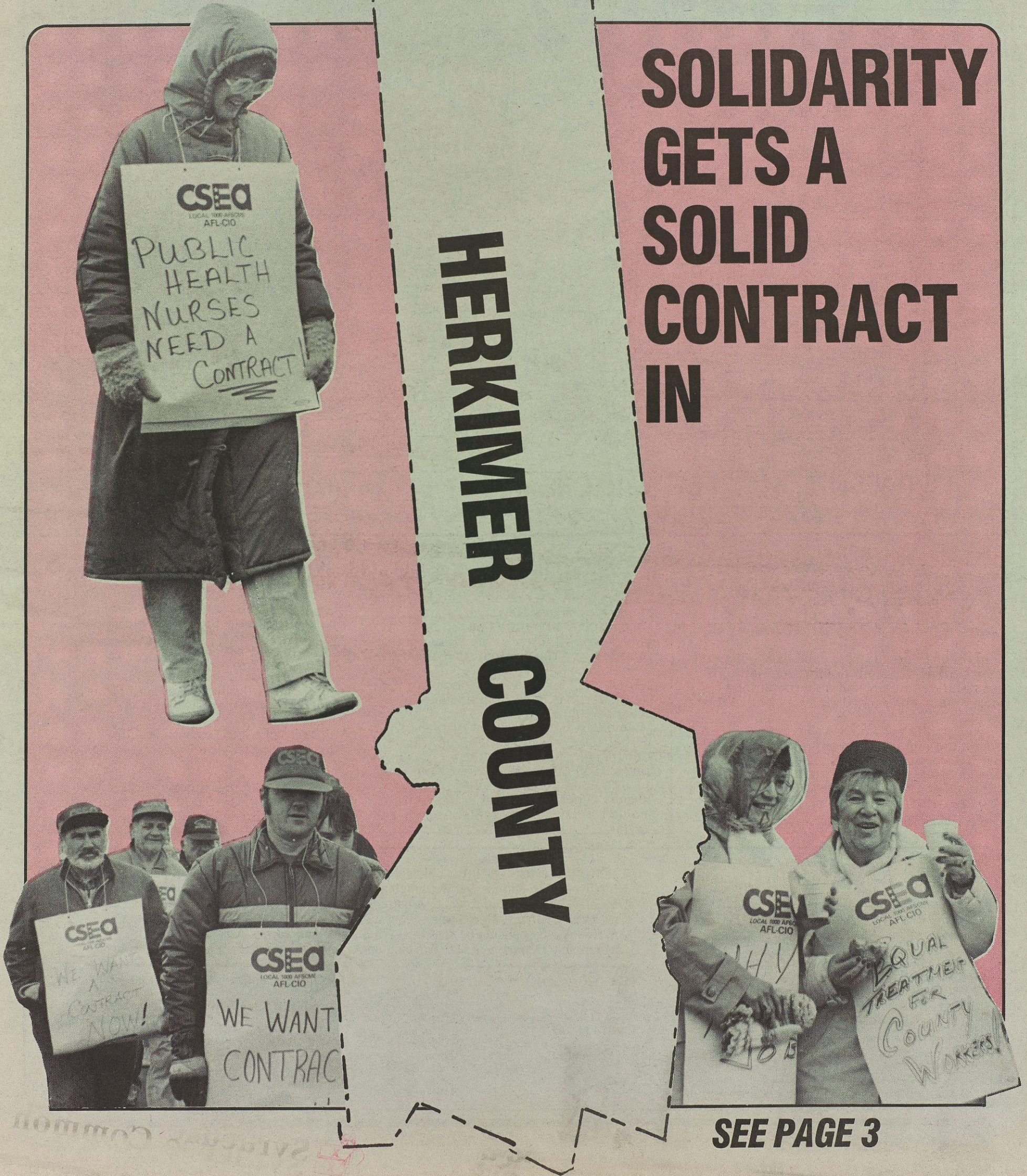


THE PUBLIC SECTOR

Official Publication of The Civil Service Employees Assn
Local 1000, AFSCME, AFL-CIO

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Vol. 12, No. 21
Monday, November 13, 1989



HERKIMER COUNTY

SOLIDARITY GETS A SOLID CONTRACT IN

SEE PAGE 3



"IT DOESN'T MATTER WHO CREATED IT - IT'S OUT OF CONTROL!
 WE NEED NATIONAL HEALTH CARE NOW!" (See page 5)

Schuyler board seat election

A special election has been scheduled to elect a representative from Schuyler County to CSEA's statewide Board of Directors. The Schuyler County board seat is currently vacant.

In order to qualify as a candidate, eligible members must submit nominating petitions containing the names of a minimum of 11 CSEA members in good standing of Schuyler County CSEA Local 849.

Nominating petitions will be available beginning Monday, Nov. 20, from the Local 849 president or CSEA Central Region V headquarters. Nominating petitions must be received at CSEA statewide headquarters in Albany not later than 5 p.m. Friday, Dec. 1, to be considered eligible.

CSEA encourages essay contest honoring Terry Anderson

CSEA, which represents school district employees across New York state, is encouraging all high school students in grades 9 to 12 to enter an essay contest sponsored by the Journalists' Committee to Free Terry Anderson.

Anderson, a native of Batavia in western New York, has been held hostage in Lebanon since March 16, 1985. Chief Middle East correspondent of the Associated Press at the time he was kidnapped, Anderson has been in captivity longer than any of the American hostages being held in Lebanon.

High school students in grades 9 to 12 should submit typewritten entries of 1,000

words or less on the topic, "How I would cope with being a hostage." Entries must be sent not later than midnight, Nov. 23, to: JCTFTA, Box 10404, McLean, VA. 22102-0404.

Include your name, age, grade level, address and the name and address of your high school. All entries must be countersigned by a high school teacher to confirm authenticity. Entries will be judged for depth, originality and clarity of English by experienced journalists.

Winners will be announced Dec. 22. First prize will be \$1,000, second prize \$500 and third prize \$250.

THE PUBLIC SECTOR UNION YES

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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Herkimer County members fought management in the trenches to win their new contract

Solidarity key to success

By Daniel X. Campbell
CSEA Communications Associate

Herkimer County employees have a new three-year contract, one they are proud of and one they worked extremely hard and long to win. The agreement covers more than 320 county workers.

Backed by the full support and strength of CSEA's massive statewide organization, CSEA members in

Herkimer County hung together in solidarity through months of stiff management resistance to win the new contract almost 11 months after the previous agreement expired.

CSEA poured manpower, resources and expertise into the Herkimer County campaign to successfully battle management's attempts to force givebacks. CSEA statewide President Joe McDermott, statewide Treasurer Mary Sullivan, statewide Executive Vice President Danny Donohue and statewide Secretary Irene Carr all made trips to give support to union members during the long months of the contract stalemate. Members of CSEA's professional staff were assigned full time to the situation.

"County management wanted a sheet full of givebacks; we didn't give up a thing, we improved the (old) contract," said Herkimer County CSEA Unit President Sherri Morris.

Unit members recently overwhelmingly ratified the new pact, which provides wage increases of 5, 6 and 6 percent over the life of the contract.

From the moment management declared an impasse in negotiations early last winter, CSEA officials and members fought back to win a fair and

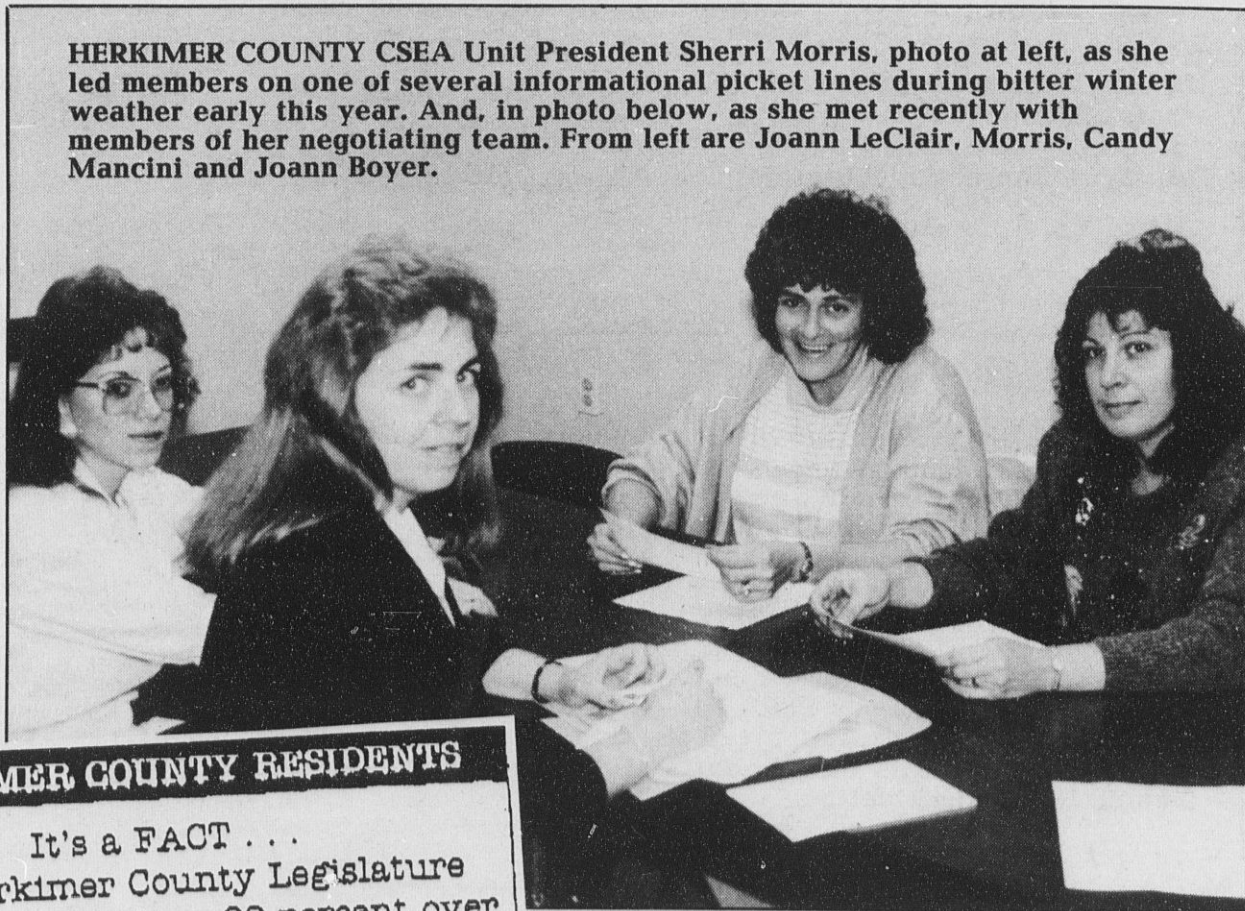
equitable contract despite management opposition.

"We held informational pickets, we packed legislative sessions, we boycotted political fund raisers and we used a series of paid ads to tell the general public about our situation," Morris said. "Management didn't like any of those actions. But each one brought us a little closer to the contract we wanted. We were determined to get the best contract possible."

In addition to the wage increases and other contractual gains, CSEA won improvements in longevity payments. Longevity pay now more than doubles for employees with 15 years of service and nearly triples for workers with 10 years of service.

"We put a lot of time and effort into this contract, and it is something to be proud of," said Joann Boyer, a CSEA shop steward and member of the union negotiating team.

"We hope this contract will help stop the high employee turnover rate the county has been experiencing," Morris said. "Management seems to have learned the hard way that they have to pay competitive wages to retain senior workers or those workers can easily find employment elsewhere."



HERKIMER COUNTY CSEA Unit President Sherri Morris, photo at left, as she led members on one of several informational picket lines during bitter winter weather early this year. And, in photo below, as she met recently with members of her negotiating team. From left are Joann LeClair, Morris, Candy Mancini and Joann Boyer.

HERKIMER COUNTY RESIDENTS

It's a FACT . . .

