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CSEA
Local 1000, AFSCME, AFL-CIO

Sector

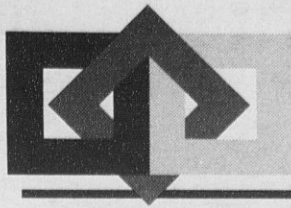
THE PUBLIC

Vol. 18 No. 8 AUGUST 1995

Federal budget cuts will hit public hospitals hard

— see pages 10-11

CSEA member Marilyn Goodrich, an emergency room pediatrics nurse at Nassau County Medical Center. Pending federal funding cuts would inflict an emergency on public hospitals throughout the state.



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CSEA members and their families save money on CSEA Day at the State Fair!

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You can keep up with everything going on with your union by calling

THE CSEA CURRENT ISSUES UPDATE

All you need is a touch-tone telephone to find out the latest information on items of interest to members.

Simply call (toll free) 1-800-342-4146

using a touch-tone telephone, then press 15

Show your pride by participating in Labor Day parades, activities

CSEA members and their families are encouraged to participate in Labor Day events, including parades, in your area.

Preparations are in the works for CSEA's participation in traditional Labor Day parades, including the New York City parade up Fifth Avenue.

The New York City parade is scheduled for Monday morning, Sept. 4. Interested CSEA members should call the CSEA Metropolitan Region office at (212) 406-2156 for information on the starting time and location for the CSEA contingent.

In years past, CSEA members have also participated in other parades around the state, including Albany, Utica, Rochester, Buffalo and Chautauqua County. Members should check with CSEA region offices for information on Labor Day parades and activities in your area.

CSEA Labor Day weekend at the Buffalo Zoo

CSEA is sponsoring a CSEA Labor Day Weekend at the Zoo for members at the Buffalo Zoo Sept. 2 to Sept. 4.

CSEA members and their families will receive 20 percent off their admission to the Buffalo Zoo over the Labor Day weekend by showing their CSEA membership card.

For more information, contact the CSEA Western Region office at (716) 886-0391.

Nominations being accepted for Irene Carr Leadership Award

Nominations are being accepted for the 1995 Irene Carr Leadership Award.

The award will be presented at the Annual CSEA Women's Conference on Nov. 17 in Rochester.

Nominees must be current or former CSEA members or staff of either gender. Nominations must be made on the official nomination form.

The official forms are available from local and unit presidents, CSEA region offices, or the CSEA statewide Women's Committee at CSEA Headquarters by calling 1-800-342-4146, ext. 306.

Nominations are due at CSEA

Headquarters Sept. 8.

Nominees will be evaluated on the basis of the following criteria:

- demonstrated commitment to the concerns of women within the labor movement.
- leadership ability
- dedication to the advancement of CSEA sisters and brothers within the labor movement
- past or present union position/committee membership
- other reasons such as: outstanding achievements, community service related to women or any other special qualities that do not fit into the above criteria.

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Comptroller sues over pension raid

ALBANY — State Comptroller H. Carl McCall has gone to court to protect the fund designed to supplement public employee pensions.

CSEA Retiree Executive Committee Chair Charles Peritore is one of several public employee retirees who joined McCall in the lawsuit.

"The state has been trying to get their hands on this money for months," McCall said. "But it's not their money. It belongs

to the retirees, and I'm going to get it back for them."

The money in question is a special fund created specifically for pension supplementation.

In budget negotiations, Gov. Pataki and the Legislature decided to supplement the pensions of public employee retirees who retired before 1989; however, the pension supplementation fund would be used to pay \$230 million in pension costs that the state and

local governments owed from previous years. Another \$110 million is to be loaned to the general fund to balance the budget.

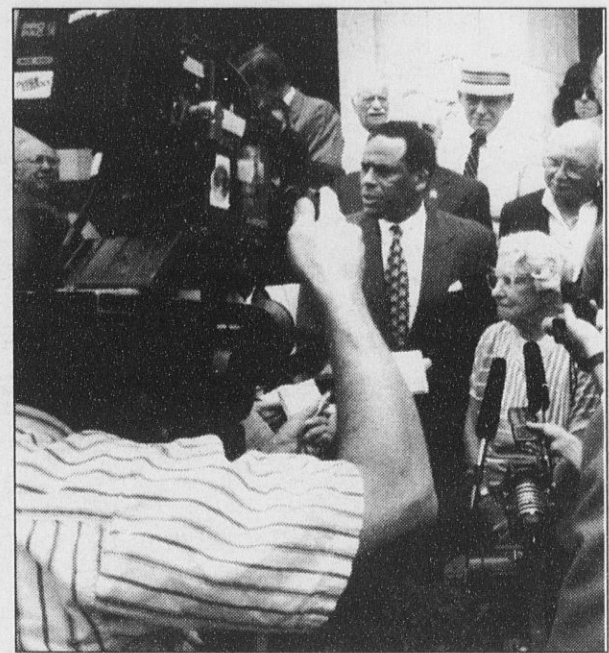
McCall condemned the move and went to court to stop it.

"The pension fund is not a slush fund to be used for budget balance," he said. "And I won't let the fund be used for any purpose other than to provide benefits for the retirees and the members of the retirement system."

The legislation okaying the use of the fund also includes a provision that delays supplementation for up to a year if a lawsuit challenging the law is successful.

"In other words, the state is raiding the pensions of retirees again, and then punishing them if anyone successfully fights off that raid," CSEA President Danny Donohue said. "Carl McCall is doing his job as the sole trustee of the pension fund, and he's doing a great job!"

McCall's lawsuit also asks

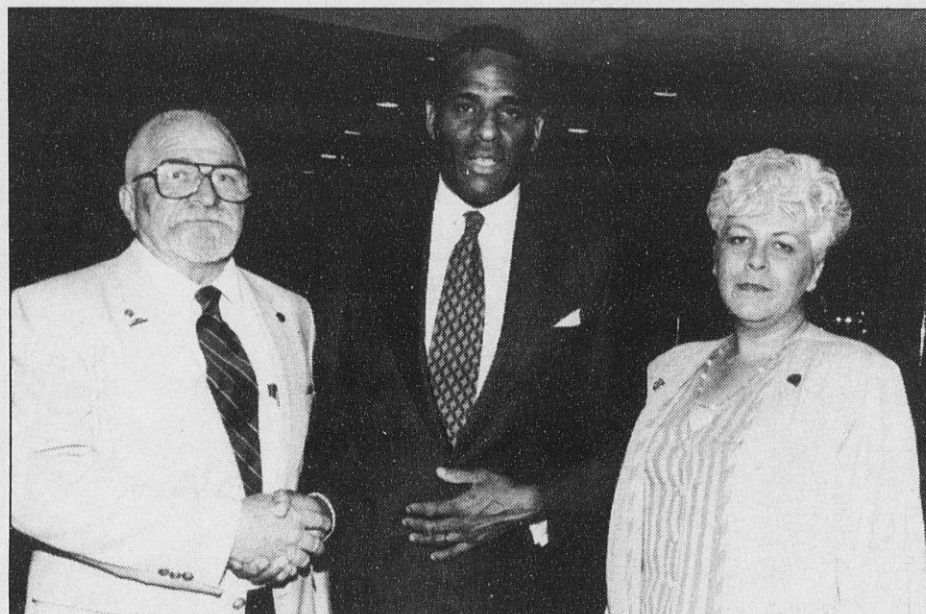


State Comptroller Carl McCall announces his lawsuit against the Governor for raiding the pension supplementation fund.

that the delay in the pension supplementation be eliminated by the courts so that retirees get their supplementation in the fall, no matter what the status of the lawsuit is.

"Our retiree members deserve their pension supplements, and they deserve to have their pension fund protected," Donohue said. "Carl McCall is doing the right thing."

— Kathleen Daly



STATE COMPTROLLER CARL McCALL MEETS WITH CSEA MEMBERS at a rally in Poughkeepsie where he spoke out against the raid on the pension supplementation fund. At left is CSEA Dutchess/Putnam Retirees Local 909 President Harold McKinney and at right is CSEA Southern Region President Maryjane MacNair.

CSEA counts victories in laws passed

ALBANY — As the state Legislature wound up its work this summer, it left CSEA with some important victories.

One victory that helps CSEA members across the state was passage of a law that allowed 2,154 CSEA-represented state employees to retire early.

At the state level, the early retirement legislation saved many jobs, CSEA Legislative Counsel Fran Turner said.

The early retirement option was also extended to local governments and school districts which are also facing financial difficulties. The localities and school districts who choose the option are likely to reduce layoffs and cutbacks as well.

"While we had concerns about the early retirement incentive, we're confident that members who chose the option carefully are benefitting," CSEA

President Danny Donohue said. "And we know the remaining work force is more secure as a result."

Donohue noted that the legislative leaders were the force behind the early retirement incentive legislation.

"Senate Majority Leader Joe Bruno and Assembly Speaker Sheldon Silver pulled through for CSEA on this one," Donohue said. "We have to thank them for their work on the early retirement incentive."

Other important legislation that CSEA pushed through the state Legislature includes:

'CSEA has once again proven its strength in the legislative arena'

change;

- a law which provides that employees will not lose retirement credit while on workers' compensation leave;

- a law which doubles the fines for speeding violations in construction work zones;

- a one-year extension of the law which prohibits school districts from reducing retiree health insurance benefits or increasing their premiums unless active employees have a corresponding

- a law increasing the amount a public retiree may earn without loss, suspension or diminution of the retirement allowance to \$11,280; and

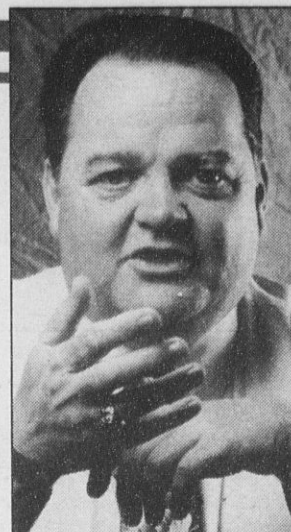
- legislation that provides for an independent hearing officer in disciplinary proceedings involving the dismissal, suspension without pay or demotion in grade or title of an employee.

Before any of the legislation passed by the Legislature becomes law, it must be signed by the Governor. *The Public Sector* will update this list in the September issue.

"We've faced some very difficult fights this year, but we've done a heck of a job," CSEA President Donohue said. "CSEA has once again proven its strength in the legislative arena."

In touch with you

A message from CSEA President Danny Donohue



In union there is strength; experience Solidarity!

I'm getting a jump on my Labor Day message this year by sharing with you in August a thought on the holiday we celebrate in September.

In union there is strength.

We often describe what we do as "collective" bargaining. A simple definition of "collective" is "a number of persons working together as a unit." As individuals we are alone but as people **working together** we are powerful.

If you've ever been involved in informational picketing or participated in one of our political rallies, you know firsthand what I am talking about. Whether we're outside demonstrating or inside packing a political meeting, we get a tremendous rush ... a feeling of power ... a sense of destiny ... We experience solidarity.

Together, we can do it.

Danny



The Proposed Federal Budget Will Leave Us In a Worse State.

THE CONGRESSIONAL BUDGET HAS THE POTENTIAL TO DEVASTATE THE TAXPAYERS OF NEW YORK STATE. IF IT PASSES, OUR STATE WILL LOSE \$50 BILLION IN FEDERAL MONIES OVER THE NEXT SEVEN YEARS. THAT'S THE BIGGEST LOSS OF ALL FIFTY STATES.

It's not healthy.

