



Public employees battle Hurricane Gloria mess; leave time in question

When Hurricane Gloria ripped across the Long Island area, it left behind severe damages, exhausted public employees sent from across the state to assist in the cleanup, and a sticky problem of how to handle the cases of thousands of people who couldn't make it to work or were sent home the day the storm struck. For a look at how public workers coped with the cleanup mess, see page 20. As to the leave question, CSEA officials are working with the Governor's Office of Employee Relations and the Civil Service Department to clarify the situation and seek waivers of attendance rules in applicable cases. Information on the leave question will be published as it is resolved.

the

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New regs affect school bus drivers

Fingerprinting of bus drivers a thorny issue

By Nan Hanna
Assistant Editor

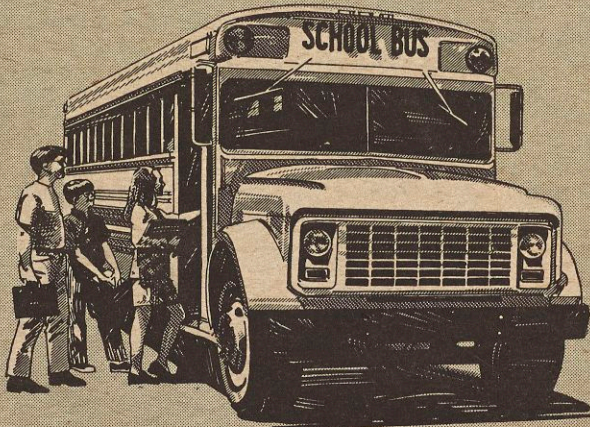
Based on some highly-publicized, isolated cases of sexual abuse of children by school bus drivers, the New York State Legislature passed a bill requiring all drivers to be fingerprinted and to undergo a criminal history check.

The law requires that all drivers be printed by Oct. 15, and is ostensibly a good bill intended to protect children from harm in a situation where an adult has frequent contact with a child. No one can argue that every measure possible should be implemented to reduce and eliminate the widespread problem of child abuse.

"It was very difficult to lobby against this bill," said CSEA Coordinator of School Districts Larry Scanlon, "but we feel it contains some onerous provisions which affect our drivers."

One such provision is the issue of whether the drivers themselves pick up the cost of the fingerprinting, estimated to be between \$30 and \$35, or if the school districts will mandatorily absorb this expense.

"The impact of the law is mandatorily negotiable because it is a term of condition of



employment," explained Scanlon. "CSEA maintains that the employer should cover the cost, rather than have it be an out-of-pocket expense to the driver."

The other point of contention is the required criminal history investigation. It is a common occurrence that records are not updated, and an arrest which was recorded often fails to indicate that the case was dismissed or the person cleared of guilt. In addition, Scanlon pointed out, this factor allows a driver's personal license to determine his/her ability to perform on the job. "Our drivers are among the most safety-conscious people on the road," observed Scanlon.

The most disturbing issue to the bus drivers is the discriminatory nature of the law. "I could see it, provided other employees such as teachers and administrators who also have contact with the kids were required to be fingerprinted," said Erie Education Local 868 President Jack Schlenker. "The drivers are

(Continued on Page 2)

Retirement at 65 is not mandatory under new ruling

ALBANY—Turning 65 no longer means that school bus drivers in New York state are out of work. The state Board of Regents, bowing to CSEA pressure, has eliminated the mandatory retirement rule.

The union represents thousands of school bus drivers and has been legally challenging the regulation which forced the termination of drivers when they reach age 65.

The change was hailed as "a major victory" by CSEA School District Affairs coordinator Larry Scanlon. He lauded a letter which union attorney Pauline Kinsella sent to the regents which expressed CSEA's "unqualified support for the proposed rule change."

In her six page letter, Kinsella said that forced retirement was illegal, discriminatory and "flies in the face of New York's public policy which encourages employment."

She went on to dismantle two research studies used in the past to excuse the retirement rule.

One study, done by the Department of Motor Vehicles in 1978, reported that "drivers 30 years of age or younger and 65 years of age or older have a disproportionately high accident involvement rate." But Kinsella noted "despite the findings that drivers under 30 and over 65

(Continued on Page 2)

Union pressures keep Binghamton building closed another year

BINGHAMTON — The 18-story state office building here, closed in 1981 when a fire caused chemical contamination, will remain shut for at least another year.

State officials made that announcement in response to union leaders who said a plan to gradually reopen the building later this year was

unacceptable. CSEA President William L. McGowan, during a recent visit to the site, also expressed his opposition to the reopening (see related story on page 13).

Additional details on the new arrangement will be published in the next edition of The Public Sector.

OCA members ok 3-year contract

ALBANY — By an overwhelming margin of 10 to 1, CSEA members have ratified a new 3-year contract covering 3,500 employees of the Office of Court Administration. CSEA President William L. McGowan said the results "vindicated our tough stand during negotiations."

Talks broke down last spring over the issue of a discretionary cap which would put a lid on salaries. McGowan at that time said he would never accept the cap, explaining "it would set a dangerous precedent because if they can cap some salaries this year, they will want to cap more and more salaries in the years ahead." He pledged "we will never surrender our right to negotiate salaries."

The issue went to factfinding, with a decision upholding the union's position. Talks then resumed, and a tentative pact was reached granting annual salary increases of 5 percent, 5.5 percent and 6 percent over the life of the contract.

Employees voted 1,097 to 119 in favor of ratification.



CSEA MEMBERS of the Office of Court Administration are all smiles as they count ballots from members which overwhelmingly ratified a new 3-year contract.

New name, more coverage for Group Term Life Insurance

ALBANY — The voluntary, union-sponsored Basic Group Term Life Insurance Program has a new name and offers an increase in the maximum amount of coverage available as well.

The new name — MAX 25 — refers to the new maximum amount of insurance coverage available under the Group Life Program. Until now, the amount of Group Life Insurance available to members was based on their current salaries, with a maximum amount of coverage offered under the plan at \$15,000.

The union has now increased this maximum amount of coverage from \$15,000 to \$25,000. Moreover, this coverage will be offered to all CSEA members, regardless of their current salaries. Effective this month, all CSEA members who apply for the Basic Group Term Life Insurance will be given four options

of coverage from which to select: \$25,000, \$20,000, \$15,000 and \$10,000.

CSEA President William L. McGowan said he believes this improvement will prove to be more effective in meeting the need of CSEA members—72,000 of whom are already enrolled in the plan.

CSEA has not forgotten those members who are already insured under the Group Life Program. During October and November, Group Life insureds will receive a special increase offer in the mail, which gives them the opportunity to benefit from the new maximum amount of coverage available. Regardless of the coverage they presently have, they will have the chance to increase their life insurance to as much as \$25,000.

State contracts on the way to bargaining units CSEA membership

It took months of negotiations and 50,000 pounds of paper to print but new state contracts are now in the mail to 106,000 state employees.

The contracts, weighing 3 ounces each, required 230,000 sheets of paper and took 160 hours to print and bind. Many hours were also required to convert the agreement, overwhelmingly ratified by union members, into legal language acceptable to both labor and management.

But now all the i's have been dotted and the t's crossed and contracts for workers in the Administrative, Institutional and Operational Services bargaining units are in the mail.

Fingerprinting

(Continued from Page 1)

with the kids about two hours every day, but teachers are with them sometimes for six hours. Gym teachers are in a position to do things, if they were so included, because their locker rooms and showers offer the opportunity," he concluded, noting that bus drivers are no less concerned about the children's safety simply because they object to being singled out as the only potential molesters.

"Since the law is already in effect, we are concentrating on a clear definition with the law specifying that the expense of the fingerprinting will be paid by the school districts," said Scanlon. "If the employer states the driver will unilaterally bear that cost, CSEA will file an improper practice to ensure our drivers are protected," he added.

Scanlon urged that any driver who is being required to pay fingerprinting costs themselves contact the field representative, or unit or local president as soon as possible in order for CSEA to take the necessary action.

"It was very difficult to lobby against this bill, but we feel it contains some onerous provisions. . ."

Retirement at 65

(Continued from Page 1)

have substantially the same driving records, only persons 65 and over are excluded from driving."

She also turned the "old age" issue against the regents themselves by observing that the other study used to justify age as an occupational qualification was in itself aged.

"The study is based upon information which is approximately 20 years old, and which may have little or no validity at the present time, given the fact that improvements in the health and longevity of the population during the past 20 years may, in and of themselves, invalidate the study simply due to its own 'age.'"

The union attorney concluded "no legal, statistical, or medical reason exists to justify the exclusion of individuals upon the basis of their reaching the age of 65 from the occupation of school bus driver in New York state" and the Board of Regents agreed when it voted to eliminate the mandatory retirement rule.

Member LEAPS toward success

By Nan Hanna
Associate Editor

"I was pretty lucky," mused Sandra Verenini, a secretary for the New York State Police at Albany's State Campus. "I was stuck as a clerk for Taxation and Finance more than seven years, and I just couldn't advance the way I wanted to. Every time I took an exam, it seemed the list was "frozen" or something came up that kept me at the same level and I was getting frustrated."

Sandra, like so many women in the workforce today, was divorced after a 20 year marriage, had very few marketable skills, and needed to enhance her financial position for herself and her daughter, Debra. "My daughter suggested I go back to school," Sandra said, "but I just couldn't afford it. One day, out of the blue, CSEA's Labor Education Action Program (LEAP) material was circulated in my office."

Encouraged by Debra, she applied for the Shorthand I class and was accepted. She received an "A" in the course and was encouraged. "I enrolled in Shorthand II and was doing very well until I broke my wrist during the third week," she said. "It was like an omen telling me I wasn't going to get ahead after all."

Determined not to be defeated by this setback, she contacted her teacher at Maria College, Bev Barnes, and asked if she could re-enroll in the class. Barnes informed her that she was able to take 80 words per minute, which gave her a "C" average at the time she left class with her injury.

Sandra asked if she could return to class to get some practice in, and got up to 90 words per minute for a "B". After a final, optional class, she received an "A" for accomplishing 100 words per minute. "Bev Barnes told me that with my determination, there would be no holding me back," she said.

Her friend Cathy Champion, who was taking the course with her, suggested she could be a stenographer. "Don't stop now," encouraged her friend.

Sandra took an exam in May and passed. She was offered a temporary position in June, but opted to hold out for something permanent. In August, she was offered a position as Secretary to the Associate Personnel Administrator at the New York State Police Headquarters. "I enjoy working for Bernard McGuire, and the people here are just great," reported Verenini.

"LEAP changed my whole life. I feel like I'm 18 again, and have a whole new life," she said, crediting her daughter Debra, a Grade 9 at the Department of Social Services, who said "go for it, Mom!"

I don't intend to end it here," she said with a gleam of determination dancing in her green eyes. "I am limited because of a lack of a college degree, but I am going to try for at least a semi-professional position." She recently signed up for word processing.

Verenini hopes to get an associates degree in Secretarial Sciences, but recognizes the time it would take while holding down a full-time job.

"There should be more programs to help women in my situation get a degree in a shorter length of time. Many of us opted to



SANDRA VERENINI

have kids and take care of our homes while holding down 'nothing' jobs. Men seem to change and grow.— get better jobs — and out-grow the relationship," she said. "Women change, too, but we don't grow when all we see is dirty dishes and laundry."

"I was married for 20 years, and one day I decided my daughter and I deserved to become all we could be. Now we are trying to buy a house," she grinned. "I just bought my first car. I feel terrific about myself and about my life, and I'm determined to get as far ahead as I possibly can," she said.

Verenini is convinced that women don't have to settle for \$8,000 a year jobs or just live on alimony, which she feels is degrading. "We are entitled to more out of life than that," she stated firmly.

Verenini expressed her gratitude to Debbie Baum and Mary Horne of the LEAP program. "If it wasn't for LEAP, I wouldn't be where I am today," she concluded.

LEAP registration opens Oct. 23

ALBANY—CSEA's Labor Education Action Program (LEAP) is currently completing its schedule of tuition-free courses for the 1985 fall semester. Registration for state employees in the ISU, OSU and ASU is slated to open

Oct. 23. Application blanks will be available from your training office and your CSEA local president. Look for further information on LEAP courses in the next issue of *The Public Sector*.

Center for Women in Government sets Managing Series

The Center for Women in Government Fall 1985 Managing series is in full swing, offering five additional courses and the two-day "Women as Managers" seminar will be offered in Albany this season for women in public service who seek to improve their job-related skills.

"The Managing program, scheduled for Oct. 10 and 11, is designed for women who aspire to management positions, for new managers and for managers who want to enhance their abilities and find support," said Fredda Merzon, training director.

Also scheduled are courses in program planning and effective leadership. Each class meets for four weekly sessions, from 4:30 to 7:00

p.m. at the Center's headquarters in SUNYA's Draper Hall, Room 303 (located on Western or Washington Avenues off Robin Street).

