

Tell your state senator, assembly member and Governor Pataki:

'We didn't vote for *THESE* changes!'

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Sector

THE PUBLIC

Vol. 19 No. 2 FEBRUARY 1996

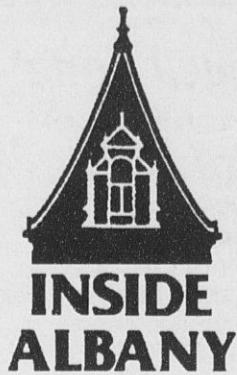


Diggin' out and bouncing back

nobody does it better – see pages 3 & 8

Photo by Sheryl C. Jenks

CSEA helps highly acclaimed TV program return to airwaves



Inside Albany, the highly acclaimed Public Broadcasting System telecast that presented a bipartisan critical look at state government for two decades before losing funding several months ago, is back on the air.

And CSEA is a prime underwriter of the award-winning program that returned to the airwaves in early January.

"For twenty years *Inside Albany* provided residents and

taxpayers the most extensive, critical look at state and local government of any news media so people could stay informed about the ins and outs of government," CSEA President Danny Donohue said. "In the spirit that open government is better government, CSEA is proud to be a prime sponsor assisting in keeping this vital information flowing to the public."

Inside Albany, co-hosted by Dave Hepp and Lise Bang-Jensen, is seen on the following public broadcast stations:

Binghamton	WSKG, Channel 46	6:30 p.m. Saturday
Buffalo	WNED, Channel 17	6:30 p.m. Saturday
Long Island	WLIW, Channel 21	11 a.m. Sunday
		6 a.m. Wednesday
New York City	WNET, Channel 13	3 p.m. Saturday
Rochester	WXXI, Channel 21	6:30 p.m. Saturday
Syracuse	WCNY, Channel 24	4:30 p.m. Saturday
Plattsburgh	WCFE, Channel 57	6 p.m. Saturday
Watertown	WNPE, Channel 16	6:30 p.m. Saturday
Schenectady	WMHT, Channel 17	7:30 p.m. Saturday
		2 p.m. Sunday
Schenectady	WMHQ, Channel 45	11 p.m. Sunday

'CSEA is proud to be a prime sponsor assisting in keeping this vital information flowing to the public'



CSEA is a prime underwriter of the award-winning TV program "Inside Albany," which returned to the airwaves in January. CSEA officials met recently with the program hosts. Above, from left, are CSEA Treasurer Maureen Malone, CSEA Executive Vice President Mary E. Sullivan, CSEA President Danny Donohue, and program hosts Lise Bang-Jensen and Dave Hepp.

Coalition of Black Trade Unionists Convention May 23-27 in Miami

The Silver Anniversary Convention of the Coalition of Black Trade Unionists (CBTU) will be held from May 23 to 27 in Miami, Fla.

The 1996 convention will develop a platform which reflects the needs and concerns of working people, poor, senior citizens, youth and women.

For convention details, contact Portia Given at CSEA Headquarters (1-800-342-4146, ext. 210)

Always protect your membership status

A break in union membership status can have long-term future implications. Your membership status affects your eligibility with respect to:

- * seeking or holding union office,
- * signing nominating petitions for potential candidates,
- * voting in union elections, and
- * voting on collective bargaining contracts.

Only members "in good standing" can participate in these activities. To be in "good standing," your dues cannot be delinquent.

If you go on unpaid leave or for any other reason have a

break in your employment status, your dues will not continue to be paid through payroll deductions. You must make arrangements to pay your dues directly to CSEA to continue your membership status. If you are either laid off or placed on leave without pay status due to becoming disabled by accident, illness, maternity or paternity, you may be eligible for dues-free membership status for a period not to exceed one year.

You must notify the CSEA Membership Records Department at 1-800-342-4146, Ext. 327, of any change in your status and what arrangements you are making to continue your membership in CSEA.

THE PUBLIC Sector

Official publication of
The Civil Service Employees
Association, Inc. Local 1000, AFSCME,
AFL-CIO

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Albany, New York 12210-2303
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Readers: Send any comments, complaints, suggestions or ideas that you have to the Publisher, *The Public Sector*, 143 Washington Avenue, Albany, NY 12210-2303.

The Public Sector (USPS 0445-010) is published monthly by The Civil Service Employees Association. Publication Office: 143 Washington Avenue, Albany, New York 12210. Second Class Postage paid at Post Office, Albany, New York 12288. Postmaster: Send address changes to: Civil Service Employees Association, Attn: Membership Department, 143 Washington Avenue, Albany, New York 12210.

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Blizzard, floods...



Public employees battle elements and win

"Fighting a major snowfall and rebounding to battle severe flooding conditions requires a great deal of coordination and a lot of behind the scenes work. It's time to take our hats off and salute our crews and our emergency services personnel," CSEA President Danny Donohue said in praising the work of public employees for their extraordinary efforts in January.

Examples abound. On Long Island, CSEA members worked on snow removal around the clock.

In the Town of Brookhaven, with 2,000 miles of roads, the aptly named Joe Blizzard, a CSEA Suffolk Local 852 highway maintenance crew leader, praised his workers.

"My crew has done a tremendous job and I'm extremely proud of them," Blizzard, a 28-year employee, added.

In the Town of Smithtown and Town of Southampton where it became imperative for union members to truck in sand because of beach erosion and the loss of dunes.

"Public employees proved once again they do the job better than anyone else. This is their community and they work hard to ensure the health and safety of their fellow Long Islanders," said CSEA Long Island Region I President Nick LaMorte.

The Hudson Valley and Southern Region

'In the highest tradition of public service...well done'

Mother Nature whacked the Northeast with a solid one-two punch during January, and public employees at every level of government responded with heroic efforts. A two-day blizzard dumped upwards of three feet of snow across the eastern half of the state on Jan. 7 and 8, followed later in the month by massive flooding when a major meltdown and torrential rains caused widespread damage, washing away roads and highways and destroying homes, businesses and dreams. Disaster emergencies were declared in 23 counties in the state. The CSEA work force was the first line of defense against both weather onslaughts, working long hours under stressful conditions to contain and then reverse damage, keep vital public services operational and get New York back on its feet. Many public employees left the relative safety and comfort of their homes to volunteer as firefighters and other duties in service to their communities during the storms. In the highest tradition of public service, the CSEA work force again proved they're at their very best when conditions are at their very worst. Well done!

was especially hard hit by both snow and flooding.

"Public employees again came through magnificently under extreme pressure and horrible conditions," CSEA Southern Region President Maryjane MacNair said.

Poughkeepsie DOT Local 507 President Jack Shaw said the crews worked around the clock to make roads passable. Many, including Shaw, came to work hours before they were due so that they would be there when their shift began.

"We had people who worked from 12 noon to 12 midnight and then the next shift would take over from 12 midnight to 12 noon," he said.

Shaw said many of the workers were sent down to Westchester County, the hardest hit in the area, to help dig out the day after the storm.

Glen Cappello is a supervisor at the Westchester County Fire Training Center which serves as a central dispatch point for fire and Emergency Medical Services as well as the regional Medivac helicopter. Employees there work 12-hour shifts. Cappello said everyone made it to work.

"The majority of us have four-wheel drive vehicles because most of us are volunteer firefighters and ambulance workers."

In the New York City area, CSEA mental health workers battled the elements and their own endurance to maintain care for mentally ill patients.

"Our folks really held up their end, some working 20 and 30 hours straight," according to CSEA Kingsboro Psychiatric Center Local 402 President Bob Nurse.

Nurse saluted the dedication of CSEA members despite a staggering blow to morale caused by Gov. George Pataki's announced plans to close the facility.

On Staten Island, CSEA Local 446 members Frankie and Henry Yulfo trudged nearly two miles through knee-deep snow to make it to work at Staten Island Psychiatric Center. Emil

Akel hiked an incredible four miles to report to duty at the same facility. And Hugh Fermin set out at 4:30 a.m. from East Flatbush, Brooklyn, to hike the Verrazano Bridge, eventually hitching a ride, to reach his job at the center.

"We all did our best," Fermin said. "I was more concerned about my department than myself, really and truly."

Throughout the city during the storm, motor vehicle operators at state mental hospitals transported doctors, nurses and support staff from their homes to their jobs.

Frank Galtier, Don Brooke, David

Bjourklund, Jack Brennan and Ralph Pacchianno came into South Beach Psychiatric Center on Sunday night, slept at the hospital, and worked until Tuesday providing non-stop emergency transportation and operating snowplows.

The sacrifices of hundreds of such employees kept Manhattan Psychiatric Center, Brooklyn Developmental Center, Staten Island Developmental Center, Bronx Psychiatric and Developmental Centers, and Creedmoor, Queens Children's and Bernard Fineson Developmental Centers all operational.

Motor Vehicle Operators Benny

Robinson, Nickolas Dukas, Phil Mastopolo, Alton McLeod, Leroy Hamilton, Barry Powel and Joseph Johnson were singled out by Local 406 President Caroline Sikoryak for transporting critical staff to Creedmoor, Queens Children Psychiatric and Bernard Fineson.

"The CSEA members at all our psychiatric and developmental facilities did themselves proud under extremely dangerous and threatening conditions," CSEA Metropolitan Region President George Boncoraglio said.

— Compiled from reports filed by
CSEA Communications Associates
Anita Manley, Sheryl C. Jenks and
Lilly Gioia

CSEA member murdered on way to assist community

WHITE PLAINS — CSEA member Tom Dorr, a White Plains water plant operator, was on his way to the Pleasantville firehouse, where he was a volunteer firefighter, to help during the blizzard. He never made it.

Dorr was found brutally beaten to death in a local park, according to CSEA City of White Plains Unit President Glen Fortunato.

Dorr was not carrying a wallet and police have ruled out robbery as a motive.

"Tom suffered a tragic and brutal death," Fortunato said. "Co-workers are extremely shocked and upset. Tom was a kind and generous person who would give you the shirt off his back. He will be deeply missed."

Ron Bouton turns a pink slip into a new start

There is life after layoff

DELHI — After almost nine years working as a cleaner at SUNY Delhi, last August CSEA member Ron Bouton got what every worker fears most — a pink slip.

For many in his situation, 29 years old with no college education and a wife and four children, it might have seemed like a devastating blow. But not for Bouton — he turned the negative into a positive. And others can do the same, he believes.

