Nassau County contract ok'd

see page 3

Matthew Rodio, Alda Scujise and Jacob Jackson, from left to right, form a "V for victory" and show their pleasure after Nassau County CSEA members overwhelmingly ratified a new three-year contract. Scujise is a CSEA member in the county's Department of Parks and Recreation and Rodio and Jackson are union members in the Department of General Services.
Summary of actions taken by CSEA statewide Board of Directors

* Directed implementation of a procedure to uphold CSEA against anti-labor activities;
* Requested assurance that designated election agency be financially liable for re-running recent elections in either Regions IV or VI;
* Authorized funds to provide additional terminals for Membership Records and Finance departments;
* Authorized special mailing to retirees promoting dues deductions from pension checks;
* Granted local charters to Marcy Correctional Facility, Cayuga Correctional Facility, Southport Correctional Facility and Greene County Hospital and Nursing Home, which will be known as Columbia-Greene Medical Center Inc. Local;
* Requested president's office investigate and recommend solutions for PERB delays;
* Recommended CSEA investigate using recycled paper;
* Approved meal allowances for the Statewide Board (excluding officers) and Committee members of $8, breakfast; $12, lunch and $22, dinner, effective Oct. 1, 1990;
* Authorized erection of a monument to members killed in the line of duty.

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

Don't miss out on tuition-free courses offered by CSEA's Labor Education Action Program (LEAP).

Applications for CSEA/LEAP's tuition-free courses must be received in the LEAP office by July 23. Copies of application forms and course announcements are available from your personnel/training office or your CSEA local president.

Check Section 1 of the LEAP course announcement for details about new workshops also being offered.

If you have questions concerning CSEA/LEAP, call the CSEA LEAPLINE on Tuesdays, Wednesdays and Thursdays between 9 a.m. and 3:30 p.m. The LEAPLINE number is 1-800-253-4332.

LEAP is available only to CSEA-represented employees in the Operational Services, Administrative Services and Institutional Services units; the state Teachers Retirement System; Health Research Inc.; SUNY Construction Fund; and Division of Military and Naval Affairs.

Election results available

Complete results of the recent CSEA regional elections are available to CSEA members. Results for your local are available from your local and/or regional office. The results by local for your region are available from your regional office. The results for all regions by local may be obtained by contacting Marcel Gardner at CSEA headquarters, 1-800-342-4146 (toll free) or (518) 434-0191.

LEAP deadline reminder


Address changes should be sent to: Civil Service Employees Association, Attn: Membership Department, 143 Washington Avenue, Albany, New York 12210.

STANLEY HORNAK
Asst. Dir. of Communications

THE PUBLIC

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Headquarters
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A NEW CONTRACT
Union’s largest local says “Yes!”

Excellent salary hikes, no givebacks, fully paid health insurance retained

By Sheryl C. Jenks
CSEA Communications Associate

Members of CSEA’s Nassau County Local 830, the union’s largest local, have ratified a three-year contract retroactive to Jan. 1.

The union negotiating team stayed tough throughout protracted and often interrupted negotiations over 18 months to win a contract with no givebacks and which retains fully paid health insurance.

The new contract includes salary increases of 5.25 percent retroactive to Jan. 1, 5.5 percent the second year and between 5 and 5.5 percent the third year depending upon the Consumer Price Index. About 14,800 Nassau County employees are covered by the contract.

What it’s all about

“We fought long and hard for this agreement,” said Local 830 President Rita Wallace. “Our membership was unified and we deserved and got a good package. The membership is happy and that’s what it’s all about.”

Negotiations stalled several times, eventually went to impasse and was in the mediation process when the settlement was reached. Hundreds of CSEA members turned out to protest delaying tactics by the county in a demonstration held shortly before the agreement was reached.

CSEA Collective Bargaining Specialist Irwin Scharfield applauded the union’s 18-member negotiating team for “a job well done under difficult circumstances.”

CSEA statewide President Joe McDermott, newly named president of the labor/management New York State Public Sector Coalition on Health Benefits, congratulated negotiators for working out retention of fully paid health insurance.

“Escalating health care costs represent one of the biggest threats to the welfare of workers. Our objective is to provide the maximum protection possible for employees. They did a nice job of that in Nassau County,” McDermott said.

CSEA negotiating team members included Scharfield, Wallace, Diane Calabritto, Lou Dramas, Tom Cargullo, Jack Geraghty, Alice Groody, Dennis Hesse, Frank Iadevia, Alona Irby, Joan Kleila, Bruce Kubart, Beth Luttinger, James Matteli, Ralph Spagnolo, George Walsh, Joel White and Jean Wichmann.

“We really worked together as a team,” Scharfield said. “Unity, that’s what unionism is all about.”

The new contract includes:

- Increased uniform allowances
- Increased meal allowances
- Full pay for accrued sick leave up to 190 days upon leaving county service
- Increased benefits for part-timers
- Improved leave entitlements
- Increased protection against subcontracting

Additionally, the labor/management committees will recommend proposals on child care, flex time, tax deferrals, smoking policy, health care cost containment and an Employee Assistance Program.

Under terms of the contract, employees in pediatric triage, social service emergency service, psychiatric wards and fire inspection will have their emergency and standby rates increased by the same percentage as the base wage increase for each year of the contract.

EAST MEADOW — A lot of employees at the Nassau County Medical Center (NCMC) have apparently made incorrect assumptions about the identity of a NCMC employee referred to in a story in the previous edition of The Public Sector.

Many employees apparently believe the individual, whose name was withheld and who was referred to only as a supervisor in the story, is supervisor Kevin Gleason. They are wrong, Gleason is NOT the unnamed supervisor referred to in the story.

Publication of the story created an uproar among many NCMC employees because CSEA members at the facility are involved in trying to solicit donations and otherwise assist Gleason, who is suffering from serious complications from a back problem.

The story concerned CSEA’s successful arbitration win which reinstated Rosetta Shepard, a patient care assistant, to her job with 14 months back pay and her seniority restored.

