Solidarity with the strikers!
A crisis looms on the horizon as the state continues to lose skilled trades people to higher-paying private sector jobs.

CSEA pulling out all the stops en route to negotiating first contract for newest private sector unit.

New EBF prescription drug cards are in the mail. CSEA EBF members fill more than 1.7 million prescriptions each year.

CSEA fighting to protect rights of Harlem Valley Psychiatric Center workers involved in a time sheet dispute.

Everyone needs a PAL. CSEA activists link up with congressional representatives.

CSEA's Official Shopping Service saves you time and money by letting you shop by phone.

As always our GUARANTEED LOWEST PRICES apply to all merchandise including furniture, carpeting, luggage, jewelry & more!

As a special bonus UBS is giving members of CSEA a FREE DOUBLE WARRANTY on all major appliances, audio, video and stereo equipment!

Does Holiday Shopping get you FRAZZLED?

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To avoid the frizzles and delays just call
1-800-336-4UBS or 1-203-967-2980

Have the make and model of the item(s) you want to purchase it's that EASY!!!

ASK ABOUT OUR HOLIDAY SPECIALS FOR CSEA MEMBERS ONLY!

Also—enjoy discounts on new cars and new car price sheets Visa and MasterCard accepted
CSEA LOCAL 102 MEMBERS removed an old valve in preparation for installing a new valve which features an anti-backflow design. Looking on at right are Local 102 President Paul D’Aleo, Long Island State Parks Commission Director Ron Foley and CSEA Executive Vice President Danny Donohue.

A VANISHING BREED

Skilled trades workforce is dwindling

By Bill Butler
Public Sector Correspondent

GREAT RIVER — The looming crisis of a shortage of skilled trades people in the state workforce was underlined here recently when employees of the state Department of Parks assembled and installed a new two-ton water valve. The state employees did the job at the entrance to Heckscher Park and the adjacent Bayard Cutting Arboretum for less than half the $50,000 it is estimated a private contractor would have charged.

But how long will the state be able to do things like that? There is already a 35 percent vacancy rate among skilled trades titles in the Long Island area, according to Paul D’Aleo, president of Long Island State Parks CSEA Local 102. And the reason is clear, D’Aleo said; the state’s pay scale does not compete with private employment opportunities.

That was acknowledged by both Ron Foley, regional director for the Long Island State Parks Commission, and CSEA Executive Vice President Danny Donohue, both of whom were present to watch the state workers complete the water valve project.

“There is no way we (the state) could go out on the street and hire people with these skills,” Foley admitted.

“We are losing staff in the state workforce because the state is not competitive,” CSEA’s Donohue said. “It’s a great training ground, but people go out after a while because they can’t afford to live on what the state is paying.”

Donohue inspected the project as part of his duties as CSEA’s representative on Gov. Cuomo’s blue-ribbon commission which is charged with recommending ways to recruit and retain skilled employees. The panel will examine pay, benefits, on-the-job training, educational opportunities and other areas affecting the workforce.

“I can’t tell you what the answer is,” Donohue said. “But this work at Heckscher Park is a classic example of why the state has got to figure ways to keep its skilled employees.”

The Heckscher Park project involved plumbers, masons and heavy equipment operators.

Local 102 President D’Aleo and Sam Masiello, regional superintendent of maintenance, pointed out other major work in Heckscher Park completed by parks employees. They included brick comfort stations, camping areas featuring concrete pads with underground water and electrical services, a large picnic shed and the complete re-piping of the park’s one-million-gallon swimming pool.

“We do far beyond what people think of as ‘maintenance,’” D’Aleo said. “It’s not just changing light bulbs and fixing locks. We’re raising whole buildings. And the state is saving money by using in-house staff.”

DISCUSSING GROWING SHORTAGE of skilled trades people in state workforce are, from left, CSEA Executive Vice President Danny Donohue, Parks Commission Director Ron Foley and CSEA Local 102 President Paul D’Aleo.

October 30, 1989
In the art of negotiating,
CSEA paints masterpieces

Union combining experience, expertise, solidarity, teamwork and muscle to win first contract for Local 711 members

EDITOR'S NOTE — Between CSEA's state, local government, school district and private sector bargaining units, the union negotiates nearly 1,000 different contracts for its members on a regular basis.

It's a huge undertaking that succeeds only because CSEA members, officers and professional staff work together as a team.

The National Benefit Fund CSEA Local 711 is one of CSEA's newest bargaining units. It is a private sector local, whose members are currently in the midst of their first contract negotiation.

Their experience shows all of the effort that goes into negotiating a contract and the importance of teamwork.