After meeting with college Vice President William Harriman to be informed of his layoff rights, he turned the situation around by asking the vice president what the college could do for him.

"I let him tell me what he was going to tell me, and then I asked him if there was a way the college could help me out," Bouton said.

Indeed there was. Bouton told the vice president that he was interested in taking courses for a certificate program in plumbing, heating and pipe fitting. Harriman told him the college would assist him in getting into the program and deferring payment for the first semester. As it turned out, Bouton applied for and received financial aid and did not even need the college's help in paying for the courses. He says he still appreciated their offer.

"Basically they were willing to help

anybody get back on their feet," he said. "It was a very stressful time; I just tried to make the best of it."

So Bouton started taking classes at the college in September, and the layoff took effect in November.

In less than a month, however, Bouton was hired off a preferred list as a full-time evening cleaner at nearby SUNY Oneonta. But instead of quitting the classes, he decided to work and go to school full-time.

"I started it, now I want to finish it," he said.

Bouton said it was difficult, going to work from 10 at night until 6:30 in the morning and then taking classes from 8 in the morning until 2:30 in the afternoon, but the results were worth it.

"I'm happy. It was a lot of hard work, but it was worth it in the end."

Bouton is now finishing the certificate program with

the spring semester of courses and plans to go back next fall to get an associates degree and further studies to include HVAC training.

Saying he's basically an optimist, he had this advice for others facing a similar situation:

"The only thing I can say is don't let it get you down and try to bounce back from it as best you can. Try to look toward the future."

— **Mark M. Kotzin**

'Don't let it get you down...try to look toward the future'

A year after hostage incident, SUNY Albany a safer place

ALBANY — A hostage-taking incident at SUNY Albany in December 1994 has led to a number of positive changes on campus since, according to SUNY Albany CSEA Local 691 President Ellen Krzkowski. Former student Ralph Tortorici was recently convicted of several charges related to the incident in which a classroom full of students were taken hostage and one was eventually shot and wounded before Tortorici was subdued.

"The lighting in the parking lots has been improved," Krzkowski said. Red emergency phones are now available throughout the campus. It's just too bad it took an incident like that to make people more aware of security needs at the facility."

Krzkowski noted that campus employees have been issued identification and that has eased worry by students when workers show up in dormitories at night to do work.

"And the campus has an emergency phone system now, just in case the main system goes down due to over use or other problems," Krzkowski said. That new system, she noted, was the result of the bad experience the administration had in maintaining communications on and off campus during the height of the 1994 hostage crisis.

"And I even have my own cell phone, just in case. I never want to be without a way to communicate with the outside again, never," Krzkowski said.

— **Daniel X. Campbell**

'I never want to be without a way to communicate with the outside again'

STATE INSURANCE FUND

Overtime restrictions out

The State Insurance Fund cannot restrict or prevent employees with time and attendance problems from working overtime.

CSEA filed a grievance against the State Insurance Fund's policy of discriminating against employees with past or present time and attendance problems by prohibiting such workers from being assigned overtime.

An arbitrator ruled in CSEA's favor, finding that the Fund's policy was in conflict with the express provisions of the collective bargaining agreement between CSEA and the state.

The arbitrator directed the Fund to delete the entire section designated "Prohibitions" regarding overtime from the agency's Attendance Rules.

ERIE CO. STATE WORKERS

Snow day for Dec. 11

State employees who were unable to come to work to state facilities in Erie County on Dec. 11 because of extreme blizzard conditions will receive leave with pay without charge to accruals.

The State Civil Service Commission approved the suspension of the Attendance Rules as requested by the Governor's Office of Employee Relations on behalf of affected state agencies in connection with the Dec. 11 snow storm in Erie County.

The suspension applies only to full-day absences that were directly related to the storm. It applies to employees whose work locations were officially closed and to employees whose work locations were open but who were directed not to report or who were unable to report because of road conditions. Employees out on approved absences, sick leave or scheduled vacation are not covered.

DIVISION FOR YOUTH

State is definitely a scrooge

Many CSEA members working at state Division For Youth facilities chipped in with personal donations to make sure clients did not go without gifts after the Pataki administration turned into scrooge by doing away with a state policy of paying for a small holiday gift for children held in DFY facilities.

In past years the state paid up to \$25 for holiday gifts for youths in the facilities. Staff employees would then personally select appropriate presents such as clothing or a book.

"Penny wise, pound foolish," CSEA President Danny Donohue said of the Pataki cuts. "Just a horrible example of poor judgment. How does the state expect to turn these kids' lives around before they turn into fodder for the corrections system?"

CSEA is proud to join in the celebration of BLACK HISTORY MONTH during February

KWANZAA A celebration of black culture

MANHATTAN — More than 40 aunts, uncles, cousins, brothers, sisters, husbands, wives, children, grandchildren and one beaming grandmother crowded into Tony Bailous' living room on Dec. 30 to celebrate "family" and "purpose."

They were there to observe Kwanzaa, the sixth year members of the Bailous family have gathered in each other's homes to participate in this unique American holiday that honors the cultural roots of African Americans.

"Kwanzaa is about your roots, it's about family, it's about belonging and sharing. Kwanzaa is about love and being proud of who you are," said Tony Bailous speaking as a proud son, husband and father, instead of as president of CSEA Local 419 at New York State's Psychiatric Institute as he usually does.

This year the St. Louis branch of the family traveled to New York to share the family Kwanzaa in Manhattan.

Six years earlier Elfreida Bailous, Tony's mother, seized upon the idea of beginning a Kwanzaa celebration after her own mother passed away at age 102.

"I realized in writing her obituary that I only knew what she wanted me to know about her ancestry," Mrs. Bailous said.

It was the Kwanzaa principle of Umoja



The family of CSEA Local 419 President Tony Bailous show the joy that comes from celebrating Kwanzaa in this family portrait taken at the Bailous home in Manhattan.

(Unity) in the family, community, nation and race, that compelled her to start seeking out her own roots, searching out people with the name Bailous.

"My Kwanzaa is strictly roots. It's about finding out who you are and sharing your tradition," she said.

The tradition of family storytelling is a rich part of the Kwanzaa celebration which began in 1966 as a cultural reaffirmation.

Conceived by Dr. Maulana Karenga, a Black Studies professor, Kwanzaa is the only nationally celebrated, non-religious, non-political African-American holiday.

In times when there are severe stress upon all American families, Tony Bailous said Kwanzaa celebrations have a powerful renewing and strengthening influence.

— Lilly Gioia

Federal agency resisting Pataki's mass jobs transfer

Gov. George Pataki's plans to relocate several hundred state jobs from New York City to Binghamton may have hit a roadblock, and his plans to shift state jobs from Albany to the Kingston area are going nowhere at the present time.

The federal Social Security Administration, which funds the state's Department of Social Service Office of Disability Determinations in Queens, has expressed "serious reservations" about funding costs related to such a move. Social Security management also complained the state failed to consult the agency about the planned move. Pataki wants to include

the DSS workers as part of about 1,350 jobs he wants to transfer from New York City to former IBM facilities near Binghamton.

Meanwhile, a lease-purchase agreement between the state and IBM that would send more than 3,100 jobs from the Albany area to IBM facilities near Kingston has not been signed yet. And a state task force reviewing the Kingston move has not had an official meeting in months.

CSEA and state Democrat leaders oppose both large scale job transfers as "geographic patronage."

Gov. Pataki's proposed 1996 state budget would have potentially devastating effects on many state and local government programs. CSEA believes recklessly reducing services is an affront to taxpayers and voters who want better government at the lowest cost, not less government at any cost. See Pages 9-11 for some examples of how CSEA is fighting Pataki's proposed state budget.

CSEA
THE WORK FORCE
We Didn't Vote for THESE Changes

BRIEFS

Troy members give up parking to aid local State jobs transfer

TROY— CSEA city of Troy employees, who have already sacrificed a lot in an effort to aid this financially-strapped community, are sacrificing even more — their parking spaces — to help boost the local economy.

A lack of parking spaces is holding up the planned transfer of about 300 state Department of Labor workers from the Albany area to downtown Troy. The city had promised available parking as part of the package to bring the jobs to Troy.

CSEA-represented city workers called a press conference as this edition of *The Public Sector* went to press to announce they will give up their assigned city employee parking spots to help the community complete the jobs transfer package and thereby improve its economy.

Adequate parking in a private facility is apparently available in Troy to accommodate the planned transfer of an additional 350 state Health Department employee to Troy soon.

'New Nassau' plan abandons the elderly, jeopardizes members

MINEOLA — CSEA officials responded with anger and outrage at many of Nassau County Executive Thomas Gulotta's recent proposals for a "New Nassau."

While Gulotta pledged "health and safety" for Nassau residents, two of his proposals eliminated exactly that, CSEA Nassau County Local 830 President Tony Giustino said.

Gulotta's plan to privatize and sell the

Nassau County A.

Holly

Patterson

Geriatric

Center

(AHPGC), the

county's only

public

nursing

home, would

effectively

pull the

health safety net from elderly residents who

are dependent on the facility for their very

lives, charged Giustino and CSEA Long

Island Region President Nick LaMorte.

In 1994, a committee appointed by Gulotta

to review and analyze the possibility of

privatizing and/or selling the facility

overwhelmingly rejected the plan and

denounced the sale or privatization of A.

Holly and the Nassau County Medical Center.

Giustino pointed out the main motivation

for private entities is profit and privatization

would make the facility unaffordable for most

current residents.

"Claiming you will privatize the nursing

home and residents will enjoy a new, state-of-the-art facility is fine for those residents who have money but what about the majority of whom are without income? And what about the AIDS unit? It is government's fundamental responsibility to care for these people and it is clearly the public employees who do the job the best and at the least cost to the taxpayers," Giustino said.

The proposal to have inmates work on county work crews is also unacceptable to CSEA, Giustino and LaMorte said.

"It is absolutely absurd to consider chain gangs in a busy area like Nassau County. The safety of the residents and the CSEA members would be compromised and it would actually cost the taxpayers money because of transportation and supervision expenditures," Giustino said.

"It jeopardizes our members who may be asked to work alongside the inmates and it will be cause for fear for Nassau County residents who have to worry about escapes and even hostage situations. Inmate work should clearly be done within the confines of the jail."

