In Troy, and all across the state,

UNCLE SAM
WANTS YOU
To Vote!

ELECTION DAY - NOVEMBER 7

VOTE FOR CSEA-ENDORSED
CANDIDATES ELECTION DAY

Notice of election of CSEA region officers
Notice of election of AFSCME convention delegates
Here’s what CSEA members are saying about the DCAAccount:

And with the RACE (direct deposit) option, my reimbursement is back in my checking account in no time. I've been very happy with the program.”

husband and I are both employed by the State and have found the program to be administered in a most efficient manner.

I can save money and still provide quality day care for my son. I can save money and still provide quality day care for my son. I can save money and still provide quality day care for my son. I can save money and still provide quality day care for my son.

Mark M. Kotzin, Region 4

providing pre-tax dollars for qualifying dependent care expenses. My husband and I are both employed by the State and have found the program to be administered in a most efficient manner.

I have participated in the DCAAccount program since its inception and have found the program to be administered in a most efficient manner. As you know, it is a benefit which greatly aids working parents, financially providing pre-tax dollars for qualifying dependent care expenses. My husband and I are both employed by the State and have found the program to be administered in a most efficient manner.

Gina Lysyeczyn, Division for Youth

“...Men did what they had to do so that in the future, everybody could have freedom.”

WWII vets proud to help win a war and to help build a union.

November is health insurance transfer option period: Page 13

CSEA schedule: Page 14

Members and retirees have the CSEA Advantage: Page 20

Always protect your membership status

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

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

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

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

You must notify the CSEA Membership Records Department at 1-800-342-4146, Ext. 327, of any change in your status and what arrangements you are making to continue your membership in CSEA.
The union’s Board of Directors has approved a schedule of election for officers of CSEA’s six regions.

Election of CSEA region officers for three year terms will be conducted in 1996. Under the union’s open election procedures, any member in good standing can have his or her name placed on a ballot by obtaining signatures of a minimum of 500 CSEA members on official petition forms. All signatures must be from the region where the person is seeking office. Members who sign the petition must be eligible to vote in the election.

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

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

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

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

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

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

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

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

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

**April 15 — Deadline for receipt of campaign literature by candidates (headquarters).**

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

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

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

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

CSEA entry in Festival of Trees has labor theme

**ALBANY — CSEA will sponsor a tree in this year’s 12th Annual Festival of Trees Nov. 24 through Dec. 3 at the Albany Institute of History and Art. The festival is sponsored by The Women’s Council and the Institute of History and Art, 125 Washington Ave., Albany.**

The theme for the union’s tree is “CSEA Yesterday, Today and Tomorrow” and will feature a labor motif reflecting the history and membership of CSEA. A committee of CSEA staff employees, chaired by Research Department Secretary Ann Maglione, is preparing handmade decorations for the tree.

Additionally, CSEA locals and units have been invited to participate by sending buttons or pins denoting their local or unit number. Local and unit contributions should be sent to Maglione at CSEA Headquarters, 143 Washington Ave., Albany, NY 12210 as soon as possible.

The annual festival features many beautiful trees decorated by individuals, businesses and organizations. There will be a $4 admission fee.

The union’s Board of Directors has approved a schedule of election of CSEA delegates to the 1996 AFSCME Convention scheduled for June 17-21 in Chicago. CSEA delegates will be elected by region. Each CSEA region will elect the number of delegates to which it is entitled based on membership strength, in accordance with the AFSCME and CSEA constitutions.

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

Nominations will be made at region meetings to be held Saturday, Feb. 17, at sites to be announced. Any qualified CSEA member will be eligible to nominate as many candidates for delegates as he or she desires, not to exceed the total number of delegates to be elected from that region. Nominees do not have to be at the nominating meeting. Expenses for transportation, room and board at the AFSCME Convention will be paid by CSEA.

Additional information concerning the availability to nominating petitions, time and sites of region nominating meetings and other election details will be published in future editions of The Public Sector.

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

- **Feb. 17** Nominating meeting (all regions).
- **Feb. 27** Membership list available for inspection by candidates.
- **Feb. 27** Address labels available to candidates for mailing campaign literature.
- **March 8** Deadline for receipt of campaign literature by CSEA headquarters for distribution (5 p.m.).
- **March 8** Deadline for declination.
- **March 25** Ballots delivered to post office for mailing (5 p.m.).
- **April 4** Replacement ballot may be requested if original is not received.
- **April 16** Deadline for receipt of ballots (8 a.m.).

Election results will be announced after the ballot count. Candidates will be notified by mail of the results. Election results will be published in the May edition of The Public Sector.
Niagara-Orleans Labor Council pays tribute to members who died on the job

LEWISTON — A stately monument to area workers who died on the job, erected by the Niagara-Orleans Labor Council, graces the grounds of State Reservoir Park in the town of Lewiston.

"It's a beautiful tribute to those who gave the ultimate," said Richard McIntyre, president of CSEA Niagara County Local 832. "And it's in a lovely, peaceful location, befitting its purpose. We're fortunate that no CSEA members' names have yet been required to be inscribed there."

McIntyre is recording secretary for the Labor Council, and CSEA Local 832 is a member of the multi-union council. The council unveiled the memorial in 1992.

The monument is located on Military Road (Route 265) near Route 31, on the reservoir grounds of the New York Power Authority.

"On the Sunday closest to Worker Memorial Day we hold a ceremony at the monument, followed by a reception in honor of those named on the monument," McIntyre said. "It's always a moving event."

