

CSEA leader backs Clinton, not Cuomo

By Tom Precious

Capitol bureau

ALBANY — On the deadline for Gov. Mario Cuomo to enter the New York primary, the president of the public employee group would not support a White House

CSEA

and

Bill Clinton

Together on the road to the White House from start to finish

Election results
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CSEA member in
Electoral College - page 10



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CSEA has broken off talks with the state over one-person plowing -- the dangerous practice continues for yet another winter.

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A member is shot outside his office in Brooklyn and another member saves a life at Otisville Correctional Facility.

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CSEA wants Office of Mental Health facilities that are scheduled to be down-sized or closed to be used for tuberculosis patients. Also, the union is outraged by Office of General Services plans to close Central Islip Psychiatric Center's laundry while contracting with a for-profit contractor on an "experimental" basis.

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Mohawk Valley Psychiatric Center employees in the multi-disabled unit finally get the hazardous duty pay they should have gotten years ago.

Wassaic Local gives scholarships to members' children

WASSAIC - Four children of CSEA members who work at Wassaic Developmental Center were awarded scholarships by CSEA Wassaic Local 426 recently.

Melissa Pellicciotti, daughter of Steve Pellicciotti, a developmental aide, and Diane Muller, a keyboard specialist, won a \$1,000 scholarship.

Marcia Greco, daughter of Josephine Greco, a house manager, received \$1,000.

Kimberly Barton, daughter of Sally Barton, a supervisor, won a scholarship of \$1,000.

Jamie Balleau, son of Gail Richards, a mid-level supervisor, received a \$500 scholarship.

Training focuses on time, attendance

Can an employee receive separate Notices of Discipline for tardiness and unscheduled absences, even though the instances occurred during the same period?

Does evidence of an employee's medical condition always result in dismissal of charges of excessive unscheduled absences?

The answers to these and other questions about time and attendance issues were addressed at a recent workshop sponsored by the Labor-Management Institute (LMI), a program of the CSEA/NYS Labor-Management Committees. CSEA officers and state managers from eight agencies attended the workshop to explore the roles and responsibilities of CSEA and management in time and attendance disciplinary procedure.

Diane Spinelli, CSEA Local 693 president, said the workshop will help her better serve her membership.

"I've already met with my members to stress the importance of including me in any time and attendance cases," she said. "I feel better prepared to represent the best interests of my members."

CSEA Local 699 President Dan Stepien found the format of the workshop helpful.

"The different case studies, role plays and

small group activities helped me better understand the different steps involved and how to identify appropriate settlement situations that are fair to the member," he said.

LMI offers a number of workshops on topics including grievances, counseling and labor-management skills. LMI has supported the development of cooperative processes and skills for CSEA and management since 1984. LMI also provides technical assistance and consultation services tailored to meet specific issues in particular worksites.

LMI adds an important dimension to the cooperation of CSEA and the state, said Alan Ross, assistant director of the CSEA/NYS Labor-Management Committees.

"Having CSEA and management representatives from the same work location attend joint workshop creates the opportunity for them to constructively address timely labor relations issues together," Ross said.

"Participants get an opportunity to interact and problem solve with each other and practice developing the same necessary skills needed to resolve their own worksite issues."



CSEA AND MANAGEMENT representatives from eight agencies attended a recent workshop sponsored by the CSEA/NYS Labor-Management Committees. From left, they are: Donna Amiraian of SUNY, CSEA Local 693 President Diane Spinelli, CSEA Local 653 President Maggie McCafferty, John Soffey of the Department of Civil Service, Alan Ross of the LMI, Harold Hagemann Jr. of Saratoga-Capital District Park Region and CSEA Local 699 President Dan Stepien.

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One-person plow operators

AT RISK... AGAIN!

Blizzard conditions slammed into parts of western and northern New York in November, signifying the beginning of another long, hard winter and brought out an army of one-person snow plow operators to perform one of the most dangerous, responsible, lonely and inadequately compensated jobs in state service.

Plow operators say the difficult and dangerous job is made worse by having to labor for another winter under the added burden of a serious lack of respect and concern from their employer.

This is the second year for the one-person plow (OPP) system and the state Department of Transportation (DOT) had promised to work with CSEA during the off-season to iron out problems with the program last winter. That promise has turned out to be a snow job and nothing much has changed from last year when OPP was one of the most controversial programs ever introduced by the state.

CSEA objected vehemently throughout last fall and winter about safety, training and administrative problems with the OPP policy. The union ultimately filed a Public Employee Safety and Health (PESH) law complaint against DOT and the Department of Labor cited DOT for its inconsistent and inadequate OPP training. DOT said it would correct those shortcomings but is now renegeing.

Because the state has refused to consider important union concerns about the program or honor the Department of Labor citation, CSEA once again will not support or endorse what the union calls "the dangerous, irresponsible OPP policy that can only have deadly consequences."

Talks broken off

CSEA broke off talks with DOT late last month after more than two months of trying to get the state to resolve union

concerns about OPP safety and compensation issues. Union representatives say DOT stonewalled every union effort throughout the talks.

DOT doesn't care

"Does DOT really care about their employees?" CSEA activist John E. Wallenbeck wondered. "I don't think so," he answered. "I don't think DOT cares about the safety of one-person plow operators. I don't think DOT cares about compensating the plow operators fairly. I don't think DOT cares, period."

Wallenbeck speaks from personal experience in dealing with DOT management over the OPP issue. The president of CSEA Hornell State Employees Local 007 in western New York, Wallenbeck is also chair of the CSEA/DOT Labor-Management Committee.

"All we ever heard from DOT throughout labor-management meetings was a big, fat, resounding 'No' to every major concern we raised," Wallenbeck said.

Union concerns center on safety and compensation issues. CSEA says OPP is extremely dangerous but DOT has not proposed any significant improvements to make the job safer, nor is the state willing to adequately pay one-person plow operators for the risks.

CSEA wants better training for the operators, an annual certification bonus when operators pass training and are certified in recognition of their added skills and higher level of responsibility and premium pay for the actual hours they perform the dangerous work.

"Not one thin dime..."

"No! Not one thin dime, is what DOT told us," Wallenbeck said. He noted that OPP saved the state up to \$6 million last winter and will save them millions more this year.

"It amounts to blood money, paid for by the courageous efforts of the operators who face alone the harshest conditions winter can offer," Wallenbeck said. "Even though it was a relatively mild winter throughout most of the state last year, some operators were injured and two motorists were killed in mishaps with plows on the highways. More will be injured this year because it's simply too dangerous to operate a plow alone, and some could be killed. Yet the state simply says 'No!'"

Instead the state plans to keep in effect last year's policy that inadequately compensated some operators and gave no added pay at all to others.

Under DOT's policy, Grade 7 heavy equipment operators and Grade 8 construction equipment operators are the only ones paid extra for OPP work. They are paid at what CSEA says is the inadequate rate of one grade higher for the actual hours they work as one-person operators. Employees in other grades and titles who also do one-person plowing receive nothing extra in recognition of their time alone behind the wheel of the plow, which the union says is deplorable.

Wallenbeck, for instance, is a highway maintenance supervisor who performs one-person plowing without any additional compensation.

Nothing at all last month

"And, in their infinite wisdom, DOT doesn't even honor Mother Nature's decision about when winter begins, electing instead to set their own arbitrary first day of winter," Wallenbeck said.

"Because DOT said it wouldn't pay for OPP work until Nov. 19 this year, the employees who risked their lives plowing up to two feet of snow in the November blizzards got nothing extra at all. It's absurd!"

Health Insurance Option transfer period extended to Dec. 24

Due to the delay in approving the 1993 health insurance renewal rates, the Option Transfer Period has been extended until Dec. 24, 1992. **To change your health insurance option for 1993, you must contact your health benefits administrator (located in your personnel office) no later than Dec. 24, 1992.**

The *Benefits Choices Guide* were sent to employees' homes during the last week in October. If you have not received this booklet, contact your personnel office to receive a copy as soon as possible.

The effective date of a newly elected health insurance option for those employees under the Administrative payroll will become effective on Dec. 31, 1992. The earliest paycheck in which an adjustment will be made is the check of Dec. 30, 1992. However, due to processing delays, most adjustments will be made in January, retroactive to the effective date.

The effective date of a newly elected health insurance option for those employees under the Institutional payroll will become effective

Jan. 7, 1993. The earliest paycheck in which an adjustment will be made is the check of Jan. 6, 1993. Again, due to the processing delays, adjustments will be made retroactive to the effective date.

Remember that Dec. 24, 1992 is the last day to change your health insurance option. If you do not wish to change you option, then no action is necessary. The 1993 bi-weekly health insurance premium deductions for employees are as follows:

Health Insurance

Plan	Individual	Family
The Empire Plan	\$6.66	\$28.49
BlueCare Plus	6.78	31.98
Blue Choice/Group Health (Merger)	5.52	27.14
Capital District PHP	6.41	33.57
ChoiceCare	7.70	39.36
Community Blue	5.64	29.60
Capital Area Community Health Plan	7.01	35.22
CHP Hudson Valley	7.68	38.96
Elderplan	1.99	6.97

Foundation Health Plan	7.52	37.11
Health Care Plan, Inc.	5.44	27.91
HIP	6.45	30.11
HIP Rutgers	7.57	36.73
Independent Health Hudson Valley	7.18	36.68
Independent Health Western NY	4.79	26.32
Independent		
Prepaid HP	7.57	37.36
Kaiser Foundation HP of NE	6.70	30.98
Managed Health	7.24	34.63
Mid-Hudson Health Plan	7.20	37.20
Mohawk Valley Physicians East	7.75	38.90
Mohawk Valley Physicians Central	6.77	33.96
Preferred Care	5.51	26.83
Prepaid Health Plan	7.14	36.10
PHP/Slocum Dickson	6.70	32.85
Sanus Health Plan	7.16	33.65
U.S. Health Care	6.67	30.86
Wellcare	7.37	38.30

CSEA member victim of random shooting outside Brooklyn office

By Lilly Gioia

CSEA Communications Associate

BROOKLYN — In an act of unprovoked violence, a youth shot NYS Tax Compliance Agent Prakash Abinchandani just steps from his office.

"I am lucky to be alive," said Abinchandani, who still has a bullet lodged in his abdomen. "That's all I can say."

Abinchandani, the father of two, was near 55 Hansen Place, which houses state agencies. Since the offices moved to the Brooklyn neighborhood, CSEA members have been threatened, accosted, mugged or had their pockets picked repeatedly.

That day a boy about 13 "walks out from nowhere and decides to shoot without reason," he said.

"The kid said, 'Hold it,' and I said, 'What do you mean?' He said, 'Do you want to die?' and I said, 'Are you crazy?' How do you respond?"

The boy fired, and Abinchandani ran to his office. He didn't realize he'd been hit until he saw blood on his clothes.

Fortunately, he suffered no damage to vital organs. He will need at least six weeks to recuperate.

CSEA Local 460 President Willie Terry called for immediate improvement of

security around the building, which also houses a day care center. CSEA Labor Relations Specialist Marcia Schiowitz said the union plans to meet with management as soon as possible.

Within a week of the shooting, a body was found across the street from the office.

"People here who once worked at the World Trade Center are terrified of the neighborhood," CSEA Metropolitan Region President George Boncoraglio said. "The

state needs to do a lot more for security."

Terry and Employee Assistance Representative James Flood are forming a crime prevention task force. Petitions are also circulating demanding beefed-up security.

Abinchandani took a significant pay cut when he left private industry three years ago, he said. Now he wants to work somewhere "more secure," he said. "I can't take these chances with my small kids."

CSEA member saves inmate's life



OTISVILLE — CSEA member Bill Eveleth received a commendation for saving the life of a prisoner at Otisville Correctional Facility.

Eveleth, a maintenance plumber, was nearby when an inmate repairing a truck was sprayed with gasoline as the truck backfired.

"The next thing I knew, he was in flames," Eveleth said. "It was like something out of the movies."

Eveleth quickly took off his jacket and wrapped it around the inmate to smother the flames. But as he removed the jacket, the flames flared again. This time, Eveleth pulled off the inmate's burning sweatshirt and the flames went out.

The inmate suffered burns on his head and face but will recover.

Eveleth, a 13-year employee, said he reacted the way he would to any emergency.

"I was just doing what came naturally," he said.

CSEA MEMBER BILL EVELETH, at left, is congratulated by Acting Superintendent Sheryl Butler for saving the life of an inmate who was on fire.



