

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

Minutes of Shop Steward / Monthly Meeting
December 11, 2007

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 6:05 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.

Pledge of Allegiance

Moment of silence for past members and family members

Topics for Discussion

CSEA Valuable Insurance Programs

President McPhillips introduced Damon Scott, CSEA Sales Representative for Pearl-Carroll & Associates. Mr. Scott informed the members about the CSEA Valuable Insurance Programs exclusive to CSEA members; Group Disability Income Insurance (Monthly benefits for up to 12 months) (\$ 300.00 - \$ 3,000.00 based on gross annual salary); \$10,000.00 Guaranteed Issue Critical Illness Insurance; Group Whole Life Insurance and Premier Term Life Insurance. Members can contact Mr. Scott at 1- 800-536-3169 for an appointment. (flyers distributed)

Drivers Education Course

President McPhillips informed the members that the Defensive Driving Course scheduled for the month of January; Wednesday, January 16th and Thursday, January 17th and Saturday, January 26th. The course is held at the Local and the cost is \$19.00 for the member and any family member. The schedule is posted on the website.

Labor History Workshop / January 23, 2008

President McPhillips informed the members about the Working People's History Workshop to be held at the CSEA Local Office on Wednesday, January 23, 2008.
Light dinner served at 5:30 p.m.; program begins at 6:00 p.m.

To register: please call the Southern Region 3 Office at (845) 831-1000 or 1-800- 757-2732 (flyer distributed).

Local 860 Scholarships

President McPhillips informed the members about the Westchester Local 860 Scholarships.

Local 860 Scholarships: There are (12) scholarships in the amount of \$ 1,000.00 to graduating high school seniors who plan to further their education. To be awarded to the children of active Westchester Local 860 CSEA Members / Agency Shop Fee Payers. Applications available by calling the Local 860 Office. (914) 428-6452
The deadline for filing applications is April 15, 2008. (flyer distributed).

Grace Ann Aloisi Scholarship: Applicants must be high school graduating seniors who are pursuing degrees in either labor relations or a labor-related field of study (such as history, economics, law, political science, sociology or journalism) or in public service. To be awarded to children of active Westchester Local 860 CSEA members or agency shop fee payers.

One \$ 1,000.00 four-year renewable scholarship will be awarded each year. Scholarships will be renewed for a maximum of four years provided the student remains enrolled in the specified full-time degree program (12 credits minimum). Student must have maintained a 3.00 or higher GPA. Applications available by calling Local 860 Office at (914) 428-6452. The deadline for filing applications is April 15, 2008. (flyer distributed).

Negotiations / Mediation

President McPhillips informed the members that the Negotiations Committee has a meeting with the County next Wednesday, December 19th regarding One Care Street Program. We will be finding out information about the program.

The County and Unit 9200 have agreed on a mediator. We are waiting for dates with the mediator.

Miscellaneous

President McPhillips introduced Billy Ricaldo, President of Rockland CSEA and Executive Vice President for Region 3. He will be running for office in January.

President McPhillips informed the members that there will be no statewide election or President of CSEA since the opponent of Danny Donohue's did not get enough signatures. Statewide Treasurer Barbara Reeves is retiring and Denise Berkley from Region 2 will take over in the position for the next four years.

Sick Bank

President McPhillips informed the members that there are approximately 8 to 10 members out of time. We are trying to get them paid. We still have to meet with the County. At the present time, we still owe the entire amount. To date, we have collected 2,000 days. Members are reluctant to donate days since we do not have a plan in place or one to work from.

We need to change the Sick Bank rules for future contracts. We need to add in the contract, if someone runs out of days, rectify situation monetarily. Trying to negotiate new rules, open enrollment once an employee reaches time. Clarification in the contract must be made to change days an employee is allowed to donate (2 days could be annual, personal or sick) not just sick days as mandated now. The next deadline date to donate days is Friday, December 14, 2007. At the present time, an employee must have 13 months of service and have a minimum of (2) days to submit to belong to the Sick Bank. This is a contractual issue that we need to change in negotiations.

Please note: a new memo was sent to the members on December 14th stating the Deadline has been extended to January 18, 2008.

President McPhillips stated we generally give out about 2,000 days a year. We will look at tougher restrictions. At the present time, the limit for sick time to be given to a member is (1) year. Any portion of a day counts as a day. We also need to compare the doctor's notes that the employee submits to the County and CSEA Sick Bank.

Questions / Comments From the Members

Can employees donate sick time for an individual?

No, since we have a method in place (Sick Bank), we are not allowed to donate days for individual members.

Employees who abuse time, should not be allowed to join the Sick Bank.

What constitutes sick time abusers? If members use the time given to them or have an illness?

Does the Sick Bank Board have a definition of time abusers?

No 1st Vice President Pecora stated we will make sure that this will not happen again. Sick abusers are not the problem with the sick bank. They have nothing to do with the problem we have now.

If an employee retires before a contract is ratified, will they receive the retro if in the new contract?

At the present time, an employee who is not on payroll at the time of ratification does not receive retro. We are trying to negotiate in the new contract.

In today's paper, County Executive Spano expects to see a decrease in health care costs for 2008? Where is the savings coming from?

We do not know where the decrease or savings is suppose to come from.

Is President McPhillips aware of the CSEA retiree's lawsuit vs. County?

CSEA is asking for employees who retired under their contract should not have their benefits changed when a new contract is negotiated. They should be able to keep their own benefits / terms under the contract they retired under.

At the present time, all the other unions in the County are without a contract except the Nurses. There are approximately 57 nurses who settled for 3's with no givebacks. They also have over 20 steps.

How often do you set up negotiations dates?

The dates are scheduled by the last meeting and is determined if we are waiting for information, counter proposals, etc. We are waiting for the mediator's dates.

What is happening with WCC Fragmentation?

President McPhillips stated the College employees are in limbo. President McPhillips stated his opinion is that it will happen soon. PERB's opinion and Administrative Law Judge will agree to the WCC fragmentation.

Officer's Reports

1st Vice President Pecora stated the first Unit 9200 Holiday party was on Friday, December 7th at Lake Isle Country Club in Eastchester. She introduced members of the Fundraising / Events Committee who organized the holiday party. The members on the committee were; Ylsa Abrams, Judith Brome, Lydia Hernandez and Edna Gibian.

Shop Steward / Monthly Meeting Incentive Program 1st Vice President Pecora informed the members of the Shop Steward and Monthly Meeting Incentive Program. The member must be a certified Shop Steward and attend (10) out of (12) monthly meetings in order to receive \$ 100.00. If the member attended (6) or more, they will get a gift. Tonight's meeting starts the meeting for next year's incentive program.

Old Business

No old business discussed.

New Business

The next monthly meeting is scheduled for Tuesday, January 8, 2008 at 5:30 p.m. light dinner / 6:00 p.m. meeting.

Adjournment

The meeting adjourned at 6:55 p.m.

Respectfully Submitted,

Joanne Castaldo
Secretary
CSEA Unit 9200