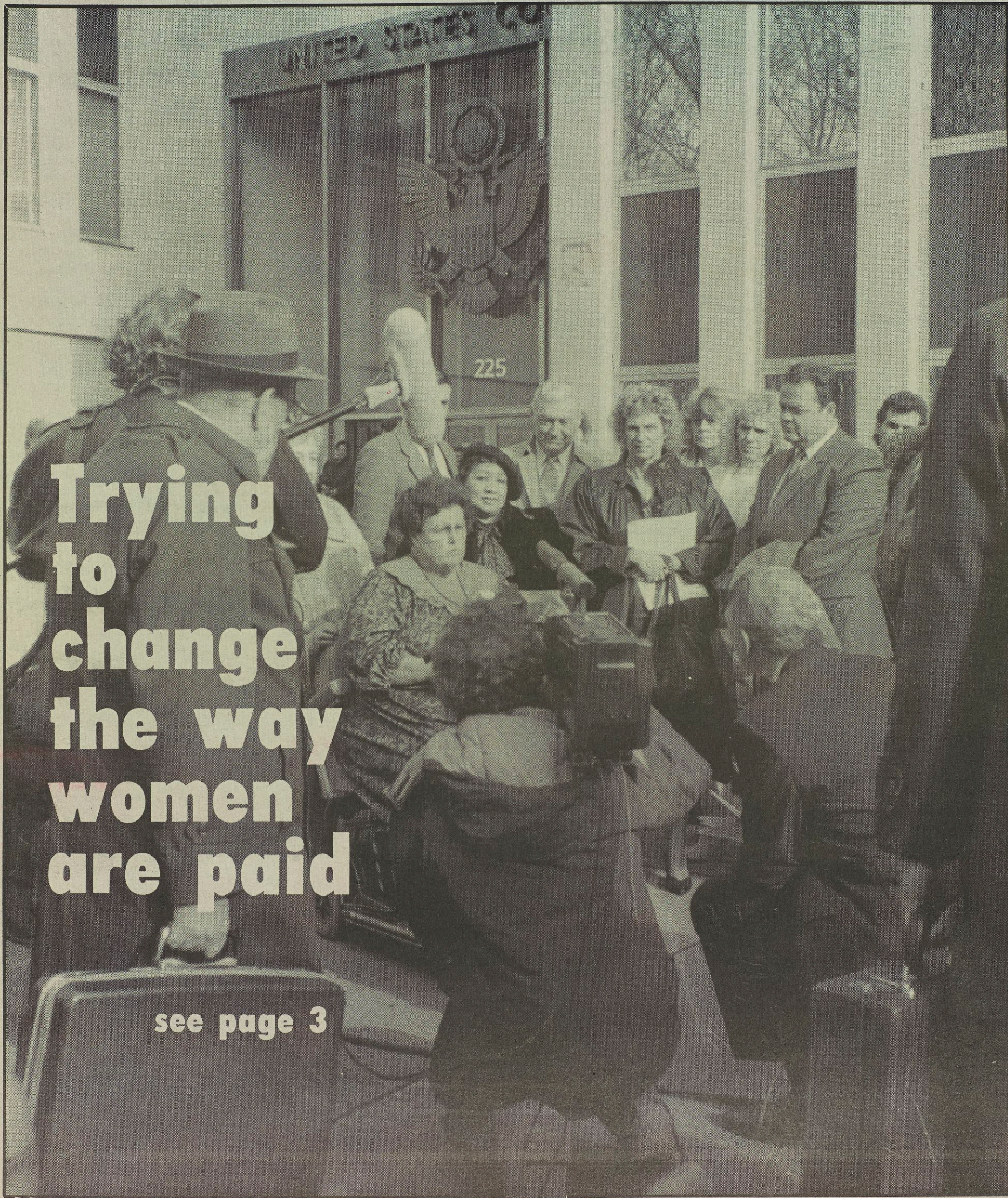


THE PUBLIC SECTOR

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

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Vol. 12, No. 23
Monday, December 11, 1989



**Trying
to
change
the way
women
are paid**

see page 3

INSIDE NEWS YOU CAN USE

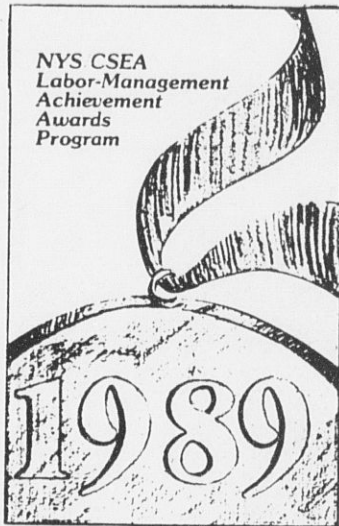
PAGE 3

A landmark pay equity trial based on charges brought by CSEA/AFSCME against Nassau County could have impact across the nation.

PAGE 4

CSEA is already working towards a sensible solution to an apparently huge budget deficit the state will face in the next fiscal year.

PAGES 5-7



Dozens of CSEA members were recognized during the annual New York State/Civil Service Employees Association Labor-Management Achievement Awards Program.

PAGE 8

The energy and effort CSEA volunteers put into elections across the state last month paid dividends.

PAGES 9-12

Leave accruals are an important contractual benefit negotiated by CSEA. Clip out and use the appropriate personal leave record form on these pages.

PAGE 13

Patients at Manhattan Psychiatric Center are finally getting their meals hot and on time, thanks to persistence by CSEA.

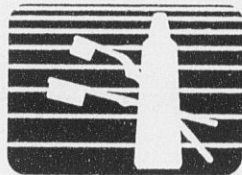
PAGE 14

CSEA President Joe McDermott discusses his determination to explore ways to keep public employee pension funds successful and well-managed.

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PRESCRIPTION DRUG



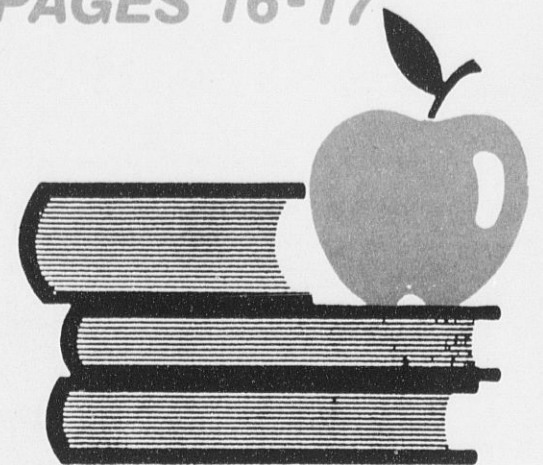
DENTAL CARE



VISION CARE

You might still dislike having to go to a dentist, but thanks to the CSEA Employee Benefit Fund you won't have to feel any pain in your pocketbook.

PAGES 16-17



There is plenty of good news for many sons and daughters of CSEA members enrolled in higher education programs. Eighteen just learned they'll receive an unexpected increase in CSEA scholarships awarded earlier this year, six more have been named winners of CSEA continuing education scholarships and another has been notified she has won a \$1,000 union scholarship.

PAGE 18

If you applied for a CSEA/LEAP spring course, you should hear this week if you've been accepted. A CSEA local continues an unusual project to help the needy with food and presents for children at Christmas.

PAGE 19

A handy reference guide to a variety of CSEA benefits and services.

PAGE 20

A holiday wish to you and yours from CSEA officers and staff.

Public Sector committee members study aspects of union publication

Members of The Public Sector Committee of CSEA's statewide Board of Directors recently participated in an orientation program designed to familiarize them with all aspects of *The Public Sector*. The Public Sector Committee is an advisory committee to the union's Board of Directors regarding budgetary and contractual matters pertaining to the union's official publication.

Committee members, who are also members of the Board of Directors, are chairperson Jimmy Gripper of Brooklyn Developmental Center Local 447, Tony Ruggiero of SUNY at Stony Brook Local 614, Tom Schmidt of Sullivan County Local 853, Leroy Holmes of Office of General Services Local 660, Bruce Damalt of Seneca County Local 850 and Jim Kurtz of Chautauqua County Local 807.

THE PUBLIC SECTOR UNION YES

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CSEA/AFSCME lawsuit has national implications

Union's landmark pay equity lawsuit against Nassau underway in fed court

Editor's note: A federal pay equity trial which began Nov. 27 in Federal District Court in Brooklyn could dramatically alter wage scales in those counties nationwide that discriminate against women employees. Judge I. Leo Glasser will rule on charges brought by CSEA and its international union, AFSCME, that Nassau County has systematically underpaid employees in female-dominated jobs for more than two decades. CSEA/AFSCME says Nassau County owes thousands of employees millions of dollars in back pay and also must upgrade female-dominated positions to eliminate sex-based wage discrimination in the future. The ruling could set a precedent in counties nationwide that pay workers in traditionally female jobs lower salaries than those who work in traditionally male jobs.

By Sheryl Carlin Jenks
CSEA Communications Associate

A landmark pay equity trial in which CSEA/AFSCME is seeking to rectify decades of sex-based wage discrimination against thousands of Nassau County employees began in late November in Federal District Court in Brooklyn.

CSEA/AFSCME brought the lawsuit on behalf of 7,000 Nassau County employees who are members of Nassau County CSEA Local 830. CSEA/AFSCME has been preparing the case for more than five years.

CSEA/AFSCME charges that Nassau County has underpaid thousands of employees, mostly women, millions of dollars by practicing sex-based wage discrimination. CSEA/AFSCME said Nassau County violated Title VII of the Civil Rights Act of 1964 by applying different standards in setting the wages for female-dominated job titles than were applied in setting the wages for male-dominated job titles.

Since 1967

"We intend to prove . . . that female-dominated jobs are systematically underpaid and that this wage disparity originated in a 1967 restructuring of the entire county pay system," Joe Klein, attorney for CSEA/AFSCME, told the judge in opening remarks. The union's case is being presented by the Washington, D.C., law firm of Onek, Klein and Farr.

The non-jury trial has been separated into two parts — liability and remedy.

CSEA/AFSCME released a study in 1983 showing Nassau County systematically underpaid female workers. Positions where more than 70 percent of the employees were female were often paid thousands of dollars less annually than male-dominated positions.