CSEA took the Shepard case to arbitration after the county improperly fired her on charges of insubordination and fighting with another employee. The county did not discipline the other employee, described as a supervisor. Shepard claimed that the supervisor had struck and knocked her to the floor during an altercation between the two which began with the supervisor shouting at her and calling her names.

Kevin Gleason is the supervisor of the area where Shepard worked at the time of the incident, and many NCMC employees assumed that the unidentified supervisor in the story was Gleason. The fact is, the supervisor involved in the Shepard incident is a male registered nurse and is NOT Gleason.

Assumptions misguided over supervisor’s identity
CSEA PRESIDENT JOE McDERMOTT tells members of the New York State Public Sector Coalition on Health Benefits that health care costs must be contained while providing maximum health care protection for workers. Seated at right is New York City Mayor David Dinkins, who also addressed the conference. McDermott is the new president of the Coalition.

Joe McDermott heads up NYS Public Sector Coalition on Health Benefits

Health care costs threaten labor and management

"Escalating health care costs represents one of the greatest threats today to the well-being of employees and the budgets of employers. It's not always easy for labor and management to cast off their traditional adversarial roles and work cooperatively, but the problem of increasing health care costs requires it."

That was the message from CSEA President Joe McDermott recently to members attending a conference of the New York State Public Sector Coalition on Health Benefits. McDermott is the newly-named president of the labor/management Coalition which represents more than 2 million employees, retirees and dependents in New York state who receive more than $2.5 billion in health care benefits. CSEA has actively participated in the coalition since it was established by Gov. Mario Cuomo in his 1986 State of the State message to the state legislature.

McDermott will lead the Coalition during the next year in its capacity as a clearinghouse for health benefits information, provider of research data on employee health care plans and delivery systems and the voice for public sector interests within the health care delivery industry and the legislature.

"Labor and management share the same goal; we all want access to quality health care at an affordable price," McDermott said to Coalition representatives and guests attending the conference. "Workers and their families need the protection and security health insurance provides. Employers know that in terms of employee morale and productivity, good health insurance is vital."

A long, hot summer possible as Albany County talks lag

ALBANY — With contract negotiations affecting 1,000 CSEA members in Albany County delayed and at impasse, and with CSEA's sister union AFSCME engaged in an uphill struggle in contract talks with the City of Albany, the Albany County Central Federation of Labor has added its weight to the battles.

The Central Federation unanimously adopted a resolution backing CSEA and AFSCME and supporting agency shop at the city and county level in Albany.

CSEA Capital Region President C. Allen Mead said he was pleased with the actions of the Central Federation of Labor but predicted that more than words may be necessary before the seemingly disinterested city and county politicians see the light.

"Unless a new political leader steps forward in Albany County to resolve this situation," Mead said, "I think all of our members will have to stand together in November and express their feelings to the 'let them eat cake' attitude of the politicians.

"CSEA has nearly 10,000 registered voters living in Albany County, and with the involvement of the Central Labor Federation we have 100 more unions and their members who support fair treatment of workers and unions in this area," Mead warned.

CSEA Albany County unit leaders have been attending recent county legislative meetings to remind elected officials that the employees need and deserve a new contract.

"We'll be there stronger than ever in July if we don't have a contract by then," said Marge Flynn, CSEA Social Services Unit president.

"It looks like another long, hot summer in Albany County; maybe the hottest in a long time," Flynn said, hinting that full scale protests might become a feature at future county functions if the impasse is not settled soon.

CSEA REGION IV President C. Allen Mead said strong words help but warned decisive action might be necessary to win new contracts in Albany County.

4 June 25, 1990
SOME OF THE MORE THAN 200 East Meadow School District employees who turned out to protest plans to reduce hours for part-time workers and eliminate their benefits are shown in photo at left. Above, CSEA Labor Relations Specialist Jim DellaRocca is flanked by CSEA Custodial Unit President Doug Green, left, and Clerical Unit President Lynn Werle, right.

Some East Meadow Members Fight for Part-Timers

They’re expected to do same work for less money with no benefits

By Sheryl C. Jenks
CSEA Communications Associate

EAST MEADOW — CSEA has filed Improper Practice charges seeking to prevent a Long Island school district from arbitrarily eliminating benefits for part-time employees by reducing their working hours.

CSEA is also charging the school district with violating the Taylor Law by announcing plans to eliminate the position of chief of security and transferring those responsibilities to an administrator.

The East Meadow School District budget calls for a reduction in working hours for part-time workers from four hours to three and one-half hours. That would mean part-time employees would be stripped of their benefits. The workers are represented by the East Meadow School District Clerical and Custodian Units of CSEA Nassau County Local 830.

"The district would not have to provide benefits to any employees who work less than four hours," CSEA Labor Relations Specialist Jim DellaRocca said. "They want to balance the budget on the backs of part-time workers.

Reducing the workday for part-time employees would be a change in the terms and conditions of employment, which the district would have to negotiate with the union, DellaRocca said.

20 now, many more later

About 20 part-time district employees would be affected this year, and nearly 50 workers would lose their benefits as the plan is phased in over the next few years.

Nearly all the 225 district employees represented by CSEA turned out for a union-sponsored demonstration to protest plans to reduce the part-timers’ hours and discontinue their benefits.

Solidarity among workers

"I don’t think the administrators thought those part-time people meant anything to the full-timers, but they were wrong," CSEA Unit President Doug Green said. "We’ve worked with these part-timers for years and we care about them as union members and as friends.

"You just don’t do this to people," Green said. "Some of these employees have been here 15, 20 years. For a few dollars the board sold out the morale of the entire school district and they didn’t even look into other ways to find some money."

A despicable act

"I think this is a despicable act which shows a total lack of concern for these employees, who are also residents and taxpayers here," said Lynn Werle, president of the CSEA clerical unit.

"I have people crying to me every day. They can’t eat, they can’t sleep. They’re so worried about losing their benefits." Werle said. "I have one member who is getting cancer treatments. What will happen when that insurance runs out?"

