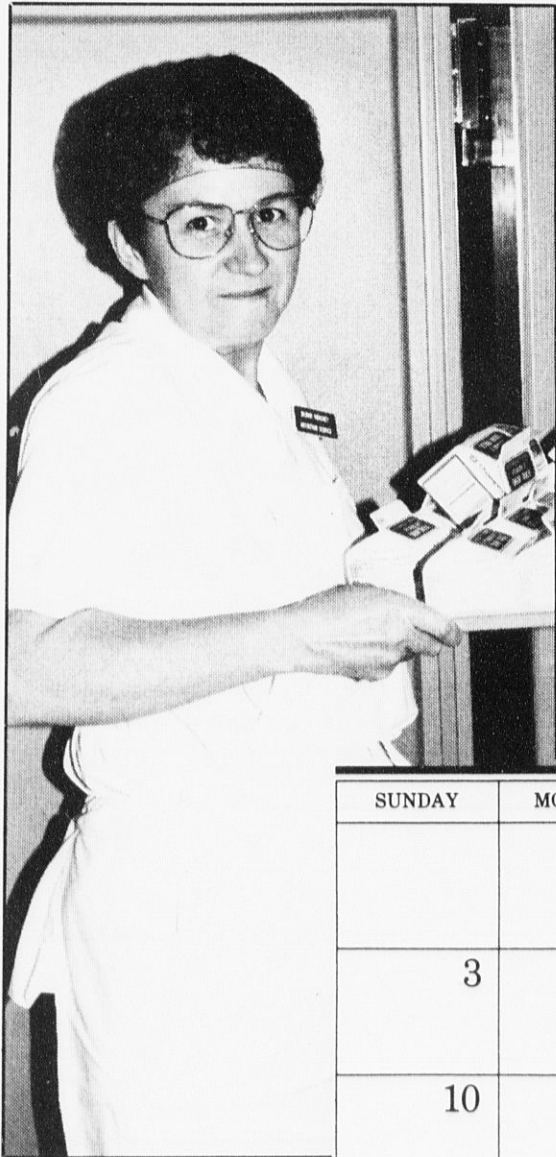
CSEA Region II recently welcomed a delegation of Swedish civil service trade unionists to New York City as part of a union exchange program supported by AFSCME. The members of SKTF, a Swedish municipal officers union, toured several state worksites hosted by CSEA officials. At left, New York City State Employees Local 010 President Vincent Martusciello and New York Psychiatric Institute CSEA Local 419 President Tony Bailous are pictured with the delegates.



Local 1000, AFSCME
AFL-CIO

1991

JANUARY



FEBRUARY

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	
		1	2	3	4	5	
		New Year's Day					
6	7	8	9	10	11	12	
13	14	15	16	17	18	19	
20	21	22	23	24	25	26	
27	28	29	30	31			

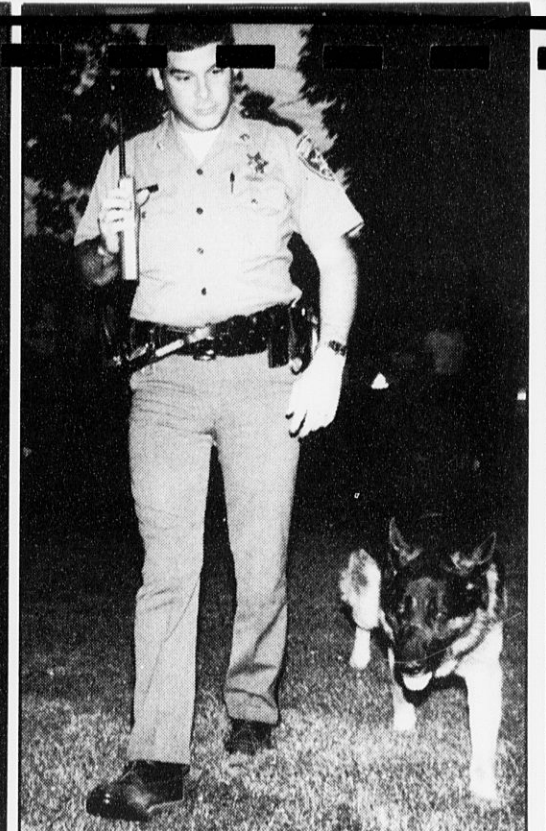
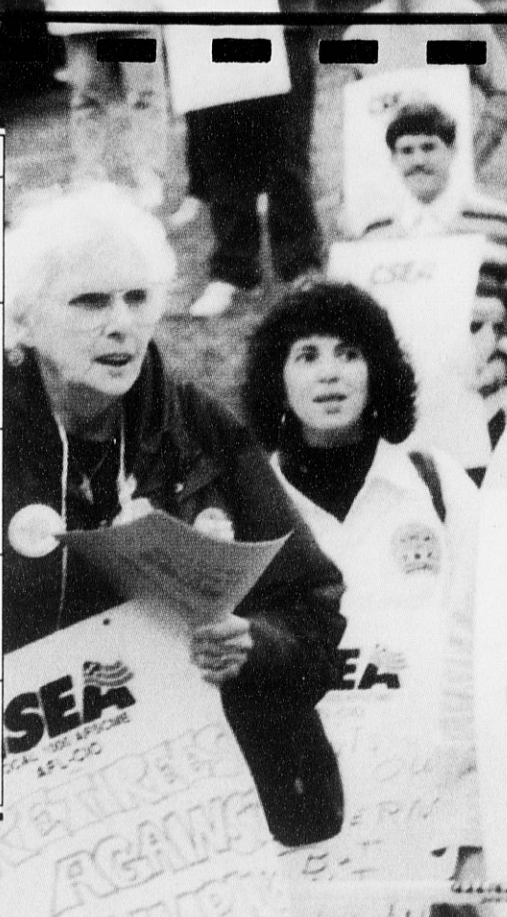
MARCH

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1	2
					Good Friday	
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28		

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

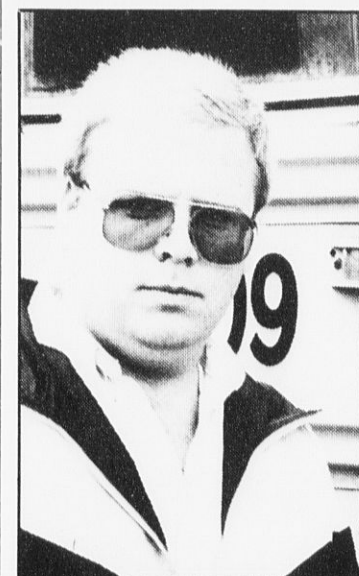
APRIL

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1	2	3	4	5	6
7	8	9	10	11	12	13
Eastern Orthodox Easter						
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				



MAY

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1	2	3	4
				State Workshop		
Local 5 State Workshop	6	7	8	9	10	11
Public 12 Employees Day	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	



JUNE

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1
						Local Govt. Workshop
2	3	4	5	6	7	8
Govt. Workshop	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