The union asked the county to



THE UNION INTENDS TO PROVE THAT FEMALE-DOMINATED POSITIONS ARE SYSTEMATICALLY UNDERPAID

ON PAGE ONE, Nassau County CSEA Local 830 President Rita Wallace is the center of attention outside Federal District Court in Brooklyn. To her left are CSEA Region I President Gloria Moran, holding documents, and CSEA statewide Executive Vice President Danny Donohue.

voluntarily evaluate and rectify its classification and compensation system, but the county refused.

"See you in court"

"We'll see you in court," a former county official said at the time.

CSEA/AFSCME filed charges with the Equal Employment Opportunity Commission in May 1983 and filed suit in Federal District Court in April 1984.

"That day in court has arrived," CSEA Local 830 President Rita Wallace said as the federal trial began Nov. 27.

National impact

CSEA Region I President Gloria Moran said the case is of great interest to every working woman and is expected to have a national impact on future discrimination cases involving women's wages.

The case had been scheduled to go to trial last February but the county, in what turned out to be the last of a long list of delaying tactics, obtained a lengthy delay at the last minute.

"CSEA/AFSCME has been fighting this battle for a long time," CSEA statewide President Joe McDermott said, "and we intend to keep right on fighting for as long as it takes for our members to be paid equitably."

"AFSCME considers this case a landmark, not just for Nassau County workers but for women workers in counties across the country," said AFSCME President Gerald W. McEntee.

CSEA/AFSCME is attempting to prove, in federal court, that Nassau County:

- deliberately maintained various job titles as sex-segregated;
- failed to take any steps to reduce the glaring sex-segregation in its overall workforce;
- resisted upgrades of female-dominated job titles in circumstances where its own upgrade criteria argued compellingly in favor of upgrades;
- granted upgrades to many predominantly male titles in equally or less compelling circumstances;
- responded to the CSEA/AFSCME lawsuit by imposing a nearly absolute bar to upgrades of jobs held by class members while continuing to upgrade others;
- created and maintained unjustifiable wage disparities between female- and male-dominated job titles that involve closely-related work;
- engaged in a pattern of promoting men to higher-level jobs at the expense of equally or better qualified women, and,
- failed to create realistic promotional paths for many of the largest female-dominated job titles.

CSEA to Governor:

FREEZE

tax rates

THE
CIVIL SERVICE
EMPLOYEES
ASSOCIATION, INC.
LOCAL 1000 • AISCME • AFL-CIO

Joseph E. McDermott
PRESIDENT

Honorable Mario M. Cuomo, Governor
State of New York
Executive Chamber
Albany, New York 12224

Dear Governor Cuomo:

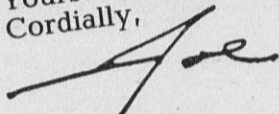
On behalf of the Civil Service Employees Association Inc. and as a member of the Coalition on Economic Priorities, I urge you to submit an Executive Budget based on maintaining personal income tax rates at the 1989 level.

New York provides a comprehensive system of vital services that make our state a desirable place to live and work. But that safety net is being stretched to the breaking point. Additional funds are required to maintain quality education, good health care, effective public safety, as well as a strong network for human services and the arts. If the scheduled tax cut is allowed to take effect, these services will be devastated, especially since the mid-year figures show a \$277 million budget gap. As I have repeatedly and publicly stated, spending isn't out of control — tax cuts are. If the tax cut for 1990-91 is not implemented, the additional revenues will go a long way toward helping the state meet its obligations. Without these revenues, it will be impossible to maintain programs to sustain the unmet needs of millions of New Yorkers.

Our members provide vital services for all New Yorkers. We want to work together with you to avoid cuts in these services and programs. We feel the first step in protecting New York's vital services is by maintaining the state personal income tax at the 1989 level.

We look forward to working with you and the Legislature for a budget that will strengthen the family of New York.

Yours in unionism
Cordially,


Joseph E. McDermott

By Kathleen Daly
Associate Editor

ALBANY — With the state apparently facing another huge budget deficit, CSEA is already working toward a sensible solution — a halt to any cuts in state income taxes.

CSEA President Joe McDermott recently sent a letter to Gov. Cuomo urging him to write a 1990-91 budget proposal that freezes state income tax rates at the 1989 level.

"We have to take a leadership role now," McDermott said. "This letter is just the beginning of a campaign to preserve government services, jobs in state and local governments and the overall quality of life in New York state."

CSEA was in the lead last year in the budget battle and the issues are not much different: Excessive tax cuts are hurting the state and its residents.

Last year, again

The battle for the current budget year succeeded in saving jobs, but did not eliminate the third year of the 1986 four-year tax cut plan.

Six months into the current fiscal year, the state reported a deficit estimated at \$277 million, forcing state agencies to make substantial mid-year budget cuts. That deficit could change, depending on tax receipts in the second half of the fiscal year, which ends March 31.

The 1990-91 budget deficit has been estimated at anywhere from \$500 million to \$2.2 billion if the tax cut, scheduled for October, remains in place. CSEA maintains the state cannot afford the loss of revenues.

Freeze tax rates

In his letter to Gov. Cuomo, CSEA President McDermott urged the Governor to freeze income tax rates at the 1989 level in his 1990-91 budget proposal.

"If the scheduled tax cut is allowed to take effect, services will be devastated," McDermott wrote. "As I have repeatedly and publicly stated, spending isn't out of control, tax cuts are."

CSEA is once again active in the Coalition on Economic Priorities, a group of labor, government, social and religious organizations founded last year to fight for justice in the state budget.

"This is a new year and a new battle, but the stakes are the same," McDermott said recently. "CSEA has to fight not only for jobs of state and local government employees but for the quality of life in our state. We can't let it be destroyed by short-sighted budgetary measures."

Why the tax cut hurts

ALBANY — Don't think you'll see any extra money in your paycheck after October 1990 if the scheduled 1990 tax cut remains in place. It's not for working people.

The portion of the tax cut program that would directly benefit most working people has already taken effect. The remaining tax cut won't mean much to anyone — unless their income is \$125,000 or more a year.

But that's not the only reason the tax cut is not a good idea for New York state residents. Over the course of two budget years, the state will lose more than \$1 billion in revenues.

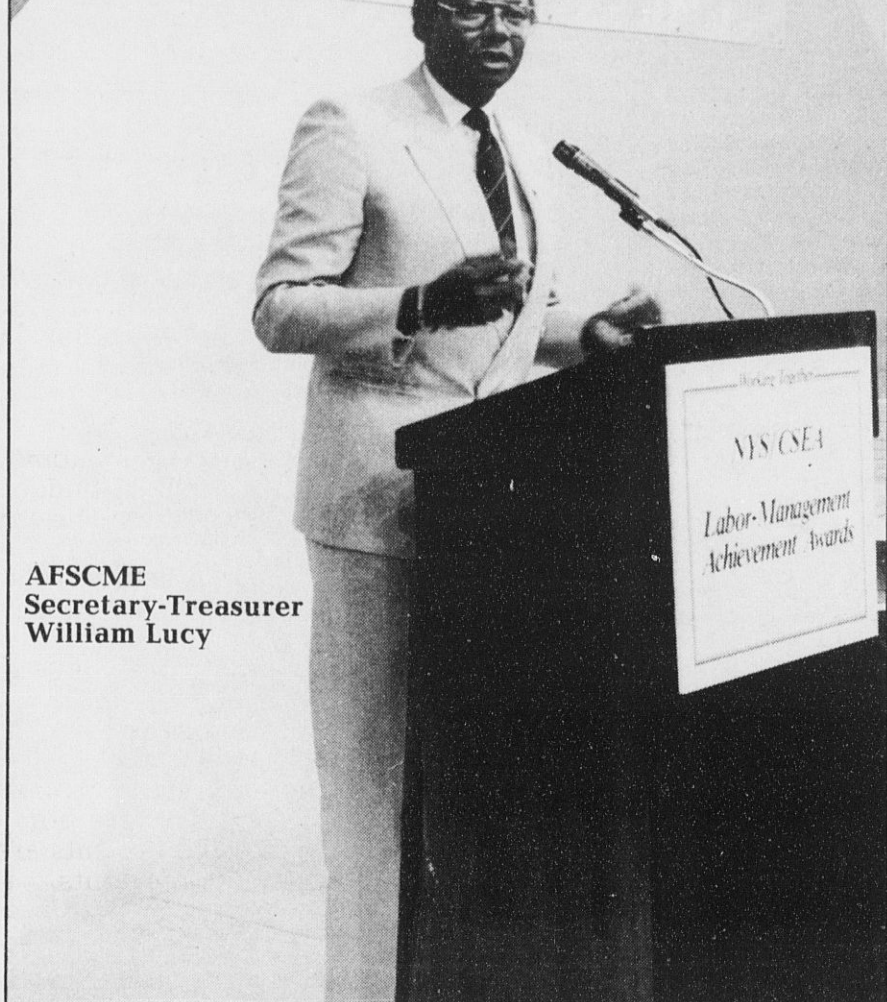
Everyone will feel the pain if the tax cut is not postponed, from school children to property owners, from state employees to local government employees, from recipients of social services to senior citizens. Everyone, that is, except the wealthy.

