

THE
PUBLIC

Sector

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Official Publication of The Civil Service Employees Association, Local 1000, American Federation of State, County and Municipal Employees, AFL-CIO

CSEA initiative boosts benefits for state-employed reservists

Give 'em a break

See page 3



INSIDE NEWS YOU CAN USE

PAGE 3

Many CSEA members have a second career — military reservists. A large number have been called to duty because of the Persian Gulf crisis, and they deserve our support in every way possible. Now, thanks to an agreement between CSEA and the state, reservists called to active duty can breathe a bit easier when it comes to worrying about providing for family members they left behind.

PAGE 4

CSEA has not endorsed any candidate in the race for governor of New York, but the union says some proposals put forth by GOP candidate Pierre Rinfret are so outrageous they deserve refuting.

PAGE 5

Cecil and Stan Harrington figure they've logged more than a million miles over a combined 84 years of driving school buses in a western New York school district.

PAGES 6 & 7

It's BTS (Back To School) time. A tip of the hat to the thousands of custodians, bus drivers, nurses and health aides, teacher's aides, groundspeople, cafeteria employees, mechanics and clerical staff across the state who keep the school systems functioning.

PAGES 8 & 9

Activism knows no age limit, and that was proven once again when a large number of delegates turned out for the sixth annual CSEA Retirees Convention.

PAGES 10 & 11

A lot of people work behind the scenes and beyond the bright lights at the New York State Fair. Hundreds of them are CSEA members.



PAGE 12

If you're trying to figure out how to afford to send a child to college, you'd better check out these CSEA/AFSCME scholarship programs.

PAGE 13

Jacqueline DeJean has her job again, with back pay. Sonia Crocetto won a promotion, with back pay, that had been denied her. Both are beneficiaries of recent successful arbitration cases won by CSEA.

PAGE 14

The way to get into civil service jobs and move up the career ladder thereafter is primarily through competitive examinations. Some of those upcoming exams are listed on page 14.

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The State Employees Federated Appeal (SEFA) campaign is in full swing. CSEA urges you to contribute generously to your favorite charities right in your own community through SEFA.

PAGE 16

The new cars are here. Wouldn't you like to have all the information necessary to deal even up with the salesperson? Now you can.

PAGE 17

"Wait! Let's think about this some more" seems to be motto at the Department of Motor Vehicles when it comes to the new commercial drivers license examination.

PAGE 18

CSEA is pursuing new options after the state refused to consider out-of-title pay grievances filed by employees whose promotions to new Secretary 1 and 2 positions have been held up while the state sits on their reclassification applications.

PAGE 19

A handy reference guide to CSEA member benefits and services.

PAGE 20

The loss of more than two dozen state police civilian communications specialists, mandated by the state's budget crisis this year, is having a big negative impact.

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

The CSEA Employee Benefit Fund (CSEA EBF) is a negotiated program providing drug prescription, dental and vision care benefits for more than 425,000 CSEA-represented employees in six statewide and more than 260 local government bargaining units. For the benefit of the membership, *The Public Sector* will periodically publish information concerning the CSEA EBF.

We live in a mail order society. Just look at the flood of catalogs the postman leaves in your mailbox. The catalogs offer you a variety of items that you would otherwise have to travel to several stores to find. And all available from your own living room.

But the BEST MAIL ORDER OFFER AVAILABLE comes from the CSEA Employee Benefit Fund (EBF). EBF's Maintenance Drug Plan provides up to a six-month supply of a prescription medicine to eligible EBF members. There is no co-pay, never a trip to the drug store pharmacy because the medicine is delivered right to your home, and no money to send.

FILL A PRESCRIPTION FOR 25-CENTS? That's right, all it costs eligible EBF members to participate in the Maintenance Drug Plan is the price of a 25-cent stamp. With it you can get up to a six-month supply of your daily medication.

Simply call the EBF for a Maintenance Drug Plan information package. Have your doctor write your prescription for up to a six-month supply. Send the original prescription in with the patient information form and the completed questionnaire in the envelope provided. All it costs you is the 25-cent stamp to mail it in, and the medication will come to your home by first class mail in two weeks or less. The plan covers almost all medicines requiring a prescription.

The EBF regular Prescription Drug Plan still provides eligible members with a plastic prescription card, renewable every six months, primarily designed for regular short-term prescriptions. The regular plan has a minimum co-pay of \$3 for brand names and \$1 for generic equivalent drugs.

So for the best mail order deal you'll ever get, call the CSEA EBF for your Maintenance Drug Plan information package today.

THE PUBLIC Sector

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Paid military leave benefits extended for NYS reservists

CSEA urges local governments and school districts to do the same

New York state has agreed to extend paid military leave for state employees activated for military service after Aug. 1 for up to 30 additional days and to provide health insurance and other employee benefits for their covered family for up to one year at no cost.

CSEA is actively encouraging local governments and other public employers to follow the state's lead and establish similar protections for their employees. CSEA local government members called to active duty should notify the appropriate CSEA region office and a union representative will establish contact with the reservist's employer.

The new coverage expands the provisions of the Military Law, which provides a period of 30 days per year during which military personnel on leave from work are entitled to remain on payroll at full pay. Thereafter, leave credits may be charged to maintain full pay status. When those are exhausted, employees would be placed on leave without pay status and no longer be eligible for various benefits, including state health insurance coverage for themselves and their families.

CSEA helped initiate the state action through a letter from CSEA President Joe McDermott to Governor Mario Cuomo. CSEA's concern stemmed from the fact that employees who exhausted their 30 day military leave would be placed on leave without pay and their families would see their health insurance and other employee benefits cut off.

"This positive response to our concerns assures security for the women and men who are protecting America's national security," McDermott said.

"The possibility of a long crisis in the Middle East creates tremendous upheaval for many reservists," McDermott said. "Worries about the well-being of their families should be the last thing on the minds of our fighting forces. This action relieves that concern."

"CSEA hopes other public employers will take similar action," he said. "We are actively encouraging them to do so."

CSEA has waived union dues for members who are on active duty status.

August 29, 1990

Honorable Mario M. Cuomo
Executive Chamber
State Capitol
Albany, NY 12224

Dear Governor Mario Cuomo:

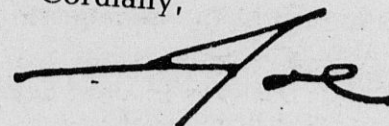
The Middle East crisis has necessitated the activation of many State Employees/Reservists. While the Military Law grants a period of leave for employees, the present situation demands more. It is imperative that employees placed in such a position should be confident that their families are fully protected while they are doing their duty.

Let me suggest that you, through Executive Order, or other appropriate avenues, ensure that Health Insurance coverage and benefits provided through the contractual Employee Benefit Funds be continued, without interruption, for the entire period of each Reservists' activation. There may be other areas regarding terms and conditions of employment that could be explored, but the health and welfare of the employees' families is of paramount importance.

We are planning to do our small part, in these trying times, by continuing the benefits of CSEA membership without the necessity of dues payment. You are able to do much more, as outlined above. We urge you to "do the right thing" for State employees who work so hard for you everyday.

Yours in Unionism

Cordially,



JOSEPH E. McDERMOTT

P.S. While you are considering this, we urge you to ask other public employers to make the same decision. Most of their employees are also covered by the Military Law and could be impacted similarly.

Thank you!

Public employees have a proud history of responding to the nation's call in times of need



FREEZE PAY? NO WAY!

CSEA blasts candidate's freeze proposal

ALBANY — CSEA President Joe McDermott blasted a proposal by gubernatorial candidate Pierre Rinfret that calls for a wage freeze for state employees.

The proposal, which also calls for a 20 percent reduction in the state workforce over four years, "is a joke in very bad taste," McDermott said.

Rinfret also says that if elected he will work for \$1 a year until the state's budget troubles are solved.

"Maybe a millionaire can afford to earn a dollar a year while he plays at politics," McDermott said. "With the economy the way it is, a wage freeze is the same as a pay cut. We won't stand for that."

Rinfret's proposal also violates the heart of the collective bargaining process.

"To walk into negotiations saying 'sorry guys, but you get nothing' is hardly bargaining in good faith," McDermott added. "We'd file improper practice charges so fast his yacht would spin."

McDermott called Rinfret's plan "a mindless proposal by a hopeless candidate." He underscored the irresponsibility of the Republican's

Rinfret's plan is "a mindless proposal by a hopeless candidate."

**CSEA President
Joe McDermott**

proposal by pointing to the already serious staffing and injury problems in the Office of Mental Health and the Office of Mental Retardation.

"To reduce the workforce is only going to make a critical staffing problem even worse. Our members are already suffering serious on-the-job injuries because of understaffing," McDermott said. "How can he realistically expect to

reduce staffing through attrition when very clearly the service needs are not diminishing but growing daily? What's he going to do? Send out the laundry? Hire a butler?

"Clearly Mr. Rinfret has no grasp of the reality faced by our members on the job and at the cash register," he continued. "Our members work hard under difficult circumstances, but they do their jobs. Freezing their wages and cutting their numbers are ludicrous proposals which we will not even begin to entertain."

McDermott also lashed out at Rinfret's simplistic tax policies.

"This reminds me of the voodoo economics of Ronald Reagan — the policies which gave us the savings and loan disaster, an unmanageable federal deficit and a growing recession," McDermott said. "Now Rinfret wants us to let him do the same to New York state? No way."

Rinfret is one of four major party candidates for governor. CSEA has yet to make its endorsement in the statewide race.

CSEA-backed candidates win in Sept. primaries

CSEA endorsed winning candidates in a number of primary races across the state.

The unofficial results available as this issue of *The Public Sector* went to press show CSEA backed 15 primary winners.

The successful primary candidates are:

Carol Bellamy — comptroller
Alton R. Waldon Jr. — 10th Senate District
Ada L. Smith — 20th Senate District
Efrain Gonzales Jr. — 32nd Senate District
Cynthia Jenkins — 29th Assembly District
Barbara M. Clark — 33rd Assembly District
Rhoda S. Jacobs — 42nd Assembly District
Clarence Norman Jr. — 43rd Assembly District
Daniel L. Feldman — 45th Assembly District

James F. Brennan — 51st Assembly District

Deborah J. Glick — 61st Assembly District

David Rosado — 73rd Assembly District

Hector L. Diaz — 74th Assembly District

Roberto Ramirez — 77th Assembly District

Nicholas A. Spano — 35th Assembly District

Clarification . . .

In a recent issue of *The Public Sector*, an article about legislation allowing Tier 3 and Tier 4 employees to borrow against their pension contributions left out the effective date.

The law takes effect in July 1991.





BUS DRIVER CECIL HARRINGTON waves to two of his passengers.

Million miles with precious cargo and still going

MAYVILLE — Put their careers together and cousins Cecil and Stan Harrington have logged about a million miles over 84 years for the Mayville schools.

The two cousins, members of CSEA Mayville Schools Unit of Chautauqua County Local 807, have each driven Mayville school buses for 42 years.

"Actually, Stan started before I did by a couple of years," Cecil said. "But he went to work for a furniture maker for a while before returning. Now we both have the same time on the job."

"I didn't think the job would last anywhere near this long," Stan said. "You just keep on doing what you did the day before."

Unit President Virginia Mattson thought their habit of "doing what they did the day before" was remarkable, so she surprised the cousins with plaques to congratulate them.

More than four decades on the road doesn't mean they're ready for retirement, though. They've been looking forward to the school year.

School buses aren't the only thing Stan and Cecil have in common. They each own dairy farms, too.

Over the years, they've driven several different generations of several families. Their young riders get plenty of attention from the bus-driving cousins, who smile and call their charges by name as they get on and off the bus.