New York State loses the most in health care—more than \$20 billion. Medicare cuts will force our elderly to pay \$1,000 more a year in out of pocket costs.

.....
Student loans will cost college-bound New Yorkers \$3,000 more over four years. We'll train fewer people for real jobs, because of a \$400 million loss in Vocational Education Grants. Our Special Education programs will lose \$160 million, and fewer of our children will get school lunches. To cover the state's \$50 billion shortfall, local and state tax increases will hurt middle- and lower-income families. In fact, the less a family makes, the more it will cost them.

It's not smart.
It will cost money.

.....
The cuts mean New York State would have a higher unemployment rate for the next ten years. The jobs lost statewide could total as many as 385,000 a year, and result in a drop of \$116 billion in personal income in ten years. The result: the state's fiscal situation will deteriorate even further.

It will cost jobs.

It's time for our elected state representatives and business leaders to help protect New York State from fiscal disaster. Join the CSEA statewide campaign against the proposed federal budget — do everything you can to stop it before it leaves us all in the worst possible state.



The Work Force
Local 1000, AFSCME, AFL-CIO
Danny Donohue, President

See pages 10-11 for stories on CSEA members working in medical facilities which will suffer under federal budget cuts.

CSEA organizes new unit in Central Region

OGDENSBURG — The employees at St. Joseph's Nursing Home were looking for a change.

They wanted a better work environment.

They wanted someone in management to listen to them.

They wanted a more secure future.

They chose CSEA.

The 75 workers voted by a more than three to one margin to have CSEA represent them as their union. According to Richard Chevrier, acting president for the new union local, the workers were tired of

'No one was listening to our voice, and we wanted our voice to be heard, so we went to CSEA'

being ignored and wanted a change.

"No one was listening to our voice, and we wanted our voice to be heard, so we went to CSEA," he said. "We felt it was definitely time for a change."

CSEA Organizer Geordie Pierce said the employees were

being poorly treated by management and came to CSEA seeking representation.

"They had no rights — no layoff rights, no seniority rights and no grievance procedure to speak of. They were very poorly treated," Pierce said.

Chevrier agreed, and said

that the workers chose CSEA because of the union's reputation.

"We were ignored. Basically what we wanted is a better workplace, a better working environment and better care for our residents," he said. "CSEA has been in the area and we've heard nothing but good things about the union. That's why we chose CSEA."

Pierce said that the new local will soon conduct elections for officers, and would then begin the negotiating process.

— Mark M. Kotzin

Union wins seniority grievance

CLARKSTOWN — The Town of Clarkstown violated its contract with CSEA when the highway superintendent disregarded overtime assignment provisions during a snow and ice storm in December 1993.

When town officials decided that overtime was necessary to keep roads safe and passable, they relied on an "availability of truck" criteria. That meant that overtime assignments were made according to which trucks were prepared to operate at that time under those conditions, instead of the standard overtime list.

Town officials argued that because many of the town vehicles were equipped for leaf pick-up and not snow removal, they had no choice but to assign drivers of trucks that were operational at that time.

Arbitrator Joel Douglas upheld

CSEA's contention that the town violated the contract.

"The use of truck availability appears to be a contractual violation that must be remedied," Douglas said. "The town is instructed not to use truck availability/specific operator as an overtime criteria."

"While we realize the tremendous responsibility of keeping roads passable," Labor Relations Specialist Annette Raetz said, "we must recognize the union's responsibility to see that the contract is not violated at a highway superintendent's whim."

"Our rights stem from long hard struggles to achieve a degree of fairness in the workplace," she said, "and we can't allow management decisions to undermine our progress."

— Anita Manley

Rockland County member injured by speeding car

HAVERSTRAW — A Village of Haverstraw sanitation worker is in critical condition after being hit by a speeding driver.

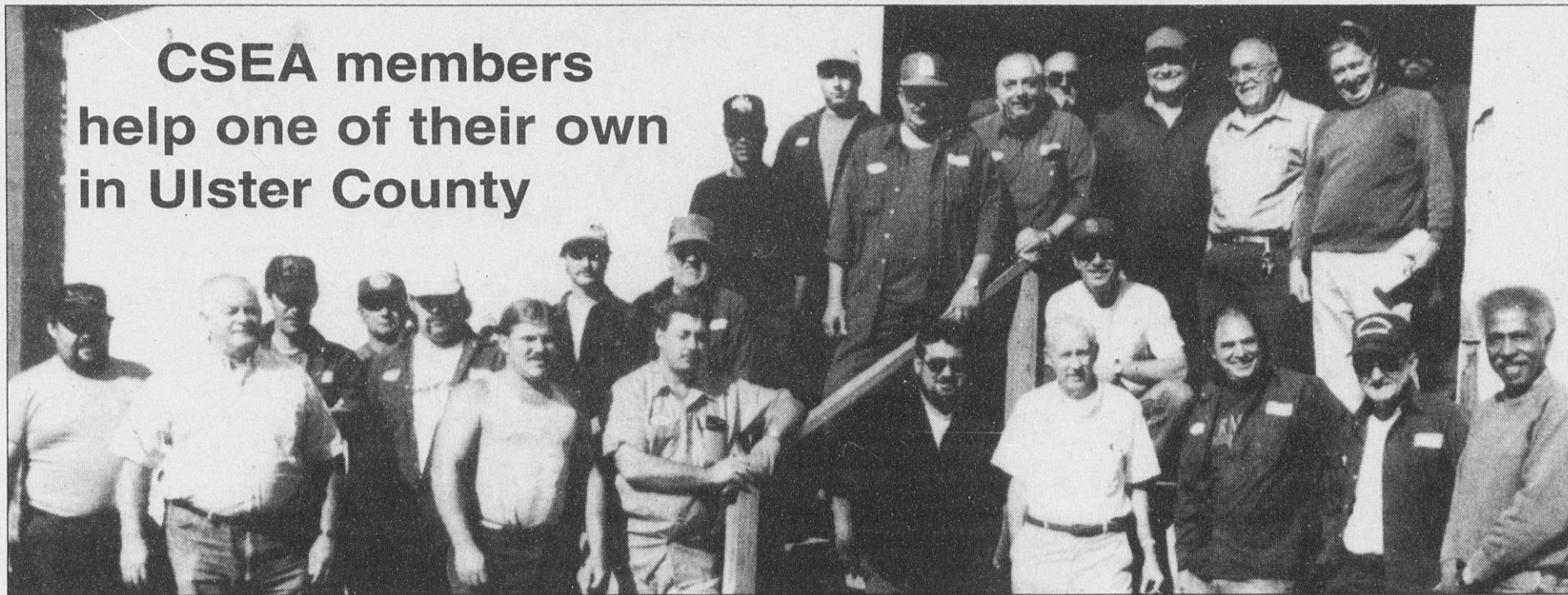
Angel Rosas, a five-year employee and member of CSEA Rockland County Local 844, was on his garbage collection route when a driver failed to stop and hit him at high speed. A witness said Rosas flipped over, hit the windshield and tumbled into the street.

According to a local newspaper, the driver claimed he tried to apply his brakes, but could not stop in time.

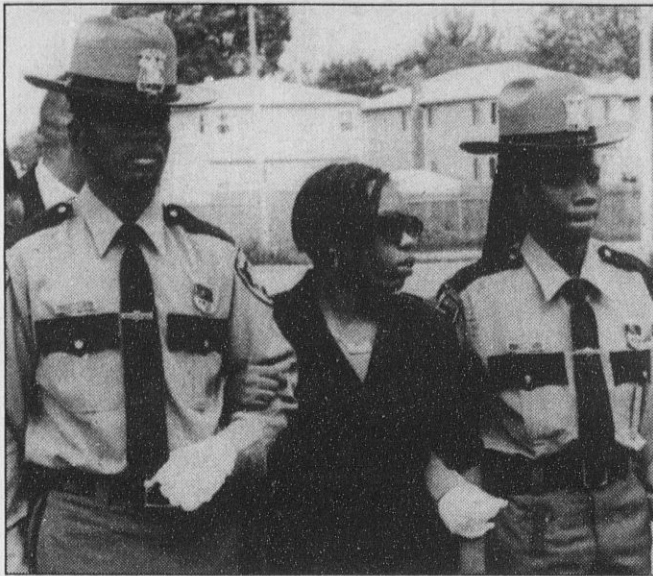
Rosas was airlifted to Westchester County Medical Center where, as of this writing, he is being treated for broken bones and internal injuries.

"There's no such thing as a safe job," CSEA Labor Relations Specialist Annette Raetz said. "Angel is in our prayers."

CSEA members help one of their own in Ulster County



The photo above shows just some of the Ulster County Highway Department employees who donated to help burn victim Casey Curtis, son of their co-worker Herb Curtis. Casey was badly burned when a can of turpentine caught fire and ignited him. Co-workers donated nearly \$1,500 out of their pockets to help the family with the expenses of travelling to Westchester County Medical Center, a distance of more than 100 miles each way from the Curtis home. Casey is home now and is recuperating from his ordeal but still requires expensive supplies not covered by insurance. Herb Curtis has been overwhelmed by the tremendous response he has received from an earlier article in *The Public Sector*. CSEA members from across the state have sent cards and letters offering their prayers and support to the family.



Grieving the loss of her husband, Denise Brown is escorted to Nassau County Corrections Officer Anthony Brown's funeral, above.

At right, Nassau County Executive Thomas Gulotta marches before rows of law enforcement officers at Brown's funeral.



A hero laid to rest

CSEA member Anthony Brown died protecting family

UNIONDALE — Hailed as a hero and mourned by his family and co-workers, Anthony Brown was laid to rest with great respect and ceremony.

Brown, 30, was a corrections officer, a member of CSEA Nassau County Sheriffs Department Unit, a husband and the father of three.

He died while defending family and friends at a weekend celebration in June.

The tragedy began when a friend of a

guest came to the party and started a fight. Brown and his brother broke up the fight and sent the man on his way.

Unfortunately, the man came back with a gun and began shooting. He shot Brown and his brother, but before he could shoot anyone else, the dying Brown got off a shot and killed his assailant.

"There are those who live today because Anthony Brown did what the finest in law enforcement do," Nassau County Executive Tom Gulotta said. "He responded to the tragedy of the moment."

The CSEA Sheriffs Department Unit is setting up an education trust fund for Brown's three children: Katia, 10; Aaron, 7; and Andre, 3.

Checks should be made out to Brown's widow, Denise Brown, and sent to:

**Officer Gerald Granger
c/o CSO 1072
Hicksville, New York 11802**

CSEA fights for school unit president fired in Depew

DEPEW — After working for the Depew School District for 22 years, many as the district's only audio-visual technician, Larry David is out of work.

The school board eliminated his job from the budget. David also happens to be CSEA Unit president.

"They're targeting Larry for his union work on behalf of his fellow members," CSEA Labor Relations Specialist Mark Jurenovich said. "There has been an unusually high amount of grievances in this district, and we're going to put together an improper practice case that shows the board's

action is because of his union activity.

Activists in the unit and fellow members from Erie Education Local 868 picketed board meetings and leafletted the district against passage of the district's school budget. Although the budget passed, Jurenovich said CSEA will do everything in its power to win David his job back.

"We're very sure that PERB (Public Employment Relations Board) will agree this was a vindictive action against Larry David for his union activism, and restore him to his job."

— Ron Wofford

CSEA wins flex-time grievance for Orange County Local 836 member

GOSHEN — Thanks to CSEA, Lisa DiNisco won't lose her flex-time schedule despite Orange County's efforts.

