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New Member Orientation

Local Government



LOCAL 1000 AFSCME, AFL-CIO
143 Washington Avenue
Albany, New York 12210

MARY E. SULLIVAN PRESIDENT
cseany.org



Join CSEA today and take charge of **YOUR** future.

The Civil Service Employees Association (CSEA) is a union who represents employees in this workplace.

We have accomplished a lot together because workers like you join our union and make us stronger. Our contract guarantees our pay, health benefits, leave time, job security, and more – let's keep it that way. Join today!

Together we negotiate and gain access to:

- Job security
- Paid time off (vacation, sick, personal, bereavement)
- Free union/legal representation on the job*
- Fair pay and negotiated raises
- Health insurance benefits
- Retirement security benefits
- Discounted insurance products designed just for CSEA members*
- Three levels of advocacy – national advocacy, statewide advocacy, and local advocacy - on OUR behalf for health insurance, worker's compensation, safety and health, retirement security, career/professional development, legal, and legislative action
- Exclusive discount programs: enjoy benefits such as a free associate's degree for you and your family, discounts for ball games, theme parks, movie tickets, home improvement services, and flexible payment programs*



***ONLY members are entitled to: union/legal representation, union education and training programs, union insurance and discount programs, union voting privileges, union meetings and social events.**

Stronger Together

cseany.org/join



facebook.com/csealocal1000

Our CORE 4

what we fight for, what we defend, what we protect...

WHAT WE DO TOGETHER!

Pay

CSEA is always looking for way to improve our economic security. From starting pay, to step increases, to our cost of living adjustments, longevity payments, and overtime compensation, Our union is fighting to get us what we deserve.

* Unionized workplaces make 27% more in wages than non-union workplaces.



Health Benefits

The health of our members and their families is a top priority for our union. CSEA has dedicated staff to study trends in the health care industry to find the best plans with the lowest cost to workers.

* Unionized workers have more employer sponsored health insurance plans than non-unionized workers.



Retirement Security

Being able to retire with dignity is of utmost importance. After a long career in service to our communities we deserve a decent retirement. We defend, protect, and constantly look for ways to better our retirement security.

* Unionized workers have more employer sponsored retirement plans (and pensions) than non-unionized workers.

Working Conditions

A safe and healthy workplace not only improves productivity, it also improves our quality of life. From having the legal authority to enforce worker safety to having a dedicated team of professionals and

COMPLIANCE



activists who ensure our workplaces are safe, CSEA is there for us.

* Unionized workers are LESS likely to die on the job than non-unionized workers.



Welcome to CSEA

As a New CSEA Member, you are now eligible for EXCLUSIVE offers available only to NEW MEMBERS in their first 180 days of Membership!

Disability Insurance: Most NYS workers do not have disability insurance through their employer. It is protection for your paycheck.

- Get up to a \$1,500 monthly benefit guaranteed issue* for clerical workers and up to a \$1,200 monthly benefit guaranteed issue* for non-clerical workers. **Salary conditions apply.*
- Covers accident and sickness ON or OFF the job and benefits paid with no offsets.
- Spouse Accident Only coverage available.

These specially negotiated group plans are only available here & only as a CSEA Member. All plans are with A+ rated carriers vetted by CSEA & obtained through the union's strength of membership.

Term Life Insurance: This is your opportunity to secure life insurance with no medical questions. Have a pre-existing condition? No problem.

