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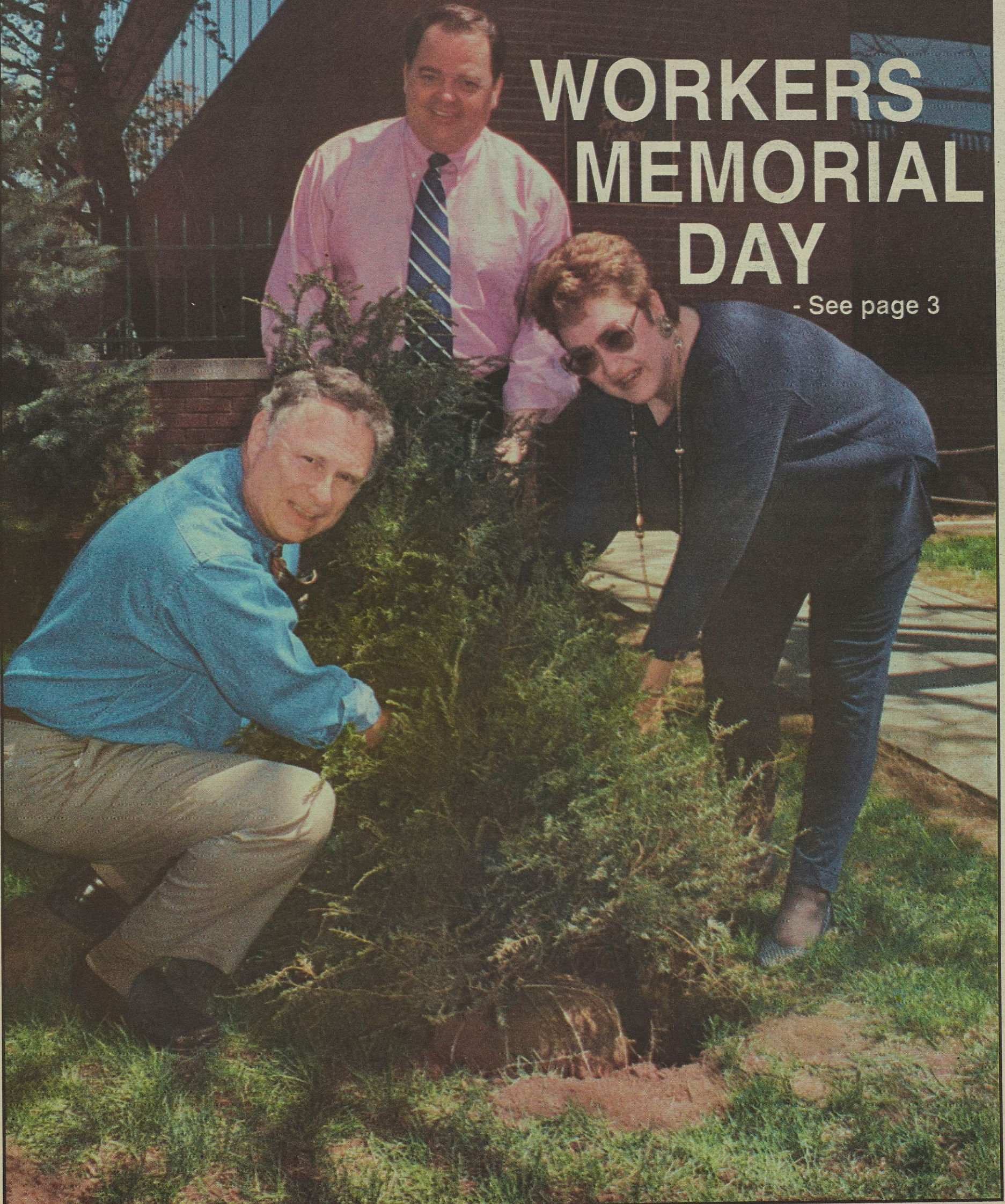
STATE GOVERNMENT NEWS PAGES 6,7,12

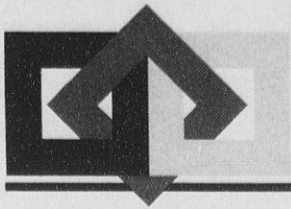
GENERAL NEWS PAGES 8-11

LOCAL GOVERNMENT NEWS PAGES 13-15

WORKERS MEMORIAL DAY

- See page 3





State Government News Pages 6, 7, 12

Start planning early for your retirement: **Page 6**

A victory for court reporters across the state: **Page 7**

Health Benefits: **Page 12**

General News Pages 8-11

Drug testing in the workplace: **Page 10**

COLA Lobby Day coverage: **Page 11**

Members across the state bring daughters to work: **Page 9**

Local Government News Pages 13-15

Stress takes its toll on workers: **Page 13**

Officials wasted time and money: **Page 15**

School District News: **Page 14**

**SPECIAL SECTION:
MEMBER SERVICES SUPPLEMENT**

"Maybe 90 percent of CSEA members never have a problem that the union needs to fix, but we still have a lot to offer them, whether it's an education program or safety and health protection or getting

them the best possible prescription drug and medical coverage — things that too often get taken for granted."

—Communications Associate
Daniel X. Campbell

The end of an era: CSEA President Joe McDermott winding up spectacular career.



Story and photos on Pages 4 and 5. ➤

Deceased co-workers were remembered in Workers Memorial Day ceremonies across the state.



Page 3 ➤



← CSEA wins members jobs they deserve. ➤



➤ Mortgage plan helps another member keep his house.



HOW CAN CSEA HELP ME?

A Reference Guide To CSEA Member Services & Benefits

THE PUBLIC Sector

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The Civil Service Employees
Association, Inc. Local 1000, AFSCME,
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We Remember

Workers Memorial Day 1994

Bagpipes, solemn words, shared memories and promises to fight for the living were heard throughout the state in observance of "Workers Memorial Day" on April 28.

In ceremonies at CSEA statewide headquarters in Albany, CSEA statewide officers placed a bronze plaque on an outside wall and planted an evergreen tree in memory of members who have lost their lives on the job.

For CSEA members on Long Island, the ceremonies began in Mineola with an event co-chaired by CSEA Nassau Local 830 President Rita Wallace.

Wallace vowed to continue to fight for the living by enforcing occupational safety and health laws.

"We need to enforce and expand on any and all laws which protect our members' lives and health," she said.

Wallace then joined other dignitaries in lighting the workers memorial "eternal flame," which is mounted on a monument dedicated by the county.

That night, CSEA joined other unions at the Workers Memorial Day Ceremony hosted by the International Brotherhood of Electrical Workers (IBEW) in Hauppauge. The service included a single candle lit for each union member who died in the past year.

"The best ceremony will be when no candles need to be lit and we are there only to celebrate the fact that no one has died," CSEA Long Island Region President Nick LaMorte said.

In Rochester, CSEA activist Florence Tripi introduced the Workers Memorial Day program sponsored by the Rochester Labor Council.

"The meaning of union is that we are a family of labor," Tripi said. "When anyone is hurt or killed, we all feel that loss as if it were a member of our own family."

CSEA Schuyler County Local 849 President Sue Brill and Local 849 First Vice President Lorie Oswald also addressed the crowd. Four of their co-workers were gunned down on the job in 1992.

In Westchester County, CSEA Southern Region President Maryjane MacNair and other CSEA officials spoke at a ceremony marking Workers Memorial Day. MacNair spoke of CSEA's concerns for the health and safety of its members and the general public in and around public facilities.



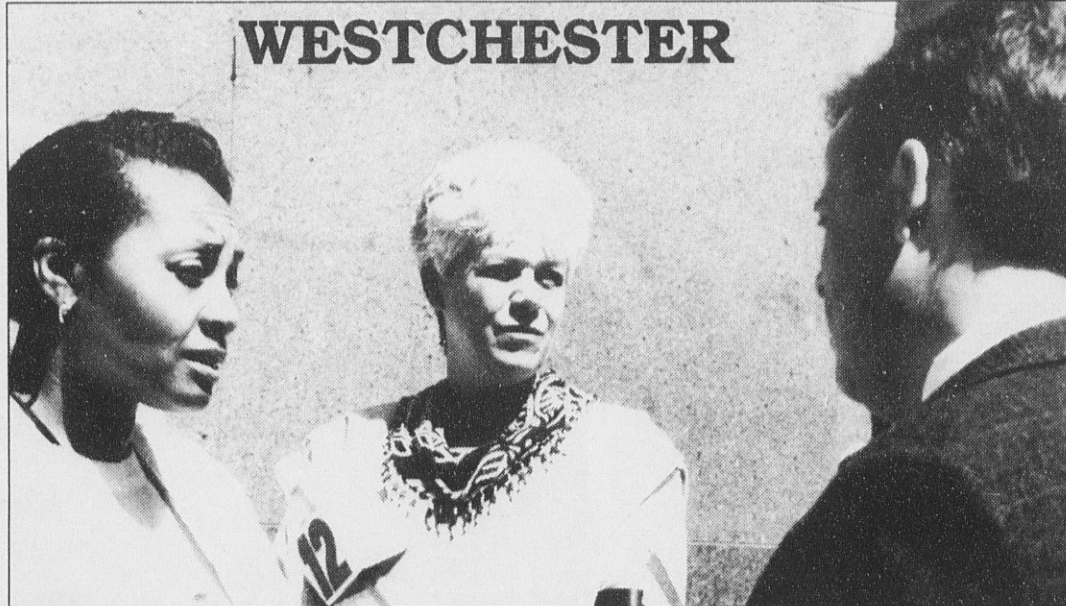
MEMORIES OF DECEASED CO-WORKERS seem to be etched in the expressions of these three CSEA officials during a solemn moment in the Workers Memorial Day ceremonies sponsored by the Rochester Labor Council. From left are Lorie Oswald, vice president of CSEA Schuyler County Local 849; Local 849 President Sue Brill; and Florence Tripi, president of the CSEA Monroe County Unit. Tripi is also CSEA Western Region first vice president and Monroe County representative on CSEA's statewide Board of Directors.

LONG ISLAND



CSEA NASSAU COUNTY LOCAL 830 President Rita Wallace addresses the crowd attending the Workers Memorial Day ceremony in Mineola. The eternal flame workers memorial is visible behind the podium.

WESTCHESTER



WESTCHESTER COUNTY UNIT PRESIDENT Cheryl Melton, left, is interviewed by a local cable TV reporter on Workers Memorial Day. Looking on, center, is CSEA Southern Region President Maryjane MacNair. Melton said safety is a primary concern for Westchester County employees who work in the Department of Social Services, where CSEA says security is lax.

Health and safety publications available from CSEA's Safety & Health Department

Every April 28, Workers Memorial Day, we pause to remember workers who have died or been seriously injured on the job. But at CSEA, the health and safety of our members is an every day concern. Our efforts to improve working conditions are continuous and unending.

CSEA's Occupational Safety & Health Department offers a wide variety of health and safety publications that are useful to union officers and members alike. The booklets, pamphlets and publications are informative and easy to understand.

For a full listing of these health and safety publications, and order forms, consult the CSEA Publications Order booklet available from your CSEA region office.

ON PAGE 1 - CSEA President Joe McDermott, CSEA Executive Vice President Danny Donohue and CSEA Statewide Secretary Candy Saxon plant a tree outside CSEA headquarters in Albany on Workers Memorial Day.