CSEA Local 413 President Mohamed Hussain breaks ground for security fence.

Fence will improve security

WARD'S ISLAND - Manhattan Psychiatric Center CSEA Local 413 officers joined management to break ground for a desperately needed security fence to protect patients and employees at the violence-plagued facility. The \$400,000 project should be completed in six months.

Murders, shootings, stabbings and incessant car vandalism have been linked to homeless shelter clients.

The state Office of Mental Health had delayed releasing money for the security fence, so CSEA launched a concerted political action effort. Local 413 President Mohamed Hussain worked closely with Assembly Representative Elizabeth Connelly and state Sen. Olga Mendez to expedite funding.

Earlier this year, Local 413 members protested security problems after a homeless man entered the hospital and raped a female patient.

The new fence will require passcard entry through electronic gates monitored by security camera.

"Everyone will breathe a lot easier here once this new security system is completed," Hussain said.

At Central Islip Psych Center,

CSEA opposes laundry closing

CENTRAL ISLIP — CSEA is outraged over state plans to close the laundry at Central Islip Psychiatric Center by next spring.

At the same time, the state awarded a private company an "experimental" contract for some state laundry services.

The laundry is a central operation for all Office of Mental Health (OMH) and Office of Mental Retardation and Developmental Disabilities (OMRDD) facilities on Long Island. Run by the state

Office of General Services (OGS), it employs 82 people. CSEA's

first priority is to protect the employees' jobs.

"It's disgraceful that OGS waited until they had final approval to close the laundry before discussing it with CSEA," said CSEA Central Islip Psychiatric Center Local 404 President Barbara Allen. "These dedicated, hard-working employees deserve better. If we'd had more warning we could have been setting up re-training programs to give them more employment options."

Those options are complicated by the state's new workfare program in which welfare recipients work off their grant in state facilities. CSEA is adamant that the displaced laundry workers get priority in jobs over workfare participants.

The plan also raises serious questions about the future of all state laundry operations. OGS claims some of the CI laundry operations will be picked up by Creedmoor and Rockland psychiatric centers. But CSEA is concerned about how much and for how long.

"Announcing the closure at the same time they contract with a private company on an 'experimental basis' completely undermines the state's credibility," CSEA President Joe McDermott said. "It's the classic con job of privatization: bring in the private firm and eliminate the ability to provide the service."

The action is even harder to understand because OGS has said publicly that it's difficult to compare state and private laundries because of the excessively soiled laundry generated at state facilities.

CSEA has also criticized the state for not upgrading equipment to improve cost-effectiveness.



A LAUNDRY EMPLOYEE at Central Islip, one of dozens who will lose their jobs when the state closes the laundry, getting the job done.

Too few workers, too many suicides at Kings Park

KINGS PARK — Three patient suicides at Kings Park Psychiatric Center has increased pressure on direct care staff and renewed controversy over staffing.

The Office of Mental Health (OMH) increased ward staffing after three suicides occurred within five weeks, but said staffing wasn't a factor in the suicides.

"This is creating a lot of pressure on the staff," said Kings Park Psychiatric Center CSEA Local 411 President Barry Malone. "The minimum coverage should come up, but it's very hard to do with the existing staff."

One recent weekend 71 employees worked mandatory overtime and 54 worked

voluntary OT, Malone said.

Even with increased staffing, the admissions wards have only four therapy aides for 40 patients.

"Our direct care workers are doing the best they can under very difficult circumstances, but OMH is not giving us the help we really need," he said.

State should use some OMH facilities for TB crisis

A new state Health Department study bolsters CSEA's claims that New York needs to respond better to the tuberculosis crisis.

The health department reports that TB treatment in New York City hospitals suffers from serious deficiencies and haphazard policies.

CSEA wants the state to get directly involved to stem the worsening crisis. More

TB isolation facilities are needed for treatment and to limit the disease's spread.

The state should redevelop some state psychiatric centers as tuberculosis sanatoriums, CSEA says. It is one of the most cost-effective ways to provide this emergency service. It also makes sense because it would use existing facilities and keep trained employees working.

A bacterial disease, TB usually affects the lungs. Germs are spread when an infected person coughs, speaks or sneezes. Anyone who comes in contact with victims for a prolonged period can be infected. Treatable with a combination of patient isolation and drugs, TB can be fatal if left untreated.

Once virtually eliminated, TB has re-emerged, largely because effective public health measures were abandoned.

In New York state in 1991, nearly 4,500 new cases of TB were reported.

The Health Department report questions the adequacy of current treatment facilities in New York City. For example, 20 percent of patients with TB are not even diagnosed until they have been in the hospital

mingling with other patients for more than a day. Of the hospitals surveyed, 30 percent of isolation rooms lack filters and other equipment to keep the disease from entering the ventilation system.

The TB crisis is also a danger in jails and state prisons, with 80 new cases reported in state correctional facilities this year. Using existing state facilities as TB treatment centers would make it easier to provide secure settings for treating inmates.

Public employees at risk

Public employees who have direct contact with high risk tuberculosis (TB) populations and the general public face increased risk of contracting the disease.

However, TB is curable once it has been detected. A positive TB exposure test does not mean an individual will contract the disease.

The state this year adopted the nation's first safety and health standards on TB to help protect many public employees on the job. CSEA is urging continued education, testing and other public health measures to reduce the risk of TB.

Strain resists treatment

One of the most disturbing aspects of the current TB crisis is the new drug-resistant strain of the disease.

The bacteria becomes resistant to drugs when individuals fail to complete their treatment. When their symptoms worsen, medications may no longer be effective.

Even worse, the victims can pass on this drug-resistant TB to others.

It makes the need for isolation facilities to ensure the completion of treatment even more important.

Finally!

After waiting years, MVPC workers get hazardous duty pay

By Mark M. Kotzin
CSEA Communications Associate

UTICA - Thanks to CSEA's persistence, the workers in the multi-disabled unit at Mohawk Valley Psychiatric Center are finally getting their share of more than \$165,000 worth of hazardous duty pay they should have received years ago.

After three years of waiting for a decision and two more years of stalling by the state Office of Mental Health and Division of Budget, more than 75 workers finally received their retroactive money in recent paychecks.

The payment for the union victory is "long overdue, but much appreciated," CSEA MVPC Local 434 President Bud Mulchy said. The process started in March 1987 when CSEA filed the original request, arguing that unit employees deserved hazardous duty pay for having to deal with often aggressive clients, diagnosed as both mentally ill and developmentally disabled.

Employees had complained about daily problems with clients, and the unit was often described as "like a battlefield." Employees have

been beaten and scarred from client attacks and felt they deserved the extra compensation.

In March 1990, the state Department of Civil Service agreed, awarding them three years' worth of retroactive back pay. Since then, Mulchy said, CSEA has pushed the state to pay the workers what they were owed.

"This issue is about danger on the job, and not just here, but also at other similar units," he said. "It's about time that the state recognized the value of the employees that have to deal with this danger daily."



CSEA Mohawk Valley Psychiatric Center Local 434 members show off the hazardous duty paychecks they received after more than five years. The members who work in the multi-disabled unit are from left, Roger Eurich, Penny Eurich, Agnes Vincent, Angelo Ciotti, Loretta Snyder and Kenneth Hoch.

Workers in multi-disabled units at Pilgrim and Creedmoor Psychiatric Centers will also share the award.

Unit employees Agnes Vincent and Loretta Snyder are glad that the money finally came.

"We are happy we got it, but it's sad we had to fight as hard for what was owed us for nearly six years," they said.

Co-worker and CSEA Local 434 First Vice President Roger Eurich agreed.

"The people who got it, earned it," he said. "It's not an easy place to work."

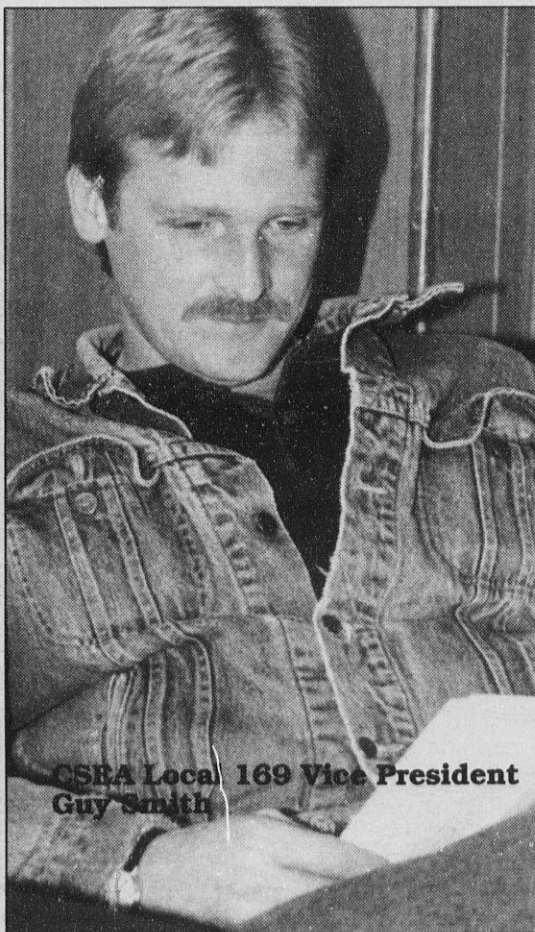
L-M Grants Program back for 1993

The Labor-Management Grants Program is back by popular demand.

Administered by the CSEA/NYS Labor-Management Committees, the program is made possible with funding negotiated by CSEA in the current CSEA/NYS contracts.

The program provides agency, facility and worksite labor-management committees with resources to implement quality of work life programs.

Program guidelines describing grant categories, funding amounts and proposal requirements will be issued to all state division CSEA local presidents during January 1993.



CSEA Local 169 Vice President Guy Smith

Direct approach gets safety results

OTISVILLE — When CSEA Otisville Correctional Facility Local 169 Vice President Guy Smith saw a state Department of Labor (DOL) inspector, he gave the man an earful.

"We've had a number of safety problems here," Smith said, "and I was getting nowhere with my complaints."

Smith, who was then local president, took advantage of his opportunity when he saw the DOL inspector who was at the facility to follow up on another complaint.

"I grabbed him," he said, "and I told him about the problems here."

The list included unsafe equipment, lack of first aid procedures, exposed wiring and asbestos in the boiler room.

His efforts got results. Prison officials have received a number of notices ordering them to make corrections immediately. As a result of the inspection, \$50,000 has been allocated for asbestos abatement in the boiler room.

In a letter to Local President Joe Botens, CSEA Labor Relations Specialist Bob O'Connor said, "As a result of your and Guy Smith's alertness and diligence, I'm sure your local members will be able to enjoy a safer work environment. Your effort to alert management to correct workplace hazards is commendable."

EBF Prescription Drug Plan changes

Rapidly escalating costs in the prescription drug industry will force the CSEA Employee Benefit Fund (EBF) Prescription Drug Plan to implement cost-containment changes, including increased co-payments for all prescription drugs, effective Jan. 1, 1993.

Oral contraceptives and fertility drugs will no longer be covered under the plan as a further cost-containing measure. However eligible members will still be able to obtain oral contraceptives through NRx Services at discounted wholesale prices of 10 percent off brand and 25 percent off generics.

Prescription drug costs have been and are expected to continue increasing at an alarming rate. So rapidly, in fact, it is projected that CSEA EBF drug program costs will rise more than \$10 million each year, nearly doubling between 1991 and 1995, unless immediate cost-containment measures are taken.

Additionally, New York state's extended budgetary problems and the resulting impact on negotiated funding has caused an unprecedented financial burden on the CSEA EBF and other state union benefit funds. The EBF is funded only from state contributions negotiated through collective bargaining; union dues are not used to fund the CSEA EBF in any way.

"We have taken steps to reduce operational expenses each of the past several years in an effort to continue to provide participating CSEA members the highest level of benefits at the lowest possible cost," said CSEA EBF Director Timothy M. Mullens.

"Unfortunately, prescription drug costs within the pharmaceutical industry, and therefore out of our control, continue to skyrocket."

The only alternative to the drug program changes would have been to reduce CSEA EBF dental and vision care benefits by about 45 percent to cover the projected drug program increases.

"We sincerely regret that changes must be made in the prescription drug program but failure to implement them would

have required substantial cuts in dental and vision care benefits, and that was completely unacceptable," Mullens said.