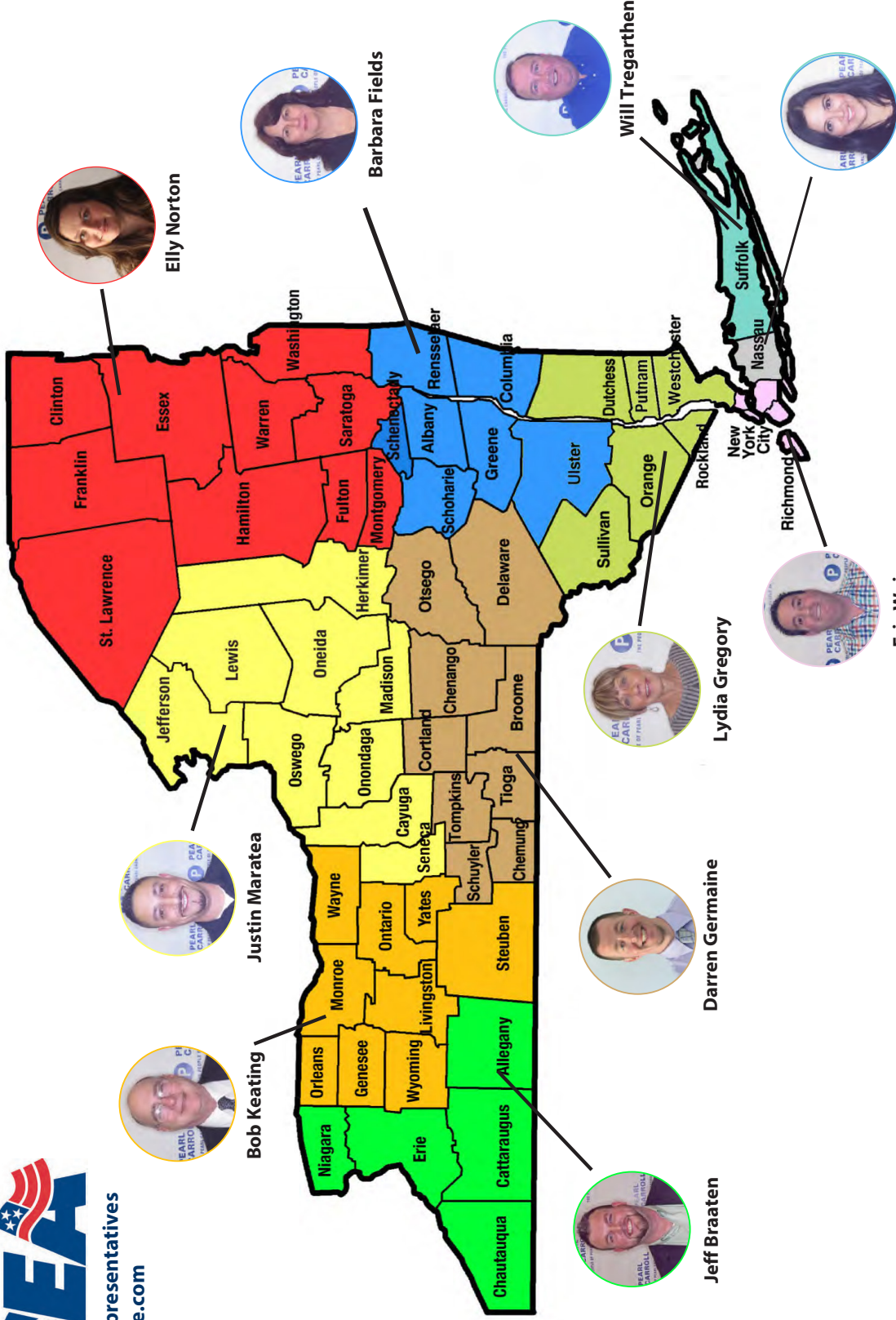
- New members under 70 and spouses under 66 are eligible for coverage up to \$50,000.
 - Coverage for dependent children up to age 26 also available.
 - While a return is never guaranteed, over the past 17 consecutive years the plan has returned over \$43 million** to plan participants!
- **Partial return of premium payments paid to participants in term life program for at least one plan year.*

Your CSEA Insurance Representative can provide additional information on these and other programs available to you.

See next page to find your local rep!



