Trying to change the way women are paid

see page 3
A landmark pay equity trial based on charges brought by CSEA/AFSCME against Nassau County could have impact across the nation.

CSEA is already working towards a sensible solution to an apparently huge budget deficit the state will face in the next fiscal year.

Dozens of CSEA members were recognized during the annual New York State Civil Service Employees Association Labor-Management Achievement Awards Program.

The energy and effort CSEA volunteers put into elections across the state last month paid dividends.

CSEA President Joe McDermott discusses his determination to explore ways to keep public employee pension funds successful and well-managed.

Patients at Manhattan Psychiatric Center are finally getting their meals hot and on time, thanks to persistence by CSEA.

There is plenty of good news for many sons and daughters of CSEA members enrolled in higher education programs. Eighteen just learned they'll receive an unexpected increase in CSEA scholarships awarded earlier this year, six more have been named winners of CSEA continuing education scholarships and another has been notified she has won a $1,000 union scholarship.

If you applied for a CSEA/LEAP spring course, you should hear this week if you’ve been accepted.

A CSEA local continues an unusual project to help the needy with food and presents for children at Christmas.

A handy reference guide to a variety of CSEA benefits and services.

A holiday wish to you and yours from CSEA officers and staff.

Members of The Public Sector Committee of CSEA’s statewide Board of Directors recently participated in an orientation program designed to familiarize them with all aspects of The Public Sector. The Public Sector Committee is an advisory committee to the union’s Board of Directors regarding budgetary and contractual matters pertaining to the union’s official publication.

Committee members who are also members of the Board of Directors, are chairperson Jimmy Gripper of Brooklyn Developmental Center Local 447, Tony Raggiore of SUNY at Stony Brook Local 614, Tom Schmidt of Suffolk County Local 853, Leroy Holmes of Office of General Services Local 660, Bruce Damalt of Seneca County Local 850 and Jim Kurtz of Chautauqua County Local 807.


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

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December 11, 1989
CSEA/AFSCME lawsuit has national implications

Union’s landmark pay equity lawsuit against Nassau underway in fed court

Editor’s note: A federal pay equity trial which began Nov. 27 in Federal District Court in Brooklyn could dramatically alter wage scales in those counties nationwide that discriminate against women employees. Judge I. Leo Glasser will rule on charges brought by CSEA and its international union, AFSCME, that Nassau County has systematically underpaid employees in female-dominated jobs for more than two decades. CSEA/AFSCME says Nassau County owes thousands of employees millions of dollars in back pay and also must upgrade female-dominated positions to eliminate sex-based wage discrimination in the future. The ruling could set a precedent in counties nationwide that pay workers in traditionally female jobs lower salaries than those who work in traditionally male jobs.

By Sheryl Carlin Jenks
CSEA Communications Associate

A landmark pay equity trial in which CSEA/AFSCME is seeking to rectify decades of sex-based wage discrimination against thousands of Nassau County employees began in late November in Federal District Court in Brooklyn.

CSEA/AFSCME brought the lawsuit on behalf of 7,000 Nassau County employees who are members of Nassau County CSEA Local 830.

CSEA/AFSCME has been preparing the case for more than five years.

CSEA/AFSCME charges that Nassau County has underpaid thousands of employees, mostly women, millions of dollars by practicing sex-based wage discrimination. CSEA/AFSCME said Nassau County violated Title VII of the Civil Rights Act of 1964 by applying different standards in setting the wages for female-dominated job titles than were applied in setting the wages for male-dominated job titles.

Since 1967

“We intend to prove . . . that female-dominated jobs are systematically underpaid and that this wage disparity originated in a 1967 restructuring of the entire county pay system,” Joe Klein, attorney for CSEA/AFSCME, told the judge in opening remarks. The union’s case is being presented by the Washington, D.C., law firm of Onek, Klein and Farr.

The non-jury trial has been separated into two parts—liability and remedy.

CSEA/AFSCME released a study in 1983 showing Nassau County systematically underpaid female workers. Positions where more than 70 percent of the employees were female were often paid thousands of dollars less annually than male-dominated positions.

The union asked the county to voluntarily evaluate and rectify its classification and compensation system, but the county refused.

“See you in court”

“We’ll see you in court,” a former county official said at the time.


“That day in court has arrived,” CSEA Local 830 President Rita Wallace said as the federal trial began Nov. 27.

National impact

CSEA Region I President Gloria Moran said the case is of great interest to every working woman and is expected to have a national impact on future discrimination cases involving women’s wages.

The case had been scheduled to go to trial last February but the county, in what turned out to be the last of a long list of delaying tactics, obtained a lengthy delay at the last minute.

“CSEA/AFSCME has been fighting this battle for a long time,” CSEA statewide President Joe McDermott said, “and we intend to keep right on fighting for as long as it takes for our members to be paid equitably.”

“AFSCME considers this case a landmark, not just for Nassau County workers but for women workers in counties across the country,” said AFSCME President Gerald W. McEntee.

CSEA/AFSCME is attempting to prove, in federal court, that Nassau County:

• deliberately maintained various job titles as sex-segregated;
• failed to take any steps to reduce the glaring sex-segregation in its overall workforce;
• resisted upgrades of female-dominated job titles in circumstances where its own upgrade criteria argued compellingly in favor of upgrades;
• granted upgrades to many predominantly male titles in equally or less compelling circumstances;
• responded to the CSEA/AFSCME lawsuit by imposing a nearly absolute bar to upgrades of jobs held by class members while continuing to upgrade others;
• created and maintained unjustifiable wage disparities between female- and male-dominated job titles that involve closely-related work;
• engaged in a pattern of promoting men to higher-level jobs at the expense of equally or better qualified women, and,
• failed to create realistic promotional paths for many of the largest female-dominated job titles.
CSEA to Governor:
FREEZE tax rates

ALBANY — Don’t think you’ll see any extra money in your paycheck after October 1990 if the scheduled 1990 tax cut remains in place. It’s not for working people.

