

**Westchester Unit 9200**  
**Civil Service Employees Association**  
**112 East Post Road, White Plains, New York 10601**  
**Minutes of Shop Steward / Monthly Meeting of March 11, 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 except 4<sup>th</sup> Vice President Kelly.

Pledge of Allegiance

Moment of silence for past members and family members

**Topics for Discussion**

Courses / Workshops / Classes

President McPhillips informed the members of the following courses and workshops;

Civil Service Test Prep Workshop

Saturday, March 22, 2008 held at the CSEA Local 860 Office  
Registration: 8:30 am / Workshop: 9:00 am – 3:00 pm  
\$ 15.00 fee due in advance (Members must pre-register and prepay) Light Breakfast and Lunch Served

1<sup>st</sup> Vice President Pecora stated that there are 22 members registered for the workshop. The CSEA Work Institute who sponsor the workshop would like to have (40) members in attendance in order to run the class. They are willing to hold the class if (30) members register.

Conducting a Successful Meetings Workshop / March 25, 2008

Tuesday, March 25, 2008  
Held at the CSEA Local 860 Office  
Sign In: 5:30 pm – 6:00 pm / Program: 6:00 pm – 9:00 pm  
Light dinner served at 5:30 pm

Grievance Representation Workshop / (2 part Workshop)

Wednesday, April 2, 2008 and Thursday, 3, 2008

Held at the CSEA Local 860 Office

Sign In: 5:30 pm – 6:00 pm / Program: 6:00 pm – 9:00 pm

Light dinner served at 5:30 pm

Shop Steward Workshop / (2 part Workshop)

Tuesday, May 20, 2008 and Wednesday, 21, 2008

Held at the CSEA Local 860 Office

Sign In: 5:30 pm – 6:00 pm / Program: 6:00 pm – 9:00 pm

Light dinner served at 5:30 pm

President McPhillips informed the members that there are new rules in CSEA regarding the role of a Shop Steward. The role of a Shop Steward is to funnel information from the Union to the members. A Shop Steward can no longer represent a member in a disciplinary procedure if they have not attended a Grievance Workshop. The Shop Stewards must have taken the Grievance Representation Workshop.

If a Shop Steward has not attended the Shop Steward Workshop in the last year and half, they should sign up for this class. Shop Stewards must attend the workshops and be certified by President McPhillips. In order to receive the incentive of \$100.00 given by Unit 9200, you must attend 10 out of 12 monthly meetings from December through November and be a certified Shop Steward.

Defensive Driving Course

For CSEA Members and Their Families

Held at the CSEA Local 860 Office

Tuesday, March 18, 2008 and Wednesday, March 19, 2008h

(2 part course)

Sign In: 5:30 pm / Program: 6:00 pm – 9:00 pm

Light dinner served at 5:30 pm

Or

Saturday, March 29, 2008

Sign In: 8:30 am / Program: 9:00 am – 3:00 pm

Light breakfast and lunch served

The fee is \$19.00 (includes \$1.00 for Student Guide Book)

Credit Card Only - No Show - No Refund

Scholarships

CSEA Local 860 has (12) \$1,000.00 scholarships.

CSEA Grace Ann Aloisi Scholarship; One \$1,000.00 scholarship for 4 years

Unit 9200 Scholarships: Mike Wolf, Sergeant-at Arms, informed the members of the Unit's scholarship for high school seniors; (5) \$ 1,000.00 for one year. The deadline is April 15, 2008.

Detailed information regarding the workshops and scholarships can be found on the CSEA website; [www.csea9200.com](http://www.csea9200.com) or call the Unit 9200 Office at (914) 995-2151.

### Negotiations / Mediation

President McPhillips informed the members that the Negotiations Committee and the County met with the Mediator on February 4<sup>th</sup>. We have been waiting for the Mediator (Anthony Zumbolo) to contact us to schedule the next meeting. Mr. Zumbolo has a very busy schedule. He is the Director of Conciliation for PERB (3<sup>rd</sup> highest ranking person in PERB). The Mediator has no time table regarding the timeline for meetings.

Mr. Zumbolo has asked President McPhillips for additional information regarding the Sick Bank in particular. He does not know if the Mediator has asked the County for any information. The Mediator can propose a settlement that is not binding by either side. Mediation is all verbal, nothing comes in writing. We must go through Mediation first before going to a Fact Finder. Usually there is a maximum of (3) meetings with the Mediator first. The Mediator is assigned to the Union and the County. He is paid by New York State taxpayers. The Union and the County have both been calling the Mediator to see if he can meet with them.

