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Sector

THE PUBLIC

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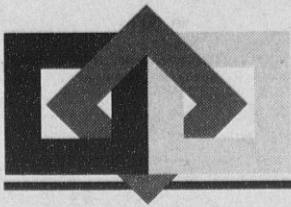


Don't
let
strangers
take your
children
for a ride!

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Southern Region President Pat Mascioli dies — *see page 5*

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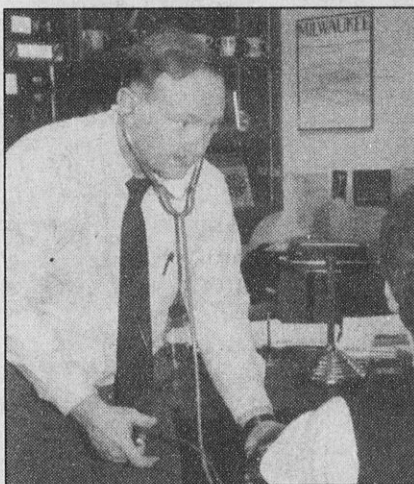
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THE PUBLIC Sector

Official publication of The Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, 143 Washington Avenue, Albany, New York 12210

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CSEA-represented bus drivers vs. stubborn school board

Privatization battle rages in Hyde Park

HYDE PARK — One of this year's fiercest anti-privatization battles is taking place in this historic Hudson River community best known as the home of President Franklin D. Roosevelt.

The campaign pits 150 CSEA-represented bus drivers with widespread community support, against a school board majority which appears to have a closed mind.

When CSEA Unit President Ann Milby first got word that the district was looking into privatizing bus transportation, she immediately contacted Labor Relations Specialist Rich Blair and Communications Associate Anita Manley. She also called a membership meeting to give the bus drivers themselves an opportunity to get directly involved in the fight to save their jobs.

• **The drivers developed** a series of suggestions on ways to cut costs, which were then submitted to school district officials.

• **CSEA released information** which revealed that nearby school districts which hired privateers to bus students paid significantly more for the service than operations run by public employees. Hyde Park, for example, paid \$511 per student per year while the privatized Millbrook School District paid \$790.



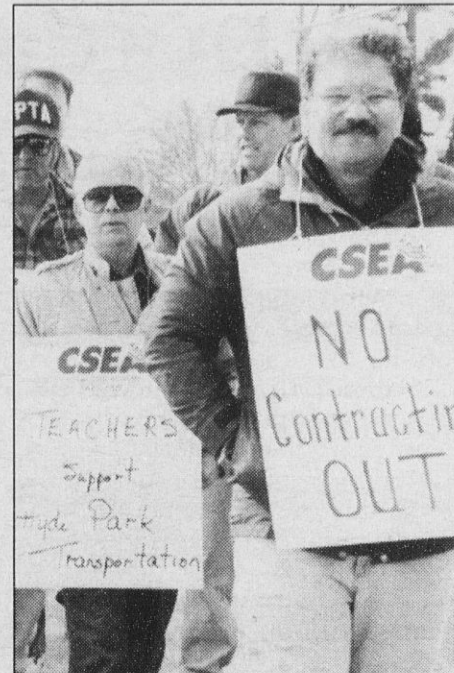
CSEA SOUTHERN REGION PRESIDENT Pat Mascioli, with megaphone, leads demonstration against privatization of school transportation in Hyde Park. It was his last union demonstration before he died unexpectedly on March 21 (See page 5).

• **CSEA made public** the results of an independent study which found that the most common cause of a school bus fatality is a child being struck by his or her own bus. While private contractors provide only half of all busing in New York

state, they are responsible for 85 percent of those fatalities.

• **CSEA spread the word** that privateers lack accountability. This past winter during one of the season's record-breaking

freezes, school children in Troy were never informed that their buses were out of order. While they stood outside in below zero weather waiting to be picked up, no one bothered to make an



CSEA MEMBERS and their supporters walk the picket lines to fight privatization.

announcement that the buses would not be running. When angry parents later confronted school officials, there was a round of finger-pointing between the superintendent and the privateers.

• **Demonstrations were held.** On the weekend before the school board was scheduled to vote on privatization, several hundred people — including bus drivers, their families, sympathetic parents and students — demonstrated at Town Hall.

More than 300 people attended the board meeting for more than 90 minutes before the issue came up on the agenda. And even though some union officials were told that the attempt to contract out bus services would be "tabled," instead it was forwarded to the board's notoriously anti-union attorney for his input.

As *The Public Sector* went to press, this is where the issue rests.

CSEA plans to keep up the pressure in Hyde Park and there's a message here for all union members: get involved in the fight to keep public services public.

— Stanley P. Hornak

Privatizing School Busing Endangers Children, Costs More.

Time after time, in study after study, it's clear that contracting out school busing is dangerous to our children and costly to our taxpayers. And yet the pressure to privatize hasn't let up. Take a close look at privatized school bus service — the increased accident rates, the fatalities, the higher costs, the lower productivity. And the next time you hear the glowing promises, remember the shocking facts.

The most common cause of a school bus fatality is a child being struck by his own bus. While private contractors provide only half of all busing in New York State, they're responsible for 85% of those fatalities!

In one safety study, it was shown that after privatization, school bus accident rates went up 262% in one year! In another study that compared 13 contracted school bus operations with 13 run by public employees, the privateers' costs were higher and their productivity was lower. Look at this chart: In one New York State county, where the majority of the school districts rely on public employees, two school districts contract out their transportation. The difference in costs is astounding.

DISTRICT		% OF BUDGET SPENT ON TRANSPORTATION	TRANSPORTATION COST PER STUDENT PER YEAR
DOVER	Privatized	9.38	\$672.39
HYDE PARK	Public	6.42	511.17
MILLBROOK	Privatized	9.66	790.55
PAWLING	Public	7.19	571.08
PINE PLAINS	Public	5.30	416.13

In another district, the largest private school bus operator in North America has hired such inexperienced drivers that only 12% of them were able to pass the state driving test. In yet another district, 10% of their drivers had criminal records or a history of poor driving.

What's the reason for these shocking statistics? Privateers seem to care more about profits than safety. To obtain a school district's contract, a privateer will often lowball, then make up for the low bid with cost overrun claims, or increases in future contracts. They often exclude necessary costs from their bid, such as insurance, fuel and transportation for field trips and athletic events. Do you know the questions you should ask about levels of quality, service and cost? You'll find them in a new publication called "Putting Privateers To The Test." For your free copy, call toll free: 1-800-836-CSEA.

CSEA
CIVIL SERVICE EMPLOYEES ASSOCIATION
Local 1000, AFSCME, AFL-CIO
Joe McDermott, President

1 NY State School Business Officials, Aug. 91 Reporter 2 Assoc. Fed. of Teachers, Contracting Out Alert, Winter 93 3 Duquesne Co. BOCS, 1991-92 Contract Analysis

A message from CSEA President Joe McDermott

Corporate tax policy should not be made in the dark

Corporate disclosure is an idea whose time has come.

Growing jobs by granting tax incentives to businesses is a popular fix which generates widespread public support. But we need to know whether those incentives are actually producing jobs or whether they are simply used by accountants to help corporations avoid taxes.

A study by the Fiscal Policy Institute, a non-profit, non-partisan research and education organization, reveals some very interesting details.

Contrary to popular beliefs, New York's corporate taxes are not high when compared to other states.

Profitable corporations, that can afford to pay taxes, are contributing less and less to state revenues. In 1981, for every \$1,000 collected in state personal income taxes, corporations paid nearly \$5.60 in franchise taxes. In 1994, this amount has fallen by almost 30 percent to \$4.

This decline cannot be blamed on the recession because the amounts of taxes paid by corporations continued to go down even during the so-called boom years of the 1980s. New York's tax system allows corporations maximum flexibility to avoid paying taxes.

The Investment Tax Credit, for example, will cost us an estimated \$295 million in lost revenues during the fiscal year which ended March 31. Another popular gimmick is something called transfer pricing which allows businesses with subsidiaries in other

states to reduce the amount of profits reported here. FPI estimates that when these and other gimmicks are added up they equal about \$800 million each year in lost revenues.

I should add that these benefits favor large corporations over small companies which operate wholly in New York state.

The federal Security and Exchange Commission now requires publicly-traded corporations to disclose their federal income tax liabilities. We need the same openness at the

state level.

Corporate tax policy should not be made in the dark. We need to let the sunlight in to determine if such tax breaks achieve their intended goal of producing economic benefits for the state.

The public has a right to know.

Openness and accountability should never be feared.

Yes, we all want to create more jobs, but only with full disclosure will we know for sure whether corporations are using tax incentives to help build a

new New York or whether they are simply using these gimmicks to avoid paying their fair share.

Yours in Unionism,



CSEA mourns the loss of Pat Mascioli

CSEA is mourning the loss of CSEA Southern Region President Pat Mascioli, who died of an apparent heart attack on March 21 while on union business in Albany. He was 63.

"The CSEA family mourns the loss of Pat Mascioli," CSEA President Joe McDermott said. "He will be remembered for the many contributions he made both to the union and to his community. He will be missed."

"Pat was never happier than when he was out in front leading the fight for public employees," CSEA Executive Vice President Dan Donohue added. "He never lost the common touch and remained throughout his life a real union man."

Mr. Mascioli, a program administrator with Westchester County, has served as Southern Region president since 1984. He won re-election to 3-year terms three times, most recently last year.