Merzon also announced two fall sessions of the Center's Executive Development Institute (EDI), a more intensive, residential program for women in mid-level management positions. EDI will be held October 14-17 at the Rensselaerville Institute, 30 miles southwest of Albany.

Additional information on Managing, EDI and other Center programs can be obtained by calling (518) 442-3900. Immediate registration is encouraged.

Public Sector

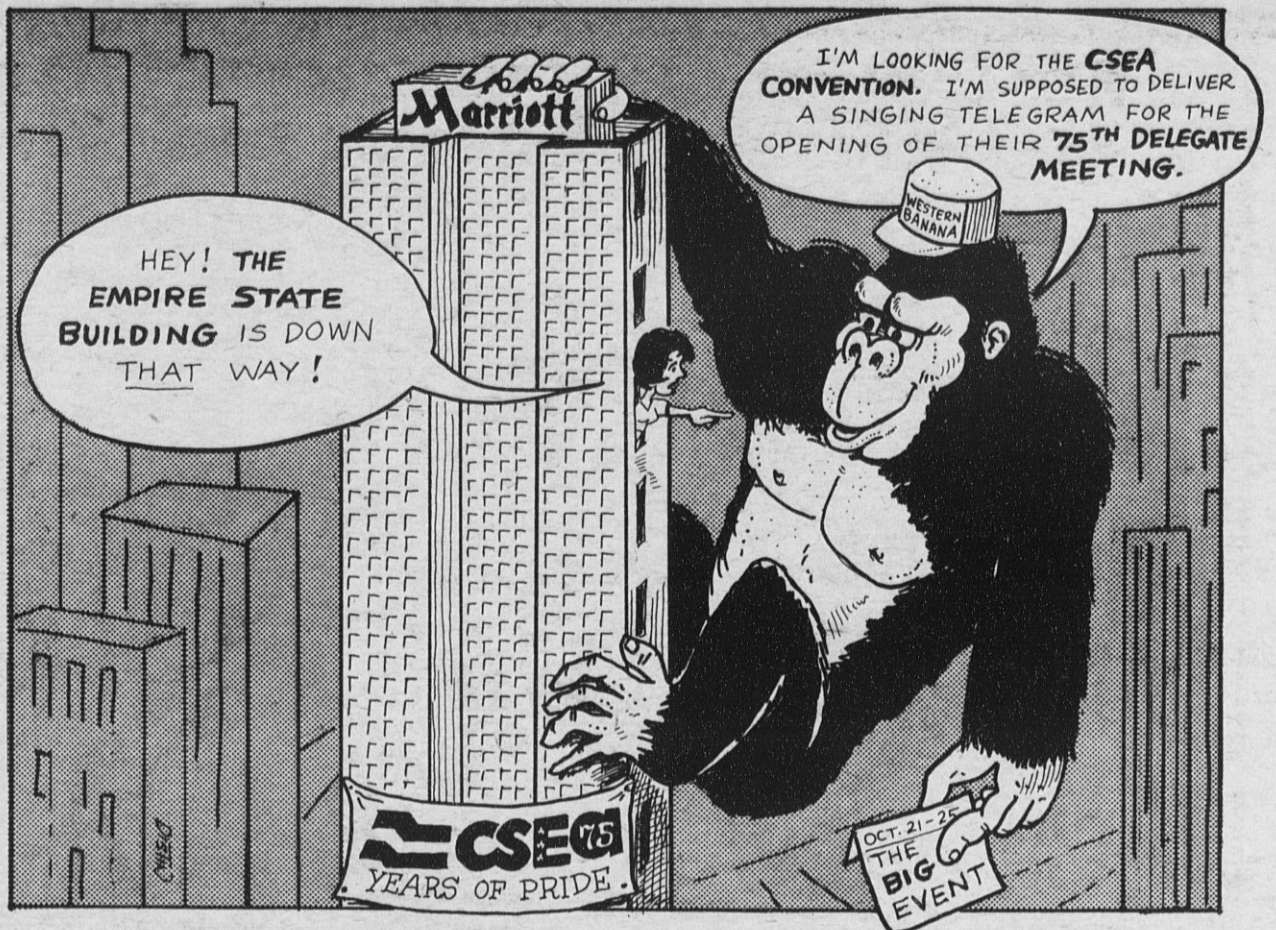
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Convention '85

More than 1,000 union activists are set to attend CSEA's 75th Annual Delegates Meeting at the New York Marriott Marquis, Oct. 21-25. While the setting contrasts sharply with that provided by Lake Placid for last year's meeting, the busy schedule of events planned for the upcoming convention will be familiar to veteran delegates.

A tentative agenda includes an array of seminars, forums and departmental meetings to be held Monday and Tuesday. As usual, one large order of business will be consideration of proposed changes in the Constitution and By-Laws as printed in the Sept. 20 issue of The Public Sector. (See page 18 this issue for proposed resolutions.) Standing committee forums will be held on a number of other important topics, including: election procedures, federal and state employee training programs, legislative and political action, insurance, and safety and health.

In addition, various seminars are scheduled to be held on such issues as: CSEA legislative agenda, harassment in the workplace, political action for school districts and trends in health care. CSEA's three state bargaining units, ASU, OSU and ISU are slated for meetings on Monday also.

Departmental or divisional meetings will take place on Tuesday, and Wednesday will mark the meeting's opening ceremonies and the kickoff of the general business sessions which will run through Friday.

Some 30 groups and union programs will be represented throughout the convention at booths which will offer information that delegates can bring back to their locals and units.

The next issue of The Public Sector will include more details about the annual meeting as well as the traditional reports from the CSEA's statewide and regional officers.

Political action seeks legislative program for 1986

The Statewide Legislative and Political Action Committee is in the process of developing CSEA's 1986 Legislative Program. In order to be responsive to the needs of all CSEA members, we are soliciting ideas and suggestions from the entire membership.

All suggestions will be considered, although not necessarily adopted, at the November meeting of the Committee. It would be helpful if a brief description of the problem and an explanation of why the change would be beneficial to CSEA accompanied each suggestion.

Please send your ideas to, ROEMER AND FEATHERSTONHAUGH, P.C., Capital Center, 99 Pine Street, Albany, NY 12207, Attention: Elizabeth K. Clyne. Suggestions must be received by November 1, 1985.

Upstate update Fall meetings set

SYRACUSE—Kathy Collins, president of CSEA Local 615 at Upstate Medical Center, has notified The Public Sector that 15 additional outpatient admitting clerk trainees have been added to the staff of the health complex since the Aug. 23 issue of The Public Sector story covering the ousting of a private billing firm.

The 15 new hires are in addition to the original 20 hired to replace the private firm.

According to Collins, the trainees will be hired at the Grade 3 level and after a six month probationary period will be elevated to Grade 4.

SYRACUSE—CSEA Central Region V will offer the second in a series of fall educational meetings Saturday, Oct. 5, with three workshops on Negotiations In Political Subdivisions at the following locations: SUNY Potsdam Campus, Fireside Lounge (College Union); Sheraton Motor Inn, 7th North Street at Electronics Parkway (Thruway Exit 37—Liverpool); Howard Johnson's, Front Street, Binghamton.

Registration at each location opens at 9 a.m., with workshops beginning at 9:30 and concluding at 4:30 p.m.. A lunch period is scheduled from

12—1.

CSEA Training Specialists from Albany headquarters will conduct the sessions and focus on such topics as: The Language of Collective Bargaining and The Composition and Role of the Negotiating Committee. Through film review and discussion, participants will explore the dynamics of negotiations.

CSEA members interested in attending the workshops are urged to contact their Unit or Local president as soon as possible.

Ken Cranston uses a cool head and the shirt off his back to save life of injured co-worker in Town of Eastchester

By Anita Manley
CSEA Communications Associate

TOWN OF EASTCHESTER—Ken Cranston literally gave the shirt off his back to a co-worker, and it saved a life.

Cranston, a Town of Eastchester Highway Department employee, is credited with saving the life of co-worker Danny DelVecchio by using his shirt as a tourniquet to stop potentially fatal bleeding when DelVecchio accidentally cut an artery in his wrist.

"We were on our regular pick-up when one of the men handed Danny a porcelain bowl," Cranston explained. "When Danny went to toss it on the truck, a sharp edge cut his right wrist."

When Cranston got to DelVecchio, he knew he had to stop the bleeding fast. "I took my shirt off and wrapped it around his arm and told the guys to get help," Cranston said.

DelVecchio had fainted from the loss of blood, and Cranston laid him down and stayed with him until an ambulance arrived to take him to Bronxville Hospital, where doctors operated to repair the severed artery. Doctors said the damage was extensive and if not for Cranston's action, DelVecchio may have lost his arm or his life.

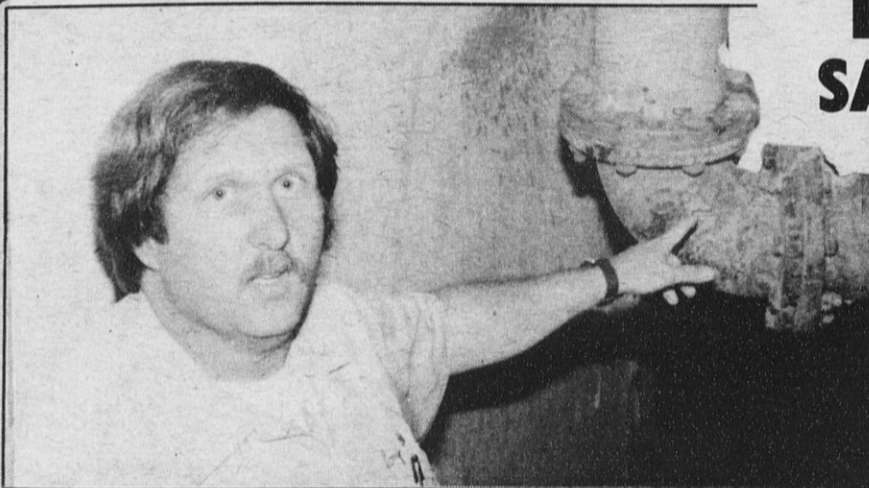
Cranston recently received a letter from the town supervisor commending him for his actions. Although Cranston has never taken a first

aid course, he says he didn't panic and knew what to do.

"If I can help anyone, I'd do it again," he said.



KEN CRANSTON, center, is congratulated by CSEA Region III President Pat Mascioli for his actions which saved the life of co-worker Danny DelVecchio. Surrounding them are co-workers Lou DiRubba, Bobby Allen, Louis Morganti, Dennis Hall, and CSEA Unit President Dennis Mariani.



CITY OF LONG BEACH CSEA UNIT President Eugene Cammarato points to elbow where sludge poured out, filling the basement and resulting in the death of John Pinckney.

John Pinckney, 57, killed in Long Beach water plant mishap

By Sheryl Carlin
CSEA Communications Associate

LONG BEACH—The death of the chief plant operator at the City of Long Beach Water Pollution Control Plant on July 19 was caused by cerebral anoxia as a consequence of drowning, according to results of an investigation into the mishap by the Department of Health.

Chief Plant Operator John Pinckney, 57, died after falling into sludge that had poured out of an eight-inch pipe elbow which has been taken apart for repair. Pinckney, who had worked at the plant for 27 years, had gone into the digester building to turn off the power and was on his way back to the stairs when he fell into the sludge.

Co-workers William Notholt, Ronald Ebricht, Pablo Forestier and Edward Powell were injured trying to save Pinckney. All were hospitalized, but have since returned to work.

Reportedly, a wooden plate which had been placed between two flanges in an overflow line deteriorated and let loose, allowing sludge to pour out and fill the basement area. According to CSEA Occupational Safety and Health Specialist Kenneth Brotherton, the wooden plate has since been replaced by a heavy iron plate.

"It's such a shame," said City of Long Beach CSEA Unit President Eugene Cammarato of Pinckney's death. "John did the same thing for 27 years. But this time the situation changed." Cammarato said that as a result of the fatal mishap, the State Department of Labor has ordered the installation of permanent methane monitoring systems in the facility, the purchase of additional scott air packs, and the development of written procedures covering use of respirators.

BUT, SADLY



THIS WAS THE BULLDOZER that Richard Ortlieb was operating at the time he was fatally injured when pinned between the bulldozer and the underside of a bridge. CSEA officials say the roll-bars were not on the machine at the time of the mishap and could have prevented the mishap from occurring.

Richard Ortlieb, 53, killed in Turin bulldozer accident

By Chuck McGeary
CSEA Communications Associate

TURIN—An investigation is underway following the accidental death of Richard Ortlieb, 53, who was fatally injured while operating a state bulldozer in this Lewis County community on Sept. 17.

