

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

**Minutes of Shop Steward / Monthly Meeting**

**TUESDAY, DECEMBER 2, 2008**

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**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**

**Ello Giuliani, Treasurer**

**Secretary [Vacant]**

**Kwabena Manu, Union Representative**

**Michael Wolf, Sergeant-at-Arms**

- **Officers in Attendance: All officers were in attendance except Edward J. Magilton.**
- **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 McPhillips.**
- **Pledge of Allegiance**
- **Moment of silence for past members and family members**

**Agenda Topics for Discussion**

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- **Guest Speaker: Region Political Action Coordinator – Cody Peluso**  
**“The March for Main Street” – Wednesday, January 7, 2009**

Mr. Peluso spoke to the members about the projected shortfall in the State Budget next year of 1 - 2 billion dollars, and how it could affect Counties. The State budget comes out on December 17<sup>th</sup>, and starting January 1<sup>st</sup>, the State will have a cash flow problem. The amount of money Westchester County gets for funding from the State represents 10 - 15% of the total budget, and Governor Patterson plans to cut aid to Counties, including social services, health services and school aid.

CSEA and the AFL-CIO are offering proposals for producing revenue to help to alleviate these cuts, including raising the Millionaire's tax, and using the State's Art Collection valued at over 1.2 billion dollars to raise revenue. These proposals, unfortunately, have so far been ignored by the Governor's office. He also said that they are seeing County Executives in other Counties re-opening settled Contracts due to the State aid cuts, and that CSEA is fighting against this.

On Wednesday, January 7, 2009, CSEA will be holding the “March for Main Street” demonstration at the State Capitol in Albany to coincide with the Governor's State of the State address to the Legislature. Every AFL-CIO affiliated union will be participating in the march, and Unit 9200 members are encouraged to attend. The goal is to have 10,000 CSEA members statewide attending. Members will be provided free bus transportation, breakfast and lunch, and CSEA giveaways; however, they would need to use their own time since it will be during work hours. Transportation will be made available from Westchester County as well as other surrounding Counties, based on participation.

Those interested can sign up through their Unit or Local office, or visit [www.csealocal1000.org](http://www.csealocal1000.org) for information about the march, the budget crisis, and sample letters members to send to their Legislators. CSEA has already begun a letter-writing campaign which is beginning to have an impact.

President McPhillips informed the members of 3 handouts available about the march, the budget crisis, and a sample letter. He said ‘we need to show the Governor that we're already doing more with less, and revenue producing ideas are needed.’

➤ **Defensive Driving Courses**

No Defensive Driving Courses will be held in December. January has not yet been scheduled. CSEA is negotiating with different vendors to provide the courses. Information to follow on the 2009 schedule.

➤ **Possible Timetable for Raises and Retro Payments**

President McPhillips informed the members that the last we heard from Deputy County Executive Schwartz was that raises would go into effect in December, and retro payments would be made in January. However, there may be logistical problems with this timetable for Payroll, but nothing official has been released. Most likely raises will go into effect in January, and retro payments will go out in February. Treasurer Giuliani also added that the raises and retro payments probably cannot be processed until the Longevity payments are calculated and W2 year-end statements are produced, and this might account for the delays.

➤ **2009 CSEA Calendars**

The 2009 CSEA Calendars are in and are available at the Local 860 office and at the Unit 9200 office. Westchester Unit 9200 made it into the calendar this year – a Playland employee is featured in May.

➤ **Grievance Representatives**

President McPhillips announced the list of members who attended the Local Government/Private Sector Grievance Representation Workshop this year and have been appointed as Grievance Representatives for the Unit. Each member will receive a pin to commemorate his or her attendance and appointment.

➤ **Incentives**

Members who attended at least 10 out of 12 Shop Steward / Monthly Meetings this year will receive an incentive payment of \$100.00. This will be the last year for this incentive program, as it was not as effective as anticipated in attracting new members to attend meetings. Other incentives to be announced in the future. One member suggested offering different types of specialty foods.

➤ **End of Year Gift Bags**

Members attending this meeting received a CSEA gift bag including a CSEA t-shirt and other giveaways in thanks for their participation during the year.

## **Open Forum**

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### **Questions from members answered by President McPhillips and Unit 9200 Executive Board Members:**

➤ **Some POMCO participants have not received the One Care Street Health Survey [the Survey] letter in the mail. How can we request one?**

1<sup>st</sup> Vice President Pecora announced the telephone number to call for One Care Street is **1-866-245-2453**. Call if you need a hard copy of the Survey, or it can be completed online at [www.onecarestreet.com](http://www.onecarestreet.com). The Client Number for Westchester Unit 9200 Employees is #187.