Insurance Representatives
cseainsurance.com



Bob Keating



Justin Maratea



Elly Norton



Barbara Fields



Will Tregarthen



Jeff Braaten



Darren Germaine



Lydia Gregory



Eric Weiss



Claudia Ramirez

Jeff Braaten 585.610.3669 Call or Text! jeff.braaten@pearlinsurance.com	Barbara Fields 518.577.8372 Call or Text! barbara.fields@pearlinsurance.com	Darren Germaine 607.759.0135 Call or Text! darren.germaine@pearlinsurance.com	Lydia Gregory 845.764.1196 Call or Text! lydia.gregory@pearlinsurance.com	Bob Keating 585.410.5442 Call or Text! bob.keating@pearlinsurance.com
Justin Maratea 607.760.2850 Call or Text! justin.maratea@pearlinsurance.com	Elly Norton 585.683.0321 Call or Text! elly.norton@pearlinsurance.com	Claudia Ramirez 631.873.6209 Call or Text! claudia.ramirez@pearlinsurance.com	Will Tregarthen 516.456.1844 Call or Text! will.tregarthen@pearlinsurance.com	Eric Weiss 516.314.4727 Call or Text! eric.weiss@pearlinsurance.com



Learn more at
freecollege.afscme.org
or call 888-590-9009

BRINGS A COLLEGE DEGREE WITHIN YOUR REACH.

Who is eligible?



AFSCME Members



**AFSCME Retiree
Members**



**Family of AFSCME
Members**

AFSCME and Eastern Gateway Community College are offering the chance to earn an online degree from an accredited school with no out-of-pocket expense. A college degree can be your pathway to new opportunities, greater responsibility, and more earning power.



**EASTERN GATEWAY
COMMUNITY COLLEGE**



CSEA has teamed up with
FINE, OLIN & ANDERMAN, LLP
to provide legal assistance to members hurt on the job.
Call your Union at 1-800-342-4146 and ask for FOA
or visit: foalaw.com

- **Workers Compensation**
- **Social Security Disability**
- **Personal Injury**
- **Veterans Disability**



*Did you know
back injuries
are the most
common injury
for CSEA
members?*

Connect with our union ONLINE



On the web: cseany.org



On Facebook: facebook.com/csealocal1000



On Instagram: [@cseany1000](https://instagram.com/cseany1000)



On Twitter: [@csealocal1000](https://twitter.com/csealocal1000)



When you join CSEA,
everyone benefits.

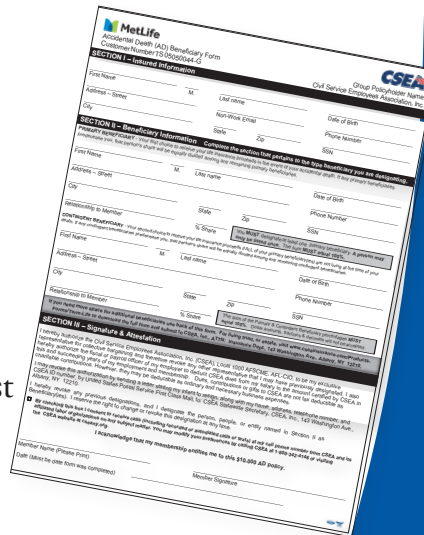
The Accidental Death benefit has been increased to \$10,000!

- This benefit is available to you as a member in good standing. There is no cost to you!
- Since the program began in 2014, this benefit has already helped families recover from a sudden, tragic loss.

Fill out the beneficiary form on the back or go to cseany.org/10KAD

Return completed forms to:
CSEA Insurance Department
143 Washington Avenue
Albany, NY 12210

Complete the beneficiary form so this benefit goes to who YOU designate as well as the Membership Verification/Update form to ensure we have your most current information in the event of a claim by visiting cseany.org/10KAD.



"This new benefit will really help my family out if something should ever happen to me. It means a lot to me to see how much CSEA cares about the well being of members and their families. Whether it's on the job or off, CSEA has our back."

— Jarvis "Tim" Brown
Town of Oyster Bay



"I now have more peace of mind. If anything happens to me, whether I am on the job or not, there will be additional coverage for my family because of CSEA. The more I learn about my union, the more I realize just how valuable my CSEA membership is."