Changes effective Jan. 1, 1993

The following Prescription Drug Program changes will take effect Jan. 1, 1993:

- * The co-payment will be increased to \$8 per prescription for all brand name drugs and all generic drugs obtained at either local retail pharmacies or through the CSEA mail service pharmacy - NRx Services, Inc. Co-payments currently are \$3 for brand name drugs and \$1 for generic drugs obtained at local retail pharmacies. There is currently no co-pay for drugs through NRx Services, Inc.

- * An out-of-pocket co-payment maximum of \$200 per family per year will be in effect. Once the \$8 co-payments per prescription for you and/or your covered family members total \$200 no further co-payments will be required that year.

- * Genetically engineered drugs will be limited to a \$20,000 annual maximum per year per covered individual (i.e., Epogen, Neupogen, Intron-A, Procrit, Roferon-A.) Insulin, Protropin and Humatrope are exempted from the list of genetically

engineered drugs.

The following drugs will no longer be covered by the EBF Prescription Drug Plan after Jan. 1, 1993:

- * Oral Contraceptives (birth control pills);
- * Fertility medications (i.e., Pergonal, Clomid, A.P.L., Serophene, Metrodin, Profasi, Chorionic Gonadotropin (HCG), Pregnyl);
- * Human growth hormones (coverage will be extended for a maximum of one year for EBF growth hormone patients in therapy on Jan. 1, 1993).

Industry out of control

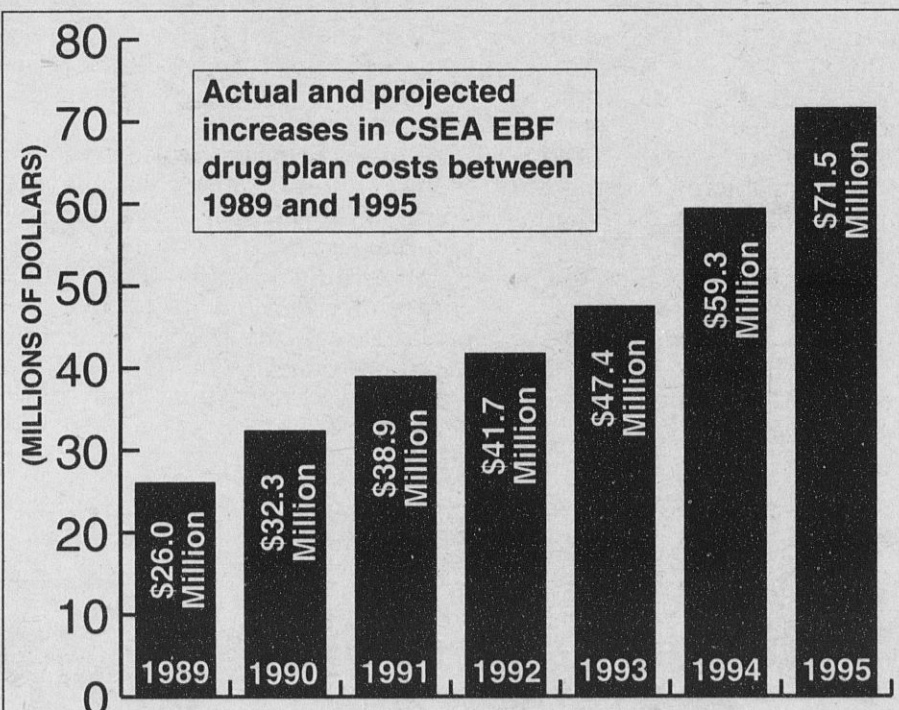
According to the authoritative publication *Business and Health*, many consumer and congressional leaders believe the entire pharmaceutical industry is out of control and there is very little that employers and employees can do to control costs. Annual increases of 20 to 30 percent in prescription drug program costs are now commonplace.

Last year Americans spent \$32 billion on prescription drugs and some analysts predict the costs will increase to \$90 billion in 1995.

Most experts place primary blame for escalating costs on drug manufacturers who charge high prices in order to recover their research and development costs over the short period of time their drugs are protected by patents. The drug industry also spends about \$10 billion annually on marketing and sales activities.

But there are other reasons as well, including the growing tendency to treat many illnesses with drugs only instead of a combination of drugs and surgery. Consumers also contribute to the problem by not taking enough or by taking too much of prescribed drugs.

A perfect example to illustrate the problem of costs related to the pharmaceutical industry is the drug Levamisole. According to a report in the *Chicago Tribune* from the Mayo Clinic, Levamisole is used to rid sheep of worms and costs \$14. But when the same drug is used to treat human colon cancer patients, the manufacturer charges \$1,500.



Are the changes necessary? Yes. Why? Because...

Here are some questions and answers that should help you better understand the changes and the need for the changes in the CSEA Employee Benefit Fund Prescription Drug Plan that go into effect Jan. 1, 1993.

Q. Are the changes necessary, and why?

A. Absolutely. Drug program costs are projected to increase more than \$10 million each year. Prescription drug program costs for CSEA EBF were \$26 million in 1989, rose to \$41.7 million this year and are projected to hit \$71.5 million by 1995.

Q. Were there any alternatives to the drug program changes?

A. We would've been forced to reduce dental and vision benefits by about 45 percent to cover the projected drug program increases.

Q. Why are oral contraceptives and fertility drugs being excluded from coverage instead of

some other drugs?

A. In most cases these drugs are used on an elective basis and not for the direct treatment of a medical condition.

Q. Can I still obtain oral contraceptives through NRx Services?

A. Yes, you can purchase up to a three month supply at NRx Services. Instead of paying retail costs at a local pharmacy, NRx Services is offering discounted wholesale prices that are 10 percent off brand and 25 percent off generics.

Q. What is causing drug program costs to increase so much?

A. There are several reasons. For instance, new and very costly drugs enter the market constantly, such as human growth hormones that cost \$5,000 per month; patients are being treated more and more in an out-patient setting which places the

prescription drug costs on the EBF instead of on your hospitalization insurance; many medical conditions are now being treated with drugs instead of by surgical intervention; and many new surgical procedures such as organ transplants require anti-rejection drugs that cost tens of thousands of dollars.

Q. What happens if I need, say, 100 prescriptions during the year. Will I be out-of-pocket the \$800 in co-payments at \$8 per prescription?

A. No. Once the \$8 co-payments for you and/or your family members reaches \$200, no further co-payments will be required for that year.

Q. If I need additional information about the prescription drug program and these changes, where can I call?

A. Call 1-800-457-1020, a special toll-free hot line for obtaining information.

A message from CSEA President Joe McDermott

A year of mourning, a year of triumph

The holiday season is a time to reflect on where we have been and where we are going. 1992 was a year with both tremendous accomplishment and terrible tragedy for CSEA.

The greatest tragedy was the senseless murder of four of our members in Watkins Glen. While we will continue to mourn this loss we will work to make every workplace safer. This tragedy reminds us how vulnerable many public employees are to attack because of the kind of work they perform.

1992 was also a year in which a national recession continued to cause hardship for all working Americans, but especially public employees. Because of the economy the threat of layoffs continues. Many workers must deal with understaffing.

In the face of this crumbling economy CSEA took action and went to work to elect a new President of the United States. Many CSEA activists and staff took part in this effort and we won. Bill Clinton won't be able to solve all of America's problems overnight. But this is the first time in 12 years that we will have a President willing to give working people a fair shake.

Despite the continuing economic problems in 1992, CSEA continued to negotiate good solid contracts. We will continue to work hard to enforce those contracts and protect our members' working conditions and benefits.

One of CSEA's greatest achievements in 1992 was the passage of the mandatory agency shop law for local government. This law

creates fairness in the workplace. We are required, by law, to represent everyone in our bargaining units whether they are members or not. Without agency shop non-members got a free ride while members paid for services. It took years to achieve this goal, but the hard work of many CSEA activists finally paid off in 1992.

As we move into 1993 we must work to convert every agency shop fee payor into a full CSEA member. Having a united membership gives us more power at the bargaining table in these difficult times.

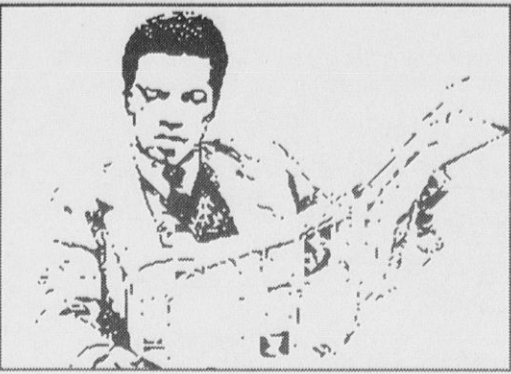
Another priority for the new year is to continue to involve more members in our political action efforts. Being involved in the political process allows us to create change that benefits all of our members.

1993 will also find us battling the privateers, private corporations who want to take over public services for their own profit. Privatization is a political quick fix that threatens our membership. We will fight it with all the resources available to us.

I hope you and your family have a safe and happy holiday season.



Planting Now for a Better Tomorrow.



GENERAL NEWS

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Pages 10-11

CSEA activist Elaine Mootry will cast the final winning ballot in CSEA's campaign to elect Bill Clinton President of the United States. And a list of CSEA's many other election victories across the state.

Page 12

The CSEA Advantage Empire Home Mortgage Program has helped CSEA members buy 500 home by making it easier for members to get mortgages.

Page 13

A listing of your CSEA benefits and important phone numbers.

KEEP INFORMED!

Call the CSEA
Current Issues Update:
1-800-342-4146

Then hit 5 on a touchtone phone

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

CSEA members and agency shop fee payers will see a small increase in their membership dues and fees effective Jan. 1, 1993. The mandatory increase is a result of a raise in the minimum dues AFSCME charges local unions affiliated with the International.

Effective Jan. 1, employees earning less than \$5,000 a year will see their annual dues or fee increase from \$75 to \$77, an increase of about eight cents biweekly.

Employees earning between \$5,000 and \$9,999 a year will see their annual dues or fee increase from \$113 to \$116, an increase of 12 cents biweekly.

Employees earning between \$10,000 and \$15,999 per year will see a dues or fee increase from \$197 to \$201, an increase of 15 cents biweekly.

Employees earning between \$16,000 and \$21,999 annually will see a dues or fee increase from \$224 to \$230, an increase of 23 cents biweekly.

Dues or fees for employees earning more than \$22,000 a year will increase from \$252 to \$259 annually, an increase of 27 cents biweekly.



CSEA activist Claudette Sullivan with one of the children of Hale House, for which CSEA delegates raised \$1,000 during the 1992 Annual Delegates Meeting.

CSEA delegates raise \$1,000 for Hale House

NEW YORK - Surrounded by diapers, rattles, talcum powder and baby bottles, CSEA Local 460 activist Claudette Sullivan and Metropolitan Region President George Boncoraglio toured Hale House, the "house the love built" in Harlem to care for drug-addicted babies.

They presented a \$1,000 donation from delegates of the 1992 CSEA Annual Meeting to Mother Clara Hale, who has cared for more than 800 babies born to heroin- and crack-addicted mothers.

"I wish the CSEA volunteers who walked

over 40 flights of stairs at the New York Sheraton Hotel to raise this money could see the loving care these babies and toddlers receive at Hale House," Sullivan said. "The money will go to good use immediately, as they are expecting a newborn set of twins to arrive momentarily."

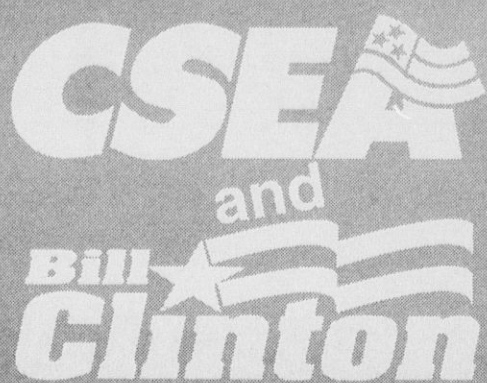
Cuddling three-month old baby Roy, both Sullivan and Boncoraglio indicated their hope that future CSEA delegates will continue to raise funds to help the infant victims of the drug epidemic.

Dates set for School for Union Women

The 1993 Northeast Summer School for Union Women will take place July 11 to 16 at Cornell University.

The school will cost \$350 this year.

More information about the school will be published in later editions of *The Public Sector* as it becomes available.



