SOLIDARITY GETS A SOLID CONTRACT IN HERKIMER COUNTY

SEE PAGE 3
Schuyler board seat election

A special election has been scheduled to elect a representative from Schuyler County to CSEA’s statewide Board of Directors. The Schuyler County board seat is currently vacant.

In order to qualify as a candidate, eligible members must submit nominating petitions containing the names of a minimum of 11 CSEA members in good standing of Schuyler County CSEA Local 849.

Nominating petitions will be available beginning Monday, Nov. 20, from the Local 849 president or CSEA Central Region V headquarters. Nominating petitions must be received at CSEA statewide headquarters in Albany not later than 5 p.m. Friday, Dec. 1, to be considered eligible.

CSEA encourages essay contest honoring Terry Anderson

CSEA, which represents school district employees across New York state, is encouraging all high school students in grades 9 to 12 to enter an essay contest sponsored by the Journalists’ Committee to Free Terry Anderson.

Anderson, a native of Batavia in western New York, has been held hostage in Lebanon since March 16, 1985. Chief Middle East correspondent of the Associated Press at the time he was kidnapped, Anderson has been in captivity longer than any of the American hostages being held in Lebanon.

High school students in grades 9 to 12 should submit typed entries of 1,000 words or less on the topic, “How I would cope with being a hostage.” Entries must be sent not later than midnight, Nov. 23, to: JCTFTA, Box 10404, McLean, VA. 22102-0404.

Include your name, age, grade level, address and the name and address of your high school. All entries must be counter-signed by a high school teacher to confirm authenticity. Entries will be judged for depth, originality and clarity of English by experienced journalists.

Winners will be announced Dec. 22. First prize will be $1,000, second prize $500 and third prize $250.
Herkimer County members fought management in the trenches to win their new contract

Solidarity key to success

By Daniel X. Campbell
CSEA Communications Associate

Herkimer County employees have a new three-year contract, one they are proud of and one they worked extremely hard and long to win. The agreement covers more than 320 county workers. Backed by the full support and strength of CSEA's massive statewide organization, CSEA members in

Herkimer County hung together in solidarity through months of stiff management resistance to win the new contract almost 11 months after the previous agreement expired. CSEA poured manpower, resources and expertise into the Herkimer County campaign to successfully battle management's attempts to force givebacks. CSEA statewide President Joe McDermott, statewide Treasurer Mary Sullivan, statewide Executive Vice President Danny Donohue and statewide Secretary Irene Carr all made trips to give support to union members during the long months of the contract stalemate. Members of CSEA's professional staff were assigned full time to the situation.

"County management wanted a sheet full of givebacks; we didn't give up a thing, we improved the (old) contract," said Herkimer County CSEA Unit President Sherri Morris. Unit members recently overwhelming ratified the new pact, which provides wage increases of 5, 6 and 6 percent over the life of the contract.

From the moment management declared an impasse in negotiations early last winter, CSEA officials and members fought back to win a fair and equitable contract despite management opposition.

"We held informational pickets, we packed legislative sessions, we boycotted political fund raisers and we used a series of paid ads to tell the general public about our situation," Morris said. "Management didn't like any of those actions. But each one brought us a little closer to the contract we wanted. We were determined to get the best contract possible."

In addition to the wage increases and other contractual gains, CSEA won improvements in longevity payments. Longevity pay now more than doubles for employees with 15 years of service and nearly triples for workers with 10 years of service.

"We put a lot of time and effort into this contract, and it is something to be proud of," said Joann Boyer, a CSEA shop steward and member of the union negotiating team. "We hope this contract will help stop the high employee turnover rate the county has been experiencing," Morris said. "Management seems to have learned the hard way that they have to pay competitive wages to retain senior workers or those workers can easily find employment elsewhere."

HERKIMER COUNTY CSEA Unit President Sherri Morris, photo at left, as she led members on one of several informational picket lines during bitter winter weather early this year. And, in photo below, as she met recently with members of her negotiating team. From left are Joann LeClair, Morris, Candy Mancini and Joann Boyer.

THE PUBLIC SECTOR
ALBANY — As the NYNEX telephone strike entered its fourth month, CSEA officials and activists joined with hundreds of others on the steps of the state Capitol to make it clear that support for the strikers is stronger than ever.

The scores of elected officials and labor leaders also used the occasion to condemn a NYNEX rate hike proposal now before the state Public Service Commission (PSC).

"It's an an outrage that NYNEX is even asking," CSEA Executive Vice President Danny Donohue told the crowd. "It demonstrates the contempt the company has for their employees and their customers."

CSEA statewide Treasurer Mary Sullivan and CSEA Capital Region IV President C. Allen Mead also participated in the rally, which was organized by the Communications Workers of America (CWA).

In recent weeks, CSEA has demonstrated support for the strikers at an International Brotherhood of Electrical Workers (IBEW) rally in the Albany area (see below) and at a CWA rally for western New York strikers in Buffalo.

"Turning out to support the strikers is the least we can do," Sullivan said. "They're holding the line against givebacks on their health insurance because it's clear that NYNEX can afford the coverage. We need to stand together for what's right."

STRIKING MEMBERS of the International Brotherhood of Electrical Workers (IBEW) have expressed their gratitude to CSEA for the union's support of the IBEW and Communication Workers of America (CWA) strike against NYNEX. In a show of solidarity, CSEA statewide Treasurer Mary Sullivan recently presented IBEW officials with a $1,000 check and the promise of CSEA's full support for the duration of the telephone company labor dispute. More than 1,000 CSEA delegates and staff employees marched in support of striking NYNEX workers in downtown Buffalo during CSEA's 79th Annual Delegates Meeting.
The AFL-CIO Strategy For Health Care Reform

Passage by Congress of a national health care program can reduce the considerable pressure that rising health care costs are putting on labor and management negotiators.