— Nikki Johnson, CSEA/VOICE
Local 100A Dutchess County
Chapter Representative



"Access to affordable insurance programs has been a hallmark of CSEA membership from the early days of our union. That tradition continues with this thoughtful new benefit that CSEA is offering at no cost to all of its members."

— Don Lynskey
NYS Unified Court System



f Stay up-to-date on buying discounts at facebook.com/cseabenefits

For more information on available discounts, visit the 'For Members' section on cseany.org



Accidental Death (AD) Beneficiary Form
 Customer Number TS 05050044-G



Group Policyholder Name: Civil Service Employees Association, Inc.

SECTION I – Insured Information

_____ First Name	_____ M.	_____ Last name	_____ Date of Birth
_____ Address – Street		_____ Non-Work Email	_____ Non-Work Phone Number
_____ City	_____ State	_____ Zip	_____ SSN
_____ Job Title		_____ Place of Employment/Location	

SECTION II – Beneficiary Information Complete the section that pertains to the type of beneficiary you are designating.

PRIMARY BENEFICIARY - Your first choice to receive your life insurance proceeds in the event of your accidental death. If any primary beneficiaries predecease you, that person's share will be equally divided among any remaining primary beneficiaries.

_____ First Name	_____ M.	_____ Last name	_____ Date of Birth
_____ Address – Street		_____ Phone Number	
_____ City	_____ State	_____ Zip	_____ SSN
_____ Relationship to Member	_____ % Share	You MUST designate at least one primary beneficiary. A person may only be listed once . The sum MUST equal 100% .	

CONTINGENT BENEFICIARY - Your second choice to receive your life insurance proceeds if ALL of your primary beneficiary(ies) are not living at the time of your death. If any contingent beneficiaries predecease you, that person's share will be equally divided among any remaining contingent beneficiaries.

_____ First Name	_____ M.	_____ Last name	_____ Date of Birth
_____ Address – Street		_____ Phone Number	
_____ City	_____ State	_____ Zip	_____ SSN
_____ Relationship to Member	_____ % Share	The sum of the Primary & Contingent Beneficiary percentages MUST equal 100% . Dollar amounts, fractions & decimals will not be accepted.	

If you need more space for additional beneficiaries use back of this form. For living trust, or estate, visit www.cseainsurance.com/Products-Forms/Term-Life to download the full form and submit to CSEA, Inc., ATTN: Insurance Dept., 143 Washington Ave., Albany, NY 12210.

SECTION III – Signature & Attestation

I hereby authorize the Civil Service Employees Association, Inc. (CSEA), Local 1000 AFSCME, AFL-CIO, to be my exclusive representative for collective bargaining and therefore revoke any other representative that I may have previously designated. I also hereby authorize the fiscal or payroll officer of my employer to deduct CSEA dues from my salary in the amount certified by CSEA in this and succeeding years of my employment and membership. Dues, contributions or gifts to CSEA are not tax deductible as charitable contributions. However, they may be deductible as ordinary and necessary business expenses.

I may revoke this authorization by sending a letter stating my intent to resign, along with my name, address, telephone number, and CSEA ID number, by United States Postal Service First Class Mail, to: CSEA Statewide Secretary, CSEA, Inc., 143 Washington Ave., Albany, NY 12210.

I hereby revoke any previous designations, and I designate the person, people, or entity named in Section II as Beneficiary(ies). I reserve the right to change or revoke this designation at any time.

I acknowledge that I am a Member in good standing, which entitles me to this \$10,000 AD policy.

_____ Member Name (Please Print)	_____ Member Signature
Date (Must be date form was completed) _____	

By checking this box I consent to receive calls (including recorded or autodialed calls or texts) at my cell phone number from CSEA and its affiliated labor organizations on any subject matter. You may modify your preferences by calling CSEA at 1-800-342-4146 or visiting the CSEA website at cseany.org.

