



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

Minutes of Open Monthly Member Meeting

DECEMBER 1, 2009

Karen Pecora – President

James Kelly – 1st Vice President

Edward J. Magilton – 2nd Vice President

Peter Snyder – 3rd Vice President

Judith Brome – 4th Vice President

Michael Wolf – Treasurer

Kimberly Gotzen – Secretary

Kwabena Manu – Union Representative

Junio I. Alvarado – Union Representative

- **Officers in Attendance:** All officers were in attendance
- 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

➤ Furlough Proposed by County Executive Spano

CSEA is not accepting any furlough against our Members. It is within the County Executive's and Board of Legislators' power to impose a furlough, but even if they approve the budget as proposed, CSEA will fight it, in court if necessary. President Pecora met with the Democratic Caucus of the Board of Legislators to discuss ideas on how to decrease the budget for 2010. We do the work and we know where the money is wasted. We are encouraging Members to contact the Unit Office with any legitimate ideas for cost savings in their Departments, and recommendations will be forwarded to the County by CSEA.

➤ Contract Printing Update:

President Pecora has an appointment to meet with the Law Department next week to finalize the contract, after our last meeting was canceled by them after the elections. It needs to be signed by County Executive Spano by the end of the year.

➤ Sick Bank:

The approximate balance of days currently in the Sick Bank is **5006**. The Sick Bank balance will be available on our website www.CSEA9200.com every month.

➤ Unit Holiday Party – December 12, 2009:

The deadline was extended until **November 20, 2009**, and a total of 658 Members and guests will be attending. At this time we cannot allow any more Members to sign up, as our minimum has been met and the number of attendees has been reported to the venue.

➤ Local 860 Holiday Party – January 2, 2010:

The Local 860 Holiday Party will be held on **Saturday, January 2, 2010** at the Doubletree in Tarrytown. The cost is \$65.00 per person for Members and non-member guests. Payments can be made to the Local 860 Office or the Unit Office. Please indicate that you are a Unit 9200 Member so that you can be seated together when possible.

➤ **Uniforms:**

A memo was sent out to employees that are required to wear uniforms by the County that they will no longer be maintaining uniforms and will instead be issuing a stipend for the purchase and maintenance of uniforms. This is against our agreement with the Mediator to put the uniform issue aside and not hold up agreeing on a contract. We have had no discussions with the County to come to an agreement on the uniform issue, and we have not agreed to any amount to be paid to employees; therefore the County has to continue to supply and maintain uniforms status quo until such time as the issue is discussed per our agreement with the Mediator.

➤ **Location of January 5, 2010 Open Monthly Member Meeting:**

The January meeting will still be held at the Local 860, however another location for the February meeting is being sought in White Plains, as the Local 860 meeting hall has become too small to accommodate all of the Members that wish to attend. The location for the meeting will be announced as soon as possible.

➤ **Reclassification/Reallocation Workshop December 8, 2009:**

A three-hour free workshop on Reclassification and Reallocation, to educate Members on Reclassifying or Reallocating positions, and Civil Service Rules such as Bumping Rights, will be held at the Local 860 Office on **Tuesday, December 8, 2009** from **6:00 PM to 8:00 PM** (includes light dinner at 5:30 PM). Call the Unit Office to register.

➤ **Handout: CSEA Worker Appreciation Cocktail Party at the Black Bear Saloon, White Plains**

The Black Bear Saloon in White Plains will be holding a CSEA Worker Appreciation Cocktail Party on **Friday, December 18, 2009** with \$3 drinks and \$5 appetizers from **3:30 PM to 9:00 PM**. Show your CSEA I.D.

➤ **Handout: AFSCME – What Does Health Care Reform Mean For You? Health Care Q&A**

AFSCME is sponsoring Health Care Q & A conference calls on **Tuesday, December 1, 2009, Wednesday, December 2, 2009 and Thursday, December 3, 2009** from **3:00 PM to 4:00 PM and 8:00 PM to 9:00 PM** for Members to listen in or participate and ask questions on how Health Care Reform will affect Union Members.

➤ **Handout: CSEA Membership Dues Effective January 1, 2010**

CSEA Membership Dues / Agency Shop Fees will increase **Effective January 1, 2010**, based on the table on the handout, which is based on your Annualized Salary as of January 1, 2010. If you were to get a promotion during the year, the amount of dues would not be affected until January 1 of the following year.

➤ **Handout: New Drug Testing Protocols**

The United States Department of Transportation has promulgated new regulations governing the methods and conduct of Drug Testing, which employees who are required to hold a Commercial Drivers License (CDL) as part of their job should be aware of. Please distribute this information to your co-workers who may be affected.

➤ **Handout: CSEA – Amendment to NY Executive Law - Domestic Violence Victims**

There has been an amendment to the New York State Executive Law (New York Human Rights Law) for Domestic Violence Victims to include protection against workplace discrimination for victims of domestic violence. Domestic Violence Victims are now a protected category, whom because of this status employers are prohibited from refusing to hire or employ, barring or discharging from employment, or discriminating with respect to compensation or terms, conditions and privileges of employment.

➤ **Handout: Ronald M. Tvert and Company, Certified Public Accountants**

Mr. Tvert has offices in the Local 860 building, and is offering a discount on all Income Tax Preparation and personal business accounting to all CSEA Members and their families. Please contact him at **(914) 948-5100**.

➤ **Handout: Local 860 Community Action Committee**

The Local 860 Community Action Committee is collecting donations of toiletry and other sundry items which will be gift wrapped and presented to residents of various shelters within our local community. No item is too small. Please drop off donations at the Local 860 Office or the Unit Office.