Negotiating a contract is never easy. And CSEA's experienced negotiators will tell you a new unit or local's first contract is always the toughest.

Just ask CSEA Director of Field Operations Frank Martello. Responsible for coordinating the delivery of CSEA services to its members, he oversees the negotiating of most of CSEA's contracts.

"It's like putting up a building," Martello said. "You need to start with a good foundation and that takes a lot of work that people don't always see or appreciate."

That's the position that the 350 members of the National Benefit Fund CSEA Local 711 find themselves in right now. They recently opened negotiations on their first contract ever after affiliating with CSEA last year.

"People are anxious because it's taken a long time already," said local President Lorraine Bottaro. "Nobody here's been through this before."

"Most of the work of negotiating a contract comes before you ever sit down at the bargaining table," said CSEA Collective Bargaining Specialist Harold Krangle, who's handling the NBF contract with help from CSEA Labor Relations Specialist Charles Bell. "That's not to say it's easy when you actually sit down, but the more prepared you are in terms of knowing the issues and having the facts to back you up, the better."

Krangle pointed out that a first contract takes additional effort because you need to make sure that even little items that most workers take for granted are included in the contract.

"I like the comparison of negotiating a contract being like putting up a building," said Krangle, "because when you're done, you have to live with what you've put together."

Like the many skilled craftspeople who work on a construction project, CSEA's professional staff provide the various skills needed to get the job of negotiating a contract done.

For example, CSEA's Organizing Department was initially involved with the NBF employees in securing union representation. Since then, CSEA's other departments have had a role to play.

Last spring, CSEA's Education & Training Department conducted Negotiating and Shop Steward Training programs for Local 711 activists. It was the first step in helping the local prepare for its work ahead.

Following those sessions, the activists who formed the local's negotiating committee began meeting regularly with Krangle and Bell to review members' contract demands and develop proposals and strategy.

"Preparing the proposals with the negotiating committee is one of the most important parts of the process," Krangle said. "The proposals come right from the members and they have the

COLLECTIVE BARGAINING SPECIALIST

HAROLD KRANGLE, at right, with a Local 711 member, is negotiating the local's first contract ever.
BUILDING A CONTRACT

It's like putting up a building. You need to start with a good foundation and that takes a lot of work that people don't always see or appreciate.

CSEA's Research Department became involved, reviewing proposals and providing the negotiators with the facts and figures to strengthen their position. CSEA's new Employee Benefits Department provides specialized analysis on health insurance and other benefit plans and proposals.

The CSEA Legal Department has been an invaluable resource for the Local 711 contract process. The union's attorneys are making sure that management follows all appropriate labor law in dealing with CSEA. They also provide guidance to the negotiators on the legal effect of various contract items and help to hammer out precise language.

Once the contract is in force, the department will handle any legal disputes that may threaten the employees' rights.

Similarly, CSEA's Occupational Safety & Health Department can be expected to be involved in issues affecting Local 711 worker well-being, from office air quality to proper VDT use. They have the technical expertise to resolve workplace problems or bring in the proper authorities for immediate action.

They also are providing assistance on contract provisions designed to protect people.

CSEA's Communications Department is also playing a key role in helping to negotiate Local 711's first contract. Communications helps keep members informed on the progress of negotiations, and when appropriate, will generate media coverage of the situation.

CSEA's Political Action Department is another vital player, always ready to step into contract negotiations. Political Action helps focus attention on problems and bring issues to a head.

But no matter how well prepared CSEA's professional staff is to respond, how the rank-and-file membership responds is just as important.

And holding together as a group is a lesson that CSEA Local 711 is now learning.

"People here have always taken whatever was thrown back at them," said local Vice President Eldra Drew. "Now they're realizing they have to stand up and fight — you can't just sit back and take the crumbs."

It's spirit like that, coupled with CSEA's experience that should give every CSEA member confidence when going into contract negotiations.

The many professional staffers providing assistance on CSEA Local 711's first contract have well over 100 years of experience in labor relations between them.

Collective Bargaining Specialist Krangle and Labor Relations Specialist Bell alone have more than 25 years experience in the field.

There are other numbers that Local 711 members should consider.

"The 22,000 CSEA members in Region II are solidly behind Local 711," said CSEA Region II President George Boncoraglio. "If they need more support they can also count on the rest of their 250,000 CSEA brothers and sisters across the state to stand with them."

CSEA LOCAL 711 OFFICERS flash the victory sign. They are, from left, Rosa Jackson, second vice president; Iris Roman, secretary; Lorraine Bottaro, president; and Eldra Drew, first vice president.