CSEA activist Elaine Mootry: She'll cast A big vote for Bill Clinton

First CSEA representative named to prestigious Electoral College

On Dec. 14 CSEA activist Elaine Mootry, a mental hygiene therapy aide at the West Seneca Developmental Center near Buffalo, will participate in a historic event in Albany; she's going to "college." Not just any college, mind you, but the most select, prestigious and unique "college" in the country. And although this college has "campuses" in all 50 states, it has a total enrollment of only 538 people nationwide. And, get this, it is in session just one day every four years.

Mootry and the other 537 people nationwide have the distinct honor of being appointed to the Electoral College, created under the U.S. Constitution as part of the process of electing the President of the United States. These 538 "electors" will be meeting in groups as large as 54 in California and as small as three in several states on Dec. 14 in each of the 50 state capitals. Their mission? To elect the next President and Vice President of the United States.

Oh, you thought the voters did that on Nov. 3? Actually they did, but not in the way you probably think. Presidents are elected on the basis of how many votes they receive in the Electoral College, not on the basis of total popular votes. You see, when you pulled the voting machine lever for Bill Clinton, for instance, you weren't technically choosing the candidate. Instead, under the Constitution, you were choosing a slate of electors, one elector for each member of Congress from the state, representing the candidate.

Each candidate for President has a slate of electors. Since New York state has 33 senators and representatives in Congress, there were 33 members of each slate for the Electoral College from New York. Under a winner-take-all rule, the candidate receiving the most votes in a state, Bill Clinton in New York, for instance, wins all the electoral votes for that state. New York, with 33 electors, has the second highest total of the 50 states.

There are 538 members of Congress and therefore 538 electoral votes nationwide. To win the election for President of the United States a candidate must receive an absolute majority of 270 or more electoral votes in the Electoral College. If no presidential candidate had at least 270 electoral votes, a President would be selected by members of the House of Representatives from the three top vote-getters. Each state delegation would cast just one vote.

In the Nov. 3 election Clinton carried 32 states with a total of 370 electoral votes and George Bush won in 18 states with a total of 168 electoral votes. Although Clinton beat Bush by a comfortable 5 percent in the popular vote totals, his margin of victory in the Electoral College, where it really counts, approached landslide proportions.

By law, the slates of electors representing the winning candidate in each state meet in the state capitals on the first Monday after the second Wednesday in December - Dec. 14 this year - and officially cast their ballots for their candidate. The electoral votes are then certified and, by law, counted by Congress on Jan. 6, 1993. Then and only then will Bill Clinton's election become official. The Constitution sets noon, Jan. 20, as the official time the new president assumes office.

"I'm very grateful for this opportunity, and I think the fact CSEA is represented on the Electoral College underlines the tremendous growth and political sophistication and effectiveness CSEA has gained in recent years in partnership with AFSCME. Through my years of activism I know CSEA is a great organization and I am extremely proud to be representing my fellow members in this important process." -- Elaine Mootry

Honor, recognition for Mootry and CSEA

Mental Hygiene Therapy Aide Elaine Mootry will be in very select company when she participates as a member of the Electoral College on Dec. 14 and she and others cast the votes that will officially elect Bill Clinton the next President of the United States.

Among the 33 electors from New York state, for instance, are Gov. Mario Cuomo, Lt. Governor Stan Lundine, New York City Mayor David Dinkins and NYS AFL-CIO President Ed Cleary.

Mootry's selection is a personal honor and a tremendous recognition of CSEA for the union's early and extensive support of the Clinton/Gore candidacy. She is the first CSEA representative ever to be named to the prestigious Electoral College.

CSEA became the first major labor union in New York to support the Clinton campaign last December when CSEA President Joe McDermott announced the union's support of Clinton. CSEA was deeply committed to the Clinton candidacy throughout the Democratic primaries and the general election. In turn, Clinton took time out of a hectic campaign schedule to address delegates at CSEA's annual

delegates meeting in September.

In recognition of CSEA's extensive

involvement in the campaign, the union was offered one of the highly coveted seats on the Clinton Electoral College slate. CSEA President McDermott, himself a Clinton delegate to the Democratic national convention which nominated Clinton as the party candidate for President, selected Mootry to represent CSEA on that slate.

Mootry, of Buffalo, has been a MHTA since 1964 and has been active in CSEA for most of that time. She is currently a member of CSEA's statewide Board of Directors, a trustee of the CSEA Employee Benefit fund, executive vice president of CSEA West Seneca Developmental Center Local 427, chairperson of the statewide CSEA/OMRDD Labor

Management Committee and chairperson of the regional CSEA Mental Hygiene Presidents Council. Mootry served four terms as Local 427 president and has been a member of several CSEA negotiating committees involved in contract bargaining between the union and New York state and is a former chairperson of the union's Institutional Services Unit negotiating committee.



Elaine Mootry

CSEA played a leading role in the campaign as

America turns to Clinton

to turn the country around!

1993 LEAVE RECORD for NEW YORK STATE INSTITUTIONAL PAYROLL EMPLOYEES 1993

To record leave used, enter these letters for the appropriate date :

V = (Vacation)
S = (Sick Leave)
H = (Holiday)
M = (Military Leave)
P = (Personal Leave)
SPEC = (Special)
C = (Compensatory)
LWOP = (Leave Without Pay)
W = (Worker's Comp)

Your leave benefits were negotiated for you by **CSEA** - your union!

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:

SICK LEAVE

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PERSONAL LEAVE

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CONSULT YOUR UNION CONTRACT, YOUR CSEA REPRESENTATIVE OR YOUR PERSONNEL OFFICE FOR HOLIDAY OBSERVANCE SCHEDULE

Leave accruals are an important contractual benefit negotiated for you by CSEA. You can help guarantee the accuracy of your individual accruals by tracking your leave activities throughout the year. If a discrepancy should arise it might be easier to document your claim by producing your personal leave record form.



1993 LEAVE RECORD for NEW YORK STATE ADMINISTRATIVE PAYROLL EMPLOYEES 1993

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Your leave benefits were negotiated for you by **CSEA** - your union!

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CSEA
Local 1000, AFSCME, AFL-CIO

1993 LEAVE RECORD for EMPLOYEES OF LOCAL GOVERNMENTS 1993

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Consult your current CSEA-negotiated contract for the holidays observed in your local government jurisdiction.
ALSO consult your contract or personnel office for current method of accruing leave credits.

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Buffalo, NY 14202
(716) 886-0391

CENTRAL REGION 5
6596 Kirkville Road
East Syracuse, NY 13057
(315) 433-0050

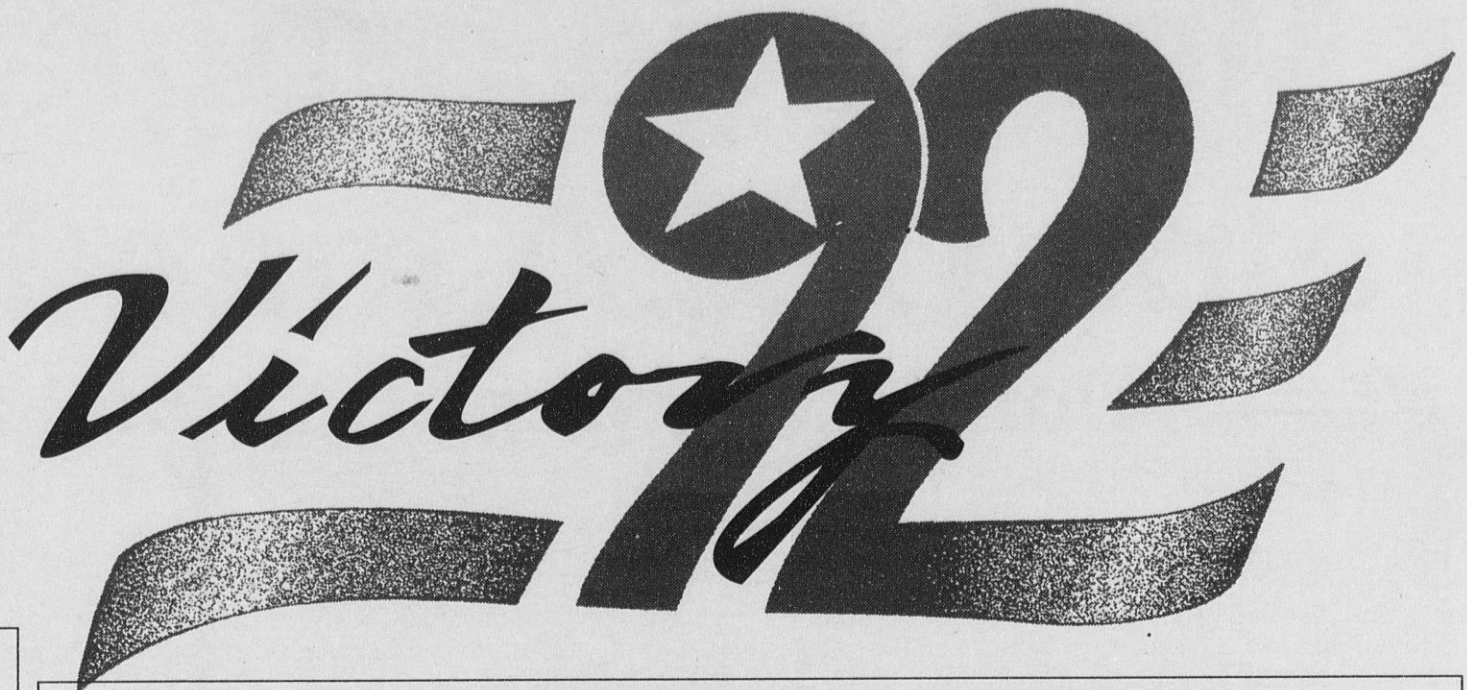
METROPOLITAN REGION 2
40 Fulton Street 22nd Floor
New York, NY 10038
(212) 406-2156

CAPITAL REGION 4
Suite 402
1215 Western Avenue
Albany, NY 12203
(518) 489-5424

SOUTHERN REGION 3
735 State Route 52
Beacon, NY 12508
(914) 831-1000

LONG ISLAND REGION 1
300 Vanderbilt Motor Parkway
Hauppauge, NY 11788
(516) 273-2280

CSEA took political action seriously again this year, backing winners in the state Senate and Assembly and the US Congress (not to mention the White House, p. 10) Here's a list of successful candidates CSEA endorsed in November's elections.



CSEA endorses Senate winners

- 1 Kenneth LaValle (R)
- 2 James Lack (R)
- 3 Caesar Trunzo (R)
- 4 Owen Johnson (R)
- 5 Ralph Marino (R)
- 7 Michael Tully (R)
- 8 Norman Levy (R)
- 9 Dean Skelos (R)
- 10 Alton Waldon (D)
- 12 Ada Smith (D)
- 13 Emanuel Gold (D)
- 14 George Onorato (D)
- 16 Leonard Stavisky (D)
- 18 Velmanette Montgomery (D)
- 19 Howard Babbush (D)
- 20 Martin Markowitz (D)
- 21 Donald Halperin (D)
- 22 Martin Solomon (D)
- 23 Christopher Mega (R)
- 24 John Marchi (R-D-L)
- 25 Martin Connor (D)
- 26 Roy H. Goodman (R)
- 27 Manfred Ohrenstein (D)
- 28 Olga Mendez (D)
- 29 David Paterson (D)
- 30 Franz Leichter (D)
- 31 Efrain Gonzalez (D)
- 32 Pedro Espada (D)
- 33 Joseph Galiber (D)
- 34 Guy Velella (R)
- 35 Nick Spano (R)
- 36 Suzi Oppenheimer (D)
- 38 Joseph Holland (R)
- 39 William Larkin (R)
- 40 Charles Cook (R)
- 41 Stephen Saland (R)
- 42 Howard Nolan (D)
- 43 Joseph Bruno (R)
- 44 Hugh Farley (R)
- 45 Ronald Stafford (R)
- 46 James Wright (R)
- 47 William Sears (R)
- 48 Nancy L. Hoffmann (D)
- 49 John DeFrancisco (R)
- 51 Thomas W. Libous (R)
- 53 Michael Nozzolio (R)
- 55 Mary Ellen Jones (D)
- 57 Anthony Masiello (D)
- 58 William Stachowski (D)
- 59 Dale Volker (R)
- 60 John Sheffer (R)