*A message from CSEA President Joe McDermott***The pursuit of excellence**

The first thing I did on my first day on the job in 1957 was to join the union. Little did I realize that day that I would be signing myself into a new career as a CSEA activist. And how surprised I would have been if someone had told me then that 37 years later I would be retiring after serving two terms as president of the largest — and best — public employee union in New York state.

So it's time for me to say goodbye.

It's also time to look back and share with you my thoughts on CSEA yesterday, today and tomorrow.

The past three decades have been a time of rapid change for CSEA. We went from being a social organization to becoming a powerful labor union; from an "independent association" into the largest affiliate of the

American Federation of State, County and Municipal Employees (AFSCME); and from an outsider into an influential insider in the house of labor.

The change did not come easily, and at times was tempestuous, but we were able to weather the storm. I can proudly tell you that CSEA is better prepared for the future today than at any time ever in our 84-year history.

This did not happen simply because I was on the job but it did occur because our statewide board of directors and our CSEA staff worked together and committed themselves to excellence.

It was in pursuit of excellence that we expanded our political influence during the past six years beyond Albany and into our counties, cities, towns, villages and school districts.

And for the first time in more than a decade we also won access to the White House.

It was in pursuit of excellence that we went to court and stopped both the governor and the state Legislature from raiding our pension fund.

It was in pursuit of excellence that we continued to fight for safer and healthier workplaces 24 hours a day seven days a week and not just when tragedy struck.

It was in the pursuit of excellence that we were able to hold increases in the New York State Health Plan to under 5 percent each year.

It was in pursuit of excellence that we launched an innovative media campaign aimed at stopping the contracting out of public services by asking the public and our elected officials to give privateers the hook.

It was in pursuit of excellence that we won Agency Shop for local government.

It was in the pursuit of excellence that we joined with other unions, human services agencies and church groups to establish the Fiscal Policy Institute as a "think tank" to combat the influence of selfish business interests.

It was in pursuit of excellence that we introduced our staff to the concept of accountability and "customer service."

I now look forward to a smooth transition to a new administration while on July 1, 1994, I will again put my signature on another membership card: to join the CSEA retiree division.





Lt. Gov. Stan Lundine chats with Joe

End of an era

CSEA President Joe McDermott winding up spectacular career

CSEA's 22nd president will finish off a hugely successful labor union career spanning 37 years when he retires as president on June 30.

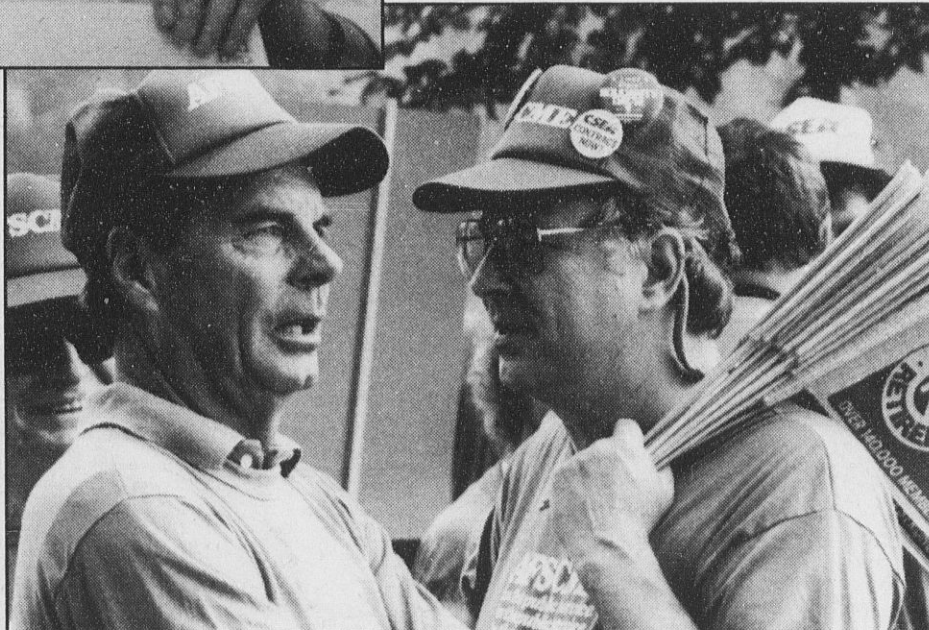
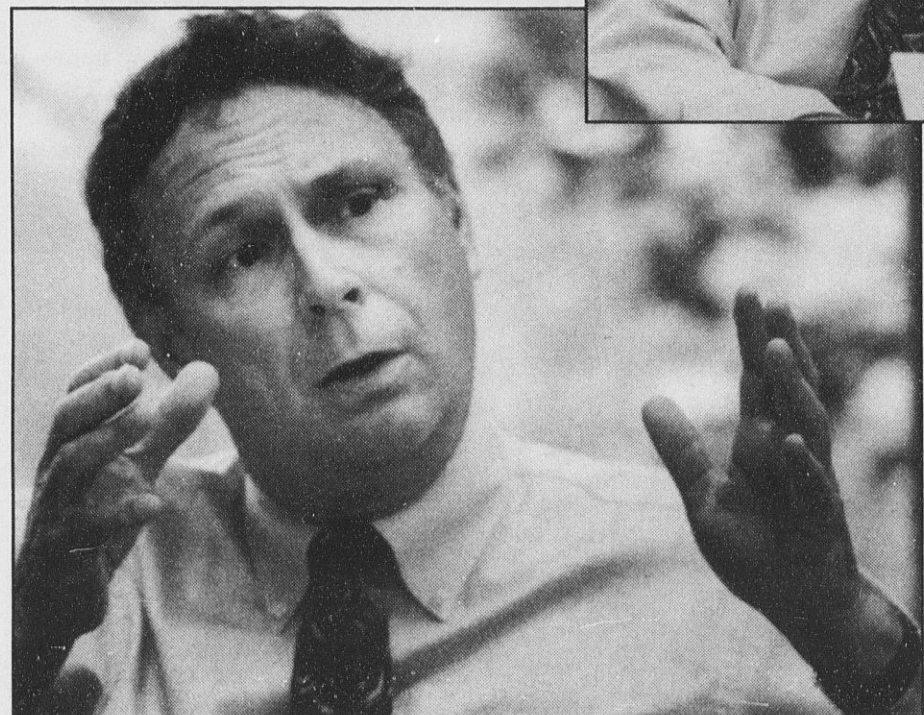
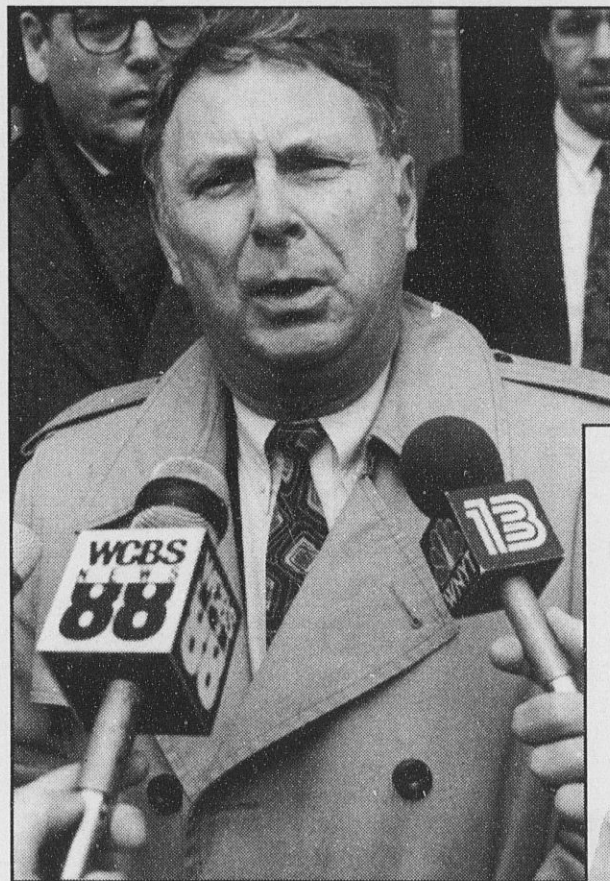
Joe McDermott joined CSEA the first day he came to work as a grade 3 clerk for New York State in 1957. Decades of union activity culminated in his election as CSEA president in 1988. He was re-elected in 1991 but did not seek re-election this year and will leave office when a new president takes the reins on July 1.

Prior to winning the presidency, Joe served as CSEA executive vice president for six years. He also served five terms as CSEA Capital Region president and five years as president of CSEA Department of Transportation Local 687. He was also a member of several CSEA negotiating teams and numerous union committees.

Joe is the senior CSEA member on AFSCME's International Executive Board, serving as an AFSCME International vice president since 1980.



Joe with President Bill Clinton



Discussing strategy with AFSCME President Gerald W. McEntee

Get pre-retirement assistance from DIRECTIONS, CHOICES

If you are within five years of retirement, you've probably spent hours thinking about your retirement. The allure of a more carefree life with less structure and the option to do "what you want when you want" is powerful. Regrettably, many people do little more than daydream when it comes to preparing for retirement.

Fortunately, CSEA members who work for state government have a valuable resource for pre-retirement planning. They can attend a DIRECTIONS or a CHOICES pre-retirement education program. The programs are conducted by the state Office for the Aging with joint labor-management funding. Since 1986, thousands of CSEA members - often with their spouses - have attended these programs across the state.

DIRECTIONS is a two-day comprehensive pre-retirement planning seminar for those who are three to five years away from retirement. It includes presentations on

Social Security, NYS pension, NYS retirees health insurance, financial planning and other areas that need to be considered.

The CHOICES program is a one-day retirement benefits information session that focuses exclusively on three key retirement benefit areas for those who are within 18 months of retirement.

Ideally, a person would come to DIRECTIONS when they are three to five years away from retirement and come back for CHOICES when they are within 18 months of retiring for an update.

Programs are scheduled through next March. Registrations for the fall and winter programs in Long Island, New York City, Syracuse and Albany are still open. There is no registration fee and release time can be granted.

If you are interested in attending a DIRECTIONS or CHOICES pre-retirement program, contact your agency's personnel and/or training office for more information.

**Start
planning
early**

Local 413 welcomes MHTAs to staff

WARD'S ISLAND — Manhattan Psychiatric Center CSEA Local 413 President Mohamed Hussain welcomed a new class of 25 Mental Hygiene Therapy Aides (MHTA's) to the hospital staff and to union membership.

During a period of cutbacks, Hussain praised an agreement between CSEA and the NYS Office of Mental Health (OMH) that will maintain ward staffing levels, rather than losing staff by attrition. "These new MHTA's represent a commitment to keep up levels of patient care and safety on the wards," Hussain said.

According to Labor Relations Specialist

Bart Brier, the number of mental patients at Manhattan Psychiatric Center has been increasing. "By obtaining an agreement on staffing levels for each ward, CSEA has prevented the loss of up to 100 therapy aides," Brier said.

"At a time when the mental health system is being downsized, CSEA Local 413 continues to be concerned that enough staff will be on the wards," Hussain said. He expressed appreciation to Bruce Feig, Deputy OMH Commissioner for his work in finalizing the staffing agreement.

— Lilly Gioia



Local 413 President Mohamed Hussain welcomes new class of therapy aides aboard at Manhattan Psychiatric Center...