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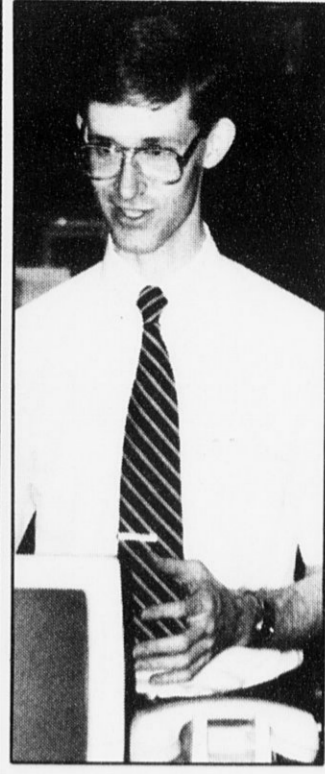
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1991

JULY



Local 1000, AFSCME
AFL-CIO



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1 <small>Canada Day</small>	2	3	4 <small>Independence Day</small>	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

AUGUST

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
Retirees Convention						
25	26	27	28	29	30	31

SEPTEMBER

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2 Labor Day <small>U.S. and Canadian Labor Day</small>	3	4	5	6	7
8	9	10	11	12	13	14
<small>Grandparents Day</small>	<small>Rosh Hashanah</small>	17	18	19	20	21
22	23	24 <small>Citizenship Day</small>	25 <small>Yom Kippur</small>	26	27	28
29	30					

OCTOBER



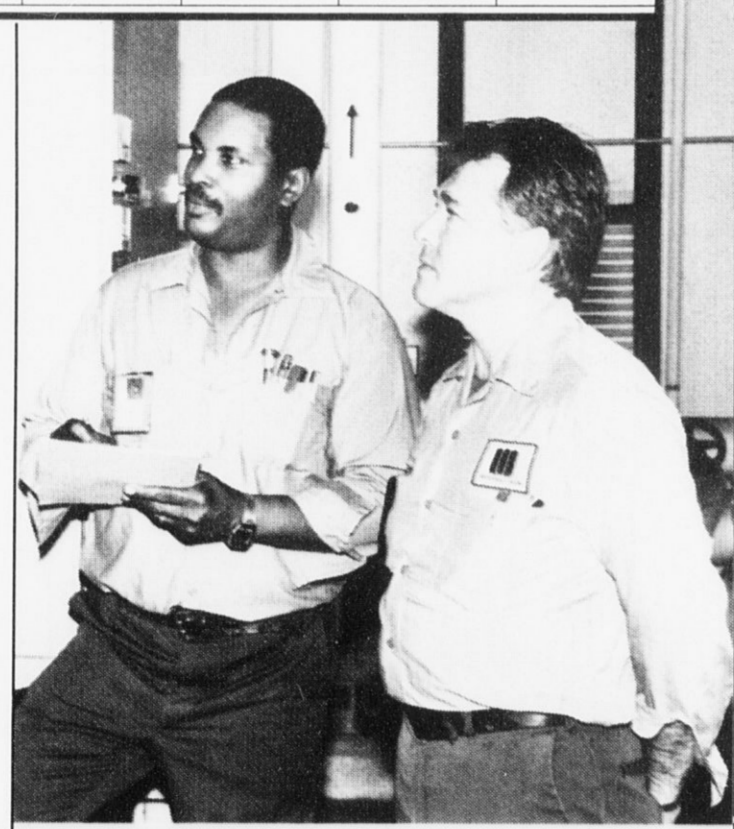
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1	2	3	4	5
6	7	8	9	10	11	12
Annual Delegates Meeting						
13	14	15	16	17	18	19
<small>Columbus Day Canadian Thanksgiving</small>	21	22	23 <small>Rosh Hashanah</small>	24	25	26 <small>Sweetest Day</small>
27 <small>Mother-in-Law's Day</small>	28	29	30	31 <small>United Nations Day</small>		
				<small>Halloween</small>		

NOVEMBER

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1	2
3	4	5	6	7	8	9
10	11	12 <small>Election Day</small>	13	14	15	16
17 Women's Conf.	18 <small>Veterans' Day</small>	19	20	21	22	23
24	25	26	27	28	29	30
				<small>Thanksgiving</small>		

DECEMBER

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4	5	6	7
8 <small>Hanukkah Begins</small>	9	10	11	12	13	14
15	16 <small>Hanukkah Ends</small>	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31 <small>Christmas</small>				



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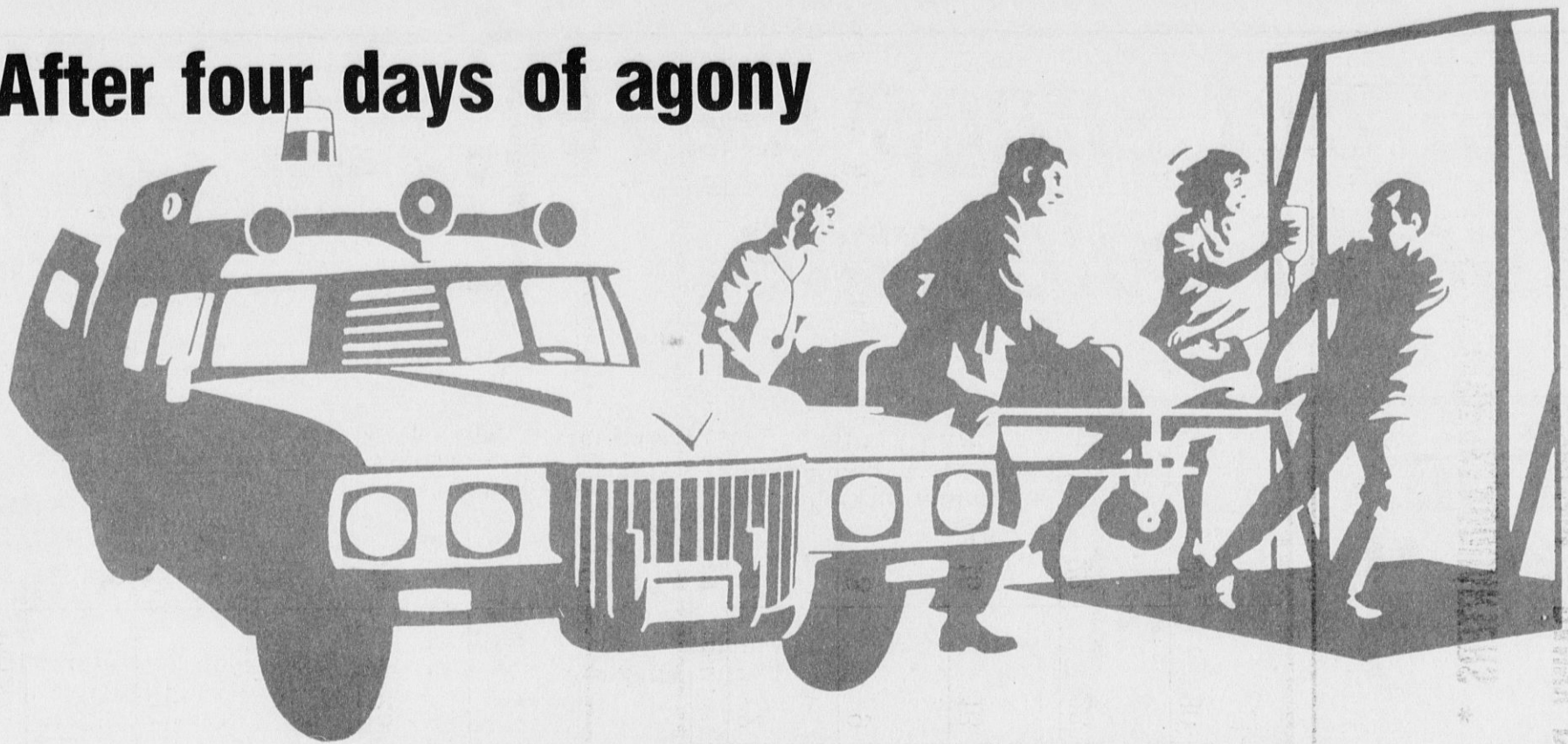
SOUTHERN REGION OFFICE
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Fishkill, NY 12524
(914) 896-8180

