

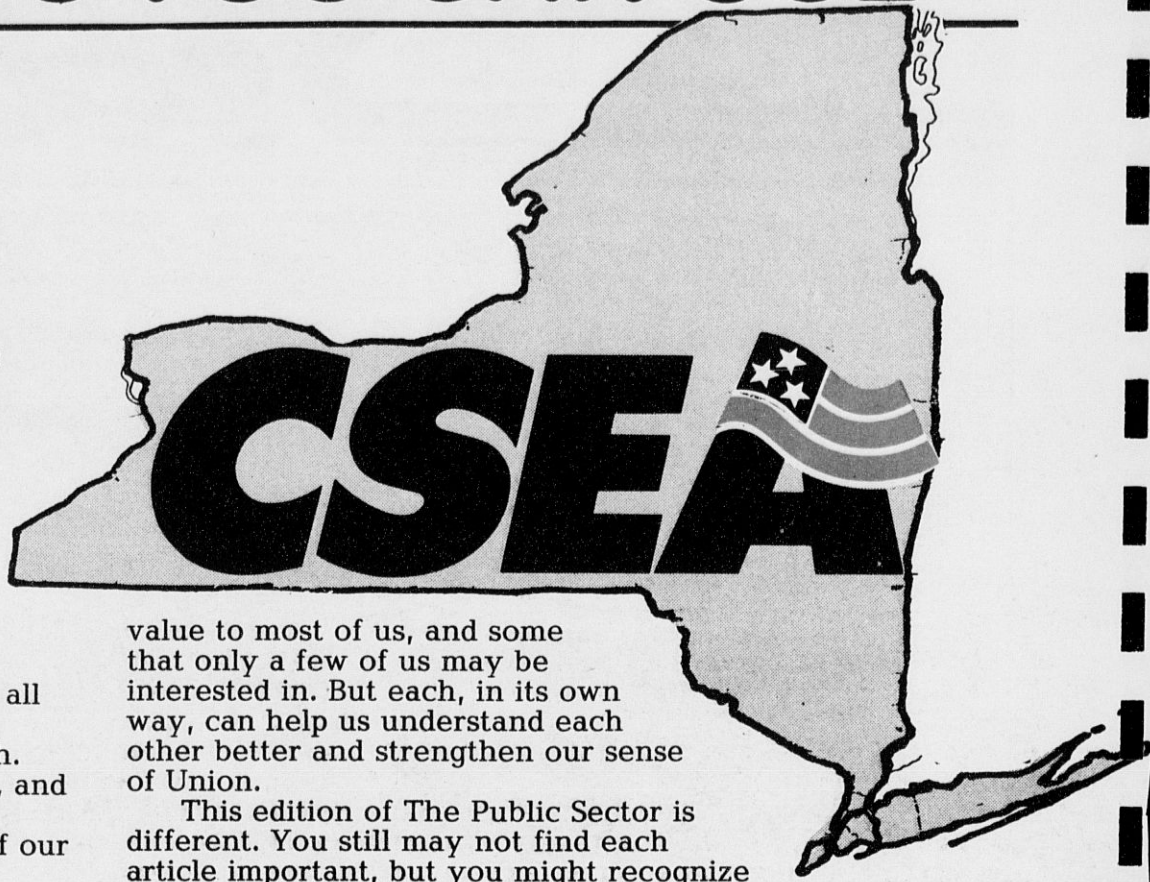


A large CSEA contingent and banner leads a massive ticker tape parade up Broadway to welcome black nationalist leader Nelson Mandela to New York City and the start of a highly acclaimed tour of the United States. The parade moves past CSEA's Metropolitan Region office at 11 Broadway in the background. For coverage of the Mandela tour, see pages 9, 10 and 11.

State employees will find more interesting information than ever before inside this edition of The Public Sector

INSIDE NEWS YOU CAN USE

A message from **CSEA President Joe McDermott**



I have always been impressed by the sense of togetherness that I find within the membership of CSEA. We are a very large community spread across the Empire State. As in any large group, our personalities and individual interests are diversified.

And yet we can, and often do, close ranks and unite as one whenever we need to demonstrate our commitment to each other. That's what being a family is all about. That's what being a Union is all about.

This sense of purpose is perhaps our greatest strength. Our community is a quarter of a million members strong, and a long list of governors, lawmakers, legislators, mayors, council members and administrators has felt the power of our fury when we come together in a common cause.

Whenever I speak or write about CSEA, I try to encourage this sense of being one. We all belong to one Union, whether we work for the state, a county, a town or a school district. What affects one of us affects each of us.

And yet we do have our singular interests, our group concerns. We do have many employers, and by the very nature of the negotiating process we have our differences. We are covered by many different contracts, each with its own features and benefits. Because of our great diversity it is necessary sometimes to speak or write about issues affecting one group of members that may be of little or no interest to other members.

I believe we foster that sense of unity when we take the time to listen to and try to understand issues that affect other members, even if the issues do not apply directly to us. But I also realize that not everyone has the time nor the patience to spend with issues that are of little importance to them.

In every edition of *The Public Sector* you can find information that is important to all of us, articles that are of

value to most of us, and some that only a few of us may be interested in. But each, in its own way, can help us understand each other better and strengthen our sense of Union.

This edition of *The Public Sector* is different. You still may not find each article important, but you might recognize that more articles than usual seem to spark your interest.

As an experiment for the next two issues, CSEA local government and school district members will receive an edition tailored to their interests, while CSEA members who are state employees will receive an edition designed for them. There will be common material in both editions. The purpose is to provide more information you can use in the edition you receive.

In doing so, we have tried not to sacrifice that special blend of stories and information of general interest to all that helps build and retain that important sense of Union.

This experiment is in response to those of you who have told me that in today's faster-paced world you have little time to spare.

I hope you do find enough time to look through this edition. And that you'll take the time to complete and send in the brief questionnaire below.

I read the July 23 edition of *The Public Sector* and I have the following comments:

- I noticed more articles concerning my own area of interest and less coverage about other areas represented by CSEA.
- I prefer it that way.
- I prefer a mix of coverage about CSEA and our members, like I usually read in *The Public Sector*.
- (Other:) _____

Name: _____

Address: _____

I am a member of CSEA Local _____

MAIL TO:

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Communications Department
143 Washington Avenue
Albany, New York 12210

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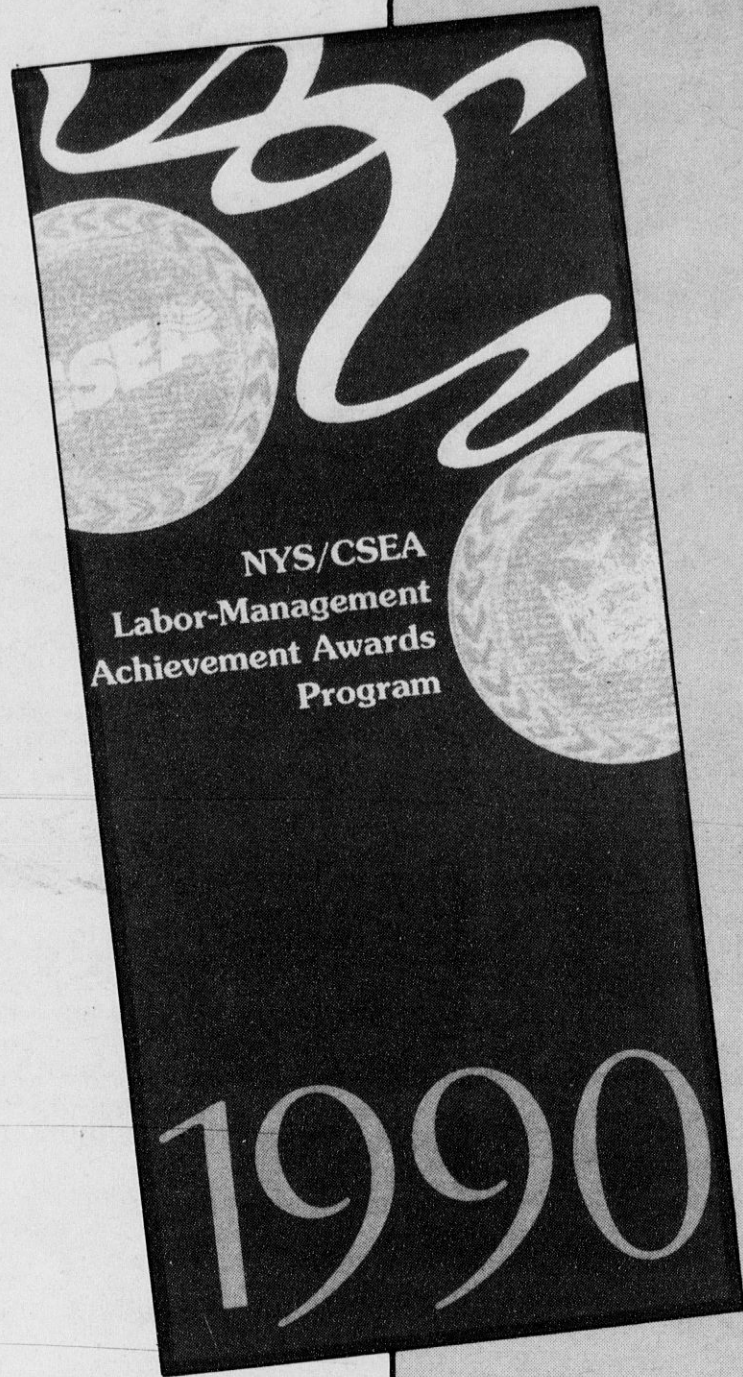
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Nominations being accepted for NYS/CSEA Achievement Awards

Nominations are now being accepted to honor outstanding individual and group achievements under the fifth annual New York State/Civil Service Employees Association Achievement Awards program.

Any CSEA-represented employee in the Administrative Services, Operational Services, Institutional Services or Division of Military and Naval Affairs bargaining units, and management employees, are eligible for the awards.

More than 500 CSEA-represented and management employees have been recipients of awards since the Achievement Awards program was begun in 1986.

In the group category, any labor-management team or committee of CSEA and management representatives at the statewide, regional, agency, facility or worksite-level are eligible for consideration.

The NYS/CSEA Achievement Awards program recognizes special achievements that enrich the quality of work life of employees and improves public service.

All nominations for the awards must be received by the NYS/CSEA Labor-Management Committees by Sept. 5. Winners will be notified about Oct. 22 and awards will be presented at a luncheon at the Empire State Plaza, Albany, on Nov. 20.

All nominations must be jointly endorsed by the appropriate CSEA local president and management representatives.

There is no formal nominating form. Nominations must include both the nominee's and nominator's names, titles, bargaining units, work addresses and phone numbers. Descriptions of the individual or committee accomplishments with specific details are required and supporting documents should be submitted if possible. The reasons or justification warranting recognition must be included, along with written endorsements by both the CSEA local president and the appropriate management representative.

Award winners will be selected from the list of nominations by members of the NYS/CSEA Achievement Awards Review Committee.

For additional details about the Achievement Awards program, contact:

**NYS/CSEA Labor-Management Committees
One Commerce Plaza
Suite 1117
Albany, NY 12260**

Don't delay — file now for out-of-title pay

CSEA members stuck in the bureaucratic nightmare of the state's secretarial reclassification process should keep those out-of-title pay requests coming.

With the state Division of the Budget's approval of the reclassifications at a trickle, CSEA has been advising its members for some time to file for the out-of-title pay.

"It's clear that many of our members are doing the Secretary 1 and 2 work even though their reclassification hasn't gone through," said CSEA President Joe McDermott. "So filing for the out-of-title pay is the best way to force the state to face reality and make sure that our people get the pay they deserve in the meantime."

There has been a marked increase in the filing of out-of-title requests since CSEA began urging its members to take action.