Monroe-Woodbury members upset over a long delay in getting new contract

SMILING FOR THE CAMERA but aching on the inside are these Monroe-Woodbury School District employees in Orange County. About 150 bus drivers and blue collar workers have been without a contract since last July and negotiations have been at impasse since November.

Is that fair?

"These people will be expected to do the same work for less money and no benefits. How can anyone see that as fair and just treatment?" asked CSEA’s DellaRocca.

Werle and Green both said they do not think the majority of district residents want part-timers to lose their benefits.

"These people are their neighbors, their friends and their families," Werle said.
ALBANY — Despite the problems with the 1990-91 state budget, the package does include two important wins for CSEA members.

**PESH enforcement**

The budget included a change that allows the state Commissioner of Labor to fine public employers who fail to correct violations of the Public Employee Health and Safety (PESH) Act in a timely manner.

For minor violations, fines can be as high as $50 a day for every day that corrections are not made once the deadline set by the labor commissioner has passed. For serious violations, the fine can go as high as $200 a day. This legislation puts teeth in the PESH law. Without fear of fines and strong enforcement, public employers had no real incentive to correct dangerous conditions in the work place.

**OCA incentive**

While strongly opposed to the retirement incentive offered to most state employees, CSEA has praise for the option offered to Office of Court Administration employees.

OCA employees eligible to retire may take one month's credit for every year of service up to 36 months. No OCA titles are targeted, which means all eligible OCA employees can take advantage of the incentive. And positions left vacant by OCA employees who take the incentive will not be eliminated, as is happening in executive branch agencies.

OCA employees can ignore the complex and unfair delayed early retirement program that "offers" employees the chance to work full time for only 60 percent of their pay.

**Other victories**

CSEA has successfully fought passage of a bill which would have increased opportunities for contracting out in the state Office of General Services (OGS).

The bill would have allowed OGS to avoid competitive bidding on contracts for emergency construction up to $100,000. The current limit is $40,000.

The bill has been set aside in committee, which means it won't get to the legislature floor for a vote.

"This was an obvious attempt to increase contracting out without sufficient oversight," said Larry Scanlon, CSEA director of legislative and political action. "We're happy to see that it's going nowhere."

**Retiree income level**

Public employee retirees can now earn more money in addition to their pensions.

CSEA succeeded in supporting a bill which raises the income limit for retirees who are still in public service from $8,880 to $9,360.

"Many retirees must have part-time jobs just to get by," said Fran Turner, CSEA's legislative counsel. "This amount is more realistic and conforms with federal regulations."

CSEA President Joe McDermott has spoken out often of his determination to protect retiree health benefits. He is now president of the state Public Sector Coalition on Health Benefits (see page 17).

"Secure health care benefits for retirees must be protected under law," McDermott said. "Any erosion of benefits is not only unfair, but cruel. We will continue to work for appropriate legislation."

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**Victory for nurse aides**

CSEA has won a legislative victory for nurse aides across the state.

Under a new law passed this month, nurse aides are not responsible for paying for competency training and testing.

To meet federal funding requirements, the state last year passed regulations for nurse aide competency that required certain levels of training and competency evaluations. However, the legislation passed last year didn't specify who would pay for the training and testing.

CSEA continued to pursue the issue this legislative year to be sure that nurse aides would not be burdened with the training and testing fees.

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**Retiree insurances a priority**

CSEA is continuing to lobby the state Legislature on retiree health benefits.

Once retired, public employees count on continuation of health benefits from their former employer, but more and more, employers are backing out on that responsibility. School districts particularly have been cutting some or all of their contributions to retiree health insurance.

That leaves retirees, already struggling on fixed incomes, to foot the steep costs of health insurance.
ALBANY — Improving child care opportunities in New York state has long been a top CSEA priority. Now the state Legislature is helping to create those opportunities.

Two bills are awaiting the Governor’s signature which would increase grant and loan options for day care centers and a third is moving through both the Senate and Assembly.

One bill, once signed into law, will extend the program that provides grants for intergenerational day care programs. The grants will be used to develop child day care programs at senior citizen health care facilities.

“These grants do three things — provide desperately-needed child day care, expose children and older people to those of different generations and allow us to make the most of a valued resource — our senior citizens,” said CSEA statewide Secretary Irene Carr. “The children and senior citizens have a lot to offer each other and we add to the day care solution at the same time.”

CSEA is also in favor of a second child-care bill on the Governor’s desk, which will provide for start-up grants to all day care centers. Current law allows grants only for centers for school-age children.

CSEA is pushing for another child care bill which is in the Assembly Ways and Means Committee and on third reading in the Senate. This bill would allow public authorities to loan money to child care facilities for start up, rehabilitation or building.

“We need all the help we can get in getting more day care centers started,” Carr said. “This is just one more step to getting sufficient, quality child care.”
Union says county coerced employees

Appellate Division reinstates CSEA’s lawsuit against Schoharie County over appointments

Did Schoharie County coerce the top three scorers on an open competitive examination to decline appointments so the county could then appoint two provisional employees to vacant motor vehicle positions?

CSEA thinks so, and the state’s second highest court has ordered a hearing to look into the union’s charges.

The Appellate Division of State Supreme Court reinstated a lawsuit brought by CSEA against Schoharie County over the hiring of the two motor vehicle employees last year. On an appeal by the union, the Appellate Division reversed a previous decision by State Supreme Court Justice Harold J. Hughes that dismissed the lawsuit.

A hearing ordered

The case was sent back to state Supreme Court to hold a hearing to determine whether the county coerced CSEA members Jane Becker, Holly Vitola and Kay Yanson into declining appointments to the Grade 10 Motor Vehicle Representative I positions.

CSEA charged Schoharie County violated the merit and fitness requirements of Civil Service Law by convincing the top three scorers on the open competitive examination to decline appointments in order to name two provisional employees in the county’s motor vehicle office to the positions. Becker, Vitola and Yanson are permanent employees in other Schoharie County departments.