CAPITAL REGION OFFICE
C. ALLEN MEAD, President
Suite 402
1215 Western Avenue
Albany, NY 12203
(518) 489-5424

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482 Delaware Avenue
Buffalo, NY 14202
(716) 886-0391

After four days of agony



Accident victim makes it . . .

By Mark M. Kotzin
CSEA Communications Associate

BINGHAMTON — "When in doubt, check it out."

Beverly Rauchwarg owes her life to that motto of CSEA Binghamton State Employees Local 002 members who work at the area's state Department of Transportation (DOT) office.

Rauchwarg had been laying injured near her wrecked car for four days when a DOT road crew found and rescued her.

According to Gary Steinruck, a heavy equipment operator and a member of the rescuing road crew, he and his fellow workers were following their motto when they found the 51-year-old woman lying in the grass near her wrecked car.

The crew, including Steinruck, Heavy Equipment Operator Dan Sabol and

laborers Jess Nemconsky and Edward Hunsinger, was on a routine assignment to repair a damaged guardrail on Interstate 81 at the top of a 180-foot embankment. Rauchwarg's car wasn't visible from the roadside.

Originally, the road crew thought the rail had been hit and the driver had left the scene. On closer inspection, however, they noticed the rail had been hit from behind. They decided to check out the lower guardrail for damage and Nemconsky saw a flash of light. It was the sun reflecting off of Rauchwarg's car.

While Steinruck radioed in that they'd found a car, Hunsinger started down the embankment to get the car's license plate number when he saw Rauchwarg's hand sticking up from the grass. He sent Sabol down the embankment and radioed for help.

Hunsinger and Steinruck brought

Rauchwarg water they had luckily stored in the truck that morning. A nurse, Rauchwarg had had the foresight to use condensation on the car windows to keep from completely dehydrating. She had broken a leg, an arm and her collarbone, but was lucid when the crew found her four days after her accident.

"She kissed our hands and blessed us," Nemconsky said.

The crew helped the troopers and rescue squad by clearing brush and getting the stretcher up to the ambulance. Walt Smith, a heavy equipment operator and Local 002 first vice president joined the rescue effort.

Rauchwarg, now recuperating at home, wrote a letter to thank the men who saved her life.

"Thank all of you for finding me. I could not have held on much longer," she wrote. "Please know my gratitude is unending."

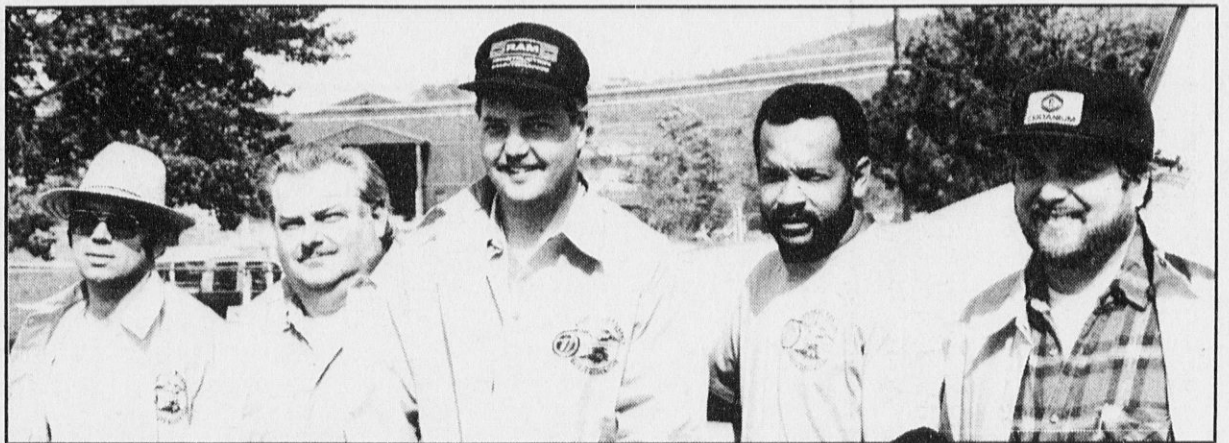
According to DOT Regional Director Richard Church, the men all performed above and beyond the call of duty.

"I think this reflects on the values of what DOT is all about — working for the public and caring about that work," Church said. "Thank goodness our people are out there and know their jobs. It certainly proved a lifesaver in this case."

. . . thanks to DOT teamwork

"She kissed our hands and blessed us"

— Jess Nemconsky



THEY'RE HEROES — These state DOT workers found and rescued an injured woman four days after her car accident. They are, from left: Edward Hunsinger, Gary Steinruck, Dan Sabol, Jess Nemconsky and Walter Smith, first vice president of CSEA Local 002.

Contract snags leave little to celebrate

in Albany

or in
Mt. Vernon

Editor's note: CSEA members who work for Albany County and for the city of Mt. Vernon may find little reason to celebrate New Years Eve. Jan. 1 will mark a full year that Mt. Vernon and Albany County employees have been working without a contract. In Mt. Vernon, the city recently turned down a fact finder's recommendation in that dispute, and union leaders say the city is deliberately trying to bust the union. In Albany County, employees recently voted to reject the county's latest offer, calling it inadequate. The fights for fair contracts go on in both locations through the holiday season, casting a dark cloud of gloom and leaving little to celebrate.

By Anita Manley
CSEA Communications Associate

MT. VERNON — One resolution every CSEA member in the city of Mt. Vernon will vow New Years Eve is to continue the battle for a fair contract. It will be a full year on Jan. 1 that the city employees have worked without a contract.

The city recently turned down a fact finder's recommendation to settle the long-simmering dispute.

Union busting?

"The city is intentionally trying not to settle," CSEA Unit President Paul Sousa said. "They are throwing one stumbling block after another at us, they are trying to break the union. No matter what we offer, they say no."

The current bone of contention, according to Sousa, is wages for parking attendants who must work nights in the city's municipal garages. But the history of the drawn-out contract negotiations is rife with other issues. Twice bargaining was nearly completed when city officials made new proposals that resulted in a mediator being brought into the fray.

Last year city officials proposed a salary cap that CSEA objected to. After three mediation sessions, the issue was dropped. Later a proposal to staff city garages and parking lots at night was submitted but management refused to pay shift differential CSEA asked for.

The city finally proposed that employees work the night shifts for six months without any extra pay and then the city would pay a differential if it was decided to keep the garages open nights.