DiNisco, a five-year Orange County Home and Infirmary employee and member of Local 836, was given the flex time schedule in October 1992.

"All I asked for was a half hour difference," said DiNisco, whose husband works nights. The change accommodated the needs of her children.

But in October 1994, county

officials gave her two weeks to make arrangements to come to work a half hour earlier. DiNisco filed a grievance.

"The case was settled at the hearing," CSEA Attorney Bart Bloom said. DiNisco's schedule was restored until 1997 when her child will go to school.

"I'm glad it worked out in our favor," DiNisco said. "I didn't know how I was going to manage. It was like a great weight being lifted off me."

— Anita Manley



CSEA City of Lockport Unit members picket for a fair contract.

Lockport unit wins contract

LOCKPORT — After nearly two years of contract talks, the City of Lockport Unit of Niagara County Local 832 took its case for fairness to the streets.

"After mounting three successful pickets of city council meetings, gathering petition signatures and maintaining our stance at the bargaining table, our unit members have voted to ratify a fair contract," CSEA Labor Relations Specialist Lou Dal Porto said.

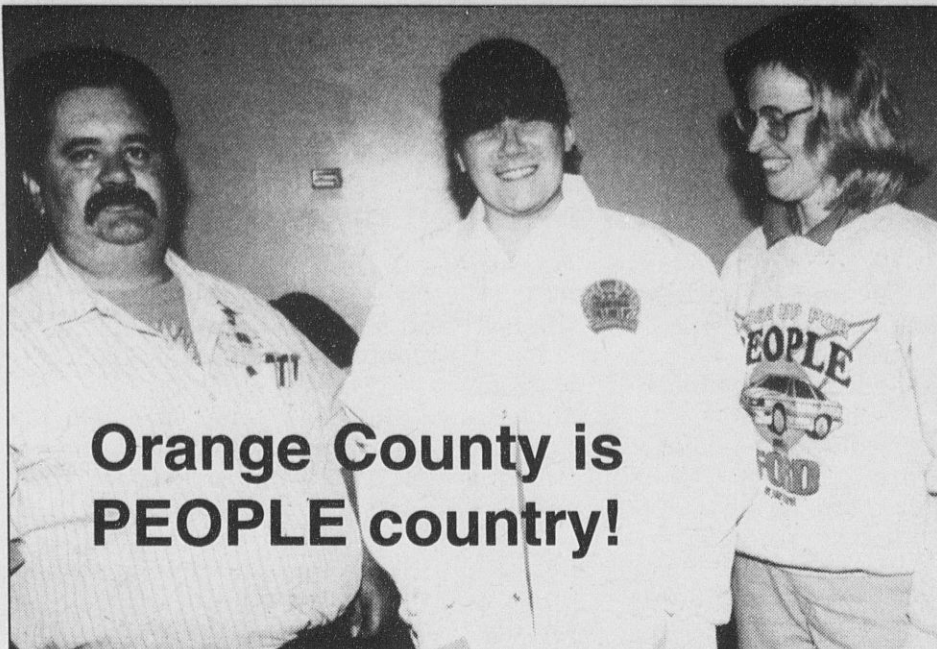
The new contract contains no health insurance

concessions, while gaining wage increases of 3 percent, 3 percent, 3.75 percent and 4 percent in a four-year agreement that is retroactive to Jan. 1, 1994.

Unit President Lena Villella thanked fellow members from other units of Local 832 that helped with the unit pickets.

"It was great to see the support we received from local members, including (Local) President Dick McIntyre," Villella said. "This is what solidarity is all about."

— Ron Wofford



Orange County is PEOPLE country!

PEOPLE DRIVE — Orange County is one of CSEA's few local government units that negotiated a dues check off for the PEOPLE (Public Employees Organized to Promote Legislative Equality) fund. At a recent CSEA information day in Orange County, 40 employees signed up and received a PEOPLE jacket. Shown above are Orange County CSEA Shop Steward Bill Bowen, who helped with the campaign; Erin Reilly, a certified nurses aide at the Orange County Home and Infirmary who is wearing her new jacket, and CSEA PEOPLE Coordinator Cheryl Rosenzweig.

Wantagh Library Unit ratifies contract

WANTAGH — The CSEA Wantagh Library Unit has ratified a three-year contract which calls for increases of 3.25 percent in the first year, 4 percent in the second year and 4.25 percent in the third year; as well as pay adjustments of \$520, added to the current base salary for clerks and clerk typists.

The unit, which includes 22 members, also got an agency shop clause, an increase in sick leave accumulation from 120 to 180 days and the ability to carry over five vacation days until June 30 of the following year.

CSEA Labor Relations Specialist Pat Curtin negotiated the contract with unit members Donna Rigali and Frances Lucchese.

Suzanne Welker is president of the Wantagh Library Unit.

Ulster Labor-Management Committee testifies before U.S. Commissioner of Labor

KINGSTON — When U.S. Secretary of Labor Robert B. Reich was looking for examples of working labor/management programs, Ulster County's Labor Management Committee was invited to testify before his task force.

The meeting was one of a series held by the secretary of labor's Task Force on Excellence in State and Local Government Through Labor-Management Cooperation. The committee will make recommendations to Reich following meetings all over the U.S.

Ulster County Local Vice President Debbie DeCicco said Reich was anxious to meet with the group because "we are the only committee with any longevity, since 1978."

Accompanying DeCicco was Ulster Labor Management Coordinator Karen MacIntosh-Frering who discussed the demographics of county employees and the committee's ground rules and accomplishments; Management Analyst Karen Lucas, who spoke on cost containment measures; and Director of Personnel Tom Costello who spoke on the impact of the committee.

"We felt very honored to be invited to testify," DeCicco said. "Being in the company of other cooperative programs added prestige to Ulster county's and labor's long time commitment."

— Anita Manley

Montgomery County Local presents two scholarships

CSEA Montgomery County Local 829 has awarded two scholarships totaling \$350, according to Local 829 President Gary China. Winners are:

Steven Mannino, son of Pat Mannino, a teacher's aide in the Greater Amsterdam School District. Mannino, who received a \$250 award, will finish his studies at the Culinary Institute of America. He is a graduate of the Schenectady County Community College Culinary Arts Program and has participated in the Disney Program, worked as a cook at the Saratoga Race Track and recently completed a program at the Park Avenue Restaurant in Chicago.

Jessie Bartosik of Hagaman, a county employee in the Employee Benefits unit, received a \$100 scholarship to complete her studies in business administration at Fulton-Montgomery Community College. Bartosik is married and the mother of two daughters.

— Daniel X. Campbell

Town of East Hampton members ratify three-year contract

EAST HAMPTON — CSEA members in the Town of East Hampton recently ratified a three-year pact containing increases of 2 percent retroactive to January 1995 (with a guarantee the increase will equal \$500 or more), 3 percent January, 1996 and 3 percent January, 1997.

According to CSEA Labor Relations Specialist Irwin Scharfeld, who led the negotiations, other highlights include: longevity payment increased to \$200 and an upgraded dental plan meaning less out-of-pocket costs for

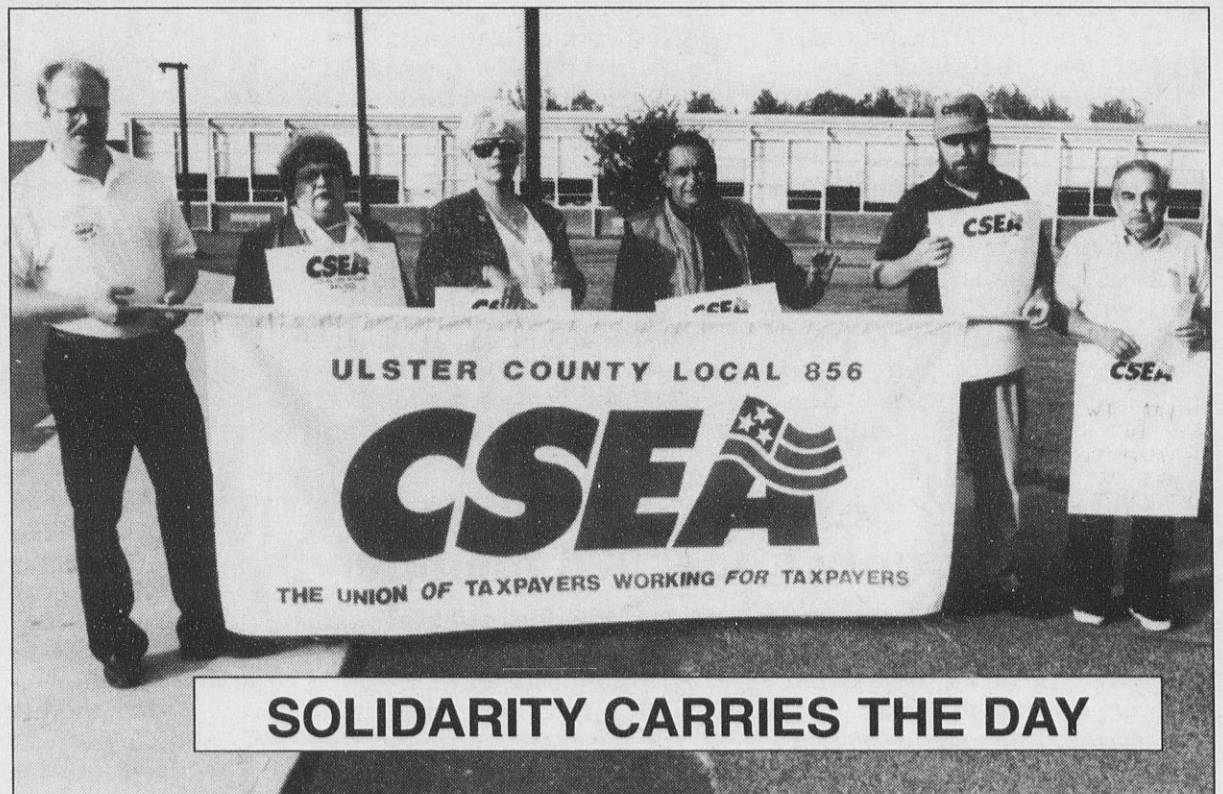
employees.

New hires coming in after June 1995 will be required to contribute 15 percent of their health insurance. All current employees premiums will continue to be paid in full.

Town of East Hampton Unit President John Collins said there are 193 unit members in various blue and white collar titles.

The negotiating team included Scharfeld, Negotiating Committee Chair Fred Sellers, Kate McNally, Lisa Charde and Ed Ammon.