About that million miles: With an average run of about 59 miles a day, one cousin drives about 12,000 miles a year. Multiply that by 42 years, and each cousin has driven about half a million miles. That makes a round million for the two cousins.

I didn't think the job would last anywhere near this long.



IN APPRECIATION — Cecil Harrington, left, and his cousin Stan Harrington, right, receive plaques honoring their years of service from Unit President Virginia Madsen.

BTS* Back to School

For most of us, summer ends on Labor Day — but not for school district employees.

Well before the first weekend in September, they were behind the scenes, putting the last touches of wax on the gym floor and setting up the classrooms and cafeterias as well as completing all the necessary paperwork and notices so that everything's ready to welcome the students.

For many employees there were also orientation programs to attend in preparation for the new school year.

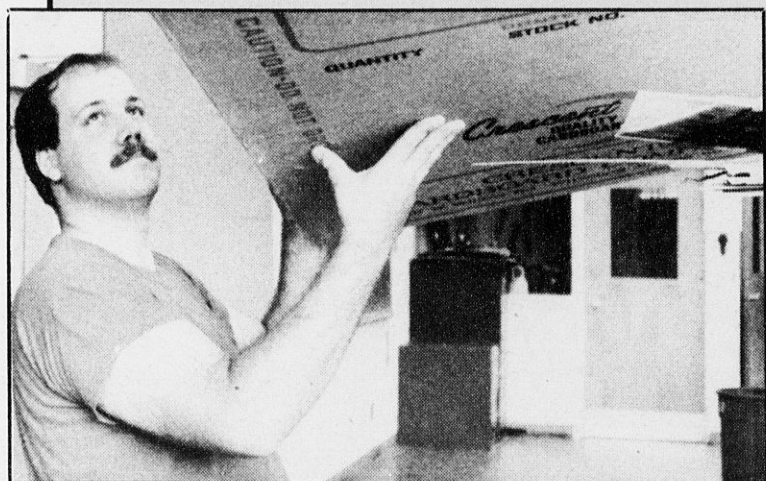
The Syosset School district on Long Island was a good example of a district that recognizes the important role non-teaching employees play in the education process.

Syosset invited CSEA Unit President Ben Gumin to speak at their orientation.

Gumin, who was seated between the superintendent of schools and the president of the Board of Education, said "Here in Syosset the district believes each employee makes the district work and each one of us is important."

"I think all school districts should include their non-teaching personnel in the orientation process," Gumin said. "After all, we're all in this boat together. Most of us live in the district and have kids in the schools."

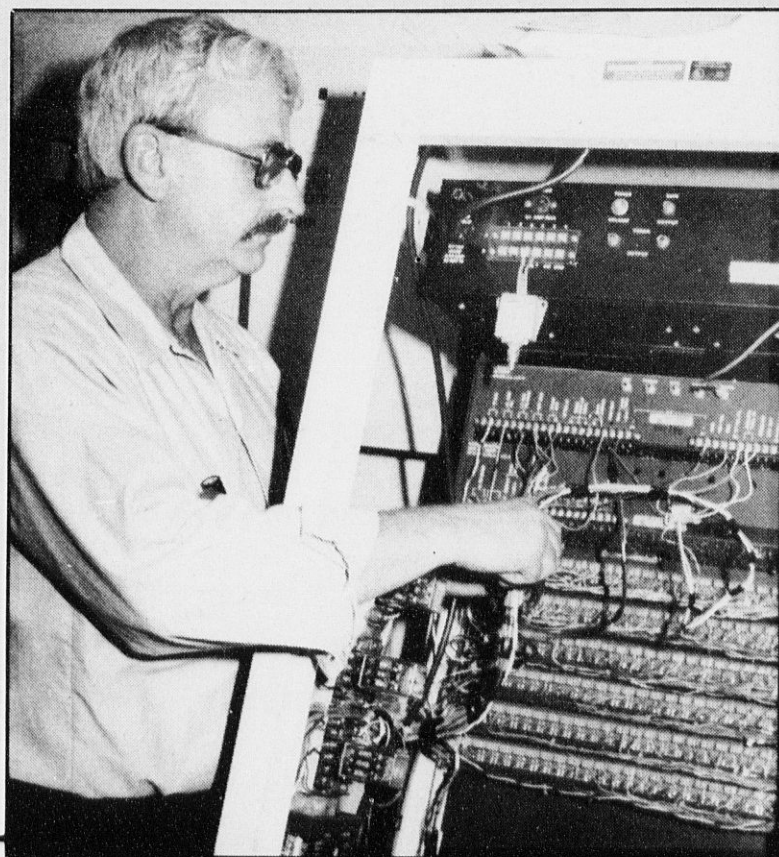
Hats off to the clerical staff, monitors, teacher's aides, cleaners, custodians and groundspeople who work diligently all year to keep our schools running efficiently.



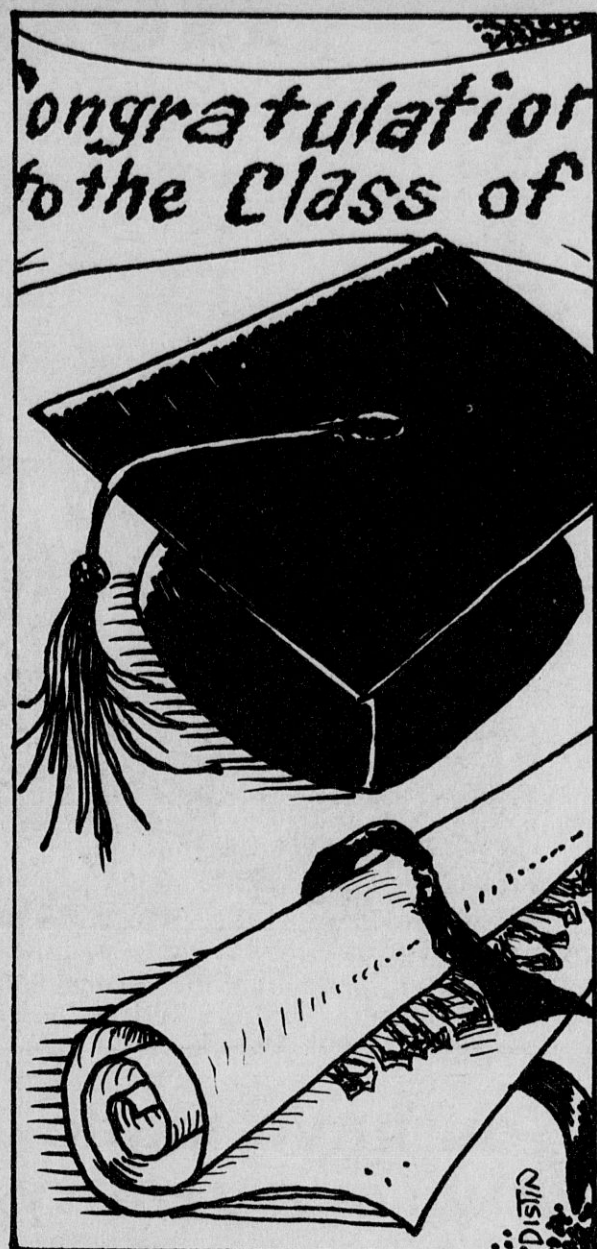
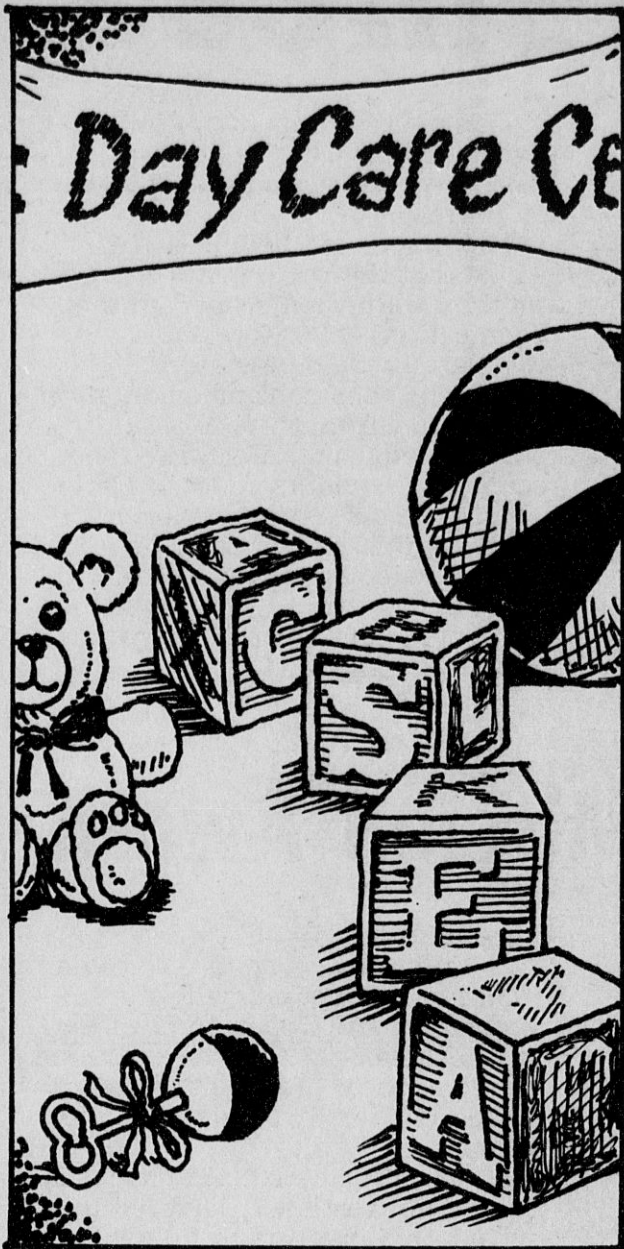
Ted Conlan, left, custodian, Waterford-Halfmoon High School; Joan Frenno, above, school health aide, Corning- Painted Post Schools.



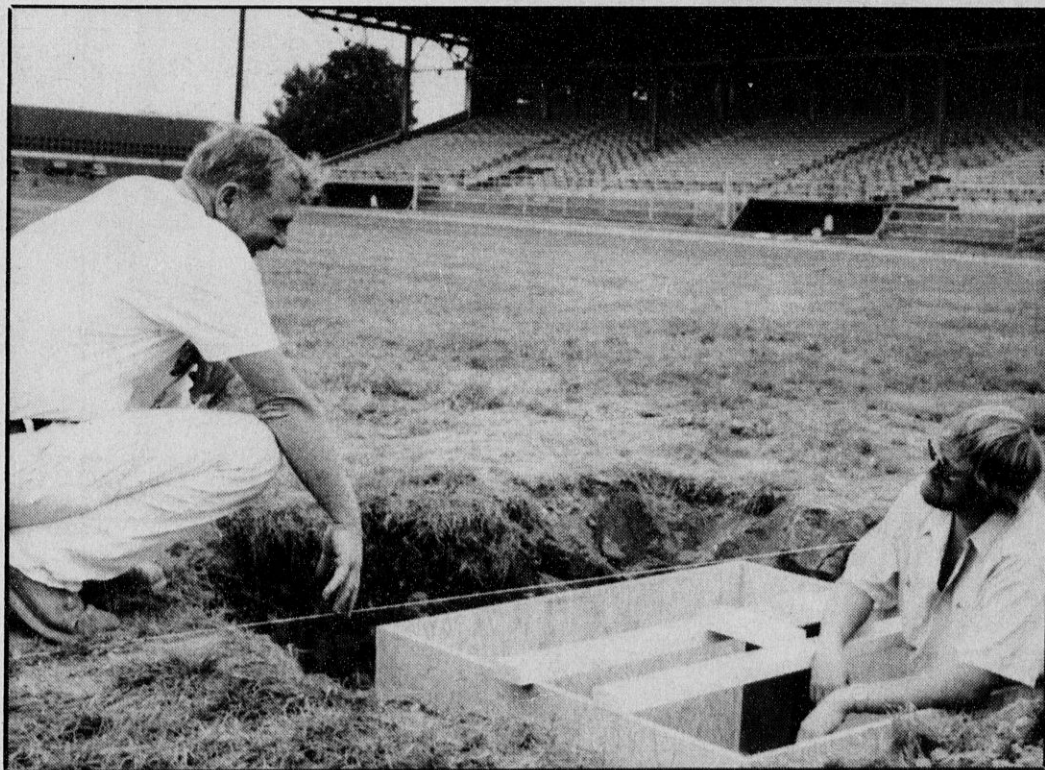
Roger Abbott, far left, electrician, Corning- Painted Post Schools; Duane Huyler, left, custodian, Corning- Painted Post Schools; Tony Ewing, above, Groundskeeper, Niagara Falls City Schools.



