



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

NOVEMBER 9, 2010

Karen Pecora – President

Kwabena Manu – 1<sup>st</sup> Vice President / Union Representative  
 Junio I. Alvarado – 2<sup>nd</sup> Vice President / Union Representative  
 Teresa Rella – 3<sup>rd</sup> Vice President  
 [Vacant] – 4<sup>th</sup> Vice President

Michael Wolf – Treasurer  
 Kimberly Gotzen – Secretary

- Officers in Attendance: All officers were in attendance, as well as Local 860 President John Staino
- Meeting was held at the White Plains High School, 550 North Street, 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

Agenda Items

➤ 2011 Proposed Budget:

President Pecora stated that she is so proud of CSEA and Unit 9200 Members. This is a very tough time for us and we understand that they are upset, but she gives them a lot of credit for the way they are handling this situation.

The 2011 Proposed Budget was released today by County Executive Astorino, and the target number of layoffs is 226 (of which approximately 90% are CSEA positions). Approximately 40 are from Planning/Section 8 and another approximately 40 are from Community Mental Health. Some supervisors have told Members that their jobs are being targeted, and some Members have reviewed the budget online and found out that their lines are not included. **This is the budget that is proposed, and we can say with a reasonable amount of certainty that this is NOT the budget that will be passed.** This is where the fight begins, and President Pecora and Local 860 President Staino have already met with the Board of Legislators to begin to find alternatives to layoffs. Our media campaign will be starting next week in conjunction with the Public Budget Hearings beginning on November 17, 2010. Outside vendors do not have the training and experience that we have, and they cannot do the job that we do. We don't know until the budget is approved how many of the 226 positions will be restored. We have to fight and make the argument to save our jobs. Right now, we're working at the absolute minimum of staff to provide services to the residents of Westchester County, and we cannot afford to lose any more employees. President Pecora has been promised the full list of targeted titles by Department by Friday, November 12, 2010, and we should be able to post it on our website.

➤ Public Hearings for 2011 Westchester County Budget:

The Board of Legislators will hold 3 Public Budget Hearings, specifically for the public to have their say about the proposed budget. We are STRONGLY encouraging every CSEA Member who is able to attend. These meetings will be broadcast over the County website for all residents of Westchester County to see. You will need to arrive by **6:15 PM** to sign up if you would like to speak (each speaker has 3 minutes) – but you can also attend and sit in the audience with your CSEA T-Shirt which will be provided or other CSEA apparel and show support for your Union and your fellow co-worker's jobs. Members should RSVP to the Unit 9200 Office. It is very important that we have a large showing of CSEA Members at all of these public hearings, to educate the residents of Westchester County, and let them know how they will be impacted if the services that we provide are interrupted by not having enough workers to provide them.

Hearing dates: Wednesday, November 17, 2010 – Riverfront Library Yonkers  
Tuesday, November 23, 2010 – Pleasantville High School  
Thursday, December 9, 2010 – Board of Legislators Chambers

➤ **Sick Bank Balance:**

The approximate balance of days currently in the Sick Bank is **5885**. The Sick Bank balance will also be available on our website, [www.CSEA9200.com](http://www.CSEA9200.com), every month.

➤ **Irene Carr Leadership Award:**

The Irene Carr Leadership Award is given out by the CSEA Statewide Women's Committee, and they are looking for CSEA Members who exhibit leadership throughout the year, helping Members and their community. Any CSEA Member is eligible, not only Officers, Stewards and Activists. We would love to have Members nominated from Unit 9200. The nomination form can be downloaded at [www.csealocal1000.org](http://www.csealocal1000.org), and the deadline is **February 1, 2010**.

➤ **Handout: Local 860 Annual Self-Development Conference**

The Local 860 Annual Self-Development Conference will be held on **Saturday, November 13, 2010** from **9:00 AM to 3:00 PM** (includes registration and breakfast at 7:30 AM and lunch) at the Doubletree Hotel in Tarrytown, and will include a **Civil Service Law Workshop**. This conference is free and open to all CSEA Local 860 Members, and there are still spaces available. Please RSVP to the Local 860 Office at **(914) 428-6452** ASAP if you would like to attend.