— Sheryl C. Jenks



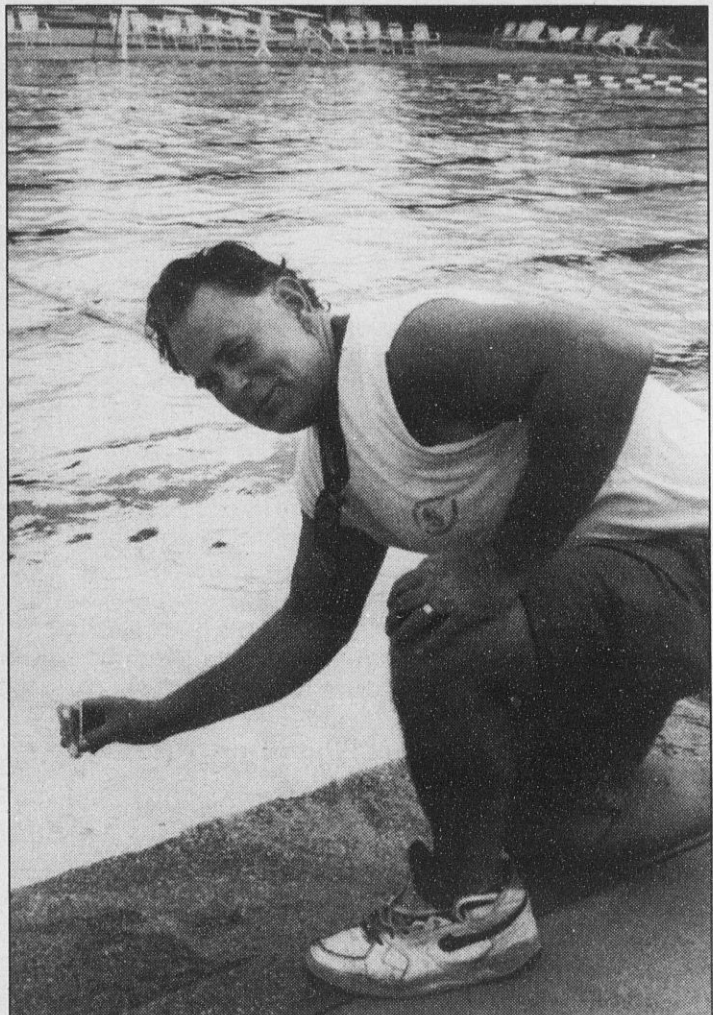
PROTESTING PROPOSED BUDGET CUTS, CSEA and Rondout Valley School District employees used a show of solidarity to successfully convince the district board of education from cutting some of the positions that were intended for elimination from the 1995-96 school budget. Shown above, from left, are CSEA Kingston City School District Unit President Tim Donovan, CSEA Dutchess County Educational Local 867 President Norma Condon, CSEA Southern Region President Maryjane MacNair, CSEA Rondout Valley School District Unit President Ray Schabot, Rondout Valley Unit Vice President Frank Fagan and Rondout Valley Custodian Vincent Amari.

Season in, season out, public workers are there

A shift in the seasons in the Great Northeast dictates a change in the type of work public employees are called upon to perform. Many outside employees who battle winter weather conditions and problems shift gears to a less hostile climate during late spring, summer and early fall. Others change from mostly indoor winter chores to spending their working hours outside.

Because each season poses its own situations, the face of the work force can change with the addition of temporary seasonal workers to augment the full-time employees. Permanent or temporary, the CSEA work force proves its worth season in and season out.

Here are a few examples of that work force performing seasonal work on Long Island that benefits the public.



NASSAU COUNTY EMPLOYEES Frank Natale, left, a mechanical equipment operator, and Keith Burke, a laborer, cut and trim trees and brush on the grounds of the Nassau County Medical Center.



JACK REISMAN, a painter/maintenance employee with the CSEA Parks Unit of Nassau County Local 830, checks water at the Cantiague Park pool in Hicksville.

LOCAL 830 MEMBER Laborer Mike Fahey Jr. helps keep Cantiague Park in Hicksville clean for visitors.

GROUNDS SUPERVISOR SKIP POLITANO of Local 830's Parks Unit makes sure roadways in Cantiague Park are clear and in good condition.

Federal budget cuts threaten public hospitals

EDITOR'S NOTE — The stories on these pages depict some of the life-and-death services CSEA members provide that are seriously threatened by the federal budget proposed and moving forward in Congress. Under those Congressional proposals, New York faces the potential loss of \$43 billion in federal funds over the next seven years. More than \$20 billion would be cut

in Medicaid funding alone. That means serious consequences for all health care facilities, but public hospitals like Nassau County, Westchester County and Erie County medical centers would be particularly hard hit. At risk are unique and essential health care services and thousands of jobs. The federal budget is due Oct. 1 and

CSEA has mounted a grassroots effort to tell the Congressional leadership, Speaker Newt Gingrich and Senate Majority Leader Robert Dole, NO! You can call your Congressional representatives toll-free at 1-800-972-3524. If you want to join the grassroots efforts, contact the CSEA political action coordinator in your region office.

CSEA members staff Nassau's busiest ER

EAST MEADOW — Like the characters on the hit TV series *ER*, CSEA members working in the emergency room of Nassau County Medical Center never know what crisis will come in the door from moment to moment.

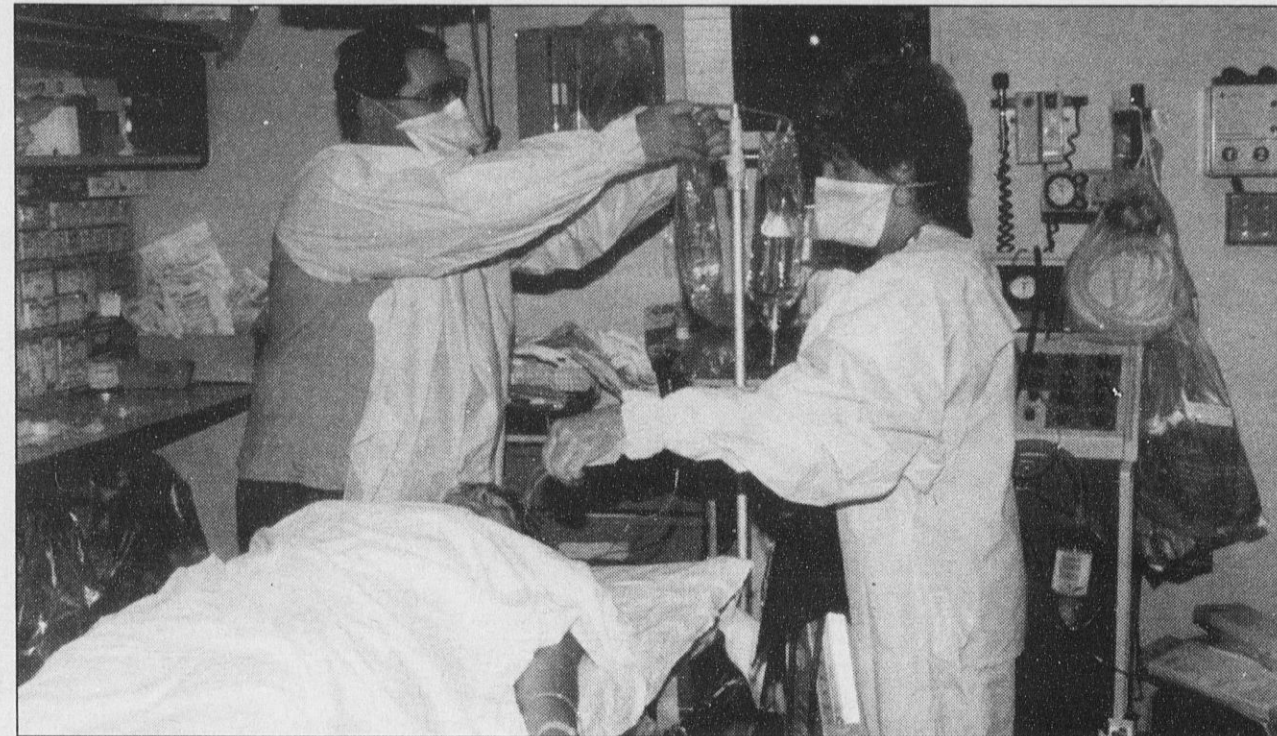
But unlike their television counterparts, the life-and-death dramas they confront every day are real and they must be prepared for anything, 24 hours a day, seven days a week.

"You don't think about it, you just do it," said Nurse Colleen Cook, a veteran of 16 years at the hospital, 10 of them in the ER. "It's always changing, and you have to respond and do your thinking on your feet."

NCMC is Nassau County's busiest hospital and the region's designated trauma center, serving as the lead facility in public emergencies such as the Avianca plane crash and the tragedy of the Long Island Rail Road shooting. But in between the noted public emergencies, the professional staff of the NCMC handle hundreds of individual cases every day.

While some emergencies, such as heart attacks and auto accidents, occur consistently year round, each season brings its own set of problems and conditions.

"With the hot, dry weather conditions we've been having this year we're seeing a lot



SURGICAL UNIT NURSES Gene Weininger and Ann Stelling prepare for a procedure, above. At right, Dr. Joseph Scalisi, center, confers over a patient's chart.

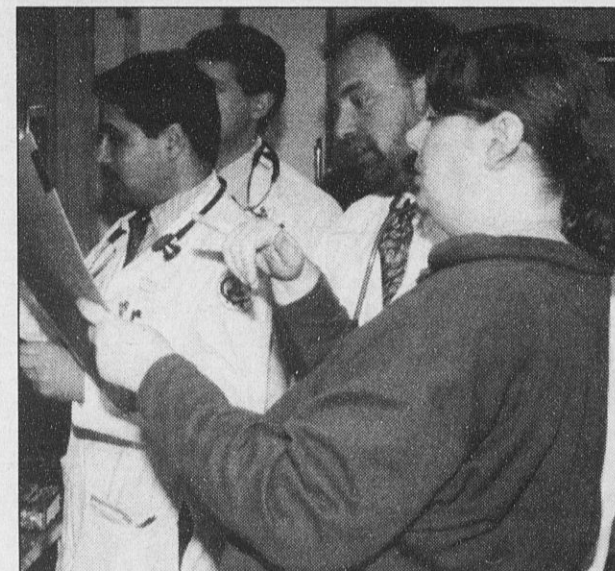
of asthma and respiratory problems," said pediatric nurse Marilyn Goodrich. "But we also see our share of viral infections, allergic reactions and every other conceivable ailment."

Summer is particularly busy in the ER's surgical unit according to nurses Gene Weininger and Ann Stelling. Accident victims from beach and boating incidents are often airlifted to the hospital's helicopter pad. Burn victims, especially from fireworks accidents around the Fourth of July, sports accidents and serious injuries from home mishaps are among the more frequent types of cases the ER surgical unit handles each summer.

"It's stressful, but there's also an instant gratification working here when you are able to stop the bleeding or stabilize a trauma," Weininger said.

"You have to keep moving in this work, making evaluations and always taking care of the sickest first," said Attending Physician and CSEA member Joseph Scalisi, who has worked in the ER for more than three years. "We really have to work together because we're dealing with a lot of different people and some serious cases."

In an effort to provide better service to patients and maintain the priorities of the emergency room, NCMC initiated the Doctors

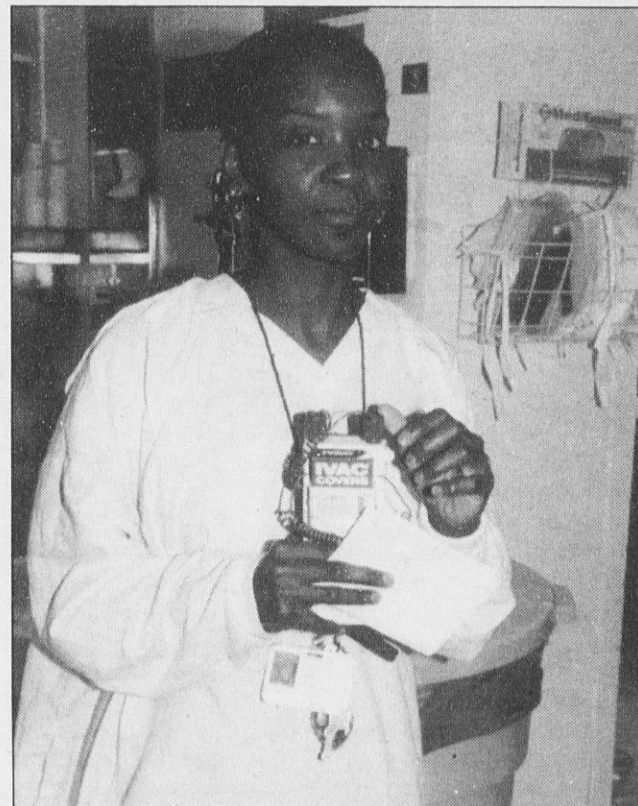


After Hours Program last fall. It ensures that medical care for necessary, but non-life-threatening situations is available overnight and on weekends when your personal doctor may not have visiting hours.

