

**Westchester Unit 9200  
Civil Service Employees Association  
112 East Post Road, White Plains, New York 10601  
Minutes of Shop Steward / Monthly Union Meeting  
February 25, 2008**

Jack McPhillips, President  
Karen Pecora, 1<sup>st</sup> Vice President  
Noel De La Cruz, 2<sup>nd</sup> Vice President  
Edward J. Magilton, 3<sup>rd</sup> Vice President  
Jim Kelly, 4<sup>th</sup> 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.

Pledge of Allegiance

Moment of silence for past members and family members

**Guest Speaker**

Chairman of the Board of Legislators, Bill Ryan attended the meeting. He wanted to address the members and inform them of the position of many of the Board of Legislators and any role they may have in the contract negotiations. The Board of Legislators cannot negotiate with the Unions that is the responsibility of the County Executive, his Deputy, and the County's Negotiator with the each Union.

Legislator Ryan informed the members the overview of the Legislators position, how the Legislators work and their role in government. Mr. Ryan stated that the Board is supportive of our effort for a fair and equitable contract. They believe the County employees perform valuable services to the County of Westchester.

The Board of Legislators has tried to help move the negotiations by abolishing Mini-PERB that was not functioning in order for the Union to go to PERB directly. They have also contacted the County Executive and informed him that they would like to see this contract settled.

Legislator Ryan asked how many employees were from the Department of Social Services at the meeting. He stated the services provided each day by the Department of Social Services represents approximately 1/3 of the total 1.8 billion dollar County budget. He thanked the members for making good decisions and providing good service that never gets mentioned in the newspaper. The press only reports the negative situations that may occur.

Members asked Mr. Ryan questions and made statements regarding the lack of a contract settlement after 2 years. We are in our third year without a contract. The employee's morale is extremely low. They feel disrespected by the Administration. They notice the Administration approving money for projects such as the "golden elevators" in the County Office Building, but cannot negotiate a fair and equitable contract with the employees who provide all the services in the County of Westchester.

One member stated that the CSEA current average salary is approximately \$ 50,000 but half our members are below that amount since many are grades 4, 5, 6 and 7.

The Executive Board and members thanked Legislator Ryan for coming to the meeting and speaking to the members and for the Legislators support for the CSEA employees.

### **Topics for Discussion**

#### **Negotiations / Mediation**

President McPhillips informed the members that the Negotiations Committee met with the Mediator. The Mediator met with the Negotiations Committee for approximately (2) hours and with the County Negotiator for approximately (2) hours. It was an informational and educational meeting.

The Mediator was supposed to get back to us in a couple of weeks. He called President McPhillips for additional information regarding the Sick Bank and asked how it is being resolved. We are open to meet at any time.

President McPhillips explained the procedure regarding mediation and fact-finding. There are usually (3) scheduled meetings with the Mediator. It is possible to have a 4<sup>th</sup> if we are close to a contract. If not and we are not making any progress, we will go to the Fact-Finder. At this time, CSEA and the County will present their facts and proposals. The Fact-Finder can make recommendations for a settlement. After (10) days, it becomes public. We could agree or disagree in whole or part.

After the Fact-Finder, the Westchester County Board of Legislators can impose a one year settlement. They can only vote on improvements, they cannot take anything away.

#### **Sick Bank**

A question was asked about the status of the Sick Bank.

President McPhillips informed the members that the date to contribute (2) days had been extended. Check the website for details. The members can also use their personal days.

President McPhillips stated as of today, 2,500 days have been contributed. Members are reluctant to donate days for fear that the Sick Bank will not be up and running. The County wants us to resolve the 10,000 days deficit. If we follow the plan for the donated days, we will have made up the 10,000 days by 2009. We will continue to donate (1) day a year and it will replenish itself.

The Sick Bank has been running for years. There have been no requests for contributions since 1993. The Sick Bank has helped many very ill members over the years. It is used when the entire member's time has been exhausted and the member is on extended sick leave. Extended sick leave is when an employee has exhausted their regular sick, vacation and personal leave. The member is paid (1/2) pay for a period not to exceed (1) bi-weekly pay period for each complete year of service.