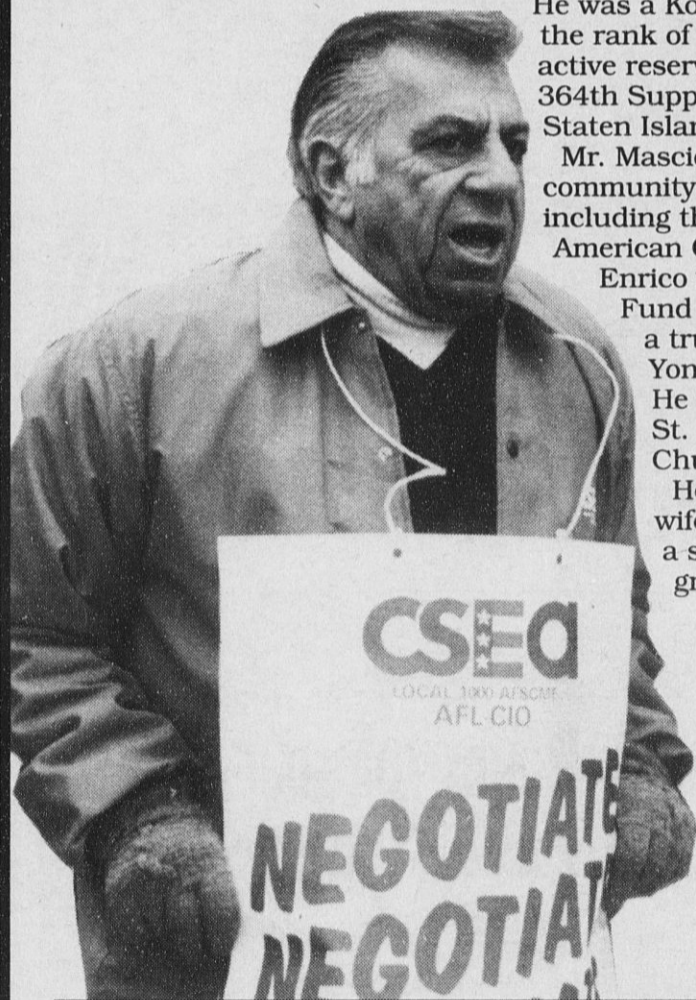
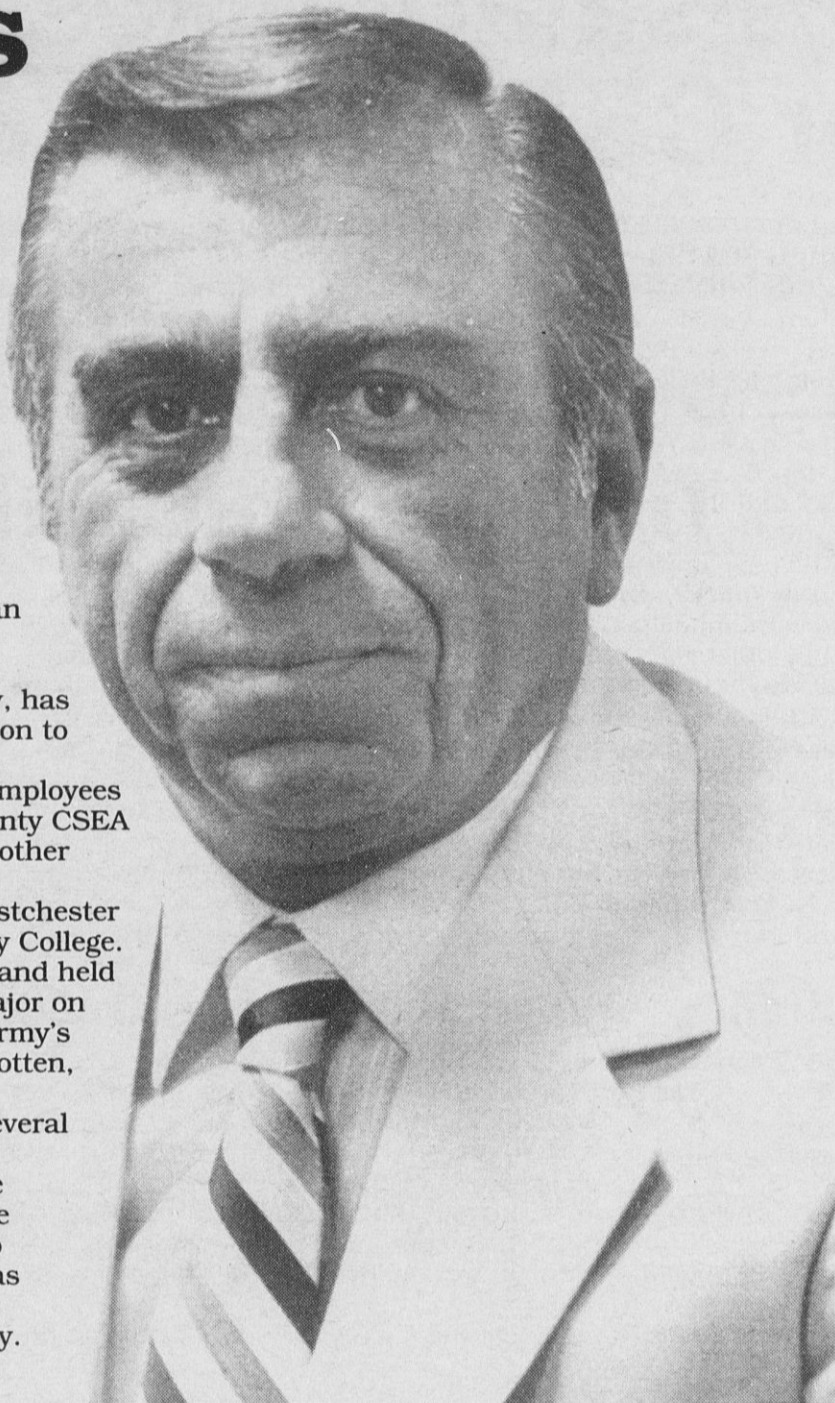
He negotiated the first CSEA contract for Westchester County employees while unit president from 1966 to 1972 and was Westchester County CSEA Local 860 president from 1977 to 1984. He also served in several other elected and appointed union positions during his career.

Mr. Mascioli graduated from Yonkers High School, attended Westchester Community College and received a degree in engineering from City College.

He was a Koreana War veteran and held the rank of Command Sgt. Major on active reserve duty with the Army's 364th Support Group at Ft. Totten, Staten Island.

Mr. Mascioli was active in several community organizations including the United Way, the American Cancer Society, the Enrico Fermi Scholarship Fund of Yonkers and was a trustee for the Yonkers Public Library. He was a member of St. Bartholomew's Church in Yonkers.

He is survived by his wife, a daughter, a son and three grandchildren.



'He will be remembered for the many contributions he made both to the union and to his community. He will be missed.'

- CSEA President Joe McDermott

'He never lost the common touch and remained throughout his life a real union man.'

- CSEA Executive Vice President Dan Donohue

The family requests that memorial contributions for Pat be sent to:
The Enrico Fermi Scholarship Fund
57 Garfield Street
Yonkers, NY 10701

4% salary hikes effective April 1 for CSEA state, court employees

More than 100,000 state employees and nearly 3,800 Office of Court Administration (OCA) employees represented by CSEA can look forward to larger paychecks when salary increases and increments kick in effective April 1 under terms of the 1991-95 contracts negotiated by CSEA.

CSEA-represented state and court employees in full-time employment status as of March 31, 1994, will receive a 4 percent salary increase effective April 1. Increment payments will be effective the same day for employees eligible to receive increments.

• **State workers on the Institutional payroll will see their increases and increments, if eligible, in the April 28 paychecks.**

• **Employees on the Administrative payroll and OCA employees will see their increases and increments, if eligible, in May 4 paychecks.**

In addition to the court employees, the

increases cover state employees in CSEA's Administrative Services, Operational Services, Institutional Services and Division of Military and Naval Affairs bargaining units.

Also effective April 1, the downstate adjustment for eligible state and court employees in New York City and Nassau, Rockland, Suffolk and Westchester counties will increase from the current \$729 annually to \$759 annually.

The salary increases effective April 1 are the first of two increases plus bonus payments negotiated by CSEA for the employees this year.

Effective Oct. 1, 1994, state and court employees will receive 1.25 percent salary increases. And state employees in September 1994 will receive a bonus equivalent to slightly more than one and one-half days salary. Court employees not entitled to receive increments will receive \$500 bonuses payable in December 1994.

Contract proposal surveys to be mailed in May

Contract proposal survey forms will be mailed about May 1 to CSEA members in four state bargaining units and the Office of Court Administration. The survey forms will allow CSEA members to give direct input to the union negotiating teams. CSEA will compile the survey information to formulate the union's overall bargaining strategy when contract talks begin later this year.

Contracts covering state workers in the Administrative Services Unit (ASU), Institutional Services Unit (ISU), Operational Services Unit (OSU), Division of Military and Naval Affairs (DMNA) and court employees of the Office of Court Administration (OCA) all expire April 1, 1995.

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

Increments: What are they? Who gets them?

A salary increment is an annual salary increase step that moves employees along the salary schedule from the hiring rate, or lowest starting salary, to the job rate, or highest salary, of a pay grade.

Employees who begin at the hiring rate and stay within that pay grade are eligible to receive seven annual increment advancements in addition to the negotiated annual salary increases. Thus, barring promotions or other salary adjustments, it takes seven years to move from the lowest to the highest salary of a pay grade.

An employee must receive an annual performance rating of at least "satisfactory" or its equivalent in order to be eligible for an increment advancement that year.

Increments are payable to employees in full-time status who complete a full year of service in a particular grade and are rated "satisfactory" or its equivalent. Increment advancements are paid to eligible employees effective April 1 of the fiscal year immediately following completion of each full year of service in the pay grade.

Employees who are otherwise eligible and whose salary is below the job rate are eligible to receive increments, but an employee's salary may not exceed the job rate as the result of an increment advance.