According to a report by the Lewis County Sheriff's Office, Ortlieb—a 20-year veteran of the State Department of Transportation—was pinned to the seat of a bulldozer he was operating to scrape gravel from under a bridge on Route 26. According to authorities, the area had less than five feet of clearance, and Ortlieb was pinned between the underside of the bridge and the bulldozer.

After a 30-minute effort by rescue crews, he was freed and brought to Lewis County Hospital, where he died of a crushed chest, according to Chief Deputy Coroner Dr. John C. Herrman.

CSEA Region V President Jim Moore said he has discussed the mishap with Frank Perretta, president of Local 518 and a member of CSEA's statewide safety committee, who inspected the accident site; and has also reviewed the sheriff's department report.

"CSEA Region V is extremely disturbed by the facts surrounding the tragic death of Richard Ortlieb," Moore said. "We are fully committed to a full investigation of this particular situation." CSEA Region V Occupational Safety and Health Representative Chris Jamison said the union is fully investigating the incident to determine if there were possible violations of the Public Employee Safety and Health Act.

Ortlieb, a member of Black River Valley CSEA DOT Local 015, is survived by two sons, two daughters, eight brothers and three sisters.

CSEA PRIDE IN REGION I



Left to right: Region I Political Action Co-Chair Tom Stapleton, Region I President Danny Donohue, Region I Political Co-Chair Mike Curtin, and Region I Political Action Coordinator Gus Nielsen

Nassau County Board of Elections
New Administration Bldg.
Mineola, N.Y. 11501
(516) 535-2411

Suffolk County Board of Elections
Yaphank, N.Y. 11980
(516) 924-4300

For more information contact:
Gus Nielsen, Region I,
Political Action Coordinator
Long Island Regional Office
300 Vanderbilt Motor Parkway
Hauppauge, N.Y. 11787
(516) 273-2280



CSEA PRIDE IN REGION II



Left to right: Region 2 Political Action Coordinator Lauri Cohen, Region 2 President George Boncoraglio and Region 2 Political Action Chair Jim Heekin.

Bronx Board of Elections
1780 Concourse
Bronx, N.Y. 10457
(212) 299-9017

Kings Board of Elections
Borough Office - 345 Adams St.
Brooklyn, N.Y. 11201
(718) 522-2441

Manhattan Board of Elections
Borough Office - 131 Varick St.
New York, N.Y. 10013
(212) 924-1860

Queens Board of Elections
Borough Office - 42-16 West St.
Queens Plaza, Long Island City 11101
(718) 392-8989

Richmond Board of Elections
Borough Office - 25 Hyatt St.
Staten Island, N.Y. 10301
(718) 727-4300

For more information contact:
Lauri Cohen, Region II,
Political Action Coordinator
Metropolitan Regional Office
11 Broadway, Suite 1500
New York, N.Y. 10004
(212) 514-9200

CSEA PRIDE IN REGION III



Left to right: Region 3 Political Action Coordinator Doris Mason, Region 3 President Pat Mascioli and Region 3 PAC Chair Eleanor McDonald

Dutchess Board of Elections
47 Cannon Street
Poughkeepsie, N.Y. 12601
(914) 431-2473

Orange Board of Elections
25 Court Lane
Goshen, N.Y. 10924
(914) 294-5488

Putnam Board of Elections
179 E. Lake Blvd.
Mahopac, N.Y. 10541
(914) 628-0498

Rockland Board of Elections
New Hempstead Road
New City, N.Y. 10956
(914) 638-5172

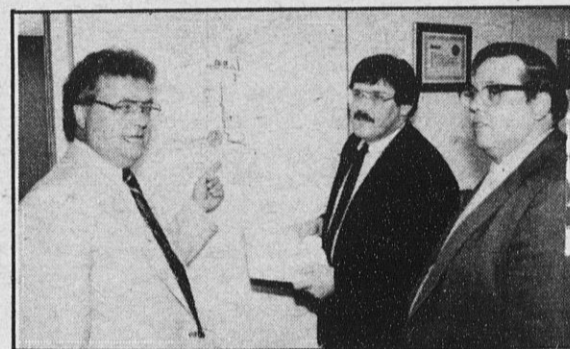
Sullivan Board of Elections
Government Center 100 North St.
Monticello, N.Y. 12701
(914) 794-3000

Ulster Board of Elections
244 Fair St., Box 1800
Kingston, N.Y. 12401
(914) 331-9300

Westchester Board of Elections
134 Court St.
White Plains, N.Y. 10601
(914) 285-5700

For more information contact:
Doris Mason, Region III,
Political Action Coordinator
Southern Regional Office
Old Albany Post Road, North
R.D. #1
Fishkill, N.Y. 12524
(914) 896-8180

CSEA PRIDE IN REGION IV



Left to right: Region 4 Political Action Coordinator Ed LaPlante, Region 4 President Al Mead and Region 4 PAC Chair John Francisco

Albany Board of Elections
Court House
Albany, N.Y. 12207
(518) 445-7591

Clinton Board of Elections
Gov't. Center
137 Margaret St.
Plattsburgh, N.Y. 12901
(518) 565-4740

Columbia Board of Elections
Court House
Hudson, N.Y. 12534
(518) 828-3115

Essex Board of Elections
County Court House
Elizabethtown, N.Y. 12932
(518) 873-6301

Fulton Board of Elections
County Bldg.
Johnstown, N.Y. 12095
(518) 762-8683

Greene Board of Elections
348 Main St.
Catskill, N.Y. 12414
(518) 943-4191

Hamilton Board of Elections
County Bldg.
Lake Pleasant, N.Y. 12108
(518) 548-4684

Montgomery Board of Elections
Old Court House
Railroad St.
Fonda, N.Y. 12068
(518) 853-3431

Rensselaer Board of Elections
Court House
Troy, N.Y. 12180
(518) 270-4070

Saratoga Board of Elections
50 W. High St.
Ballston Spa, N.Y. 12020
(518) 885-5381

Schenectady Board of Elections
612 State St.
Schenectady, N.Y. 12307
(518) 382-3236

Schoharie Board of Elections
Court House
Schoharie, N.Y. 12157
(518) 295-7188

Warren Board of Elections
Warren Co. Municipal
Center
Lake George, N.Y. 12845
(518) 761-6456

Washington Board of Elections
Upper Broadway
Fort Edward, N.Y. 12828
(518) 747-5122

For more information contact:
Ed LaPlante, Region IV,
Political Action Coordinator
Albany Regional Office,
1215 Western Ave.
Albany, N.Y. 12203
(518) 489-5424

CSEA PRIDE is the theme we have adopted for our membership voter registration program.

From the school board to city hall; from the town board to the county legislature; from the county executive to the mayor; from the State Legislature to the Governor's Mansion..

WE CAN MAKE A DIFFERENCE!

However, to make a difference, each and every CSEA member throughout New York State should be registered to vote.

CSEA political activists have been

making the difference in elections throughout New York State. Electing public officials who share the same dedication as our members to serving the public.

Now is the time to increase the ranks of the CSEA political activists and the first step is voter registration.



Register now to vote

Contact an election board, sign up local members

CSEA PRIDE IN REGION VI



Left to right: Region 6 Political Action Co-Chair Tom Warzel, Region 6 President Bob Lattimer, Region 6 Political Action Co-Chair Flo Tripi and Region 6 Political Coordinator Joe Martin

McGowan, McDermott on registering

We in the public sector have a unique opportunity to help elect our employers.

As residents of hundreds of communities throughout New York State, the over 200,000 members of CSEA have a chance to vote for public officials who not only negotiate our contracts, but help make every

community a better place to live.

So, start a network within your local. Start a challenge among the various units in your local. Talk about the importance of being a registered voter.... Talk about CSEA PRIDE... Join the thousands of CSEA members who say with PRIDE...

WE CAN VOTE. CAN YOU?

CSEA PRIDE IN REGION V



Left to right: Region 5 Political Action Coordinator Tim Burns, Region 5 President Jim Moore and Region 5 PAC Chair Dorothy Penner

Broome Board of Elections
44 Hawley St.
Gov't. Plaza Box 1766
Binghamton, N.Y. 13902
(607) 772-2172

Cayuga Board of Elections
Court House, Genesee St.
Auburn, N.Y. 13021
(315) 253-1285

Chemung Board of Elections
425-447 Pennsylvania Ave.
Elmira, N.Y. 14904
(607) 737-5475

Madison Board of Elections
County Office Bldg.
Wampsville, N.Y. 13163
(315) 366-2231

Oneida Board of Elections
800 Park Ave.
Utica, N.Y. 13501
(315) 798-5765

Onondaga Board of Elections
Civic Center
421 Montgomery St.
Syracuse, N.Y. 13202
(315) 425-3312

Chenango Board of Elections
County Office Bldg.
Norwich, N.Y. 13815
(607) 335-4504

Cortland Board of Elections
60 Central Ave., Box 5590
Cortland, N.Y. 13045-0196
(607) 753-5032

Delaware Board of Elections
County Highway Bldg.
Delhi, N.Y. 13753
(607) 746-2315

Franklin Board of Elections
63 West Main St.
Malone, N.Y. 12953
(518) 483-6767

Herkimer Board of Elections
P.O. Box 527
Herkimer, N.Y. 13350
(315) 867-1102

Jefferson Board of Elections
175 Arsenal St.
Watertown, N.Y. 13601
(315) 785-3027

Lewis Board of Elections
Court House
Lowville, N.Y. 13367
(315) 376-5342

Oswego Board of Elections
Oswego Office Complex
70 Bunner St.
Oswego, N.Y. 13126
(315) 349-3455

Otsego Board of Elections
County Office Bldg.
Cooperstown, N.Y. 13326
(607) 547-4247

Schuyler Board of Elections
County Bldg., 9th & Franklin
Watkins Glen, N.Y. 14891
(607) 535-2590

Seneca Board of Elections
9 East River St.
Waterloo, N.Y. 13165
(315) 539-5063

St. Lawrence Board of Elections
Court House Rm. 100
Court St.
Canton, N.Y. 13617
(315) 379-2202

Tioga Board of Elections
County Office Bldg.
56 Main St.
Owego, N.Y. 13827
(607) 687-0100

Tompkins Board of Elections
Court House Annex
128 E. Buffalo St.
Ithaca, N.Y. 14850
(607) 274-5259

Allegany Board of Elections
County Court House
Belmont, N.Y. 14813
(716) 268-7612

Cattaraugus Board of Elections
County Bldg.
Little Valley, N.Y. 14755
(716) 983-9111

Chautauqua Board of Elections
Gerace Office Bldg.
Mayville, N.Y. 14757
(716) 753-7111

Erie Board of Elections
134 W. Eagle St.
Buffalo, N.Y. 14202
(716) 846-8891

Genesee Board of Elections
The County Court House
Batavia, N.Y. 14020
(716) 344-2558

Livingston Board of Elections
4223 Lakeville Road
Geneseo, N.Y. 14454
(716) 243-4200

Monroe Board of Elections
39 Main St. W.
Rochester, N.Y. 14614
(716) 428-4550

Niagara Board of Elections
Court House
Lockport, N.Y. 14094
(716) 439-6122

Ontario Board of Elections
County Office Bldg.
120 W. Main St.
Canandaigua, N.Y. 14424
(716) 394-7070

Orleans Board of Elections
County Office Bldg.
Albion, N.Y. 14411
(716) 589-7004

Steuben Board of Elections
County Office Bldg.
Bath, N.Y. 14810
(607) 776-7111

Wayne Board of Elections
Court House, 26 Church St.
Lyons, N.Y. 14489
(315) 946-9747

Wyoming Board of Elections
5324 Doody Road
Warsaw, N.Y. 14569
(716) 786-2295

Yates Board of Elections
County Bldg., Court St.
Penn Yan, N.Y. 14527
(315) 536-4043

For more information contact:

Tim Burns
Central Regional Office
Suite 308, 290 Elwood Davis Road
Liverpool, N.Y. 13088
(315) 451-6330

For more information contact:

Joe Martin, Region VI,
Political Action Coordinator
Western Regional Office
Cambridge Square, 4245 Union Road
Checktowaga, N.Y. 14225
(716) 634-3540

Capital Region Political Action Committee announces Nov. 5 election endorsements

The Capital Region Political Action Committee has announced endorsements of several candidates for elective offices in the Nov. 5 general elections.



JOHN BUONO, second from left, has been endorsed as the Republican candidate for Rensselaer County Executive by CSEA's Rensselaer County Political Action Committee. CSEA activists surrounding Buono are, from left, Gary Bryer of the Rensselaer County Sheriff's Department; Buono; Local 842 President Marianne Herkenham; City of Troy Unit members Karen Beditz and Joseph Cassidy; CSEA Region IV President C. Allen Mead, and CSEA Region IV Political Action Committee Chairman John Francisco.