The portion of the tax cut program that would directly benefit most working people has already taken affect. The remaining tax cut won’t mean much to anyone — unless their income is $125,000 or more a year.

But that’s not the only reason the tax cut in not a good idea for New York state residents. Over the course of two budget years, the state will lose more than $1 billion in revenues.

Everyone will feel the pain if the tax cut is not postponed, from school children to property owners, from state employees to local government employees, from recipients of social services to senior citizens. Everyone, that is, except the wealthy.

Some of the other painful effects New York residents will experience if the tax cut takes effect in October are:

- **Tax shift** — In order to balance the state budget, state officials will have to cut aid to local governments and school districts. That means local and school property taxes will rise to meet the needs of counties, cities, villages and towns. Property taxes are regressive, too, which means they aren’t based on the ability to pay as are income taxes.

- **Local government layoffs** — If local governments and school districts don’t raise taxes, they may well have to lay off employees.

- **Cuts in services** — Fewer snowplow drivers, shorter hours at libraries, larger classrooms and less individual attention for students are only a few of the problems that will accompany a tax shift from state income taxes to local property taxes.

Why the tax cut hurts

ALBANY — With the state apparently facing another huge budget deficit, CSEA is already working toward a sensible solution — a halt to any cuts in state income taxes.

CSEA President Joe McDermott recently sent a letter to Gov. Cuomo urging him to write a 1990-91 budget proposal that freezes state income tax rates at the 1989 level.

"We have to take a leadership role now," McDermott said. "This letter is just the beginning of a campaign to preserve government services, jobs in state and local governments and the overall quality of life in New York state."

CSEA was in the lead last year in the budget battle and the issues are not much different: Excessive tax cuts are hurting the state and its residents.

Last year, again

The battle for the current budget year succeeded in saving jobs, but did not eliminate the third year of the 1986 four-year tax cut plan.

Six months into the current fiscal year, the state reported a deficit estimated at $277 million, forcing state agencies to make substantial mid-year budget cuts. That deficit could change, depending on tax receipts in the second half of the fiscal year, which ends March 31.

The 1990-91 budget deficit has been estimated at anywhere from $500 million to $2.2 billion if the tax cut, scheduled for October, remains in place. CSEA maintains the state cannot afford the loss of revenues.

Freeze tax rates

In his letter to Gov. Cuomo, CSEA President McDermott urged the Governor to freeze income tax rates at the 1989 level in his 1990-91 budget proposal.

"If the scheduled tax cut is allowed to take effect, services will be devastated," McDermott wrote. "As I have repeatedly and publicly stated, spending isn’t out of control — tax cuts are."

CSEA is once again active in the Coalition on Economic Priorities, a group of labor, government, social and religious organizations founded last year to fight for justice in the state budget.

"This is a new year and a new battle, but the stakes are the same," McDermott said recently. "CSEA has to fight not only for jobs of state and local government employees but for the quality of life in our state. We can’t let it be destroyed by short-sighted budgetary measures."
Theresa Holscher is being recognized for her outstanding commitment to the learning needs of her fellow employees.

Because of her efforts, the computer laboratory has expanded to include other developmental programs for employees from different work locations across all three shifts.

SUNY Plattsburgh/CSEA Local 612

Theresa Holscher
Chair, Board of Directors, Child Care Center - SUNY Plattsburgh

Theresa Holscher is being recognized for her outstanding work as chairperson of the SUNY Plattsburgh Child Care Centers Board of Directors. She has effectively increased awareness of the Center's services by arranging open houses, resulting in increased enrollment of CSEA members' children. Ms. Holscher's tireless efforts have made SUNY Plattsburgh's Child Care Center a model program that contributes daily to the parents' peace of mind and their ability to be fully participating employees at work. Further, she chairs the CSEA Education Program on campus and works closely with co-workers and the personnel office to choose courses to be offered through the LEAP Education Program.

Helen Rock, EAP Coordinator

Helen Rock, EAP Coordinator at SUNY Plattsburgh, has used creative and innovative marketing approaches to increase employees' awareness and participation in the Employee Assistance Program at SUNY Plattsburgh. Through her pro-active efforts, EAP sponsored a variety of wellness-related programs including a lunchtime walking program, a grief and bereavement series, a stress workshop and a financial management workshop. Her hard work, her counseling skills and her dedication has helped many employees seek the help they need to address their problems and continue to be productive at their jobs.

More winners — pages 6-7
Middletown Psychiatric Center  
CSEA Local 415  
Labor-Management Committees

Robert Brown  
Chief MHTS  

Lawrence Decker  
Assoc. Personnel Admin.  

Stewart DeGroat  
Head Laundry Super.  

Barbara Fritzsch  
MTHA  

James Hewitt  
Director, Administration  

Alex Hogg  
Pres., CSEA Local 415  

Grace Ortiz  
Sr. Telephone Operator  

Bonnie Osterdahl  
Sr. LPN  

Representatives of this labor-management committee developed an agreement to provide a procedure for partially disabled employees with medical clearance to return to work and perform some of their duties for a specified period of time. This "return to work" agreement, under development for almost two years, was formally adopted as part of the facility's Personnel Policy and Procedures Manual. This policy addresses the facility's need to maintain a level of service, helps reduce the workload of coworkers (thus having a positive impact on morale) while providing the employee an opportunity to return to work. It is a superb example of labor and management addressing a mutual problem in a manner that results in benefits for both sides.

Rochester Psychiatric Center  
CSEA Local 420  
Labor-Management Teams

Augusto Manon  
Affirmative Action Administrator  

Chip Testa  
Director, Human Resource  

Geraldine Wiggins  
President, CSEA Local 420  

Betty Williams  
1st Vice President, CSEA Local 420  

Meeting on a weekly basis, this labor-management team accomplished significant changes in addressing issues about their labor-management relationship, and the need to understand and value the culturally diverse workforce at Rochester Psychiatric Center. Their informal meeting process improved communication and cooperation resulting in enhanced employee morale, motivation and increased productivity. In addition, the informal nature in which issues were addressed by the team resulted in a marked decline in the number of discrimination complaints and grievances filed by employees.