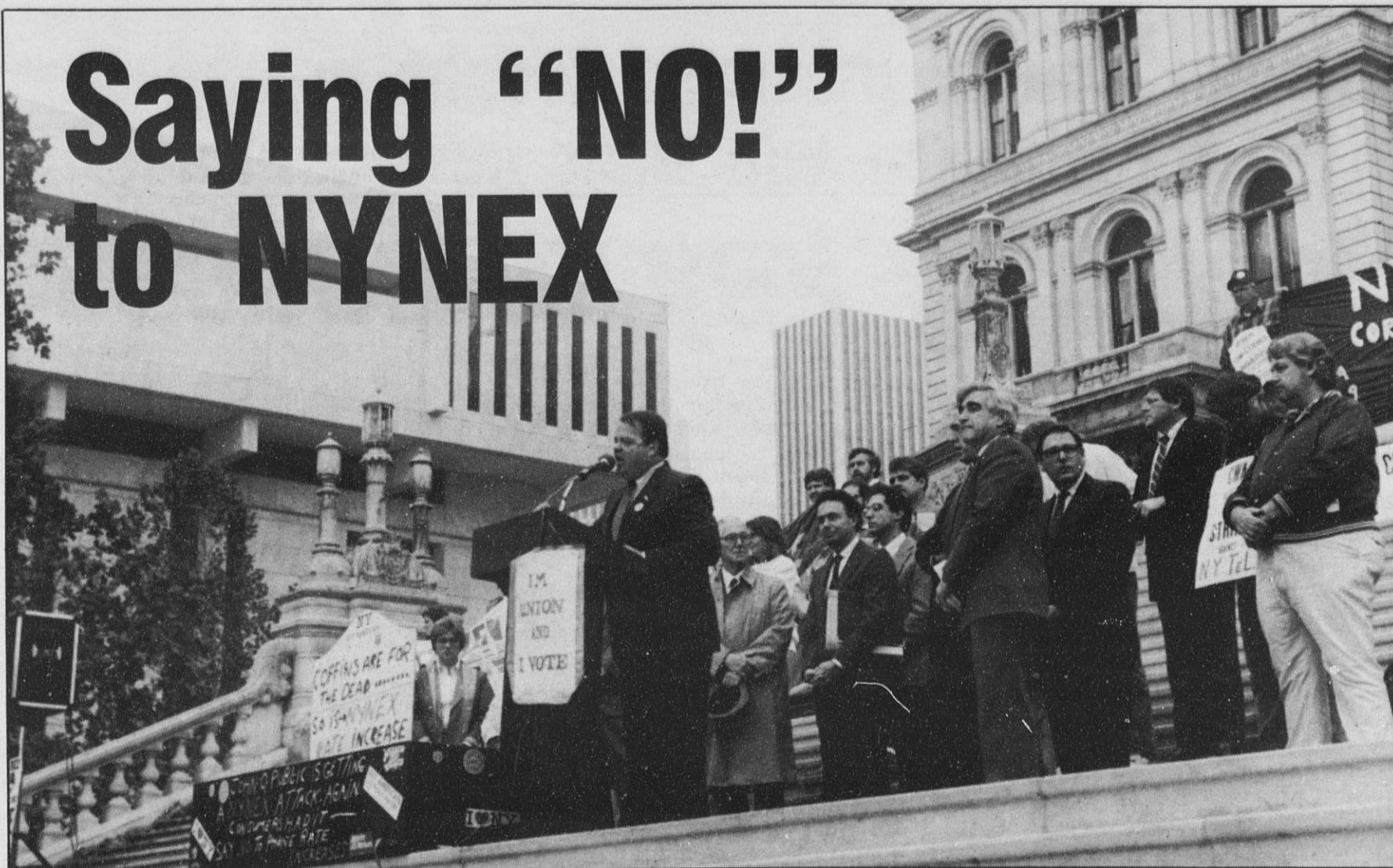
The Herkimer County Legislature raised its own salary 20 percent over a two year period. The average legislator makes \$5,100 this year and \$5,200 next year plus mileage and full health insurance.

CSEA—still without a contract.

Herkimer County Local 822, CSEA/AFSCME, AFL-CIO

“We held informational pickets, we packed legislative sessions, we boycotted political fund raisers and we used a series of paid ads to tell the general public about our situation. Management didn't like any of those actions.”

Saying "NO!" to NYNEX



ALBANY — As the NYNEX telephone strike entered its fourth month, CSEA officials and activists joined with hundreds of others on the steps of the state Capitol to make it clear that support for the strikers is stronger than ever.

The scores of elected officials and labor leaders also used the occasion to condemn a NYNEX rate hike proposal now before the state Public Service Commission (PSC).

"It's an an outrage that NYNEX is even asking," CSEA Executive Vice President Danny Donohue told the crowd. "It demonstrates the contempt the company has for their employees and their customers."

CSEA statewide Treasurer Mary Sullivan and CSEA Capital Region IV President C. Allen Mead also participated in the rally, which was organized by the Communications Workers of America (CWA).

In recent weeks, CSEA has demonstrated support for the strikers at an International Brotherhood of Electrical Workers

(IBEW) rally in the Albany area (see below) and at a CWA rally for western New York strikers in Buffalo.

"Turning out to support the strikers is the least we can do," Sullivan said. "They're holding the line against givebacks on their health insurance because it's clear that NYNEX can afford the coverage. We need to stand together for what's right."

STRIKING MEMBERS of the International Brotherhood of Electrical Workers (IBEW) have expressed their gratitude to CSEA for the union's support of the IBEW and Communication Workers of America (CWA) strike against NYNEX. In a show of solidarity, CSEA statewide Treasurer Mary Sullivan recently presented IBEW officials with a \$1,000 check and the promise of CSEA's full support for the duration of the telephone company labor dispute. More than 1,000 CSEA delegates and staff employees marched in support of striking NYNEX workers in downtown Buffalo during CSEA's 79th Annual Delegates Meeting.

International
Electrical



Brotherhood
Workers

LOCAL 2213

OFFICE
9273 KELLOGG ROAD, P. O. BOX 199
WASHINGTON MILLS, N. Y. 13479
Telephone 318-737-7332

Joseph McDermott, President
The Civil Service Employees Association

October 19, 1989

Dear Brother McDermott:

On behalf of the membership of Local Union 2213, I would like to express our heartfelt thanks to you and your members for the contribution to assist us in our strike against NYNEX.

Although our members are presently collecting unemployment insurance benefits, they were without a paycheck for ten weeks. Needless to say, for many the normal monthly bills have reached an amount that can no longer be ignored. In addition, the Company ceased to provide medical benefits on September 15th and members must pay their own premiums if they wish to have continuous coverage.

Your contribution will be used to assist our members through these difficult times and enable them to carry on the fight against shifting health care cost from employers to employees. The outcome of this fight will impact not just the NYNEX employees but all working men and women in America.

Thank you again for understanding our fight and our plight and for your generosity.

In Solidarity,

Linda J. Reynolds-Price

Linda J. Reynolds-Price
President/Business Manager
Local Union 2213

National Health Care Now Is The Time

Editor's note: An attempt to shift the growing cost of health care insurance to the employees is at the root of the on-going strike by IBEW and CWA union members against NYNEX (see page 4). CSEA, AFSCME and the AFL-CIO are backing the concept of national health care plans to ensure that everyone who needs health care will receive it without labor or management being forced to carry the entire cost burden. The following is the second in a series of articles explaining the campaign for national health care coverage.

The AFL-CIO Strategy For Health Care Reform



Passage by Congress of a national health care program can reduce the considerable pressure that rising health care costs are putting on labor and management negotiators.

Until recently, opponents of a national health care program blocked passage of federal legislation by claiming that government intervention would increase costs and inhibit competition, and by advocating that a series of voluntary efforts would contain costs. But they were wrong. Since 1980, health care costs have exceeded all projections and a record number of citizens are uninsured.

The reasons for a national health care program are obvious

The United States lags behind all other industrialized countries in reducing infant mortality and improving life expectancy. Large numbers of people with chronic diseases go untreated.

As much as 30 percent of annual increases in health benefits go toward higher hospital charges to subsidize employers who refuse to provide health care to their employees. Those employees must seek care in hospital emergency rooms — the most expensive health care setting.

Even those with health insurance protection are finding health care out of reach because of rising costs. Many working families can no longer afford high premiums required for family coverage or the steep co-insurance rates that are required when receiving care.

Many health care plans do not include such essential and cost-effective services as pre-natal treatment and well-baby care.

We're not proposing "socialized medicine"

Opponents of a national health care program like to call attempts to contain health care costs "socialized medicine." But they are wrong. In countries that have socialized medicine, the government owns health care facilities and physicians are government employees.

No one is proposing such a system for the United States. But there is substantial support for change. In a recent poll approximately 90 percent of Americans indicated that now is the time for fundamental reform. Organized labor intends to play a leadership role in that reform on the local, state and national levels so other groups will not define the agenda for working Americans.

What is organized labor proposing?

The AFL-CIO proposes to make health care more affordable and more accessible. The quality of care would be more effectively monitored and unnecessary tests and procedures would be eliminated.

It would require all employers to do their fair share in providing health care protection to employees, thus eliminating the competitive disadvantage of providing health care benefits.

How will labor's objectives be achieved?

Costs would be controlled by setting up a cost containment process in each state that involves health care providers, purchasers, consumers and representatives of state government. A lid on health expenditures at the state level would include holding down doctors' fees, limiting unnecessary procedures and limiting the acquisition of costly and duplicate medical equipment by doctors and hospitals.

Quality of health care would improve by increasing information to both health care providers and consumers. Patients would receive clearer information to help evaluate the cost and quality of services provided by doctors and hospitals.

All citizens would be guaranteed access to health care protection. The burden of financing those services would be distributed equitably among employers, government and patients. All employers would be required to provide health care protection, with states providing benefits to those who are unemployed or fall between the cracks in public programs.

CSEA & sefa

TOGETHER AGAIN!

CSEA members are reminded that while CSEA is officially endorsing the State Employees Federated Appeal (SEFA) this year, contributions should be selectively made.

"Be informed when you make your SEFA contributions," advises CSEA

statewide President Joe McDermott. "Select a worthwhile agency or organization in your own community."

McDermott says CSEA members should specifically designate in box number 10 on the SEFA pledge or payroll deduction form the charities or agencies to share in the individual's contribution. Being specific, he says, reduces the possibility of CSEA member-donated SEFA monies going to any agency that contracts out public employees' jobs.

Marcinkowski (914) 831-4200 Ext. 21; Region IV, Louis Altieri (518) 356-5344; Region V, Maureen Malone (315) 797-6800; Region VI, Tom Warzel (716) 636-2205.

List CODES OF SPECIFIC CHARITIES OR AGENCIES you wish to share in your contribution here. (Call appropriate SEFA area listed below for specific charity or agency codes).

CSEA Capital Region President C. Allen Mead is chairman of CSEA's special SEFA committee. Members of the union's special SEFA committee, by region, are: Region I, Barbara Allen (516) 234-6262; Region II, Harriet Hart (212) 312-7467; Region III, Rose

List the SEFA CAMPAIGN AREA CODE here (see list below).

PLEDGE AND PAYROLL DEDUCTION FOR FEDERATED FUND CONTRIBUTION SEFA

1. AGENCY CODE (5 digits) 2. LINE NO. (5 digits) 3. FIRST NAME MI. LAST NAME 4. SOC. SECURITY NO. 5. FED. FD. CODE (See back of form)

6. TO THE STATE COMPTROLLER: I hereby authorize you to deduct the amount indicated from each of my salary checks during the calendar year _____. I understand I may revoke or modify this authorization at any time by written notice to you.