Assembly endorsements result in winners

- | | | |
|---------------------------|----------------------------|-----------------------------|
| 1 Joseph Sawicki (R) | 48 Dov Hikind (D) | 97 Eileen M. Hickey (D) |
| 2 John Behan (R) | 49 Peter Abbate, Jr. (D) | 101 Kevin Cahill (D) |
| 4 Stephen Englebright (D) | 50 Joseph Lentol (D) | 103 James Tedisco (R) |
| 5 Paul Harenberg (D) | 52 Eileen C. Dugan (D) | 104 John McEneny (D) |
| 6 Robert Wertz (R) | 53 Vito Lopez (D) | 105 Paul Tonko (D) |
| 7 Thomas Barraga (R) | 55 William Boyland (D) | 106 Ron Canastrari (D) |
| 8 John Cochrane (R) | 56 Albert Vann (D) | 107 Arnold W. Proskin (R) |
| 9 John Flanagan (R) | 57 Roger Green (D) | 108 Pat M. Casale (R) |
| 10 James Conte (R) | 58 Nick Perry (D) | 110 Christopher Ortloff (R) |
| 11 Robert Sweeney (D) | 59 Elizabeth Connelly (D) | 111 Bill Magee (D) |
| 12 Philip Healey (R) | 60 Eric Vitaliano (D) | 112 John G.A. O'Neil (R) |
| 13 David Sidikman (D) | 61 Robert Straniere (R) | 113 Anthony Casale (R) |
| 14 Frederick Parola (R) | 62 Sheldon Silver (D) | 114 H. Robert Nortz (R) |
| 15 Donna Ferrara (R) | 63 Steven Sanders (D) | 115 David Townsend (R) |
| 16 Thomas DiNapoli (D) | 64 Richard Gottfried (D) | 116 RoAnn M. DeStito (D) |
| 17 Michael Balboni (R) | 65 Alexander Grannis (D) | 117 Frances Sullivan (R) |
| 18 Earlene Hill (D) | 66 Deborah Glick (D) | 118 Michael Bragman (D) |
| 19 Charles O'Shea (R) | 68 Angelo DeToro (D) | 119 Joan Christensen (D) |
| 20 Harvey Weisenberg (D) | 69 Edward Sullivan (D) | 120 Joseph Nicoletti (D) |
| 21 Gregory Becker (R) | 71 Herman Farrell (D) | 121 Harold Brown (R) |
| 22 Vincent Muscarella (R) | 72 John Brian Murtaugh (D) | 122 Clarence Rappleyea (R) |
| 23 Audrey Pheffer (D) | 73 John Ravitz (R) | 123 Richard Miller (R) |
| 24 Saul Weprin (D) | 74 David Rosado (D) | 124 James Tallon (D) |
| 27 Nettie Mayersohn (D) | 75 Hector Diaz (D) | 125 Martin Luster (D) |
| 28 Alan Hevesi (D) | 77 Aurelia Greene (D) | 126 Daniel Fessenden (R) |
| 29 Cynthia Jenkins (D) | 78 Roberto Ramirez (D) | 127 George Winner (R) |
| 30 Joseph Crowley (D) | 79 Gloria Davis (D) | 131 Susan V. John (D) |
| 31 Gregory Meeks (D) | 80 George Friedman (D) | 132 Joseph D. Morelle (D) |
| 32 Vivian Cook (D) | 81 G. Oliver Koppell (D) | 133 David F. Gantt (D) |
| 33 Barbara Clark (D) | 82 Stephen Kaufman (D) | 134 Joseph Robach (D) |
| 34 Ivan Lafayette (D) | 83 Larry Seabrook (D) | 135 James S. Alesi (R) |
| 35 Jeff Aubry (D) | 84 James Gary Pretlow (D) | 136 Jerry Johnson (R) |
| 36 Denis Butler (D) | 85 Ronald Tocci (D) | 138 Joseph Pillittere (D) |
| 37 Catherine Nolan (D) | 86 Richard L. Brodsky (D) | 140 Robin Schimminger (D) |
| 38 Anthony Seminerio (D) | 87 Cecile D. Singer (R) | 141 Arthur Eve (D) |
| 39 Anthony Genovesi (D) | 88 Audrey Hochberg (D) | 143 Paul Tokasz (D) |
| 40 Edward Griffith (D) | 89 Peter Sullivan (R) | 144 Sam Hoyt (D) |
| 41 Helene Weinstein (D) | 90 Sandra Galef (D) | 145 Richard Keane (D) |
| 42 Rhoda Jacobs (D) | 92 Alex Gromack (D) | 146 Francis Pordum (D) |
| 43 Clarence Norman (D) | 93 Samuel Colman (D) | 147 Thomas Reynolds (R) |
| 45 Daniel Feldman (D) | 94 Nancy Calhoun (R) | 148 Vincent Graber (D) |
| 46 Howard Lasher (D) | 95 John Bonacic (R) | 149 Patricia McGee (R) |
| 47 Frank Barbaro (D) | 96 Lawrence Bennett (D) | 150 William Parment (D) |

CSEA backs Congressional winners

- | | | |
|----------------------------|-------------------------|--------------------------|
| 1 George Hochbrueckner (D) | 11 Major Owens (D-L) | 21 Michael McNulty (D-C) |
| 3 Peter King (R-C) | 15 Charles Rangel (D-L) | 23 Sherwood Boehlert (R) |
| 5 Gary Ackerman (D-L) | 16 Jose Serrano (D-L) | 24 John McHugh (R) |
| 6 Floyd Flake (D) | 17 Eliot Engel (D-L) | 26 Maurice Hinchey (D-L) |
| 7 Thomas Manton (D) | 18 Nita Lowey (D) | 28 Louise Slaughter (D) |
| 8 Jerrold Nadler (D) | 19 Hamilton Fish (R-C) | 29 John LaFalce (D-L) |
| 9 Charles Schumer (D-L) | 20 Benjamin Gilman (R) | |

Mortgage program helps CSEA members

\$50 million in mortgages for 500 homes

CSEA members have purchased more than 500 homes in less than a year thanks to the CSEA Advantage Empire Home Mortgage Program.

Since May, the program made \$50 million in mortgages available to CSEA members.

The union also anticipates that another \$50 million in mortgages will be available to CSEA members after the first of the year. More information will be published in *The Public Sector* as soon as it is available.

"CSEA is committed to helping its members improve their lives as well as their working conditions," CSEA President Joe McDermott said. "By helping hundreds of members purchase their own homes, CSEA is certainly accomplishing that goal."

The program has been made possible through the combined efforts of CSEA, Excelsior Capital Corp., G.E. Capital Mortgage Insurance Corp., Amalgamated Bank of New York and other participating lenders.

The program, which could provide as much as \$100 million in mortgages, has benefits that extend beyond the individual.

First, it allows CSEA members to become homeowners. As property tax payers, they become more direct contributors to the economy of their community. And \$50 million to \$100 million added to the state economy is certainly an important benefit.

The program's main

focus is to provide opportunities for home ownership that had never existed before. Studies show the main obstacles to home ownership for the majority of working families is not mortgage payments, but the down payment, debt limits and closing costs required for bank mortgages.

The CSEA Advantage Empire Home Mortgage program doesn't eliminate those obstacles, but it does make them easier to overcome.

The program offers these important advantages to the prospective homeowner:

Down payments as low as 3 percent for low income families and only 5 percent for all others;

Expanded allowable debt ratios to make qualifying easier;

Waiver of the two months escrow reserve normally required for mortgage insurance, hazard insurance and taxes;

Payment of closing costs with unsecured loans;

Legal services provided through the AFSCME Legal Services Plan; and

Education through the Home Study Guide.

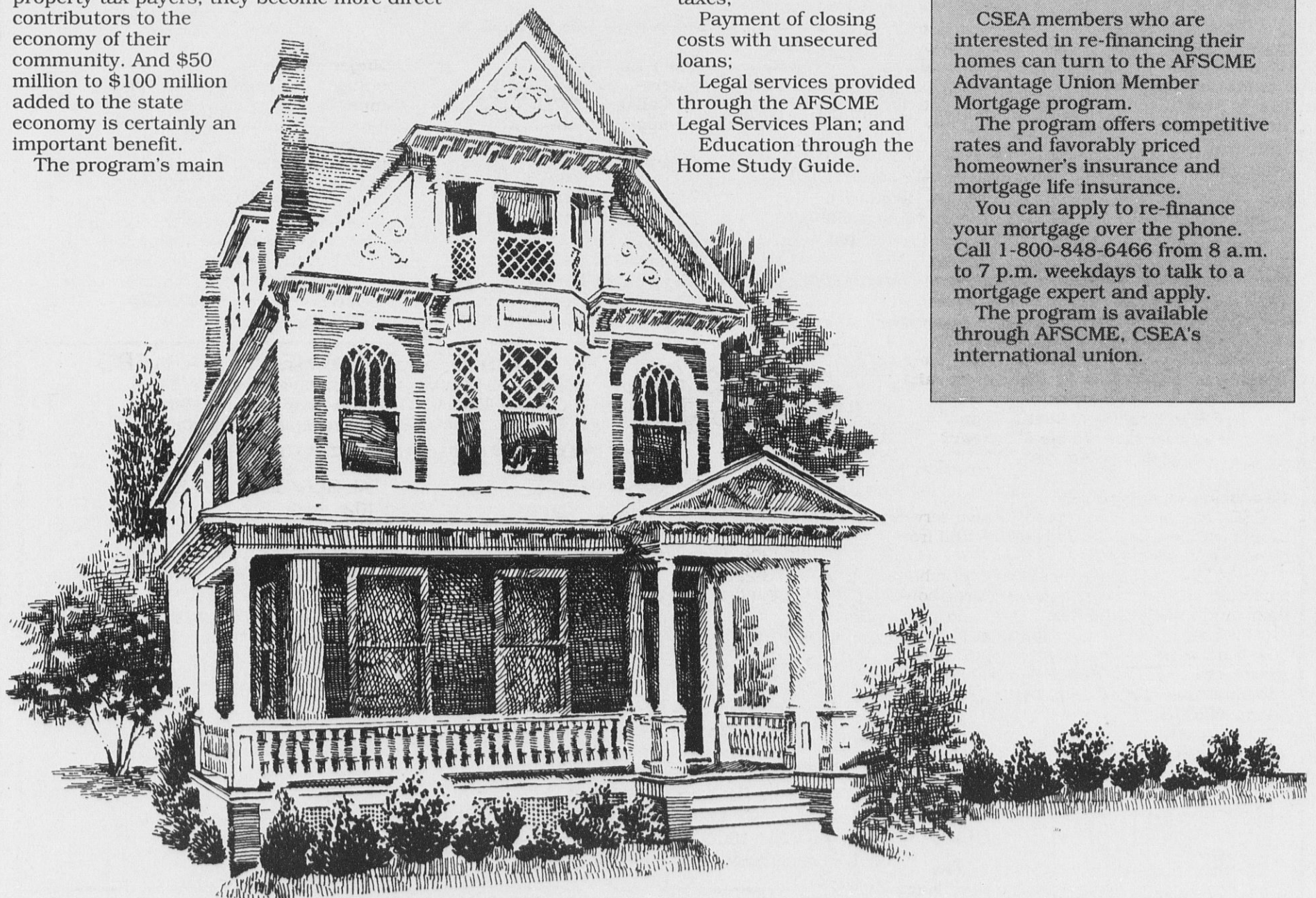
AFSCME program offers members second mortgages

CSEA members who are interested in re-financing their homes can turn to the AFSCME Advantage Union Member Mortgage program.

The program offers competitive rates and favorably priced homeowner's insurance and mortgage life insurance.

You can apply to re-finance your mortgage over the phone. Call 1-800-848-6466 from 8 a.m. to 7 p.m. weekdays to talk to a mortgage expert and apply.

The program is available through AFSCME, CSEA's international union.





YOUR UNION BENEFITS

GENERAL NEWS SECTION

AT YOUR SERVICE

A 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 call from a non-touchtone 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 "O" 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.
- * To hear CSEA's Current Issues Update for news of interest to CSEA members, press 5.

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 negotiations, call:

1-800-323-2732 or (518) 463-4555 or 1-800-532-3833 (TDD for hearing impaired)
or write:

**CSEA Employee Benefit Fund
14 Corporate Woods Boulevard
Albany, NY 12210**

Education and Training

CSEA can help you prepare for civil service exams with low-cost study booklets and free-to-borrow video 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 union workshops, call CSEA headquarters at **1-800-342-4146**. For information on videotapes, contact your CSEA regional office.