LABOR-MANAGEMENT COMMITTEE AWARDS:

Small groups of two or more CSEA-represented employees and management employees or established labor-management committees operating at the statewide, regional, agency or facility level have worked together to develop strategies to resolve workplace issues and concerns. They have improved the quality of work life and workplace morale. By their commitment to labor-management cooperation, they have also improved productivity and the quality of services delivered to the public.

Craig DDSO/Newark DDSO  
CSEA Local 405  
Redeployment  
Labor-Management Committee

Kathy Button  
President, CSEA Local 405  

Russell C. Siragusa  
Director, Newark DDSO  

Richard Merges  
Director, Craig DDSO  

These three individuals demonstrated a commitment to organizational excellence and employee quality of work life by working cooperatively to successfully transition Craig and Newark DDSO clients and staff to community-based residences. Ms. Button and Mr. Merges spearheaded this effort at Craig by developing and implementing many cooperative programs, including an automated job/location bidding procedure that was critical to the successful redeployment of employees. Based on her experience at Craig DDSO, Ms. Button joined forces with Mr. Siragusa in developing practical solutions to address the concerns and issues at Newark DDSO. Following many of the approaches used at Craig DDSO, they opened lines of communication to educate employees with facility newsletters and a "Directions 1990's Bulletin," planned and held informational meetings for all employees; established an employee services office to help employees consider other assignments during the transition; developed an employee questionnaire to identify their needs and interests, and utilized cooperative NYS/CSEA programs to address employee and organizational needs.

SUNY Cortland/CSEA Local 605  
Labor-Management Committees

Willis Streeter, Jr.  
President, CSEA Local 605  

Sylvia Hall  
Sr. Personnel Associate  

Rose Bellucci  
Chairperson, Employee Recognition Committee  

Marianne Griswold  
Chairperson, Up The Ladder Committee  

Joanne Faberzak  
Chairperson, Employee Suggestion Committee  

Nancy Sickmon  
Chairperson, Employee Orientation Committee  

These Committees represent the collaborative efforts of CSEA and management at SUNY Cortland working together to address an initial concern of employees feeling "dead-ended" on the job. In response to these concerns, a jointly sponsored one-day workshop, funded by the NYS/CSEA Agency-Specific Grants program, challenged employees to become more actively involved with issues affecting their work life. The interest and excitement generated from this workshop encouraged the parties to establish a four labor-management committees to actively address issues identified at the initial workshops. The committees have developed and are continuing to develop programs on employee orientation, suggestions, employee recognition and career advancement.

The establishment of these Committees is an excellent illustration of involving employees in the creation of solutions to problems which effect them. These labor-management committees are committed for recognizing the expertise and energy of their employees and for providing the structure to channel these strengths into mutually collaborative efforts.

Higher Education Services Corp.  
CSEA Local 667  
Reorganization Committee

Mattie Ahmed  
Student Loan Control Rep. I  

Frank Keneston  
Student Loan Control Rep.II  

Diane Arrington-Stokem  
Student Loan Control Rep. I  

William Kosnick  
Student Loan Control Rep.II  

Seymour A. Bandrem  
Director of Personnel  

Steven Miller  
Student Loan Control Rep. I  

Barbara J. Brown  
Affirmative Action Officer  

Joseph O'Connor  
Student Loan Control Rep.I  

Robert Butler  
Ass't. Vice Pres. Financial Aid  

Lynn Stalker  
Student Loan Control Rep  I  

Michael Daggett  
Director, Collection Control  

Milton Wright  
Vice President, Loans  

This Committee was originally established as a means to provide "grass roots" input, to Division managers, on the impact of the Corporation's recent reorganization. The overwhelming success of this labor and management dialogue encouraged the Corporation to continue support of the Committee's involvement in all aspects of the Division's decision-making process. CSEA, management and the employees have successfully tackled problems on worksite security, training, staff reassignment, work schedule changes and employee recognition. The benefit of this collaborative process is evident in the improved productivity and quality of working life of all HESC employees.

Craig DDSO/CSEA Local 405  
EAP Committee

Robert Armbruster  
Chair, EAP Committee  

Gerry Gerace  
Super., Rehab. Services  

Kathy Button  
President, CSEA Local 405  

Harold Hopkins  
Personnel Assistant  

James Carlisle  
Council Leader, PEF Local 201  

Brad Lowell  
EAP Coordinator  

Ann Conderman  
Bath DDSO  

Joan Palma  
Bellary I.C.F.  

Debbie Dennison  
LPN  

Warren Wood  
Safety Security Officer  

Frank Grenders  
Deputy Director, Quality Assur.  

Harry Zintel  
Creekside I.C.F.  

This Committee designed and conducted a two-day conference, "Be Aware and Care," for employees of Craig DDSO, Groeseland Correctional Facility, SUNY Geneseo, and the Livingston, Wyoming and Steuben BOCES programs and their children. The effort, partially funded by the NYS/CSEA Labor-Management Committees, was designed to address ways to prevent alcohol and drug abuse among employees' children. This labor-management effort represents an outstanding example of an innovative and creative approach to reducing some of the stress experienced by employees about drug abuse. In addition, the Committee expanded the concept of cooperation beyond its own facility and is to be commended for involving other union and State agencies. The "Be Aware and Care" Conference received wide approval from the almost 400 employees and children who participated.
SPECIAL ACHIEVEMENT

One labor-management committee or team was selected by the statewide Awards Review Committee from among all the nominations within each of these categories as demonstrating the most outstanding labor-management achievement of the past year.

1989 SPECIAL ACHIEVEMENT AWARD

MOHAWK VALLEY P.C./CSEA LOCAL 434

During the past year, representatives from both management and labor at Mohawk Valley Psychiatric Center have created innovative and practical joint programs aimed at improving employee health, safety and wellness. Separate labor-management teams collaborated to provide three different on-site, one-day workshops.

Although each team was nominated individually, the Executive Selection Committee determined that the collective benefit of these workshops provided the best example of what can be accomplished through diligent and cooperative efforts between labor and management. The following is a description of these programs and the individuals responsible for them.