U.S. Savings Bond Campaign starts in May

CSEA members who work for New York state will have a chance to start a payroll savings plan with U.S. Savings Bonds.

CSEA President Joe McDermott is urging members to consider participating in the payroll savings plan in a letter that is going out to all CSEA members who work for the state.

"U.S. Savings Bonds provide an easy, efficient payroll savings plan for you while, at the same time, your investment helps your country," McDermott said.

"Series EE Bonds are a safe and effective savings method used by more than 30,000 state employees, more than any other state government in the nation.

"Variable, market-based interest rates make the program very attractive. Bonds purchased to pay for college

tuition may even be free from federal income tax under certain conditions," he said. "Buying U.S. Savings Bonds through payroll deduction is a very effective way to invest your hard-earned dollars.

"Savings bonds are simple, safe and convenient. Even a little put away regularly will grow faster than you think," McDermott said.

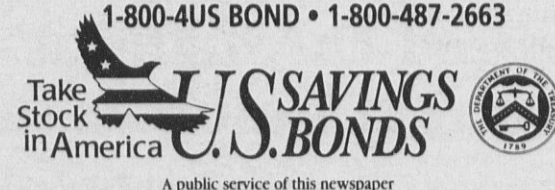
"I invite you to join this easy payroll savings plan or increase your present participation. One of your co-workers will contact you during May about the 1994 U.S. Savings Bond Campaign," he said. "Please take the time to listen and consider investing in savings bonds," McDermott said.

"I am proud of CSEA's past support of the U.S. Savings Bond program," he said. "You have shown our union's commitment to supporting our country."

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A public service of this newspaper

Early Bird program makes DMV more accessible



CSEA member Claire Melecca, seated, shows *Newsday* employee Raymond Giugliano, right, his new photo as CSEA State Employees Local 016 President Tom Byrne and CSEA member Caroline Bailey look on.

CSEA members are helping the Department of Motor Vehicles provide better customer service.

They are working on DMV's Early Bird program that not only photographs walk-in customers at DMV offices, but also brings the photo process into the workplace, shopping malls and other public areas to make DMV more accessible. They also operate a new digital system for producing driver licenses, permits and non-driver identification cards.

CSEA State Employees Local 016 President Tom Byrne said members are pleased with most of the program.

"My members want the public to be happy. It

makes their jobs a hell of a lot easier," he said.

"Our main concern is that the work is done by public employees and not privateers."

"Drivers licenses are never going to be privatized," Regional DMV Director Harry Persanis said.

When DMV set up its portable computer and photo equipment at the *Newsday* newspaper office in Melville, the response was tremendous.

Newsday employee Raymond Giugliano went through the process, including getting his photo taken.

"Smile," said DMV employee Claire Melecca.

"Come and see. You look great!" DMV

employee Caroline Bailey said as they viewed his image, in color, on the computer screen.

Giugliano praised the program.

"It's a real time-saver," he said. "They come all ready to get the job done, right here at the work site. And the photos look really good."

More than 5,000 outreach photos are shot each week at various sites, Byrne said.

Melecca and Bailey say they enjoy the outreach program.

"You get to deal with people in a totally different atmosphere," Melecca said. "It's much more positive."

— Sheryl C. Jenks



SUNYA workers computer literate

At CSEA's insistence and with management support, the day and night crew cleaners at the Albany Campus have taken an introductory course in the operations of a computer so that they will be able to function better in a computer-dominated economy.

CSEA, OCA agree to leave bank

ALBANY — CSEA has negotiated a sick leave bank with the Office of Court Administration (OCA) for employees who have used all of their sick leave.

A sick leave bank provides a reserve of time for employees who face serious illness without adequate leave time. The time is contributed by participants and co-workers.

CSEA President Joe McDermott said the sick leave bank is an important program.

"CSEA has worked hard to establish sick leave programs for our members because they are simple and effective," McDermott said. "The protection the program provides can make a difference in people's lives when they most need help."

McDermott credited CSEA members Tom Jefferson and Bob Lorenc for their work on the agreement.

Employees are eligible to participate in the sick leave bank if they have at least 13 days accumulated sick leave and contribute 14 hours to join. Those who become ill and use up all their leave credits may apply to the sick leave bank for more time.

The bank will be a pilot program for a year. CSEA has had similar programs with some local government employers for some time and last year began a similar jointly established program with the state for executive branch employees.



Signing the CSEA-OCA sick leave bank agreement are, seated, Susan Whitely and CSEA Deputy Director for Contract Administration Jim Hennerty. Looking on are, from left, CSEA members Tom Jefferson and Bob Lorenc and OCA official Bob Herrick.



SAVING THE WAREHOUSE — CSEA is fighting to keep the OGS Central Supply Warehouse on Long Island open. At the warehouse are, from left, CSEA Political Action Coordinator Stephanie Teff, CSEA Member Angel Falcon and CSEA Local 404 President Barbara Allen.

CSEA fights plans to close OGS warehouse on Long Island

CENTRAL ISLIP — State plans to close the Office of General Services Central Supply Warehouse here are not as simple as a dollars and cents equation. And CSEA is making that point vigorously to Long Island state legislators.

The supply warehouse, a 130,000-square foot facility on the grounds of the Central Islip Psychiatric Center, plays a vital role on Long Island. It is a distribution point for food and other supplies and equipment for state facilities. It also serves 96 community-based charities and organizations from Queens to Riverhead.

OGS has made a commitment to CSEA that all employees who work at the facility will be offered other state jobs. But many questions are still unanswered.

"The Central Supply warehouse has a vitally important role to play on Long Island," CSEA Long Island Region President Nick LaMorte said. "There will not be the same level of local service if these functions are shifted to other facilities out of the region."

"We have to question the wisdom of simply shutting down this facility, considering that the state has just spent \$3.4 million of taxpayer money to renovate it over the past five years," CSEA Executive Vice

President Danny Donohue added. "The state should be looking at this facility to better serve the surrounding community and keep people working on Long Island."

As one example of what that enhanced role might be, CSEA has drafted legislation that would improve the ability of local governments and school districts to purchase supplies through OGS.

"There are some very good reasons to thoroughly examine this situation and no action should be taken until we have real answers," CSEA CIPC Local 404 President Barbara Allen said. "My members are concerned and upset and we need more specific information from OGS."

— Sheryl C. Jenks

'The Central Supply warehouse has a vitally important role to play on Long Island'

CSEA resolves Kings Park overtime dispute

KINGS PARK — CSEA was successful in resolving an improper practice charge through a series of labor-management meetings.

The union filed an improper practice charge against the Kings Park Psychiatric Center management when it refused to pay overtime to members who transported patients between the facility and Stony Brook Hospital, a 30-mile trip.

"We were able to get an agreement with management that the members will now get overtime and they will be taken off the mandatory list for overtime," CSEA Local 411 President Barry Malone said.

"The agreement also included back pay for all the members who originally grieved," CSEA Labor Relations Specialist Jim Henck added.

Malone said the members are very pleased with the agreement.

"We're very happy now that it's been resolved," he said. "It's one less thing for our members to worry about."

— Sheryl C. Jenks

Kingsboro management fails to get tax documents out on time

BROOKLYN — At Kingsboro Psychiatric Center, CSEA members have been penalized because their employer didn't get their W2 forms out by the Jan. 31 deadline set by the Internal Revenue Service.

"Forms for the entire facility were held back by the Kingsboro administration," CSEA Local 402 President Bob Nurse charged. The forms appear to have been "marooned in the administration building for at least a week."

CSEA was besieged by member complaints about the delay in receiving W2 forms needed for timely filing of college aid applications and public housing rent assessments.

"Our members will wind up being eligible for less college aid for their kids and higher rents if they live in public housing because they couldn't provide this year's income report by Jan. 31," Local 402 Vice President Louis Smith said.

Nurse sees the foul-up in W2 distribution as one more proof that Kingsboro's administrative operation is incompetent. CSEA members are forced to wait nine months for meal reimbursement checks, even though the union

previously won a class action grievance ordering management to correct the problem.

As many as 6,000 reimbursement checks were delivered to the facility in January, and such a number means the administration is not meeting its obligation.

Nurse pledged to address these problems through labor-management efforts.

"Allowing months to elapse before people are paid their meal allowances cannot continue," he said, "but they add insult to injury by ignoring the IRS and depriving our

members of receiving timely tax information, especially for folks who are counting on getting their refunds for purchases and bill paying."

— Lilly Gioia

'Our members will wind up being eligible for less college aid for their kids and higher rents if they live in public housing because they couldn't provide this year's income report by Jan. 31.'

CSEA EDUCATION BENEFITS • FOR STATE WORKERS •

Programs are available to CSEA-represented state employees in the Administrative Services, Institutional Services, Operational Services and Division of Military and Naval Affairs units.

Education

• **LEAP:** provides a tuition voucher to take one course each semester at colleges and BOCES. Applications and catalogs are available in May and September at personnel and training offices. For information call 1-800-253-4332.

• **Tuition Reimbursement:** provides 50 percent of tuition costs for classes up to \$600 a year for job or career related skills. For application forms see your personnel or training office or call 1-800-253-4332.



Advisory Services

• **LEAPLINE:** 1-800-253-4332 provides advice on LEAP, going back to school, financial aid for college and information on other educational benefits.

• **Career contact:** 1-800-477-6007 provides career counseling via the phone for long and short term goals. Day and evening counselors are available.

Job Skills Training and Career Mobility

• **REACH:** can help you get your GED, improve your reading and math skills on the job, or learn English as a second language. For a confidential advisor, call 1-800-253-4332.

• **OSU career skills:** twice a year applied skilled trade workshops are offered in each CSEA region. Workshops range from introductory level to advanced. For more information call NYS/CSEA Labor-Management Committees at 518-473-3428.