EDUCATION



FROM START TO FINISH:
Public Employees **CARE** for New York's Kids!



Dan Ginnan, above left, carpenter and Bob Button, right, groundskeeper, Corning-Painted Post Schools; Darlene Pound, right, secretary, Corning-Painted Post Schools.



Activism is retirees'



MISSION ACHIEVEMENT — CSEA President Joe McDermott, left, presents Retiree Local 950 President Lou Colby with the Retiree Division's CSEA Mission Achievement Award.

"You have made activism a reality at CSEA"

CSEA President Joe McDermott

SARATOGA SPRINGS — CSEA President Joe McDermott praised CSEA's retiree members for their commitment to activism at their recent convention.

"You have made activism a reality at CSEA," McDermott told the 170 delegates. "Activism begins at the local level, and retirees demonstrate a commitment. They are showing the rest of the locals how to mobilize."

Activism was the theme of the retirees' sixth convention.

McDermott also expressed his sorrow at the death earlier this year of Retiree Division Chair Don Webster. Although retirees have made progress, McDermott noted, "Don would say 'do more!'"

In his opening remarks, Retiree Division Chair Charles Peritore praised Webster as a moving force for retirees.

"The unions are beginning to realize that there are many retirees and they want them as part of their organizations," Peritore said.

McDermott said he expects permanent pension supplementation and health care reform to result from retirees' activism. Referring to the recent CSEA endorsement of Carol Bellamy for state comptroller, he said the union has received "nothing but lip service from Ned Regan for the past 12 years."

"Carol Bellamy will work with us for change," he said.

Colby wins Mission Award

SARATOGA SPRINGS — Lou Colby, the founder and president of CSEA Florida Retiree Local 950, is this year's recipient of the Retiree Division President's Mission Achievement Award.

This is the first year the award has been presented. It is given to a state, local government and retiree division member who best represents the spirit of the CSEA Mission Statement:

"... to serve our members as best we can, any way we can and to maintain our role as a leader of

labor unions."

Colby became a state employee in 1935 in Farmingdale, where he worked for the Department of Parks and Recreation. Over the years, he served as local president, CSEA board member and negotiating team member.

A year after he retired to Florida, Colby "got restless." That led to his setting up a meeting of fellow CSEA retirees and was the beginning of what became, in 1980, CSEA's first out-of-state local. It now has more than 5,000 members.



ADDRESSING THE RETIREE DELEGATION are, at left, Local 905 President Bonita Barber and, above, Director of Retiree Programs Kathleen Cahalan. Retiree Division Chairperson Charles Peritore is seated, left.

meeting theme



TAKING A BREAK from the many programs at the sixth annual CSEA Retirees Convention are, from left, Mike Morella and Victor and Louise Coster.

Bellamy backs CSEA goals

SARATOGA SPRINGS — Pension reform is a major bone of contention for state Comptroller candidate Carol Bellamy.

The 48-year-old former New York City Council president told delegates to the CSEA Retirees Convention that she plans sweeping changes in management of the state's pension fund once she is elected.

"The New York State Pension Fund is one of five pension systems in the United States that has a sole trustee," Bellamy said. "No one should be a sole trustee over this amount of money."

Bellamy said she believes a Board of Trustees should oversee the fund, and that board should include union representation. CSEA strongly supports the idea.

"I served as a trustee on the city pension fund," she said. "I worked with union people on that board. It works."

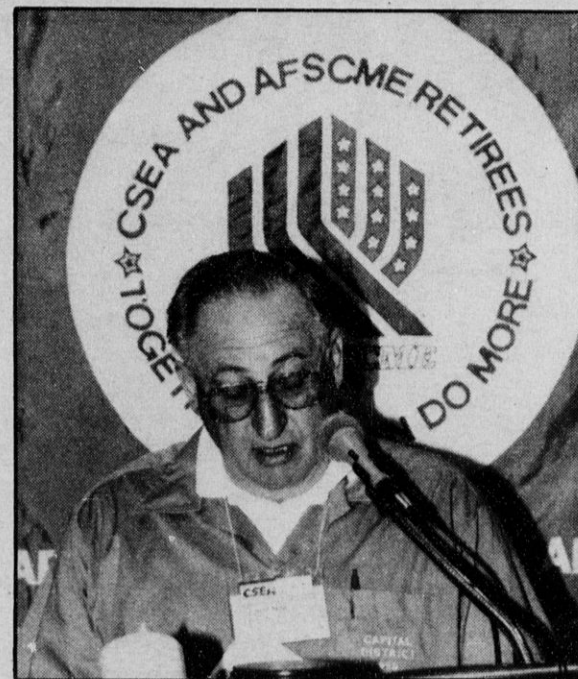
Bellamy also plans to establish a complaint department in the comptroller's office and to keep pension fund investments within New York state.



RETIREE LOCAL 917 Member Melvin Woolheater makes a point at the Retirees Convention.



CAROL BELLAMY, standing center, the CSEA-endorsed candidate for state comptroller, chats with retirees. Also standing is CSEA PEOPLE Coordinator Cheryl Sheller.



RETIREE LOCAL 999 President Emil Spiak addresses the retiree delegation.

The 150th annual edition of the New York State Fair concluded another successful run on Labor Day in Syracuse. Putting together an operation of the scope of the State Fair, and keeping all the pieces from coming unglued, is no easy feat. It could not be accomplished without the hard work and dedication of CSEA members whose assignments are as varied as staffing display booths to working behind the scenes and beyond the bright lights of the midway.

CSEA represents hundreds of seasonal and temporary fair employees, and for some maintenance workers the fair is a year-round job. They keep the facilities in top shape and stay busy with special events held at the fairgrounds throughout the year.

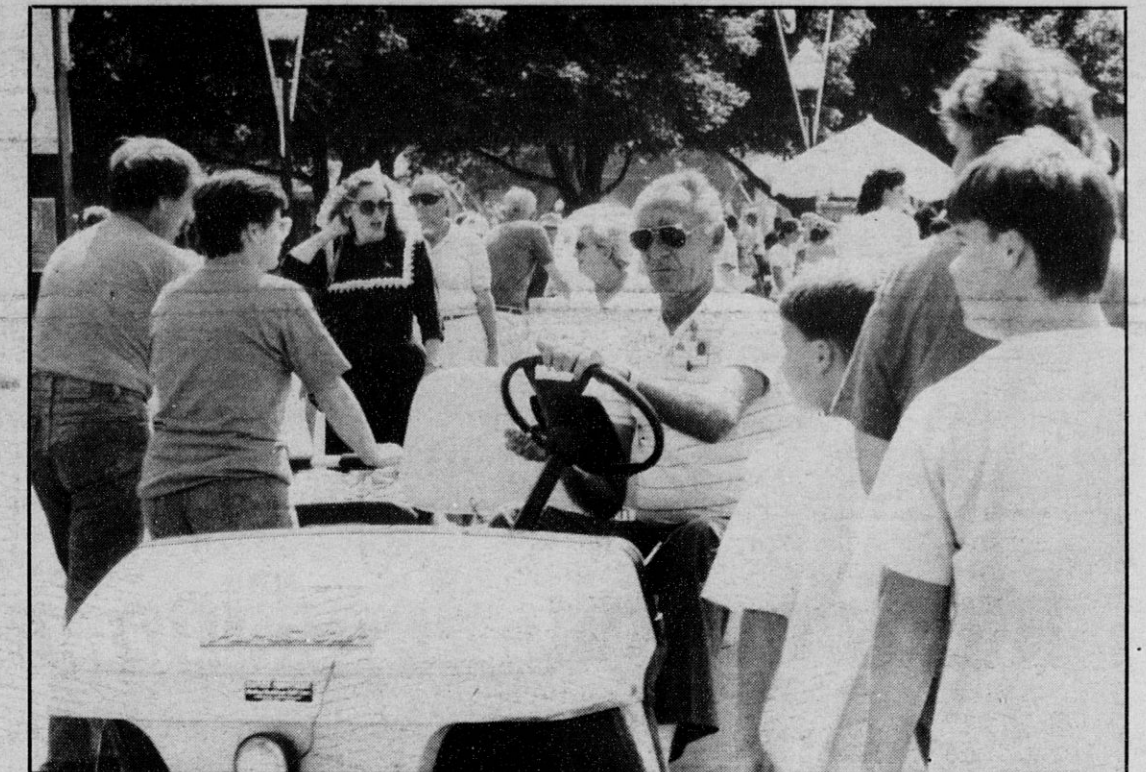
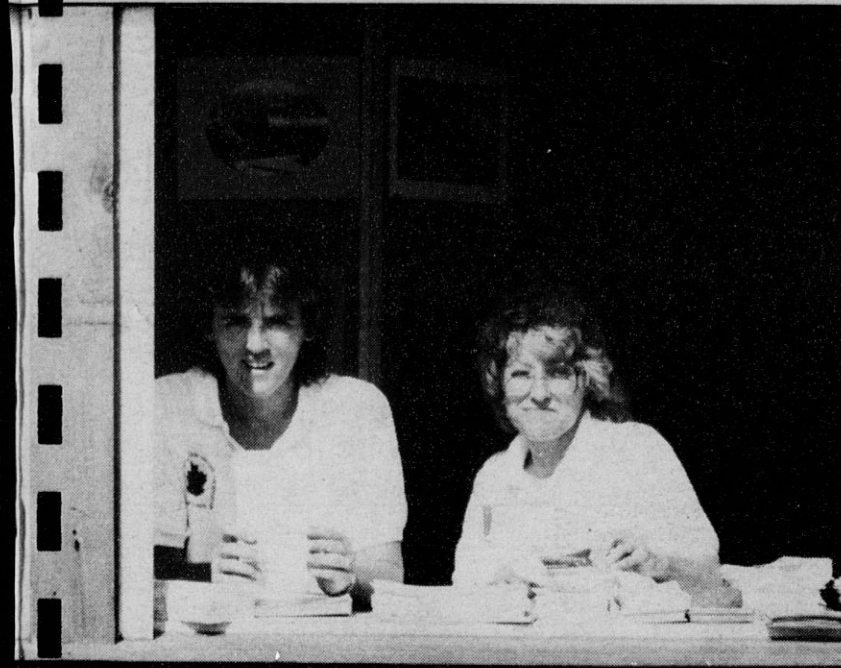
Fair time is a busy, exhausting time for all. It's 16-hour workdays with maybe one or two days a week off if you're lucky. It might be exhausting and it might be grueling but, as one employee said, "It's never boring at the fair."



