



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

Minutes of Shop Steward / Monthly Meeting

TUESDAY, JANUARY 6, 2009

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

Kimberly Gotzen, Secretary

Kwabena Manu, Union Representative

Michael Wolf, Sergeant-at-Arms

- **Officers in Attendance: All officers were in attendance except Jim Kelly.**
- **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

- **Guest Speakers: Hartford Deferred Compensation Representatives**

Hartford Deferred Compensation representatives Andrew Whiting and Jack Kosinski addressed the members about the process to make changes to their contribution for the retro checks.

To make a contribution of **50% or more** for the retro pay period (from the entire paycheck including regular pay and retro) use the County **One Time CSEA Retro Deferral Change payroll form** and submit **by January 23rd**. This is a one-time-only change to the deduction percentage made by payroll, and the deduction will return to the previous amount automatically for the next pay period.

To stop or change the payroll deduction for the retro pay period (pay date February 5th) contact Hartford at **(866) 429-3696 between January 19th and January 23rd** (it will be necessary to change back to your usual deduction after the retro pay period). To explore your investment options, Hartford will be making site visits in January, or you can also make an appointment to see a local representative at any time.

Contributions will remain as set for 2009 unless changed by the member, however maximums have been increased to \$16,500 per year (and \$22,000 per year for employees 50 and older for '50 Plus Catch-Up Plan'). The general fund rate going forward will be 4.5% (the contract minimum is 4%). Hartford will be handling Westchester County's deferred compensation accounts through the end of 2011.

President McPhillips informed the members that the retro check will be roughly 10% of your gross salary for the year plus your regular salary reflecting the raises; the retro will NOT be taxed any differently than your normal payroll tax rate (longevity only is taxed at a higher rate as it is considered a bonus); and the retro calculation is based on 3% of annualized salary for 2006 + 3% of annualized salary for 2007 (reflecting the 3%) + 3% of annualized salary for 2008 (reflecting the 6%).

A member asked about a web calculator she found that will calculate the retro. Vice President Pecora said that this is not something that is sanctioned by the Union or the County and cannot be relied upon to be accurate.

➤ **Handout: Defensive Driving Courses**

A six-hour classroom course at the Local 860 office, held on one Saturday or two weeknights for a fee of **\$19.00**. The next two classes will be held on **Saturday, January 17th** from **9:00 AM to 3:00 PM** (includes light breakfast at 8:30 AM and light lunch) or **Wednesday, January 28th and Thursday, January 29th** from **6:00 PM to 9:00 PM** (includes light dinner at 5:30 PM). February dates have been revised from the previous flyer. Call **(800) 942-6874** to register.

➤ **Handout: Grievance Representative Workshop**

A six-hour free workshop at the Local 860 office, will be held on **Tuesday, January 20th and Wednesday, January 21st** from **6:00 PM to 9:00 PM** (includes light dinner at 5:30 PM). Call **(800) 757-2732** to register.

➤ **Handout: Health Benefits Notes**

Information about national average costs of health care compared to our benefits.

➤ **Handout: 2009 Payroll Information**

Information from Yvette Scardera, Payroll Manager, including new tax rates and new CSEA Dues/Agency Shop deductions, and information on deferred compensation contribution limits and W-2 forms.

➤ **Handout: CSEA Capitol Notes**

Information on the Governor's budget and the new taxes being proposed which will adversely affect CSEA members. For example, 300 workers may be laid off at the Westchester Medical Center alone if these cuts go into effect. The 'March for Main Street' will be held in Albany on Wednesday January 7th, where CSEA members will join other Unions to demonstrate at the Governor's State of the State Address.

➤ **Shop Stewards and Grievance Representatives**

President McPhillips informed the members that current stewards and representatives who have been appointed by the President will only serve through June 30, 2009; the new Unit President after the elections will have the option to keep the currently appointed stewards/ reps, or may require training to appoint new ones.

➤ **Raises and Retro Payments**

Raises will go into effect in the 2nd pay period in January on the 22nd; retro payment will be incorporated into the 1st pay period in February on the 5th. The retro payment will include the first pay period in January.

