We're throwing away our future

See page 3
PUC pension funding method poses risk to system

Under PUC, employers pay into the pension fund based on the employee's current salary. Under the present formula, employers pay a set amount each year based on the expected cost of the employee's pension.

That means that while employer contributions drop now, they face a huge bill in the future, "putting off today's payment until tomorrow," said CSEA President Joe McDermott. "It threatens the future of the entire fund?"

Complete results of the recent election of CSEA delegates to AFSCME's 1990 convention are available.

CSEA members elected 218 delegates to attend the 1990 AFSCME Convention June 25-29 in Miami, Fla. Names of delegates elected were published in the April 30 issue of The Public Sector.

Delegate election results available upon request

Results, including vote totals for all candidates by region, are available for review by contacting the appropriate CSEA regional office. Election results are also available by contacting Marcel Gardner at CSEA statewide headquarters, 1-800-342-4146 (toll free) or (518) 434-0191.
Garbage is a taxing problem

What you throw away today, you pay for tomorrow and the tab is spiraling out of control.

That's the finding of *Throwing Away Our Future*, a new report by the CSEA Solid Waste Task Force. The report calls for take-charge government action, including World War II-type recycling efforts to solve New York's garbage crisis.

"There's no one simple solution to the problem but it's clear that government's just not doing enough," said CSEA President Joe McDermott in releasing the report.

"The problem is not going to solve itself and it's time for the state and local governments to stop passing the buck and start finding real answers," he said. "If we keep up the way we're going, governments will be spending all of the taxpayers' money just to get rid of garbage."

Per capita generation of garbage increased 4.2 percent between July 1988 and January 1990.

The CSEA report urged government policies that encourage a change in lifestyle or exact a toll for non-compliance. These might include higher container deposits; deposits on containers other than cans and bottles; restrictions on non-biodegradable packaging; and garbage disposal fees based on a pay-as-you-throw approach.

Mandatory source separation of newspapers, glass, plastics and metals is required by 1992. Yet the CSEA Solid Waste Task Force found it nearly impossible to evaluate the statewide progress toward that goal because of inconsistencies in community efforts.

"Every community has a different approach and it's like trying to compare apples and oranges," said CSEA member William Walsh from the Town of Brookhaven who chaired the task force. "In many places the local officials can't even tell the effectiveness of their programs."

Among other task force findings:

* By law, waste reduction must be New York's first priority, yet there's no comprehensive program;
* Some incineration of garbage may be a necessary evil, but there should be no rush to burn. Aside from health concerns, incinerator contracts with private operators cost taxpayers plenty and leave local governments with tons of toxic ash;
* Reduction and recycling only work if people understand the importance and participate. CSEA should use its ability to reach tens of thousands of New Yorkers and their families to promote the issue;
* The CSEA Solid Waste Task Force was appointed by McDermott to review the impact of the garbage crisis on the nearly 2,000 CSEA members who work in sanitation and landfill operations and suggest actions to protect the interests of CSEA members as consumers and taxpayers.
If demonstrations and thousands of signatures on petitions weren’t enough to convince SUNY officials that parking fees are a bad idea, then they better brace themselves for the next round.

The groundswell of opposition to the parking fees is growing in campus communities across the state.

Under the parking fee plan proposed by SUNY Central Administration, individual campuses must choose to impose the fees or take cuts in other parts of their budgets. The decision is left up to the campus councils.

But councils across the state are rejecting the plan. SUNY Alfred, Canton, Cobleskill, Cortland, Farmingdale, Morrisville, Old Westbury, Oneonta, Oswego, Purchase and Syracuse have voted against the parking fees.

Reportedly the campus councils at Binghamton, Brockport, Plattsburgh, Potsdam, Maritime College, and the State University at Buffalo have voted for the parking fees.

Meanwhile, CSEA members joined with other SUNY employees and students in demonstrations to put pressure on campus councils and SUNY Central. The message was clear: NO PARKING FEES.

That message has been reinforced locally and statewide.

The Alfred Village Council, Cortland City Council, Delhi Village Board, Syracuse City Council, Oneonta Town Council and Potsdam Village trustees have approved resolutions opposing the SUNY parking fees.