Photos by
Mark M. Kotzin
CSEA Communications Associate



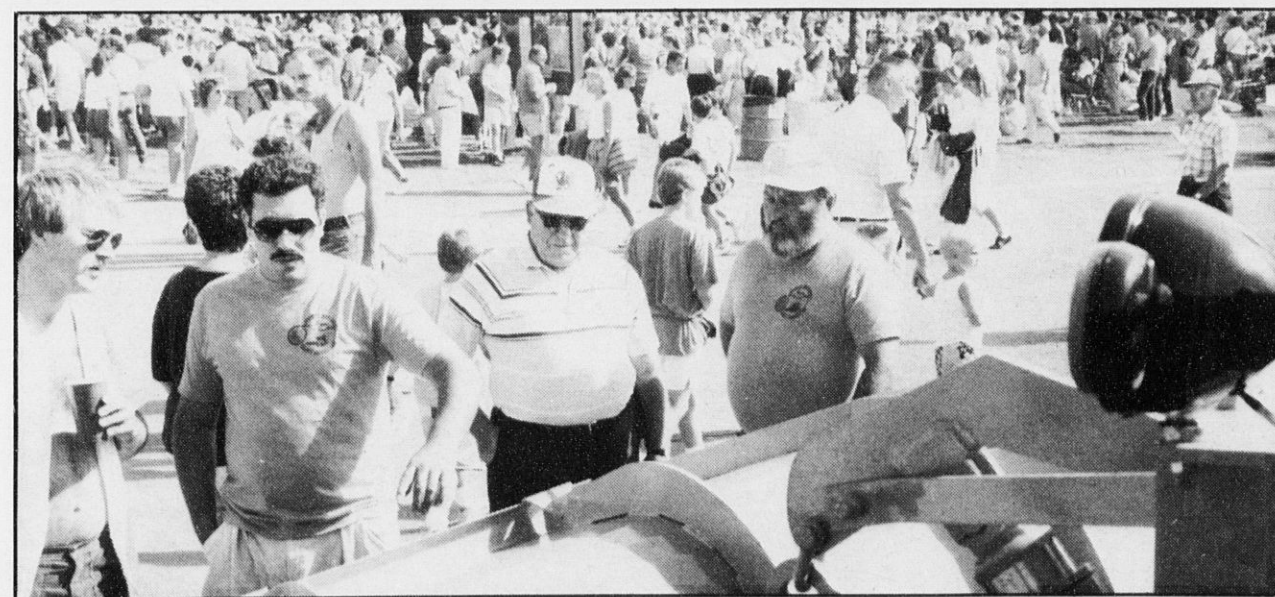
CSEA MEMBERS FROM THE NYS Parks, Recreation and Historic Preservation Department's Central Region Office staff the display booth in the "mini state park" on the fairgrounds. From left are Park Region Business Assistant Jennie Sala, Keyboard Specialist Sandy Epoch, Parks & Recreation Aide Karen Keast and Stores Clerk Linda Schad.



IT MIGHT LOOK LIKE FUN, but it's not easy to drive a golf cart around the fairgrounds with an average attendance of 70,000 people every day. Still, Mason/Plasterer Louis Armstrong, who has worked the fair for 27 years, weaves his way through heavy crowds.



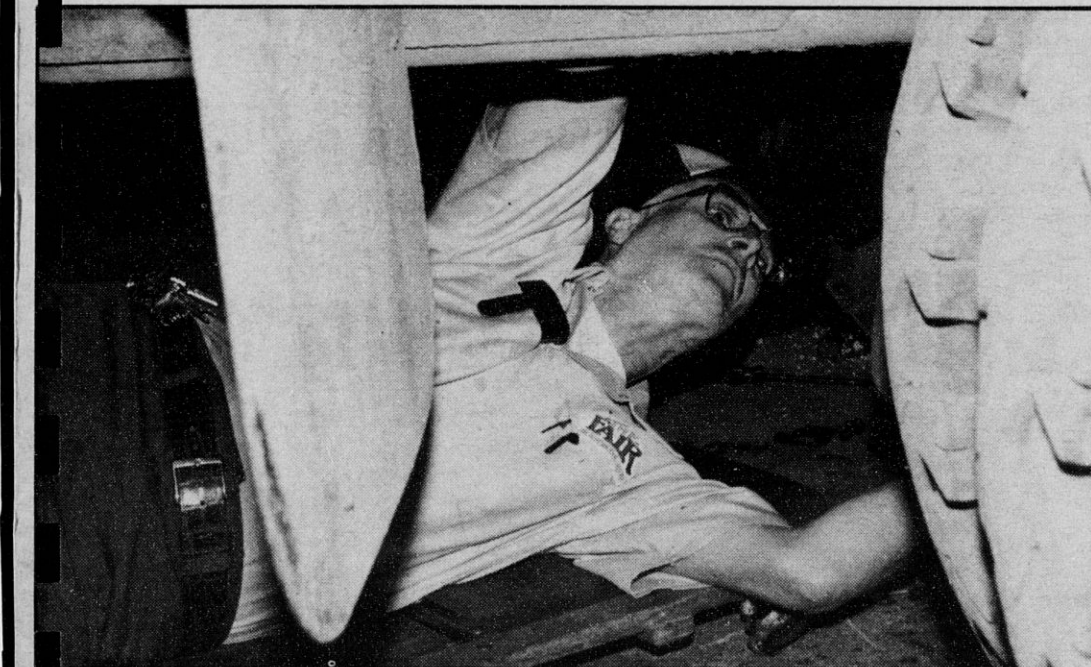
ONE OF THE HEADLINE EVENTS at this year's fair was not even on the schedule. A tornado briefly touched down, ripping the roof off this animal stable. CSEA member Mark Kolceski, a general mechanic, helps clean up the debris.



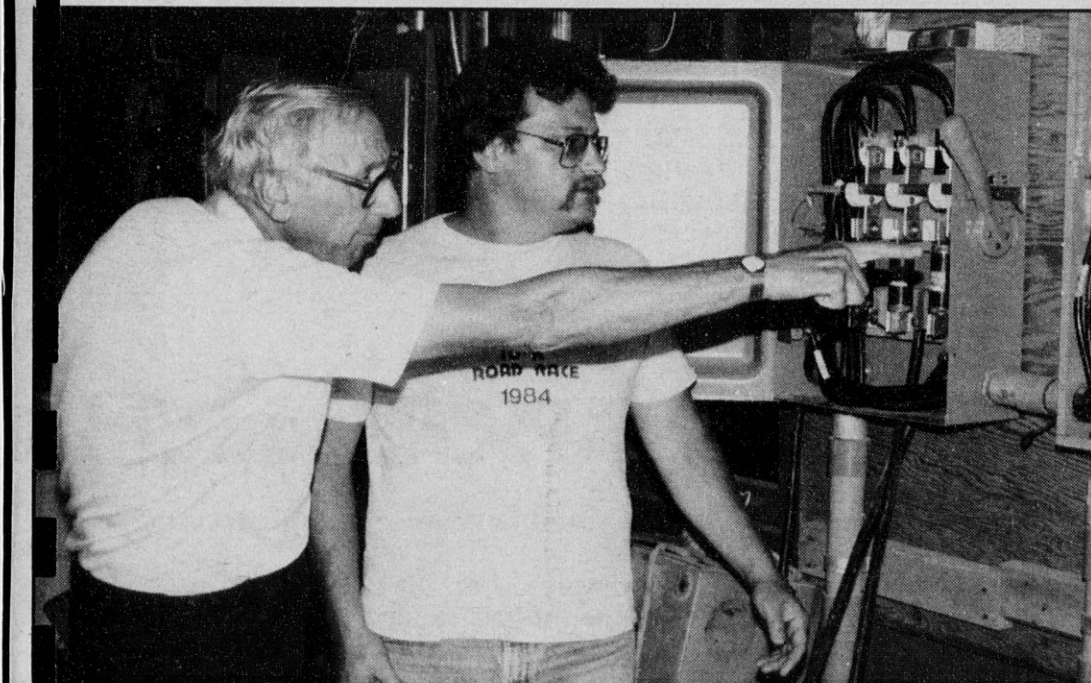
SNOW REMOVAL EQUIPMENT is important in the snowbelt area of Central New York. Daniel Finigan, second from left, a DOT construction equipment operator, and DOT Assistant Equipment Operations Instructor Frank Gilmore, both out of North Syracuse, show fairgoers features of DOT snow removal equipment at the DOT highway maintenance display.



GENERAL MECHANIC JOHN RUSTON removes boards to install wiring to the grandstand's sound board. In background, General Mechanic Dan Griffin, right, gives instructions to one of many laborers working to set up next show. Ruston has worked at the fair for 21 years, Griffin for 10.



AUTO MECHANIC CHUCK WEILAND has kept things running for eight years at the fairgrounds. Here he installs a new rear end transaxle.



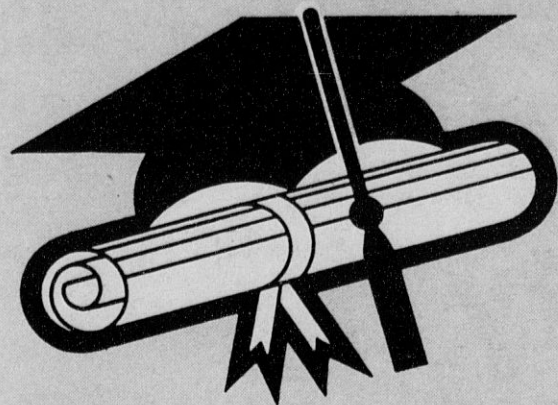
ELECTRICIAN JACK KOSLOWSKI, left, of the state fair maintenance department, shows union electrician Dan Gallagher where to set up wiring for the evening's grandstand concert. Koslowski has worked at the fair for 17 years and is responsible for maintaining all the fairground's power supply. The junction boxes behind him supply more than 10,000 amps of power to the grandstand — enough to power five to ten one-family homes.



JULIE DEVLIN, an energy information aide with the NYS Energy Office in Albany, hands out information from her agency's booth in the Center of Progress Building.



DISPATCHER/OPERATOR ANGELA TUZZOLINO answers the phone while CSEA retiree member Bill Mahyna works as a dispatcher. Tuzzolino has worked full-time at the fairgrounds since 1980 while Mahyna works part-time since he retired four years ago after 33 years with the maintenance department. Tuzzolino has two daughters who work as temporary employees at the fair.



Scholarships for children of CSEA members

Your being a CSEA member opens opportunities for your family. For instance, scholarships available to the children of CSEA and AFSCME members can mean a lot to you and your college-bound child.

McDonough deadline nears

Applications for the 1990 Thomas McDonough Scholarship Program have been sent to eligible applicants.

Completed applications must be submitted to the Scholarship Committee at CSEA Headquarters by Oct. 1.

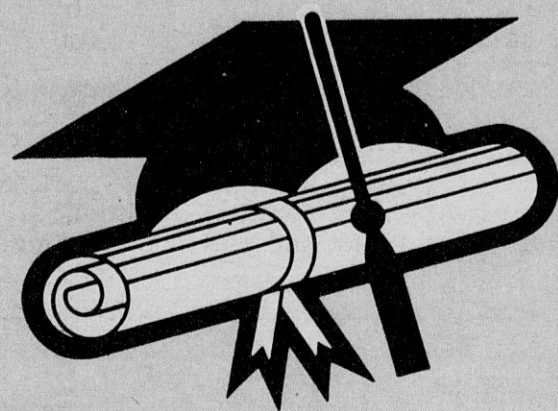
One McDonough scholarship will be awarded in each of CSEA's six regions. Previous winners of the 1987, 1988 and 1989 Irving Flaumenbaum Scholarships who are enrolled in college are eligible to apply.

The McDonough Scholarships have been increased to \$500 this year, thanks to funding from the J.J. Kelly Scholarship Fund.

