

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

**Minutes of Shop Steward / Monthly Meeting
August 5, 2008**

Jack McPhillips, President
Karen Pecora, 1st Vice President
Noel De La Cruz, 2nd Vice President
Edward J. Magilton, 3rd Vice President
Jim Kelly, 4th Vice President
Elio Giuliani, Treasurer
Joanne Castaldo, Secretary
Michael Wolf, Sergeant-at Arms

The meeting was called to order at 6:00 p.m. by President McPhillips. The meeting was held at the CSEA Local Office, 595 West Hartsdale Avenue, White Plains.

Officers in Attendance: All officers were in attendance except 3rd Vice President Magilton who was on vacation.

Pledge of Allegiance

Moment of silence for past members and family members

Topics for Discussion

Defensive Driving Course

For CSEA Members and Their Families
Held at the CSEA Local 860 Office

Saturday, August 16, 2008
Sign In: 8:30 am / Program: 9:00 am – 3:00 pm
Light Breakfast and Lunch

Wednesday, August 6, 2008 and Thursday, August 7, 2008
(2 part course)
Sign In: 5:30 pm / Program: 6:00 pm – 9:00 pm
Light dinner served at 5:30 pm

The fee is \$19.00 (includes \$1.00 for Student Guide Book)
Credit Card Only - No Show - No Refund

Retirees Lawsuit

President McPhillips informed the members that CSEA has won a 3.6 million dollar class action lawsuit against Westchester County on behalf of 1,600 retired Unit 9200 union members.

The union filed a lawsuit in 2004 claiming the County unilaterally and illegally diminished the health insurance benefits of workers who retired between January 1993 and May 2004.

In May 2004, CSEA and the County concluded negotiations for the new contract which included increased co-pays and deductibles for health insurance. CSEA and the Union members who ratified the agreement understood that current employees and future retirees would have to pay the higher amounts. However, the County on its own applied the changes to workers who had already retired.

President McPhillips stated it had to do with the language in the contract. Contracts prior to 1993 specifically stated that the agreed upon health insurance benefits were effective for the duration of the contract, such language was omitted from the two most recent agreements in effect between January 1993 and May 2004. CSEA argued the intent of the omission was to create a vested lifetime benefit for workers who retired during the terms of those agreements.

Petitions: (4) Day Work Week

President McPhillips informed the members that the petitions for a (4) day work week were presented to the County Executive and the Board of Legislators on Monday, July 21, 2008.

The Board of Legislators had a meeting yesterday. President McPhillips and 1st Vice President Pecora attended the meeting and were asked questions regarding some of the issues CSEA had such as the (4) Day Work Week Petitions, Code of Conduct and Sick Bank. President McPhillips stated they gave the Board of Legislators a list of examples of various cities, towns and states adapting to a (4) day work week which was provided by Treasurer Giuliani.

President McPhillips stated we are not pushing to close the County down for (1) day. There is already a clause in our contract "Reduced Work Week Scheduling Options". There are a number of departments who exercise the reduced / flex schedules already and there are a number of departments who refuse. We would like to see a more liberal use of reduced / flex schedules in all the departments.

The Board of Legislators asked what role they had in this issue. They will get legal advice.

President McPhillips stated the greater or more liberal implementation of the reduced work week has not been approved as of this time. President McPhillips and 1st Vice President Pecora would be willing to work with the County to make this work.

Other unions have contacted President McPhillips and wanted to do the same thing. It would save us 20% in travel time (1 day less to go to work).

Treasurer Giuliani stated all the information regarding the (4) day work week is on the website. There is a link with stories from other areas that have implemented such a program.

President McPhillips stated we would be keeping our (35) hour work week. We would be working extra hours each day. We will be willing to work with each department. We are not pushing it to be mandatory. This actually helps the taxpayers by extending hours during the week for services. It would help the employees financially as well as the carbon footprint and going green.

Code of Conduct

President McPhillips informed the members as of 4:30 p.m. today, we may have an agreement with the County Attorney regarding making an adjustment / change in the wording particularly in the "Acknowledgement" section. CSEA has informed the County Attorney's Office that there is an issue with the 2nd paragraph regarding County employees reporting another member. We had CSEA legal look at the Code of Conduct. There may be many items in the Code of Conduct that have been in the County's policy already.

Once the clause has been removed, CSEA will endorse that the members sign that they have read the Code of Conduct. We will make sure that the employee is not threatened with suspension or any other disciplinary action. Any members who have signed it already will be able to sign it again once the clause is removed.

Negotiations / Fact Finding Declaration

President McPhillips informed the members that a Fact Finder has been chosen. There is no date set for a meeting. We are still waiting to hear from the County to see if they are willing to meet to discuss negotiations before the Fact Finder's meeting.

We are still asking our members to contact us with any information they have regarding money spent by the County. One example is the work that was done on the elevators in the County Office building which cost approximately 1.25 million dollars. We will be using this type of information for the Fact Finder.

Open Forum

Questions from the members:

Early Release Prior to Holidays

A member asked how does early release work prior to a holiday. President McPhillips explained the early release prior to September 11, 2001 and after that time. The County Executive's Office will only give a directive / edict to close early in the event of a catastrophe. The decision for early release will be made by the department heads.

Professional Commercials

A member stated he recently heard a commercial for a union who did not have a contract. He asked what we are doing about informing the public or having a commercial on the radio.

President McPhillips stated we are coming up to our 1,000 days without a contract at the end of September or beginning of October. It was suggested by an employee that we should have a rally around this time. We will be planning a 1,000 day without a contract march. We will plan ahead and the target date will be a date at the end of September or early October. You need to get the word out to your fellow members that we need them to come join the march. A thousand days is too long without a contract.

Rumor Regarding Health Insurance

A member stated that he heard a rumor that the County does not want to pay health insurance for the member's family. President McPhillips stated that was not true.

If a member retires between now and when the contract is settled, will the retiree be entitled to the retro?

President McPhillips stated that in past, the County would not pay a member if they retired before ratification of a contract. At the present time, we are negotiating that the employee who retires before ratification of the contract would receive retro. However, nothing is guaranteed, nothing is certain until an entire package / settlement is agreed upon.

What is the status of the Sick Bank?

President McPhillips stated the Sick Bank is part of the package with the contract therefore; there is no new information to mention.

What is the status of Westchester Community College fragmentation?

President McPhillips stated as of that day, he did not hear of any information regarding this issue.

Governor's Proposals

A member asked what effect would the Governor's proposals regarding a hiring freeze or cutting jobs have on our positions? President McPhillips stated our positions are budgeted for and already taxed for.

Miscellaneous

President McPhillips stated that there was an article in the newspaper regarding a Citizen Budget Committee gaining momentum to get rid of County government. The New York Chamber of Commerce is looking to cut pensions, cut benefits and extend hours. They want to privatize and not pay benefits. The Medical Center has privatized some departments. The statewide pensions on an average are less than \$ 20,000. / year.

Officer's Reports

There were no Officer Reports.

Old Business

No old business discussed.

New Business

The next monthly meeting is scheduled for Tuesday, September 2, 2008 at 5:30 p.m.
light dinner / 6:00 p.m. meeting.

Adjournment

The meeting adjourned at 7:05 p.m.

Respectfully Submitted,

Joanne Castaldo
Secretary
Unit 9200