In Touch with YOU!

CSEA's new statewide officers open 84th Delegates Meeting
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Local Government News

Local 807 members picket Chautauqua County Fair: Page 9

General News

Page Three
President’s Message: Don’t sit this election out – Vote!

CSEA endorsements in upcoming elections: Pages 4 and 5

The CSEA Employee Benefit Fund announces its new Workplace Security Program. And CSEA spreads its message at the New York State Fair: Page 6

Important health benefit updates from JCHB for state employees: Page 7

Members’ well-being the most basic issue: a series of articles related to Worksite Security: Pages 10-11

1994 Convention Section
Officers statements and Resolution Committee recommendations for the 84th Annual Delegates Meeting: Pages 12-19

State Government News

Salary increase for CSEA-represented state employees: Page 8

HOW CAN CSEA HELP ME?
See how in A Reference Guide to CSEA Member Services & Benefits included in this month’s Special Supplement

On the Cover:
CSEA conducts its 84th Annual Delegates Meeting in Rochester Oct. 3-7

On the back:
CSEA proudly encourages members to vote for H. Carl McCall for Comptroller on Nov. 8

Reminder

Prescription Drug Program additions for CSEA Employee Benefit Fund enrollees effective Oct. 1: Page 14

Deadline for LEAP applications is Oct. 17: Page 18

What membership does for you
CSEA Member Services Supplement
Don't sit this election out - Vote!

By the time you are reading this, Election Day will be just around the corner. So I want to use this column to share with you my thoughts on what we have at stake.

Every election is important. Every opportunity you have to vote should be exercised.

CSEA is widely regarded for its political power and that power comes directly from you. Never underestimate what we can accomplish when we work – and vote – together.

If you want to see an example of that power make sure to read the first page of our four-page special Members Supplement in this edition of The Public Sector. It describes our new in-house telemarketing system which puts us into the 21st century when it comes to communicating with each other.

It is just one example of how CSEA is moving ahead with the times.

All eyes this year are on elections to fill the statewide offices of governor, lieutenant governor, comptroller and attorney general. In addition, the entire state Legislature is up for grabs.

Although CSEA chose not to endorse either major party candidate for governor, it does not mean that we are indifferent about the outcome. The tone set by the state's chief executive will be felt most immediately by state workers.

The tone he sets will also trickle down and be felt by our local government and school district people, too. So please take a hard look at the candidates.

Ask yourself one vital question: which candidate has a stronger commitment to public service? Use it as your measuring stick when you vote on Nov. 8.

Fortunately, the choices for Comptroller and Attorney General are easier. CSEA enthusiastically endorses Carl McCall for Comptroller and Karen Burstein for Attorney General. Both candidates are long-time friends of working people who deserve our support.

Then, make sure to check out the various candidates for state Legislature who we have endorsed. Their names appear on pages 4 and 5 of this edition of The Public Sector. Finally, check out our picks for U.S. Congress. But, most of all, make sure to vote on Nov. 8.

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CSEA President Danny Donohue
Vote on Nov. 8

CSEA endorsements help you decide

When you step into the voting booth on Tuesday Nov. 8, CSEA wants you to have the information you need to vote for candidates who support New York's public employees. The union's political action leadership goes through an extensive process of reviewing records and interviewing candidates for the 211 seats in the state Legislature to determine which ones deserve CSEA's endorsement. A similarly extensive process is used in making endorsements for New York's Congressional seats. The result is a list of candidates whose records prove they work for public employees on important issues. The issues and concerns of members are important, and we want to be sure the lawmakers we elect are willing to listen to us. That's why CSEA takes the time to evaluate and endorse candidates: Because CSEA members matter.

The next step is up to you. CSEA President Danny Donohue encourages all CSEA members to vote, "We need to make our voices heard on Election Day, and these endorsements will help us do that," Donohue said. "Get out there and vote on Nov. 8!"

CSEA endorsements for New York State Assembly

| AD 1 | Patricia L. Acampora (R-C) |
| AD 2 | John L. Behan (R) |
| AD 3 | I. William Bianchi (D-C) |
| AD 4 | Steven Englebright (D) |
| AD 5 | Paul Harenberg (D) |
| AD 6 | Robert C. Wertz (R) |
| AD 7 | Thomas F. Barraga (R-C-RTL) |
| AD 8 | Philip Boyle (R-C) |
| AD 9 | John J. Flanagan (R) |
| AD 10 | James D. Conte (R-C) |
| AD 11 | Robert K. Sweeney (D) |
| AD 12 | Philip B. Healey (R-C) |
| AD 13 | David S. Sildiman (D) |
| AD 14 | Marc Herbst (R) |
| AD 15 | Donna Ferrara (R) |
| AD 16 | Thomas P. DiNapoli (D-L) |
| AD 17 | Michael A. L. Balboni (R-C) |
| AD 18 | Earlene Hill (D) |
| AD 19 | James J. O'Shea (R-C) |
| AD 20 | Harvey Weisenburg (D) |
| AD 21 | Gregory R. Becker (R-C) |
| AD 22 | Vincent T. Muscarella (R-C) |
| AD 23 | Madray Pheffer (D-L) |
| AD 24 | Mark Weprin (D) |
| AD 25 | Brian M. McLaughlin (D) |
| AD 26 | Douglas Prescott (R-C) |
| AD 27 | Nettie Mayersohn (D-L) |
| AD 28 | Melinda Katz (L) |
| AD 29 | No endorsement |
| AD 30 | Joseph Crowley (D) |
| AD 31 | Gregory W. Meeks (D) |
| AD 32 | Vivian E. Cook (D-L) |
| AD 33 | Barbara M. Clark (D) |
| AD 34 | Ivan C. Lafayette (D) |
| AD 35 | Jefffion L. Aubry (D) |
| AD 36 | Denis J. Butler (D) |
| AD 37 | Catherine T. Nolan (D) |
| AD 38 | Anthony S. Seminario (D-C) |
| AD 39 | Anthony J. Genovesi (D) |
| AD 40 | Edward Griffith (D) |
| AD 41 | Helene Weinstein (D) |
| AD 42 | Rhoda S. Jacobs (D-L) |
| AD 43 | Clarence Norman, Jr. (D) |
| AD 44 | James F. Brennan (D) |
| AD 45 | Daniel L. Feldman (D) |
| AD 46 | Julia Polonsky (D) |
| AD 47 | Frank J. Barbaro (D) |
| AD 48 | Dov Hikind (D) |
| AD 49 | Peter J. Abbate, Jr. (D) |
| AD 50 | Joseph R. Lentol (D) |
| AD 51 | No endorsement |
| AD 52 | Eileen C. Dugan (D) |
| AD 53 | Vito J. Lopez (D) |
| AD 54 | Darryl C. Towns (D) |
| AD 55 | William F. Boyland (D) |
| AD 56 | Albert Vann (D-L) |
| AD 57 | Roger L. Green (D) |
| AD 58 | N. Nick Perry (D) |
| AD 59 | Elizabeth A. Connelly (D) |
| AD 60 | Edward C. Juliano (D-C) |
| AD 61 | Robert A. Straniere (R-C-RTL) |
| AD 62 | Sheldon Silver (D) |
| AD 63 | Steven Sanders (D-L) |
| AD 64 | Richard N. Gottfried (D-L) |
| AD 65 | Alexander B. Pete Grannis (D-L) |
| AD 66 | Deborah J. Glick (D) |
| AD 67 | Scott M. Stringer (D) |
| AD 68 | Angelo Di Toro (D-L) |
| AD 69 | John A. Ravitz (R) |
| AD 70 | Jeffrey A. Rivers (D) |
| AD 71 | Hector L. Diaz (D-L) |
| AD 72 | Peter M. Rivera (D) |
| AD 73 | Aurelia Greene (D) |
| AD 74 | Roberto Ramirez (D) |
| AD 75 | Gloria Davis (D-L) |
| AD 76 | George Friedman (D-L) |
| AD 77 | Jeffrey Dinowitz (D) |
| AD 78 | Stephen B. Kaufman (D) |
| AD 79 | Larry Seabrook (D) |
| AD 80 | James Gary Prettow (D) |
| AD 81 | Ronald C. Toth (D-C) |
| AD 82 | Richard L. Brodsky (D) |
| AD 83 | Michael Spano (R-C) |
| AD 84 | No endorsement |
| AD 85 | No endorsement |
| AD 86 | No endorsement |
| AD 87 | No endorsement |
| AD 88 | No endorsement |
| AD 89 | No endorsement |
| AD 90 | No endorsement |
| AD 91 | No endorsement |
| AD 92 | No endorsement |
| AD 93 | No endorsement |
| AD 94 | No endorsement |
| AD 95 | No endorsement |
| AD 96 | No endorsement |
| AD 97 | No endorsement |
| AD 98 | No endorsement |
| AD 99 | No endorsement |
| AD 100 | No endorsement |
## CSEA endorsements for New York State Senate