October 30, 1989
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

Used more than 1.7 million times a year

New prescription drug cards mailed to CSEA EBF members

Your new prescription drug card from the CSEA Employee Benefit Fund (CSEA EBF) is your passport to a world of savings and convenience. More that 1.7 million prescriptions a year provide covered employees with a quick and worry-free trip to the drugstore.

When the baby suddenly becomes ill, or your doctor diagnoses your unexplained pain, it could mean a quick trip to the druggist for an expensive prescription medicine. But if you have your CSEA EBF drug prescription card, you won’t have to make a serious dip into next week’s food budget. And you won’t have to wait until you get the necessary cash to pay for what the baby needs NOW, or for the means of treating a medical problem for you or a member of your family.

This benefit is available to CSEA members and their eligible dependents whose bargaining unit has contracted for this benefit.

New CSEA EBF drug prescription cards were mailed recently, and will cover eligible members until April 30, 1990. The plastic card is for instant use at the drugstore, and the paper card is for maintenance drugs — those which a doctor prescribes for long-term use (up to a six-month supply).

If you have made any changes in your coverage — added dependents, changed your address, etc. — within the last month, your revised card may not reach you by Nov. 1 when these new cards become valid.

If you do change your home address, be sure to call the CSEA EBF office with your new address so your benefits will continue to come to you uninterrupted.

Support the coal miners!

SOLIDARITY — CSEA statewide Executive Vice President Danny Donohue, right, talks with a local union president of the striking United Mine Workers (UMW) in western Virginia. Donohue, who is also an AFSCME international vice president, joined striking miners on picket lines at several UMW picket sites in Virginia along with nearly two dozen AFSCME executive board members to demonstrate union solidarity with the striking miners. Earlier this month the 150,000-member UMW rejoined the AFL-CIO, ending four decades of separation from the House of Labor.
WINGDALE — CSEA is at work to help 54 Harlem Valley Psychiatric Center employees who face disciplinary charges for allegedly filling out their time sheets inaccurately and collecting money they shouldn't have. Several of the employees who are probationary or temporary have been fired as a result of the conflict. CSEA staff members are now working to reach a settlement with the state and defend the workers on the disciplinary charges.

Meanwhile, CSEA members banded together in support of their fellow members in demonstrations held at the facility.

LINING THE STREETS — In one of several demonstrations, CSEA members from Harlem Valley Psychiatric Center line the streets in support of 54 fellow union members.

Fumes fell 30

Thirty people were treated and released at Albany area hospitals after being overcome by carbon monoxide fumes at a Health Department facility in Albany on Oct. 24. Twenty-nine state Health Department employees and a fireman were overcome when, department officials said, a boiler malfunctioned, allowing combustion gases to enter the building's ventilating system instead of being exhausted outside. CSEA health and safety experts are investigating the incident.
ALBANY — CSEA President Joe McDermott has appointed 25 CSEA members to be federal political action liaisons (PALs) with New York state’s Congressional representatives.

"The position is very important to CSEA as it highlights our attempt to increase our emphasis in Washington, at Congress and on the entire federal agenda," McDermott said.

CSEA has had PALs for state legislators for several years. The creation of federal PALs is part of the union’s increased emphasis on political action. The new PALs will undergo orientation to help them fulfill their new tasks.

"The PALs will work with our elected officials and CSEA’s Federal Issues Committee in seeking the passage of CSEA initiatives,” said CSEA Federal Issues Coordinator Joseph Conway.

"The federal PALs will increase CSEA’s exposure in Washington."

The PALs system links a CSEA activist with an elected official so that they can establish communication and a relationship that allows the CSEA PAL to make the union’s case on important legislation. Because the legislators know the PALs and have an ongoing acquaintance with them, they may be more open to listening to CSEA’s position on workplace concerns such as child care and family leave.

While CSEA’s international union, AFSCME, maintains an active lobbying staff in Washington, CSEA is also interested in being noticed and heard on Capitol Hill on important workplace issues.

Below is a list of CSEA’s new federal political action liaisons (PALs) and their federal legislators. Some PALs will work with more than one legislator, so their names are followed by those of all their legislators.