The application deadline is Oct. 1.

Applications should be sent to:
CSEA Scholarship Committee
CSEA Headquarters
143 Washington Avenue
Albany, NY 12210

Questions regarding the McDonough Scholarship program can be directed to the Office of Internal Operations at 1-(800)-3424146, extension 319.



**McDonough deadline:
Oct. 1**

J.J. Kelly Fund to give two awards

CSEA will award two college scholarships from the J.J. Kelly Scholarship Fund this year.

The Kelly Scholarships will provide \$500 continuing four-year grants to children of CSEA members who were killed or totally disabled in the course of performing their public duties.

Individuals who meet this criteria should fill out the coupon below to receive a scholarship application. The coupon should be mailed to CSEA headquarters at the address below.

The deadline for scholarship applications is Oct. 26. Award announcements will be made in November.

**Kelly deadline:
Oct. 26**

J.J. KELLY SCHOLARSHIP FUND

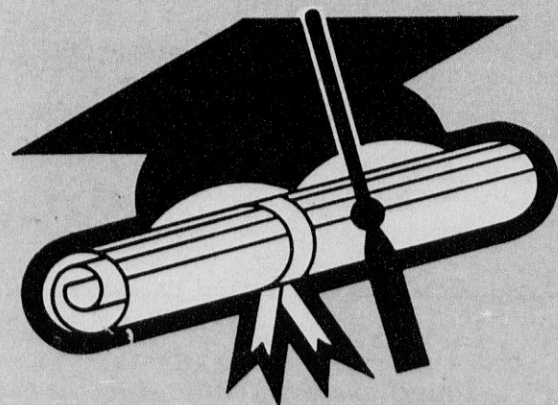
Please send me an application for the J.J. Kelly Scholarship.

Name: _____

Address: _____

Mail this coupon to: CSEA Scholarship Committee

CSEA Headquarters
143 Washington Avenue
Albany, NY 12210



**AFSCME scholarship
deadline: Dec. 31**

Time to apply for AFSCME award

CSEA's international union, AFSCME, is again preparing to screen applications for the AFSCME Family Scholarship Program.

Under the program, 10 scholarships of \$2,000 each are awarded annually and they can be renewed for \$2,000 a year for up to four years, provided the student remains enrolled full-time.

Any graduating high school senior who is the child of an AFSCME member and who intends to enroll in a full-time four-year degree program in any

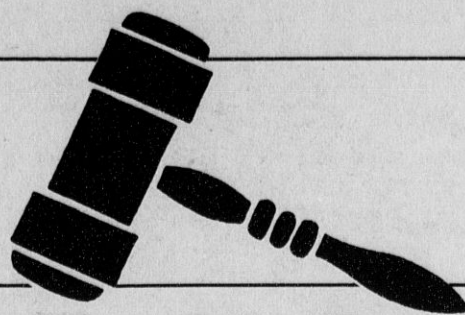
accredited college or university is eligible.

Completed applications from high school seniors must be postmarked no later than Dec. 31.

To get an application, any interested AFSCME member or his or her child should write:

AFSCME Family Scholarship Program
Attn: Education Department
1625 L Street, NW
Washington, DC 20036

CSEA Arbitrations



CSEA wins on seniority rights

SCHENECTADY — A Schenectady County Department of Social Services (DSS) typist must be promoted to social welfare examiner and receive back pay covering the difference in salaries from the date she should have been appointed



Sonia Crocetto

more than a year ago, an arbitrator has ruled. CSEA took the case to binding arbitration after management denied a grievance filed over the issue.

Arbitrator James R. Markowitz said Schenectady County DSS violated the contractual seniority rights of Sonia Crocetto when DSS hired a new employee as social welfare examiner instead of appointing Crocetto, who was the most senior qualified candidate for the position. The arbitrator ruled that the seniority clause in the contract between CSEA and Schenectady County provides that the most senior qualified employee must be promoted in all cases for labor class, non-competitive and competitive jobs except where a civil service exam list has been established.

"This is a very important ruling," said CSEA attorney Paul Bamberger, who handled the arbitration on behalf of Crocetto. "Seniority is a bedrock principle of unionism and by winning this case we have strongly reaffirmed that, in Schenectady County, the most senior employee who is qualified to perform the job is absolutely entitled to be promoted to that job."

"It feels great," Crocetto said. "I knew I was right from the beginning. The facts were there. It's wonderful to beat the system down there."

"I think CSEA is very thorough. CSEA Schenectady County Social Services President Joanne DeSarbo was right

there to help me," Crocetto said. "CSEA attorney Paul Bamberger was so calm, he never let the pressure get to him; he put up with the county's runaround and set the tone."

"The decision speaks for itself," Unit President DeSarbo said. "The county was wrong and the union was right."

"Seniority is very important as a local contract issue," CSEA Schenectady County Local President Lou Altieri said. "This decision has county-wide impact. Hopefully it will resolve any promotional opportunity problems we may have in the future."

Crocetto has been a typist in the DSS since September 1988 and in December 1988 she finished first in a competitive civil service examination for social welfare examiner. In May 1989 the county processed the paperwork to promote her to the examiner position effective in June. The appointment was delayed when Crocetto went on sick leave and in July, when the civil service list was no longer mandatory because it contained fewer than three names, the DSS commissioner rescinded Crocetto's appointment and named a person who was not then a county employee to the position. The county later claimed it had an urgent need to fill the position while Crocetto was on sick leave but CSEA contends she was denied the promotion because of a personality conflict between Crocetto and her supervisor.

Member gets her job, back pay

UNIONDALE — Jacqueline DeJean was optimistic about her recent arbitration because she had strong support.

"I felt sure I would win," DeJean said. "I knew I didn't do what they accused me of, and I had God, Lou Stober and my kids on my side." Stober is CSEA regional attorney.

CSEA recently won the arbitration, which means DeJean gets her job back, as well as three months' back pay.

A nurse aide at the A. Holly Patterson Geriatric Center for 11 years, DeJean was fired without an investigation after a patient suffered a skin tear.

According to nurses at the facility, the resident has a condition that makes her extremely prone to injury because her skin is very thin and may tear or bruise easily.

Witnesses testified that DeJean was caring for 13 residents at the time of the incident. Her work included feeding, cleaning and changing residents and getting them into bed.

DeJean said she was helping the resident into bed when the woman became agitated and scratched DeJean. DeJean ran to call for the nursing supervisor, who came into the room and found the resident suffered a bruise and a skin tear on her arms.

DeJean said the resident must have banged her arms on the safety rails while DeJean went for help.

The county fired DeJean without any investigation, claiming she "handled a resident in an inappropriate manner causing that resident physical harm."

"I thought my termination was very unfair. It was like they condemned me without a trial," DeJean said. "They just threw me away."

CSEA brought evidence that the resident had become agitated and fought with other employees before, and showed that the record proved the resident had slapped a nurse aide across the face, knocking her glasses to the floor.

While admonishing the county, the

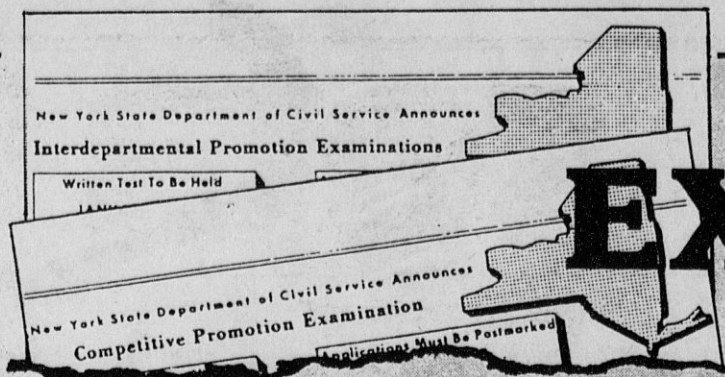
arbitrator complimented CSEA for persevering in finding the witness who had been struck by the resident. The county had previously said the incident never happened.

"We are convinced that the grievant neither by design or neglect either caused or inflicted the injuries to the patient," the arbitrator said. The arbitrator then ordered that DeJean be reinstated to her job with "no loss of wages of seniority or any other benefits she would have accrued had she not been terminated."

DeJean credited the support she got from her family and CSEA with the victory.

"I have five children, and they really helped out. They told me not to worry," she said. "The CSEA attorney was really great."

"I've never had a reason to go to the union for help before," she said, "but I've been telling everyone how great it is that they're there when you need them."



EXAMS

Competitive Promotional Exams (State employees only)

APPLICATIONS DEADLINE SEPTEMBER 24, 1990

Exam Job Title	Exam. No.	Department
Principal Clerk (Medical) G-14	32-195	Health
Senior Safety and Health Inspector G-19	32-210	Labor
Associate Safety and Health Ins. G-19	32-211	Labor
Supervising Safety and Health Ins. G-21	32-212	Labor
Mine Safety and Health Specialist G-17	32-209	Labor
Standards Compliance Analyst III M-2	39-294	OMH
Senior Compensation Claims Clerk G-9	32-227	Ins. Fund
Compensation Claims Examiner G-14	32-228	Ins. Fund
Sr. Compensation Claims Examiner G-18	32-229	Ins. Fund
Associate Compensation Claims Exam. G-22	32-230	Ins. Fund
Comp. Claims Examiner Trainee (\$24,346)	00-407	Ins. Fund
Ins. Fund Hearing Rep. I G-19	32-248	Ins. Fund
Ins. Fund Hearing Rep. II G-22	32-249	Ins. Fund
Supervisor of Claims-Med. Services G-20	32-250	Ins. Fund
Principal Underwriter G-25	39-319	Ins. Fund
Electrical Substation Supervisor G-17	39-313	SUNY
Asst. Workers' Comp. Examiner G-9 Comp	32-235	Workers'
Workers' Compensation Examiner G-14 Comp	32-236	Workers'
Sr. Workers' Comp. Examiner G-18 Comp	32-237	Workers'
Asso. Workers' Comp. Examiner G-22 Comp	32-238	Workers'
Prin. Workers' Comp. Examiner G-25 Comp	32-239	Workers'
Workers' Comp. Review Analyst G-14 Comp	32-231	Workers'
Sr. Workers' Comp. Review Analyst G-18 Comp	32-232	Workers'
Asso. Workers' Comp. Review Analyst G-22 Comp	32-233	Workers'
Prin. Workers' Comp. Review Analyst G-25 Comp	32-234	Workers'

(FOR COMPETITIVE PROMOTIONAL EXAMS LISTING)

APPLICATION FORMS: Application forms are available through your Personnel or Business Office. You may also obtain them by mail or in person at the following offices of the New York State Department of Civil Service: The W. Averell Harriman NYS Office Building Campus, Albany, N.Y. 12239; 55 Hanson Place, Brooklyn, N.Y. 11217-1582; 6th Floor, Adam Clayton Powell State Office Building, 163 West 125th Street, New York, N.Y. 10027; or Room 303, 65 Court Street, Buffalo, N.Y., 14202. Specify the examination by its number and title. Mail your completed application form to: NYS Department of Civil Service, The W. Averell Harriman NYS Office Building Campus, Albany, NY 12239.