Until recently, opponents of a national health care program blocked passage of federal legislation by claiming that government intervention would increase costs and inhibit competition, and by advocating that a series of voluntary efforts would contain costs. But they were wrong. Since 1980, health care costs have exceeded all projections and a record number of citizens are uninsured.

The reasons for a national health care program are obvious

The United States lags behind all other industrialized countries in reducing infant mortality and improving life expectancy. Large numbers of people with chronic diseases go untreated.

As much as 30 percent of annual increases in health benefits go toward higher hospital charges to subsidize employers who refuse to provide health care to their employees. Those employees must seek care in hospital emergency rooms — the most expensive health care setting.

Even those with health insurance protection are finding health care out of reach because of rising costs. Many working families can no longer afford high premiums required for family coverage or the steep co-insurance rates that are required when receiving care.

Many health care plans do not include such essential and cost-effective services as pre-natal treatment and well-baby care. It would require all employers to do their fair share in providing health care protection to employees, thus eliminating the competitive disadvantage of providing health care benefits.

We're not proposing "socialized medicine"

Opponents of a national health care program like to call attempts to contain health care costs "socialized medicine." But they are wrong. In countries that have socialized medicine, the government owns health care facilities and physicians are government employees. No one is proposing such a system for the United States. But there is substantial support for change. In a recent poll approximately 90 percent of Americans indicated that now is the time for fundamental reform. Organized labor intends to play a leadership role in that reform on the local, state and national levels so other groups will not define the agenda for working Americans.

What is organized labor proposing?

The AFL-CIO proposes to make health care more affordable and more accessible. The quality of care would be more effectively monitored and unnecessary tests and procedures would be eliminated. Costs would be controlled by setting up a cost containment process in each state that involves health care providers, purchasers, consumers and representatives of state government. A lid on health expenditures at the state level would include holding down doctors' fees, limiting unnecessary procedures and limiting the acquisition of costly and duplicate medical equipment by doctors and hospitals.

Quality of health care would improve by increasing information to both health care providers and consumers. Patients would receive clearer information to help evaluate the cost and quality of services provided by doctors and hospitals.

All citizens would be guaranteed access to health care protection. The burden of financing those services would be distributed equitably among employers, government and patients. All employers would be required to provide health care protection, with states providing benefits to those who are unemployed or fall between the cracks in public programs.
CSEA & SEFA

TOGETHER AGAIN!

CSEA members are reminded that while CSEA is officially endorsing the State Employees Federated Appeal (SEFA) this year, contributions should be selectively made.

Be informed when you make your SEFA contributions," advises CSEA statewide President Joe McDermott. "Select a worthwhile agency or organization that you trust and support." McDermott says CSEA members should specifically designate in box number 10 on the SEFA pledge or payroll deduction form the charities or agencies to share in the individual's contribution. Being specific, he says, reduces the possibility of CSEA member-donated SEFA monies going to any agency that contracts out public employees' jobs.

CSEA Capital Region President C. Allen Mead is chairman of CSEA's special SEFA committee. Members of the union's special SEFA committee, by region, are: Region I Barbara Allen (315) 252-6927, Region II, Harriet Hart (212) 312-7467; Region III, Rose Marcinkowski (914) 831-4200 Ext. 21; Region IV, Louis Altieri (518) 350-5344; Region V, Maureen Malone (518) 797-6800; Region VI, Tom Warzel (716) 638-2205.

### PLEDGE AND PAYROLL DEDUCTION FOR FEDERATED FUND CONTRIBUTION

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List CODES of SPECIFIC CHARITIES OR AGENCIES you wish to support. (Call appropriate SEFA area listed below for specific charity or agency code(s)).

List the SEFA CAMPAIGN AREA CODE here (see list below).

SEFA campaign areas are listed below. CSEA members making voluntary contributions should call the appropriate SEFA area telephone number and request a brochure listing code numbers for specific participating charities and agencies. Agencies to share in your contribution should then be entered in box 10 on the SEFA pledge card.

LIST OF SEFA CAMPAIGN AREAS

November 13, 1989

THE PUBLIC SECTOR
CSEA members who wish to make voluntary contributions to or conduct fundraising projects for relief efforts on behalf of earthquake victims in the California Bay Area may channel funds through CSEA to the appropriate victim support agencies in the Bay Area.

CSEA's international affiliate, AFSCME, has established a special account for dispersing earthquake relief contributions to the appropriate agency. Voluntary contributions received by CSEA will immediately be forwarded to AFSCME for distribution to relief agencies in northern California.

Staff employees from AFSCME's Community Action Department are helping coordinate volunteer efforts in the Bay Area.

Checks for financial donations should be made payable to "AFSCME International Earthquake Fund." Contributions should be sent to:

Civil Service Employees Association
Attn: Statewide Treasurer Mary E. Sullivan
143 Washington Avenue
Albany, N.Y.

LEAP is the Labor Education Action Program of CSEA. It offers tuition-free courses at two- and four-year public and private colleges, BOCES and various state facilities across New York state.

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

CSEA/LEAP courses are designed to increase upward career mobility in state service, and to improve the quality of life on and off the job.

Applications for Spring 1990 LEAP courses must be made by November 27

Course announcements and application forms for CSEA's Labor Education Action Program (LEAP) Spring 1990 semester are now available at your agency training or personnel office.