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<thead>
<tr>
<th>SD</th>
<th>Endorsement</th>
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<tbody>
<tr>
<td>SD 1</td>
<td>Kenneth P. LaValle (R-C)</td>
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<tr>
<td>SD 2</td>
<td>James J. Lack (R)</td>
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<td>SD 3</td>
<td>Caesar Trunzo (R)</td>
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<td>SD 4</td>
<td>Owen H. Johnson (R-C)</td>
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<td>SD 5</td>
<td>Ralph J. Martino (R-C)</td>
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<td>SD 6</td>
<td>Kemp Hannon (R)</td>
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<td>SD 7</td>
<td>Michael J. Tully, Jr. (R-C)</td>
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<tr>
<td>SD 8</td>
<td>Norman J. Levy (R-C)</td>
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<td>SD 9</td>
<td>Dean G. Skelos (R)</td>
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<td>SD 10</td>
<td>Alton R. Waldon, Jr. (D-L)</td>
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<td>SD 11</td>
<td>Frank Padavan (R)</td>
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<td>SD 12</td>
<td>Ada L. Smith (D)</td>
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<td>SD 13</td>
<td>Emanuel R. Gold (D-L)</td>
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<td>George J. Onorato (D)</td>
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<td>SD 15</td>
<td>Serphin R. Maltese (R-C-RTL)</td>
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<td>SD 16</td>
<td>Leonard P. Stavisky (D-L)</td>
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<td>SD 17</td>
<td>Nellie Santiago (D)</td>
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<td>SD 18</td>
<td>Velmanette Montgomery (D)</td>
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<td>SD 19</td>
<td>Howard E.巴巴 (D)</td>
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<td>SD 20</td>
<td>Marty Markowitz (D)</td>
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<td>SD 21</td>
<td>Carl Kruger (D)</td>
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<td>SD 22</td>
<td>Martin M. Soloignon (D)</td>
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<td>SD 23</td>
<td>Robert J. DiCarlo (R-I)</td>
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<td>John J. Marchi (R)</td>
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<td>Roy M. Goodman (R)</td>
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<td>SD 27</td>
<td>Catherine Abate (D)</td>
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<td>SD 28</td>
<td>Olga Mendez (D-L)</td>
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<td>SD 29</td>
<td>David Paterson (D-L)</td>
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<td>SD 30</td>
<td>Franz S. Leichter (D-L)</td>
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<td>SD 31</td>
<td>Efrain Gonzalez (D-L)</td>
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<td>SD 32</td>
<td>Pedro Espada, Jr. (D)</td>
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<td>SD 33</td>
<td>Joseph L. Caliher, Jr. (D-L)</td>
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<td>SD 34</td>
<td>Guy J. Veleva (R-C)</td>
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<td>SD 35</td>
<td>Nicholas A. Spano (R-C)</td>
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<td>SD 36</td>
<td>Suzi Oppenheimer (D-L)</td>
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<td>SD 37</td>
<td>Vince Leibell (R-C)</td>
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<td>SD 38</td>
<td>Joseph R. Holland (R-C)</td>
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<td>SD 39</td>
<td>William J. Larkin, Jr. (R-C)</td>
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<td>SD 40</td>
<td>Charles D. Cook (R)</td>
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<td>SD 41</td>
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<td>SD 42</td>
<td>Michael Hoblock (R)</td>
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<td>SD 43</td>
<td>Joseph L. Bruno (R-C)</td>
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<tr>
<td>SD 44</td>
<td>Hugh T. Farley (R-C)</td>
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<tr>
<td>SD 45</td>
<td>Ronald B. Stafford (R-C)</td>
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<td>SD 46</td>
<td>James W. Wright (R)</td>
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<td>SD 47</td>
<td>William R. Sears (R-C)</td>
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<td>SD 48</td>
<td>Nancy Lorraine Hoffman (D)</td>
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<td>SD 49</td>
<td>John A. DeFrancisco (R)</td>
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<td>James L. Seward (R-C)</td>
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<td>Thomas W. Libous (R-C)</td>
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<tr>
<td>SD 52</td>
<td>No endorsement</td>
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<tr>
<td>SD 53</td>
<td>Michael F. Nozzolio (R-C)</td>
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<tr>
<td>SD 54</td>
<td>Richard A. Dollinger (D)</td>
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<td>SD 55</td>
<td>Mary Ellen Jones (D)</td>
</tr>
<tr>
<td>SD 56</td>
<td>Jess J. Present (R)</td>
</tr>
<tr>
<td>SD 57</td>
<td>Anthony Nanula (D)</td>
</tr>
<tr>
<td>SD 58</td>
<td>William T. Stachowski (D-C)</td>
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<tr>
<td>SD 59</td>
<td>Dale M. Volker (R-C)</td>
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<tr>
<td>SD 60</td>
<td>Charles E. Eaton (D)</td>
</tr>
<tr>
<td>SD 61</td>
<td>No endorsement</td>
</tr>
</tbody>
</table>

## CSEA endorsements for statewide races

**Comptroller**

H. Carl McCall (D-L)

**Attorney General**

Karen Burstein

**United States Senator**

Daniel Patrick Moynihan (D)

## CSEA endorsements for U.S. Congress

### CD 1
- George J. Hochbrueckner (D)

### CD 2
- Rick A. Lazio (R)

### CD 3
- Peter T. King (R)

### CD 4
- No endorsement

### CD 5
- Gary L. Gomeran (D)

### CD 6
- Floyd H. Flake (D)

### CD 7
- Thomas J. Mantos (D)

### CD 8
- Jerrold Nadler (D)

### CD 9
- Charles E. Schumer (D-L)

### CD 10
- Edolphus Towns (D)

### CD 11
- Major R. Owens (D)

### CD 12
- Ndiia M. Velazquez (D)

### CD 13
- No endorsement

### CD 14
- Carolyn B. Maloney (D)

### CD 15
- Charles B. Rangel (D)

### CD 16
- Jose E. Serrano (D-L)

### CD 17
- Elliot L. Engel (D)

### CD 18
- Nita M. Lowey (D)

### CD 19
- Hamilton Fish, Jr. (D)

### CD 20
- Benjamin A. Gilman (R)

### CD 21
- Michael R. McNulty (D)

### CD 22
- Gerald B. Solomon (R-C)

### CD 23
- Sherwood L. Boehlert (R)

### CD 24
- John M. McHugh (R-C)

### CD 25
- Rhea Jeeber (D)

### CD 26
- Maurice D. Hinchey (D)

### CD 27
- William Long (D)

### CD 28
- Louise M. Slaughter (D)

### CD 29
- John J. LaFalce (D-L)

### CD 30
- David Franczyk (D)

### CD 31
- No endorsement

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**Vote**

"We need to make our voices heard on Election Day . . .

Get out there and vote on November 8."

- President Danny Donohue

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October 1994
CSEA spreads its message of 'Family, Friends, Neighbors' at State Fair

SYRACUSE — CSEA statewide officers joined with member volunteers in making the union's participation this year in The Great New York State Fair the best yet.

CSEA President Danny Donohue and the statewide officers attended The Fair for a special "CSEA Day" event. They visited public employees staffing booths and displays, spoke with CSEA members attending the event through a special half-price discount offered via The Public Sector, and helped activist volunteers present a positive view of the union to the general public.

CSEA's booth in the Center of Progress featured a display with the union's public message that CSEA members are Family, Friends, Neighbors. The message was further emphasized in a welcoming greeting to fair goers on the entranceway's electronic message board.

"The Fair attracts nearly a million people in 12 days, so it's an ideal opportunity to present a positive message about CSEA to the public," Donohue said. "It was also extremely, you know, being able to show how many CSEA members from all over the state visited our booth, especially on CSEA Day, and I am very glad to have had the chance to speak with them.

"I hope the CSEA Fair activities helped build pride in who we are and what we do," he said. "Our activist volunteers who staffed our booth also deserve a big thank you for their excellent work."

— Stephen Madaras

New Workplace Security Program introduced

The fight against violence in the workplace is a top priority for CSEA. Part of that fight includes protecting workers who become victims of such violence. That's why CSEA President Danny Donohue and the CSEA Employee Benefit Fund (EBF) Trustees have developed the Workplace Security Program.

Beginning Oct. 1, all eligible and enrolled members of the EBF will be automatically enrolled in the program.

The CSEA Workplace Security Program offers compensation to CSEA Employee Benefit Fund members for injuries due to police work and/ or trauma associated with an assault or hostage situation while performing their job duties.

The program is administered by Jardine Group Services Corporation and underwritten by Preferred Life Insurance Company of New York. It is the latest addition to a comprehensive menu of insurance programs designed especially for CSEA members enrolled in the CSEA Employee Benefit Fund.

Who is covered?

All eligible and enrolled members of the CSEA Employee Benefit Fund.

Do I have to fill out an application form to be covered?

There is no application form for this coverage. All eligible and enrolled members of the CSEA Employee Benefit Fund are automatically covered by the policy.

What does this coverage cost?

There is no direct payment made by the member. The premiums for the policy are paid by the CSEA Employee Benefit Fund.

What is covered?

Workplace Security is unique in that it has defined trauma as an insurable item. The policy insures the trauma associated with a criminal assault, as defined by the New York Penal Code, or a captive situation, while the member is pursuing his or her occupational duties. It also pays benefits for dismemberment, permanent disability and death resulting from a criminal assault or captive situation. Briefly, criminal assault occurs when someone other than the victim causes physical impairment or substantial pain.

What payments does Workplace Security make to the victim?

The payments depend on the type of claim:

• The benefit is $2,500 per member for criminal assault while in the pursuit of the member's occupational duties.
• The benefit is $10,000 per member for accidental death or dismemberment resulting from assault.
• The benefit is a one-time payment of 50 percent of the member's annual basic salary for permanent total disability.
• The benefit is a one-time payment of 50 percent of the member's annual basic salary for captivity of more than eight (8) hours while in pursuit of occupational duties.
• The benefit is a one-time payment of 100 percent of the member's annual basic salary (not to exceed $100,000) for accidental death, dismemberment, or permanent total disability during captivity while in pursuit of occupational duties.

If the insured is eligible for benefits under more than one of the above-mentioned events, the plan will pay only one benefit, whichever is greater.

Is the benefit reduced by coverage through other plans?

No, there is no coordination of benefits within the plan.

Does the Workplace Security Program affect my worker's compensation?

No.

Must the benefit be reported as income?

Federal and state laws indicate that all or part of these benefits would be taxable. You should consult your accountant or tax advisor for individual guidance.

Am I covered while traveling to and from work?

No, unless travel is mandated by your particular type of employment.

What should I do if assaulted?

Call the police and seek medical assistance if necessary. Send copies of the filed police report, a medical statement from the attending physician, and documentation that the injury resulted from workplace violence, for a period of five (5) or more consecutive working days, along with a cover letter describing the incident to:

Jardine Group Services
P.O. Box 924
Schenectady, NY 12301
Attn: CSEA EBF Workplace Security Claims

How does the program verify my claim?

The Employee Benefit Fund verifies the claimant as an eligible and enrolled member of the CSEA Employee Benefit Fund at the time of the incident. The police report is reviewed to verify the incident as a criminal matter. The medical statement is reviewed to verify treatment was given for a physical injury. If necessary, the appropriate police officials and district attorney's office are contacted to verify how they are treating the case. Upon substantiating the claim, it is forwarded to the insurance broker for final approval and payment.

How do I get additional information on Workplace Security?