The program has a number of benefits: It keeps the ER free of non-emergency cases, provides convenient, needed care quickly and costs a fraction of emergency room charges.

"Nassau County Medical Center is an essential community resource for the entire Nassau County community," said CSEA NCMC Unit President Sue Duffe. "The staff of the Emergency Room demonstrate just how essential every day."

— Stephen Madarasz



PATIENT CARE ASSISTANT LEA JORDAN does "a little bit of everything" to help keep things working in the Emergency Room.

Federal funding cuts could jeopardize AIDS patients at Westchester County Medical Center

VALHALLA — Cuts in federal AIDS funding could seriously impact patients who are treated at the Infectious Disease clinic at Westchester County Medical Center, where CSEA members work to help people infected by the disease.

Dr. Harold Horowitz, associate professor of medicine at New York Medical College, said the medical center serves about 500 AIDS patients.

The Ryan White Federal grant for the treatment of AIDS was named for the Indiana youngster who campaigned for funding while he suffered from full blown AIDS he got from a blood transfusion for treatment of hemophilia.

"If the Ryan White funding were cut," Horowitz said, "it could wreak havoc."

"Some of that money is used to transport patients to the clinic," Horowitz said. "Some is used to help people get social services. Many are below the poverty line. We get housing with some of that money and services to find housing."

Horowitz added that some federal funding is used for the AIDS Drug Assistance Program.

"If all threatened cuts took place without a safety net, it would be a travesty," Dr. Horowitz said. "People who are well entrenched in the system would suddenly have a hole."

— Anita Manley

Erie County Medical Center handles high volume of trauma and crisis cases in western New York



Barbara Goss

BUFFALO — A reduction in federal funding would jeopardize one of the busiest hospital emergency rooms in western New York.

As a member of the emergency room staff at the Erie County Medical Center, Barbara Goss of Erie County Local 815 sees a great deal of trauma and crisis all year round.

"But the summer season automatically brings with it an increase in a number of crises," said Goss, a senior clerk-typist and a six-year ECMC employee. "Because school is out, there is an increase in the number of school-age mishaps, minor and major."

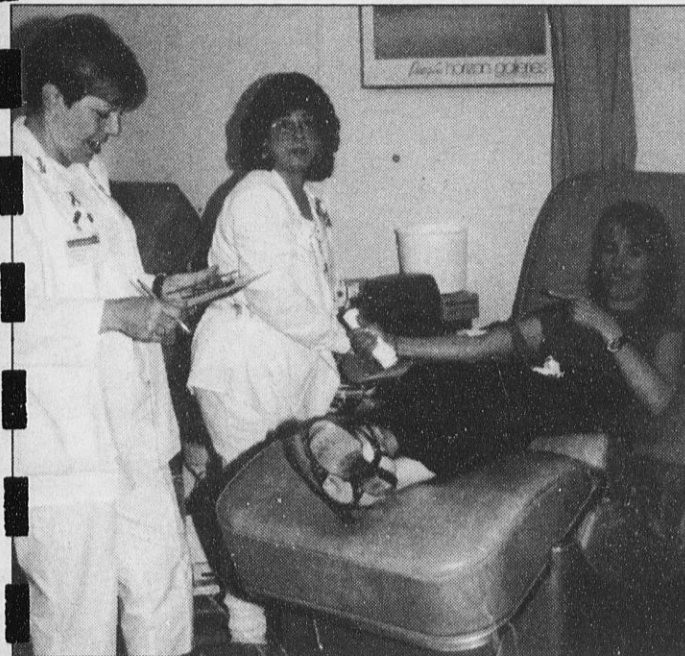
"Naturally, there are more bicycle, motorcycle and pedestrian mishaps," she continued. "Because most people visit and vacation in summer, there are more patients from out of town. The heat seems to cause more arguments and fights, so we see a lot more gunshot wounds and stabbings."

Farming accidents increase, as well as allergy and asthma related attacks, Goss said.

"And because everyone wants to have some time off in the summer, our staffing levels are usually lower, while we deal with the increases the summer always brings," Goss said.

— Ron Wofford

NCMC marks milestone without chance to rest on its laurels



NASSAU COUNTY CSEA MEMBERS GIVE BLOOD — Under a new cooperative labor-management initiative, Nassau County Medical Center now coordinates regular blood drives with county departments. Previously, the blood drives were run by an outside agency, and the county blood bank had to buy back the supply. Now the donations are given at the medical center for appropriate use and a savings of tax dollars. The response has been impressive and has helped ensure an adequate supply of blood at all times.

On July 15, 1935, a small 200 bed general hospital opened in the farmlands of East Meadow in Nassau County. Now, 60 years later, Nassau County Medical Center provides some of the best public health care facilities and services to be found anywhere in the world.

In those 60 years, Nassau County has been transformed from a sparsely populated, rural county to a sprawling suburban region of nearly 2 million residents. NCMC has kept pace with the growth, maintained a unique relationship with the people and communities it serves and become one of the region's most valuable resources.

For these reasons CSEA strongly opposed a privatization initiative last year. But the current federal budget proposal making its way through Congress could be even more traumatic for New York's health care delivery system in general and NCMC and its employees in particular.

In addition to emergency services, about 1,500 individuals daily receive inpatient and outpatient services ranging from state-of-the-art cancer treatment to heart surgery to physical therapy.

As Long Island's largest teaching hospital, the facility houses more than 40 specialized clinics and services, many of them unique among Long Island hospitals. NCMC's world class assets include a burn

center, a neo-natal unit, a breast imaging center, a child development center, a trauma center and an AIDS Unit.

"Services and jobs at the medical center and other areas are most definitely at risk under the federal budget proposed by Congressional leaders," CSEA Long Island Region President Nick LaMorte said. "CSEA members need to get involved right away."

CSEA is also working with the medical center to strengthen the relationship between the facility and county employees. Last fall, the center began offering a managed care option called *Health First* to county employees for health insurance coverage. The program offers a wide range of flexible coverage, including the ability to see your own physician and access to medical care at any time.

CSEA is also encouraging its members who are not enrolled in *Health First* to utilize the Medical Center and its many services for their health care needs.

"CSEA members should recognize that NCMC provides some of the best care available and that using the center helps ensure its future for all Long Islanders and supports our members at the same time," CSEA Nassau County Local 830 President Tony Giustino said.

— Stephen Madarasz

LEAP authorizations for fall semester in the mail

LEAP tuition vouchers and reimbursement authorizations for the fall 1995 semester were mailed during the first week of August.

Applications were approved using a priority system based on each applicant's anniversary date and recent history with LEAP.

Due to skyrocketing tuition and increased participation in the program, some eligible applicants have been denied a tuition voucher or reimbursement approval for the fall term due to budget constraints; however, those

applicants will have a higher priority for both the spring 1996 and fall 1996 terms.

The CSEA Tuition Reimbursement Program was replaced by the LEAP Reimbursement Program (LEAP) under the 1995-1999 contract. Eligible State employees were able to apply for **either** a tuition voucher for a school participating in LEAP **or** for reimbursement for a course at a school not participating in

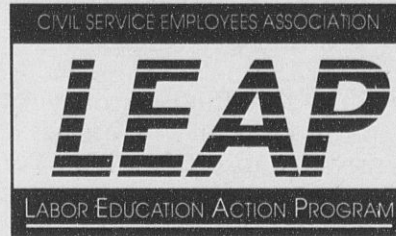
LEAP.

The application period for the fall '95 semester for both LEAP Tuition Vouchers and the LEAP Reimbursement Program ended on July 14. Any application for a voucher or reimbursement received after July 14 cannot be considered.

LEAP catalogs and application forms for the winter/spring 1996 semester will be available at state agency personnel and training offices

during the first week of September. The deadline for the winter/spring 1996 semester is Oct. 16.

If you have any questions about LEAP Tuition Vouchers or the LEAP Reimbursement Program, please call the LEAPLINE at 1-800-253-4332. An advisor is available weekdays from 9 a.m. until 4 p.m. to assist you. After hours and on weekends, callers may leave a message and request a return call from an advisor at a time and telephone number convenient to them during LEAP's regular office hours.



CSEA member Pam Cercone at SUNY Buffalo tree dedication

Buffalo State honors deceased members

BUFFALO — The memory of three CSEA members who died in the last year has been enshrined in the peaceful greenery of a campus quadrant at Buffalo State College.

Three Canadian redbud trees were dedicated to the memory of Rich Parker, former Local 640 president, and former members Mike Fehmer and Bobby Elmes.

Each tree bears a plaque with the name of Rich, Mike and Bobby.

In a moving ceremony, family members received a photo of the trees in blossom, along with upbeat remembrances from fellow workers.

Spearheading the eight-month project in behalf of the Local 640 executive board was Pam Cercone, first vice president. She was aided by Gary Kent, physical plant director, Steve Shaffer, utilities manager and Joe Ball, assistant utilities manager.

Black River Valley Local 015 awards six scholarships

CSEA Black River Valley State Employees Local 015 has awarded \$3,000 in scholarships to six sons and daughters of local members.

Local 015 President Fred Gerloff announced the following list of winners of \$500 scholarships each:

Marci L. Irvine of Clayton is the daughter of Karyl Irvine, who is employed as a clerk II by the state Department of Transportation Administration Payroll section. Marci will attend SUNY Potsdam and major in secondary English education.

Donald P. Jones Jr. of Theresa, N.Y., is the step-son of Carl Fitzsimmons, who is employed by the state Department of Transportation as a highway maintenance supervisor I. Don is majoring in animal conservation at SUNY Morrisville.

Kathleen J. Lowry of LaFargeville is the daughter of Ralph Lowry, who is employed by the state Office of Parks, Recreation and Historic Preservation as a park worker II. Kathy will major in nursing at Roberts Wesleyan.

David E. Johnston and Kelly M. Johnston of Watertown are the son and daughter of Robert Johnston, who is a bridge repair mechanic for the state Department of Transportation, Bridge Department. Dave and Kelly will both attend Jefferson Community College. Dave will major in forestry and animal conservation and Kelly will major in Nursing.

Teri Helvig of Alexandria Bay is the daughter of Denise Helvig, who is a park aide IV employed by the state Office of Parks, Recreation and Historic Preservation. Teri will attend SUNY Oswego and major in accounting.

Training workshops available in fall, spring

Fall and spring training workshops are being offered statewide to help CSEA-represented employees reach and perform at higher skill levels.

Sponsored by the NYS/CSEA Labor-Management Committees, the workshops are made possible through funds in the NYS/CSEA contracts. Fall workshops will be in November and December; spring 1996 workshops will be from February to June.

Catalogs with course descriptions, schedules and locations are available from your CSEA local president and personnel and training offices. You can also contact: NYS/CSEA Labor-Management Committees, South Swan Street Building, Core 1, 2nd Floor, 6 Empire State Plaza, Albany, NY 12223-1651, or call (518) 473-3428.

Safety and Health workshops are designed to provide CSEA-represented employees, their supervisors, and members of agency/facility labor-management committees with the skills and information necessary to develop work practices that safeguard employees and maintain safe work environments.