Some of the other painful effects New York residents will experience if

the tax cut takes effect in October are:

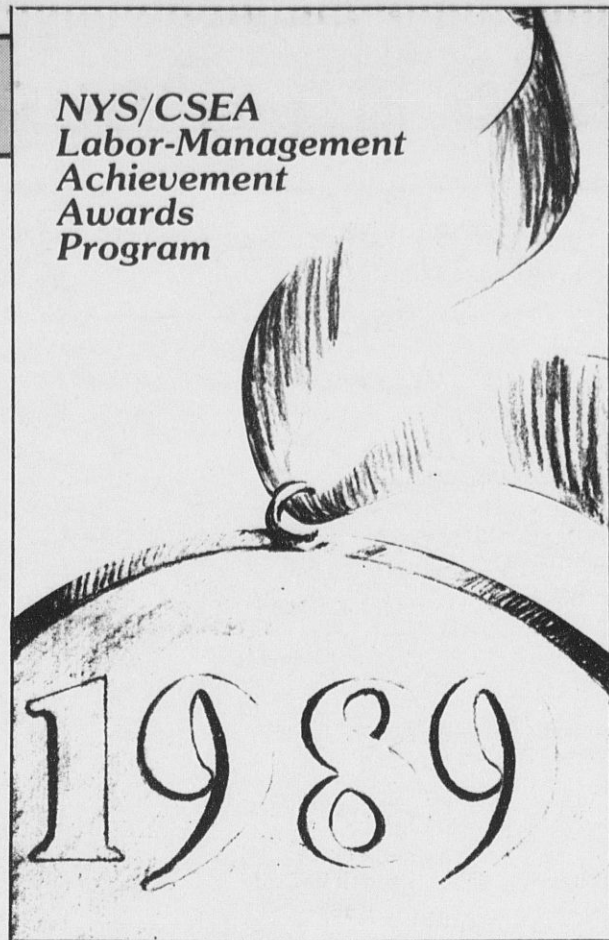
- **Tax shift** — In order to balance the state budget, state officials will have to cut aid to local governments and school districts. That means local and school property taxes will rise to meet the needs of counties, cities, villages and towns. Property taxes are regressive, too, which means they aren't based on the ability to pay as are income taxes.
- **Local government layoffs** — If local governments and school districts don't raise taxes, they may well have to lay off employees.
- **Cuts in services** — Fewer snowplow drivers, shorter hours at libraries, larger classrooms and less individual attention for students are only a few of the problems that will accompany a tax shift from state income taxes to local property taxes.

Labor-Management Achievement Awards



**AFSCME
Secretary-Treasurer
William Lucy**

NYS/CSEA Labor-Management Achievement Awards Program



ALBANY — More than 70 New York state CSEA and management employees were honored recently as winners of the 1989 Labor-Management Achievement Awards. The annual program is sponsored by CSEA and New York state.

William Lucy, secretary-treasurer of CSEA's international, AFSCME, delivered the keynote address.

"It's been fashionable in recent years to bash public employees," said Lucy. "The truth is that those of us in the public sector, labor or management, share a deep-seated pride in what we do and make a vital contribution to our society."

"In the 1990s new and innovative approaches will have to be taken because it's clear the unmet needs of our society have to be met by the public sector," Lucy said.

"We can talk about good labor-management relations here in Albany all we want, but that doesn't make a difference out in the field," said CSEA President Joe McDermott. "What's important is that people out at the local level work at building good relationships."

"That's what this program is all about," said McDermott. "We want to recognize your work and give you the credit you deserve, but we also want it to serve as an example for others to follow."

Governor's Office of Employee Relations Director Elizabeth Moore stressed that the challenges the public sector faces in the years ahead in recruiting and retaining qualified employees make it even more important for labor and management to work together.

All three pointed out that labor/management cooperation does not mean giving up the right to disagree. But it does mean moving beyond the adversarial relationship into recognizing that both sides have a shared stake in the outcome.

More winners — pages 6-7

Monroe Developmental Center CSEA Local 439

Chuck Boyland
MHTA
2nd Vice President, CSEA Local 439

The first Principals of the Alphabet Literacy System (P.A.L.S.) computer lab established in upstate New York was largely due to Chuck Boyland's commitment and dedication to the learning needs of his fellow employees. Volunteering over 300 hours of his own time, Mr. Boyland worked tirelessly in the coordination of the program's development, implementation and ongoing operations. His commitment to the learning needs of those participating in the P.A.L.S. program is outstanding. He regularly works with enrolled employees, translating his knowledge of computers into understandable terms and encouraging employees to actively participate in this learning process.

Because of his efforts, the computer laboratory has expanded to include other developmental programs for employees from different work locations across all three shifts.

SUNY Plattsburgh/CSEA Local 612

Theresa Holscher
Chair, Board of Directors, Child Care Center - SUNY Plattsburgh

Theresa Holscher is being recognized for her outstanding work as chairperson of the SUNY Plattsburgh Child Care Centers Board of Directors. She has effectively increased awareness of the Center's services by arranging open houses, resulting in increased enrollment of CSEA members' children. Ms. Holscher's tireless efforts have made SUNY Plattsburgh's Child Care Center a model program that contributes daily to the parents' peace of mind and their ability to be fully participating employees at work. Further, she chairs the CSEA Education Program on campus and works closely with co-workers and the personnel office to choose courses to be offered through the LEAP Education Program.

INDIVIDUAL RECOGNITION AWARDS

These CSEA-represented or management employees have worked sincerely and tirelessly to improve labor-management cooperation or the quality of work life of employees within a given agency or facility worksite.

SUNY Plattsburgh/CSEA Local 612

Helen Rock
EAP Coordinator

Helen Rock, EAP Coordinator at SUNY Plattsburgh, has used creative and innovative marketing approaches to increase employees' awareness and participation in the Employee Assistance Program at SUNY Plattsburgh. Through her pro-active efforts, EAP sponsored a variety of wellness-related programs including a lunchtime walking program, a grief and bereavement series, a stress workshop and a financial management workshop. Her hard work, her counseling skills and her dedication has helped many employees seek the help they need to address their problems and continue to be productive at their jobs.

Ms. Rock has done an exemplary job as EAP Coordinator. Her nomination is supported by phone calls and letters from "helped" employees; some calls made long distance, some letters from employees who, were it not for a desire to express their gratitude to Ms. Rock, would have preferred to remain anonymous.

1989

**Middletown Psychiatric Center
CSEA Local 415
Labor-Management Committees**

Robert Brown Chief MHTS	Vincent Panetta MHTA
Lawrence Decker Assoc. Personnel Admin.	Keith Parfitt MHTA
Stewart DeGroat Head Laundry Super.	Maryanne Penner M.H. Administrator
Barbara Fritsch MHTA	Patrick Piccirilli Business Officer
James Gewirtzman Director, Administration	Jennifer Schaffer Executive Director
Diane Hewitt MHTA	James Schalck Personnel Administrator
Alex Hogg Pres., CSEA Local 415	Robert Sklarz Dir., Human Resource Mgt.
Grace Ortiz Sr. Telephone Operator	Pat Soto Sr. Personnel Administrator
Bonnie Osterdahl Sr. LPN	

Representatives of this labor-management committee developed an agreement to provide a procedure for partially disabled employees with medical clearance to return to work and perform some of their duties for a specified period of time. This "return to work" agreement, under development for almost two years, was formally adopted as part of the facility's Personnel Policy and Procedures Manual. This policy addresses the facility's need to maintain a level of service, helps reduce the workload of co-workers (thus having a positive impact on morale) while providing the employee an opportunity to return to work. It is a superb example of labor and management addressing a mutual problem in a manner that results in benefits for both sides.

**Rochester Psychiatric Center
CSEA Local 420
Labor-Management Teams**

Augusto Manon Affirmative Action Administrator	Geraldine Wiggins President, CSEA Local 420
Chip Testa Director, Human Resource	Betty Williams 1st Vice President, CSEA Local 420

Meeting on a weekly basis, this labor-management team accomplished significant changes in addressing issues about their labor-management relationship, and the need to understand and value the culturally diverse workforce at Rochester Psychiatric Center. Their informal meeting process improved communication and cooperation resulting in enhanced employee morale, motivation and increased productivity. In addition, the informal nature in which issues were addressed by the team resulted in a marked decline in the number of discrimination complaints and grievances filed by employees.

**LABOR-MANAGEMENT
COMMITTEE AWARDS:**

Small groups of two or more CSEA- represented employees and management employees or established labor-management committees operating at the statewide, regional, agency or facility level have worked together to develop strategies to resolve workplace issues and concerns. They have improved the quality of work life and workplace morale. By their commitment to labor-management cooperation, they have also improved productivity and the quality of services delivered to the public.

**Craig DDSO/Newark DDSO
CSEA Local 405
Redeployment
Labor-Management Committee**

Kathy Button President, CSEA Local 405	Russell C. Siraguse Director, Newark DDSO
Richard Merges Director, Craig DDSO	

These three individuals demonstrated a commitment to organizational excellence and employee quality of work life by working cooperatively to successfully transition Craig and Newark DDSO clients and staff to community-based residences. Ms. Button and Mr. Merges spearheaded this effort at Craig by developing and implementing many cooperative programs, including an automated job/location bidding procedure that was critical to the successful redeployment of employees. Based on her experience at Craig DDSO, Ms. Button joined forces with Mr. Siraguse in developing practical solutions to address the concerns and issues at Newark DDSO. Following many of the approaches used at Craig DDSO, they opened lines of communication to educate employees with facility newsletters and a "Directions 1990's Bulletin;" planned and held informational meetings for all employees; established an employee services office to help employees consider other assignments during the transition; developed an employee questionnaire to identify their needs and interests; and utilized cooperative NYS/CSEA programs to address employee and organizational needs.

**SUNY Cortland/CSEA Local 605
Labor-Management Committees**

Willis Streeter, Jr. President, CSEA Local 605	Sylvia Hall Sr. Personnel Associate
Rose Bellucci Chairperson Employee Recognition Committee	Marianne Griswold Chairperson Up The Ladder Committee
Joanne Faberzak Chairperson Employee Suggestion Committee	Nancy Sickmon Chairperson Employee Orientation Committee

These Committees represent the collaborative results of CSEA and management at SUNY Cortland working together to address an initial concern of employees feeling "dead-ended" on the job. In response to these concerns, a jointly sponsored one-day workshop, funded by the NYS/CSEA Agency-Specific Grants program, challenged employees to become more actively involved with issues affecting their work life. The interest and excitement generated from this workshop encouraged the parties to establish four labor-management committees to actively address issues identified at the initial workshops. The committees have developed and are continuing to develop programs on employee orientation, suggestions, employee recognition and career advancement.

The establishment of these Committees is an excellent illustration of involving employees in the creation of solutions to problems which effect them. These labor-management committees are commended for recognizing the expertise and energy of their employees and for providing the structure to channel these strengths into mutually collaborative efforts.