CSEA Political Action Liaison

Nick La Morte
Cathy Green
Nick Avella
Marie Fallon
Rita Wallace
Priscilla Kennedy
Steve Peknik
Stan Goodman
Charlotte Rue
Gary Sullivan
Pat Metzger
Nevada Solano
Joe Reche
Steve Pellicciotti
Vicki Burton
Bill Burdick
Mary Meade
Dorothy Penner-Breen
Betsy Lennon
Dale King
Sharon Keesler
Flo Trip
Frank Sidari
Candy Saxon
Mary Lettieri

Representative

George Hoehnecker
Thomas J. Downey
Robert Mrazek
Norman F. Lent
Raymond McGrath
Floyd H. Flake
Gary Ackerman
James H. Scheuer
Thomas J. Manton
Gary Ackerman
Stephen J. Solarz
Guy V. Molinari
Bill Green
Charles B. Rangel
Ted Weiss
Eliot L. Engel
Nita M. Lowey
Hamilton Fish
Benjamin A. Gilmant
Michael R. McNulty
Gerald B. Solomon
Sherwood L. Boehlert
David O’R. Marin
James T. Walsh
Matthew F. McHugh
Louise M. Slaughter
Bill Paxon
John J. LaFalce
Henry J. Nowak

CSEA’s new PALs
Program assigns activists to work with federal lawmakers

PUBLIC EMPLOYEES ORGANIZED TO PROMOTE LEGISLATIVE EQUALITY

PEOPLE is the federal Political Action Committee for CSEA and AFSCME. To help PEOPLE accomplish its goals for you and all public employees, become a PEOPLE contributor. For more information on how to become part of the PEOPLE team and really have an influence in federal legislation, contact CSEA’s People Coordinator Cheryl Sheller by calling 1-800-342-4146 or writing to:
CSEA PEOPLE
Capitol Station Box 7125
Albany, New York 12214-0242

THE PUBLIC SECTOR

October 30, 1989
Calling unionism a vital force for achieving the dreams of most working Americans, CSEA statewide President Joe McDermott has challenged CSEA union activists to help carry the American dream into the 21st century.

"This is how we build our future; not with the lonely action of one person but with the spectacular action of thousands joining together," McDermott told 2,000 CSEA delegates on hand for the opening of CSEA's 79th Annual Delegates Meeting in Buffalo.

"CSEA is working for security, safety and fairness, striving to be a force for the values of democracy and justice in the workplace," McDermott said in delivering his presidential State of the Union address. The address supported the theme of the annual meeting, "Building Our Future."

McDermott pledged his commitment to giving all members access to union services, pointing to a staff reorganization he directed that improved the delivery of direct member services.

"We must keep in tune with changing times and changing technology" to continue the union's legacy as a leader in labor relations, he said.

"We have revitalized our political action department so that CSEA is once again a political force to be reckoned with across the state. We have embarked on an unprecedented program to train our activists in political action," McDermott pointed out.

But he also warned the union delegates that they are in for a tough fight for a fair state income tax policy.

"The state cannot afford more tax cuts for the rich," he said. "Let me repeat what I told the Governor earlier this year: Spending isn't out of control; the tax cuts are."

The union president also referred to the challenge he has set for himself as chair of the state AFL-CIO's Public Pension Task Force to see that the state pension fund is responsibly invested with a board of trustees replacing the state comptroller as sole trustee.

Building the future for union members also means showing solidarity with other unions, McDermott said. He cited CSEA's "Fast for Life" chain in support of the United Farm Workers (UFW) in their struggle against California grape growers as a good example.

UFW President Cesar Chavez was scheduled to attend CSEA's annual meeting to personally thank McDermott and CSEA for the union's impressive effort, but had to return to California immediately upon hearing of the devastating earthquake which struck northern California.

As further indications of CSEA's solidarity with other unions, CSEA delegates and staff members picketed in support of striking Eastern Airlines workers and NYNEX employees in the Buffalo area during the annual meeting.

October 30, 1989
IN YOUR HANDS — AFSCME International President Gerald McEntee told CSEA delegates he was confident of CSEA's future: "I know the union is in good hands — because it is in your hands."

BUFFALO — Offering support to the Communications Workers of America, striking Eastern machinists and the United Farm Workers, CSEA took its place in the labor movement at the 1989 Annual Delegates Meeting here. The convention theme, "Building Our Future," took on a broader context that encompassed the entire labor movement as CSEA delegates walked the picket lines and rallied with striking NYNEX workers (see page 12). Delegates and officers also took time to join an impromptu demonstration with striking Eastern Airline machinists to discourage the airline from interviewing scabs.

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BUFFALO — Hundreds of CSEA delegates took to the picket lines on a chilly, damp morning in Buffalo to support striking NYNEX workers in a rally that clogged streets and filled a courtyard.

"The 250,000 members of our union are solidly behind you," CSEA President Joe McDermott told the members of the Communications Workers of America and the International Brotherhood of Electrical Workers. "We think 250,000 NYNEX customers backing the strikers should send a pretty clear message to the company."

CSEA participated in the picket and rally to show the union's support for workers who are fighting for survival with NYNEX. The union members are holding out for employer-provided health benefits. NYNEX continues to insist that employees contribute to their health insurance coverage.