Additionally, state Assemblyman Joseph Pillittere (D-Niagara Falls) has introduced legislation to prohibit SUNY from imposing the fee.
POWERT to the people

Editor's Note: One of the debates these days in the Watertown City Council chambers centers on the question of power. But unlike debates in other legislative chambers which usually involve political power, the discussions in Watertown are more likely to deal with electrical power. For, when it comes to electricity, Watertown is a city divided — part public and part private.

WATERTOWN — CSEA has turned up the heat, so to speak, in an effort to convince the city council to expand the city's municipal power supply and not contract out to the private for-profit Niagara Mohawk Power Corporation.

Waving signs calling for a "power to the people" city-owned power supply, CSEA members from Watertown and Jefferson County CSEA Local 823 marched in an informational picket before a recent meeting of the city council. The council had been scheduled to consider merging the existing city-owned and Niagara Mohawk power operations by either buying out Niagara Mohawk and expanding the municipal power system or selling the municipal plant to the power corporation.

CSEA favors expanding the municipal system, and put together a campaign to counter heavy pressure from Niagara Mohawk on council members to sell the city power system to the private utility.

CSEA staff and members told council members during the meeting that municipal power rates would be 60 to 70 percent cheaper than Niagara Mohawk's rate estimates. CSEA, which represents 10 employees at the city's hydro-electric plant, also said expanding the municipal power supply by merging the Niagara Mohawk operation would not only save those jobs, but create additional employment.

Union members urged the council to resist pressure from the utility for a quick vote on the matter and to provide additional time for a union campaign promoting the merits of an expanded municipal power system.

In the face of the union's opposition to Niagara Mohawk's proposal, the council postponed for the time being any action on the question of merging the city's power systems.

SURROUNDED BY CSEA ACTIVISTS, Jefferson County CSEA Unit President Dan Brady speaks to the Watertown City Council in support of expanding the municipal power system.

YOUNG ACTIVIST — Britn Haviland rolls down the picket line in support of municipal power expansion. Britn's father, F. Tag Haviland, works at the city's hydro-electric plant.
"Who you know, not what you know" holding up Albany County contracts

"We're back!" shouted angry members of four Albany County CSEA units as dozens of union members recently marched outside the county's legislative chamber in downtown Albany.

Indeed, informational pickets have become a regular feature of contract talks involving Albany County employees in recent years as negotiations usually wind up at impasse.

"This year it's about politics, as usual," CSEA Capital Region President C. Allen Mead said as he marched with protesting county workers. "The Democratic machine doesn't want to lose any of its patronage control, so they won't move on strengthening seniority and agency shop clauses in their employee contracts."

Negotiations for CSEA members in the Health, Social Services, Highway and non-uniform County Jail bargaining units have been at impasse for some time and are currently in the factfinding stage. The previous contract expired last December.

Promotions for employees in the four units are routinely awarded without consideration to seniority or ability to do the job, according to CSEA Collective Bargaining Specialist Michael Campon.

"CSEA wants promotions based on identifiable criteria," Campon said.

"County taxpayers are paying the price when patronage and political connections determine who will be supervising a highway crew, for example. CSEA believes that promotions based on the ability to do the job and time in the job would serve the taxpayers better."

"We're bringing the message to the legislators' doorstep: it's time to end 'politics as usual,'" Campon said.

Lift the salary Cap

YONKERS — About 2,000 CSEA members, teachers and administrators of the Yonkers School District demonstrated and joined hands in a symbolic gesture of solidarity in front of Yonkers City Hall recently.

The massive demonstration was held to impress on city officials the importance of casting an affirmative vote on their contract with the school district.

The city council, as well as the Board of Education, must approve the contract because the proposed agreement exceeds the city's Financial Control Board limits, which places a cap on salary increases.

"While the cost of living has risen in the last few years, our paychecks have not kept pace," Yonkers School District CSEA Unit President Ray Moniz said. "Employees must work second jobs to pay bills. We are taxpayers also — the very taxpayers who grew up here in Yonkers and have helped this community grow."

"The salary cap deprives city and school district employees of fair and equitable salaries," CSEA Southern Region III President Pat Mascioli said. "All we ask is the consideration that any loyal worker deserves — a fair and equitable contract that addresses the needs of the workers," Moniz said. "We ask our elected city officials to lift the cap on pay increases and approve our contract."
CSEA is moving ahead with its fight to have its Office of Court Administration (OCA) members exempted from the financial disclosure requirements of the state's ethics law — moving ahead even farther than the OCA Ethics Commission.