We want to be paid

"We had no argument that the garages needed to be staffed," Sousa said. "We just want our employees to be paid for it." Sousa noted that parking attendants in nearby Yonkers, White Plains and New Rochelle all receive pay differential for working nights.

The city says a differential would set a precedent for other municipal unions.

"That's ridiculous," Sousa said. "The city offered to pay a differential if we did it for free for six months. If it's a precedent now, it's a precedent in six months."

Fact Finder Karen Kenney entered the dispute after mediation failed. She recommended a \$15 differential for parking attendants who work nights, but city officials refused to accept the suggestion.

"It would amount to about \$515 a year per person" for the seven parking attendants, Sousa said.

"We have made several offers to try to settle the situation and the city has blocked all our efforts. We'll keep doing our part, trying to do what's right for our members."

"The city is intentionally trying not to settle. They are throwing one stumbling block after another at us, they are trying to break the union . . ."

—Unit President Paul Sousa

Small mandatory increase in dues, agency shop fees effective Jan. 1

CSEA members and agency shop fee payers will see a small increase in their membership dues and fees effective Jan. 1, 1991. The mandatory increase is a result of a raise in the minimum dues AFSCME charges local unions affiliated with the International.

Effective Jan. 1, employees earning less than \$5,000 a year will see their

annual dues or fee increase from \$70 to \$73 annually, an increase of about 11 cents biweekly.

Employees earning between \$5,000 and \$9,999 a year will see their annual dues or fee increase from \$105 to \$109, an increase of 15 cents biweekly.

Employees earning between \$10,000 and \$15,999 per year will see a dues or

fee increase from \$183 to \$190, an increase of 27 cents biweekly.

Employees earning between \$16,000 and \$21,999 annually will see a dues or fee increase from \$209 to \$217, an increase of 31 cents biweekly.

Dues or fees for employees earning more than \$22,000 a year will increase from \$235 to \$244 annually, an increase of 35 cents biweekly.

Albany County holding employees hostage with inadequate wage, health care offers

"We'll keep on fighting"

By Daniel X. Campbell
CSEA Communications Associate

ALBANY — After more than a year of negotiating and almost a year of working without a contract, CSEA officials say it's evident that Albany County doesn't want to provide adequate health care coverage for its workers, and isn't much interested in providing a fair wage or decent contract, either.

"We'll keep on fighting management; we won't quit," CSEA Albany County Social Services Unit President Marge Flynn said after members in four CSEA units rejected a recent contract offer from the county. "Our members work for wages that are too low as it is, and the last offer was simply inadequate. Our members told us to go back and fight for more, and we are."

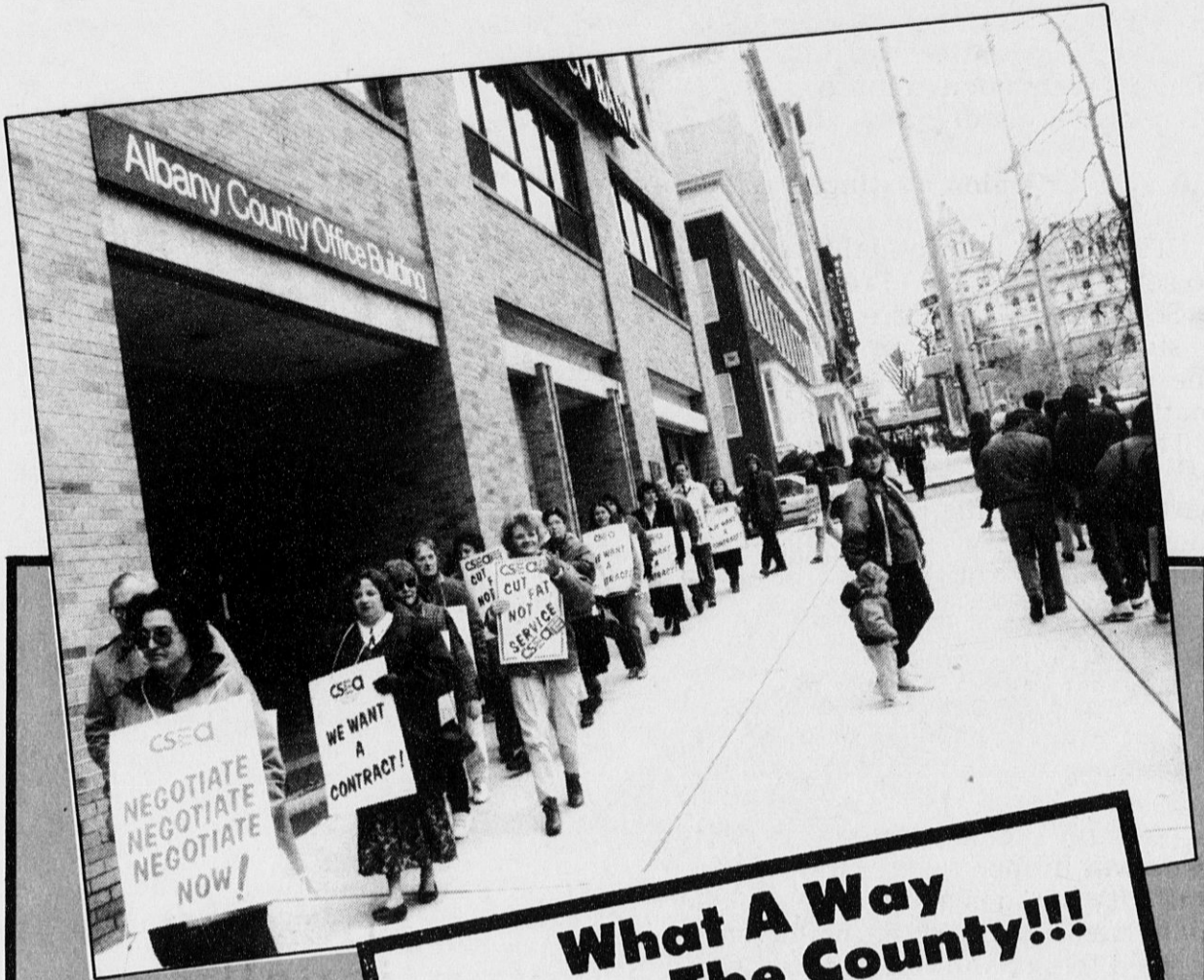
"We know the importance of adequate health care to our members, and the county doesn't want to provide that to its workers," according to CSEA Albany Health Department Unit President Janet Christensen.

"The health insurance demands are the main stumbling block," Albany County Jail Unit President Joe Mirabile agreed. "The county should not be holding us hostage with health insurance demands."

"County highway department employees are out plowing snow and providing services to county residents but management still refuses to address our concerns about call-out, emergency services and special crew assignments," Highway Unit President Jim Bashwinger noted.

Albany County CSEA members conducted a series of informational pickets to draw attention to the contract impasse, and recently began a series of hard-hitting newspaper ads aimed at management.

"The county executive says that Albany County is an 'economic oasis' in a desert of financially-distressed counties in the state," the unit presidents said in a joint statement. "We helped make the county that oasis, and we should be able to share in those economic reserves. Our economic needs and our health care costs are not mirages that will disappear."