If you haven't filed yet, make your

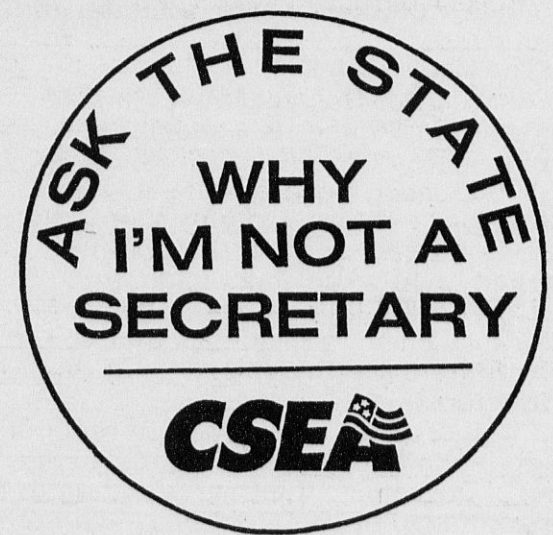
request as soon as possible because out-of-title pay is only retroactive for 15 calendar days prior to the filing of your request.

You can get an out-of-title request from from your personnel office. To qualify, you must be performing the duties of the higher paying job at least 40 percent of the time. Compare your job duties to the Secretary 1 and 2 job specifications.

You should also note that you probably stand a better chance of qualifying if your agency supported your reclassification application.

The out-of-title process is completely separate from the reclassification procedure. However, under the out-of-title process, the state must pay you the higher salary if you're doing the work or they must end the work. Do not list "reclassification" as the remedy sought on your out-of-title request.

If you are in fact performing the



Secretary 1 or 2 work, it strengthens your case for reclassification.

* * *

Meanwhile, there's no word from the court yet on CSEA's lawsuit to block the use of the civil service examinations for the Secretary 1 and 2 positions.

After the judge refused CSEA's request to stop the tests altogether, the union pressed on with the case to prevent the tests from being used to fill positions until all action is complete on the reclassification process.

CSEA is awaiting a decision.

CSEA follows blueprint for safer worksites

By Stephen Madarasz
CSEA Communications Associate

CSEA's Safety and Health Department is taking a new approach in their efforts to protect you on the job.

The department is focusing on public buildings' compliance with building and fire codes.

"It may sound like a technical issue, but it's an important part of workplace safety," said CSEA Director of Occupational Safety and Health James Corcoran. "What we're talking about is the structural safety of your worksite and what happens in the event of a fire or other emergency."

Code violations can be a matter of life and death.

The Happy Land Social Club fire in the Bronx earlier this year that claimed more than 80 lives is a shocking case in point.

While most violations are nowhere near as severe as at Happy Land, the incident demonstrated the potential for tragedy when the code is ignored.

Corcoran pointed out that many of the workplace safety problems that CSEA encounters are the direct result of code violations.

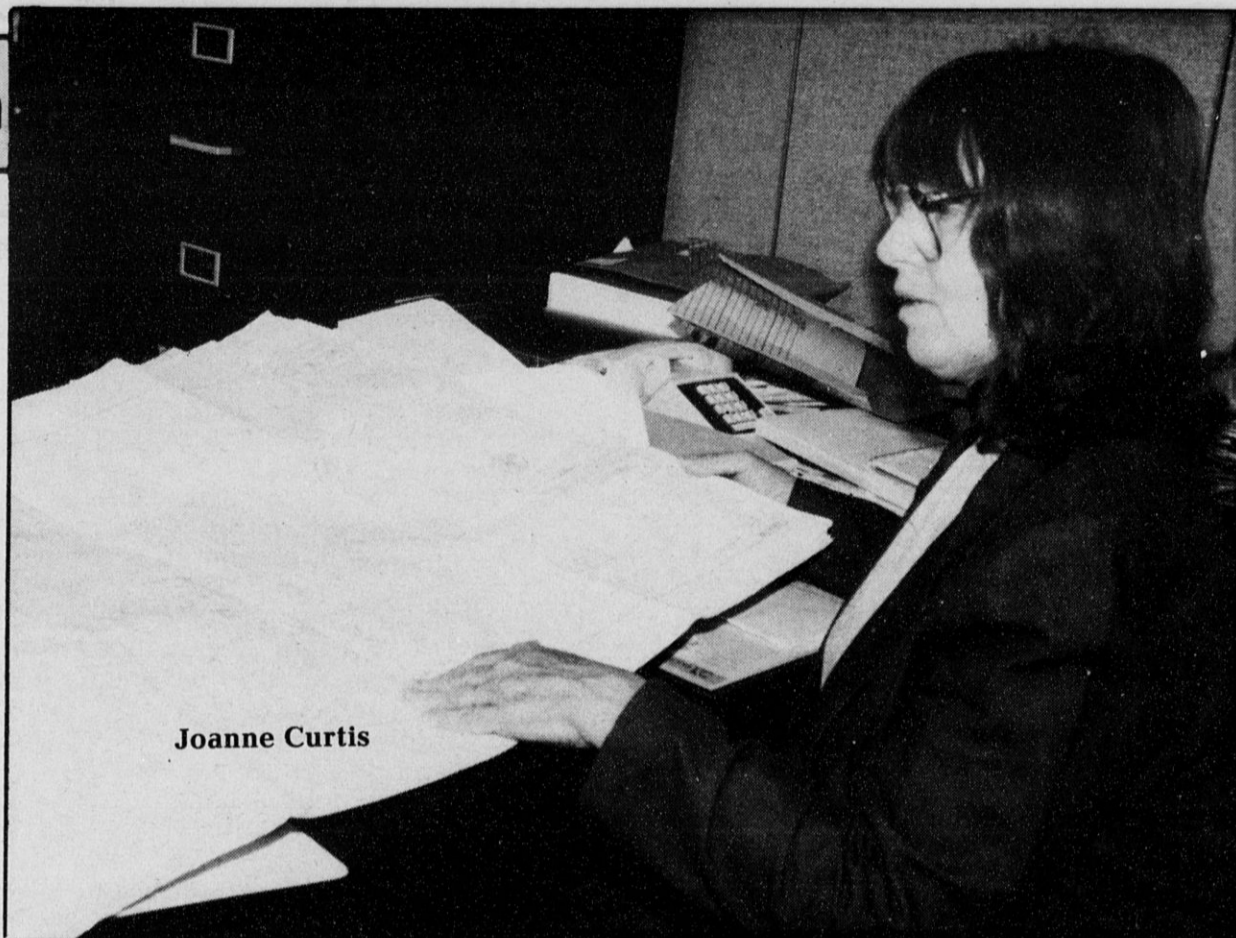
"It doesn't do much good to recognize a code violation after someone's been hurt," he said. "What we're trying to do is get ahead of the problems — to get improvements before people suffer."

To do this, all of the CSEA safety and health staff have been or will be trained in code enforcement. The department is reviewing code variance requests to be sure they don't pose dangers and objecting when necessary.

Coincidentally, CSEA is gaining new help on the code enforcement in state facilities from the state itself.

Under state law, all buildings constructed since Jan. 1, 1984, must meet the state's uniform fire and building code.

Older buildings are exempt from complying with the building code.



Joanne Curtis

FOLLOWING THE CODE-CSEA Industrial Hygienist Joanne Curtis reviews blueprints for fire and building code compliance. CSEA is focusing on the codes to ensure workplace safety.

However, they must meet the fire safety provisions. Additionally, any conversion, alteration and repairs to existing buildings must meet the codes.

At the local government level, municipalities have the responsibility for enforcing code compliance within their own boundaries, except they have no authority over state facilities. Since the state's uniform code was established local governments have been required to employ trained professionals who certify compliance.

That has not been the case for state government until now. State agencies have been allowed to handle their own enforcement of the code in their own facilities. For example, until now they have not even been required to obtain building permits for construction projects in state facilities.

"We really don't know how good a job some agencies have done in handling their responsibility," Corcoran said.

"But it seems pretty clear that compliance and oversight has been uneven from agency to agency.

That changed July 1. The law now requires each agency to designate qualified code coordinators and managers who have a professional obligation to certify code compliance.

"This new requirement should be a big improvement in ensuring uniform compliance," he added.

"On top of that, CSEA will be watching over their shoulders to give our members an extra added measure of protection." **CSEA members who have concerns about any aspect of their on-the-job safety should contact their CSEA representative.**

"It doesn't do much good to recognize a code violation after someone's been hurt"

— CSEA Director of
Occupational Safety and Health
James Corcoran

Project REACHes local television

By Lilly Gioia
CSEA Communications Associate

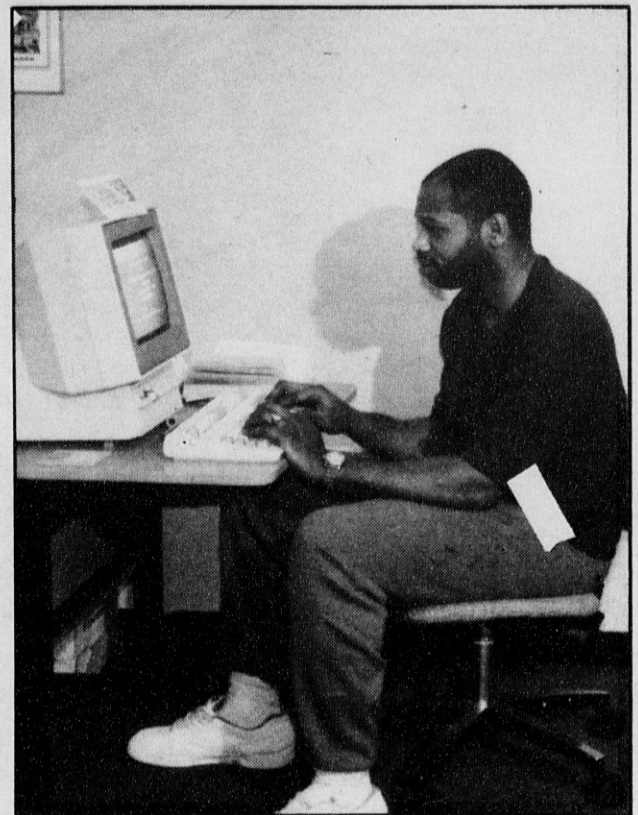
BROOKLYN — Buoyed by their dreams of success, CSEA members at Brooklyn Developmental Center (BDC) aren't camera shy when it comes to talking about their efforts to improve their reading skills.

They were featured on a New York City TV program, "Best Talk Show," highlighting area literacy efforts. The program was aired on WPIX-TV Channel 11.

They were interviewed in BDC's Project REACH literacy lab. So far 16 students have graduated to more advanced training from Project REACH (Reading, Education and Achievement), said CSEA Local 447 President Denise Berkley. Another 16 are now enrolled.

CSEA members at BDC's Project REACH literacy lab spend about two hours twice a week during work hours in a program designed to improve skills of basic and low-level readers.

"I've got so many dreams in life that are waiting for me to get that piece of



HARD AT WORK, Doyle Wilson is in the Project REACH lab to improve his reading skills.

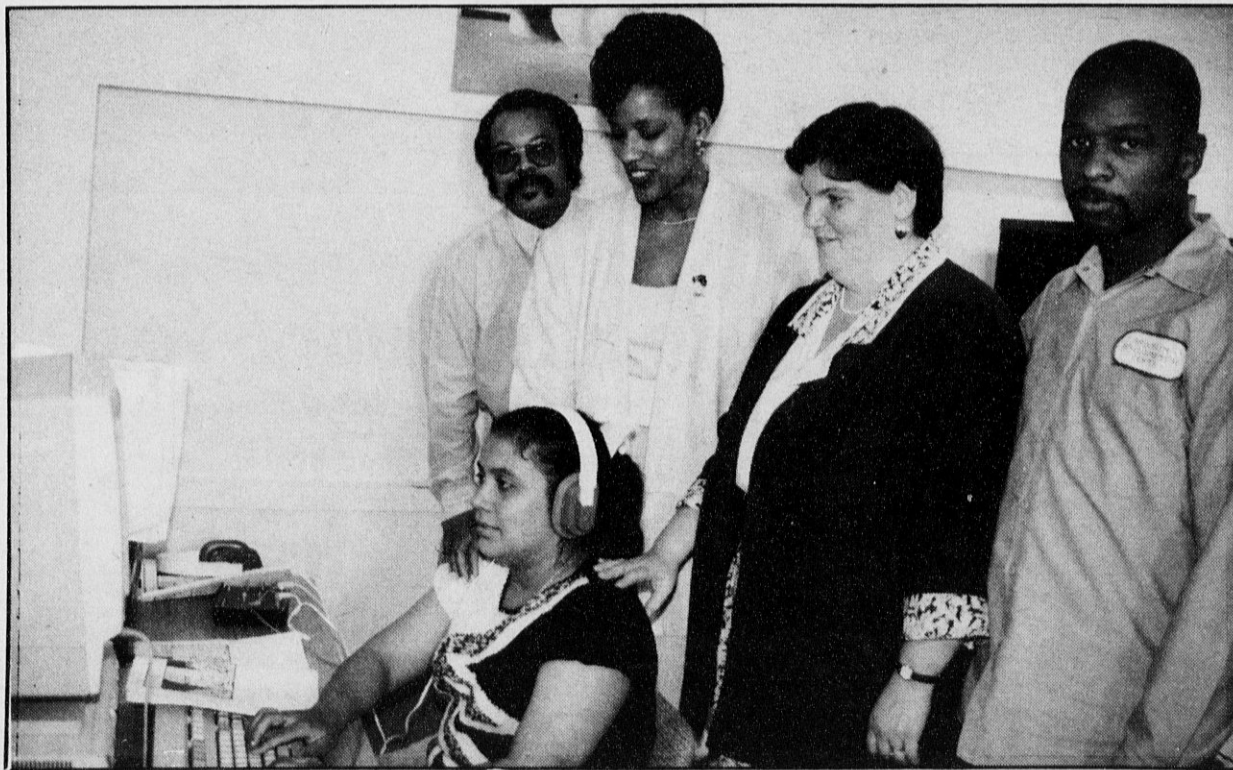
An opportunity to learn

Project REACH (Reading, Education and Achievement) is a CSEA/NYS program to help state employees improve their literacy.