➤ **Will we be out of compliance with the Survey if we are assigned a date for a follow-up call AFTER the deadline of December 15<sup>th</sup>?**

No. If members complete and submit the Survey online or by mail by the December 15<sup>th</sup> deadline, they will be in compliance. If you are given a date for a follow-up call after that date, you must complete that call to remain in compliance. You will only risk paying the penalty if you do not complete the call, whenever it is scheduled. Not every member will be required to receive a follow-up call – for example, when you complete the Survey online and at the end it says COMPLETED then you are not required to get a follow-up call. We are negotiating an extension of the deadline for completing the Survey; however, there has been no answer yet from the County Executive's office. Watch your email for any updates.

➤ **Can the Survey be completed during work hours?**

Yes. There has been no stipulation made that it cannot be completed during work hours if you choose.

➤ **Are other non-CSEA POMCO members required to complete this Survey?**

Not at this time. This Survey is specific to the Unit 9200 Contract for 2006 – 2011.

➤ **[Suggestion] CSEA should email the members about the Survey because a lot of people do not know that December 15<sup>th</sup> is still the deadline for completion.**

One communication will be distributed to the members with all of the relevant information as soon as possible once it is confirmed by the County Executive's office. Members always have the responsibility to obtain information that pertains to their employment if they are unsure and can contact the union office.

➤ **If I only participate in the Vision and Dental benefits through POMCO and not the medical coverage, am I required to complete the Survey?**

No.

➤ **If I participate in the HIP, Oxford or Aetna health plans, am I required to complete the Survey?**

No. Each company may have their own Surveys, but only POMCO participants are mandated by our Contract to complete their Survey.

➤ **Will POMCO notify us if we are not in compliance with the Survey?**

POMCO will notify the County. The County will notify you of the penalty for non-compliance, and/or will deduct the penalty from your paycheck.

➤ **How much input does the union have on titles?**

Not much. Titles are set by the State Civil Service Commission, and the County decides which titles to use.

➤ **Can I refuse to perform the duties of a higher grade for less than the 10-day time frame for out-of-title pay?**

No. The employee cannot refuse to perform these duties for less than 10 days, and the union can only get involved for an out-of-title grievance if the work is performed for more than 10 days.

➤ **Can a past-practice grievance be filed when County vehicles are taken away from certain titles?**

No. Equipment does not qualify as a past-practice grievance.

➤ **When an employee is called for overtime, does travel time count as overtime hours?**

When you are called for overtime, the clock starts when you take the call, no matter how long it takes you to get to the work location, for example in inclement weather.

➤ **Is there any information on the compressed or 4-day workweek?**

No further information at this time.

➤ **Sick Bank – will current members need to make further donations / will new members be accepted?**

Current members who have donated the required 4 days will not have to make any further donations at this time. Current members who have not donated the required 4 days to date will need to do so to maintain their membership. New 1<sup>st</sup> time applicants will be accepted as soon as possible, and are required to donate 2 days. ALL members are required to donate one additional day, per the schedule on our website, on February 1, 2009.

➤ **Should employees also have disability insurance?**

Currently the Sick Bank covers one year of disability, however, all Sick Bank guidelines will be reviewed in the near future. It is the employee's personal choice to also opt for disability insurance.

➤ **WCC member asked 'What is the status of the WCC contract negotiations?'**

No information at this time – the President of the unit in the process of selecting a negotiating team.

## **Officer's Reports**

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➤ **1<sup>st</sup> Vice President Pecora** wished all members and their families a Happy and Safe Holiday Season on behalf of the Unit 9200 Executive Board, thanked the members for their continued support, and added "We Survived This Year!"

## **Old Business**

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No old business discussed.

## **New Business**

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

## **Adjournment**

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➤ **Meeting was adjourned at 7:00 P.M.**

Respectfully Submitted,

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

## **Handouts / Attachments**

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- **AGENDA - OPEN MEMBERSHIP MEETING**
- **CSEA - Save the Date: Join the MARCH FOR MAIN STREET Wednesday, January 7, 2009**
- **CSEA - New York's BIG Problem...Albany's WRONG Solutions (New York's Fiscal Crisis)**
- **CSEA - How can we fight to save our jobs and protect our benefits? / SAMPLE LETTERS**
- **CSEA Labor Education Workshop - CONTRACT NEGOTIATIONS I: Maximizing Our Leverage**
- **CSEA Labor Education Workshop - GRIEVANCE REPRESENTATION**
- **Steward Update - 'Challenge Those Suspensions'**
- **Steward Update - 'The Disgruntled Steward'**
- **The Work Force - 'CIVIL SERVICE LAW Section 75: *The Disciplinary Process*'**
- **POMCO Flex Benefit Card**
- **CSEA - Credit Management Services that WORK, from Credit Counselors who CARE**
- **AFSCME Advantage / Union Plus - Mortgage & Real Estate**
- **AFSCME Advantage / Union Plus - Everyday Savings**
- **The Buyer's Edge**
- **Westchester County Domestic Violence Council pamphlet (English)**
- **Westchester County Domestic Violence Council pamphlet (Spanish)**
- **United Way Hudson Valley Region 'Dial 211' pamphlet**
- **Gold Star Directory pamphlet**