

A deficit-reducing plan announced by Gov. Cuomo has sent shock waves throughout New York State. As proposed, the plan would inflict sacrifice and pain, in one form or another, on every resident.

The plan is particularly cruel for public employees, with the heaviest immediate impact upon state workers. But the pain flows quickly to all other public employees through reduced local government and school aid, and will touch every single taxpayer and resident in several painful ways.

Details were still developing as this edition of *The Public Sector* went to press.

CSEA is hard at work to find a way to alter the Governor's plan.

"We will fight this plan with everything we have — for the good of our members and the good of the state," CSEA

President Joe McDermott promised. See pages 3, 10 and 11 for additional information.

Don't rely on rumors. Keep informed, call
CSEA's toll-free current issues update

1-800-342-4146

INSIDE NEWS YOU CAN USE

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Everyone will feel real pain under Gov. Cuomo's plan to close a projected \$900 million state budget deficit. The battle lines were being drawn as this edition of *The Public Sector* went to press.

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While it won't be a white Christmas for military personnel in Saudi Arabia, CSEA members in Columbia County are doing their part to see that it's a happier one.

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The annual health insurance option transfer period has been extended. See these pages for information if you wish to change your health insurance option or your participation in the pre-tax contribution program, or if you want to enroll in the dependent care advantage account program.

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More than 800 Rockland County clerical employees have been upgraded under a CSEA-negotiated pay equity program.

And while you're on that gift-buying binge this holiday season, don't forget to check the AFL-CIO "don't buy list."

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Your handy reference guide to CSEA member benefits and services.

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Enjoy the holiday season, but don't forget: Danger never takes a holiday. A mishap which injured two CSEA members helping erect the official state Christmas tree emphasizes the point that danger lurks everywhere.

CSEA a big factor at ballot box

CSEA endorsed winners this election year.

Most of the candidates CSEA supported won their elections in November, in good measure because of the union's support.

"We provided the volunteers and energy to help a number of legislative candidates," said Lawrence Scanlon, CSEA director of legislative and political action. "We were able to make the difference for some key candidate who we believe will help CSEA during the next session of the state Legislature."

For example, State Sen. Caesar Trunzo of Long Island, chair of the Senate Civil Service Committee faced

a tough challenge. Because he has been a staunch friend of the union over the years, CSEA not only endorsed him, but offered other support, including volunteers. Thanks to the union's efforts, Trunzo won re-election.

Sen. Ada Smith of Brooklyn also faced a difficult race, but CSEA again kicked in its support for another proven legislative friend. She also won re-election.

CSEA backed the candidacy of Stephen Saland for the vacant seat in the Mid-Hudson region. While an assembly representative, Saland had often supported CSEA in its legislative battles. His support paid off when the

union helped him win his first term in the state Senate.

In the Assembly, CSEA threw significant support into several races. In Monroe County, CSEA helped Joseph Morelle win the seat vacated by A. Pinny Cooke. In New York City, CSEA backed challenger David Rosado who won over the incumbent, Israel Martinez.

"CSEA has invested in its political action for very simple reasons. It's worth our while to work to elect candidates who will listen to us and who will understand our concerns," said CSEA President Joe McDermott. "This election is proof that we can make a difference and we will continue to do so."

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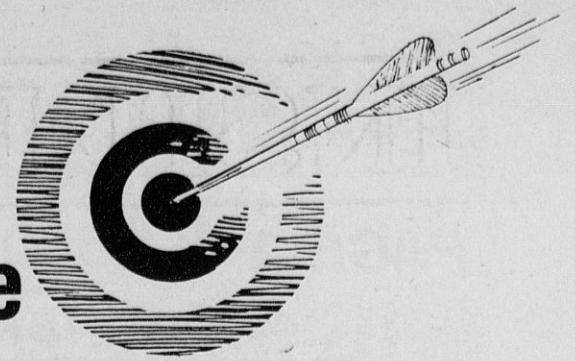
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We're the target

Budget plan devastates public service



By Kathleen Daly
Associate Editor

ALBANY — The state's fiscal crisis will become a personal crisis for all public employees in New York State if Gov. Mario Cuomo's "solution" isn't revised.

Gov. Cuomo's plan to eliminate an estimated \$900 million budget deficit will decimate the state workforce and aid to local governments and cut school aid, hitting CSEA members wherever they work.

"Nobody, absolutely nobody, escapes the governor's knife, and that includes taxpayers," said CSEA President Joe McDermott. "They face drastic cuts in services, dramatic increases in property taxes and a growing unemployment rate."

Gov. Cuomo's plan calls for 2,000 state employee layoffs and another 4,000 job cuts through attrition in the current fiscal year, which ends March 31. It also cuts another 12,000 jobs in the next fiscal year.

A 10 percent cut in revenue sharing aid to local governments, other local government aid cuts and a \$200 million cut in school aid means CSEA members who work for towns, villages, cities, counties and school districts face a grim

future. As local governments and school districts struggle to make up for disappearing aid, they are sure to look at layoffs as well as property tax increases.

"The governor's plan will devastate public service in this state," McDermott said. "We cannot realistically expect to care for the mentally ill and handicapped, to provide social services to the needy, to safely imprison and rehabilitate criminals, if we allow this plan to become a fact. The chaos that would result is unthinkable."

The plan also calls for mandatory five-day furloughs for all state employees in the next four months, something CSEA opposes vigorously. CSEA maintains that a furlough is a change in the terms and conditions of employment and so must be negotiated with the union.

The furloughs, which would mean a salary cut of nearly 2 percent, would seriously and permanently damage the strength of collective bargaining agreements. Once allowed to force a week of unpaid leave, the state, as well as local governments and school districts, would quickly turn to

mandatory furloughs any time a budget gap developed.

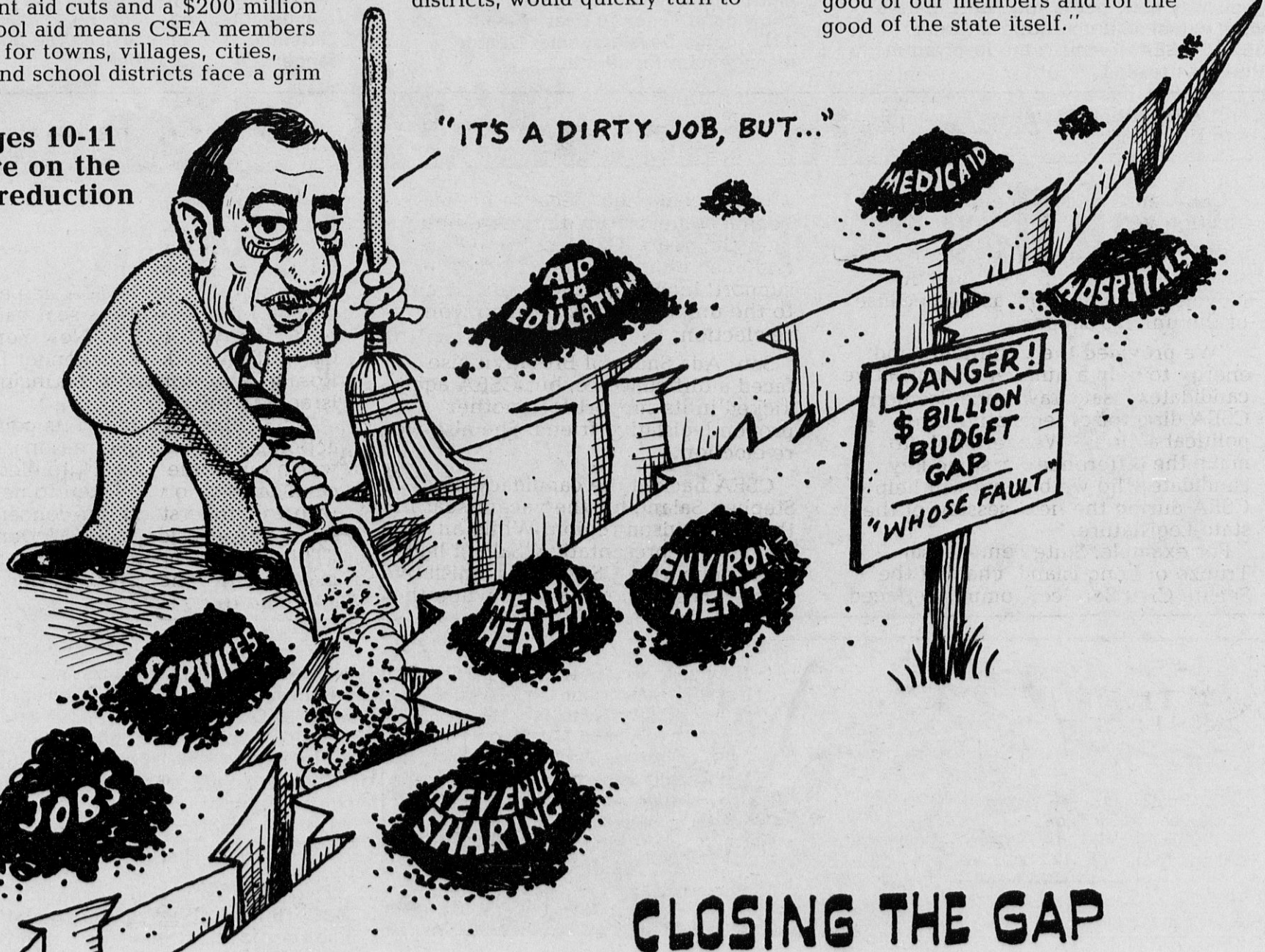
"Mandatory furloughs, no matter how limited, destroy the heart of the collective bargaining process," McDermott said. "Your annual salary becomes an illusion that changes at management's whim rather than an income set by your contract. Mandatory furloughs are an insult."

As this issue of *The Public Sector* went to press, CSEA officials were meeting with state officials to get a more detailed explanation of the plan. While more information will be available in the next issue, CSEA members who want the latest information should call the toll-free CSEA Current Issues Update for daily updates on the situation.

The number is 1-800-342-4146. Once the automated system answers, hit 5 on a touch-tone phone to get the Current Issues Update line.

"CSEA is hard at work to find a way to alter the Governor's plan," McDermott said. "It's going to be a long, difficult fight, but we will fight — for the good of our members and for the good of the state itself."

See pages 10-11
for more on the
deficit reduction
plan



Spreading holiday joy

A CSEA Local plans to send gifts to US troops serving in Saudi Arabia

By Daniel X. Campbell
CSEA Communications Associate

HUDSON — The members of CSEA Columbia County Local 811 won't exchange grab-bag gifts at their annual holiday party this December.

Instead, they will bring small personal hygiene items, books, puzzles and other gifts to be sent to US military troops in Saudi Arabia.

"Our members came up with this idea at a union meeting and we hope that it will catch on, especially with organizations that are having holiday parties early enough to ship the gifts over to the gulf," said Local 811 President Shirley Ponkos.

"While we are here enjoying our holiday season, it would be nice to do something for our soldiers, sailors and service men and women on active duty in the gulf area," she said. "Our gifts might help them face the tour of duty a little better knowing that we care about them.

CSEA Capital Region President C. Allen Mead is telling all CSEA locals in that region about the gift idea with the hope that it will be supported with enthusiasm.

