



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

JULY 13, 2010

Karen Pecora – President

Judith Brome – 1st Vice President / Union Representative
Kwabena Manu – 2nd Vice President / Union Representative
James Kelly – 3rd Vice President
Junio I. Alvarado – 4th Vice President / Union Representative

Michael Wolf – Treasurer
Kimberly Gotzen – Secretary

- **Officers in Attendance:** All officers were in attendance
- Meeting was held at the Local 860 Office, 595 West Hartsdale Avenue, White Plains
- Meeting was called to order at 6:00 PM by President Pecora
- Pledge of Allegiance
- Moment of silence for departed Members and family members and troops serving throughout the world
- Statement from Local 860 President Jack McPhillips:

Local 860 President and former Unit 9200 President Jack McPhillips is retiring this month, and made a statement to the Unit 9200 members, thanking them for the good relationships and experiences he has had in his tenure, and for their support in the challenges we have faced as a membership, and encouraging them to continue to support the current Executive Board in the challenges we are facing now and in the future with their continued activism.

Agenda Items

➤ Retirees/Celebrations:

CSEA Officers will make every effort to attend Retirement Celebrations for our Members who will be taking advantage of the retirement incentives this year, and to present them with CSEA certificates and gifts to celebrate their years of service. Please call the Unit Office to let us know about any celebrations being planned.

➤ Lay-Off Rumors/Vacant Positions:

There are many rumors of layoffs, and in County Executive Astorino's latest letter, he has stated that although there will be savings realized by the hundreds of employees taking advantage of the retirement incentives, he is still looking for the unions to make concessions to avoid layoffs, such as foregoing our raises next year and contributing to our health insurance. Even if we were to make these concessions however, there is still no guarantee that there would not be layoffs. President Pecora stated that our position is not that we won't open up our contract, but that WE CAN'T OPEN UP OUR CONTRACT.

In two departments, 4 members have been laid off due to grants not being renewed, and we are hopeful that positions can be found later in the year for these members. We will do everything we can to avoid any of our members being laid off. There are approximately 400 employees who have taken either the County incentive or the first State incentive to date, and we cannot see how the County could continue to run if more employees were lost. We are asking the members to inform the union how the duties of retiring employees are being handled as they leave; Is more work being assigned to the remaining employees in addition to their regular duties? Are hourly employees being hired to do this work? This information is important for us to know, and will help us to strengthen our case against further layoffs. Please call or e-mail the Unit office with any information you have.

➤ **Call Back Pay/Holiday Pay:**

Our contract language states that if you are called into work on a day other than your normal work day, or outside of your normal work shift hours, you are entitled to a minimum of 4 hours of straight time overtime pay if you work up to 4 hours, or straight time pay for the first 5 hours of overtime worked (which added to your usual 35 hours would total 40 hours worked for the seven-day period) and time-and-a-half pay for any hours worked over 40 hours in a seven-day period. Also, any hours worked on an actual holiday are paid at the time-and-a-half rate.

However, the County's position recently, in violation of our contract, has been that if you are called in on an in-lieu-of day when the County is closed because the actual holiday fell on a weekend (which technically is not your normal workday), during your normal work shift hours, you are not entitled to overtime pay as per the contract, but will instead receive hour-for-hour compensatory time. In the most recent occurrence, the actual holiday was Sunday, July 4th, and the in-lieu-of day was Monday, July 5th.

It is your choice as to whether you will accept the overtime request on an in-lieu-of day, and as of now, if you accept a request to work overtime on one of these days during your normal work shift hours, you will not receive any overtime pay, but will receive hour-for-hour compensatory time. We are trying to resolve the issue, and we will be filing grievances as appropriate.

➤ **Civil Service Law Workshop:**

Unit 9200 will be presenting a free Civil Service Law Workshop with Don Kelly from CSEA in Albany (our resident expert on Civil Service Law, bumping rights, etc.) at the Westchester County Center on **Wednesday, July 21, 2010** from **6:00 P.M. to 7:30 P.M.**, with a Question and Answer period from **7:30 P.M. to 8:00 P.M.** (includes light dinner at 5:30 P.M.) Please call the Unit Office to register.

➤ **Shop Steward Workshop:**

A two-part, six-hour free workshop on Shop Steward Training, to educate members on the skills that are needed to carry out the responsibilities of the Steward, including communicating, organizing and leading employees in the workplace, will be held at the Local 860 Office on **Tuesday, July 27, 2010 and Wednesday, July 28, 2010** from **6:00 P.M. to 9:00 P.M.** (includes light dinner at 5:30 P.M.). Please call the Unit Office to register.

With the retirement of many Shop Stewards, we encourage activists who have not taken this training before to take it and become Shop Stewards for your departments, and we also encourage current Stewards who have not taken the training in the past 3 years, or would like a refresher, to take it as well.

➤ **WCC Waivers:**

CSEA Members as a benefit of our contract are entitled to take credit courses at Westchester Community College with the tuition waived except for FSA fees, lab fees, books, etc. We would appreciate Shop Stewards to volunteer to be responsible to distribute WCC Tuition Waivers to the members at their locations. Waivers must be obtained from the Unit Office, and must be properly signed, stamped and numbered to be valid. We would also request that Stewards inform the Unit Office when a waiver is requested to verify that the individual is a current member, and we will be distributing CSEA Membership cards to Stewards to give to Agency-Fee Shop Payers or new employees so that they can apply for membership.

➤ **"Don't Zone Out" Campaign:**

CSEA is launching a campaign called "Don't Zone Out", as a result of NYS Department of Transportation workers who were killed by motorists in work zones. We are trying to make people aware of the dangers of speeding in work zones, and we are participating in this campaign. You can go to www.csealocal1000.org and fill out a pledge card to be more aware while driving in work zone and get a participation decal for your vehicle.