The deadline for applying for the Spring 1990 semester is Nov. 27. Completed applications must be received in the LEAP office by that date. LATE APPLICATIONS CANNOT BE ACCEPTED.

If you are not sure what course to take or how to get started with your educational plans call the LEAPLINE at 1-800-253-4332.

If you are looking for career direction or want to prepare yourself to go back to school, enroll in the Empowered Learning Seminar. See Section 3 in the course announcement for more information.

Be sure to mail your LEAP application yourself and mail it early.

Remember, the Spring 1990 deadline is Nov. 27.
WASHINGTON, D.C. — When legislation affecting public employees gets to the floor of the U.S. Congress, you can bet that CSEA/AFSCME worked hard to research the issue and, if it favors their members, to shepherd it through the complex Congressional committee system. CSEA/AFSCME spends time and effort on federal legislation because so much of it can affect public employees in New York state. Child care, taxes on benefits, unemployment compensation, even the Eastern Airlines strike are only a few of the issues CSEA/AFSCME has worked on in recent weeks.

“We have to be very aware of legislation and how our federal legislators stand on those issues,” said Larry Scanlon, CSEA director of legislative and political action. “Federal legislation affects state and local governments, and therefore, our members. Consider federal aid to local governments or taxes on employer-provided benefits. All that happens in Congress. We have to make our interests known and our influence felt.”

Federal issues impact so heavily on state and local government employees that CSEA has a full-time staff member assigned to monitor legislative activity in Washington. CSEA’s federal issues coordinator, Joe Conway, works directly with AFSCME staff in Washington to keep informed on legislation affecting public employees as it moves through the committees of the U.S. Senate and the House of Representatives.

He also makes sure CSEA’s concerns are well known in Washington. In addition, Conway is ready to call on CSEA members to write or call their Congressional representatives.

“Our successful campaign to defeat the tax on unused leave accruals is a great example of how effective we can be,” he said.

In 1988, CSEA mobilized its members and delivered a landslide of letters, cards and petitions to New York’s federal delegation opposing the proposed tax on unused leave time. Thanks in large part to CSEA, the proposal was defeated.

CSEA President Joe McDermott has made legislative and political action a priority precisely because CSEA needs that kind of clout to support laws that protect its gains, to make more progress and to fight legislation that could hurt public employees.

“Washington may seem far away,” McDermott said, “but it’s as close as our paychecks when they start talking about taxing leave time. It’s as close as our homes when we talk about quality child care, as close as our jobs when we talk about cuts in aid to state and local governments.

“If we want to protect ourselves on all fronts, we have to be involved in legislative and political action in Washington,” McDermott added.

“CSEA/AFSCME is involved, and that involvement pays off.”

Washington is as close as our paychecks

The union at work

WASHINGTON, D.C. — CSEA/AFSCME is continually at work as legislation moves through Congress. At any given time, CSEA/AFSCME might research, review and lobby on dozens of different proposed laws that could affect public employees or the labor movement as a whole. Recently, for instance, CSEA/AFSCME representatives were involved simultaneously in legislation that covered issues as diverse as nurse aide training and the Eastern Airlines strike.

Listed below, with a brief description of the work involved, are a few of the issues which CSEA members have been following closely.

* Nurse Aide Training

CSEA/AFSCME is working to convince legislators to support a bill that would “grandmother” in under the new training regulations any nurse aide who has worked for two years.

* Unemployment Compensation for School Employees

CSEA/AFSCME asked Sen. Max Baucus (D-MT) to co-sponsor a bill that would allow states to choose to provide unemployment compensation to non-instructional school employees between academic years or terms. His support is important because he chairs a committee that will consider the issue. Meanwhile, CSEA/AFSCME has been lobbying legislators in both houses to support the effort.

* Convict Labor

CSEA/AFSCME is lobbying against a bill that could allow federal prisoners to be assigned to work that should be performed by trained state and local government employees.

* Eastern Airlines Strike

The Senate approved a bill calling for a fact-finding commission to investigate the long-standing strike of Eastern Airlines workers. CSEA/AFSCME took part in the successful lobbying effort.
WINGDALE — CSEA has saved the jobs of five employees faced with termination as part of a negotiated settlements with the state Office of Mental Health (OMH).

The settlement resolved a dispute involving overtime pay for 45 employees at the Harlem Valley Psychiatric Center.

OMH has agreed to rehire an employee who was fired last month and to rescind pending termination notices to four other workers.

The five probationary or temporary workers were among 45 employees who faced disciplinary charges during a dispute involving overtime pay in special construction projects at the facility over four years.

As part of the settlement, CSEA agreed to withdraw a suit the union had filed in state Supreme Court against the agency. The settlement also includes options for the employees in the way the state recovers any excess pay.

In addition, the workers will receive letters of reprimand that will be removed from employee files after a year, providing no additional disciplinary actions are filed against the employees in that time.

“We made sure everyone keeps his job, and that’s very important,” said Robert DeCataldo, the CSEA attorney who helped negotiate the settlement.

“We’re very pleased.”

Richard Blair, CSEA labor relations specialist, was also actively involved in settling the dispute. He praised the employees, who held demonstrations in support of their case.

“Our members deserve a lot of credit. They really stuck together,” Blair said.

“They deserve fair treatment in a situation like this, and we were able to be sure they got it.”
Labor/management work to bring daycare to Town of Hempstead

CSA/AFSCME officials are working hard to make day care services available for Town of Hempstead employees, who will be surveyed to determine how extensive a day care program will be required.