➤ **Handout: Contract Negotiations: Constructing Proposals Workshop**

A two-part, six-hour free workshop on Contract Negotiations: Constructing Proposals, to educate Members on the basics of constructing contract proposals by learning how to cost out and evaluate economic items; research, design and develop contract surveys and create contract language (please bring your contract and a calculator), will be held at the Local 860 Office on **Monday, November 29, 2010 and Tuesday, November 30, 2010** from **6:00 PM to 9:00 PM** (includes light dinner at 5:30 PM). Call the Region 3 Office at **(845) 831-1000** to register. Taking this workshop would not automatically mean that you would be appointed to the Contract Negotiations Committee, but it would be helpful if you were to be selected.

➤ **Handout: Local Government Grievance Representation Workshop**

A two-part, six-hour free workshop on Local Government Grievance Representation, to educate members on how to work with their contract's grievance procedure and to understand their role and responsibility as a grievance representative in protecting the rights of bargaining unit members in the workplace (please bring your contract), will be held on **Wednesday, December 8, 2010 and Thursday, December 9, 2010** from **6:00 PM to 9:00 PM** (includes light dinner at 5:30 PM). Call the Region 3 Office at **(845) 831-1000** to register. Members must attend both workshops to be considered for certification, however, **December 9, 2010** is the final Public Budget Hearing.

➤ **Handout: Local 860 Holiday Party**

The Local 860 Holiday Party will be held on **Saturday, December 4, 2010** from **6:00 PM to 11:00 PM** at the Doubletree Hotel in Tarrytown. The cost is **\$75.00** per person (Members and non-Members), and the deadline to purchase tickets is **Friday, November 17, 2010**.

➤ **Handout: Unit 9200 Holiday Party**

Although this is a tough time for all of us, the Holiday parties are a way to give something back to the members and celebrate the holidays. The Unit 9200 Holiday Party will be held on **Saturday, December 18, 2010** from **6:00 PM to 11:00 PM** at the Westchester Marriott in Tarrytown. The cost is **\$35.00** for Members and **\$65.00** for non-Members, and the deadline to purchase tickets is **Friday, December 9, 2010**.

➤ **Handout: Region 3 Casino Trip**

Region 3 will be holding a bus trip to Mohegan Sun Casino as a fundraiser for the CSEA Southern Region Community Action/Disaster Relief Committee on **Thursday, December 2, 2010**. The cost is **\$35.00** per person, which includes transportation, a \$15.00 food voucher and \$15.00 in betting vouchers. The bus picks up at Taconic DDSO in Wassaic at 8:00 AM and Dutchess Mall in Fishkill at 9:00 AM, and leaves the casino at 5:30 PM. This trip is open to everyone, not just CSEA Members. Call the Region 3 Office at **(845) 831-1000** to register.

➤ **Handout: Region 3 Holiday Food Drive**

Locals and Units will be collecting non-perishable food items for donation to food pantries in the seven counties of the CSEA Southern Region, at the Unit 9200 Office, the Local 860 Office at 595 West Hartsdale Avenue in White Plains, and the Region 3 Office at 568 Route 52 in Beacon, and other area CSEA Local offices. This food drive is one way we can show the community that we don't just serve the public on the job, but off the job too!

## Open Forum

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### **Questions from Members answered by President Pecora:**

➤ **The County Executive again stated in the press that we make \$102,000.00 with benefits.**

To reinforce this as an untruth, President Pecora recently made statements to News 12 and the Journal News that using herself as an example, with her \$54,000 salary and all benefits included, the total is less than \$74,000.00, and this is less than the median CSEA salary. We are not the problem with the taxes in Westchester County, and the Legislators as well as the media are getting the message that services will not be provided if workers are laid off.

➤ **What about hourly employees providing services that full-time employee should be providing?**

We have exclusivity for all titles and jobs within the County Departments listed in our contract, and full-time CSEA employees should be doing those jobs. Also, we have a petition pending in Albany, to organize all hourly, part-time and seasonal employees, to also make them CSEA Members, as a way to avoid this problem.

➤ **Are any of 226 positions targeted currently vacant?**

No – the total of 705 positions to be eliminated included 465 employees that retired or separated from County service, and 14 positions that were vacant, and the remainder is 226 occupied positions.

➤ **Are we planning a rally?**

We are not planning a rally as of now, but we are asking ALL Unit 9200 Members to attend at least one of the Public Budget Hearings, to have a large CSEA presence (including our friends and family who are also residents) and to give us an opportunity to have our voices heard about our particular situations.