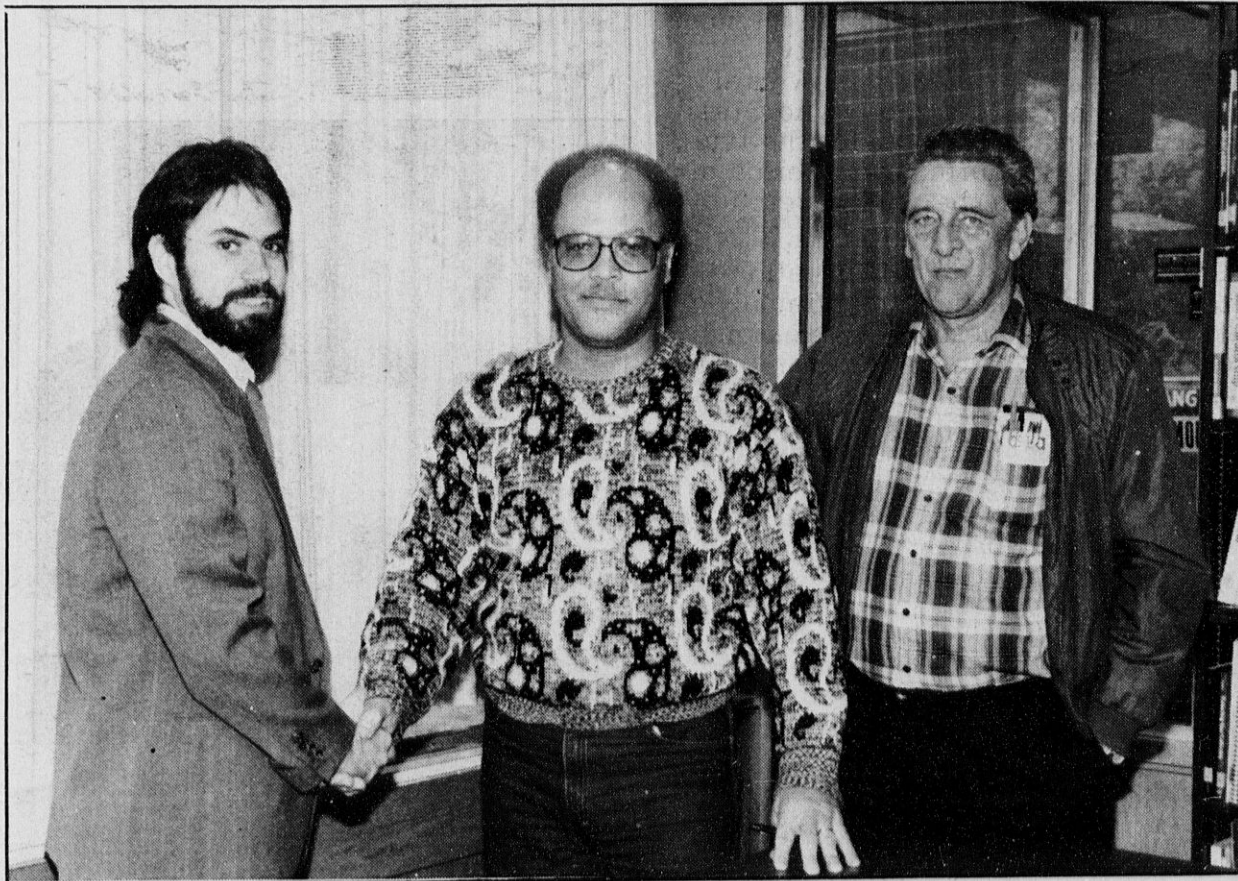
"We have a lot to be thankful for in the United States and in New York State, and while we might be facing hard times in a variety of situations, we should not forget the bravery and sacrifices of our military people all over the globe," Mead said.

"CSEA isn't copyrighting this idea. We hope it will be supported by other unions, other groups throughout the state," he said. "And remember, anything left over can certainly be used by other organizations right at home."

Local 811 has asked area merchants to make donations to the gift collection, as well as any public employees who want to help the effort.



Back pay awarded for stand-by work



CONGRATULATIONS — CSEA Labor Relations Specialist Glenn Blackman, left, congratulates Garfield Dorsey on his grievance victory. At right is Grievance Representative Ernie Bauer

ELMSFORD — A Westchester County employee has received more than \$10,000 in back pay after CSEA won a grievance for him.

County Clerk Department employee Garfield Dorsey was glad to oblige his boss and be on call seven days a week in case a fire or burglar alarm went off at the County Records Center after business hours.

But the CSEA Westchester County Local 860 member expected to be paid for his trouble.

Periodically, he said, he asked for the money he was promised and was told that he would get it, but he never did.

In addition to stand-by pay, Dorsey was entitled to five hours' pay whenever an alarm went off after hours and he went to the center.

"I don't feel it was management's intent not to pay," Dorsey emphasized. "It was a misinterpretation of the contract."

Dorsey credited CSEA Labor Relations Specialist Glenn Blackman for pursuing the grievance for him.

Two of Dorsey's co-workers, Kevin McCormick and David Carmichael, will also receive back pay for being on stand-by.

"County workers need to be involved," Dorsey said. "It's the only way for the union to work."

ORDA oughta know by now:

North Country members as tough as their winters

By Daniel X. Campbell
CSEA Communications Associate

LAKE PLACID — This could be another tough winter in New York's North Country — it usually is in the high mountain area famous for its rugged scenery and bitter winter weather.

But because they stayed together as a union to battle management through difficult times, members of a pair of CSEA Locals can face the winter secure in the knowledge they have a new contract protecting them.

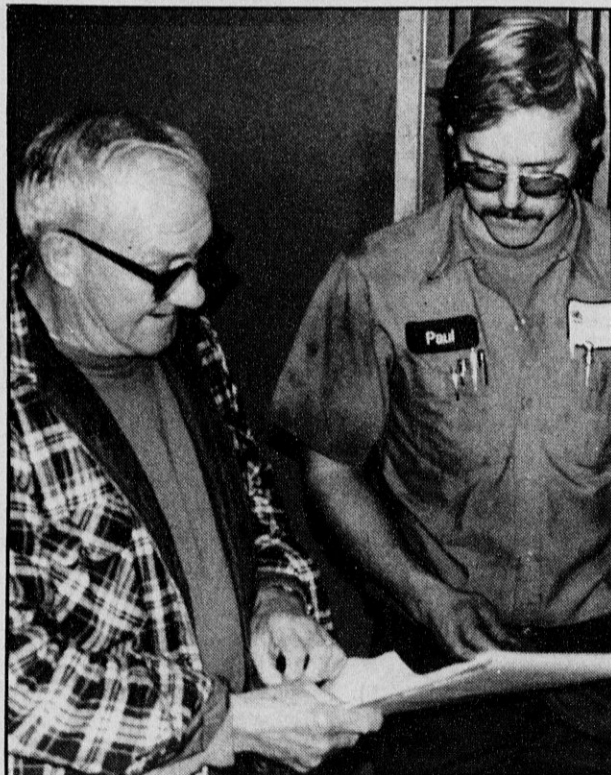
That's a lot different from last season, when the employees had to worry about tough winter weather and insulting contract offers from management at the same time. Employees, saddled with low wages and inadequate health insurance, walked informational picket lines in late winter to bring their plight to the attention of the public.

Three-year contract ratified

Members of CSEA Olympic Regional Development Authority (ORDA) Local 059 at Lake Placid and Local 060 at North Creek recently ratified a new three-year contract based on a fact

CSEA also wins holiday pay for seasonal ORDA employees

LAKE PLACID — Seasonal employees in the CSEA Locals at Whiteface and



LOOKING OVER the arbitrator's decision which awarded holiday pay to seasonal employees are CSEA ORDA Local 059 President Bruce Hare, left, and ORDA seasonal employee Paul Whalley. CSEA won the holiday pay for the employees after management refused to pay it.

finder's recommendations to resolve a contract impasse.

As negotiations moved toward impasse late last season and employees took to the streets to protest, management was offering only a 10-cent an hour increase and no changes in health care benefits.

We win as a union

But thanks in large part to the workers standing together as a union and fighting hard against an entrenched management, CSEA members recently won a 6 percent salary increase or 50 cents per hour, whichever is greater, retroactive to April 1. The new contract also provides for a 5.5 percent salary increase or 50 cents an hour in the second year and a 5 percent increase in the third year.

Also under terms of the new contract, all employees, including seasonal workers, will receive a \$400 longevity payment after seven years of service.

Improved health insurance

And the new contract provides significant improvements in health insurance for the ORDA workers.

Gore Mountain winter recreational facilities will now be paid for four holidays, thanks to CSEA's persistence.

An arbitrator has ordered the Olympic Regional Development Authority (ORDA) to pay so-called "yellow card" seasonal employees — those who work less than 19 pay periods — for the four holidays that fall during their period of employment when they are covered by the CSEA-ORDA contract.

CSEA took the issue to arbitration after ORDA management continually refused union requests to pay seasonal workers holiday pay. Full-time and part-time employees were paid for holidays, and CSEA Attorney Steven Crain argued that seasonal workers should be also. Arbitrator Peter Prosper agreed.

Employees will now be paid if they are not assigned to work on a holiday and will be paid at the higher holiday pay rate if they do work on a holiday.

The seasonal employees work during the winter season at ORDA-managed recreational facilities. The arbitrator's ruling came just as the season is getting under way.

"This is great, it makes a lot of sense," said a happy Paul Whalley, who works at ORDA's Whiteface Mountain facility near Lake Placid.

"This seems a lot fairer, more like it ought to be," agreed Joe Bennett, a snow maker with "yellow card" status.

Previously the employer paid only a \$170 per month cap on health insurance, leaving the employee to pay the rest, including all increases. The new agreement requires management to pay 75 percent of present and future health insurance costs.

Shift differentials were also improved to 35 cents an hour on the evening shift and 50 cents an hour on the night shift. And CSEA won a personal day each year for seasonal workers.

The CSEA bargaining team was comprised of Local 059 President Bruce Hare, Local 060 President Rusty Leigh, Vinnie Olivero, Gore Mountain; Scott Grady, Mt. Van Hovenburgh; Matt Bimote, ski jump; Vicky Hosley, Whiteface Mountain, and Tom Borden, Olympic Arena.



"THIS SEEMS A LOT FAIRER," said ORDA snow maker Joe Bennett, who benefits from the ruling.

CSEA demonstrations



TOWN OF SOUTHAMPTON CSEA Unit President Ken Malone addresses the town board. The room is filled with CSEA members protesting proposed layoffs and furloughs.

Southampton unit says 'No way!' to proposal for layoffs, furloughs

By Sheryl C. Jenks
CSEA Communications Associate

SOUTHAMPTON — CSEA members from the Town of Southampton made sure they were heard loud and clear at a recent demonstration to protest proposed layoffs and furloughs for town employees.

More than 150 CSEA members joined the demonstration at the town hall prior to a town board meeting.

As they marched in the freezing night air, they chanted "No layoffs! No furloughs!" Local television and

newspaper reporters interviewed demonstrators about the proposals.

After the demonstration, CSEA members filed into the board meeting, quickly filling the room.

When the town board asked if anyone wanted to speak on the proposed budget, Unit President Ken Malone stepped up to the podium.

"If cuts need to be made, we suggest you start at the top," he said. "What are the public officials giving up?"

"We work, live, play and pay taxes here. We vote and we support the local

economy. We will not allow you to balance the budget on our backs."

The audience exploded with applause.

According to CSEA Labor Relations Specialist Toni Soucie, the proposed budget calls for layoffs and possibly two-week unpaid furloughs for town employees.

"The town supervisor has already spoken to Ken Malone about unpaid, two-week furloughs," Soucie said. "The union's answer was a definite 'no!'"

The unit, with about 200 members, is part of CSEA Suffolk County Local 852.



**AND IN THE
WILLIAM FLOYD
SCHOOL DISTRICT:**

**'We want a
contract!'**

CSEA Suffolk County Educational Local 870 demonstrators call on the William Floyd School District to stop stalling contract negotiations. From left are: CSEA Collective Bargaining Specialist Rigo Predonzan, Unit Vice President Mike Guarino, Local 870 President Tom Corridan and unit members. Contracts for CSEA members in the district expire July 31.



CSEA demonstrations

Short staffing hurts

By Sheryl C. Jenks
CSEA Communications Associate

KINGS PARK — Fed up with staffing cuts that forces Kings Park Psychiatric Center (KPPC) employees to get some clients out of bed at 4:30 in the morning, CSEA members recently demonstrated for three hours at the facility entrance.

"The staff has been cut in four predominantly geriatric-care buildings since early October," said CSEA Local President Mike Montanino. "These cuts leave two employees to care for 18 to 34 people, most of whom are 63 to 90 years old."

The care includes waking, cleaning, dressing and feeding the patients, as well as stripping beds, cleaning rooms and preparing laundry.