CSEA attorney Paul S. Bamberger charged that interviews by the county were unfair because they were conducted in a way that coerced the three into declining appointments to the positions. The three also were not given adequate opportunities to consider whether to accept appointments, Bamberger said.

The union attorney said the county intended to appoint the provisional employees all along and conducted the interview process toward that end.

A pleased trio

"I feel good about the overturn of the original decision," Becker said. "I have no idea about the county’s reaction, but I feel good."

"I like it," Vitola said. "I don’t care if they (the county administration) don’t like it. Now they feel like I did when I did not get the job. They make us obey the rules and regulations to the letter. It’s nice to see them made to follow the law also."

"I’m happy, it’s nice to see it reversed," Yanson said. "It’s nice to see something go the way of the worker and not management."

County clerk faulted

Bamberger, who argued CSEA’s case before the Appellate Division, said Becker, Vitola and Yanson were also coerced by threats made prior to the interviews by Schoharie County Clerk Forest Wollaber.

"County Clerk Wollaber acted like he thought he was above the law," Bamberger said. "He threatened to close the county’s motor vehicle office before he would comply with the civil service law and choose among the three individuals on the top of the certified civil service list. We argued that such arrogant disregard for the law should not be condoned by the courts."

Bamberger worked with CSEA attorney Stephen Crain to write the union’s brief submitted to the Appellate Division.
Worth another look

CSEA appeal leads to encouraging developments for stationary engineers

When the state Civil Service Department said no upgrading for stationary engineers last fall, CSEA was shocked, then angered.

But the union didn’t accept that answer and appealed to the Civil Service Commission. As a result of CSEA’s effort and a strong presentation to the commission, there are now encouraging developments.

The commission has sent the issue back to the Civil Service Department’s Division of Classification and Compensation and ordered them to take a closer look at the situation. The commission also urged that this be done without delay.

“We know we have a strong case and we’re glad the commission recognized it by taking this action,” said CSEA President Joe McDermott. “But Class and Comp stalled for three years before saying no the last time and CSEA is not going to stand for them dragging it out again.

“All they have to do is look at the facts and it’s clear the upgradings are merited,” McDermott said.

CSEA’s presentation to the Civil Service Commission stressed that changes in technology and workplace environmental controls have required continuing increase in knowledge and skills by the stationary engineers.

“The stationary engineers are responsible for the safety, health and comfort of thousands on people everyday — in some places, 24 hours a day,” said SUNY Stony Brook’s Frank Celentano a member of the CSEA special committee on the stationary engineer appeal.

“We have to know how the systems are working at all times and be able to fix any problem or there’s hell to pay,” he said.

“The changes in technology make the job more complex, not easier,” said New York Psychiatric Institute’s Tony Bailous, another member of the committee. “Automation has given us a whole new field. Now we have to understand electronics and computers in addition to mechanics.”

Stationary engineers must also receive training in building and fire codes, asbestos handling and emergency response activities to name just few areas.

CSEA’s case for an upgrading for stationary engineers received a boost from the Office of General Services (OGS). OGS representatives told the commission that the agency agrees with CSEA 100 percent on this issue.
When it comes to asbestos, you can’t take the health risk seriously enough. Several new studies, including a detailed health examination of New York City asbestos workers and new cases of lung disease and lung cancer in the wives and children of asbestos workers, are evidence that exposure to asbestos should be strictly controlled. The New York City employees, who work in settings similar to Harrington’s, have more asbestos exposure than expected.

The study was conducted by the Mount Sinai Medical Center Occupational Health Clinic. It backs up the results of similar studies in Boston and San Francisco.

The study of the 680 custodians examined, 28 percent showed lung scarring consistent with asbestos exposure. Thirty-nine percent of the custodians with 35 or more years of service showed lung scarring.

Asbestos is a non-ferrous mineral that is fireproof and strong. There are, however, steps that these workers should take (see below).

1. Prevent or reduce further exposures. The more you are exposed to asbestos, the more likely you are to develop asbestos-related disease and the sooner you are likely to become sick. Reduce future exposures. Your chances of developing asbestos-related disease will be decreased.

2. Stop Smoking. Asbestos and cigarettes are a dangerous combination. It is estimated that smoke containing asbestos increases your chances of developing asbestos-related disease and the sooner you are exposed to asbestos, the more likely you are to develop asbestos-related disease.

3. Starting 15 years after your first exposure to asbestos, get a medical check-up once a year. Make sure you see a doctor who knows about asbestos-related diseases. Your examination should include the following:
   - Your medical history
   - Your work history
   - Chest X-rays
   - Breathing tests
   - Stool test for blood

4. Get yearly flu shots and take antibiotics for lung infections. If you already have a history of asbestos, lung infections like flu and bronchitis can cause serious health problems. Make sure you see a doctor if you get a chest cold.

5. If you develop the following symptoms, see a doctor right away:
   - Persistent hoarseness
   - Persistent coughing
   - Persistent breathlessness
   - Coughing up blood
   - Fatigue in your chest or abdomen
   - Significant weight loss
   - Change in bowel habits

This may be symptoms of asbestos-related illness which your doctor should evaluate further.

"Asthma problems are going to be with us for a long time," he said.

"Asbestos problems are going to be with us for a long time," Harrington said. "No one knew this stuff was dangerous," he said. "We had to blow it out of our hands," Harrington said.

"Asbestos is a non-ferrous mineral that is fireproof and strong. There are, however, steps that these workers should take (see below).

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Accuracy at issue in asbestos diagnosis

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"Asbestos problems are going to be with us for a long time," Harrington said. "No one knew this stuff was dangerous," he said. "We had to blow it out of our hands," Harrington said.
Hundreds of CSEA members from New York City, Long Island and the metropolitan suburbs were scheduled to join with massive crowds expected to welcome black nationalist leader Nelson Mandela to New York City and the United States.

Under a huge CSEA banner and wearing large "CSEA welcomes Mandela" buttons, CSEA members were poised to roar their approval as Nelson and Winnie Mandela rode up Broadway in a ticker tape parade as this issue of The Public Sector went to press.