CSEA LOCAL 334 PRESIDENT Sharon Carraway says she hopes CPR training can be expanded to more members. She is flanked by OCA's Russ Oechsle, left, and CPR trainer Todd Hulbert.

Judiciary Local 334 hopes to expand CPR training

BINGHAMTON — CSEA Judiciary Local 334 and the administration of the 6th Judicial District recently co-sponsored a joint training and certification initiative in CPR for Office of Court Administration (OCA) employees in Broome and Tioga counties.

"I hope the landmark cooperative initiative taken by labor and management in the 6th District can be expanded to the other districts in Local 334 to produce similar beneficial educational programs for OCA members," Local 334 President Sharon Carraway said.

"It was especially rewarding to see the employee interest in the program and the willingness of CSEA Local 334 to participate in the program's success," OCA Executive Assistant Russ Oechsle said.

Local 334 First Vice President Maryann Waffle and Mike Husar, chief clerk of Supreme and County Courts, handled many of the arrangements.

LEAP application deadline June 14

Applications for Fall 1994 LEAP courses must be received in the CSEA/LEAP office by June 14. Applications received after June 14 will not be accepted.

The Labor Education Action Program (LEAP) catalogs and application forms were distributed in early May to state agency personnel and training offices.

Applications should be sent to:

**CSEA/Leap Office
1 Lear Jet Lane, Suite 3
Latham, NY 12110**

**Applications may also be faxed to
(518) 785-4854**

The LEAP tuition voucher program is available to CSEA-represented state employees in the ASU, OSU, ISU and DMNA bargaining units.

If you have questions about the LEAP program, call the LEAPLINE at 1-800-253-4332.

CSEA fights electronic recording in courts

Court reporters across the state have won a battle in the war against electronic recording in the courts.

Thanks to extensive lobbying and a CSEA report supporting court reporters, a proposed five-year extension for experimental electronic recording in some courtrooms was limited to one year. The experiments are taking place in surrogate courts and the court of claims.

CSEA Judicial Local 330 President Warren Simonoff said

many oppose electronic recordings because they are unreliable, inaccurate and sometimes inaudible.

"The supreme court justice association voted in favor of court reporters," he said.

At a joint Senate and Assembly Judiciary Committee hearing in 1993, witnesses including judges, the Legal Aid Society, lawyers, labor leaders and an audio expert overwhelmingly supported court reporters over electronic

recording.

"If these services are contracted out, the critical chain of custody is broken and the integrity of the record is at risk," said Simonoff, a court reporter for 30 years.

Court reporters also have the ability to do "real-time" translation for the hearing impaired. That means the hearing-impaired person can read the transcript, exactly as the words are said, at the same time it is typed.

"Real-time translations and an OCA directive that all new court reporters become computer-efficient by using computer aided transcription (CAT), have led to New York's official court reporters spending more than \$14 million of their own money on this sophisticated equipment," said Simonoff, who has spent about \$15,000 on his equipment.

"We want to hone our skills



CSEA Judicial Local 330 President Warren Simonoff

and be on the cutting edge of our profession. We take pride in our work and want to make the process as easy and credible for all involved," he said.

When he provided real-time translation for a hearing-impaired witness, the judge read his

thanks into the record.

Court reporting is not exclusive to the courtroom. Court reporters provided closed-captioning during Desert Storm on the news channel.

"Sony is baloney when it comes to court reporting," Simonoff said.

— Sheryl C. Jenks

DFY workers protest dangerous conditions

HIGHLAND — CSEA protests over dangerous working conditions at the Highland Division For Youth (DFY) facility resulted in a commitment from DFY to address facility safety and health problems statewide.

Client assaults on staff and understaffed conditions have long been a concern for CSEA members in DFY. But the situation came to a head recently when two members were attacked at Highland.

One of the hospitalized employees suffered a fractured collarbone after being hit with a



CSEA Member Mariann Casucci was seriously injured by a client.

telephone; another was beaten by 18 teenagers at the facility, CSEA Local 550 President Richard Granger said.

Employees say they are worried not only for the safety of staff and facility residents, but also for that of residents of the surrounding area.

"This is a potentially explosive situation that must be resolved," CSEA Southern Region President Maryjane

MacNair said. "We have employees who fear for their lives every time they go to work."

— Anita Manley



CSEA Sullivan Correctional Facility Local 180 President Isabel Cohen, center, with co-workers Dick Delush, left, and Edwin Dolby.

Training means an end to contracting out

WOODBOURNE — Correctional facilities in the Hudson Valley will no longer need the services of expensive outside contractors to repair refrigeration components.

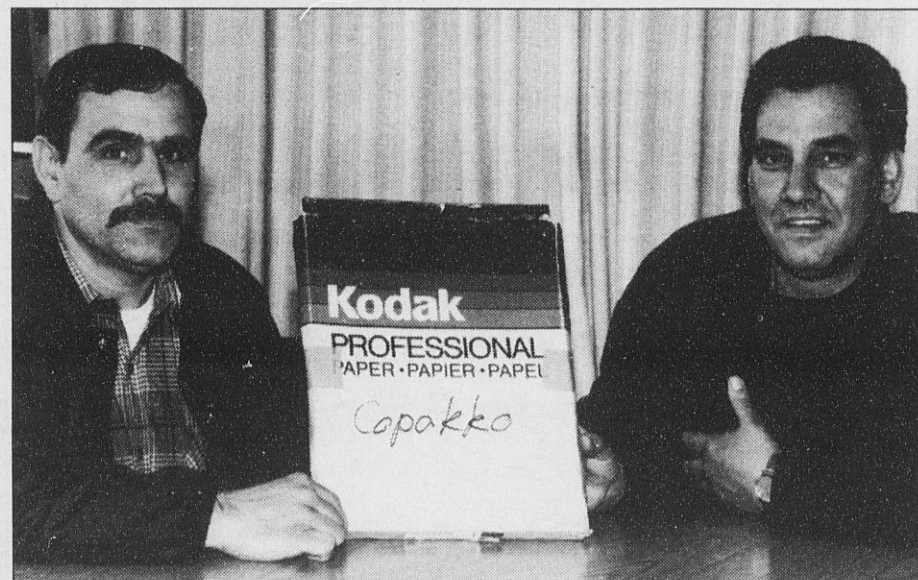
Thanks to CSEA, 30 correctional employees took a refrigeration mechanics training course held at Sullivan Correctional Facility. The apprenticeship program, paid for with a grant administered through the CSEA Labor

Education Action Program (LEAP), provides state operational employees with instruction in skilled trades.

Employees appreciate the opportunity.

"Every bit of knowledge helps," said Robert Martinez, a general mechanic who works at Camp Beacon. "We just got a new refrigerator at the camp and this course will help me out."

— Anita Manley



CSEA DOT LOCAL 507 MEMBERS Joe Monteferrante and Terence O'Connor with box of valuable artwork.

Local 507 members return valuable art

HAWTHORNE — Two Department of Transportation employees improved diplomatic relations with a Russian artist who lost valuable art work on a Westchester County highway.

Mihail Chemiakin and his assistant, Sarah DeKay, were driving on the Saw Mill Parkway to an art gallery in Soho when DeKay realized her trunk was open. She stopped and closed it. Later she realized about \$90,000 worth of the artist's paintings had fallen out, probably somewhere in Westchester County.

Although DeKay called the county police and the DOT barn in the area to see if the paintings had turned up, she didn't leave a phone number. When CSEA DOT Local 507

members Joe Monteferrante and Terence O'Connor found the package, they couldn't return it. Finally, a newspaper article about Chemiakin enabled them to return the artwork.

They were lucky the paintings were not destroyed, Highway Maintenance Supervisor and Local 507 member Mike Raguseo said. The box had been run over and just a few hours after the workers found the package, it rained for two days.

Chemiakin's paintings are on display in museums around the world including the Musee d'Art Moderne in Paris and the Russian Museum in St. Petersburg. Thanks to two CSEA members, the entire collection is intact.

— Anita Manley



CSEA MEMBER Helena Stone dressed as Winnie the Pooh to teach bus safety.

Pooh Bear teaches bus safety, courtesy

Pooh Bear is hard at work teaching safety to the children in Middle Country schools. CSEA Middle Country School District Unit President Helena Stone, a bus driver in the district for 15 years, thought of using Winnie the Pooh to teach safety and courtesy.

Stone and co-worker Anne McNally take turns donning the costume, made by the sister of another bus driver, to become Pooh Bear. "Bus Safety With Pooh Bear" includes an animated film.

Pooh Bear teaches the children important safety tips such as where to cross while the bus waits and how to be a courteous passenger.

"It's learning combined with fun," Stone said. "The children really like it, and they learn a lot."

Stone said Pooh Bear augments the district's five-year-old safety program.

The safety curriculum follows the children

through the eighth grade, and includes such information as how to turn off the bus engine, use the emergency brake, call for help on the C.B. radio and assist each other in a crisis.

The drivers say the children have more respect for them and the difficult job they do.

"We see fewer cases of vandalism," Stone said. "There is more cooperation, respect and safety on the buses."

Although Stone and McNally volunteered for the safety program for many years, the district recently recognized the program officially and is compensating the women for their time.

Other CSEA members involved in the district's safety program are: Mary Weidt, Peggy Venter, Barbara Rauch, Karen Beck and Nancy O'Brien.

— Sheryl C. Jenks

Metropolitan Region is top PEOPLE area seventh straight year

NEW YORK — For the seventh consecutive year, CSEA Metropolitan Region members have won the "PEOPLE Challenge Contest."

CSEA Metropolitan Region President George Boncoraglio accepted the award trophy from Metropolitan Region PEOPLE Chairperson Pat Metzger.

"We've had to face the toughest economic downturn in decades," Boncoraglio said. "But the fact that the Metropolitan Region is the smallest region numerically, but has the biggest heart, says a lot about our members."

"Our region members understand that we can't just fight here in New York state, but issues like health care reform, striker replacement legislation and the Violence Against Women Act must be passed in Washington. So they give and continue to give to the PEOPLE campaign."

Boncoraglio praised Metzger for her tireless work signing up new contributors to the PEOPLE effort. A member of New York State Tax and Finance Department Local

460, Metzger "believes in the power of political action. She donates countless hours of her time to make the PEOPLE program a huge success in New York City," Boncoraglio said.

—Lilly Gioia

Carol Ann Ford named Yonkers SD Civil Service Employee of Year

YONKERS — Carol Ann Ford has been named the Civil Service Employee of the Year by the Yonkers School District and the Southern Westchester Soroptimist Club.

An 11-year employee, Ford started in the Yonkers School District as a special education teacher aide and in the junior high school office. Later, she became a senior typist and for the last seven years has worked as a secretary to the principal of School 13.

Ford enjoys working with elementary school students.

"Young kids are a lot of fun," she said. "You're almost like a mother. You listen and they tell you all their problems."

The students feel close to Ford also. She recalled an

incident when one youngster who had been transferred to another school kept coming into her office to hug her.

"Things like that make it all worthwhile," she said.

There are more than 700 children in School 13 and Ford said most are from low income families.

"They have a lot of needs," she said. "Sometimes just a hug and smile is all they need."

In addition to commanding the "nerve center" of School 13, Ford helps train clerical staff and teacher aides and promotes the school's career and civic magnet program.

A resident of Yonkers, Ford is married and has four children.

— Anita Manley



CSEA MEMBER Carol Ann Ford, Civil Service Employee of the Year

Jellybean Junction day care center opens at Buffalo PC

BUFFALO — A new day care center, Jellybean Junction, has opened on the Buffalo Psychiatric Center (BPC) campus for children of BPC employees and others.