Project REACH students can get one-on-one tutoring and English as a second language (ESL) training. The interactive computer classes use special IBM software and are very

popular. Employees become familiar with computers as they learn several skills: reading, writing and touch-typing.

Project REACH computerized literacy programs are available at 10 facilities across the state. A new one is scheduled to open this month at SUNY Stony Brook.



REACHING OUT — The Project REACH literacy lab at Brooklyn Developmental Center helps employees improve their reading skills. CSEA LEAP Director Debbie Baum, second from right, and Local 447 President Denise Berkley, second from left, watch one of the participants work on the computerized literacy program.

paper — my diploma," said power plant helper Doyle Wilson. He has been working in the computer/reading program for the last year and a half. "All it takes is determination, and I've got that."

Wilson now regrets dropping out of high school.

"I know I have a lot of talent, but if you don't have the proper vocabulary, you can't talk on an intelligent level in this day and time," he stressed.

Debbie Baum, director of CSEA's Labor Education Action Program (LEAP), visited the BDC literacy lab during the TV videotaping session. She said some people are reluctant to ask for help from literacy programs.

"It's hard for many adults to admit they can't read as well as others and people can feel intimidated," she explained. "But it's obvious how enthusiastic and uninhibited these students are because they're not only improving their reading skills, but learning computer skills that will bring them into the future more equipped for a high tech world."

During the last state contract negotiations, CSEA pushed hard to get full release time for union members who want to attend the REACH program, Baum said.

Doyle Wilson said his REACH experience will pay off in many ways. He is determined that by improving his own literacy skills, he will "instill an appreciation for education in my boys," he said. I will inspire my sons and be able to help them with their homework."

Wilson finds the work a challenge and said he is inspired by John Kennedy Jr.'s own struggle to pass the state bar exam.

"Kennedy smiles and says he's not giving up and will take the test as many times as it takes to pass. That's how I feel about working so hard to improve my reading and get my own diploma," Wilson said. "If Kennedy can do it, so can I."

HEAT STRESS IS HOT!

Heat stress a job hazard

Your car can overheat and break down when it's working too hard in intense heat, so it shouldn't be a surprise that the same thing can happen to your body.

In these dog days of summer, heat stress is an on-the-job health and safety concern that shouldn't be taken lightly. It's a problem for workers in a variety of different working conditions but it's especially serious for those who work outside under the blistering sun.

Whether it's hot or cold, there are no safety and health standards regulating workplace temperatures, although the Occupational Safety and Health Administration (OSHA) is reviewing the issue.

"In the absence of standards, common sense should apply," said CSEA Director of Occupational Safety and Health James Corcoran. "If you work in hot conditions there are some simple precautions that should be taken to reduce the risk of heat stress."

*** Drink plenty of water — as much as a quart per worker, per hour. By law water must be available at the worksite.**

*** Drink water at regular intervals whether you're thirsty or not. You may not realize that you're losing fluid and**

salt through sweating.

*** Take frequent rest breaks in hot conditions along with scheduling heavier outdoor work during the cooler parts of the day.**

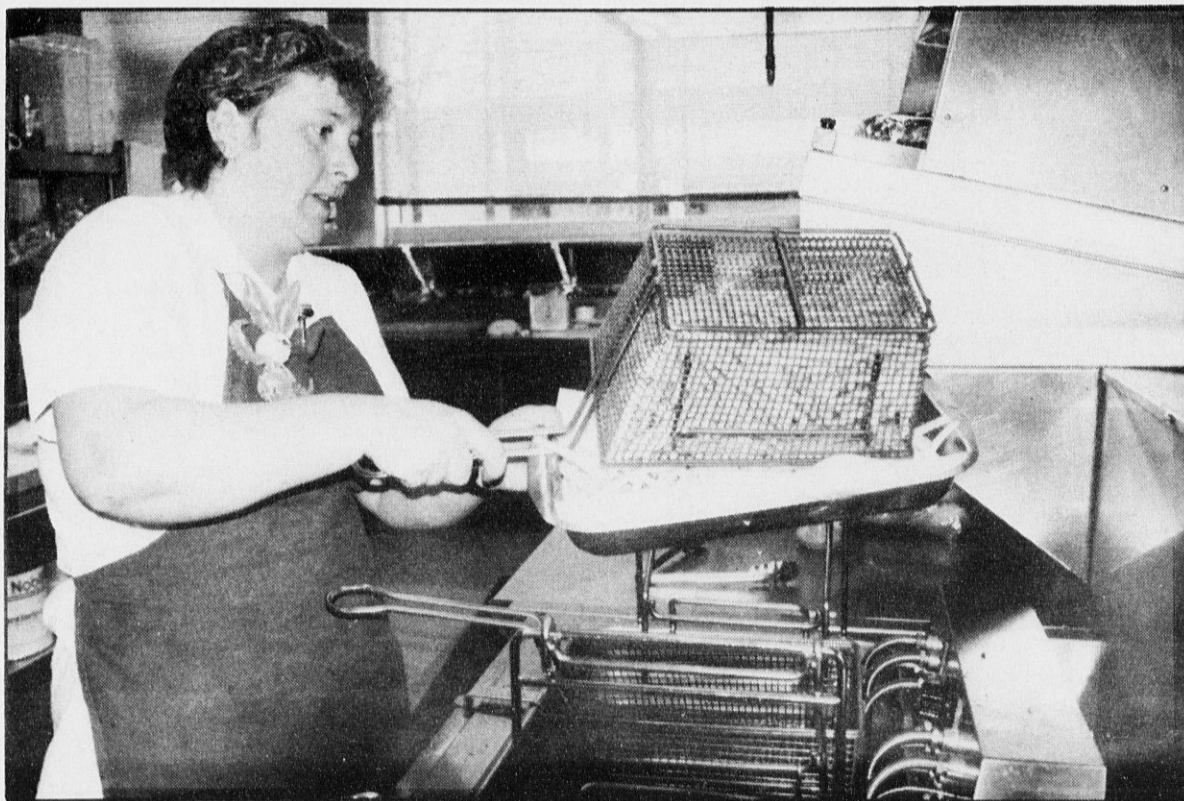
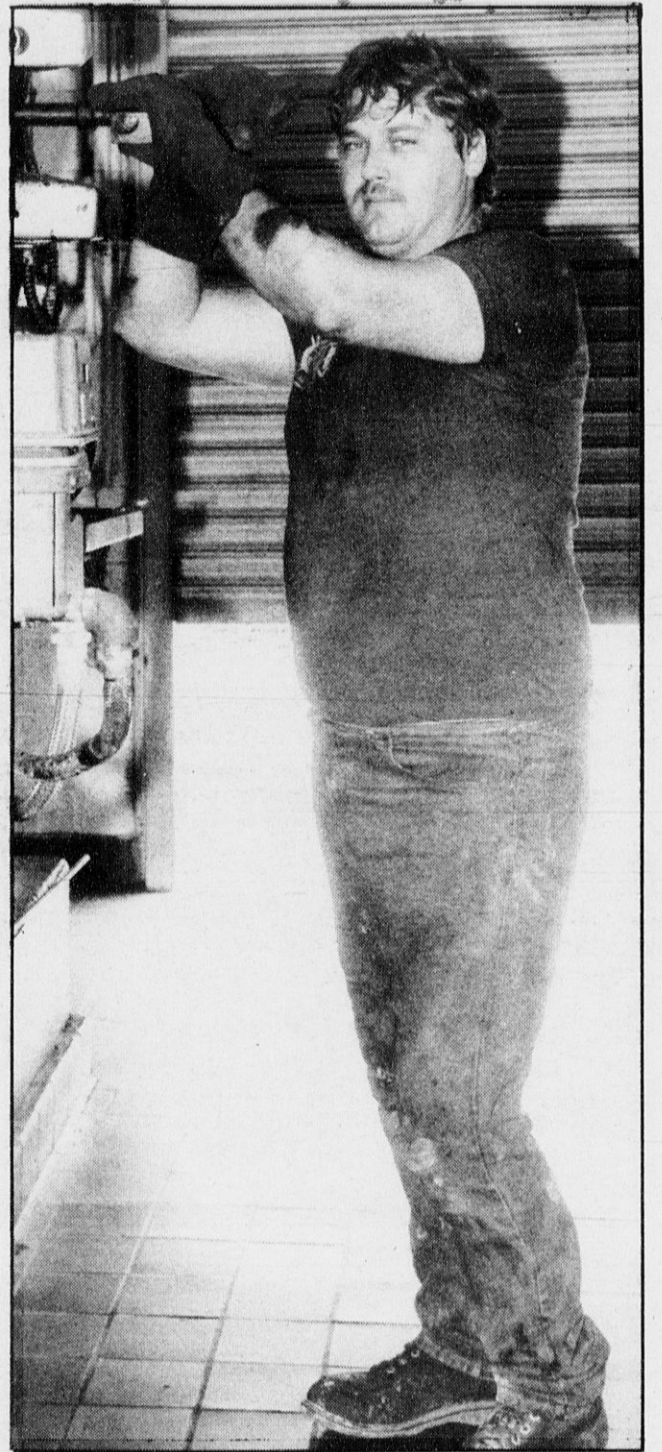
*** Learn to recognize the signs of dehydration, exhaustion, fainting, heat cramps and heat stroke.**

Problems associated with heat stress range from minor discomfort such as heat rash to more serious problems such as heat cramps, heat exhaustion and even heat stroke. They're caused by a variety of factors such as temperature, humidity, the physical condition of the worker and the work being performed.

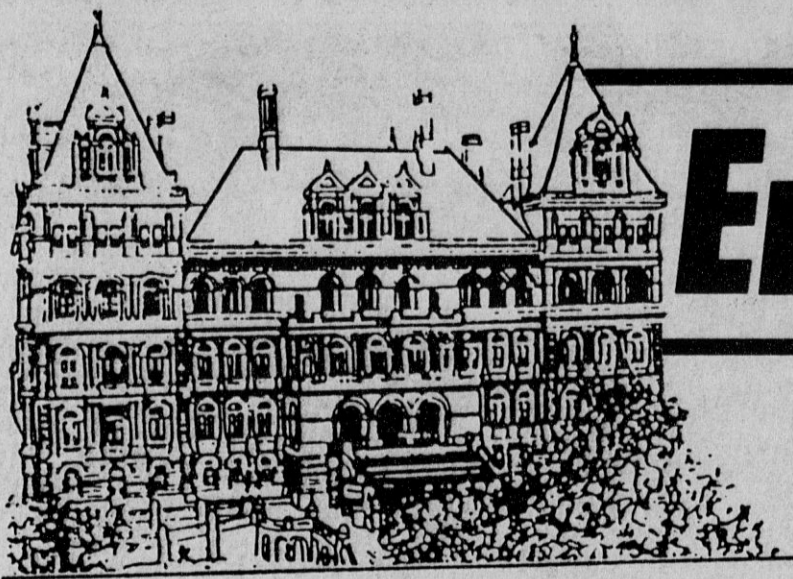
The more serious conditions result when people lose body fluid and their body can't cool itself down.