"The OCA Ethics Commission hasn’t issued its regulations yet, but we’re moving ahead because it’s important to our members," said CSEA Deputy Director for Contract Administration Jim Hennerty.

The union has filed for financial disclosure exemptions for 75 job titles in which CSEA members would fall under the financial disclosure requirements in 1991 because of their salaries. The state’s ethics in government law requiring financial disclosure became effective for state employees beginning last year and will apply to OCA employees and local government employees beginning January 1991.

By filing early for OCA exemptions, CSEA hopes to prevent its members from having to disclose their private financial information to the commission when it is not necessary. CSEA is the first union representing OCA employees to file for exemptions.

Under the ethics law, OCA employees must file financial disclosure laws if they meet one of the following requirements:
—They are policy makers;
—They are involved in negotiation, authorization or approval of contracts, leases, licenses, the purchase of goods or services, the obtaining of money grants or loans or the adoption or appeal of rules and regulations;
—They earn an annual salary above $30,000 (CSEA and OCA are both supporting a bill that would raise that limit to more than $50,000, which would be adjusted by negotiated salary increases in future years. That legislation would make the exemption level for OCA the same as that for other state employees.).

"We’re doing it now so they can get their exemptions as soon as the OCA Ethics Commission can possibly award them," Hennerty said.

CSEA seeks exemptions for these OCA titles

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CSEA at work early on OCA exemptions

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THREE CSEA DOT MEMBERS GIVE TAMMY SPRINGER

A second chance at life

By Mark M. Kotzin
CSEA Communications Associate

OXFORD — When Larry Slater, Ray Woods and Bob Wherli started their shift at 5 a.m. one cool morning earlier this year, they never expected to end it as life-saving heroes.

Because Slater, Woods and Wherli were alert and took appropriate action when they came upon a serious automobile accident, 19-year-old Tammy Springer is alive today.

Springer made a remarkable recovery from severe injuries she received in the accident and was on hand recently when the three state Department of Transportation (DOT) employees were officially recognized for their heroics.

Oxford DOT CSEA Local 522 President Reginald Savory presented plaques to Slater, Woods and Wherli, praising them for their efforts.

Victim is grateful

"I owe them my life," Springer said. "If it weren't for them, I wouldn't be here today." She hugged and thanked each of the men as they received their plaque, and said mere "thanks" was not enough.

Paramedics who treated Springer at the scene of her car accident also credited the DOT workers with saving her life. Savory said paramedics agree that if Slater, Woods and Wherli hadn't come across the accident scene and called for help, Springer probably wouldn't have survived.

The three Local 522 members were on a routine early morning check for potholes that day. Slater, who was driving, remembers what happened.

Tracks where none should be

"We saw some car tracks going across a lawn, where there shouldn't have been any," he said.

Stopping the truck, they followed the tracks over an embankment, where they ended at Springer's car, crushed against a tree.

"We knew that it had happened soon before," Slater said, "because the hood was still steaming."

Slater went down the embankment to check the vehicle and found Springer in the car, unconscious and "pretty smashed up." He yelled to Wherli and Woods to call for help.

Woods immediately called the DOT dispatcher at the Oxford residency, who called paramedics. Rescue workers arrived several minutes later, and all three men assisted in directing traffic until emergency vehicles cleared the scene.

Springer, whose car was totalled, suffered a severe head injury and was hospitalized for several weeks.

"Not too many people get second chances," Springer said. "I got mine because of them."

"Not too many people get second chances. I got mine because of them."
Binghamton battle

CSEA fights for safety and for clients

BINGHAMTON — CSEA members at Binghamton Psychiatric Center are fighting mad and fighting back. They have faced a long, frustrating battle against low morale, poor labor-management relations and attacks by clients that caused staff to be "wheeled off the wards in stretchers."

Now they, their clients and their facility face even more trouble. The proposed state budget devastates mental health care and the state Office of Mental Health is working to decrease its client census.

The first means the clients in the facility may not get the care they need; the second means clients who still need treatment are being dumped into the community before they are ready.

Building support

The facility's CSEA Local 441 is lobbying state legislators and gathering support for their cause — more money for OMH, better care for facility clients and proper staffing levels. CSEA is lobbying the state Legislature to improve conditions for all OMH facilities.

