



New Employee Orientation

Welcome to Our Union!

Not a member yet? Text CSEA to 237263 to join today!

LOCAL 1000 AFSCME, AFL-CIO

Mary E. Sullivan, President
143 Washington Avenue
Albany, New York 12210



Why CSEA?



Higher pay than non-union counterparts



Retirement security



Have a say in negotiating your contract



Negotiated health benefits



Free representation and legal services



Access to exclusive member-only benefits

**Unions
Matter.**



Visit cseany.org
Become a member!
Already a member, get active!



It's Better to Be Union

	Union	Non-Union
	Wages \$1,263 Union workers' median weekly earnings.	\$1090 Non-union workers' median weekly earnings.
	Medical Benefits 95% of union workers have access to health care, including medical, dental, and vision benefits.	71% of non-union workers have access to health care benefits.
	Retirement Benefits 95% of union workers have access to retirement benefits, including defined benefit pension plans.	70% of non-union workers have access to retirement benefits.
	Paid Sick Leave 92% of union workers have access to paid sick leave.	78% of non-union workers have access to paid sick leave.

Sources: U.S. Bureau of Labor Statistics, *The Economics Daily*; U.S. Bureau of Labor Statistics, *Employee Benefits in the United States, March 2023*, U.S. Bureau of Labor Statistics, *News Release 1/23/24, Union Members – 2023*



Quick Guide to Member Benefits

CSEA Members have access to all of the exclusive member benefits listed below. For more information, call 1-800-342-4146 or visit cseany.org/mb

Advancement

Free civil service test preparation services, job skills training and health and wellness webinars.

Call: [866-478-5548](tel:866-478-5548) or visit cseany.org/csea-work-institute

Scholarships

CSEA awards 18 \$1,000 scholarships annually. Visit: cseany.org/scholarships

College Benefits

Excelsior College

Earn an online Associates, Bachelor's or Masters degree at a discount.

Visit: nyscsea.excelsior.edu. Other discounted college degree programs can be found by visiting unionplus.org/college

Legal Services Program

CSEA Group Legal Services Plan (Met Life Plan)

Pay a low flat monthly fee and be covered for dozens of the most frequently needed legal matters including divorce, child custody and family law, bankruptcy and other money matters, estate planning, real estate, civil lawsuits, traffic and driving matters and much more!

Visit: cseany.org or call [1-800-821-6400](tel:1-800-821-6400)

Fine, Olin & Anderman Injury Related Legal Plan

Covers CSEA members for workers' compensation, personal injury, veteran's and social security disability matters.

Call: [1-800-522-9001](tel:1-800-522-9001) or visit foalaw.com

Legal Services Plan

Wills/Health Care Proxy/Power of Attorney/Estate Planning, Trusts, Real Estate Matters, Divorce, Traffic Violations all covered through CSEA's Legal Services Program.

Call [1-800-821-6400](tel:1-800-821-6400) for more information

Insurance & Finance

Accidental Death Benefit

\$10,000 Accidental Death Benefit available free to all members in good standing.

Visit: cseany.org/10kad

Broadview/CSEA VISA® Credit Card

CSEA members and their family members have EXCLUSIVE ACCESS to this member-only benefit, offering a fixed rate as low as 8.9% APR*, no annual fee and lots of extra perks!

Visit: broadviewfcu.com/csea/csea-mastercard

Cambridge Credit Counseling

Receive free credit and student loan counseling.

Visit: cambridge-credit.org/csea or call: [888-694-7490](tel:888-694-7490)

Pearl Insurance

CSEA's exclusively endorsed provider of voluntary insurance programs, including disability, whole, term and universal life insurance, critical illness, auto, home and renters. Visit: cseany.org/insurance or call [1-877-847-2732](tel:1-877-847-2732)

Auto, Home & Buying Discounts

AT&T

Save 19% off the service portion of your AT&T wireless bill.

Call: [1-800-342-4146](tel:1-800-342-4146), x1359

BJ's Wholesale Club

Renewing BJ's members get cash back. New enrollees receive a first year discounted membership.