Yours Free! When You Contribute \$1.93 a week* (\$8.35 monthly) or more to PEOPLE. It's the perfect way to show that you're working to save our pension and health benefits! *Based on 52 weeks

What is PEOPLE?

CSEA's PEOPLE Program protects and improves our jobs, benefits and pensions in Washington, Albany and in your community. Your support and participation in PEOPLE strengthens CSEA's clout in the workplace, in the legislature, in your community and in the labor movement.



**Join
People Today!**

Our Green Jacket - Available Only to MVP PEOPLE Members

Please complete the enclosed application form, return it and we will send you your FREE jacket.



Please allow 6 to 8 weeks for delivery.

Members that contribute \$100.00 or more annually will be enrolled in the PEOPLE Membership Rewards Program.

YES! I want to be part of the action. * Voluntary PEOPLE Membership Authorization * Payroll Deduction Application

Name _____
Last First Middle
 Address _____ Apt. # / Floor _____
 City _____ State _____ ZIP _____
 CSEA ID No. _____
 Work Phone () _____ Home Phone () _____
 Job Title _____
 Employer _____
 Region _____ Local _____ Unit _____ Pay Periods _____
 Email address _____

Total amount deducted per year in equal installments:

\$500 \$250 \$100 MVP \$_____ Other

In addition to my Civil Service Employees Association, Inc., dues deduction previously authorized by me, I further authorize the State of New York or associated agencies to deduct annually the PEOPLE deduction amount checked and remit to the Civil Service Employees Association, Inc., as a voluntary contribution to be forwarded to the Treasurer of the PEOPLE Qualified Committee, AFSCME, P.O. Box 65334, Washington, DC 20035-5334, to be used for the purpose of making political contributions and expenditures. My contribution is voluntary, and I understand that it is not required as a condition of membership in any organization, or as a condition of continued employment, and is free of reprisal. I understand that any contribution guideline is only a suggestion and I am free to contribute more or less than that amount and will not be favored or disadvantaged due to the amount of my contribution or refusal to contribute, and that I may revoke this authorization at any time by giving written notice.

SIGNATURE

DATE

Circle size: X-small / S / M / L / XL / 2XL / 3XL / 4XL

Jacket Received

Recruiter: _____

NOTE: In accordance with federal law, AFSCME PEOPLE will accept contributions only from members of AFSCME and their families. Contributions or gifts to AFSCME PEOPLE are not deductible as charitable contributions for federal income tax purposes.

YES! I want to be part of the action. * Voluntary PEOPLE Membership Authorization * Direct Contribution Authorization

Name _____
Last First Middle
 Address _____ Apt. # / Floor _____
 City _____ State _____ ZIP _____
 CSEA ID No. _____
 Work Phone () _____ Home Phone () _____
 Job Title _____
 Employer _____
 Region _____ Local _____ Unit _____ Pay Periods _____
 Email address _____

Enclosed is my personal check or money order made payable to PEOPLE in the amount of:

\$500 \$250 \$100 MVP \$_____ Other or

Credit Card Contribution (I hereby authorize AFSCME PEOPLE to bill my credit card account listed in the amount of \$ _____ monthly or a one-time yearly contribution of \$ _____. This authorization will remain in effect until written notice of termination is given to AFSCME PEOPLE.

Name on Card _____

Expiration Date _____

VISA MASTERCARD DISCOVER CARD

Card Number _____

3 or 4 digit security code (back of card) _____

SIGNATURE

DATE

Circle size: X-small / S / M / L / XL / 2XL / 3XL / 4XL

Jacket Received

Recruiter: _____

NOTE: In accordance with federal law, AFSCME PEOPLE will accept contributions only from members of AFSCME and their families. Contributions or gifts to AFSCME PEOPLE are not deductible as charitable contributions for federal income tax purposes.

Join PEOPLE today!



Mary E. Sullivan,
CSEA President

Dear Brothers and Sisters:

Many hands make light work. Most of us have heard the statement and know its meaning: It's easier on all of us when each of us does our share. This too, is the principle behind PEOPLE — **P**ublic **E**mloyees **O**rganized to **P**romote **L**egislative **E**quality. Alone we are powerless; together we are powerful.