— Ron Wofford

GLENS FALLS — CSEA has filed a contract grievance, demanded arbitration and gone to state Supreme Court in an effort to regain the constitutional and legal rights and job of a Warren County laborer who denies taking two gallons of gasoline from the county.

CSEA member Bernie Thaxton, the union says, was coerced into resigning last May after being accused by his supervisor of taking two gallons of gasoline from the county Department of Public Works.

Thaxton vehemently denies taking the gasoline and no criminal charges were ever filed against him.

CSEA charges that a Warren County Sheriff's Department employee improperly interrogated Thaxton without benefit of union representation in a locked room, ultimately telling Thaxton he had to sign a letter of resignation and another statement admitting he had taken the two gallons of gasoline. Thaxton, who has limited reading ability, said he did not understand the typed statements he was given but signed them anyway so he could leave to visit his wife in the hospital and take care of his three children.

After later consulting with CSEA, Thaxton submitted a request to rescind his resignation on the grounds he was denied his constitutional and statutory rights. CSEA also filed a contract grievance on Thaxton's behalf, citing the employer's failure to provide required union representation at the time he was verbally charged and interrogated.

The county denied his request for reinstatement and CSEA filed a demand for arbitration on the issue of violation of Thaxton's contractual rights. Warren County attempted to stay the binding arbitration hearing required under the contract. A decision is pending on that issue following a hearing in state Supreme Court.

CSEA also filed suit in state Supreme Court seeking a court order that an arbitrator should first determine whether Thaxton's contractual rights were violated before a state judge can rule on whether his constitutional and contractual rights were violated also.

"CSEA's objective is to see that Bernie Thaxton is provided all of the rights he should have been allowed to use on May 31," CSEA Warren County Unit President Patricia Antinello said. "If he had been allowed union representation that day this matter would have been settled through the methods provided for in the contract."

— Daniel X. Campbell
**Solidarity welds Dunkirk Schools members together in battle for fair contract**

DUNKIRK — With a goal of reaching a fair contract, Dunkirk Schools Unit members of CSEA took to the streets in a rally to let the school board know they mean business.

The 100-member unit of Chautauqua County Local 807 has been working without a contract since June and is at the impasse-mediation stage.

"We wanted to let the board know we are unified in solidarity," Unit President John Hollins said. "We are together in determination to reach a fair agreement."

"We're very far apart right now on wages and the length of the contract," CSEA Labor Relations Specialist Dick Maggio said. "We held the rally to let our members and the public know the board's slow negotiation stance, while we await the first meeting with a mediator."

The unit also plans to picket future board meetings if no progress is made in mediation, Hollins and Maggio said.

— Ron Wofford

**Union support instrumental in passage of Webatuck transportation budget**

THANKS TO THE EFFORTS OF CSEA and the officers and members of the Webatuck School District Unit, a transportation budget proposal was approved, enabling the district to purchase new buses instead of contracting out bus routes. Showing off new buses are CSEA Webatuck Schools Unit President Ginny Holdeen and Vice President Ken Stevens. The unit is a part of CSEA Dutchess County Educational Local 867.

**Local Civil Service meetings info must be requested in December**

CSEA Local Government Division officers, activists and members who wish to be informed about upcoming local Civil Service meetings are reminded they must file a written request in December of each year with the appropriate local Civil Service Commission or personnel officer.

The written request must be sent Registered Mail, return receipt requested.

Filing the request each December entitles the individual to notification by mail 30 days prior to any public hearing on proposed modifications to local Civil Service Rules and/or the appendices to such rules.

Interested CSEA members can obtain a copy of a recommended form letter of the written request by contacting their CSEA unit or local president.

**Westchester members protest privatization**

NEARLY 1,000 CSEA MEMBERS from the union's Southern Region recently demonstrated against proposals by Westchester County Executive Andrew O'Rourke to privatize many county departments. CSEA Westchester County Unit President Cheryl Melton, Local 860 President Carmine DiBattista (inset photo, right), CSEA Political Action Coordinator Stan Merritt and many unit activists later testified before the county's Board of Legislators to protest recent layoffs and plans to contract out services. In photo at right, CSEA Southern Region President Maryjane MacNair explains union's position to a news reporter.

November 1995
CSEA battles mayor to organize Atlantic Beach

ATLANTIC BEACH — An organizing campaign can be tedious, tough and time-consuming, but Atlantic Beach Village workers are in 100 percent agreement that they want to belong to CSEA and have the security of a union contract. But opposition by Atlantic Beach Village Mayor Earline Shipper to CSEA’s organizing efforts have triggered a legal battle to ensure that every worker who wants to join the union will be included in the bargaining unit.

“The loyal and dedicated Atlantic Beach workers are seeking CSEA union representation because they all want a negotiated contract to depend on instead of living month by month by the whims of local politicians,” said CSEA Labor Relations Specialist Jonathan Rubin.

“When politicians change health insurance plans twice in the same year and workers are forced to pay deductibles twice to two different insurance carriers because of the whims of politicians, can you blame Atlantic Beach employees for wanting the stability of a union contract?” Rubin asked.

Mayor Shipper retained an expensive union-busting law firm to thwart the efforts of one public works employee from being included in the new CSEA bargaining unit, according to CSEA Organizer Max Sanchez. Sanchez and Rubin leafletted a recent Village Board meeting with flyers accusing the Mayor of wasting tax dollars “foolishly.”

“Thousands of hard-working public employees on Long Island can count on CSEA to go to bat for them. And we plan to go to bat for Hector Santiago, the man who wants to join, into CSEA.”

CSEA will seek recognition for all Atlantic Beach Public Works employees at a mid-November hearing before the New York State Public Employment Relations Board.