Visit: cseany.org/mb or call: [1-800-342-4146](tel:1-800-342-4146), x1359

Broadview Home Mortgage/Home Equity

\$500 cash back upon mortgage closing. Low mortgage, home equity and refinance rates.

Visit: broadviewfcu.com/csea/csea-mortgage/ or call: [844-622-CSEA \(2732\)](tel:844-622-CSEA)

Auto, Home & Buying Discounts, cont.

Broadview Auto Loans/Auto Refinance

Low rate auto loans/refinance.

Visit: broadviewfcu.com/csea/csea-vehicle-loans/ or call: [844-622-CSEA \(2732\)](tel:844-622-CSEA)

Buyers Edge

Buying service that offers all CSEA members "Lowest Price Guaranteed" on many purchases such as appliances, TV's, cars (new & used), furniture, kitchens and more. Visit: buyersedgeinc.com

Dell Technologies

Save an additional 5% on Dell.com orders with an exclusive coupon.

Visit: dell.com/mpp/CSEAInc

HEAT USA

Savings of \$300-\$500 a year on home heating oil. Work with local heating distributors.

Visit: heatusa.com/csea or call: [1-888-HEAT-USA](tel:1-888-HEAT-USA)

New York Safety Program

Reduce up to four points on your driving record and save 10% on auto insurance.

Visit: nyspcsea.com or call: [1-800-942-6874](tel:1-800-942-6874)

NYPIRG

Save an average of \$400 a year on home heating oil. Available in locations not covered by Heat USA. Visit: nypirg.org/fbg/csea or call: [1-800-695-4645](tel:1-800-695-4645)

Purchasing Power

Shop thousands of brand-name products and spread the payments over a 12-month period with no interest or credit check.

Visit: cseany.purchasingpower.com

Raymour & Flanigan

Raymour & Flanigan is offering an exclusive discount to all CSEA members of 18%* on furniture and mattresses. Up to 6 months interest free financing and free next day delivery on mattresses over \$500.

*some exclusions apply after the 18%

Contact Mark Lesser: [631-332-6811](tel:631-332-6811)

Staples

CSEA Members and their families have access to exclusive discounts and free shipping. No order minimums apply.

Visit: tinyurl.com/CSEA-Staples2024

Tank Farm Propane

Save an average \$300-\$500 a year on propane. Work with local propane suppliers.

Visit: tankfarmgroup.com/csea or call: [1-855-976-4141](tel:1-855-976-4141)

Travel & Entertainment

Car Rental Discounts

Enjoy up to 25% savings on car rentals.

Visit: memberdeals.com/cseany/?login=1

MemberDeals

Discounted hotels, rental cars, and thousands of entertainment tickets.

Visit: memberdeals.com/cseany/?login=1 or call [1-877-579-1201](tel:1-877-579-1201)

Health Programs

Amplifon Hearing Health Care

Save up to 60% on hearing aids – free initial hearing exam, 4 year warranty and 60 day money back guarantee included.

Visit: amplifonusa.com/cmp/csea or call [866-915-2063](tel:866-915-2063)

Davis Vision

Allows members and their dependents to receive eye examinations, eyewear and laser vision correction at reduced prices. Call: [1-800-783-3594](tel:1-800-783-3594)

YMCA

Save on the joiners fee at participating YMCA locations. For a list of participating locations. Visit: cseany.org/mb or call [1-800-342-4146](tel:1-800-342-4146), x1359



**PEARL[®]
INSURANCE**

Help safeguard yourself, your loved ones and your assets from unforeseen surprises. With products ranging from group life insurance to home care recovery insurance, you can rest knowing CSEA has you covered— no matter what tomorrow may bring.

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I'm a strong advocate for the Pearl Insurance program. As a younger member, I realized that life insurance and other critical coverage options aren't often discussed. But through my years as a union member, I've come to understand the importance of being prepared. Pearl Insurance helps you prepare for the unexpected, offering a range of plans, including life insurance, term insurance, and critical illness insurance. Their yearly health insurance screening and wellness reimbursement programs are invaluable motivators to prioritize your health. I appreciate how Pearl Insurance works alongside you to ensure your well-being, providing exceptional resources and products. They help you take control of your future, and I highly recommend their services.