“Nutrition and the Office Worker Program”

Nancy Harris
Keybold Specialist

Richard Heath
Executive Director

Nancy Kulik
Keyboard Specialist

This program was developed and offered as a means for labor and management to recognize secretarial staff and the Administrative Services Unit employees for their contributions during the past year. It was also an educational forum to promote healthy nutrition in the workplace. Participants learned how proper nutrition influences productivity, mood, energy level and stress. A total of 103 employees were awarded release time to attend with lunch provided by CSEA.

This one-day event enabled these employees to gain knowledge about good nutrition and the relationship of their eating to their work participation, while equipping them with the nutritional knowledge that can result in an improved and healthier work force.

“Breast Cancer Screening and Mammography for the Responsible Woman”

Nancy Block
MHTA

Karen Christiansen
Graphic Artist

Sandy Delia
MHTA

Barbara Reeves
EAP Coordinator

Barbara Brooks Jarvis
Nurse Practitioner

Linda Yost
Associate Human Resources Administrator

This program was organized as a team effort between the facility’s administration, CSEA Local 434, PEF and community professionals. A total of 174 female employees participated in this on-site breast cancer screening program. The Committee not only received approval from Employee Health Benefits Management, but also negotiated a reduction in the schedule amount for mammographies with Metropolitan Insurance for this particular screening session. This project attests to labor’s and management’s commitment to work together in promoting the optimal health and well-being of the members/employees.

“Asbestos Management” Informational Workshop

Bud Mulchy
President, CSEA Local 434

Gary Rettig
Director, Administrative Services

The above named individuals coordinated the development and implementation of this workshop. Operational Services Unit employees were provided release time to learn more about asbestos and hear answers to their questions and concerns addressed by experts in the field. As a result of this program, employees’ anxieties regarding the potential exposure to asbestos-containing materials have been relieved. The morale and motivation of these employees to continue to do a good job is reinforced by this effort. This informational format was used as a model for the development of seven statewide Restricted Asbestos Handler I seminars sponsored by the NYS/CSEA Labor-Management Committees.
CSEA members across the state pitched in and made a difference in the results on Election Day. Not only did the union endorse nearly 500 candidates, but nearly 70 percent of those CSEA-endorsed candidates won. Many of them had the grassroots help of CSEA volunteers staffing phone banks, stuffing envelopes and knocking on doors to get out the vote. CSEA members volunteered in campaigns in all six CSEA regions.

For example, CSEA helped David Dinkins become the first African American mayor of New York City and Mary McPhillips become the first Democratic executive of Orange County.

Overall, 335 of the 487 candidates CSEA endorsed won their races on Election Day.

In Region I, 74 percent of the CSEA-endorsed candidates were victorious; in Region II, 78 percent; in Region III, 72 percent; in Region IV, 75 percent; in Region V, 64 percent; and in Region VI, 60 percent.

"We put a lot of energy and effort into political action this year, and the election results prove it's worth it," said CSEA President Joe McDermott. "We couldn't have done it without the dedicated, grassroots efforts of our CSEA activists."

ELECTION DAY — Orange County provided just one example of CSEA members working on political campaigns. Above, member Margaret Phillips and CSEA Political Action Coordinator Brad Woodhouse help a voter find out where to cast a ballot. At right, CSEA MEMBER Pat Nealon does some pollwatching to get initial results as the polls close.

RETIREE POWER — Nassau County Retiree Local 919 members were volunteers in political campaigns on Long Island. Seated from left are: Anne Lazerson, Albert Freeman and Gardenia Culbreath. Standing from left are: Marge Alnwick, Pat DiMaio, Margaret Searing, Fran Pirrone and Local 919 President Shirley Matluck.

HERE'S WHAT WE NEED — CSEA member Helen Dollinger listens carefully as CSEA Legislative Assistant Doug Lundquist gives her instructions on running a get-out-the-vote effort in Orange County.

Region V activists celebrate

VERONA — Politicians weren't the only ones holding post-election victory parties — CSEA Region V had one of its own.

The party was thrown in gratitude to the more than 100 CSEA Region V political activists who worked on various campaigns in the region. More than 60 percent of the region's CSEA-endorsed candidates won, said Region President James Moore.

Moore thanked CSEA Political Action Coordinator Dwight Evans for his work. Also honored were retiree activist Anne Maywalt and Regional Political Action Committee (PAC) Chairperson Dorothy Penner-Breen.

CSEA President Joe McDermott also attended the dinner.

"It doesn't matter if you lost in some elections," he said. "You won by being involved and sending the message that you are a force to be reckoned with."

Evans noted that 13 CSEA locals in the region have active PACs, including four new ones. He said political action efforts don't end on election day.

"Political action is not something that occurs only three months out of the year," he said. "It should be a yearlong process."

THE PUBLIC SECTOR December 11, 1989
**LEAVE RECORD FOR NEW YORK STATE INSTITUTIONAL EMPLOYEES • 1990**

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**PAY PERIOD**

**EXAMPLES:**

**ANNUAL LEAVE**

Balance from last record

**SICK LEAVE**

Balance from last record

**PERSONAL LEAVE**

Balance from last record

**NEW YORK STATE INSTITUTIONAL EMPLOYEES**

Your leave benefits were negotiated for you by CSEA — your union!

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**CSEA**

Local 100: AFSCME, AFL-CIO

Your leave benefits were negotiated for you by CSEA — your union!
TO RECORD LEAVE USED, ENTER THESE LETTERS:
V (VACATION)
S (SICK LEAVE)
M (MILITARY LEAVE)
P (PERSONAL LEAVE)
C (COMPENSATORY)
LWOP (LEAVE WITHOUT PAY)
WC (WORKER’S COMP.)