• **Clerical and Secretarial Employee Advancement Program (CSEAP):** offers ASU employees options for career mobility, job-related training at 17 sites throughout the state, including the CSEAP Training and Technology Center, and information on VDT ergonomics. Contact your Personnel, Training or Affirmative Action offices or call CSEAP at 518-457-6306.

LEAP's application period approaching

The Labor Education Action Program (LEAP) is a tuition voucher program available to CSEA-represented state employees.

Twice a year, eligible employees can apply to LEAP for a voucher to pay for tuition costs at about 140 schools statewide.

LEAP catalogs and application forms will be distributed to state agency training and personnel

offices during the first week of May.

LEAP's Fall 1994 application period is May 2 to June 14. Applications received after June 14 will not be accepted.

If you have questions about the tuition voucher program or other education and training programs available to state employees, call the LEAPLINE at 1-800-253-4332.

EBF drug benefit changes to help you

A change in the CSEA Employee Benefit Fund will exempt members from any charges once they meet the \$200 maximum co-pay expenses for 1994.

The \$200 maximum is made up of the \$8 retail and \$3 mail order co-payments ONLY.

The member is still

responsible for the cost difference between generic and brand name drugs.

For example, under the change, a member who has reached his or her annual \$200 out-of-pocket maximum and takes a prescription to the local pharmacy will pay nothing — **if** the cost is less than \$8 (or \$3 at mail order).

April is Alcohol Awareness Month — Be informed

Have you ever wondered how much is too much drinking? Social drinking is an accepted part of life, and it's hard to know when the thin line to alcoholism is crossed. Many factors — genetic, psychological, social, and environmental — play a role in alcohol addiction. If you have wondered about what the right amount of drinking is, looking at drinking patterns is important.

Defining social drinking

What we call "social drinking" changes, depending on fads and fashions. Generally, social drinkers use alcohol to relax and increase good feelings. It's easy for them to limit drinking. Many people say they are social drinkers, and yet cannot imagine dinner or a bad day without alcohol. Some of these people are alcoholics.

Crossing the line

It's often difficult for people to tell when they're crossing the line into dependency. Generally, you are crossing the line if you:

▲ use alcohol to help you get through painful situations or feelings;

▲ ever defend or hide your drinking;

▲ can't remember what happened after drinking a little too much;

▲ resent other people's advice who want you to drink less;

▲ drink alone;

▲ have problems you've had trouble solving due to your drinking; or

▲ have a change in tolerance to alcohol.

If you've wondered about your own drinking, look at yourself honestly. Ask yourself why, how often, and in what situations you drink. Think about the effects of your drinking on other people: your spouse, children, co-workers, and friends. Look at whether you drink more or less than others. Consider whether you've ever driven under the influence of alcohol.

If you're concerned about someone else

One way to evaluate someone else's drinking is to look at your own behavior. Do you make excuses for the drinker? Have you ever been asked to lie about his or her drinking? If you are still concerned about your own

drinking or someone else's, contact your Employee Assistance Program, or an alcohol rehabilitation program. They can help you evaluate whether someone is crossing the thin line to alcoholism.

Help is Available

For more literature on alcoholism and addictive behavior, write:

Joint Committee on Health Benefits (JCHB)

**1 Lear Jet Lane, Suite 4
Latham, NY 12110
or call (518) 785-4774
or 1-800-286-5242.**

Your CSEA local president may request the videotape "Medical Effects of Alcohol Use" from the JCHB Videotape Library Program.

Many organizations are dedicated to helping problem drinkers and their families. Look in the Yellow Pages under Alcoholism to find the local listings for information sources and community support programs. Here are a few of the organizations that may offer help in your area:

▲ **Alcoholics Anonymous** is a self-help organization of alcoholics and recovering alcoholics;

▲ **ALANON and ALTEEN** are groups providing support and encouragement to families affected by alcoholism; and

▲ **National Council on Alcoholism** distributes educational materials dedicated to the prevention and control of alcoholism through local chapters and Alcohol Information Centers.

▲ The union's EAP Director, Jim Murphy, can provide general information and assistance on alcoholism. You may contact him at (518) 434-0191 or 1-800-342-4146, extension 470.

If you feel more extensive assistance is needed, you may need to use your alcohol and substance abuse benefits provided by your health insurance carrier. For those covered by an HMO, you should request a referral from your primary care physician directly. Empire Plan enrollees must call Value Behavioral Health (formerly APM) at 1-800-446-3995 to receive certification and referral to an appropriate professional in your area.

— Provided by the Joint Committee on Health Benefits

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**BLACK AND
PUERTO RICAN
WEEKEND**



The CSEA-sponsored booth at the annual caucus of Association of Black and Puerto Rican Legislators weekend was a popular stopping point. CSEA Metropolitan Region Executive Vice President Barbara Moore, left, receives CSEA material and information from CSEA Executive Vice President Danny Donohue and CSEA Treasurer Mary E. Sullivan. CSEA activists and staff members helped out at the booth.

CSEA member's family specializes in Olympics



SPECIAL OLYMPICS ARE A WAY OF LIFE — Sofia Gianakouros and her family know what the Special Olympics can do for the children involved. "It's the best thing that ever happened to them," she said. Sofia, her husband, George, and their sons Steve and Dean are certified Special Olympic coaches. Son John is a Special Olympics athlete. The family's extensive involvement won them a commendation from the statewide Special Olympics organization. Sofia, a school lunch program supervisor at Link Elementary School in Clarkstown, is a member of CSEA Rockland County Local 844.



CSEA Employee Assistance Program Director James Murphy

CSEA staffer earns honor

ALBANY — CSEA Employee Assistance Program (EAP) Director James Murphy has been named a 1994 New York State Legislature Nurse of Distinction.

He is one of 394 nurses to receive the honor based on significant contributions to nursing.

CSEA pioneered EAP with the state in 1979 and has helped establish dozens of programs with local governments and school districts. Murphy is responsible for starting new programs and coordinating the union's involvement with established programs.

EAPs offer confidential counseling and referral to help individuals deal with personal problems, and starts with co-workers who train as worksite EAP coordinators.

"CSEA is proud of Jim Murphy's role in helping thousands of people," CSEA President Joe McDermott said.

"My nursing background is invaluable to my work in EAP," Murphy said. "I view my role like a public health nurse on the front lines recognizing the early signs of disease because very often the first symptoms are problems on the job."

Murphy credited the hundreds of volunteer EAP coordinators with the program's success.

"EAP coordinators demonstrate every day what caring is all about," he said.

Murphy is also a flight nurse with a rank of Major in the New York Air National Guard. He is a veteran of the Persian Gulf War, serving in one of the first units sent to Saudi Arabia within days of the invasion of Kuwait.

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

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

• **The deadline for submission of proposed amendments to CSEA's Constitution and By-Laws is July 5, 1994.**

• **The deadline for submissions of proposed resolutions is also July 5, 1994.**

Proposed amendments and proposed resolutions must be submitted on or before the deadline to:

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



CSEA Central Region President Jim Moore, right, receives his certificate from Harvard's Trade Union Program Co-Chair Professor Paul Weiler

Moore graduate from Harvard's prestigious Trade Union Program

CAMBRIDGE, MA — CSEA Central Region President Jim Moore represented the union at the 83-year-old Trade Union Program of Harvard University.

The 10-week international program draws students from Australia, Canada and other parts of the United States.

"It was a great program," Moore said. "I can't wait to put to use some of the many things I've learned."

Competition to attend the

program is high, and Moore's selection was a coup for CSEA.

"We're pleased CSEA will benefit from the education Jim received," CSEA President Joe McDermott said. "I'm proud we were so well represented."

The program's diversity gave Moore a fresh perspective on CSEA, too.

"I always suspected CSEA was ahead of the curve on unionism," he said. "Now I know for sure we are one of the the most forward thinking unions around."

Maryjane MacNair new Southern Region president; succeeds late Pat Mascioli

Region First Vice President Maryjane MacNair is the new CSEA Southern Region president. Under the union's constitution, MacNair automatically succeeded to the

presidency at the time the office became vacant due to the death of Region President Pat Mascioli (see page 5).

Second Vice President Cheryl Melton

replaced MacNair as first vice president, Third Vice President Jeff Howarth replaced Melton and the office of third vice president will be filled by appointment.

Snow's over — We hope!



IT NEVER STOPS — CSEA members from Tupper Lake in northern Franklin County to Smithtown on Long Island have been cleaning up storm after storm, well into the month of March. In the photo at left, Heavy Equipment Operator Richard Keneile of CSEA Franklin County Local 817 plows in Tupper Lake while Steve Signorelli, right photo, of CSEA Suffolk County Local 852 cleans a sidewalk on Main Street in Smithtown.

Security improved at Warren County DSS

GLENS FALLS — The Warren County Department of Social Services building is quiet, productive and secure, and it's thanks to labor-management cooperation.

"What we did was take over the building and then limit access for all social services clients," Warren County Social Service Commissioner Joseph Menaldino said.

Other county offices moved out, leaving the whole building to DSS. The reception area was moved and other entrances were closed to reduce access. Now social service workers escort clients to and from work areas.

"We used to have clients reading our time cards, running down the hallway, getting into arguments in the hallway or with the workers," one DSS worker said. "Now it's quiet and

we get much more work done."

"Now, if one person starts down the hallway unescorted, we have five or 10 people telling them to return to the reception area," CSEA Unit President Willie Monroe said.

County employees made all the structural changes and security improvements, CSEA Safety Committee representative Nelson "Bud" Edwards said.

CSEA legislation to prohibit weapons in public buildings is going to be introduced to the Warren County Board of Supervisors with Menaldino support. Many other CSEA suggestions to further improve security are being considered.

"We're working together for a common goal," Monroe said, "and we're learning that our concerns are not that different."