RENSSELAER COUNTY
 John Buono (R) for Rensselaer County Executive
 County Legislature, District 1
 James J. Brearton (R)
 Kelly T. Sanvidge (R)
 Francis J. Merola (R)
 Daniel C. Ashley (D)
 James B. Kilgallon (D)
 Francis J. Flynn Sr. (D)
 Steven G. Dworsky (D)
 County Legislature, District 2 Thomas Cholakis (R)
 Anthony J. Carpinello (R)
 Alson J. Spain (D)
 Raymond S. Frankoski Jr. (D)
 County Legislature, District 3 Paul J. Minbiolo (R)
 Kenneth H. Herrington (R)
 Dominic J. Denio (D)
 County Legislature, District 4 William C. Walsh (R)
 Edward C. Swartz (R)
 Henry F. Zwack, Esq. (R)
 County Legislature, District 5 Thomas G. Restino (R)
 Marilyn K. Douglas (D)
 Town of Brunswick Supervisor: Romeo Naples
 City of Troy Council At Large: Pat M. Casale (R)
 William L. Carley (D)
 Robert M. Conway (D)
 District 1: Mark P. Wittman (D)
 District 2: Mario Lanni (R)
 District 4: John J. Tully (D)
 District 5: Anthony Pasinello (R)
 District 6: John Berry (D)

SCHENECTADY COUNTY
 Schenectady Board of Representatives
 Charles Drago Jr. (R-C), District 1
 James W. Murphy (D-L), District 2
 Jeffrey A. Scardino (D), District 3
 Elizabeth H. Bean (R-C), District 3
 Francis L. Stone (D-C), District 4
 Schenectady City Council:
 Henry S. Delegge (R-C)
 Albert P. Jurczynski (R-C)
 Frank J. Duci (R)
 Town of Rotterdam Town Supervisor:
 James A. Constantino (D-C)
 Town of Rotterdam Town Council:
 Arlene R. Gallucci (D-C)
 Gustave C. Leschen Jr. (R)

ALBANY COUNTY
 Guilderland Town Supervisor: Kevin Moss (R)
 Colonie Town Supervisor: Fred Field (R)
 Albany County Legislature, Dist. 22: Robert Haines (D)
 Colonie Town Council:
 Dean Rueckert (R)
 Paul Burgdorf (R)
 William Persons (D-L)
 Michael Hoblock (R)
 Town of Colonie Highway Superintendent:
 Lewis LeMoine (R)

**VOTE
 NOVEMBER 5th**

COLUMBIA COUNTY
 City of Hudson Mayor: Michael Yusko Jr. (D)
 City of Hudson, 5th Ward Supervisor:
 William Troy (D)
 County Sheriff: Paul Proper (R)
 Town of Hillsdale Supervisor: Frank Kemer (D)

(CLIP AND SAVE THIS LIST—TAKE IT WITH YOU NOV. 5)



Board of Directors

EDITOR'S NOTE: The Public Sector regularly publishes a summary of actions taken by CSEA's statewide Board of Directors at the Board's official meetings. The summary is prepared by Statewide Secretary Irene Carr for the information of union members.

By Irene Carr
 CSEA Statewide Secretary

ALBANY—CSEA's statewide Board of Directors met in Albany on Sept. 12 and discussed a wide range of topics. In official actions, the Board:

Meeting highlights

* Voted to reduce mileage reimbursements to 20.5 cents per mile—the non-taxable limit allowed by the federal government. This is now the official mileage rate, as of Oct. 1, 1985, for all CSEA travel reimbursement.

* Maintained \$31 per day meal allowance during the Oct. 20-25 annual convention in New York city and approved \$50 miscellaneous allowance per overnight stay. Amounts are limits which locals may not exceed.

* Authorized purchase of New England Life building, 282 Delaware Ave., Buffalo for use as the Region VI office.

* Designated Lake Placid as the site of 1986 Local Government Workshop.

* Approved changes in election procedures to

conform with federal Department of Labor rulings. Hereafter, only system to designate candidates for region, local and unit offices will be by petition. Nominating committees are eliminated. Minimum 500 signatures required to run for region office. Signatures of 5 percent of membership needed to run for local and unit offices. Similar changes affecting statewide elections to be taken up at annual meeting.

* Modified retiree division constitution to allow vice-chairperson of the retiree executive committee to represent chairperson in his/her absence at the annual meeting, to require that amendments to the constitution be submitted first in writing to the Charter Committee, and to set aside 50 cents out of annual membership dues for political action.

By Brian Baker
Associate Editor

THE EMPIRE PLAN

In the next few months, CSEA and the state will be winding up final preparations for launching the Empire Plan, the new health insurance program scheduled to go into effect for public employees Jan. 1.

Representatives from both the union and the state have been meeting during the past month to put together informational booklets about the new plan. The booklets, expected to be distributed to CSEA members in December, will give details of insurance coverage as well as procedures on how to use both participating and non-participating physicians in the program. A directory of participating physicians will also be included in a December mailing.

CSEA members now enrolled in either the Statewide Plan or the GHI Option will automatically be enrolled in the Empire Plan and will receive their new Empire Plan Blue Cross/Metropolitan cards in December.

According to Tim Mullens, staff director of the new Joint Labor/Management Committee on Health Benefits, the new plan will include a participating provider network of some 14,000 physicians, laboratories, chiropractors and other medical facilities where members can get free health care. More than half of the providers have already been signed up. (See page 11.) In addition, a new brochure highlighting benefits under the new plan will be sent this month to all state and participating agencies, Mullens said. CSEA members may contact the personnel or health insurance offices in their agencies for that information.

The Empire Plan, a comprehensive program replacing the old options, will continue current

Members to receive info packets soon

CSEA, state gearing up to put new health plan in place by new year

hospital coverage, include medical/surgical coverage, and provide major medical coverage.

Medical/surgical benefits will be covered through use of the participating providers. These are physicians and other health professional who agree to accept the plan's schedule of allowances as payment in full. In these cases, benefits are paid directly to the providers at 100 percent coverage. Use of participating providers will result in no deductible or co-payment out-of-pocket expenses.

Under the coverage, Metropolitan will provide all medical/surgical benefits, while Blue Cross will continue to carry hospitalization.

Mullens pointed out that most state employees will pay the same for coverage under the new plan. (See Qs and As below.) Those enrolled in the GHI Option will begin paying premiums but will get in return substantially better coverage than they have been receiving.

"The GHI people who didn't pay premium before will have to start. But in exchange for that they'll be covered for catastrophic illnesses for which they had no protection before," said Mullens. "It's important to remember that that's an invaluable benefit that most of us don't think about—until we need it."

Mullens noted that the new Empire Plan was designed to consolidate the strongest features of the old options and provide the best in both short-term and long-term coverage. (See comparison of plans, page 10 and 11.) Mullens also stressed that state employees take time to read the literature which they will receive about the Empire Plan in the mail.

"In order for the members to take full advantage of the benefits offered, they need to be informed on every aspect of the new plan," he said.

Progress Calendar

Month of Sept.	Meetings between New York state and CSEA to revise health insurance booklets, update schedule of allowances, establish training schedules, etc.
Month of Oct.	Follow-up of telephone campaign for participating provider recruitment. State agency/participating agency training session to be conducted by Civil Service Department representatives. Distribution of Empire Plan highlights brochures and question and answer booklets to all state and participating agencies.
Month of Nov.	Annual option transfer period required by federal law. Empire Plan and Health Maintenance Organization (HMO) comparison sheets will be provided to all enrollees in New York State Health Insurance Plan.
Month of Dec.	Distribution of: Participating Provider Directories New Empire Plan Insurance Booklets New Empire Plan Blue Cross /Metropolitan ID cards
Jan. 1 1986	Implementation of Empire Plan.

Qs & As

Answers to most common questions about how new health plan will work

Q: What is the Empire Plan?

A: The Empire Plan is a combination of the best features of the two existing plans — Statewide and GHI. It will feature a network of participating providers who will provide services at no cost to enrollees. The Plan also will provide comprehensive major medical coverage to enrollees who choose not to use participating providers.

Q: What is a participating provider?

A: Participating providers are physicians, laboratories, chiropractors and other medical specialists and establishments which have agreed to accept the Plan's payment as payment in full. The insurance carrier will pay participating providers directly.

Q: What are the advantages of using a participating provider?

A: You will have no out-of-pocket expenses for covered services provided by a participating provider and no claims to file.

Q: How can I find out which doctors in my area participate?

A: A simple way is to ask your doctor if he or she has signed up for the Empire Plan. In addition, in December, Metropolitan will provide all Empire Plan enrollees with a directory of participating physicians.

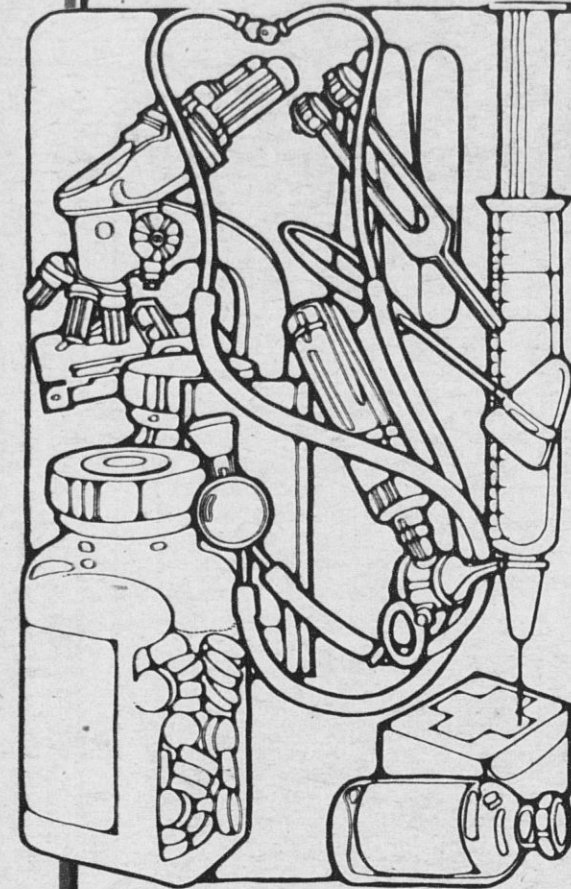
Q: What if my physician does not participate in the Empire Plan?

A: On Jan. 1, 1986, there will be a minimum of 13,600 participating providers. If your doctor is not a participant, your claim will be paid under the major medical program of the Empire Plan with the applicable deductibles and co-insurance.

(Continued on Page 10)

More important info on coverage, physicians: pp. 10, 11

CSEA gets big part in new health plan



CSEA has been—and will continue to be—more involved in the Empire Plan than it was in either the old Statewide Plan or GHI. So far, the union has taken a key role in the design and implementation of the plan. After it goes into effect in January, CSEA will continue its involvement through participation in the ongoing administration.

CSEA's lead part in the new health plan comes as a result of wins at the bargaining table last spring which gave greater responsibilities to the CSEA/NYS Joint Committee on Health Benefits.

"At negotiations, CSEA made it clear that we wanted to be more involved in the health insurance program," said Tim Mullens, staff director of the committee. "The state agreed."

Besides Mullens, the committee includes CSEA President William McGowan and three other union representatives: Judy Salisbury, ASU; Anthony Ruggiero, ISU; and Charles Eynon, OSU.

The joint committee has been working since May to see that the Empire Plan gets off the ground for a target date of Jan. 1, 1986. Once the plan actually takes effect, the committee will take on a number of jobs, including:

- * developing and enhancing a health communications program;
- * studying subscriber complaints and taking corrective action as required;
- * monitoring a schedule of allowances to maximize provider participation;
- * assisting CSEA membership in claims problems
- * studying the feasibility of implementing a preferred provider network for hearing aid and hearing examination benefits.

"The primary objective of the committee now is to ensure that the health insurance provided to CSEA members by the state contract is administered and rated fairly," said Mullens.