Call Jardine Group Services at 1-800-889-2852.
Employee Recognition Day programs honor the contributions of employees

As reported in a previous edition of The Public Sector, Metropolitan's Home Care Advocacy Program (HCAP) becomes effective Oct. 1, 1994, for enrollees of the Empire Plan. In summary, the following services can be obtained with no out-of-pocket expenses incurred if the HCAP pre-certification process is followed: home nursing services, home infusion therapy, and durable medical equipment/supplies (including diabetic supplies). Prior to receiving services, a mandatory call must be made to HCAP at 1-800-638-9918 to comply with the pre-certification process. When an enrollee makes the pre-certification call, they may choose to receive services from a network provider and receive covered-in-full benefits for medically necessary services or, an enrollee may choose to use a provider that HCAP has not approved and receive services subject to the basic medical plan deductible and co-insurance requirements, including the 48-hour exclusion in cases of private duty nursing.

If an enrollee does not make the required call, all medically necessary nursing, infusion therapy and DME services received outside of the HCAP network (not arranged through the HCAP) will be covered subject to a penalty of the lesser of 50% of the reasonable and customary charges for the services received or $250, as determined by MetLife, and subject to the basic medical plan's deductible and co-insurance requirements, including the 48-hour exclusion in cases of private duty nursing.

As a reminder, the enhanced emergency room benefit is effective Oct. 1, 1994. Beginning Oct. 1, 1994, your $15 hospital outpatient co-payment will cover your hospital emergency room visit for a medical emergency. A medical emergency is defined as a sudden, unexpected onset of a medical condition where immediate care is necessary to prevent what could reasonably be expected to result in either placing your life in jeopardy or cause serious impairment to your bodily functions. Emergency care for an accident must be given within 72 hours of the accident. Emergency care for a sudden onset of an illness must be given within 24 hours after the first appearance of the symptoms of an illness.

The $15 hospital outpatient co-payment covers use of the hospital facility and services of the attending emergency room physician and providers who administer or interpret radiological exams, laboratory tests, electrocardiograms and pathology services. As always, if you are admitted into the hospital as an inpatient via the emergency room, the $15 hospital outpatient co-payment will be waived. This benefit enhancement does not place any additional requirements upon an enrollee; however, it alleviates an enrollee facing possible out-of-pocket expenses (including deductible and co-insurance as well as services billed higher than MetLife's approved R&C amount) for the providers of services listed above.

Please refer to the Fall 1994 "Empire Plan Report" you recently received in the mail explaining these benefits and requirements in detail.

November is the Annual Health Insurance Option Transfer Period

The month of November is the annual health insurance Option Transfer Period for state employees. Employees who wish to change Empire Plan or Health Maintenance Organization (HMO) options must do so during the Option Transfer Period by contacting their health benefits administrator, located in their agency personnel office. The 1995 "Benefit Choices" booklet containing benefit overview of all the available health insurance options will be shipped to Agency Health Benefits Administrators in early November. Upon approval of the 1995 premium rates, an informational sheet listing the rates of all available health insurance options and any significant changes within the benefit structure of same will be sent directly to an employee's home. Employees will be given the required 30 days to make health insurance option changes.

Employees who are currently not utilizing the Pre-Tax Benefit Program but wish to participate in the program, must enroll by Nov. 30, 1994. Personnel/human resources offices will provide basic information and all necessary forms for enrollment. Additional details regarding the annual Option Transfer Period will be published in the next edition of The Public Sector.

Effective Oct. 1, 1994:

Home Care Advocacy Program - 1-800-638-9918

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As a reminder, the enhanced emergency room benefit is effective Oct. 1, 1994. Beginning Oct. 1, 1994, your $15 hospital outpatient co-payment will cover your hospital emergency room visit for a medical emergency. A medical emergency is defined as a sudden, unexpected onset of a medical condition where immediate care is necessary to prevent what could reasonably be expected to result in either placing your life in jeopardy or cause serious impairment to your bodily functions. Emergency care for an accident must be given within 72 hours of the accident. Emergency care for a sudden onset of an illness must be given within 24 hours after the first appearance of the symptoms of an illness.

The $15 hospital outpatient co-payment covers use of the hospital facility and services of the attending emergency room physician and providers who administer or interpret radiological exams, laboratory tests, electrocardiograms and pathology services. As always, if you are admitted into the hospital as an inpatient via the emergency room, the $15 hospital outpatient co-payment will be waived. This benefit enhancement does not place any additional requirements upon an enrollee; however, it alleviates an enrollee facing possible out-of-pocket expenses (including deductible and co-insurance as well as services billed higher than MetLife's approved R&C amount) for the providers of services listed above.

Please refer to the Fall 1994 "Empire Plan Report" you recently received in the mail explaining these benefits and requirements in detail.

November is the Annual Health Insurance Option Transfer Period

The month of November is the annual health insurance Option Transfer Period for state employees. Employees who wish to change Empire Plan or Health Maintenance Organization (HMO) options must do so during the Option Transfer Period by contacting their health benefits administrator, located in their agency personnel office. The 1995 "Benefit Choices" booklet containing benefit overview of all the available health insurance options will be shipped to Agency Health Benefits Administrators in early November. Upon approval of the 1995 premium rates, an informational sheet listing the rates of all available health insurance options and any significant changes within the benefit structure of same will be sent directly to an employee's home. Employees will be given the required 30 days to make health insurance option changes.

Employees who are currently not utilizing the Pre-Tax Benefit Program but wish to participate in the program, must enroll by Nov. 30, 1994. Personnel/human resources offices will provide basic information and all necessary forms for enrollment. Additional details regarding the annual Option Transfer Period will be published in the next edition of The Public Sector.

Effective Oct. 1, 1994:

Home Care Advocacy Program - 1-800-638-9918

As reported in a previous edition of The Public Sector, Metropolitan's Home Care Advocacy Program (HCAP) becomes effective Oct. 1, 1994, for enrollees of the Empire Plan. In summary, the following services can be obtained with no out-of-pocket expenses incurred if the HCAP pre-certification process is followed: home nursing services, home infusion therapy, and durable medical equipment/supplies (including diabetic supplies). Prior to receiving services, a mandatory call must be made to HCAP at 1-800-638-9918 to comply with the pre-certification process. When an enrollee makes the pre-certification call, they may choose to receive services from a network provider and receive covered-in-full benefits for medically necessary services or, an enrollee may choose to use a provider that HCAP has not approved and receive services subject to the basic medical plan deductible and co-insurance requirements, including the 48-hour exclusion in cases of private duty nursing.

If an enrollee does not make the required call, all medically necessary nursing, infusion therapy and DME services received outside of the HCAP network (not arranged through the HCAP) will be covered subject to a penalty of the lesser of 50% of the reasonable and customary charges for the services received or $250, as determined by MetLife, and subject to the basic medical plan's deductible and co-insurance requirements, including the 48-hour exclusion in cases of private duty nursing.

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CSEA is making progress in its persistent effort to upgrade the state's stationary engineer job titles, but there are hurdles that still must be overcome.

While the state division of the budget must still give formal approval to the upgrading, procedures to help workers move into the new titles are underway. As with any change, the transition activities have caused some confusion. With the reclassification also complicated and responsible to make sure the changes are as smooth and as fair as possible.

The job of stationary engineer has become increasingly complicated and responsible over the years. They must operate and maintain highly technical equipment, which supplies the power and regulates the working environment for thousands of employees and others who use public buildings.

Much of the required expertise involves not only on-the-job experience but also specialized training. These arguments are what enabled CSEA to successfully press its case for the upgrading. In 1989, CSEA's request to the Department of Civil Service for the upgradings resulted only in the reallocation of the assistant stationary engineer from grade 8 to grade 9. The Civil Service Department rejected all other CSEA proposed upgrades.

CSEA appealed to the Civil Service Commission and presented overwhelming evidence that the earlier review had not fully examined all the facts. The commission agreed with CSEA and suggested the proposals be reconsidered.

That review completed last year recommended not only across-the-board upgrades, but also reclassification into a new plant utilities engineer career series. Normally, a reclassification could result in employees being required to take a civil service examination and being reachable on the eligible list to attain the new titles. But instead, CSEA members have only will have to qualify through an open book certification, which will be administered in early October.

The material in the certification procedure has been reviewed by CSEA's Stationary Engineers Task Force that task force has been involved in the upgrading process at every step. The reclassification also includes new open competitive minimum qualifications for the plant utilities engineer titles. Qualifications call for a year's experience and an associate's degree related to plant utilities technology. CSEA and the state have been working with the Joint Apprenticeship Training Program to help employees meet these qualifications.

The 1995 open enrollment period for the Dependent Care Advantage Account (DCAAccount) program expires Nov. 10. Interested state workers should contact their agency's personnel office for enrollment information.

More than 300 CSEA state employee members are currently enrolled in the negotiated DCAAccount program, saving an average of $1,500 annually on their dependent care expenses. DCAAccount is a pre-tax employee benefit program that can help save money on dependent care expenses. It is available to CSEA state employees who have child care expenses for small children or elder care or disabled dependent care expenses.

During the open enrollment period eligible employees will select the amount of money they wish to set aside into their DCAAccount, up to a maximum of $5,000. Then each payday a regular portion of that amount will be deducted from the employee's bi-weekly gross paycheck. Since the money elected to be deducted is taken from the gross salary before federal, state and social security taxes, the amount remaining is the new taxable income. Because the employee pays less tax, they have more spendable income.

After the child or elder care services are provided the employee should obtain a receipt from the care provider. A reimbursement claim form (provided in the DCAAccount enrollment kit) is then submitted to Fringe Benefits Management Company, the plan administrator. The company will send the employee a reimbursement either by check or direct deposit. The employees are being reimbursed with their own tax-free dollars.

DCAAccount 1995 enrollment kits are available from the health benefits administrator in your agency's personnel office. Additional information is available by calling the DCAA Hotline at 1-800-358-7202.
Chautauqua County members take their case for a contract to the public

DUNKIRK — Opening day at the Chautauqua County Fair was the setting for informational picketing by members of CSEA Local 807 and their supporters in their ongoing struggle for a contract.

But it didn’t happen without a few legal stumbling blocks.

Already saddled with an imposed zero percent contract for 1993 and currently at impasse in talks for a new agreement, Local 807 activists had to fight a county fair restraining order request in court to secure their right to inform the public of the county executive’s unfair stance in contract talks.

When the state Supreme Court hearing had ended, the unit had won not only the right to picket at the fair’s main entrance, but also the ability to hand out balloons that read “CSEA Works For You in Chautauqua County” at a CSEA booth inside the fair.

