

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

**Minutes of Shop Steward / Monthly Meeting
July 1, 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 6:05 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. Sergeant-at-Arms Michael Wolf was not present.

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, July 12, 2008

Sign In: 8:30 am / Program: 9:00 am – 3:00 pm
Light Breakfast and Lunch

Tuesday, July 22, 2008 and Wednesday, July 23, 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

Negotiations / Fact Finding Declaration

President McPhillips informed the members that the Negotiations Committee declared the Mediator's proposal / recommendation as inadequate. We have declared going to Fact Finding. The Union has three people in mind that would be fair and impartial to handle Fact Finding. The Union and the County must mutually agree on the Fact Finder. If the Union and the County cannot agree on a Fact Finder, PERB will make the decision.

President McPhillips informed the members that he signed a letter today to County Executive Spano which will be sent tomorrow. The letter stated he was writing to inform County Executive Spano of the desire of the Union to continue to reach a fair and equitable settlement for the employees of Westchester County.

The letter also stated that the Union was well aware of our rights under Fact Finding which we requested through NYS – PERB, but would like to continue to meet to reach an accord. A copy of the letter will be on Unit 9200 website tomorrow.

The Mediator's proposal / recommendation were a verbal presentation. We do not have a written proposal / recommendation. The Union is standing on the same issues; No Zeroes; No Bonuses and No Health Care Contributions. We have been fighting for 2 ½ years to stay on these issues. The Union is looking for a fair and equitable contract for the long term.

President McPhillips stated that many of our issues in the Mediator's proposal / recommendation were met fairly but the trade-off was inequitable, therefore, we could not accept the proposal.

President McPhillips informed the members about Fact Finding. The Union will present reasons why we think what we should receive from the County to the Fact Finder. The County will present their reasons why they will not give our Union a fair and equitable contract as the other Unions in the County. Usually in (30) days of presenting the information to the Fact Finder, the Fact Finder will submit a report. Both sides will have (10) days to review the report. After (10) days, the written report goes public.

The Union and the County can accept it or reject it. If we reject the Fact Finder's report, the Board of Legislators can impose a one year salary adjustment only (no other benefits can be changed). This would cover 2006. We would still have to go back to negotiations for 2007, 2008 and future years. Last year, a resolution was presented by the Republican Board of Legislators members for a 4% salary increase for the Union members.

The Union will need your help during the Fact Finding process. We will need any information the members may have regarding the overspending or misappropriation of funds by the County. We will need this information for the Fact Finder.

An example of County spending was the work done on the elevators in the Michaelian Office Building. President McPhillips heard the cost for each elevator was approximately \$ 250,000. The cost for (5) elevators is approximately \$ 1,250,000.

The County has money for elevators but not for their employees.

Miscellaneous

President McPhillips mentioned there is an effort to do away with County government.

There are (63) counties in the state. The effort is more to do with the County overspending tax dollars such as being top heavy, high level executives that get County

cars and gas paid, elevators, etc. The County raised taxes over the 3% we were offered. County taxes make up 20% of our taxes. The Local municipality's taxes cost more.

Petitions: (4) Day Work Week

President McPhillips informed the members of the Petitions for a (4) day work week being sent around the County. The petitions were initiated by the Union. The concept of a reduced workweek or flex time is already in our contract. We want to encourage the County to be more flexible and make a more liberal adaptation of the policy already in the contract. We are not looking to make a (4) day workweek mandatory for those who may have a problem with the concept but our goal is to have it as an option for those who commute and may find it difficult with the prices of gas.

The petition is not to stall the contract or put emphasis on something other than the contract. This is being implemented all over the country. If Westchester County is considered one of the top counties in the country, "Why have we not participated in this concept?" This would help the employees financially as well as the carbon footprint and going green.

At the present time, we have approximately 2,000 signatures on the petition and would like to have at least 3,000 signatures to submit to the Board of Legislators and County Executive. We would like to submit the petitions to the Board of Legislators on Tuesday, July 8th Board of Legislators meeting.

President McPhillips stated if the County agrees, the implementation and removal of flex time would be a joint effort with a Flex Time Committee.

Open Forum

Questions from the members;

How long will Fact Finding take?

President McPhillips stated there are no set dates and no time tables for the Fact Finding process. We are at their disposal with meeting dates. When the Fact Finder assigned is available.

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

President McPhillips stated at the present time, our position has not changed. The members who have retired since the contract expired are included.

What is the status of the Sick Bank?

President McPhillips stated the Sick Bank is part of the package with the contract. At the present time, approximately 2,500 days have been contributed to date.

What will happen to the sick days donated if we lose the Sick Bank?

President McPhillips stated he was not sure at this time. It would depend on if the County had to be paid back the days.

What is the status of Westchester Community College fragmentation?

President McPhillips stated the Administrative Law Judge has not made a decision yet.

CSEA still represents the members at the College. Since the fragmentation has not been decided by PERB, the members are no longer contractually obligated to a contractual raise. Until the Administrative Law Judge makes a decision. If a decision is made that the members stay with the Unit 9200, the College employees would receive the benefits negotiated in the new contract. If a decision is made to be a separate unit, they will have to negotiate their own contract.

Members asked about demonstrations?

President McPhillips stated at the present time, no demonstrations were scheduled due to the lack of participation by our members.

Why can't we use the media?

President McPhillips and 1st Vice President Pecora stated, we will use the media for the (4) day work week. They also urged members to write open letters to the Journal News as employees and taxpayers of Westchester County to County Executive Spano.

Officer's Reports

Playland Day

1st Vice President Pecora informed that members that Playland Day was held on Saturday, June 28th. Approximately 1400 people attended. Everything ran very well. There were no problems that she was aware of and asked if there were any problems to be let her know.

1st Vice President Pecora stated Playland Day is a member benefit from the Unit and asked any member who did attend to inform other members who may decide to attend next year.

Site Visits

1st Vice President Pecora asked the members to call the Unit Office to schedule site visits by President McPhillips and 1st Vice President Pecora. The site visits are usually scheduled during lunch hours.

A site visit is scheduled at Westchester Community College for Wednesday, July 9th from 11:30 am – 1:30 pm in the Administration Building Conference room.

Old Business

No old business discussed.

New Business

The next monthly meeting is scheduled for Tuesday, August 5, 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
CSEA Unit 9200