"CSEA is behind the strikers because this is a struggle for all of organized labor. NYNEX can clearly afford to pay for their employees' health benefits," McDermott said. "Other phone companies have settled with their unions, but NYNEX is dragging out this fight. The only conclusion is that they're trying to bust the union. We're not going to let that happen."

SUPPORTING THE STRIKERS — CSEA members swell the ranks of a rally supporting the strikers in the photo above. At right, CSEA statewide Secretary Irene Carr, President Joe McDermott, Executive Vice President Danny Donohue and Region VI President Robert Lattimer lead marchers through downtown Buffalo to the NYNEX picket lines.
Want to change your health insurance coverage? November is the insurance option transfer period

State employees are reminded that the annual Health Insurance Option Transfer Period will be the month of November. Employees who wish to change Empire Plan or Health Maintenance Organization (HMO) options must do so during the transfer period by contacting their agency personnel office.

Active state employees may change their enrollment status in the Pre-Tax Contribution Program (PTCP) only during the month of November. To do so, employees must complete a PTCP Selection Change Form and return it to the state Department of Civil Service, Division of Employee Benefits, NO LATER THAN NOVEMBER 30, 1989.

**IF YOU DO NOT WISH TO CHANGE YOUR PTCP STATUS, NO ACTION IS REQUIRED.**

The amount an employee saves in taxes by having health insurance premiums deducted before taxes are applied depends upon income, premium and number of withholding allowances claimed.

**Lots of information available**

Information available from your agency health benefits administrator includes:
- *The General Information Booklet of the New York State Health Insurance Program;*
- *The Empire Plan Booklet/Certificate and Addendum and the Participating Provider Directory;*
- *The informational brochure entitled "New York State: The Empire Plan;"*
- *The HMO Council Profiles, listing HMOs in each region and information from specific area HMOs; and*
- *The Pre-Tax Contribution Program brochure.*

Employees requiring specific information about The Empire Plan or a particular HMO should contact Metropolitan or the HMO directly. Personnel offices will provide information on how to contact either Metropolitan or an HMO.

The Public Sector expects to reproduce the Option Transfer Guide with rates and the Pre-Tax Contribution Program brochure in the Nov. 13 edition. However, it is suggested that employees obtain the available information listed above as soon as possible.

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**No increase expected in Empire Plan deductions**

It is anticipated, based on the latest information available as The Public Sector went to press, that employee premium deductions for the Empire Plan will not increase on Jan. 1, 1990, and remain at the 1989 level throughout 1990. Empire Plan employee deductions are currently $6.19 bi-weekly (individual) and $26.59 (family). Any Health Maintenance Organization (HMO) premium increases will vary by HMO. Empire Plan and HMO rates will be included in the Option Transfer Guide available from your agency.
When you call CSEA’s toll-free phone number for service

Don’t hang up

You call the CSEA toll-free number 1-800-342-4146 and what happens? You get a recorded message that starts out “Thank you for calling CSEA.”

DON'T HANG UP!

You’ve reached CSEA’s automated telephone system which is designed to put you in contact with the department or person you want to reach as easily as possible. Although the message takes you through a range of choices, it helps when you know ahead of time what to expect and how to get through.

If you call on a touch-tone telephone, you can access the choices directly. If you use a rotary dial phone you have to stay on the line and a CSEA operator will pick up and connect you.

With the touch-tone telephone you can reach a specific individual directly at any time during the message if you know the individual’s extension number. You simply press 0 and the extension number.

If you don’t know the specific extension, you’ll be given a series of choices to help you get through. These choices are known as the main menu and they are as follows:

- Press 1 for Field Operations or the Empire Plan/Health Benefits Committee
- Press 2 for disciplinaries, grievances and other legal matters
- Press 3 for Communications, the Executive offices or Political Action
- Press 4 if you have questions concerning dues, membership or agency shop, CSEA group insurance other than health or need to talk to the Finance Department
- Press 5 for the CSEA Current Issues Update (a service that provides valuable information about CSEA actions and benefits)

Once you make any of these selections you will reach another set of choices which direct you to the specific department that you need to reach. At any time you can hear the choices again by pressing 7.

You can also return to the main menu at any time by pressing 8.

If you don’t make any choices, the CSEA operator will pick up your call.

The CSEA automated phone system takes some getting used to, but it’s intended to help you get through to the CSEA departments you need to reach.

Take advantage of it; it’s just another of the many ways that CSEA is working to improve the delivery of services to you!