CSEA members were also expected to line the route of a motorcade through Brooklyn and join with tens of thousands of well-wishers at rallies in Harlem and Yankee Stadium.

The Mandelas came to New York in the midst of a tour of Europe and North America.

"The eyes of the world will be turned to New York City, and I'm so proud of CSEA's role and the support of our members in showing the world that we believe so strongly that apartheid must end now," said CSEA President Joe McDermott.

Many CSEA members will have another opportunity to see the Mandelas later this month when the anti-apartheid leaders make an appearance at AFSCME's convention in Miami. More than 220 CSEA delegates will attend the AFSCME convention.

CSEA Region II Director Alan Jennings served as a member of the New York Anti-Apartheid Nelson Mandela Welcoming Committee. Willie Terry, chair of CSEA's Statewide Anti-Apartheid Committee, helped coordinate CSEA's involvement in the New York City welcome.

"I'm so proud of CSEA's role and the support of our members in showing the world that we believe so strongly that apartheid must end now."

—CSEA President Joe McDermott
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You can spend between $800 & $2,500 on a Camcorder depending upon the format & operating features which are currently available.

**CAMCORDER FORMATS:**
- **VHS Camcorder** — full size VHS models allow you to record up to 2 hours & 40 minutes in the SP (standard play) mode with a T-160 cassette. To play the tape back just slip it into a standard VHS VCR. These units are a bit bulky, weighing between 5 & 8 pounds, requiring you to rest the unit on your shoulder while shooting. VHS offers decent picture clarity - 240 lines of horizontal resolution.
- **SUPER VHS** — they are more expensive than VHS models (approximately $1,800) but offer better picture clarity, using a special cassette with 400 lines of horizontal resolution.
- **VHS-C** — designed for people who want to use a lighter Camcorder - weight 2½ to 4 pounds. This Camcorder can be held comfortably in the palm of your hand. They use cassettes that are about the size of a pack of cigarettes. These tapes offer the same picture quality as the regular VHS cassettes & can be played back via standard VHS VCR — although you have to place the cassette in an inexpensive adapter.
- **SUPER-VHS-C** — for superior picture quality (like the bulkier Super-VHS) there are several makes to choose from; however, the cost is $2,000 or more. One drawback to the VHS-C format is its 20-minute record time in the SP (standard play) mode. You can tape up to an hour in EP (extended play) mode, but you will sacrifice picture clarity.
- **8mm Camcorder** — like VHS-C models, most 8mm format Camcorders are light enough to hold in the palm of your hand, weighing between 2 & 4 pounds. The 8mm tape offers 270 lines of horizontal resolution (versus the VHS 240) & the Hi Band 8mm (Hi8) offer 400 lines of horizontal resolution, which is comparable to the Super VHS. However, to play back on 8mm cassette, you need an 8mm VCR hooked up to a TV. Another playback option: Most Camcorders can simply be connected to your TV (if it has audio & video inputs) allowing you to playback your 8mm video — or you can make a VHS dub by connecting the 8mm Camcorder to a VHS deck. The drawback for this last option is a loss in picture quality.

**Important Operating Features:**
- **HIGH SHUTTER SPEED** — allows you to capture more detail during fast moving action.
- **AUTO FOCUS** — which should be a standard feature.
- **WHITE BALANCE** — keeps the color of images true to life.
- **POWER ZOOM** — a 6 to 1 zoom is standard, higher priced models offer 8 to 1 & 10 to 1 zoom capability.
- **DO NOT BUY A MODEL THAT DOES NOT HAVE THE BASIC FEATURES MENTIONED ABOVE!**

**Additional Operating Features:**
- **Auto Fade In/Out** for smooth opening & closing of scenes.
- **Back Lighting Compensation** insures proper lighting when light source is behind subject.
- **Character Generator** for adding titles & credits.
- **Digital Superimpose** for adding color graphics.
- **Electronic-Image Stabilizer** a VHS feature that reduces picture jitter caused by user's movement.
- **Flying-Erase Head** for smooth editing from scene to scene.
- **Image Mix** allows the combining of a still frame with live action.
- **MIC/Mixing** for inserting narrative after you have finished recording.
- **Retake Button** for quick return to the beginning of a scene.
- **SYNCRO-Edit Switch** enables Camcorder to control VCR when dubbing a tape.

**SHOPPING TIPS:**
1. Never decide on a model without trying it out to discover whether it is awkward to handle or difficult to operate.
2. When you have a definite Camcorder model in mind call UBS — your Discount Shopping Service — to get the best price on your new Camcorder as well as thousands of brand name items!

**1-800-336-4UBS**

**While inventory lasts, THIS MONTH'S "BEST BUYS" FROM UBS ARE:**

- **SHARP CAMCORDER** — $799 + tax and shipping
- **12 to 1 power zoom, HQ picture system, Flying erase head, High shutter speed, Auto focus, White balance, Fade in/out.**
- **EMERSON AIR CONDITIONER** — $319 + tax and shipping
- **Energy rating 9.5 EER, 7300 BTU. **
- **RCA-VCR** — $274 + tax and shipping
- **4 tape heads, 155 channels, on-screen display.**

**13.**

**Another CSEA member benefit that will save you money!**

_Smart shopper consumer tips from UBS_

The following money-saving consumer tips are from United Buying Service (UBS) International, CSEA's official discount shopping service. Approximately every other month, UBS will provide, in The Public Sector, tips on how to shop for various categories of products and services. Whenever possible, a list of "best buys" in that category will also be published.

Remember — UBS offers the best prices on a wide variety of consumer items. As a CSEA member you can use UBS to do your shopping and buying right over the phone: toll-free!

**DO NOT BUY**

**UNITED BUYING SERVICE INTL**

**CALL 1-800-336-4UBS**

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.
Eighteen $500 college grants awarded to members’ children

Eighteen sons and daughters of CSEA members have been named winners of $500 Irving Flaumenbaum Scholarship Awards for 1990. The scholarships are awarded annually to three graduating high school seniors in each of the union’s six regions. Children of CSEA members are eligible for the scholarships.