The local sponsored a forum with state Assembly Majority Leader James Tallon, a Democrat representing Broome County. Tallon talked about his concerns over client dumping. He promised to look into direct-care staffing levels and the development of state-run community residences in Broome County.

Representatives from the Binghamton Police Benevolent Association also attended to discuss the dangers of client dumping.

Dangerous dumping

CSEA Local 441 President Keith Zulko said the area's increase in violent crimes — including a kidnapping and a fatal arson allegedly committed by former facility clients — can be tied to the psychiatric center's practice of releasing mentally ill clients before they are ready and failing to provide follow-up care.

"If the state wants to reduce the patient census, we believe that instead of dumping clients into privately-run community residences, they should be put into state-run community residences where follow-up care could be provided 24 hours a day," Zulko said.

OMH does not operate any community residences in Broome County.

Understaffing hurts

Even with the reduced census, facility employees are suffering because of understaffing, he said. For example, the facility closed a geriatric admissions ward because of staff shortages. That means shift and pass day changes for some employees.

Staff shortages also mean the psychiatric center is a dangerous place to work; and state fiscal problems threaten more staff cuts.

Any further reduction would have "a horrible effect on the quality of patient care," Zulko said, and would destroy facility morale, which is already dangerously low.

Local support

The Broome County Legislature is scheduled to vote on a resolution urging the state to provide better care for the mentally ill. The Binghamton City Common Council has already adopted the resolution.

"We've had overwhelming bi-partisan support from local government officials," Zulko said.

The Local 441 members have worked with the CSEA Legislative and Political Action Department to push the state Legislature to put more money in the state budget for OMH.

"We realize the state budget situation is very bad," Zulko said. "But we must not let that affect the level of care we provide."

"Instead of dumping clients... they should be put into state-operated community residences."
State-operated community facilities, the voluntary sector," CSEA Legislative Notebook reported. "It's the need for more public sector development and action at other facilities now facing closure. Fran Turner, mental hygiene specialist at the Craig DDSO CSEA Local 405 President Kathy Button, explained. "And it worked because of commitment and understanding of the needs at the facility and other locations."

"We transitioned all of our staff they know and trust with them. They can adjust to a new setting when they have experience at Craig Developmental Center and other locations. At the Craig this problem was settings. At the Craig this problem was..."

CSEA retirees want mandatory Medicare assignment. "Unless some equity is put back into the system, the state is going to lose those experienced employees because the staffing needs are different in the community service and others, because the staffing..."

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Western New York mental hygiene members talk about the reality of on-the-job injury
A win for part-time workers

SUNY must give proper increases

STONY BROOK — CSEA won a victory for part-time employees who have been promoted to graded positions at SUNY Stony Brook.

As many as 75 other SUNY Stony Brook employees may receive back pay as a result of the class-action arbitration.

Marie Kramp, one of the SUNY Stony Brook CSEA Local 614 members named in the arbitration, will receive about $3,000 in back pay because SUNY refused to give her and other employees the appropriate salary increase promised by the CSEA/NYS Administrative Services Unit contract.

Kramp and other part-time, non-statutory employees had been promoted to graded positions. Non-statutory employees are not officially assigned a salary grade, explained Jim Hennerty, CSEA deputy director for contract administration.

“When members are promoted, the state often fails to give them the appropriate salary increase as stated in the contract,” he said.

The arbitrator ruled that SUNY Stony Brook improperly denied the employees the appropriate salary increase.

“Our contract clearly and unambiguously required the payment of a certain minimum percentage increase to employees, regardless of whether they are classified as non-statutory,” said former Local 614 President Tony Ruggiero.

The arbitrator’s decision requires SUNY Stony Brook to bring all employees in the same situation up to the proper salary, Dymond said. The total amount owed to CSEA members has not been calculated yet, she said.

The decision may also have statewide implications. The arbitrator ruled that any SUNY employees in the same situation should be brought up to the proper salary, Dymond said. Since the specific section of the contract, Article 7, is in the contract for all CSEA state bargaining units, the decision could apply to all non-statutory employees who don’t receive the appropriate salary increase when they are promoted.

CSEA wins on work week change

PENDLETON — The Starpoint Schools CSEA Unit has won a double victory concerning its members’ work week and overtime pay.

CSEA filed a grievance because the school district arbitrarily changed the work week for custodians to Wednesday through Saturday.