Open Competitive Examinations

APPLICATIONS DEADLINE OCTOBER 1, 1990

Exam No.	Title	Beginning Salary
21-595	Workers' Compensation Examiner, Assistant	\$19,323
21-640	Workers' Comp. Examiner, Asst. (Spanish)	19,323
21-639	Compensation Claims Clerk, Sr.-Downstate	19,323
21-638	Compensation Claims Clerk, Sr.-Upstate	19,323
21-599	Compensation Claims Examiner, Senior	30,655
21-598	Comp. Claims Examiner Trainee-Downstate	24,346
21-643	Comp. Claims Examiner Trainee-Upstate	24,346
21-592	Safety and Health Inspector	24,509
21-591	Safety and Health Inspector Trainee	23,146
21-596	Workers' Compensation Review Analyst Trainee	25,047
27-258	Director of Lottery Security	43,080
27-038	Electrical Substation Supervisor	28,982
85-006	Park Sanitation Superintendent	28,876

APPLICATIONS DEADLINE OCTOBER 15, 1990

21-655	Employment Security Clerk, Senior	19,323
21-656	Employment Security Clerk, Senior (Chinese)	19,323
21-657	Employment Security Clerk, Senior (Spanish)	19,323

APPLICATIONS DEADLINE OCTOBER 29, 1990

27-270	Child Care Development Specialist	39,850
27-272	Child Care Development Specialist II	46,707
21-339	Environmental Conservation Officer Trainee	25,963

APPLICATIONS ACCEPTED CONTINUOUSLY

20-106	Licensed Practical Nurse	20,460
20-866	Motor Equipment Mechanic	22,952

(FOR OPEN COMPETITIVE EXAM LISTINGS)

APPLICATION FORMS: You may obtain forms at the following offices of the NYS Department of Civil Service: The W. Averell Harriman NYS Office Building Campus, Albany, N.Y. 12239; 55 Hanson Place, Brooklyn, N.Y. 11217-1582; 6th Floor, the Adam Clayton Powell State Office Building, 163 West 125th Street, New York, N.Y. 10027; or Room 303, 65 Court Street, Buffalo, N.Y. 14202. Applications may also be obtained by calling in person at one of the NYS Department of Labor Community Service Centers or local offices; these offices cannot handle mail requests. Specify examination number and title. Mail your application when completed to the NYS Department of Civil Service, The W. Averell Harriman NYS Office Building Campus, Albany, N.Y. 12239.

Check periodically for local govt. exams

Since civil service examinations for local government positions are conducted on an as-needed basis, it is advisable to check periodically with the appropriate municipal or county civil service agency as to the scheduling of examinations for specific local

government positions.

Civil service examinations for local government positions are generally supervised by the state Department of Civil Service in conjunction with the municipal or county civil service agency.

CSEA

and

sefa

STATE EMPLOYEES FEDERATED APPEAL

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

State Employees Federated Appeal pledge and payroll deduction forms will be distributed to state workers soon.

CSEA is encouraging its members to give generously. CSEA is endorsing and participating in the 1990 SEFA campaign.

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

own communities through SEFA," said CSEA President Joe McDermott.

"When you designate specific charities or agencies you know where your contribution is going and that it's used in your home area.

"This way we're all working together to help our communities," he said.

You specify where your contribution goes by designating it in box number 10 on the SEFA pledge or payroll deduction form.

"A lot of people are depending on us," McDermott added. "Give generously to your favorite charities in your home area through SEFA."

PLEDGE AND PAYROLL DEDUCTION FOR FEDERATED FUND CONTRIBUTION - SEFA

1. AGENCY CODE (5 digit)	2. LINE NO. (5 digit)	3. FIRST NAME MI. LAST NAME	4. SOC. SECURITY NO.	5. ACCT. F.F.C.
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6. TO THE STATE COMPTROLLER: I hereby authorize you to deduct the amount indicated from each of my salary checks during the calendar year _____ I understand I may revoke or modify this authorization at any time by written notice to you.

7. DEDUCTION PER CHECK

\$			
dollars			cents

(IN MULTIPLES OF TEN CENTS)

8. SIGNATURE _____ 9. DATE _____

NO AUDIT & CONTROL KEY PUNCH BELOW THIS LINE

10. If you wish to designate your gift to a particular SEFA Agency, enter the agency number in the space provided.

CONTRIBUTION TO A PARTICULAR SEFA AGENCY			
AGENCY NUMBER	CONTRIBUTION		TOTAL ANNUALS
			X26
			X26
			X26
			X26

11. DESIGNATED CAMPAIGN AREA (SEE BACK OF FORM)

Optional: Employee Union Affiliation

TOTAL PLEDGE (Must be filled in) \$ _____

TOTAL PLEDGE (Must be filled in) \$ _____

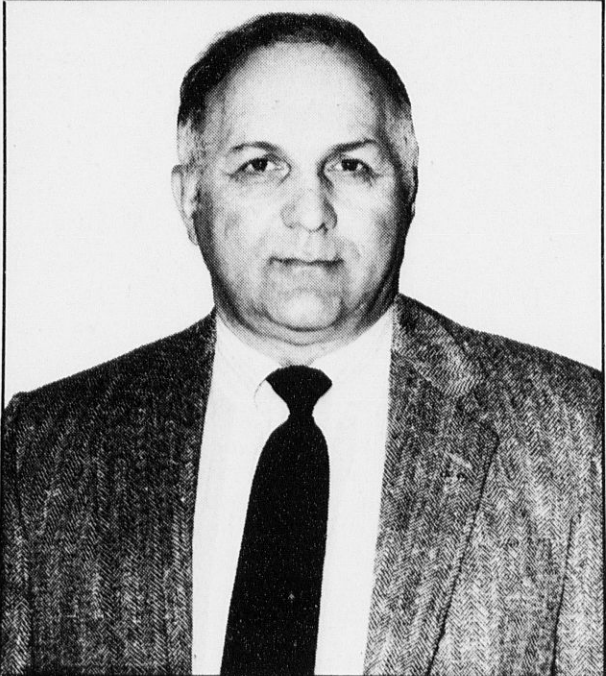
Tear off only from Part One

DM 393.1 (2/90) Part One to Audit & Control

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

LIST YOUR HOME AREA CAMPAIGN HERE

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



Altieri United Way's volunteer of the year

If it seems that Lou Altieri shows up at just about every event involving CSEA, it's probably because he does. Altieri could be the ultimate example of a union activist.

Among other things, he is president of CSEA Schenectady County Local 847, third vice president of CSEA's Capital Region, an elected member of CSEA's statewide Board of Directors, a delegate to numerous union meetings, a participant in virtually every CSEA activity and CSEA's Capital Region representative on the State Employee Federated Appeal (SEFA) Campaign.

The SEFA assignment is unique in that Altieri, a Schenectady County employee, represents the union in a program designed to service state employees.

"I'm honored to be serving the needs

of the CSEA membership in any area, in any role," Altieri said.

The Schenectady County United Way, affiliated with the SEFA Campaign, certainly believes Altieri is doing a great job. It recently presented Altieri with the United Way's Anthony M. Salerno Volunteer of the Year Award.

John J. O'Connor, chairman of the United Way Board of Directors, praised Altieri for his successful efforts to eliminate pre-printed SEFA designation cards that made it difficult for public employees to specifically designate where they wanted their contributions to go.

"Lou is always willing to help, whether it's a little advice or a lot of individual effort," CSEA Capital Region President C. Allen Mead said. "He is always there ready to serve the needs of the membership on any level."



THE NEW CARS ARE HERE!!

Shop smart and **KNOW** your pricing **BEFORE** you go into the dealership!

Don't buy or lease without checking the UBS deal

NEW "UBS AUTO HOTLINE"

The new "UBS AUTO HOTLINE" service enables CSEA members to obtain **new car factory costs on all makes and models of American and Foreign cars and trucks plus dealer cost on factory installed options.** This information puts you in the driver's seat when negotiating with a dealer.

UBS auto specialists will also give you a **used car evaluation** while you are on the phone. This arms you with the information you need to

determine whether or not the new car dealers are trying to "steal your trade." With this information, you can determine whether you are better off trading your car or selling it privately. **Please have ready before you call, information on the make, model, year, mileage and general condition of the car you wish to have evaluated.** If you have already determined which new car you wish to purchase, **UBS can refer you to a new car dealer** that has agreed to a substantially reduced price for CSEA members.

All of this information is available to you, by calling, "THE UBS AUTO HOTLINE" at 1-900-446-9400

(\$1.95 per minute).

BUYING A CAR? -

An automobile is one of the most expensive investments you will ever make. Therefore, it requires some time and effort on your part to insure getting the right vehicle for you.

The new model year in the automobile industry normally starts in September. Many people do not consider buying at that time of the year, as they feel that the dealers will be getting higher profits when the car is first introduced, and that discounts will be more readily available in the Winter months. What most consumers don't know is that factory cost increases occur during the course of the model year. These cost increases are passed on to you, the consumer. It may very well make more sense therefore, to purchase a new automobile between September and December, since dealer's cost will be lower.

Many consumers feel that they are getting the absolute best value by buying what are commonly known as "leftovers". This would be a brand new 1990 automobile purchased in September or October, after the introduction of the 1991 cars. Although you might find dealers willing to sell these cars at actual cost, keep in mind, that the car will have a lower resale value 3 or 4 years down the road, when you go to trade it in. The best way to buy any car is to know the dealer's cost before negotiating with the dealership. We strongly suggest that before purchasing any car or truck, you avail yourself of the **UBS New Car Price Service**, so that you know exactly what that car cost the dealer. Additionally, should you not be able to

negotiate a fair price on your own with a local dealership, UBS will help you locate the car of your choice at a substantial discount through their **Car Buying Service**.

Many dealers confuse the potential customer by giving an extremely low price on the new car, but undervaluing the trade-in, or vice-versa. When initially pricing a car at a dealership, do not discuss a trade-in. Only when you have received a firm commitment on the new car price should you bring up your trade. To receive an accurate figure as to what your existing car is worth on a trade-in, take advantage of a new service by UBS. This is their

Used Car Price Evaluation Service.

Last but not least, many dealers will give you a low price on a new car, but build their profit by what is called an "after-sale". That is the sale of non-factory items (i.e., undercoating, paint sealant, fabric protector, alarm systems, rust proofing, etc.) for high profits. For advice on which items are worth considering.

**Call The UBS
Auto Hotline At
1-900-446-9400**

(\$1.95 per minute).

LEASING

There are many reasons why leasing may be the right choice for you: Times have changed - Cars are getting more expensive and recent tax regulations have taken away most of the advantages of owning a car, as compared to leasing. Some of the advantages of leasing include:

Lower Monthly Payments - Since you only pay for a portion of the car, depending upon how long you lease the vehicle for, you in effect, do not pay for the end value (residual value). It's like receiving a credit for the trade-in at the beginning of the deal.

No Down Payment - Many leases do not require a down payment. So, instead of tying up your capital in an automobile that depreciates rather rapidly, you are able to invest your money and collect interest for the term of the lease. At the end of the lease, you still have the option of purchasing the vehicle.

No Wasted Shopping Time - The UBS Leasing Division can find you virtually any make or model, foreign or domestic, and save you days of shopping time. Also, you eliminate the painstaking process of trying to determine which car dealership is being honest with you.

Other advantages of leasing are:

fast credit approval, simplified tax records, no selling worries, and you do not tie up your own personal credit line. For information regarding leasing only call UBS at 1-800-336-4UBS.

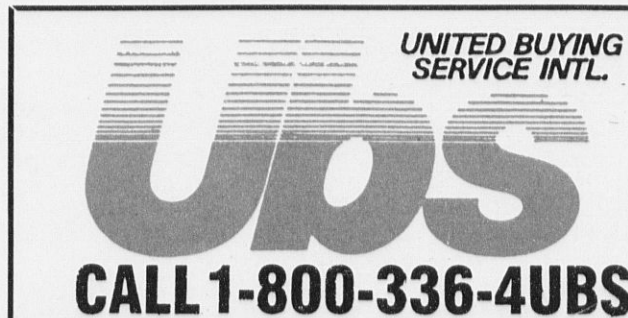
REMEMBER, whether you are purchasing a new car and need to know the dealer's cost, want to know what your used car is worth on a trade-in, or need a referral to a discounting car dealer, take advantage of your official Discount Shopping Club (United Buying Service International, Inc.). All of the information you require can be given to you right over the phone through the new

**UBS Auto
Hotline, just dial
1-900-446-9400.**

(\$1.95 per minute).

