

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

Minutes of Shop Steward / Monthly Meeting

THURSDAY, NOVEMBER 6, 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
Secretary [Vacant]
Michael Wolf, Sergeant-at-Arms

Officers in Attendance: All officers were in attendance except former Secretary Castaldo.

- Meeting was held at the CSEA Local Office, 595 West Hartsdale Avenue, White Plains.
- Meeting was called to order at 6:04 P.M. by President McPhillips.
- Pledge of Allegiance
- Moment of silence for past members and family members

Agenda Topics for Discussion

- **Handouts**

President McPhillips informed the members of various handouts available:

Reproductions of articles from the Steward Update from CSEA Albany: **'Challenge Those Suspensions'** and **'The Disgruntled Steward'**, which give Stewards better insight to deal with member issues.

'Civil Service Law Section 75: The Disciplinary Process', reproduced from the CSEA Newsletter The Work Force, which is more factual about this law than our Contract.

CSEA NEWS Press Release from the Southern Region Office: **'CSEA Ratifies Westchester County Agreement'**.

Veterans Day Fundraiser for Disabled Veterans, Friday, November 7th from 8:00 A.M. until 1:00 P.M. in the Lobby of M.O.B.I.

The **Hartford** distributed 2 handouts, in which they are assuring members who are participants in the Deferred Compensation Plan that they are a financially strong company, and that they are confident in their capital position and ability to meet all of their policyholder obligations, despite the current economic downturn.

➤ **Defensive Driving Course**

For CSEA Members and Their Families, held at the CSEA Local 860 Office:

Saturday, November 15, 2008 – Sign In: 8:30 A.M. / Program: 9:00 A.M. – 3:00 P.M.
Light Breakfast and Lunch.

– OR –

Wednesday, November 19, 2008 – AND – Thursday, November 20, 2008 (2 part course).
Sign In & Light Dinner: 5:30 P.M. / Program: 6:00 P.M. – 9:00 P.M. (both evenings).

Cost is **\$19** payable by credit card only (no show, no refund).

➤ **Official Vote Count**

President McPhillips informed the members of the official vote count on the new Contract:

2,891 out of 3,463 eligible members voted (85%)
2,659 voted YES (92%) / 226 voted NO / 6 votes were void (no selection marked)

➤ **Possible Timetable for Approval of Contract**

President McPhillips informed the members that the *possible* timetable for the process of getting the Contract approved is:

- County presented the Contract to the Board of Legislators on Wednesday, November 5th;
- Must be assigned to a BOL Committee, which *may* happen on Monday, November 10th;
- Must be put on the BOL Agenda for a Public Hearing and a Board Vote, which *may* happen on Monday, November 24th.

President McPhillips indicated he spoke with County Executive Andy Spano, Deputy County Executive Larry Schwartz and BOL Chairman Bill Ryan, and they are promising to move the process along as quickly as possible. This is a bureaucratic process, and there are other pending matters before the BOL including the County Budget and raises for BOL staff and management.

We will see an immediate change in the pay schedule, *most likely* in the 1st or 2nd pay period in December, and *more than likely* retroactive adjustment payments will go out in January. These timeframes are tentative pending approval of the Contract, and as the union gets information on the progress they will let us know. There are no definitive dates.

Open Forum

Questions from members answered by President McPhillips:

➤ **Would there be a benefit to members attending the Board of Legislators meeting?**

No. The Board is also considering pay raises for BOL staff and management at the same time, so there should be no need for union pressure. The Contract should pass 17 – 0.

➤ **What is the status of upgrades for DSS Senior Social Case Workers from Grade 10 to Grade 11?**

There is no timetable yet.

➤ **What is the status of the Sick bank?**

The Sick Bank will not be restored until the Contract is approved. After that the committee will meet to set new guidelines.

➤ **When will the full Contract be available to the members?**

The Contract document will be made available to the members as soon as possible after it is approved, on the Unit website www.CSEA9200.com, and in printed form at a later date.

➤ **What is the time frame / deadline for the Health Survey?**

The current deadline of November 15th will not be the actual deadline since the Contract is not yet approved. The survey will be distributed after approval of the Contract with a new deadline.

➤ **What is the status of the Four Day Work Week Petition?**

The issue will be revisited.