An administrative law judge ruled that the school district violated its contract with the union by failing to negotiate the change. The school district must also pay the two custodians who worked Saturdays overtime for their work.

“We waited almost a year to get these rulings,” said Unit President Dave Makowiecki. “It was worth the wait because we were proven right. If they wanted to change the work week, it must be a negotiated change. And if any employee is assigned weekend work, they must be paid overtime.”

Custodians Richard Calhoun and Carl Stalker will receive overtime pay for the Saturdays they worked.

The school district has been ordered to post a notice to employees that it will restore normal custodial schedules and will negotiate in good faith in the future regarding work assignments.

A WINNER — Starpoint Schools CSEA Unit President Dave Makowiecki, right, and custodian Richard Calhoun are pleased at the CSEA victory which means school custodians will earn overtime if they must work weekends and restores their schedule to normal.
Showplace replaces “chicken coop”

MIDDLETOWN — A “chicken coop” courthouse has been replaced by a modern showcase facility in this Orange County community, greatly improving working conditions for court employees.

“We’ve waited a long time for this,” said Judiciary CSEA Local 332 President Pat Nealon. “What a difference!”

CSEA waged a 10-year uphill battle for decent working conditions for court employees in the old facility. Nealon recalled that city workers, court employees, judges and the general public complained for years about crowded, inadequate court space and poor working conditions.

A 1981 article in The Public Sector referred to the “chicken coop atmosphere” of the old court. “Intolerable conditions revealed,” screamed the headline.

But employees and city officials are proud of the shiny new courthouse, Nealon said.

“The new facility is spacious and bright and employees are delighted with their new surroundings,” she said. “We can thank our CSEA members for their patience while lobbying for a new courthouse, and the city’s elected officials for finally approving the necessary funding.”

JUDICIARY CSEA LOCAL 332 President Pat Nealon meets with local member Frank DenDanto in his new office in the Middletown City Courthouse.

NEW OFFICES in the Middletown City Courthouse are spacious and bright in contrast to the closet-like workspaces in the old courthouse.

Union convinces Kingston to halt drug testing

KINGSTON — The City of Kingston will not test urine specimens of five city recreation department employees after reaching an amicable settlement with CSEA that fully resolves the issue.

The agreement was reached after CSEA regional attorney Arthur Grae obtained a temporary restraining order to prevent the city from testing the urine specimens.

The city had taken urine specimens from the five employees on April 19 after a co-worker reported to a city councilman that the workers had used illegal drugs. CSEA contended that no reasonable suspicion of drug use existed and that the city could not resort to random drug testing. As part of the agreement the city has returned the urine specimens which were taken from the employees.

Under terms of the agreement, the employees will consult with the Mid Hudson Employees Assistance Program (EAP) at the Kingston Hospital to determine if, in fact, they have a drug use problem.

If the EAP evaluations determine that any of the five may be in need of assistance or treatment, they will attend an appropriate program, Grae said. No further disciplinary charges will be made and the employees’ names will not be made public.

The city and CSEA agreed to hold discussions to address a city policy pertaining to drug and substance abuse.
Ballots will be in the mail May 15 to CSEA members eligible to vote in elections for officers in CSEA's six regions.* Replacement ballots will be available beginning May 23 for eligible CSEA members who did not receive an original ballot. Replacement ballots will be available by contacting the Independent Election Corporation of America (IECA) at 1-800-CSEA Ext. 414. To be eligible to vote, a member must be a member in good standing since April 1, 1990.

The deadline for receipt of completed ballots is 8 a.m., June 5, 1990 for members in CSEA Regions I, III, IV, V and VI.

The deadline is 9 a.m., June 5, 1990 for members in CSEA Region II.

All ballots are to be returned to the address on the return envelope.

The counting of ballots will begin on June 5, 1990 at IECA Headquarters in Lake Success. Candidates are permitted to attend as observers, at their own expense, each phase of the election process. Candidates may designate, in writing, persons who must be members in good standing, to serve as their observers (also at their own expense). IECA will commence U.S. Post Office pickups, eligible member verification and ballot processing on May 18, 1990 for CSEA Regions I, III, IV, V and VI. Ballots for CSEA Region II will be picked up on June 5 only. Observers can make arrangements to be present during the pick up of returns and the processing of the ballots.