Once the Mediation is over, we go to a Fact Finder. The Fact Finder issues a written report and recommendation for a settlement to the County and the Union. Ten days after it goes to the County and Union, it goes public.

If no agreement is made after the Fact Finder, the Board of Legislators can impose a one year contract with only improvements. They cannot raise co-pays or take anything away. This has never been done in Westchester County.

### Sick Bank

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

President McPhillips informed the members that there was nothing new to report. The Sick Bank is part of the contract (clause in the contract).

### Miscellaneous

Questions were asked by the Members;

Taylor Law;

What can be done about the Taylor Law? Members cannot strike or take any action after 2 years and 3 months without a contract. President McPhillips stated that for the last twelve years, there are six unions that represent various public employees that have joined forces to implement modification of the Taylor Law. (CSEA, Teachers, SEIU, AFSCME, Teamsters). He could not recall the sixth union at the time.

Workforce;

Why isn't our Local written in the Workforce that was just recently sent out? President McPhillips stated that there is nothing to report at the present time for anything to appear in the Workforce.

Board of Elections move;

President McPhillips stated that the Board of Legislators will be reviewing the proposal of the County buying the property at 450 Saw Mill River Road for the Board of Elections. The County Executive's Office is looking to move the Board of Elections out of White Plains into a new building. There is a need to have a building with a warehouse to store the new voting machines. The cost to purchase the building is 5.4 million and 6 plus millions in renovations.

Out-of –Title Grievance;

Members asked how and when to file an out-of-title grievance. If a member is asked to perform work/duties that are part of a job description in a higher classification for (10) days or more, the member is entitled to the higher rate of pay while performing these duties. If the member is not sure if the duties fall into a higher classification, they should contact the Union Office.

### WCC Fragmentation Status;

President McPhillips informed the members that the College has not fragmented yet. The Administrative Law Judge asked for a stipulation of facts which had to be signed by all four parties. The stipulation of facts which had already been agreed on was the Virginia Marx Children's Center employees being included in the bargaining unit at the College. These members at the Children's Center are on official lines and pay Union dues. The group looking to fragment wanted to exclude the Children's Center employees from the "WCC bargaining unit".

### Contract Issues:

Members asked if certain issues were on the table for contract negotiations. President McPhillips stated that we represent 4,000 members equally. We are trying to rectify many issues such as bereavement leave, sick leave, sick leave buyout, optical and dental, longevity, etc.

### National Walk for Epilepsy;

Alison Pinsley, one of the members from the Health Department informed the members that there was going to be a National Walk for Epilepsy. She distributed forms for donations.

## **Officer's Reports**

### Multiple Sclerosis Society Walk

1<sup>st</sup> Vice President Pecora informed the members that there will be a Multiple Sclerosis Society walk on Sunday, April 13, 2008 at Playland. The County is not participating in the walk. We would like our members to participate in the walk and get our name out in the community. Members can call the Unit to register or the MS website and sign in on our team. We are raising money for the walk. We are selling bears with a MS tee-shirt and \$ 3.00 donation / sneaker card. Members can order the bears by calling the Unit Office.

The Unit will be having a bake sale on Wednesday, March 26, 2008 morning in the County Office Building. If any members are interested in donating for the bake sale, please send to the Unit Office the night before or on that day. She will e-mail the information.

### Playland Day

1<sup>st</sup> Vice President Pecora informed the members that the date for Playland Day is Saturday, June 28th. The date has been changed from the date mentioned at last month's meeting. The rain date is Saturday, July 12, 2008. She will be sending the flyers (information, rules and regulations) to the members soon. The members must buy the pass in the Unit Office. The member can only buy (5) wristbands in total; (1) for the member and (4) guests. The member must pick-up the wristbands at Playland themselves. No wristbands for non-members. There will be more detailed rules and regulations on the flyer.

The passes will go on sale April 1, 2008. The deadline to buy the passes will be Tuesday, June 24, 2008. One coupon purchase up to (5) wristbands entitles the member to one parking pass (\$4.00 for parking). The fee is \$ 15.00 per person.

The picnic area and the amusement park open at noon. The food will be served for (3) hours (starting noon until 3:00 pm). The wristbands are good for (8) hours of unlimited rides. The (8) hours start after you go on the first ride.

A question was asked; Can retirees buy the passes for Playland Day? No, this is event is for active members, they can come as a member's guest.

**Old Business**

No old business discussed.

**New Business**

The next monthly meeting is scheduled for Tuesday, April 1, 2008 at 5:30 p.m.  
light dinner / 6:00 p.m. meeting.

**Adjournment**

The meeting adjourned at 7:15 p.m.

Respectfully Submitted,

Joanne Castaldo  
Secretary  
CSEA Unit 9200