"We know of instances where our employees have been forced to begin waking clients at 4:30 a.m. so that they can get everyone up, cared for and fed in some reasonable fashion," Montanino said. "This is not the kind of quality care my members want to give these people."

While the union protested on the local level, CSEA has continued to attack a plan which calls for reducing the OMH client population statewide by almost half in the next five years. The massive deinstitutionalization plan would jeopardize six psychiatric centers, including Kings Park, and leave thousands of mentally ill clients homeless.

CSEA President Joe McDermott last month canceled a high-level OMH labor-management meeting to protest OMH Commissioner Richard Surles' "incredibly poor judgment."

CSEA has filed a grievance against the state for lowering the acceptable

minimum staffing levels and threatening employees' health and safety.

"My members are suffering more injuries than ever because of the staffing levels," McDermott said. "Now they want to lower them even more. These conditions are unacceptable for the employees and for the clients they serve."

According to CSEA Labor Relations Specialist Gus Neilsen, the grievance denounces the state for failing to provide a safe and healthy workplace for the employees.

"When the state cuts the staffing levels they jeopardize the health and safety and safety of our members," Neilsen said.

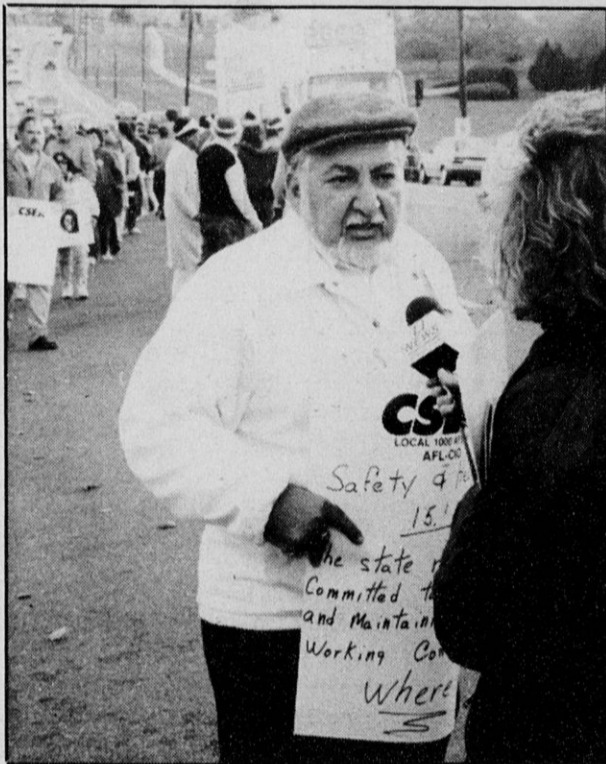
Cheryl Roell, an 11-year employee at KPPC, recently suffered six broken bones as a result of an attack by clients.

"I was on a ward with 30 aggressive patients and I had two people working with me. When the fight broke out, I had one patient on my back and one in front of me, and there I was trying to get at my keys with a broken arm," she said.

"We are fed up with the lowering of direct care staffing levels, the excessive mandated overtime and the increasingly high compensation rates."

According to OMH figures, 342 KPPC employees suffered occupational injuries ranging from bruises to broken bones in less than three months this year.

The CSEA Local 411 demonstration got support from Kings Park Concerned Citizens and the KPPC Board of Visitors.



KINGS PARK LOCAL President Mike Montanino talks with a television reporter. Below, a picture of some demonstrators protesting low staffing levels at Kings Park Psychiatric Center.



Take-at-home testing continues for Commercial Driver's License

CSEA helps members prepare and follow through

New York's take-at-home commercial drivers' license testing continues to move forward.

By now, all commercial motor vehicle operators who are required to take the test should have received the test packet in the mail.

If you haven't received your packet, contact the Department of Motor Vehicles (DMV) at 1-800-CDL-INFO (1-800-235-4636) for assistance.

The at-home testing procedure was established by DMV as a practical alternative to mass testing of some 550,000 commercial drivers. CSEA estimates about 35,000 of its members are affected.

The new testing requirements are the result of federal legislation to improve road safety by ensuring the qualifications of all commercial motor vehicle operators.

New York is not requiring drivers with clean driving records to take new road tests.

However, all school bus drivers and operators of vehicles with a gross weight of more than 26,000 pounds must complete the written exam.

You may use the driver's manual included in your packet to find answers to the exam. But in an effort to discourage "shared" answers, there are more than 100 different versions of the test.

According to DMV instructions, you should complete and return the test within 30 days of receiving the packet.

The open-book exam is a one-time only opportunity for experienced drivers. Anyone who does not return the test or fails it will have to take a closed book examination in central locations, beginning in January.

More information

There's some additional information about the Commercial Driver's License testing procedure that you should know:

* All of the test/licensing packets were sent out Fourth Class mail, which has resulted in delays;

* The first mailing in early October was sent to all commercial drivers listed in DMV records who were licensed prior to August 1990. A second mailing has now been sent to all those licensed between August and October.

* Although it's not indicated in the packet, the mailing cost for returning the test packet to DMV is 35 cents.

* As previously reported in *The Public Sector*, a series of worksite preparation sessions have been set up for state employees through Empire State College. Contact them at (518) 587-2100 for more information;

* Some local governments have set up training sessions in conjunction with CSEA (see story below) to help members pass the exam. CSEA members can also get test preparation study kits through AFSCME. Contact the AFSCME Education Department at (202) 429-1000 for more information.

Ulster County action

CSEA, county cooperate on CDL prep sessions

KINGSTON — When Ulster County CSEA Local 856 members needed help to prepare for their Commercial Drivers License tests, Local Vice President Joe Van Dyke arranged with county officials to hold classes in the county safety office.

Not only county employees, but workers in Ulster County school districts and other municipalities have been invited to participate in the classes taught by county safety officer Dick Bergin. Arrangements were also made to give the employees time off to attend.

Bergin said that the classes are a worthwhile investment. "We have as much at stake as the employees. We have a large public works department and if we lost half our workforce, we'd

be in dire straights," he said. The county geared up for the preparation sessions by sending a sample CDL test to all employees required to take the state exam. Although most workers did well on the sample test, Bergin was able to determine the most important areas for review.

"CSEA deserves a lot of credit for initiating this class," said Jack Boyle, a Kingston School District custodian who participated.

“CSEA deserves a lot of credit for initiating this class”

—Jack Boyle
Kingston School custodian



Cheers for Coach Fisher

Unit president honored for basketball program

By Anita Manley
CSEA Communications Associate

MT. PLEASANT — Ken Fisher doesn't want credit for organizing what has to be one of the most successful basketball leagues in the state, but the Mt. Pleasant CSEA Unit president keeps getting honored anyway.

Hundreds of people showed up last year for the league's 30th reunion where Fisher was saluted by many former players. The Westchester County Legislature recently issued a proclamation honoring Fisher and the league he formed.

And WFAS radio station in White Plains presented Fisher with an award recognizing his contribution to the community.

Fisher, assistant recreation department foreman for Westchester County for the past five years, was 19 years old and just plain bored when he began asking around about recreation programs.

"I asked a few people what kind of activities were available and they told been there had been a basketball program, but it had been disbanded," he recalled.

Fisher decided to reorganize the program. He recruited nine youngsters who had just finished the Little League season. But before he could start, he needed a meeting place.

"I was a mail carrier at the time," he said. "I wanted to get in to speak to the Valhalla School superintendent, Herman Ronnel, to ask if we could use space at the school, but I knew I'd never get past his secretary."

Fisher told the secretary he had a certified letter than Ronnel had to sign and was able to get into the superintendent's office.

"I told him I had started this basketball team and needed a place to meet. I promised him we would keep the room clean," Fisher said. "He decided to give us a chance and gave us one night a week."

As the league grew, the group was able to get a second night. Before long, Fisher had more than 400 youngsters meeting five nights a week.

Kids in charge

One of the most unusual aspects of the program is its structure. The kids run the show, serving on the Board of Directors as delegates and advisers. They have big responsibilities, from raising money to making major decisions to refereeing, keeping score and planning awards ceremonies. The kids have never disappointed him.

"Nowadays we take so much away from kids in organized games," Fisher said. "We regulate them, we give them shiny new uniforms and equipment. We regulate everything."

Also unusual is the way the teams are formed. Boys and girls play together on mixed teams. All the kids get to play at least half a game.

Fisher emphasized that the kids participate for the fun of it.

"We don't set out to create stars, they create themselves," he said. "We can't shove it down their throats. They have to motivate themselves."

Many of the former players feel that their experiences with the league had a long-lasting influence on their lives. Some of Fisher's alumnae are now police officers, stock brokers, politicians and presidents of large companies.

'Excellent preparation'

In fact, he is most proud of a letter he received from one former basketball player, a financial analyst, who told Fisher that he "would always be grateful for the values of discipline and teamwork you drilled into us on the Pinkerton Sleuths . . ."

"Your coaching was excellent preparation for the job market," the man wrote. "After returning from Japan, I was sent to work down on Wall Street. In October 1987, the stock market crashed. While colleagues and superiors worried about massive layoffs, I kept saying to myself: 'Well, at 13 was kicked off the Pinkerton Sleuths for a week. After that, anything's a piece of cake!'"

"I never get tired of working with these kids," Fisher said. "The most prized possession a parent can have is their kids and they are entrusting them to me."

Fisher is proud of his record with the kids. "We have never had a child missing, anyone hurt or anything stolen from the schools."

Community pride

The community is proud, too. Not only have area residents honored Fisher for his work, they have also contributed

their own time and money to keep the program going. Fisher emphasized that many of the adults who have contributed do not have children in the program.

One favorite fund raiser is the annual basketball game with the Police Benevolent Association (PBA). Fisher said the police won, but the kids "gave them a run for their money. They only beat us by a point!"

The group also raises money for the community. Fisher said the youngsters collect donations from local merchants for holiday baskets for senior citizens. The league also gives awards to people who are involved in community projects.

When Fisher went to work for the town in 1985, he brought the program with him, but the kids still run it. As a town employee, Fisher is the official director.

"It's a lot easier to run under the sponsorship of the town," he said, noting that town sponsorship is a definite advantage as insurance costs have skyrocketed.

Basketball is not Fisher's only interest. He is also a Big Brother and is involved in the Boy Scouts, Little League and the Chamber of Commerce.

Town Supervisor Robert F. Meehan is most appreciative of Fisher's dedication.

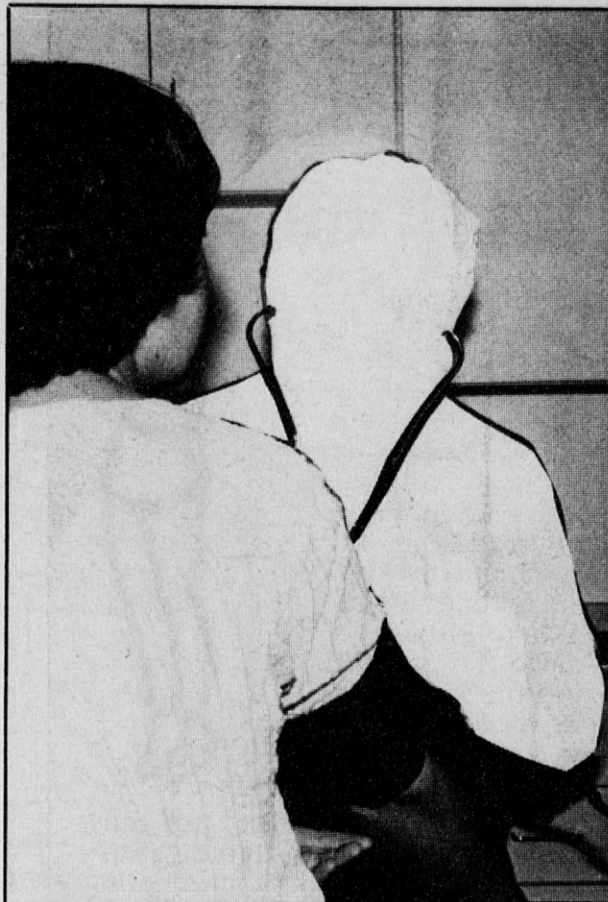
"Ken has for many years established himself as a leading community-minded person," Meehan said. "He's done as much for the youth here as anyone. I am tremendously proud to have him here."