— Lilly Gioia

SCHENECTADY — While other counties, cities, towns, villages and school districts are considering privatization of public sector services, and getting badly burned in the process, Schenectady County is contracting in as much work as possible to its highly skilled work force and saving tax dollars in the process.

“Currently we’re building offices for the Schenectady County Soil and Water Conservation District. Actually we’re building a house, knocking down another structure and adding an L-shaped addition on to the house so that our members can have much needed office space with storage,” CSEA Schenectady County Local 847 President Lou Altiери said.

“County employees are doing this project for about 65 percent of the closest private sector bid,” said Joe Ryan, director of Schenectady County Soil and Water Conservation District.

“Over the years CSEA Schenectady County employees have removed buildings, put up a needed jail expansion building, constructed a court room and built a bridge,” Altiери said. “We’ve saved the taxpayers close to a million tax dollars.”

Much of the credit goes to Schenectady County Manager Robert McEvoy, who began his public service career years ago in a CSEA-represented position. McEvoy challenges his management to seek out ways of saving tax dollars in every endeavor the county undertakes, including calculating the cost of doing the work using its own work force versus bids submitted by private contractors. Public employees win the vast majority of the time.

“In one situation while the county employees had the equipment and skills to build a bridge we needed an engineer to oversee the project. McEvoy did a search for one and found a qualified one working for the county in another position. So the job went forward in the public sector and we got the job done for a lot less than the county would have paid a private contractor,” Altiери recalled.

CSEA members from various Schenectady County departments are being rotated in and out of the current project to take full advantage of their job skills.

“When we sit with the county in negotiations, CSEA can always show the county how valuable its public sector work force really is to the county government and the county taxpayers,” Altiери noted. “And our work force skills give us that much more job security; we’ve proven, given the opportunity, public employees can do it all.”

— Daniel X. Campbell

SCHENECTADY COUNTY employees saved taxpayers a lot of money by building the new Soil and Water Conservation District offices, right and above.
Child care center on grounds of Fishkill Correctional Facility a blessing for working parents

BEACON — When Donna Trappe first heard that a child care center would be opening on the grounds of Fishkill Correctional Facility, she wasn’t interested.

“At first,” she explained, “I didn’t want to bring my child onto the correctional facility grounds.”

Trappe changed her mind after she toured the center.

“I was impressed,” she said. “I know now that my son is in very good hands.”

Trappe is not alone. The parents of 30 children are happily and confidently leaving their children in the hands of the capable and talented staff of the “Care 4 Me” Child Care Center which celebrated its grand opening recently.

Licensed for 64 children ages six weeks to 12 years, the center has been open since April and serves employees from Beacon, Fishkill, Downstate and Greenhaven Correctional Facilities, other local state agencies and members of the community.

Eleanor Dunnigan, a member of Downstate Correctional Facility Local 155 and president of the center’s Board of Directors, said the project began in 1993 when volunteers from the four correctional facilities formed a committee to study the feasibility of establishing a child care center in the area.

Along with then-Superintendent Wayne Strack and the New York State Labor/Management Child Care Advisory Committee, the group conducted a needs survey to determine what direction might be taken. The result was the Care 4 Me Child Care Center which is jointly funded by the state’s Labor/Management Child Care Advisory Committee, the Governor’s Office of Employee Relations, CSEA, PEF, Council 82, United University Professions, District Council 37 and the Graduate Students Employee Union.

CSEA Southern Region President Maryjane MacNair said CSEA has been a major player in the establishment of worksite day care centers.

“Who we are members of CSEA recognized long ago that quality, affordable and dependable day care has been a key factor in retaining employees,” she said at the grand opening.

“Peace of mind for a parent can be elusive during those early years if he or she has to worry about who is caring for his or her child,” MacNair said. “In fact, studies made by government and private agencies have repeatedly expressed concern over the negative impact of the serious lack of suitable child care services.”

Former CSEA Statewide Secretary Irene Carr attended the ceremony. MacNair noted that Carr was instrumental in obtaining the seed money in the union’s early efforts to open worksite child care centers across the state.

“Before this place opened,” Trappe said, “I was bouncing from baby-sitter to baby-sitter. I was at work constantly worrying. This place was a Godsend to me.”

— Anita Manley

STOCK GOVERNMENT NEWS

DONNA TRAPPE and her son R.J. at opening of Care 4 Me Child Care Center. “This place was a Godsend to me,” she said.

ATTENDING OPENING of child care center were, from left, CSEA Local 160 President Ken Malkemus, Commissioner of Corrections Phillip Coombe Jr., former CSEA statewide Secretary Irene Carr and CSEA Local 159 President Jeff Howarth, chairman of the Southern Region Corrections Committee.

PARTICIPANTS IN GRAND OPENING OF CARE 4 ME Child Care Center included, from left, CSEA Southern Region President Maryjane MacNair, former CSEA statewide Secretary Irene Carr and current CSEA statewide Secretary Barbara Reeves.
LONG ISLAND — CSEA member Mike Savarese can never forget Dec. 7, 1991. He was at Pearl Harbor that day as a 36-year-old Coastie, who had spent 16 years with the Coast Guard. He ended up with 10 other sailors aboard the capsized battleship USS Oklahoma.

"The water came in too fast and capsized our vessel. The Oklahoma was the first ship to go down and it went down in 10 minutes," he said.

In those life and death minutes the battered Oklahoma flipped over, upside down in the harbor, killing more than 400 sailors aboard the capsized vessel. A neighboring ship, the USS Arizona, went straight down, quickly sinking to become a watery grave for more than 1,100.

