



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

Minutes of Shop Steward / Monthly Meeting

TUESDAY, JULY 7, 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
[Vacant], Sergeant-at-Arms

- **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 6:11 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

➤ **Introduction of New Officers:**

President Pecora introduced herself as Unit 9200 President, and the new elected officers, James Kelly, 1st Vice President; Edward Magilton, 2nd Vice President; Peter Snyder, 3rd Vice President; Judith Brome, 4th Vice President; Michael Wolf, Treasurer; and Kimberly Gotzen, Secretary; as well as Kwabena Manu, full-time release Union Representative; and also visitors from CSEA, Barbara DeSimone, Labor Relations Specialist and Nephty Cruz, Labor Relations Specialist; and John Staino, newly elected 1st Vice President of Local 860.

➤ **Introduction of CSEA Region 3 President Billy Riccaldo:**

Region 3 President Riccaldo thanked President Pecora for inviting him. Jack McPhillips, Local 860 President, was unavailable, and he conducted the installation of the new officers. He addressed the members, and said that the next four years are probably going to be the toughest we've seen in local government, and it's going to take a lot of effort to help each other, and that the officers are going to need the shop stewards' and members' support, to let them know what's going on in the County offices. It's going to be a tough fight over the next four years, and CSEA is going to be with you fighting all the way.

➤ **Swearing in of New Officers:**

Region 3 President Riccaldo conducted the swearing in of the officers as follows: *"I [officer] do solemnly swear to uphold the constitution of the Civil Service Employees Association, and to perform faithfully and impartially the duties of the office that I assume. I further swear that I shall not engage in any act or actions detrimental to this union, or fail to act to defend this union, and the members, to the best of my ability."*

➤ **Handout: Committees:**

Contractually we are supposed to have a number of committees up and running. President Pecora is asking activists and members to participate in, and encourage the other members to participate in, these committees, which are for the members. The handout has a brief synopsis of each committee and a sign-up sheet. If you need more information, please contact the Unit office.

➤ **Handout: Conducting Successful Meetings Workshop**

A three-hour free workshop on Conducting Successful Meetings, to educate members on the characteristics and procedures of conducting successful meetings within the union context, will be held at the CSEA Southern Region 3

Office in Beacon on **Saturday, July 18, 2009** from **9:00 AM to 12:00 PM** (includes light breakfast at 8:30 AM). Call the Region 3 Office at **(845) 831-1000** to register.

➤ **Handout: Sexual Harassment Workshop**

A three-hour free workshop on Sexual Harassment: What Union Officers & Activists Should Know, to educate members on identifying various forms of sexual harassment and avenues to address it, will be held at the CSEA Southern Region 3 Office in Beacon on **Saturday, July 18, 2009** from **12:30 PM to 3:30 PM** (includes light lunch at 12:00 PM). Call the Region 3 Office at **(845) 831-1000** to register.

➤ **Handout: FMLA Workshop**

A three-hour free workshop on An Overview of the Family Medical Leave Act, to educate members on FMLA eligibility requirements, qualifying conditions and certification requirements, will be held at the Local 860 Office on **Wednesday, July 29, 2009** 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.

➤ **Handout: Release Position in Unit Office**

Interested candidates for the release position in the Unit office must be both Shop Stewards and Grievance Representatives. Please send a resume to the Unit office, and an interview will be scheduled.

➤ **Sick Bank Balance:**

As of **Wednesday, July 1, 2009**, 904 more donated days were added to the total of 4441 days, and we have used approximately 250 days since the last update, leaving a current total of approximately **5095**. The next audit is **July 15, 2009**.

➤ **Sick Bank Committee Alternates:**

Our contract states that the Sick Bank Committee shall have 3 members and 3 alternates. We would like to designate 3 alternate members for the Sick Bank Committee to work in the Unit office on Wednesday afternoons, in the event that the permanent members are not available, so that there will be 3 committee members in the office at all times. Duties will include taking phone calls and messages, and eventually after learning the Sick Bank procedures, assisting with cases. Interested members should contact the Unit office.

➤ **Holiday Party – Save the Date:**

The date for this year's Unit 9200 Holiday Party is **Friday, December 11, 2009** at the Greentree County Club in New Rochelle. More information will follow.

➤ **Site Visits – Meeting the New Officers:**

President Pecora would like to visit as many sites as possible to meet with members and discuss their concerns. Please call the Unit office to make arrangements for a site visit to your location.

➤ **New Shop Steward Pins Awarded:**

CSEA Shop Steward Training Workshops were held in **December 2008** and **April 2009**, and the following members have been certified as Shop Stewards and were presented with Steward Pins:

Mary Fitzgerald (Finance)
Barbara Theik (Finance – BPS)
Louise Hough (Social Services)
Erwin Vazquez (Environmental Facilities)
Timothy Fields (CEO - Office for Disabled)
John Infelice (Parks)

Barbara Carty (Social Services)
Ronald Fletcher (Social Services)
Samuel Gyamfi (Parks)
Zubaidah Jackson (Probation)
Kimberly Gotzen (Social Services)
Terri Young (Social Services)

Sandra Brown (Sr. Programs)
Esteban Brown (Social Services)
Robert Webb (Social Services)
Daniel Hamm (Social Services)
Elana Soumaoro (Corrections)

There will be another Shop Steward training coming up soon, as well as Grievance Representative training, and President Pecora would encourage all members to take advantage of the opportunity.