CSEA is also concerned with other proposals regarding the closure of the juvenile detention facility and workfare programs in school districts.

"Tom Gulotta put politics over people," LaMorte said.

"He may as well call the "New Nassau," "Newt Nassau" — Tom is picking up the torch from Newt Gingrich by abandoning our elderly," LaMorte added.

— Sheryl C. Jenks

**'(Gulotta)
may as well
call the
'New Nassau,'
'Newt Nassau'**

Ellen Lyons, CSEA, stand up for what's right

WASHINGTONVILLE — Thanks to CSEA, her own willingness to stand up for what's right and an arbitrator's decision, Ellen Lyons is the new assistant mechanic in the Washingtonville School District bus garage.

Lyons, who received more than a year of back pay along with the appointment, had been a bus driver for the district since 1988.

In August 1994, the district posted a vacancy for the mechanic's helper position, but didn't include qualifications.

Lyons and another co-worker applied for the position but district officials hired someone else who had submitted a resume and references even before the job was posted. The candidate who was hired had considerably less seniority and experience.

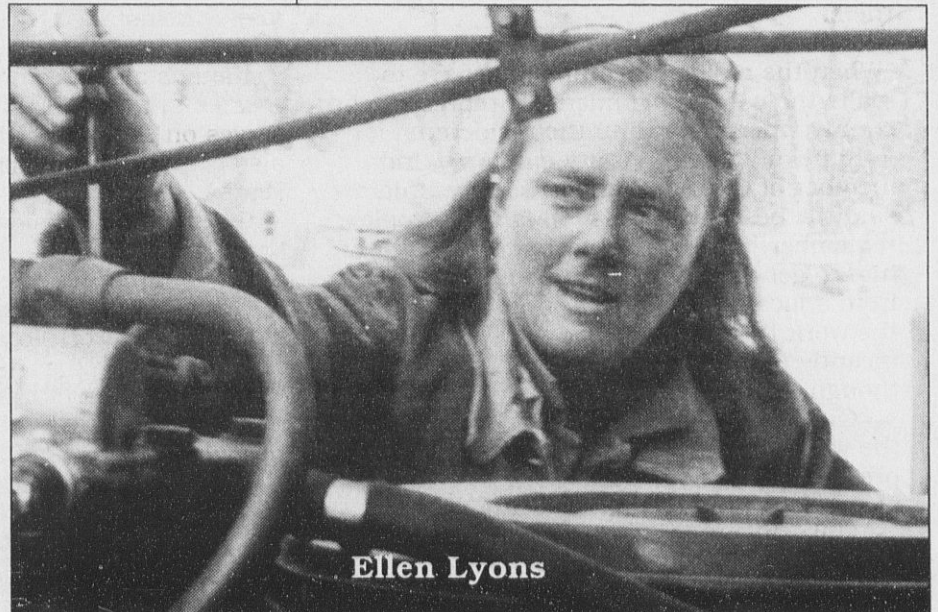
"The entire application and interview process was arbitrary and discriminatory," Arbitrator Jeffrey M. Selchick said, and noted that Lyons, the most senior applicant, was qualified for the job.

"It has been my experience that school districts — and this district in particular —

have operated under the assumption that they could do whatever they wanted to whomever they wanted with regard to hiring and promoting employees to positions with impunity," CSEA Attorney Bart Bloom said. "At last, we have a decision from a highly respected arbitrator which has taken the Washingtonville School District to task."

"If I've been wronged, I fight for myself," said Lyons. "People take the attitude that it's not worth fighting for. If you've been wronged, go for it!"

— Anita Manley



Ellen Lyons

BRIEFS

ORANGE COUNTY

Veterans monument in works

WALKKILL — When it comes to personifying CSEA's "family, friends and neighbors" theme, Mike Cody is a perfect example. A Vietnam veteran who works for the town of Walkkill, Cody is raising money to help build a Vietnam veterans monument here. He said town officials have already arranged for the monument to be built in a town park.



Mike Cody

For a \$100 charge, a name will be printed on a black granite wall with one-inch high letters along with years stationed in Vietnam. Deceased names will include a cross or a six-pointed star.

Anyone wishing to place a name on the monument can contact Cody at (914) 344-0474.

CSEA member Cody is a tireless community activist, a member of the Lions Club and head of an annual holiday toy drive for underprivileged children.

CAYUGA COUNTY

Local awards scholarships

AUBURN — Four children of members of CSEA Cayuga County Local 806 are attending colleges and universities with the help of \$500 scholarships awarded by the local.

Daryl Pollock, son of Janice Pollock, a teacher's aide at BOCES, is attending SUNY Oswego; **Karin Robinson**, daughter of DSS Case Examiner Ed Robinson, is attending the Massachusetts College of Pharmacy and Applied Health Sciences; **William Sampson Jr.**, son of William Sampson, a custodian with the Southern Cayuga Central School District, is attending Cornell University; and **Jennifer Traver**, daughter of Southern Cayuga Central School Nurse Sharon Botsford, is attending Washington College.

Director insults ECMC workers

'We demand a written apology to our members for this uncalled-for slur'

BUFFALO — Erie County Medical Center members and activists have demanded an apology for the latest unfounded insult hurled their way.

When ECMC Director Paul Candino was making his annual budget presentation to the County Legislature last month, he said "we don't believe we are getting eight hours work for eight hours pay" from ECMC employees, who are members of CSEA Erie County Local 815.

While he didn't document

his ridiculous claim, he then showed his ignorance of collective bargaining, activists say, by asking the legislators to cancel lunch and break provisions of the employees' contract.

The county employees unit has reached agreement on a new contract, which will be signed soon.

"We demand a written apology to our members for this uncalled-for slur," said Mike Bogulski, unit and local president. "This was very two-faced, because when he sought our help for his so-called Strategic Initiatives improvements plan, he never even mentioned anything like this, or any problem with our work force."

"And it's totally untrue," said Joan Bender, section president. "Many of our members come in early, don't take breaks or lunch and work late because they are

dedicated health care professionals. Many have invested their whole career at ECMC, and wear the badge of public employee with pride."

In a letter, Bogulski, Bender and CSEA Western Region President Bob Lattimer warned Candino that future relations may change.

"It is clear that the direction you have decided to take is likely to affect our working relationship for the foreseeable future," they wrote. "CSEA can no longer operate in an atmosphere where good faith commitments and cooperation are only words."

The letter was distributed to county legislators, ECMC Board of Managers, and ECMC members. Nancy Syms, a 32-year ECMC employee, also wrote a letter to the *Buffalo News* on behalf of herself and fellow workers.

— Ron Wofford



Harold Kane: good will specialist

Putnam County worker gets the job done

CARMEL — Harold Kane is Putnam County's ambassador of good will.

A Highway Department supervisor who not only loves his job, he thrives on complaints because it gives him a chance to show

taxpayers what county employees can do for them.

"I set up all the jobs," he explained. "When the residents complain, I have to make the work assignments. I represent the county when I speak to the residents."

Kane, a 23-year county employee and member of CSEA's Putnam County Unit, said the best part of his job is that people remember him and know they can count on him to get the job done. In fact, a newsletter from a local homeowners association praised the work he and his co-workers had done recently to improve a local road. The praise, though, is rare.

"Our guys don't get enough recognition for the work they do," he said. "There's a lot of pressure here. I tell management 'come sit at my desk for a day.' The reality is here."

While the population has increased, his department has shrunk, Kane said.

"When I was first hired in 1972, we had

95 employees on the road," he said. "Today, we're down to 37, and we still have the same amount of county roads and a lot more residents."

Those residents demand services, Kane said.

"If the (highway) commissioner gets slack," he said, "he'll come down on us."

In addition to road maintenance, department employees have also taken on projects that many counties would ordinarily contract out to private companies. Workers last year installed 8,000 feet of pipe and rebuilt a bridge, saving taxpayers \$150,000.

Kane is also a community activist. A trustee in the Village of Cold Spring, he serves on the village Highway Committee. He also coached Pop Warner football for 14 years.

County Unit President Dot Trottier said the Putnam County residents are fortunate to have employees such as Kane.

"There are approximately 38 more just like him who work to maintain the safety of our roads as well as all the facilities owned and operated by Putnam County."

Trottier has heard from several people who praised the condition of county roads after several back-to-back storms hit.

"It's comments like these that make me proud to represent such a great group of individuals," she said.

— Anita Manley

EMPIRE PLAN INSURANCE

Unannounced Empire Plan changes 'inexcusable'

Unannounced changes in the Empire Plan health insurance program covering local government employees that went into effect Jan. 1 caught employees off guard and generated an angry response from CSEA President Danny Donohue.

The state Department of Civil Service did not notify enrollees until several days after the changes went into effect. The changes included increases in co-pays and deductibles.

Donohue fired off an angry letter to the Civil Service commissioner, calling the breach of protocol "unprofessional, inexcusable and unconscionable."

ROCKLAND COUNTY

Worker's rights violated

NEW CITY — A court ruling in Rockland County reaffirms employees' rights against self-incrimination.

Acting Supreme Court Justice Robert Meehan ruled that Rockland County officials violated an employee's rights when they charged her with insubordination for refusing to answer questions after disciplinary charges had been filed.

The worker, a nurse aide, was interrogated and charged with negligent care of a patient. The county then requested a second interrogation.

She did not attend the second interrogation based on CSEA's advice and was charged with insubordination.

Meehan ruled that the employee could not be compelled to answer questions related to the incident once disciplinary charges were made.

THE CSEA WORK FORCE

We Didn't Vote for THESE Changes

Gov. Pataki's proposed 1996 state budget would have potentially devastating effects on many state and local government programs. CSEA believes recklessly reducing services is an affront to taxpayers and voters who want better government at the best cost, not less government at any cost. See Pages 9-11 for some examples of how CSEA is fighting the proposed state budget on several fronts.

In touch with you

A message from CSEA President Danny Donohue

We're at our very best when conditions are at their very worst



Anyone who questions the value of public employees should be pointed directly to the efforts of CSEA members during the Blizzard of '96. In a storm of historic proportions, CSEA members performed their work in heroic proportions.

Stories representative of the extraordinary dedication of CSEA members during the storm and its aftermath are presented on page 3 of this edition of *The Public Sector*. These stories demonstrate just some of the thousands of reasons why we have public employees.