**Higher Education Services Corp.
CSEA Local 667
Reorganization Committee**

Mattie Ahmed Student Loan Control Rep. I	Frank Keneston Student Loan Control Rep. II
Diane Arrington-Stokem Student Loan Control Rep. I	William Kosnick Student Loan Control Rep. II
Seymour A. Bandremer Director of Personnel	Steven Miller Student Loan Control Rep. I
Barbara J. Brown Affirmative Action Officer	Joseph O' Connor Student Loan Control Rep. I
Robert Butler Asst. Vice Pres. Financial Aid	Lynn Stalker Student Loan Control Rep. I
Michael Daggett Director, Collection Control	Milton Wright Vice President, Loans

This Committee was originally established as a means to provide "grass roots" input, to Division managers, on the impact of the Corporation's recent reorganization. The overwhelming success of this labor and management dialogue encouraged the Corporation to continue support of the Committee's involvement in all aspects of the Division's decision-making process. CSEA, management and the employees have successfully tackled problems on worksite security, training, staff reassignment, work schedule changes and employee recognition. The benefit of this collaborative process is evident in the improved productivity and quality of working life of all HESC employees.

**Craig DDSO/CSEA Local 405
EAP Committee**

Robert Armbruster Chair, EAP Committee	Gerry Gerace Super., Rehab. Services
Kathy Button President, CSEA Local 405	Harold Hopkins Personnel Assistant
James Carlisle Council Leader, PEF Local 201	Brad Lowell EAP Coordinator
Ann Conderman Bath DDSO	Joan Palma Bellamy I.C.F.
Debbie Dennison LPN	Warren Wood Safety Security Officer
Frank Gendreau Deputy Director, Quality Assur.	Harry Zintel Creekside I.C.F.

This Committee designed and conducted a two-day conference, "Be Aware and Care," for employees of Craig DDSO, Groveland Correctional Facility, SUNY Geneseo, and the Livingston, Wyoming and Steuben BOCES programs and their children. The effort, partially funded by the NYS/CSEA Labor-Management Committees, was designed to address ways to prevent alcohol and drug abuse among employees' children. This labor-management effort represents an outstanding example of an innovative and creative approach to reducing some of the stress experienced by employees about drug abuse. In addition, the Committee extended the concept of cooperation beyond its own facility and is to be commended for involving other union and State agencies. The "Be Aware and Care" Conference received wide approval from the almost 400 employees and children who participated.



**1989 SPECIAL ACHIEVEMENT
AWARD**

MOHAWK VALLEY P.C./CSEA LOCAL 434

During the past year, representatives from both management and labor at Mohawk Valley Psychiatric Center have created innovative and practical joint programs aimed at improving employee health, safety and wellness. Separate labor-management teams collaborated to provide three different on-site, one-day workshops.

Although each team was nominated individually, the Executive Selection Committee determined that the collective benefit of these workshops provided the best example of what can be accomplished through diligent and cooperative efforts between labor and management. The following is a description of these programs and the individuals responsible for them.

**SPECIAL ACHIEVEMENT
AWARD**

One labor-management committee or team was selected by the statewide Awards Review Committee from among all the nominations within each of these categories as demonstrating the most outstanding labor-management achievement of the past year.

**"Nutrition and the
Office Worker Program"**

Nancy Harris
Keyboard Specialist

Barbara Reeves
EAP Coordinator

Richard Heath
Executive Director

Pat Ulinski
Senior Stenographer

Nancy Kulik
Keyboard Specialist

This program was developed and offered as a means for labor and management to recognize secretarial staff and the Administrative Services Unit employees for their contributions during the past year. It was also an educational forum to promote healthy nutrition in the workplace. Participants learned how proper nutrition influences productivity, mood, energy level and stress. A total of 103 employees were awarded release time to attend with lunch provided by CSEA.

This one-day event enabled these employees to gain knowledge about good nutrition and the relationship of their eating to their work participation, while equipping them with the nutritional knowledge that can result in an improved and healthier work force.

**"Breast Cancer Screening and Mammog-
raphy for the Responsible Woman"**

Nancy Block
MHTA

Barbara Brooks Jarvis
Nurse Practitioner

Karen Christiansen
Graphic Artist

Barbara Reeves
EAP Coordinator

Sandy Delia
MHTA

Linda Yost
Associate Human Resources
Administrator

This program was organized as a team effort between the facility's administration, CSEA Local 434, PEF and community professionals. A total of 174 female employees participated in this on-site breast cancer screening program. The Committee not only received approval from Employee Health Benefits Management, but also negotiated a reduction in the schedule amount for mammographies with Metropolitan Insurance for this particular screening session. This project attests to labor's and management's commitment to work together in promoting the optimal health and well-being of the members/employees.

**"Asbestos Management"
Informational Workshop**

Bud Mulchy
President, CSEA Local 434

Gary Rettig
Director, Administrative
Services

The above named individuals coordinated the development and implementation of this workshop. Operational Services Unit employees were provided release time to learn more about asbestos and hear answers to their questions and concerns addressed by experts in the field. As a result of this program, employees' anxieties regarding the potential exposure to asbestos-containing materials have been relieved. The morale and motivation of these employees to continue to do a good job is reinforced by this effort. This informational format was used as a model for the development of seven statewide Restricted Asbestos Handler I seminars sponsored by the NYS/CSEA Labor-Management Committees.

CSEA PACS *power*

CSEA members across the state pitched in and made a difference in the results on Election Day.

Not only did the union endorse nearly 500 candidates, but nearly 70 percent of those CSEA-endorsed candidates won.

Many of them had the grassroots help of CSEA volunteers staffing phone banks, stuffing envelopes and knocking on doors to get out the vote. CSEA



ELECTION DAY — Orange County provided just one example of CSEA members working on political campaigns. Above, member Margaret Phillips and CSEA Political Action Coordinator Brad Woodhouse help a voter find out where to cast a ballot. At right, CSEA MEMBER Pat Nealon does some pollwatching to get initial results as the polls close.

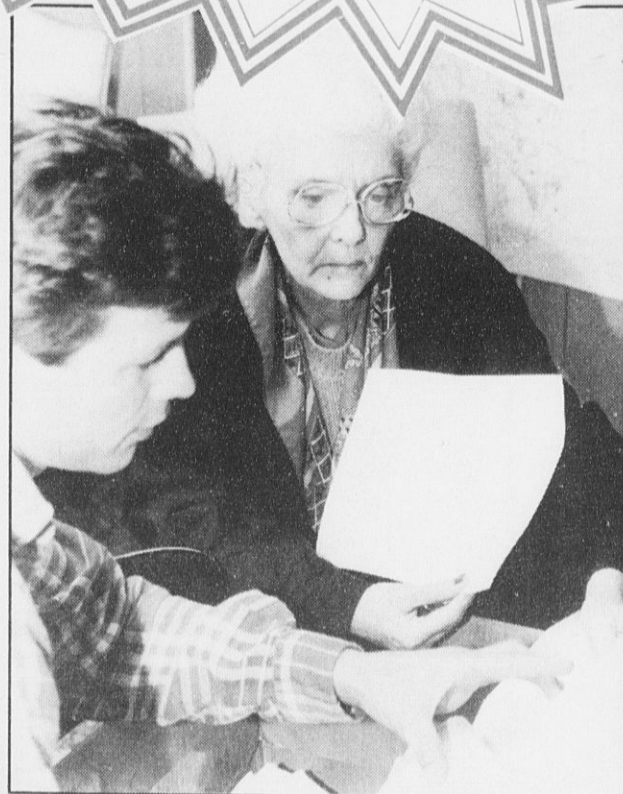
members volunteered in campaigns in all six CSEA regions.

For example, CSEA helped David Dinkins become the first African American mayor of New York City and Mary McPhillips become the first Democratic executive of Orange County.

Overall, 335 of the 487 candidates CSEA endorsed won their races on Election Day.

In Region I, 74 percent of the CSEA-endorsed candidates were victorious; in Region II, 78 percent; in Region III, 72 percent; in Region IV, 75 percent; in Region V, 64 percent; and in Region VI, 60 percent.

"We put a lot of energy and effort into political action this year, and the election results prove it's worth it," said CSEA President Joe McDermott. "We couldn't have done it without the dedicated, grassroots efforts of our CSEA activists."



HERE'S WHAT WE NEED — CSEA member Helen Dollinger listens carefully as CSEA Legislative Assistant Doug Lundquist gives her instructions on running a get-out-the-vote effort in Orange County.

Region V activists celebrate

VERONA — Politicians weren't the only ones holding post-election victory parties — CSEA Region V had one of its own.

The party was thrown in gratitude to the more than 100 CSEA Region V political activists who worked on various campaigns in the region. More than 60 percent of the region's CSEA-endorsed candidates won, said Region President James Moore.

Moore thanked CSEA Political Action Coordinator Dwight Evans for his work. Also honored were retiree activist Anne Maywalt and Regional Political Action Committee (PAC) Chairperson Dorothy Penner-Breen.

CSEA President Joe McDermott also attended the dinner.

"It doesn't matter if you lost in some elections," he said. "You won by being involved and sending the message that you are a force to be reckoned with."

Evans noted that 13 CSEA locals in the region have active PACS, including four new ones. He said political action efforts don't end on election day.

"Political action is not something that occurs only three months out of the year," he said. "It should be a yearlong process."



RETIREE POWER — Nassau County Retiree Local 919 members were volunteers in political campaigns on Long Island. Seated from left are: Anne Lazerson, Albert Freeman and Gardenia Culbreath. Standing from left are: Marge Alnwick, Pat DiMaio, Margaret Searing, Fran Pirrone and Local 919 President Shirley Matluck.