-Guadalupe Johnson, Town of Oyster Bay

Pearl Insurance has given me immense peace of mind. With life insurance and disability coverage, I know my family's future is secure. I highly recommend Pearl Insurance – it's one of the best decisions I've ever made.

-Jackie Evans Jr., Bronx Psychiatric Center



My experience with Pearl Insurance has been truly amazing! After falling on the job and being out for over six months, I received immediate disability payments. This financial support was a huge relief, helping me cover essential expenses like rent. I'm so grateful for Pearl's timely assistance. If you're considering their services, I highly recommend signing up – their support can be a lifesaver during unexpected setbacks.

-Jacqueline Crawford, Metro OPWDD

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Visit cseainsurance.com to find your local insurance representative or call 877.VIP.CSEA for more information on the plans available to you as a CSEA Member.



"Amplifon Hearing Health Care is an amazing benefit that extends to family members you may not think are covered. My

78-year-old father-in-law was fitted, tested, and trained on a device with Miracle Ear, a top-of-the line, preferred Amplifon provider! The 66% discount was incredible. I felt like we got back years worth of dues with what our family saved on this one member benefit alone."

— **Liz Moran**, Capital Region CSEA Member, The Dormitory Authority of the State of New York (DASNY)

Testimonial for Amplifon Hearing Health Care



"My son needed to purchase a new vehicle and banks were giving him ridiculous interest rates.

We contacted Broadview and they give him a significantly lower loan rate on a brand-new car. Our union is about more than saving a job. My experience using the endorsed vendors that have been vetted by CSEA is that I drive home the value we receive by choosing to be union members."

— **Hattie Adams**, Westchester County Local 860 President

Testimonial for Broadview Federal Credit Union



"I saved thousands of dollars with the MetLife Legal Plan, available with our CSEA membership.

I feel good knowing that when it's my time my estate is in order, wishes will be followed, and my loved ones won't have to go through the probate process, which can be very costly."

— **Linda Bryant**, Local President, Westchester Retirees Local 921

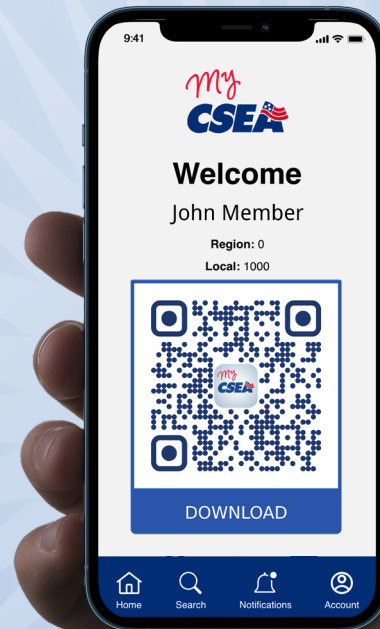
Testimonial for MetLife Legal Plan

The newly updated MyCSEA smartphone app is available for Apple and Android devices.

It keeps you connected to our union.

With the app:

- Show your digital membership card to vote in union elections or on your contract, or to take advantage of member-only discounts;
- Look up union events happening in your Local or Unit;
- Receive notifications from our union;
- Look up your union officers and how to contact them;
- Find money-saving benefits available to you and your family;
- Sign up 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!





Public
Employees
Organized to
Promote
Legislative
Equality

PEOPLE is a voluntary program where members can contribute funds to help protect and improve our jobs, benefits and pension in Washington, Albany and in your community.

Some recent victories with PEOPLE Funds include:

Big Victories to Improve Tier 6

Final average salary is now the top 3 earning years, instead of 5, which will increase the value of your pension.

Any overtime earnings will continue to be excluded from your pension contribution rate for 2 more years.

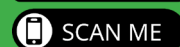
Fixing Lag Pay

Eliminating the 5-day salary withholding program for state employees beginning July 1, 2024 and stopping the lag payroll for newly hired state employees beginning on July 1, 2025.

Counting Provisional Time

Time spent as a provisional employee will now be counted towards the probationary term after a permanent appointment.

**Help CSEA continue to take steps forward
by becoming a PEOPLE contributor.
Visit cseany.org/people**





\$10,000 Accidental Death Benefit

This benefit is available to you as a member in good standing.
There are no premiums owed!