Corcoran also pointed out you should wear a hat to protect yourself from the direct sunlight when working out of doors in summer. You will also stay cooler in the sun if you wear loose, light-colored shirts than if you strip down. Your bare skin absorbs the sun's heat.

While most people think of heat stress in relation to outdoor work in the heat of summer, it can also occur during indoor work in hot environments such as kitchens, laundries and power plants.



HOT,HOT,HOT — CSEA members in a variety of jobs work in sweltering conditions throughout the summer months. Although most people associate heat stress with working outside under the hot sun, it can also affect workers indoors in worksites like those pictured here. Above, stationary engineer Gordon Coughlin sweats it out in the power plant of the Fishkill Correctional facility. At left, Kitchen Assistant Rose Ramp fries on the job at Delhi Technical College.



End of session

CSEA scores legislative victories

ALBANY — While politics and budget wrangling made this one of the more difficult legislative sessions in recent memory, CSEA was able to push through a variety of important bills.

Once Gov. Mario Cuomo signs the bills, they will benefit union members across the state.

Retirees and their needs were high on CSEA's legislative list this year, and it shows in two important victories.

Mandatory Medicare Assignment

The first bill to limit what doctors can charge Medicare patients passed both houses of the Legislature. Once signed, the law will take effect in January.

Under the law, doctors will be able to charge only 15 percent above the Medicare reasonable rate set by the federal government. In January 1993, they will be able to charge no more than 10 percent above the reasonable rate.

While the bill exempts some procedures, it is an important first step in holding down medical costs for retirees living on fixed incomes. Until this law, doctors could charge Medicare patients what they wanted to. Medicare would reimburse the patient based on the

reasonable rate and the patient would have to cover the rest.

Health benefits for school district retirees

In recent years, school districts have chosen to save money by cutting or eliminating health insurance coverage for its retired employees. Coverage can cost retirees hundreds, even thousands of dollars. Such changes can mean financial devastation for those on fixed incomes.

Worse, many elderly people may be forced to go without health insurance.

The state Legislature passed a bill to protect school district retirees by requiring school districts to provide certain levels of coverage and phasing in increased coverage until retirees receive the same health insurance benefits as active employees. If retirees already receive coverage above the minimum levels set by the legislation, their coverage cannot be reduced.

Loanability

CSEA members in retirement Tiers III and IV can now make use of their pension contributions while still active employees.

The Legislature passed a bill which

would allow public employees in Tier III and Tier IV to borrow against their contributions to the retirement fund.

The loans' interest rate will be 1 percent below the interest valuation rate for the pension system. The loans must be for at least \$1,000 and be repaid within five years. The bill, still awaiting the Governor's signature, also provides for direct payroll deductions.

Workers Compensation

The Legislature after much discussion and disagreement, finally passed a law increasing workers compensation benefits for the first time in more than 10 years.

Once the Governor signs the bill, it will provide for payments of up to \$340 a week for total disability and \$280 a week for partial disability. The payments will increase again in July 1991 and 1992.

A significant victory in the legislation is the continuance of the Dole vs. Dow principle. Under Dole vs. Dow, injured employees may sue the manufacturer of equipment that played a part in their on-the-job injury. In turn, the manufacturer can sue the employer.

The principle has made employers more conscious of safety in the workplace, so they can avoid such a lawsuit.

PESH

Another bill important to workers strengthens the state's Public Employee Safety and Health (PESH) Act. The legislation will give the state labor commissioner and the state Occupational Safety and Health Hazard Abatement Board authority to set safety standards for state in areas and conditions that are not covered by the federal Occupational Safety and Health Act.

The federal law general covers industrial areas, and few public employees work in industrial conditions.

The new law will also allow the state to set new safety standards different from the federal law if they are needed.

That means New York can have new, tougher standards for offices, institutions and other places where public employees are at work and at risk.

And when employees believe their safety and health are in danger because of a work assignment, they may request a safety inspection. Under the bill, that request must be given high priority and carried out immediately.

The bill is awaiting the Governor's signature.

A battle pays off

ALBANY — The success of the mandatory Medicare assignment legislation is only one example of how CSEA pursues a goal to the end.

Pictured at right is an ad which CSEA ran last year in *The Empire State Report*, a magazine with statewide circulation.

While the legislation didn't succeed in 1989, the union didn't give up its battle for retirees facing skyrocketing medical costs.

This year, CSEA continued the fight. A variation of the legislation passed, the first time doctors will be limited in what they can charge Medicare patients.

"We are happy to have made such significant progress. We fought hard for it," said CSEA President Joe McDermott. "Mandatory Medicare assignment isn't a reality yet, but we are light years ahead of last year. And we'll keep on working for more improvements."



"Whatever's Fair"

Retirees Need Mandatory Medicare Assignment Legislation

Those words are from Joe McDermott, President of CSEA, who, during his first year at the helm of our union has made the strengthening of the CSEA "family" his top priority—including retirees.

For more than 20 years, Medicare has helped provide accessible, affordable health care for people age 65 and older and certain disabled people. But that system has been undermined as the elderly face unpredictable health care costs that threaten their financial security.

Medicare assignment rates are established by the federal government as "reasonable rates." Yet many doctors do not accept those rates, charging more for services than Medicare will cover. This leaves the elderly paying the difference.

Last year, Medicare beneficiaries in New York State paid nearly \$300 million in excess charges for medical care. The average excess charge per claim was \$53.47—the second-most expensive of any state in the nation.

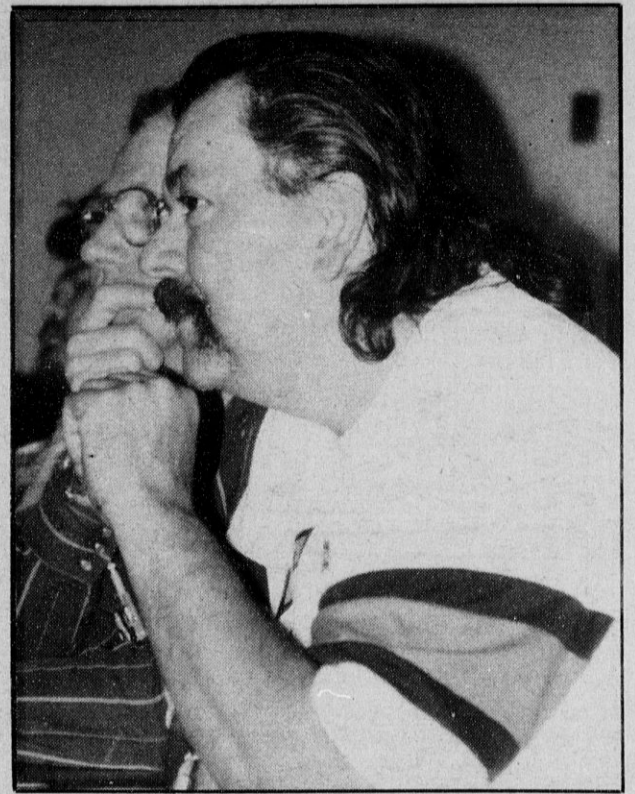
This practice of excess charges must be stopped. Physicians must be forced to charge the Medicare assigned rate as paid in full.

We have that opportunity. Legislation before the state Legislature—A.3500 and S.3818—would require that doctors treating Medicare patients accept the Medicare rate with no excess charges.

CSEA fully supports this legislation.



Looking to the future



WATCHING CAREFULLY — Vito Vaccaro Sr., above, pays attention to a seminar on trench safety. Vaccaro, who is deaf, gets help from Rhoda Brown, left photo, who is signing the lesson for him. Brown is from the Central New York Association for the Hearing Impaired.

Interpreters aid in training

By Mark M. Kotzin

CSEA Communications Associate

SYRACUSE — For physically handicapped public employees, trying to move up the career ladder can often be more like going down a deep, narrow trench with no end or help in sight.

Thanks to CSEA and New York state, however, Vito Vaccaro Sr. can begin to climb out of that trench safely.

Vaccaro, who is deaf, was able to get the most possible from a trench safety

training seminar with a CSEA/NYS Labor/Management Committees grant. The grant provided for the services of two interpreters who accompanied Vaccaro, a laborer for the state Office of General Services (OGS) in Rome, to the seminar.

Vaccaro's supervisor, Jirard Brown, who also attended the training, initiated the grant to help Vaccaro advance his career.

"I notified the Labor/Management

Committee of his need for the interpreters. Without them, the training would have been a waste of time," Brown said. "He's a good worker and I wanted to do what I could to help him."

The CSEA/NYS Labor/Management Committee oversees a variety of technical assistance and grants programs created through collective bargaining to improve the quality of work life and productivity of state employees.

As a laborer, Vaccaro sometimes works in confined spaces, another topic covered in the seminar. Through the interpreters, Vaccaro conveyed his satisfaction with the program.

"I learned a lot today," he said. "The seminar was very interesting and enjoyable."

Vaccaro also said he hopes he and others with handicaps can use the labor/management grant program in the future for similar training and advancement opportunities.

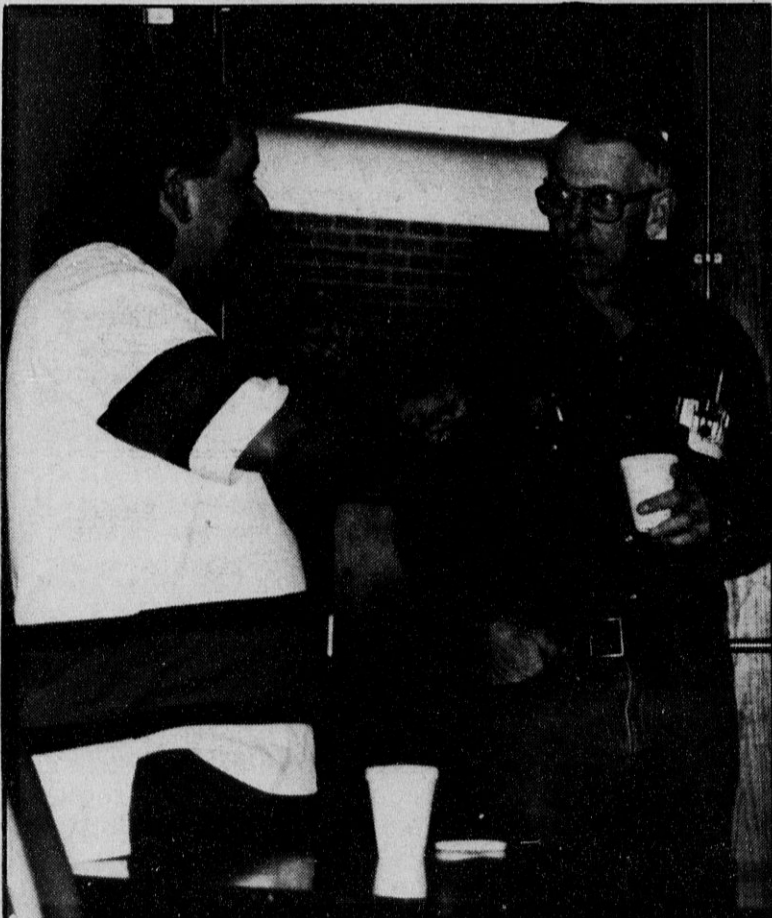
"Training like this can help advance my career and at the same time help overcome other people's perception of my handicap," he explained.

Vaccaro fits in fine at the OGS Rome facility, Brown said.

"He fits in really well at our workplace. Where we are, verbal communication isn't a must," Brown said. "I've had no problems dealing with his handicap. I'm super satisfied with his performance."

Vaccaro said it's difficult to be recognized for your abilities when all people see is the handicap.

"Sometimes, because I am deaf, people think I can't do the work," Vaccaro said. "They don't realize I am strong and able. I just can't hear."



"... I am strong and able. I just can't hear."

Vito Vaccaro Sr.

GETTING THE MESSAGE ACROSS — Vito Vaccaro Sr., left, communicates with sign language. At right is Jirard Brown, his supervisor.