CSEA volunteers boost labor expo

Thanks to the help of dozens of CSEA Department of Labor volunteers, more than 30,000 young New Yorkers got some fresh ideas about career options at the department’s annual Career and Education Expo at New York City’s Javits Center.

The Labor Department employees help ensure smooth operations by registering and escorting the young people and assisting the exhibitors.

Shown here, CSEA Region II President George Boncoraglio joins CSEA Department of Labor Local 350 President Denis Tobin and Deputy Commissioner of Labor Virgil Hodges in thanking a group of volunteers registering some of the students.
They live in every state except South Dakota

Not surprisingly, the vast majority of public employees who spent their working careers in the Empire State also spend, either by choice or circumstances, their retirement years in New York.

What is surprising is the large number who, for whatever reasons, scatter to the four corners of the United States and to foreign countries to find their retirement paradise. More than 8,600 dues-paying CSEA retiree members list their home addresses outside New York.

Nearly 50,000 state and local government retirees are dues-paying members in CSEA's Retirees Division, making it a microcosm of the state and local government workforce as a whole.

As of June 1, 36,894 of those CSEA retiree members listed communities in New York state as their place of residence.

Florida, not surprisingly, is the retirement mecca of choice of the majority of retirees who relocate after retirement. Florida is now home to 5,252 dues-paying CSEA retirees. The Sunshine State is home to Florida State Retirees CSEA Local 950, the only regular or retiree CSEA local outside the boundaries of New York. Twenty-one CSEA retiree locals meet regularly and are actively involved in the labor movement across New York.

South Dakota is the only one of the 50 states not able to claim a dues-paying CSEA retiree as a resident. Behind New York and Florida, New Jersey is now home to the third largest number of retiree members, 414. California with 389, North Carolina with 386, Arizona with 314 and Pennsylvania with 312 follow.

Alaska and North Dakota each have just one CSEA dues-paying member, Iowa and Wyoming are listed as home addresses of three retirees each, while five each reside in Kansas and Nebraska.

Twenty retirees call Puerto Rico home and live in the Virgin Islands. Ten retired and moved north to Canada, while two now reside in Israel and one each live in England, Ireland, Italy, Japan, Mexico, West Germany and West India.

They belong for good reasons

Retired public employees retain their membership with CSEA through the union's Retiree Division for several good reasons.

They retain eligibility for coverage to the extent available to retirees under CSEA insurance programs, for instance. Many, having witnessed the power of the union on their behalf during their working years, join because they realize the union works hard for retirees in the state Legislature in such areas as pension supplementation and senior citizen issues.

For thousands of retirees, their CSEA membership is the passport to maintaining an active lifestyle and staying involved in unionism. CSEA retirees provide invaluable services to the union as volunteers. In particular, retirees enjoy a very favorable reputation for their work with union phone banks during elections and legislative sessions.

Retirees belong to their own CSEA retiree locals, elect their own local officers and conduct union business like any regular local.

Belonging to CSEA as a retiree member is certainly a bargain; annual membership dues are only $9 a year. Membership is open to "any person who, while actively employed, was a member or an associate member (of CSEA) and who has retired from active employment ... or who receives a retirement allowance from the New York State Employees' Retirement System or the New York State Policemen's and Firemen's Retirement System..." according to CSEA's Constitution and By-Laws.

Complete information concerning CSEA's Retiree Division may be obtained by contacting:

Kathleen Cahalan
Director of Retiree Programs
CSEA Retiree Division
Civil Service Employees Association, Inc.
143 Washington Avenue
Albany, N.Y. 12210
1-800-342-4146 or (518) 434-0191

October 30, 1989
CSEA endorses candidates across the state

Across New York state, CSEA is flexing its political muscle by endorsing and working for candidates for public office — those candidates who will in turn work for the rights of public employees.

Through Political Action Committees (PACs) at the CSEA Local and CSEA Regional level, politicians have been interviewed, their records studied and their promises scrutinized. Following are the endorsements made.

CSEA PACs look at how a politician votes on issues that affect public employees. If you want to vote for the endorsements made.

Their promises scrutinized. Following are interviewed, their records studied and Regional level, politicians have been (PACs) at the CSEA Local and CSEA employees.

Turn work for the rights of public and working for candidates for public flexing its political muscle by endorsing CSEA endorses candidates across the state through Political Action Committees (PACs) at the CSEA Local and CSEA employees.

Across New York state, CSEA is flexing its political muscle by endorsing and working for candidates for public office — those candidates who will in turn work for the rights of public employees.

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CSEA PACs look at how a politician votes on issues that affect public employees. If you want to vote for the endorsements made.

Their promises scrutinized. Following are interviewed, their records studied and Regional level, politicians have been (PACs) at the CSEA Local and CSEA employees.