"I never get tired of working with these kids"

—Ken Fisher

HIGH SCORER — CSEA Mt. Pleasant Unit President Ken Fisher, right, and Town Supervisor Robert Meehan are shown with a Westchester County proclamation honoring the town's basketball league and Fisher, the league's founder, on its 30th anniversary.



Who will do the work?

Gov. Cuomo's deficit reduction plan calls for the state to cut slightly more than \$1 billion out of the \$8 billion budget for the rest of the fiscal year, which ends March 31.

The following is a general outline of the plan.

- * 2,000 layoffs by April 1;
- * 4,000 job cuts through attrition and early retirement by April 1;
- * 12,000 job cuts through layoffs, attrition and early retirement in

fiscal year 1991-92, beginning April 1;

- * 10 percent cuts in revenue sharing aid to local governments;
- * 7 percent cuts in the consolidated highway program for local governments;
- * Cuts in aid to county governments for nursing homes and community colleges;
- * \$200 million in cuts in aid to school districts;
- * Cuts in reimbursement for handicapped pre-school pupils;
- * A 6 percent cut in the SUNY budget; and
- * Mandatory five-day furloughs (unpaid leave) for the entire state workforce.

A chill over negotiations

Gov. Cuomo's plan to reduce the state's deficit by more than \$1 billion this year will certainly have a chilling effect on state contract negotiations that began as this issue of *The Public Sector* went to press.

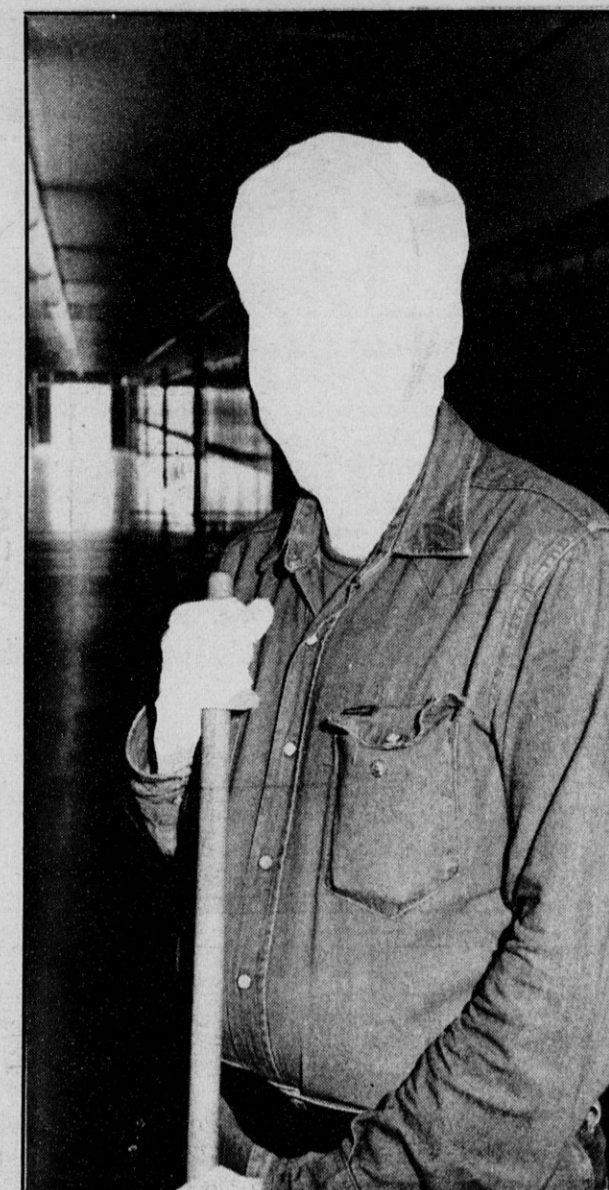
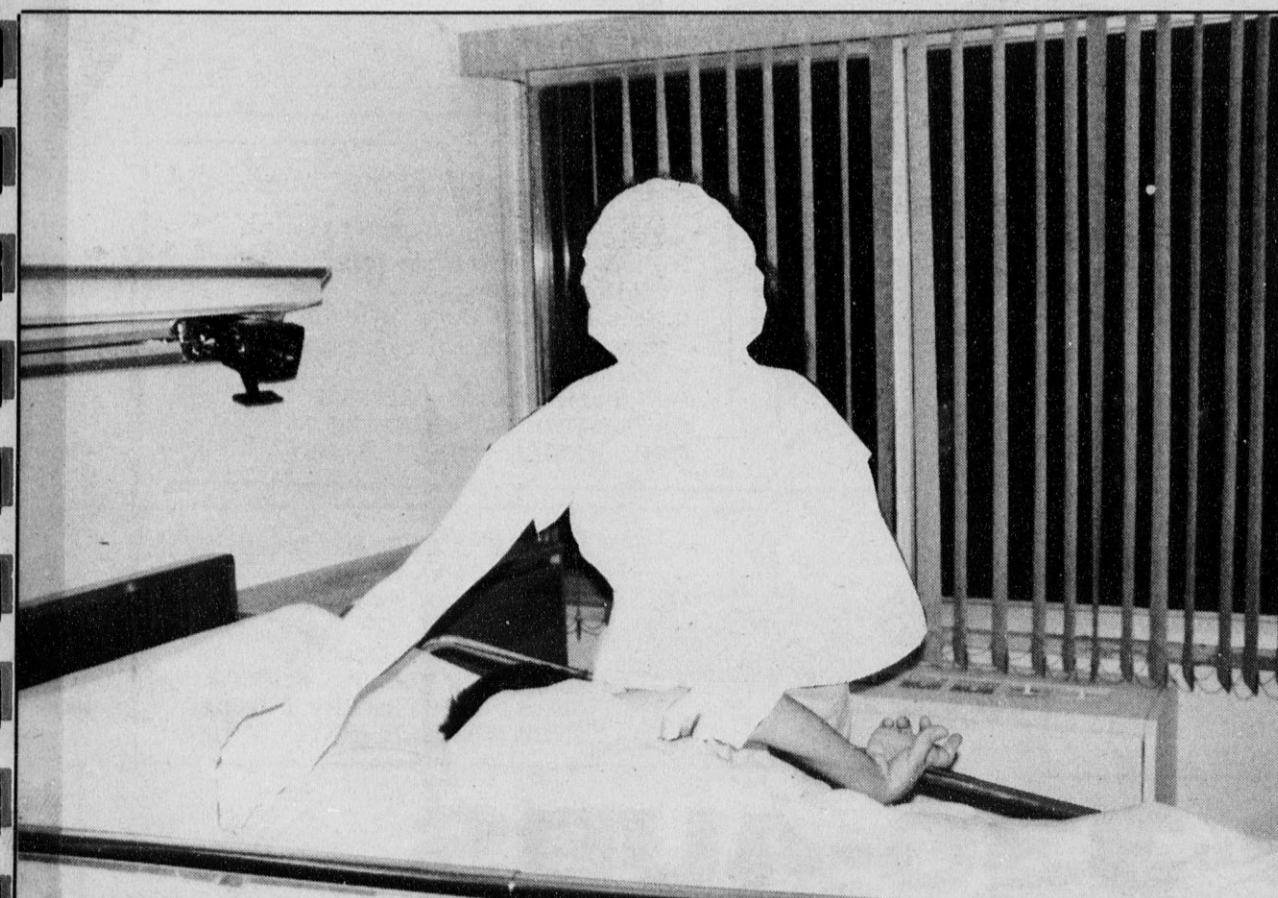
Adding to the cold chill of austerity sweeping through the remainder of this fiscal year is the harsh reality that the governor has also called for the elimination of 12,000 additional jobs in the next fiscal year beginning April 1.

"A dark cloud hangs over these negotiations as the state begins an assault on our very livelihoods," said CSEA President Joe McDermott.

"This assault is in the form of proposed mandatory furloughs which would lock out state employees for five days in this fiscal year.

"Any lockout violates the collective bargaining process and shamefully undermines the labor/management cooperation we have so patiently built.

"If the state wants to rebuild employees' confidence, the state must seek long-term solutions to the current fiscal crisis that are sensitive to the long-term needs of CSEA members for decent wages, decent security and decent working conditions," McDermott said.



OCA

The Office of Court Administration (OCA) has decided against using mandatory furloughs to cut its budget — but only because of the lag payroll it has already imposed on non-judicial employees.

CSEA has filed a lawsuit in state Supreme Court arguing that the lag payroll should be revoked because it violates state law and the US Constitution.

SUNY

Gov. Cuomo's deficit reduction plan includes a \$ 50 million cut in the SUNY budget, which represents 6 percent of the state's general fund contribution to the university system.

University officials have said they may resort to layoffs as well as furloughs and a tuition hike to cover the budget cut.

LOCAL GOVERNMENT

Local governments get hit in a variety of ways under the deficit reduction plan.

First, towns, cities and villages face a 10 percent cut in revenue sharing aid.

They, along with county governments, also get hit with the 7 percent reduction in the Consolidated Highway Program aid.

Nursing home reimbursements will be cut by \$18 million, although the total will affect private sector as well as public sector nursing homes.

Aid to community colleges will be cut by 1 percent, which will leave counties to cover the bill or cut services.

Aid to school districts will drop by \$200 million; the plan proposes that the cuts be based on the wealth of the school district, with poorer districts losing as little as \$20 per pupil, wealthy districts losing as much as \$400 per pupil and average school districts losing \$78 per pupil.

Counties will also face a reduction in reimbursement for preschool programs that serve handicapped children.

FURLOUGHS

The furlough proposal for state workers calls for all state employees to take off five days without pay by April 1. Management will decide what employees will be furloughed on which days. The program is not supposed to harm leave accruals or health benefits.

CSEA strongly opposes the furlough plan, which is subject to negotiations because it is a change in the terms and conditions of employment. The union is negotiating with the state to come up with alternatives to the furlough plan.

EARLY RETIREMENT

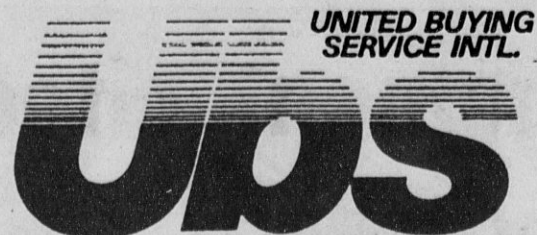
Under the early retirement proposal for state employees, management would target certain positions that would be eligible for the plan.

Eligible state employees would receive one month of pension credit for each year

of service up to a maximum of three years of additional credit.

The program would allow an incentive for eligible employees who are 55 or older and eligible to retire. Eligible employees in targeted positions who are at least 45, have at least 10 years of service and are not otherwise eligible to retire could take advantage of the early retirement option.

CSEA is currently studying the proposal. The union has opposed targeted early retirement in the past, calling such plans unfair.



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Let United Buying Service help you work miracles this holiday season!

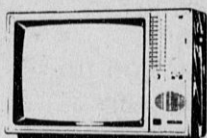
The holiday season is the perfect time to take advantage of your official discount shopping service. UBS has selected special discounted merchandise for CSEA members. While toll-free UBS shopping is available to CSEA members all year round, the prices on the specials listed below are only available during the holiday season, so call UBS while supplies last. If an item you wish to order for the holiday season is not listed below, simply get the model number and call UBS for a guaranteed lowest price quote. The list below represents only a sampling of the specials available to CSEA members.

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.

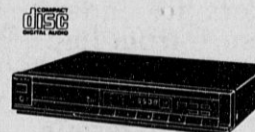
ZENTH Television

- 13" Color TV
 - Remote Control
 - Cable Ready
- Suggested Retail: \$299.00**
CSEA MEMBER PRICE: \$239.00
CSEA MEMBERS SAVE: \$60.00!