— Daniel X. Campbell



THE SIGN SAYS IT ALL — Examining the sign in the new Warren County Social Services reception area are, from left, CSEA Warren County Local 857 President Doug Persons, Warren County Unit President Willie Monroe, CSEA Safety and Health Specialist Wendy Hord and Warren County Unit Vice President Patricia Antinello.

NCMC parking is a nightmare

EAST MEADOW — CSEA is fighting to improve what's become a parking nightmare for employees at Nassau County Medical Center (NCMC).

The center lost more than 1,000 employee parking spaces when falling concrete made its only multi-level garage unsafe.

Because CSEA members are now forced to leave their cars more than a mile from the hospital in isolated parking lots, CSEA has filed an improper practice charge. The charges are based on the facility failing to provide free, on site parking, a benefit CSEA members have had for more than 10 years.

But that's not all. The shuttle buses that are supposed to leave every 15 minutes don't run on schedule, and that creates problems.

"There's no question that the present parking problem extends the work day of CSEA members," CSEA Labor Relations Specialist Claude Ferrara said.

"I'm adding an hour to my work day every day," NCMC nurse Mary Armstrong said. "The bus sits in the lot for at least 10 minutes, so each trip takes me anywhere from 45 minutes to an hour, and I

live 12 minutes from the hospital."

Losing the garage in the middle of one of Long Island's worst winters couldn't have been worse timing, said Sue Duffe, CSEA unit president.

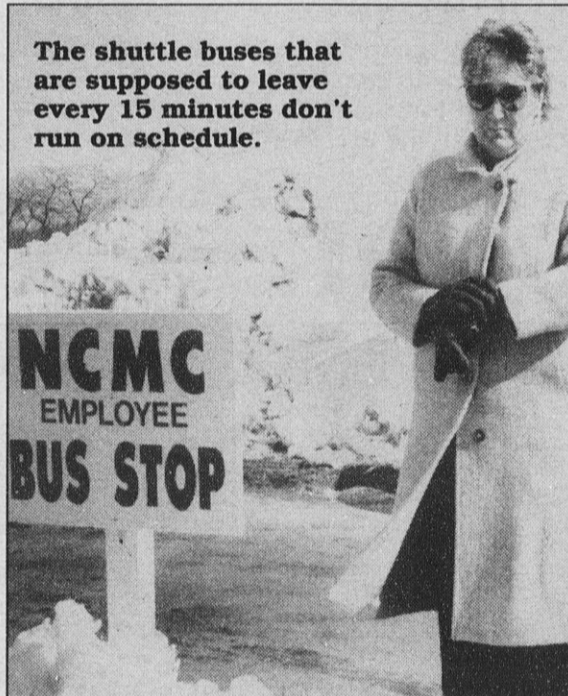
Hospital management asked union members not to park in residential streets. But tempers are wearing thin as weeks roll by and CSEA members suffer.

Safety is also an issue. "It's been lousy," said nurse Betty Sullivan, critical of plowing and sanding. Twice in one week the lot was "a sheet of ice," she said. "I had a two-block walk to get to the bus stop, and there was no sanding."

Because security ends in the make-shift parking area at 8 p.m., evening shift CSEA members must retrieve their cars and park again at NCMC after visiting hours.

"Since a private firm began managing NCMC's visitor's lot and charging parking fees, CSEA

The shuttle buses that are supposed to leave every 15 minutes don't run on schedule.



members who elect this option are financially penalized," Sue Duffe said.

CSEA believes every possible effort must be made to solve NCMC's parking dilemma, noting the presence of hundreds of unused parking spaces at a correctional facility adjacent to NCMC.

"This situation needs to be a high priority before employees face lateness disciplines or are injured," Duffe said.

More than 3,000 CSEA members who work at the County Medical Examiner's Office, Mental Health Department, Drug and Alcohol Addiction Services, Health Department, Sheriff's Department and hospital workers are affected.

— Lilly Gioia

Public employees answer winter's brutal challenge

MIDDLETOWN — The winter of 1993-94 will go down in our memories as one of the worst ever, and public employees have responded as they always do — dependably and competently.

Diane Hewitt, a member of CSEA Local 415 and a staff member of Middletown Psychiatric Center's Centralized Scheduling Office, said this winter has been more hectic than most.

Hewitt's office, which operates around the clock, normally arranges coverage for each shift. During severe winter storms, the staff must be assigned two or even three shifts in advance. The office becomes the hospital's nerve center, keeping track of those employees who can't make it in because of the storm and calling available staff to fill in.

Snow removal has been a major headache for all facilities and Middletown's staff has met the challenge. The facility's newsletter, the *Hilltop Herald*, has recognized employees who move their cars so snow can be plowed from parking lots, therapy aides who helped shovel walks and Grounds Department crews who have worked double shifts.

As of the end of January, the facility went through nearly 150 tons of rock salt and 225 tons of road sand, Motor Equipment Maintenance Supervisor Steve Miller said. Just keeping the vehicles on the road under these conditions is a challenge, and repairs and maintenance are a continuous concern, Mechanic Ron Churchill said.

CSEA wins case for assessment assistants in Babylon



CSEA Town of Babylon Unit President Cathy Green leaves Town Hall to work on assessments — something she hopes to do a lot more often.

BABYLON — Tax assessment assistants in the Town of Babylon used to spend most of their time assessing property, but things have changed.

Since tax grievances became the rage, three assessment assistants spend 90 percent of their time in the office preparing paperwork for tax grievance hearings.

CSEA Town of Babylon Unit President Cathy Green said assessment assistants used to spend most of their time in the field.

"Now it's the other way around with 10 percent of our time in the field and 90 percent in the office," Green said.

"We aren't doing assessments. We spend the entire day, or the large portion of it, behind a desk doing small claims paperwork."

CSEA Labor Relations Specialist Pat Curtin filed a grievance for the members and won the case in arbitration.

"The arbitrator ruled that the town had to resolve this situation within 60 days by either paying us time-and-a-half when we do the small claims paperwork, or by letting us get back to doing the work we were hired to do — assessments," said Green, an assessment assistant. The town is now paying the assistants time and a half for the paperwork.

"The real solution is to hire someone full time to do that work exclusively," Green said. The assessment assistants sitting at their desks costs the town revenue," she said.

"While we sit here doing clerical work, no one is doing the assessments which bring in money for the town," Green said. "It doesn't make any sense. The town is really dragging their feet on this."

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

— Sheryl C. Jenks



CSEA statewide Secretary Mary Sullivan

CSEA calls for more local aid

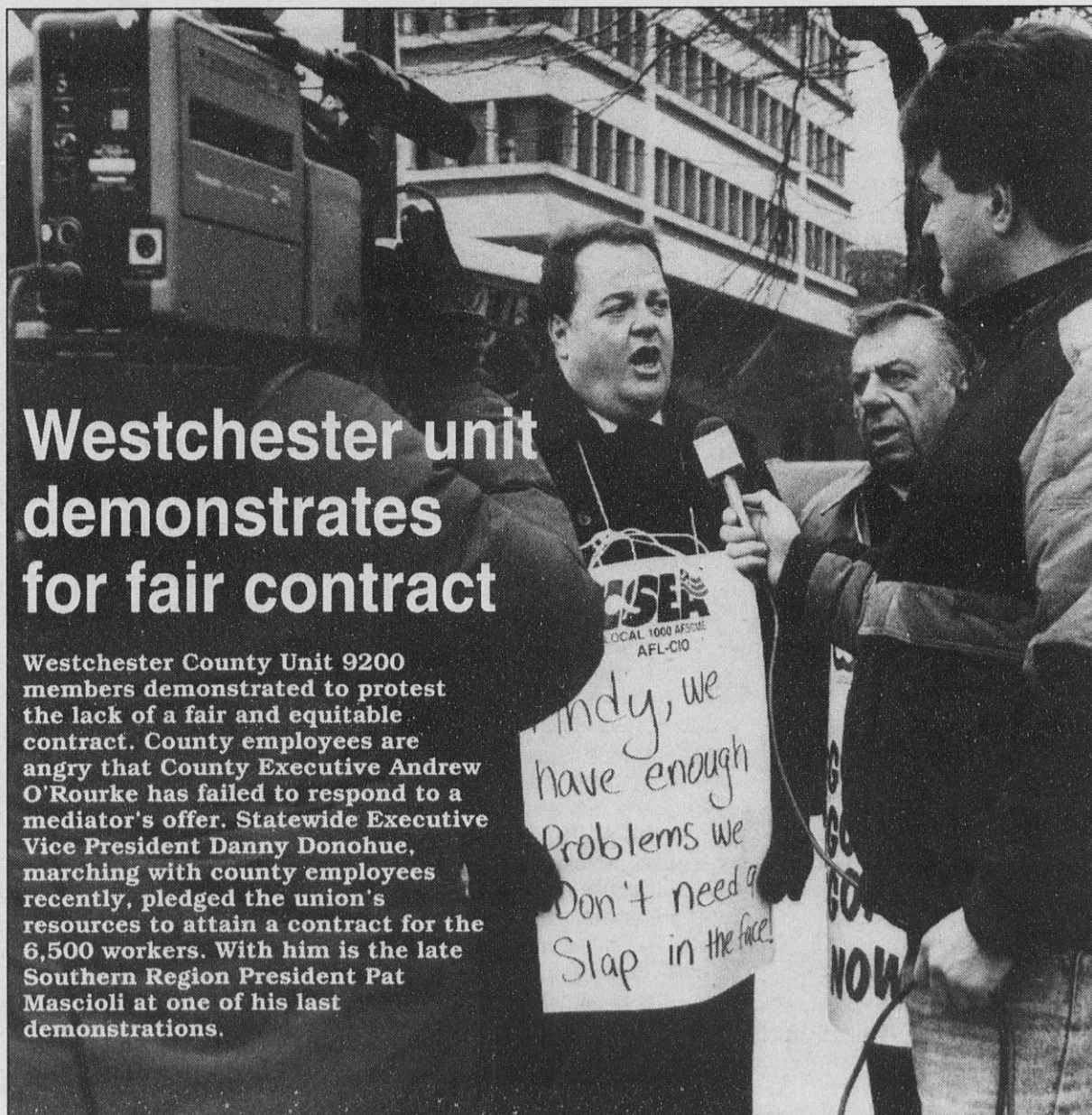
ALBANY — CSEA joined with the mayors of some of New York's largest cities to call for an increase in state revenue sharing to New York's cities.