Town of Hempstead CSA Local 880 officials and town officials are working through a cooperative Local 800 Day Care Committee comprised of labor and management representatives.

A survey of day care needs will be launched soon, according to AFSCME Women's Rights Coordinator Joyce Long, who met recently with the Local 800 Day Care Committee.

We will try to find out what kind of day care program we need, the type of workforce we're dealing with, the current and future needs of the workforce and the work areas of "affected employees," Long said.

The town has definitely supported the idea of implementing a day care program here, and of course the union is very interested in getting it up and running," said Local 880 President Pete Ellison. He said the program will be available to all 2,600 union and management employees.

Ellison said the program will be available to all employees. Ellison said town employees can expect to receive a child care survey in the next few months.

"We do have a plan in place," Ellison said. "We are surveying employees now. When they do receive the survey, they can send it back to us as soon as possible," Ellison said.

According to Long, who travels the country assisting labor-management committees in developing day care programs, it normally takes six months to two years to get a program running.

CSA is represented on the day care committee by Co-Chairwomen Fran Ramsey and Sharisse Chaplin and Local 880 members Joanne Decolator, Edie Longe, Anita Selbi, Carol Lagnosky and Irma Fiscella. Town representatives include Bridget Newell, Ursene Sieh, Brad Rapenbogen and Bill Saimon.

BELLMORE SCHOOL DISTRICT CSA UNIT PRESIDENT Jim Insull is flanked by CSA Labor Relations Specialist Tony Sotoue and Reinhardt School Principal George J. Ringer, members of the day care program professional staff and children enrolled in the program.

Belmore’s day care program first for Long Island schools

By Sheryl C. Jenks
CSA Communications Associate

Employees in the Bellmore School District on Long Island have been bringing their "homework" to school with them since the implementation of an innovative day care program.

"A member Connie Garrone is credited with originating the idea, the first of its kind in a Long Island school district. The program began in September. Garrone was several months pregnant with her third child as the school year was about to begin.

"I was scared to death," recalled Garrone, secretary to Reinhardt School Principal George J. Ringer. "I didn't want to give up my job at this stage of my life, but it looked like I would have to. Then I started thinking about — and talking about — how wonderful it would be to have a child care program right at the workplace. And now we have one."

The program was created by the cooperative efforts of of the Orange County CSEA unit and county management, led by County Executive Louis Helm bach. The day care program is in operation between 7:45 a.m. and 6:45 p.m. Parents can visit their children during work breaks.

GEORGE SOLOMAN, a housing authority superintendent, holds the town's most recent citation and medal of honor awarded him by the Town of Hempstead.

A hero in Hempstead honored by community

CSA member George Soloman, who took command and evacuated residents during a recent fire at a senior citizens housing complex, has been presented the Town of Hempstead's highest award — a medal of honor — and an official citation in recognition of his heroism.

Soloman is superintendent of the Westover Gardens Senior Citizen Housing complex in the Long Island community of Elmont. Soloman is credited with taking charge of the situation when an electrical fire ignited curtains, quickly filling the complex with smoke and flames.

"The fact that none of the elderly residents of the facility were seriously injured due in great measure to the heroic efforts of George Soloman," said Town Supervisor Joseph N. Mondello.

In addition to leading elderly tenants to safety, Soloman was able to tell firefighters which tenants were still missing and where they resided. Soloman is superintendent of the Westover Gardens Senior Citizen Housing complex in the Long Island community of Elmont. Soloman is credited with taking charge of the situation when an electrical fire ignited curtains, quickly filling the complex with smoke and flames.

"The fact that none of the elderly residents of the facility were seriously injured due to great measure to the heroic efforts of George Soloman," said Town Supervisor Joseph N. Mondello.

We are truly lucky to have men as fine as George Soloman working for the Town of Hempstead Housing Authority. His courage andvalor surely prevented a tragedy," said a town councilman who resides near the complex and witnessed Soloman in action.

Soloman's wife and children also witnessed the evacuation.

"I thought that maybe I would have to leave her children with a neighbor, but sons Ronnie and Bobby have been enrolled in the day care program since it began. You can't believe how much more relaxing it is to know they're right near you. I can even see them on my breaks when I want to."

Principal Ringer and the program enables the district to retain employees who might otherwise leave, and is an incentive for younger employees to join the school district workforce. The day care program is in operation between 7:45 a.m. and 6:45 p.m. Parents can visit their children during work breaks.

GEORGE SOLOMAN, a housing authority superintendent, holds the town's most recent citation and medal of honor awarded him by the Town of Hempstead.

A hero in Hempstead honored by community

CSA member George Soloman, who took command and evacuated residents during a recent fire at a senior citizens housing complex, has been presented the Town of Hempstead's highest award — a medal of honor — and an official citation in recognition of his heroism.

Soloman is superintendent of the Westover Gardens Senior Citizen Housing complex in the Long Island community of Elmont. Soloman is credited with taking charge of the situation when an electrical fire ignited curtains, quickly filling the complex with smoke and flames.

"The fact that none of the elderly residents of the facility were seriously injured due to great measure to the heroic efforts of George Soloman," said Town Supervisor Joseph N. Mondello.

In addition to leading elderly tenants to safety, Soloman was able to tell firefighters which tenants were still missing and where they resided. Soloman is superintendent of the Westover Gardens Senior Citizen Housing complex in the Long Island community of Elmont. Soloman is credited with taking charge of the situation when an electrical fire ignited curtains, quickly filling the complex with smoke and flames.