7. DEDUCTION PER CHECK
\$ _____ (IN MULTIPLES OF TEN CENTS)

8. SIGNATURE _____ 9. DATE _____

10. Contribution to a Particular SEFA Agency: (See Back of Form for Instructions)

AGENCY NUMBER	CONTRIBUTION PER CHECK	TOTAL ANNUAL \$
		x 26
		x 26
		x 26
		x 26

11. Mail Address _____ City _____ Zip _____

TOTAL PLEDGE (Must be filled in) \$ _____

Optional: Employee Union Affiliation _____

ADM 393.1 (7/89) Part One to Audit & Control

Receipt - SEFA SOLICITOR

For Agency Use Only

PAYROLL DEDUCTION (MUST complete nos. 1-9, optional 10 & 11) DEDUCTION PER CHECK \$ _____

CASH PAYMENT OR CHECK (MUST complete nos. 1 thru 5, optional 10 & 11)

DIRECT BILLING (MUST complete nos. 1, 2, 3, 4, 5 & 11, optional 10) Quarterly Other \$ _____

NO CONTRIBUTION

TOTAL PLEDGE (Must be filled in) \$ _____

Tear off only from Part One

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

LIST OF SEFA CAMPAIGN AREAS

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

CSEA/AFSCME arrange to route earthquake relief contributions

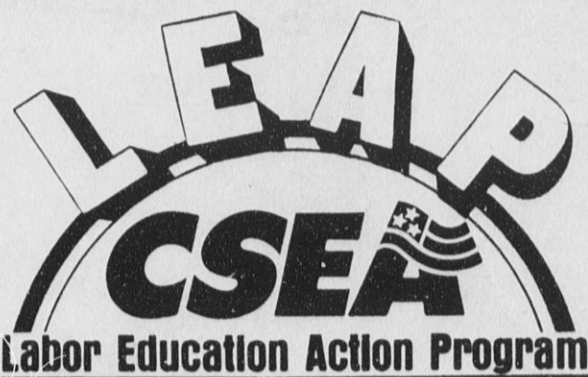
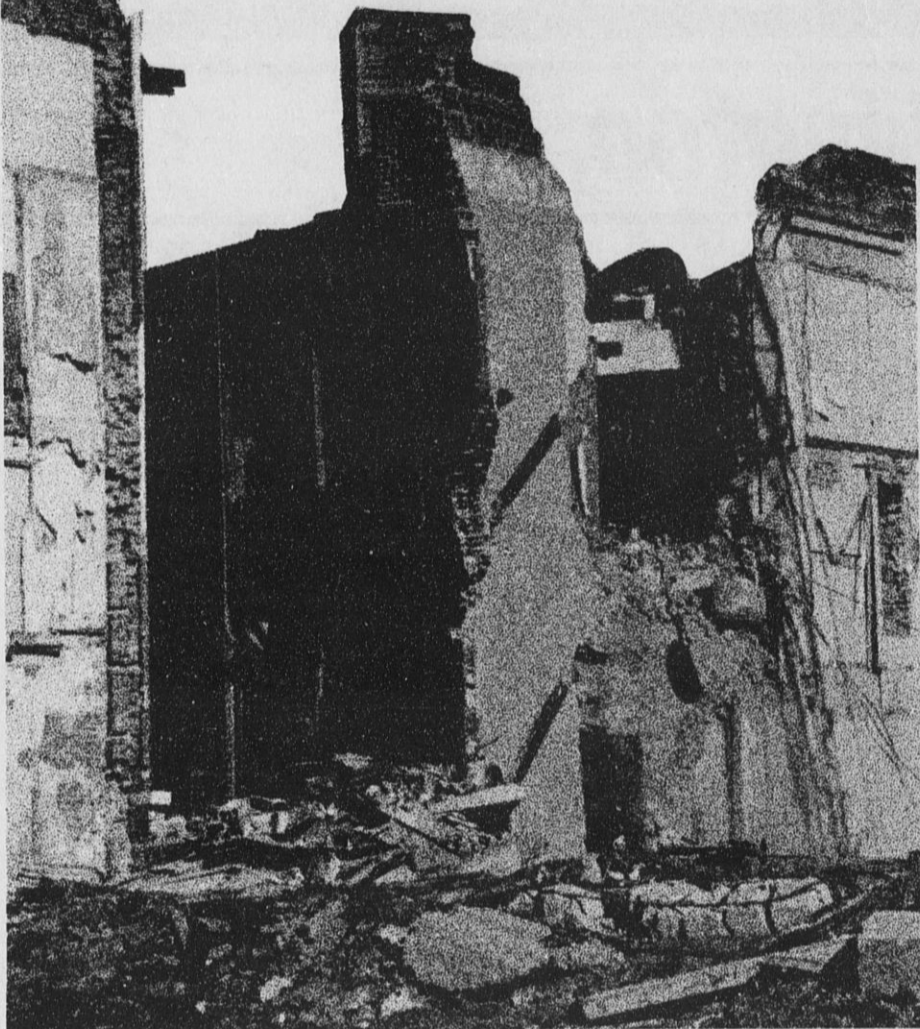
CSEA members who wish to make voluntary contributions to or conduct fundraising projects for relief efforts on behalf of earthquake victims in the California Bay Area may channel funds through CSEA to the appropriate victim support agencies in the Bay Area.

CSEA's international affiliate, AFSCME, has established a special account for dispersing earthquake relief contributions to the appropriate agency. Voluntary contributions received by CSEA will immediately be forwarded to AFSCME for distribution to relief agencies in northern California.

Staff employees from AFSCME's Community Action Department are helping coordinate volunteer efforts in the Bay Area.

Checks for financial donations should be made payable to "AFSCME International Earthquake Fund." Contributions should be sent to:

Civil Service Employees Association
Attn: Statewide Treasurer Mary E. Sullivan
143 Washington Avenue
Albany, N.Y.



**IMPORTANT
REMINDER:**

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

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

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

If you are looking for career direction or want to prepare yourself to go back to school, enroll in the **Empowered Learning Seminar**. See Section 3 in the course announcement for more information.

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

Remember, the Spring 1990 deadline is Nov. 27.

LEAP is the Labor Education Action Program of CSEA. It offers tuition-free courses at two- and four-year public and private colleges, BOCES and various state facilities across New York state.

LEAP is available only to CSEA-represented state employees in the Operational Services, Administrative Services, Institutional Services and Division of Naval and Military Affairs units, Health Research Institute and SUNY Construction Fund.

CSEA/LEAP courses are designed to increase upward career mobility in state service, and to improve the quality of life on and off the job.

**Applications for
Spring 1990
LEAP courses
must be made by
November 27**

in Washington, D.C.

WASHINGTON, D.C. — When legislation affecting public employees gets to the floor of the U.S. Congress, you can bet that CSEA/AFSCME worked hard to research the issue and, if it favors their members, to shepherd it through the complex Congressional committee system.

CSEA/AFSCME spends time and effort on federal legislation because so much of it can affect public employees in New York state. Child care, taxes on benefits, unemployment compensation, even the Eastern Airlines strike are only a few of the issues CSEA/AFSCME has worked on in recent weeks.

"We have to be very aware of legislation and how our federal legislators stand on those issues," said Larry Scanlon, CSEA director of legislative and political

**Washington is
as close as our
paychecks**

action. "Federal legislation affects state and local governments, and therefore, our members. Consider federal aid to local governments or taxes on employer-provided benefits. All that happens in Congress. We have to make our interests known and our influence felt."

Federal issues impact so heavily on state and local government employees that CSEA has a full-time staff member assigned to monitor legislative activity in Washington. CSEA's federal issues coordinator, Joe Conway, works directly with AFSCME staff in Washington to keep informed on legislation affecting public employees as it moves through the committees of the U.S. Senate and the House of Representatives.

He also makes sure CSEA's concerns are well known in Washington. In addition, Conway is ready to call on CSEA members to write or call their Congressional representatives.

"Our successful campaign to defeat the tax on unused leave accruals is a great example of how effective we can be," he said.

In 1988, CSEA mobilized its members and delivered a landslide of letters, cards and petitions to New York's federal delegation opposing the proposed tax on

unused leave time. Thanks in large part to CSEA, the proposal was defeated.

CSEA President Joe McDermott has made legislative and political action a priority precisely because CSEA needs that kind of clout to support laws that protect its gains, to make more progress and to fight legislation that could hurt public employees.

"Washington may seem far away," McDermott said, "but it's as close as our paychecks when they start talking about taxing leave time. It's as close as our homes when we talk about quality child care, as close as our jobs when we talk about cuts in aid to state and local governments.

"If we want to protect ourselves on all fronts, we have to be involved in legislative and political action in Washington," McDermott added. "CSEA/AFSCME is involved, and that involvement pays off."

The union at work

WASHINGTON, D.C. — CSEA/AFSCME is continually at work as legislation moves through Congress. At any given time, CSEA/AFSCME might research, review and lobby on dozens of different proposed laws that could affect public employees or the labor movement as a whole.

Recently, for instance, CSEA/AFSCME representatives were involved simultaneously in legislation that covered issues as diverse as nurse aide training and the Eastern Airlines strike.

Listed below, with a brief description of the work involved, are a few of the issues which CSEA members have been following closely.

*** Nurse Aide Training —** CSEA/AFSCME is working to convince legislators to support a bill that would "grandmother" in under the new training regulations any nurse aide who has worked for two years.

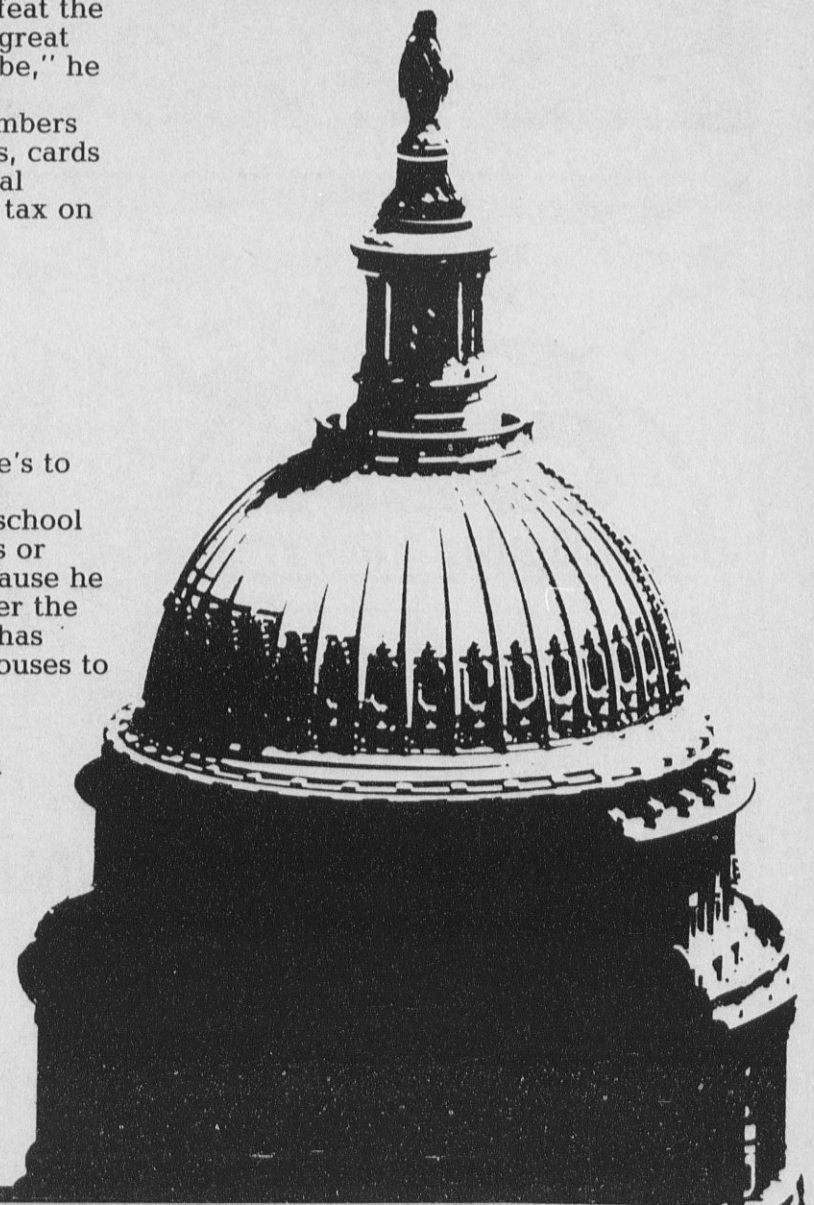
*** Unemployment Compensation for School Employees —** CSEA/AFSCME asked Sen. Max Baucus (D-MT) to co-

sponsor a bill that would allow state's to choose to provide unemployment compensation to non-instructional school employees between academic years or terms. His support is important because he chairs a committee that will consider the issue. Meanwhile, CSEA/AFSCME has been lobbying legislators in both houses to support the effort.

