



Unit 9200 – Employees of Westchester County
Civil Service Employees Association
112 East Post Road
White Plains, New York 10601

Minutes of Open Monthly Member Meeting

MARCH 2, 2010

Karen Pecora – President

Judith Brome – 1st Vice President / Union Representative

Michael Wolf – Treasurer

Kwabena Manu – 2nd Vice President / Union Representative

Kimberly Gotzen – Secretary

James Kelly – 3rd Vice President

Junio I. Alvarado – Union Representative

[Vacant] – 4th Vice President

- **Officers in Attendance:** All officers were in attendance except 3rd VP Kelly and Treasurer Wolf
- Meeting was held at the CSEA Local 860 Office, 595 West Hartsdale Avenue, White Plains
- Meeting was called to order at 6:00 P.M. by President Pecora
- Pledge of Allegiance
- Moment of silence for departed Members and family members and troops serving throughout the world

Agenda Topics for Discussion

➤ Sick Bank Balance:

The approximate balance of days currently in the Sick Bank is **5200**. The Sick Bank balance will be available on our website www.CSEA9200.com every month. The enrollment period for new members closed on **February 28, 2010**.

➤ Site Visits:

President Pecora and the Officers/Union Representatives have been making site visits, meeting with members and distributing the new contracts, and we are happy to see many new faces at tonight's meeting.

➤ Public Relations Committee:

Public employees continue to be attacked in the press for supposedly making exorbitant salaries and being the reason for high taxes. Our goal this is to work to change the perceptions of public employees by Westchester County taxpayers. We are creating a Public Relations Committee to brainstorm ways to show taxpayers that we are their neighbors as well as fellow taxpayers, we don't live in expensive homes, we don't get a lot of overtime, and our average pension is only \$25,000.00 - we are average middle class families that work hard to put our kids through college. We would like to plan to participate in local events like parades and fundraisers, and volunteer programs in our communities. This committee will also work on a series of weekly local newspaper ads highlighting Unit 9200 members that provide services to the public. We encourage members to give us suggestions from members for community events that we might participate in.

➤ County Executive Astorino's Meeting with Westchester County Employees:

County Executive Astorino canceled his appearance at our meeting for the second time, and has expressed his intention to hold his own meeting at the County Center in March for ALL County employees, including CSEA and other unions and non-represented employees. He needs to see that CSEA members will show up and represent our union. We need to dispel the notion that we are weak - we are the largest negotiation Unit in the state, and we need to show up in significant numbers to show the County Executive that we are serious about our jobs. Please wear your CSEA apparel to identify yourself as members.

➤ **St. Patrick's Day Parades:**

St. Patrick's Day Parades will be held on **Saturday, March 13, 2010**, in White Plains at **12:00 P.M.** and Peekskill at **3:00 P.M.** We are encouraging members to wear their CSEA apparel, and join us to march with your fellow Unit 9200 members. We took out a parade journal ad for CSEA Unit 9200 including information about some of the services we provide to the public, as a first step in our public relations campaign.

➤ **Certified Shop Stewards:**

A Shop Steward Workshop was held in **February 2010**, and the following members attended and have been certified as Shop Stewards:

Alli Devine	DEF	Margaret Miner	Public Safety	Jose Sierra	Finance
Dominick DiPierro	Public Safety	Lois Morgan	DSS	Linda Snyder	Probation
John Fabro	Playland	Siv Nair	County Clerk	Peter Snyder	DPW
Elio Giuliani	Finance	Richard Reilly	DEF	Karen Styles	Probation
Keturah Hadley	Probation	Teri Rella	DPW	Mark Tabor	Parks
Rolando Lucas	Finance	Michael Robinson	DEF	Paul Thompson	IT
Kathryn McCoach	DSS	Israel Rosa	DSS		
Lakeisha Miller	DSS	Anthony Savastano	DEF		

➤ **Resignation of 1st Vice President Snyder:**

1st Vice President Snyder had to resign his position because he was unable to fulfill his duties including becoming a full-time release Union Representative. 2nd VP Judy Brome will assume the office of 1st VP, and to my knowledge at this moment she will become a full-time release person. 3rd VP Manu will assume the office of 2nd VP. The Executive Board has elected (3 votes to 2) to appoint Jim Kelly as 3rd VP. The position of 4th VP will remain vacant for the time being, and any of our members that are interested in the position should send a short bio about your participation in CSEA to President Pecora. The Executive Board will interview the candidates, and we will make an appointment.