What A Way To Run The County!!!

Jim's Gym is running a \$1 million deficit. The county can't cut its losses because it isn't running the Knickerbocker Arena. An outside contractor is. Public employees would do a better job than the wrist band sellers.

A message from **CSEA** — representing 1,000 Albany County employees.



CSEA MEMBERS IN ALBANY COUNTY conducted several informational pickets, and began a series of hard-hitting ads in local newspapers to protest snags in contract talks.

Ironman exceeds expectations

CSEA member leads the way for New York in Hawaiian Triathlon

CANTON — For Glen Larson, a probation assistant and member of CSEA St. Lawrence County Local 845, a chance to compete in the prestigious Hawaiian "Ironman" Triathlon was a dream come true. It got even better when Larson's performance in the event exceeded his expectations.

The Public Sector first reported on the 42-year-old Larson's inspiring story a few months ago, prior to the Ironman event.

A long-time smoker, Larson drastically changed his lifestyle five years ago after his doctor found a lump in his chest. It turned out to be benign, but Larson wasn't taking any chances. He adopted a healthier diet and a serious exercise regimen.

His athletic activities soon led to participation in numerous local and regional competitions, with outstanding results.

This year, after qualifying in a triathlon race in Maryland, Larson won the chance to compete in the Hawaiian Ironman competition, the premier event of its kind.

Anyone who saw the event, which was broadcast on ABC-TV's *Wide World of Sports* in early December, knows that the Ironman Triathlon is aptly named. It consists of a 2.4-mile swim across a bay, followed by a 112-mile bicycle race and climaxes with a 26-mile marathon.

Larson had never participated in a triathlon of such lengths before. His goal was to finish.

But with CSEA offering encouragement and paying his \$225 entry fee, he did himself and his union proud.

Larson finished 244 out of 1,400 entrants with a finishing time of 10 hours, 36 minutes. The winning time was 8 hours, 29 minutes.

But that doesn't tell the whole story.

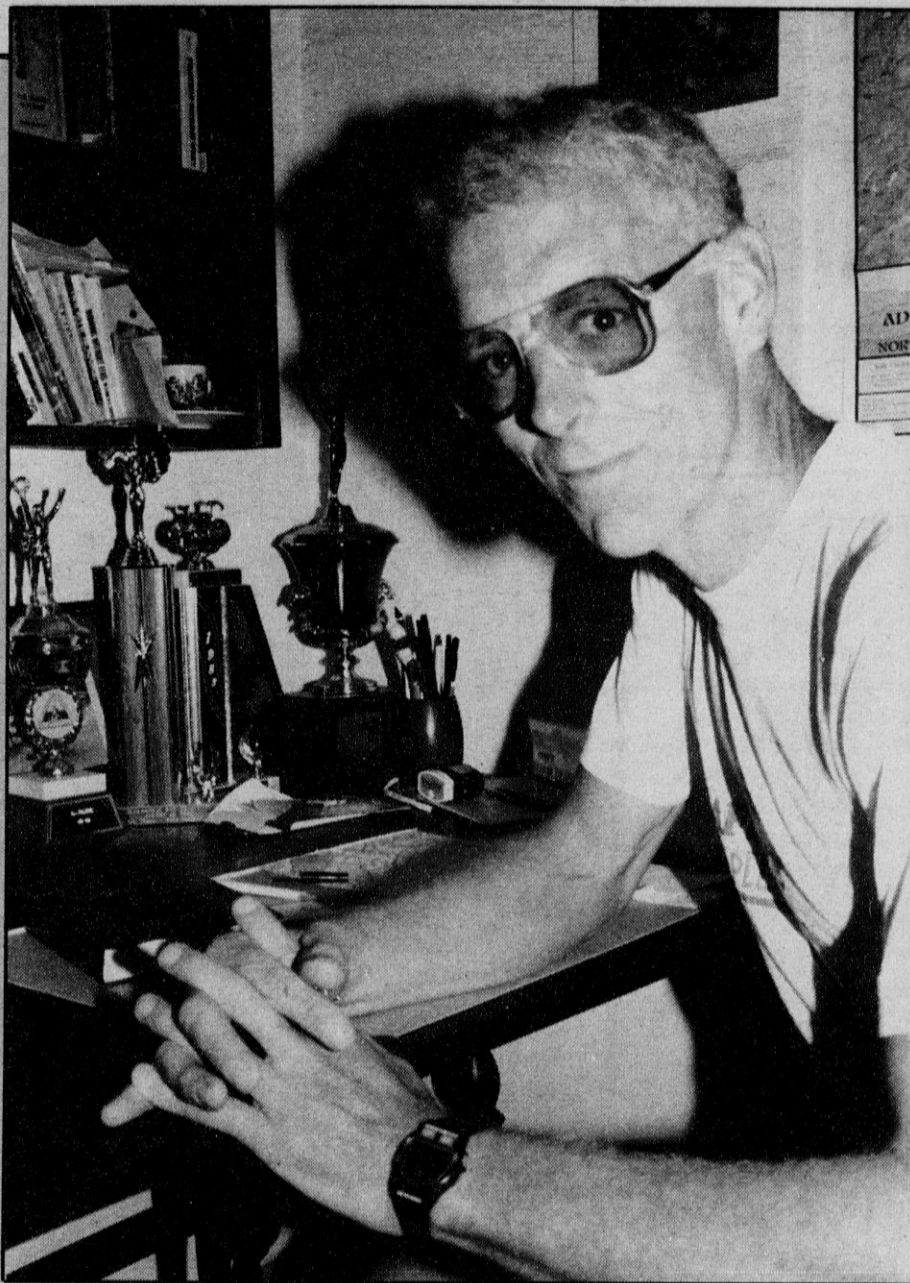
Larson was first out of eight competitors from New York.

He also placed ninth overall out of 162 entrants in his age group. The eight who finished ahead of him had each competed in the Ironman competition at least three times before.

Larson's performance was all the more remarkable given the weather conditions.

"The conditions were pretty tough," Larson said. "The temperature was well over 90 degrees and it was very windy. The heat slows you down throughout the race, while the wind especially slows you down on the bike."

Larson praised the race organization and said he enjoyed the experience immensely.



IRONMAN'S DREAMS COME TRUE — CSEA member Glen Larson, above, has yet another prize to add to his trophy collection after finishing impressively in the Hawaiian Ironman Triathlon — a prestigious, but grueling competition. Larson led all New York competitors in the event, which involves a 2.4-mile swim, a 112-mile bicycle race and 26-mile marathon.

The success does not come easy to Larson; it's the result of hard work. Larson trains an average of 20 to 25 hours a week, including working out on his lunch hour to take less time away from his family.

In a letter to CSEA President Joe McDermott, Larson thanked CSEA for its financial and emotional assistance. "Participating in the race was a thrilling and memorable experience. I'll remember it and the people who helped make it possible for many years to come."

Larson had previously said that he hoped his story would inspire others to improve their lifestyle.

"It's never too late to change," he said.

Incidentally, a week after returning home from the Ironman, Larson entered a local triathlon. He won.