Yes, public employees are always on the front line in an emergency; that's our job. But there's so much more than just a paycheck involved when snowplow operators work 16-hour shifts in the height of a storm; when people stay on duty for 24 hours straight or longer in health care facilities. All across New York it was commonplace to see public employees putting themselves on the

line to be sure that others got the help they needed. I have always said 'nobody does it better' and you proved me right once again.

Helping New York get back to normal quickly is an excellent example of the value that CSEA members provide for the tax dollar. But it is not only that high level of service, but also that spirit that is at risk in a blizzard of another sort — political and budgetary assaults on public employees.

Even as CSEA members were mopping up after Mother Nature's assault, Change-NY, a millionaire's club dedicated to getting ever bigger breaks for the wealthiest at the expense of the rest of us, renewed its attack on public employees.

Change-NY announced it is recalling three staffers from top posts in the Pataki administration to help restart the organization.

Disgracefully, one of the founders of Change-NY said the move was necessary to

offset the "squeals from those who feed at the public trough."

An incredible statement, considering the three Change-NY staffers were being paid nearly \$270,000 annually in taxpayer-financed salaries in their Pataki administration posts.

The CSEA work force stands in a constant state of readiness, and public emergencies are dramatic examples of our abilities to rise above and beyond. But those who bash public employees should recognize that our greatest worth is providing quality vital services that New Yorkers want and demand day in and day out, in good weather and bad. Nobody does it better, nobody.

Danny



THE CSEA WORK FORCE

We Didn't Vote for THESE Changes



**CSEA fights
state budget cuts**
— see pages 10 & 11

CSEA member Felicia Paul, right, talks about the likelihood of losing her job because the Harlem Valley Division For Youth is closing. Listening intently is Joseph Camara, another CSEA member at the facility with an uncertain future. They are just two of the faces behind state budget cuts.

CSEA leaders, members fight for services that matter



CSEA Executive Vice President Mary Sullivan

Across New York state, CSEA leaders and members are fighting the funding and service cuts in the proposed 1996-97 state budget.

CSEA Executive Vice President Mary Sullivan testified before the state Legislature's joint fiscal committees, outlining how budget cuts will hurt local governments. CSEA Treasurer Maureen Malone testified before the Senate Higher Education Committee to protest the "Redesigning SUNY" proposals, including plans to privatize two SUNY hospitals.

CSEA President Danny Donohue is scheduled to blast proposed cuts to mental health programs at yet another committee hearing.

But these are only some of the actions CSEA is taking to make sure its members and the public don't suffer from reckless service cuts.

Political action activists in CSEA are

benefitting from training in each region, so they will be better able to lobby lawmakers.

The CSEA Political Action Department is organizing in-district lobbying so legislators will hear from their own constituents at home.

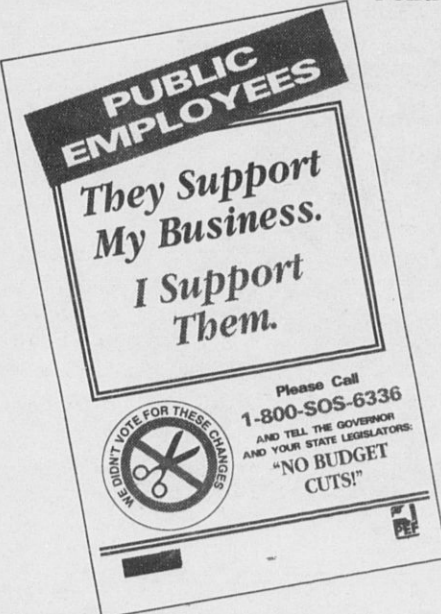
CSEA is working on a variety of public campaigns, including a radio and television advertising effort to keep the public aware of the valuable services CSEA members provide.

Another campaign enlists the support of small businesses that depend on CSEA members as customers. They are being asked to post signs in their windows supporting public employees (see poster below left).

"If we are going to make any progress in this budget fight, we need to involve everyone who will lose under the current proposal," Donohue said. "And that's everyone we know!"



CSEA Treasurer Maureen Malone



CSEA President Danny Donohue

You can fight, too!

CSEA needs every member to join the battle against budget cuts that will hurt everyone, from social service workers to school bus drivers to mental health employees.

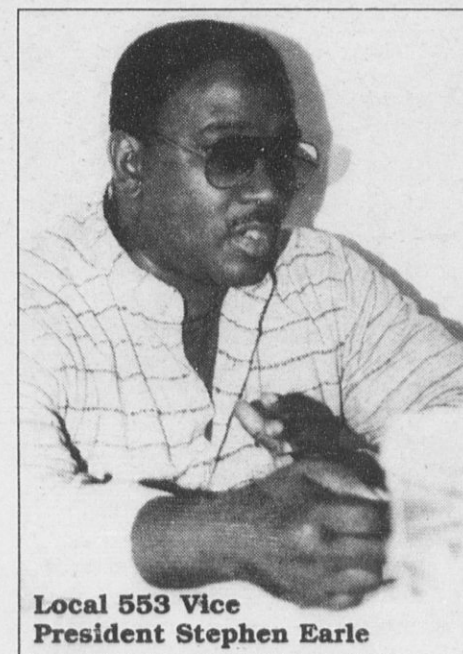
Join the fight! Use the toll-free number below to call your state senator, assembly member and the Governor.

Tell them:

**We didn't vote for these changes!
Call 1-800-SOS-6336**

DFY members want to keep helping kids

WINGDALE — The employees of Harlem Valley Division for Youth are worried about their



Local 553 Vice President Stephen Earle

clients as well as their jobs.

The facility is closing, and the clients may wind up in prison.

Felicia Paul went through six weeks of training before starting at Harlem Valley last fall.

On her first day, she learned the facility was going to close. She has no seniority, so she can't count on a transfer.

"I enjoy what I'm doing," Paul said. "Being black, I feel I can reach out to the kids," many of whom are minorities.

Many clients will be sent to state prisons. The staffers feel that while some older clients belong in prisons, many do not.

"These kids are scared to death," said Local 553 Vice President Stephen Earle. "Some of them will survive, but they'll never be rehabilitated in prison."

Joseph Camara came to DFY hoping to "make a difference." "These kids have behavioral

problems that the system is not dealing with," he said. "We need a well-intentioned program to rehabilitate these kids."

The clients respond to staff who are really concerned, he said. "The kids know which staff cares," he said. "The image that these kids are savages is wrong."

Camara feels that closing Harlem Valley will jeopardize any efforts to rehabilitate the clients. "By eliminating staff jobs and moving the clients into

corrections, they are committing the greatest genocide," he said. "We have 375 CSEA employees here, and they're all going to be out of jobs," Earle said. "This is a band-aid move which will have an impact later on."

Local 553 President James Statom is "trying to look out for my members." He's met with state lawmakers to try to keep his co-workers employed.

CSEA Southern Region President Maryjane MacNair questioned the facility's closing.

"The state is doing the kids a great disservice and as a result, can never hope to rehabilitate them and make them productive, contributing members in our society. To ship them off to adult correctional facilities is not putting New York's most needy children first," MacNair said.

"I'm impressed that the employees are more worried about their clients than they are about their own jobs. These are people who really care."

— Anita Manley



Local 553 President James Statom



CSEA Buffalo Psychiatric Center Local Vice President Gwen Jackson

Workers write to save jobs

Editor's note: CSEA is especially concerned with proposed cuts in mental health that would damage the care the state provides the mentally ill. Proposals include consolidating Kings Park and Central Islip psychiatric centers and downsizing other facilities. Here's how CSEA members at Buffalo Psychiatric Center are fighting the cuts proposed for their facility.

'... once again the Office of Mental Health has decided to further victimize the ill and disadvantaged people in this community.'
from a letter to a legislator

BUFFALO — With up to 200 jobs and 100 patient beds targeted in proposed budget cuts, members of Buffalo Psychiatric Center Local 403 have geared up to fight the latest attack by Gov. Pataki on their ability to serve those in need of the center's services.

"We plan to have as many members as possible write brief, personal letters to their

elected state legislators, and emphasize the need to maintain our staff levels," Local 403 President Joe Polito said. "They are already too low for the needs of the community, yet they are talking about cutting more beds. It doesn't make sense."

The planned 30 percent cut in patient beds would force many more patients to be served by an outpatient program that also faces budget cuts.

Some of the hospital's 13 clinics and day-treatment programs in four counties would be cut or closed under the budget plan, increasing the hardships on outpatients.

"This is another, shameful wrinkle in the master plan to dump mental patients," CSEA Western Region President Bob Lattimer said.

Lattimer also wrote state legislators, pointing out the hypocrisy of a statement by a psychiatric center official quoted in a news article as saying the hospital will have to make admissions harder or get patients out of the facility faster.

Meanwhile, the facility is filling a \$92,000 administrative position that has been vacant for five years.

— Ron Wofford

Keep informed about state and federal budget issues and how they affect you

Call the CSEA Current Issues Update

on a touchtone phone
1-800-342-4146,
then dial 15



CSEA Hudson River Psychiatric Center Local 410 member Rita Morano, left, collected more than 400 petition signatures that were delivered to state Sen. Steve Saland as part of a campaign to keep the center open.

Members bring life to advertisements

CATSKILL — As CSEA launches its statewide radio and TV advertising campaign against the harsh cutbacks in the proposed 1996-97 state budget, the voice of CSEA Green County Local 820 member Patricia Martinez is filling the airwaves.

She is one of six members statewide who will express their opinions on the severe cutbacks in the budget proposal as the Legislature considers whether to modify it.

"Last year, CSEA showed the public the wide variety of services our members provide," CSEA President Danny Donohue said. "This year we want to focus on specific services and just how important they are to the residents of this state. That's why we have different members from around the state telling the public just how necessary their jobs are to the well-being of the taxpayers of this state."



CSEA Greene County Local 820 members Diane Sala, Rene Russell and Patricia Martinez talk about their jobs in the Department of Social Services as preparation for recording a radio advertisement.

In Westchester Co.

CSEA campaign successful in saving 150 jobs scheduled for privatization

WHITE PLAINS — Thanks to the strenuous efforts of CSEA members and staff in Westchester County, a campaign to stop the privatization of a number of county departments was partially successful.

When Westchester County Executive Andrew O'Rourke announced last summer that he intended to contract out the operation of some county services, CSEA members rallied together to organize a task force to oppose the plan.