1990 • LEAVE RECORD FOR NEW YORK STATE INSTITUTIONAL EMPLOYEES • 1990

TO RECORD LEAVE USED,
ENTER THESE LETTERS:

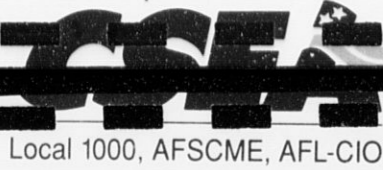
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- S (SICK LEAVE)
- H (HOLIDAY)
- M (MILITARY LEAVE)
- P (PERSONAL LEAVE)
- C (COMPENSATORY)
- LWOP (LEAVE WITHOUT PAY)
- WC (WORKER'S COMP.)
- SPEC (SPECIAL)

JANUARY							FEBRUARY							MARCH							APRIL							MAY							JUNE													
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- PAID HOLIDAYS ***
- New Year's Day
 - Martin Luther King Day
 - Lincoln's Birthday
 - Washington's Birthday
 - Memorial Day
 - Independence Day
 - Labor Day
 - Columbus Day
 - Election Day
 - Veterans Day
 - Thanksgiving Day
 - Christmas Day
- * Consult contract or personnel office for holiday observance schedule

PAY PERIOD	EXAMPLES: IF YOU ARE SICK 4 HOURS, ENTER S-4 UNDER THE APPROPRIATE DAY. IF YOU TAKE 2 HOURS OF PERSONAL, ENTER P-2, ETC.														ANNUAL LEAVE Balance from last record: <input type="text"/>			SICK LEAVE Balance from last record: <input type="text"/>			PERSONAL LEAVE Balance from last record: <input type="text"/>		
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Your leave benefits were negotiated for you by **CSEA** — your union!



...ve a...als... an...rt...nt...al benefit negotiated for you by CSEA. You can help guarantee the activities throughout the year. If a discrepancy should arise it might be easier to document your claim by producing your personal leave record form. Clip and use the appropriate

leave record. State employees paid on the institutional payroll should use the "Institutional Employees" form, state "Departmental Employees" form for local government members should use the "Local Governments" form and fill in the appropriate pay periods information.

1990 • LEAVE RECORD FOR EMPLOYEES OF LOCAL GOVERNMENTS • 1990

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- PAID HOLIDAYS:**
- Consult your current CSEA-negotiated work agreement for the holidays observed in your local government jurisdiction; then enter letter "H" in appropriate boxes below.
- ALSO consult your contract or personnel office for current method of accruing leave credits.

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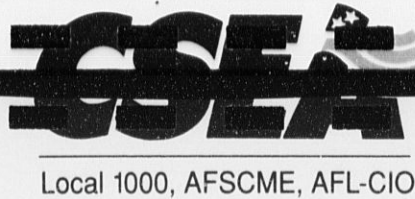
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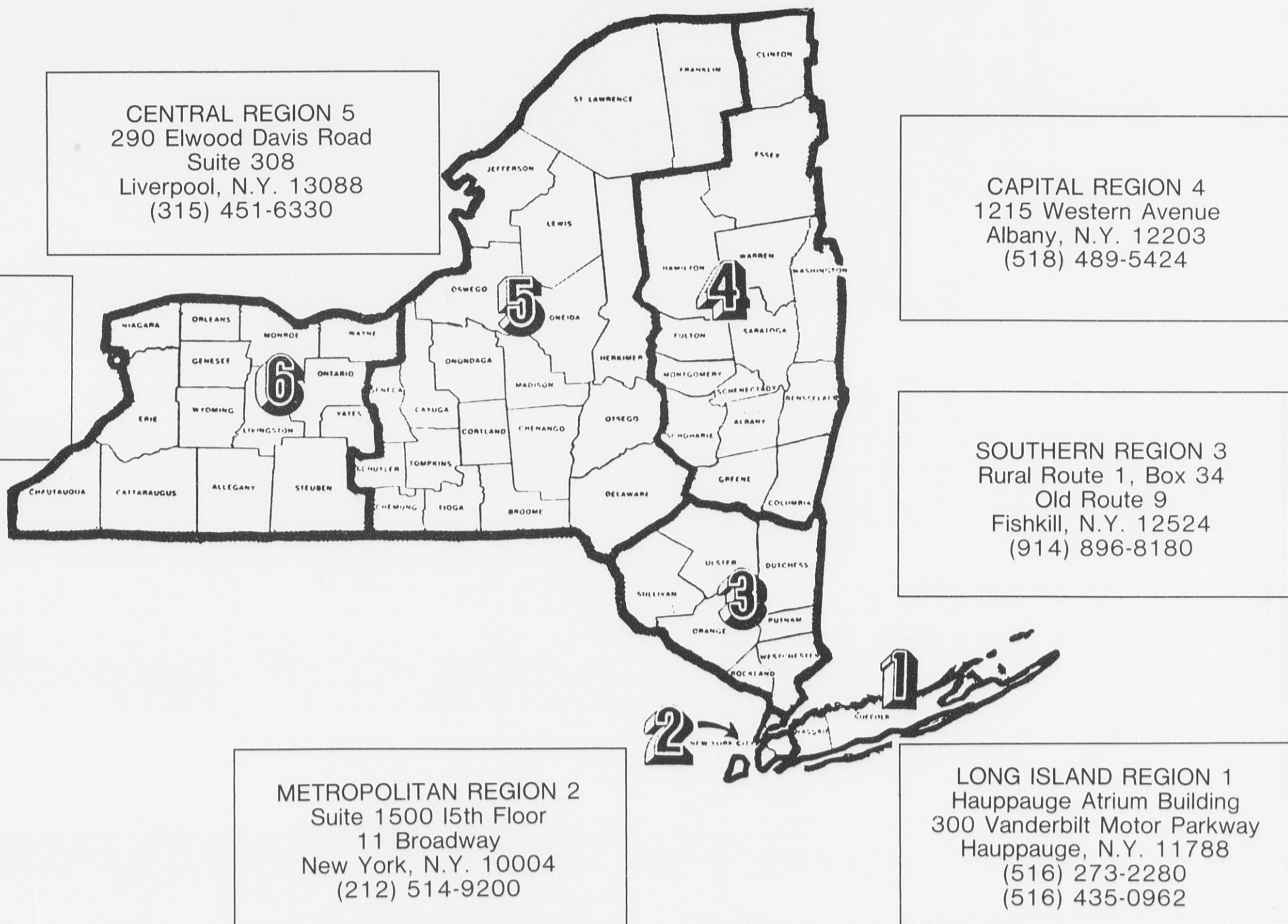
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STATEWIDE HEADQUARTERS
143 Washington Avenue
Albany, N.Y. 12210
Toll Free (All Departments)
1-800-342-4146



Manhattan PC turns trayline around

CSEA, facility seek improvement

NEW YORK — Mealtimes at Manhattan Psychiatric Center are still hectic, but they're no longer frantic for the food service staff.

That's because CSEA persistence has convinced the facility management to make some changes in scheduling and organizing the mealtime responsibilities.

The improvements have been steady. As previously reported in *The Public Sector*, the problems came to a head last summer when the facility, under court order, switched its food service operations to a tray-line system. The switch was supposed to improve the ability of the food service department to feed the patients.

Instead, every meal became a crisis.

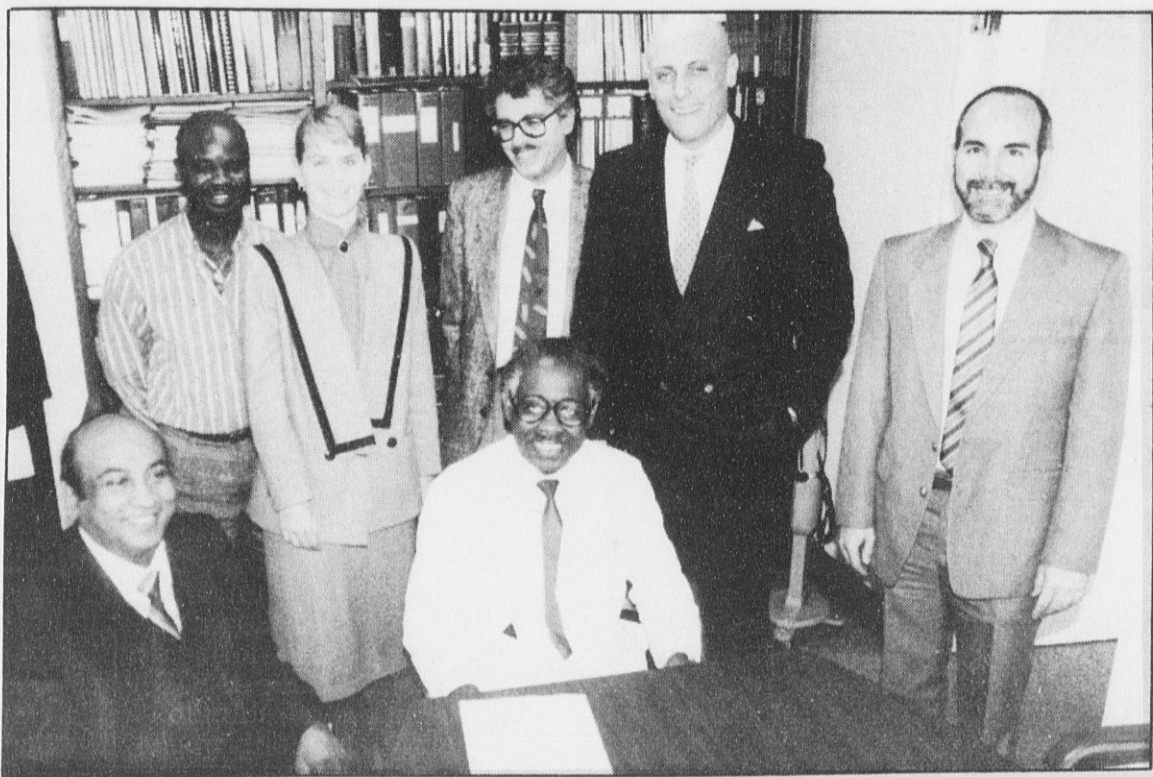
The food service department was severely understaffed. Employees were put on forced overtime and required to handle several cumbersome trayline units at a time.

Additionally, MPC's trayline equipment proved a problem. Although the trayline system is used successfully at other state psychiatric centers, the equipment used at MPC is different from what is used at many other centers. The MPC equipment requires an extra time-consuming step.

As a result, it became nearly impossible to get the meals out to the wards, hot and on time.

Outgoing meals and dirty dishes backed up in the hallways. Maintenance workers and MHTAs were pressed into service on a regular basis to help get the job done.