In a press conference with the Fiscal Policy Institute and the Conference of Mayors, CSEA statewide Treasurer Mary Sullivan said the cities, along with towns and villages, have suffered drastic cuts in revenue sharing that have decimated services.

"Local governments have been devastated by revenue sharing cuts," she said. "It's time to return to local governments the money that belongs to them."

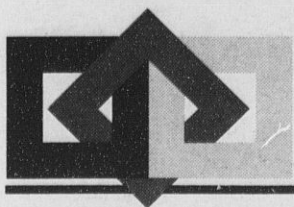
The mayors' group and the Fiscal Policy Institute have held press conferences across the state and lobbied state lawmakers to restore revenue sharing.

The aid was originally intended to allow localities a share of the state's wider tax base, rather than depending on regressive property taxes. In recent years, though, the state has steadily cut back revenue sharing, and localities have been forced to cut services and raise taxes.



Westchester unit demonstrates for fair contract

Westchester County Unit 9200 members demonstrated to protest the lack of a fair and equitable contract. County employees are angry that County Executive Andrew O'Rourke has failed to respond to a mediator's offer. Statewide Executive Vice President Danny Donohue, marching with county employees recently, pledged the union's resources to attain a contract for the 6,500 workers. With him is the late Southern Region President Pat Mascioli at one of his last demonstrations.



CSEA fights for new members

COLONIE — Linda Mancuso is having a baptism by fire into unionism.

Within days of New York's Public Employment Relations Board (PERB) recognizing the CSEA special education teachers aides unit in the North Colonie School District she found herself

fighting for her members' jobs.

In a sophisticated effort to bust the new union, the school board wanted to fire 28 of her 38 members and replace them with 30 Russell Sage College graduate student interns.

The feisty group of aides attended three school budget

Board tries to bust new unit in North Colonie

sessions and made an impact. The initial unanimous vote of support for Russell Sage shifted to CSEA's favor with a 4-3 vote with two abstentions.

However, five votes were needed to save the employees' jobs.

CSEA hasn't given up the fight,

however.

"We have several charges going to PERB on the actions of the district against the special ed teachers aides," Mancuso said, "and we are confident that PERB will rule in our favor."

— Daniel X. Campbell

Pius XII Youth and Family Center affiliates with CSEA

RHINECLIFF — More than 100 private sector employees of the Pius XII Youth and Family Center have voted by a 2-to-1 margin to affiliate with CSEA.

The organizing campaign has been in the works since last October, CSEA Organizer Art Fleischner said.

Workers felt that the clout of a union would help them attain an improvement in working conditions, he said.

Pius XII clients are troubled youngsters, and many are teenagers who have been in trouble with the law, Fleischner pointed out.

"There's been a lot of staff burnout and turnover," he said. "They've had some good benefits, but they don't earn

what New York state Division for Youth workers earn."

Rhinecliff School District employees who work with the Pius XII youngsters joined CSEA in 1990.

The CSEA school district members were instrumental in organizing the new Pius XII unit, Fleischner said. The new unit includes child care workers, nurses, secretaries, dietary workers, social workers, maintenance employees, counselors, youth workers and a dentist.

The new members will elect officers and appoint a negotiating team to begin negotiating a contract for the workers, Fleischner said.

— Anita Manley

Union files IP over snow days

WILLSBORO — The ink was barely dry on the first contract between the Willsboro School District and the new CSEA non-instructional bargaining unit when the union filed its first improper practice (IP) charge against the district.

The IP involves the long-established practice of providing three snow days a year for district employees. Although CSEA tried to put the days into the new contract, the school board president and chief negotiator refused.

"That doesn't mean the district can forget about them," CSEA Collective Bargaining Specialist Charlie Scott said. "It's still a past practice."

The district then deducted three days from workers' accruals for the snow days.

Unit President Dorena Sayward said she thinks the situation has risen out of the board president's bitterness toward the workers for joining CSEA.

"I've worked here since 1979. We were always paid if school was called off," Sayward said. "Now they want to take that away from us. He's trying to pay us back for starting a union."

— Daniel X. Campbell



WORKERS PROTEST LACK OF CONTRACT — CSEA Yonkers School District Unit President Mae Tyropolis, right, and Westchester Local President Carmine DiBattista, center, speak to a reporter as Yonkers School District employees demonstrated to protest the lack of a contract for more than 1,000 non-teaching school district employees. Workers have been without a contract since July 1, 1992. The negotiations have gone to mediation, and employees hope that the PERB assigned mediator can resolve the stalemate.

Corrections officer nabs bank robber



NASSAU COUNTY — Thomas Gull began a recent day with a motorcycle ride, but ended it by identifying a robber in a police line-up.

Gull, a Nassau County corrections officer, and his nine-year-old son were stopped at a light when they saw a man in a ski mask run from a bank.

"My son said 'Dad, why is that man running with a ski mask on?' I pulled over and watched him get into a car and drive down the block. I was off duty," Gull said. "I didn't have my weapon and my son was with me so I just wanted to get the plate number."

Gull yelled to passers-by he believed he was following a bank robber and told them to call 911.

When he noticed a police patrol car parked in front of a uniform store, he ran in and gave the

officers the car's make, model, color and plate.

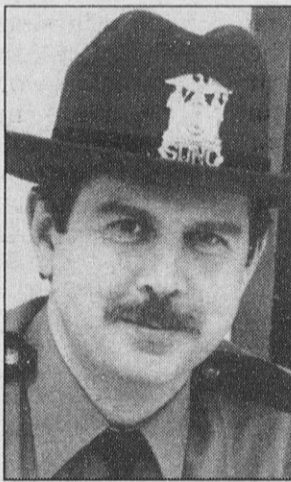
Police finally arrested the man after he sideswiped a patrol car. They found a gun and \$8,000 in his car.

When Gull identified the man in a police line-up, he helped nab a repeat criminal. Police records showed the man had robbed the same bank twice before.

Next month CSEA will honor Gull and two other CSEA

members who dug out a woman and her son partially buried by bricks (see adjacent story).

"These people are outstanding individuals who have done extraordinary things. We want to let them know we are proud they are CSEA members," Long Island Region President Nick LaMorte said.



CSEA member
Thomas Gull

— Sheryl C. Jenks

CSEA member rescues child from 6th floor fire

MT. VERNON — A radio call reporting a fire turned CSEA member Ronnie Sherman into a hero.

A Mt. Vernon Housing Authority police officer, Sherman answered the call and climbed six flights of stairs to locate the fire.

"I opened the door to the sixth floor and all I could see was smoke," he said.

"I could see the fire in the apartment, and I saw a child. He was only about two years old and had a tracheotomy. He has cerebral palsy also. I grabbed him and brought him to a second floor apartment and passed him to a

neighbor to watch him."

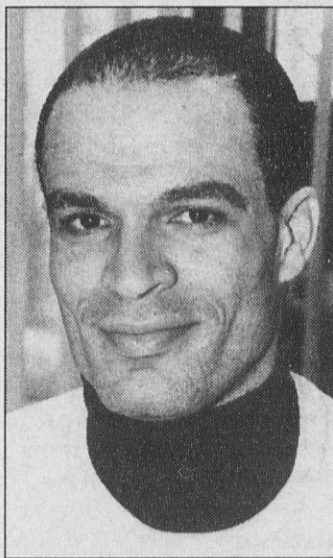
Sherman ran back upstairs to look for more people, but the parents had made it out of the building with the other children.

They thought their 12-year-old daughter had carried out the child, Sherman said.

The daughter was burned trying to rescue her brother and was treated at Westchester Medical Center. Others in the family were treated for smoke inhalation.

Sherman, a member of Westchester County Local 860, has been a Housing Authority officer for four years.

— Anita Manley



CSEA member
Ronnie Sherman

Workers pull mother, son from collapsed building

BELLMORE — CSEA members Stanley Lombardo and Jim Enos say they haven't slept well for a month. The two, heroes in the eyes of many, have suffered recurring nightmares of a brick wall falling on a young man and his mother.

Last month, the two men, members of CSEA Town of Hempstead Local 880, and co-worker James Carman, were collecting refuse in Bellmore when they saw an 18-by-49-foot brick facade crash down, crushing a young man and his mother as they walked



CSEA member
Stanley Lombardo

beside it.

Enos "laid on the horn" while Lombardo and Carman screamed out but it was too late. In a matter of seconds the 19-year-old boy was totally covered and his mother was buried up to her chest.

The men bolted from the truck and with no thought of protecting themselves from the aftermath spray of bricks or to handling the blood with no gloves, they dug furiously to free the two victims.

Enos freed the mother, who regained consciousness, while Lombardo scrambled to save her son.

"She spoke calmly to the boy even though he was unconscious, telling him she was there and he would be all right," Enos said.

Lombardo, the father of three, said he knew the boy was in serious condition.

"There was a lot of blood coming from his mouth and ear, and after we uncovered him, we started taking off our clothing to put over him," Lombardo said.

When the first ambulance arrived on the scene it parked relatively far away because the debris of bricks made it difficult to get close.