➤ **Handout: Defensive Driving**

A six-hour Defensive Driving classroom course at the Local 860 Office, held on one Saturday or two weeknights. The fee is **\$19.00**. Upcoming classes will be held on **Saturday, April 17, 2010** from **9:00 AM to 3:00 PM** (includes light breakfast at 8:30 A.M. and light lunch) or **Wednesday, April 21, 2010** and **Thursday, April 22, 2010** from **6:00 P.M. to 9:00 P.M.** (includes light dinner at 5:30 P.M.). Call **(800) 942-6874** to register.

Open Forum

Questions from Members answered by President Pecora:

- **Why is Jim Kelly eligible to be 3rd Vice President when he has resigned as 1st Vice President? With the 3800 members that we have in the Unit. I don't agree with someone being brought back to the board who has resigned.**

Jim Kelly resigned due to personal reasons, which would not allow him to perform the duties of 1st VP, but some of these circumstances have been resolved, and President Pecora feels that the experience he has with past negotiations will be very valuable to the Board, especially with having a very inexperienced 1st VP. Dues paying members are entitled to their opinions, and we respect your opinion on this issue.

- **Is there any provision in the Unit By-Laws or Constitution that prohibits someone being re-appointed after resigning from another office?**

There is nothing in the Constitution or By-Laws that prohibits this. President Pecora has been in contact with the Region President, and made him aware of the resignations we have had, and of this recommendation.

- **You had said that the Region President was consulted on the issue of re-appointing someone to another office on the Board. Is there not a chain-of-command which needs to be followed to consult the Local first, then the Region and then the State CSEA office?**

No, only for certain things. Depending on this issue, we can deal directly with the Region or the Statewide office.

- During the snowstorm on Friday, February 26, 2010, many members attempted to come to work, but the notifications from their departments were not made until after the beginning of the workday, and some employees who did not report were charged time, and some were not.

County Executive Astorino informed us that he and his Deputy County Executive made it into work, and he felt that there was not enough snow to warrant closing County offices, but that he left the decision up to the Department Commissioners. We feel that it is an unfair practice that some members were told that their Department was closed and were not charged time, but others whose Departments were open, but who elected not to drive in the snow, are now being charged time. Many municipalities had declared states-of-emergency and advised people not to travel, County bus service and Metro-North train service was suspended in many areas, and some parkways were closed. We are working on this issue with the County, and in the event that we are able to come to some agreement, members could be reimbursed for the time that they were charged.

- Employees from DCMH have been told that the Department is planning to privatize all of the County clinics, which would mean the loss of many jobs.

Chairman of the Board of Legislators Ken Jenkins has told President Pecora that he feels the intention of this was to bring currently private clinics into the DCMH, and not the loss of any jobs in the department. We have asked Ken Jenkins to call a meeting of the Commissioner and Directors of DCMH to meet with the employees in the Department and clarify this issue. We will inform the members when a meeting date is set.

- Member spoke with Ken Jenkins, who said that although there will be no layoffs or privatization in 2010, there may be the possibility of this happening next year.

At this point, the first thing we are going to do is to have Ken Jenkins meet with the Commissioner and management of DCMH. We need to educate the new County Executive as to what is really going on in the County Departments.

- What is the status of the Modified Work Week petition?

This is certainly not a dead issue, and we intend to move forward on this with the new County Executive when the time is right, but it is not a priority right now.

- Has the County Executive shared with CSEA any of the requests he has made to the Departments for 10% reductions in spending and how this will affect our members, and/or can we make a FOIL request for this information from the County?

The County Executive has requested every Commissioner to cut their budget by 10%, but not necessarily in personnel. Since January 1, 2010, 30 new employees have been hired, and it is our position that if layoffs were even considered, then the County first needs to stop hiring new employees, and according to Civil Services rules, new probationary hires as well as temporary and provisional employees would be the first to be considered. At this point, layoff rumors are just rumors. We have submitted proposals for cost savings to the Board of Legislators and the County Executive, and we could request department records if necessary.

- The County Executive is offering assistance to other municipalities such as with the recent snowstorm, while lamenting a 60 million dollar deficit.

Yes, this does not seem to be the smartest course of action if the deficit information were true. We didn't go from having a surplus to having a 60 million dollar deficit overnight, and we wouldn't still have a AAA bond rating if we had such a deficit.

- Members may want to pay attention to recent articles about DSS and other departments in the Westchester Guardian, since there is a lot of truth in them which is coming from County Employees.

The predominant voice of the County is to "do more with less", and we have been doing this for years now. We are being targeted, and we need stand together and united, and show the County that we are not going to be complacent any more.

Officer's Reports

No Officer's Reports.