Workshop topics will include confined space entry, right-to-know, electrical lock-out/tag-out, accident prevention and power plant safety. Workshops are open to all CSEA-represented

employees in ASU, ISU, OSU and DMNA bargaining units.

Applied Skilled Trades workshops are offered as a continuing education opportunity for CSEA-represented employees who work in facilities and communities around the state.

Designed to build job skills and enhance career potential, these workshops provide job-based training that emphasizes practical, interactive instruction relevant to the every day demands of the workplace.

The workshops provide classroom and hands-on instruction in skilled trade areas such as automotive, carpentry, electrical, plant utilities engineering, plumbing, and refrigeration.

General trades workshops provide basic information and instruction on operations and maintenance topics such as appliance repair and troubleshooting, boiler and burners, construction and project management, landscape and grounds maintenance and small engine repair.

The workshops are open to all OSU and DMNA bargaining unit employees.

Fall registration deadline:

September 15, 1995

Spring registration deadline:

January 15, 1996

Frank Cosentino is top PEOPLE recruiter again

For the third time in four months, Frank Cosentino has earned Recruiter of the Month honors for recruiting new members for PEOPLE.

PEOPLE, or Public

Employees Organized to Promote Legislative Equality, is the CSEA-AFSCME lobbying program that operates at the federal level.

Cosentino, a member of

CSEA New York City Local 010, signed up 66 new members in June.

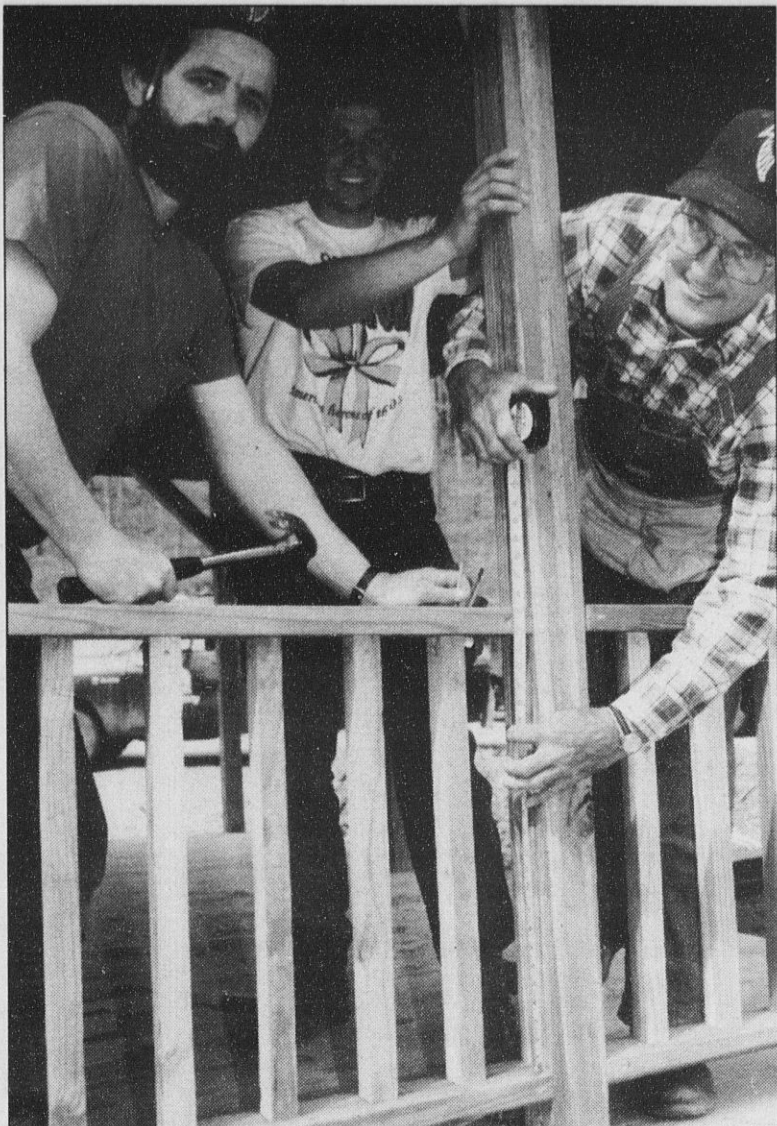
He also was the top recruiter during May and March, signing up 112 new members.

The weather's better, but livin' still ain't easy for workers

Across New York state, summer time means hard work of a different kind for state employees. Many employees who battled harsh winter and cool, damp spring conditions are now taking care of the parks, roads, campsites, beaches and other attractions residents and visitors count on for travel, vacations and relaxation.

While summer may give many employees a chance to take their work outside in more hospitable circumstances than they were working in a few months earlier, the work itself is never any easier, only different.

No matter what the season, you can be certain CSEA-represented employees are making sure everything is safe, clean and in good repair.



MEMBERS OF CSEA Allegany State Park & Recreation Commission Local 107 prepare cabins at Allegany State Park for onslaught of summer visitors. They are from left, John Taylor, Mark Riley and Fred Zarrowski.



JOHN ANNUNZIATA, an employee of the state Department of Transportation, pitches in to help keep the Wantagh State Parkway on Long Island clean.

Parole Division member earns award for being indispensable

NEW YORK — Solutions are CSEA member Ivan Cummings' specialty.

With a unique blend of enthusiasm and motivation, he has been a keyboard specialist at Manhattan State Parole Division Headquarters since 1990.

"In this agency when you have a problem and all else fails, most likely you can bring it to me and I will find a solution," said Cummings, who assists the parole violations unit chief. "I enjoy getting things done."

His efforts have earned Cummings special recognition. He was singled out for a 1995 Recognition Award by the Parole Board's new chairman.

Cummings was honored along with parole officers, bureau chiefs, and administrative law judges, for making himself "indispensable to the operation of his office."

Cummings helps Parole Board prosecutors and acts as liaison with the commissioner's office, arranging hearings for parole violators and preparing background work for court cases.

Cummings is studying public



Ivan Cummings

administration at John Jay College of Criminal Justice and expects to make the dean's list. He aspires to higher governmental positions.

While he started out as a garment district messenger, Cummings worked his way into

private industry managerial work before joining state service. He devotes time to improving his Bedford-Stuyvesant Brooklyn community and has served as vice president of his block association.

"Ivan does us all proud because he exemplifies the best of the CSEA Work Force," said CSEA Metropolitan Region President George Boncoraglio.

— Lilly Gioia



State officials meet members at Upstate Supply and Support

State Comptroller H. Carl McCall, second from right, and state Assemblymember Paul Tonko, right, are welcomed to Upstate Supply & Support Distribution Center by CSEA Local 444 President Jane Capozzi. McCall and Tonko recently toured the huge state Office of General Services facility which the state wants to privatize. CSEA continues to fight privatization plans for the facility, where 213 CSEA members work.

Cause of sickness still a mystery at Stony Brook Hospital laboratory

STONY BROOK — Since early June a mystery has baffled officials, staff and CSEA representatives at Stony Brook University Hospital.

Following the unexpected shutdown of an air conditioning unit, workers in the hospital's Specimen Receiving area began getting sick with symptoms ranging from light-headedness to blurred vision to burning eyes and throat to collapsing from low blood pressure.

Hospital officials, in consultation with CSEA, moved the employees from the area, conducted extensive tests and have undertaken exhaustive cleaning measures.

As *The Public Sector* went to press, employees were being moved back into the affected areas.

"The hospital officials have taken all of the appropriate actions and have shared all the results with us at every step along the

way," CSEA Occupational Safety and Health Specialist Dan Morra said. "It is disturbing that we don't have a definitive answer about the cause of the problem, but we are confident that the situation will be carefully monitored."

"It's been very difficult working under these circumstances," said Senior Lab Worker Lorraine Gresalfi. Besides the sickness and uncertainty, the situation created numerous practical problems for the workers, who have been working out of cramped, makeshift quarters.

The added stress complicated an already difficult work responsibility. The Specimen Receiving workers handle thousands of



NO ANSWERS — Stony Brook University Hospital workers Melissa Newton, Jean Carter, Laurie Skidmore, and Lorraine Gresalfi in their makeshift work area.

specimens every month, processing them to the appropriate labs for testing, often under emergency requirements.

CSEA SUNY Stony Brook Local 614 President Grace Roy said the union will keep trying to get answers to the mystery.

Empire Plan updates members on ambulatory surgical centers

Ambulatory surgical centers (ASC) are free-standing outpatient surgery facilities similar to hospital outpatient departments.

Surgical centers are only for elective (scheduled, non-emergency) surgery that is too complex for a doctor's office but does not require an overnight stay. You and your doctor might choose a surgical center for cataract surgery or ear drains for a child, for example.

MetLife began contracting with ASCs in October 1994, and the list of participating surgicenters has expanded from the original six to 13 centers, with four of them located in Florida.

The current list of contracted centers includes:

In New York State:

- Brook Plaza Ambulatory Surgical Center Inc., Brooklyn;
- Century Same Day Surgery, Latham;
- Harrison Center Outpatient Surgery Inc., Syracuse;
- Kings Highway Surgicenter Inc., Melville;
- Nassau Center for Ambulatory Surgery Inc., Garden City;
- North Shore Surgi-Center Inc., Smithtown;
- OLV Primary Care & Surgery Center, Orchard Park; and
- Queens Surgical Community Center, Long Island City.

In Florida:

- Medivision of Lake Worth, Lake Worth;
- Medivision of Orange County, Orlando;
- Suncoast Surgery Institute, Hudson; and
- Aker Kasten Cataract & Laser Institute, Boca Raton.

Before your doctor schedules surgery in a surgical center, always verify that the center participates in The Empire Plan or call MetLife at 1-800-942-4640.

Using a participating ambulatory surgical center for covered services saves out-of-pocket expense for you — \$15 co-payment for the facility and the anesthesiology — and provides discounts to The Empire Plan. When the plan saves, you save, too, in the cost of your premium.

A reminder on other benefit changes under the new CSEA-state contracts

Due to the recent ratification of the 1995-99 contracts, the following benefit changes have occurred for Empire Plan enrollees:

Effective Aug. 1, 1995:

Managed Physical Medicine Program (MPMP):

The Empire Plan's Managed Physical Medicine Program began Aug. 1, 1995. This program replaces your current Metropolitan coverage for chiropractic treatment and physical therapy. MPMP is insured by Metropolitan and administered by Managed Physical Network (MPN). You will receive network benefits, the highest level of benefits, when you use MPN providers for medically necessary chiropractic treatment and physical therapy. You will receive a significantly lower level of benefits when you choose a non-network provider.

■ MPMP network provider: \$5 co-payment per visit for medically necessary chiropractic treatment or physical therapy.

■ Non-network provider: \$250 deductible, 50% co-insurance, \$1,500 annual maximum.

You may contact a provider directly and ask if he/she is in the MPN network or you may call 1-800-942-4640 for directory assistance. Your Health Benefits Administrator has a small supply of MPN provider directories as well.

HealthCall's Prospective Procedure Review (PPR):

■ Magnetic Resonance Imaging (MRI) is the only procedure requiring PPR through HealthCall (1-800-992-1213).

■ Specialist Consultation Evaluations are no longer required by HealthCall under PPR. However, you may still call HealthCall at 1-800-992-1213 to request a Voluntary Specialist Consultation Evaluation for any recommended procedure.