“We don’t intend to stop our unified efforts until we have an agreement we can live with,” said Jim Smith, president of the 1,000-member county employee unit. “It’s sad that we have to use up so much time and energy to gain a fair agreement here in Chautauqua County, but that’s been our history, and we’re prepared to do whatever it takes. We won’t be going away.”

While unit activists greeted fair goers outside the fair with signs about the contract struggle, others gave out balloons and CSEA coloring sheets in an effort to educate the public about the value of public employees in general.

Mark Jurenovich, CSEA collective bargaining specialist for the unit, said two sessions with a mediator have been conducted so far in an effort to resolve the contract dispute.

— Ron Wofford

Chautauqua County Fair goers were greeted by Local 807 members and supporters picketing in support of a contract for CSEA-represented county employees.

Genesee unit contract quest succeeds

BATAVIA — Battle-ready and fed up with lack of a contract, Genesee County employees and nursing home unit members of Local 819 recently picketed legislative meetings twice, forcing lawmakers to walk a gauntlet of members shouting “we want a contract” to reach the entrance of the building.

That type of determination helped the general County Employee Unit finally reach a contract settlement, which the membership has since ratified.

And the Nursing Home Unit expects an offer to vote on soon as well.

“We were very frustrated by our lack of a contract,” CSEA County Unit President Nancy Mangefrida said of the decision to take their case to the streets.

“It was totally ludicrous that the county’s earlier offer for 1994 was below what the factfinder found acceptable before a zero-percent contract was imposed on the unit for 1993,” CSEA Collective Bargaining Specialist Tom Pomidoro said.

Prior to the recent contract breakthrough, the unit’s activists had planned to be even more vocal and active and had planned more picketing of legislative meetings.

They had also printed up large yard signs that remind everyone that “CSEA works for you in Genesee County,” which were to be distributed at an upcoming CSEA Information Day program. — Ron Wofford

CSEA claims arbitration victory in Albany County

ALBANY — Albany County violated the overtime article of the CSEA County Highway Department contract when it failed to call in certain equipment operators in the Knox division from December 1992 to March 1993, arbitrator Ben Knox has found.

Because of this union victory, five CSEA members in the Knox division, Dave Quay, John Center, Don Gray, Charles Medich and John Sheroka, will be entitled to as much as 21 hours of overtime pay or compensatory time off depending upon the individual’s past overtime assignment acceptance record.

“I’m delighted with the decision,” CSEA Albany County Highway Unit President Dick Zink said. “This matter took a long time to get to the arbitrator who ruled in our favor in only six days. And this decision tells the county that it must follow the terms of the CSEA contract which is something that the county doesn’t always like to do.”

“While it took awhile to get resolved, we all knew the county was wrong. It was handled in the wrong way by the county from the beginning, I’m glad we won and I’m happy with the way CSEA handled the situation,” Dave Quay, an equipment operator, said.

“What’s fair is fair. The county wasn’t being fair. Now it has to obey the contract and that’s what it should have done. It should have been fair,” Charles Medich said.

CSEA Labor Relations Specialist John Cummings will be working with the employees to see that the county complies with the arbitrator’s decision.

— Daniel X. Campbell

Union effort saves Moriah SD jobs

MORIAH — When two unit members were held economic hostage in the Moriah Central School District’s sports budget, the CSEA Moriah Non-instructional Unit mounted a successful grassroots effort to get the sports budget passed and save their co-workers’ jobs.

“Two previous full school budgets were voted down overwhelmingly by the voters,” CSEA Labor Relations Specialist Ken Lushia said. “And people were worried that the sports program was facing the same type of no vote from the district’s residents. But Moriah CSEA Unit President Samuel Rotella and the unit’s membership got behind the sports vote and, with the help of the sports minded community, CSEA was able to turn the vote around. The budget passed 680-439.”

With the two members’ jobs saved, CSEA is now seeking to have their funding moved to the safer general school budget which also lists all athletic department coaching and sports director’s salaries. — Daniel X. Campbell

Stay in touch by calling CSEA’s Current Issues Update
A recorded message providing current information about union issues, activities and priorities

Simply call 1-800-342-4146 on a touchtone phone and Press 1 and then 5

October 1994 9
Worksite security still CSEA priority

‘No issue more basic to well-being of members’

With Oct. 15 serving as an emotional reminder, CSEA is renewing its commitment to improving the on-the-job safety and security of all its members.

On that day in 1992, CSEA Schuyler County Local 849 members Florence Pike, Phyllis Caslin, Nancy Wheeler and Denise Miller VanAmburg were brutally murdered in their Social Services Department office in Watkins Glen. Their murderer was a gunman angry at the department because his wages had been garnisheed for failure to pay child support.

The four women never had a chance against the gunman in an office that had few security measures at the time.

The tragedy galvanized CSEA’s drive for safer worksites and the union has dedicated its efforts to the memory of the four Schuyler County members.

Last October, CSEA released a report on the state of worksite security across New York, which included county by county worksite assessments. The report received national media attention and helped emphasize CSEA’s call for greater attention toward the issue.

CSEA’s report, titled A Matter of Life and Death, has also led to significant improvements in scores of worksites. The union is in the process of revisiting worksites to reassess conditions and ensure follow through. But as the stories on these pages demonstrate, more needs to be done.

“There is no issue more basic to the well-being of our members or our responsibility as a union than worksite security,” CSEA President Danny Donohue said. “It is urgent that we keep this effort to improve the safety and security of working conditions a top priority.

“I am personally committed to getting action on procedures, equipment, building design and other measures to protect people,” he said.

CSEA is addressing the issue in a variety of ways. But one of the most comprehensive is the union’s proposal of a worksite security standard under the Public Employee Safety and Health (PESH) Act which would require all public employers to address security conditions in all their worksites.

The standard, developed in cooperation with the state AFL-CIO, will be formally presented to the state Labor Department’s Hazards Abatement Board later this month. It is first-of-its-kind protection that would ensure regular security assessments and written plans that anticipate and seek to prevent problems before they occur.

Re-opening of Binghamton State Office Building delayed again

BINGHAMTON — CSEA succeeded in its efforts to make sure the Binghamton State Office Building is safe before members start working in it.

The building, contaminated by an electrical fire in 1981, was scheduled to re-open in mid-September, but some dust samples around light fixtures showed higher than expected dioxin levels. All light fixtures were immediately cleaned, but CSEA requested further cleaning and follow-up testing.

“CSEA is satisfied that the state is going the extra mile to be sure any lingering doubts are put to rest,” CSEA President Danny Donohue said.

The state also agreed to conduct meetings with employees prior to re-occupancy to address any questions or concerns they may have.

“The state is being very thorough, but the employees are not scientists and they have to be dealt with on a human level about the safety of this building,” CSEA Binghamton State Employees Local 002 President Lyman Switzer said.

The state has spent nearly 14 years cleaning the facility. CSEA’s Occupational Safety and Health Department has worked closely with the local to monitor the state’s clean-up activities over the years.

The state will wait to get the results of the new tests and to schedule employee information meetings before it sets a new date for the re-opening.

— Stephen Madarasz
Political action gives CSEA clout

ALBANY — CSEA now has a top-of-the-line phone bank system that allows operators to make hundreds of calls an hour — and all of those calls are designed to benefit CSEA members.

The new phone system dials automatically, allowing the operators to quickly ask questions and register responses on a computer. Those answers can then be analyzed to give CSEA important information about its members.

The phone bank can be used in a variety of ways: to urge members to vote for CSEA-endorsed political candidates or propositions; to find out what CSEA members are concerned about; to spread the word about CSEA member benefits; and to call the general public to find the best way to get CSEA’s message across. In a recent project, operators asked Nassau County residents about the county’s health and medical services, which now face the threat of privatization. Information gathered in this survey helps CSEA make the best case possible to defeat privatization and keep public services in the public sector.

The phone bank also gives CSEA a lot of clout with politicians, who are grateful for the phone calls the union can now generate during election season.

“We invested in this system to be sure that CSEA is in touch with you, the members,” CSEA President Danny Donohue said. “We also want to keep CSEA on the cutting edge of technology so that we stay the best, most effective union in New York state. This system helps us convince the politicians and the policy makers that we are a force to be reckoned with.”

Activists make the difference for Gerry Fidler

E. SYRACUSE – Chuck Taylor knows CSEA’s political action pays off; he watched it save 14 jobs in the Horseheads School District.

President of CSEA’s Transportation Unit there, Taylor credits CSEA’s political action with a successful budget proposition restoring 14 jobs (see story below).

“I felt political action is what made the difference,” he said. CSEA Political Action Coordinator Gerry Fidler, a former staffer for a state lawmaker, now works with the Central Region, local and unit Political Action Committees on political endorsements. He also maintains contact with all legislative bodies in the region which may make decisions affecting CSEA members. Both areas are crucial, he said. “People elected to public office are our members’ bosses, so we have a unique opportunity to help select our bosses,” he said. “I think most members realize that Political Action is a very important part of the union movement. It establishes communication between us and the decision makers.”

Fidler is proud to work with CSEA activists. “Our retiree activists are an excellent resource. They’ve been through it before and they have strong contacts with elected officials,” he said. “Our younger members learn from the retirees’ activism.”

St. Lawrence County Local 845 President Betty Thomas said Fidler encouraged her activism.

“He’s set an example for those of us who have worked with him to excel and to be the best we can be,” she said. “He gives you the feeling that you can do it, no matter what.”

— Mark M. Kotzin

Political action pays off for drivers

HORSEHEADS – The jobs of 14 Horseheads School District bus drivers are safe, thanks to CSEA’s political action efforts.

The union waged a campaign to convince voters to pass a budget proposition restoring transportation services.

“We wanted to get the word out to the parents exactly what the effects of the budget would be on their children,” CSEA Transportation Unit President Chuck Taylor said. “We wanted them to vote for the proposition because of our concerns for the students’ safety.”

CSEA put out fliers and press releases to let voters know about CSEA’s concerns. “We would have had elementary students walking along Route 14, a major state highway,” Taylor said. “If we hadn’t got involved, the proposition would have gone down,” he said. “Through CSEA’s efforts, full busing was reinstated. It makes us feel good, that CSEA came through for our employees and the students.”
Member says thanks for sick leave bank

When CSEA State Employee Local 016 member Joan Rothman was battling a serious disease, her co-workers made the situation a little easier by showing friendship and emotional support.

And thanks to CSEA, they were also able to give the precious gift of time from their own leave to Rothman.