And the Oklahoma went straight down, instead of turning over, so the water didn't come in as fast.

In the mass confusion, Savarese grabbed the arm of another sailor and kept him from slipping away. The sailor, Steven Young, wrote a letter to Savarese, which reads:

Dear Mike,

I have just read your letter of Nov. 9, 1991. I was at Pearl Harbor on Dec. 7, 1941. When we were at war, I was on the USS Oklahoma. It was the greatest moment of my life. We were caught in an air pocket. It was the torpedoed battleship USS Oklahoma. "Had the Oklahoma gone straight down, as he stated, the fresh air of a second chance at life was cut out. There are still 23 of us left.

Every May the Oklahoma has a reunion and I have attended 26 of those that were cut out, there are still 23 of us left.

In 1991 Savarese and three other USS Oklahoma sailors attended a Pearl Harbor 50th Anniversary Commemoration in Hawaii at President Bush’s invitation. Savarese was featured in interviews on CNN, Cable News Network and all the TV networks. He was even asked to speak at Rottier University.

"I was in Tokyo when President Nixon made his famous "Nixonian" speech,” Savarese said. "An enlisted Navy man, I didn’t have a birthday in 1940, I was 18 in 1941. I still can’t believe I was there from the first day of the War until the last day of the War. Dec. 7, 1941. I didn’t never realize the magnitude of what we were going through. I was 18 years old, 13 year old high school student doing a job I won’t remember getting very much money, earning about $15 a week. I was 18 years old and not yet ready to vote."

"I didn’t have the luxury of knowing what was to come as I was too young to understand the events that were about to unfold."

On his 18th birthday in May 1942 turning down a deferment and signing up for World War II duty in the United States Coast Guard.

Savarese deployed for the United States Arctic with a shore team and built a huge ice camp and the Northern outskirts of Thule.

"I had to put the dead bodies in our refrigerators,” Savarese remembers. "They yielded only to their life jackets on the surface of the water and the casualties outnumbered the survivors many, many times. When a tanker got hit by a German submarine, many sailors quickly overwhelmed him overboard into the water, often cut their hands off by the water."

"When chipping hammers finally cut them out, they breathed deeply the fresh air of a second chance at life."

"The water came in so fast and oxygen disappearing and water rising, 13 capped men were unable to breathe. Banging and banging with a hammer on the Oklahoma’s hull, they could only hope and pray someone would hear them. The hollow sound of a hammer continually banging for 25 hours still remains burned deep in Mike Savarese’s memory."

"When chipping hammers finally cut them out, they breathed deeply the fresh air of a second chance at life."

"When chipping hammers finally cut them out, they breathed deeply the fresh air of a second chance at life."

"All that I can remember is that Mike was told that the 11 trapped men waited. When he chipping hammers finally cut them out, they breathed deeply the fresh air of a second chance at life."

"Banging and banging with a hammer continually banging for 25 hours still remains burned deep in Mike Savarese’s memory."

"Banging and banging with a hammer continually banging for 25 hours still remains burned deep in Mike Savarese’s memory."

"Banging and banging with a hammer continually banging for 25 hours still remains burned deep in Mike Savarese’s memory."

"Banging and banging with a hammer continually banging for 25 hours still remains burned deep in Mike Savarese’s memory."

"Banging and banging with a hammer continually banging for 25 hours still remains burned deep in Mike Savarese’s memory."

"Banging and banging with a hammer continually bang"
State DOT workers killed on the job will be remembered in memorial park in Poughkeepsie

POUGHKEEPSIE — State Department of Transportation workers who were killed while performing their jobs will be memorialized with a monument being built on the grounds of the DOT Region 8 building in Poughkeepsie. DOT Local 507 President Jack Shaw said CSEA members are helping construct the monument, which will be located in a small park that was designed by DOT Landscaping Department employee Eric Balckanaere.

CSEA members participating in the construction are Larry Baker, Pete Deane, Bob Smith and Jimmy Bathric. The park will include a sundial, trees, flowers and redwood benches.

Shaw said the idea for the park came from a group of workers who obtained permission from the state Office of General Services to use the property for the memorial.

Deceased workers whose names will be included on the brass plate include Michael Crianza, Edmund J. Dante, George Ficarra, Arthur E. Heyne, Andrew Hrabsky, Garrett C. Marsh, Ernest J. Mimms, William McCollumni Jr., Stanley Nowicki, Ambrose Smith, H. L. Stratton and Francis J. O'Neil.

Assistant Bridge Maintenance Engineer John Schaft headed up a committee to raise funds to pay for the supplies for the construction of the park.

— Anita Manley

CSEA Local 601 a positive force in Brockport community

BROCKPORT — CSEA Local 601 members from SUNY College at Brockport have joined a community effort aimed at building a playground for handicapped children in the Brockport area.

"We're determined to let our community know we're a positive, concerned segment of this community," Local 601 President Ron Castle said. "We helped underwrite the bandstand for an arts and crafts festival in Brockport, which in turn will hopefully provide the seed money for the materials and construction of the playground."

"We're also planning to use proceeds from our Christmas party this year to help with funding the playground," Local Executive Vice President Susan Sabourin added.

"We'll be doing a lot more community-oriented projects like this to keep a positive image of our members out there for the public to see," Castle said.

— Ron Wofford

LOCAL 601 President Ron Castle, Executive Vice President Susan Sabourin and Secretary Rita Burrell at arts and crafts festival fundraiser to help build playground for handicapped children.
November is annual transfer month to change health insurance options, pre-tax contribution status and Dependent Care Advantage Account

November is the Annual Option Transfer month, when state employees may change their health insurance option, pre-tax contribution status, and/or Dependent Care Advantage Account participation.