*Special note: The following additional information applies only to the Region II President/Statewide Vice President Election.

The election for the position of Region II President/Statewide Vice President shall be conducted under the supervision of the United States Department of Labor; Office of Labor-Management Standards.

For purposes of protesting the Region II President/Statewide Vice President election only, any member in good standing may protest the supervised election of Region II President/Statewide Vice President for valid cause. Such protest must be made in writing and can be filed at any time before, during or within 10 days after the election. Any protest should be addressed to the Election Supervisor, U.S. Department of Labor; Office of Labor-Management Standards, 201 Varick Street, Room 878, New York, NY 10014.

Union-funded food closet helps

A FOOD CLOSET is available on the grounds of Wassaic Developmental Center for employees. The service, strictly confidential, is geared primarily to assist new employees who often must go without their first paycheck for a month. Employee Assistance Program (EAP) Coordinator Sally Wilcox, shown with CSEA Local 426 President Tom LeJeune, oversees distribution of the food. LeJeune said Local 426 contributes $50 per month to the food closet from profits of a food co-op plan available to members. Donations to the food closet also come from PEF.
A time to remember

The workplace, where each day more than 20,000 workers are injured or killed, is America's forgotten endangered environment.

AFL-CIO unions, including CSEA, observed Workers Memorial Day on April 28th to remember the more than 100,000 workers who die each year nationwide from job-related injuries and disease.

CSEA members participated in memorial services, wore black armbands, dedicated wreaths and plaques and planted memorial trees in memory of fellow workers who have suffered and died in the workplace.

And in doing so, the members renewed CSEA's commitment to making the workplace safer and healthier.

A LIVING MEMORIAL — A tree was planted by members of West Seneca Developmental Center CSEA Local 427 and facility administrators in memory of workers who have lost their lives on the job.

CSEA

REMEMBERS AMERICA'S WORKERS KILLED ON THE JOB

PROCLAMATION — Putnam County Local 840 President Alice May accepts a proclamation declaring April 28 as Workers' Memorial Day in Putnam County from Putnam County Executive Peter Alexanderson. At left is Local 840 Second Vice President Steve Kass.

LIVINGSTON COUNTY CSEA UNIT members wore black ribbons and buttons and observed a moment of silence in recognition of workers injured or killed on the job. County Clerk Margaret McCaughey, front, is flanked by Livingston County CSEA Local 826 President Tammy Macomber, left, and Barbara Pfaff. In third row are Eileen Vail and Aleta Hamilton. Fourth row includes Toni Teresa and County Administrator Nicholas Mazza, and at top is CSEA Labor Relations Specialist Ray Ducharme.
ROCHESTER-AREA DOT employees remembered deceased workers by dedicating a memorial wreath, a memorial plaque and flying the flag at half-mast. From left are CSEA DOT Local 513 Executive Vice President Pete Sidari, CSEA DOT Local 506 Executive Vice President Marilyn McFee, PEF Steward Walt Sendall, Local 506 President Duane Wilcox, Local 506 member Charles Parson and DOT Region Director Lou Gurly.

Over 100,000 workers die each year from job-related injuries and disease.
"HAVE WE GOT A DEAL FOR YOU!"

Does this sound like a pitch for a used car? Or maybe the latest price break on a washing machine?

Well, not this time.

The CSEA Employee Benefit Fund (CSEA EBF) can offer a great deal on benefit plans to local government and political subdivision groups employing CSEA represented workers. If your employer doesn't offer the security of benefit coverage from the CSEA EBF, ask your union representative about it.

EBF offers options on all its plans, meaning benefit packages can be tailor-made for virtually any circumstances. The EBF marketing staff can fit a plan which combines the needs of your group and the financial resources of your employer.

Following are EBF plans designed especially for local government and political subdivision groups.

THE HORIZON PLAN

One of the most popular of EBF plans is the upscale dental plan called "HORIZON." The eligibility requirements and operation are about the same as the basic dental plan. However, the allowances for dental services are, in most cases, higher than those in the basic plan. In addition, the yearly maximum is higher, with $1,500 of CSEA allowances available for each employee and eligible dependent.

THE PACKAGE 7 PLAN

The Package 7 Plan is a deluxe combination of seven different benefits developed to meet the unique requirements of several bargaining units. Benefits of Package 7 include Dental, Vision, Prescription Drug, Legal, Annual Physical, Hearing Aid and Maternity Plans.