A leave donation program negotiated with the state enables employers to donate the unused vacation leave to co-workers who may need additional leave due to serious illness. The union has also negotiated benefit agreements for many local governments and school districts.

Rothman asked the union to print this letter: "Dear CSEA and DMV Friends,"

"I want to take this opportunity to thank you for all your out-going support that you have given my family and me this past year. Your love, your leave credits, cards, phone calls and prayers have given me that extra support to fight this disease. I must report that the chemotherapy has been working so well that I am back at work as of July 2 on a part-time schedule. My strength comes back. I continue with my chemo because it is working. I am very grateful for so many friends who have helped me fight and still fight hard cancer."

"Thank you Tom Dyres (Local 016 President) and the CSEA family for your support, so often in our times of need. I do forward to the chance of getting to know each of you better and sharing information or just a supportive glance.

Again thank you all, with love.

Joan Rothman & Family
c/o DMV
560 Privado Road
Westbury, NY 11590"

—Sheryl C. Jenkins

Personal safety program a help to SUNY member

BUFFALO - Denise Zenicki knows CSEA from the inside. As a 14-year employee of SUNY College at Buffalo and member of CSEA Local 640, Zenicki attended a day-long program on "Personal Workplace Safety and Security" conducted by the CSEA-NYS-CSEA Labor-Management Management.

Zenicki negotiated the funds for the program, which the committee, which was very informative and beneficial.

"I'm glad to see that my union is looking out for its members' safety, by helping arrange something like this," Zenicki said. "It's a new approach to safety."

—Lilly Gioia

Job training means opportunity

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—Lilly Gioia

MANHATTAN - "Life has been good," says Louis Gilmore, CSEA physical plant manager at the State of New York. He ought to know. Having advantage of every CSEA training program available to employees has made Gilmore work hard to build his skills through union courses provided at Maritime College and other classes he took on his own at a local community college.

Now he's bringing 60 new park employees to their new jobs by taking advantage of the "Start 94 Program in Building Maintenance Fundamentals" developed in cooperation with the CSEA NYS-Labor Management Committee.

"Start 94" offers both in-house and outside courses in the physical plants of the State of New York.

"I was thrilled ... I know it will be a lot of help to our employees," says Gilmore.

—Ronald King, CSEA member

If you have questions or need assistance, contact Heidi Quandt at the CSEA region office.

410 4th Ave.
Brooklyn, NY 11215

1-800-377-2989 • 718-636-5600

If you receive the letter and form and you are, in fact, a member of CSEA, you must sign the form as the cardholder; obtain the signature of a CSEA local union official and return the form to the Bank of New York (Delaware) within 30 days.

If the form is not received by the Bank by Oct. 30, 1995, the process of closing the account will begin. If the account is closed, any money remaining will be remitted to the Bank.

If you have questions or need assistance, contact Heidi Quandt at the CSEA region office.

410 4th Ave.
Brooklyn, NY 11215

1-800-377-2989 • 718-636-5600
How Can CSEA Help Me?

A Reference Guide To CSEA Member Services & Benefits

Get In Touch With Headquarters – Toll-Free – 1-800-342-4146.
Press O plus the extension number you want at any time.

With a rotary phone, an operator will come on the line at the end of the recording to help you reach your party.

With a touch-tone phone, you must press 1 for these options:
- If you don't know the extension number, press 1 for Field Operations, which include Occupational Safety & Health, State Contract Administration, Local Govt. & School District Affairs, Research, EAP and the Retiree Division.
- Press 2 for Legal Matters, such as disciplinaries & grievances;
- Press 3 for Communications including The Public Sector, Executive Offices or Political Action;
- Press 4 for answers about dues, membership & agency shop, group insurance (not health) and to talk to the Finance Dept.;
- Press 5 to hear a recording of Current Issues Update.

Statewide Headquarters
143 Washington Avenue
Albany, NY 12210

Your Toll-Free Connection To The Employee Benefit Fund – 1-800-323-2732.

Participating local government employees.

For details on CSEA Security Life Plan, Income Protection Program, Hospital Indemnity Plan and Family Protection Plan, call toll free: Jardine Group Services Corp. 1-800-697-CSEA.

For details on Auto Insurance and Homeowners/Renters insurance, call toll free: 1-800-366-7315.

Health Insurance
For answers to your specific questions about the Empire Plan:
- Blue Cross Claims: 1-800-342-9815 or (518) 367-0009
- Metropolitan Claims: 1-800-942-4640
- Participating Providers: 1-800-942-4640
- Hospital admission approval/surgical review:
  - Empire Plan Health Call: 1-800-992-1213
  - Mental Health & Substance Abuse Hotline: 1-800-446-3995

Education & Training
The CSEA provides workshops and training programs for union activists. For more information, call toll-free 1-800-342-4146. On a touch tone phone, press O, then extension 294. On a rotary phone, ask the operator for extension 294.

Civil Service Exam Help
The Labor Education Action Program (LEAP) can help you prepare for civil service exams with low-cost study booklets.
Call toll free: 1-800-253-4332.

Safety Concerns
Report serious accidents, unsafe and unhealthy working conditions to the CSEA Labor Relations Specialists at your region office.
For occupational safety and health information, call CSEA Headquarters at 1-800-342-4146. On a touch tone phone, press O, then extension 294.
For a rotary phone, ask the operator for extension 294.

Retirement
For general information about retirement and retiree membership, call 1-800-342-4146. On a touch tone phone, press O and extension 363. On a rotary phone, wait for the operator and ask for extension 363.
Talk to a CSEA-provided retirement counselor if you are retiring soon. It’s important that you select the proper option from the Employees’ Retirement system, so you can plan the lifestyle that you want to enjoy. Call toll free: 1-800-366-5273.

Insurance
CSEA offers several insurance programs at low group rates and provides the convenience of automatic payroll deduction.
For details on CSEA Security Life Plan, Income Protection Program, Hospital Indemnity Plan and Family Protection Plan, call toll free: Jardine Group Services Corp. 1-800-697-CSEA.
For details on Auto Insurance and Homeowners/Renters insurance, call toll free: 1-800-366-7315.

AFSCME Advantage Mastercard
Features one of the lowest interest rates - 5 percent above the prime lending rate. No annual fee. For an application form, call your CSEA region office.
If you apply and there is no response within four weeks, call the issuing bank, the Bank of New York, toll free: 1-800-942-1977.

AFSCME Advantage Legal Services
You can obtain high quality, affordable legal services for many personal legal matters through the AFSCME Advantage Union Privilege Legal Services Program. For details and a list of participating lawyers in your area, call your CSEA region office.

AFSCME Magic Kingdom Club
Another benefit from the AFSCME Advantage program — discounts to both Disney World in Florida and Disneyland in California. Membership verification requirements: your Social Security number and your local number (AFSCME Local 1000).
Contact the AFSCME Research Dept., 1625 L St. NW, Washington, DC 20036. Phone: (202) 429-5066.

AFSCME Advantage Mortgage Program
Makes buying a home or refinancing your mortgage easier and more affordable. Savings for buyers and sellers. Special help for first-time buyers. Call toll free: 1-800-848-6466.

AFSCME Advantage Career & Academic Planning
Tuition savings planning. Financial aid projections. Counseling and seminars for career decisions. $10 annual fee. 1-800-733-GRAD.

The Buyer’s Edge
It’s your buy-by-phone service designed to save you money on major purchases. The Buyer’s Edge negotiates extra discounts and lowest price guarantees individual buyers don’t get. The appropriate information and toll-free numbers are in your Buyer’s Edge brochure, and they’re published regularly in The Public Sector. To receive a brochure, contact your CSEA region office listed below. For other information call 1-800-342-4146.
On a touch tone phone press O and 297 or ask the operator for extension 297.

Clip and save this page for future reference.

REGION OFFICES

LONG ISLAND REGION 1 OFFICE
Hauppauge Airtime Building, 300 Vanderbilt Motor Pkwy., Hauppauge, NY 11788.
(516) 273-2280 & 273-2365.

SOUTHERN REGION III OFFICE
735 State Route 52, Beacon, NY 12508.
(914) 831-1000.

CENTRAL REGION V OFFICE
6555 Kirkville Road, East Syracuse, NY 13057.
(315) 433-4050.

METROPOLITAN REGION II OFFICE
40 Fulton Street, 22nd Floor, New York, NY 10038-1850. (212) 406-2156.

CAPITAL REGION IV OFFICE
One Lear Jet Lane, Suite Two, Latham, NY 12110-2394. (518) 785-4400.

WESTERN REGION VI OFFICE
482 Delaware Avenue, Buffalo, NY 14202. (716) 889-4391.
ATTICA — Three Attica correctional CSEA Local 152 members say they have serious concerns for the safety of themselves and the public with inmate helpers on board during delivery runs.

Since last November Dave Dimick, Bret George and Jim Nephew have been directed to take inmates from the nearby medium-security Wyoming Correctional facility with them as they deliver prisoner merchandise to nearby restaurants, the drivers said. This makes for opportunities to commit crimes that could unwittingly involve the drivers, they feel.

“Our commercial driver’s licenses are very hard-earned, and any blemish could cause us serious problems, if not outright loss or suspension,” Dimick said. “I have not had any training to be with an inmate eight hours a day, five days a week as a correctional officer has. It makes me very nervous and it’s hard to concentrate on my driving.”

An out-of-title grievance on the practice has been denied at the local level and will be next heard on an appeal to the Governor’s Office of Employee Relations, according to CSEA Labor Relations Specialist Penny Gleason.

“We’d like to see this practice ended before something tragic happens,” Local 152 President Russ Nephew said. “It doesn’t take too much imagination to realize that something could go very wrong here, very fast.” — Ron Wofford

ATTICA CORRECTIONAL TRUCK DRIVERS Bret George, left, and Dave Dimick, right, with CSEA Local 152 President Russ Nephew outside the prison.

Attica drivers carrying a dangerous load – inmates

ATTICA — Three Attica Correctional CSEA Local 152 members say they have serious concerns for the safety of themselves and the public with inmate helpers on board during delivery runs.

Since last November Dave Dimick, Bret George and Jim Nephew have been directed to take inmates from the nearby medium-security Wyoming Correctional facility with them as they deliver prisoner merchandise to nearby restaurants, the drivers said. This makes for opportunities to commit crimes that could unwittingly involve the drivers, they feel.