PAY PERIOD

Dec 28 - Jan 10
Jan 11 - Jan 24
Jan 25 - Feb 7
Feb 8 - Feb 21
Feb 22 - Mar 7
Mar 8 - Mar 21
Mar 22 - Apr 4
Apr 5 - Apr 18
Apr 19 - May 2
May 3 - May 16
May 17 - May 30
May 31 - Jun 13
Jun 14 - Jun 27
Jun 28 - Jul 11
Jul 12 - Jul 25
Jul 26 - Aug 8
Aug 9 - Aug 22
Aug 23 - Sep 5
Sep 6 - Sep 19
Sep 20 - Oct 3
Oct 4 - Oct 17
Oct 18 - Oct 31
Nov 1 - Nov 14
Nov 15 - Nov 28
Nov 29 - Dec 12
Dec 13 - Dec 26

EXAMPLES:
If you are sick 4 hours, enter S-I
under the appropriate day. If you take
2 hours of personal, enter P-2, etc.

ANNUAL LEAVE

Balance from last record
Earned Used Balance

SICK LEAVE

Balance from last record
Earned Used Balance

PERSONAL LEAVE

Balance from last record
Earned Used Balance

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Long Island Region 1
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300 Vanderbilt Motor Parkway
Hauppauge, N.Y. 11788
(516) 273-2280
(516) 435-0962
Manhattan PC turns trayline around

CSEA, facility seek improvement

NEW YORK — Mealtimes at Manhattan Psychiatric Center are still hectic, but they're no longer frantic for the food service staff.

That's because CSEA persistence has convinced the facility management to make some changes in scheduling and organizing the mealtime responsibilities.

The improvements have been steady.

As previously reported in The Public Sector, the problems came to a head last summer when the facility, under court order, switched its food service to a tray-line system. The switch was supposed to improve the ability of the food service department to feed the patients.

Instead, every meal became a crisis. The food service department was severely understaffed. Employees were put on forced overtime and required to handle several cumbersome trayline units at a time.

Additionally, MPC's trayline equipment proved a problem. Although the trayline system is used successfully at other state psychiatric centers, the equipment used at MPC is different from what is used at many other centers. The MPC equipment requires an extra time-consuming step.

As a result, it became nearly impossible to get the meals out to the wards, hot and on time.

Outgoing meals and dirty dishes backed up in the hallways. Maintenance workers and MHTAs were pressed into service on a regular basis to help get the job done.

The food service department struggled from meal to meal. A real change in the situation came only after facility Director Dr. Michael Ford got directly involved.

"Dr. Ford was the key to turning the situation around," said CSEA Deputy Director for Contract Administration Mark Lawrence. "He understood the problem and was ready to work with CSEA to find solutions."

By working together on the situation, CSEA and the facility administration were able to develop a plan that added staff, reorganized food services and established a scheduled overtime roster.

"We're satisfied for now that the system is getting better," said CSEA Local 413 President Mohammed Hussain. "The most important thing is that the patients get their meals — hot and on time — and that's now happening."

New members win at Insurance Liquidation Bureau

NEW YORK — It wasn’t easy and it took a long time. But CSEA’s persistence and the employees solidarity has paid off for nearly 500 people at the state Insurance Department’s Insurance Liquidation Bureau.

They will soon become one of CSEA’s newest locals. CSEA was formally recognized as the employees’ bargaining agent last month, ending a nearly eight-year odyssey of management resistance and legal delays.

"The people have been enthusiastic all along, but at times the progress moved at a snail’s pace," said George Wallack, who was involved in the organizing effort from the start.

"We stayed in touch with CSEA each step along the way and managed to keep the communication open to the members via word of mouth," he said. "People wanted to know why there were so many delays."

The reason was that the Liquidation Bureau’s management tied the situation up in court for most of that time.

CSEA began organizing the employees back in 1982. With enough interest from the employees, CSEA petitioned the Public Employment Relations Board (PERB) for formal recognition.

But the Liquidation Bureau then went to court trying to claim they were not a public employer because of the type of work they do — liquidating the assets of bankrupt insurance companies.

As improbable as it might seem, the issue was only resolved earlier this year when the Appellate Division of State Supreme Court ruled in CSEA’s favor. That ruling set the stage for CSEA recognition.

"It’s been a long hard fight but CSEA and its new members won," said CSEA Region II President George Boncoraglio. "Now our priority is to get a contract settled."

"The employees deserve a lot of credit for concentrating on the goal and not getting distracted," said CSEA Labor Relations Specialist Martin Blumstein, who was also involved from the start.

"I’m glad we finally won," said one employee. "I feel a lot better now that the union’s here."
For years, I have been saying that CSEA members deserve to have a say in how their pension funds are managed. Just how that will happen has been discussed again and again.

The record shows the need for changes in the way our pension funds are managed and invested. We need a Board of Trustees with public employee representation to administer the funds instead of a sole trustee.

Earlier this year, the Governor’s Task Force on Pension Fund Management came up with some recommendations that are worthy of consideration. State Comptroller Ned Regan attacked them in a special edition of a newsletter, "Retiree Notes," that goes out to thousands of state and local government retirees.

Mr. Regan says pension funds should not be used for anything but their primary purpose — to provide fully-funded pensions for public employees at the lowest cost possible to taxpayers. He also said he had achieved that goal.

Last year, Mr. Regan lowered state and local governments’ contributions to the pension fund by $525 million.

At the same time, however, public employees in Tier 3 and Tier 4 are still making 3 percent contributions to their pension funds.

Why must participants continue to pay while management got a break in contributions?

Mr. Regan has also proposed a permanent cost-of-living adjustment (COLA) that would increase pensions by only one-third of the actual increase in the consumer price index, hardly enough to keep up with inflation. He also recommends limits based on age and length of retirement that CSEA opposes.

CSEA wants a permanent, reasonable COLA for retirees.

Even Mr. Regan supports a Board of Trustees to manage the pension fund, but he insists the comptroller should appoint most of its members. He also says that those on the fund should have financial backgrounds. But CSEA thinks those who have the greatest interest in the fund’s success — its beneficiaries and plan participants — should have representation on the Board of Trustees.

Mr. Regan also claims that the board should be brought into existence through changes in the state Constitution, a process that could take years.