Open Forum

Questions from Members answered by President Pecora and Unit 9200 Executive Board Members:

➤ Have you met with County Executive Elect Rob Astorino regarding the proposed furlough?

President Pecora has met with County Executive Elect Astorino, however this budget is the responsibility of County Executive Spano. County Executive Elect Astorino assured President Pecora that he is eager to work with CSEA, that he is not interested in laying us off, and that our jobs are not in any immediate danger.

➤ Member commented that Bill Ryan and George Oros said on Channel 12 that the furlough is not a good idea, but that the unions should sit down with the new County Executive and discuss givebacks.

Our Contract belongs to CSEA, and Statewide President Danny Donohue is the one that makes decisions on what happens with our contract. He has stated that no CSEA Local or Unit is going to agree to open their contract once it is ratified. Therefore, nothing will happen with our contract until it expires at the end of 2011.

➤ Member commented that it was announced on Channel 12 that public hearings on the 2010 Budget Proposal will be held where taxpayers can express their concerns.

There has been a public hearing already and more are scheduled. President Pecora will find out the hearing schedule and inform the Members if they would like to attend.

➤ What is the deadline for the Board of Legislators to approve the budget?

The budget must be passed by the Board of Legislators by December 27, 2009. The Legislators are on our side from what we learned from our Political Action Committee interviews.

➤ Member who works at Playland is concerned about County Executive Elect Astorino stating his intentions to privatize Playland.

Playland is going to be a sticking point in future negotiations between CSEA and County Executive Astorino, however the plans he is proposing would have to be implemented over many years, and the Board of Legislators has indicated that they are on our side with this issue as well. We will continue to work under our current contract until it expires at the end of 2011.

➤ Is it possible to make voluntary contributions to the Sick Bank, such as extra Sick Days at Retirement?

No, unfortunately the current contract states that contributions can only be made by Members when requested by the Union each year, and/or when the balance is low. This may be a negotiating point in the future.

➤ Have you heard from the County about the Health Survey for this year?

The benefits department has still not given the Union any indication that they will be requiring a Survey this year, and there is now not sufficient time to issue a deadline for the Survey by the end of the year.

➤ Have you heard anything about a Retirement Incentive being offered by the County or the State?

We have had no information regarding any Retirement Incentives being offered at this time.

➤ What are the specific amounts of the increase in dental benefits in 2010?

The amount of the increase in Dental Benefits negotiated for 2010 will be distributed among the covered services in the Dental Benefits schedule. Please contact the **Finance Department Employee Benefits Unit** at **(914) 995-4715** for more information.

➤ Will there be a change in payment of reimbursements from the County to Direct Deposit in 2010?

If you have Direct Deposit already, you will continue to receive all payments by Direct Deposit. Starting in 2010, all reimbursement payments must be made by Direct Deposit, and even if you choose to continue to receive your paycheck by regular check, you will have to sign up for Direct Deposit for reimbursement payments.

➤ What is the docking procedure with the new Time Clocks being used in DEF?

Until a Member has been docked time or pay or disciplined in some way, the Union cannot take any action.

➤ Will the Union be asking Members to attend the Board of Legislators Budget meeting to demonstrate?

The Budget meeting may not be a public meeting, but in any case we feel that the Board of Legislators are on our side with the furlough issue, and it should not be necessary for CSEA to demonstrate.

Officer's Reports

No Officer's Reports.

Old Business

No old business discussed.

New Business

➤ **Next Open Monthly Member Meeting:**

Date: [TUESDAY, JANUARY 5, 2010](#)
Location: [Local 860 Office, White Plains](#)
Time: [5:30 P.M. Light Dinner / 6:00 P.M. Meeting](#)

Adjournment

➤ Raffle for CSEA Unit 9200 Jacket was won by **Glen Barry** from **IT**. Holiday gift bags with CSEA Unit 9200 clothing items and gifts were distributed to the Shop Stewards and Members attending the December meeting.

➤ Meeting was adjourned at 6:30 P.M.

Respectfully Submitted,

Kimberly Gotzen

Kimberly Gotzen
Secretary / Chair, Communications and Public Relations Committee / Shop Steward & Grievance Rep., Unit 9200

Handouts / Attachments

- AGENDA - OPEN MONTHLY MEMBER MEETING
- Local 860 – Annual Holiday Meeting (Holiday Party) [January 2, 2010]
- Local 860 – Community Action Committee
- CSEA – Stop Bashing Public Employees Over Pension Fund Woes (Danny Donohue, President)
- CSEA – Procedures for Negotiations (Danny Donohue, President)
- CSEA – CSEA Membership Dues Effective January 1, 2010 (Joseph McMullen, Treasurer)
- CSEA – Amendment to NY Executive Law - Domestic Violence Victims (Nancy Hoffman, General Counsel)
- CSEA – New Drug Testing Protocols (Nancy Hoffman, General Counsel)
- CSEA – Worker Appreciation Cocktail Party at the Black Bear Saloon, White Plains [December 18, 2009]
- AFSCME – What Does Health Care Reform Mean For You? Health Care Q&A [December 1, 2 & 3, 2009]
- Raymond Opticians – Benefits for Westchester County CSEA Employees and Their Families
- Ronald M. Tvert and Company – Certified Public Accountants offering discount on Income Tax Preparation
- AFSCME UnionPlus Everyday Savings
- Working Advantage Union Privilege Fall 2009 Order Form

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.