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BELLMORE SCHOOL DISTRICT CSA UNIT PRESIDENT Jim Insull is flanked by CSA Labor Relations Specialist Tony Sotoue and Reinhardt School Principal George J. Ringer, members of the day care program professional staff and children enrolled in the program.
CSEA local government law enforcement members have tough jobs. They’re under constant stress and very often put their lives on the line protecting people and guarding prisoners in the counties, towns and villages across the state. In return for their dedication, they’re underpaid, understaffed and underappreciated.

But the CSEA Ad Hoc Committee on Local Government Law Enforcement is working to change that.

“The needs of our local government law enforcement members must be taken more seriously,” said CSEA President Joe McDermott, who appointed the committee earlier this year. “There’s a whole range of issues that have to be addressed and this committee is making sure that they get attention.”

Made up of representatives from across the state, the committee is looking into problems ranging from jail overcrowding and staffing problems to occupational safety and health.

“We’re looking at what problems are out there and we’ll do our best to solve them,” said CSEA Cortland County Local 812’s James Brown, who chairs the committee.

At the top of the list of priorities is improving retirement benefits for law enforcement employees. That’s an issue that CSEA will approach in a variety of ways including legislation and political action.

The ad hoc committee also serves as a liaison between CSEA and state agencies and organizations involved in law enforcement and corrections.

For example, the committee invited the chairperson of the state Commission on Corrections and members of his staff to a recent meeting to discuss a variety of issues. The commission has oversight and regulatory responsibility for the state and local government correctional facilities.

Among the issues discussed were the need for more training programs and greater attention to workplace safety and health.

“It was a productive discussion,” said Brown. “We’re going to be talking to a lot of groups.”

“[The needs of our local government law enforcement members] must be taken seriously.”

—CSEA President Joe McDermott

CSEA’s ad hoc committee

Members of the CSEA Ad Hoc Committee to Study Local Government Law Enforcement are:

James Brown, chairperson
Cortland County Sheriff’s Department

Matt Flanagan
Rensselaer County Sheriff’s Department

Norman Levebevre
Jamesville Correctional Facility
(Onondaga County)

Michael Bogulski
Erie County Correctional Facility

Dennis Hesse
Nassau County Sheriff’s Department

Louis Valentin
Sullivan County Sheriff’s Department

WE’D LIKE YOUR INPUT!

Tell us your concerns and share your ideas

CSEA’s ad hoc committee wants to hear directly from local law enforcement members about your concerns and your ideas for improving the quality of work life. Include your name and address in all correspondence. Please address your comments to:

Ad Hoc Committee
to Study Local Government Law Enforcement
Attn: Ed Catrine
Civil Service Employees Association
143 Washington Avenue
Albany, New York 12210
YONKERS — Four days of steady rain was the proverbial straw that broke the camel’s back and fulfilled CSEA’s predictions of things to come if Westchester County did not respond to union complaints concerning conditions at the Yonkers District Office of the Department of Social Services. CSEA/AFSCME representatives have documented, filed and been actively pursuing complaints of numerous safety and health problems at the building. Union meetings with Westchester County officials about poor ventilation, rodent and cockroach infestations and crowded working space resulted in management promises to correct the conditions. The recent steady rain forced management to finally fulfill some of those promises.

A roof which was in dire need of repair caved in under the weight of the rain, forcing county officials to evacuate the eighth floor of the building.

"CSEA/AFSCME intends to see that the necessary repair work is completed so our members can go back to work in a safe, dry and reasonably comfortable environment," said CSEA Region III President Pat Mascioh.

Roof repairs are just about complete, and ceiling and floor are scheduled to be repaired because of water damage. Employees evacuated from the eighth floor have been sharing already cramped space on other floors of the building.
Health insurance option transfer period extended; pre-tax contribution deadline remains as Nov. 30

The Options

Under the New York State Health Insurance Program, you may choose coverage under the Empire Plan or coverage with an approved Health Maintenance Organization (HMO) that serves your area.

What is the Empire Plan?

The Empire Plan is a health insurance program which protects you and your family by paying for covered hospital services, doctor bills, and other medical expenses. It provides:

- Blue Cross Hospitalization and Related Expense Coverage.
- Metropolitan Major Medical Expense Benefits and a Participating Provider Program.
- EQUICOR-Equitable Prescription Drug Coverage, if you are not covered under a union Employee Benefit Fund Prescription Drug Program.

What is a Health Maintenance Organization (HMO)?

A Health Maintenance Organization offers you and your family pre-paid health care services. Each HMO offers a specific package of hospital benefits and medical coverage. It also offers prescription drug coverage for enrollees not covered under a union Employee Benefit Fund Prescription Drug Program. All HMOs offered under NYSHIP accept enrollment of Medicare-eligible enrollees.

Below are some similarities and differences to help you compare the options available to you.

Some Similarities and Differences in the Options

Benefits

Benefits and administrative features for the Empire Plan and the various HMOs may differ. Benefits may differ, for example, in the areas of psychiatric care, treatment for alcoholism and/or substance abuse, chiropractic care, weight reduction programs, treatment of infertility, physical therapy and speech therapy. Some administrative features such as waiver of premium provisions differ.

Both the Empire Plan and HMOs have exclusions, such as for custodial care.