Employees who wish to change their health insurance option, pre-tax contribution status, and/or Dependent Care Advantage Account participation must do so during the Option Transfer Period by contacting their health benefits administrator, located in their agency personnel office.

Health Insurance Choices for 1996

The Health Insurance “CHOICES” for 1996 publication is scheduled to be mailed to your agency health benefits administrator’s office in early November. The publication describes The Empire Plan and the NYS Health Insurance Program (NYSHIP) approved HMOs in your geographic region. The guide also includes information regarding the Pre-tax Contribution Program. If you would like to review your options and the benefits available, you may obtain a copy of the Health Insurance “CHOICES” for 1996 from your health benefits administrator directly.

Several changes may affect your health plan choice. As a result of the HMO Workgroup, which is comprised of representatives from The Joint Labor-Management Committees on Health Benefits and the NYS Health Insurance Council, three HMOs will be allowed to expand their service areas for 1996. The Workgroup approved the following requests for expansion: CHP into Broome, Oneida and Tioga Counties; MVP into Columbia, Lewis and Washington Counties; and WellCare into western Connecticut.

One additional HMO has been approved for participation, HealthSource, a NYS certified and Independent Practice Association (IPA) HMO has been approved to participate in the NYSHIP effective Jan. 1, 1996. HealthSource’s approved service area consists of Cayuga, Cortland, Madison, Onondaga and Oswego Counties.

The remaining 1995 “participating” HMOs have been approved for continued participation in 1996 with no change in service areas; however, if you are currently enrolled in an HMO, you will receive information from the HMO regarding any changes in your coverage and/or co-pays effective Jan. 1, 1996. With the addition of HealthSource, the total number of HMOs expected to participate in NYSHIP during 1996 is 27.

Rate Information

Look for the 1996 rates to be mailed to your home in November. If you are contemplating changing options, please obtain the “CHOICES” guide from your agency for a more detailed benefit description. As a reminder, you will be given 30 days from the date that the rate information is released to make your changes. If you decide NOT to change your health insurance option, you do not have to take any action.

Premium Payments

The State pays 90 percent of the cost of the premium for individual coverage and 75 percent of the cost of dependent coverage provided under the Empire Plan. Beginning Jan. 1, 1996, the state pays 90 percent of the cost of individual coverage and 75 percent of the cost of dependent coverage toward the hospital/medical/Mental Health and Substance Abuse components of each HMO, however, not to exceed 110 percent of its dollar contribution for those components under the Empire Plan.

The State pays 90 percent of the cost of the premium for individual coverage and 75 percent of the cost of dependent coverage provided under the Empire Plan. Beginning Jan. 1, 1996, the state pays 90 percent of the cost of individual coverage and 75 percent of the cost of dependent coverage toward the hospital/medical/Mental Health and Substance Abuse components of each HMO, however, not to exceed 110 percent of its dollar contribution for those components under the Empire Plan.

Empire Plan’s Managed Physical Medicine Program’s transition period complete

The Empire Plan’s Managed Physical Medicine Program’s (MPMP) 90 day chiropractic or physical therapy treatment with a non-network provider ended Oct. 31, 1995.

As of Nov. 1, 1995, you will receive significantly lower benefits if you wish to continue seeing a non-network provider. Under the non-network level of benefits, you must meet the Managed Physical Medicine Program’s annual deductible of $250. Your spouse/domestic partner must meet the $250 annual deductible and all of your enrolled children, combined, must meet the $250 annual deductible. The deductible is separate from other Plan deductibles.

Upon meeting the deductible, reimbursement will be 50 percent of the network allowance for medically necessary services, subject to a maximum annual benefit of $1,500 per covered person.

When you utilize a network provider of MPMP, you may be finally responsible for a $5 co-payment per visit for medically necessary chiropractic treatment or physical therapy.

For more information call Metropolitan at 1-800-942-4640 and select the Managed Physical Medicine Program option from the automated telephone system menu.

*This information is a correction to a previously published article in the October issue of the Public Sector. We apologize for any inconvenience this may have caused.

Enrollee biweekly contribution increases, resulting from this employer contribution rate, if any, will, in 1996, be capped at $5 for individual coverage and $15 for dependent coverage.

Two Additional Choices to Consider

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.

The PTCP is explained in the NYSHIP Health Insurance “CHOICES” for 1996 and is automatically applied unless you sign a waiver indicating that you do not wish to participate. If you want to change your tax status for 1996 health insurance premiums, you should see your health benefits administrator by Nov. 30, which is the IRS deadline. No action is needed if you wish to keep your current pre-tax option.

The Dependent Care Advantage Account helps you reduce your taxes and increase your spendable income by paying your dependent care expenses with pre-tax dollars.

This program is available if you have dependent children of any age or adult relatives needing care in order for you to continue working.

A booklet explaining how this program works is available from your health benefits administrator. The enrollment deadline is Nov. 10; however, employees who experience a family status change may still enroll during the program year. For further information regarding the Dependent Care Advantage Account, see your agency health benefits administrator or call 1-800-358-7202.

EMPIRE PLAN ENROLEES MAY BE ELIGIBLE FOR OUT-OF-POCKET REDUCTION

Empire Plan enrollees may be eligible for the co-insurance maximum reduction revision.

Through a negotiated benefit for CSEA-represented state employees, Empire Plan enrollees may be eligible to reduce their annual out-of-pocket co-insurance from $776 to $500 per calendar year. As of Oct. 1, 1995, those employees earning $20,253 or less base salary are eligible.