AFSCME Advantage Credit Card

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

To obtain an application form, call your CSEA regional office.

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**.

AFSCME Advantage Legal Services Program

The AFSCME Advantage Union Privilege Legal Service Program makes it possible for you to easily obtain high quality, affordable legal services for many personal legal matters. For more details and a list of the participating lawyers in your area, call the CSEA office in your region.

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 and Family Protection Plan. **For details, call 1-800-366-5273.** Also offers Auto Insurance and Homeowners/Renters Insurance. **For details, call 1-800-366-7315.**

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
Empire Plan Health Call-1-800-992-1213
(Hospital admission approval/surgical review)
Mental Health & Substance Abuse Program 1-800-446-3995

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 and retiree membership information are available by contacting **CSEA's Retiree Department at CSEA Headquarters 1-800-342-4146 or (518) 434-0191.**

Grievances, Disciplines

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 appropriated regional office. Do not delay if you believe you have a problem; grievances must be filed on a timely basis.

The Buyer's Edge

The Buyer's Edge is a buy-by-phone consumer buying service designed to save CSEA members money on the purchase of major consumer products. The Buyer's Edge negotiates extra discounts and lowest price guarantees on many big ticket products that would not otherwise be available to individual buyers. For appropriate toll-free numbers consult The Buyer's Edge brochure or check the list of The Buyer's Edge numbers published regularly in *The Public Sector* or call CSEA Headquarters at (518) 434-0191 Ext. 357 or 355.



CSEA STATEWIDE HEADQUARTERS

143 Washington Avenue, Albany, N.Y. 12210
1-800-342-4146 (toll-free) (518) 434-0191
Press 5 for Current Issues Update

CSEA REGIONAL OFFICES

LONG ISLAND REGION I OFFICE

Hauppauge Atrium Building
300 Vanderbilt Motor Pkwy.
Hauppauge, NY 11788
(516)273-2280
(516)435-0962

METROPOLITAN REGION II OFFICE

40 Fulton Street
22nd Floor
New York, NY 10038-1850
(212) 406-2156

SOUTHERN REGION III OFFICE

735 State Route 52
Beacon, NY 12508
(914) 831-1000
(if no answer, dial (914) 896-8180)

CAPITAL REGION IV OFFICE

Suite 402
1215 Western Avenue
Albany, NY 12203
(518) 489-5424

CENTRAL REGION V OFFICE

6595 Kirkville Road
East Syracuse, NY 13057
(315) 433-0050

WESTERN REGION VI OFFICE

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

Clip and save this page for future reference



SCHOOL DISTRICT AFFAIRS

Husband and wife head CSEA units

Activism runs in the family

By Anita Manley

CSEA Communications Associate

WHITE PLAINS - Every once in a while, union activists need a cheerleader - and what better cheerleader than your own spouse?

Debbie and Joe Petrosine understand the stresses of being union activists. She is president of the Mt. Pleasant School District Unit and he is president of the Scarsdale School District Bus Drivers Unit; they were both elected to their positions in 1989.

Always encouraging each other when the going gets tough, the Petrosines agree that it's a lot easier to be an activist when you can talk out your problems with your spouse and give each other advice.

Debbie recalled when Joe, who had been a Teamster activist with his previous employer, United Parcel Service, went to work in the Scarsdale School District. At the time, the bus drivers did not have a union.

"Joe organized the bus drivers in Scarsdale," she said. "He was given a hard time, and it took over a year. He really did it on his own."

"Debbie encouraged me," Joe said. "There were lots of times I might have given up, but I know the kinds of benefits that are possible with a union."

Petrosine finally unionized his shop and became president of the new unit. He was recently re-elected, as was his wife.

In addition to his union activities, Joe is a coach. The Petrosines have four children.

What do they do to relax when they have the precious time?

"We disappear for a few days," Debbie

said. "We take off for the Pocono Mountains."

Luckily for Scarsdale and Mt. Pleasant school employees, they always return refreshed.



UNIT PRESIDENTS TOGETHER -- Debbie and Joe Petrosine are CSEA unit presidents. She heads the Mt. Pleasant School District Unit and he heads the Scarsdale School District Bus Drivers Unit.

Scholarship named for retired unit president

COLD SPRING — CSEA Haldane School District Unit has established a scholarship to honor a former unit president.

Maria Helbock, who is now retired, worked for the district for 22 years. She was unit president for 12 years.

The scholarship, a \$100 bond, will go to a deserving business student each year, Unit President Gary Van Asselt said.

"I was honored to have the award in my name," Helbock said. "I loved my job and the people I worked with. I couldn't have done it without my family and my co-workers."

CONTRACTS

Agreement

BETWEEN
THE CIVIL SERVICE
EMPLOYEES ASSOCIATION, INC.
AND

FREDONIA — Members of the the CSEA Fredonia Central School District Unit unanimously ratified a new three-year contract that offers important new protections.

The 53-member unit, formed in 1991, voted 36 to 0 in favor of their second CSEA contract.

The unit is part of CSEA Chataqua County Local 807.

Besides annual salary increases, the contract includes improved policy for sick, personal and bereavement leave. Before they joined CSEA, the unit members had no paid

School Unit in Fredonia ratifies new 3-year contract

holidays; they now have four.

They have new grievance and disciplinary procedures, a new longevity clause and a clause guaranteeing seniority rights in layoffs.

"Certainly at this time, when schools are having such a tough time, we're thrilled," Unit President Marcia Feinen said.

The negotiators sat down with the district and worked out the agreement fairly quickly, she said. CSEA is the only one of three unions to have a contract with the district, she added.

"It just went very smoothly," Feinen said.

Nassau members get jobs back after CSEA fights for them

Two CSEA Nassau County members are back to work after CSEA defended their seniority rights when they were laid off.

Mary Milot and Carol Cook were hired by the county as communications operators for the Department of General Services (DGS), CSEA Labor Relations Specialist Tony Giustino said.

They were both working in the medical examiner's office at the time of the layoffs and their seniority was based on that department instead of DGS.

Both women had worked for the county for more than six years when the layoffs occurred in February 1992.

"I was absolutely devastated," Milot said. "I have two children and when I lost my job

I was stripped of my security."

Milot found help with CSEA.

"The union has been excellent and I will never forget," she said.

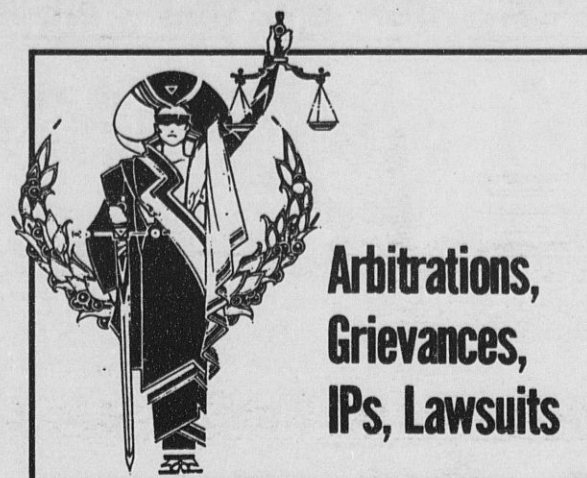
Cook echoed the sentiment.

"I was numb for a bit but now that the union got me back to work I'm very happy," she said.

The members praised Giustino, Attorney Lou Stober and the CSEA staff in general.

"They were wonderful and so understanding. I'm so grateful," Milot said.

Both women have returned to work and will be credited with the contractual benefits they would have received, such as vacation and sick time, if they had not been laid off.



New unit formed for Wallkill police

WALLKILL - CSEA now represents 21 police officers in the Wallkill Police Department.

Officers approached CSEA Labor Relations Specialist Michael Hogg last spring to discuss representation by the state's largest public employee union. More than 20,000 CSEA members are employed in law enforcement, corrections, the court system and related fields such as probation and parole.

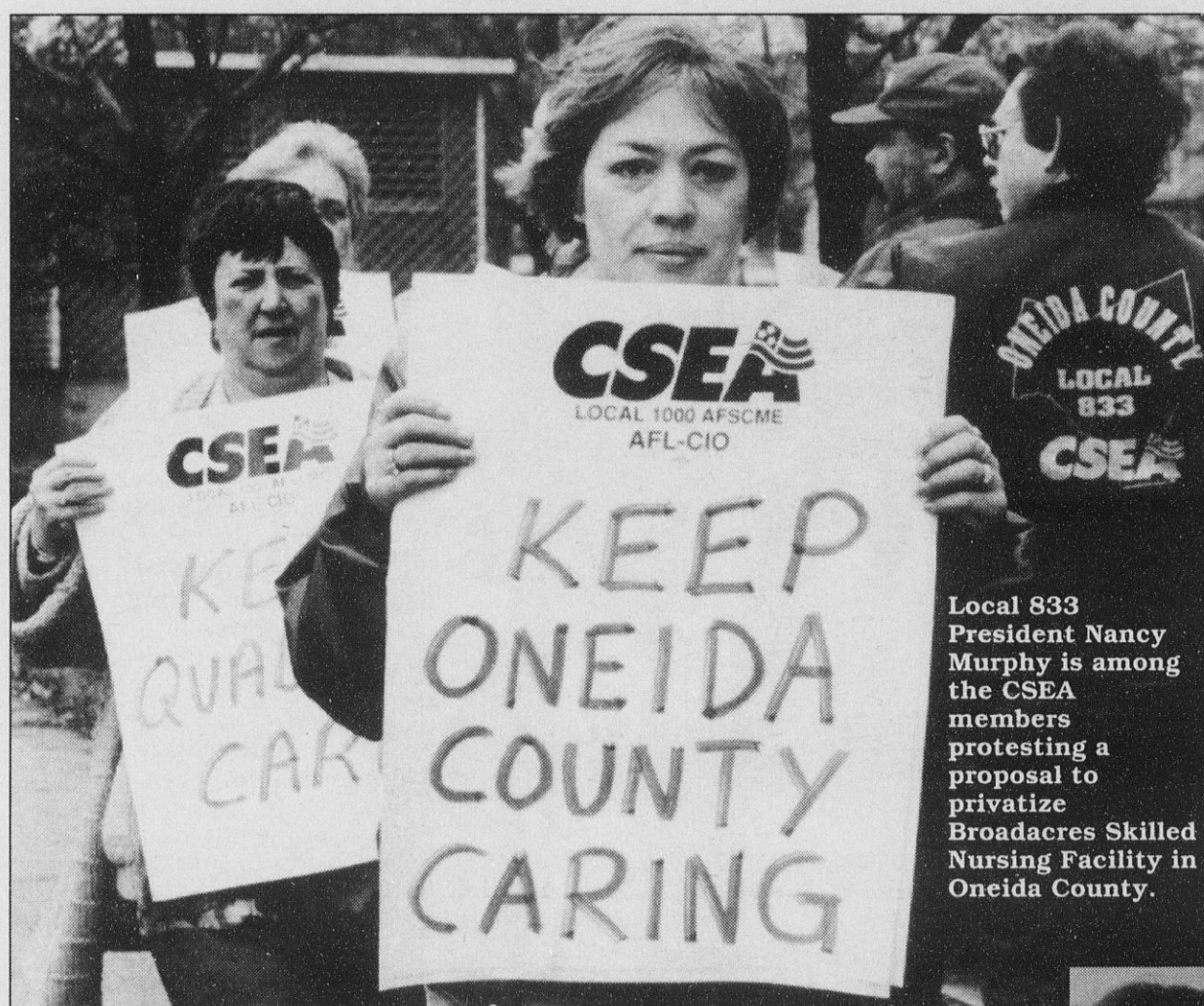
Contract negotiations are going on for the officers who have been without an agreement since the January.

"With CSEA's more than 80 years of experience in labor relations, we are in a position to offer a high quality of services," Hogg said. "With the rapport we have with the town, we can do a better job of representing the police department for their benefit as well as the town and the public they serve."

"We had problems with communication with the union that represented us previously," Unit President John DiMilla said.

The members decided to make a change because "we felt CSEA could better represent us, and we look forward to a good working relationship between the town, the union and its members," DiMilla said.

CSEA also represents 57 blue collar town employees who are members of Orange County Local 836.