The food service department struggled



PUTTING TOGETHER AN AGREEMENT — CSEA and OMH officials met recently to put their mark on an agreement to improve the trayline food service at Manhattan Psychiatric Center. They are, from left, CSEA Local 413 President Mohammed Hussain, local Third Vice President Samuel Koroma, CSEA Assistant Deputy Director of Contract Administration Mary Masterson, MPC facility Director Dr. Michael Ford, CSEA Labor Relations Specialist Bart Brier, CSEA Deputy Director for Contract Administration Mark Lawrence and MPC Deputy Director for Administrative Services John Ferrin.

from meal to meal. A real change in the situation came only after facility Director Dr. Michael Ford got directly involved.

"Dr. Ford was the key to turning the situation around," said CSEA Deputy Director for Contract Administration Mark Lawrence. "He understood the problem and was ready to work with CSEA to find solutions."

By working together on the situation,

CSEA and the facility administration were able to develop a plan that added staff, reorganized food services and established a scheduled overtime roster.

"We're satisfied for now that the system is getting better," said CSEA Local 413 President Mohammed Hussain. "The most important thing is that the patients get their meals — hot and on time — and that's now happening."

New members win at Insurance Liquidation Bureau

NEW YORK — It wasn't easy and it took a long time. But CSEA's persistence and the employees solidarity has paid off for nearly 500 people at the state Insurance Department's Insurance Liquidation Bureau.

They will soon become one of CSEA's newest locals. CSEA was formally recognized as the employees' bargaining agent last month, ending a nearly eight-year odyssey of management resistance and legal delays.

"The people have been enthusiastic all along, but at times the progress moved at a snail's pace," said George Wallack, who was involved in the organizing effort from the start.

"We stayed in touch with CSEA each step along the way and managed to keep the communication open to the members via word of mouth," he said. "People wanted to know why there were so many delays."

The reason was that the Liquidation Bureau's management tied the situation up in court for most of that time.

CSEA began organizing the employees back in 1982. With enough interest

from the employees, CSEA petitioned the Public Employment Relations Board (PERB) for formal recognition.

But the Liquidation Bureau then went to court trying to claim they were not a public employer because of the type of work they do — liquidating the assets of bankrupt insurance companies.

As improbable as it might seem, the issue was only resolved earlier this year when the Appellate Division of State Supreme Court ruled in CSEA's favor. That ruling set the stage for CSEA recognition.

"It's been a long hard fight but CSEA and its new members won," said CSEA Region II President George Boncoraglio. "Now our priority is to get a contract settled."

"The employees deserve a lot of credit for concentrating on the goal and not getting distracted," said CSEA Labor Relations Specialist Martin Blumstein, who was also involved from the start.

"I'm glad we finally won," said one employee. "I feel a lot better now that the union's here."

A message from CSEA President Joe McDermott

Bringing Pension Fund management into the future

For years, I have been saying that CSEA members deserve to have a say in how their pension funds are managed. Just how that will happen has been discussed again and again.

The record shows the need for changes in the way our pension funds are managed and invested. We need a Board of Trustees with public employee representation to administer the funds instead of a sole trustee.

Earlier this year, the Governor's Task Force on Pension Fund Management came up with some recommendations that are worthy of consideration. State Comptroller Ned Regan attacked them in a special edition of a newsletter, "Retiree Notes," that goes out to thousands of state and local government retirees.

Mr. Regan says pension funds should not be used for anything but their primary purpose — to provide fully-funded pensions for public employees at the lowest cost possible to taxpayers. He also said he had achieved that goal.

Last year, Mr. Regan lowered state and local governments' contributions to the pension fund by \$525 million.

At the same time, however, public employees in Tier 3 and Tier 4 are still making 3 percent contributions to their pension funds.

Why must participants continue to pay while management got a break in contributions?

Mr. Regan has also proposed a permanent cost-of-living adjustment (COLA) that would increase pensions by only one-third of the actual increase in the consumer price index, hardly enough to keep up with inflation. He also recommends limits based on age and length of retirement that CSEA opposes.

CSEA wants a permanent, reasonable COLA for retirees.

Even Mr. Regan supports a Board of Trustees to manage the pension fund, but he insists the comptroller should appoint most of its members. He also says that those on the fund should have financial backgrounds. But CSEA thinks those who have the greatest interest in the fund's success — its beneficiaries and plan participants — should have representation on the Board of Trustees.

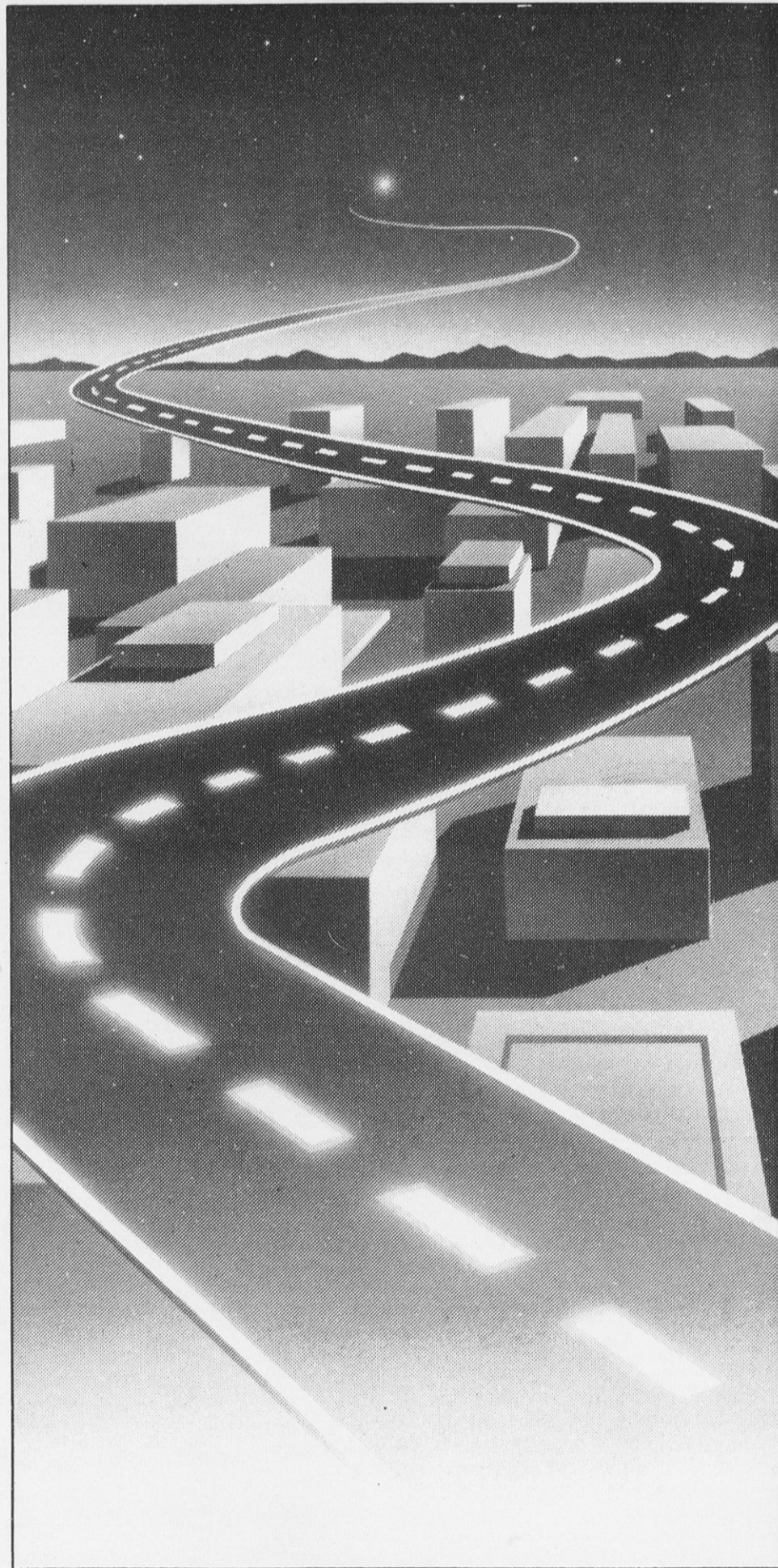
Mr. Regan also claims that the board should be brought into existence through changes in the state Constitution, a process that could take years.

But the pension fund Board of Trustees could be created by law in a single legislative session. CSEA's question then becomes: Why take the long, laborious route if you don't need to?

As chairperson of the state AFL-CIO Public Employee Pension Task Force, I am determined to find ways to keep pension funds successful, responsible and well-managed. The committee has been working hard toward that goal since its inception.

We ask Mr. Regan to keep an open mind on differing opinions about how to keep our pension funds secure and successful until all the options can be analyzed.

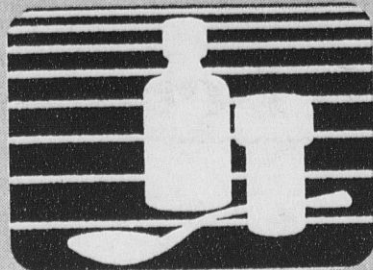
We're heading into times of challenge and change. With more and more public employees retiring all the time, we've got to be sure our retirements are secure.



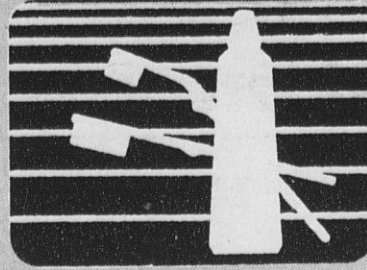
Joe McDermott

CSEA

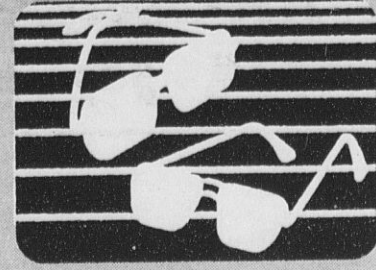
EMPLOYEE BENEFIT FUND



PRESCRIPTION
DRUG



DENTAL
CARE



VISION
CARE

The CSEA Employee Benefit Fund (CSEA EBF) is a negotiated program providing drug prescription, dental and vision care benefits for more than 125,000 CSEA-represented employees in six statewide and more than 260 local government bargaining units. For the benefit of the membership, *The Public Sector* will periodically publish information concerning the CSEA EBF.