No matter what you give through payroll deduction or direct contributions, it will be an important investment in your future. Your contribution can make a difference. It's also desperately needed to save us from politicians who are anti-union and anti-working people.

Join PEOPLE today!

MARY E. SULLIVAN
President, CSEA

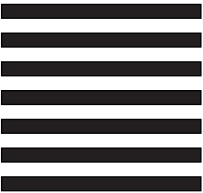
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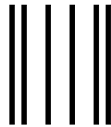
CSEA AFSCME PEOPLE
CAPITOL STATION
PO BOX 7125
ALBANY NY 12224-9901

POSTAGE WILL BE PAID BY ADDRESSEE

BUSINESS REPLY MAIL
FIRST-CLASS MAIL PERMIT NO. 636 ALBANY NY



NO POSTAGE
NECESSARY
IF MAILED
IN THE
UNITED STATES



Fold

What PEOPLE Money Does.

PEOPLE money gives us the ability to lobby at every level of government on important issues of interest to every member of the CSEA Family!

- Laws protecting Medicare, Medicaid and Social Security.
- Laws that provide leave time to care for a sick parent, child or spouse.
- Important funding for our state, local governments and school districts.
- Automatic cost-of-living adjustments (COLA) for our retired employees.
- Protect workers' rights.
- Oppose politicians who target collective bargaining rights.
- Leave time for cancer screening.
- Keeping your workplace healthy and safe.



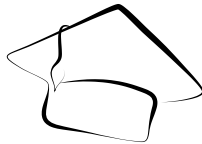
Quick Guide to my **CSEA** Member Benefits

1-800-342-4146

cseany.org/mb

ADVANCEMENT

- **CSEA WORK Institute**
 - Civil Service Test Preparation Services
 - Job Skills Training
 - Child Care Provider Resources and Professional DevelopmentVisit: cseany.org/work
or call: **866-478-5548**



SCHOLARSHIPS

- **CSEA Scholarships**
 - Irving Flaumenbaum Memorial ScholarshipVisit: cseany.org/education
- **AFSCME Scholarships**
 - Gerald W. McEntee Scholarship
 - AFSCME Affiliate Scholarship Program
 - AFSCME Family Scholarship
 - Union Plus Scholarship
 - William Lucy Labor Scholarship FundVisit: cseany.org/education



FINANCE

- **Union Plus Credit Cards**
Visit: www.afscmecard.com
or call: **1-800-522-4000**
- **Union Plus Consumer Credit & Budget Counseling**
Call: **1-877-833-1745**

AUTO, HOME & BUYING DISCOUNTS

- **American Solar Partners**
Visit: americansolarpartners.com/csea
or call: **1-914-699-3366**
- **Tank Farm Propane**
Visit: tankfarmgroup.com/csea
or call: **1-855-976-4141**
- **HEAT USA**
Visit: heatusa.com/csea or call: **1-888-HEAT-USA**
- **NYPIRG**
Visit: nypirg.org/fbg/csea or call: **1-800-695-4645**
- **Grocery Reward Club**
Visit: cseany.org/mb
- **Mortgage Program**
Call: **1-800-848-6466**
- **Buyers Edge**
Visit: cseany.org/mb