Section 72: If an employee is out of work and cannot perform their duties for one year, the employee can be replaced.

Since 1982, the Sick Bank Committee approves the applications that have been submitted to the Sick Bank with medical documentation. The applications are sent to the County's Human Resource Department for final approval. The Human Resources Department informs the department that the employee is covered under the Sick Bank and is approved to be paid.

We are working on a resolution to the Sick Bank problem. We would like to restore the people who were already approved for time or who were in when the days ran out.

Please contact the Union Office if you are leaving or retiring from the County.

#### Drivers Education Course

President McPhillips informed the members that the Defensive Driving Course scheduled for the month of March; Tuesday and Wednesday, March 18<sup>th</sup> and 19<sup>th</sup> and Saturday, March 29<sup>th</sup>. The course is held at the Local and the cost is \$19.00 for the member and any family member. The schedule through June is posted on the website.

#### Civil Service Test Prep Workshop / March 22, 2008

President McPhillips informed the members of the Civil Service Test Prep Workshop will be held at the Local on Saturday, March 22, 2008 from 9:00 a.m. through 3:00 p.m. Registration is at 8:30 a.m. A light breakfast and lunch will be served. The fee is \$ 15.00 and due in advance. Members must pre-register and pre-pay.

Registration: Call CSEA Work Institute to register  
1-866-478-5548 or 1-518-782-4427 or  
E-mail: [Trevor.robertson@cseainc.org](mailto:Trevor.robertson@cseainc.org)  
Subject line: "CSTPW White Plains"

#### Grievance Representation Workshop / April 2<sup>nd</sup> & 3<sup>rd</sup>, 2008

President McPhillips informed the members of the Grievance Representation Workshop will be held at the Local on Wednesday and Thursday, April 2<sup>nd</sup> and 3<sup>rd</sup>, 2008 from 6:00 p.m. through 9:00 p.m. Sign In: 5:30 p.m. – 6:00 p.m. A light dinner is served at 5:30 p.m.

To Register: Please call the CSEA Local 860 office @ 914-428-6452 or the Unit 9200 office @ 914-995-2151, or you can email Karen @ [kkp5@westchestergov.com](mailto:kkp5@westchestergov.com) or Noel @ [nad1@westchestergov.com](mailto:nad1@westchestergov.com)

### Shop Steward Workshop / May 20<sup>th</sup> and 21<sup>st</sup>, 2008

President McPhillips informed the members of the Shop Steward Workshop will be held at the Local on Tuesday and Wednesday, May 20<sup>th</sup> and 21<sup>st</sup>, 2008 from 6:00 p.m. through 9:00 p.m. Sign In: 5:30 p.m. A light dinner is served at 5:30 p.m.

### Miscellaneous

Question was asked; When does the AFL-CIO Labor Body meet?

They meet at the Local, the 2<sup>nd</sup> Wednesday of each month at 6:00 p.m.

### Officer's Reports

1<sup>st</sup> Vice President Pecora informed the members that the St. Patrick's Day notices were sent to the members. We are trying to get recognition for our Unit by participating in the St. Patrick's Day parades. Yonkers – March 2, 2008 & White Plains – March 8<sup>th</sup>.

1<sup>st</sup> Vice President Pecora informed the members that the date for Playland is Saturday, June 14<sup>th</sup>. More information will be sent in a month. She was waiting for a rain date.

1<sup>st</sup> Vice President Pecora informed the members that she would like Unit 9200 to participate in the MS Walk. Details to follow.

### Old Business

No old business discussed.

### New Business

The next monthly meeting is scheduled for Tuesday, March 11, 2008 at 5:30 p.m. light dinner / 6:00 p.m. meeting.

### Adjournment

The meeting adjourned at 7:45 p.m.

Respectfully Submitted,

Joanne Castaldo  
Secretary  
CSEA Unit 9200