➤ **Dr. Ronald Rosenberg & Dr. Mara Rosenberg from County Dental/Westchester Dental Services:**

Dr. Rosenberg and Dr. Rosenberg visited before the meeting was called to order to congratulate the new Unit 9200 officers, and in their honor brought dental care kits as a gift to the members, including a 'Free Teeth Whitening' certificate, which can be used by a member or a family member.

Open Forum

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

➤ **What is the status of members of the Unit 9200 committees that were active prior to the new administration?**

It depends on the committee. The committees that are currently up and running will continue as they are.

➤ **With regard to site visits, will you be introducing 1st Vice President Kelly?**

If 1st Vice President Kelly or any other board member is with me, then I will introduce them.

➤ **With regard to the release positions, they are currently filled by yourself, 1st Vice President Kelly and Union Representative Manu? Could you elaborate on the duties of the release position?**

Yes, right now there is one position available. Resumes should be forwarded to the Unit office for consideration. The position is full-time release, and Union Representatives represent the members in many different capacities, including representation at Notice of Questioning meetings and assistance with Grievances, as well as working in the Unit office assisting members. A requirement for this position is to have taken the Grievance Representation training, but the position is open to any member.

➤ **There are a total of 4 release positions, and only 2 are currently filled?**

Yes, at the moment only 2 are filled.

➤ **The release positions are held by the President, 1st Vice President, and 2 other appointed members?**

The current contract states that the President, 1st Vice President and 2 other members are granted full-time release, which is a new provision from the last contract. In the previous contract, there were only a total of 3 release positions, and an additional position was negotiated. Previous to that, when the Westchester Medical Center employees were a part of Unit 9200, there were a total of 6 release positions, and 3 were lost when the WMC formed their own unit.

➤ **Currently, 3 of the 4 release positions are held by yourself, the 1st Vice President and Representative Manu?**

Yes, but the 1st Vice President's release position has not been filled yet. 1st Vice President Kelly is still currently at his County position. President Pecora is in the process of working with his department to arrange his release.

➤ **Which Departments do the officers who will be on full-time release and acting as Union Representatives come from?**

1st Vice President Kelly is from DEF, President Pecora is from DPRC and Union Representative Manu is from DSS, but this will not necessarily have any bearing on how the departments are split up among the representatives, which is still to be determined by the President.

➤ **Are there any other qualifications that would help candidates for the release position?**

Experience and activism in CSEA as well as having attended CSEA trainings would be helpful, but these would not necessarily be a determining factor.

➤ **When will we have a hard copy of the current contract?**

We are working on finalizing the contract, but we do not have a specific date when the contract will be printed.

➤ **Does it have to be the 1st Vice President that takes the release position? Is there a possibility that 1st Vice President Kelly's department will not release him?**

Yes, according to the contract it does. President Pecora is working with his department, and 1st Vice President Kelly is going to be a release person as soon as he is released from his present position. We don't want him to have to step down in order not to be the release person. If that were to happen, 2nd Vice President Magilton would become 1st Vice President, but that is not an option at this time.

➤ **The President is automatically placed on release time according to the contract, and the County has no say, correct?**

The President and the 1st Vice President are automatically placed on release time right now, and the County cannot say no, but it does not happen over night, and it takes time to arrange the release with the department.

➤ **Was the union aware that Dan Morrison from the Planning Department passed away?**

No we weren't.

➤ **Will there be a Bronx Zoo Trip?**

There was a Region 3 trip last fall, and there will possibly be another one in October.

Officer's Reports

President Pecora would like to thank the members that supported her and her slate, and the new officers, hopes that the members continue to support us, and hopes to earn the respect of the members that did not support her. She hopes that all of the members will respect the officers here whether you supported them or not, whether you agree whether they should be here or not, and the key is **respect**, to respect the officers and they will respect you.

1st Vice President Kelly would like to thank the members that supported him, and the members that did not support him, he hopes that he will gain their support, and he will support all members no matter what their decision was on the ballot.

Old Business

No old business discussed.

New Business

- **The next monthly meeting is scheduled for: TUESDAY, AUGUST 4, 2009 (5:30 P.M. Light Dinner / 6:00 P.M. Meeting)**

Adjournment

- **Meeting was adjourned at 7:04 P.M.**

Respectfully Submitted,

Kimberly Gotzen

Kimberly Gotzen
Secretary / Chair, Communications and Public Relations Committee / Shop Steward – DSS, Unit 9200

Handouts / Attachments

- **AGENDA - OPEN MEMBERSHIP MEETING**
- **Unit 9200 – CSEA Committees**
- **Unit 9200 – Full Time Work Release Unit 9200 Position Available**
- **Local 860 – Labor Education Workshop: An Overview of the Family Medical Leave Act [July 29, 2009]**
- **Local 860 – Defensive Driving Courses [July through November 2009]**
- **Region 3 – Labor Education Workshop: Conducting Successful Meetings [July 18, 2009]**
- **Region 3 – Labor Education Workshop: Sexual Harassment: What Union Officers and Activists Should Know [July 18, 2009]**
- **CSEA – Workers' Compensation Agreement Reached**
- **Raymond Opticians – Vision Plan for Westchester County CSEA Unit 9200 (POMCO)**
- **Swim Across America Event – Long Island Sound and Local Pool Swims [July/August 2009]**
- **AFSCME/UnionPlus Everyday Savings**
- **The Buyer's Edge**

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.**