Turn work for the rights of public and working for candidates for public flexing its political muscle by endorsing CSEA endorses candidates across the state through Political Action Committees (PACs) at the CSEA Local and CSEA employees.
(Continued from Page 16)

District 6  Wilmer Wiedemann
District 7  Rosco Pecora
District 8  John "Jack" Macauley
District 9  Edward V. Whalen
District 10  Iris Pyner
District 11  John E. Chiardia
District 12  Sandy Avampato
District 13  John P. Heitzman
District 14  David B. Donaldson
District 15  TR. Gallo
District 16  Sandy Avampato
District 17  Robert Senor
District 18  Peter M. Loughran
District 19  Louis Miresi
District 20  E. R. Gallo
District 21  David B. Donaldson
District 22  Allen J. Reiner
District 23  Robert Rossi

Orange County
County Executive
Legislature
District 2  Mary McPhillips
District 3  Joseph Pagano
District 4  Richard Hansen
District 5  Robert Rossi
District 6  Ann Pampiano
District 7  Albert Favino
District 8  Spencer McLaughlin
District 9  David Parry
District 10  George Bartlett
District 11  Doris Martin
District 12  James Wright
District 13  Kevin Brennan
District 14  Ernest Green
District 15  Richard Rose
District 16  Dino Siciamanna
District 17  David Russell
District 18  Anthony Marino
District 19  Edward Diana
District 20  Gary Ross
District 21  Ruth Kassel
District 22  Robert Itzla
District 23  Harry Ross
District 24  Ruth Kassel
District 25  Richard Itzla

Rockland County
Chairman
County Clerk
County Legislature
Clarkstown
Haverstraw
Orangetown
Ramapo
Town Council
Superintendent of
Highways
Putnam County
Legislature
District 1  Philip J. Rotella Sr.
District 2  Philip J. Rotella Sr.
District 3  Philip J. Rotella Sr.
District 4  Thomas J. Lawless
District 5  James T. Schuler
District 6  Thomas Herman
District 7  Emily Feiner
District 8  Joseph Severance
District 9  Stanley Dworkin
District 10  Phyllis Hoffman

Glens Falls
Town of Queensbury
Supervisor

THE PUBLIC SECTOR
(Continued from Page 17)

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(Continued on Page 19)
(Continued from Page 18)

District 16  Don Purvis
District 17  Carl Ashley
District 18  Edward Keenan
District 22  David MacLena

Ogdensburg
City Council
Greta Batbrades
Abe Rothenberg
Irwin Shaver

Seneca County
Seneca Falls Supervisor Paul Kronenswetter
Nick Nicondri
Waterloo Supervisor Jack Freer
Fayette Supervisor Richard Miller

Otsego County
Board of Representatives
District 6  James Sheff
District 8  James Johnston
District 11  Robert Waters
District 12  Kim Muller
District 13  John Nader
District 14  Ralph Griffith

Onondaga County
Mayor
Frank Brenner

Onondaga County
County Legislature
District 5  James Wallace
District 6  John Mitchell
District 7  Vicki Baker
District 12  Jeremiah Hayes
District 14  Kevin Walsh
District 16  Al DeLucia
District 19  Samuel Roberts
District 20  Kathy O'Hara Copolito
District 21  Mark Stanszyck
District 22  Tom Aufhammer

Syracuse
Common Council
President
John De Francisco
At Large
Norman Vadala
District 1  Nadar Maroun
District 2  Matt Driscoll
District 4  Charles Anderson
District 5  Joan Christenson
District 6  Sidney Johnson
Education Commissioner
Donald Mauro
Joseph Catalano

Cayuga County
County Treasurer
David Farrell
County Legislature
District 2  Donald H. Streeter
District 3  Herbert D. Marshall
District 10  Jeffrey L. Edwards
District 11  Michael E. O'Hara
District 13  Debra A. Charles
District 15  Cheryl P. Polega
District 17  Donald Brandstetter
District 18  Robert E. Hunter
District 19  Charles F. Savage

Auburn
City Council
Anne E. Bunker
Mark Frndrich

Cortland County
County Legislature
District 4  Peter Lilla
District 8  Tim O'Dwyer
District 9  Eileen Nelson
District 10  Tom Milligan
District 12  Robert Burden
District 17  Fred Black
District 18  Ray Home

Region VI
Monroe County
Sheriff
Andrew P. Meloni
County Legislature
District 1  Peter McCann
District 2  Christopher Andrews
District 3  William Kelly
District 11  James Alesi
District 15  Joan Fella
District 17  Arnold Eckert
District 18  Michael Hanna
District 22  Ron Thomas
District 24  Kevin Murray
District 27  James Wood
District 28  Charles Erb
District 29  Charles Eber