But the pension fund Board of Trustees could be created by law in a single legislative session. CSEA’s question then becomes: Why take the long, laborious route if you don’t need to?

As chairperson of the state AFL-CIO Public Employee Pension Task Force, I am determined to find ways to keep pension funds successful, responsible and well-managed. The committee has been working hard toward that goal since its inception.

We ask Mr. Regan to keep an open mind on differing opinions about how to keep our pension funds secure and successful until all the options can be analyzed.

We’re heading into times of challenge and change. With more and more public employees retiring all the time, we’ve got to be sure our retirements are secure.

Joe McDermott
The CSEA Employee Benefit Fund (CSEA EBF) is a negotiated program providing drug prescription, dental and vision care benefits for more than 125,000 CSEA-represented employees in six statewide and more than 260 local government bargaining units. For the benefit of the membership, The Public Sector will periodically publish information concerning the CSEA EBF.

CSEA Employee Benefit Fund
(518) 463-4555 or 1-800-342-4274

Dental plan saves members $24 million a year

If you hate to go to the dentist, is it the fear of the dental work or is it the threat of what it can cost you? The CSEA Employee Benefit Fund (CSEA EBF) cannot ease your dread of the dentist chair, but it can work miracles with your dental bills.

The Fund’s Dental Plan has been giving eligible members and their dependents help with their dental expenses since it was first introduced ten years ago. In the course of an average year the CSEA EBF pays more than 300,000 dental claims for eligible members and their dependents. That’s $24 million that members did not have to pay out of their own pockets.

One of the most important aspects of your health is dental care. Good dental care can influence your eating habits, your diet and deal with infections that are serious threats to your overall health. The CSEA EBF Dental Plan is designed to meet all of these problems, starting with regular check-ups and cleanings. There are more than 200 services — exams, treatments, x-rays, appliances and prostheses — which are considered for coverage under this plan.

Membership in the CSEA EBF is open to state employees and to CSEA members in more than 160 local government units who have negotiated CSEA EBF dental coverage. Most contracts provide family coverage for spouse and children under 19 years of age. A dependent’s coverage after age 19 can be extended with proof of full-time student status.

Does a visit to the dentist with NO bill to pay sound like a dream? It can be a reality if you go to a participating CSEA EBF dentist. More than 500 dentists in New York state have agreed to accept Fund allowances as payment IN FULL. These allowances cover a wide range of services but will not cover certain restrictions. For instance, allowances apply to only one exam in six months, a cleaning once in six months, a full mouth x-ray every three years, a full denture every five years, etc. Each member and eligible dependent can have up to $1,000 of CSEA EBF dental allowances every calendar year. The allowance is the same if a non-participating dentist is used, but the employee is responsible for the difference between the allowance and the dentist’s fee.

Membership in the Employee Benefit Fund can make a big difference in the total health bills of a family. Using a participating dentist can save hundreds of dollars for an employee covered by the CSEA EBF. For instance, a family of four in Queens went to a participating dentist and is finishing out the year with NO dental bills. Without their CSEA EBF membership, this family could have had to pay $2,443 in dentist’s fees. A single parent with two children in Region V went to a participating dentist, and her dental bills were paid IN FULL by the Fund. Without CSEA EBF coverage she would have faced a dental bill of $1,642 for the year.

A very important service of the CSEA EBF Dental Plan is the pre-determination process. For any work expected to cost more than $200, the member has the dentist submit a pre-treatment estimate to the Fund. It shows what work is to be done and how much the dentist is going to charge. The estimate goes to the Fund’s dental consultants who consider the procedures for necessity and appropriate treatment and, where applicable, suggest alternate procedures. Pre-authorization approval, sent to the dentist and the member, shows exactly how much the Fund will pay and the amount the member will have to pay, if, for instance, all the procedures are not covered or if a non-participating dentist is used. This process also gives the member the reassurance of a “second opinion.”

In addition to the basic dental plan, the Employee Benefit Fund also offers alternative dental plans based on the bargaining unit’s negotiated contribution amount. From minimum service plans to the deluxe HORIZON Plan, CSEA EBF is dedicated to meeting the dental care needs of its members in every unit. The level of dental benefits provided is determined in contract negotiations at the bargaining table.

A benefit won by the union for the members is well worth using. Take advantage of your dental plan by giving yourself and your family the benefit of good dental care.

Small mandatory increase in dues, agency shop fees effective Jan. 1

Most CSEA members and agency shop fee payers will see a small increase in their membership dues and fees effective Jan. 1, 1990. The mandatory increase is a result of a raise in the minimum dues AFSCME charges local unions affiliated with the international. CSEA members and agency shop fee payers who earn less than $5,000 a year, however, will see their rates decrease. Effective Jan. 1, under a revised sliding dues schedule approved by CSEA delegates, the dues or fees rate for employees in that category will be reduced from $100 to $70 annually. The AFSCME minimum dues requirement will not apply to employees earning less than $5,000 until 1991.

Effective Jan. 1, employees earned between $5,000 and $9,999 a year will see their annual dues or fee increase from $100 to $105, an increase of 18 cents biweekly. Employees earning between $10,000 and $15,999 per year will see a dues or fee increase from $175 annually to $183, an increase of 31 cents biweekly.

For employees earning between $16,000 and $21,999 annually, their dues or fee will increase from $200 to $209 per year, an increase of 35 cents biweekly.

Dues or fees for employees earning more than $22,000 a year will increase from $225 to $235 annually, an increase of 39 cents biweekly.
CSEA increases Flaumenbaum scholarship awards to $750

Eighteen sons and daughters of CSEA members who were previously named winners of $500 Irving Flaumenbaum Scholarship Awards for 1989 have been notified they will receive a nice holiday present — an additional $250 scholarship award to raise their 1989 CSEA scholarship total to $750.

The Irving Flaumenbaum Scholarship Awards are given by CSEA in memory of the late Irving Flaumenbaum, a well-known union activist who was president of CSEA's Long Island region at the time of his death. Three graduating high school seniors in each of CSEA's six regions are selected annually to receive the academic scholarships on the basis of merit and need.