EXPANDED HOURS!
UBS has expanded its hours of operation for your convenience and the busy automotive season. We are now available to service you:

**Monday thru Friday
8:30 AM to 7:30 PM.
Saturday's 10:00 AM
to 3:00 PM.**



VISA and MasterCard accepted

UBS is CSEA's official discount shopping service, offering the lowest prices on automobiles, major appliances, video, stereo, furniture, carpeting, jewelry, china, crystal, flatware, luggage and a host of consumer electronics. Shop around on any of the above items, and then call UBS for their price. You'll be glad you did.

DMV delays commercial motor vehicles mailing

CSEA members should use time to study for test

CSEA members expecting to take the new commercial drivers license examinations will wait a little longer for information.

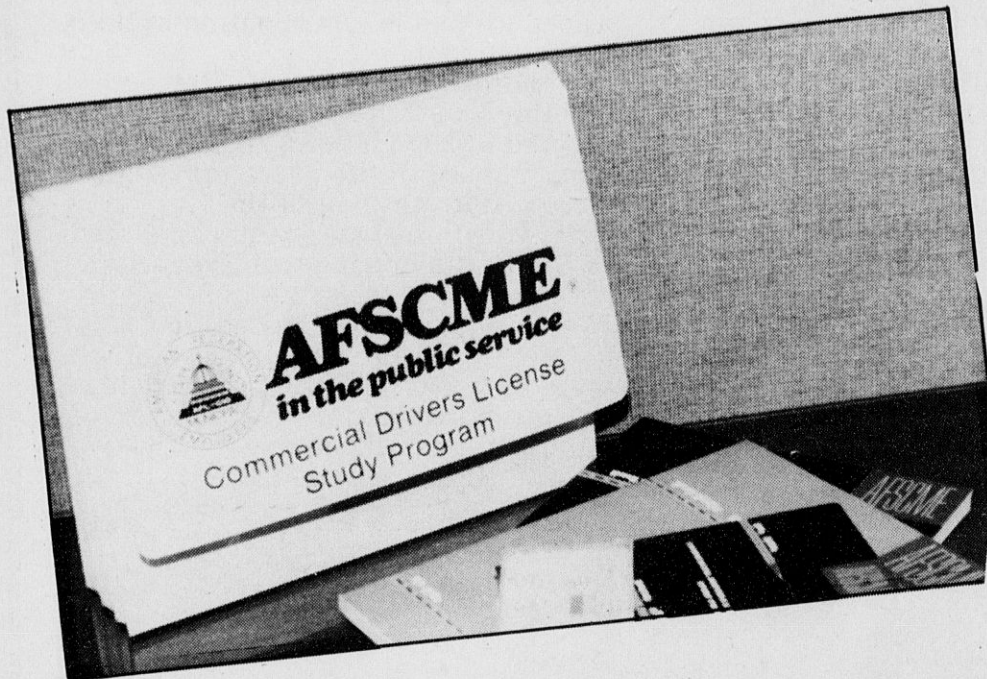
The state Department of Motor Vehicles has delayed the mailing of the information packets and registration material. The testing was expected to begin early this fall. There is no indication what the mailing delay means for the testing schedule.

CSEA members should use this opportunity to continue preparing for the exams. CSEA's international union, AFSCME, has a study kit available. The kit, which includes video and audio

tapes as well as preparation booklets, costs \$16 plus postage. An order form is below.

The new testing requirements are part of a federal law intended to improve roadway safety. CSEA successfully pushed to have commercial drivers with clean records exempted from having to take the new road test. All commercial drivers must take the written exam, however.

New York risks losing federal highway funds if all commercial drivers are not in compliance with the licensing requirements by April 1992.



CSEA Commercial Motor Vehicle Study kit order form

Name _____

Local _____

Address _____

City _____ State _____ Zip Code _____

Phone () _____

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

Return to:

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

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

CSEA persistence yields action

Worksite visits expected in stationary engineer upgrade review

State stationary engineers, get ready. The state Civil Service Department's division of Classification and Compensation may be coming to your worksite this fall to take a closer look at the work you do.

Class and Comp's field audit was ordered by the Civil Service Commission after CSEA appealed for further review.

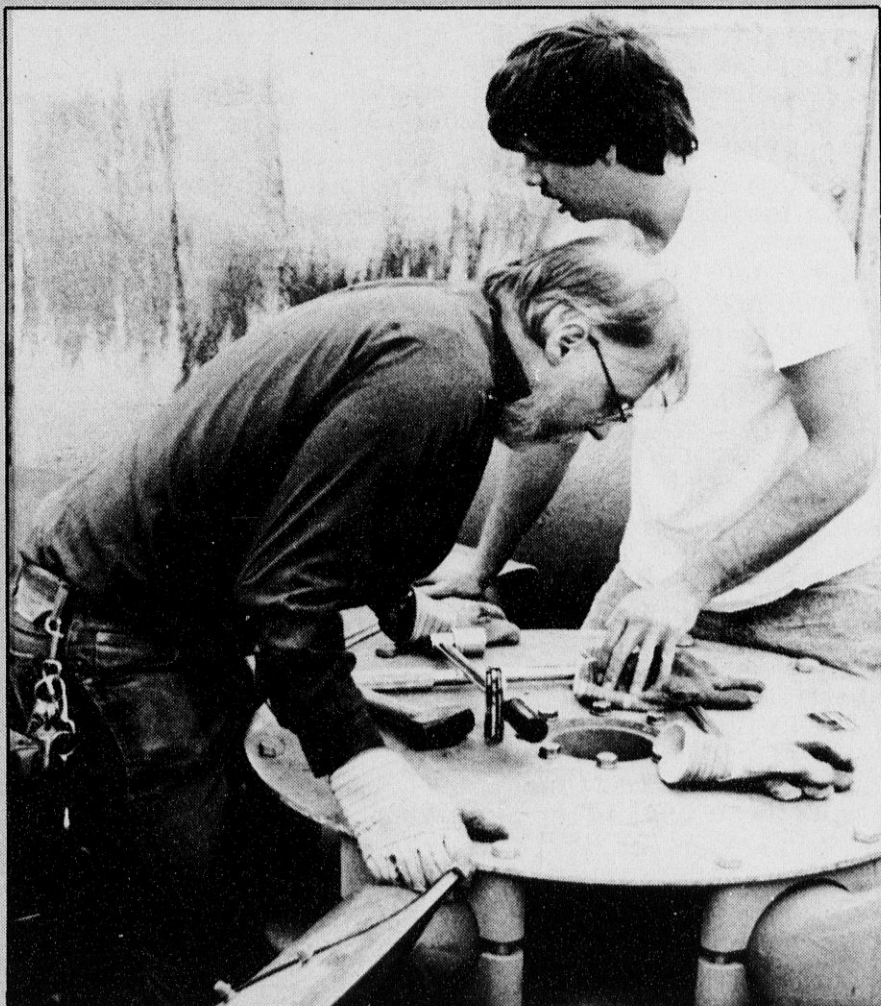
CSEA was shocked, then angered, last fall when Class and Comp said no to upgradings for stationary engineers. What made the decision particularly infuriating was that the division had stalled for three years before saying no.

But CSEA didn't accept that answer and appealed to the Civil Service Commission. The new review is a result of CSEA's strong presentation and persistence.

CSEA stressed to the Civil Service Commission that changes in technology and workplace environmental controls have required continuing increases in knowledge and skills by the stationary engineers. But salaries have not kept up with the increased responsibilities.

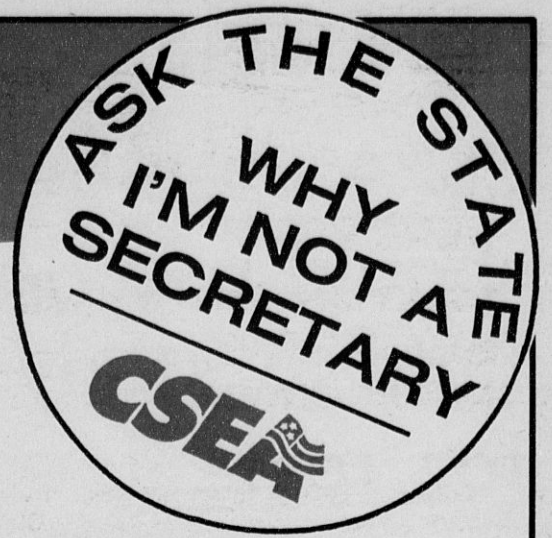
"We know that we have a strong case," said CSEA President Joe McDermott. "The Civil Service Commission recognized it and that's why they ordered this new review."

"Upgradings for stationary engineers are merited but we can only hope that Class and Comp recognizes reality when they see what's actually going on in the field."



STATIONARY ENGINEERS ON THE JOB — Stationary Engineer John Hennigan and Senior Stationary Engineer Eric Van Zandt, both members of CSEA Office of General Services Local 660. Field audits of the work stationary engineers perform will take place across the state this fall as a result of CSEA's appeal for upgradings.

Update



Furious over out-of-title outrage

CSEA is considering new legal action as one option following the latest outrage in the state's secretarial reclassification.

The latest brouhaha erupted when the Governor's Office of Employee Relations (GOER) refused to consider out-of-title pay grievances over the secretary positions.

CSEA has been advising its members to file for the out-of-title pay for months because hundreds of members are performing the duties of the new Secretary 1 and 2 positions without the pay while the state sits on their reclassification applications.

Many reclassifications have already been okayed by agencies and the Civil Service Department but continue to languish in the Division of the Budget's "in" basket.

"I'm appalled by the way the state's handled this whole situation," said CSEA president Joe McDermott.

"People have a right to be paid for the work they're doing and we'll fight for that right any time, any place, any how," McDermott said.

"The out-of-title pay shouldn't have anything to do with the status of the individual's reclassification," added CSEA Deputy Director for Contract Administration James Hennerty.

"The CSEA-NYS contract is clear on qualifying for out-of-title pay and it's separate and distinct from reclassification."

CSEA is also working on another unfair aspect of the reclassification.

Reclassifications are being processed agency by agency with a wide range of retroactive dates. Some give no

retroactive pay at all.

CSEA has expressed great concern about the haphazardness of this procedure and is investigating options to challenge it.

In another development, State Supreme Court Judge Daniel Prior has rejected CSEA's lawsuit seeking to block the use of the Secretary 1 and 2 exam results until all of the reclassifications have been completed.

CSEA initially sought to prevent the exams in the first place.

When the judge dismissed that motion, CSEA pursued the case. In issuing his decision, the judge ruled that the state's actions to date were not arbitrary or illegal.

For some, persistence pays off

The state's handling of the secretarial reclassification has created one problem after another. While the state has the right to establish the procedure, CSEA has consistently fought for its members' rights during the process.

More than 1,600 applications for upgrading are still pending in the state Division of the Budget. That number does not tell the whole story, however. There are major state agencies which have had only a handful, if any reclassifications.



Lucille Olsen

But there are some work locations where CSEA persistence has paid off.

The Institute for Basic Research (IBR), a part of the Office of Mental Retardation and Developmental Disabilities (OMRDD), on Staten Island is a good example.

"CSEA really went to bat for us," said Lucille Olsen, a 22-year state employee. Olsen, upgraded in August to Grade 11 Secretary 1 along with all other IBR secretaries, credited CSEA's determined efforts with management for the extra take-home pay.