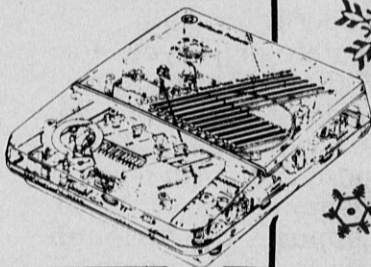
MAGNAVOX Compact Disk Player

- Remote Control
 - Dual 16 Bit D/A Converters
 - 20 Track Memory
 - Head Phone Jack
- Suggested Retail: \$199.00**
CSEA MEMBER PRICE: \$119.00
CSEA MEMBERS SAVE: \$80.00!



BELL SOUTH Answering Machine

- Beeperless Remote
 - Illuminated Tubed Neon
 - See Through Plastic Design
 - Call Screening
- Suggested Retail: \$99.00**
CSEA MEMBER PRICE: \$49.00
CSEA MEMBERS SAVE: \$50.00!



AUDIOVOX Car Stereo Package

- Digital Tuner with Cassette
 - Clock
 - 7 Band, 40 Watt Equalizer/Amplifier
 - 1 Pair 5" Dual Cone Speakers
 - 18 Station Memory
- Suggested Retail: \$299.00**
CSEA MEMBER PRICE: 129.00
CSEA MEMBERS SAVE: \$170.00!



LONESTAR Universal Remote Control

- Clock with Sleep Timer
 - Alarm
 - 8K Memory
 - Programs up to 5 Remote Controls
 - 185 Commands
- Suggested Retail: \$59.99**
CSEA MEMBER PRICE: \$29.99
CSEA MEMBERS SAVE: \$30.00!



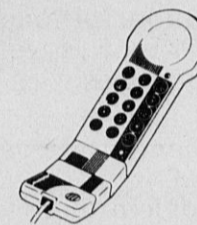
SELECTIONS Electronic Speller

- 100,000 Words in Memory
 - 660,000 Synonyms
 - Games, Jumble Key
- Suggested Retail: \$59.00**
CSEA MEMBER PRICE: \$29.00
CSEA MEMBERS SAVE: \$30.00!



SWISSTEL One Piece Telephone

- 5 Year Warranty
 - Flexible Mouthpiece
 - Pulse/Tone
 - Hold Button
 - Redial Button
- Suggested Retail: \$69.00**
CSEA MEMBER PRICE: \$24.00
CSEA MEMBERS SAVE: \$45.00!



AT&T Cordless Telephone

- Digital Security System
 - Tone/Pulse
 - Last Number Redial
 - Holds charge for 3 days without recharging
- Suggested Retail: \$99.00**
CSEA MEMBER PRICE: \$69.00
CSEA MEMBERS SAVE: \$30.00!



FRIGIDAIRE Microwave Oven

- 8 Cubic Feet
 - 750 Watts
 - 10 Power Levels
 - Auto Defrost
 - Free 13 Piece Dishware Set
- Suggested Retail: \$239.00**
CSEA MEMBER PRICE: \$169.00
CSEA MEMBERS SAVE: \$70.00!



UNIDEN Hand Held Scanner/Radio

- Automatically scans Police, Fire & Emergency frequencies
 - Automatic weather warnings
 - Programmable
 - 10 Channel/10 Band
 - Belt Clip
 - LCD Display
- Suggested Retail: \$219.00**
CSEA MEMBER PRICE: \$135.00
CSEA MEMBERS SAVE: \$84.00!



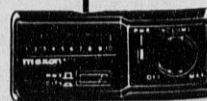
UNIDEN Table Model Scanner

- Automatically scans Police, Fire & Emergency frequencies
 - Automatic weather warnings
 - Programmable
 - LCD Display
- Suggested Retail: \$169.00**
CSEA MEMBER PRICE: \$86.00
CSEA MEMBERS SAVE: \$80.00!



MAXON Radar Detector

- X & K Band
 - Dual Audio Warning
 - Bar Graph LED
 - Visor or Dash Mount
- Suggested Retail: \$139.99**
CSEA MEMBER PRICE: \$69.99
CSEA MEMBERS SAVE: \$70.00!



1-800-336-4UBS



Management cited over botched pesticide incident

EDITOR'S NOTE — The use of pesticides in the workplace is a growing safety and health concern. Many of the popular pesticides that kill bugs can also harm people.

The risk is a two-edged sword for many CSEA members: Some workers are endangered by exposure from improper or excessive use of pesticides; other members are often required to handle the extermination tasks without proper training or equipment.

The following story demonstrates why it's important to understand the dangers.

By Ron Wofford
CSEA Communications Associate

PERRYSBURG — In a victory for workers' safety and health, the J.N. Adams Developmental Center has been cited for violating the state Right-To-Know Law.

The victory resulted from CSEA persistence after the facility management showed flagrant disregard for employee well-being in a mishandled pesticide incident last spring. The incident, which hospitalized several employees was one of several similar situations at the facility in recent years.

"One mistake like this would be bad enough," said CSEA Local 400 President Dana Tietz. "But this was not the first time and each time the same people and management attitudes created the problems."

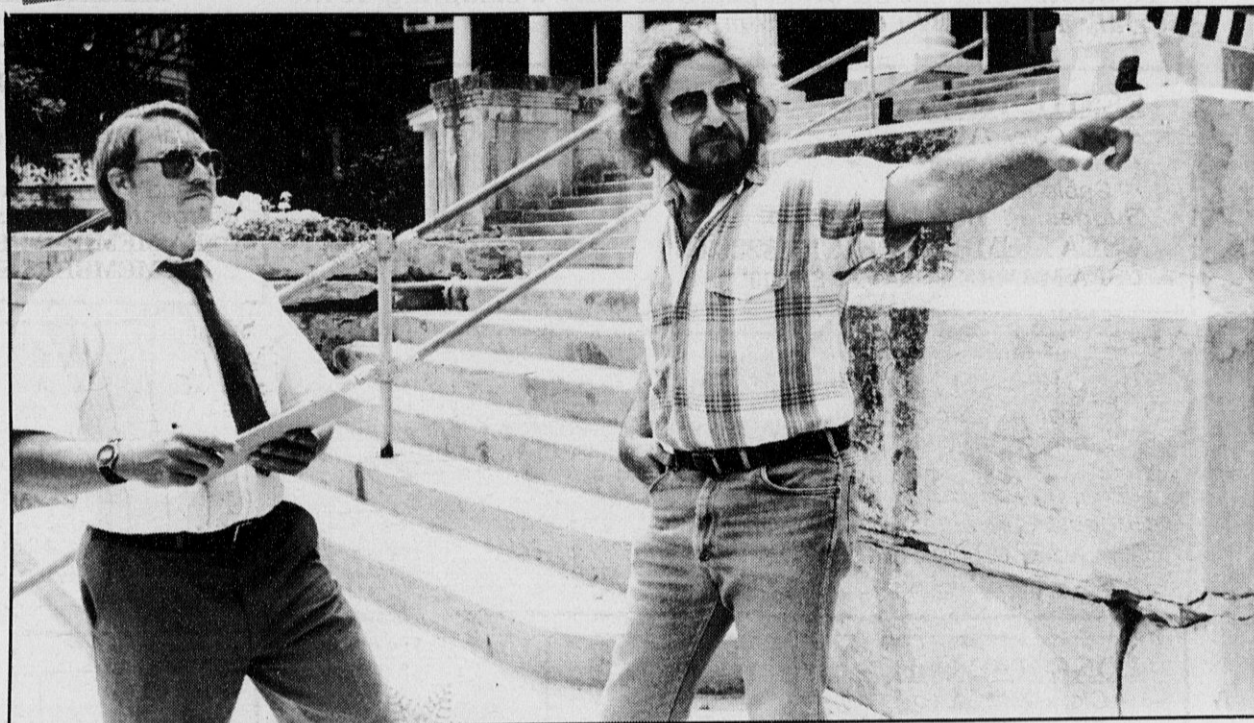
The problem that led to the citation began last spring when management hired a private exterminator to handle flea infestation in the health services unit.

According to CSEA Occupational Safety and Health Specialist John Bieger, the exterminator applied two highly toxic pesticides, Dursban and Resmethrin. Both products kill insects by attacking the nervous system. However, they also affect people by reducing an enzyme needed to allow the human central nervous system to work properly.

Since the products leave a toxic petroleum-based residue, they can linger for considerable time following an extermination.

The unit was evacuated for spraying at 10 a.m. At 2 p.m. the housekeeping staff was ordered to clean.

Workers returned to the unit at 7 p.m. and a strong odor of the pesticides remained throughout the evening. The next morning, cleaners were directed to "freshen the air" with an industrial strength spray called "Citrus." This product is itself currently under review



POINTING OUT PROBLEMS — J.N. Adams Developmental Center CSEA Local 400 President Dana Tietz, right, makes a point to CSEA Occupational Safety and Health Specialist John Bieger, left. CSEA's persistence led to the facility being cited for disregarding worker safety and health during a botched pesticide incident earlier this year.

by the U.S. Environmental Protection Agency for toxic effect.

"Almost immediately workers began to experience trouble breathing," Tietz said. When they tried to open windows for fresh air, they found them locked from the outside, further compounding confusion and discomfort.

Three workers were taken to the hospital for breathing problems; one was placed on oxygen therapy for three hours. Seven other workers sought medical attention on their own.

The unit was evacuated a second time and cleaners were assigned to clean up the "Citrus" residue.

"They didn't give the cleaners or anyone the proper information they should have when working around such chemicals," Tietz said. "And they didn't give them the training or protective equipment they should have in applying them."

Bieger filed a complaint with the state Labor Department about the disregard for the workers' safety.

The department agreed and has ordered the facility implement the appropriate training and information program.

"We know the history of disregarding the Right-To-Know Law at J.N. Adams," Bieger said. "We're going to make sure they follow through because this incident demonstrates how dangerous chemicals can be in the workplace."

The symptoms of pesticide poisoning

It's important to understand that exposure to toxic chemicals such as pesticides may not cause immediate sickness. People respond differently to different chemicals and often adverse health effects develop over time.

Symptoms of pesticide poisoning can include temporary dizziness, breathing difficulty, nausea, headaches and weakness and long-term pain and numbness in the extremities.

Additionally, doctors and medical researchers are now linking more and more once-mysterious ailments with flu-like and allergic symptoms to pesticide exposure.

The state Health Department takes the situation so seriously that they have established regulations requiring medical and laboratory personnel to report all cases of suspected pesticide poisoning to the state Pesticide Poisoning Registry.

November
1990

BENEFIT CHOICES

NEW YORK STATE

New York State Employees make benefit choices beginning in November

During the next several weeks, you may make your benefit choices for 1991.

This year, in addition to choosing your health insurance option and your Pre-Tax Contribution Program status, you also may choose to enroll in the Dependent Care Advantage (DCA) Account Program - another benefit for you and your family.

This guide contains information on the three benefit areas and deadlines you will need to consider:

- Benefit Choice #1 - Health Insurance**
Changes by December 14
- Benefit Choice #2 - Pre-Tax Contribution Program (PTCP)** Changes by November 30
- Benefit Choice #3 - Dependent Care Advantage (DCA) Account Program**
Enrollment by December 21

Remember, no action is required if you want to keep your current health insurance and pre-tax option.



Benefit Choice #1 - Health Insurance

Under the New York State Health Insurance Program (NYSHIP), you may choose coverage under the Empire Plan or coverage with a NYSHIP-approved Health Maintenance Organization (HMO) in your area.

The Empire Plan

The Empire Plan is a health insurance program which provides benefits for you and, if you have family coverage, your family, for covered hospital services, doctors' bills and other medical expenses.

It provides Blue Cross Hospitalization and Related Expense Coverage; Metropolitan Major Medical Expense Benefits and a Participating Provider Program; the HealthCall Benefits Management Program; and, if you are not covered under a union Employee Benefit Fund prescription drug program, Equitable/PAID prescription drug coverage.