A strong political campaign which involved phone calls, letters and petitions, demonstrations during legislative meetings and a newspaper and radio advertising campaign resulted in the overriding of executive budget vetoes which, in the end, saved 150 of the 400 CSEA jobs eliminated from the county budget.

"It was the hard work of our members along with CSEA staff which convinced some of the legislators to work with us by attempting to restore some of the budget lines," said CSEA Political Action Coordinator

'... how can they actually believe that an out-of-state, for-profit company is actually going to save taxpayers money?'

Stan Merritt, who continuously assisted local and unit officers and members during months of meetings with lawmakers.

"It never ceased to amaze me that these politicians were so convinced that contracting out was going to be the answer to all the fiscal problems in Westchester County," said

CSEA Southern Region President Maryjane MacNair.

"I know these are tough times," she said, "but how can they actually believe that an out-of-state, for-profit company is actually going to save taxpayers money?"

Merritt thanked the members who worked on the telephone campaign during the last weeks of legislative meetings.

"Their efforts did not go unrewarded," he said. "Several legislators reported being barraged with phone calls."

Merritt also reminded members to put the blame where it belongs.

"Remember those legislators who worked hand in hand with Andrew O'Rourke to privatize jobs in the county and take those names to the polls in November."

"It isn't over yet," warned MacNair. "We will continue to monitor these contractors and we will let taxpayers know where they fail and what it is costing them. O'Rourke and the legislators will be made accountable."

— Anita Manley

PRIVATIZATION doesn't work!

In Monroe Co.

Negotiations to sell health agency continue

ROCHESTER — While Monroe County continues to negotiate the sale of the Community Home Health Agency to a private contractor, CSEA is fighting on several fronts to cancel it, including:

- CSEA's research department is reviewing the financial data the county is using to justify such a sale;

- Political action activists are showing county legislators the negative impact of such a sale, especially on those who are unable to afford health care insurance costs, while pointing out the contractor's refusal to commit to care for all;

- CSEA's legal department is reviewing the potential transfer of the county's certificate of need, and its legality if the contractor continues to refuse those in need;

- CSEA is gearing up to organize the current employees of the contractor, as well as those who might be affected.

And in Wayne Co.

Privatization averted at nursing home as members prove they do the job best

LYONS — Intelligent, concerted action by CSEA activists and staff has removed the shadow of privatization for about 15 members' accounting jobs at the Wayne County Nursing Home.

"We're very happy that we were able to show the county that our members can do a better job than the private sector competitor they had in mind," said Bill Gutschow, president of the County Employee Unit of Wayne County Local 859. "And since the deadline has passed for a county study of the issue, they must believe it, too."

When they learned the county was considering a contract with Genesee Regional Home Care Association, Gutschow and CSEA Labor Relations Specialist Pat Domaratz went to work.

They informed the county administrator

and Board of Supervisors of an obligation to negotiate such a move. Then they met with affected employees, learned county's figures were not correct, got correct numbers and other employee improvement suggestions.

At a labor-management meeting, they took an aggressive stance supporting members and offering the problem-solving assistance of the union.

Along with other activists, they lobbied the county administrator, key board members and department head on the dangers of privatizing accounting functions.

"We also offered to be available in the future to help show that privatization doesn't work as well as public employees do," Domaratz said. "Because it's true."

— Ron Wofford

Binghamton member saves co-worker's life

BINGHAMTON — Danger lurks everywhere. Just ask CSEA Binghamton State Employees Local 002 member Kevin Kresge, a state DOT motor equipment mechanic who was sent to help co-worker Richard "Dick" Presto.

Presto's vehicle had broken down on the side of a busy highway, but ironically, it was Presto who ended up "rescuing" Kresge from a life-threatening injury.

The incident occurred after Kresge replaced a plugged fuel filter in the excavator that Presto, a highway worker I, had been driving back to the DOT residency.

Attempting to start the vehicle, Kresge poured gasoline directly into the carburetor, as Presto turned the key from the cab. After starting and stalling several times, the engine



KEVIN KRESGE, right, thanks co-worker Richard Presto for his quick actions which saved his life after the excavator pictured behind them exploded, showering burning fuel onto Kresge.

backfired, igniting the gasoline Kresge was pouring and spraying him with flaming gasoline. Shielded by the open engine hood, Presto couldn't see the explosion.

"All I saw was a flame shoot across the machine in the back and out into the driving lane of the road," Presto said. "I jumped out of the cab and ran around the other side of the machine looking for him, and he was in the ditch rolling around, to put it bluntly, like a human torch. He was yelling 'put me out'."

Kresge knew from his experience as a volunteer fireman that he needed to put out the fire on his body, so he did as the lessons taught and "stopped, dropped, and rolled."

Presto immediately jumped on Kresge and extinguished the flames with his coat and body, then helped Kresge tear off his still-smoldering clothing. He then got a fire extinguisher from the truck, put out the remaining fire in the engine and the grass surrounding Kresge, flagged down a truck for assistance and used the service truck's radio to call into the residency for medical assistance.

"His burns were bad, I mean real bad. He looked like a wax figure," Presto said.

Kresge was taken by private vehicle to a local hospital, where he went into the emergency trauma unit. Within two hours he was on an air rescue helicopter to the burn unit at Syracuse's University Hospital, where he underwent 11 days of procedures to remove the damaged skin on his face, neck and arms. Doctors told him he suffered second- and third-degree burns over more than 11 percent of his body.

Following his hospitalization, he went home to mend under his wife's care. After about a month, when his left arm was still not healing, he went back to Syracuse for a

skin graft operation. Now he's regaining the feeling in his face and neck, along with the use of his arm, which lost its flexibility and strength. He credits his amazing recovery to Presto's quick extinguishing of the flames.

"How the hell do you thank somebody for saving your life?" he asked. "How many people would have panicked and run for help without putting me out? How many people would have done that? Who's going to jump on someone with four feet of flames on them?" he wondered.

Kresge said that before the incident, he and Presto were little more than acquaintances.

"I'd say we're pretty close now," Presto said.

Kresge said he and his family were very grateful for the outpouring of support from their co-workers and friends.

"I want to say thanks to the hundreds of co-workers and friends for their generosity, thoughts and prayers," Kresge said. "And especially Dick."

— **Mark M. Kotzin**

'How the hell do you thank somebody for saving your life?'

Bridge worker injured

BEACON — For CSEA State Bridge Authority Local 050 member Walter Swanson, danger came roaring out of the night in the form of a speeding car without headlights one night recently.

The Newburgh-Beacon Bridge worker sustained a fractured hip and a cut hand when the speeding car slammed into Swanson's toll booth.

Two teenagers in the car, including the 13-year-old driver, were killed in the crash. Police said the driver, without headlights, was attempting to evade a local police officer who had attempted to pull him over.

"No job is safe, especially in this industry," said Local 050 President Chris Perrello.

— **Anita Manley**

CSEA forces Bronx PC to tighten asbestos removal precautions

BRONX — When Bronx Psychiatric Center management began removing asbestos from a hospital ward in proximity to patients and staff without notifying CSEA, Local 401 President Ed Gray hit the ceiling.

"We had CSEA members descending on the union office every day worried and fearful about asbestos removal going on in the midst of patient care," Gray said.

Gray, Local 401 Safety and Health Chair Abraham Benjamin and CSEA Safety and Health Specialist Dan Morra promptly brought their concerns to management.

The result was the creation of an alternate "swing" ward where each group of patients and staff whose regular location must undergo abatement will be accommodated.

But the local is still concerned about the slowness with which management has responded to several CSEA requests to receive promised air quality test results, according to Benjamin.

"Management has now agreed that the union will

be informed in advance about any additional asbestos abatement and they will provide this safe area where staff and patients will be moved while abatement is under way," Gray said.

CSEA Mental Hygiene Therapy Aide Curtis Rice said management brought in representatives to advise the staff that it was "safe" to continue working in the same area where asbestos was being removed.

"How can it be safe to work in an area where there is a known respiratory carcinogen?" he asked.

"CSEA is relieved that affected staff and patients will be removed to a different ward location during abatement," Gray said, "but we expect to monitor the entire project extremely closely to assure that the highest safety standards will be observed."

CSEA is also demanding that Bronx Psychiatric Center prepare and maintain the records required by law of all staff and patients exposed to asbestos, thereby insuring that they are covered under Workers' Compensation should asbestos-related lung disease appear in future years, Morra said.

— **Lilly Gioia**

Solidarity in the 'War Zone'

DECATUR, IL — When more than 700 workers refused to make unreasonable concessions, A.E. Staley Manufacturing Co. locked them out of its corn-milling plant.

The workers turned to their brothers and sisters in the labor movement, and AFSCME Council 31 answered their call.

"From the beginning, we were very involved with the Staley workers," said Buddy Maupin, Council 31 region director in Decatur.

"Very involved" has ranged from raising money to help support locked-out workers, represented by the United Paperworkers International Union (UPIU), to going to jail.

And that's just for the Staley workers. The council has also supported striking Caterpillar and Firestone/Bridgestone workers in Decatur.

The Staley workers recently ratified a new contract. Not everyone is happy with the final result, Maupin said, but AFSCME's support during the lockout was vital.

"We fought a fight that we needed to fight," he said. "AFSCME members have a lot to be proud of."

During the 30 months of the Staley stalemate, AFSCME Council 31 members and staff walked picket lines and joined huge rallies to support the Staley workers.

AFSCME President Gerald McEntee attended two of those rallies.

"We had rallies with 8,000 people; we had autoworkers on strike, rubberworkers on strike, Staley locked out," said Maupin, who was master of ceremonies at those rallies. "To ask an AFSCME person to MC all those rallies tells you something about the role AFSCME played."

Why Council 31 cares about private sector

DECATUR, IL — Why would the public employees who belong to AFSCME Council 31 mobilize to help the troubled employees of A.E. Staley, Caterpillar and Firestone/Bridgestone?