AFTER BEING PARADED UP BROADWAY, the CSEA banner showed up again on the ballfield section at Yankee Stadium, above, and later hung in a prominent position during the Mandela rally at the stadium, right. A few days later the



banner helped welcome Mandela to Miami, where he addressed delegates attending AFSCME's International Convention. For additional coverage of the AFSCME convention, see pages 10 and 11.

AFSCME, LOCAL 1000, AFL-CIO



NELSON & WINNIE MANDELA

Even in a sea of hundreds of thousands of people, CSEA maintained a strong presence throughout Nelson Mandela's historic visit to New York City. CSEA was highly visible throughout ceremonies marking the anti-apartheid leader's visit to the Big Apple that opened his tour of the United States.

A large red, white and blue banner proclaiming "CSEA welcomes Nelson and Winnie Mandela," carried by a contingent of CSEA members, led a spectacular ticker tape parade up Broadway. The parade began near and passed by CSEA's Metropolitan Region office at 11 Broadway.

Later many CSEA members joined with 80,000 people at ceremonies honoring Mandela at the Harlem State Office Building, and the CSEA banner hung from Yankee Stadium during yet another rally for the leader of the African National Congress.

"I'm elated to be part of something

like this!" said CSEA Creedmoor Local 406 member Kathy Leon. "It's a once in a lifetime experience and I'm so proud that our CSEA local is involved."

"It makes me glad that our union had such a big turnout for Nelson Mandela because he deserves it all," said CSEA member Sharon Walker, an employee at the Bronx Department of Motor Vehicles office. She was among a group of CSEA volunteers who served as parade marshalls and assisted with crowd control at Yankee Stadium.

Another was Ruby Easton of the Harlem Traffic Violations Bureau.

"I went to Africa this year and I'm caught up in the moment," Easton said.

CSEA Metropolitan II Region President George Boncoraglio put the events into perspective.

"It's imperative that the South African government understands the

level of disgust we have here for apartheid," Boncoraglio said. "Nelson Mandela is free, but he can't vote."

Gene Haynes, president of CSEA Long Island Developmental Center Local 430, marched in the ticker tape parade and said Mandela's humility, strength and presence was electrifying.

"Any union member who has ever said, 'I am only one person, what can I do? What kind of an impact can only one person have?' has only to look at Nelson Mandela's life and message for the answer," Haynes said.

After his New York City visit Mandela stopped in several other U.S. cities, met with top elected leaders of the AFL-CIO in Washington, and addressed AFSCME's 29th International Convention in Miami. More than 225 CSEA delegates and staff members attended the AFSCME convention.

"It is a source of great inspiration to be received by AFSCME ... The working masses you represent have through the years been at the forefront of the anti-apartheid struggle in this country ... In jail and behind the thick prison walls, we could hear, loud and clear, your voice calling for our release ... We are here to thank you for fortifying our fighting spirit at the time when we needed inner strength most."

— Nelson Mandela, addressing delegates at AFSCME's 29th International Convention



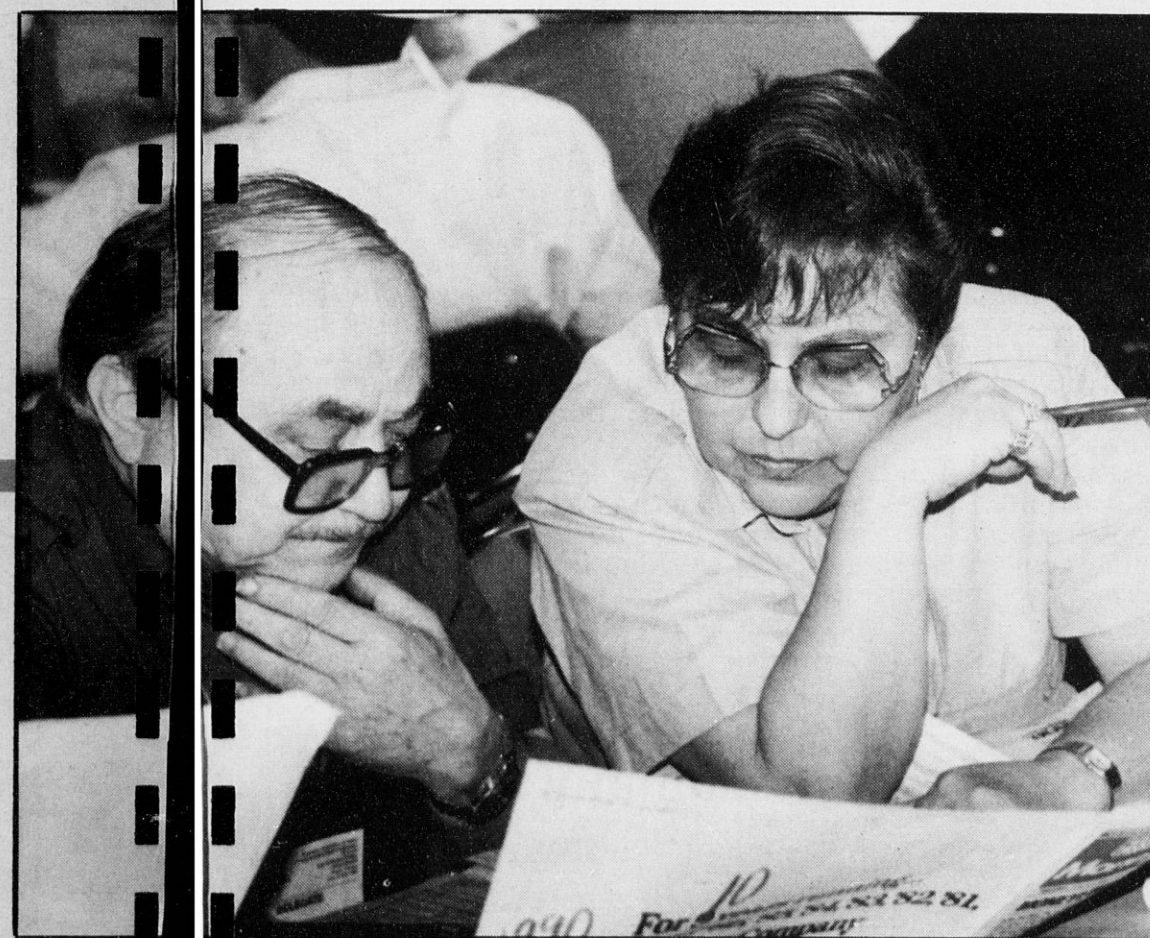
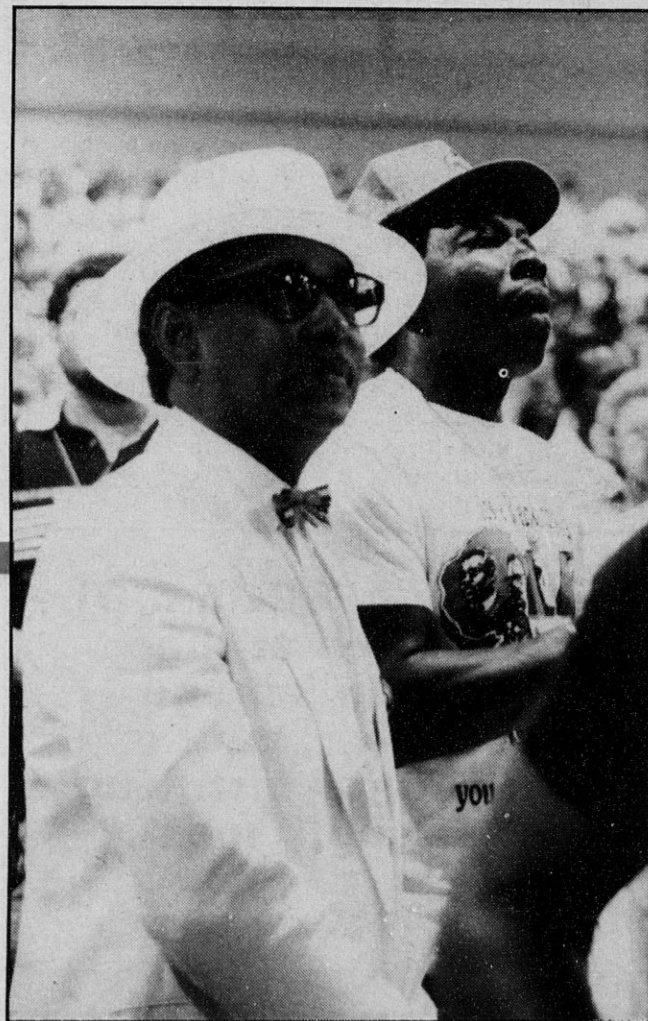
"The struggle for workers' rights and the struggle for human rights are one and the same. That is why this union has stood with Nelson Mandela and the freedom struggle in South Africa"

— AFSCME President
Gerald W. McEntee

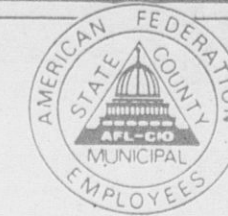


"You are our greatest asset because you know the problems we face and spend your days working to solve them"

— NYC Mayor
David Dinkins



1990



AFSCME®
Convention

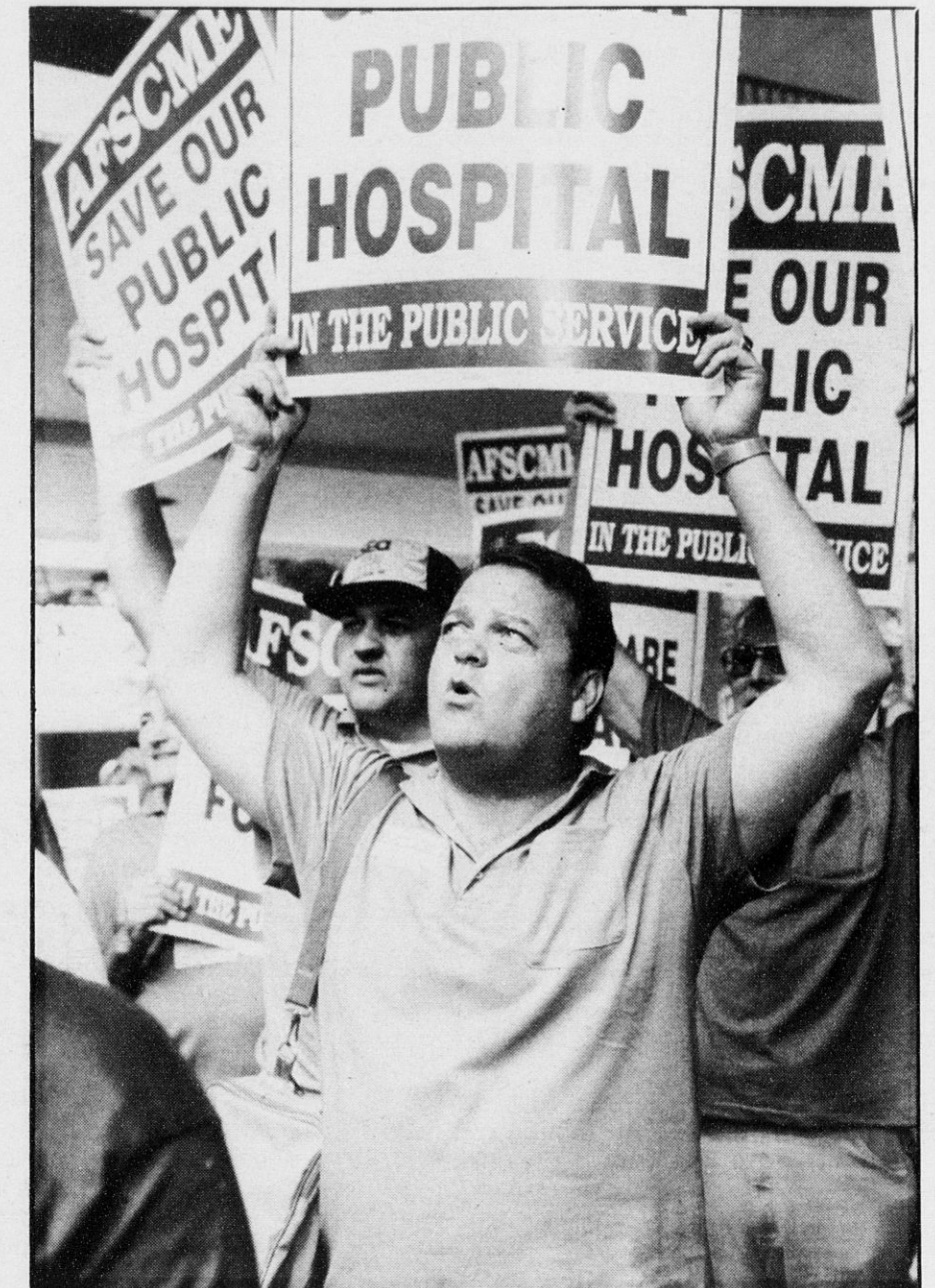
MIAMI — For more than 200 CSEA delegates, the AFSCME International Convention was a combination of work, welcomes and demonstrations.