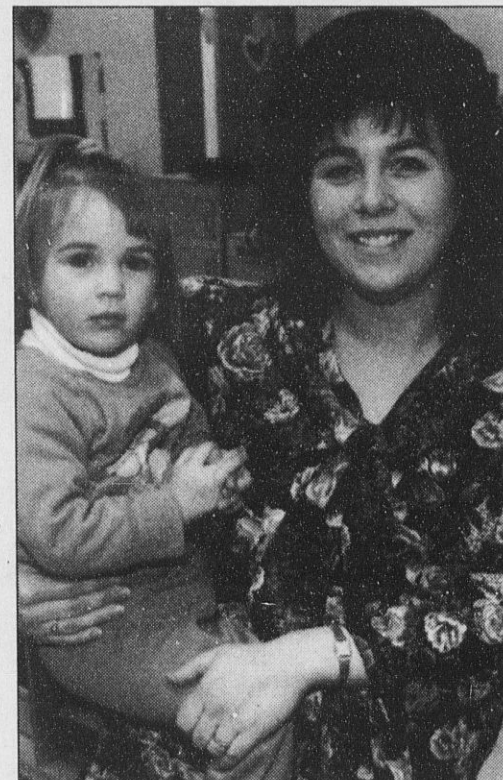
"We really love it," said Denise Goldbach, whose two-year-old daughter, Samantha, attends.

Jellybean Junction provides care for infants six weeks to 18 months, toddlers 18 months to three years and pre-school children three to five years old.

CSEA Local 403 President Joseph Polito serves on the center's board of directors.

Tuition is based on a sliding fee schedule. Interested parents should call the director at 716-885-0465 for a more exact fee assessment before filing an application.

— Ron Wofford



CSEA BUFFALO PSYCHIATRIC CENTER Local 403 member Denise Goldbach and daughter, Samantha, enjoy the new day care center.

CSEA gives you the services you deserve!

CSEA is on the front lines every day fighting for the members, making sure they get the best treatment possible on the job — you can see that in the way the union rallied

to save jobs in a school district in the Capital Region — and the best benefits possible — see the story on the leave donation program that has helped a critically ill member.

And don't forget all the union offers when you're on your own time — like the program that helped one CSEA member re-finance his home. You can see a whole list of those

services and benefits on the back cover of this supplement. Check it out. And remember, CSEA is here providing the services and benefits you deserve!

Communicating is his specialty

There are some people who believe a bullhorn is a dangerous weapon in the hands of CSEA Communications Associate Daniel X. Campbell.

Few public officials who have been on the receiving end of his harangues during CSEA informational picketing would argue.

Whether he's leading a demonstration, confronting public officials or presenting the union's point of view to the news media, Campbell is passionate about getting CSEA members a fair shake.

"I have a job to do, and I recognize that some people won't like what I have to say and do, but some people will," he said. "Practically every public official I've encountered understands that what's being vented on them is an honest reflection of employees' frustration at how they're being mismanaged and mistreated."

Through more than 20 years as a CSEA communications associate Campbell has effectively kept the union in high profile. Campbell is always working on ideas to promote CSEA and get union actions and issues into the news.

He maintains regular contact with a broad network of television, radio and newspaper reporters and editors, a network that helps him get information out at a moment's notice.

His wide knowledge covers CSEA, local politics and personalities in an area stretching from the Canadian border to the mid-Hudson Valley. That makes him a resource that reporters and CSEA officials know they can depend on, any time of day or night, for insight or comments about even the most local matters.

One of Campbell's distinguishing characteristics is his willingness to throw himself right into the middle of a fight if it will help get his job done.



CSEA Communications Associate Daniel X. Campbell

Campbell pulls no punches and makes no apologies when there is a point to be made. When one city mayor recently continued efforts to privatize the city's water system despite a detailed CSEA plan to improve service with public employees, Campbell was prominently quoted suggesting the city should privatize the office of mayor to get a real professional into the job.

Another recent example of Campbell's "hands-on" activism was his leading role in CSEA efforts to save the jobs of special education teachers aides in the North Colonie School District (see story inside). Working closely with local activists and

other CSEA staff, Campbell kept attention focused on the value of the employees and the district's ill-conceived plan to replace them with higher paid college student interns. He successfully helped get the point across to the public which approved a CSEA-sponsored referendum to retain the union members.

"A situation like North Colonie is very gratifying," Campbell said. "It was like a lot of other situations I've seen where CSEA can help members really come together to fight for their rights and what they believe in. The key to the success is the commitment of the people involved."

He also pointed out that a situation like North Colonie demonstrates the value of CSEA membership.

"This is a unit of 38 people that needed legal assistance, help from Communications, Organizing, Political Action and of course the Print Shop, and they needed the ability to reach out to other organizations in the community," he said. "There isn't another union anywhere, that I know of, that can deliver so many different services."

It's for that reason that Campbell gives high priority to organizing CSEA Information Days.

"People need to see the wide range of services CSEA provides for them," he said. "Maybe 90 percent of CSEA members never have a problem that the union needs to fix, but we still have a lot to offer them, whether it's an education program or safety and health protection or getting them the best possible prescription drug and medical coverage — things that too often get taken for granted."

"No one should say 'no one ever told me about this benefit or that service,'" Campbell said. "We have a vast number of advantages available to all our members."

—Stephen A. Madarasz



CSEA member Anibal Ayra outside his home.

Mortgage plan helps member keep his home

WEST BABYLON — When Anibal Ayra purchased his home in 1981 he never dreamed he would be in fear of losing it 10 years later.

Ayra, an agency services representative for the Department of Labor Community Services, said he got into debt with his credit cards and was desperate to refinance so he could pay off his bills.

"I used up my last \$1,300 to try to refinance. I tried four or five places and between the application fees, appraisals and everything, I used up my money but still had no one who would refinance for me," Ayra said.

A member of CSEA State Employees Local 016, he turned to his union for help.

"I spoke to my CSEA Unit president, Anne Kugler, and she suggested the union home

mortgage plan, so I called right away," Ayra said.

Within a short time, the mortgage company approved Ayra's refinancing through the AFSCME Advantage Union Members Mortgage and Real Estate Program.

"This union program really saved me," Ayra said. "You think you only

'You think you only read about this type of success story but it really happened for me because of my union'

— Sheryl C. Jenks

Member wins election with CSEA backing

BEACON — Barbara DeSimone said she could no longer sit back, so she stood up — and was elected to the Beacon Board of Education.

She's familiar with activism. DeSimone is president of CSEA Downstate Correctional Facility Local 155 and has been a union activist for years. So when she thought something needed to be done in the school district, running for office was a natural.

"Taxes were going up and they kept cutting programs and I couldn't take it any more," she said.

"When you get into it, you get bitten by the bug. It was time to get involved. When I went to the board meetings, I didn't like the way they treated people. I

didn't like the way they were bashing the teachers," she said. "The kids are left holding the bag."

She got the idea to run from Pat Mascioli, the late CSEA Southern Region president, who had run for school boards with union backing.

DeSimone decided it was time for her to run for office, and she got CSEA's help.

"I was delighted with the support I got from the union," she said. "They made posters, signs, took pictures, did up letters of endorsement and paid for the postage. The Political Action Committee copied fliers for me and faxed press

releases."

Although she and her two running mates were working on a deadline, "CSEA worked overnight to get the mailings and the fliers out," DeSimone said.

With the union's support, she did more than win an election. DeSimone and her running mates unseated long-time incumbents.

DeSimone's goals? "To make education for the children a top priority at a cost affordable to taxpayers; to make the board more accessible by improving the community and board relationship and to make the Beacon School District a good quality school district."

— Anita Manley CSEA member Barbara DeSimone



Union saves jobs for new members

LATHAM — "WE WON, the teacher aides won, I can't believe it, WE WON!"

That was the scream and cry of joy that filled the North Colonie School Board meeting room at 9:47 p.m. May 4. A bevy of teacher aides and their supporters dashed down

the long school corridors screaming the news of victory to waiting friends and roaring the news into phone receivers: "WE WON!"

A short, intense 44-day battle pitted a David of 38 recently unionized Special Education Teacher Aides and Computer Room Aides Unit members against the Goliath of an established school administration and an influential board of education.

The battle ended with the aides pulling 2,107 taxpayer votes for a referendum to continue the employment of 29 aides facing layoff; only 1,865 votes were cast against the referendum. If the referendum had been voted down, the laid off aides would have been replaced with more expensive but less experienced student interns from Russell Sage College.

"I'm delighted, I can't

believe that we did it, that the voters listened to us and supported us," a tired but elated Linda Mancuso told the press.

"Now we have to thank everybody involved, tell the aides that their jobs are safe and thank CSEA for the support. We did it, but we couldn't have done it without CSEA support."

After waging an intense battle, the energetic union leader was already anticipating the work that will have to be done to make the victory permanent.

While the board was happy that its budget had passed, as well as another proposal to increase the computerization of the classrooms, it viewed the aides' unexpected win as an opportunity for additional enrichment where the aides could work together with those interns who will be needed based on the evaluations of the Individual Education Plans for the 420 special education students.

CSEA pointed out that it does not object to the use of interns where needed, but not as union busters to break a new bargaining unit.

— Daniel X. Campbell

CSEA wins members the jobs they deserve

Chuck McMillon got a promotion, Dawn Stock went from part time to full time, and they're both happy they have CSEA working for them.

McMillon of CSEA Wayne County Local 859 was denied a promotion to cook from food service helper until he turned to his union for help, and Stock of CSEA Steuben County Local 51 was passed over for a full-time county job even though she had seniority over the chosen worker, until CSEA went to bat for her.

McMillon's application had been denied three times for promotion because of the most archaic of reasons — his wife also was a food service helper at the county home and infirmary, and he might be required to supervise her if he was a cook, which is prohibited under county laws or regulations.

"With CSEA assistance, I won it at the third step of the grievance," McMillon said. "And now I cook breakfast and lunch daily for 179 residents here at the home and about 170 inmates and 80 to 90 Meals on

Wheels lunches.

"For a long time, I was never in the union, but when mandatory agency shop came along, I joined," he said.

"Needless to say, I now see the great value of unionism, and I am considering becoming a steward."

Stock was working as a part-time aide at the county infirmary when she filled out an application for a full-time laborer's position with county Department of Public Works. She later learned that a fellow part-time employee at the infirmary who had less seniority than she did had received the appointment.

"The union was with me all the way," Stock said. "It

seemed very clear that I had the seniority, but the county said I had not filled out the application correctly."