Enrollees who meet this criteria may obtain an application from the Department of Civil Service at 1-800-833-4344 or 518-457-5754. Information showing that the enrollee is the head of the household and sole wage earner of the family must be provided.

Send application to: NYS Department of Civil Service Division of Employee Benefits W. Averell Harriman State Office Building Campus Albany, New York 12239

November 1995
THE EMPIRE HOME MORTGAGE PROGRAM can help you realize your dreams of owning your own home! As a CSEA member you are eligible to participate in The Empire Home Mortgage Program, one of the most convenient, accommodating and affordable mortgage programs around. And if you have established credit and appropriate income, only a low down payment is required. Interest rates are competitive and fixed so the good deal you’re getting now will remain a good deal over the life of your mortgage loan.

For complete details, call The Empire Home Mortgage Program at 1-800-377-2989 Monday-Thursday 8:30 a.m. – 9 p.m.; Friday 8:30 a.m. – 6 p.m.; Saturday 9 a.m. – 3 p.m.

Micheal Flaherty, Local 436, PEOPLE recruiter of month for September

CSEA Finger Lakes DDSO Local 436 member Micheal Flaherty earned Recruiter of the Month honors for September by recruiting 11 new members for the PEOPLE program. PEOPLE (Public Employees Organized to Promote Legislative Equality) is the CSEA-AFSCME lobbying program that operates at the federal level.

Job-Related Courses For NYS ASU Bargaining Unit Members

The Clerical and Secretarial Employee Advancement Program (CSEAP) was established in 1979 and continued since as a negotiated agreement between the State of New York and the Administrative Services Unit (ASU) of CSEA. These job-related courses are designed to help ASU members acquire general knowledge and skills in a wide variety of areas, including communications, mathematics, office automation, secretarial practices and work management. There is no charge to the employee.

Applications and course descriptions can be found in CSEAP “Resources for Skill Development” course catalogs available from your agency’s Personnel, Affirmative Action or Training Offices and your CSEA Local president.

For information on CSEAP courses, call (518) 457-6306, or the CSEAP Training and Technology Center at (518) 457-0003 (personal computer courses only).

Enrollment deadlines for the immediate future are listed below.

<table>
<thead>
<tr>
<th>COURSE</th>
<th>LOCATION</th>
<th>DATE</th>
<th>ENROLL BY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communicating With The Public</td>
<td>New York City</td>
<td>Nov. 30; Dec. 6 &amp; 13</td>
<td>Oct. 30</td>
</tr>
<tr>
<td>Computers: Hardware, Software, and You</td>
<td>Albany</td>
<td>Nov. 17</td>
<td>Oct. 17</td>
</tr>
<tr>
<td>Coping With Job Stress</td>
<td>Orangeburg</td>
<td>Dec. 11</td>
<td>Nov. 13</td>
</tr>
<tr>
<td>Fundamentals of Writing: Beyond Letters &amp; Memos</td>
<td>Albany</td>
<td>Nov. 29; Dec. 6 &amp; 13</td>
<td>Oct. 30</td>
</tr>
<tr>
<td>Introductory Accounting: Bookkeeping</td>
<td>Albany (campus)</td>
<td>Nov. 16 &amp; 17</td>
<td>Oct. 16</td>
</tr>
<tr>
<td>Introduction to Math</td>
<td>Albany (downtown)</td>
<td>Nov. 21 &amp; 22</td>
<td>Oct. 23</td>
</tr>
<tr>
<td>Overview of Accounting</td>
<td>Albany</td>
<td>Dec. 6 &amp; 7</td>
<td>Nov. 6</td>
</tr>
<tr>
<td>Overview of NYS Government</td>
<td>Albany</td>
<td>Nov. 29 &amp; 30</td>
<td>Oct. 30</td>
</tr>
<tr>
<td>Princ. Human Relations II</td>
<td>Albany</td>
<td>Nov. 20 &amp; 27; Dec. 4</td>
<td>Oct. 20</td>
</tr>
<tr>
<td>Understanding Written Material</td>
<td>New York City</td>
<td>Dec. 1, 8 &amp; 15</td>
<td>Nov. 1</td>
</tr>
</tbody>
</table>

ATTENTION: CSEAP will provide “Employees & VDTs: Finding A Comfortable Fit” to CSEA ASU employees free! Others may obtain this brochure for 50¢. CSEAP will also provide “VDT Health Update: Questions & Answers” to all CSEA members free! Others may obtain this brochure for $1.
Sam Emmett honored with Webster Memorial Award

MELVILLE — The awarding of the Donald Webster Memorial Mission Achievement Award to Sam Emmett, a member of New York Metropolitan Retirees Local 910, was among the highlights of the 11th Annual Retiree Delegates Meeting held on Long Island.

Emmett began working for the state Department of Taxation in 1943 and retired in 1976. Currently vice president of Local 910, he said he became a union activist shortly after he was hired by the state 52 years ago.

"After six months I became the treasurer of my CSEA local," Emmett said. Three years later he became president and served for six years.

"I was on every statewide committee there was," he said. And to this day Emmett can be counted on to march in the annual Labor Day Parade in New York City.

Emmett was accompanied at the Retiree Delegates Meeting by his wife of 59 years, Fay. His two sons and their families also cheered him on when he received his award, given in memory of the late chairman of the Retiree Executive Committee.