➤ **What is the status of the WCC employees?**

WCC is now a separate Unit, and the President of the Unit is in the process of selecting a negotiating team. A survey will be distributed to the employees of the new Unit to use to formulate a Contract and negotiate an agreement.

➤ **What is the CSEA Vision Care Value Advantage Program?**

This is a CSEA Employee Benefit Fund program, which is NOT available to Unit 9200 employees. We offered this plan to the County as an option, but they said no. Unit 9200 members have the POMCO vision benefit.

➤ **Are differentials in effect for DSS Senior Social Case Workers being considered for upgrades?**

Yes.

➤ **Member stated he spoke with an employee at County HR, who told him that no retro payments or upgrades will be paid this year. Is this true?**

The employee the member spoke with may not be the one who makes the final decision. There is no official timeline at this time and the union has no information to date.

➤ **Member asked about the differential being paid to DSS Senior Social Case Workers?**

Any employee who is receiving the differential now will continue to get it, and will be looked at to be upgraded to equal or greater pay than currently receiving with the differential.

➤ **When will the County Budget be approved?**

The union has no information at this time. The County has asked departments to cut requests. Projections for next year's State budget have gone from 5 billion to 14 billion (??). Westchester Medical Center will announce cuts next week. We will have a tentative budget on November 15th.

➤ **Is there any truth to rumors about an early buyout?**

There is no truth to rumors about a retirement incentive from the State to our knowledge. However Governor Patterson said to Danny Donohue recently that "there will be no cuts...".

➤ **If Senior Social Case Workers are upgraded to Grade 10 or Grade 12, Supervisors are Grade 12, will Case Workers and Supervisors be the same grade?**

There will be upgrades, but there is no information on specifics at this time. Upgrades will be across the board under management level.

➤ **Will Retirees get this upgrade?**

No, but retirees since January 1, 2006 will get the retroactive adjustment.

➤ **What is the procedure for layoffs by seniority?**

The only thing that supersedes seniority of permanent status is bumping rights – if a senior permanent employee is reached for layoff and that employee previously held a lower grade, they have the right to bump the employee in the lower grade.

1st Vice President Pecora also pointed out that the County has hired over 180 new workers over the last several months, there are not enough workers in many departments, and that there has been no talk of layoffs.

➤ **How is the seniority of the workers who are now WCC employees affected?**

For employees of WCC, their years of service with the County will still count toward retirement, but will not necessarily count toward seniority.

➤ **Is Westchester Medical Center in financial trouble again?**

They will have to make cuts for the new budget just like every other program because of County funding.

Officer's Reports

➤ **Unit 9200 Holiday Party**

1st Vice President Pecora informed the members that the Unit 9200 Holiday Party will take place on Friday, December 5th at the Surf Club in New Rochelle. It will be a great party like last year. The member price is \$35 and \$65 for non-members. Don't wait to RSVP and put in requests for table arrangements. The deadline to pay is November 28th. Payments for the party will NOT be accepted at the next monthly meeting on December 2nd.

Old Business

No old business discussed.

New Business

- The next monthly meeting is scheduled for: **TUESDAY, DECEMBER 2, 2008**
(5:30 P.M. Light Dinner / 6:00 P.M. Meeting)

Adjournment

- Meeting was adjourned at 6:35 P.M.

Respectfully Submitted,

Kimberly Gotzen

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

Handouts / Attachments

- **AGENDA - OPEN MEMBERSHIP MEETING**
- **Steward Update: 'Challenge Those Suspensions'**
- **Steward Update: 'The Disgruntled Steward'**
- **The Work Force: 'CIVIL SERVICE LAW Section 75: *The Disciplinary Process*'**
- **CSEA NEWS: 'CSEA RATIFIES WESTCHESTER COUNTY AGREEMENT'**
- **Veterans Day Fundraiser for Disabled Veterans**
- **A Statement from The Hartford + 2 page presentation**
- **POMCO Flex Benefit Card**
- **CSEA 2009 Health Benefit Options Comparison**
- **The Buyer's Edge**
- **CSEA Labor Education Workshop: Local Government/Private Sector Grievance Representation**
- **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**
- **CSEA & NYSP (New York Safety Program) Defensive Driving Class pamphlet**