CSEA Special Memorial Scholarship Committee Chair Diane Lucchesi said winners have been notified and arrangements are being made for CSEA regional presidents to present awards to winners in their regions.

Following are the 1990 winners of the Irving Flaumenbaum scholarships:

**Region I scholarship winners**

JENNIFER AVITABLE of Coram is a graduate of Longwood Senior High School. She is the daughter of Phyllis Avitable, a clerk typist at Longwood Central School and a member of CSEA Local 870.

ROBERT MILAZZO of Mattituck is a graduate of Mattituck High School. He is the son of Marie Milazzo, a secretary in the Mattituck-Cutchogue Union Free School District and a member of CSEA Local 870.

TRICIA D. GREENE of Levittown is a graduate of Island Trees High School. She is the daughter of Patricia A. Greene, a clerk-stenographer at SUNY Farmingdale and a member of CSEA Local 606.

**Region II scholarship winners**

EDWARD O’BRIEN of the Bronx, is a graduate of Cardinal Spellman High School. He is the son of Marguerite L. O’Brien, a principal clerk at SUNY Maritime and a member of CSEA Local 010.

JENNIFER HIKELIN of Brooklyn is a graduate of Edward R. Murrow High School. She is the daughter of Laura Hikelin, a clerk with the state Insurance Fund and a member of CSEA Local 351.

MICHELLE J. LIEBERMAN of Rockaway Park is a graduate of Midwood High School. She is the daughter of Harvey R. Lieberman, a pharmacist aide at Creedmoor Hospital and a member of CSEA Local 406.

**Region III scholarship winners**

STEPHEN MURPHY of Blauvelt is a graduate of Tappan Zee High School. He is the son of Bridget Murphy, a food service worker at Rockland Psychiatric Center and a member of CSEA Local 421, and of Thomas Murphy, a maintenance mechanic at South Orangetown Central School District and a member of CSEA Local 844.

ANNIE CHANG of Wappingers Falls is a graduate of Fox Lane High School. She is the daughter of Lichen H. Chang, an account clerk at Dutchess County Department of Social Services and a member of CSEA Local 814.

MICHAEL MALARSKI of Slate Hill is a graduate of Minisink Valley High School. He is the son of Mamie Malarski, a teacher aide at Minisink Valley Center School District and a member of CSEA Local 836.

**Region IV scholarship winners**

JULIE GIBBS of Newcomb is a graduate of Newcomb Central High School. She is the daughter of Sharie L. Gibbs, a keyboard specialist with the Department of Environmental Conservation and a member of CSEA Local 116.

CHRISTINE JAROSZ of Cohoes is a graduate of Cohoes High School. She is the daughter of Louise Jarosz, a secretary with the Cohoes City School District and a member of CSEA Local 601.

SRIDHAR M. DURBHIKULA of Latham is a graduate of Shaker High School. He is the son of Geetha D. Muralidhar, a clerk with the state Department of Environmental Conservation and a member of CSEA Local 655.

**Region V scholarship winners**

SHEFFY ROSS of Endwell is a graduate of Maine-Endwell Senior High School. She is the daughter of Beverly Ross, a stenographer at Maine-Endwell Central School District and a member of CSEA Local 866.

ISHI E. BUFFAM of Moravia is a graduate of Southern Cayuga High School. He is the son of Laura Buffam, a caseworker with Cayuga County Department of Social Services and a member of CSEA Local 806.

REBECCA STILLWELL of Tully is a graduate of Tully Central High School. She is the daughter of Barbara Stillwell, an account clerk with Cortland County and a member of CSEA Local 812.

**Region VI scholarship winners**

WILLIAM B. SCHMITT of Cheektowaga is a graduate of Maryvale High School. He is the son of Genevieve A. Schmitt, a food service helper at Maryvale School District and a member of CSEA Local 866.

KEVIN J. WISE of Niagara Falls is a graduate of LaSalle Senior High School. He is the son of Betty Wise, an office aide at the Board of Education and a member of CSEA Local 872.

BRIAN J. HORVATH of West Seneca is a graduate of The Park School. He is the son of Sharon M. Horvath, a clerk typist at the Town of West Seneca and a member of Local 815.

The next edition of The Public Sector will be dated July 23. The July 9 and August 6 editions are being deleted and The Public Sector will be published monthly during July and August. Bi-weekly publication will resume with the August 20 edition.
JERRY CLARK
MEMORIAL
SCHOLARSHIP

Children of CSEA members eligible to apply

AFSCME, CSEA’s international union, is offering a new scholarship in memory of Jerry Clark, the late director of political action, as a tribute to his outstanding contribution to AFSCME’s political program and to his deep and abiding commitment to the labor movement and civil rights.

The Jerry Clark Memorial Scholarship Program will award a scholarship of $10,000 per year for the junior and senior years of study to one student majoring in political science. The award also includes an internship at AFSCME International headquarters.

Candidates must also be the child of an AFSCME member.

Completed applications must be postmarked no later than July 15, 1990. The winner will be announced Aug. 1.

To get a copy of the application form, contact:
Jerry Clark Memorial Scholarship Program
ATTN: Education Department
AFSCME
1625 L Street, N.W.
Washington, D.C. 20036

1. The scholarship will be awarded to one student majoring in political science for their junior and senior years of study.

2. The amount of the scholarship will be $10,000 per year for the junior and senior years and will be applicable to whatever university/college the student chooses.

3. The chosen student will be given an opportunity to intern at the International Union headquarters in the Political Action department during the summer between their junior and senior year or for one semester during their junior or senior year.

4. The criteria for selection will be the following:
   a. The student must be a child of an AFSCME member.
   b. The student must have a Grade Point Average of 3.0 or above.
   c. The student must be a political science major.