*** Convict Labor —** CSEA/AFSCME is lobbying against a bill that could allow federal prisoners to be assigned to work that should be performed by trained state and local government employees.

*** Eastern Airlines Strike —** The Senate approved a bill calling for a fact-finding commission to investigate the long-standing strike of Eastern Airlines workers.

CSEA/AFSCME took part in the successful lobbying effort.



CSEA saves jobs

Settlement with OMH keeps members working

WINGDALE — CSEA has saved the jobs of five employees faced with termination as part of a negotiated settlement with the state Office of Mental Health (OMH).

The settlement resolved a dispute involving overtime pay for 45 employees at the Harlem Valley Psychiatric Center.

OMH has agreed to rehire an employee who was fired last month and to rescind pending termination notices to four other workers.

The five probationary or temporary workers were among 45 employees who faced disciplinary charges during a dispute involving overtime pay in special construction projects at the facility over four years.

As part of the settlement, CSEA agreed to withdraw a suit the union had filed in state Supreme Court against the agency. The settlement also includes

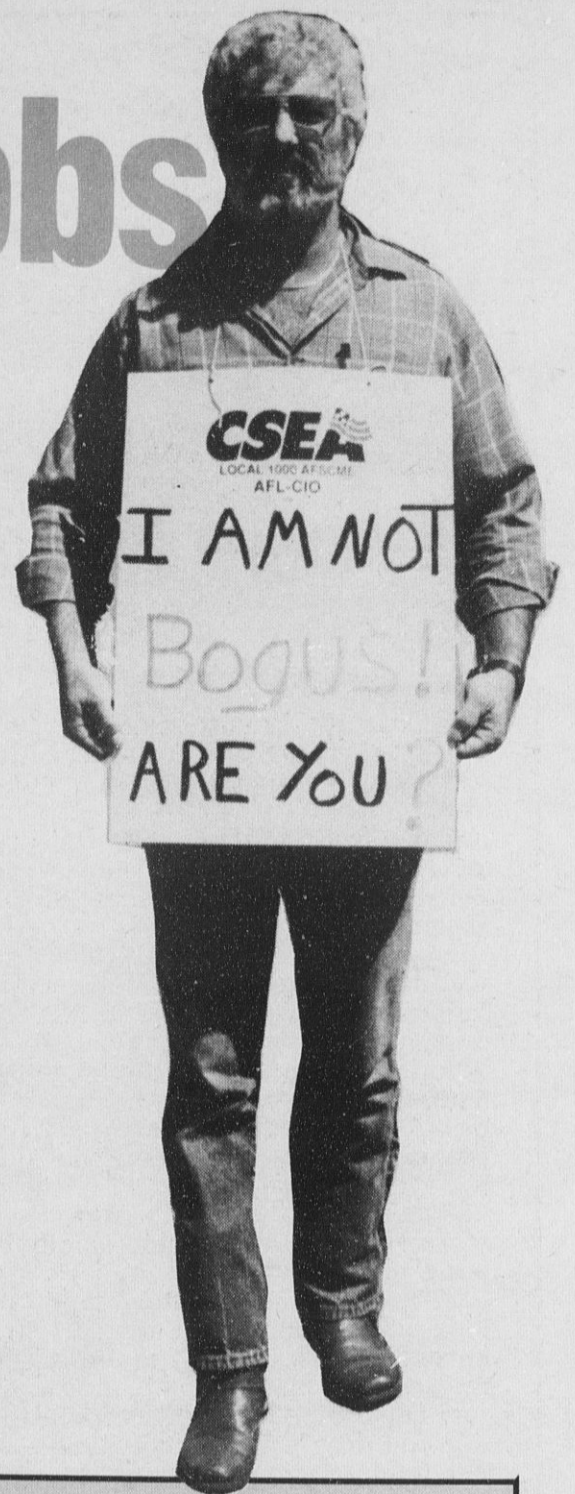
options for the employees in the way the state recovers any excess pay.

In addition, the workers will receive letters of reprimand that will be removed from employee files after a year, providing no additional disciplinary actions are filed against the employees in that time.

"We made sure everyone keeps his job, and that's very important," said Robert DeCataldo, the CSEA attorney who helped negotiate the settlement. "We're very pleased."

Richard Blair, CSEA labor relations specialist, was also actively involved in settling the dispute. He praised the employees, who held demonstrations in support of their case.

"Our members deserve a lot of credit. They really stuck together," Blair said. "They deserve fair treatment in a situation like this, and we were able to be sure they got it."



"They really stuck together"

CSEA MEMBERS MARCH in support of workers at Harlem Valley Psychiatric Center. Their demonstrations and careful negotiations by CSEA staff worked — the union negotiated a settlement that saved the jobs of five workers.

DAY CARE: A UNION SUCCESS STORY!

Labor/management work to bring day care to Town of Hempstead



CSEA/AFSCME officials are working hard to make day care services available for Town of Hempstead employees, who will be surveyed soon to determine how extensive a day care program will be required.

Town of Hempstead CSEA Local 880 officials and town officials are working through a cooperative Local 800 Day Care Committee comprised of labor and management representatives.

A survey of day care needs will be launched soon, according to AFSCME Women's Rights Coordinator Joyce Long, who met recently with the Local 880 Day Care Committee.

"We will try to find out what kind of day care program we need, the type of workforce we're dealing with, the current and future needs of the workforce and the work areas of the affected employees," Long said.

"The town has definitely supported the idea of implementing a day care program here, and of course the union is very interested in getting it up and running," said Local 880 President Pete Ellison. He said the program will be available to all 2,600 union and management employees.

Ellison said town employees can expect to receive a child care survey sometime in the next few months.

"We'd like members to respond quickly when they do receive the survey so the committee can assess the members' needs as soon as possible," Ellison said.

According to Long, who travels the country assisting labor/management committees in developing day care

programs, it normally takes six months to two years to get a program running.

CSEA is represented on the day care committee by Co-Chairwomen Fran Ramsey and Sharisse Chaplin and Local

880 members Joanne Decolator, Edie Longo, Anita Sarli, Carol Lapinsky and Irma Fiscella. Town representatives include Briding Newell, Denise Sher, Brad Rapenbogen and Bill Sammon.



GEARING UP FOR TOWN OF HEMPSTEAD day care survey are, standing from left, Local 880 Vice President Rich Satre, Day Care Committee Co-chair Fran Ramsey, CSEA/AFSCME representative Rob McCauley, Local 880 President Pete Ellison, Commissioner of Drug and Alcohol Addiction Briding Newell and Local 880 Executive Assistant Joanne Decolator. Seated from left are AFSCME Women's Rights Coordinator Joyce Long and committee Co-Chair Sharisse Chaplin, who is also Local 880 secretary.



Orange County day care



A DAY CARE CENTER FOR ORANGE COUNTY EMPLOYEES opened recently, making Orange County the only county in the state operating its own child care center. The facility, located in the Orange County Infirmary building, was created by the cooperative efforts of the Orange County CSEA unit and county management, led by County Executive Louis Helmbach. The day care center is open seven days a week. In photo at left, CSEA Unit President Dave Score discusses the child care program with the center's director, Theresa Reynolds.



BELLMORE SCHOOL DISTRICT CSEA UNIT PRESIDENT Jim Insull is flanked by CSEA Labor Relations Specialist Toni Soucie and Reinhard School Principal George J. Ringer, members of the day care program professional staff and children enrolled in the program.

Bellmore's day care program first for Long Island schools

By Sheryl C. Jenks
CSEA Communications Associate

Employees in the Bellmore School District on Long Island have been bringing their "homework" to school with them since the implementation of an innovative day care program.

CSEA member Connie Garrone is credited with originating the idea, the first of its kind in a Long Island school district. The program began in September.

Garrone was several months pregnant with her third child as the school year was about to begin.

"I was scared to death," recalled Garrone, secretary to Reinhard School Principal George J. Ringer. "I didn't want to give up my job at this stage of my life, but it looked like I would have to. Then I started thinking about — and talking about — how wonderful it would be to have a child care program right at the workplace. And now we have one."

"I've been in support of the program since day one, when Connie said, 'Wouldn't it be great if we had day care here so I wouldn't have to leave after the baby's born,'" Ringer said.

CSEA and other employee unions joined with the board of education in donating toward the start-up costs of the program and the day care space is provided by the school district. Three professionals staff the day care center. Policy, hirings and fees are set by an Employee Parent Advisory Committee, with the Bellmore School District serving as the program's fiscal agent.

"Most of the toys, cots and books were donated by employees in the district and members of the community," said CSEA Unit President Jim Insull. The program currently has seven youngsters enrolled, ranging in age from eight weeks to four years.

"I can't say enough about the day care program," said School Aide Carol Gies, a CSEA member. She previously had to leave her children with a neighbor, but sons Ronnie and Bobby have been enrolled in the day care program since it began. "You can't believe how much more relaxing it is to know they're right near you. I can even see them on my breaks when I want to."

Principal Ringer said the program enables the district to retain employees who might otherwise leave, and is an incentive for younger employees to join the school district workforce.

The day care program is in operation between 7:45 a.m. and 3:45 p.m. Parents can visit their children during work breaks.



GEORGE SOLOMAN, a housing authority superintendent, hero and CSEA member, displays citation and medal of honor awarded him by the Town of Hempstead.

GEORGE SOLOMAN A hero in Hempstead honored by community

CSEA member George Soloman, who took command and evacuated residents during a recent fire at a senior citizens housing complex, has been presented the Town of Hempstead's highest award — a medal of honor — and an official citation in recognition of his heroism.

Soloman is superintendent of the Westover Gardens Senior Citizen Housing complex in the Long Island community of Elmont. Soloman is credited with taking charge of the situation when an electrical fire ignited curtains, quickly filling the complex with smoke and flames.

"The fact that none of the elderly residents of the facility were seriously injured is due in great measure to the heroic efforts of George Soloman," said Town Supervisor Joseph N. Mondello.

In addition to leading elderly tenants to safety, Soloman was able to tell firefighters which tenants were still missing and which were out of town at the time of the fire.

"We are truly lucky to have men as fine as George Soloman working for the Town of Hempstead Housing Authority. His courage and valor surely prevented a tragedy," said a town councilman who resides near the complex and witnessed Soloman in action.

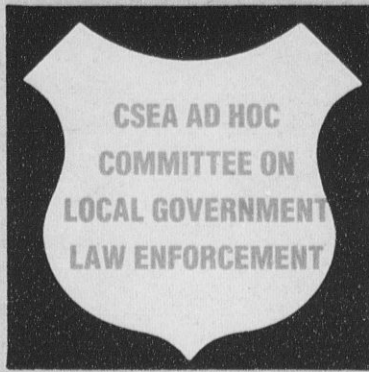
Soloman's wife and children also witnessed the evacuation. "My daughter was crying and saying, 'Daddy's gonna die!' but now my family's really proud of me," Soloman said.

Soloman said he really cares about the tenants in the complex and to him it is more than just a job.

"It's important to be a person who has love and consideration for others," Soloman said. "I think our young people should have role models; they should see people who have goals in their lives and who are willing to help others in need."

"We are proud and honored to have George Soloman as a union member," said Nassau County CSEA Local 830 President Rita Wallace. "He has proven himself to be not only an outstanding employee, but an outstanding person."

"I'd like to thank the Lord, my wife for her support and also express my deep appreciation to the town for recognizing me," Soloman said.



ON THE SIDE OF THE LAW

CSEA committee addressing complex problems facing local government law enforcement members

CSEA local government law enforcement members have tough jobs.

They're under constant stress and very often put their lives on the line protecting people and guarding prisoners in the counties, towns and villages across the state.

In return for their dedication, they're underpaid, understaffed and underappreciated.