“Our commercial driver’s licenses are very hard-earned, and any blemish could cause us serious problems, if not outright loss or suspension,” Dimick said. “I have not had any training to be with an inmate eight hours a day, five days a week as a correctional officer has. It makes me very nervous and it’s hard to concentrate on my driving.”

An out-of-title grievance on the practice has been denied at the local level and will be next heard on an appeal to the Governor’s Office of Employee Relations, according to CSEA Labor Relations Specialist Penny Gleason.

“We’d like to see this practice ended before something tragic happens,” Local 152 President Russ Nephew said. “It doesn’t take too much imagination to realize that something could go very wrong here, very fast.” — Ron Wofford

WEST SENeca — With 33 years on the job, West Seneca Schools bus driver Betty Rektorik already had a laudable record of service to her community.

She has now received national recognition for safely transporting her young passengers over her career without even one accident by being named one of two “National Bus Drivers of the Year” by the Pioneer School Bus Transportation Awards Committee.

“I didn’t even know I was nominated,” Rektorik said. “It was a complete surprise, but I appreciate it very much. Still, I am not used to all this attention.”

Her outstanding safety record and devotion to duty were cited as the main criteria for her selection as the female driver of the year.

But a bizarre January 1993 incident in which her bus was hijacked by a knife-wielding burglary suspect undoubtedly also impressed the judges.

After forcefully boarding the bus, the felon broke the two-way radio and directed Rektorik on a 20-minute escape through city streets until he jumped off — but not before he stole the jewelry she was wearing, and threatened the students if they looked at him.

Rektorik’s poise and control during the incident were cited as possibly saving lives or preventing serious injuries.

“We’re all very proud of Betty,” said Bob Sullivan, president of the West Seneca School District unit of Erie Educational Local 868.

— Ron Wofford

Ulster County DSS Security Committee making worksites safer for employees

KINGSTON — Employees of the Ulster County Department of Social Services have organized a Security Committee to monitor security issues and determine the needs of DSS workers and other staff.

The committee meets monthly and includes the following employees: Bob Myers, chair; Sandy Reynolds, Jim Davis, Carol Newkirk and Steve Schabot. Deputy Commissioner Dolores Miller works with the committee.

So far the committee has provided training for staff and plans to instruct receptionists on how to handle threatening phone calls. Thanks to a committee recommendation, a padlock has been installed at the Child Support Unit.

The committee also is overseeing the upcoming DSS move to the new building and will make recommendations for security precautions there.

— Anita Manley

Defensive driving course offered to members of Local 418

A course on Defensive Driving, taught by John Epting of the Defensive Driving Institute, was recently offered to CSEA Pilgrim Psychiatric Center Local 418 members. The course is certified by the National Safety Council.

Members completing the seven- and-a-half hour course were issued certificates which entitle them to a 20 percent insurance discount for three years.

"Another excellent benefit of being a member" — Ron Wofford

— Sheryl C. Jenkins
Tenth Annual Statewide Retirees Meeting successful

ROCHESTER - There was a celebratory, but business-like atmosphere as CSEA retirees from around the state converged on Rochester for the 10th annual Retirees Meeting.

"This was our best conference so far," said Charles Peritore, chair of the Statewide CSEA Retiree Executive Committee.

CSEA President Danny Donohue, who served as the statewide officer liaison to the Retiree Executive Committee for six years, saluted the retiree delegates and assured them they remain an "integral, active partner in CSEA."

"Since I look forward to joining your ranks one day, I trust you will keep my future as well as yours in mind as you meet here," said Donohue. "We're truly in this together." Donohue also pledged to continue the fight for a permanent annual cost of living adjustment for retirees.

Donohue introduced state comptroller H. Carl McCall, who has been endorsed by CSEA to retain his office in the November general election.

Mary L. McCarthy, past president of CSEA Syracuse Area Retirees Local 913 and a union member and activist for 40 years, received the Donald Webster Memorial Mission Achievement Award during the program. The award honors an outstanding CSEA retiree member and is named in honor of the late Donald Webster, who served as chair of the CSEA Retiree Division from 1987 to 1990.

Delegates attended workshops over two days on federal health care legislation, long term health care, and information on how to utilize CSEA's legislative and political action resources when local government health care reductions are proposed for retirees.

"I can't say enough about how great all the CSEA staff were in joining in and helping make this conference the success it was, especially Tony Campione and Peggy Zakrzewski of the retiree division," Peritore said. "All the staff did a wonderful job."

— Ron Wofford

Retirees are an integral, active partner in CSEA

— CSEA President Danny Donohue

MARY L. MCCARTHY, right, accepts the Donald Webster Memorial Mission Achievement Award from CSEA statewide Executive Vice President Mary Sullivan, left. Looking on is CSEA Retiree Executive Committee Chair Charles Peritore.
I've been a member of CSEA for a long time and I have always been proud of it. CSEA is the best labor union in the state, and to serve our members as executive vice president is a great honor. I want to thank everyone who showed their faith in my abilities by voting for me.

As a member of the new team of CSEA statewide officers, I want you to know that all of us are committed to working together. You as members are a big part of our plan. We want to hear your ideas, suggestions and criticisms. Our leadership needs your involvement to make CSEA bigger, better and stronger than ever. It's a big challenge, but I believe we can do it. We are proud to face that challenge with you and for you.

CSEA offers great opportunities to learn and to lead, to make changes and to make a difference. CSEA offers excellent benefits and services, helps make your workplace safe and helps enforce the quality contracts it negotiates for you.

But CSEA is far more. As CSEA members, we are part of a community dedicated to the interests of working people everywhere. We work hard not only for those we represent here in New York state, but to support labor causes all over the country. It's part of our responsibility, and a large part of our pride. We are not alone because we are part of the house of labor. and we extend our hand in friendship and aid to our brothers and sisters in the labor movement. That's a lot to be proud of.

And that's not all. CSEA members are part of a larger community: the towns and villages and cities where we live and pay taxes, where our children go to school and where we are vital, contributing members. We provide a lot more than the valuable service that is our job; we are volunteers in schools and fire departments, for the ambulance service and the church choir.

We are, as the saying goes, "Family, Friends, Neighbors" to all of those who live in our communities. Many CSEA members are community activists for the same reason they are involved in their union: because they care and because they want to make a difference.

That's something to be proud of.

When you are out there visiting the elderly or training to become an emergency medical technician, raising money for the Cancer Society or volunteering for any of the many worthwhile organizations, let them know you are CSEA, and you are proud.

We need to remind our family, friends and neighbors that the labor movement isn't just about the workplace; we take our union values into our communities and do our best to make it a better place.

We need to remind ourselves that we're union, we're CSEA and damn proud to be.
CSEA: It's your union; become involved

Things are changing in CSEA, and what a great feeling to be a part of it. Our new President has vowed to bring CSEA back to the membership. This means we can think to do this is hit the streets and get the good news out.

What does CSEA do for me? Everything possible to provide the best collective bargaining agreements available. Everything possible to provide the best benefit package available. Everything possible to provide worker safety and security. Everything possible to provide the education and training necessary for the union leadership, grievance representatives and stewards to represent you at the work-site.

CSEA, the union, never rests. We work to represent all 265,000 members the very best way possible. I view my job as one of helper. The complexity of union finances can seem overwhelming. Increased rules and regulations, monitoring by the Federal Department of Labor, as well as the IRS, keep us constantly updating and changing internal procedures. The membership does not always understand where the dues money goes, but rest assured, every penny is stretched out of every dollar to do the best job for you.

My door is always open. I welcome your questions and concerns. Nothing is too silly or frivolous, no question too bizarre. CSEA is your union; use it, become involved in it. Your help can only make us stronger. I look forward to three years of working with and for you, the members.

Prescription Drug Program additions effective Oct. 1

Two new features will be added to the CSEA Employee Benefit Fund (EBF) Prescription Drug Program effective Oct. 1, 1994, that are designed to ensure safe and cost effective use of certain expensive and commonly prescribed medications, CSEA President Danny Donohue announced. EBF enrollees will be mailed detailed information about the new features.

The level of benefits provided under the plan will not be affected and the two new features will help stabilize drug plan costs so that current coverage and co-payments can remain intact.

Certain medications can be very expensive to use and may be prescribed to help achieve a specific result rather than for the treatment of an illness. Under a new Prior Authorization Program, your CSEA drug plan will now review clinical guidelines and follow-up with your pharmacist as to whether or not to authorize the prescription.

Included under the new program are such expensive medications as Cognex, Epogen, Neupogen, Leukine, Alferon, Intron, Imitrex and Proscar.

In most cases the review will be completed within the same day and a letter will be sent to the patient and physician explaining the decision of the Managed Care Pharmacist. Covered members and eligible dependents currently taking a drug which is part of the Prior Authorization Program should call 1-800-457-1020 to obtain approval before purchasing the medication.

The second new feature is a Preferred Prescription Formulary, which is simply a list of commonly prescribed medications which were selected to maintain high quality care and also to control rising costs. While your physician is not required to use this formulary, CSEA EBF enrollees should share the Formulary with their physician during their next visit.

Rockland TQM agreement signed

NEW CITY - A Total Quality Management agreement to work together for the betterment of Rockland County was signed by County Unit President Caroline Osinga and CSEA Labor Relations Specialist Annette Raetz at signing.

HISTORIC AGREEMENT – From left, Rockland County Executive C. Scott Vanderhoef, his assistant Jim Hennessey, TQM Trainer Arlene Rose, CSEA Unit President Caroline Osinga and CSEA Labor Relations Specialist Annette Raetz at signing.

As an administration," he said, "we encourage the generation of ideas on how to improve the services we provide. But the implementation of these ideas," he added, "can only occur with the cooperation and philosophical agreement of the people who actually deliver those services. This agreement," Vanderhoef said, "is a crucial step in our mission to improve the quality and cost-effectiveness of the services we provide to Rockland's residents."

Osinga credited Vanderhoef's assistant Jim Hennessey and CSEA Labor Relations Specialist Annette Raetz for helping to hammer out the agreement.

"Jim was able to see our point of view," Osinga said, "and I could not have done without Annette's assistance throughout the negotiations." Osinga expressed hope that county management personnel will be open to employee suggestions.

"TQM is a product of the times. something we're going to have to live with," Osinga said, "and in that case I want it to be as positive a relationship as we can make it." — Anita Manley
Diversity one of our greatest strengths

Great changes result from many small actions. That's a lesson we should all take to heart in CSEA. It means that all of us working together have the ability to make this union even better.