CSEA Employee Benefit Fund

(518) 463-4555 or 1-800-342-4274

Dental plan saves members \$24 million a year

If you hate to go to the dentist, is it the fear of the dental work or it is the threat of what it can cost you?

The CSEA Employee Benefit Fund (CSEA EBF) cannot ease your dread of the dentist chair, but it can work miracles with your dental bills.

The Fund's Dental Plan has been giving eligible members and their dependents help with their dental expenses since it was first introduced ten years ago. In the course of an average year the CSEA EBF pays more than 300,000 dental claims for eligible members and their dependents. That's \$24 million that members did *not* have to pay out of their own pockets.

One of the most important aspects of your health is dental care. Good dental care can influence your eating habits, your diet and deal with infections that are serious threats to your overall health. The CSEA EBF Dental Plan is designed to meet all of these problems, starting with regular check-ups and cleanings. There are more than 200 services — exams, treatments, x-rays, appliances and prostheses — which are considered for coverage under this plan.

Membership in the CSEA EBF is open to state employees and to CSEA members in more than 160 local government units who have negotiated CSEA EBF dental coverage. Most contracts provide family coverage for spouse and children under 19 years of age. A dependent's coverage after age 19 can be

extended with proof of full-time student status.

Does a visit to the dentist with NO bill to pay sound like a dream? It can be a reality if you go to a participating CSEA EBF dentist. More than 500 dentists in New York state have agreed to accept Fund allowances as payment IN FULL.

These allowances cover a wide range of services but will not cover certain restrictions. For instance, allowances apply to only one exam in six months, a cleaning once in six months, a full-mouth x-ray every three years, a full denture every five years, etc. Each member and eligible dependent can have up to \$1,000 of CSEA EBF dental allowances every calendar year. The allowance is the same if a non-participating dentist is used, but the employee is responsible for the difference between the allowance and the dentist's fee.

Membership in the Employee Benefit Fund can make a big difference in the total health bills of a family. Using a participating dentist can save hundreds of dollars for an employee covered by the CSEA EBF. For instance, a family of four in Queens went to a participating dentist and is finishing out the year with NO dental bills. Without their CSEA EBF membership, this family could have had to pay \$2,443 in dentist's fees. A single parent with two children in Region V went to a participating dentist, and her dental bills were paid IN FULL by the Fund. Without CSEA EBF coverage she would have faced a

dental bill of \$1,642 for the year.

A very important service of the CSEA EBF Dental Plan is the pre-determination process. For any work expected to cost more than \$200, the member has the dentist submit a pre-treatment estimate to the Fund. It shows what work is to be done and how much the dentist is going to charge. The estimate goes to the Fund's dental consultants who consider the procedures for necessity and appropriate treatment and, where applicable, suggest alternate procedures. Pre-authorization approval, sent to the dentist and the member, shows exactly how much the Fund will pay and the amount the member will have to pay if, for instance, all the procedures are not covered or if a non-participating dentist is used. This process also gives the member the reassurance of a "second opinion."

In addition to the basic dental plan, the Employee Benefit Fund also offers alternative dental plans based on the bargaining unit's negotiated contribution amount. From minimum service plans to the deluxe HORIZON Plan, CSEA EBF is dedicated to meeting the dental care needs of its members in every unit. The level of dental benefits provided is determined in contract negotiations at the bargaining table.

A benefit won by the union for the members is well worth using. Take advantage of your dental plan by giving yourself and your family the benefit of good dental care.

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

Most CSEA members and agency shop fee payers will see a small increase in their membership dues and fees effective Jan. 1, 1990. The mandatory increase is a result of a raise in the minimum dues AFSCME charges local unions affiliated with the international.

CSEA members and agency shop fee payers who earn less than \$5,000 a year, however, will see their rates decrease. Effective Jan. 1, under a revised sliding dues schedule approved

by CSEA delegates, the dues or fees rate for employees in that category will be reduced from \$100 to \$70 annually. The AFSCME minimum dues requirement will not apply to employees earning less than \$5,000 until 1991.

Effective Jan. 1, employees earned between \$5,000 and \$9,999 a year will see their annual dues or fee increase from \$100 to \$105, an increase of 18 cents biweekly.

Employees earning between \$10,000

and \$15,999 per year will see a dues or fee increase from \$175 annually to \$183, an increase of 31 cents biweekly.

For employees earning between \$16,000 and \$21,999 annually, their dues or fee will increase from \$200 to \$209 per year, an increase of 35 cents biweekly.

Dues or fees for employees earning more than \$22,000 a year will increase from \$225 to \$235 annually, an increase of 39 cents biweekly.

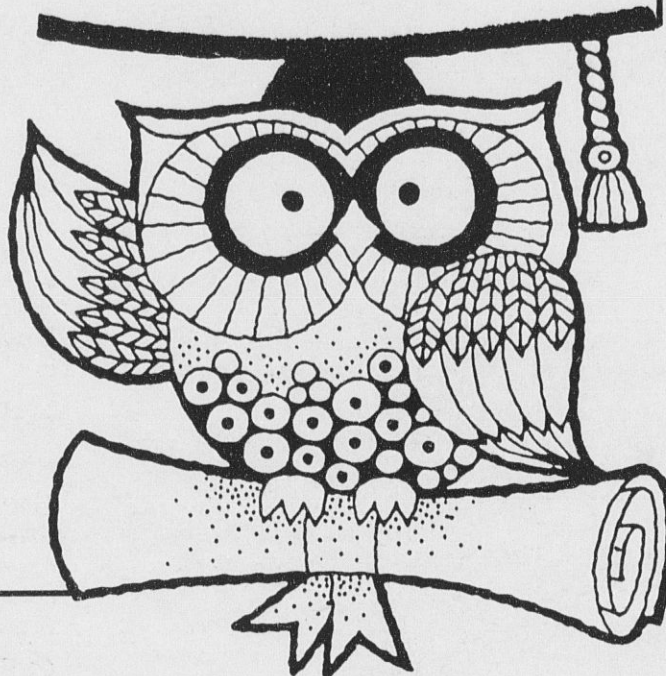
CSEA increases Flaumenbaum scholarship awards to \$750

Eighteen sons and daughters of CSEA members who were previously named winners of \$500 Irving Flaumenbaum Scholarship Awards for 1989 have been notified they will receive a nice holiday present — an additional \$250 scholarship award to raise their 1989 CSEA scholarship total to \$750.

The Irving Flaumenbaum Scholarship Awards are given by CSEA in memory of the late Irving Flaumenbaum, a well-known union activist who was president of CSEA's Long Island region at the time of his death. Three graduating high school seniors in each of CSEA's six regions are selected annually to receive the academic scholarships on the basis of merit and need.

Diane Lucchesi, chairperson of the union's Special Memorial Scholarship Committee, said the additional awards were funded through the CSEA J.J. Kelly Scholarship Trust, which the union established in 1962. Members of the Special Memorial Scholarship Committee include, in addition to Lucchesi, Willie Allen, Nevada Solano, E. "Sam" Rockefeller, William Fetterling, Sandra Delia and Arthur Howell.

Following are the 1989 winners of \$750 Irving Flaumenbaum scholarships:



Region 1 scholarship winners

SUZANNE B. HEIMANN of Port Jefferson Station, a graduate of Comsewoque High School. She is the daughter of Grace Heimann, a clerk with the Comsewoque School District and member of Suffolk County Educational Employees CSEA Local 870.

JOSEPH P. FISCHER of Smithtown, a graduate of St. Anthony's High School. His mother, Patricia Fischer, is a stenographer with the Town of Smithtown and a member of Suffolk County Local 852.

GINA MARIE CAPORASO of Mineola, a graduate of Mineola High School. Her father, Jerry Caporaso, is a custodian with Mineola Public Library and member of Nassau County Local 830.

Region 2 scholarship winners

BETTY MOY of Brooklyn, a graduate of South Shore High School. Her mother, Jane Moy, is an office clerk with the state Department of Motor Vehicles and a member of New York City State Employees Local 010.

MABEL LAW of Flushing, a graduate of Stuyvesant High School. Her mother, Angela Law, is a senior payroll clerk with the State Insurance Fund and a member of Local 351.

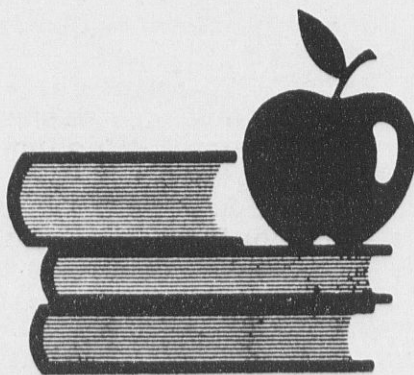
SHERINE HENRY of Brooklyn, a graduate of Midwood High School. Her mother, Rosynell Henry, is a hospital attendant at Downstate Medical Center, where she is a member of Local 646.

Region 3 scholarship winners

LAURIE DERNISON of Kingston, a graduate of Kingston High School. She is the daughter of Dennis Weiss, a toll collector for the NYS Bridge Authority and member of Local 050, and Eileen Weiss, an emergency services dispatcher and member of Ulster County Local 856.

RHONDA L.A. MORRISON of North Salem, a graduate of North Salem High School. Her father, Ronald Morrison, is a Westchester County police officer and her mother, Linda A. Morrison, is a teacher's aide with North Salem School District. Both are members of Westchester County Local 860.

DEAN LOUIS AULOGIA of Newburgh, a graduate of Newburgh Free Academy. His mother, Elaine Marie Aulogia, is a teacher's aide in special education with the Newburgh Board of Education and is a member of Orange County Local 836.



Region 4 scholarship winners

BARBARA M. RUSSELL of Mechanicville, a graduate of Stillwater Central School, where her mother, Judith Russell, is a school bus driver and member of Saratoga County Educational Employees Local 864.