Larson finished 244 out of 1,400 entrants with a finishing time of 10 hours, 36 minutes

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New Expanded Hours: Monday thru Friday 8:30 AM to 7:30 PM.
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**An exclusive January sale
 for CSEA members at
 guaranteed lowest prices!**

During January your CSEA Local will be distributing a special brochure containing "guaranteed lowest prices" on 20 consumer items from UBS, CSEA's official discount buying service. Below are some of the products available through this special sale. You may place orders now, however delivery will not be before January.

New Service

Auto Information Hotline:

The smart way to buy a car is to negotiate *up* from dealer's cost, not down from list. You can save thousands if you know what the dealer actually pays for the car, and what your trade-in is actually worth. For information right over the phone, call:

1-900-446-9400
 (\$1.95 per minute)

To order call
1-800-336-4UBS
 M-F 8:30am-7:00pm
 Sat 10am-3pm EST

A Magnavox 5-Disc CD Player.

Convenience of operation, versatility, digital technology makes this CD player an important addition to your audio system. Full function remote control with 5 disc carousel changer. Discs are changeable during play and there is a 4 times oversampling filter. 50 track programmability, 3-speed cue and review.

List \$299.95 #CDC552
Sell \$199.95 S/H \$19.95

B Audiovox Car Stereo Package.

Value priced stereo package includes a digitally-tuned AM/FM/MPX radio with stereo cassette player, quartz clock, 7 band 40 watt graphic equalizer/amplifier and one pair of 5" dual cone speakers. Features an 18 station memory, auto seek/scan/pre-set scan and front/rear fader control.

List \$139.99 #TP742
Sell \$99.95 S/H \$6.95

C Smith Corona Typewriter.

A compact, lightweight electronic typewriter by the most progressive leader in the field of office machines. Features full line memory correction to keep errors off the page and word eraser correction system. Automatic functions of centering, return, bold print and auto super/sub script. Eight programmable tabs. Weight is 12 lbs.

List \$229.95 #XL1700
Sell \$119.95 S/H \$19.95

D Casio Watch.

A real runner's heavy duty beauty of a time piece. Has three hand and digital read outs of hour, minute, second, AM/PM, year, month, date and day. Pre-programmed until the year 2019 and 12/24 hour formats. Just think how organized you will be with 5 independent daily alarms. Shock resistant and water resistant to 200 meters.

List \$69.95 #5900C
Sell \$49.95 S/H \$6.95

E Magnavox Boombox.

Enjoy all the music with this compact system that lets you take your music everywhere. Compact disc digital audio player delivers quality sound with cue and review, two-digit multi-function L.E.D. display, pause and total "3" CD compatibility. Two built-in stereo cassette decks allow recording and playback on deck A and playback on deck B. Special electronic circuitry emphasizes bass response as loudness level is lowered. AM/FM Stereo provides quality radio entertainment. Two-way 4 speaker has two 5" woofers and two plezo tweeters to provide quality stereo sound.

List \$329.95 #AZ8390
Sell \$219.95 S/H \$14.95

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United Buying Service International, Inc. - Your Official Discount Service has overstocked a group of highly desirable items for the holidays. They are offering these items at or below original cost, in order to reduce inventory through this Special Sale. This Sale is not available to the general public. All items have a 30 day lowest price guarantee. Inventory is limited, so call now to take advantage of this exclusive Sale.

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 Sat 10am-3pm EST

AT&T Cordless Phone. Enjoy AT&T quality at an attractively affordable price with this most popular cordless phone. Provides full range in and outdoors. Features digital security system to prevent unauthorized use. Receiver volume control, tone/pulse dialing and last number redial. Offers user replaceable battery and antenna.

List \$99.94 #4210
Sell \$69.95 S/H \$6.95

Toshiba Walkman. Lightweight, personal AM/FM stereo cassette player with 3 band graphic equalizer. Built-in AM/FM stereo tuner and automatic shut off. Comes complete with lightweight stereo headphones and belt clip.

List \$69.95 #4329
Sell \$39.95 S/H \$6.95

Jack LaLane Stair Climber by Legacy. Working against gravity by stair climbing is the most efficient and easiest way to benefit your heart and arteries, lungs, muscles, bones, and every cell of your body. It quickly tones your thighs, calves, waist, hips, and is especially good for firming the bottom. In 15 minutes you can burn a substantial number of calories and get a workout that would require 30 minutes of jogging, 40 minutes of rowing, or an hour of stationary exercise bike. The stair climber is very simple to use and operation is smooth and pleasurable.

List \$199.95 #MXE
Sell \$129.95 S/H \$19.95

Maxon Radar Detector. Now have X and K band surveillance with two different auto warnings to distinguish between radar types. Flashing bar graph L.E.D. alerts you and anti false alarm circuit. Single control knob for power and volume. Visor or dash mount.

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Directions



Prepare for the future

Directions is a pre-retirement education program developed and conducted by the state Office for the Aging with joint labor/management funding from New York state and CSEA, the Public Employees Federation and AFSCME Council 82. Directions conducts pre-retirement planning seminars across the state and has written the "Self-Help Guide to Pre-Retirement Planning" for employees of state agencies. Directions will answer some important questions about pre-retirement planning for all public employees through this column.

DIRECTIONS pre-retirement seminars for this spring will be held in Batavia, Ithaca, New York City and Albany from April through June. Seminars are two and one-half days long and are open to state employees represented by CSEA who are over the age of 50. Now the time to let your local CSEA president and your training or personnel office know that you and your spouse would like to attend one of these seminars. Call DIRECTIONS at (518) 486-1918 for details.

New health care proxy law lets you designate someone to make the decisions if you cannot

The new Health Care Proxy Law which takes effect Jan. 18, 1991, allows you, as a New York state resident, to appoint someone — a family member or close friend — to make health care treatment decisions for you if you can't make them for yourself. The person you choose is called your "health care agent."

This law gives you the power to make sure that health care professionals follow your wishes if you are unable to make those decisions yourself. It is the only way you can have that assurance in New York state. Your agent can also decide how your wishes apply as your medical condition changes and health care providers must follow your agent's instructions. You can also limit your agent's authority if you wish to cover only certain treatments or particular conditions.

The law was designed to be as simple as possible; a lawyer is not required. You do not need any special form but you must include the following items:

1. **Your name and the name, address, and home phone number of your agent.**
2. **Any special instructions for your agent or limitations to your agent's authority that you want to specify. It is important that you specify**

what you want in the way of artificial nutrition and hydration, (food and water delivered by feeding tube). If you do not specify your wishes, New York state will require that they be continued indefinitely. Artificial nutrition and hydration are used in many circumstances, and are often used to continue the life of patients who are in a permanent coma.

3. **You may include an alternative agent. This would be a wise move in case your agent is unable to act on your behalf. Include the alternate's name, address and phone number.**
4. **This form will be valid indefinitely unless you set a date or condition when it would expire. This is optional and you should only include it if you want the proxy to expire for some reason.**
5. **Date and sign the proxy and add your home address.**
6. **Two witnesses over the age of 18 must sign the proxy. The agent and the alternative agent can not also be witnesses.**

The proxy is valid on any piece of paper you choose to write it on. However, pre-printed forms are

available free from the Health Department:

Health Care Proxy
Department of Health
Box 2000
Albany, N.Y. 12220

Once you have completed your proxy give a copy to your agent and your alternate and all your doctors. You should also give a copy to the hospital every time you are admitted. You may want to keep a copy in your wallet. If your community has the "vial of life" program in which important medical information is kept in a container in your refrigerator, add a copy of your proxy to the vial.