"I was yelling we needed oxygen. FAST!" Lombardo said. "The boy was gurgling and then he stopped breathing. I reached into his mouth, cleared the blood

and put the oxygen tube down his throat. He started to breathe again."

Meanwhile, Enos jumped into the ambulance and maneuvered it closer to the scene.

Through the ordeal, the men never left the boy's side.

"I held the oxygen tube in place. We had to cut off the boys pants," Lombardo said. "I just couldn't believe what was happening."

Once the boy and his mother were sent to the hospital, the gravity of the situation set in.

"We were covered in blood," Lombardo said. "I could never wear those clothes again. Even my workboots were covered. I threw them out."

Carman doesn't talk about the incident.

The mother recovered from her injuries, but her son died after four days.

"The family is really

grateful for everything we did," Lombardo said, "but we feel so bad it wasn't enough."

"We both keep saying how it

seemed like it happened in slow motion," said Enos, the father of two. "I felt like I should have had time to jump from the truck and tackle them, you know, throw them out of the way before the wall crushed them. But there really wasn't time."

"They were coming back from the jewelry store," he said. "The kid bought earrings for his girlfriend. I found them under the bricks and gave them to his mother."

"Ten seconds later and it could have been us," he said.

CSEA will honor the men at a "CSEA Honors Its Heroes" award ceremony next month.

"These men are heroes in every sense of the word and they deserve our admiration and respect for their selfless actions," Long Island Region President Nick LaMorte.



CSEA member
Jim Enos

— Sheryl C. Jenks

AFSCME offering 10 new scholarships for Presidential Classroom For Young Americans

Ten children of AFSCME members will be chosen to receive an all-expense paid trip to Washington, D.C., in June to attend a unique educational opportunity: A Presidential Classroom For Young Americans.

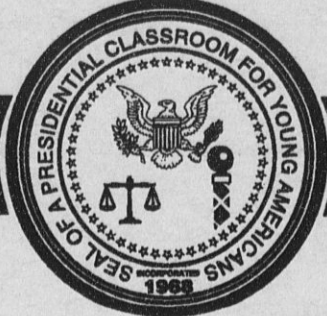
Since 1968, Presidential Classroom, a nonpartisan, nonprofit education organization, has introduced more than 63,000 high school students to the inner workings of the nation's political system.

Thanks to AFSCME's involvement with the program, Presidential Classroom will expand its agenda to include the importance of labor's role in national leadership.

The AFSCME Presidential Classroom Scholarship will

25th Anniversary

make it possible for eligible high school students to attend Presidential Classroom's summer session in Washington, D.C., June 11 to 18.



Excellence in Civic Education

To qualify for one of the 10 AFSCME scholarships, students must:

- 1) be a current high school sophomore,

junior or senior.

- 2) have a GPA of at least 3.0 and be able to document it;
- 3) be involved with school or community activities;
- 4) be the child of a current AFSCME member.

Applications must be received by AFSCME no later than May 1.

The 10 winners will be selected by lottery from the qualified applicants. Drawings and announcements will be made by AFSCME's Scholarship Committee no later than May 15.

For more information concerning the AFSCME Presidential Classroom Scholarship, call the AFSCME PEOPLE Department at 202-429-1021.

**Applications must be received by AFSCME no later than May 1.
Call 202-429-1021 for information**

Flaumenbaum scholarships application deadline April 15

April 15 is the deadline for filing applications for the Irving Flaumenbaum Memorial Scholarships.

The scholarships are awarded to graduating high school seniors whose parents or legal guardians are CSEA members.

The awards consist of three one-time \$500 scholarships in each of CSEA's six regions, for a total of 18 scholarships. Scholarship applications are available at CSEA region offices across the state.

Students who apply for the Flaumenbaum scholarships are

also automatically eligible for the Jardine Group Services Corporation and Travelers

Insurance Company Scholarships. The Jardine Group Services Corporation and Travelers Insurance Company Scholarships will provide two awards of \$2,500 each.

Winners will be selected in May and announced in June.

For additional information, contact your local or unit president or your CSEA region office.

Applications now available for AFSCME's Clark Scholarships

The Jerry Clark Memorial Scholarship Program is an ongoing program available to children of active AFSCME members. One \$10,000 scholarship is awarded annually to a student who is a college junior or senior political science major.

The chosen student will also have the opportunity to intern at AFSCME International headquarters in the Political Action department during the summer between the junior and senior year or for one semester during junior or senior year of study.

The scholarship winner will be selected by lottery from all applicants who meet the minimum eligibility requirements. Once awarded, the scholarship will be renewed for the senior year of study, provided the student remains enrolled full-time as a political science major.

Any student in his/her sophomore year of study who is enrolled in a full-time four-year degree program in any accredited college or university,

and is a daughter or son of an active AFSCME member and who meets the following requirements is eligible to apply for the scholarship. The minimum qualifications are:

- a. The student must have a grade point average of 3.0 or above; and
- b. The student must be a political science major.

To apply, obtain and complete an application, provide an official copy of your transcripts for your freshman and sophomore years and proof of your political science major; have your parent complete the AFSCME Parent's section of the application; attach proof of parent's AFSCME membership such as a copy of the membership card; make sure your complete application, with all supporting documents, is postmarked no later than July 1 to:

**Jerry Clark Memorial Scholarship Program
AFSCME, AFL-CIO
Attn: Education Department
1625 L Street, N.W.
Washington, DC 20036**



AFL-CIO to award scholarship

The New York State AFL-CIO will award a four-year scholarship to a 1994 graduating high school senior who intends to pursue a career in labor relations or a related field. The scholarship will be for \$2,000 a year for four consecutive years for a total of \$8,000.

To be eligible, the applicant must meet the following criteria:

- A 1994 high school graduate;
- A parent or guardian who is a member of a union affiliated with the New York State AFL-CIO; and
- Planning to pursue a course of study in labor relations or a related field at an accredited institution of higher education in New York state.

The applicant must submit a completed application form by May 17 to:

**New York State AFL-CIO Scholarship Committee
c/o Dr. Lois Gray
Cornell University, ILR School
16 East 34th Street, 4th Floor
New York, NY 10016**

accompanied by:

- A letter of recommendation by a teacher/counselor from the applicant's school;
- An official transcript and SAT scores and
- An essay of 400-500 words on the topic: "Explain why a large and growing US trade union movement is good for the U.S. economy and for democracy in this country."

Finalists will be selected and interviewed. The winner will be selected and all finalists notified of the decision in June.

The winner will be formally announced at the New York State AFL-CIO Labor Recognition Dinner and is expected to be in attendance.

How Can CSEA Help Me?

A Reference Guide To CSEA Member Services & Benefits

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

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

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

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

If you don't know the extension number,

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



Statewide Headquarters
143 Washington Avenue
Albany, NY 12110

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

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

Grievances & Discipline

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

Insurance

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

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

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

Health Insurance

For answers to your specific questions about:

Blue Cross Claims: 1-800-342-9815 or (518) 367-0009
Metropolitan Claims1-800-942-4640
Participating Providers1-800-942-4640
Hospital admission approval/ surgical review:
Empire Plan Health Call1-800-992-1213
Metal Health & Substance
Abuse Hotline1-800- 446-3995

Education & Training

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

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

Civil Service Exam Help

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

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

Safety Concerns

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

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

Retirement

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

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

AFSCME Advantage Mastercard

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

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

AFSCME Advantage Legal Services

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

AFSCME Magic Kingdom Club

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

Contact the AFSCME Research Dept., 1625 L St.

AFSCME Advantage Mortgage Program

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

AFSCME Advantage Career & Academic Planning

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

The Buyer's Edge

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

Clip and save this page for future reference.

REGION OFFICES

LONG ISLAND REGION I OFFICE
Hauppauge Atrium Building, 300 Vanderbilt Motor Pkwy., Hauppauge, NY 11788.
(516) 273-2280 & 435-0962.

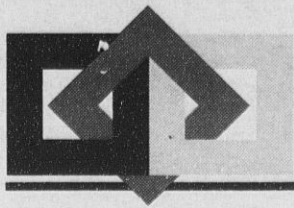
METROPOLITAN REGION II OFFICE
40 Fulton Street, 22nd Floor, New York, NY 10038-1850. (212) 406-2156.

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

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

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

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



AFSCME delegates election ballots mailed

Ballots were mailed March 29 for the CSEA election of delegates to the 1994 AFSCME Convention scheduled from June 26 to July 1 in San Diego, Calif.

The deadline for receipt of ballots is 8 a.m. April 19.

CSEA will send 225 delegates to the AFSCME Convention. Delegates will be elected on a region basis, with each CSEA region electing a specific number of delegates based on membership strength. The CSEA president, executive vice president, secretary and treasurer are designated as voting delegates by virtue of their office.

The candidates are listed below and on page 19 by region and slate or as individual candidates as they appear on the ballot.

Ballots must be marked in accordance with instructions that accompanied the ballot. Ballots returned later than the 8 a.m. April 19 deadline will not be counted.

Ballots may be cast for individual candidates, an entire slate of candidates or combinations of both. A member's total votes cast cannot exceed the number of delegates assigned for that particular region. Voting for more than the allowed number of delegates will void the entire ballot. Members may, however, vote

for fewer than the region's designated delegates total. No write-ins will be allowed.

Completed ballots should be placed inside the "secret ballot envelope" provided and sealed. The "secret ballot envelope" should be placed in the enclosed self-addressed, postage-paid return envelope. Members should also be sure to sign the Member Validation Certificate and enclose it in the postage-paid return envelope according to the instructions. Failure to sign your name on the validation certificate will void the ballot.

Members who do not receive an official ballot may request a replacement ballot by calling Jill Cannett at Interactive Computerized Elections (I.C.E.) at (516) 753-0400, collect, on April 11.