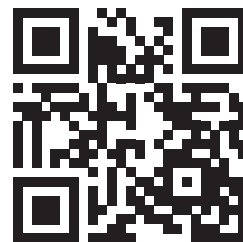
Since the program began in 2014, this benefit has helped more than 80 families recover from a sudden, tragic loss.

Be sure to complete the beneficiary form so this benefit goes to who YOU designate.

Fill out the **beneficiary form on the back** and return completed forms to:
CSEA Insurance Department
143 Washington Avenue
Albany, NY 12210

OR

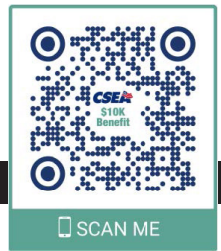
Scan QR code to fill out and submit the form digitally



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



Accidental Death (AD) Beneficiary Form
 Customer Number TS05050044-G
 Group Policyholder Name: Civil Service Employees Association, Inc.



SECTION I – Insured Information

First Name _____ M.	Last Name _____	
Address – Street _____	Non-Work Email _____	Date of Birth _____
City _____	State _____ Zip _____	Non-Work Phone Number _____
Job Title _____	Employer _____	SSN _____
Annual Salary/Hourly Rate _____	NYS ID # or Employee ID# _____	CSEA Local/Unit # _____
Work Address _____		Full Time _____ Part Time _____

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%**. Dollar amounts, fractions & decimals will not be accepted.

CONTINGENT BENEFICIARY - Your second choice to receive your life insurance proceeds if ALL 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 each equal 100%**. Dollar amounts, fractions & decimals will not be accepted.

If you need more space for additional beneficiaries, use the back of this form. For living trust or estate, visit 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, CSEA ID number, and signature by United States Postal Service First Class Mail, to: CSEA Statewide Secretary, Civil Service Employees Association, Inc., 143 Washington Ave., Albany, NY 12210.

I hereby revoke any previous beneficiary 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 preference by calling CSEA at 1-800-342-4146 or visiting the CSEA website at cseany.org.





CSEA MEMBERSHIP APPLICATION

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

Return application by mail using the attached envelope, fax to 518-465-2382, fill out online at cseany.org/join or scan and email to: SCANAPP@CSEAINC.ORG

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.

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CSEA USE ONLY

1/2022

- Mr.
- Mrs.
- Ms.
- Miss

Please Print Clearly and Complete All Fields

_____ _____ _____ _____
First Name MI Last Name Date of Birth (MM/DD/YYYY)

Mailing Address _____
Street City State Zip

Cell Phone _____ Home Phone _____

Personal Email _____ Social Security # _____

Employer _____ CSEA Local/Unit # _____

Work Address _____
Street City State Zip

Job Title _____ Job Type: Full-time Part-time Seasonal
Pay Type: Salaried Hourly

NYS ID# or Employer ID# _____ Annual Salary/Hourly Rate _____ Check if You are a Veteran

Signature: _____ Date: _____

I hereby 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 cseany.org. If you wish to opt out of receiving such calls or texts now, you may check this box:





When you join CSEA,
everyone benefits.

CSEA Membership Has its Benefits!

As a CSEA member you get:





- Job protections and benefits with a legally binding union contract.
- Civil Service test preparation services.
- Scholarship programs for you and your family.
- Savings on life, homeowner and auto insurance.
- Lower cost legal services including wills and real estate transactions.
- Discounts on travel, movies, restaurants and more.

For more information, visit cseany.org



Family • Co-workers • Community

When you join CSEA, you gain the power of the Union Advantage, opening up PROTECTIONS and BENEFITS for you and your family that non-members just can't get. You also make us STRONGER and allow us to negotiate and advocate for:

-  Pay and economic security
-  Health benefits to cover you and your family
-  Retirement security
-  Improved working conditions

By signing up, you also gain access to exclusive member-only benefits that can save you and your family money. As a CSEA member you can take advantage of the programs endorsed directly by CSEA as well as the non-contractual benefits offered through our International Union AFSCME and the AFL-CIO Union Plus programs.