Diane Lucchesi, chairperson of the union's Special Memorial Scholarship Committee, said the additional awards were funded through the CSEA J.J. Kelly Scholarship Trust, which the union established in 1962. Members of the Special Memorial Scholarship Committee include, in addition to Lucchesi, Willie Allen, Nevada Solano, E. "Sam" Rockefeller, William Fetterling, Sandra Delia and Arthur Howell.

Following are the 1989 winners of $750 Irving Flaumenbaum scholarships:

**Region 1 scholarship winners**

SUZANNE B. HEIMANN of Port Jefferson Station, a graduate of Comsewogue High School. She is the daughter of Grace Heimann, a clerk with the Comsewogue School District and member of Suffolk County Educational Employees CSEA Local 836.

JOSEPH P. FISCHER of Smithtown, a graduate of St. Anthony's High School. His mother, Patricia Fischer, is a stenographer with the Town of Smithtown and a member of Suffolk County Local 852.

GINA MARIE CAPORASO of Mineola, a graduate of Mineola High School. Her father, Jerry Caporaso, is a custodian with Mineola Public Library and member of Nassau County Local 639.

**Region 2 scholarship winners**

BETTY MOY of Brooklyn, a graduate of South Shore High School. Her mother, Jane Moy, is an office clerk with the state Department of Motor Vehicles and a member of New York City State Employees Local 010.

MABEL LAW of Flushing, a graduate of Stuyvesant High School. Her mother, Angela Law, is a senior payroll clerk with the State Insurance Fund and a member of Local 351.

SHERINE HENRY of Brooklyn, a graduate of Midwood High School. Her mother, Rosynell Henry, is a hospital attendant at Downstate Medical Center, where she is a member of Local 646.

**Region 3 scholarship winners**

LAURIE DERNISON of Kingston, a graduate of Kingston High School. She is the daughter of Dennis Weiss, a toll collector for the NYS Bridge Authority and member of Local 050, and Eileen Weiss, an emergency services dispatcher and member of Ulster County Local 856.

RHONDA L.A. MORRISON of North Salem, a graduate of North Salem High School. Her father, Ronald Morrison, is a Westchester County police officer and her mother, Linda A. Morrison, is a teacher's aide with North Salem School District. Both are members of Westchester County Local 860.

DEAN LOUIS AULOGIA of Newburgh, a graduate of Newburgh Free Academy. His mother, Elaine Marie Aulogia, is a teacher's aide in special education with the Newburgh Board of Education and is a member of Orange County Local 838.

**Region 4 scholarship winners**

BARBARA M. RUSSELL of Mechanicville, a graduate of Stillwater Central School, where her mother, Judith Russell, is a school bus driver and member of Saratoga County Educational Employees Local 864.

AMY LEE TEMPLETON of Catskill, a graduate of Catskill High School. Her father, Dennis Templeton, is a senior administrative analyst with the State Thruway Authority and member of Local 058. Her mother, Karen Templeton, is a teaching assistant with the Catskill Central School District and member of Greene County Local 829.

JONATHAN W. TETREAULT of Moores, a graduate of Northeastern Clinton Central School. His father, Wendell Tetreault, is a disabled former mechanic and is a member of Adirondack Area Retirees Local 916.

**Region 5 scholarship winners**

JENNIFER M. MOORE of Rome, a graduate of Rome Free Academy. She is the daughter of Patricia Moore, a typist with the Rome City School District and member of Oneida County Educational Local 869.

GRETCEN A. RAMOS of Lowville, a graduate of Lowville Academy. Her mother, Janine B. Ramos, is a library aide at Lowville Academy and a member of Lewis County Local 825.

DOUGLAS JOSEPH SABER of Potsdam, a graduate of Potsdam Senior High School. His father, Douglas Saber, is a custodian at Potsdam Central School and a member of St. Lawrence County Educational Employees Local 873.

**Region 6 scholarship winners**

ANNE C. VALONE of Fredonia, a graduate of Fredonia High School. She is the daughter of Barbara J. Valone, an account clerk typist for the Village of Fredonia and member of Chautauqua County Local 807.

JULIE ANN STOPHA of Bovina, a graduate of Bovina Central School. She is the daughter of Jeanne M. Stopha, a bus driver/secretary with Bovina Central School and the Town of Bovina. She is a member of Allegany County Local 802.

ROBERT F. FALGIANO of North Tonawanda, a graduate of North Tonawanda Senior High School. His mother, Carol Falgiano, is a teacher aide in special education with the North Tonawanda School District and a member of Niagara County Educational Local 872.
CSEA announces winners of six McDonough scholarships; awards increased to $700

Six children of CSEA members have been named winners of $700 Thomas H. McDonough Memorial Scholarships for Continuing Studies. The memorial scholarships are named in memory of the late CSEA statewide executive vice president.

CSEA annually awards a McDonough Scholarship to a son or daughter of CSEA members in each of CSEA's six regions. The awards go to college upperclass students. The scholarships augment Irving Flaumenbaum Memorial Scholarships each of the recipients received from CSEA during their college freshman year.

The McDonough Scholarships this year have been increased significantly, from $200 previously to $700, according to Diane Lucchesi, chairperson of CSEA's Memorial Scholarship Committee. The additional award is being funded by the CSEA J.J. Kelly Scholarship Trust.

Selected to receive 1989 Thomas H. McDonough Memorial Scholarships for Continuing Studies are:

CSEA Region I

KIMBERLY FULTON of Kings Park, a student at Yale University. Kimberly is the daughter of Marilyn Fulton, a keyboard specialist at Kings Park Psychiatric Center and member of CSEA Local 411.

CSEA Region II

CHERYL GASKIN of the Bronx, who is attending Barnard College of Columbia University. Her mother, Vernice Gaskin, is a secretary with the Workers' Compensation Board and member of CSEA Local 010.

CSEA Region III

SARAH DAKIN is a student at Ithaca College. She is the daughter of Caroline Dakin, a typist at the Fishkill Correctional Facility and member of CSEA Local 160.