If you change your mind about who you would like to have as your agent or about any conditions you want to specify you can simply fill out a new proxy.

If you have a living will, you still need to have a proxy. The living will can guide your agent's decisions, but it is only the proxy that gives your agent the power to act on your behalf.

Everyone over the age of 18 in New York state should complete a health care proxy: it is your only way to insure that your wishes will be carried out if you are unable to make them for yourself.

Dial your support to the Daily News strikers!

Beginning Thursday, Nov. 29, when you dial our new Daily News strike line, you'll hear the employees' side of the story, and the proceeds from the \$5 call will help support striking union members and their families in this holiday season. Just call

1-900-740-4777

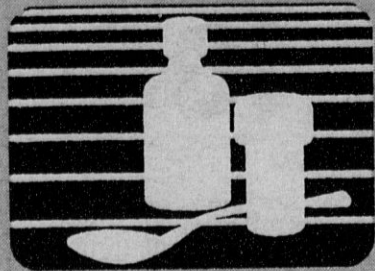
(The strike line is sponsored by the Allied Printing Trades Council
Persons under 18 must have parental permission to call)

You can also help in these simple ways:

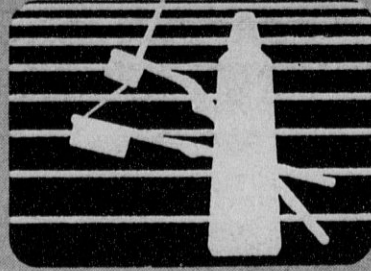
- Don't buy the Daily News until the strike is over, and don't shop at stores that advertise in The News.
- Thank your local newsstand owners if they don't carry The News and remind those who do that your patronage will go to stands that don't sell the paper. You can report stands which sell The News to the strike boycott committee at **(212) 947-1944**.
- Ask your union local to contribute to the strike fund. If you want to make an individual donation, send it to the **Allied Printing Trades Council Boycott Fund, 218 W. 40th St., Rm. 204, New York, N.Y. 10018.**

CSEA

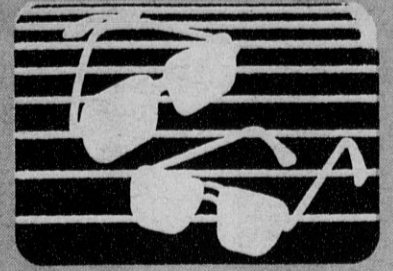
EMPLOYEE BENEFIT FUND



PRESCRIPTION
DRUG



DENTAL
CARE



VISION
CARE

1-800-3-EBF-3-2-7-CSEA-2

The CSEA Employee Benefit Fund (CSEA EBF) is a negotiated program providing prescription drug, 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.

The new provisions of the CSEA Employee Benefit Fund (EBF) Maintenance Prescription Drug Program have been in effect for more than two months and are bringing enthusiastic responses from members.

The maintenance program is available to eligible members and dependents in the four CSEA state bargaining units and in those political subdivisions which have negotiated the Prescription Drug Plan for their members.

The new provisions require use of the Maintenance Drug Program for any medications taken on a daily basis for more than 60 days. Short-term medications for one prescription and one refill are still obtained from your local pharmacy.

To use the Maintenance Drug Program, the patient must have the doctor write the prescription for up to a six-month supply. The patient fills out the information indicated on the order envelope and completes the patient profile questionnaire, which is required only with the patient's initial order to the Maintenance Program. This information and the doctor's prescription are mailed at NO COST to the employee. The medication will be mailed directly to the employee's home.

The following questions and answers should clarify any concerns you may have concerning the Maintenance Prescription Drug Program. If you have any questions or problems with the Maintenance Drug Program, call the CSEA EBF for assistance.

Who fills my prescription? I don't want just anyone hired "off the street" to handle my medications.

Only registered pharmacists process all prescriptions which are sent to NRX, the Fund's prescription drug provider. Each prescription is handled by three or four pharmacists from the time it is received at NRX until it is put in the mail. The first pharmacist checks the prescription, instructions and patient eligibility and enters the information into the patient's record on the computer. The second pharmacist rechecks the prescription for dosage, strength, use and doctor's directions. He also checks the patient's records to

make sure it is compatible with other medications the patient uses, or possible repetition of medications from more than one doctor. Any questions necessary are handled by the third pharmacist who calls doctors or employees for clarification of the prescription. The fourth pharmacist checks the mail label, prescription, medication, patient and directions. He then packages it for the mail to be sent to the members.

Do we have to use the Maintenance Drug Program?

The Employee Benefit Fund strongly requests the use of this program. The Fund is constantly trying to contain costs in the rapidly escalating prices of prescription medicines, and buying of drugs in bulk is one answer. It has made the use of NRX a viable answer, enabling the EBF to keep down the cost of medicines to its members.

If I don't want or no longer need to use the medication I received from NRX, can I send it back to them?

Yes. It will be destroyed and not reused.

My prescription sometimes takes too long to be received.

The whole process at NRX takes just 72 hours from day received to the day it is sent out in the mail. NRX has no control over the mail service. It is possible that delivery may not be as prompt when weekends and holidays are included in the delivery period.

My biggest problem with the Maintenance Drug Program is having the drugs being delivered with my mail. I have small children at home and an elderly relative. It would be disastrous if they got into these medications, which I always keep out of their reach.

This concern is also faced by members who live in apartment buildings where package deliveries are left in the lobby. If you have any problem with mail delivery you can make special arrangements for delivery. Put these directions in with your order and on the outside of the envelope for the return

address. You might have your medications mailed to a responsible relative or neighbor, or perhaps to your work place. All controlled substances must be signed for and are therefore sent by UPS. The same special instructions can also be made in this case.

If a medication has a 30-day shelf life, how can I get a single 30-day supply at a time?

When the six-month supply prescription is received, a 30-day supply will be sent and mailing labels for the remainder will be included. The patient sends in each label when the next 30-day supply is due.

What if my prescription is for less than a six-month supply?

Any medications needed on a daily basis for more than 60 days must be ordered through the Maintenance Drug Program but can be for any length of time up to six months.