AMY LEE TEMPLETON of Catskill, a graduate of Catskill High School. Her father, Dennis Templeton, is a senior administrative analyst with the State Thruway Authority and member of Local 058. Her mother, Karen Templeton, is a teaching assistant with the Catskill Central School District and member of Greene County Local 820.

JONATHAN W. TETREAU of Moores, a graduate of Northeastern Clinton Central School. His father, Wendell Tetreault, is a disabled former mechanic and is a member of Adirondack Area Retirees Local 916.

Region 5 scholarship winners

JENNIFER M. MOORE of Rome, a graduate of Rome Free Academy. She is the daughter of Patricia Moore, a typist with the Rome City School District and member of Oneida County Educational Local 869.

GRETCHEN A. RAMOS of Lowville, a graduate of Lowville Academy. Her mother, Janice B. Ramos, is a library aide at Lowville Academy and a member of Lewis County Local 825.

DOUGLAS JOSEPH SABER of Potsdam, a graduate of Potsdam Senior High School. His father, Douglas Saber, is a custodian at Potsdam Central School and a member of St. Lawrence County Educational Employees Local 873.

Region 6 scholarship winners

ANNE C. VALONE of Fredonia, a graduate of Fredonia High School. She is the daughter of Barbara J. Valone, an account clerk typist for the Village of Fredonia and member of Chautauqua County Local 807.

JULIE ANN STOPHA of Bolivar, a graduate of Bolivar Central School. She is the daughter of Jeanne M. Stopha, a bus driver/secretary with Bolivar Central School and the Town of Bolivar. She is a member of Allegany County Local 802.

ROBERT F. FALGIANO of North Tonawanda, a graduate of North Tonawanda Senior High School. His mother, Carol Falgiano, is a teacher aide in special education with the North Tonawanda School District and a member of Niagara County Educational Local 872.



CSEA announces winners of six McDonough scholarships; awards increased to \$700

Six children of CSEA members have been named winners of \$700 Thomas H. McDonough Memorial Scholarships for Continuing Studies. The memorial scholarships are named in memory of the late CSEA statewide executive vice president.

CSEA annually awards a McDonough Scholarship to a son or daughter of CSEA members in each of CSEA's six regions. The awards go to college upperclass students. The scholarships augment Irving Flaumenbaum Memorial Scholarships each of the recipients received from CSEA during their college freshman year.

The McDonough Scholarships this year have been increased significantly, from \$200 previously to \$700, according to Diane Lucchesi, chairperson of CSEA's Memorial Scholarship Committee. The additional award is being funded by the CSEA J.J. Kelly Scholarship Trust.

Selected to receive 1989 Thomas H. McDonough Memorial Scholarships for Continuing Studies are:

CSEA Region I

KIMBERLY FULTON of Kings Park, a student at Yale University. Kimberly is the daughter of Marilyn Fulton, a keyboard specialist at Kings Park Psychiatric Center and member of CSEA Local 411.

CSEA Region II

CHERYL GASKIN of the Bronx, who is attending Barnard College of Columbia University. Her mother, Vernice Gaskin, is a secretary with the Workers' Compensation Board and a member of CSEA Local 010.

CSEA Region III

SARAH DAKIN is a student at Ithaca College. She is the daughter of Caroline Dakin, a typist at the Fishkill Correctional Facility and member of CSEA Local 160.

CSEA Region IV

JEANNETTE MARIE GREEN of Saratoga Springs, who is attending Colgate University. Her mother, Angela Green, is a secretary with the Saratoga Springs City School District and a member of CSEA Local 864.

CSEA Region V

DIANNE BASSETT of Genoa, a student at SUNY Geneseo. Dianne's mother, Anne Bassett, is a bus driver with Southern Cayuga Central Schools and a member of CSEA Local 806.

CSEA Region VI

PETER O'NEILL KLIMCZYK of Cheektowaga attends Rensselaer Polytechnic Institute. His mother, Margaret Klimczyk, is a hall monitor at Cheektowaga Central High School and a member of CSEA Local 868.

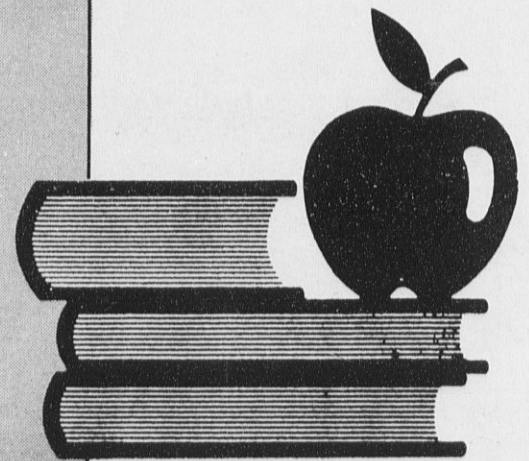
Melissa Davis named winner CSEA/Kelly memorial scholarship for 1989

Melissa Davis of Corning, Steuben County, a student in The Salvation Army School for Officers Training in Suffern, has been named recipient of a \$1,000 CSEA J.J. Kelly Memorial Scholarship.

The CSEA J.J. Kelly Memorial Scholarship Fund supports scholarships for deserving children of CSEA members who were either killed or permanently disabled as a result of their job.

Melissa's father, Lester U. Davis Sr., was a general mechanic in the Corning School District and member of Steuben County CSEA Local 851 until becoming permanently disabled in 1978. Her mother, Audrey J. Davis, formerly was a food service helper in the Corning School District and was also a member of Local 851.

The trust fund is named in memory of the late J.J. Kelly, who was an assistant CSEA legal counsel at the time of his death in 1962. The trust fund was established to help fund college educations for Mr. Kelly's children, which was accomplished. For the past several years the trust fund has awarded scholarships to children of CSEA members killed or permanently disabled due to job-related conditions.



CSEA members make it 'Beary' Christmas



BEARY SERIOUS COMPETITION — Wall-to-wall teddy bears face the judges of CSEA Local 690's teddy bear contest. The judges are, from left: Marine Sgt. Mike Fowler; CSEA Region IV President C. Allen Mead; Pam Montamuro, assistant to the commissioner of tax and finance; and Artis Reed of tax and finance labor relations.

ALBANY — Well-dressed teddy bears will again bring holiday happiness to hundreds of children, thanks to the members of state Tax and Finance CSEA Local 690.

The annual teddy bear dressing contest has 690 entrants, and proceeds from an auction of the 25 best-dressed bears will go to the local's CSEA Food Drive.

The 660 remaining bears will wind up under the Christmas trees of needy children, with the help of the U.S. Marine Corps Toys for Tots Drive in the Capital District.

"They are 690 of the 'beary' nicest teddy bears you could ever want," said Donna Perone, a member of CSEA Local 690 and contest committee chairperson.

**"We can help a lot of people."
— Donna Perone**

"The problem right now is determining the 25 best bears in the bunch," said C. Allen Mead, president of CSEA Region IV and one of the panel of judges.

There was a Batman bear, a Giants football bear, several bride and groom bears, an Army bear and a laid-back surfer bear waiting to hang 10.

Sgt. Mike Fowler of the Marine Corps was grateful for Local 690's donation to the Toys for Tots drive.

"I am very appreciative of this wonderful donation," he said. "Our goal is to provide 11,000 toys for the needy children in this area this year. This donation will certainly help us reach our goal. But we do need help from anyone who would like to donate a toy to our effort."

Teddy Bear Co-chairperson Andrea Notar explained that the top 25 entries, which actually meant 30 bears because of entries with more than one bear, were to be auctioned off to Tax and Finance workers, with the proceeds going to help the hungry through the CSEA Cares Food Drive.

"This way we can help a lot of people enjoy the spirit of the holidays," Perone said.

Judges for the contest were: Mead; Fowler; Artis Reed of tax and finance labor relations; and Pam Montamuro, assistant to the commissioner of tax and finance.

LEAP-grams in the mail

If you applied for a CSEA/LEAP spring 1990 course, you will receive a trans-o-gram at your home to inform you whether you have been accepted for a LEAP course.

The trans-o-grams will be mailed the week of Dec. 11. If you don't receive notification by Dec. 18, call the LEAP office.

If you are accepted by LEAP, you should immediately contact the college or BOCES where you have been accepted to verify registration requirements, the course location and the date of the first class.

You are required to formally register with the school. If you fail to register properly, the school is not required to hold a place for you, and

you may be responsible for the tuition for the course.

If you would like advice or information on how to use your education benefits, call LEAPLINE at 1-800-253-4332.

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.

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



HELPING HANDS — Members of state Teachers Retirement System CSEA Local 658 collected food for the CSEA Cares Food Drive at the union office. Food Committee members include, from left: Mike D'Alessandro, Noreen Jones, Local President Linda Swietlicki, Audrey Chouffi, Loni Engel, Lami Wilson, committee Chairperson Anita Walther and Patty Salamack. The food was donated to Sacred Heart Church in Albany, which is part of the Albany County Emergency Food Task Force.

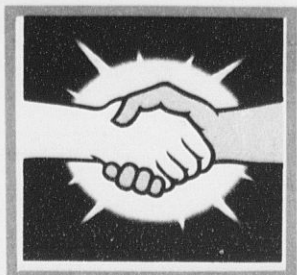
Getting it right

What's in a name? Everything in this case.

In the Oct. 30 issue of *The Public Sector*, we incorrectly identified renowned labor and civil rights activist Cleveland Robinson.

Then in our Nov. 27 issue, we incorrectly identified Dave Score. He is president of the Orange County Unit of Orange County CSEA Local 836. Frank DeLauri is president of Local 836.

The Public Sector regrets the errors.



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. A small selection of audio tapes are available to the visually impaired.

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 union workshops, call CSEA headquarters at **1-800-342-4146**. For information on videotapes, contact your CSEA regional office.

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.

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.

Health Insurance

For health insurance questions concerning Empire Plan coverage, call the appropriate following telephone number:

EMPIRE PLAN	
Blue Cross Claims	1-800-342-9815 or (518) 465-0171
Metropolitan Claims	1-800-942-4640
Participating Providers	1-800-537-0010
Health Care Help Line	1-800-336-3696

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. 13088
(315) 451-6330

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

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**.

Season's Greetings!



**from the
officers and staff**

The Civil Service Employees Association