Outpatient Hospital and Emergency Room:

■ A \$25 co-payment applies to hospital outpatient and emergency room services. The co-payment will be waived if it becomes necessary for you to be admitted to the hospital as an inpatient at that time. You continue to have no co-payment for hospital outpatient physical therapy following related surgery or hospitalization; chemotherapy; radiation therapy; or hemodialysis.

Participating Provider Office Visit/Office Surgery:

■ When an office visit and office surgery occur on the same day, you will only be responsible for one \$5 co-payment.

Participating Radiology/Laboratory Services:

■ When diagnostic radiology and

laboratory tests are performed during a single visit, you will only be required to pay one \$5 co-payment.

Allergy Desensitization:

■ No co-payment for professional services for allergy desensitization (allergy shots) in an institution or participating provider's office.

Routine Health Exams:

■ Employees, covered spouses or domestic partners 50 years of age or older will be reimbursed up to \$250 once every two years for a routine health exam. This benefit is not subject to deductible or co-insurance.

■ Routine health exams are still available through an Empire Plan participating provider subject only to your \$5 co-payment.

Hearing Aids:

■ Examinations, fittings and purchase of hearing aids will be reimbursed up to \$600 once every four years for adults and once every two years for children age 12 and under. These benefits are not subject to deductible or co-insurance.

Ambulance Service:

■ Local professional ambulance service covered under Basic Medical subject only to a \$35 co-payment.

■ Benefits for voluntary ambulance services remain unchanged.

The following changes impact both Empire Plan and HMO enrollees:

Effective Aug. 1, 1995:

Deferred Use of Sick Leave Credits:

■ When you retire, you may delay the start of or suspend your health insurance coverage and the use of your sick leave credits indefinitely.

Effective Sept. 1, 1995:

Domestic Partner Eligibility:

■ To enroll a domestic partner, you must have been in the relationship one year.

■ If the relationship ends, you must notify your health benefits administrator. There will be a two-year waiting period before enrolling a new domestic partner.

■ Employees who fraudulently enroll a domestic partner are held financially responsible for any benefits paid and are subject to disciplinary action. Such employees will forfeit future domestic partner coverage.

■ Contact your health benefits administrator for enrollment forms and affidavits.

For additional information on the recent benefit changes, please refer to your July 1995 issue of the *Empire Plan Report* or *HMO Report*.

Privateers cash in off clients, tax dollars

NEW YORK — CSEA's "Don't Turnkey Me" campaign to challenge the wholesale turnover of state-operated group homes for the mentally retarded to so-called not-for-profit agencies, has been boosted in recent weeks by reports of financial improprieties and other abuses by a number of agencies.

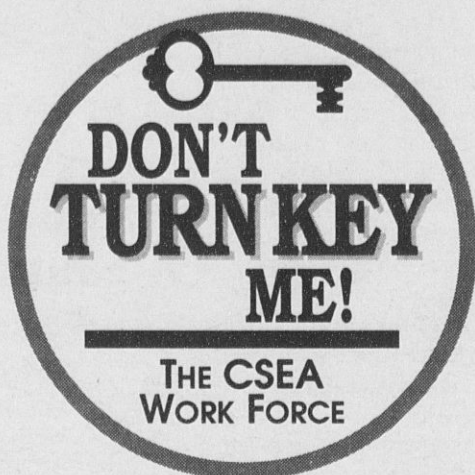
After years of successfully transitioning institutional-based care into state-operated group homes in the community, the state has embarked on a scheme to turn facilities over to private operators.

CSEA has argued that this turnkey initiative threatens the strength and integrity of New York's system of care for mentally retarded individuals and undermines the positive working relationship that the union has had with OMRDD for many years.

The recent reports of the top management of not-for-profit agencies cashing in at the expense of clients, taxpayers and front-line workers has added fuel to the fire.

"New York's system of care for mentally retarded people works because it is balanced between the public and private sectors and draws on the strength of each," CSEA President Danny Donohue said. "But the turnkey issue represents some not-for-profit providers getting greedy and these recent reports about profiteering show that some providers are not only very greedy, they're also dishonest and immoral."

In one example, a recent series of reports in several New York City newspapers revealed that OMRDD has found violations and excesses in the Queens-based Professional Services Center for the Handicapped.



The Center, which handles only 450 clients, paid its executive director more than \$200,000 a year — more than double the salary of the state OMRDD commissioner.

OMRDD reportedly also found that the center's director receives excessive fringe benefits, put his mother and brother in key executive posts at the center at salaries of \$61,178 and \$76,455 respectively, paid health insurance expenses for two people who do not work for PSCH and listed thousands of dollars in undocumented payroll and other expenses.

In a brutally critical report titled "Missing Accountability," the independent state Commission on Quality Care recently exposed slipshod procedures for holding private agencies responsible for their use of tax dollars to mentally retarded clients. OMRDD claims to have corrected the deficiencies.

State Sen. Frank Padavan, a nationally

recognized authority on mental health and mental retardation issues, has been outspoken recently on the excesses of some private agencies.

"These are not-for-profit corporations established for the purpose of profits," Padavan said. "The tragedy is, the people this is all about (mentally retarded clients) are getting short changed."

The notion of dramatically downsizing the state's mental retardation care capacities is ill-conceived according to CSEA Metropolitan Region President George Boncoraglio. "Our members prove every day that they can do the job cost-effectively, pick up the slack of the private operators and ensure that taxpayers get their money's worth."

CSEA Manhattan Developmental Local 443 President Wally Nash knows what that means first-hand.

Earlier this year, OMRDD was forced to take over the operations of Contemporary Guidance Services, a private agency. That meant temporarily absorbing and training more than 60 private sector workers to ensure responsible care for the clients.

Deeply concerned about the quality of patient care, Nash condemns OMRDD turnkey initiatives at the same time private providers are being decertified for fraud and mismanagement.

Worst of all, Nash charges that instead of firing incompetent private managers, OMRDD brings them into state facilities for "retraining." While they are being retrained, they collect state salaries, he said.

As far as CSEA is concerned, clients, OMRDD employees and taxpayers deserve better.

Alan Ross, director of Labor-Management Institute, presented Schwadron Award

Alan Ross, director of the Labor-Management Institute, was recently honored with the 1995 Maurice Schwadron Memorial Award by the state Training Council.

The Schwadron Award is given each year to human resource development employees in state government who have demonstrated exemplary service in training and human resource development.

Ross developed and has directed the Labor-Management Institute since its founding in 1984. Today it is the hallmark of public sector training programs dedicated to promoting cooperative labor-management relations. Ross and the institute bring to life the belief that well-trained employees make the labor relations process work better, which improves working conditions and leads to better

services for the public.

Ross applauded the state and CSEA for their long-standing commitment to labor-management training.

The institute conducts workshops on a variety of topics and provides consultation, training and other support services to labor-management committees.

A program of the NYS/CSEA Labor-Management Committees, the institute's services are a negotiated benefit provided at no cost to management and CSEA-represented employees.

The award is named in memory of Maurice Schwadron, who devoted his career in New York state government to promoting the field of training and development and who helped form the Training Council in 1969.

CSEA honors late Joan Tobin



CSEA President Danny Donohue honors the memory of late CSEA activist Joan Tobin by placing her name on CSEA's John M. Harris Memorial at the union's Albany Headquarters. The memorial is reserved for deceased activists who have made outstanding contributions on behalf of CSEA statewide. Tobin served CSEA for decades as a state Department of Transportation Local president, member of the statewide Board of Directors and as vice chair of the statewide CSEA-DOT Labor-Management Committee. Joining Donohue for the ceremony are, from left; Tobin's sister Pat Nerbonne; CSEA Board of Directors member Sue Matan, who nominated Tobin for the honor; and Tobin's niece, Karen Zalewski-Wildzunas.

Failure to raise minimum wage proves costly to state taxpayers

ALBANY — The Fiscal Policy Institute released a report showing that a minimum wage increase in New York state would reduce public assistance costs while allowing families with children to earn more money.

The Fiscal Policy Institute, FPI, a think tank whose members include social, religious and labor organizations including CSEA, issued its report as the state Legislature considered an increase in the \$4.25 an hour minimum wage to \$5.05.

Unfortunately, the report couldn't overcome politics, and the minimum wage increase died as politicians wrangled over its size.

While both houses of the Legislature seemed to accept the increase, the Senate wavered over the amount, and no compromise was reached.

According to FPI, that failure will cost New York state money to pay for social programs.

The analysis of a minimum wage increase on welfare benefits, food stamps, payroll

taxes, state and federal income taxes and the earned income tax credit shows that workers would be better off with a higher minimum wage

FPI says raising the minimum wage could save New York money

and government would spend less on Aid to Families with Dependent Children.

For example, for a mother of two who is on welfare and begins working half time at a minimum wage job, the higher wage would reduce the state's Aid to Families with Dependent Children by nearly \$1,000. At the same time, the family income would increase by about \$2,750, even after taking into consideration increased child care costs.

With the \$4.25 minimum wage, the family's income would be about \$2,250 and

the government would save only about \$400 more than if the woman had not started working.

For a working mother on welfare who increases her work schedule from 20 hours to 35 hours, the \$5.05 minimum wage would mean a \$4,000 decrease in AFDC benefits and an increase in overall family income of about \$2,600.

With the current minimum wage, the government's savings is reduced by \$1,200 and the benefit to the family is reduced by \$450.

"Raising the minimum wage would help not only those struggling to make a living improve their lives, it would help all of us. New York should be looking at ways to raise the living standards of its residents and reducing welfare costs," CSEA President Danny Donohue said.

"What all New Yorkers need is a living wage," he said. "It pays off for all of us by improving our economy, raising the general standard of living and reducing welfare costs."



CSEA'S EDUCATION AND TRAINING DEPARTMENT recently conducted a four-day AFSCME Local Union Training Instructor (LUTI) program in CSEA's Long Island Region as a pilot project for the rest of the state. Graduates of the four-day course are certified LUTI instructors qualified to teach other union activists about the role and responsibilities of being a CSEA steward. Seated from left are Elizabeth Pearsall, Mary Rossano, Les Eason and Sara Mableton. Standing in second row, from left are Tony Pluto, CSEA Education and Training Specialist Joan Dunham-Card, Alfredo Carlo, CSEA Long Island President Nick LaMorte, Pete Marriott and CSEA Director of Education and Training Maureen Rizzi. Standing in rear from left are Frank Knight, Ralph Rose, Fernando Colon and CSEA Labor Relations Specialist Jim Hencks.

J.J. Kelly Scholarships helped five with college

Five children of CSEA members who died or were permanently injured on the job recently completed the 1994-95 college school year aided by \$1,000 J.J. Kelly Scholarships.

The Kelly scholarships are given in memory of an attorney who represented CSEA. Since the fund completed its original mission of helping Mr. Kelly's children complete their education, the fund is used for scholarships awarded to children of CSEA members who lost their lives or were permanently injured on the job. At times the fund also supplements other CSEA scholarships.

Kelly Scholarship winners during the last college school year were:

Renee Ann Hadley and **David Hadley** of Boston, NY, daughter and son of the late David J. Hadley, who was a CSEA member employed at the Eden Junior-Senior High School at the time of his death. Renee attended Utica College of Syracuse University last school year and David completed the past school year at Daemen College.

Kristen A. Schoen of Derby is the daughter of Joseph E. Schoen, who was disabled through his work with the state Department of Transportation. Kristen attended St. Francis College in Pennsylvania this past year.

Keith R. Goldfarb and **Brian J. Goldfarb** of Fort Lauderdale, FL, sons of Glen Goldfarb, who was a member of CSEA Nassau County Local 830 when he was permanently injured and is now a member of CSEA Florida State Retirees Local 950. Keith attended Florida Atlantic University and Brian attended the University of Florida.