Health Maintenance Organizations (HMOs)

An HMO provides a variety of health care services. To enroll in an approved, participating HMO, you must live in that HMO's geographic service area. Each HMO offers a specific preventive medical and surgical care. It also offers prescription drug coverage for enrollees not covered under a union Employee Benefit Fund prescription drug program.

All HMOs offered under NYSHIP accept Medicare-eligible and Medicare primary enrollees.

State of New York, Department of Civil Service
The W. Averell Harriman State Office Building

Health insurance option transfer period extended; three benefit choices can be considered

Noviembre
1990

ALTERNATIVAS DE BENEFICIOS

Empleados del Estado de Nueva York
Seleccionen Sus Alternativas de Beneficios
comenzando el 1º de noviembre de 1990

Las Guías de Alternativas de Beneficios serán enviadas a su agencia durante el mes de noviembre.

Alternativa #1 - Seguro de Salud

Comenzando el 1º de noviembre, usted puede cambiar su plan de seguro de salud para el 1991. Revise su Guía de Alternativas de Beneficios para obtener información y las fechas límites fijadas para el mes de diciembre.

Alternativa #2 - Programa de Reducción en las Contribuciones de Impuesto

Entre el 1º al 30 de noviembre, usted puede cambiar su estatus contributivo, para las primas de seguro de salud para el 1991, bajo el Programa de Reducción en las Contribuciones de Impuesto.

Alternativa #3 - Cuenta para el Cuidado de Dependientes que Ofrece Ventajas Contributivas (DCA)

Entre el 5 de noviembre al 21 de diciembre, usted puede ingresar al Programa de la Cuenta DCA para el 1991. Este programa le permite separar dinero, sujeto a contribuciones, para pagar por cuidado cualificado de dependientes.

Para información adicional, pídale al Administrador de Beneficios de Salud en su Agencia los folletos del Resumen de Beneficios del Empire Plan, las Descripciones de las organizaciones HMO y la información detallada de la cuenta DCA.

Recuerde, si desea mantener el seguro de salud y las deducciones contributivas que tiene en la actualidad, no se requiere ninguna acción de su parte.

New York State Department of Civil Service
Division of Employee Benefits
The W. Averell Harriman State Office Building Campus
Albany, New York 12239

For additional details on your health insurance options, see pages 14-17 of this edition

BENEFIT CHOICES

November
1990

New York State Health Insurance Program 1991 Rate Sheet of Employee Contributions for employees of New York State Code, Plan and Service Area

Biweekly Employee Costs

	Ind	Fam
001 The Empire Plan Empire Blue Cross and Blue Shield NYS Service Center, Box 11815, Albany, NY 12211-0815, 1-800-342-9815 in NYS Metropolitan Life Insurance Company C.P.O. Box 1600, Kingston, NY 12401-0600, 1-800-942-4640 in NYS Equicor-Equitable/PAID Prescriptions, Inc. 1900 Pollitt Drive, Fair Lawn, NJ 07410, 1-800-272-PAID The Empire Plan is available to enrollees and their eligible dependents working in New York State.	6.18	29.00
160 BlueCARE Plus 12 Rhoads Drive, Utica Business Park, Utica NY 13502, (315) 798-4394 or 1-800-722-7884 Serving Chenango, Delaware, Fulton, Herkimer, Madison, Montgomery, Oneida, Otsego, Schoharie and Warren Counties	6.09	29.41
066 Blue Choice 150 E. Main St., (Gateway Centre) Rochester, NY 14647, (716) 454-4810 or 1-800-462-0108 in NYS Serving Livingston, Monroe, Ontario, Seneca, Yates and Wayne Counties	4.68	23.13
063 Capital District Physicians' Health Plan 5 Washington Square, Washington Ave. Ext., Albany, NY 12205, (518) 452-1823 Serving Albany, Columbia, Rensselaer and southern Saratoga Counties	5.81	31.18
070 ChoiceCare 50 Charles Lindbergh Blvd., Uniondale, NY 11553, (516) 222-1460 or (718) 343-1460 Serving Nassau, Queens and Suffolk Counties	6.45	33.01
067 Community Blue 1901 Main St., Buffalo, NY 14208, (716) 884-2800 or 1-800-544-2583 Serving Allegany, Cattaraugus, Chautauqua, Erie, Genesee, Niagara, Orleans and Wyoming Counties in Western New York	4.89	25.68
053 Community Health Plan (CHP) Capital Area CHP 1201 Troy-Schenectady Rd., Latham, NY 12110, (518) 783-1864 or 1-800-638-0668; in Clinton Co. (518) 562-0151 Serving Albany, Clinton, Columbia, Fulton, Greene, Hamilton, Montgomery, Rensselaer, Saratoga, Schenectady, Warren, and Washington Counties in New York State; Western Massachusetts and Vermont	5.60	28.11
053 Community Health Plan of Bassett One Atwell Rd., Cooperstown, NY 13326, (607) 547-9244 Serving Chenango, Delaware, Herkimer, Madison, Otsego and Schoharie Counties		
061 CHP/HealthShield 160 Union St., Poughkeepsie, NY 12601, (914) 471-2368 Serving Dutchess, Orange, Putnam and Ulster Counties	5.85	29.54
068 Elderplan, Inc. 1276 50th St., Brooklyn, NY 11219, (718) 871-7526 Serving Brooklyn Seniors age 65 plus	1.66	5.81
064 Foundation Health Plan (FHP) 3660 George F. Highway., P.O. Box 97, Endwell, NY 13760, (607) 754-3380 Serving Broome, Tioga, parts of Chenango, Cortland and Delaware Counties in New York State and parts of Bradford and Susquehanna Counties in Pennsylvania	6.89	33.78
051 Group Health Gateway Centre, 150 E. Main St., Rochester, NY 14647, (716) 325-3630 or 1-800-462-6826 (in NYS) or (716) 238-4510 Serving Livingston, Monroe, Ontario and Wayne Counties	4.70	22.88
069 HealthWays 555 White Plains Rd., Tarrytown, NY 10591, 1-800-223-0812 Serving Bronx, Kings, Manhattan, Nassau, Queens, Richmond, Rockland, Suffolk and Westchester Counties in New York State and the entire State of New Jersey	7.48	37.42
057 Health Care Plan (HCP) 900 Guaranty Bldg., Buffalo, NY 14202, (716) 847-1480 Serving Buffalo and the Niagara Frontier	4.17	21.36
050 HIP 220 W. 58th St., New York, NY 10019, (212) 373-5400 Serving Bronx, Brooklyn, Manhattan, Nassau, Queens, Staten Island, Suffolk and Westchester Counties	5.31	26.82
062 HIP/Rutgers Health Plan One World's Fair Drive, Somerset, NJ, 08873, (201) 654-1514 Serving New Jersey - All of Bergen, Burlington, Camden, Essex, Gloucester, Hudson, Mercer, Middlesex, Somerset, and Union Counties; parts of Hunterdon, Monmouth, Morris, and Passaic Counties	6.01	28.37
120 Independent Health 220 White Plains Rd., Tarrytown, NY 10591, (914) 631-0939 or 1-800-654-5494 Hudson Valley Region Serving Dutchess, Orange, Putnam, Rockland, Ulster, and Westchester Counties	6.35	32.49
059 Independent Health 777 International Drive, Buffalo, NY 14221, (716) 631-5392 or 1-800-247-1466 in Western NYS outside Erie County Serving Western New York Region Counties of Allegany, Cattaraugus, Chautauqua, Erie, Genesee, Niagara, Orleans and Wyoming	4.05	22.24
072 Independent Prepaid Health Plan (IPHP) 8278 Willett Parkway, Baldwinsville, NY 13027, (315) 638-2133 Serving Onondaga, western Madison, all of Oswego, part of Cayuga Counties	6.88	34.07
052 Kaiser Foundation Health Plan of New York 7-11 South Broadway, White Plains, NY 10601, (914) 682-0025 Serving Bronx and Westchester Counties in New York State and Fairfield County	6.05	27.97
065 Mid-Hudson Health Plan (MHP) Park West Office Complex, Hurley Ave. Ext., P.O. Box 3786, Kingston, NY 12401, (914) 338-0202 or 1-800-443-4711 Serving all of Columbia, Delaware, Greene, and Ulster Counties and a portion of Northern Dutchess County which includes Red Hook and Rhinebeck	6.11	30.55
MVP Health Plan Schenectady (518) 370-4793, Poughkeepsie (914) 473-1762, Utica (315) 736-1625; or 1-800-777-4793		
060 (East) Serving Fulton, Montgomery, Rensselaer, Saratoga, Schenectady and Warren Counties	6.82	33.80
060 (Mid-Hudson) Serving Dutchess and Ulster Counties		
100 (Central) Serving Herkimer, Madison and Oneida Counties		
100 (North) Serving Clinton, Essex, Franklin and St. Lawrence Counties	5.46	26.93
100 (South Central) Serving Delaware and Otsego Counties		
058 Preferred Care 259 Monroe Ave., Suite A, Rochester, NY 14607 (716) 325-3920 Serving Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming and Yates Counties	4.59	22.37
055 Prepaid Health Plan (PHP) 8278 Willett Parkway, Baldwinsville, NY 13027, (315) 638-2133 Serving Onondaga, Western Madison and most of Oswego and part of Cayuga Counties	5.85	29.61
240 Prepaid Health Plan/Stocum-Dickson Medical Network 217 Seneca Turnpike, New Hartford, NY 13413, (315) 797-7019 or (315) 797-1171 Serving Herkimer, Oneida and east	5.63	27.63
230 Sanus Health Plan 75-20 Astoria Blvd., Jackson Heights, NY 11370, (718) 899-3600 or 1-800-338-3390 Serving the Greater New York City Counties of Bronx, Kings, Nassau, New York, Orange, Putnam, Queens, Richmond, Rockland, Suffolk, and Westchester and the Northern New Jersey Counties of Bergen, Essex, Hudson, Morris, Passaic and Union	4.45	27.28
210 US Healthcare Triad IV, 1981 Marcus Ave., Suite E111, Lake Success, NY 11042, 1-800-323-9930 Serving Greater New York City Counties of Bronx, Kings, Nassau, New York, Orange, Putnam, Queens, Richmond, Rockland, Suffolk, and Westchester; Northern New Jersey Counties of Bergen, Essex, Hunterdon, Hudson, Middlesex, Monmouth, Morris, Ocean, Passaic, Somerset, Sussex, Union and Warren; Connecticut Counties of Fairfield, Litchfield and New Haven	5.67	26.33
220 WellCare of New York 130 Meadow Avenue, Newburgh, NY 12550, (914) 566-0700 or 1-800-288-5441 Serving Dutchess, Orange, Putnam, Rockland and Sullivan Counties	6.31	31.58

If you want to know more, ask your Agency Health Benefits Administrator for the following materials which more fully explain details of each program:

- The General Information Booklet of the New York State Health Insurance Program
- Information on the various health insurance plans
 - The brochure entitled "New York State--The Empire Plan"
 - The Empire Plan Booklet/Certificate and Addendum, the Participating Provider Directory and the Empire Plan Reports
 - The HMO Council Profiles listing HMOs in your region and information from specific HMOs in your area
- The Pre-Tax Contribution Program Informational Material
- The DCA Account Brochure

Remember, no action is required if you want to keep your current health insurance and pre-tax option.