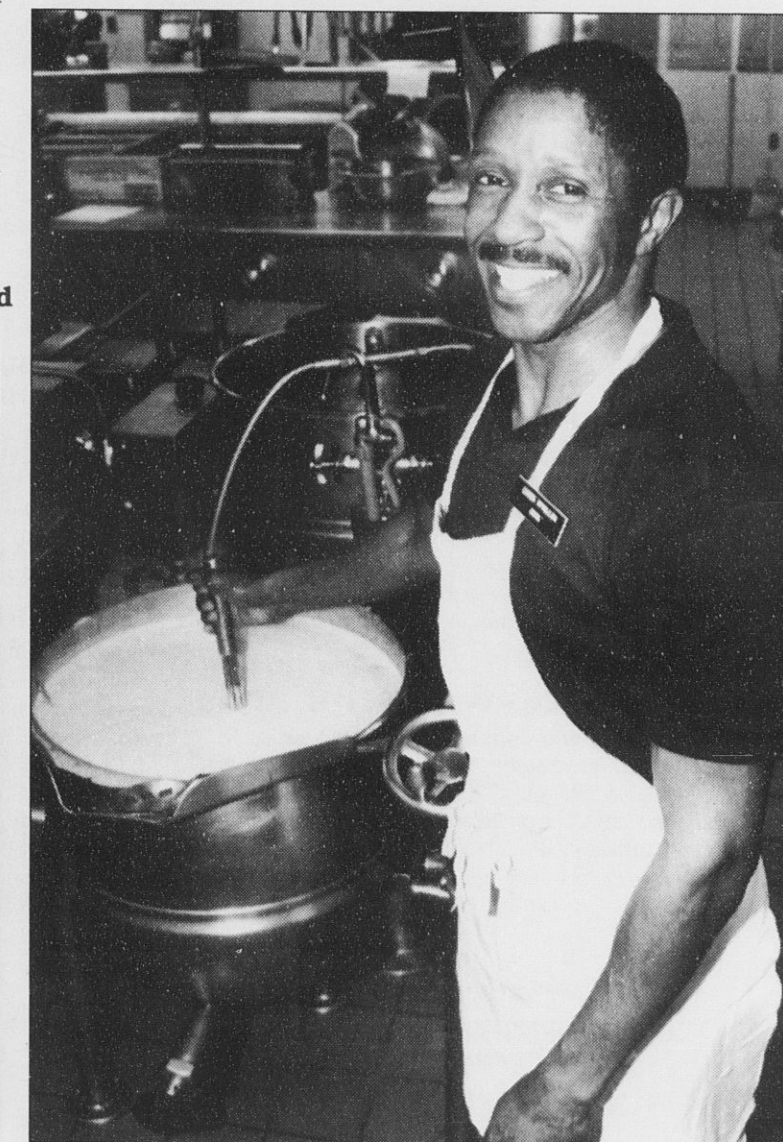
CSEA proved the county was not correct in their assessment and an arbitrator agreed, ordering that Stock be appointed to the position with back pay. She was most recently working at the county's landfill for the DPW.

"It's great to know you have a strong union working for you when you really need it," Stock said.

— Ron Wofford



CSEA member Dawn Stock has a full-time job in Steuben County, thanks to CSEA's efforts.



CSEA member Chuck McMillon was promoted to cook after CSEA took up his cause.

Member says thanks for leave donations

GOSHEN — Joseph T. Reynolds never thought it would apply to him, but the leave donation program has helped him greatly since he learned he had cancer.

A member of CSEA Mid-Hudson Psychiatric Center Local 448, Reynolds wrote a letter to *The Public Sector* to thank all those Office of Mental Health employees who donated leave time to him. He quickly used up his own leave while undergoing cancer treatment.

"During my last hospital admission I was informed of my eligibility for this program and that leave donations had already been made to help me prolong my full-time pay status," Reynolds said. "I am so grateful and fortunate to be a recipient of the donated accruals. It is a wonderful program."

CSEA negotiated the "wonderful program" with the state to allow employees to donate unused vacation leave to co-workers who have used up their leave due to critical illness. Both the donors and the recipients must meet certain requirements, but the bottom line is, the people who need it have the opportunity to receive the gift of time from their co-workers.

CSEA has also negotiated sick leave banks in many local government units.

How Can CSEA Help Me?

A Reference Guide To CSEA Member Services & Benefits

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

Press **O** plus the extension number you want at any time.

With a rotary phone, an operator will come on the line at the end of the recording to help you reach your party.

With a touch-tone phone, you must press 1 for these options:

If you don't know the extension number,

- press 1 for Field Operations, which include Occupational Safety & Health, State Contract Administration, Local Govt. & School District Affairs, Research, EAP and the Retiree Division.
- press 2 for Legal Matters, such as disciplinaries & grievances;
- press 3 for Communications including *The Public Sector*, Executive Offices or Political Action;
- press 4 for answers about dues, membership & agency shop, group insurance (not health) and to talk to the Finance Dept.;
- press 5 to hear a recording of Current Issues Update.



Statewide Headquarters
143 Washington Avenue
Albany, NY 12210

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

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

Grievances & Discipline

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

Insurance

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

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

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

Health Insurance

For answers to your specific questions about:

Blue Cross Claims: 1-800-342-9815 or (518) 465-0009
Metropolitan Claims1-800-942-4640
Participating Providers1-800-942-4640
Hospital admission approval/.....1-800-992-1213
Empire Plan Health Call1-800-992-1213
Metal Health & Substance
Abuse Hotline1-800-446-3995

Education & Training

CSEA provides workshops and training programs for union activists. For more information, call toll-free 1-800-342-4146. On a touch tone phone, press **O**, then extension 294. On a rotary phone, ask the operator for extension 294.

Union-oriented videotapes are available from your CSEA region office.

Civil Service Exam Help

The Labor Education Action Program (LEAP) can help you prepare for civil service exams with low-cost study booklets.

Call toll free: 1-800-253-4332.

Safety Concerns

Report serious accidents, unsafe and unhealthy working conditions to the CSEA Labor Relations Specialists at your region office.

For occupational safety and health information, call CSEA Headquarters at 1-800-342-4146. On a touch tone phone, press **O**, then extension 465. On a rotary phone, ask the operator for extension 465.

Retirement

For general information about retirement and retiree membership, call 1-800-342-4146. On a touch tone phone, press **O** and extension 363. On a rotary phone, wait for the operator and ask for extension 363.

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

AFSCME Advantage Mastercard

Features one of the lowest interest rates - 5 percent above the prime lending rate. No annual fee. For an application form, call your CSEA region office.

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

AFSCME Advantage Legal Services

You can obtain high quality, affordable legal services for many personal legal matters through the AFSCME Advantage Union Privilege Legal Services Program. For details and a list of participating lawyers in your area, call your CSEA region office.

AFSCME Magic Kingdom Club

Another benefit from the AFSCME Advantage program — discounts to both DisneyWorld in Florida and Disneyland in California. Membership verification requirements: your Social Security number and your local number (AFSCME Local 1000).

Contact the AFSCME Research Dept., 1625 L St. NW, Washington, DC 20036. Phone: (202) 429-1215.

AFSCME Advantage Mortgage Program

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

AFSCME Advantage Career & Academic Planning

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

The Buyer's Edge

It's your buy-by-phone service designed to save you money on major purchases. The Buyer's Edge negotiates extra discounts and lowest price guarantees individual buyers don't get. The appropriate information and toll-free numbers are in your Buyer's Edge brochure, and they're published regularly in *The Public Sector*. To receive a brochure contact your CSEA region office listed below. For other information call 1-800-342-4146. On a touch-tone phone press **O** and 297 or ask the operator for extension 297.

Clip and save this page for future reference.

REGION OFFICES

LONG ISLAND REGION I OFFICE
Hauppauge Atrium Building, 300 Vanderbilt Motor Pkwy., Hauppauge, NY 11788. (516) 273-2280 & 273-2285.

METROPOLITAN REGION II OFFICE
40 Fulton Street, 22nd Floor, New York, NY 10038-1850. (212) 406-2156.

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

CAPITAL REGION IV OFFICE
One Lear Jet Lane, Suite Two, Albany, NY 12110-2394. (518) 785-4400.

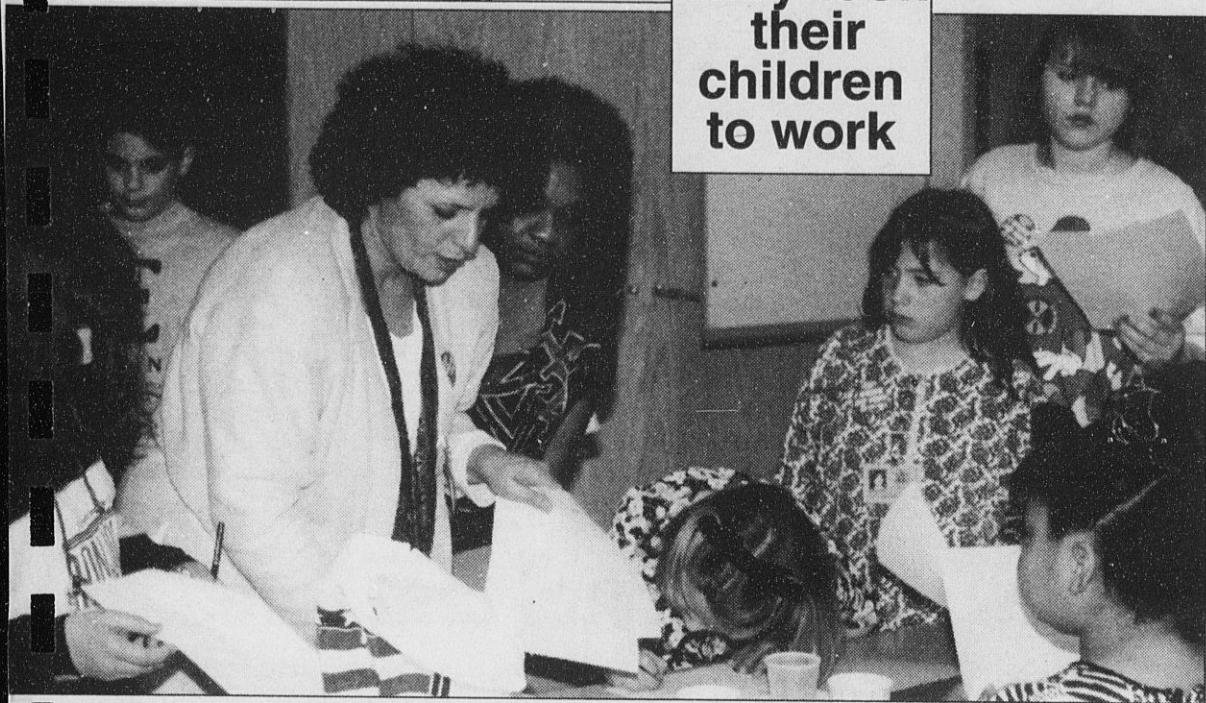
CENTRAL REGION V OFFICE
6595 Kirkville Road, East Syracuse, NY 13057. (315) 433-0050.

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



Westchester County sponsored a special program for daughters of employees who came to work on Take Your Daughter to Work Day on April 28. In photo at left, county employee Joan Clarke, who works as an office assistant in the Probation Department, brought her daughter Renee Campbell to work with her.

They took their children to work



EMPLOYEES OF THE STATE LOTTERY office in Schenectady gave their children a lesson in civics and unionism when they participated in Take Our Children To Work Day recently. State Lottery CSEA Local 661 officials explained union activities and discussed CSEA's concerns for the future. Health care reform was explained also and the children wrote letters to their congressional representatives urging support of the health care reform. Above, Local 661 President Ruth Madigan assists some of children in the letter writing campaign.

CSEA grieves loss of long-time union activists Joan Tobin, Betty Gordon

CSEA members are grieving the loss of two long-time union activists.

Joan Tobin, first vice president of CSEA's Capital Region, president of state Department of Transportation CSEA Local 687 and a member of CSEA's statewide Board of Directors, died April 23. She was a CSEA activist for three decades and served on several union negotiating teams and was deeply involved in day care and employee assistance programs for DOT employees.