But the highlight was an appearance by Nelson Mandela and Winnie Mandela, who overwhelmed the entire 3,000-member delegation.

New York City Mayor David Dinkins also received a warm welcome, particularly from CSEA delegates, many of who were active in his election campaign.

A contingent of CSEA members joined the AFSCME demonstration to show support for Jackson Hospital. One of the largest public hospitals in the country, it is in danger of being closed or sold.

The large AFSCME turnout showed the union's commitment to public hospitals, their employees and the people they serve.



Making time

CSEA studies OCA schedule options

While CSEA supports the theory of alternative work schedules for Office of Court Administration (OCA) employees, the union is withholding judgment on the actual plan.

"We endorse the concept," said James Hennerty, CSEA deputy director for contract administration. "We just want to make sure all our members' rights are protected."

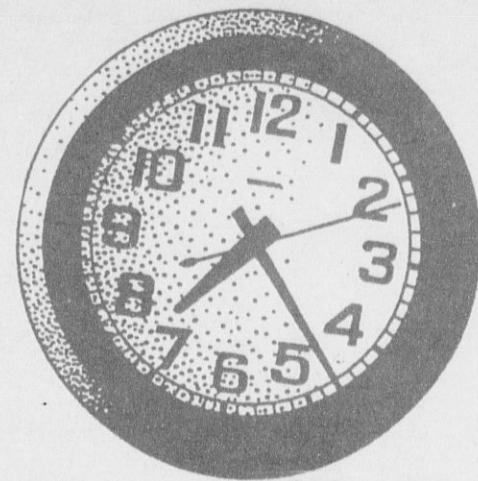
CSEA called for and attended a special OCA Labor/Management Committee meeting to get answers on how alternative work schedules would be determined and how they will affect employees, their status and their

benefits.

Under the plan, employees can take advantage of a number of schedules, including staggered scheduling, flexible scheduling or flextime, compressed workweeks, part-time positions and job sharing.

The alternative work schedules are a progressive idea that help employees cope with different personal, physical and family needs. But implementing the plan will be complex, Hennerty said.

"We have to be sure employees aren't refused alternative work schedules for personal reasons or grudges," he said. "We also have to ensure their rights and



benefits as state employees aren't damaged."

CSEA represents 3,700 OCA employees across the state.

A big CSEA concern is health insurance: Will an employee who decides on sharing a full-time job title with another person lose health insurance?

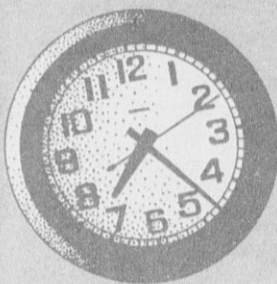
According to OCA, no, as long as the individual works at least half time.

Getting an alternative work schedule requires approval from management and forms must be filed. Because the arrangement is dependent on management's determination if the schedules affect office or court operations, it may be cancelled at any time.

CSEA and OCA both recommend that employees put their plan in writing and set a trial time period. That way both the employees and management understand the agreement. Once the trial time period is up, the arrangement can be extended.

However, if needs in the office or court change, management could require an employee to return to the traditional work schedule.

"With today's world of single parents, double income families and the responsibilities of child care and elder care, a workable alternative to the traditional 9 to 5 day is invaluable to our members," Hennerty said. "CSEA just wants to be sure this plan is workable and is administered in the best interests of our members."



Alternative schedules vary

Alternative work schedules are varied, and the options for Office of Court Administration (OCA) employees will be determined

at the worksites, based on needs and demands.

While some sites and positions may not be able to participate, knowing the options will be helpful to most employees.

Staggered scheduling: The work day schedule allows employees to choose what time they want to arrive, take lunch and leave work as long as they work the required number of hours. All employees may be required to be on the job at certain core times.

Flextime: As in staggered scheduling, employees choose when they begin and end their day. However, as long as they put in the required hours, they may change their

schedule day to day based on their own requirements.

Compressed workweek: While employees are still required to complete a full week's work, they have the option of doing it in fewer days. For example, rather than working five days, seven hours a day, they may choose to work for eight and three quarter hours for four days.

Part-time employment: Employees can choose to work part-time with management approval. However, employees who work less than half-time will lose benefits.

Job sharing: Two employees who want to work part time share the responsibilities of one position. One employee may work Monday, Tuesday and half of Wednesday, while the other employee works the remainder of the week. Again, working less than half time could cost employees their health insurance benefits.

CSEA fights OCA pay lag

ALBANY — CSEA has filed a contract grievance against the Office of Court Administration (OCA) over plans to put employees on a lag payroll.

Under a law passed by the state Legislature earlier this year, all OCA employees hired after April 1, 1983, are to be put on a lag payroll schedule by March 1991.

CSEA charges that the legislative change violates the CSEA/OCA contract clause which says neither side

will try to change the contract through law.

The grievance also charges that the lag payroll, which delays paychecks by one pay period, reduces annual compensation for employees.

"That's clearly a contract violation," said James Hennerty, CSEA deputy director for contract administration. "Our contract calls for employees to make a certain amount of money. This will change annual salaries."

CSEA has joined a coalition of labor unions which represent OCA employees to help fight the pay lag. The coalition has written the state comptroller and OCA asking for a detailed explanation of the law establishing the pay lag and how it will be implemented.

While the law appears to leave some maneuvering room, Hennerty said appearances are deceiving.

"If OCA can find another way to save \$7 million, the pay lag doesn't have to go into effect," he said. "But how are they going to do that? We aren't going to give up any of our members' benefits."

CSEA and the coalition are waiting for answers from the comptroller and OCA, and a grievance decision.

"We're working to resolve this situation," Hennerty said. "It's going to be tough, but we're ready to fight."

"It's going to be tough, but we're ready to fight"

—James Hennerty

"We aren't going to give up any benefits"

—James Hennerty

Irresponsible

SUNY Binghamton nailed on improper asbestos removal

BINGHAMTON — In a flagrant disregard for the law and the well-being of their employees, SUNY at Binghamton ordered an illegal asbestos removal.

But now they're paying the price: the state Labor Department has cited them for violations of the law.

Last March, the university ordered an untrained work crew to remove 800 square feet of a material containing chrysotile transite, a form of asbestos, from tables in the university greenhouses. The crew received no protective equipment and were told that there was no danger.

The project was assigned only after plans to hire a private licensed contractor fell through.

"We knew there was a problem with asbestos in the greenhouses because the administration had discussed bringing in the contractor with us last fall," said CSEA Local 648 President Bob Goeckel.

But CSEA did not learn that the work crew had been ordered to do the unsafe job until it was too late.

"As soon as we got wind of what was happening we tried to stop it, but the damage was already done," Goeckel said.

CSEA then filed a complaint with the Department of Labor (DOL) and a safety and health grievance to get action.

CSEA strengthened its case by presenting the investigator with numerous documents, from correspondence detailing the presence of asbestos to work orders for its removal, all of which supported the union's charges.

After DOL investigated, the university was cited for three violations: not filing the proper paperwork, not using certified asbestos handlers and not conducting



APPEARANCES CAN BE DECEIVING — The corrugated material in the table pictured here in a greenhouse of SUNY Binghamton, contains a form of asbestos. This photo was taken before an untrained work crew was ordered to remove the material without any protective equipment. The incident took place after plans to hire a certified contractor fell through. CSEA's complaint to the Labor Department led to the university being cited for breaking the law.

mandatory air monitoring.

The union also won the grievance, ensuring that the affected employees will receive proper medical screening. Additionally, the university agreed to notify the labor/management safety and health committee before starting any future asbestos abatement projects.

"It was irresponsible that the university put these people in jeopardy," Goeckel said. "In 20 years they could face serious health

problems because they couldn't refuse this dangerous assignment."

Health problems from asbestos exposure, such as cancer and respiratory disease, generally take years to become apparent.

"The university knew better and could have acted differently," added CSEA Occupational Safety and Health Specialist John Bieger. "They had the proper equipment and certified workers. Instead they chose not to use either."

**The law
is there
for a
reason**

There's no such thing as a safe level of exposure to asbestos and the handling or removal of the material should never be taken lightly.

There are laws and regulations to protect people but they're only effective when they are properly followed.

There's no room for negotiation or compromise on safety and health issues such as asbestos handling. The law was written as it was intended to be applied in the field. There should not be any deviation from the appropriate procedures.

All of CSEA's Occupational Safety and Health staffers are certified asbestos handlers. If you have questions or concerns about asbestos in your worksite, contact your regional OSH specialist.

You can also file asbestos complaints directly with the state Department of Labor Asbestos Control Bureaus listed below:

New York City Office
One Main Street, Room 811
Brooklyn, New York 11201
(718) 797-7686

Albany Office
State Office Campus
Building 12, Room 216
Albany, New York 12240
(518) 457-2072

Syracuse Office
677 South Salina Street
Syracuse, New York 13202
(315) 479-3212

Buffalo Office
65 Court Street
Buffalo, New York 14202
(716) 847-7601

Wakewood, Malone elected to union's Board of Directors

Two new members have been elected to CSEA's statewide Board of Directors in recent elections. **Gloria J. (Dixson) Wakewood** has been elected to represent employees of the state Executive Department on the union's statewide Board of Directors. **Maureen Malone** has been elected to represent Region 5 Mental Hygiene employees on the statewide Board.

Wakewood and Malone won special

elections conducted to fill vacancies on the statewide Board.

Wakewood, from Albany, finished ahead of Paul D'Aleo of Lindenhurst and Netha DeGroff of Albany to win the Executive Department seat.

Malone, from Oneida, finished ahead of James Schaub of Utica and Lori Nilsson of Syracuse to win the Region 5 Mental Hygiene seat.

Two vying for vacant University board seat; ballots in mail July 30, due back

Ballots will be in the mail on July 30 to members eligible to vote in a special election to fill a vacancy on CSEA's statewide Board of Directors. Being contested is a seat representing University employees.

Seeking the vacant seat are **Diane Y. Lucchesi** from New Paltz and **James P. Madison** from Medford.

Replacement ballots for eligible members who did not receive an original ballot will be available on and after Aug. 6. Replacement ballots are available by contacting Marcel Gardner at CSEA headquarters, 1-800-342-4146 or (518) 434-0191. **Deadline for return of ballots to be considered valid is 8 a.m. Aug. 20. Ballots will be counted that day.** Both candidates were given an opportunity to submit a brief statement and photograph for publication in this edition of *The Public Sector*. Their responses are printed on this page. **Remarks are the personal statement of the candidate and are not to be construed as reflecting the opinions or beliefs of *The Public Sector* or CSEA, Inc.**

CSEA Board of Directors candidates — University

(Photo not submitted)

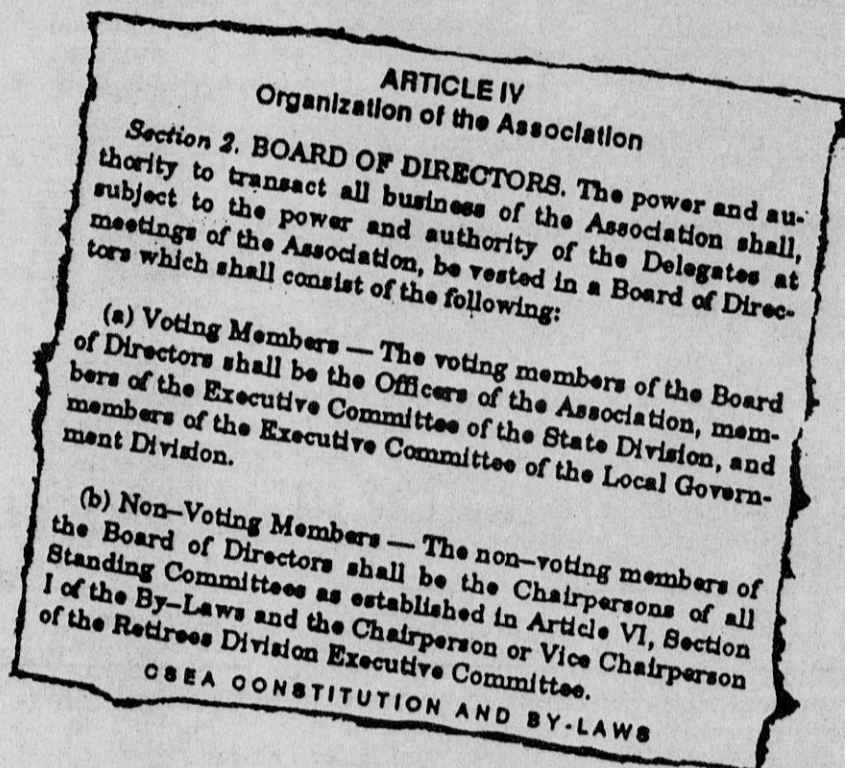


Diane Y. Lucchesi

In my fourteen years with CSEA, many changes have taken place both in the Union and SUNY. As a local president and member of the Statewide SUNY L/M Committee, I am well aware of the difficulties facing SUNY employees. With your support, I can make a difference. Thank you.