There is no union anywhere that provides more services, benefits and support to its members than CSEA. There should never be any question about the dedication of CSEA officers, activists and staff. But with the greater involvement of our rank and file and members, we can achieve even more.

CSEA members should realize that you have a unique voice in how your union works. Few, if any, other unions give you greater involvement of our rank and file and members. But we must also recognize that CSEA as an organization is a lot bigger than each of us individually. The whole idea of union solidarity is that we recognize the greater good for all of us over our own immediate individual interests.

We must never hesitate to stand up for one another when we share concerns about injustice. But we must also be tolerant and supportive of our brothers' and sisters' circumstances which are different from our own experiences.

I am proud that you elected me to serve as your statewide Secretary. There is a wonderful spirit at work in CSEA today which provides encouragement as I join with your talented team of statewide officers – Danny Donohue, Mary Sullivan and Maureen Malone – along with so many others in this organization to represent you.

I also draw inspiration from my friend and mentor Irene Carr who served us all so well as statewide secretary for so many years. I know all of you join me in wishing Irene well and a speedy return to good health. She deserves the best after giving all of us so much.

CSEA has a distinguished history and an outstanding present. My priority is to do all I can in my small actions to build on our strengths. I know that with your efforts, together we can ensure an even greater future.

Summary of meeting of Statewide Board of Directors

Editor's Note: The Public Sector regularly publishes a summary of actions taken by CSEA's Board of Directors at the Board's official meetings. The summary is prepared by CSEA Statewide Secretary Barbara Reeves for the information of union members.

ALBANY — CSEA's statewide Board of Directors met here on Sept. 1. In official actions, the Board:
- Approved Aug. 24-27, 1996, as the dates for the 1996 Annual Retirees Delegates Meeting in Grand Island;
- Approved changing the name of North Country Correctional Facility Local 172 to Watertown Correctional Facility Local 172;
- Approved the assignment of the new Gowanda Correctional Facility to Collins Correctional Facility Local 174;
- Approved granting Local charters to Pius XII-Holy Cross Campus and Pius XII-Chester Campus;
- Approved dissolving Gowanda Psychiatric Center Local 408;
- Approved changing the name of North Country Correctional Facility Local 172 to Watertown Correctional Facility Local 172;
- Approved the assignment of the new Gowanda Correctional Facility to Collins Correctional Facility Local 174;
- Approved changing the name of North Country Correctional Facility Local 172 to Watertown Correctional Facility Local 172;
- Approved the assignment of the new Gowanda Correctional Facility to Collins Correctional Facility Local 174;

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

Village of Bayville employees on Long Island joins the CSEA union family

CSEA welcomes employees of the Village of Bayville on Long Island to the union family.

The village employees were organized as a new unit of CSEA Nassau County Municipal Employees Local 882.

CSEA Organizer Max Sanchez, Local 882

Executive Vice President Paul Nehrich and CSEA Labor Relations Specialist Stan Frere, who organized the unit, said unit officers have been elected and a negotiating committee will soon be formed to negotiate the unit's first contract.

Unit officers are President Edward J. Watson, Executive Vice President Stephen Siegel, First Vice President James Knight, Second Vice President Robert Lopez, Secretary-Treasurer Joyce Shaddock and Shop Steward Donald Marchals.

ULSTER COUNTY LOCAL 856 President Joe Van Dyke, left, accepts a copy of the United States Congressional Record from U.S. Rep. Maurice D. Hinchey (D-Kingston). Hinchey read into the Congressional Record a report of a downtown street in Kingston being renamed earlier this year for Van Dyke's father. Van Dyke Lane in Kingston is named after Leonard Van Dyke, the first African American elected as an alderman in the city.

CSEA Labor Relations Specialist Stan Frere, who organized the unit, said unit officers have been elected and a negotiating committee will soon be formed to negotiate the unit's first contract.

Unit officers are President Edward J. Watson, Executive Vice President Stephen Siegel, First Vice President James Knight, Second Vice President Robert Lopez, Secretary-Treasurer Joyce Shaddock and Shop Steward Donald Marchals.

Sheryl C. Jenks
Ready to meet any challenge

Welcome delegates. It is again an honor and privilege for me to be able to write a report to you at this 64th Delegates Convention. I am still very proud to be the 1994 President of the Statewide Vice President. I still find the hard work very rewarding and I am continuing to the best of my ability.

My goal of unifying Region I is progressing very well. I have received many positive comments on the way we are headed. Having to deal with the many political and personality traits of our elected officers and members is certainly a difficult task. It is one of the hardest jobs this job brings with it. But you know, it is also one of the finest rewards of the job when we pull together.

The Region I Executive Board meets every third Wednesday of every other month starting in January. By establishing regular Regional meeting dates, the locals, units and regional committees can set their meeting dates accordingly.

The regional committees are busily on projects of their own and report at the Region Executive Board meetings. We usually invite two guest speakers to address the board and a light dinner is also provided. The attendance and participation at the meetings is high, with every local represented. There are no secrets and the gravity and quality of information is fantastic.

We continue to support one another, attending different local demonstrations and picketing for fair contracts. We also attend different local functions such as a membership recognition day in Local 418 and a fishing trip by Local 880. We attend special awards ceremonies, local holiday parties and local meetings. We support one another; we are one.

As you know, Region I has also participated in the area within CSEA. From our last convention in Washington, DC marching against NAFTA to AFSCME in San Diego protesting for Local 127, to the installation of our newly-elected statewide officers and to this present convention. We are straining to remain the number one region in CSEA and stand ready to continue to meet the challenge.

We’ve started to bring education and training to the worksites. We will continue this idea whose time has come. I believe we can do more. Members of our Region Education & Training Committee attend the workshops to help with registration. Our PEOPLE Committee sets up a table to sign up and inform the members. We’re hot on the trail of Region II for the PEOPLE cup and have the first ever back-to-back monthly PEOPLE recruiter, Rutha Busch. Our Social Committee has run successful bus trips, a huge holiday party for over three hundred members and a successful Region workshop with an AFSCME local affiliate.

The Region Women’s Committee gathered statistics on cancer from members in the worksites and locals. OSHA Committee members meet to review new laws and regulations affecting our members. The Human Rights Committee recently had an ADA Workshop and Health Fair. The PAC Committee interviewed Congressional candidates for the first time and continues to work with CSEA to lobby our State legislators. The Membership Committee is hard at work helping with internal organizing and membership recruitment. Our School Districts Committee plans a workshop for our school members in the near future.

As you can see, we in Region I have already started our new direction, but look forward to the new direction from our Statewide President Danny Donohue. Let’s not forget, Danny is the first President from Region I and Region I is very proud of him. Good luck to all our officers, you’ll have our support when it’s right for the members and our wrath when we disagree.

Enjoy your stay in Rochester. If you have a chance, stop by and say hello. Work hard and play hard. And remember, please report back to our members — they deserve to hear from you. Safe home.
Dear friend, Pat Mascioli. We also mourn the loss of fellow members of Region III, and all of CSEA, has experienced many changes. Here in 1994 CONVENTION SECTION, we still mourn the passing of not only a President, but a President. Anthony (1) Town of Clifton Park Unit, (2) Guiliederland Public Library Unit, (3) Guiliederland Public Library Unit #1 Supervisors, and (4) North Colonic Special Education Teacher Aides and Computer Room Aides Unit. After the latter unit was organized, the North Colonic School District decided to abolish the special education teacher aides jobs. CSEA was able to save these jobs by using a new strategy - Proposition No. 2 was put on the school district budget ballot to continue the employment of the 29 special education teacher aides facing layoffs. Our members obtained signatures on the petitions, rang doorbells, and spoke to and informed the taxpayers about what was really happening to the Special Education Teacher Aides at the North Colonic School District. The voters listened – jobs were saved – WE WON! That’s what this union can do for our members! 

We wish to thank those of you who have worked with me on behalf of our membership during my first year as Capital Region President. Through the hard work of our staff aided by the assistance of our union activists, Region IV is moving forward, developing new ideas and goals as we proceed. I continue to stand ready to work with each and every one of you so that through our "TEAM EFFORTS," by working and pulling together, we will be able to provide more information, education and services to you, our members. I congratulate Danny Donohue and our other new statewide officers upon their election. I was once told that the first year of any job is usually the hardest – I hope that is the case with me and no doubt it will be the case with Danny, et. al. I welcome "A NEW BEGINNING" and will work with our Statewide President towards a new and brighter future for CSEA. The health and safety of our membership remains a top priority. No one should have to work in an unsafe work environment! I reinstated the weekend Health and Safety Workshop after a many year hiatus, and it was the best attended ever and I put on it being a yearly event. Additional workshops for everyone dealing with all aspects of health and safety must be planned and made available. I look forward to the support of our new Statewide President in this endeavor. A safe work environment is a right to be enjoyed by all, not a privilege available only to a few.

Training of local and unit officers, of shop stewards and delegates is a never-ending process. We can and should learn more so that we can better serve our members. Continuous training is required so that we can enforce our contracts, negotiate improvements and deal successfully on behalf of our members in a labor-management setting. Additional workshops will have to be made available to our members. The rank and file are often asked "What are you doing for me?" Often times we are too busy doing for our members and do not take the time to communicate to them what we have done for them. Our new Region IV Newsletter is an attempt to provide information to our members. I want to thank Rick Weems, chair and all the members of the Ad Hoc Communications Committee. Elected officials should make themselves available to the membership. All of our elected officials and our staff should make themselves more visible and take the time to answer our members’ questions.

Region IV has had a number of decertification elections over the past year. I view as a major accomplishment of my first year in office, the creation of a Region IV Activists group, chaired by Hal Gray. This group, once fully trained, will be utilized in decertification efforts to go in and explain just what CSEA can and does do for its members. This group of dedicated and hard working members will help keep us strong and prevent the loss of our members. Our CSEA staff and the activists with assistance from AFSCME are now hard at work on decertification campaigns.

We have organized the following four new units in Region IV: (1) Town of Clifton Park Unit, (2) Guiliederland Public Library Unit, (3) Guiliederland Public Library Unit #1 Supervisors, and (4) North Colonic Special Education Teacher Aides and Computer Room Aides Unit. After the latter unit was organized, the North Colonic School District decided to abolish the special education teacher aides jobs. CSEA was able to save these jobs by using a new strategy – Proposition No. 2 was put on the school district budget ballot to continue the employment of the 29 special education teacher aides facing layoffs. Our members obtained signatures on the petitions, rang doorbells, and spoke to and informed the taxpayers about what was really happening to the Special Education Teacher Aides at the North Colonic School District. The voters listened – jobs were saved – WE WON! That’s what this union can do for our members!