Betty Gordon, recording secretary and a past president of Ulster County CSEA Local 856, also died April 23. A senior account clerk at the Ulster County Infirmity, she was also a CSEA delegate and former member of the union's Board of Directors.

DOT Local 507 members mourning death of co-worker, 2 children

POUGHKEEPSIE — Members of DOT Local 507 are mourning the loss of co-worker Timothy Short and two of his children in a tragic automobile accident which occurred near Short's home in Ulster County.

Short's wife Candy and a daughter, Heather, survived the accident. A third daughter, Suzette, was not in the accident.

Local police say the Shorts were driving on Route 28 when their car was hit head-on by a driver who drifted into their lane.

Short had worked for the state DOT for a year.

Donations for the family can be sent to Barbara Ritshie, Real Estate Group, NYSDOT, 4 Burnett Blvd., Poughkeepsie, NY 12603 or Jack Shaw, c/o Maintenance Group, NYSDOT, same address as above. Checks should be made payable to the Short Family.

Pain of niece's disappearance a constant companion for member

NEW HAVEN — The search teams have all gone home, the rescue center has moved from the town fire hall to a smaller trailer, but for CSEA member James Searles and his family, the pain of not knowing where his niece Heidi Allen is will never go away until she is found.

As reported in the last issue of *The Public Sector*, 18-year-old Allen, Searles' sister's daughter, was last seen on Easter Sunday at the convenience store in New Haven, Oswego County, where she worked as a cashier. The store was found abandoned that morning, with Allen's coat and personal items left behind. Nothing in the store was disturbed and no money was taken. All that was missing was Heidi.

Searles, a CSEA Oswego County Local 838 member for nearly 27 years, is a heavy equipment operator for the Oswego County Highway Department's Division of Solid Waste. Immediately after learning of his niece's disappearance, he started looking for answers. His first action was to help organize a search operations center at the town fire barn.

"I made the contacts, got the fire barn set up, got the doors open and got started," he said.

What followed was a massive awareness campaign and search effort to try and locate the missing girl. To date, Searles says the Oswego County Sheriff's Department hasn't informed the family of any promising leads, and is treating Heidi's disappearance as a definite abduction.

Searles and his sister Susan, Heidi's mother, said that the search brought out an overwhelmingly strong response from the local community. In all, more than 2,000 volunteer searchers assisted various police agencies and the National Guard in a thorough ground search within a 40-mile radius of where Heidi disappeared. Many others helped in copying, printing and distributing fliers with Heidi's picture and details of her disappearance.

"We got the coverage, now we hope to get this resolved," Searles said. "We're just looking for a clue, and trying to keep the coverage out and hope that somebody else doesn't have to go through this."

Searles said that he was close to Heidi, who is only a year younger than one of his own daughters.

"She's a perfect girl, beautiful, and there wasn't a mean bone in her body."

After the first four intensive days of the search, Searles said he was exhausted and felt defeated. Yet he continued, with the community support and his family's support keeping the search effort alive.

"I agree with something my sister said. If it was up to money, food and prayers, she would have been home the next day," he said.

Searles said that he hopes that CSEA will become more involved in missing child issues, and thinks the union should establish a statewide information network made up of CSEA highway departments and road crews who could assist in looking for missing children. CSEA has already distributed posters with Heidi's photo to union activists all over the state.

The family has posted a \$20,000 reward and is still accepting contributions to keep the search center operating. Any CSEA members wishing to contribute should send donations to:

**The Heidi Allen Center
P.O. Box 280
New Haven, NY 13121**

Checks should be made payable to the Heidi Allen Fund.

— Mark M. Kotzin

Members write nearly 40,000 letters CSEA puts stamp on national health care reform efforts

CSEA members are putting their stamp on national health care legislation but there is much more to do.

CSEA members have already generated nearly 40,000 handwritten letters to U.S. Senators Daniel Patrick Moynihan and Alfonse D'Amato along with the rest of New York's Congressional delegation.

CSEA position is clear: health care reform must provide:

- Universal coverage;
 - Equitable treatment for the private and public sectors;
 - Fair financing for New York state;
 - No taxing of negotiated tax benefits;
 - Employee Protection language; and
 - Comprehensive benefits.
- CSEA members have a very

high stake in the outcome of health care reform. Congress is considering several different health care reform proposals, including some that will finance reform by unfairly taxing benefits.

There are also concerns that some of the measures will subsidize the private sector at the expense of public sector workers.

Additionally, without meaningful reforms to curb the growth of health care costs, union members will have to pay more and more for their coverage, and the issue will continue to be a monumental problem at the bargaining table.

Keep writing those letters. If you haven't done so already, contact your CSEA local president or delegate.



CSEA TAKES CONCERNS TO THE TOP — First Lady Hillary Rodham Clinton recently met with CSEA Metropolitan Region Executive Vice President Barbara Moore and CSEA Federal Issues Coordinator Sean Egan during a visit to New York to brief key labor activists about the status of national health care reform efforts. CSEA's grassroots letter writing campaign emphasizing the union's priorities for reform has generated nearly 40,000 letters to Congress to date. You can still do your part — contact your local president or CSEA delegate today.

Commercial drivers face new drug/alcohol test rules

CSEA members with a Commercial Driver's License (CDL) could soon face mandatory, random drug and alcohol testing as part of new federal regulations. The changes are part of the effort to tighten oversight on workers in safety sensitive positions.

Many CSEA members, from school bus drivers to heavy equipment operators to barge canal workers, will be affected by the changes.

CSEA is hard at work sorting through the complex and often overlapping new federal guidelines to thoroughly understand what is required. From the first, the union has been reviewing the material to make sure it is consistent with the law and the rights of individuals.

In general, the regulations

require drug and alcohol testing in a variety of situations:

- pre-employment;
- post accident;
- reasonable suspicion based on a supervisor's observation;
- random testing; and
- return to duty or follow up after an individual who has violated the prohibitions returns to duty in a safety sensitive job.

The random testing requirement is the most significant and controversial change for CSEA members.

As the federal guidelines now read, employers must randomly test at least 25 percent of their safety sensitive employees for improper alcohol use every year. They must also randomly test at least 50 percent of their safety sensitive employees for illegal drug use each year.

CSEA has long maintained

that random drug testing is an unnecessary intrusion into an individual's privacy.

"There are very specific procedures for the testing that must be followed," said CSEA attorney Marilyn Dymond. "But there is also room for negotiating important employee protections."

For example, the regulations leave the issue of discipline and employee assistance services open to negotiation.

The new regulations take effect Jan. 1, 1995, for employers with more than 50 employees in safety sensitive positions. Employers with fewer than 50 employees in safety sensitive positions have until January 1, 1996, to comply.

In the months ahead, *The Public Sector* will focus more attention on this issue.

The random testing requirement marks the most significant and controversial change for CSEA members

Ballots in the mail for election

Ballots for the election of CSEA's four statewide officers were in the mail as this issue of *The Public Sector* went to press.

Elections for the offices of President, Executive Vice President, Secretary and Treasurer will conclude June

6, the day ballots are due.

Ballots will be counted June 6 and results announced as soon as the count is complete.

A full account of the election results will appear in the July edition of *The Public Sector*.

AFSCME delegates meet this month

More than 200 CSEA members will attend the AFSCME convention in San Diego at the end of this month.

The CSEA delegates to the convention will meet with

delegates from across the country to attend educational sessions and make policy decisions for the 1.2 million-member international union.

Because of publication deadlines, *The Public Sector* will have to delay full coverage of the AFSCME convention until the August edition.



AFSCME

CSEA retirees take on the Legislature over COLA

'This campaign is for all of us; we'll all be retirees one day'

ALBANY — More than 200 CSEA retirees took the state Capitol by storm to lobby for

a law that would give a permanent cost-of-living adjustment (COLA) to the members of the New York State and Local Government Public Employee Retirement System and the Police and Fire Fighters Retirement System.

CSEA Executive Vice President Danny Donohue urged the retiree lobbyists to "get mad" when they spoke to state lawmakers.

"Let them know if we don't get a permanent COLA, we'll let them know in November. We'll get out and vote, and that's when they'll really get our message. Let them know we are serious about this," Donohue said.

"All your work is important. I know it means a lot to you, personally, but it means a lot to every public employee in New York state," he said. "This campaign is for all of us; we'll all be retirees one day. We'll all count on our pensions the way you do today."

CSEA wants COLA put into law so that annually, retirees in the two pension systems will get an increase based on the cost-of-living increase. While the formulas are complex and based on a variety of circumstances, they would ensure that public employee

retirees' incomes would increase enough to give them a fighting chance against inflation.

In the past, the Legislature has allowed supplementation payments to older retirees, but those increases have been limited and the law allowing them must be renewed every two years. Public employees who retired after 1983 have gotten

no increases at all.

The average CSEA retiree now makes about \$6,500 a year, or \$125 a week. That's less than a retiree would make working full time for minimum wage.

To help make their points, the CSEA retirees delivered to each lawmaker a can of COLA —with a specially-designed label asking the legislators to "Help New York's retired public employees."

"Public employees keep this state running; our retirees have done more than their share for New York state," Donohue said. "They shouldn't have to struggle between paying for food and paying for medicine. They need COLA now; all public employees need COLA.

"Our proposal is fair and reasonable," he said. "We're trying to make sure our lawmakers understand that, and understand how urgent this issue is."

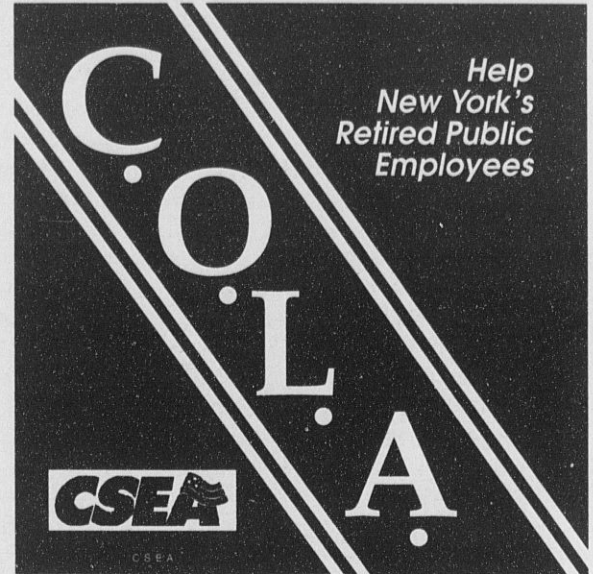


CSEA Executive Vice President Danny Donohue encourages more than 200 CSEA retiree members as they head out to lobby their New York state legislators for a permanent COLA bill.

'Our proposal is fair and reasonable'



FIGHTING FOR COLA — The effort isn't only taking place in Albany on particular days. CSEA retirees across the state are writing letters to convince state lawmakers to enact a permanent COLA, as these three Syracuse Retiree Local 913 members are. Assisting them is CSEA Director of Retiree Programs Tony Campione, right.



CSEA Retiree Executive Board member Shirley Matluck argues for a permanent COLA with two of Gov. Cuomo's top advisers.

Emergency Room coverage can be complex

There may come a time when you or a family member requires the services of an emergency room. When you are covered by health insurance, you may think you don't have to worry about out-of-pocket expenses should such an event occur since "emergency care" is covered; however, enrollees should be aware that over the past several years, receiving treatment from hospitals has evolved into a complex situation with many entities and billing procedures involved.