➤ **Travel Vouchers:**

President Pecora instructed the members again how to properly fill out Expense Vouchers to be reimbursed for travel expenses for attending union meetings and workshops. Mileage or public transportation with receipts is reimbursed from your work location to the union meeting location, and from the location to your home. PLEASE PRINT LEGIBLY and fill out your name, address and title (steward, committee member, activist, etc.) in order for your reimbursement check to be mailed to your home.

➤ Social Services Survey

The CSEA Statewide Social Services Committee is distributing a survey to members in Social Services Departments across the state, specifically to find out about attempts at privatization of certain aspects of social service work. The deadline is **August 15, 2010**. The survey will be available at the Unit Office or on www.CSEA9200.com if you are interested in participating, however, it is not mandatory that you do so.

Open Forum

Questions from Members answered by President Pecora:

➤ What is the union planning to do to fight against the County Executive laying off our members?

We are continuing our efforts at Public Relations, to let the public know how their lives will be affected when our members are no longer providing the services that they rely on on a daily basis. The County Executive's bottom line is the bottom line; he cares nothing about the workers, our jobs, or the services we provide. He doesn't care about how the work gets done – all he cares about is that his legacy will be that he did not raise taxes. President Pecora will continue to work with Board Chairman Ken Jenkins to find savings other than laying off our members. What we need to do is stay strong and stay involved, and support the Board of Legislators members that are willing to stand with us and fight for our jobs.

➤ Will CSEA have a formal response to County Executive Astorino's latest letter to the employees?

We have to be very careful about our response, and it has to be strategically prepared, however there will be a response.

➤ Civil Service Law – Non-Competitive titles fall under a gray area.

With regard to Non-Competitive class employees, our contract only states that layoffs go by seniority, as they are not covered by the Civil Service Law as it applies to Competitive class employees. This issue will also be discussed and can be clarified at the Civil Service Law Workshop on July 21, 2010.

➤ WCC Tuition Waivers – Are there any restrictions on the types of classes you can take? Are there any discounts for the children of CSEA members or CSEA Retirees?

There are no restrictions on how many credit courses active CSEA Members can take in any semester, and there are no restrictions on the subject matter, as long as it is a credit course (continuing education courses are not eligible for the tuition waiver). Unfortunately, CSEA Retirees and children of CSEA Members do not qualify for this benefit.

➤ Can we be reimbursed for taking public transportation to meetings/workshops?

Yes, you can submit receipts for public transportation for reimbursement in lieu of mileage.

➤ Is there a timeframe in the event of layoffs?

Our positions are budgeted through the end of 2010, however we cannot say with any assurance. It would be our assumption that any layoffs would be considered for the calendar year 2011, and there are no particular guidelines as to how much notice the County will give to employees who are laid off. We feel that the Board of Legislators is on our side, and that they will do everything they can to help us and to avoid layoffs. We will know more when the budget is released, which is due in November, or earlier if the County Executive releases it in October as he has said he will.

➤ Members in DSS and other departments have been told that their name is on a particular layoff list. Can we be proactive and try to obtain this information, either from the members of even management?

Yes, we can be and we should be proactive. One way to start is by resurrecting or creating labor-management committees in each department to assist in addressing these issues, and to find out which jobs are being targeted.

➤ Some DSS members are complaining that they took sick leave and submitted doctor's notes, which are being denied by managers?

Members should contact their Union Representative in the Unit Office with any specific questions about time and leave, to assist them in clarifying what is or is not required.

- President Pecora encouraged members to attend the Board of Legislators meetings wearing your CSEA apparel, to show your support for your union. Members can also make a public statement at these meetings if they choose, however we would appreciate assisting you with your speech to maximize the benefit to the members and the union. Public Meetings are held every other Monday evening at 7:00 P.M. at the Board of Legislators chambers on the 8th floor of the main County Building at 148 Martine Avenue in White Plains.
- President Pecora recognized and congratulated the members attending the meeting that will be retiring this month, thanked them for their years of service, and reminded them that they are always welcome to attend the Open Monthly Membership Meetings as retirees by RSVP to the Unit Office.

Officer's Reports

No Officer's Reports.

Next Meeting Date

- Next Open Monthly Member Meeting: Date: [TUESDAY, AUGUST 3, 2010](#)
Location: ****To Be Determined****
Time: 5:30 PM Light Dinner / 6:00 PM Meeting

Adjournment

- Raffle for a CSEA Unit 9200 Jacket was won by: **Pete Snyder** from **Public Works**.
- Raffle for a CSEA Unit 9200 Jacket was won by: **Roseann Pericleous** from **Health**.
- Meeting was adjourned at 7:00 PM.

Respectfully Submitted,

Kimberly Gotzen

Kimberly Gotzen
Secretary / Chair, Communications Committee / Shop Steward & Grievance Representative, Unit 9200

Handouts / Attachments

- AGENDA – OPEN MONTHLY MEMBER MEETING
- Unit 9200 – Civil Service Law Workshop [July 21, 2010]
- Unit 9200 – Spring 2010 Newsletter
- Local 860 – Shop Steward Workshop [July 27 & 28, 2010]
- Cabo Wine and Tapas Restaurant, 20% Discount on Total Dinner Check for CSEA members with Union I.D.

Unit 9200 Office

- The Unit 9200 Office is located at [112 East Post Road, 4th Floor, Room 428, in White Plains](#). Contact us by Telephone at [\(914\) 995-2151](#), by Fax at [\(914\) 995-5629](#), by E-mail at csea9200@westchestergov.com, or visit our Website at www.CSEA9200.com.