5. All students who apply by the deadline and who meet the minimum requirements stated above will be eligible for the scholarship. The names of each qualifying student will be placed in a blank, sealed envelope and placed in a box. The winner will be selected by lottery at a specially called meeting of the AFSCME Scholarship Committee on or before June 15th.

6. The deadline for application for the first scholarship award will be July 15, 1990. The first award will be made on August 1, 1990. Thereafter the deadline for applications will be July 1st of each succeeding year.

7. Contributions to the fund are welcome and should be made out to the “Jerry Clark Memorial Scholarship Fund” and sent to AFSCME International Headquarters.

Orange County Unit awards scholarships

GOSHEN — Three college-bound high school seniors in Orange County have $500 toward their college tuition thanks to the CSEA Orange County Unit of CSEA Local 836.

Eric Bortz, Tara Green and Stephanie Stevens are the 1990 recipients of the unit’s awards.

Bortz, a graduate of Highland High School, is the son of Julia Bortz, a Department of Social Services (DSS) employee.

Green, a graduate of Washingtonville High School, is the daughter of Arlene Vandermeulen, a DSS employee.

Stevens, a graduate of Valley Central High School, is the daughter of Diane Stevens, another DSS employee.

Unit Scholarship Committee Chair Vera Green said the applicants were chosen based on their academic standing and their personal efforts. This is the second year the unit has awarded scholarships.
ALBANY — After an attempt to reach a settlement in CSEA’s lawsuit against the state over the Secretary 1 and 2 civil service examination, the case is now back in court.

“It would have been in the state’s best interest to reach a fair settlement on this issue,” said CSEA President Joe McDermott. “The whole reclassification has been a nightmare and thousands of employees are demoralized. Reaching a settlement would have been a way to repair some of the damage.”

Instead, the issue will be decided in state Supreme Court.

CSEA’s legal action initially sought to block the civil service exams for the newly created secretarial titles because thousands of CSEA members already qualify for the positions without needing the exam. Most of those members are bogged down in the state’s complicated and confusing reclassification process.

When the judge refused to grant an injunction to stop the test, CSEA pressed on with the case to stop the test results from being used until the reclassification of all eligible workers is completed.

While CSEA continues its legal action, members can also act. CSEA suggests that its members who are doing secretarial work without the title file an out-of-title grievance.

Here’s what you should keep in mind:

*Let your reclassification application take its course, but file for the out-of-title pay in the meantime. The two procedures are separate and distinct.

*To qualify for out-of-title pay, you must be performing the duties of the higher paying job at least 40 percent of the time. Compare your job duties to the Secretary 1 and Secretary 2 job specifications.

*You probably stand a better chance of qualifying for the out-of-title pay if your agency supported your reclassification application.

*In filing your out-of-title grievance DO NOT list “reclassification” as the remedy sought. It’s a different procedure. In the out-of-title grievance you are seeking to have the state end the out-of-title work or pay you accordingly.

*Out-of-title pay is only retroactive for 15 calendar days prior to the filing of your grievance, so the sooner you file, the better.
63,000 CSEA members receiving $2 million in group life refunds

Refund checks totaling $2 million, issued by the CSEA Basic Group Life Insurance Plan, have been mailed to more than 63,000 eligible CSEA members.

Refund checks were mailed the week of June 18 directly to the insured member's home address on file with CSEA. To be eligible for the refund, CSEA members must have participated in the Basic Group Life Plan from Nov. 1, 1988, through Nov. 1, 1989.

This year's total raises to $19,600,000 in group life refunds included with the refund of contribution by completing the application which was under age 70 may apply for the increase under the program. CSEA members can use any attorney he or she chooses. Many of the services also are covered dependents. Allowances include general legal consultations, real estate closings, wills, landlord disputes, adoptions, non-business contracts, personal bankruptcy, traffic violations and domestic relations, among others.

Again this year CSEA is conducting a special increase offer to qualified insured members to increase their Basic Group Life Insurance coverage to $25,000, the maximum benefit available under the program. CSEA members under age 70 may apply for the increase by completing the application which was included with the refund of contribution checks.

Questions concerning the refund or the special increase offer should be directed to the CSEA Insurance Department, Capitol Station Box 7125, Albany, New York 12224. Include your name, Social Security number and current address. Name or address changes during the past year should also be noted.

Special features of the CSEA Max 25 Basic Group Life Insurance Plan include low group premiums; up to $25,000 of coverage; convenient payroll deduction; double benefit for accidental death; triple benefit for accidental death on a common carrier; and waiver of premium for qualified disability.

One of the most innovative programs offered by the CSEA Employee Benefit Fund (CSEA EBF) — PACKAGE 7 — recently marked its fifth anniversary.

PACKAGE 7 includes seven benefits plans and covers several CSEA local government bargaining units throughout CSEA's Long Island Region. The deluxe benefit package is now being offered to all CSEA political subdivision units across the state. PACKAGE 7 can be obtained by CSEA units through negotiations at the bargaining table.

PACKAGE 7 includes benefits for Dental, Vision, Prescription Drugs, Legal Services, Annual Physical Examination, Hearing Aid and Maternity Allowance.

Employees and CSEA bargaining unit officers interested in information about PACKAGE 7 and assistance in negotiating for it should call CSEA EBF at 1-800-EBF-CSEA (toll free) or (518) 463-4555.

THE DENTAL PLAN was updated recently by increasing allowances for more than 130 dental procedures. The annual maximum of allowances was increased to $1,800, 200 for each eligible family member.

THE MATERNITY CARE benefit pays $200 upon the birth of a child. If both parents are members of the Fund, the payment is $400.

Family health care has always been the primary concern of CSEA EBF. In these days of rising health care costs, CSEA EBF continues to help employees meet the financial responsibilities of health care for themselves and their families.

PACKAGE 7 is one of the ways that is being accomplished, and is a prime example of what can be accomplished through effective bargaining.
Look out, lemons
Retiree Connie Besio fights for consumers

By Anita Manley
CSEA Communications Associate

DOVER PLAINS — If you’ve ever been stuck with a lemon, then you ought to talk to CSEA retiree member Connie Besio.