Tim Mullens, staff director, CSEA/NYS Joint Committee on Health Benefits



How Empire Plan compares

SERVICES	EMPIRE PLAN	STATEWIDE PLAN	GHI OPTION-COMPREHENSIVE
HOSPITALIZATION			
Hospitalization (room, board, etc.) Semi-private	Paid in full 365 days per spell of illness for medical or surgical care 120 days per spell of illness for pulmonary tuberculosis or psychiatric care in a general or public hospital Additional days available through major medical 5 days Alcohol/Drug Detoxification	Paid in full 365 days per spell of illness for medical or surgical care 120 days per spell of illness for pulmonary tuberculosis or psychiatric care in a general or public hospital Additional days available through major medical 5 days Alcohol/Drug Detoxification	Paid in full 365 days per spell of illness for medical or surgical care 120 days per spell of illness for pulmonary tuberculosis or psychiatric care in a general or public hospital 5 days Alcohol/Drug Detoxification
OUTPATIENT			
Accident & Emergency illness	Paid in full; Accident-within 72 hours; illness-within 24 hours	Paid in full; Accident-within 72 hours; illness-within 24 hours	Paid in full; Accident-within 72 hours; illness-within 24 hours
Surgery & Radiation Therapy	Paid in full	Paid in full	Paid in full
Diagnostic X-ray & Laboratory Tests	Paid in full	Paid in full	Paid in full
Preadmission testing	Paid in full	Paid in full	Paid in full
Physical Therapy	Paid in full in connection with hospitalization or surgery for up to 1 year	Paid in full in connection with hospitalization or surgery for up to 1 year	Paid in full in connection with hospitalization or surgery for up to 1 year
Alcoholism Treatment	60 outpatient visits per year	60 outpatient visits per year	60 outpatient visits per year
Hemodialysis	Paid in full	Paid in full	Paid in full
MEDICAL/SURGICAL COVERAGE			
In-Hospital Medical Care	Paid in full benefits through Empire Plan participating providers. Major medical coverage for non-participating providers. Annual deductible: \$130 individual, \$390 family maximum. 80% reimbursement of reasonable and customary charges to maximum of \$625 in out-of-pocket expenses, thereafter, 100% reimbursement of reasonable and customary charges. \$1 million annual lifetime maximum per enrollee or dependent.	Benefits available through the medical/surgical/major medical program. Annual deductible: \$114 individual — \$342 maximum family 80% reimbursement of reasonable & customary charges for first \$2,000 of covered expenses, then 100% up to a maximum of \$1,000,000 per yr. & \$1,000,000 per lifetime	Paid in full benefits available thru GHI participating provider. If services are received from non-participating provider, reimbursement made according to the GHI schedule of allowances.
Surgery			
Assistant Surgeon			
Anesthesia			
Maternity			
X-ray & Lab Tests			
Doctor's Office			
Voluntary Sterilization			
Routine Pediatric Care (immunizations, exams)	Paid in full through participating providers otherwise, not covered	Not covered	
Routine Nursery Care	Paid in full through participating provider; covered up to \$100 if non-participating provider is used	Covered up to \$50	Covered up to \$60
Private Duty Nursing	Covered under major medical after first 48 hours when medically necessary	Covered under major medical after first 48 hours when medically necessary	Covered subject to an annual deductible: \$50 individual/family, 80% reimbursement up to \$25,000 per year, no lifetime maximum.
Crutches, Wheelchairs, Prosthetic appliance, etc.	Covered under major medical	Covered under major medical	
Ambulance	Provided by admitting hospital: paid in full Professional: \$50 plus major medical coverage Voluntary: \$75 over 50 miles; \$50 over 50 miles	Provided by admitting hospital: paid in full plus major medical coverage Voluntary: \$25 per year	Provided by admitting hospital: paid in full. Professional-\$50. Additional medical benefits coverage for Professional or Voluntary-\$50 under 50 miles, \$75 over 50 miles.
Treatment of Alcoholism	Covered under major medical—seven weeks per year in an approved facility; maximum of 60 outpatient visits per year	Covered under major medical—7 weeks per year in an approved facility	Coverage for physician charges only per schedule of allowances
Treatment of Substance Abuse	Covered under major medical—7 weeks per year in an approved facility; 30 outpatient visits per year.	Covered under major medical—7 weeks per year in an approved facility; 30 outpatient visits per year.	
Chiropractic Care	Paid in full through participating provider. Covered under major medical if non-participating provider utilized.	Covered under major medical	8 visits per year and 2 X-rays
Annual Physical	Paid in full through participating provider; for employees up to age 50 and over, \$100 if non-participating provider is used; spouses age 50 and over eligible for \$50 reimbursement. Not subject to deductible or co-pay	\$50 major medical for over-50 active employees, not deductible or co-pay	Paid in full thru GHI participating provider. Schedule of allowances for non-participating provider.
Psychiatric Care Inpatient - Private	Covered under major medical	Covered under major medical	Coverage for physician charges only per schedule of allowances
Psychiatric Care - Outpatient	Crisis Intervention: 3 visits per occurrence; covered under major medical—maximum \$60 per visit not subject to deductible or co-pay; Visits thereafter, or not related to crisis: subject to major medical deductible & co-payment; maximum payment as follows: 1-10 80% R&C, maximum \$48 per visit 11-30 80% R&C, maximum \$40 per visit After 30 visits - 80% R&C, maximum \$30 per visit	Covered under major medical subject to deductible and co-pay: 80% reimbursement, maximum payment of \$40 per visit, \$1,500 per year, \$3,000 lifetime	Medical benefits coverage: covered up to \$75 per visit, \$2,000 per year maximum, \$4,000 lifetime
Physical Therapy	Paid in full through participating provider. Major medical if non-participating provider utilized.	Covered under major medical	8 visits per condition per year
Cost Containment Features	Prehospital admission review program; Outpatient Psychiatric Case Management; Concurrent inpatient psychiatric review program; Voluntary Catastrophic Case Management Program	Surgical Consultation Program; Ambulatory Surgery Program; Pre-admission Testing	Voluntary Surgical Consultation Program
Hearing Aids	Services for examinations and/or purchase covered under major medical benefit and reimbursed up to a maximum of \$150 once every three years	Not covered	Not covered

The Empire Plan WANTS YOU



The Empire Plan wants you . . . to help recruit your physician, laboratory, podiatrist, chiropractor and other medical specialists to become Empire Plan Participating Providers.

Because with the Empire Plan everyone benefits. When your doctor becomes a Participating Provider, you benefit by having paid-in-full benefits, no deductibles and no co-payments. Metropolitan will pay the medical care provider directly so you don't have to pay for services and file a claim to get reimbursed.

Your medical care provider will benefit by being paid quickly by Metropolitan and by being listed in a directory of network providers given to employees in the Empire Plan — nearly 1.25 million state and local government employees and dependents. There are no enrollment fees or dues charged to a Participating Provider.

Clip the coupon provided below and mail it or bring it to your medical care provider so that he or she can join and be listed in the Participating Provider Directory before it is printed and distributed this December.

Paul S. Entmacher, M.D.
Vice President and Chief Medical Director
Medical Division Area 16X
Metropolitan Life Insurance Company
One Madison Avenue
New York, New York 10010

Dear Dr. Entmacher:

I am interested in becoming an Empire Plan Participating Provider. Please send me a Participating Provider Schedule of Allowances, a Fact Sheet, copies of the agreement form and a Physician Information Sheet.

Physician/Provider's:

Name _____

Address _____

Telephone _____

Specialty _____

Qs and As (continued from page 9)

- Q: Do I have to fill out any special forms to be in the Empire Plan, for myself and my eligible family members?**
A: No. If you were covered under the Statewide Plan or GHI Option, you will automatically be covered under the Empire Plan on Jan. 1, 1986.
- Q: How do I file a claim under the Empire Plan if I use a participating provider . . . or if I use a non-participating provider?**
A: If you go to a participating provider, you will only have to show your Empire Plan identification card and sign the claim form in the doctor's office. Your doctor will then file the claim and be paid directly by Metropolitan. You will receive a copy of the benefit statement showing the full payment to the doctor. If your physician is not a participant in the Empire Plan, you will be responsible for filing a claim with Metropolitan. Payment will be made to you less any deductible and co-insurance amounts. You are responsible for paying your doctor.
- Q: Will there be any loss of benefits under the Empire Plan?**
A: The Empire Plan incorporates the best features of the present Statewide Plan and the GHI program options. There are no benefits which have been reduced or eliminated.
- Q: How much will this plan cost an enrollee?**
A: As in the past, the state will continue to pay most of the premium. It is important to note that, although all Empire Plan enrollees will be contributing to the cost of the new plan, all will now have the combined protection and availability of paid-in-full benefits through participating providers and comprehensive major medical protection.
- Q: What benefits are available under the Empire Plan for outpatient psychiatric expenses?**
A: The benefits briefly outlined below have been designed to respond to the need of enrollees and their families. Coverage includes services rendered by a psychiatrist, psychologist or certified social worker for:
crisis intervention: three visits per occurrence of crisis paid-in-full up to \$60 per visit, not subject to any deductible or co-payment.
mental health treatment — payment, after deductible, of 80 percent of reasonable and customary charges not to exceed payments of \$48 per visit for visits one through 10 . . . \$40 for visits 11 through 30 . . . \$30 for further visits.
- Regardless of the level of benefits, provider statements documenting the necessity of treatment will be required by Metropolitan throughout a course of outpatient psychiatric treatment.
- Q: Blue Cross will administer the hospital coverage under the Empire Plan. Is this Blue Cross coverage similar to that currently under the Statewide Plan and GHI options?**

A: Hospital benefits are identical with one major difference. The difference is a pre-admission review program that will ensure that necessary hospital stays are fully covered, yet inappropriate admissions such as certain weekend admissions or admissions too far in advance of surgery are discouraged.

Q: How will this pre-admission review program work?
A: Prior to elective, or non-emergency admission, the enrollee or patient's physician must call the pre-admission office at Blue Cross. The toll free phone number to call will be printed on your new Empire Plan ID card. Making this call assures that you will receive full hospital coverage. If the call is not made, a \$250 hospital deductible will be required.

Q: If I have a claim for expenses covered under the present Statewide Plan or GHI Option but am not billed until after Jan. 1, 1986, where do I file my claim?
A: You should submit that claim just as you do now. As a participant in the Statewide Plan, benefits are provided by Metropolitan and you should file your claim with Metropolitan. If you are enrolled in the GHI Option, benefits will be paid by GHI.

Q: If I am currently enrolled in an HMO, will I have an opportunity to enroll in the Empire Plan?
A: You may change from an HMO to the Empire Plan, but you must do

so during the annual transfer period, which is scheduled for November of this year. If you are currently in the Statewide Plan or GHI, you may transfer to an HMO during the transfer period.

Q: When will the Empire Plan become effective?
A: The Empire Plan will become effective Jan. 1, 1986. On that date all enrollees in the Statewide Plan and GHI Option will automatically be transferred into the Empire Plan.

Q: Occasionally, I am not sure of the "right" questions to ask my doctor. Will the new plan help make me a more informed consumer of health care?
A: We've established a new program called Health Line to provide information on Empire Plan benefits and advice concerning questions to ask your doctor. You will be able to call health care professionals on the toll free Health Line number. This service will begin on January 1, 1986.

Non-teaching members picket for bigger piece of pie



WEST BABYLON—Close to 300 CSEA members brandished picket signs and marched in front of a school board meeting recently.

"We have been working without a new contract since July 1 and we're definitely getting impatient," said West Babylon Non-teaching Unit President Marge Steiger.

CSEA Field Representative John Cuneo says the unit has not been offered a new contract because "the board of education cut such a tiny piece of the budget" for its members.

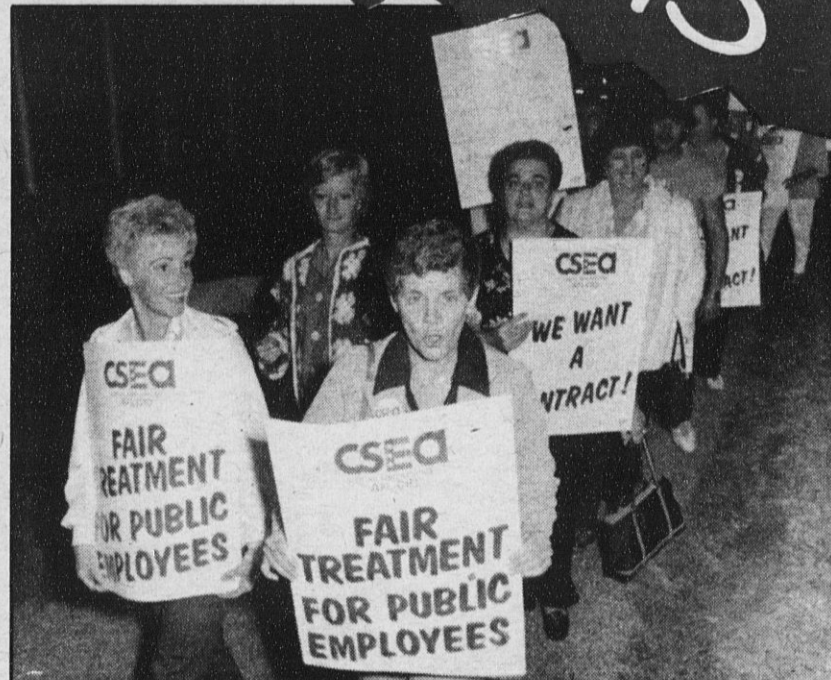
"The administrators and teachers had their contracts settled with good increases in salary and benefits. Our people—the clerical staff, custodial staff, cafeteria employees, transportation workers and paraprofessionals have not received any fair offers," said Cuneo.