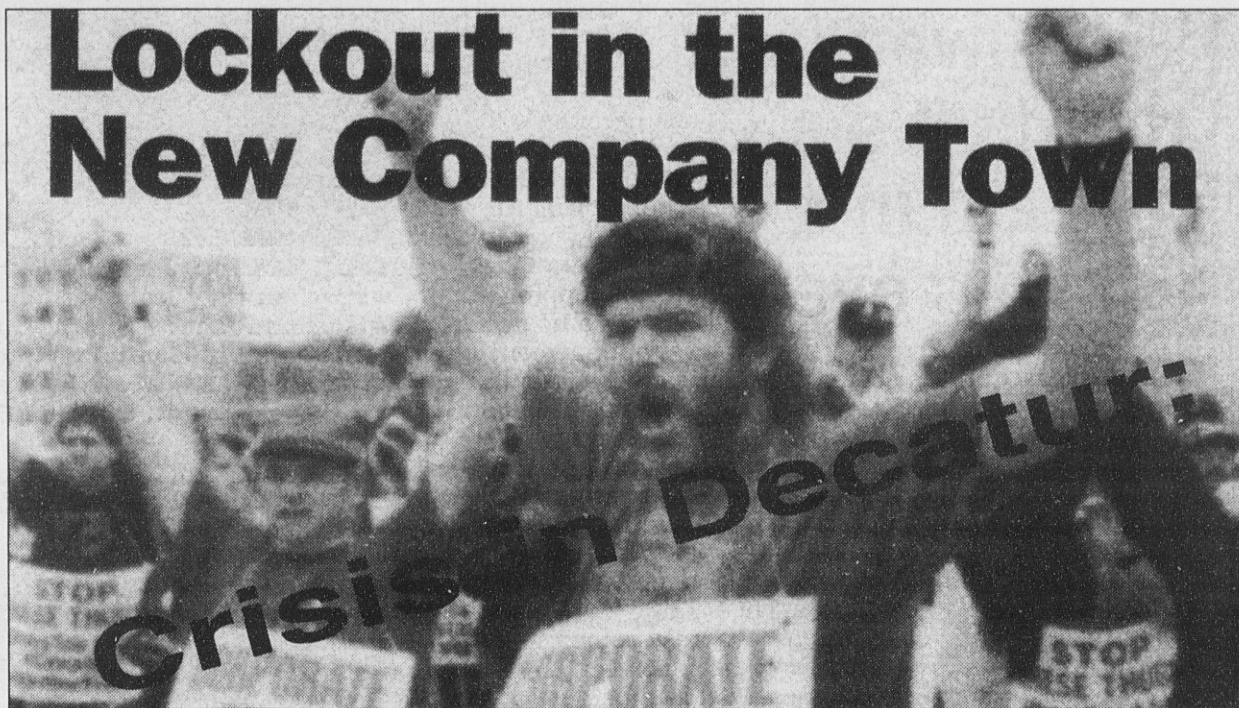
According to Council 31 Region Director Buddy Maupin, the answer is simple.

"We cared in Illinois because we know that our fates are intertwined. We know public sector labor cannot flourish or even survive without private sector labor," Maupin said.

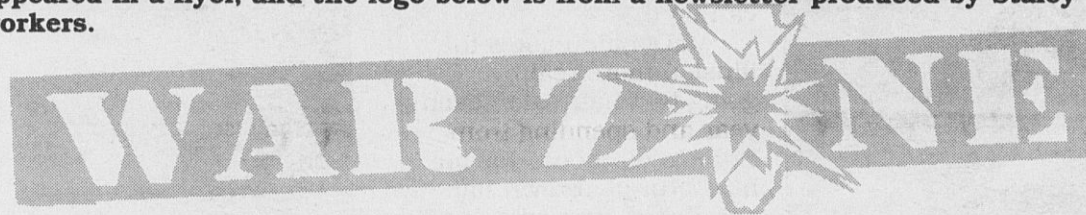
"Besides the lofty ideals of solidarity, it's in our self interest to protect and defend the right to organize and get good wages in the private sector.

"If these workers end up on the ash heap, if we're the only ones with good wages and benefits, then we don't have a very good future, either."

Lockout in the New Company Town



LOCKED OUT WORKERS at the Staley plant in Decatur protest, above. The photo appeared in a flyer, and the logo below is from a newsletter produced by Staley workers.



"We had a tremendous response from AFSCME members in this part of the country," he said. "That's why we were able to contribute more than any other union."

The council's 24 locals pledged money every month to the Staley adopt-a-family program; AFSCME staff used payroll check-off to make contributions. The council raised \$140,000, more than any affiliate or international.

Council 31 helped pressure Staley's customers, too. Since Staley sells directly to large corporations, a standard consumer boycott wouldn't work. Instead the UPIU targeted the corporations that buy from Staley. One of their main products is corn syrup sold to beverage manufacturers.

AFSCME joined the campaign to convince Miller Brewing Co. to stop doing business with Staley.

"They credit us with being the straw that broke Miller's back," Maupin said.

Council 31 Executive Director Henry Bayer wrote to Miller promising to send a letter to Council 31 members saying that Miller was "funding the war on workers in Decatur" if the company did not stop doing business with Staley by a certain date, Maupin explained. Two days before Bayer's deadline, Miller agreed to drop Staley.

AFSCME's dedication got very personal for Maupin and others.

During one incident, Maupin and Council 31 Staff Representative Debby Lippincott were

arrested with 43 others.

Maupin was also among a group of protesters brutally pepper-gassed by Decatur police during a peaceful demonstration. "We were blockading the plant entrance," he said. Some people were laying face down when the police approached. "They turned them over to spray directly into their faces, six inches away."

Small children were among the pepper gas victims, he said.

"The pepper gassing was a pretty offensive measure," he said.

The Staley lockout is over, and AFSCME Council 31 activists are ready for the next fight to help union brothers and sisters.

— Kathleen Daly

Payoff at polls

DECATUR, IL — Supporting the many union members facing labor struggles in Decatur was the right thing to do, but it also helped AFSCME Council 31 in its own struggles.

Not only did the council support the locked out workers at A.E. Staley Manufacturing, they also helped striking workers of Caterpillar and Firestone/Bridgestone.

"We mobilized all these workers and elected the first Democratic mayor in Decatur since 1945," said Council 31 Region Director Buddy Maupin. "We tapped into and mobilized people who had not been politically active to elect a good city council."

Days he puts a shine on hallways; nights it's a gleam in a child's eye

SYRACUSE — By day, CSEA member Bob McDonald waxes and buffs to put a bright shine on the hallways of the Syracuse Developmental Center. By night, however, McDonald laughs and "jingles" to put a bright shine on the faces of children.

That's because McDonald, a housekeeper at SDC, takes time during the holiday season to don the suit of Santa Claus at an area shopping mall. It's a job he does for love, not for money.

"The best part of it is seeing the smiles on the kids faces when they come running to you, just the gleam in their eyes," he said, with a bit of a twinkle in his own.

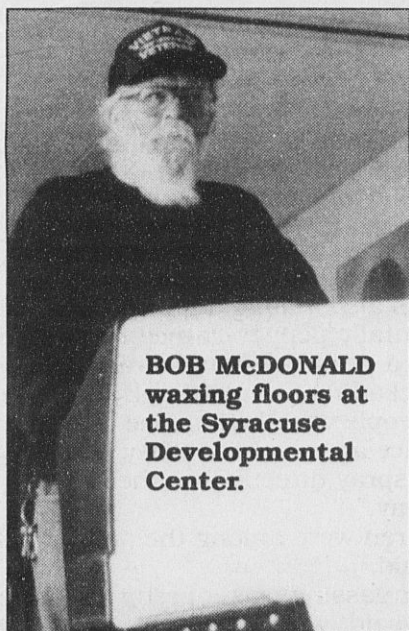
McDonald got the idea of portraying Santa Claus five years ago when he took his grandson to see Santa for the first time, and was not impressed with how the kids were being treated. He felt he could do a better job.

"Santa Claus should make them feel happy and make them believe there's a real Santa," he said.

Soon thereafter, he called the New Jersey company that hires the area Santa, and told them he'd like the job for the next year. Needless to say, he got it, and has been sitting in Santa's chair for the past four years, and says he'll keep on "as long as I can do it."

McDonald makes the illusion more real by going to a hair salon each year and spending from eight to ten hours having his naturally brown hair and beard dyed white, and by putting his heart into it, constantly ringing bells, waving at children as they walk by, and "ho, ho, ho-ing" just as loudly as he can. And the magic doesn't end just at the mall — for two years he played the jolly old elf for the children in the developmental center's day care facility.

— Mark M. Kotzin



BOB McDONALD waxing floors at the Syracuse Developmental Center.



AND AS "SANTA" on the job with young Alex Michalenko of Dewitt



CSEA TAX AND FINANCE LOCAL 690 members came through in a big way when they learned that Albany area radio station WGY's Christmas Wish Fund faced a shortfall this holiday season. Local members raised \$2,167 and presented a check for that amount on air to WGY radio personality Don Weeks. Local 690 member Sue Mailloux, center, chats with Weeks, right, as Local 690 member Pat Finn records the event.

Thaxton case goes to arbitration



LAKE GEORGE — A state Supreme Court justice has ruled that CSEA Warren County Unit member Bernie Thaxton is entitled to an arbitration hearing in a controversial dismissal case.

CSEA demanded an arbitration hearing after Thaxton was coerced by management into resigning last May after being accused of taking two gallons of gasoline from the county Department of Public Works. He had been denied union representation during improper interrogation by management.

During the recent holidays, CSEA staff and management donated food gift certificates to Thaxton and his family through the CSEA Kim Hytko Memorial Adopt-A-Family program. CSEA Executive Vice President Mary E. Sullivan, left, presents the certificates to Thaxton, his wife, Dorothy, and son, B.J.



SUNY SANTAS — SUNY Oswego employees pitched in with a truckload of toys for Oswego County's neediest children this past holiday season. College people donated more than \$400 and more than 500 toys during their eighth annual campus Drive for Toys. The donations were delivered to the Oswego County Department of Social Services for distribution to local children. Shown with some of the gifts are toy drive committee members Casey Walpole, Ann Marie Ellis and Vernon Reynolds.

Notice of nomination and election OFFICERS FOR CSEA'S SIX REGIONS

Nominating petition request forms available in February; petitioning period begins March 4

Election of CSEA region officers for three year terms will be conducted in 1996 under a schedule of elections approved by the union's statewide Board of Directors.

Under the union's open election procedures, any member in good standing can have his or her name placed on a ballot by obtaining signatures of a minimum of 500 CSEA members on official petition forms. All signatures must be from the region where the person is seeking office. Members who sign the petition must be eligible to vote in the election.