Cost Sharing

Both options have cost-sharing features. Under the Empire Plan, there may be a copayment for certain services in a hospital's outpatient department and an outpatient alcoholism or substance abuse rehabilitation program or by a participating provider. If you use a non-participating provider, you pay the entire fee and apply for reimbursement for covered services under the Plan's Major Medical feature. In most instances, after you have met the annual deductible, 80 percent of the reasonable and customary charges is covered. HMOs, whether for the Empire Plan and HMOs may change. Under either plan, you may not change options because a provider has changed.

The Pre-Tax Contribution Program and Health Insurance Coverage Changes

You may change your Pre-Tax option only during November. And, the Internal Revenue Services (IRS) regulations restrict other changes.

PTCP enrollees may make in their health insurance deductions without a change in family status or other qualifying event.

Remember, these restrictions apply only to changes made without a qualifying event.

See your agency Health Benefits Administrator for details on qualifying events.

Changing Your Pre-Tax Enrollment

During November, you may change your enrollment status in the PTCP.

First, be sure you know your 1989 status: If you are enrolled in the Pre-Tax Contribution Program, there will be an 'N' (for Non-Taxable) next to the health insurance contribution in the Code-Health Amount box on your pay stub. Employees enrolled in the Dual Eligibility Family Benefit who are enrolled in the PTCP will show no health insurance contribution but will have an "N" in the Code-Health Amount box. If you have declined coverage under the PTCP, a "T" (Taxable) will be in the Code Health Amount box.

If you wish to change your PTCP enrollment, you must complete a PTCP Selection Form and return it to the New York State Department of Civil Service, Division of Employee Benefits postmarked no later than November 30, 1989. This form is available from your agency Health Benefits Administrator.
Here's the bi-weekly employee health insurance premium rates for your New York State Health Insurance program coverage

New York State pays the major share of your health insurance premium, regardless of your option: 90 percent of the cost of the enrollee's coverage and 75 percent of the additional cost of dependent coverage. Check the rates sheet below for your bi-weekly share of the premium.

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<td>New York State Health Insurance Program 1989 Rate Sheet of Employee Contributions for Employees of New York State Departments and Agencies</td>
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Schedule 1 is for employees who have drug coverage through the New York State Health Insurance Program except for employees represented by Council 32, AFSCME and PBA.
Schedule 2 is for employees represented by Council 32, AFSCME and PBA.
Schedule 3 is for employees with drug coverage through an Employee Benefit Fund.
Erie County pay equity
Balance the scales

By Ron Wofford
CSEA Communications Associate

BUFFALO — A CSEA/AFSCME pay equity profile has found that long-standing gender-based wage discrimination in Erie County means about $6,000 less a year for those in jobs filled primarily by women, compared to those in jobs filled primarily by men.

The profile, a snapshot of the total county workforce, also found that as of 1987, only 13 percent of women county employees were making $25,000 annually, compared to 26.7 percent for men.

The Erie County Employees Unit of Erie County CSEA Local 815 has about 4,500 members, almost 59 percent of them women, according to figures compiled in March.

"This study lays the groundwork for correction of long-standing gender-based pay inequity in Erie County employment," said Robert Lattimer, CSEA Region VI president. "We call on the county to commission an independent consultant to conduct a full classification and allocation study of all county jobs as part of the effort to close the unfair wage gap between jobs held by men and women of equal value. The last time a complete study was done was in the early 1950s.

"We must have a pay system based on the value of work performed free from sexual bias," Lattimer continued. "After all, this is 1989, not 1889. Full correction may not come overnight, but we intend to see this through to a successful conclusion."

The full-scale, comprehensive study should be performed by an independent external consulting firm so that political influences are kept out of the process, Lattimer said at a news conference called to release the profile's details.

County Executive Dennis Gorski and county legislative leaders, including Chairperson Roger Blackwell, have also seen the report.

Blackwell called the pay inequity charges serious and said he was "supportive of an attempt to correct the injustices. But I think this is something that will take a cooperative effort by the Legislature, the county executive and the unions."

Gorski also pledged his support in eradicating disparities in pay differences but, like Blackwell and Lattimer, noted that change will take time.

"These pay gaps are long-standing in character," Gorski said, "and we face limitations from the civil service system and fiscal restraints in ameliorating them."

Lattimer outlined the full range of direct involvement CSEA will be seeking in the process of correcting the gender-based wage gap, including: preparation of the information that will be sent to prospective consulting firms; formulation and distribution of requests for proposals; selection of the firm chosen; creation of job content questionnaires; determination of the same size; and through to the implementation of corrective action.

Lattimer praised the work of AFSCME research analyst Michael Messina, principal author of the study; Don Kelly, CSEA assistant director of research, for supportive materials and consultations; Roger Sherrie, region political action coordinator; Erie County Employees Unit President Stephen Caruana; and unit activist Shirley Heron, who is the union representative on the Erie County Commission on the Status of Women.

"It’s been a team effort thus far," Lattimer said. "We’ve got to keep our eyes on the prize, even though it’s quite a ways away from today. And it’s important that we keep our members informed along the way.

Meetings have been conducted to explain to unit members the study details and the game plan for securing the correction of gender-based wage discrimination.

BUFFALO — Support for CSEA’s call for a complete and independent classification and allocation of all 1,131 Erie County job titles has come from the Erie County Commission on the Status of Women.

The county executive created the commission to remove gender inequities for women through a program of public education and information, legislative advocacy, policy analysis and linkage with women’s equity networks.

Shirley Heron of Erie County CSEA Local 815 is the CSEA representative on the commission. She is "delighted that the commission was receptive to the profile’s findings and the call for a complete study. The commission will be monitoring progress and lobby for implementation of the study’s findings."