Candidates will, as usual, have an opportunity to observe all aspects of the election process.

Ballots will be counted on April 19 at:
Interactive Computerized Elections
71 Executive Blvd.
Farmingdale, NY

LONG ISLAND REGION 1

Long Island Region I Slate - (42 candidates)

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

Independent Candidates - (2 candidates)

Meg Shutka
Ray Santora

United Activist Slate - (16 candidates)

Bobbie Eisgrau	June Nowak	Michelle D'Alessio
Ronald Gurrieri	Vincent Planz	Martin Edie
Barbara Klebler	Grace Roy	Tony D'Alto
Joan Kleila	Joe Schickler	Sal Gemelli
Harold Langva	Marie Ardell	
Doug Norman	Alfredo Carlo	

Independent Candidates - (5 candidates)

Betty Pavlica
Lee Reynolds
Annette Hunt
Joe Campione
Linda Green

The Human Rights Advocates Slate - (37 candidates)

Michael Timmons	Evelyn Dantzer	Sonia C. Rankin
Mary Mitchell	Garrett Walker Jr.	Rene Menendez
Karen L. Mills	Carol Simpson	Reginald W. Wallace
Claudia Frost	Carol Schaeffer	Dora L. Wilson
Jan Nilsen	Robert Cauldwell	Peter Marriott
Glen T. Olsen	Frank Dolinski	James G. Wall
Sheila B. Harrel	Rochelle Davidson	John Colombo
Linda Hawkins	Manuel Mangual	Jeffrey J. Fritz
Yvonne Blount	Elaine Kennedy	Ernestine Shelton
Camille McNally	Carolyn Butler	Sara Mableton
Nelida Velez	Milton Cullum	Nat Garcia Jr.
Juanita McKinnies	Evelyn Boykin	
Veronica Colander	Sue Swenson	

Independent Candidates - (4 candidates)

George Walsh
Dennis J. Burger
James P. Kelly
Irene McKeever

METROPOLITAN REGION 2

Leadership Slate - (17 candidates)

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

Spirited Leadership Slate - (3 candidates)

Denise Berkley
Peggy Eason
Rajeeyah Muwwakil

SAMPLE

New Leadership Movement, Out With The Old In With The New Fighting For Change To Get Things Done Slate - (16 candidates)

Willie Terry	Eduardo Diaz	Zaheerah lo-deen
Leonita Wilson	Samuel Koruma	Joan J. Brightharp
Mohamed Hussain	Asturia Torres	Rudy Jackson
Walter C. Nash	Denise Hamilton	Oreen Baker
John (Bunny) Jackson	Cathy Ward	
Sakinah Rahmaan	Alex Barnes	

New Leadership Movement Slate - (2 candidates)

Teresa Toliver
Robert Walker

See page 19 for listing of candidates from Regions 4, 5 and 6

SOUTHERN REGION 3

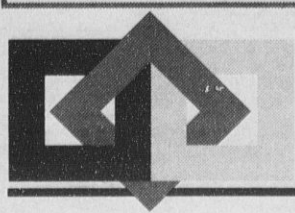
"94" AFSCME Region III Unity Slate - (40 candidates)

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

Independent Candidates - (7 candidates)

Anthony Blasie
Dorothea Thompson
Patricia A. Nealon
Grace Ortiz
Mike Moravsky
Chris McLaurin
Jack Shaw

SAMPLE



Election News

Members electing 225 delegates to AFSCME convention; deadline is April 19

See page 18 for listing of candidates from Regions 1, 2 and 3

CAPITAL REGION 4

"Members 4 U Slate" - (42 candidates)

Joan Tobin	Keith Prior	Nunzio (Nick) Russo
Carmen Bagnoli	Herb Adamson	Jack Kane
Barbara A. Stack	Robert Plunkett	Liz Habiniak
Rose DeSorbo	Shirley Ponkos	Rebecca Lawson
William McMahon	John Gully	Dorothy Dutton
Gail Hansen	Ralph McCann	Cathy Vallee
Tim Gerard	Barbara Charles Moloney	Robert Calhoun
Georgianna Natale	Bill Sohl	Mike Rea
Michael Febraio Jr.	Jack Miller	Patricia Plunkett
Charlie Staats	Angela Fiore	Linda Swietlicki
Daniel Vallee	Ray LaRose	Dave Veshia
Susan Matan	Ruth Madigan	Richard Canniff
Diane Spinelli	Karen E. Jazvinski	Robert Simoni
Corinne B. Daly	Tommy Doin	Cindy Egan DerGurahian

United Slate - (42 candidates)

A. June Robak	Betty Lennon	Gary R. China
Lou Altieri	Carol Harvin	Maggie McCafferty
Judy Remington	Richard Plumadore	Penny J. McBride
Susan Crawford	Marguerite Stanley	Maria Mesiti
Ron Daniels	Fran Kennedy	Netha DeGross
Jeanne Kelso	Joe Howard	Edward A. Heffernan
Anna J. Della Rocca	Jacqueline Vanderhoof	Hal Gray
Jack Rohl	Virginia Thomas	Louise McGlauffin
Del Perrier	Mary Costello	Linda Hillje
Lester Cole, Jr.	Thomas F. Moylan	Marianne Herkenham
W. John Francisco	Douglas Persons	Timothy E. Drew
John C. O'Keefe	Helen Fishedick	Marge Flynn
Carol Strokes	Cheryl Abbott	Robert Bellardini
Richard L. Sheffer	Ellen Faust-Krzykowski	Rick Weeks

CENTRAL REGION 5

Leadership Slate - (41 candidates)

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

Independent Candidates - (5)

David Berry
Joseph J. Alcaro
Tina Ferrante
Berton Porter
Richard L. Rogala

WESTERN REGION 6

The Region VI Slate - (39 candidates)

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

Erie Slate - (4 candidates)

Marica E. Olszewski	Joan Bender
Sylvia Thomas	Dean Adams

Independent Candidates - (3 candidates)

Sylvia L. Mayberry
Terry J. Pusch
Russell H. Nephew Jr.

Western Region VI CSEA/AFSCME Slate - (36 candidates)

Mark P. Heron	Julia MacMurray	Jeanette Newman
Shirley T. Heron	William Ferro	Ruby Coley
Stephen J. Szymura	Pat Burch	Philip A. Schultz
David Spacone	Ralph W. Hesson	Denise Geier
Russell Bettis	Mary Ann Farr	Robert Nugent
Samuel A. Notaro	Iris Kliszak	Ruth Casacci
Stephen Caruana	Gail Sharp-Zawadzki	Rose Meyers
John P. Eiss	Sara Forgione	Albert L. Graham
Mary Szuba	Judy L. DiPaola	Kevin Kumor
Ann Marie Hawes	Nick Cintorino	Diane Stainbrook
Lucille Tulowicki	Robert Anderson	Steven E. Blake
Maggie McNeela	Camille Lewandowski	David Stoetzel

Nominating period ends for CSEA statewide offices; ballots go out May 16

April 1 was the deadline for CSEA members interested in becoming candidates for CSEA statewide offices to file the required number of valid signatures on official nominating petition forms. The petitioning period began March 1.

The offices of CSEA statewide president, executive vice president, secretary and treasurer are up for election this year. Statewide officers will be elected by secret mail ballots to three-year terms beginning July 1, 1994.

The names of candidates for the four statewide offices will be published in the May edition of *The Public Sector*. Candidates will have the opportunity to submit photos and campaign statements for publication in the same edition.

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



Millions of American workers can't afford health care. Now that's an emergency.

PUT YOUR STAMP ON NATIONAL HEALTH CARE

All of us have a stake in national health care reform. That's why CSEA, along with AFSCME, is undertaking a massive grassroots campaign to generate tens of thousands of hand-written letters to our U.S. senators and House representatives

You must tell your representatives in Congress that America needs specific, comprehensive national health care reform. It is a battle pitting your letters against the millions of special-interest dollars being spent by insurance companies and pharmaceutical corporations to maintain the status quo. We intend to prove the pen and the will of the people are mightier than dollars and corporate greed.

Over the next few weeks you probably will be approached by a fellow CSEA member and asked to join in this campaign

Hundreds of CSEA volunteer activists are fanning out across the state, attempting to personally contact as many CSEA members as possible. Your cooperation and participation will cost you nothing except a few minutes of your time, yet it could determine whether you and your family has health care coverage in the future and how much it will cost.

When you are approached by a CSEA activist

You will be asked to hand-write brief letters to your representatives in Congress. CSEA will supply the writing paper, sample letters for your guidance and the envelopes. After you write the letters and address the envelopes, the union activist will collect them from you. CSEA will stamp and mail the letters for you. It's as simple as that. You have done your part to change

the course of America's future.

In your letters you will be asking your Congressional representatives to only support a national health care plan that contains:

1. Universal Coverage. CSEA supports quality health care for **all** Americans.

2. Equitable Treatment Between Public and Private Sectors. CSEA believes employer caps on health care premium costs should apply equally to the public and private sectors.

3. Fair Financing for New York State. Any reform must include adequate funding for New York State.

4. No Taxing of Negotiated Health Care Benefits. CSEA opposes the taxation of negotiated health care benefits. We also oppose eliminating pre-tax dollars for health care benefits now offered in many municipalities. Our health care packages were secured through years of contract negotiations.

5. Employee Protection Language. CSEA wants health care reform that protects public employees from displacement and provides adequate retraining funds.

6. Comprehensive Coverage. CSEA supports a health care plan that offers comprehensive benefits, including preventative, acute and long-term care and a choice of providers.

IF YOU WANT TO HELP IN THIS CAMPAIGN OR NEED MORE INFORMATION, CALL CSEA LEGISLATIVE AND POLITICAL ACTION DEPARTMENT 1-800-342-4146 EXT. 404