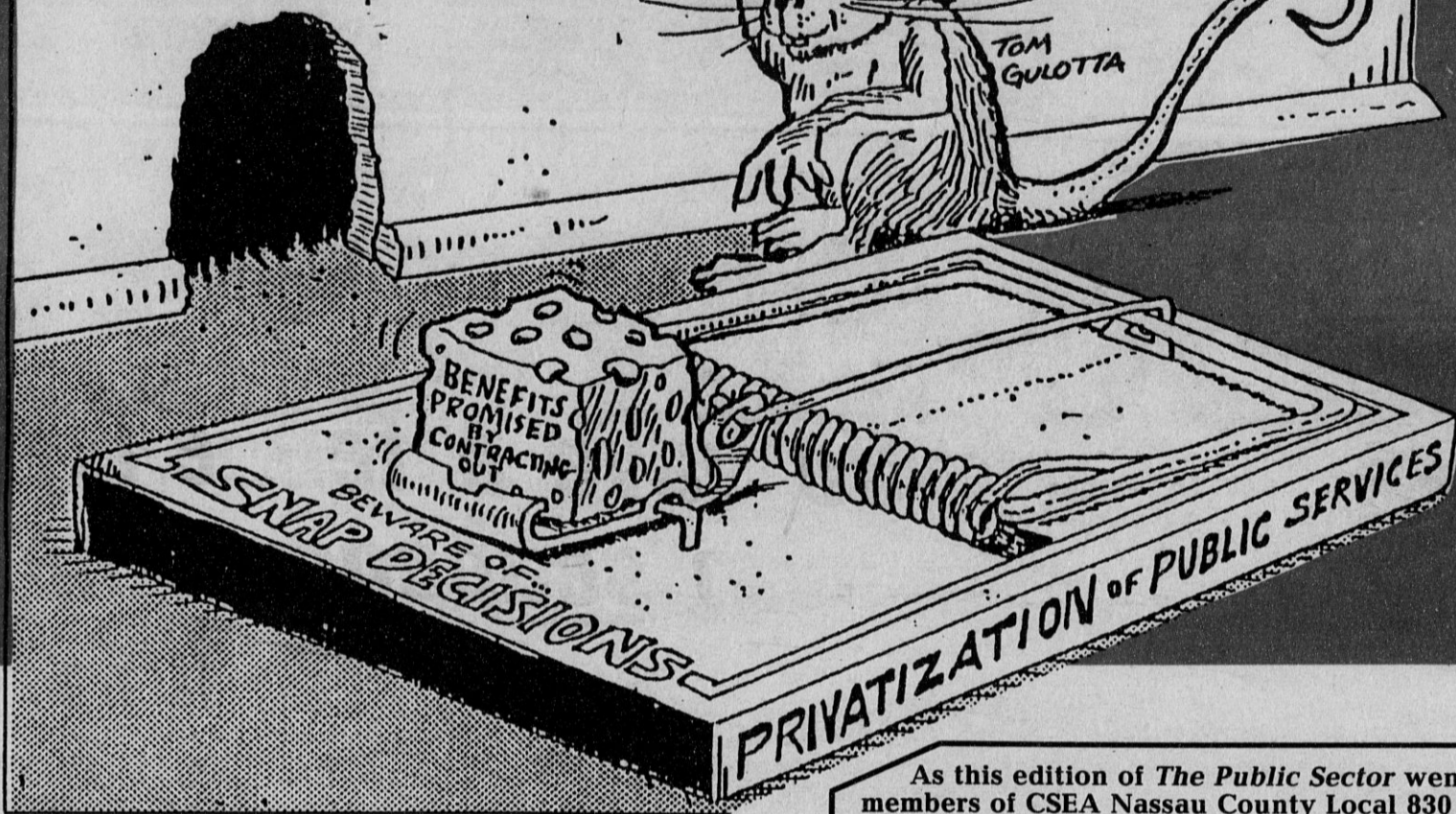
I just got one of my medications but I sent in three prescriptions.

More than one prescription can be sent in one envelope but will not necessarily be mailed back together. Medications may be from different groups and are processed in more than one pharmacy department.

If you have any emergency questions regarding the medications you receive you can call NRX 24 hours a day at 1-800-445-9707. There will be a registered pharmacist available to help you. If you did not get your Maintenance Drug Program information and order envelope when your plastic prescription card was mailed to you, call the Fund office at 1-800-323-2732. Each time you receive your medication it will include a new order form envelope for your next medication request.

The Maintenance Drug Program of the CSEA Employee Benefit Fund offers its members an important aid in health care, and at NO COST to the employee except for the 25-cent stamp to mail the prescription order. Taking advantage of this program gives members one the biggest bargains in health care.

NASSAU COUNTY MEDICAL CENTER
A. HOLLY PATTERSON GERIATRIC CENTER
PRISON HEALTH SERVICES



As this edition of *The Public Sector* went to press, members of CSEA Nassau County Local 830 were scheduled to demonstrate at Nassau County Medical Center.

At issue are three concerns: a continuing trend of contracting out county services; hiring practices that undercut the salaries of experienced employees and a failure by the medical center to pay negotiated salary increases to CSEA-represented doctors.

No way to save money

By Sheryl C. Jenks
CSEA Communications Associate

EAST MEADOW — CSEA continues to battle the "contracting out bug" in Nassau County and is questioning the county's commitment when it comes to public services.

The county is currently contracting out in a number of departments in the Nassau County Medical Center (NCMC) and the A. Holly Patterson Home.

According to CSEA NCMC Unit President George Walsh, at the medical center, housekeeping supervision, pharmacy and physical therapy have been subcontracted, while consultants have been hired from outside the bargaining unit for dietary, housekeeping, maintenance and medical electronics.

The scenario is similar at the A. Holly Patterson Home, says Unit President Helen Dupree.

The county's recent plan to contract out the public ambulance service, which has been operating out of NCMC since the hospital's inception in 1935, and the Prison Health Services, has incensed the union members.

Privatizing the ambulance service means ambulance rides will become a money-making venture for a private company.

According to NCMC Director of Support Services John Schlingheyde, the medical center "has not yet discussed how autonomous" the contractor will be in setting the rates or if there will be a cap on charges for ambulance service.

"We thought the mission of NCMC was to provide health care to the public at a rate they can afford," said CSEA Nassau Local 830 President Rita Wallace.

"Evidently, the county is relinquishing its responsibility to families who depend on those ambulance services."

The ambulance service consists of 12 county employees who are trained emergency medical technicians (EMTs) and advanced EMTs.

Although the county claims the private paramedics will save the county money and no CSEA members will be laid

off, they have failed to address a number of important questions.

The county currently owns four ambulances and nine specially equipped ambulets which are used solely for NCMC. Three ambulances were purchased for \$50,000 each, not long ago.

The county also owns various emergency equipment with an approximate value of \$300,000.

"This is easily a waste of about \$300,000 in equipment alone," said CSEA Emergency Services Representative John Barry.

Other concerns such as insurance coverage for the contractors and their equipment, responsibility for any possible lawsuits regarding personal injury or wrongful death, where the control center will be located for the ambulance service, whether 24-hour shifts will be allowed and what happens if the private company goes bankrupt, are yet to be discussed, according to hospital administrators.

"I don't understand how the county can claim it's saving a specific amount of money when these questions have not yet been addressed," said CSEA Region I President Gloria Moran.

"As soon as the county enters the contract it loses control over the services."

CSEA's research has indicated the trend toward contracting out usually begins with management seeking a quick-fix to budget problems.

In their efforts to maximize profits, contractors often cut corners at the expense of the citizens.

"When it comes to health care, cutting corners can be extremely dangerous," Wallace said.

Contracting out is also expensive. Nassau County contracted out housekeeping supervision at NCMC two months ago. They paid \$700,000 to bring in six supervisors and a clerk to oversee housekeeping and supply some equipment.

What they did was eliminate overtime and hire 14 additional personnel.

"Did NCMC need to pay a private contractor \$700,000 to come up with this plan?" Wallace said.

"The county has not focused on its mission to provide quality care, instead they have expended money to add more layers of management."