If you are covered by a Health Maintenance Organization (HMO), you should review your member contract or speak with a representative of the HMO to obtain the procedures that are required to be followed should an emergency occur (i.e., prior approval of Primary Care Physician).

Empire Plan enrollees and their covered dependents have access to any hospital's emergency room or urgent care center. However, enrollees need to be aware of important factors that can affect the out-of-pocket expenses that an enrollee may incur.

The Empire Plan covers emergency visits for true emergencies which are defined as "the sudden, unexpected onset of a medical condition where immediate care is necessary to prevent what could reasonably be expected to result in either placing your life in jeopardy or cause serious impairment to your bodily functions." Emergency room facility and other hospital-related charges will be paid, minus the \$15 hospital outpatient co-payment by Empire Blue Cross & Blue Shield in the case of a true emergency "when care is given within 24 hours of the first appearance of the symptoms of an illness or injury." If a condition does not meet this criteria or is not covered by Blue Cross, it should be forwarded to Metropolitan Life for review.

Over the past several years, hospitals have evolved into complex treatment centers and urgent care centers have become available in most communities.

INFORMATION FROM THE

J O I N T C O M M I T T E E O N

HEALTH BENEFITS

However, many hospitals in New York State contract out to independent medical providers or groups including

emergency medicine, radiologists, lab technicians, anesthesiologists, physical therapists and other specialty services.

As noted above, Blue Cross covers hospital expenses; however, it only covers those expenses incurred for the facility charges and services performed by hospital salaried staff. This means that if a patient is seen by an independent emergency medicine group who is not a salaried employee of the hospital, the patient may be billed for the services he/she received from the provider (not a Blue Cross liability). If the independent provider or specialty group participates with MetLife as an Empire Plan Participating Provider, the patient will only be subject to any applicable co-

payment(s). If the group does not participate, the claim will be reviewed under Metropolitan's Basic Medical Program, subject to deductible and/or coinsurance.

Enrollees should determine, before the need arises, what possible out-of-pocket expenses they may incur by utilizing their respective facility in the event of an emergency. This information may be obtained by calling your area hospital(s) or urgent care centers. If services are provided by independent provider groups out of the hospital, you should request information on the billing arrangements of the provider. If the provider does not have an all-inclusive payment arrangement with the hospital, the provider's participation status in The Empire Plan should also be requested.

This issue is very important to CSEA and the Joint Committee on Health Benefits. We are currently meeting with New York State regarding possible solutions to this problem facing CSEA enrollees. Any updates on this issue will be printed in future editions of *The Public Sector*.

Court employees' Employee Benefit Fund benefits improve

The CSEA Employee Benefit Fund added benefit enhancements for Unified Court System members on June 1, 1994.

You will receive a new Summary Plan Description with more information on the enhancements.

Dental benefit

- The overall Schedule of Allowances will increase 20%
- Increase the relines (denture) every two years to \$150
- Increase General Anesthesia allowance to \$73
- Increase Crowns — Porcelain allowance to \$340, other material allowance to \$325
- Selected Periodontic procedures will increase as follows:

Gingivectomy or Gingivoplasty

- per quadrant \$220
- per sextant \$140
- per tooth \$27

Gingival Curettage, soft tissue

- per quadrant \$75
- per sextant \$50
- per tooth \$8

Osseous Surgery (with flap & closure)

- per quadrant \$350
- per sextant \$230
- per tooth \$43

Pedicle Soft Tissue Graft \$200

Free Soft Tissue Graft (including donor site) \$150

Vestibuloplasty \$234

Occlusal Adjustment

- limited \$35
- complete \$140

Periodontal Scaling & Root Planing, full mouth \$65

Vision benefit

- Progressive Addition Lenses will be added
- High Index Lenses will be added

Maternity benefit

- Upon the birth of a child, UCS members will receive \$200 from the Fund to help cover the cost of maternity care

Prescription drug co-pay benefit

- \$100 per family annual reimbursement for prescription drug co-pay expenses

Health insurance co-pay benefit

- \$125 per family annual reimbursement for health insurance co-payments for doctor's office visits.

For more information, call the Fund toll free at 1-800-EBF-CSEA.

Questions and Answers

Dental benefit

Q. I had a crown replaced before June 1. Am I eligible for the increased reimbursement?

A. No. Services performed before June 1 will be paid at the old scheduled amount.

Q. Will I still be able to use the Dental Reimbursement Voucher

that was provided in the April 1, 1993, Summary Plan Description?

A. No. The dental reimbursement voucher will no longer be available after June 1.

Vision benefit

Q. What are High Index Lenses?

A. They are made of glass or plastic material which results in a lens that is 20 percent thinner.

Q. If I currently have a voucher, will I be able to get the new vision enhancements now?

A. No, the enhancements became effective June 1 and a voucher reflecting these changes has to be used.

Maternity benefit

Q. Will my wife be able to use this benefit even though she is not a CSEA member?

A. Yes. As your dependent, she will be entitled to this benefit.

Q. I am pregnant and just became eligible for Fund benefits; Am I entitled to receive the \$200 Maternity Benefit?

A. You must have been eligible for Fund benefits at least nine months prior to the birth of your child. The baby's date of birth must be June 1 or later and you must be eligible for benefits on the birth date.

Prescription drug co-pay benefit

Q. Will I be reimbursed for co-

pays for drugs purchased in May of this year?

A. No. This benefit became effective June 1. You won't be reimbursed for drug co-payments made prior to this date.

Q. Can I get reimbursed if I don't have receipts for my co-pay expenses?

A. No. You must attach all prescription drug receipts to the claim. You will not be reimbursed for any co-pay that isn't accompanied by a receipt.

Q. If my Mandatory Generic Drug Plan requires me to pay the difference between brand/generic medications, will I be reimbursed for this difference?

A. No. The EBF will refund the co-pay amount only.

Health insurance co-pay benefit

Q. Will I be reimbursed for my co-pay for a doctor visit in April?

A. No. This benefit becomes effective June 1. You will not be reimbursed for any co-payments for doctor visits before this date.

Q. Do I mail in my claim form after every visit to the doctor?

A. No. Only one claim per year will be processed. To get the maximum benefit, wait until your co-pay expenses reach \$125 before filing your claim. If you do not accumulate \$125 before the end of the year, submit your claim for the amount you paid. Claims for less than \$125 cannot be accepted.

Stress kills - ask family of Nassau County worker

HICKSVILLE — Last August, CSEA member Bart Piccininni finished his week's work and then dropped dead.

His family is convinced that his death was caused by job-related stress, and so is his CSEA unit president.

"I think Bart died from a combination of stresses," said Nassau Local 830 Parks Unit President Tim Corr who saw his 1,100 worker unit shrink to 300 after layoffs in 1992.

Corr saw the stresses not only on those who lost their jobs, but also on those left behind, like Piccininni, forced to tackle doubled workloads.

Sylvia Piccininni, Bart's wife, saw him change as a result of the layoffs.

"He was so dedicated and took his job very much to heart," she said. "He got very frustrated after the layoffs."

Piccininni spent 20 years working at Nassau Beach Park, Corr said.

"He loved that place," Corr said, but he was transferred to cover two other parks without enough help.

Piccininni, a polio survivor, also believed his civil rights under the Americans with Disabilities Act were being violated by new assignments.

Co-workers sadly recalled seeing Piccininni break down in tears over job problems.

"It's a real shame," said CSEA Local 830 member Linda Alberti. She remembers Piccininni as a staunchly loyal county employee who was devastated by the layoffs.

"It broke his heart," she said.

Tim Corr warned management several times about damaged employee morale and stressful working



Sylvia and Chris Piccininni, widow and son of late CSEA member Bart Piccininni, in the photograph.

conditions. He had to fight management to get help from the County Employees Assistance Program. Finally he got four Stress Workshops.

Bart Piccininni attended the last stress program and broke down in tears. He died just three weeks later.

"Who says working in a park has no stress when you have one third of the people left to do all the work 1,100 people used to do?" Corr asked.

Of 300 full-time parks employees left, six have suffered heart attacks, three of them fatal. CSEA member Jeff

Iunichi was severely injured after being thrown from a grass cutter he was ordered to operate without proper training. He never returned to work.

"You could see these things happening," Corr said, "and it's a shame because I think the department is turning a blind eye to all these stress problems connected to the layoffs."

While the current Nassau County budget provides huge expenditures for parks improvements like miniature golf courses, there is no money to replace lost staff. Instead the county is using hundreds of "volunteers," CSEA Local 830 Administrative Assistant Tony Giustino said.

Calling the "Adopt A Park" program a short-term solution to a long-term problem, he said it's only a matter of time before a volunteer or a park visitor is seriously injured and the county has a \$20 million lawsuit on its hands. A premier system of 70 parks, recreational areas and museums can only continue to deteriorate if repairs

and maintenance are left to volunteers who lack the knowledge and skill to preserve park infrastructure, he said.

Meanwhile, Sylvia Piccininni is a widow with only her precious memories and stacks of condolence cards. Nassau Beach cabana holders wrote her, "We knew Bart and loved and respected him all these years." The Lawrence Public Schools P.T.A. wrote, "It was an honor to know Bart. He always had a smile and a good word for swim team coaches and swimmers. He made life at the pool and park very pleasant."

"I used to tell Bart that Nassau Beach Park was his first love because he would check on it even on his days off," Sylvia Piccininni said. "But after the layoffs, it was just too much work and not enough help."

Bart Piccininni's son, Chris, summed up his memories of his father: "The thing is he cared."

Tim Corr keeps in touch with the Piccininni family, inviting them to CSEA gatherings where everyone respected how hard Bart Piccininni worked for CSEA. And Corr continues to worry about the health of stressed out parks workers.

"The most recent coronary was in March 1994," he said, "and guys can't help but wonder who's the next father we will lose."

— Lilly Gioia

Mediator named in Nassau County talks

MINEOLA — Nassau County contract negotiations are at an impasse, and Martin Schienman has been appointed to mediate the dispute. CSEA Nassau County Local 830 President Rita Wallace said.

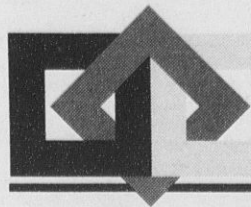
More than 12,000 Nassau CSEA members have been without a contract since December 1992.

"Issues involving salary, subcontracting, layoff protections and worker safety, among others, have remained unresolved," Wallace said.

The Local 830 negotiating team remains hopeful about reaching an agreement despite the present stalemate.



LONG AWAITED SIGNING — It took an entire year and the election of a new county executive, but the Rockland County Unit finally has a signed contract. Those present included County Attorney Jack Schloss, County Executive C. Scott Vanderhoef, Unit Vice President Beverly Feuer, Unit President Caroline Osinga, Labor Relations Specialist Annette Raetz and Collective Bargaining Specialist Larry Sparber. The County Unit Political Action Committee campaigned for Vanderhoef. The new contract will expire on Dec. 31, 1995.



School District Affairs

Privateer forced out of Nyack schools

NYACK — The Nyack School District has ended a three-year contract with the Marriott Corp. after less than a year.

CSEA fought the failed contract in which Marriott took over custodial duties and maintenance of the school grounds last fall.

According to a former custodial supervisor, Marriott never delivered on its promises.

"They sure didn't do their homework," he said.