• AT&T

Call: **1-800-342-4146, x1359**

• Purchasing Power

Visit: cseany.purchasingpower.com

• BJ's Wholesale Club

Visit: cseany.org/mb
or call: **1-800-342-4146, x1359**

• W.B. Mason

Visit: cseany.org/mb

• New York Safety Program

Visit: cseany.org/mb
or call: **1-800-942-6874**

TRAVEL & ENTERTAINMENT

• Union Plus Travel Center

Visit: unionplus.org/travel

• Goodyear Discount

Visit: unionplus.org/goodyear

• Car Rental Discounts

Visit: unionplus.org/carrental

• Union Plus Motor Club

Visit: unionplus.org/motor-club
or call: **1-800-454-8722**

• Union Plus Entertainment

Visit: unionplus.org/entertainment

• Orlando Employee Discounts

Visit: cseany.org/mb

HEALTH PROGRAMS

• EarQ

Call: **1-877-570-4845**

• Union Plus Health Savings Program

Call: **1-877-570-4845**

• Davis Vision

Call: **1-800-783-3594**

• YMCA

Visit: cseany.org/mb
or call **1-800-342-4146, x1359**





*Your Union.
Your Benefits.*



*The CSEA Employee Benefit Fund is a Trust Fund managed by a Board of Trustees comprised of CSEA members and chaired by CSEA President Mary E. Sullivan. Established in 1979, the CSEA Employee Benefit Fund offers comprehensive and competitive dental plans, flexible vision plans and other benefits all designed to keep CSEA members healthy and save members money. Contact your union, check your contract and visit EBF online at www.cseaebf.com to learn if you are eligible for one of our great benefits. **Join your union, then enroll!***

VALUE

Our benefits are designed to save you money. Generous annual maximums, cleanings and exams outside the annual maximums, no out-of-pocket costs for covered services at a participating provider - all add value to your union membership.

SERVICE

Service to our members is our number one priority. As a labor trust, the EBF is set up to meet member needs rather than maximize profits. Members have a direct line into the EBF. Our staff is ready to help resolve your issues.

QUALITY

Being part of the CSEA family allows us to focus on the needs of union members. Benefits are designed to improve the health of you and your family. Plans grow and change based on the needs of the CSEA membership.

PROVIDERS

The Employee Benefit Fund has over 3,500 participating dentists in our dental network and a nation-wide network of over 10,000 vision providers. Our providers accept our payment in full for all covered services.

Your union membership gives you access to great benefits. Our EBF Dental and Vision plans will save you money and keep you and your family healthy. Just take a look at the numbers...

OVER **\$11.7 MILLION**

PUT BACK IN THE POCKETS OF OUR MEMBERS WITH EBF REIMBURSEMENT BENEFITS OVER THE LAST FIVE YEARS.

OVER **\$11 MILLION**

AMOUNT SAVED OFF RETAIL COSTS FOR LENS OPTIONS IN 2017 BY CSEA MEMBERS WITH AN EBF VISION PLAN.

OVER **\$130 MILLION**

AMOUNT SAVED IN 2017 BY CSEA MEMBERS THAT USED AN EBF PARTICIPATING DENTAL PROVIDER.



Nearly 70%

OF CLAIMS IN 2017 WERE WITH ONE OF OUR 3,500+ IN-NETWORK PROVIDERS.



ANN M., LOCAL 854

As a CSEA member, my generous EBF Dental and Vision benefits have helped me to maintain a healthy lifestyle. I am grateful CSEA negotiated both of these benefits for its members.

TESTIMONIALS

BRIAN C., LOCAL 815

The EBF plans are easy and convenient for my family to use. It's incredible what we have saved over the years.

IAN S., LOCAL 334

Having three kids, I couldn't imagine not having these benefits. The EBF plans offer value above and beyond any coverage I've ever had.

(800) 323-2732 | WWW.CSEAEBF.COM



Get **CONNECTED** to our Union!

The My CSEA smartphone app, available for Apple and Android devices, keeps you connected to our union, providing important information about your representation and benefits, and it's all just a touch away!

- Show your digital membership card to vote in union elections or on your contract, or to take advantage of member-only discounts;
- Lookup union events happening in your Local or Unit;
- Receive notifications from our union;
- Lookup your union officers and how to contact them;
- Find money-saving benefits available to you and your family;
- Signup co-workers to join our union;
- Know your legal rights as a union member;
- Update your contact information on the go;
- Take our weekly trivia quiz.
- And more!

Download the app for your smartphone today and **GET CONNECTED!**

Find it on the Apple & Android App Stores (search for My CSEA), or visit cseany.org/myCSEAapp for direct download links.