According to CSEA Local 438 President Mary Greenman, the road that led to the upgrades was a "rocky one," beginning with some of the secretaries on staff receiving in-



A LUCKY FEW — A few of the recently upgraded secretaries at the Institute for Basic Research pose with CSEA Local 438 President Mary Greenman, second from left, during a recent meeting at the facility.

house letters notifying them that they were either accepted or rejected for the upgradings.

Working with CSEA Labor Relations Specialist Hal Robertson, Greenman questioned whether management had thoroughly reviewed the job responsibilities.

Lucille Olsen pointed out that secretaries at the facility needed essential knowledge of medical terminology and their positions entailed a great deal of decision-making.

The local organized meetings with the employees and management to assure that all documentation packets were completed using language that properly recognized the complexity of the actual duties being performed.

"To say that all secretaries in New

York are disgusted with the way the state has bungled its responsibility in handling the upgrades is not quite true any longer because you persevered here at IBR," said CSEA Region II President George Boncoraglio at a recent meeting with the employees and management.

Faculty director, Dr. Henry Wisniewski, also told the employees, "you are people who are very important to the success of the science at this facility. Whenever we can get together and help the people who are important to us, we should do it."

"There's much greater mutual respect between labor and management at IBR as a result of working together on this issue," Greenman said.



AT YOUR SERVICE

YOUR UNION BENEFITS

A REFERENCE GUIDE TO CSEA MEMBER SERVICES AND BENEFITS

CSEA Toll-Free

The union's toll-free telephone number — **1-800-342-4146** — is your direct link to CSEA Headquarters.

When you call the toll-free number, a recorded message describes the choices to put you through to the right place for the help you need.

You need a touch-tone telephone to complete your call without operator assistance. If you aren't calling from a touch-tone telephone, an operator will pick up and complete your call at the end of the message.

If you know the extension number of the individual that you're trying to reach, you can press "O" plus the extension number on your touch-tone telephone at any point during the recorded message and be connected.

If you don't know the extension, the message will give you the following choices:

* For Field Operations or the Empire Plan/Health Benefits Committee, press number 1

* For disciplinarys, grievances and other legal matters, press number 2.

* For Communications, the Executive Offices or Political Action, press number 3.

* If you have a question concerning dues, membership or agency shop, CSEA group insurance other than health or need to talk to the Finance Department, press number 4.

Employee Benefit Fund

The CSEA Employee Benefit Fund is a CSEA-administered trust fund which provides certain supplemental negotiated benefits for state employees and participating local government employees. It currently administers Dental Care, Vision Care, Prescription Drug, and Package 7 Benefits Plans.

For questions regarding any of the benefits or for assistance with negotiations, call:

**1-800-323-2732 or (518) 463-4555 or write:
CSEA Employee Benefit Fund
14 Corporate Woods Boulevard
Albany, NY 12211**

Education and Training

CSEA can help you prepare for civil service exams with low-cost study booklets and free-to-borrow video tapes.

CSEA also provides educational workshops for union activists eager to learn more about their union responsibilities.

To request booklet order forms or to obtain information on union workshops, call CSEA headquarters at **1-800-342-4146**. For information on videotapes, contact your CSEA regional office.

Safety

To report unsafe or unhealthy working conditions or serious accidents, call your CSEA labor relations specialist. For occupational safety and health information, call CSEA headquarters at **1-800-342-4146**.

AFSCME Advantage Credit Card

THE AFSCME MasterCard has one of the lowest interest rates around — 5 percent above the prime lending rate. There is no annual fee.

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

The card is issued by the Bank of New York. If you apply for a card and there is no response within four weeks, call the bank toll-free at **1-800-942-1977**.

AFSCME Advantage Legal Services Program

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

Insurance

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

These voluntary group plans include: Basic Group Life, Supplemental Life, Income Protection Program, Hospital Indemnity Plan, Family Protection Plan, Auto Insurance and Homeowners Insurance. **For more details, call 1-800-366-5273 or (518) 381-1600.**

Health Insurance

For health insurance questions concerning Empire Plan coverage, call the appropriate following telephone number:

EMPIRE PLAN

**Blue Cross Claims 1-800-342-9815
or (518) 465-0171**

Metropolitan Claims 1-800-942-4640

Participating Providers 1-800-537-0010

**Empire Plan Health Call 1-800-992-1213
(Hospital admission approval/surgical review)**

Retirement

If you are retiring soon, it's important that you select the proper option from the Employees' Retirement system.

By using the services of a CSEA-provided retirement counselor, you'll be able to plan for a lifestyle in your retirement years that takes into account your anticipated expenses.

For more information, call 1-800-366-5273.

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

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

United Buying Service

Get big savings on consumer products through the union's official discount buying service. UBS combines the power of millions of members to negotiate discounts on a whole range of major name discount products.

Everything from automobiles to major appliances, video to home furnishings and more. The program is free to CSEA members and carries no service charges. **To place an order or for pricing information, call 1-800-336-4UBS or 1-800-877-4UBS.** UBS has also set up a hotline for information on limited special monthly offers available only to CSEA members. **For a listing of specials, call the hotline at 1-203-967-2980.**

Grievances, Disciplines

If you believe you have a grievance, immediately contact your local grievance representative or shop steward. If they are unavailable, contact your CSEA Unit or Local President, or your CSEA Labor Relations Specialist at the appropriate regional office. Do not delay if you believe you have a problem; grievances must be filed on a timely basis.

•CSEA REGIONAL OFFICES

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

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

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

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

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

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

CSEA STATEWIDE HEADQUARTERS

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

A SERIOUS LACK OF COMMUNICATIONS

Editor's note: A scant few years after their positions were created in a revolutionary move to improve public safety and security, state police civilian communications specialists have become innocent victims of the battle of the state budget. Ten civilian communications specialists were laid off effective Sept. 12. Attrition, transfers to other agencies and resignations in recent days cleared out other people to accommodate the specific elimination of 25 communications specialist positions ordered when the state budget was passed this year. The numbers may seem small, but each are highly-trained human beings in critical positions whose careers have been abruptly interrupted.

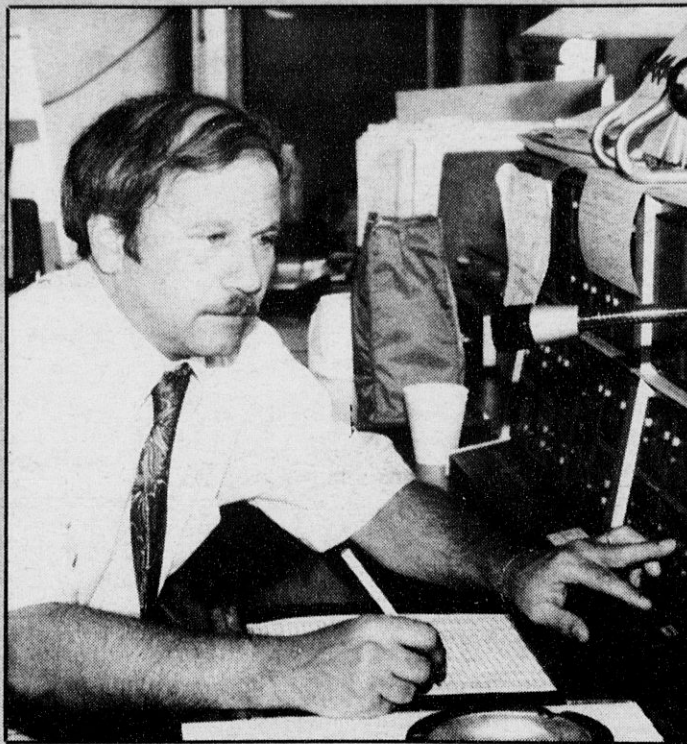
Here's a look at how the situation affects State Police Troop F headquartered in Middletown.

By Anita Manley

CSEA Communications Associate

MIDDLETOWN — State Police Troop F lost one civilian communications specialist among the 10 who were laid off statewide on Sept. 12. Troop F was originally targeted to lose two people, but attrition and bumping rights reduced the loss to one.

"It has a snowball effect," said CSEA Local 276 President Steve Sisco. "The schedule will be one person short, which means we'll have to change shifts, which means that certain duties will not get done."

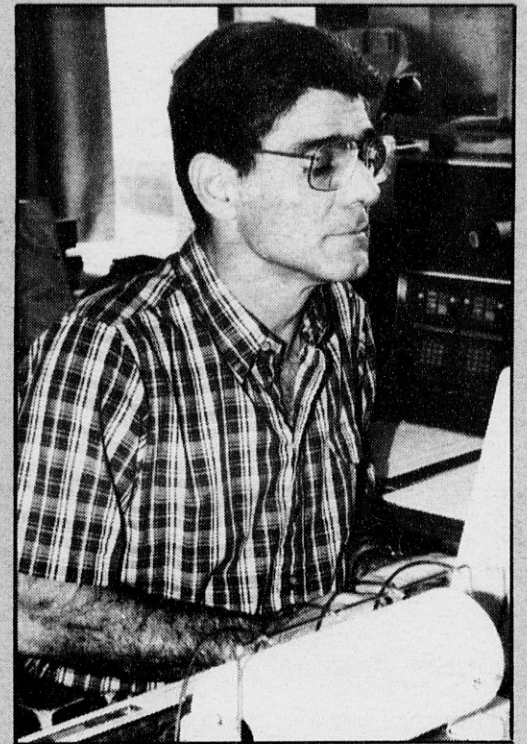


LOCAL 276 PRESIDENT Steve Sisco: "They could have saved these jobs with petty cash."

Local 276 Vice President Mike Biondi said the layoffs hurt the morale of employees.

"You can't help but think, 'If they're going, are we far behind?' What are the ramifications?"

Biondi often trains local police department dispatchers on new computerized equipment. New scheduling caused by the layoffs will now restrict the time he has available to do that.



CSEA LOCAL VICE PRESIDENT Mike Biondi: He has less time to train local police dispatchers.

Sisco pointed out that the layoffs directly impact the lowest-paid employees.

"They could have saved these jobs with petty cash," he said.

"We perform a vital service," said CSEA Local President Sisco. "It's like having one nurse in an emergency room — you can't lay her off. I don't know if state officials have given this serious thought. Last year we lost three positions."

In addition to dispatching for the state police, the communications specialists also answer and dispatch calls for a number of small surrounding towns, saving taxpayers what it would cost to provide communications centers in each individual police department, Biondi pointed out.

"There's a lot of liability involved," he said. "Occasionally we even have to testify in court. You can't put someone in this job who is untrained."

"Using a \$40,000 Trooper to replace a \$20,000 civilian employee doesn't seem to me to be cost-effective . . . I'm sad that anybody has to be lost. Whenever there is a budget crisis, the employees are always the ones to suffer. It's unfortunate."

— Helen J. Halbritter
President, CSEA Troop E Local 275
and Chair, statewide State Police
Labor-Management Committee



MAJOR CARL COLBERG JR., Troop F Commanding Officer.

State Police Major Carl Colberg Jr. commands Troop F, which he called the busiest troop in the state. In one month alone recently Troop F communications specialists processed nearly 114,000 transmissions. Last year Troop F personnel originated 24,000 terminal teletype messages. State Police civilian employees perform many essential duties, Colberg stressed.

"I don't want to lose any of them," he said. "When we lose one, we have to pull troopers off the road and when there are less troopers, there's no one to replace them."

"It's like closing a firehouse in New York City," Colberg said. "The people in the community are the ones who suffer. We can't fulfill our commitment to them and the public wants their service."

Two years ago Colberg lost his secretary to layoffs.

"I'm the only major in the state without a secretary," he noted.