➤ **One Care Street Survey Non-Compliance Penalty Deductions**

President McPhillips stated that the members were advised by CSEA after the contract was ratified that the survey had to be completed by members (and covered spouses) by December 15th; those who did not complete the survey by the deadline will be notified by the County regarding penalties (approximately \$100 per month single / \$300 per month family for a 3-month period). The Union has not been told officially how many members are out of compliance. CSEA enforces the terms of the contract if the employer causes an action that is in violation of the contract; in regards to the One Care Street Survey, the requirement to complete it by **December 15, 2008** by the POMCO participant employee members is clearly part of our contract.

Vice President Pecora reiterated that any members (and covered spouses) who have not completed the survey are required to complete it, but regardless will still incur the 3 month penalty, and penalties will continue to be assessed monthly until members (and covered spouses) are in compliance. This applies to POMCO members ONLY - if members switched their health provider in November, then they were NOT required to complete the survey, and if they are penalized, contact the benefits department at 995-4715.

Open Forum

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

➤ **Is there the possibility that our contract may be reopened before it expires?**

Danny Donohue has said that CSEA will NOT allow any contracts to be reopened. Units/Locals do not have the authority to reopen contracts with Counties or Municipalities; it can only be done at the state CSEA level. There is no indication that the County is in any financial difficulties, and there would be no basis for layoffs or attempts to reopen contracts.

➤ **Since Union dues are based on salary, will CSEA seek to recover dues that should have gone up with the raises we received with the contract?**

CSEA will absorb that loss and the members will not be assessed those extra dues.

➤ **What happens to the member donations to the Sick bank to reduce the 10,000 day deficit now that the deficit was forgiven with contract?**

President McPhillips stated members that were cut off or turned down will be reimbursed days out of the current balance of member days (which will be less than 300), and in turn the County forgave the entire deficit. Members will be able to contact the sick bank in the near future once the committee is back up and running to determine the balance of days they have donated and/or the number of days that are due to retain membership.

Vice President Pecora reiterated that days that were collected from the members in an effort to repay the deficit were NOT repaid to the County, and are still banked (approximately 2,500) even after the 10,000 deficit was wiped out, and will be used to repay members who were denied and for new applications going forward. February 1st will be the next annual donation requirement of 1 day for current and new members.

➤ **Member comment:**

Drivers of County vehicles should watch their speed and where they drive the cars; most vehicles have GPS systems and the County can monitor where and how the vehicles are driven and record mileage.

Officer's Reports

➤ **President McPhillips** reminded the members the 'March for Main Street' demonstration takes place on Wednesday January 7th, and members will meet at the Local 860 office at 7:00 AM for breakfast and the buses will leave at 7:30 AM. The buses will leave Albany by approximately 3:00 PM.

➤ **1st Vice President Pecora** stated the March of Dimes Walk will take place in April, and approximately 45 members registered before December 31st and qualified for the extra \$25 donation by Farmers Insurance Company. There will be a Bake Sale in the near future to raise funds also.

Old Business

No old business discussed.

New Business

➤ President McPhillips announced the appointment of **Kimberly Gotzen** as the new unit Secretary.

➤ **The next monthly meeting is scheduled for: TUESDAY, FEBRUARY 3, 2009 (5:30 P.M. Light Dinner / 6:00 P.M. Meeting)**

Adjournment

- Raffle for CSEA Unit 9200 Jacket was won by **Jesse Brown** from **DOH**.
- **Meeting was adjourned at 7:05 P.M.**

Respectfully Submitted,

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

Handouts / Attachments

- **AGENDA - OPEN MEMBERSHIP MEETING**
- **CSEA – New York’s BIG Problem...Albany’s WRONG Solutions (New York’s Fiscal Crisis)**
- **CSEA – Save the Date: Join the March for Main Street**
- **CSEA – Capitol Notes: CSEA Slams Governor Paterson’s Budget**
- **Local 860 – Grievance Representation Workshop**
- **Local 860 – Defensive Driving Courses**
- **Local 860 – Children of Local 860 Scholarships**
- **Local 860 – Grace Ann Aloisi Scholarship**
- **Westchester County - One Time CSEA Retro Deferral Change payroll form**
- **Westchester County - 2009 Payroll Information**
- **Health Benefits Notes**
- **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**