Commission supports call for job study

Heron was appointed to the commission about 18 months ago on the recommendation of Erie County Unit President Stephen Caruana. She said she has enjoyed working on the commission, which is also charged with studying the status of working women in the private sector.
York are $459 a month for a single person and $655 for a couple if there are few other assets. Eligibility limits in New York are $18,000. Fifty percent of those eligible don’t apply. Local Social Security Office, DSS or OFA.

Below are some of the support services available for seniors — those over 60. Not all of these are available in every county; check with your county’s Office for the Aging (OFA). Many of these services are available throughout the country. Every county has an Office for the Aging.

Programs with income guidelines

* Supplementary Security Income (SSI): Provides added income to aged, blind and disabled people. Eligibility limits in New York are $459 a month for a single person and $655 for a couple if there are few other assets.

Fifty percent of those eligible don’t apply. Local Social Security Office.

* Medicaid: The same income levels apply to Medicaid as to SSI. County Department of Social Services.

* Food Stamps: Helps those on low or fixed incomes buy food. Department of Social Services (DSS).

* Home Energy Assistance Program (HEAP): Helps with the cost of fuel bills, even if utilities are included in rent. OFA.

* Weatherization Assistance: Provides money to insulate or repair eligible homes and apartments to make them more energy efficient. OFA.

* Circuit Breaker: Provides tax credits or rebates to home owners and renters who pay too much of their income in property taxes. The current income level is $18,000.

File New York state tax form IT-214. You can file even if you don’t ordinarily have to pay a state tax. OFA or state Department of Taxation.

* Real Property Tax Exemption: May reduce property tax for homeowners 65 and older. Each locality sets its own maximum income standard within limits established by state law. Local assessor.

* Enriched Housing Program: Offers services meal preparation and housekeeping for the elderly in senior housing or in small group-living arrangements. DSS or OFA.

* House Repair Programs: Available in some rural areas and cities. Local government, OFA or state Division of Housing.

* Housing Assistance Payments (Section B): Federal Housing and Urban Development program provides assistance to pay part of the rent in participating apartments or homes. OFA.

* Elderly Pharmaceutical Insurance Coverage (EPIC): New York state’s cost-sharing plan helps income eligible residents 65 or older save up to 60 percent on prescription drugs. OFA or call 1-800-332-EPIC.

* Expanded In-home Services for the Elderly Program (EISEP): Provides home health care and case management on a sliding fee basis. OFA.

* Senior Community Service Employment: Provides jobs in public or private non-profit organizations for economically disadvantaged seniors 55 and older. OFA.

* Green Thumb Program: Helps improve the environment while providing part-time employment for low-income seniors 60 or older. OFA.

* Foster Grandparents Program: Low-income senior volunteers work with children with special needs and receive a stipend, free meal and assistance in transportation. OFA.

* Long-term Care Ombudsman Program: Volunteers advocate for elderly residents and their families in nursing and adult homes. OFA or call 1-800-342-9871.

* Senior Meal Sites: Serves hot meals at more than 800 meal sites throughout the state. Anyone over 60 may take part. Transportation is usually available.

* Meals On Wheels: Home-delivered meal programs operate in all counties. OFA.

* Telephone Reassurance and Friendly Visiting: For seniors who live alone, telephone contact assures well being. Friendly visiting provides person-to-person social contact. OFA or senior centers.

* Crime Prevention: Your local OFA and police department can help make your home or apartment secure through education and referral to local crime prevention efforts. OFA or American Association of Retired People (AARP).

* Filing Taxes: Some AARP chapters have trained volunteers who help seniors prepare their taxes. OFA or AARP.

* Flu Shots: Some OFAs have flu shot clinics each fall. OFA or Public Health Nursing Service.

* Medic Alert: A call button worn day and night activates a computer at the local hospital or fire station to alert them that the senior needs help. OFA, hospitals or volunteer fire departments.

* Low Vision: Some OFAs have mobility training in the home for low-vision seniors. OFA, Centers for the Blind.

* Reading Radio: Some areas have an FM station that provides a free receiver to those with low vision. Volunteers read the local newspaper, ads, comics, news, obituaries and books and magazines 24 hours a day. OFA.

* Talking Books: A record player and talking books are available free to those with low vision. Everything from the Bible to gothic novels. OFA or the state Library at (518) 474-5935.
Not much time left to file application for 1990 AFSCME family scholarships

Introduction
In 1986 AFSCME celebrated its 50th anniversary, a half-century of commitment to workplace and social justice. As part of the union's commemoration, the officers and International executive board of AFSCME instituted the "AFSCME Family Scholarship Program." AFSCME has always been future oriented. Our struggle has been to make tomorrow's world a little better, a little more decent and just, than today's. As our society and our institutions become ever more complex, the value of knowledge and understanding increases immeasurably. The English philosopher Francis Bacon once wrote: "Knowledge is power." As we look now to the future where all people, in ACSME know the truth of Bacon's observation. Coupled with compassion, knowledge is the power needed to break down the artificial barriers — race, sex, age, geographic region, and so on — that are used to divide us. Knowledge is the power to help us all realize we really are one family — in this country and on this planet. This is what AFSCME has always been about and will continue to be about. We see our scholarship program as a vital component of our effort to build a better life for ourselves and for our children.