Central Region installation information available

The CSEA Central Region has set its installation picnic for Aug. 20.

Mailings about the picnic have gone out to local and unit presidents, but

those who have not received it should call the region office to make reservations; the number is 315-433-0050.

You've got the



BIG SAVINGS with discounts on
*Cellular Phone Service for
CSEA members & Retirees

CSEA President Danny Donohue is pleased to announce the expansion into the Greater Metropolitan Area of New York of the union's newest member benefit, offering you the best cellular service at a discount.



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

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

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

**For information
CALL: 1-800-368-9459**

Bell Atlantic NYNEX Mobile

Discounted cellular phone service is also available to CSEA members in other Area Codes through other arrangements with NYNEX in all or parts of Area Codes 518, 716 and 315. Rates vary. For information, call:
In Area Code (518): (518) 464-2518
In Buffalo (716): Maureen Ziemba (716) 777-2903
In Rochester (716): Mark Miller (716) 777-2903
In Syracuse, Utica-Rome (315): Fran Catanzarite (315) 449-5505

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

**Discounted cellular phone service
is further proof that it pays
to be a CSEA members**

Ballots in mail Aug. 10 for special election of Board of Directors reps

Ballots will be in the mail Aug. 10 to CSEA members eligible to vote in a special election to fill open seats representing Lewis and Rockland counties on CSEA's statewide Board of Directors.

Candidates for the seat representing Lewis County are Sandra Buckingham and Joyce P. Rice. Candidates for the seat representing Rockland County are Caroline Osinga and Ronald A. Tacoronti.

Eligible union members who have not received an original ballot by Aug. 18 may request a replacement ballot by contacting Marcel Gardner at CSEA Headquarters, 1-800-342-4146 Ext. 477.

The deadline for receipt of ballots is Aug. 31 at 8 a.m. Ballots will be counted Aug. 31 and election results will be published in the October edition of *The Public Sector*.

Single candidates who qualified and are elected automatically are **Sharon Bork** (Genesee County); **Charlene A. Williams** (Schuyler County); and **Lester Cole Jr.** (Capital Region IV Local Government Educational Representative).

Board seats representing Chenango, Franklin and Washington counties will remain open since no candidates petitioned for those three seats.

Candidates for the contested seats representing Lewis and Rockland counties were given an opportunity to submit statements and/or photographs for publication in this edition of *The Public Sector*. The statements and photographs, if submitted, are printed below. Only the names of candidates are listed where statements and/or photographs were not received.

The remarks are the personal statement of the candidate and are not to be construed as reflecting the opinions or beliefs of *The Public Sector* or CSEA Inc.

LEWIS COUNTY

Sandra Buckingham

Joyce P. Rice

ROCKLAND COUNTY

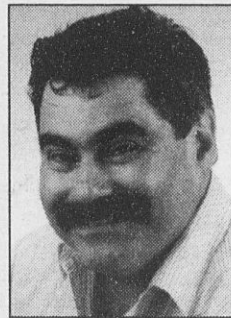
Caroline Osinga

Ronald A. Tacoronti

The voice of the members in the Rockland County Local will continue to be heard loud and clear in Albany. My experience combined with integrity and commitment to the members of our Local will help us be heard. I will continue to meet the needs of our members listening to their concerns and taking them to the leadership.



"TAC," as he is known to the Rockland County CSEA members is a veteran union member with experience representing his co-workers, first with IBEW and now with CSEA. Tac has the background, knowledge and ability to fairly and realistically present the interests of those he will represent on the statewide board.



Region III MH Board seats election being rerun

In addition to special elections to fill open seats on CSEA's statewide Board of Directors, an earlier election is being rerun to elect two members to the Board of Directors representing Mental Hygiene Region III. CSEA's statewide Elections Committee ordered the rerun following a protest to the original election results. Ballots in that election will also be mailed Aug. 10 and must be received by 8 a.m. Aug. 31. Replacement ballots are available Aug. 18 by contacting Marcel Gardner at CSEA Headquarters, 1-800-342-4146 Ext. 477. Seeking the two seats are Henry W. Walters, Judy Watts-Devine, Diane Hewitt and Alan L. Ackerman.

Grievance Representation Training

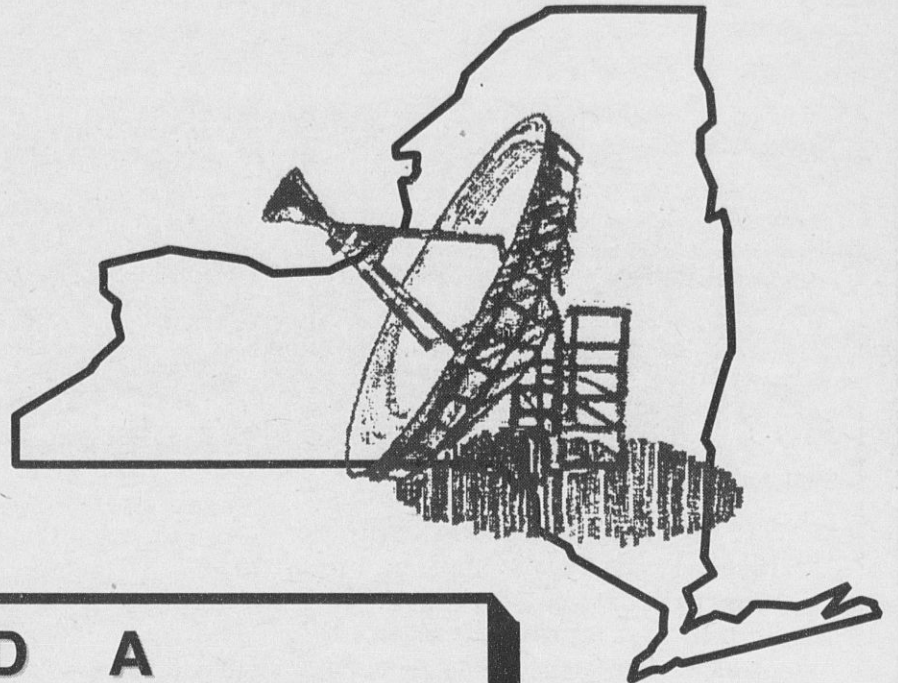
A statewide video teleconference

SEPTEMBER 16, 1995

State Activists

SEPTEMBER 23, 1995

Local Government Activists



A G E N D A

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

This highly participatory program will certify attendees as grievance representatives who can be appointed by their local/unit presidents. Using your own contracts you'll learn how to identify, investigate and write a grievance. This will be accomplished by lecture, exercises, group discussion and case studies using on-site facilitators and interactive question and answer segments.

T e l e c o n f e r e n c e s i t e s

Region	Site	Region	Site
1	Nassau Community College	4	New York State Museum
1	Suffolk Community College	5	Health Science Center at Syracuse
1	SUNY Stony Brook	5	Herkimer Community College
2	Downstate Medical Center	5	SUNY College at Oneonta
2	Bronx Psychiatric Center	5	SUNY College at Potsdam
3	Westchester Community College	5	Broome County Community College
3	Dutchess Community College	6	Corning Community College
3	Orange Community College	6	Finger Lakes Community College
4	Columbia-Greene Community College	6	Erie Community College
4	North Country Community College	6	SUNY Fredonia
4	SUNY Plattsburgh	6	Monroe Community College

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

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

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

How Can CSEA Help Me?

A Reference Guide To CSEA Member Services & Benefits

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

Press **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 includes Occupational Safety & Health, Local Govt. & School District Affairs, Research, EAP, the Retiree Division and State Contract Administration;

*press **2** for Legal Matters, such as disciplinaries & grievances;

*press **3** for Communications including *The Public Sector*, Executive Offices or Political Action;

*press **4** for answers about dues, membership & agency shop, group insurance (not health) and to talk to the Finance Dept.;

*press **5** to hear a recording of Current Issues Update;

*press **7** for Membership Benefits.



Statewide Headquarters
143 Washington Avenue
Albany, NY 12210

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

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

Grievances & Discipline

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

Insurance

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

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

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

Health Insurance

For answers to your specific questions about the New York State Health Insurance Program's Empire Plan:

Blue Cross Claims: 1-800-342-9815 or (518) 367-0009

Metropolitan Claims.....1-800-942-4640

Participating Providers.....1-800-942-4640

Home Infusion/Nursing, Diabetic Supplies, Durable Med Equip Home Care Advocacy

Program.....1-800-638-9918

Hospital admission approval/ surgical review:

Empire Plan Health Call.....1-800-992-1213

Mental Health & Substance

Abuse Hotline.....1-800-446-3995

Education & Training

CSEA provides workshops and training programs for union activists. For more information, call toll-free 1-800-342-4146. On a touch tone phone, press **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 the Membership Benefits Department at Headquarters, 1-800-342-4146.

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

AFSCME Advantage Mastercard

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

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

AFSCME Advantage Legal Services

You can obtain high quality, affordable legal services for many personal legal matters through the AFSCME Advantage Union Privilege Legal Services Program. For details and a list of participating lawyers in your area, call your CSEA region office or the Membership Benefits Department at Headquarters, 1-800-342-4146.

AFSCME Travel and Leisure Discounts

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

Discount admission to Disney World in Florida, Disney Land in California, Six Flags Amusement Parks and Anheuser Busch Theme Parks Clubs (i.e. Sea World and Busch Gardens). To receive discounts, write or call the AFSCME Research Department, 1625 L Street NW, Washington, DC 20036, (202) 429-5066. Identify yourself as a CSEA/AFSCME Local 1000 member and provide your Social Security number.

AFSCME Advantage Mortgage Program

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

Empire Home Mortgage Program

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

AFSCME Advantage Career & Academic Planning

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

The Buyer's Edge

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

Clip and save this page for future reference.

REGION OFFICES

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

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, Latham, 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.

CSEA
and
The New York
State Fair

presents the

Half Fare Fair Deal

for CSEA members and
their families on
**CSEA Day at
The State Fair
Aug. 26, 1995**

Saturday Aug. 26 is CSEA Day at The New York State Fair in Syracuse and that means half-price admission to the fair for all CSEA members and their families on that day.

So make plans now to visit CSEA President Danny Donohue and other statewide officers on Aug. 26 at the CSEA Family, Friends, Neighbors booth in the Center of Progress Building on the fair grounds.

Clip the coupon below, save money, and bring the family to The Great New York State Fair on your day — CSEA Day.

CSEA will maintain its booth in the Center of Progress Building throughout the entire fair, so stop by and visit the CSEA booth any time. The coupon is good Aug. 26 only.



It's more than you imagine.

August 24 - September 4
Syracuse

The New York State Fair is at the Empire Expo Center located off exit 7 of Interstate 690, 3 miles west of Syracuse. Hours of operation are 10 a.m. to 10 p.m. daily.



The Civil Service Employees Association
LOCAL 1000, AFSCME, AFL-CIO
Danny Donohue, President

ADMIT ONE CSEA FAMILY

Join me and your CSEA statewide officers at the NY State Fair on CSEA Day, Saturday, August 26, 1995, for half price.

Danny Donohue

\$3 DOLLARS OFF ADMISSION

1 coupon for \$3 off admission for each family member. Children under 12 free. Number of family members using coupon, including member: _____

Name _____

Address _____

Phone _____

CSEA Local _____

This coupon is good for \$3 off the admission for each adult family member on Saturday Aug. 26 only. Children under 12 free. Clip the coupon and bring it to any fair gate.