James P. Madison

I have been a member of CSEA for 16 years at Stony Brook University. I have been President (1975) and presently I'm the Executive Vice President. I have served on Region I PEOPLE Committee, and delegate to AFSCME convention. I led demonstrations against SUNY parking fees. I will do my best for SUNY.



Some members will be surveyed in August on caregiving

Do you care for an elderly relative in your home? In your community? By long distance?

With the growing number of elderly among our population, it is assumed than an increasing number of working people are attempting to balance their work responsibilities with their caregiving responsibilities.

CSEA, the State Office for Aging and the Governor's Office of Employee Relations want to know if this is true for state employees and, if so, how it is affecting their work and their life in general.

A survey will be conducted among a cross-section of

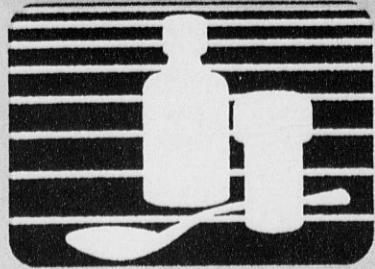
CSEA members in late August. The survey is a thorough one and is designed to gather a substantial amount of information. State workers who receive survey forms will complete the forms on work time and will be assured anonymity.

Survey forms will be sent to members at their worksites on Aug. 27. If you receive a form, take the time to fill it out and mail it in the postage-paid envelope. The survey is being conducted by the Institute for Work/Family Balance at SUNY at Buffalo.

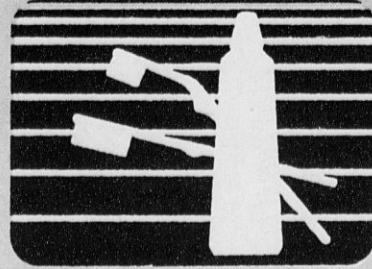
The information gathered will be useful as CSEA continues to address the needs of members.

CSEA

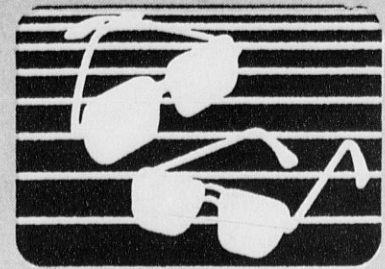
EMPLOYEE BENEFIT FUND



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.

1-800-3-EBF-3-2-C7-3-2

Vision Plan now includes occupational glasses for eligible CSEA members in four state units

An expansion of one of the CSEA Employee Benefit Fund's (EBF) most popular programs has become EBF's newest benefit for eligible CSEA members.

The EBF Vision Plan has expanded the VDT glasses option to include occupational glasses for some other types of jobs. This newest option is available to eligible CSEA members in four CSEA bargaining units — Operational Services, Institutional Services, Administrative Services and the Division of Military and Naval Affairs.

The VDT glass benefit was first offered on Nov. 1, 1988, and provided eligible Fund members with a special pair of glasses if they spent at least 50 percent of their work day at a video display terminal (VDT).

This new benefit offers members the opportunity of receiving a cost-free pair of occupational glasses if their job requires concentrated use of their eyes in the performance of their work. For instance, when working at constant reading of meters or gauges, distance work, typing or other office

duties, an extra pair of glasses may be warranted in addition to the member's regular prescription glasses. The occupational glass benefit still covers VDT users, but **DOES NOT** cover safety glasses.

The occupational benefit must be obtained from a panel provider. The necessity of occupational glasses must be discussed by the eligible member with the panel provider for a final decision to be made.

The procedure is the same as it is for the VDT glasses. The request should be made at the time the member gets his or her regular Vision Plan benefit. However, special arrangements have been made for those members who were eligible for the Vision benefit since Nov. 1, 1988, but did not use the VDT benefit. They can now have, on request, a voucher to go back to the panel provider to receive occupational glasses, if their job warrants it, **but must use the voucher before Sept. 15, 1990.**

Occupational glasses cost the eligible member nothing in out-of-pocket money. Lenses and frames

must be chosen from the Plan items. The final decision will be made by the panel provider.

Vouchers may be obtained by sending in a voucher request or by calling the Vision Care staff at the Fund office. Each voucher will include a questionnaire which must be filled out by the member and the doctor who will return it with the completed voucher.

More than 200 panel practitioners throughout New York state accept CSEA vouchers. Within the guidelines of the Plan there is no co-pay and no cost to the eligible member.

It is the aim of the CSEA Employee Benefit Fund to provide its members with the best possible benefits and to keep up with innovations and technical advances by constantly upgrading its benefits.

Eyesight is vitally important, and helping to preserve it is an investment in your future.

If you have questions concerning any benefits offered by CSEA EBF, call EBF at 1-800-EBF-CSEA (1-800-323-2732) or 518-463-4555.

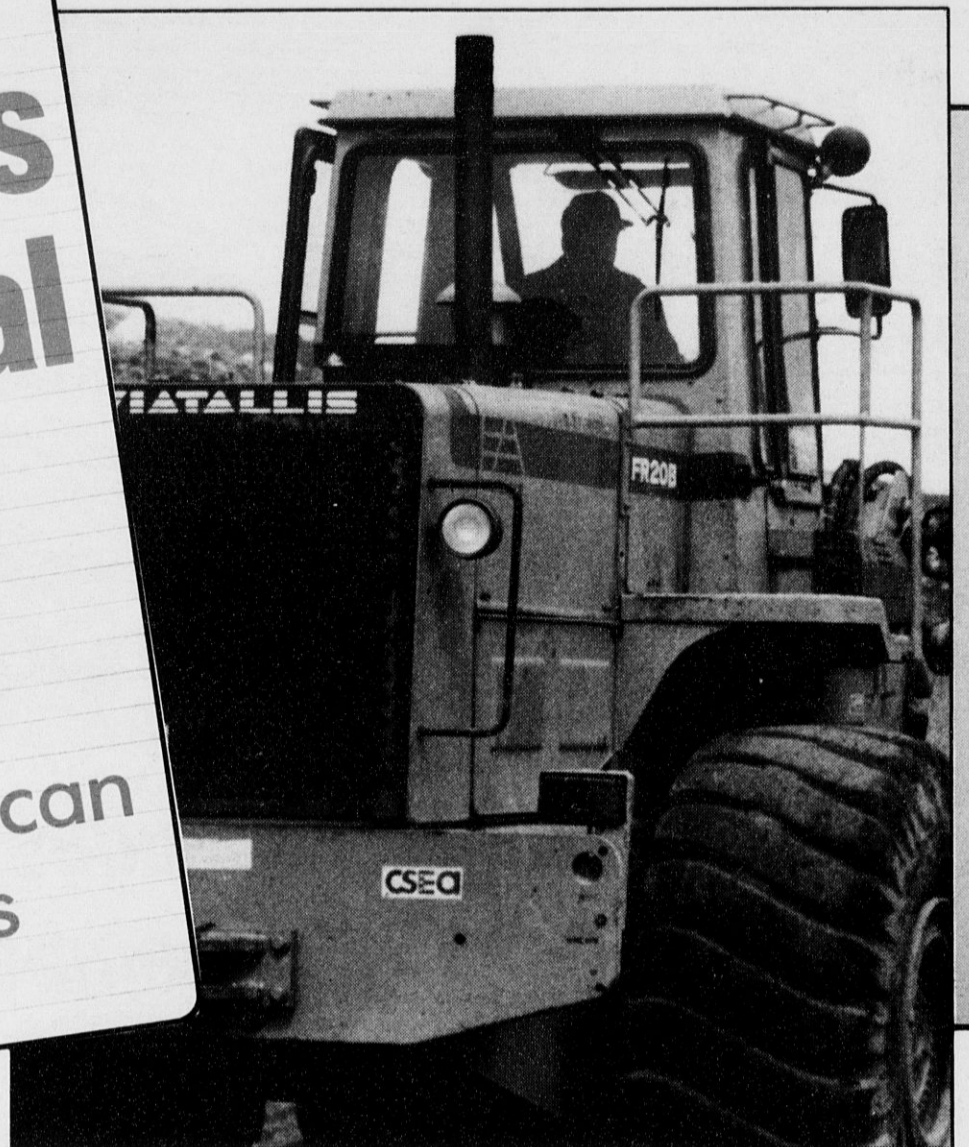
A CHARITABLE DONATION — Ronald McDonald Rochester House Director Pat Fitzpatrick, third from left, accepts a donation of food and household items from CSEA Rochester Psychiatric Center Local 420 Women's Committee. From left are Robert Donaldson, Karen Spotford, Fitzpatrick, Local 420 President Geraldine Wiggins, committee Chair Lentory Johnson, Corean Finn and Dorothy Prince.



Take note of this...

DMV moves commercial testing up

CSEA Members can order study aids



CSEA members with commercial drivers licenses take note.

The state Department of Motor Vehicles (DMV) has pushed up the schedule for testing commercial drivers on the new federal licensing requirements.

As previously reported in *The Public Sector*, the federal Commercial Motor Vehicle Safety Act of 1986 required all states to establish tougher commercial drivers licensing and testing requirements.

The purpose is to improve road safety by ensuring the qualification of all commercial motor vehicle operators. States must meet the new requirements and complete the testing of all commercial drivers by April 1, 1992, or risk losing federal highway money.

Legislation bringing New York into compliance was approved by state lawmakers this past spring. Under its provisions, drivers with good driving records will not have to take the road test, but all school bus drivers and commercial operators who operate vehicles with a gross weight of more than 26,000 pounds will have to take the new written test.

The DMV estimates 550,000 people will take the written exam. CSEA believes 35,000 of its members are affected.

To test that many people, DMV will initially conduct mass testing sessions across the state.

The testing was originally scheduled for late fall, but now DMV has

announced that they will begin the mass sessions in September or October.

That means that CSEA members should start getting ready now.

DMV will contact you directly with information about registration, testing dates and locations. They will also provide a test preparation manual — a key provision that CSEA pushed for in the law.

CSEA members can also get additional help.

A study packet including a preparation booklet, video and audio tape is available through CSEA's international union, AFSCME. The packet costs \$16 plus shipping and handling. You can use the order form, below left, to get your copy.

CSEA Commercial Motor Vehicle Study kit order form

Name _____

Local _____

Address _____

City _____ State _____ Zip Code _____

Phone () _____

Kits are \$16 each plus \$3 shipping and handling. Payment must be included with order. Checks should be made payable to AFSCME.

Return to:

AFSCME Education Department
1625 L Street, N.W.
Washington, D.C. 20036

* Locals wishing to order multiple study kits can save on the shipping and handling cost. Information has been sent to local presidents.