Gerald W. McEntee, International President
William Lucy, International Secretary-Treasurer

What is the AFSCME Family Scholarship Program?
The AFSCME Family Scholarship Program is an ongoing program of scholarships available to children of active AFSCME members. Under the program, 10 scholarships of $2,000 each are awarded annually to the winners selected from the applicants who meet the eligibility requirements. Once awarded, the scholarships will be renewed for $2,000 each year for a maximum of four years, provided the student remains enrolled in a full-time course of study. A group of distinguished labor educators, from both academic and union backgrounds, forms the Scholarship Selection Committee. This independent committee has the task of choosing the scholarship recipients.

Who is Eligible for a Scholarship?
Any graduating high school senior who is a daughter or son of an active AFSCME member, and who intends to enroll in a full-time, four-year course program in any accredited college or university, is eligible to apply for a scholarship. The scholarship may be used for any field of study.

How Does an Eligible Student Apply?
To apply for an AFSCME scholarship, an eligible student must do the following:
1. Complete the "AFSCME Family Scholarship Official Application Form;"
2. Write an essay, not to exceed 1,000 words, on the subject: "What AFSCME Has Meant to Our Family;"
3. Provide information regarding a parent's AFSCME membership;
4. Have the high school provide a transcript of grades, complete the High School Report of the official application form, and return the Application to AFSCME before the deadline; and
5. Submit the results of either the Scholastic Aptitude Tests (SAT) or the American College Tests (ACT).

As one of the eligibility requirements, a candidate must take either the Scholastic Aptitude Test (SAT) administered by the College Board, or the American College Test (ACT) administered by the American College Testing Program. The applicant is responsible for registering for the test and for paying all fees for the test. An applicant should have SAT or ACT results reported directly to the AFSCME Scholarship Selection Committee by the organization administering the test. On registration forms for the SAT, the scholarship applicant should write the AFSCME code number 3134 in Item 14. On registration forms for the ACT, a scholarship applicant should write the AFSCME code number 3134 in Block U. Using the AFSCME code numbers will insure that the applicant's test results will be reported to the AFSCME Scholarship Selection Committee.

How Can a Member Request an Application?
To request application forms for the scholarship program, any interested AFSCME member or his or her child should write to:
AFSCME Family Scholarship Program
Attn: Education Department
1625 L Street, NW
Washington, DC 20036

What is the Deadline for Applications?
Completed applications from high school seniors must be postmarked no later than Dec. 31. Applications postmarked after Dec. 31 will not be accepted.

Application Check List

- Official Application Form
- Essay: "What AFSCME Has Meant to Our Family"
- Information regarding a parent's AFSCME membership
- High School Transcript
- SAT or ACT Results

NOTE: For an applicant to be considered, he or she must have all the items on the checklist submitted and be sure that SAT or ACT results are reported to AFSCME by the testing organization or the high school.

Applications must be postmarked no later than December 31!
About items of general interest to CSEA

Press number 5.

The Finance Department, press number 2.

Political Action, press number 3.

Legal matters, press number 0.

If you know the extension number of the individual that you're trying to reach, you can press "0" plus the extension number on your touch-tone telephone at any point during the recorded message and be connected.

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

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

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

* For grievances, membership or agency shop, CSEA group

adjacent map). Do not delay if you believe you have a problem; grievances must be filed on a timely basis.

President, or your CSEA Labor Relations

unavailable, contact your CSEA Unit or Local

Regional office (see adjacent map).

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

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

Employee Benefit Fund

The CSEA Employee Benefit Fund is a CSEA-administered trust fund which provides certain supplemental negotiated benefits for state employees and participating local government employees.

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

CSEA offers several insurance programs at low group rates and provides the convenience of automatic payroll deduction. These voluntary group plans include: Basic Group Life, Supplemental Life, Income Protection Program, Hospital Indemnity Plan, Family Protection Plan, Auto Insurance and Homeowners Insurance. For more details, call 1-800-366-5273 or (518) 381-1600.

AFSCME Advantage Travel Services

Helps you get where you're going, fast. And saves you money in the process!

You can stretch your dollars with the cost-free travel benefits that include guaranteed lowest available airfare, car rental discounts, hotel and motel discounts and a vacation hotline.

For a free starter kit call 1-800-522-8727.

Safety

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

AFSCME Advantage Credit Card

The AFSCME MasterCard has one of the lowest interest rates around — 5 percent above the prime lending rate. There is no annual fee. To obtain an application form, call your CSEA regional office (see adjacent map).

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

Insurance

CSEA offers several insurance programs at low group rates and provides the convenience of automatic payroll deduction. These voluntary group plans include: Basic Group Life, Supplemental Life, Income Protection Program, Hospital Indemnity Plan, Family Protection Plan, Auto Insurance and Homeowners Insurance. For more details, call 1-800-366-5273 or (518) 381-1600.

CSEA Toll-Free

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

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

You need a touch-tone telephone to complete your call without donor participation. If you aren't calling from a touch-tone telephone, an operator will pick up and complete your call at the regional office (see adjacent map).

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CSEA POWERS THE VICTORY — CSEA members from Orange County, along with Region III President Pat Mascioli, get a public thank you from Mary McPhillips, center, at her victory party on Election Day. She is the first Democrat ever elected as Orange County executive and only the second woman elected county executive in the state.

CSEA not only endorsed candidates this election, but also organized volunteers for several important — and successful — political campaigns.

CSEA-endorsed winners will make a big difference for our members across the state.

New York City Mayor — David N. Dinkins
City of Kingston Mayor — John P. Heitzman
Orange County Executive — Mary McPhillips
Rockland County Executive — John Grant
Rensselaer County Executive — John Buono
Westchester County Executive — Andrew O'Rourke
Nassau County Executive — Thomas S. Gulotta
Syracuse Common Council President — John DeFrancisco