BENEFIT CHOICES

November
1990

Health Insurance options at a glance

	THE EMPIRE PLAN	HMOs
Geographic Area Served	<ul style="list-style-type: none"> coverage available worldwide 	<ul style="list-style-type: none"> coverage available in specific area (some HMOs arrange care outside their service area) emergency coverage worldwide
Participating Providers	<ul style="list-style-type: none"> choose from a participating provider network of approximately 19,000 physicians and other providers located throughout New York State and 35 other states non-participating providers covered under Major Medical benefit 	<ul style="list-style-type: none"> choose primary care physician for routine medical care medically necessary visits to specialists authorized by primary care physician use of non-participating provider only as authorized by HMO or for an emergency
Benefits	<ul style="list-style-type: none"> benefits may differ in areas such as psychiatric care, cardiac rehabilitation, treatment for alcoholism and/or substance abuse, chiropractic care, weight reduction programs, treatment of infertility, physical therapy and speech therapy some administrative features (such as waiver of premium provisions) differ * all plans exclude some services; for example, custodial care all plans now offer some level of benefit for diabetic supplies 	
Cost Sharing	<ul style="list-style-type: none"> copayment required for some services provided by a participating provider and on an outpatient basis in a hospital, alcoholism or substance abuse program if non-participating provider is used, enrollee pays entire fee and applies for reimbursement under Major Medical. Covered services after annual deductible is met are reimbursed at 80% of the reasonable and customary charge (100%-once the annual maximum out-of-pocket coinsurance is reached). 	<ul style="list-style-type: none"> some HMOs charge a copayment for certain services HMOs require prior authorization for use of non-participating providers except for specific emergency situations
Benefits Management	<ul style="list-style-type: none"> The Empire Plan and all HMOs have benefits management and cost-containment features which apply for primary coverage: <ul style="list-style-type: none"> Empire Plan HealthCall provides Pre-Admission Certification, Prospective Procedure Review, Concurrent Review, Discharge Planning and Medical Case Management 	<ul style="list-style-type: none"> HMOs: each plan differs in its review and coordination of inpatient hospital care and discharge needs

* All participating HMOs offer benefits to members who are disabled on the date coverage is terminated. **However, continued dependent coverage may require additional premium payments.**

Currently, the only HMOs who offer a waiver of premium to members who become disabled (cost-free to the members and covered dependents) are:

- Community Health Plan
- Health Shield
- Healthways
- Kaiser Foundation Health Plan

If you wish to change your health insurance option

Now is the time to make sure you have the health insurance option you want for 1991. Except under very limited circumstances as outlined in your benefits book, you cannot change options outside the **Option Transfer Period which ends December 14, 1990.**

NO ACTION IS REQUIRED IF YOU WISH TO KEEP YOUR CURRENT HEALTH INSURANCE OPTION.

If you wish to change your health insurance option, ask your agency Health Benefits Administrator for a Health

Insurance Transaction form, PS-404. Complete and sign the PS-404 form; then return it to your agency Health Benefits Administrator by **December 14, 1990.**

Note: If you are enrolling in an HMO or changing HMOs, you must also complete an HMO enrollment form.

Health insurance notes

New Enrollments

If you are eligible for the New York State Health Insurance Program but are not now enrolled, you may enroll at any time, not just during the Option Transfer Period. Ask your agency Health Benefits Administrator about the waiting period and other provisions.

Retiring or Vesting in 1991?

Your health insurance option will not change when you retire or become a vestee. If you move or meet one of the other requirements for changing, you may request an option change. (See your NYSHIP General Information book.) As a retiree or vestee, you'll have the same annual Option Transfer Period as active employees.

COBRA: 60-day deadline

If you or one of your dependents loses eligibility for coverage in NYSHIP, see your agency Health Benefits Administrator. There is a 60-day deadline to request continuation of coverage.

Changes in providers

Whether you enroll in the Empire Plan or an HMO, participating providers may change during the year.

Provider changes are one of the reasons for the annual Option Transfer Period. You cannot change your option outside of the Option Transfer Period because of a change in providers.

If you have questions about which providers participate in the health care plan you are considering, talk with the provider or call the Empire Plan Participating Provider toll-free line (1-800-537-0010) if you are considering the Empire Plan. If you are considering an HMO, call the HMO directly.

If you would like help selecting a new doctor or health care provider during the year, call the Empire Plan Participating Provider toll-free line if you are enrolled in the Empire Plan. Check with your HMO if you are enrolled in an HMO.

If you want to continue to use a provider who no longer participates in your plan, check carefully on what benefits would be available to you or what authorization you would need in order to have the provider's services covered.

Know your health insurance benefits and responsibilities

Whether you elect to change health insurance options for 1991, or keep your current coverage, make sure you know your benefits and responsibilities under your plan.

If you are in an HMO, your HMO will provide you with an HMO Subscriber Contract and any other detailed information you will need.

If you are in the Empire Plan, read the Empire Plan Booklet/Certificate, the Fall 1988 Addendum, your 1989 and 1990 Empire Plan Reports (for certain groups) and the Participating Provider Directory. See your agency Health Benefits Administrator if you do not have these materials.

BENEFIT CHOICES

Important Dates For Choices #1, #2 and #3

NOVEMBER

S	M	T	W	T	F	S
			1	2	3	
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

November 5, 1990
Employee meetings begin for the Dependent Care Advantage Account Program.

Register to attend an employee meeting by calling 1-800-543-0171.

November 30, 1990

Deadline for the postmark on PTCP Selection Form PS-450 if you want to change your PTCP status. Send it to the Department of Civil Service, Division of Employee Benefits.

If you are in PTCP, deadline for changes from Individual to Family coverage if you wish to cover previously eligible dependents under your health insurance.

December 14, 1990

Deadline for submitting signed PS-404 to agency Health Benefits Administrator if you want to change your health insurance option.

December 19, 1990

Health insurance premium deduction change to 1991 rates for lag-exempt employees. If you have changed options, the earliest paycheck in which an adjustment will be made is the check of January 2, 1991.

December 21, 1990

Deadline for submitting completed enrollment form to New York State Labor/Management Child Care Advisory Committee for the Dependent Care Advantage (DCA) Account Program.

December 26, 1990

New health insurance option begins for Institution Payroll employees. (Watch for deduction change as early as your December 26, 1990 paycheck.)

January 2, 1991

Deadline for changes to Individual coverage or voluntary cancellation of health insurance coverage for employees on the Administration Payroll who are enrolled in the PTCP.

January 3, 1991

New health insurance option begins for Administration Payroll employees. If you have changed options, the earliest paycheck in which an adjustment will be made is the check of January 2, 1991.

January 9, 1991

Deadline for changes to Individual coverage or voluntary cancellation of health insurance coverage for employees on Institution Payroll who are enrolled in the PTCP.

January 30, 1991

First deduction for Administration Payroll employees in the Dependent Care Advantage (DCA) Account Program.

February 7, 1991

First deduction for Institution Payroll employees in the Dependent Care Advantage (DCA) Account Program.

Benefit Choice #2 – Pre-Tax Contribution Program

The Pre-Tax Contribution Program (PTCP) allows you to have your health insurance premiums deducted from your pay before taxes are taken out. This may lower your taxable income and give you more spendable income.

However, once you enroll, Federal law limits deduction changes. For example, if you want to change from family to individual coverage and your dependents are still eligible to be covered on your policy, you cannot change to individual coverage without a qualifying event until the next Benefit Choices Period.

The amount you save in taxes will depend on the amount of your income, your premium and the number of withholding allowances that you claim on your taxes.

Who is eligible for PTCP?

If you are an active State employee who has health insurance premiums withheld from your paycheck, you are eligible to participate in the PTCP.

You are not eligible if you do not pay for your health insurance by payroll deduction (for example, if you are on a Preferred List or if you are enrolled in the Dual Eligibility Family Benefit).

Changing your pre-tax enrollment

During November, you may change your enrollment status in the PTCP. First, be sure you know your 1990 status.

If you are enrolled in the PTCP, an "N" will be in the

Code-Health-Amount box.

If you have declined enrollment in the PTCP, a "T" (Taxable) will be in the Code-Health-Amount box.

If you wish to change your PTCP enrollment, you must complete a PTCP Selection Form PS-450 and return it to the New York State Department of Civil Service, Division of Employee Benefits postmarked no later than November 30, 1990. This form is available from your agency Health Benefits Administrator.

Note to enrollees with the Dual Eligibility Family Benefit (DEFB): If you had the Dual Eligibility Family Benefit this year, you were automatically enrolled in Pre-Tax and had an "N" in the Code-Health-Amount box. Your pay stub showed no health insurance contribution.

However, as of January 1, 1991, if you have the Dual Eligibility Family Benefit, you will be placed automatically in taxable status. Your pay stub will have a "T" (Taxable) in the Code-Health-Amount box and will continue to show no health insurance contribution. If you lose eligibility for the Dual Eligibility Family Benefit, you may enroll in the Pre-Tax Contribution Program at that time. If you are eligible for DEFB, the state will pay 100% of your premium for family coverage in the Empire Plan or in a participating HMO.

No action is required if you want to keep your current pre-tax option.

Section of Pay Stub

Digits	1-3 Option	001 = Empire Plan
	4 Coverage	1 = Individual
		2 = Family
		3 = Dual Eligibility
	5 Medicare credits	0 = No Credits
	6-8 Benefit Package	Shows your benefits package
	Dependent Care Advantage Account Program Code: 428	
	Pre-Tax Code	N=Non-Taxable T=Taxable

Benefit Choice #3– Dependent Care Advantage (DCA) Account Program

Now, New York State employees can use pre-tax dollars to pay for qualified dependent care expenses and enjoy a real advantage. You'll be using whole dollars and paying lower taxes every pay period.

New York State employees may choose to enroll in the Dependent Care Advantage (DCA) Account Program, the new

New York State employees may have more spending power with the Dependent Care Advantage (DCA) Account Program.

dependent care flexible spending account which becomes effective January 1, 1991.

You can choose to have up to \$5,000 deducted from your paycheck on a pre-tax basis and put in the DCA Account. Your bi-weekly payroll deduction will be indicated by code 428 on your payroll check stub (see pg. 6 of this Guide). The pre-tax dollars can be used to pay for dependent

and child care expenses such as day care. You may also use this account to pay for care during the day for a disabled spouse, relative or household member living at home who is a dependent for income tax purposes. To qualify for this program, the care you pay for must be necessary for you and your spouse to work.

Remember, by putting money into the Dependent Care Advantage Account before you pay taxes, you reduce the amount you would otherwise pay in taxes.

Follow this example to see how the plan works.

Angela earns \$2,200 per month, is a single parent with one child, and pays \$400 per month for day care.

Without the DCA Account, here is Angela's situation:

Angela's monthly earnings	.....\$2,200
Angela pays her taxes	..... 470
Balance after taxes	..... 1,730
Dependent care expenses	..... 400
Her Spendable Income	..... \$1,330

With the DCA Account, look at Angela's advantages:

Angela's monthly earnings	.....\$2,200
Dependent care expenses	..... 400
Angela's adjusted earnings	.....1,800
Angela pays her taxes	..... 350
Her Spendable Income	.....\$1,450

As you can see, Angela has increased her spendable income by \$120 each month—or \$1,440 for the year. She can use her tax savings, for example, to pay for a vacation, major purchase, or to add to her savings account. All she has to do is sign up each year.

Depending on your income, filing status and amount contributed to the DCA Account, you could see an increase in spendable income as high as \$2,300!

If you need to pay for dependent care in order to work, you can enjoy these same advantages. Just take the time to become familiar with the plan.

800 Rockland County clericals upgraded; other employees to be added in phases

By Anita Manley
CSEA Communications Associate

NEW CITY — More than 800 Rockland County employees have been upgraded following a three-year-long pay equity study.

The 800 upgraded employees represent 77 clerical job titles, "the lowest paid employees in the county," according to CSEA Unit President Vicki Burton.

The last two contracts negotiated by CSEA for county employees provided



Vicki Burton

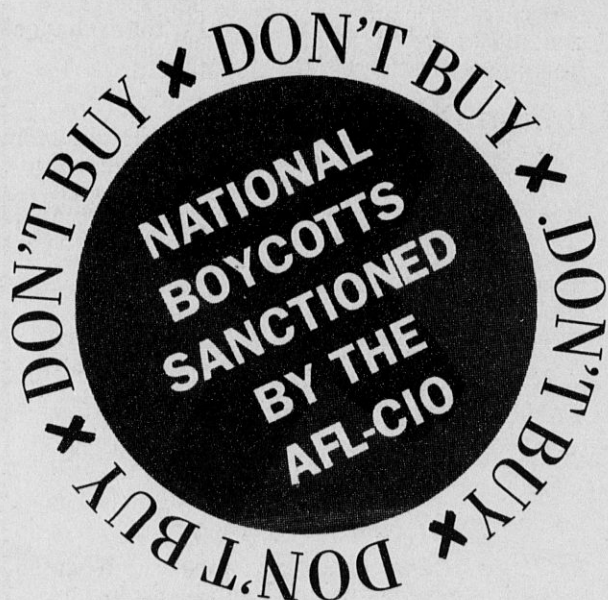
money to fund a pay equity study and upgradings. The 1986 contract provided for \$100,000 each year and the 1989 contract increased the funding

to \$400,000 a year.