Now that the West Babylon School District is operating on an austerity budget, the board members claim there is very little money in the budget for these employees.

"Why is it that the board of education doesn't view our positions as worthy of a 'fair and equitable' contract?" Steiger wrote in a letter to various local newspapers.

"Approximately 95 percent of us are West Babylon residents and pay taxes to the West Babylon schools," she continued. "Why, then, have we been practically cut out of the budget while the administrators and teachers, most of whom are not residents or taxpayers, have been taken care of?"

Steiger noted that West Babylon got strong support from Babylon, Lindenhurst, Copiague, Deer Park, Smithtown and Suffolk Local 852.



To keep out contracting-out



CONTRACTORS OUT! — Members from many other CSEA units joined those at Lindhurst in a protest against contracting out of services.

LINDENHURST—"We're picketing to keep the contractors out," says Stan D'Andrea.

D'Andrea, president of the Lindenhurst School District Unit of CSEA Suffolk Educational Local 870, and the rest of the custodial staff at Lindenhurst were joined in the effort by more than 175 members from other CSEA units and locals in the area.

Walter Weeks, president of Local 870, pointed out that contracting-out has become a "real threat" to members in the school districts.

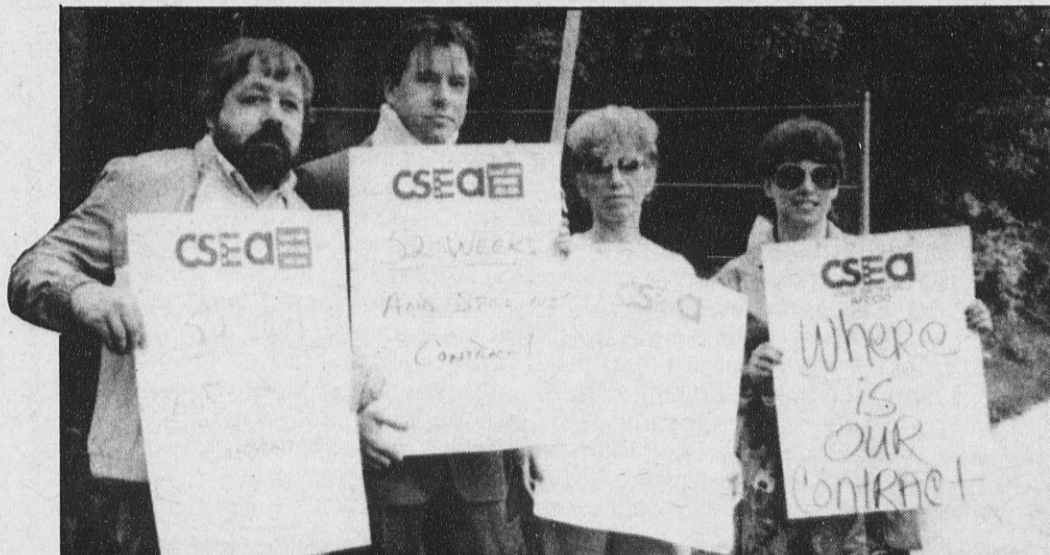
"That's why they're picketing. These contractors are really trying to worm their way into the public schools and we're trying to stop that from happening," said Weeks.

The members picketed in front of the Lindenhurst Senior High School where a public meeting was to be held to discuss the issue of bringing in a private contractor. As the meeting was scheduled to begin, members filed through the door in a continuous stream.

Speaking into a microphone, D'Andrea called attention to workers' concerns.

"This contractor says that it will come in and supervise. It will use its own out-of-state supplies and eventually will want to use its own people. How long will it take before the layoffs begin?"

Small unit makes big effort against contract negotiations impasse



SPRING VALLEY — Housing Authority employees here have been spending their lunch hours demonstrating to protect an impasse in contract negotiations.

According to Region II Field Representative Chris Lindsay, more than a year has passed since negotiations began and a number of mediation sessions have been unsuccessful.

Rockland County Local 844 President Frank Bosco says that although there are just six employees who work for the Housing Authority, their spirit is the "same as if they were from a large unit."

"Even though this is a small unit, all the support services we have are being utilized," Bosco said.

ON THE LINE — Spring Valley Housing Authority employees have been demonstrating on their lunch hours to protest a year-long impasse in contract negotiations. From left are: Local 844 President Frank Bosco, Region III Field Representative Chris Lindsay, Unit President Grace Minerva and unit member Lita Hyman.



CSEA PRESIDENT BILL McGOWAN (front row second from right) is surrounded by CSEA officers and other supporters at a recent Solidarity Rally in Binghamton. Representing Region V and VI CSEA Locals at the annual event were Regional Executive Vice President Pat Crandall; Joan Brower, president Broome County

Local 805; Kathy Roma, Mark Smacher and Bil Krivyanick, Local 449 Broome D.C.; Chuck Eynon, president Local 648 SUNY Binghamton; Mark Mandyck, Local 441 Binghamton P.C.; Carlo Guardi, president Broome County Unit of Local 804. The event was coordinated by Brian Kane (front row, left).

McGowan attends Binghamton rally for solidarity

BINGHAMTON—Speaking to an enthusiastic labor rally that more than doubled the turnout of the last event, Statewide President Bill McGowan reassured CSEA members from six state, county and educational Locals in the area, that the union will continue to be a dominant force for public employee representation in the Southern Tier.

McGowan attended the recent rally and picnic at the invitation of Joan Brower, president of CSEA Locals in the area.

"CSEA represents nearly 4000 county, state and educational employees in the Broome County area, and when Joan extended an invitation to be the guest speaker at this labor coalition event, I gladly accepted," McGowan stated.

In his remarks to the gathering, McGowan stressed the true meaning of Labor Day and the sacrifices made to gain any benefits enjoyed today.

"We must be certain that in the legacy we leave our children there is an awareness of the price paid for those benefits unions have earned for their members. It was a tough struggle, but we must remain vigilant, maintain what we have earned and continue to improve working conditions and benefits in the years ahead," McGowan added.

In his remarks to a newspaper reporter before the scheduled

'No one will enter the building until I am personally sure that the State Office Building is safe'

Bill McGowan

address, McGowan again emphasized the union's position regarding the occupation of the State Office Building in Binghamton.

"No one (CSEA-represented employee) will enter that building until I am personally sure the building is safe. It will not be done piecemeal," the union leader stated.

The reference "piecemeal" was in answer to the state's tentative plan to gradually re-occupy the building by opening the third floor and cafeteria first, and the remainder of the building next year.

In the event CSEA officials decide the building is unsafe, McGowan said he would personally invite Governor Mario M. Cuomo to tour the building, then consider legal action to keep the building closed.

Since McGowan's appearance in Binghamton, the Office of General Services has announced that the building will remain unoccupied for another year before State employees will occupy their former offices. A plan to gradually reopen the building was scuttled due to pressure from McGowan and other union leaders who felt state workers could be exposed to danger while the building is still undergoing construction.

An estimated 300 union members and their families attended the Solidarity Rally co-sponsored by a coalition of approximately 20 Locals, Units and other labor representatives in the Broome County area.

Region V local scholarship winners

By Chuck McGeary
CSEA Communications Associate

EDITOR'S NOTE: The Public Sector runs pictures each year of the winners of CSEA scholarships such as the Thomas McDonough and Irving Flaumenbaum memorial awards. While these scholarships are distributed on a regional-wide basis, there are many others that are

awarded on the local level to children of CSEA members. The funds for these scholarships often are raised through special raffles, sales or events, as in the following examples from Region V.

Potsdam Local picks two award recipients

POTSDAM—CSEA Local 613 at SUNY Potsdam has named Marcy Gagnon and Bruce Collins, 1985 graduates of Potsdam Central School, as winners of Harold C. Conant Memorial Scholarships.

The annual awards, named in honor of a former president of the local and longtime union activist, go to sons or daughters of SUNY Potsdam employees who are members of Local 613.

According to Merrill White and Anne Zeronicky, co-chairpersons for the Local 613 Internal Programs Committee, money for the scholarship awards is obtained through various fundraising activities throughout the year. Candidates are evaluated on the basis of scholastic and community achievements and financial need.

Marcy Gagnon is the daughter of Jacqueline Burkett, a member of the SUNY Potsdam custodial staff, and is enrolled for the fall term at Jefferson Community College.

Bruce Collins, son of Gary Collins, will attend the General Motors Institute in Flint, Michigan. His father is also a member of the college custodial staff.

Mary Lauzon, president of CSEA Local 613, congratulated the 1985 winners and encouraged the children of other members to try for future scholarships.

"We can think of no finer way to honor the name of our former president, Harold Conant, than to



TWO 1985 GRADUATES of Potsdam Central School recently received scholarships from Local 613 at SUNY Potsdam. On hand for the presentation of cash awards were, from left: Mary Lauzon, Local 613 president, Lin Conant, son of Harold Conant for whom the scholarships are named; Gary Collins, father; Bruce Collins and Marcy Gagnon, winners; and Jacqueline Burkette, Marcy's mother.

help the sons and daughters of his fellow employees who seek higher education. Local 613 is extremely pleased to make these awards," said Lauzon.

She also expressed appreciation to committee members Merrill White, Anne Zeronicky, Rodney Fefee, Carolyn Trivilino, Anne Smith and Dick Smith.

Three students get \$200 each from Oneida Local

UTICA—Oneida County Local 833 has announced the names of its scholarship award winners for 1985.

The three recipients each received a check for \$200 from Local President Dorothy Penner, along with the personal congratulations of Region

V President Jim Moore, at the local's recent summer outing near Utica.

The annual awards, based upon academic achievement and financial need, are presented to sons and daughters of CSEA members of Local 833. This year's winners are Patrick Fish, Albert Krup and Sean Curran.

Patrick, a recent graduate of Utica Free Academy, is the son of Louise Jadwizyc, an employee of Oneida County Department of Social Services. He plans to pursue a career in electrical engineering and will spend the fall term at Mohawk Valley Community College.

Albert is a former CSEA statewide scholarship winner. He begins his senior year of study at Hobart College and expects to continue working toward a law degree. His mother, Lorraine Krup, is an employee of the Oneida County Probation Department in Rome.

Sean, the third scholarship winner, is the son of Diane Curran who is employed by the Oneida County Job Training Program. Sean, a recent New Hartford High School graduate, was accepted at Clarkson College.

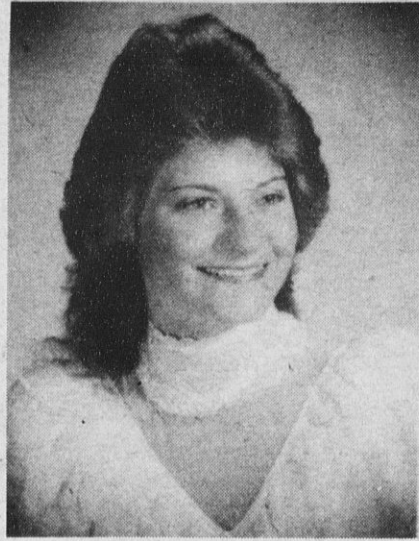
In presenting the awards, Penner noted with appreciation the efforts of Joanne Melisko and Marge Maxson, members of the local scholarship committee who screened and evaluated the applicants and final candidates.



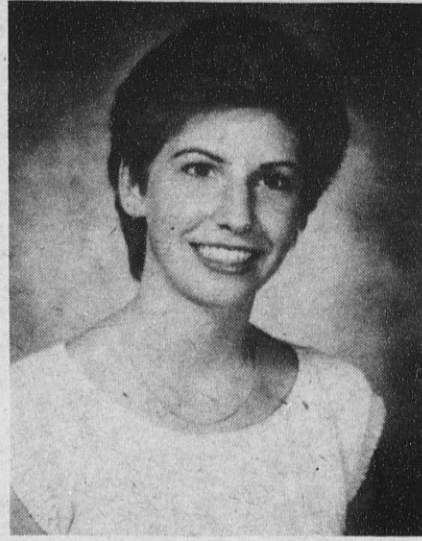
REGION V PRESIDENT JIM MOORE, third from right, offers personal congratulations to Patrick Fish, one of the three Local 833 scholarship winners for 1985. Also present for the informal presentations at the local's recent summer outing were, from left: Marge Maxson and Joanne Melisko, scholarship committee members; Louise Jadwizyc, Patrick's mother; Dorothy Penner, local president; Albert Krup, scholarship winner and his mother Lorraine. Sean Curran, a third winner, could not attend the awards ceremony.