But the CSEA Ad Hoc Committee on Local Government Law Enforcement is working to change that.

"The needs of our local government law enforcement members must be taken more seriously," said CSEA President Joe McDermott, who appointed the committee earlier this year. "There's a whole range of issues that have to be addressed and this committee is making sure that they get attention."

Made up of representatives from across the state, the committee is looking into problems ranging from jail overcrowding and staffing problems to occupational safety and health.

"We're looking at what problems are out there and we'll do our best to solve them," said CSEA Cortland County Local 812's James Brown, who chairs the committee.

At the top of the list of priorities is improving retirement benefits for law enforcement employees. That's an issue that CSEA will approach in a variety of ways including legislation and political action.

The ad hoc committee also serves as a liaison between CSEA and state agencies and organizations involved in law



GETTING SERIOUS — CSEA President Joe McDermott joins members of the union's Ad Hoc Committee on Local Government Law Enforcement at a recent meeting where they welcomed state Commission on Corrections Chairperson William McMahon, seated left, and members of his staff.

enforcement and corrections.

For example, the committee invited the chairperson of the state Commission on Corrections and members of his staff to a recent meeting to discuss a variety of issues. The commission has oversight and regulatory responsibility for the state and local government correctional facilities.

Among the issues discussed were the need for more training programs and greater attention to workplace safety and health.

"It was a productive discussion," said Brown. "We're going to be talking to a lot of groups."

"The needs of our local government law enforcement members must be taken seriously."

—CSEA President Joe McDermott

CSEA's ad hoc committee

Members of the CSEA Ad Hoc Committee to Study Local Government Law Enforcement are:

James Brown, chairperson
Cortland County Sheriff's Department

Matt Flanigan
Rensselaer County Sheriff's Department

Norman Lebevre
Jamesville Correctional Facility
(Onondaga County)

Michael Bogulski
Erie County Correctional Facility

Dennis Hesse
Nassau County Sheriff's Department

Louis Valentin
Sullivan County Sheriff's Department

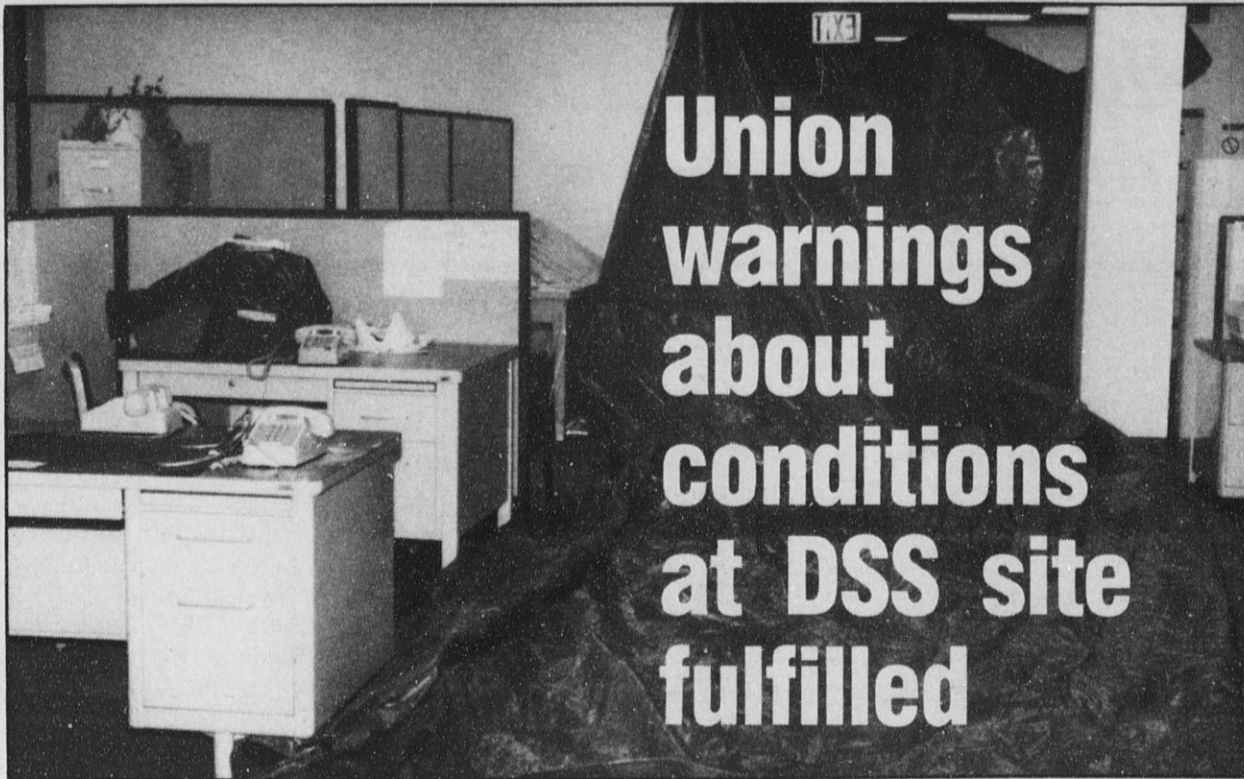
WE'D LIKE YOUR INPUT!

*Tell us your concerns
and share your ideas*



CSEA's ad hoc committee wants to hear directly from local law enforcement members about your concerns and your ideas for improving the quality of work life. Include your name and address in all correspondence. Please address your comments to:

**Ad Hoc Committee
to Study Local Government Law Enforcement
Attn: Ed Catrine
Civil Service Employees Association
143 Washington Avenue
Albany, New York 12210**



Union warnings about conditions at DSS site fulfilled

By Anita Manley
CSEA Communications Associate

YONKERS — Four days of steady rain was the proverbial straw that broke the camel's back and fulfilled CSEA's predictions of things to come if Westchester County did not respond to union complaints concerning conditions at the Yonkers District Office of the Department of Social Services.

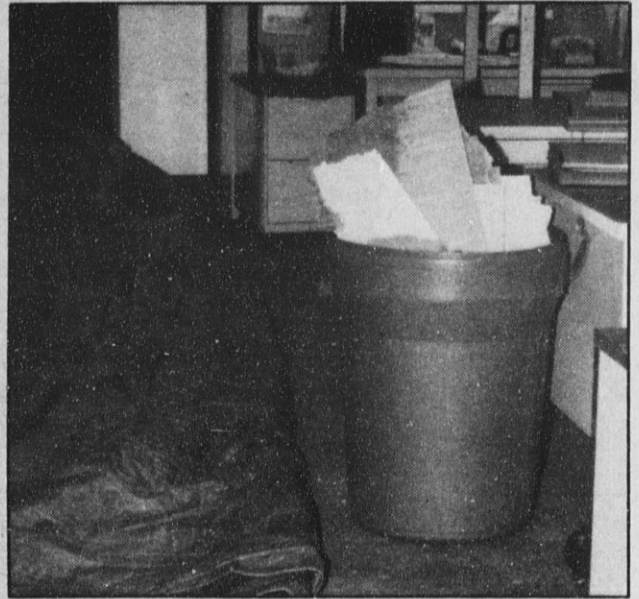
CSEA/AFSCME representatives have documented, filed and been actively pursuing complaints of numerous safety and health problems at the building. Union meetings with Westchester County officials about poor ventilation, rodent and cockroach infestations and crowded working space resulted in management promises to correct the conditions. The recent steady rain forced management to finally fulfill

some of those promises.

A roof which was in dire need of repair caved in under the weight of the rain, forcing county officials to evacuate the eighth floor of the building.

"CSEA/AFSCME intends to see that the necessary repair work is completed so our members can go back to work in a safe, dry and reasonably comfortable environment," said CSEA Region III President Pat Mascioli.

Roof repairs are just about complete, and ceiling and floor are scheduled to be repaired because of water damage. Employees evacuated from the eighth floor have been sharing already cramped space on other floors of the building.



PLASTIC SHEETING TO CATCH THE RAIN and barrels to catch pieces of falling ceiling dominate the eighth floor of the Yonkers District Office of the Westchester County Department of Social Services.

CSEA/AFSCME

Local 1000, AFL-CIO
*Serving the employees
of Westchester County*



WESTCHESTER COUNTY CSEA UNIT ACTIVISTS recently attended training sessions in White Plains conducted by CSEA/AFSCME. Handling grievances, effective communications and utilizing resources available from the union were among the topics. Barbara Ames, Michael Holcomb and Jose Martinez are shown participating in advanced grievance representative training.



WESTCHESTER COUNTY CSEA UNIT members Bobby Oats, Leo Dylewski and Tom Gallagher with their "labor of love," a 1927 Ford fire truck they are restoring.

"Because we have a lot of talent right here"

RYE — Three Westchester County CSEA/AFSCME members are restoring a 1927 fire truck, which will be exhibited in the county's Rye Playland Park when completed.

CSEA members Tom Gallagher, Leo Dylewski and Bobby Oats are doing the restoration work "because we have a lot of talent right here," Gallagher said. All three agree the project is a "labor of love."

Gallagher and Dylewski are both volunteer firemen; Gallagher with the Port Chester Fire Department and Dylewski with the Scarsdale Volunteer Fire Department.

The restored fire truck will be displayed in the park and used in parades. The truck was removed from the park because it was in need of repairs and restoration.

Health insurance option transfer period extended; pre-tax contribution deadline remains as Nov. 30

A delay in distributing Option Transfer Guides to state agencies has resulted in an extension of the November Option Transfer Period for state employees.

The month of November had been designated as the annual Health Insurance Option Transfer Period for employees who wish to change Empire Plan or Health Maintenance Organization (HMO) health insurance options or change their Pre-Tax Contribution Program (PTCP) enrollment.

Employees are reminded that applications to change their PTCP enrollment MUST be postmarked no later than Nov. 30, 1989. The extension of the Health Insurance Option Transfer Period does NOT extend the PTCP change deadline.

The Option Transfer Period will be extended for the same number of days beyond Nov. 30 that it takes the state to distribute the Option Transfer Guide containing the Empire Plan and HMO rates. The guides were originally scheduled to be distributed Nov. 1.

At right is selected material from the Option Transfer Guide, including the rate sheet of employee contributions, and information concerning the Pre-Tax Contribution Program.

The Options

Under the New York State Health Insurance Program, you may choose coverage under the Empire Plan or coverage with an approved Health Maintenance Organization (HMO) that serves your area.

What is the Empire Plan?

The Empire Plan is a health insurance program which protects you and your family by paying for covered hospital services, doctor bills and other medical expenses. It provides:

- Blue Cross Hospitalization and Related Expense Coverage.
- Metropolitan Major Medical Expense Benefits and a Participating Provider Program.
- EQUICOR-Equitable Prescription Drug Coverage, if you are not covered under a union Employee Benefit Fund Prescription Drug Program.

What is a Health Maintenance Organization (HMO)?

A Health Maintenance Organization offers you and your family pre-paid health care services. Each HMO offers a specific package of hospital benefits and medical coverage. It also offers prescription drug coverage for enrollees not covered under a union Employee Benefit Fund Prescription Drug Program.

All HMOs offered under NYSHIP accept enrollment of Medicare-eligible enrollees.

Some Similarities and Differences in the Options

Below are some similarities and differences to help you compare the options available to you.

Geographic Areas Served

The Empire Plan hospital, major medical and prescription drug coverage is available to enrollees and their eligible dependents worldwide. In addition, participating providers are located throughout New York State and in 35 states, Canada and Puerto Rico.

Each HMO serves a specific geographic area. Some HMOs can arrange for care outside their service area. Emergency care is available worldwide.

Participating Providers

The Empire Plan Participating Provider Program has about 19,000 physicians and other providers nationally. You may choose the participating provider network or the major medical benefit.

An HMO has a range of doctors and specialists in the HMO service area. Except for emergency services, you *must* use the HMO's providers unless you have authorization from the HMO to use a non-participating provider. In most HMOs, a primary care physician, whom you select, provides your routine medical care and authorizes visits to a specialist, as medically necessary.

Participating providers for both the Empire Plan and HMOs may change. Under either plan, you may not change options because a provider has changed.