In order to be eligible to seek office, a candidate must be at least 18 years of age; a member in good standing of the region since June 1, 1995; shall not have been a member of a competing labor association or union since June 1995; and shall not currently be serving a disciplinary penalty imposed by the Judicial Board of CSEA. To be eligible to vote in the election a member must be in good standing as of April 1, 1996.

Request forms for nominating petitions for the election of region officers will be available at CSEA headquarters and region offices beginning in February. While the request forms may be filled out and returned ahead of time, actual nominating petitions will not be released until March 4, the first day of the petitioning period.

Region officers election schedule

The Board of Directors approved the following election schedule for CSEA region officers:

March 4 — Start of petitioning period. Nominating petitions available from region offices and CSEA headquarters.

April 4 — Deadline for receipt of nominating petitions at CSEA headquarters (5 p.m.).

April 15 — Deadline for declinations of nomination (8 a.m.).

April 15 — Drawing for positions on the ballot, CSEA headquarters conference room. Candidates (or proxies) may attend as observers.

April 15 — Deadline for receipt of campaign articles and photos by *The Public Sector*.

April 15 — Address labels available to candidates for mailing campaign literature. Deadline for receipt of campaign literature by CSEA headquarters for distribution (5 p.m.).

April 15 — Membership list available for inspection by candidates (headquarters).

May 15 — Ballots delivered to post office for mailing (5 p.m.).

June 5 — Deadline for receipt of ballots (8 a.m.).

Election results will be announced after the ballot count. Candidates will be notified by mail of the results.

Election results will be published in the July edition of *The Public Sector*.



Don't send your children to school in a blizzard; listen for CSEA-sponsored school closing announcements

When the snow flies, as it has a lot this winter, and schools close, residents across the state are getting that information from CSEA-sponsored public service announcements on radio stations across the state.

CSEA public service announcements regarding school closings use the theme that the CSEA work force is out there in good weather and bad providing service around the clock.

CSEA-sponsored school closing announcements air on the following radio stations:

WBEN in Buffalo
WHAM in Rochester
WSYR in Syracuse
WNBF in Binghamton
WTNY in Watertown
WLZW in Utica
WGY in Albany
WIRY in Plattsburgh
WGHQ in Kingston
WKIP AM/FM in Poughkeepsie
WHUD/WLNA in Westchester County
WGNY in Newburgh
WALL in Middletown
WALK on Long Island

Jardine expands operational hours of CSEA Personal Lines hotlines

Jardine Group Services Corporation, in a continuing effort to provide CSEA members with the highest quality customer service, has expanded the hours of its Personal Lines customer center.

To accommodate the needs of members, Jardine hotlines are now open between 8 a.m. and 8 p.m. Monday through Friday, and between 9 a.m. and 3 p.m. on Saturdays.

The special Jardine CSEA hotline telephone numbers are:

New business: 1-800-833-4657
 Payroll deduction questions: 1-800-760-3848
 Customer service/policy changes: 1-800-833-9041

Remember, when you need to know, call the CSEA Current Issues Update on a touchtone phone 1-800-342-4146, then dial 15

GENERAL NEWS

NOTICE OF NOMINATION AND ELECTION OF DELEGATES TO THE 1996 AFSCME CONVENTION

CSEA delegates will be elected by region at Feb. 17 meetings

Meetings will be held in all six CSEA regions at 11 a.m. on Feb. 17 to nominate CSEA delegates to the 1996 AFSCME Convention scheduled for June 17-21 in Chicago.

CSEA delegates will be elected by region. Each CSEA region will elect the number of delegates to which it is entitled based on membership strength, in accordance with the AFSCME and CSEA constitutions. Expenses for transportation, room and board at the AFSCME Convention will be paid by CSEA.

Nominating procedures

Any member in good standing as of Feb. 1, 1996, will be entitled to be nominated as a delegate to the AFSCME Convention. Any member in good standing as of Feb. 17, 1996, will be eligible to nominate delegates to the convention.

Nominations will be made at region meetings to be held Saturday, Feb. 17, at sites listed below. The meetings will continue until all those present who want to make nominations have been given the opportunity to do so.

Any qualified CSEA member will be eligible to nominate as many candidates for delegates as he or she desires, not to exceed the total number of delegates to be elected from that region. Nominees do not have to be at the nominating meeting.

The nominator must provide the candidate's name, address, work telephone number, home telephone number, Social Security number and CSEA local number.

Nominations may be made by slates; that is, a number of individuals may appear on the ballot as running together under a particular designation. Candidates nominated by slate will appear on the ballot in the order in which they are nominated.

Those who make multiple nominations must state whether the nominations are made individually or by slate.

The ballot will allow slate candidates to be elected individually, separate from the slate.

The Board of Directors approved the following election schedule for CSEA delegates to the 1996 AFSCME Convention:

- Feb. 17** Nominating meeting (all regions, see sites below).
 - Feb. 27** Membership list available for inspection by candidates (Headquarters).
 - Feb. 27** Address labels available to candidates for mailing campaign literature.
 - March 8** Deadline for declination of nomination (8 a.m.).
 - March 8** Deadline for receipt of campaign literature by CSEA headquarters for distribution (5 p.m.).
 - March 25** Ballots delivered to post office for mailing (5 p.m.).
 - April 4** Replacement ballot may be requested if original is not received.
 - April 16** Deadline for receipt of ballots (8 a.m.).
- Election results will be announced after the ballot count.
Candidates will be notified by mail of the results.**
- Election results will be published in the May edition of *The Public Sector*.

Schedule of nominating meetings to elect CSEA delegates to the 1996 AFSCME Convention

All meetings will be held at 11 a.m. Feb. 17, 1996

	Location
Long Island Region	Region Office, 3 Garet Place, Commack
Metropolitan Region	Region Office, 40 Fulton Street, 22nd Floor, New York City
Southern Region	Region Office, 735 State Route 52, Beacon
Capital Region	Best Western Albany Airport Inn 200 Wolf Road, Albany
Central Region	Region Office, 6595 Kirkville Road, East Syracuse
Western Region	Best Western Batavia (Treadway Inn) 8204 Park Road, Batavia

Three named top PEOPLE recruiters for November, December

Three members earned Recruiter of the Month honors recently by recruiting new members for the PEOPLE Program.

PEOPLE (Public Employees Organized to Promote Legislative Equality) is the CSEA-AFSCME lobbying program that operates at the federal level.

Two members tied for top honors for November, each recruiting 19 new members

for the program. November recruiting leaders were Jackie Stanford, a member of State Insurance Fund Local 351, and William Bowen, a member of the Orange County Unit of Orange County Local 836.

James Statom, a member of Harlem Valley Secure Center Local 553, earned top honors for December by recruiting 30 new PEOPLE members.

A rose, by any other name, is still a Wiesen

Andrew Wiesen, a Nassau County Local 830 member, has a lot to be thankful for. He survived a kidney transplant, got his job back with the help of CSEA and is benefitting from good benefits negotiated by his union. His story was profiled in the January edition of *The Public Sector*. Unfortunately, he was referred to as Andrew Wilson throughout the article. We apologize and regret the mistake.

The Empire Plan *For CSEA-represented state employees* **Informational Assistance**

The following directory of telephone numbers and addresses will help Empire Plan enrollees and their dependents obtain information and assistance regarding their benefits.

NYS Health Insurance Program: All questions concerning the health insurance program should first be directed to your Agency Personnel Office, or

Division of Employee Benefits
 NYS Department of Civil Service
 W. Averell Harriman State Office Building Campus
 Albany, NY 12239
 Albany area: (518) 457-5754 or (518) 457-5784
 Toll-free: 1-800-833-4344

Benefits Management Program: All hospital admissions, Pre-certification, Discharge Planning, Medical Case Management, and Prospective Procedure Review must call Intracorp at:

HealthCall: 1-800-992-1213

* Note - Do not call this number for information concerning claims or benefits.

Managed Physical Medicine Program (MPMP): This Program went into effect Aug. 1, 1995, and provides coverage for medically necessary chiropractic treatment and physical therapy services. Pre-certification of services is not an enrollee requirement; however, services must be received from an Empire Plan participating chiropractor/physical therapist to receive paid-in-full benefits (minus \$5 co-pay). The MPMP is insured by MetraHealth and administered by Managed Physical Network, Inc. (MPN).

Managed Physical Medicine Program: 1-800-942-4640

Home Care Advocacy Program (HCAP): All visiting and private duty nursing, home infusion therapy and durable medical equipment (including diabetic supplies) must be pre-certified through HCAP which is administered by MetraHealth.

Home Care Advocacy Program: 1-800-638-9918

Mental Health and Substance Abuse Services: Call Value Behavioral Health (VBH) for inpatient or outpatient Mental Health and Substance Abuse Treatment (including Alcoholism) at:

Value Behavioral Health: 1-800-446-3995

For information regarding mental health and substance abuse claims call MetraHealth at 1-800-942-4640.

Hospital Claims: Contact your local Blue Cross Plan Office or Empire Blue Cross and Blue Shield
 NYS Service Center
 Box 11815

12 Corporate Woods Boulevard

Albany, NY 12211-0815

Albany area: (518) 367-0009

Within/Outside NYS: 1-800-342-9815

Medical/Surgical/Basic Medical Claims: Contact MetraHealth at:

MetraHealth Service Corp.

Administrator for MetLife

P.O. Box 1600

Kingston, NY 12401

Within/Outside NYS: 1-800-942-4640

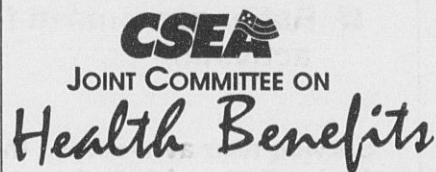
Participating Provider Hotline and Healthcare Helpline: Contact MetraHealth at 1-800-942-4640

Medicare: Information can be obtained through your local Social Security office listed in your telephone directory under "United States Government."

HEALTH MAINTENANCE ORGANIZATIONS

HMO providers, covered services, emergency care, identification cards - contact your HMO directly.