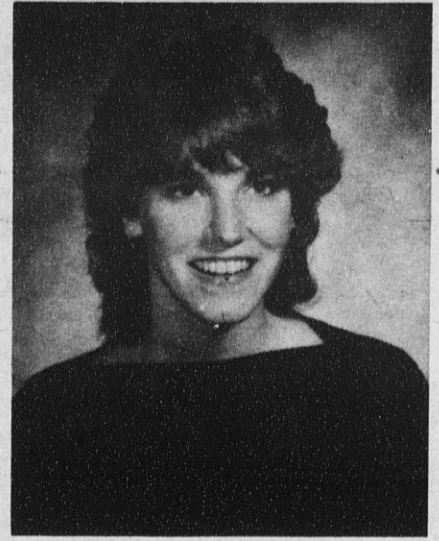
Bethany Lyndaker



Renee Steiner



Leanne Moser



Margaret Kraeger

Total in awards tops \$15,000

\$500 scholarships to five students in awards program of Lewis Co. Local

LOWVILLE—For the ninth consecutive year, CSEA Local 825 Lewis County has awarded scholarships to deserving sons and daughters of its members. The recent announcement of five winners for 1985 raises the grand total for student financial awards to \$15,700.

Mary Buckingham, chairwoman of the scholarship committee said final decisions were made after careful evaluation of 1985 candidates. Winners were selected on the basis of academic achievement and financial need. Each received a check for \$500.

Theresa Hirsch, the daughter of James Hirsch and Kathy Remington of Castorland, is a recent graduate of Lowville Academy and was active in student government, softball and volleyball. She plans to study mathematics and computer science

at SUNY Potsdam. Her mother is an employee of Lewis County Department of Social Services.

Margaret Kraeger is the daughter of Dennis and Patricia Kraeger of Lowville. A recent graduate of Lowville Academy, Margaret was a member of the National Honor Society, member of student government and editor of "The Lowcadian," a student publication. She plans a career in occupational therapy and will begin studies at Misericordia College in Pennsylvania. Patricia Kraeger is an RN supervisor at Lewis County General Hospital.

Bethany Lyndaker, daughter of Chris and Fern Lyndaker of Lowville, graduated from Beaver River Central High School. She served on the yearbook staff and was a member of the French club and track team. She has been accepted at Hesston College, in Kansas, and will major in

administrative secretarial science. Her mother is an RN at Lewis County General Hospital.

Leanne Moser is the daughter of Wilbur and Sharon Moser of Castorland. While a student at Lowville Academy, Leanne was a member of the National Honor Society, student government and the stage and chorus band. She plans to study broadcast journalism at Syracuse University. Her father is employed by Lowville Academy and Central Schools.

Renee Steiner, the daughter of Kurt and Regina Steiner of Croghan, is a 1985 graduate of Beaver River Central High School where she served as captain of the varsity cheerleading team. She is interested in a career in landscaping architecture and will begin the fall term at Herkimer Community College. Her mother is an LPN at Lewis County General Hospital.



Theresa Hirsch

James Freeman, president of Local 825, congratulated the five winners and wished them success in their chosen careers.

"As president of the local, I speak for every CSEA member in wishing good luck to each 1985 winner. We hope you will continue to bring pride to your family and community and serve as excellent examples for other Lewis County students to follow," Freeman said.

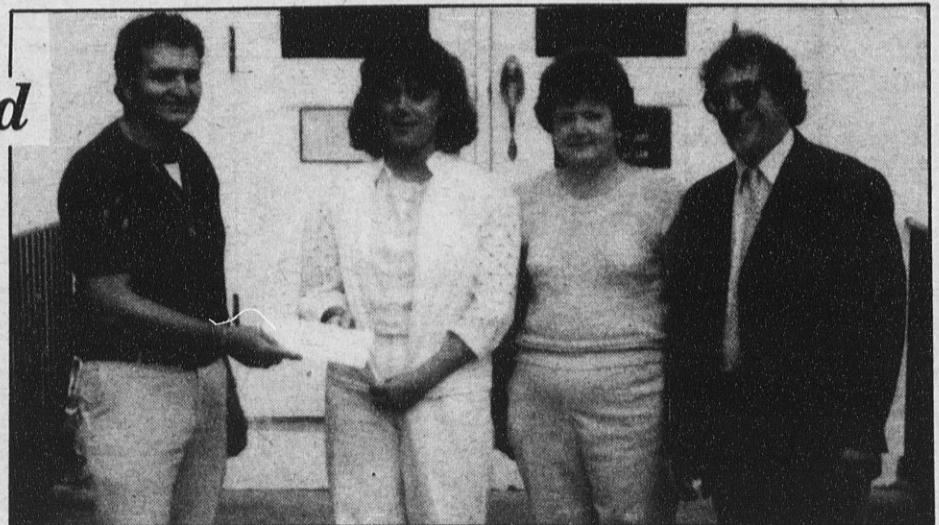
Bonnie Carroll winner of Sunmount Developmental award

TUPPER LAKE—Sunmount Developmental Center Local 431 has chosen Bonnie Carroll, 1985 graduate of Tupper Lake High School, as winner of its 16th Annual Scholarship Award. A check in the amount of \$500 was presented to the winner by Local 431 President Jaime LaBoy at a brief ceremony on the facility campus.

Francis Camelo, chairman of the scholarship committee, said the award was made after careful evaluation of all candidates on the basis of academic achievement, extra school and community activities, and financial need. In addition to being a member of the National Honor Society, Bonnie served as class vice president, student council vice president, co-editor of the class yearbook, and participated in several sports and cheerleading teams, school clubs and community work. She plans to continue her education at Rochester Institute of Technology.

Bonnie is the daughter of Catherine Carroll, a MHTA at the OMRDD facility in the Adirondacks.

The 1985 award brings the total given in scholarships to sons and daughters of CSEA members at Sunmount Developmental Center to \$8,000.



BONNIE CARROLL, 1985 scholarship winner from Sunmount Developmental Center, receives her award from Jaime LaBoy, local president. Also at the presentation were: Catherine Carroll, mother of the winner; and Francis Camelo, chairman of the scholarship committee.

Contract News

Otsego wins 9%



MEMBERS OF CSEA LOCAL 839 Otsego County negotiating committee were all smiles as they gathered to review terms and conditions of a new two-year pact calling for salary increases and an agency shop clause. The 10-member team included, from left: (seated) Stub VanBuren; Local 839 President Mabel Wannamaker; Vice President Howard Sloan; and Debbie Pentzien; (standing) Nancy Chicorelli; David Wilfeard, local treasurer; Laurel Hopkins; and Butch Jones.

COOPERSTOWN—CSEA members of Otsego County Local 839 ratified a new two-year contract calling for an increase of 9 percent over the span of the agreement, plus an agency shop clause requiring non-members to pay a fee equal to dues paid by members.

Mabel Wannamaker, president of Local 839 said the new agreement affects nearly 500 county employees and is retroactive to Jan. 1.

"We held out for the agency shop clause because we think it is fair and equitable that all county employees who share the benefits of a contract should be required to pay a fair share," said Wannamaker, a motor vehicle operator for the county. "This should be paid in the form of a fee equal to dues-paying CSEA members," she added. "Our immediate goal is to reach 100 percent membership, and we're confident that when non-members understand that joining a union gives them a vote at contract time and in the election process, we are certain many will sign cards and become involved."

According to the terms of the contract, new employees hired after June 1 will have to pay the agency shop fee. When the total number

of CSEA members and agency fee payers reaches 70 percent, all non-members will pay the fee. Recently, the 70 percent minimum for agency shop was reached, and the full clause became effective September 22.

Other contract benefits call for the county to pay insurance up to six months for employees on compensation. Also, caseworkers and nurses who are on 24-hour call status will receive a pay adjustment for the inconvenience.

The Otsego County Board of Representatives has also ratified the contract.

In announcing the contract, Wannamaker cited the hard work and dedication of the negotiating committee that also included Local 839 Vice President Howard Sloan; Treasurer David Wilfeard; Secretary Betty Wilfeard; Stub VanBuren, Debbie Pentzien, Nancy Chicorelli, Laurel Hopkins, Butch Jones and Local 839 Board Member John Shevalieri.

Appreciation was also expressed to Collective Bargaining Specialist Roger Kane for his professional expertise and guidance throughout the negotiating period.

Lockport improves overtime

LOCKPORT—The Lockport Memorial Hospital Unit of Local 832 has signed a one-year contract that raises wages by 4 percent and improves overtime pay for its 150 members.

Employees called in to work after the normal work day will receive double time pay for each hour worked, with a minimum guarantee of one hour pay. The overtime payment will be made no later than the succeeding pay period.

Job posting and grievance procedures have been improved, and labor-management meetings will be held quarterly, or more often when deemed necessary.

Contract seniority language, layoff and recall, and leave-of-absence details have been improved. Unused floating holiday pay will be granted in the month following the holiday.

An additional day of paid bereavement leave for a death in the employee's immediate family has been added to the agreement. Son-in-law, sister-in-law, daughter-in-law and brother-in-law have been included in "immediate family" status.

Danny Jinks, chief negotiator for the unit, was assisted by a committee which included Unit President Stephene Sanmarco, Mary Baldwin-Porth, William Green, Jeffrey Wright, Pat Alltop, Rita Chase, Kathy Teeter and Toni Patterson.

Full dental, optical for Lynbrook

FULL DENTAL AND OPTICAL are two of the highlights of the new three-year pact which was ratified by members in Lynbrook Village recently. Salary increases of 6 percent, plus increments, for each of the three years; \$150 longevity bonus; an extra holiday and personal leave day; tool allowance for mechanics; and a change in the disciplinary procedure to binding arbitration are part of the new agreement. Pictured from left are: (standing) John O'Sullivan, CSEA field representative; Joe Mauro, vice president of the Lynbrook Village Unit; Amal Sitano, Joe Scoca, and Albert D'Amico, CSEA negotiating team members; Village Trustee Bud Lanning; (seated) Jerome Donahue, president of Nassau Local 830; and William Geier, mayor of Lynbrook Village.



Orleans boosts wages

ALBION—The Orleans County Employees Unit of Local 837 has reached agreement on a contract boosting wages and benefits, and providing a bonus to employees who use a minimum of sick leave.

The two-year pact will increase wages by 4 percent plus increments in the first year, retroactive to Jan. 1 of this year. The salary schedule will be increased by another 3 percent on Nov. 1, and by 2 percent on July 1, 1986.

A maternity leave provision allowing one month of unpaid leave per year of service up to six months per pregnancy has been gained, and a \$300 longevity step has been added for 24 years of service.

Promoted employees will now receive a salary at the step closest to their present salary step, which will also serve as protection in case of layoffs and bumping, according to Danny Jinks, chief negotiator.

Licensed practical nurses assigned to perform charge nurse responsibilities will be paid at the next higher grade, based on steps achieved in the lower pay grade. The annual uniform allowance has been increased by \$5.

The negotiating committee for the 200-member unit included Unit President Cheryl Dunning, Sandy Torres, Marty Taber, Dean Holland, Dave Turkow, Frank Zona and Mary Sweincznski.

Drivers benefit from new Clinton contract

CLINTON—A two-year agreement calling for salary increases of 6 percent each year, plus significant improvements in contract language, was recently ratified by the members of the Clinton School Unit of CSEA Educational Local 869.

Robert Maxim, president of the unit and chairman of the

negotiating team, said the contract, which becomes effective July 1, affects nearly 60 school employees.

In addition to the 12 percent salary boost over two years, the new pact also contains improvements in contract language concerning meals and recognition for bus drivers.

In a brief ceremony at school district offices, Maxim expressed the appreciation of the unit negotiating committee comprised of Lou Ann Hillage, Betsy Beckman, Bob Rowlands and CSEA Field Representative Ercole Ventura, for the cooperation of school management representatives during negotiations.



EXCHANGING CONGRATULATIONS AFTER THE SIGNING OF A TWO-YEAR agreement are Unit President and negotiations chairman for Clinton Schools Unit of CSEA Educational Local 869 Robert Maxim (third from left), and School Superintendent James Torrance. Taking part in the informal ceremony were: (left to right) Lou Ann Hillage, committee member; Torrance; Maxim; Ercole Ventura; Betsy Beckman, and Robert Rowlands.

Colonie "C" Unit to fight for graduated wage scale

"We know that the town is establishing such a program (graduated wage scale) for non-unionized personnel, and anticipate making this our top priority in our future bargaining with the town."
Robert Federici

COLONIE—After a year of frustrating negotiations, the 90-member CSEA Town of Colonie C Unit, a white collar supervisor group, has ratified a new two-year agreement with the employer.

The agreement will provide a 14 percent salary increase, five percent retroactive to Jan. 1; 2 percent retroactive to July 1; 5 percent effective Jan. 1, and 2 percent effective July 1.

"I think it's a good contract," said Unit Vice President Robert Federici, reporting that the margin of membership approval was 32 to 7, a clear 4-to-1 margin.

Two major stumbling blocks, a demand for a cap on employee sick leave and a union demand for agency shop, were resolved through a lengthy mediation process. Management will have the right to review employee sick leave records four times a year with the ability to hold special "counseling sessions" for those deemed to have taken too

many sick days.