Local 833 President Nancy Murphy is among the CSEA members protesting a proposal to privatize Broadacres Skilled Nursing Facility in Oneida County.

Struggling to save Broadacres

UTICA - Despite an intense CSEA effort, the union lost the latest round in the fight to keep Oneida County's Broadacres Skilled Nursing Home a publicly-run facility.

CSEA vigorously lobbied the legislature and submitted more than 2,500 petition signatures opposing the privatization plans. But the legislature authorized the county executive to begin talks with a private firm about the nursing home.

CSEA Central Region President Jim Moore joined Oneida County Local 833 President Nancy Murphy, Broadacres Unit President Joan Vaughn and Local 833 members in an anti-privatization picket before the legislative meeting, and then

spoke before the legislature.

Moore said it seemed the proposal was being "ramrodded" through to avoid possible public outcry. Murphy asked for time to allow further public scrutiny and comment.

The union argues that a new county-run nursing home could actually make money for Oneida County taxpayers.

The union will hold the legislators accountable, Moore said. CSEA will continue to make sure that issues of quality care, access for county residents and job security for affected employees are addressed. He deemed the legislature's actions as "a sad day for good care in Oneida County."



CSEA Local 833 President Nancy Murphy, left, and Broadacres Unit President Joan Vaughn, center, present petitions with more than 2,500 signatures to Oneida County Executive Raymond Meier, urging him to stop efforts to privatize the county nursing home.

Union intensifies campaign for safer workplaces in wake of murders

A heightened sense of urgency

ALBANY — The tragic murders of four CSEA-represented social service workers in Watkins Glen in mid-October has brought a renewed urgency to CSEA efforts for safer workplaces.

In the Watkins Glen tragedy, a gunman reportedly angry at the Schuyler County Department of Social Services support collection unit for tracking him down for missed child support payments killed four women employees and then committed suicide.

For years CSEA has pushed for workplace programs and measures to address the safety and security of front-line public employees. Enforcing the Public Employee Safety and Health (PESH) law has been the primary focus of CSEA efforts.

But the PESH standards do not cover all working

circumstances. For example, they do not specifically address security issues.

Instead, CSEA has addressed various aspects of employee security in other ways such as labor-management initiatives and training sessions. These initiatives on behalf of workers who have direct contact with clients and the general public in areas such as social services, probation and parole, have had positive results in many worksites across the state.

But the Watkins Glen tragedy demonstrates there is much more to be done. CSEA is pursuing action on a number of fronts.

The union is seeking an emergency security standard through the state Labor Department. If adopted, the standard would become part of the PESH regulations and require all public employers to thoroughly review their operations and take steps to reduce the risk of harm for their employees.

That's not all CSEA is doing. CSEA has also approached public employers directly about actions to immediately safeguard employees.

"The Watkins Glen incident was our worst nightmare and underscores how vulnerable public employees are every day," CSEA President Joe McDermott said in a letter to government leaders.

"CSEA is committed to making sure that these four women did not die in vain and I hope you will join with us in that commitment."

McDermott wrote. "There is much that labor and management can do together to ensure safer and more secure working conditions."

To facilitate action, CSEA has prepared a booklet on workplace security to help assess worksite risks and suggest cost-effective precautions.

The booklet which will be distributed to CSEA officials and management statewide, covers areas such as in-house security procedures, appropriate training, structural modifications and the range of security systems and devices that are available.

The CSEA leader also urged local governments to utilize the resources and expertise of the CSEA Safety and Health Department and the CSEA Employee Assistance Program (EAP).

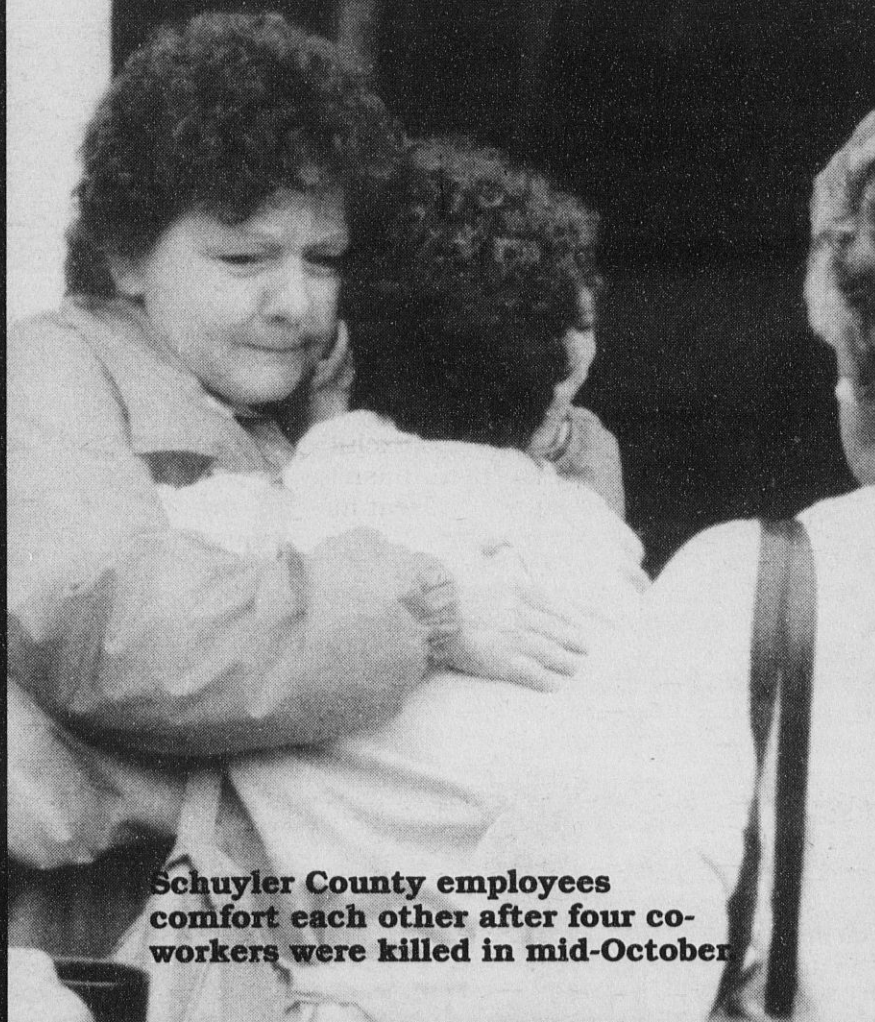
CSEA's occupational safety and health specialists can help identify potential problem areas and assist in developing an effective response.

The Employee Assistance Program can help employees and employers in a number of ways. For example, the program responded in Schuyler County with counseling and other programs to help the workers deal with the trauma of the DSS murders.

But EAP is not just a resource after tragedy strikes. The program is best utilized through programs and referrals to help employees better deal with workplace stress and difficult working conditions.

CSEA has also made arrangements through the CSEA/NYS Labor Management Committees to conduct a series of education programs on personal safety at worksites across the state. The program will be open to state and local government employees and managers.

Workplaces must be made safer, CSEA says



Schuyler County employees comfort each other after four co-workers were killed in mid-October

Security measures, including personal ones, can reduce risk of danger at worksites

Appropriate measures to ensure on-the-job security will vary from worksite to worksite. That's why CSEA's new booklet on workplace security emphasizes the importance of site-by-site risk assessment and responsible follow-through.

Some steps to reduce the risk of danger may require structural modifications, installation of security alarm systems or devices or assigning security officers to patrol and protect the worksite. In some circumstances, much of these costs are reimbursable by the federal and state government.

Other precautionary measures are even easier to implement. They may be a simple

matter of establishing common-sense procedures, such as requiring all workplace visitors to sign in and out, notifying security if you are working late or interviewing clients in bare cubicles.

Individuals can also undertake precautions on their own. For example, be sure to place your desk by your office door so that you can make an unobstructed emergency exit. When speaking to clients in your office, try not to seat them between you and the exit.

It is also sensible to review the items on your desktop and remove any items that could be used as a weapon, such as a letter opener, paper weight, letter impaler or the like.

Some action, some inaction

Many, but not all,
DSS offices tighten security

Reaction and action continues across the state in the wake of the brutal slaying of four Schuyler County Department of Social Services (DSS) employees in mid-October.

Yates County: Officials in this county adjacent to Schuyler County have installed a metal detector in the DSS building, created a one-way access entrance, assigned a sheriff's deputy, and are considering assigning another, to the building. CSEA Western Region President Robert Lattimer, CSEA Local 862 President Carol Thornton, CSEA Labor Relations Specialist Ray Ducharme and CSEA EAP Coordinator Eileen Bielemeier from Newark Developmental Center met with about 40 employees and offered crisis counseling for anyone in need.

"We are all taking it very hard because we knew them (Schuyler County victims) all personally, and quite often had lunch together at joint county training sessions," Thornton said.

Steuben County: "We're upset because the county has done absolutely nothing in the wake of this tragedy, although the DSS commissioner asked for suggestions," CSEA Local 851 President Bonnie Sprague said. "But the county administrator has not responded to my letter expressing the concerns of our members. I hope they're not waiting for another catastrophe."

Erie County: CSEA Social Services Section President Marcia Olszewski is a member of three committees — worker safety, interaction with clients and work environment — considering the use of more metal detectors, access limitations, deputy sheriff protection and a faster alarm system. "We're happy these issues are being addressed," Olszewski said.

Niagara County: A deputy sheriff has been assigned to DSS offices on a temporary basis and a committee is looking into a keyless entry system, entrance limits and permanent deputy or guard assignments. "We hope the county legislature will support the final recommendations," CSEA Unit President Linda Gibbons said.

Livingston County: DSS employees

Working in fear?

If you've been threatened because of your job, CSEA wants to know. Call our new hotline:

1-800-342-4146 ext. 295

Call between 9 a.m. and 5 p.m. weekdays until Dec. 31.

Police accuse Sch'dy man of harassing DSS worker

SCHENECTADY — A city man was charged Thursday with making threatening remarks to a Department of Social Services employee that included references to the October Watkins Glen shooting at a DSS office that left five people dead, police said.

Gennaro allegedly was referring to the Oct. 15 murder-suicide at the Watkins Glen DSS office. John T. Miller, 50, of Ohio, walked into the office armed with a 9mm handgun and shot four female employees before taking his own life.

Gennaro's application

was denied.

Schuyler County Workers Memorial Fund

Contributions are being accepted for the "Schuyler County Workers Memorial Fund" established by the Schuyler County Legislature to assist the families of victims of the Watkins Glen killings. Killed were:

Phyllis K. Caslin, 54, a Support Unit investigator and CSEA Local and Unit treasurer. She was the mother of three grown children;

Florence A. Pike, 60, the Support Unit supervisor and CSEA Local and Unit secretary. She was married with three grown children;

Denise Miller Van Amburg, 28, an account clerk. She was married with two young children;

Nancy J. Wheeler, 48, a senior account clerk and CSEA Unit vice president. She was married with three grown children.

CSEA members wishing to contribute can make checks payable to "Schuyler County Treasurer - Memorial Fund" and send them to:

Schuyler County Treasurer
105 Ninth Street
Watkins Glen, NY 14891

remain "quite nervous" in this county neighboring on Schuyler County, CSEA Local and Unit President Tammy Macomber said. "Management has done nothing to let employees know they are even aware of the tensions created. They had a so-called task force meeting and excluded the union." She said management hasn't even acknowledged a recent phone threat made to the department and that the commissioner expressed "no concern" in an interview and falsely claimed DSS employees were trained to handle these types of problems.

Ulster County: DSS employees in Ulster County have renewed their concerns over

personal safety and lack of sufficient security. A petition voicing their concerns and demanding action has been sent to the commissioner and the county legislature. Employees signed the petitions the day the story about the Schuyler County shootings was in the local newspaper and a dissatisfied client remarked, "What do I have to do, come back with a gun?"

Rockland County: The county has assigned security guards to DSS facilities and installed crash bars on doors to protect workers from hostile clients. "Many of our clients are in turmoil when they come here," CSEA Local 844 President John Fella said. "They react in different ways; some are apathetic and some are angry. Many are suffering from mental illness or substance abuse. Many times we have to go into their homes. It's an important part of the job, but it presents a danger. It's always a volatile situation."

Hundreds of weapons confiscated since April in Orange County

Orange County sheriff's deputies have confiscated hundreds of weapons since the county installed metal detectors in Department of Social Services offices in Newburgh and Middletown last April.