Benefits

Benefits and administrative features for the Empire Plan and the various HMOs may differ. Benefits may differ, for example, in the areas of psychiatric care, treatment for alcoholism and/or substance abuse, chiropractic care, weight reduction programs, treatment of infertility, physical therapy and speech therapy. Some administrative features such as waiver of premium provisions differ.

Both the Empire Plan and HMOs have exclusions, such as for custodial care.

Cost Sharing

Both options have cost-sharing features. Under the Empire Plan, there may be a copayment for certain services in a hospital's outpatient department, an outpatient alcoholism or substance abuse rehabilitation program or by a participating provider. If you use a non-participating provider, you pay the entire fee and apply for reimbursement for covered services under the Plan's Major Medical feature. In most instances, after you have met the annual deductible, 80 percent of the reasonable and customary charges is covered. Once you have reached the annual maximum out-of-pocket expense (coinsurance), the Empire Plan pays 100 percent of the reasonable and customary charges.

Some HMOs charge the enrollee a copayment for certain services. Except for specific emergency situations, an HMO does not cover unauthorized use of providers who do not participate in the HMO.



Changing Your Pre-Tax Enrollment

During November, you may change your enrollment status in the PTCP.

First, be sure you know your 1989 status: If you are enrolled in the Pre-Tax Contribution Program, there will be an "N" (for Non-Taxable) next to the health insurance contribution in the Code-Health Amount box on your pay stub. Employees enrolled in the Dual Eligibility Family Benefit who are enrolled in the PTCP will show no health insurance contribution but

will have an "N" in the Code-Health Amount box. If you have declined coverage under the PTCP, a "T" (Taxable) will be in the Code Health Amount box.

If you wish to change your PTCP enrollment, you must complete a PTCP Selection Form and return it to the New York State Department of Civil Service, Division of Employee Benefits postmarked *no later than November 30, 1989*. This form is available from your agency Health Benefits Administrator.

The Pre-Tax Contribution Program and Health Insurance Coverage Changes

You may change your Pre-Tax option only during November. And, the Internal Revenue Services (IRS) regulations restrict other changes PTCP enrollees may make in their health insurance deductions without a change in family status or other qualifying event.

Remember, these restrictions apply only to changes made without a qualifying event.

See your agency Health Benefits Administrator for details on qualifying events.

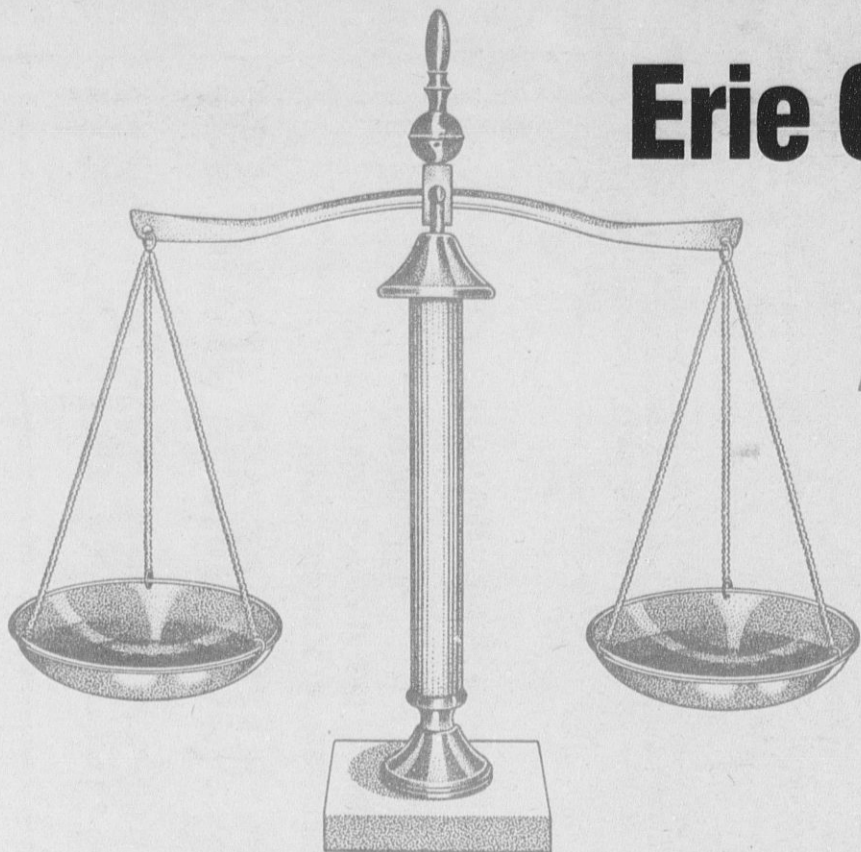
Here's the bi-weekly employee health insurance premium rates for your New York State Health Insurance program coverage

New York State pays the major share of your health insurance premium, regardless of your option: 90 percent of the cost of the enrollee's coverage and 75 percent of the additional cost of dependent coverage. Check the rates sheet below for your bi-weekly share of the premium.

New York State Health Insurance Program 1989 Rate Sheet of Employee Contributions for Employees of New York State Departments and Agencies

Code and Plan	Biweekly Employee Costs*					
	Schedule 1		Schedule 2		Schedule 3	
	Ind	Fam	Ind	Fam	Ind	Fam
001 The Empire Plan Blue Cross NYS Service Center, Box 11932, 12 Corporate Woods Blvd., Albany, NY 12211-2389, 1-800-342-9815 in NYS Metropolitan Life Insurance Company C.P.O. Box 1600 Kingston, NY 12402-0600, 1-800-942-4640 in NYS Equicor-Equitable/PAID Prescriptions, Inc. 1900 Pollitt Drive, Fair Lawn, NJ 07410, 1-800-272-PAID	\$7.42	\$30.90	\$6.19	\$26.59	\$6.19	\$26.59
160 BlueCare Plus 258 Genesee St., Suite 422, Utica, NY 13502, (315) 798-4397 or 1-800-722-7884	7.43	35.06	6.63	31.29	6.63	31.29
066 Blue Choice Gateway Centre, 150 E. Main St., Rochester, NY 14647, (716) 454-4810 or 1-800-462-0108 in NYS	4.15	20.48	3.96	19.48	3.96	19.48
063 Capital District Physicians' Health Plan 5 Washington Square, Washington Ave Ext., Albany, NY 12205, (518) 452-1823	5.93	32.91	5.41	30.03	5.41	30.03
070 Choice Care Nassau West Executive Center, 50 Charles Lindbergh Blvd., Uniondale, NY 11553, (516) 222-1460 or (718) 343-1460	6.09	33.65	5.59	30.91	5.59	30.91
067 Community Blue 1901 Main St., Buffalo, NY 14208, (716) 884-2800	5.70	28.85	4.79	25.18	4.79	25.18
053 Community Health Plan (CHP) Capital Area CHP 1201 Troy-Schenectady Rd., Latham, NY 12110, (518) 783-1864 or 1-800-638-0668 CHP of Basset One Atwell Rd., Cooperstown, NY 13326, (607) 547-3702	5.45	27.83	5.08	25.74	5.08	25.74
068 ElderPlan, Inc. 1276 50th St., Brooklyn, NY 11219, (718) 871-7526	1.64	5.70	1.64	5.72	1.64	5.72
064 Foundation Health Plan (FHP) 3660 George F. Highway, P.O. Box 97, Endwell, NY 13760, (607) 754-3380	6.95	34.34	6.27	31.14	6.27	31.14
051 Genesee Valley Group Health Gateway Centre, 150 E. Main St., Rochester, NY 14647, (716) 325-3630, 1-800-462-6826	4.26	21.26	4.14	20.66	4.14	20.66
050 HIP 220 W. 58th St., New York, NY 10019, (212) 373-5400 or 1-800-HIP-TALK	5.07	26.89	4.48	23.78	4.48	23.78
057 Health Care Plan (HCP) 900 Guaranty Bldg., Buffalo, NY 14202, (716) 847-1480	4.14	21.45	3.72	19.44	3.72	19.44
061 HealthShield 160 Union St., Poughkeepsie, NY 12601, (914) 471-2368	6.39	32.48	5.99	30.21	5.99	30.21
069 HealthWays 555 White Plains Rd., Tarrytown, NY 10591, 1-800-223-0812	6.99	34.98	6.51	32.59	6.51	32.59
120 Independent Health Association (Hudson Valley) 220 White Plains Rd., Tarrytown, NY 10591, (914) 631-0939 or 1-800-654-5494	6.34	32.45	5.92	30.28	5.92	30.28
059 Independent Health Association (Western) 777 International Dr., Buffalo, NY 14221, (716) 631-5392 or 1-800-247-1466 in NYS	4.36	24.35	3.88	22.18	3.88	22.18
072 Independent Prepaid Health Plan (IPHP) 8278 Willett Parkway, Baldwinsville, NY 13027, (315) 638-4900	6.97	34.80	6.27	31.43	6.27	31.43
052 Kaiser Foundation Health Plan of New York 7-11 South Broadway, White Plains, NY 10601, (914) 682-0025	5.81	26.88	5.36	24.81	5.36	24.81
065 Mid-Hudson Health Plan (MHP) Park West Office Complex, Hurley Ave. Ext., P.O. Box 3786, Kingston, NY 12401, (914) 338-0202 or 1-800-826-2651	5.20	26.02	4.79	23.99	4.79	23.99
Mohawk Valley Physicians' Health Plan (MVP) 1-800-777-4793						
060 (East) 108 Union St., Schenectady, NY 12305, (518) 370-4793	6.30	31.25	5.79	28.71	5.79	28.71
100 (Central) 209 Elizabeth St., Utica, NY 13501, (315) 797-4411	4.81	23.85	4.31	21.32	4.31	21.32
058 Preferred Care 259 Monroe Ave., Suite A, Rochester, NY 14607 (716) 325-3920	4.07	19.96	3.97	19.50	3.97	19.50
055 Prepaid Health Plan (PHP) 8278 Willett Parkway, Baldwinsville, NY 13027, (315) 638-2133	5.89	30.07	5.27	27.04	5.27	27.04
240 Prepaid Health Plan/Slocum Dickson Medical Network 217 Seneca Turnpike, New Hartford, NY 13413, (315) 797-7013 or (315) 797-1171	5.37	26.58	4.76	23.67	4.76	23.67
062 Rutgers Community Health Plan (RCHP) One World's Fair Drive, Somerset, NJ, 08873, (201) 654-1500	5.62	26.58	5.34	25.25	5.34	25.25
230 Sanus Health Plan 75-20 Astoria Blvd. Jackson Heights, NY 11370, (718) 899-3600 or 1-800-338-8113	4.66	25.08	4.49	24.18	4.49	24.18
210 US Healthcare Triad IV, 1981 Marcus Ave., Suite E111, Lake Success, NY 11042, 1-800-323-9930	5.83	27.71	5.40	25.71	5.40	25.71
220 WellCare of New York 300 Stony Brook Ct., Newburgh, NY 12550, (914) 561-5028 or 1-800-826-2651	5.36	26.75	4.98	24.83	4.98	24.83

*Schedule 1 is for employees who have drug coverage through the New York State Health Insurance Program except for employees represented by Council 82, AFSCME and PBA.
Schedule 2 is for employees represented by Council 82, AFSCME and PBA.
Schedule 3 is for employees with drug coverage through an Employee Benefit Fund.



Erie County pay equity: *Balance the scales*

By Ron Wofford
CSEA Communications Associate

BUFFALO — A CSEA/AFSCME pay equity profile has found that long-standing gender-based wage discrimination in Erie County means about \$6,000 less a year for those in jobs filled primarily by women, compared to those in jobs filled primarily by men.

The profile, a snapshot of the total county workforce, also found that as of 1987, only 13 percent of women county employees were making \$25,000 annually, compared to 26.7 percent for men.

The Erie County Employees Unit of Erie County CSEA Local 815 has about 4,500 members, almost 59 percent of them women, according to figures compiled in March.