Niagara County
County Legislature
District 1  H. William Feder
District 9  John Tylec
District 16  Michael J. McKernan
District 17  Laurence M. Hasley
District 19  Gerald E. Meal

Orleans County
County Legislature
District 4  Robert J. Couchman
District 4  John "Jack"
At Large
McCarthy II
George R. Bower

Wyoming County
Middlebury Supervisor
C. Arnold Cox
Perry Supervisor
Ross W. Roberts
Pike Supervisor
Walter H. Kral
Warsaw Supervisor
Sandra Donnissey

Chautauqua County
County Executive
Ted Smith
District Attorney
John LaMancuso
District Clerk
Albert Mattison
County Legislature
District 1  Linda Blodgett
District 2  Charles Porpiglia
District 3  Charles Tarnowski
District 4  John E. Long
District 5  Robert Butcher
District 6  Frank Gugino
District 7  Frank A. Hall
District 8  Patricia Heath
District 9  Lance Spicer
District 10  E. Paul Evans
District 11  John Champion Jr.
District 12  Frederick Larson
District 13  Anthony Teresi
District 14  Roberta Thompson
District 15  John Y. Carlson
District 16  Vivian DeNardo
District 17  Thomas Harte
District 18  David J. Sturgis
District 19  Alfred J. Jones
District 20  Stephen Jegg
District 21  Richard Davies
District 22  Richard Ardillo
District 23  Robert Kolodziej
District 24  Roger M Britz

Cattaraugus County
County Sheriff
Gary Al McAlpine
County Legislature
District 2  Elliott Ellis Jr.
District 3  John Lockwood
District 5  Gerald Fitzpatrick
District 6  Patrick McCrea
District 7  Bruce Moody
District 8  Louis Frangillo
District 9  Kathryn Smith
District 10  Anne Marie Costello
District 11  James Andre
District 12  David Preston
District 13  Joseph Keller
District 14  Joseph Espe
District 15  Mary Bernstein
District 16  Daniel McCarthy
District 17  Robert Kent

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.
Dear CSEA member:

CSEA members have always been known for their voluntary contributions to their communities. This year, CSEA will once again participate, as a union, in the State Employees Federated Appeal. As some of you will recall, CSEA played a leading role in the formation of the SEFA campaign. It is a way for state employees to raise money for worthwhile groups trying to raise funds in the workplace.

CSEA has not participated in the SEFA campaign in recent years. As a union we felt there were problems with the program organizations. We have been dealt with.

We are still concerned that money raised by the SEFA campaign should not go to agencies that contract out the work of public employees. You Be informed when you make this choice. Select a worthwhile group in your own community.

The participation of CSEA and its members in this year’s SEFA campaign can make it a huge success. Let’s work together to make our communities better places to live.

Yours in Unionism,

Joseph E. McDermott
NEW YORK STATE’S LARGEST PUBLIC EMPLOYEE UNION

---

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 care.

### LIST OF SEFA CAMPAIGN AREAS

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<td>(845) 860-2660</td>
<td>Oneida County</td>
<td>873</td>
<td>(315) 687-6702</td>
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CSEA is officially endorsing this year’s State Employees Federated Appeal (SEFA) fundraising drive, affiliated with the United Way campaign, after an absence of several years.

"This year, CSEA will once again participate, as a union, in the State Employees Federated Appeal," CSEA President Joe McDermott has announced. However, the union is encouraging state employees to contribute selectively to charities and worthwhile agencies affiliated with the SEFA campaign in their communities.

CSEA played a leading role in the formation of SEFA but withdrew official backing for the fundraising drive several years ago, in part over concerns about some United Fund agencies involved in contracting out of public employees' jobs.

Many of these problems have been corrected, McDermott said, but CSEA remains concerned about the possibility of SEFA monies going to any agency that contracts out members' jobs. He advised state employees to specifically designate in any agency that contracts out members' jobs. He advised state employees to specifically designate in box number 10 on their SEFA pledge or payroll deduction form which charities and agencies will share in the individual's contribution.

"Be informed when you make this choice. Select a worthwhile group in your own community," McDermott advised.

Members of CSEA’s special SEFA committee, by region, are:

Region I Barbara Allen (516) 234-6262
Region II Harriet Hart (212) 312-7467
Region III Rose Marcinkowski (315) 797-6800
Region IV Louis Altieri (518) 356-5344
Region V Maureen Malone(315) 797-6800
Region VI Tom Warzel (716) 636-2205