Deputies were assigned to guard the DSS offices after a client stabbed Caseworker Linda Char, a CSEA member, in Newburgh.

"This is a stressful job. Many of my clients are mentally ill, drug addicts, alcoholics and elderly people," Char said. She survived being stabbed in the back by a client who had asked her for money.

"It was terrifying. I can't describe the terror. I thought I was going to die," she said.



IN HERKIMER COUNTY, Deputy Sheriff Rick Hart has a bird's-eye view of the interviewing rooms in the Department of Social Services where CSEA members meet with clients.

CSEA member is a lifeline

By Daniel X. Campbell
CSEA Communications Associate

COLONIE - CSEA member John J. Miller, a communications specialist with the Town of Colonie "D" Unit, spent eight years working as a dispatcher in the crowded Colonie Town Hall.

When the call came, he was just getting use to the ultra modern office space at the yet-to-be opened Colonie Public Safety building complex.

To the uninitiated the town's new communications center looks like something from "Star Trek: The Next Generation." Four communication consoles with flashing panels, computer terminals and illuminated town maps fill the airy

center of the brightly lit room. Each unit is capable of handling eight normal channels and three to five extra channels. Backed up by the latest electronic communication capabilities each unit can handle several different situations at one time or be focused on one emergency, one life-threatening situation.

Not a "normal" call

"It was a normal call to dispatch an ambulance to Menands," Miller said. "Menands gave me the resident's phone number and I called to see what condition the patient was really in."

It was then Miller heard the answer he dreaded the most. The relative who had called for the ambulance reported - "He's

not breathing."

The most difficult situation a dispatcher can be in is to try to get an individual near the victim actively involved in the proper emergency techniques needed to save the victim's life. That's the situation Miller had to face quickly and professionally.

"I knew how long the ambulance was going to take," he said. "I knew the victim needed immediate assistance and couldn't wait for the emergency medical personnel to arrive."

Trained in the use of the advance Medical Priority System, Miller started to immediately tell the inexperienced, nervous relative what to do to help the victim until the ambulance arrived.

Life or death situation

Quickly, Miller turned his other communication responsibilities over to the other three dispatchers in the room so that he could concentrate his efforts on this one life-or-death call.

"I followed the book, word for word, letter for letter, and I talked the relative through performing CPR on the non-breathing victim until the ambulance arrive," Miller said. "This is a zero wait type of response situation. Every second is very important and we're trained not to waste one second, if possible."

The emergency was over in a matter of a few short minutes. The relative followed Miller's every instruction and both were relieved when the ambulance arrived and the trained medical personnel took over. The victim was quickly transported to a nearby hospital and is alive today.

"It's quite an experience," Miller said, "quite an experience."

But serving the needs of the residents of the Town of Colonie and other surrounding communities, such as Menands and Watervliet, is just part of the job for the Town of Colonie Dispatchers Unit.

So far, the unit has saved five lives, including the life Miller saved. And, with the town's communication center possibly becoming the hub of an Albany County 911 system, it looks like this will not be the last time.



CSEA MEMBER John J. Miller talked a distraught caller through the process of giving cardio-pulmonary resuscitation to a family member who wasn't breathing.

Dutchess County employees collect Toys for Tots

POUGHKEEPSIE -- Some Dutchess County children will have happier holidays thanks to public employees.

CSEA, the Federation of Police and the Dutchess United Educators are sponsoring a Toys for Tots drive this season.

Toys will be collected throughout the county at worksites and be distributed to low-income families, CSEA Dutchess County Local 814 President Helen Zocco said.

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LOCAL GOVERNMENT NEWS

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School news: Two CSEA unit presidents share more than their activism -- they're married. The Fredonia School Unit gets a new contract.

Pages 15

CSEA members in Onieida County protest plans to close the county nursing home. And two Nassau County members get their jobs back.

Pages 16 & 17

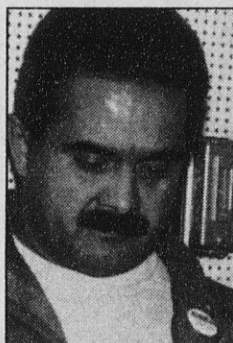
CSEA members from around the state talk about DSS dangers. Meanwhile, CSEA increases pressure for safety for its members

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A CSEA member just does his job as he helps save a life in Colonie -- over the phone. He talks a distraught caller through CPR until the professionals arrive.

Activism at work

CSEA wins on retirees' health insurance



Unit President
Arcadio Ocasio

RYE — CSEA fought off a threat by the City of Rye to charge retired city employees for part of their health insurance costs.

More than 100 CSEA Westchester Local 860 members filled city council chambers to protest the proposal.

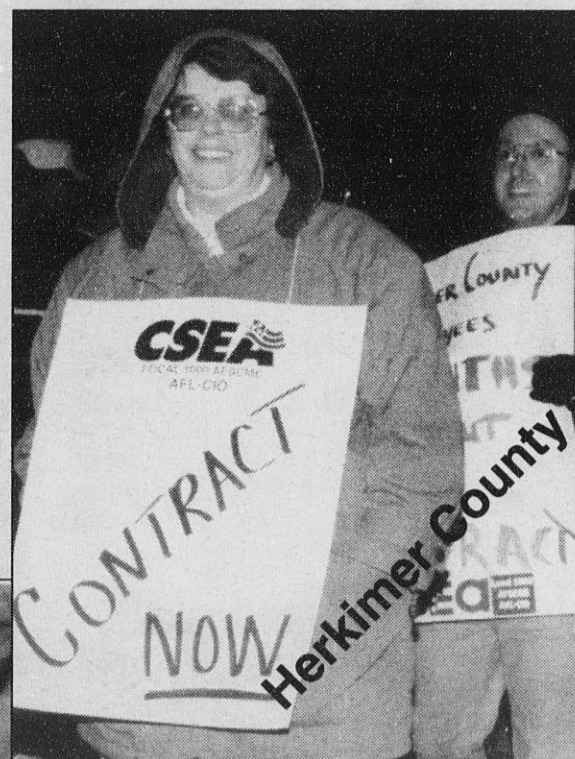
"Activism works," Unit President Arcadio Ocasio said. "We made sure the city council heard our side of the story and they listened."

CSEA Southern Region

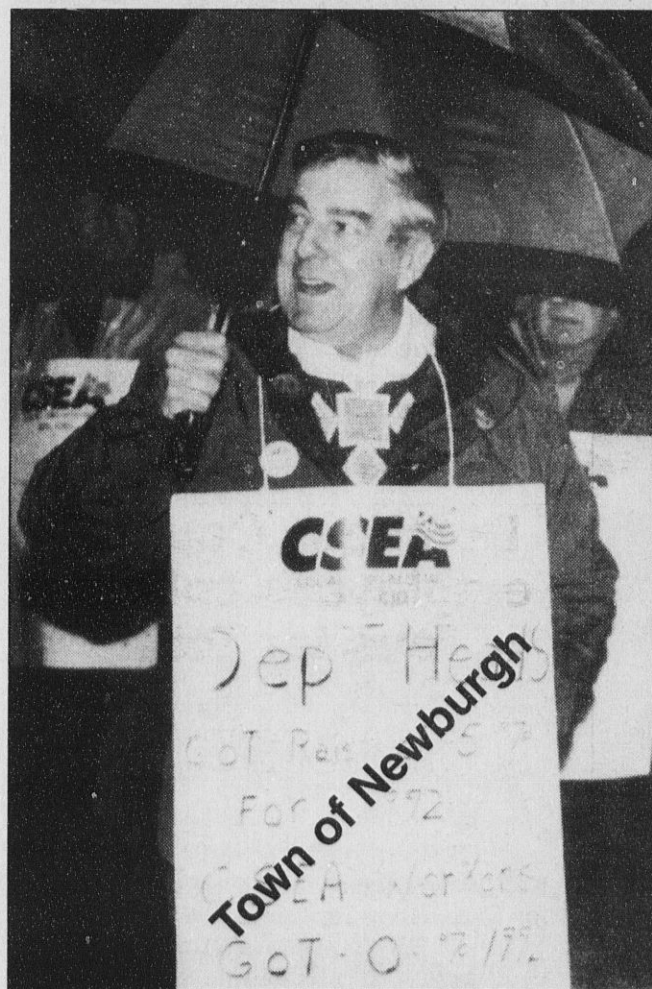
President Pat Mascioli was one of those who made the case for retirees at the council meeting.

"Employees who retired with the security of knowing they had a fully-paid health plan should not now be facing the process of contributing when they can least afford it," Mascioli said.

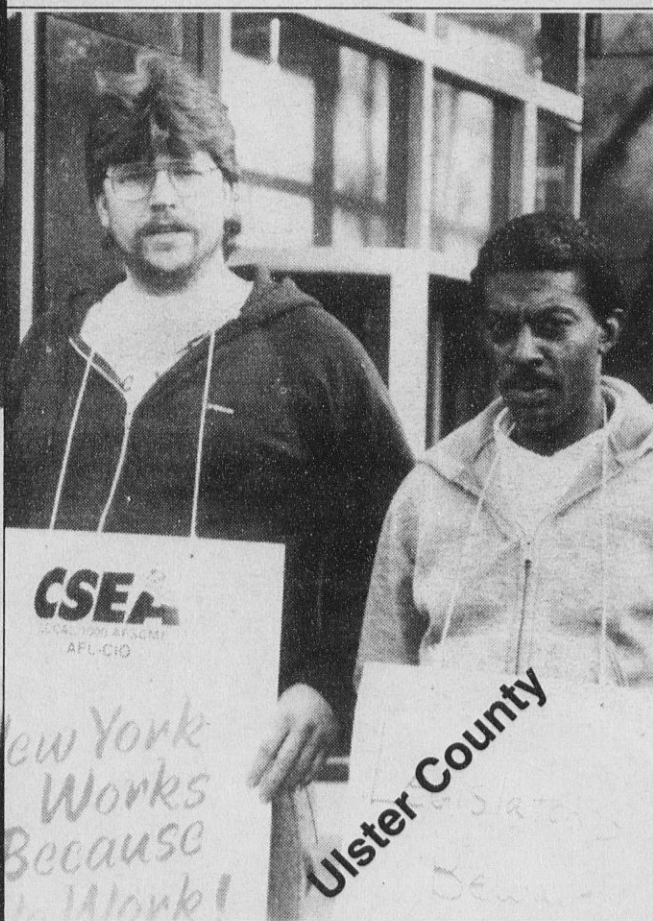
After the employees spoke out, city officials decided against charging retired employees for health insurance.



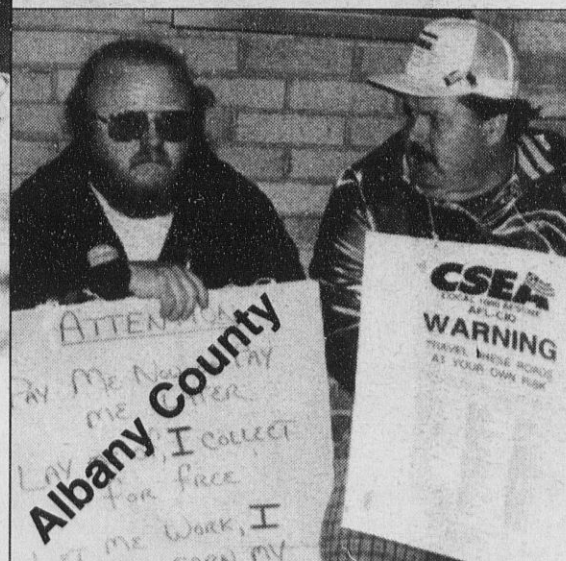
WITHOUT A CONTRACT since Dec. 31, 1991, about 100 members of CSEA Herkimer County Local 822 picket to show their anger and solidarity.



NEWBURGH TOWN employees protest working without a contract. Theirs expired in January.



CSEA ULSTER COUNTY LOCAL 856 members protest the lack of a contract. The employees have been without a contract since the beginning of the year.



ALBANY COUNTY Highway Department workers protest layoffs that could endanger public safety. They are Unit President Jim Bashwinger, left, and Local President Jack Rohl.

Worksites: HOW SAFE ARE THEY?

Tightening up
in wake of the
Watkins Glen
tragedy

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Deputy Sheriffs Paul Catrona and Doug Weber examine some of the hundreds of weapons taken from clients at Orange County Department of Social Services offices since metal detectors were installed.