The union received an agency shop provision covering all town employees hired after 1980.

While noting that the agreement was a good contract, Federici reported that the unit's membership was upset with the town's reluctance to negotiate a graduated wage scale to help move employees through the pay grade scale in this contract.

"We know that the town is establishing such a program for its non-unionized personnel, and we anticipate making this issue our top priority in our future bargaining with the town," the vice president concluded.

Due to the elongated bargaining process, town of Colonie employees and the administration will be returning to the negotiation table within a year — a relatively short time between contractual bargaining sessions.

Delegates to consider many resolutions at 75th Annual Meeting in New York City

EDITOR'S NOTE: In addition to proposed changes in the Constitution and By-Laws, printed in the previous edition of The Public Sector, delegates at CSEA's 75th Annual Delegates Meeting will also be considering resolutions submitted to the union's Resolutions Committee. The Annual Delegates Meeting is scheduled for Oct. 20-25 at the Marriott Marquis in New York City. Following are resolutions to be considered.

PROPOSED BY-LAW CHANGE

A proposed change in the union's By-Laws, submitted by Local 852 President John Stein, would increase the annual membership dues of an associate member from \$26 to \$60. Stein proposes to change Article IV, Section F of the By-Laws to read as follows:

"Associate members. The annual membership dues of an associate member shall be sixty dollars (\$60.00).

CSEA ASBESTOS POLICY

The following resolution was submitted to the Resolutions Committee by the Standing Safety and Health Committee.

"Within the past several years, the public has become more aware of the disability and often fatal effects on workers exposed to asbestos fibers. Since asbestos fibers have no acute signs of disease, individuals are not aware of the serious health effects until twenty to thirty years after exposure. Once an individual contracts asbestos disease, they will not be cured.

There are presently two laws which provide some protection to our membership who are assigned to work with asbestos. The Public Employee Safety and Health Act incorporates OSHA standards in the work place. Although the asbestos exposure standard is not adequate, it does provide some protection. The Right-to-Know law also provides protection to the membership by providing training in the use of hazardous substances, of which asbestos is one.

However, some of our members have been assigned to do major asbestos removal with little or no training. (CSEA has been successful in preventing these assignments when they come to our attention.) For reasons stated in the first paragraph, as well as the expense in providing adequate training and equipment, are feasible explanations for these illegal assignments. However, our members, as well as the public, would ultimately pay dearly for managements' lack of attention to the proper and safe method of working with asbestos.

Consequently, CSEA has adopted the following asbestos policy:

The membership and staff of CSEA will strive to have employers wanting asbestos work performed to have the asbestos work performed by qualified individuals. Qualified individuals are those who have been properly trained and equipped to perform the asbestos work. If the employers' work force has not been properly trained and equipped, then the employer should seek the services of qualified professionals.

The following four resolutions were submitted to the Resolutions Committee by the CSEA statewide officers.

PAY EQUITY

"WHEREAS, we support the principles of Equal Employment Opportunity and the Civil Rights Act of 1964 (amended 1972), which

prohibit discrimination on the basis of sex, race and national origin.

THEREBY, we The Civil Service Employees Association, Inc. oppose discrimination in wages based on race, sex, and national origin. We believe that all necessary steps should be taken to eliminate all forms of illegal discrimination."

SOUTH AFRICAN DIVESTMENT

"WHEREAS, throughout its 75-year history, CSEA, Local 1000, AFSCME, AFL-CIO has continuously supported equality in employment practices, based on merit, without regard for race, creed, or color; and

"WHEREAS, the government of South Africa practices a failed and vicious policy of apartheid wherein it discriminates blatantly and unfairly against the majority of its citizens; and

WHEREAS, the government of South Africa has arrested and jailed a number of black trade union leaders who were involved in legitimate efforts to protest the working and living conditions of their members in that racist state; and

WHEREAS, these labor leaders are being held under a law that could lead to a charge of treason and that offers no explanation for their detention and does not even offer them the opportunity of a trial;

NOW THEREFORE BE IT RESOLVED, that the delegate body of CSEA, Local 1000, AFSCME, AFL-CIO expresses its absolute opposition to the racist apartheid policies of the government of South Africa; and

BE IT FURTHER RESOLVED, that CSEA, Local 1000, AFSCME, AFL-CIO calls upon the Governor, the Legislature and, in particular, the Comptroller of the State of New York to move immediately to divest the State and all of its public pension funds of investments in any companies which currently do business with the racist government of South Africa; and

BE IT FURTHER RESOLVED, that the Statewide Secretary be instructed to forward a copy of this resolution to the Governor, the Comptroller and the Legislative leadership."

THE HOMELESS MENTALLY ILL

"WHEREAS, there are between 50,000 and 250,000 homeless persons in the State of New York; and

WHEREAS, an estimated 40 to 60% of the homeless suffer from serious, chronic mental illness; and

WHEREAS, the American Psychiatric Association has found that the practice of discharging mentally ill patients from State hospitals into ill prepared communities has been a major contributing factor to homelessness; and

WHEREAS, there is currently no on-going statewide policy or programs to provide the mentally ill homeless with mental health services either in the community or in our State psychiatric centers; and

WHEREAS, caring for our most vulnerable citizens is both a traditional and constitutional duty of state government which it should not and must not abdicate,

BE IT THEREFORE RESOLVED, that CSEA, Local 1000, AFSCME, AFL-CIO calls upon both state and local governments to reaffirm their responsibility for the homeless and work together to provide them food, shelter, training and employment programs, mental health services; and

BE IT FURTHER RESOLVED, that CSEA, Local 1000, AFSCME, AFL-CIO urges the State

Administration and the State Legislature to provide a comprehensive statewide program for the provision of mental health services to the homeless by both state and local government; and

BE IT FURTHER RESOLVED, that the Statewide Secretary should forward a copy of this resolution to the Governor, the Commissioner of the New York State Office of Mental Health, the Assistant Secretary to the Governor for Health and Human Services, and the Chairman of the State, Senate and Assembly Committees on Mental Health."

PRESERVING THE DEDUCTIBILITY OF STATE AND LOCAL TAXES AND THE TAX EXEMPTION FOR EMPLOYER-PAID FRINGE BENEFITS

"WHEREAS, ever since the federal income tax was established in 1913, Congress had allowed individual tax payers to deduct all their major state and local taxes in order to avoid requiring people to pay double tax on their incomes; and

WHEREAS, deductibility enables state and local governments to have an adequate tax base with which to fund necessary public services; and

WHEREAS, the repeal of deductibility of state and local taxes is likely to engender "Proposition 13" like opposition to those taxes; and

WHEREAS, deductibility is particularly important to New York State because it has allowed New York and its local government jurisdictions to provide public services at a level above those of surrounding jurisdictions without the fear that residents and businesses will migrate out of the State to avoid additional taxes; and

WHEREAS, it is the duty of the federal government to help state and local governments to raise adequate revenues to fulfill their responsibilities to their citizens; and

WHEREAS, our current tax system provides that most employer-provided fringe benefits, such as health insurance, are not treated as taxable income to the employees receiving them; and

WHEREAS, health insurance, child care, group term life insurance, group legal plans, and education benefits are benefits which New York State and local government employees have fought for and earned through collective bargaining; and

WHEREAS, the current tax treatment provided employer-provided fringe benefits is a significant incentive for employers to provide them as a form of employee compensation; and

WHEREAS, without the deductibility of fringe benefits, employers would have to pay higher wages to enable employees to buy equivalent benefits out of after tax earnings and since this would be a disincentive to providing those benefits, employees would be seriously disadvantaged,

THEREFORE, BE IT RESOLVED, that CSEA, Local 1000, AFSCME, AFL-CIO vigorously opposes any attempt to eliminate the deductibility of state and local taxes; and

BE IT THEREFORE RESOLVED, that CSEA, Local 1000, AFSCME, AFL-CIO will vigorously oppose any attempt to eliminate the current tax exempt status of employer-provided fringe benefits; and

BE IT THEREFORE RESOLVED, that a copy of this resolution should be mailed by the Secretary to the entire New York State Congressional Delegation and our two United States Senators."

At AFSCME conference

Women's role touted by union leaders

By Anita Manley
CSEA Communications Associate

PITTSBURGH — Even Hurricane Gloria could not dampen the spirits of the more than 500 union activists from 11 states who managed attend a whirlwind AFSCME Regional Women's Conference in Pittsburgh Sept. 27-29.

More than 100 New York state CSEA members joined their AFSCME sisters and brothers from all over the east coast to share ideas and attend workshops which addressed such topics as pay equity, non-traditional jobs for women, tax reform, alternative work patterns, new technology, time management, and inheritance laws.

Addressing participants during the opening meeting, CSEA statewide Secretary Irene Carr emphasized that women play a major role in their own future. Carr, who also serves as chairwoman of the AFSCME Women's Committee, pointed out that the international union now has a Department of Women's Rights and Community Action. The department provides speakers and conducts workshops on pay equity, child care and sexual harassment.

AFSCME President Gerald McEntee told members that although the American labor movement is declining, women are most ready to be organized. "Unions used to be comprised mainly of blue collar workers," he noted. "Now it's working women and minorities."

Encouraging women to involve themselves in union and community leadership, McEntee said women are "uniquely qualified to lead the way to changes and political revolution."

Making a quip about the hurricane that delayed flights and tried the patience of many of the New York delegation, Kay Dimond, a member of the National Women's Advisory Committee, told members that their organization was "stronger than any movement to hit the east coast!"

AFSCME International Secretary-Treasurer William Lucy warned that President Reagan's tax reform plan will hurt the working middle class and that the administration is "dangerous to those concerned with civil rights and equal rights" for women.



VERY OFFICIAL LINE-UP — Pictured from left: CSEA Vice President Joseph McDermott, CSEA Secretary Irene Carr, AFSCME International Secretary-Treasurer William Lucy and AFSCME President Gerald McEntee.



REGION III CONTINGENT — Pictured from left: Lee Pound, Doris Joyce, Claire Rubenstein and Helen Zocco.



ERIE COUNTY PAY EQUITY Committee members took part in the conference. Pictured from left: Shirley Heron, Shari Kamholtz and Iris Kliszak.



REGION II TREASURER Sharon Katz, left, and Secretary Ann Worthy.

CHARLES PERRY of Region II said he attended the conference to become better informed about women's problems in the work world.

Gloria makes her mark on L.I.

...and what a mess!

Road crews working full tilt in clean-up effort

By Sheryl Carlin
CSEA Communications Associate

HAUPPAUGE—Hurricane Gloria blew angrily through Long Island on Friday leaving behind a path of destruction so intense that its effects are still being felt by more than 400,000 residents.

For many of our CSEA members and staff, Monday represented much more than the back-to-work-after-the-weekend blues. It meant waking to the buzz of chainsaws, icy showers, wrinkled clothes, unruly hair, no hot breakfast (not even coffee), and a slow drive to work.

The streets are littered with fallen trees and branches; many traffic lights are not operating and there are innumerable intersections covered with glass from cars whose drivers were too impatient to stop and take precautions.

CSEA staff members arrived at the office Monday morning to find the parking lot strewn with debris and the front door nearly ripped from the hinges. None of the overhead lights were operable until later in the day.

For members who work for the Department of Transportation, Sanitation, Highway, Parks and Safety, there had hardly been time for a break all weekend.

According to Barbara Mungo, a DOT dispatcher, "Over the weekend, crews worked to push the trees out of the path of traffic. Now they're out there working on cutting up the trees and general clean-up."

William Maccaro, executive vice president of Suffolk Local 852, said that in the town of Smithtown, one of the Island's hardest hit areas, the town supervisor has called workers in on an emergency basis.

"The employees have been working 10- and 12-hour shifts. Our sanitation crews are on the job by 6 a.m. preparing to bury the debris," said Maccaro.

"It's a good feeling to watch all the different departments working together as a team," he added.

In Nassau County, John Aloisio, unit presi-

dent for the town of Hempstead, and Ralph Spagnolo, unit president for the Department of Public works, said both of their departments are hard at work cleaning up their areas.

"There's certainly been a lot of overtime work requested since Gloria hit," Aloisio said.

Supermarkets have contributed three times as much garbage as usual and the Babylon Town Supervisor Anthony Noto has agreed to keep the landfills open until 4:30 p.m. and keep workers on overtime to make sure the garbage is properly covered.

By day's end on Monday, DOT—with the assistance of workers sent from around the state—had cleared most of the main roads in Long Island's 13 towns and two cities.

"The Long Island community and the employers should be proud of the work our members have done and will continue to do," said Region I President Danny Donohue.



AFTER THE STORM—In pictures here and above, DOT workers attempt clean-up on roads in Central Islip. Crews from Albany and Syracuse were brought in for the effort.