"This study lays the groundwork for correction of long-standing gender-based pay inequity in Erie County employment," said Robert Lattimer, CSEA Region VI president. "We call on the county to commission an independent consultant to conduct a full classification and allocation study of all county jobs as part of the effort to close the unfair wage gap between jobs held by men and women of equal value. The last time a complete study was done was in the early 1950s."

"We must have a pay system based on the value of work performed free from sexual bias," Lattimer continued. "After all, this is 1989, not 1889. Full correction may not come overnight, but we intend to see this through to a successful conclusion."

The full-scale, comprehensive study should be performed by an independent external consulting firm so that political influences are kept out of the process, Lattimer said at a news conference called to release the profile's details.

County Executive Dennis Gorski and county legislative leaders, including Chairperson Roger Blackwell, have also seen the report.

Blackwell called the pay inequity charges serious and said he was "supportive of an attempt to correct the injustices. But I think this is something that will take a cooperative effort by the Legislature, the county executive and the unions."

Gorski also pledged his support in eradicating disparities in pay differences but, like Blackwell and Lattimer, noted that change will take time.

"These pay gaps are long-standing in character," Gorski said, "and we face limitations from the civil service system and fiscal restraints in ameliorating them."

Lattimer outlined the full range of direct involvement CSEA will be seeking in the process of correcting the gender-based wage gap, including: preparation of the information that will be sent to prospective consulting firms; formulation and distribution of requests for proposals; selection of the firm chosen; creation of job content questionnaires; determination of the same size; and through to the implementation of corrective action.

Lattimer praised the work of AFSCME research analyst Michael Messina, principal author of the study; Don Kelly, CSEA assistant director of research, for supportive materials and consultations; Roger Sherrie, region political action coordinator; Erie County Employees Unit President Stephen Caruana; and unit activist Shirley Heron, who is the union representative on the Erie County Commission on the Status of Women.

"It's been a team effort thus far," Lattimer said. "We've got to keep our eyes on the prize, even though it's quite a ways away from today. And it's important that we keep our members informed along the way."

Meetings have been conducted to explain to unit members the study details and the game plan for securing the correction of gender-based wage discrimination.

Commission supports call for job study

BUFFALO — Support for CSEA's call for a complete and independent classification and allocation of all 1,131 Erie County job titles has come from the Erie County Commission on the Status of Women.

The county executive created the commission to remove gender inequities for women through a program of public education and information, legislative advocacy, policy analysis and linkage with women's equity networks.

Shirley Heron of Erie County CSEA Local 815 is the CSEA representative on the commission. She is "delighted that the commission was receptive to the profile's findings and the call for a complete study. The commission will be monitoring progress and lobby for implementation of the study's findings."



Shirley
Heron

Heron was appointed to the commission about 18 months ago on the recommendation of Erie County Unit President Stephen Caruana. She said she has enjoyed working on the commission, which is also charged with studying the status of working women in the private sector.

Directions



Prepare for the future

Directions is a pre-retirement education program developed and conducted by the state Office for the Aging with joint labor/management funding from New York state and CSEA, the Public Employees Federation and AFSCME Council 82.

Directions conducts pre-retirement planning seminars across the state and has written the "Self-Help Guide to Pre-Retirement Planning" for employees of state agencies.

Directions will answer some important questions about pre-retirement planning for all public employees through this column.

One third of us will provide care for an elderly person in our retirement. The level of care may involve two hours a week or many hours a day.

A generation ago, an aging parent would move in with adult children for an average of 18 months. Now the average stay is six years.

Many of us don't know what resources are available or how to locate them. Some may not want to accept "charity" or think we should care for our own without aid.

Whether we are retired or working, care-giving is physically and emotionally demanding. Getting services and support from the community helps the caregiver keep going.

Below are some of the support services available for seniors — those over 60. Not all of these are available in every county; check with your county's Office for the Aging (OFA). Many of these services are available throughout the country. Every county has an Office for the Aging.

Programs with income guidelines

*** Supplementary Security Income (SSI):** Provides added income to aged, blind and disabled people. Eligibility limits in New York are \$459 a month for a single person and \$655 for a couple if there are few other assets.

Fifty percent of those eligible don't apply. Local Social Security Office.

*** Medicaid:** The same income levels apply to Medicaid as to SSI. County Department of Social Services.

*** Food Stamps:** Helps those on low or fixed incomes buy food. Department of Social Services (DSS).

*** Home Energy Assistance Program (HEAP):** Helps with the cost of fuel bills, even if utilities are included in rent. OFA.

*** Weatherization Assistance:** Provides money to insulate or repair eligible homes and apartments to make them more energy efficient. OFA.

*** Circuit Breaker:** Provides tax credits or rebates to home owners and renters who pay too much of their income in property taxes. The current income level is \$18,000.

File New York state tax form IT-214. You can file even if you don't ordinarily have to pay a state tax. OFA or state Department of Taxation.

*** Real Property Tax Exemption:** May reduce property tax for homeowners 65 and older. Each locality sets its own maximum income standard within limits established by state law. Local assessor.

*** Enriched Housing Program:** Offers services meal preparation and housekeeping for the elderly in senior housing or in small group-living arrangements. DSS or OFA.

*** House Repair Programs:** Available in some rural areas and cities. Local government, OFA or state Division of Housing.

*** Housing Assistance Payments (Section B):** Federal Housing and Urban Development program provides assistance to pay part of the rent in participating apartments or homes. OFA.

*** Elderly Pharmaceutical Insurance Coverage (EPIC):** New York state's cost-sharing plan helps income eligible residents 65 or older save up to 60 percent on prescription drugs. OFA or call 1-800-332-EPIC.

*** Expanded In-home Services for the Elderly Program (EISEP):** Provides home health care and case management on a sliding fee basis. OFA.

*** Senior Community Service Employment:** Provides jobs in public or private non-profit organizations for economically disadvantaged seniors 55 and older. OFA.

*** Green Thumb Program:** Helps improve the environment while providing part-time employment for low-income seniors 60 or older. OFA.

*** Foster Grandparents Program:** Low-income senior volunteers work with children with special needs and receive a stipend, free meal and assistance in transportation. OFA.

Programs with no income guidelines

*** Caregivers:** Training program and support group provides practical suggestions for caregivers. OFA.

*** Long-term Care Ombudsman Program:** Volunteers advocate for elderly residents and their families in nursing and adult homes. OFA or call 1-800-342-9871.

*** Senior Meal Sites:** Serves hot meals at more than 800 meal sites throughout the state. Anyone over 60 may take part. Transportation is usually available.

*** Meals On Wheels:** Home-delivered

meal programs operate in all counties. OFA

*** Transportation:** Transportation services to nutrition sites, shopping, medical care, etc., provided in many counties. OFA.

*** Transportation Discounts:** Public transportation systems, airlines, bus companies and Amtrak offer discounts to seniors. OFA or transportation companies.

*** Legal Assistance:** Provides legal counseling, representation or referral for the elderly. OFA.

*** Insurance Counseling:** Evaluates policies, help seniors decide whether they have enough insurance. OFA.

*** Insurance Bills:** OFA counselors help seniors solve Medicaid billing problems. OFA.

*** Telephone Reassurance and Friendly Visiting:** For seniors who live alone, telephone contact assures well being. Friendly visiting provides person-to-person social contact. OFA or senior centers.

*** Crime Prevention:** Your local OFA and police department can help make your home or apartment secure through education and referral to local crime prevention efforts. OFA or American Association of Retired People (AARP).

*** Filing Taxes:** Some AARP chapters have trained volunteers who help seniors prepare their taxes. OFA or AARP.

*** Flu Shots:** Some OFAs have flu shot clinics each fall. OFA or Public Health Nursing Service.

*** Medic Alert:** A call button worn day and night activates a computer at the local hospital or fire station to alert them that the senior needs help. OFA, hospitals or volunteer fire departments.

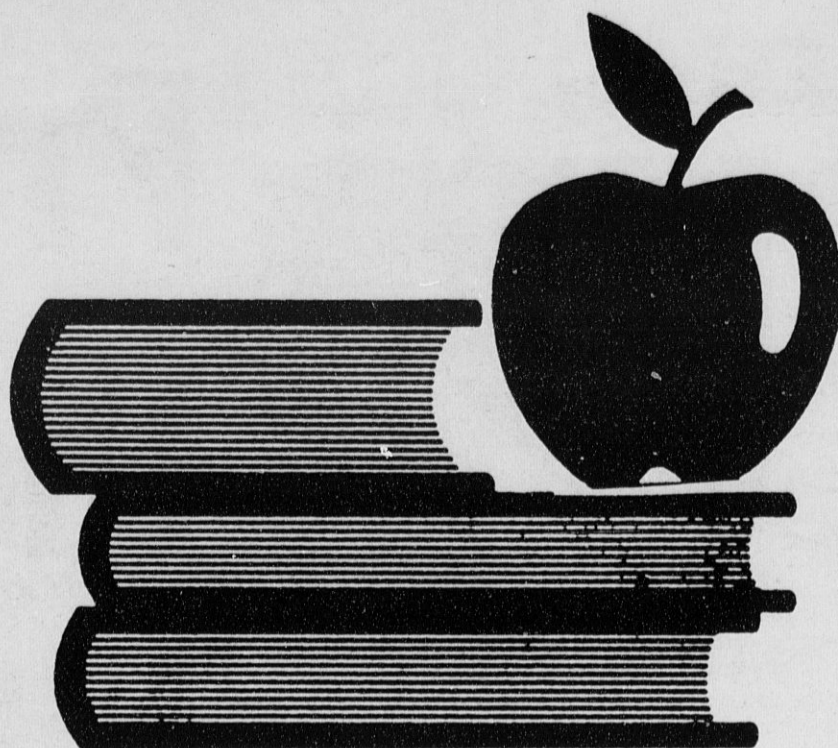
*** Low Vision:** Some OFAs have mobility training in the home for low-vision seniors. OFA, Centers for the Blind.

*** Reading Radio:** Some areas have an FM station that provides a free receiver to those with low vision.

Volunteers read the local newspaper, ads, comics, news, obituaries and books and magazines 24 hours a day. OFA.

*** Talking Books:** A record player and talking books are available free to those with low vision, everything from the Bible to gothic novels. OFA or the state Library at (518) 474-5935.

Not much time left to file application for 1990 AFSCME family scholarships



Introduction

In 1986 AFSCME celebrated its 50th anniversary, a half-century of commitment to workplace and social justice. As part of the union's commemoration, the officers and International executive board of AFSCME instituted the "AFSCME Family Scholarship Program."

AFSCME has always been future oriented. Our struggle has been to make tomorrow's world a little better, a little more decent and just, than today's. As our society and our institutions become ever more complex, the value of knowledge and understanding increases immeasurably. The English philosopher Francis Bacon once wrote: "Knowledge is power." As we look now to the future, a future where dignity is not just a catchword but a reality for *all* people, we in AFSCME know the truth of Bacon's observation. Coupled with compassion, knowledge is the power needed to break down the artificial barriers — race, sex, age, geographic region, and so on — that are used to divide us. Knowledge is the power to help us all realize we really are one family — in this country and on this planet.

This is what AFSCME has always been about and will continue to be about. We see our scholarship program as a vital component of our effort to build a better life for ourselves and for our children.

Gerald W. McEntee,
International President

William Lucy,
International Secretary-Treasurer

What is the AFSCME Family Scholarship Program?

The AFSCME Family Scholarship Program is an on-going program of scholarships available to children of active AFSCME members. Under the program, 10 scholarships of \$2,000 each are awarded annually to the winners selected from the applicants who meet the eligibility requirements. Once awarded, the scholarships will be renewed for \$2,000 each year for a maximum of four years, provided the student remains enrolled in a full-time course of study.

A group of distinguished labor educators, from both academic and union backgrounds, forms the Scholarship Selection Committee. This independent committee has the task of choosing the scholarship recipients.

Who is Eligible for a Scholarship?

Any graduating high school senior who is a daughter or son of an active AFSCME member, and who intends to enroll in a full-time, four-year degree program in any accredited college or university, is eligible to apply for a scholarship. The scholarship may be used for any field of study.

How Does an Eligible Student Apply?