Although Marriott promised

to screen applicants directly, the former district employee said, the privateer hired an employment agency. That agency recommended two applicants who were suspended from other school districts; one applicant was a sex offender, and the other was a known drug dealer who was recognized by some of the students.

Cleaning

schedules were not coordinated with building schedules; for instance, the privateer's employees mopped busy stairwells during school hours.

Marriott also promised to bring in "professionals" to do custodial work at night. It did not. The former employee said the night crew didn't have proper supervision and before long the schools were

cluttered with garbage.

In only seven months, Marriott had three supervisors.

Interestingly, Marriott asked to be released from its contract just before the district fired the privateer. Marriott claimed it would have been too expensive to meet the district's needs. After all, the district had only agreed to pay the privateer a mere \$900,000 a year.

— Anita Manley

'They sure didn't do their homework'

CSEA wins four days of pay for Three Village School District Unit

THREE VILLAGE — "CSEA was right there for us. They won us respect," said CSEA Three Village School District Monitors Unit President Ruth Pollack.

CSEA won four days of pay for 60 unit members. The district had failed to pay the employees for an extra day last year to make up for a snow day and for three snow days this year. The district agreed to settle before a hearing with the Public Employment Relations Board, CSEA Labor Relations

Specialist Jim Henck said.

"Jim (Henck) was so patient and helpful to us and Pam (CSEA Attorney Pam Bruce, who handled the case) was extremely professional and impressive," Pollack said. "The unit members are really thrilled."

"I really have to commend Ruth Pollack," Henck said. "It was her determination and persistence coupled with CSEA's expertise that resulted in this win."

— Sheryl Jenks



Doris Philipps with co-workers Kurzweil, Friedlander and Salvia at a recent gathering in Philipps' home.

CSEA represents new school unit

LAURENS — If the 500 students at the Laurens Central School notice anything different about the non-instructional workers they see each day, it's probably the smiles of new CSEA members.

The union now represents the 35 non-instructional workers at the school. The unit workers, members of CSEA Otsego County Local 839, hold clerical, food service, teacher aide, custodial/janitorial and bus driver titles.

Unit President Rose Nelson said her co-workers needed

CSEA.

"We just felt that it was time, with the economy and the shape it's in, that we needed representation," she said. "It was just a natural move for us to go with CSEA."

Since affiliating, unit leaders have met with CSEA Collective Bargaining Specialist Gerald Phelan to begin the negotiating process. Nelson is hopeful for the future with CSEA.

"I feel the union is going to make things easier for us," Nelson said.

— Mark M. Kotzin

Merrick Unit members want a new contract

MERRICK — More than 100 CSEA members picketed a school board meeting and budget vote because the CSEA Merrick School District Custodial Unit has not had a contract for almost a year.

The 22-member unit was joined by supporters from other CSEA units.

The custodians are being

asked to pay for a higher share of their health insurance than teachers.

"How can people in the lower salary levels afford to pay more than those making more money?" Unit President Joe Grillo asked.

The unit is part of CSEA Nassau Educational Local 865.

— Sheryl C. Jenks

Member gets help from friends after two broken wrists leave her helpless

BEDFORD — Breaking both wrists was bad enough: Doris Philipps, a member of CSEA Westchester County Local 860, couldn't feed herself, take a pill, hold a book or wash her face.

After a fall on an icy walkway, Philipps was basically helpless. Then insurance refused to pay for anyone to help with her most basic needs.

But thanks to her co-workers in the Bedford School District, she got the help she needed.

"Both of Doris' arms are in casts past her elbows," CSEA Unit President Jane Salvia, said. "She can't reach her mouth to feed herself."

Salvia, Teachers Association President Ken Kurzweil, Administrators and Supervisors Association President Claire

Friedlander and Superintendent Bruce Dennis raised money to pay for a housekeeper-home health aide for Philipps.

Health insurance traditionally does not cover the kind of custodial care that Philipps needed.

While she is immensely grateful to her co-workers, she is angry at a system that sent her home helpless.

"The aides feed me and take care of normal household routines," she said. "I don't want to think of what this would have been like without them. I have so much time to think how fortunate I am to work in a district with such caring fellow employees."

— Anita Manley

Vindicated and reinstated

CSEA wins back job for White Plains Unit president fired in political retribution

WHITE PLAINS — The White Plains City Council has reinstated former CSEA Unit President Joe Roche who was fired for political reasons nearly four years ago.

Throughout his ordeal CSEA fought for Roche, providing thousands of hours of legal service, succeeding in a landmark Public Employment Relations Board hearing, winning a federal lawsuit, pressing the case in the news media and even helping to pass a state law to prevent similar situations in the future.

"I'm happy it's over and I'm ready to move on with my civil service career and life," Roche

said. "CSEA was with me from start to finish.

Roche's difficulties date back to 1990 when the CSEA White Plains Unit was locked in bitter contract negotiations with the administration of former Mayor Alfred DelVecchio. Roche, then unit president, circulated fliers supporting a City Council candidate who was an opponent of the mayor.

A belligerent mayor then confronted Roche at the next negotiating session and provoked a shoving match. The mayor then fired Roche over the incident.

CSEA took to the streets with public demonstrations and took

all the legal steps necessary.

It was an involved struggle for justice that finally succeeded.

PERB found that DelVecchio purposely provoked Roche and disrupted the bargaining session out of anger over Roche's political opposition. But PERB could not reinstate Roche because the Taylor Law has no jurisdiction over politically motivated retaliation.

That led CSEA to help pass the Lawful Activities Law which prohibits employers from discriminating against their employees because of their political activities.

The PERB ruling also formed the basis of CSEA's argument in

the federal civil suit that the union filed for Roche. In 1991, the federal jury decided that Roche's rights were denied by the mayor and awarded Roche \$25,000.

But it was also the clarity of the PERB decision and its description of the former mayor's heavy-handed retribution that ultimately led the new city administration to wisely settle the issue and reinstate Roche.

"I kept my confidence knowing I had union protection to the end," Roche said, "even if we had to fight it all the way to the U.S. Supreme Court."

CSEA files two charges after NCCC supervisor strikes member

UNIONDALE — CSEA fired off two improper practice charges (IP) after a supervisor at Nassau County Community College (NCCC) hit a subordinate.

The supervisor is known as a bully while the member involved is a nice guy, CSEA Labor Relations Specialist Stan Frere said.

A witness said the supervisor pulled up in his car, got out and started yelling at the employee, who stood quietly; then the supervisor hit him in the chest.

CSEA Long Island Region President Nick LaMorte was

outraged at college officials attempts to minimize the incident by saying the supervisor "pushed or poked" the subordinate.

"I don't care what they call it.

A slap, punch, poke or prod. They are all totally unacceptable,"

LaMorte said.

"Shame on the college for attempting to justify this type of behavior."

CSEA Nassau County Community

College Unit President Alona Irby said there have been a number of complaints about the supervisor "bullying, harassing and verbally abusing" subordinates, and employees are "extremely fearful" of the man.

The college has not brought any charges against the supervisor.

CSEA filed the charges because the college unfairly held a meeting with the CSEA member who

was hit, the supervisor who hit him and other college officials, but there was no union representation, Frere said. Officials asked the member not to bring charges over the incident.

CSEA Nassau Local 830 President Rita Wallace said the supervisor's behavior was unacceptable.

"If it were the subordinate who hit the supervisor, you had better believe the subordinate would have been brought up on charges immediately," she said.

— Sheryl C. Jenks

'Shame on the college for attempting to justify this type of behavior'



Unit protests layoffs

Wallkill Town employees demonstrated to protest the town supervisor suddenly laying off eight co-workers. Shown here are Unit President Jay McClintock; George Rogers, with 24 years of service, one of the men who was laid off; Cliff Mathieson and Rich Gesner. They attended a town board meeting at which CSEA representatives told the supervisor that the manner in which he laid off the workers was "morally reprehensible." CSEA is looking into the legal ramifications of the issue.

Officials wasted time and money

NEWBURGH - Despite their cries of poverty, Newburgh city officials spent money needlessly to contract out a construction project that could have been done by city employees.

CSEA obtained figures that show city officials spent more than \$4,500 to repair a broken water main in January when city employees, members of Orange County Local 836, could have done the job for less than \$2,000.

J.M. Excavating took three days to do the job and charged the city for the use of equipment similar to what the city owns and could have used to do the job itself. A

comparison of labor costs also demonstrates that city employees would have cost much less than what the privateer charged.

"We have employees who are working in a

garage with raw sewage on the floor and the city cries poverty," Labor Relations Specialist Carl Rasmussen said. "We haven't been able to negotiate a contract because the city cries poverty. Now we find out that the city can spend \$4,500 on a water main break when city workers could have done it for \$2,730 less."

City employees could have rented any equipment they did not have for much less than the contractor charged, Rasmussen said.

"I think it's time that the taxpayers of Newburgh demand a full accounting of these

expenditures," he said.

When asked by a newspaper reporter to respond to CSEA's charges, the city manager accused the union of retaliating because of stalled negotiations.

— Anita Manley

'... city workers could have done (the job) for \$2,730 less.'

265,000 Members Can't Be Wronged.

For the second year in a row, CSEA has led in the fight against the contracting out of public services – "privatization" – with a powerful campaign of radio, television, newspaper & magazine ads and literature. This year, we've shown the added value you bring to your jobs – and we've pointed out many of the abuses that "privateers" in New York State are guilty of.

The outcome? We've helped save jobs for our members. We've made an impact on decision-makers on all levels of government. And already this year, our special anti-privatization hotline has received over a thousand calls from citizens and government officials throughout the state. Here's a recap of some of the stories we've covered this year.

PRIVATEERS BREAK LAWS.

Every month, the Federal Government publishes a list of thousands of contractors who are excluded from doing business with the government because of fraud, embezzlement, theft, forgery, bribery, contract violations and more. Many of those abuses are taking place right here in New York State.

PRIVATEERS ENDANGER CHILDREN.

Privatized school busing's record isn't something you'd want a child to see. It includes increased accident rates, fatalities, higher costs and lower productivity. One safety study shows that after privatization, school bus accident rates went up 262% in three years!

PRIVATEERS DISPENSE WRONG PRESCRIPTIONS

One New York county contracted out their hospital's pharmacy, and little more than a year later, a select panel of county legislators urged termination of the contract, because of a huge increase in "serious dispensing errors." Under the privateer, annualized errors increased 1200%!

PRIVATEERS OVERCHARGE FOR WATER.

In another part of New York State, water service is split between municipal utilities and a private company. After years of complaints about overcharging and poor service, the privateer agreed to pay an \$11.7 million penalty. The State Consumer Protection Board recommendation: "Public water for everyone."

PRIVATEERS ENDANGER CHILDREN.

In another city, the problem was odors from the sewer system. Public employees had the answers, but politicians ignored them and turned to a privateer. Three years later, the odors are still there, and costs are increasing fourfold. So why is the city's mayor trying to turn over the water department to that same privateer?

BE A PART OF THE CAMPAIGN.

If privatization threatens you, get involved. Be ready to challenge the opposition with the tough questions and facts about privatization. Your CSEA staff has the materials and the support you need to join the fight against contracting out.

KEEP PUBLIC SERVICES PUBLIC. GIVE PRIVATEERS THE HOOK!



CIVIL SERVICE EMPLOYEES ASSOCIATION
Local 1000, AFSCME, AFL-CIO
Joe McDermott, President