Package 7 Dental, Vision and Prescription Drug Plans are different from the basic plans. Allowances and limitations are varied and the method of reimbursement is different under the Prescription Drug Plan. The Legal Plan reimburses expenses for general consultation, wills, real estate matters, bankruptcy, domestic relations and several other circumstances. The Physical Examination benefit is available to eligible employees and their spouses once every calendar year. Exams are provided by an independent diagnostic center and payment is made directly to the center.

The Hearing Aid benefit pays up to $450 once every three years to independent diagnostic centers. Payment is made directly to the center.

The Maternity Plan provides $200 upon the birth of a child to an eligible employee and is not diminished by any other medical benefit.

THE OCA PLAN

CSEA's Office of Court Administration (OCA) bargaining unit negotiated the basic Prescription Drug Plan, the 12-month Vision Care Plan, the HORIZON Dental Plan and a special Legal Services Plan. These also surpass the standard plans as a result of higher contributions CSEA won at the bargaining table.

While Package 7 and OCA represent tailor-made deluxe plans, CSEA EBF can also accommodate small groups with limited resources. For instance, a group with no previous dental coverage and little funding was unable to negotiate enough employer contributions to purchase the statewide dental plan. But working with the employee bargaining team, EBF was able to create an entry-level plan with preventive care that fit their pocketbook. In the following contract the group was able to negotiate additional funds and their plan was upgraded to the statewide plan. Any coverage is better than none, and sometimes just getting a plan started is the toughest part. The flexibility of CSEA EBF can open the door to benefits that members would otherwise never see.

Remember, EBF is CSEA and represents you. Call the CSEA EBF marketing staff anytime — they are here to help. 1-800-342-4274 or (518) 463-4555.

Free survivor's guide for dealing with death in family

CSEA members can get a copy of "A Survivor's Guide for CSEA Members and Their Families" through CSEA headquarters.

The 32-page guide contains information to help members and their families in dealing with the legal and financial implications of a death in the family. It is provided by the CSEA's Office of Court Administration (OCA) bargaining unit.

The publication is free and is provided through the CSEA contract with the state.

If you would like a copy, mail in the adjacent coupon to:

Printing Operations
CSEA Inc.
143 Washington Avenue
Albany, New York 12210

Please send me a FREE copy of "A Survivor's Guide for CSEA Members and Their Families"

Name: ____________________________ Local No. __________

(Please Print)

Address:

Signature:

MAIL TO: Printing Operations
CSEA Inc.
143 Washington Avenue
Albany, New York 12210
AT YOUR SERVICE

A REFERENCE GUIDE TO CSEA MEMBER SERVICES AND BENEFITS

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.

Please note that if you are calling from a touch-tone telephone, an operator will prompt you to complete your call at the end of the message.

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

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

* For Field Operations or the Empire Plan/Health Benefits Committee, press number 1.
* For Communications, the Executive Offices or Political Action, press number 2.
* For CSEA's Retiree Department, press number 3.
* For CSEA’s Employee Benefit Fund, press number 4.

**Employee Benefit Fund**
The CSEA Employee Benefit Fund is a CSEA-administered trust fund which provides certain supplemental negotiated benefits for state employees and participating local government employees. If currently enrolled in a state group, CSEA group insurance, or participating local government employees' association.

**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.

**Safety**
To report unsafe or unhealthy working conditions or serious accidents, call your CSEA regional office.

**AFSCME Advantage Credit Card**
The AFSCME MasterCard has one of the lowest interest rates around — 6 percent above the prime lending rate. There is no annual fee. To obtain an application form, call your CSEA regional office.

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

**AFSCME Advantage Legal Services Program**
The AFSCME Advantage Union Privilege Legal Services Program makes it possible for you to easily obtain high-quality, affordable legal services for many personal legal matters. For more details and a list of the participating lawyers in your area, call the CSEA office in your region.

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

**Health Insurance**
For health insurance questions concerning Empire Plan coverage, call the appropriate following telephone numbers:

**EMPLOYEE PLAN**

Blue Cross Claims
1-800-342-9815 or (518) 465-0171

Metropolitan Claims
1-800-942-4840

Participating Providers
1-800-537-0010

Empire Plan Health Call
1-800-992-1213 (Hospital admission approval/surgical review)

**Retirement**
If you are retiring soon, it's important that you select the proper option from the Employees' Retirement system. By using the services of a CSEA-provided retirement counselor, you'll be able to plan for a lifestyle in your retirement years that takes into account your anticipated expenses. For more information, call 1-800-336-5273.