To apply for an AFSCME scholarship, an eligible student must do the following:

- 1) Complete the "AFSCME Family Scholarship Official Application Form;"
- 2) Write an essay, not to exceed 1,000 words, on the subject: "What AFSCME Has Meant to Our Family;"
- 3) Provide information regarding a parent's AFSCME membership;
- 4) Have the high school provide a transcript of grades, complete the High School Report portion of the official application form, and return the Application to AFSCME before the deadline; and
- 5) Submit the results of either the Scholastic Aptitude Tests (SAT) or the American College Tests (ACT).

As one of the eligibility requirements, a candidate must take either the Scholastic Aptitude Test (SAT) administered by the College Board, or the American College Test (ACT) administered by the American College Testing Program. The applicant is responsible for registering for the test and for paying all fees for the test.

An applicant should have SAT or ACT results reported directly to the AFSCME Scholarship Selection Committee by the organization administering the test. On registration forms for the SAT, the scholarship applicant should write the AFSCME code number 3134 in Item 14. On registration

forms for the ACT, a scholarship applicant should write the AFSCME code number 3134 in Block U. Using the AFSCME code numbers will insure that the applicant's test results will be reported to the AFSCME Scholarship Selection Committee.

How Can a Member Request an Application?

To request application forms for the scholarship program, any interested AFSCME member or his or her child should write to:

AFSCME Family Scholarship Program
Attn: Education Department
1625 L Street, NW
Washington, DC 20036

What is the Deadline for Applications?

Completed applications from high school seniors must be *postmarked no later than* Dec. 31. Applications postmarked after Dec. 31 will not be accepted.

Application Check List

- Official Application Form
- Essay: "What AFSCME Has Meant to Our Family"
- Information regarding a parent's AFSCME membership
- High School Transcript
- SAT or ACT Results

NOTE: For an applicant to be considered, he or she must have all the items on the checklist submitted and be sure that SAT or ACT results are reported to AFSCME by the testing organization or the high school.

Applications must be postmarked no later than December 31!



YOUR UNION BENEFITS

AT YOUR SERVICE

A handy reference guide to CSEA member services and benefits

CSEA Toll-Free

The union's toll-free telephone number — **1-800-342-4146** — is your direct link to CSEA Headquarters.

When you call the toll-free number, a recorded message describes the choices to put you through to the right place for the help you need.

You need a touch-tone telephone to complete your call without operator assistance. If you aren't calling from a touch-tone telephone, an operator will pick up and complete your call at the end of the message.

If you know the extension number of the individual that you're trying to reach, you can press "0" plus the extension number on your touch-tone telephone at any point during the recorded message and be connected.

If you don't know the extension, the message will give you the following choices:

* For Field Operations or the Empire Plan/Health Benefits Committee, press number 1.

* For disciplinaries, grievances and other legal matters, press number 2.

* For Communications, the Executive Offices or Political Action, press number 3.

* If you have a question concerning dues, membership or agency shop, CSEA group insurance other than health or need to talk to the Finance Department, press number 4.

Employee Benefit Fund

The CSEA Employee Benefit Fund is a CSEA-administered trust fund which provides certain supplemental negotiated benefits for state employees and participating local government employees. It currently administers Dental Care, Vision Care, Prescription Drug, and Package 7 Benefits Plans.

For questions regarding any of the benefits or for assistance with negotiating any plan(s), call:

1-800-342-4274 or (518) 463-4555 or write:
CSEA Employee Benefit Fund
14 Corporate Woods Boulevard
Albany, NY 12211

Education and Training

CSEA can help you prepare for civil service exams with low-cost study booklets and free-to-borrow video tapes and audio tapes.

CSEA also provides educational workshops for union activists eager to learn more about their union responsibilities.

To request booklet order forms or to obtain information on the video/audio tapes or union workshops, call CSEA headquarters at **1-800-342-4146**.

Grievances, Disciplinaries

If you believe you have a grievance, immediately contact your Local grievance representative or shop steward. If they are unavailable, contact your CSEA Unit or Local President, or your CSEA Labor Relations Specialist at the appropriate regional office (see adjacent map). Do not delay if you believe you have a problem; grievances must be filed on a timely basis.

Current Issues Update

To find out what's new and to get information about items of general interest to CSEA members, call toll-free 1-800-342-4146 and press number 5.

AFSCME Advantage Credit Card

The AFSCME MasterCard has one of the lowest interest rates around — 5 percent above the prime lending rate. There is no annual fee.

To obtain an application form, call your CSEA regional office (see adjacent map).

The card is issued by the Bank of New York. If you apply for a card and there is no response within four weeks, call the bank toll-free at **1-800-942-1977**.

Insurance

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

These voluntary group plans include: Basic Group Life, Supplemental Life, Income Protection Program, Hospital Indemnity Plan, Family Protection Plan, Auto Insurance and Homeowners Insurance. **For more details, call 1-800-366-5273 or (518) 381-1600.**

AFSCME Advantage Travel Services

Helps you get where you're going, fast. And saves you money in the process!

You can stretch your dollars with the cost-free travel benefits that include guaranteed lowest available airfare, car rental discounts, hotel and motel discounts and a vacation hotline.

For a free starter kit call 1-800-522-8727.

Safety

To report unsafe or unhealthy working conditions or serious accidents, call your CSEA labor relations specialist. For occupational safety and health information, call CSEA headquarters at **1-800-342-4146**.

Retirement

If you are retiring soon, it's important that you select the proper option from the Employees' Retirement system.

By using the services of a CSEA-provided retirement counselor, you'll be able to plan for a lifestyle in your retirement years that takes into account your anticipated expenses.

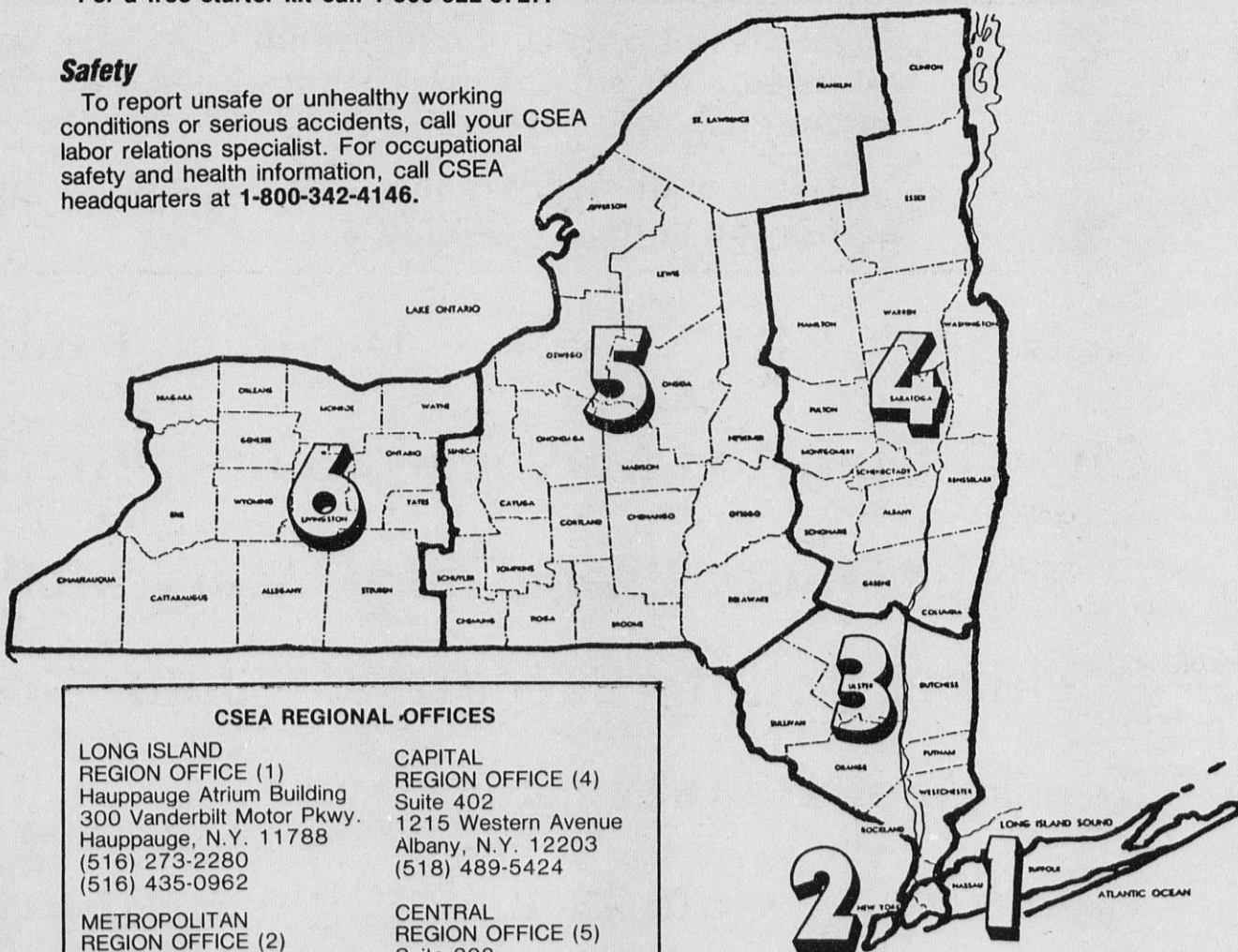
For more information, call 1-800-366-5273.

General retirement information is available by contacting CSEA's Retirement Department, CSEA Headquarters, 143 Washington Avenue, Albany, N.Y. 12210. **(518) 434-0191 or 1-800-342-4146.**

United Buying Service

Get big savings on consumer products through the union's official discount buying service. UBS combines the power of millions of members to negotiate discounts on a whole range of major name discount products.

Everything from automobiles to major appliances, video to home furnishings and more. The program is free to CSEA members and carries no service charges. **To place an order or for pricing information, call 1-800-336-4UBS or 1-800-877-4UBS.** UBS has also set up a hotline for information on limited special monthly offers available only to CSEA members. **For a listing of specials, call the hotline at 1-203-967-2980.**



CSEA REGIONAL OFFICES

LONG ISLAND REGION OFFICE (1)
Hauppauge Atrium Building
300 Vanderbilt Motor Pkwy.
Hauppauge, N.Y. 11788
(516) 273-2280
(516) 435-0962

METROPOLITAN REGION OFFICE (2)
Suite 1500
11 Broadway
New York, N.Y. 10004
(212) 514-9200

SOUTHERN REGION OFFICE (3)
Rural Route 1
Box 34, Old Route 9
Fishkill, N.Y. 12524
(914) 896-8180

CAPITAL REGION OFFICE (4)
Suite 402
1215 Western Avenue
Albany, N.Y. 12203
(518) 489-5424

CENTRAL REGION OFFICE (5)
Suite 308
290 Elwood Davis Road
Liverpool, N.Y. 13008
(315) 451-6330

WESTERN REGION OFFICE (6)
482 Delaware Avenue
Buffalo, N.Y. 14202
(716) 886-0391

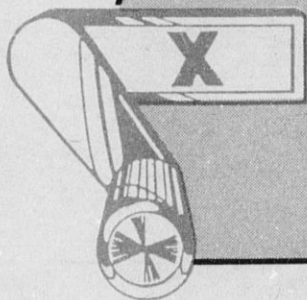
CSEA

backs
the

winners











CSEA POWERS THE VICTORY — CSEA members from Orange County, along with Region III President Pat Mascioli, get a public thank you from Mary McPhillips, center, at her victory party on Election Day. She is the first Democrat ever elected as Orange County executive and only the second woman elected county executive in the state.



CSEA not only endorsed candidates this election, but also organized volunteers for several important — and successful — political campaigns.

CSEA-endorsed winners will make a big difference for our members across the state.

-  New York City Mayor — David N. Dinkins
-  City of Kingston Mayor — John P. Heitzman
-  Orange County Executive — Mary McPhillips
-  Rockland County Executive — John Grant
-  Rensselaer County Executive — John Buono
-  Westchester County Executive — Andrew O'Rourke
-  Nassau County Executive — Thomas S. Gulotta
-  Syracuse Common Council President — John DeFrancisco