After battling food companies, hotel chains, airlines and company presidents, she wants to share her experience with anyone who gets poor service or a bad product. She’s proved she get results.

Besio was inspired to become a staunch consumer advocate by a can of beans.

“It was full of beanstocks!” she said. “I sent the company the label along with a letter about the problems and they sent me a coupon for a case of beans.”

Another time, Besio purchased an expensive can of crabmeat.

“I opened it and it was gray! It was four years old!” Again, Besio wrote to the company and received a coupon for more crabmeat.

Besio, a therapy aide at Wassaic Developmental Center for 19 years, was a member of CSEA Local 426 until she retired on disability in 1985. Now a member of the CSEA Dutchess-Putnam County Retiree Local 909, Besio has more horror stories — and more victories — than seems possible.

$150 for a horsefly

The discovery of a horsefly in a can of soda led to a battle with a company that finally sent her a check for $150.

“They tried to tell me the fly came from my house,” she said. “Then there was the trip Besio and her husband, Clarence, took.

The trip included a stay at a hotel before they were to leave on an early bus trip for Canada to celebrate the New Year.

“We got to the hotel and there was no heat,” she recalled. “We were freezing. We complained and they told us they were having problems with the heating system. They said they had some rooms that had heat, but it would cost us more to stay in them!”

Besio and her husband refused to pay more and spent the night in the freezing room.

When she returned from her trip, she wrote to the hotel chain and they sent her a gift certificate for a free night in one of their hotels. The Besios later used the certificate in one of the chain’s best hotels and spent the night in a deluxe room at no charge.

Then there was the saga of the shirts. Besio purchased three shirts for her husband, and all were defective. She called the store, which had no more in stock. She called the company and was told to mail the shirts. The company offered to replace them and pay the postage. She mailed the shirts, but never got the replacements.

“I wrote letters. They gave me a delivery date and the shirts never came,” Besio said. “I wrote again, they promised delivery and they still didn’t come.”

Taking it to the top

Besio went to the top and wrote the company president. He called her and promised results.

He came through. Besio received the three shirts and four others as a gift. Her determination is remarkable. She has pursued cases as far as small claims court. Like the time she purchased a ring that was supposed to be sterling silver. It wasn’t. The merchant refused to refund her money, so she took him to court.

“He could have saved himself a lot of money if he had just refunded my $30,” she said.

Helping her friends

Besio now is handling a court case for a friend who purchased a $1,700 chair that broke. She helped another friend who had ordered a set of pots and pans from a company that never sent the merchandise. After dealing with Besio, the company not only sent her friend’s cookware, it sent her a set, too.

The trouble is, most people don’t pursue these things. I never let anything go,” she said. “If I feel I’m being hurt with a defective product or poor performance, I’ll walk all over them.”

It’s also important to know what to do. She learned the importance of documenting facts while a CSEA grievance representative.

“You have to document everything,” she said. “Get the name of every person you speak to. Start with the salesperson, and then the manager. If you get no where, go right to the company president. Be concise. Tell them what you want but no more than you are entitled to. Give them a certain length of time to respond, about seven to 14 working days is about right.”

Most important, Besio said, is to “tell them you’ll seek third party assistance if necessary.”

Besio is willing to advise people on how to handle consumer problems.

“If I feel I’m being hurt with a defective product or poor performance, I’ll walk all over them.”
AT YOUR SERVICE
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 "0" 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 disciplinary 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 information on union workshops, call CSEA headquarters at 1-800-342-4146. For information on videotapes, contact your CSEA regional office.

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) 474-7776.

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) 435-2280

SOUTHERN REGION 3 OFFICE
Metropolitan Office
10 Field Office Plaza
Stamford, CT 06902

SOUTHERN REGION 3 OFFICE
Central Region
Clarkson Tower
780 Third Avenue
New York, NY 10017

SOUTHERN REGION 3 OFFICE
Capital Region
Suite 402
1215 Western Avenue
Albany, NY 12203
(518) 489-5424

CSEA STATEWIDE HEADQUARTERS
143 Washington Avenue, Albany, N.Y. 12210
1-800-342-4146 (toll-free)
(518) 434-0191
Were You Counted?

There's Still Time —

Here's How To Make Yourself Count:

- cut out and complete the form below;
- place in an envelope, affix postage; and mail form to: US Bureau of the Census, Albany Processing Office, Cohoes, NY 00231-1922
- drop it in the mail.

CENSUS '90 Were You Counted?

If you believe that you (or anyone else in your household) were NOT counted, please fill out the form below and mail it IMMEDIATELY to:

US BUREAU OF THE CENSUS
ALBANY PROCESSING OFFICE
COHOES, N.Y. 00231-1922

OR CALL 1-800-999-1990

(Name of person who filled out this form)

• I have checked with the members of my household, and I believe that one (or more) of us was NOT counted in the 1990 census.

• On April 1, 1990, I lived at (PLEASE PRINT)

(Street, road, etc.)

(Please print the name of race group.)

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If more than 6 persons, list the additional persons on a blank sheet of paper and attach it to this form.

FOR CENSUS USE

DO ARA Block Map spot ID Results codes

NOTICE — For the next 72 years, or until April 2062, only sworn Census Bureau workers — and no one else — will have access to your individual census questionnaire. The collection of census information is authorized by a law (Title 13, United States Code) that protects the confidentiality of your answers. This law also requires that you furnish the information requested. The Census Bureau estimates that, for the average household, this form will take 3 minutes to complete, including the time for reviewing the instructions and answers. Comments about this estimate should be directed to the Associate Director for Management Services, Bureau of the Census, Washington, DC 20233, Attn: CEN-90 and to the Office of Management and Budget, Paperwork Reduction Project CEN-90, Washington, DC 20503.

FORM D-25 OMB No. 0607-0628; Approval Expires 07/31/91 U.S. DEPARTMENT OF COMMERCE, BUREAU OF THE CENSUS

June 25, 1990