**General retirement information and retiree membership information are available by contacting CSEA's Retiree Department at CSEA Headquarters 1-800-342-4146 or (518) 434-0191.**

**United Buying Service**
Get big savings on consumer products through the union's official discount buying service. UBS combines the power of millions of members to negotiate discounts on a wide range of major name discount products. Everything from automobiles to major appliances, video to home furnishings and more. The program is free to CSEA members and carries no service charges. To place an order or for pricing information, call 1-800-942-4640 or (518) 465-0171. UBS has also set up a hotline for information on limited special monthly offers available only to CSEA members. For a listing of specials, call the hotline at 1-203-967-2980.

**Grievances, Disciplines**
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. Do not delay if you believe you have a problem; grievances must be filed on a timely basis.

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CSEA REGIONAL OFFICES

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<tr>
<th>LONG ISLAND REGION 1 OFFICE</th>
<th>SOUTHERN REGION 3 OFFICE</th>
<th>CENTRAL REGION 5 OFFICE</th>
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<tbody>
<tr>
<td>Hauppauge Attnsu Building</td>
<td>Rural Route 1</td>
<td>6595 Kirkville Road</td>
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<tr>
<td>300 Vanderbilt Motor Pkwy.</td>
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<td>East Syracuse, NY 13057</td>
</tr>
<tr>
<td>Hauppauge, NY 11788</td>
<td>Fishkill, NY 12524</td>
<td>(315) 433-0050</td>
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<td>(516) 273-2280</td>
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<tr>
<td>Suite 1500</td>
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<td>482 Delaware Avenue</td>
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<tr>
<td>New York, NY 10004</td>
<td>1215 Western Avenue</td>
<td>Buffalo, NY 14202</td>
</tr>
<tr>
<td>(212) 514-9250</td>
<td>Albany, NY 12203</td>
<td>(716) 866-0391</td>
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CSEA STATEWIDE HEADQUARTERS
143 Washington Avenue, Albany, N.Y. 12210
1-800-342-4146 (toll-free) (518) 434-0191

May 14, 1990
A message from CSEA President Joe McDermott

In a desperate attempt to balance the state budget Governor Cuomo is offering state employees a flimflam early retirement plan.

Throughout the state budget negotiations CSEA has advocated for three things in an early retirement plan.

First, a fair plan that provides a benefit to all eligible employees, not a select few individuals or titles.

Second, a plan that saves enough money to prevent any layoffs.

Third, a plan that avoids a repeat of the 1983 early retirement program that left many agencies dangerously understaffed.

The plan being put forward by the Governor and legislative leaders, as I write this, does none of these things.

The plan is unfair because only employees in targeted titles will get an enhanced retirement benefit.

The plan is unfair because management will determine how many employees in those titles will be able to take advantage of the early retirement. If too many people want to retire there will be a cutoff based on seniority. Two workers could have identical work records, except for one day of seniority, and one would be allowed to take advantage of the early retirement benefit while the other would not.

If too few volunteer, management can harass unwilling employees into retirement.

For employees who are not in the targeted titles the plan is even worse. They would get no enhanced retirement benefit.

The proposal would allow these employees to retire but keep working full time at 60 percent of their salary while drawing their pension.

Management will try to tell people this is a benefit because they will bring home a little more money.

In reality the state is asking these employees to take a 40 percent paycut and use their pension to pay themselves for working for the state. That is not only unfair, it is crazy!

There are also serious questions about the status of these employees. Are they employees or retirees? If they are retirees do they accrue vacation and sick time as well as other employee benefits? If they are employees how can they draw their pension?

CSEA proposed a fair and workable early retirement plan that the Governor rejected out of hand.

The Governor’s plan was born out of the desperation surrounding these budget negotiations.

The state is drowning in a sea of red ink caused by the tax breaks the politicians have given to wealthy individuals and corporations.

Now these same politicians are hoping you will accept this horrible early retirement plan to balance their bottom line.

Don’t be fooled! Reject this plan for the flimflam that it is.