➤ **When will bumping rights come into play?**

After the final budget is passed, any targeted lines that may be included will then be assessed for bumping rights. All Members should confirm with their Human Resources representative EXACTLY what their title is and what their seniority date is, so that they will be prepared in the event that they may need to exercise any rights they might have to bump, displace or retreat to another position if their position is being targeted.

➤ **Can the County continue to hire Outside Vendors?**

There is nothing we can do with outside vendors that already have contracts with the County, however, we can monitor whether the County tries to employ any new outside vendors to replace employees that may be laid off.

➤ **Were any jobs lost when the 420 North Avenue, New Rochelle, Community Mental Health Clinic was closed?**

No CSEA Members lost their jobs with this closing, but residents who were using services at this location must now travel farther to get the services that they need.

➤ **The EEO/Affirmative Action Department will no longer be part of Westchester County Government?**

The County Executive's rationale is that each municipality has this office, and that the County providing the same service is redundant, but they cannot compare this to the services that we provide for the entire County.

➤ **The Journal News reported that the County Executive compared our salaries and benefits to General Motors?**

The Unit 9200 Media Campaign will attempt to address these types of media attacks, by providing a rebuttal to the County Executive's 'spin' and publicizing the correct facts about our workers.

➤ **What is the Equalization Plan that has been publicized in the newspaper?**

This is regarding the cost of our pension plan which has to be paid by the County. The New York State Comptroller's office is offering municipalities a plan where they can average out their annual payments, similar to averaging your utility bills for the year, which municipalities can opt into to make budgeting easier. During the elections, this was publicized as "taking loans from the retirement system", which is absolutely false.

➤ **What are the changes in Health Plan premiums?**

If you participate with an HMO instead of POMCO, you must pay the difference in the premium between what is paid for employees with POMCO and the HMO's premium if it is higher. Some HMO premiums increased this year, and you can find the table of the new costs for 2011 on our website. In the event that the changes in the premiums will affect you, you do have the choice to change your health plan. **November 15, 2010** is the deadline to change your medical provider.

➤ **What is the status of the resolution by the Board of Legislators for the Section 8 program?**

The Board of Legislators passed an amended resolution for the Section 8 program on Monday, November 8, 2010 which will keep the Section 8 contract with Westchester County. It is unclear whether the County Executive can veto this resolution at this time, but even if he does, the Board has enough of a majority to override his veto.

➤ **What was the Board of Legislators' reaction to the 1% tax decrease which results in layoffs?**

The Legislators are caught between the County Executive and the public, since they are all up for re-election next year. They do not want to raise taxes, but they also promised CSEA that they are adamant in exploring every alternative to laying off employees.

➤ **Do we know how many employees will take the 25/55 retirement incentive, or if there will be more incentives?**

The current 25/55 incentive has a deadline of December 2, 2010 to put in for retirement by the end of the year. We don't expect large numbers of employees to take advantage of this retirement incentive, however. We also have no information about any additional incentives being offered in the future, and we do not anticipate any at this time.

➤ **What happens if someone in a grant-funded position is laid off?**

Employees with grant-funded positions have the same civil service rights as any other employee, and if grant positions lose their funding, they would have the right to bump/displace/retreat if they qualify to do so.

## Officer's Reports

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No Officer's Reports.

## Next Meeting Date

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- **Next Open Monthly Member Meeting:**      **Date:**      **TUESDAY, DECEMBER 7, 2010**  
**Location:**      **WHITE PLAINS HIGH SCHOOL – South House Cafeteria**  
**Time:**      **5:30 PM Light Dinner / 6:00 PM Meeting**

## Adjournment

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- Raffle for a CSEA Unit 9200 Jacket was won by: **Nat Costanzo** from **Finance**.  
➤ Raffle for a CSEA Unit 9200 Jacket was won by: **Roman Pucilowski** from **Public Works**.  
➤ 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

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- AGENDA – OPEN MONTHLY MEMBER MEETING
- Unit 9200 – Holiday Party [December 18, 2010]
- Local 860 – Annual Self-Development Conference [November 13, 2010]
- Local 860 – Contract Negotiations: Constructing Proposals Workshop [November 29 & 30, 2010]
- Local 860 – Local Government Grievance Representation Workshop [December 8 & 9, 2010]
- Local 860 – Holiday Party [December 4, 2010]
- Region 3 – Mohegan Sun Casino Trip [December 2, 2010]
- Region 3 – Holiday Food Drive

## Unit 9200 Office

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