Wide range of speakers address delegates

In addition to a wide range of discussions and decisions at the general business sessions, retiree delegates also heard from an impressive list of speakers throughout the 11th Annual Retiree Delegates Meeting. Speakers included:

- Hon. Paul Harenberg, chairman of the Assembly Committee on Aging, who spoke about the current status of and proposed changes to Medicare and Medicaid;
- Hon. Walter G. Hoefer, director of the New York State Office for the Aging, who discussed the outlook for the many programs within the state which touch the lives of the elderly in particular;
- Matthew J. Sheban, director of the Advisory Council Affairs for the state Comptroller’s Office, who briefed delegates about pension supplementation and the Governor’s attempts to raid the pension reserve fund;
- John J. Pelizza, Ph.D., who did his best to instruct delegates about how to stay balanced physically and mentally during the stress of changes affecting their lives.

Other speakers included Charles Peritore, chair of the Retiree Executive Committee; CSEA President Danny Donohue; Wynell McClung, employee insurance representative for the state Department of Civil Service; and Steve Regenstreif and Karen Gilgoff of the AFSCME Retirement Program.

PEGGYLOU ZAKRZEWSKI, former administrative assistant for CSEA’s Retiree Department, was presented an award of appreciation. Zakrzewski, center, now works for the CSEA Member Benefits Department. With her is Retiree Local 920 President Lillian Kovarik and Retiree Executive Committee Chairman Charles Peritore.
CSEA active in local elections across state

On Nov. 7, Election Day, CSEA members have the opportunity to show just how strong the union is. Because the privilege of the vote is very important to public employees, CSEA takes an active role in elections across the state.

CSEA political action committees across the state review candidates’ records and qualifications and often interview candidates to find out just who will, if elected, work with unions and make decisions that allow public employees to continue doing their work and provide valuable services to the public.

Thanks to the hard work the committees do, CSEA members have available well considered endorsements before they walk into the voting booth.

Endorsements for a wide variety of local government races across the state follow on the next three pages.

CSEA members are invited to consider the endorsements. And remember, voting is not just a right, it’s a responsibility!

Long Island Region Endorsements

<table>
<thead>
<tr>
<th>Suffolk County</th>
<th>Nassau County</th>
</tr>
</thead>
<tbody>
<tr>
<td>County Legislature</td>
<td>County Legislature</td>
</tr>
<tr>
<td>Michael J. Caracceolo (R) District 1</td>
<td>Bruce Nyman (D) District 4</td>
</tr>
<tr>
<td>George Guidi (D) District 2</td>
<td>Barbara Dillon (R) District 5</td>
</tr>
<tr>
<td>Fred W. Towe, Jr. (R) District 3</td>
<td>Francis X. Becker, Jr. (R) District 6</td>
</tr>
<tr>
<td>Joseph T. Caracceolo (R) District 4</td>
<td>Bruce A. Blakeman (R) District 7</td>
</tr>
<tr>
<td>Nora L. Bredes (D) District 5</td>
<td>Vincent T. Muscarella (R) District 8</td>
</tr>
<tr>
<td>Martin Haley (R) District 6</td>
<td>James J. Dauw, Jr. (D), District 9</td>
</tr>
<tr>
<td>Brian X. Foley (D) District 7</td>
<td>Lisanne G. Altmann (D) District 10</td>
</tr>
<tr>
<td>Steve Levy (D) District 8</td>
<td>Barbara J. Johnson (D) District 11</td>
</tr>
<tr>
<td>Tom Finlay (R) District 10</td>
<td>Peter J. Schmitt (R) District 12</td>
</tr>
<tr>
<td>Angie M. Carpenter (R) District 11</td>
<td>Edward P. Mangano (R) District 17</td>
</tr>
<tr>
<td>Donald R. Byldenburg (R) District 12</td>
<td>John Canning (R) District 18</td>
</tr>
<tr>
<td>Michael M. d’André (R) District 13</td>
<td>Edward H. Ward (R) District 19</td>
</tr>
<tr>
<td>David A. Bishop (D) District 14</td>
<td></td>
</tr>
<tr>
<td>Maxine S. Postal (D) District 15</td>
<td></td>
</tr>
<tr>
<td>Ronald G. Vanderbilt (D) District 16</td>
<td></td>
</tr>
<tr>
<td>Paul J. Tonna (R) District 17</td>
<td></td>
</tr>
</tbody>
</table>

Judicial Endorsements

| Babylon Town                          | Michael S. Alonge (R) 4th District Court |
| Richard H. Schaffer (D) Town Supervisor| Judge, Oyster Bay/Glen Cove              |
| Brookhaven Town                       | Town of Hempstead                        |
| Harold H. Malkmus (R) Superintendent of |
| Highways                               | Gregory P. Peterson (R) Town Supervisor  |
| Town of Huntington                     | Richard V. Guardino, Jr. (R) Town        |
| Steve J. Israel (D) Town Councilman   | Councilman                               |
| Marlene L. Budd (D) Town Councilman   | Patrick A. Zapanino (R) Town Councilman |
|                                          | Joseph J. Ra (R) Town Councilman         |
|                                          | Daniel M. Fisher, Jr. (R) Town Clerk     |
|                                          | Angelina M. Cullin (R) Receiver of Taxes |
|                                          | Town of North Hempstead                   |
|                                          | May W. Newburger (D) Town Supervisor     |
|                                          | Anthony D’Urso (D) Town Councilman       |
|                                          | Doreen E. Banks (D) Town Councilman      |
|                                          | Deena P. Lesser (D) Town Clerk           |
|                                          | Ann M. Galante (R) Receiver of Taxes     |
|                                          | Town of Oyster Bay                       |
|                                          | Lewis J. Yevoli (D) Town Supervisor      |
|                                          | Joseph D. Muscarella (R) Town Councilman |
|                                          | Thomas L. Clark (R) Town Councilman      |
|                                          | Anthony F. Altimari (R) Town Councilman  |
|                                          | Fanny Corsentino (R) Town Clerk          |
|                                          | John J. O’Leary (R) Receiver of Taxes    |
|                                          | City of Glen Cove                        |
|                                          | Thomas R. Suozzi (D) Mayor- Supervisor    |
|                                          | Mario Capobianco (D) Town Council        |
|                                          | Member                                   |
|                                          | Anthony DiMasso (R) Town Council Member  |
|                                          | Albert L. Granger (D) Town Council Member|
|                                          | Anna Kinsella (R) Town Council Member    |
|                                          | John L. Maccarone (R) Town Council Member|
|                                          | Michael Norman (D) Town Council Member   |
|                                          | City of Long Beach                       |
|                                          | Pearl Well (D) Councilman                |
|                                          | Joel Crystal (D) Councilman              |
|                                          | Thomas M. Kelly (D) Councilman           |