CSEA Region IV

JEANNETTE MARIE GREEN of Saratoga Springs, who is attending Colgate University. Her mother, Angela Green, is a secretary with the Saratoga Springs City School District and a member of CSEA Local 864.

CSEA Region V

DIANNE BASSETT of Genoa, a student at SUNY Geneseo. Dianne's mother, Anne Bassett, is a bus driver with Southern Cayuga Central Schools and a member of CSEA Local 806.

CSEA Region VI

PETER O'NEILL KLIMCYK of Cheektowaga attends Rensselaer Polytechnic Institute. His mother, Margaret Klimczyk, is a hall monitor at Cheektowaga Central High School and a member of CSEA Local 868.

CSEA/J.J. Kelly Memorial Scholarship Fund supports scholarships for deserving children of CSEA members who were either killed or permanently disabled as a result of their job.

Melissa Davis of Corning, Steuben County, a student in The Salvation Army School for Officers Training in Suffern, has been named recipient of a $1,000 CSEA J.J. Kelly Memorial Scholarship.

The trust fund is named in memory of the late J.J. Kelly, who was an assistant CSEA legal counsel at the time of his death in 1962. The trust fund was established to help fund college educations for Mr. Kelly's children, which was accomplished. For the past several years the trust fund has awarded scholarships to children of CSEA members killed or permanently disabled due to job-related conditions.
CSEA members make it ‘Beary’ Christmas

ALBANY — Well-dressed teddy bears will again bring holiday happiness to hundreds of children, thanks to the members of state Tax and Finance CSEA Local 690.

The annual teddy bear dressing contest has 690 entrants, and proceeds from an auction of the 25 best-dressed bears will go to the local’s CSEA Food Drive.

The 660 remaining bears will wind up under the Christmas trees of needy children, with the help of the U.S. Marine Corps Toys for Tots Drive in the Capital District.

“They are 690 of the ‘beary’ nicest teddy bears you could ever want,” said Donna Perone, a member of CSEA Local 690 and contest committee chairperson.

“We can help a lot of people.”
— Donna Perone

“The problem right now is determining the 25 best bears in the bunch,” said C. Allen Mead, president of CSEA Region IV and one of the panel of judges.

There was a Batman bear, a Giants football bear, several bride and groom bears, an Army bear and a laid-back surfer bear waiting to hang 10.

Sgt. Mike Fowler of the Marine Corps was grateful for Local 690’s donation to the Toys for Tots drive.

“I am very appreciative of this wonderful donation,” he said. “Our goal is to provide 11,000 toys for the needy children in this area this year. This donation will certainly help us reach our goal. But we do need help from anyone who would like to donate a toy to our effort.”

Teddy Bear Co-chairperson Andrea Notar explained that the top 25 entries, which actually meant 30 bears because of entries with more than one bear, were to be auctioned off to Tax and Finance workers, with the proceeds going to help the hungry through the CSEA Cares Food Drive.

“This way we can help a lot of people enjoy the spirit of the holidays,” Perone said.

Judges for the contest were: Mead; Fowler; Artis Reed of tax and finance labor relations; and Pam Montamuro, assistant to the commissioner of tax and finance.

Getting it right

What’s in a name? Everything in this case.

In the Oct. 30 issue of The Public Sector, we incorrectly identified renowned labor and civil rights activist Cleveland Robinson.

Then in our Nov. 27 issue, we incorrectly identified Dave Score. He is president of the Orange County Unit of Orange County CSEA Local 836.

The Public Sector regrets the errors.

HELPING HANDS — Members of state Teachers Retirement System CSEA Local 658 collected food for the CSEA Cares Food Drive at the union office. Food Committee members include, from left: Mike D’Alessandro, Noreen Jones, Local President Linda Swietlicki, Audrey Chouffi, Loni Engel, Lami Wilson, committee Chairperson Anita Walther and Patty Salamack. The food was donated to Sacred Heart Church in Albany, which is part of the Albany County Emergency Food Task Force.

LEAP-grams in the mail

If you applied for a CSEA/LEAP spring 1990 course, you will receive a trans-o-gram at your home to inform you whether you have been accepted for a LEAP course.

The trans-o-grams will be mailed the week of Dec. 11. If you don’t receive notification by Dec. 18, call the LEAP office.

If you are accepted by LEAP, you should immediately contact the college or BOCES where you have been accepted to verify registration requirements, the course location and the date of the first class.

You are required to formally register with the school. If you fail to register properly, the school is not required to hold a place for you, and you may be responsible for the tuition for the course.

If you would like advice or information on how to use your education benefits, call LEAPLINE at 1-800-253-4332.

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.

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

BEARY SERIOUS COMPETITION — Wall-to-wall teddy bears face the judges of CSEA Local 690’s teddy bear contest. The judges are, from left: Marine Sgt. Mike Fowler; CSEA Region IV President C. Allen Mead; Pam Montamuro, assistant to the commissioner of tax and finance; and Artis Reed of tax and finance labor relations.
CSEA Toll-Free

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

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

You need a touch-tone telephone to complete your call without operator assistance. If you aren't calling from a touch-tone telephone, an operator will pick up and complete your call at the end of the message.

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

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

1. For Field Operations or the Empire Plan/Health Benefits Committee, press number 1.
2. For Communications, the Executive Offices or Political Action, press number 3.

For questions regarding any of the benefits or for assistance with negotiating any plan(s), call 1-800-342-4274 or (518) 463-4555 or write: CSEA Employee Benefit Fund 14 Corporate Woods Boulevard Albany, NY 12211

Education and Training

CSEA can help you prepare for civil service exams with low-cost study booklets and free-to-borrow video tapes. A small selection of audio tapes are available to the visually impaired.

CSEA also provides educational workshops for union activists eager to learn more about their union responsibilities. To request booklet order forms or to obtain information on union workshops, call CSEA headquarters at 1-800-342-4146. For information on videotapes, contact your CSEA regional office.

Grievances, Disciplinaries

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

December 11, 1989
Season's Greetings!

from the officers and staff

The Civil Service Employees Association