The clerical upgradings are the first phase of pay equity salary increases. Other specified job titles will be upgraded in two additional phases at later dates.

Employees being increased more than one grade will be upgraded gradually, with additional increases on Jan. 1, 1991, and on Jan. 1, 1992.

Burton complimented Rockland County Executive John Grant for working closely with the union to see the study through to completion and the upgradings implemented.



ACE DRILL CORPORATION

Wire, jobber & letter drills, routers and steel bars
United Automobile, Aerospace & Agricultural Implement Workers of America International Union

BROWN & SHARPE MFG. CO.

Measuring, cutting and machine tools, and pumps
International Association of Machinists & Aerospace Workers

BRUCE CHURCH, INC.

Iceberg Lettuce: Red Coach, Friendly, Green Valley Farms, Lucky
United Farm Workers of America

CALIFORNIA TABLE GRAPES

Table grapes that do not bear the UFW union label on the carton or crate
United Farm Workers of America

CLARK GRAVE VAULT COMPANY

Copper and steel burial vaults
United Automobile, Aerospace & Agricultural Implement Workers of America International Union

CONTINENTAL AIRLINES

Continental airline carrier
International Association of Machinists & Aerospace Workers, and Transport Workers Union of America

DAILY NEWS

New York newspaper publication
Graphic Communications International Union, Communications Workers of America, International Association of Machinists & Aerospace Workers, International Brotherhood of Electrical Workers, and The Newspaper Guild

EASTERN AIRLINES

Continental airline carrier
International Association of Machinists & Aerospace Workers, and Transport Workers Union of America

GARMENT CORPORATION OF AMERICA

Work clothes and uniforms
Amalgamated Clothing & Textile Workers Union

GREYHOUND LINES, INCORPORATED

Intercity bus and charter services
Amalgamated Transit Union

PLEASE POST

GUILD WINERIES & DISTILLERIES

Cook's Champagne
Distillery, Wine & Allied Workers International Union

HOLLY FARMS

Chickens and processed poultry products
International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America

INTERNATIONAL PAPER COMPANY

Producer International and Hammermill bond, offset and writing paper and related products
United Paperworkers International Union

JOHN MORRELL & COMPANY

Meat products: John Morrell, Rath Blackhawk, Nathan's Famous, Tobins First Prize, Hunter, Tom Sawyer, Krey, Partridge, Rodeo, Scott Petersen, Bob Ostrow, E-Z Cut, Table Trim, Golden Smoked, Carson Ribs
United Food & Commercial Workers International Union

KAWASAKI ROLLING STOCK, U.S.A.

Motorcycles
Transport Workers Union of America

KRUEGER INTERNATIONAL, INCORPORATED

Brand name chairs: Matrix, Poly, Dorsal, Vertebra, Stax, Afka, Modular, Auditorium and University Seating (for airports and auditoriums)
International Association of Machinists & Aerospace Workers

LOUISIANA-PACIFIC CORP.

Brand name wood products: L-P Wolmanized, Cedartone, Waferwood, Fibrepine, Oro-Bond, Redex, Sidex, Ketchikan, Pabco, Xonolite
United Brotherhood of Carpenters & Joiners of America, and International Woodworkers of America

MOHAWK LIQUEUR CORPORATION

Mohawk labeled gin, rum, peppermint schnapps, and cordials
Distillery, Wine & Allied Workers International Union

R.J. REYNOLDS TOBACCO CO.

Cigarettes: Camel, Winston, Salem, Doral, Vantage, More, Now, Real, Bright, Century, Sterling, YSL/Ritz; Smoking Tobaccos: Prince Albert, George Washington, Carter Hall, Apple, Madeira Mixture, Royal Comfort, Top, Our Advertiser; Little Cigars: Winchester
Bakery, Confectionery & Tobacco Workers International Union

ROME CABLE CORPORATION

Cables used in mining and construction industry
International Association of Machinists & Aerospace Workers

SEATTLE-FIRST NATIONAL BANK

Withdraw funds
United Food & Commercial Workers International Union

SHELL OIL COMPANY

Subsidiary of Royal Dutch Shell (parent company of Shell South Africa); gasoline, petroleum and natural gas products
AFL-CIO

SILO, INC.

National retailers of electronic equipment and appliances
International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America

UNITED STATES PLAYING CARD CO.

Brand names: Bee, Bicycle, Tally Ho, Aviator and Congress
Retail, Wholesale & Department Store Union

STICK-TO-IT-IVNESS



CSEA MEMBERS in the Town of Brookhaven pitched in to finish affixing instruction stickers to 120,000 recycling can lids recently after the supplier failed to apply the instruction information. Thanks to the extra effort by CSEA members at the Brookhaven town landfill, the recycling cans were distributed on schedule to start expansion of the town's recycling efforts. Shown working on the massive project are, from left, CSEA Brookhaven Blue Collar Unit President Bill Walsh, Melissa Pantanella, Ken Samuelson, Pat DeLuca, Michael Carter and Jack Levine. The Brookhaven Unit is a part of CSEA Suffolk County Local 852.



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.
- * To hear CSEA's Current Issues Update for news of interest to CSEA members, press 5.

Employee Benefit Fund

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

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

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

Education and Training

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

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

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

Safety

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

AFSCME Advantage Credit Card

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

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

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

AFSCME Advantage Legal Services Program

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

Insurance

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

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

Health Insurance

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

EMPIRE PLAN	
Blue Cross Claims	1-800-342-9815 or (518) 465-0171
Metropolitan Claims	1-800-942-4640
Participating Providers	1-800-537-0010
Empire Plan Health Call (Hospital admission approval/surgical review)	1-800-992-1213

Retirement

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

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

For more information, call 1-800-366-5273. General retirement information and retiree membership information are available by contacting **CSEA's Retiree Department at CSEA Headquarters 1-800-342-4146 or (518) 434-0191.**

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

United Buying Service

Get big savings on consumer products through the union's official discount buying service. UBS combines the power of millions of members to negotiate discounts on a whole range of major name discount products. Everything from automobiles to major appliances, video to home furnishings and more. The program is free to CSEA members and carries no service charges. **To place an order or for pricing information, call 1-800-336-4UBS or 1-800-877-4UBS.** UBS has also set up a hotline for information on limited special monthly offers available only to CSEA members. **For a listing of specials, call the hotline at 1-203-967-2980.**

Grievances, Disciplines

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

CSEA REGIONAL OFFICES

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

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

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

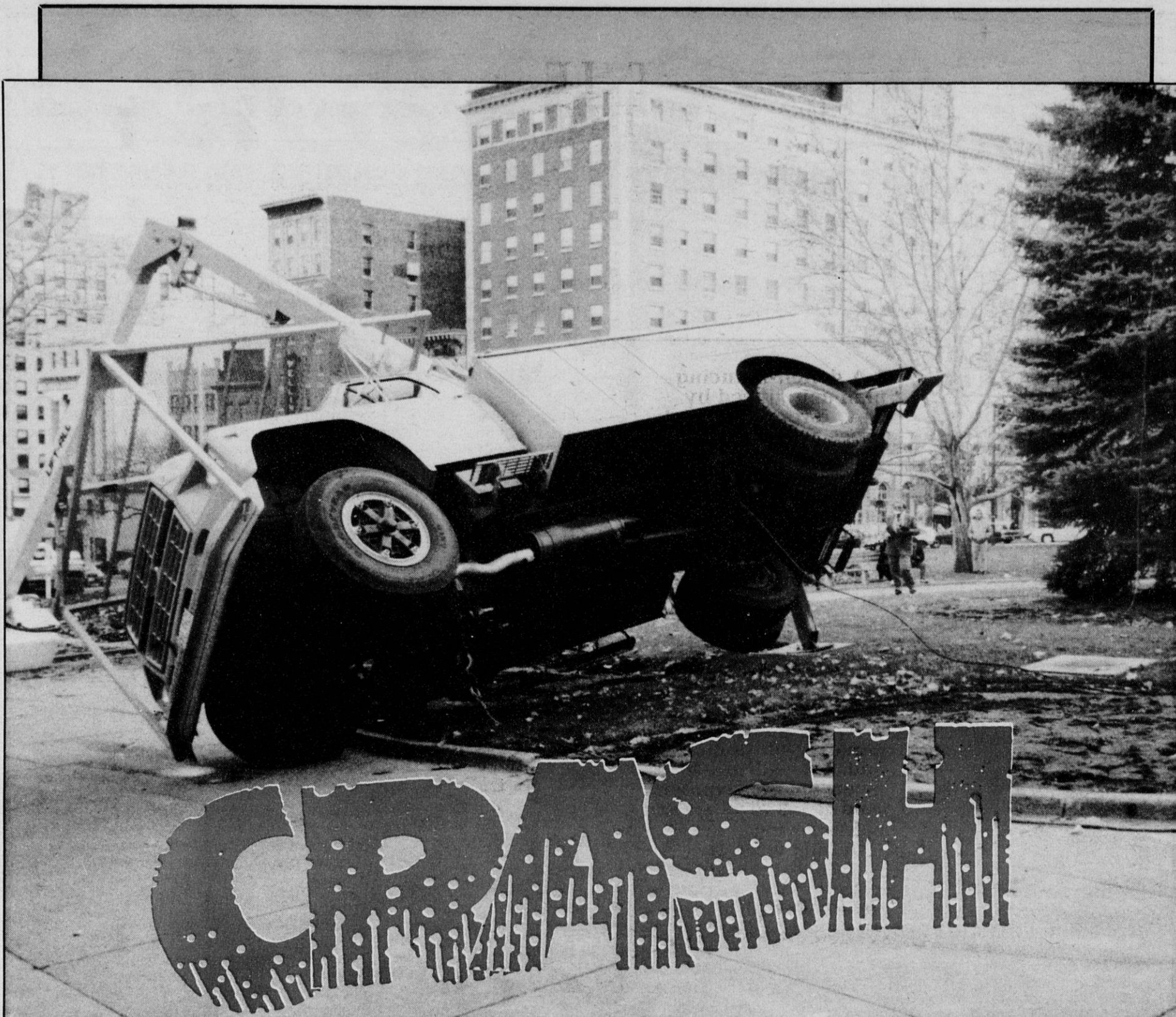
METROPOLITAN REGION 2 OFFICE
Suite 1500
11 Broadway
New York, NY 10004
(212) 514-9200

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

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

CSEA STATEWIDE HEADQUARTERS

143 Washington Avenue, Albany, N.Y. 12210
1-800-342-4146 (toll-free) (518) 434-0191
Press 5 for Current Issues Update.



Two CSEA members injured in state Christmas tree mishap

ALBANY — Danger never takes a holiday for public employees, as two state Office of General Services (OGS) employees discovered while trying to erect the official state Christmas tree outside the Capitol.

Robert Herman and Patrick Murray, both members of CSEA Local 660, were injured in a freak accident when the cherry picker bucket they were in swung out of control and the truck supporting it tipped over.

Eyewitnesses said the men were thrown from the bucket about 25 feet through the air, through a tree and onto a park bench.

Murray fractured his hip in the incident while Herman sustained a shoulder injury. Both men were

treated at Albany Medical Center.

It is still not clear why the cherry picker went out of control. OGS has called in representatives of the Hiawatha Container Company of Clay, the manufacturers of the vehicle, to help determine the cause of the incident.

OGS is conducting a thorough review and CSEA is waiting for the final report.

The incident is a stark reminder of just how dangerous the holiday season can be for public employees.

Last year, two CSEA members were killed in roadway accidents during the holiday season. A third died of a heart attack while working outside in early January. Harsh winter weather was believed to be a factor in all three deaths.