

CSEA
NEW YORK

New Employee Orientation

Welcome to Our Union!

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

The Civil Service Employees Association (CSEA) proudly represents employees that work for the state, local governments, school districts, public authorities, the private sector, and home-based childcare providers.

LOCAL 1000 AFSCME, AFL-CIO

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



Dear New Employee,

Welcome and congratulations on the start of your career. On behalf of the Civil Service Employees Association (CSEA), I'm proud to welcome you to a union that has been standing strong for New York's workers for more than a century.

CSEA is built on a simple belief: when workers stand together, we all do better. As you begin your career, it's important to know that union membership gives you real power and real protections. According to national labor statistics, union workers consistently earn higher wages, have greater access to affordable health care, and enjoy stronger retirement security than their non-union counterparts. These advantages aren't an accident, they're the result of collective bargaining and the unity of working people committed to fairness and respect.

As a CSEA member, you gain access to negotiated health benefits, job protections, paid leave, and a secure retirement. Our union provides resources that help you grow both personally and professionally with civil service test preparation, job skills training, wellness programs, scholarships, and a wide range of member-only benefits that can save you and your family money.

Just as important, we advocate at every level of government to protect your job, strengthen your benefits, and improve your working conditions. Recent victories for public workers, including improvements to Tier 6 and the elimination of lag pay for many state employees. These were achieved because CSEA members stood together and made our voices heard.

Together, we can ensure that your workplace is safe, fair, and respectful and that you have the tools you need to succeed.

In solidarity,

A handwritten signature in cursive script that reads "Mary E. Sullivan". The ink is dark and the signature is fluid and legible.

Mary E. Sullivan
CSEA President

Why CSEA?



Higher pay than non-union counterparts



Retirement security



Have a say in negotiating your contract



Negotiated health benefits



Free legal representation



Access to exclusive member-only benefits

**Unions
Matter.**



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

CSEA
NEW YORK



It's Better to Be Union

Union

Non-Union



Wages (Weekly earnings among full-time wage and salary workers)

\$1,337

Union workers' median weekly earnings.

\$1,138

Non-union workers' median weekly earnings.



Medical Benefits

95%

of union workers have access to health care, including medical, dental, and vision benefits.

31%

of non-union workers have no access to health care benefits.



Retirement Benefits

94%

of union workers have access to retirement benefits, including defined benefit pension plans.

33%

of non-union workers have no access to retirement benefits.



Paid Sick Leave

92%

of union workers have access to paid sick leave.

23%

of non-union workers have no access to paid sick leave.

Source: US Bureau of Labor Statistics, March 2025

Protecting yourself and your family is easy with insurance options available exclusively to CSEA members through Pearl Insurance. Here are a few of the most commonly chosen, trusted and affordable products:

- Disability Income Insurance
- Permanent Life Insurance
- Critical Illness Insurance
- Term Life Insurance
- Auto and Home Insurance
- Comprehensive Accident Plan



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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, helping 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 highly recommend signing up – their support can be a lifesaver during unexpected setbacks.

-Jacqueline Crawford, Metro OPWDD

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**, The Dormitory Authority of the State of New York (DASNY) Local 698 President

Testimonial for Amplifon Hearing Health Care



“When my son needed a loan, the banks offered him outrageously high interest

rates. After contacting Broadview, he received a much lower and more affordable rate. This experience reminded me that our union is about more than protecting jobs, it’s about the real value we gain by being union members and using the CSEA vetted endorsed vendors.”

– **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**, 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, on your contract, or to take advantage of member-only discounts;
- Look up 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!





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

Public
Employees
Organized to
Promote
Legislative
Equality

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**





No-Cost Insurance Benefits for New Members

We hope you will never need it, but if the unexpected happens, CSEA provides protection that can make a critical difference for your loved ones.

Accidental Death Benefit

CSEA members in good standing are automatically covered by a no-cost \$10,000 accidental death benefit through MetLife.

Life Insurance for New Members

New members are automatically covered by a \$5,000 life insurance benefit for the first year of membership, with options to continue coverage

Both benefits have no premiums and no cost.

Please complete the beneficiary form found on the next page's application

OR

Scan QR code to fill out and submit the form digitally



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

CSEA MEMBERSHIP APPLICATION

Apply
online



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

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.

Member Name (Please print) _____

Date _____
(Must be date form was completed)

Member Signature _____

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:



Peace of Mind, Just for Being a CSEA Member

When you become a CSEA member, you are automatically covered by two no-cost insurance plans through MetLife. These include a \$10,000 accidental death benefit for as long as you are a member in good standing and a \$5,000 life insurance benefit during your first year of membership, with available options to continue coverage. We hope you'll never need it, but if the unexpected happens, this protection can make a critical difference for your loved ones. Please complete the beneficiary section below, or scan the QR code to add multiple beneficiaries to ensure your coverage goes where it's needed most.

PRIMARY BENEFICIARY

Your first choice to receive your no-cost benefit in the event of your 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 _____
Address - Street _____	City _____	State _____ Zip _____
Date of Birth _____	Phone Number _____	Relationship to Member _____ SSN _____



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.

CSEA
NEW YORK

**LOCAL 1000, AFSCME
AFL-CIO**

**MARY E. SULLIVAN
PRESIDENT**