News you can use from the



REMINDER

1995 Empire Plan claims must be filed by March 31, 1996

All 1995 Empire Plan Basic Medical claims must be submitted by March 31, 1996, to:

**MetraHealth Service Corp.
 Administrator for MetLife
 P.O. Box 1600
 Kingston, N.Y. 12401**

Basic medical claim forms may be obtained from your agency's personnel office or from MetraHealth. Make sure you complete the requested subscriber information and, if applicable, dependent student information. Don't

forget to sign the claim form.

Please be certain to have your doctor or other provider fill in all the information asked for on the claim form. If the claim form is not filled out by the provider, original bills must include all medical/diagnostic information asked for on the claim form. Missing information will delay the processing of your claim.

If you have any questions concerning your claim, you may contact MetraHealth directly at **1-800-942-4640**.

Your union dues work for you

Your union dues, which are among the lowest in the country, support CSEA efforts to obtain better wages, better benefits, retirement benefits and equitable terms and conditions of employment for the 265,000 active and retired members of CSEA that are far superior to non-unionized workers.

CSEA negotiates the best contract provisions and protections possible because effective management of union dues make it possible for the union to employ an experienced, qualified professional staff.

Your dues also support CSEA's legislative and political action program, making it possible for CSEA to promote and support legislation that is in your best interest while working to reject legislation that would be harmful to you.

CSEA supports issues that help you throughout your working career and assists you when you retire, such as pension supplementation, permanent cost-of-living adjustments, health insurance for retirees and preservation of the retirement system.

Your union dues work for you in many ways. Of every dues dollar paid, 97 cents goes toward negotiating and enforcing union contracts, improving and protecting terms and conditions of employment and working on a wide range of issues and projects that directly affect members. Three cents is used for promoting political or ideological programs and projects important to CSEA members and labor in general.

CSEA members who object to the appropriation of a portion of their dues for political or ideological purposes unrelated to collective bargaining can obtain a rebate.

To request a refund from CSEA, individual refund requests must be submitted in writing by certified or registered mail addressed to:

**CSEA Treasurer
 Civil Service Employees Association
 P.O. Box 2611
 Albany, NY 12220-0611**

CSEA refund requests will only be accepted during the month of March. Requests must be postmarked during the month of March and no later than March 31, 1996.

Individual requests only must be submitted; lists of members are not acceptable.

Each request for reimbursement must be typed or legibly printed and must include the individual's name, home address, Social Security number and CSEA local number. The request must be signed by the member.

Summary of January meeting of CSEA's Board of Directors

Editor's Note: The Public Sector regularly publishes a summary of actions taken by CSEA's Board of Directors at the board's official meetings. The summary is prepared by CSEA Statewide Secretary Barbara Reeves for the information of union members.

ALBANY — CSEA's statewide Board of Directors met here on Jan. 11. In official action, the board:

- Approved a five year renewal of a contract with Clarity Publishing Inc. to publish and mail *The Public Sector*;

- Approved the creation of five new staff positions and the abolishment of five former staff positions;

- Approved a five year lease of office space in Middletown for Orange County Local 836;

- Approved increasing the mileage rate to 31 cents per mile, the current IRS rate;

- Approved the appointments of Jim Newkirk, Linda Blanchard, Peter Schram, Don Haskins, Walter Sturlick, Kathy Kelly, Shayne Waters, Rose MacBlane and Casey Walpole to the Region V Political Action Committee;

- Approved capital budget expenditures for the Canton office and Region II, and for the purchase of computer software and scanning equipment;

- Approved granting a Local Charter to Yank Waste Recycling Workers;

- Approved changing the name of Wassaic DC Local 426 to Taconic DDSO Local 426;

- Approved dissolving Monroe DC Local 439 and transferring those members to Finger Lakes DDSO Local 436;

- Approved several amendments to the CSEA region, local, unit, private sector local and retiree local constitutions;

- Approved placing the Freeport School District Custodial Unit of Local 865, William Floyd Security Unit of Local 870 and Taconic Correctional Facility Local 176 in administratorship.

Questions concerning this summary of actions taken by CSEA's statewide Board of Directors should be directed to CSEA Statewide Secretary Barbara Reeves, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210, 1-800-342-4146 or (518) 434-0191.



CSEA Statewide Secretary Barbara Reeves

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BIG SAVINGS with CSEA ADVANTAGE DISCOUNTED CELLULAR PHONE SERVICE for CSEA members and retirees.

CENTRAL and WESTERN NEW YORK COUNTIES

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- \$12 monthly access charge!
- 22 cents per minute local airtime!
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Service now available in the following counties in Area Codes 716 and 315: Erie, Niagara, Cattaraugus, Wyoming, Genesee, Allegany, Chautauqua, Jefferson, Lewis, St. Lawrence, Monroe, Wayne, Ontario, Livingston, Orleans, Onondaga, Madison, Oswego, Oneida and Herkimer.

For information, call:

In Buffalo (716): Maureen Ziemba (716) 686-4315
In Rochester (716): Mark Miller (716) 777-2903
In Syracuse, Utica-Rome (315): Fran Catanzarite (315) 449-5505
In Jamestown, Olean (716): Maureen Ziemba 1-800-686-9639

- * Rates contingent upon two year service agreement with Frontier Cellular and to CSEA members in good standing.
- * Product discount available with new service activation only.
- * Existing cellular service may be converted to program without termination charges (Q-Plan customers excluded).

frontier
CELLULAR

NOTICE: CSEA is honoring a national AFL-CIO boycott of Bell Atlantic NYNEX Mobile cellular phone service. CSEA's endorsement of discounted cellular service offered by Bell Atlantic NYNEX Mobile in other parts of New York state and northern New Jersey is suspended.

For information regarding other CSEA membership benefits, call the Membership Benefits Department, CSEA Headquarters, 1-800-342-4146

A special benefit for CSEA members

CSEA's official travel service, Plaza Travel Center Inc. in Latham, has announced "A Special CSEA Cruise at a Special Price" for CSEA members for next November.

Just one catch — **you must sign up by April 30 with a \$100 deposit per person to secure the special rates of just \$699 per person for inside cabins and \$759 per person for outside cabins for the cruise scheduled for Nov. 11-15, 1996.**

This special price includes roundtrip airfare from all major cities in New York state, transfers, all meals and entertainment, port charges and taxes and a "Bon Voyage" cocktail party on board.

The ship Nordic Empress will sail out of Miami from Monday to Friday Nov. 11-15 and visit Freeport, Nassau and Cococay.

For details on the November CSEA cruise, call Plaza Travel Center at 1-800-666-3404.

IMPORTANT NOTICE FOR CSEA DISABILITY INCOME POLICYHOLDERS

Do you have a question regarding your CSEA-sponsored Disability Income coverage?

Are you having difficulty filing a claim?

Would you like to know the current status of your disability claim?

Call the CSEA

**Disability Income Insurance Claims Hotline
TOLL FREE 1-800-230-2422
weekdays from 8 a.m. to 4:30 p.m.**

Your call will go directly to the CSEA Disability Income Claims Department of Jardine Group Services Corporation in Latham, NY. Your CSEA Disability Income Customer Service Representative will assist you and provide prompt, accurate answers to your important claim questions.

Your time is valuable, and your satisfaction is important to us.

**Make one free call to 1-800-230-2422
for fast, friendly information.**

Jardine Group Services Corporation

How Can CSEA Help Me?

A Reference Guide To CSEA Member Services & Benefits

You Can 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 includes Occupational Safety & Health, Local Govt. & School District Affairs, Research, EAP, the Retiree Division and State Contract Administration;

*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;

*press **7** for Membership Benefits.



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 and Prescription Drug 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, Latham, 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.

SPECIAL NOTICE

CSEA's endorsed Bell Atlantic NYNEX Mobile Communications Cellular Telephone Program has been temporarily suspended in Regions I, II, III and IV because of the AFL-CIO national boycott in support of communication workers and electrical workers.

Insurance

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

For details on CSEA Security Life Plan, Income Protection Program, Hospital Indemnity Plan and Family Protection Plan, call toll free: Jardine Group Services Corp. 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 the New York State Health Insurance Program's Empire Plan: Blue Cross Claims: . . . 1-800-342-9815 or (518) 367-0009 Metropolitan Claims (MetraHealth)..... 1-800-942-4640 Participating Providers 1-800-942-4640 Home Infusion/Nursing, Diabetic Supplies, Durable Med Equip Home Care Advocacy Program.... 1-800-638-9918 Hospital admission approval/ surgical review: Empire Plan Health Call..... 1-800-992-1213 Mental Health & Substance Abuse Hotline..... 1-800-446-3995 Managed Physical Medicine (chiropractic & physical therapy)..... 1-800-942-4640

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 the Membership Benefits Department at Headquarters, 1-800-342-4146.

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 or the Membership Benefits Department at Headquarters, 1-800-342-4146.

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 or the Membership Benefits Department at Headquarters, 1-800-342-4146.

AFSCME Union Driver and Traveler Program Discounts

The AFSCME Union Driver and Traveler Program saves you money whether you're traveling by car, bus, train or plane. It's a motor club, travel service and auto repair service all in one. Annual cost: \$49.95. Call 1-800-547-4663.

Disney World, Theme Parks Discounts

Discount admission to Disney World in Florida, Disney Land in California, Six Flags Amusement Parks and Anheuser Busch Theme Parks Clubs (i.e. Sea World and Busch Gardens). To receive discounts, call 1-800-238-2539 between 8 a.m. and 8 p.m. Monday-Friday. Identify yourself as a CSEA/AFSCME Local 1000 member and provide your Social Security number.

AFSCME Advantage Loan Program

Unsecured personal loans from \$2,500 to \$15,000, with affordable monthly payments, are available to credit-qualified applicants. Call toll-free 1-800-343-7097 for applications, information.

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. Call toll free: 1-800-848-6466.

SPECIAL NOTICE

CSEA's Empire Home Mortgage Program has been temporarily suspended due to the withdrawal from mortgage underwriting services by GE Capital Corporation. We hope to be able to announce continuation of this mortgage program with a new bank in the near future.

AFSCME Advantage Career & Academic Planning

Tuition savings planning. Financial aid projections. Counseling and seminars for career decisions. \$10 annual fee. 1-800-733-GRAD (4723).

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 or call the Membership Benefits Department at Headquarters, 1-800-342-4146.

REGION OFFICES

LONG ISLAND REGION I OFFICE
3 Garet Place, Commack, NY 11725.
(516) 462-0030.

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, Latham, 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