Metropolitan Region Endorsements

Richmond County (Staten Island)
William Murphy (D) District Attorney
Communities across the state will pay the bills if federal budget proposals become law.

It's long been clear that New York state residents will be big losers under the federal budget proposals; information is now available that shows just how bad it can get. The Fiscal Policy compiled the information about how much homeowners will have to pay in increased local and state taxes as federal assistance to New York is slashed. The Healthcare Association of New York State has done a district by district project of how many health care jobs the state will lose if Medicare and Medicaid become law.

A county breakdown of the cost shift to local governments shows that a Nassau County homeowner with a median income of $54,810 and median home value of $219,629 will face an average property tax hike of $965. At the other end of the state, an Erie County homeowner with a median income of $28,386 and a median home value of $73,686 will face an average $858 property tax increase.

In Onondaga County, a homeowner with a median income of $31,783 and a median home value of $80,600 will pay an average of $878 more in property taxes.

This sampling of three counties shows the simple truth: that federal budget proposals will mean New York residents are going to pay more in taxes and get less in services. At the same time, New York will lose jobs if federal lawmakers and protesting the destructive proposals. And that's why each CSEA member ought to be calling their federal lawmakers and protesting the proposals that will do so much harm to us all."

"These numbers are frightening for all New York residents," CSEA President Danny Donohue said. "That's why we are working so hard with AFSCME to defeat these destructive proposals. And that's why each CSEA member ought to be calling their federal lawmakers and protesting the proposals that will do so much harm to us all."

CSEA members and their friends and family can call a toll-free number to reach the Congressional switchboard and ask for their legislators. The number is: 1-800-972-3524.

"Call today," Donohue said. "We've got to show Congress that New York state will not take these cuts without a fight."

— Kathleen Daly

* The losses could be this high if Medicaid formulas which redistribute money from New York to other states are enacted.
CSEA’s own Christine Spiezio trying to become A part of Olympic history

ALBANY — A CSEA employee is hoping to make Olympic history. Christine Spiezio, a senior customer service representative with the CSEA Employee Benefit Fund, and her teammates hope to become the first US Women’s Bobsled Team to participate in a Winter Olympics. Their goal is to go for the gold on the bobsled run at the 1998 Winter Olympics in Japan.

Chateau, twenty-five, qualified for the eight-person USA team earlier this year during trials held at Lake Placid. During mid-November she and her teammates will be undergoing intensive training in Calgary, Canada, and will return to Calgary in late November through early December for their first taste of international competition. The USA team must qualify through a series of international competitions to compete in the 1998 Olympics.

Spiezio, a physical education teacher at the Cerebral Palsy Center for the Disabled in Albany, is the only New York state resident to make the USA team.

Spiezio attended SUNY Cortland. She is an avid physical training enthusiast with a background in cross-country running and weight training. She is also an aerobics instructor.

T-shirt, sweatshirt sales help defray expenses

Spiezio and Millett are sponsoring the sale of US Women’s Bobsled Team T-shirts and sweatshirts to help offset training and travel expenses in their quest to earn a berth in the 1998 Winter Olympics in Japan. CSEA members who want to help their dream come true should use the order form below.

YES, I want to support Christine and Laurie and the US Womens’ Bobsled Team. Please send me the shirt(s) indicated below.

Shirts are printed ‘I support Speez and Weaz’ (for Christine ‘Speez’ Spiezio and Laurie ‘Weazel’ Millett) on the front with the US Womens’ Bobsled Team logo (see sample, right) emblazoned on the back. Lettering on white shirts is blue and red and lettering on blue sweatshirts is red and white. Be sure to indicate shirt size.

<table>
<thead>
<tr>
<th>Sizes</th>
<th>XS</th>
<th>S</th>
<th>M</th>
<th>L</th>
<th>1X</th>
<th>2X</th>
</tr>
</thead>
<tbody>
<tr>
<td>T-Shirt: White</td>
<td>$18</td>
<td>How many</td>
<td>Size</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Long Sleeve: White</td>
<td>$24</td>
<td>How many</td>
<td>Size</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sweatshirt: Blue</td>
<td>$30</td>
<td>How many</td>
<td>Size</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Add $3.00 per shirt for shipping and handling

Make check payable to: Christine Spiezio

AMOUNT ENCLOSED $ __________

NAME
ADDRESS
CITY STATE ZIP

Mail order to: Christine Spiezio
27 Davis Avenue
Albany, NY 12203

Offer expires Nov. 30, 1995

November 1995