Signed and sealed
A new first collective bargaining contract for a newly organized unit has been signed by Village of Walden Unit President Anthony Lamonida and Village Manager John Kelly. Looking over their shoulders are Unit Secretary Howard “Corky” Edwards and CSEA Collective Bargaining Specialist Glenn Blackman. Of the 35 new CSEA members, said Blackman, the largest group, laborers, have in the past been extremely underpaid. "They came to CSEA hoping to bargain a respectable wage and we were able to do just that," he said. "Laborers who made $8.22 an hour when they joined CSEA will be making $11.62 an hour at the end of three years." The employees are members of Orange County Local 836.
Another opportunity before us

For nearly nine decades our Union has grown and worked to solve the problems of the Membership. We now have the opportunity to expand and become an even stronger Union under the leadership of our new statewide officers.

It is time to “come together,” to put region and personal differences behind us.

Improved contracts, safe working environments and more influence over our employers are common goals each of us should be working on.

Let the journey begin!

LEAP application deadline
Oct. 17; no exceptions

LEAP Spring 1995 catalogs and application forms were distributed in September to state agency personnel and training offices. Applications for Spring courses must be received in the CSEA/LEAP office, 1 Lear Jet Lane, Suite 3, Latham, NY 12110 by 5 p.m. Oct. 17. Applications may also be faxed until 5 p.m. on Oct. 17 to (518) 785-4854. Since LEAP is not part of the OGS telecommunication system, you must dial the entire fax number.

Please plan ahead! Every term LEAP hears from members who wait until the last minute to fax or mail an application and miss the deadline. Due to the large volume of applications received via fax on the last few days before the deadline, many members are unable to get their application through on time. Applications received after 5 p.m. on Oct. 17 will not be accepted.

The LEAP tuition voucher program is available to CSEA-represented state employees in the ASU, OGS, ISU and DMNA bargaining units. If you have questions about the program, call the LEAPLINE at 1-800-253-4332.

The Children of Rwanda Need Your Help Now

They have lived the worst nightmare any child could imagine: a brutal civil war ... mass executions ... and deadly epidemics.

Many United States private humanitarian agencies are actively involved in providing food, medicine, clean water and relief personnel to save an estimated 4 million Rwandans, including hundreds of thousands of children, whose lives are at risk in Central Africa. Will you respond to help these people in need?

Below are some of the many agencies which pledge that your donations will be used where they will do the most good. Send your check, marked “Rwanda Relief,” to any of the agencies listed below:

African-American Institute
833 United Nations Plaza
New York, NY 10017
(212) 949-5666

African Medical & Research Foundation (AMREF)
420 Lexington Avenue
New York, NY 10170
(212) 986-1835

African-American Institute
833 United Nations Plaza
New York, NY 10017
(212) 949-5666

The End Hunger Network prepared this ad for InterAction, a coalition of more than 150 US-based private relief, development and refugee assistance agencies. InterAction members have agreed to abide by a set of ethical standards to ensure accountability to donors, professional competence and quality of service.

CSEA, LOCAL 1000. AFSCME. AFL-CIO
The following resolutions will be presented for the consideration of delegates attending CSEA's 84th Annual Delegates Meeting Oct. 3-7 in Rochester. Due to an oversight the recommendations of the Resolutions Committee regarding each resolution were not printed in the previous edition of The Public Sector. Members wishing to see copies of any resolution should contact their delegate.

1. CSEA Membership Speaks - Advocate Local 460 Delegate Submitted by Willie Terry, Local 460 Delegate
This resolution involves a 32-point platform of positions affecting CSEA members.
Committee recommends not be adopted.

2. A Right to Caucus - CSEA Black and Hispanic Caucus Submitted by Willie Terry, Local 460 Delegate, Walter Nash, Local 443 Delegate and Edwardo Diaz, Local 460 Delegate
This resolution calls for CSEA to support the rights of any member or group of members to form caucuses to discuss internal union affairs, to conduct orderly campaigns inside the union for or against any policy or action and to freely express any views or opinions without fear of retribution.
Committee recommends not be adopted.

3. Mandating Action by Locals Submitted by Willie Terry, Local 460 Delegate
This resolution would mandate that each CSEA Local meet and choose one or more resolutions from the convention resolutions to work on during the course of the year and that the results be presented in a report at the next convention.
Committee recommends not be adopted.

4. Organizing the South Submitted by Willie Terry, Local 460 Delegate
This resolution calls on CSEA to work with other organizations and coalitions to focus attention on the status of southern workers and to work actively with other trade unions and organizations to repeal right to work laws.
Committee recommends not be adopted.

5. Minimum Wage Submitted by Willie Terry, Local 460 Delegate
This resolution calls on CSEA to work with other organizations and coalitions to lobby Congress and the New York State legislators to increase the minimum wage.
Committee recommends adoption as amended.

6. Celebration of Black/Hispanic History Month Submitted by Edwardo Diaz, Local 460 Delegate, and Willie Terry, Local 460 Delegate
This resolution calls for CSEA to encourage Regions, Locals and Units to support and participate in Black/Hispanic History Month programs.
Committee recommends adoption as amended.

7. Reparations Submitted by Willie Terry, Local 460 Delegate
This resolution calls on CSEA to fully support a House of Representatives bill establishing a commission to examine the institution of slavery and make recommendations to Congress on appropriate remedies to be taken on behalf of the descendants of slavery.
Committee recommends adoption as amended.

8. Youth Submitted by Willie Terry, Local 460 Delegate
This resolution calls on CSEA to focus on activities aimed at decreasing violence and guns among today's youth.
Committee recommends referral to CSEA Board of Directors.

9. Health and Safety in the Workplace Submitted by Walter Nash, Local 443 Delegate, and Willie Terry, Local 460 Delegate
This resolution calls on CSEA to lobby for regulations covering a variety of workplace dangers, fight unfunded mandates to the OSHA Reform Bill which would prevent OSHA coverage of state public sector workers and work with other organizations committed to the enactment of comprehensive OSHA reform legislation.
Committee recommends not be adopted.

10. Democracy in South Africa Submitted by Joel Schwartz, Local 446 Delegate
This resolution calls on CSEA to urge the Clinton Administration and Congress to undertake a bold and comprehensive approach to welfare reform.
Committee recommends adoption.

11. Comprehensive Welfare Reform Submitted by Joel Schwartz, Local 446 Delegate
This resolution calls on CSEA to urge the Clinton Administration and Congress to undertake a bold and comprehensive approach to welfare reform.
Committee recommends adoption.

This resolution urges CSEA to call for the inclusion of a strong, enforceable social clause in the General Agreement on Tariffs and Trade (GATT) and to strengthen the enforcement of GATT labor rights provisions.
Committee recommends adoption as amended.

13. Unity of All Working People Submitted by Joel Schwartz, Local 446 Delegate
This resolution calls on CSEA to urge the Clinton Administration and Congress to undertake a bold and comprehensive approach to welfare reform.
Committee recommends adoption as amended.

14. Immigration Submitted by Joel Schwartz, Local 446 Delegate
This resolution deals with human and civil rights for immigrants.
Committee recommends not be adopted.

15. Maker of Resolution Contact Submitted by Walter Nash, Local 443 Delegate
This resolution deals with certain procedures regarding the discussion and presentation of resolutions to the resolutions committee and the delegates.
Committee recommends not be adopted.

16. Delegates Convention Attendance Submitted by Walter Nash, Local 443 Delegate
This resolution concerns procedures all delegates must adhere to while attending the Annual Delegates Meeting.
Committee recommends referral to Constitution & By-Laws Committee.

17. Regional Newspaper Section in the Public Sector Submitted by Walter Nash, Local 443 Delegate
This resolution would require the allocation of space in The Public Sector on a region basis.
Committee recommends referral to the Public Sector Committee.

18. Health Care Reform - Universal Coverage Submitted by Laverne Pound, Local 918 Delegate
This resolution calls on CSEA to continue to fight for universal health care coverage and comprehensive benefits for all Americans and to vehemently oppose taxing of any health care benefits in health care reform legislation.
Committee recommends adoption as amended.

19. Elder Abuse Submitted by Laverne Pound, Local 918 Delegate
This resolution calls on CSEA to take a stand against abuse of elderly people and to urge legislation guaranteeing protection of elderly people from becoming victims of abuse.
Committee recommends adoption as amended.

20. Health Care Reform - Elder/Disabled Care Submitted by Laverne Pound, Local 918 Delegate
This resolution calls on CSEA to urge state legislation to provide for long-term care for the elderly and disabled in the event such coverage is not included in a federal health care reform legislation.
Committee recommends adoption as amended.

21. POW/MIA Flag at CSEA Statewide Events Submitted by Will Streeter, Local 605 Delegate, Chair, Special Veterans Committee
This resolution calls on CSEA to show support and faith for US Service members who may still be held prisoners or may still be missing in action by displaying the POW/MIA flag at all CSEA statewide events.
Committee recommends adoption as amended.

22. Medically Afflicted Gulf War Veterans Submitted by Will Streeter, Local 605 Delegate, Chair, Special Veterans Committee
This resolution calls on CSEA to urge and support a variety of federal programs providing treatment and assistance to afflicted Gulf War veterans and their families.
Committee recommends adoption as amended.

23. Computer Link Submitted by Tom Sonnenberger, Local 400 Delegate
This resolution calls on CSEA to explore and establish a computer link between and among all CSEA Locals
Committee recommends not be adopted.

24. Scheduling of Convention Speakers Submitted by David Lawson, Local 814 Delegate, Chair, Special Veterans Committee
This resolution would require the completion of old and new business and presentation of resolutions at CSEA Annual Delegates Meetings prior to presentations by all guest speakers.
Committee recommends referral to Constitution & By-Laws Committee.

Therefore, be it resolved...
CSEA proudly endorses
H. Carl McCall
for NEW YORK STATE
COMPTROLLER

"Carl McCall is a real friend whose actions match his words. He shares our vision."
– CSEA President
Danny Donohue

VOTE FOR CARL McCALL and all the other CSEA-endorsed candidates on Election Day November 8