More information you should know

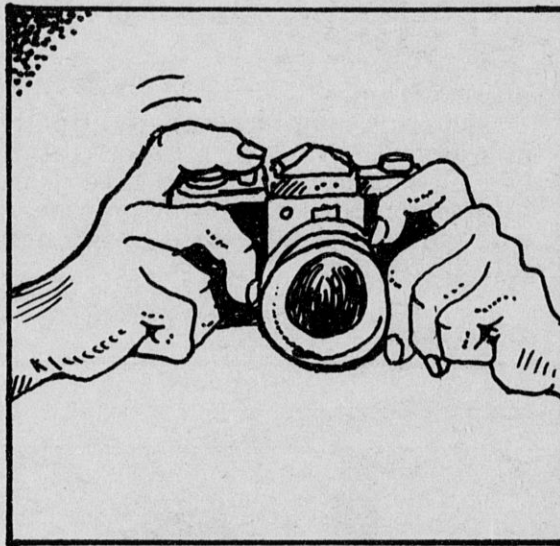
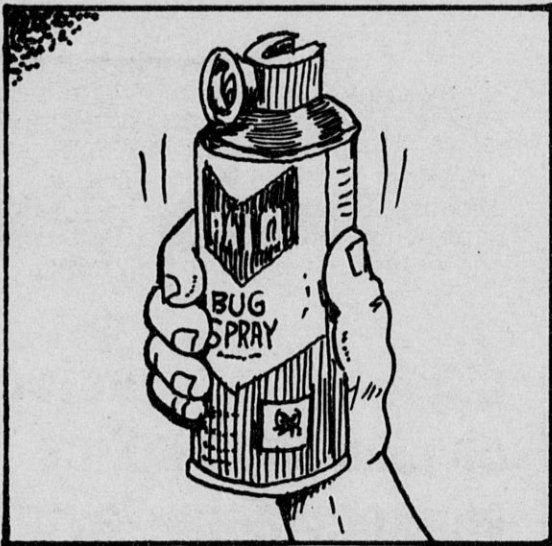
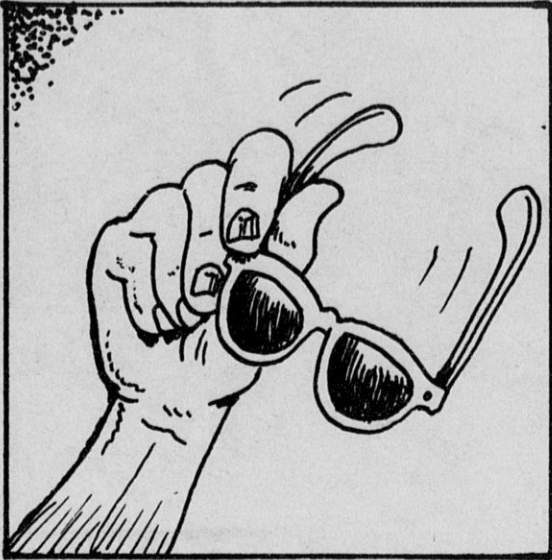
- * Individuals who fail the written exam may request an alternative exam.
- * If you fail, you will not immediately lose your license. You can retake the test as many times as you can schedule it prior to the renewal of your license or April 1, 1992, whichever comes first.
- * The new fee schedule is as follows:
 - \$48 for four years for license and \$2 for photo
 - \$10 for each written test, \$40 for the road test;
 - \$5 each time you take an endorsement test or tests (during each sitting you can take as many different endorsements as you choose).

Important

To be sure you receive the preparation manual and test notification from DMV, it is essential that the department has your correct mailing address.

SUMMER ESSENTIALS

IF YOU WANT TO FEEL SAFE AND ENJOY RECREATIONAL ACTIVITIES IN N.Y. STATE THIS SUMMER, YOU NEED:



CSEA at work for child care

ALBANY — Thousands of CSEA members made their contribution to the fight for better child care.

At the request of CSEA statewide Secretary Irene Carr, more than 5,000 CSEA members sent in paper links to be joined to a national chain put together by the Alliance for Better Child Care. The chain was used to show U.S. legislators how concerned people are about getting better child care through legislation.

"I want to thank all the CSEA members who took the time to send in their links," Carr said. "Times are changing, lives are changing and Americans' needs are changing. It's time for the federal government to take responsibility for the care of America's children."

THE CSEA CHAIN in support of federal legislation for better child care filled a hallway in CSEA headquarters, pictured at right. At left, statewide Secretary Irene Carr fills a huge carton with the links. Assisting her is Rose DiNuzzo, associate offset printer machine operator.



Large CSEA delegation among record number at convention

CBTU delegates ok worker protections, affirmative action, South africa bans

CSEA was well represented at the recent 19th convention of the Coalition of Black Trade Unionists (CBTU). A delegation of about 40 CSEA members and staff were among a record number of delegates attending the convention.

Delegates passed resolutions on affirmative action and the Civil Rights Act of 1990, national health care, child care, protection for striking workers, plant closings, census participation, random drug testing, workplace standards, union organizing in the south and sanctions against South Africa and U.S. aid for the victims of apartheid.

AFSCME Secretary-Treasurer William Lucy, CBTU president, told delegates that with the apparent end of the Cold War, America must adopt a new national security policy that is based on economic strength rather than military



PART OF THE large CSEA delegation at the recent CBTU convention.

preservation.

"America cannot compete effectively in a global marketplace unless it trains, educates and employs the core of its future workforce — minority Americans, who will comprise a third of the nation's future workforce," Lucy said.

Key convention speakers included New York City Mayor David Dinkins, United Mine Workers of America President Richard Trumka, Ken Young, executive assistant to AFL-CIO President Lane Kirkland; and *USA Today* editor and columnist Barbara Reynolds.



CSEA IS WORKING TO HEAD OFF plans by the federal government to replace 15 state Division of Military and Naval Affairs (DMNA) air base security guards with Air National Guard security personnel at some DMNA facilities in New York state. In photo above, CSEA Deputy Director of Contract Administration Anthony A. Campione, center, and Assistant Contract Administrator Barbara Skelly, left, brief Congressman Michael R. McNulty of New York's 23rd District and ask his assistance in rescinding the plans. The state DMNA has also appealed to the federal government to halt the planned changes in base security personnel.

CSEA trying to protect civilian state police workers facing layoffs

CSEA is pursuing every avenue possible to protect the rights of two dozen State Police civilian communication specialists targeted for layoff in the state budget.

CSEA is working through the labor/management process in an effort to find alternative employment opportunities for the civilian communication specialists. Union representatives continue to meet with officials in the Governor's Office of Employee Relations to find solutions. Union officials don't think the state's controversial early retirement incentive program will be of any help to the two dozen employees whose positions were specifically ordered eliminated when the state budget was passed recently.

"We're doing everything we can for our members," said CSEA Deputy Director of Contract Administration Anthony A. Campione. "We think it's foolish to have targeted these civilian positions for elimination in the budget. They'll probably have to pull troopers off road patrols to do the vital work these people do."

The two dozen are among about 225 civilian communication specialists who provide sophisticated support services at State Police facilities across the state 24 hours a day, seven days a week. Layoff notices could go out by late August and become effective as early as September or October.



AT YOUR SERVICE

YOUR UNION BENEFITS

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 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 "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.

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 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.

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.

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**.

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.

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, Family Protection Plan, Auto Insurance and Homeowners Insurance. **For more details, call 1-800-366-5273 or (518) 381-1600.**

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 (Hospital admission approval/surgical review)	1-800-992-1213

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.**

Technical retirement benefit questions (i.e., eligibility for service buy-back, transfer of membership), requests for retirement allowance applications, and requests for retirement estimate applications should be directed to the New York State and Local Retirement Systems at **(518) 474-7736**.

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.**

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

CSEA REGIONAL OFFICES

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

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

CENTRAL REGION 5 OFFICE
6595 Kirkville Road
East Syracuse, NY 13057
(315) 433-0050

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

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

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

CSEA STATEWIDE HEADQUARTERS

143 Washington Avenue, Albany, N.Y. 12210
1-800-342-4146 (toll-free) (518) 434-0191

CSEA

and

sefa

STATE EMPLOYEES FEDERATED APPEAL

WE'RE WORKING WITH YOU TO HELP MAKE YOUR COMMUNITY A BETTER PLACE TO LIVE

"CSEA members have always been known for their voluntary contributions to their communities, and giving through SEFA is one more way we can help make our own communities better places to live," CSEA President Joe McDermott said.

McDermott announced that CSEA is endorsing and participating in the 1990 statewide State Employees Federated Appeal (SEFA) campaign to be held this Fall.

SEFA is the annual fundraising drive that CSEA helped form many years ago as a convenient way for state employees to contribute to worthwhile charities and agencies without being solicited by individual agencies in the workplace.

CSEA participation in the 1990 SEFA Campaign will include a top union official as statewide labor co-chair of the campaign, CSEA representatives serving on the dozens of local SEFA campaign committees and, for the first time, CSEA member activists serving as loaned executives to the campaign.

"I urge CSEA members to contribute generously to their favorite charities in their own

communities through SEFA," McDermott said. "When you designate specific charities or agencies you know where your contributions are going and that they are being used in your home area. In this way we're all working together to help our communities."

SEFA pledge and payroll deduction forms will be distributed to state workers at the start of the campaign. McDermott urged CSEA members to specifically designate in box number 10 on the SEFA pledge or payroll deduction form which charities or agencies will share in the individual's contribution.

CSEA Executive Vice President Danny Donohue is serving as labor co-chair of the statewide 1990 SEFA Campaign.

"The people who rely on help from charitable organizations and agencies are counting on us for the funds that make that help available," Donohue said. "The poor, the less fortunate, the needy all benefit when we give generously through SEFA. CSEA members have always reached out to help those in need. I

know they will again."

McDermott has appointed a committee consisting of one regional officer from each of CSEA's six regions to oversee the union's participation in the SEFA Campaign. CSEA officials wishing to serve on any of the dozens of local area SEFA campaigns should contact the appropriate member on CSEA's committee. Committee members are:

- Region I Barbara Allen (516) 234-6262
- Region II Harriet Hart (212) 312-7467
- Region III Rose Marcinkowski (914) 831-4200 Ext. 21
- Region IV Louis Altieri (518) 356-5344
- Region V Maureen Malone (315) 797-6800
- Region VI Tom Warzel (716) 636-2205

And for the first time, CSEA will nominate 15 activist members to serve on the campaign's Loaned Executive Panel. Some of the CSEA members will be assigned to work full time and the remainder will work part time on the SEFA Campaign.

"A lot of people are depending upon us; I know we won't let them down," McDermott said. "Give generously to your favorite charities in your home areas through SEFA."

PLEDGE AND PAYROLL DEDUCTION FOR FEDERATED FUND CONTRIBUTION - SEFA

1. AGENCY CODE (5 digit) 2. LINE NO. (5 digit) 3. FIRST NAME MI. LAST NAME 4. SOC. SECURITY NO. 5. ACCT. F.F.C.

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

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

8. SIGNATURE _____ 9. DATE _____

NO AUDIT & CONTROL KEY PUNCH BELOW THIS LINE

10. If you wish to designate your gift to a particular SEFA Agency, enter the agency number in the appropriate box. If you have not designated a SEFA Agency, check the "NO CONTRIBUTION" box.

CONTRIBUTION TO A PARTICULAR SEFA AGENCY			
AGENCY NUMBER	CONTRIBUTION	TOTAL ANNUAL \$	
		X26	
		X26	
		X26	
		X26	

11. DESIGNATED CAMPAIGN AREA (SEE BACK OF FORM)

Optional: Employee Union Affiliation

TOTAL PLEDGE (Must be filled in) \$ _____

TOTAL PLEDGE (Must be filled in) \$ _____

Tear off only from Part One

RECEIPT - SEFA 19 _____
SOLICITOR _____
For Agency Use Only

PAYROLL DEDUCTION (Must complete nos. 1-9; optional 10 & 11)
Deduction Per Check \$ _____

NOTE !! IMPORTANT
No matter what county you work in, you may send your contribution to SEFA organizations in the campaign area of your choice by placing the appropriate Federated Fund Code in box 11 below. Please consult the "List of SEFA Campaign Areas" on the back of this form.

TO BE SURE WHERE YOUR CONTRIBUTION GOES, DESIGNATE THE CHARITIES OF YOUR CHOICE HERE

LIST YOUR HOME AREA CAMPAIGN HERE

"I urge CSEA members to contribute generously to their favorite charities in their own communities through SEFA."
—CSEA President Joe McDermott