

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

Minutes of Shop Steward / Monthly Meeting
October 7, 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 6:00 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 2nd Vice President Magilton.

Pledge of Allegiance

Moment of silence for past members and family members

Domestic Violence Presentation

Thea Dubow from the Westchester County Office for Women gave a presentation on Domestic Violence. October is Domestic Violence month.

Ms. Dubow informed the members that Westchester County has an Executive Order Regarding Domestic Violence in the Workplace Policy. This policy covers employee awareness, management / supervisory responsibility, non-discriminatory and responsive personnel policies for victimized employees, workplace safety plans, accountability for employees who are offenders, firearms (Note: only for applicable departments) and training.

Ms. Dubow left information including copies of the Office for Women Programs, the Executive Order, and the different types of Domestic Violence. If anyone would like more information, they should contact the Westchester County Office for Women.

Topics for Discussion

Defensive Driving Course

For CSEA Members and Their Families
Held at the CSEA Local 860 Office

Saturday, October 11, 2008
Sign In: 8:30 am / Program: 9:00 am – 3:00 pm
Light Breakfast and Lunch

Wednesday, October 22, 2008 and Thursday, October 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
There will be no courses in the month of December.

Ballots Mailed 10/02/08; Count: 11/03/08 @ 10:00 a.m.

President McPhillips informed the members that the ballots were mailed to the member's homes on Thursday, October 2, 2008. The ballot count will be on Monday, November 3, 2008 at 10:00 a.m. If a member has not received their ballot by this week, they can call the 800# posted on the Unit's website for a substitute ballot. If a member requests a replacement ballot, the first ballot will be voided.

President McPhillips stated CSEA does not handle the ballots or counting the ballots. The count is handled by the American Arbitration Association.

President McPhillips stated if the tentative agreement is approved, the tentative agreement goes to the Board of Legislators Budget Committee and then to the Board of Legislators to approve.

The first time you may see the increase in salary will be in December 2008. The retro check will be in January 2009.

Fact Finding Report Acceptance

President McPhillips informed the members that the tentative agreement was not negotiated by the Negotiations Committee. The Negotiations Committee accepted the Fact Finder's report. A copy of the Westchester County CSEA Unit 9200 Local 860 Fact Sheet was available to the members at the meeting. The fact sheet was verbatim to the Fact Finder's report.

President McPhillips informed the members that the Fact Finder was Martin Scheinman who is one of the best in the business. He has experience with over 10,000 mediations, arbitrations and fact finding. The Negotiations Committee asked that Mr. Scheinman expedite his report so we could get the information to our members. The report was received in (10) days.

President McPhillips informed the members that the Fact Finder's report was better than the Mediator's report and what the County was offering. He stated if we do not accept the Fact Finder's report, it can go to the Westchester County Board of Legislators who can impose a one year contract which would only cover 2006. The Board of Legislators can only give a percentage in raises (they can also give a zero). They cannot make any changes in health or any other benefits. After the Board of Legislators impose the one year, the Union and the County go back to negotiations for the other years without a contract starting with 2007 forward.

President McPhillips stated the Negotiations Committee which is made up of Unit 9200 officers and Representative Manu has given an endorsement to the Fact Finder's report.

President McPhillips stated we have fulfilled our promises to the members, no zeroes, no bonuses and no health care contributions. This is also the first time that members who have retired during 2006 through the present time will receive retro.

President McPhillips stated that presently the County pays approximately \$ 16,000.00 for family health coverage and \$ 7,000.00 - \$ 8,000.00 for individual coverage. Dutchess County recently settled their contract and new employees will be contributing 40% into their health coverage. In the other places, people are paying an average of 10% into their health coverage.

President McPhillips stated the Working Spouse Rule also held up negotiations since the County wanted all current employees to follow the Working Spouse Rule. If your spouse has health insurance through another employer is ineligible for Westchester County provided health insurance for the non-County spouse. The Mediator's recommendation was verbal and included the Working Spouse Rule for all current employees. The Fact Finder's report has included the Working Spouse Rule to apply to new hires after December 30, 2008.

President McPhillips informed the members that the actual language on the fact sheet will not be done until ratification. The Health Risk Assessment Survey will not be shared with the employer (it is covered by the HIPPA law). The survey states it is voluntary. When the contract is ratified, the survey will be mandatory for the existing employee and covered spouses.

Open Forum

Questions from the members:

Does the survey have to be filled out for all employees?

President McPhillips said “No, all employees who have Pomco as their health insurance.”

He reminded the members that next month, November is the month that you can change your health insurance. He stated that employees who have AETNA are now paying a small amount out of their paychecks for that health insurance.

President McPhillips stated that many members he has seen at the site visits have expressed concern over the Survey issue in the tentative agreement. This is nothing new to the health industry only new to us. The New York State employees who have the Empire Plan already have a Health Awareness Program.

Will the Survey be on the computer and hard copy?

President McPhillips said “Yes, since there are members who do not have access to computers.”

Can retirees change health insurance?

President McPhillips said “No, retirees are covered through the plan that the County administers.” “At the present time, it is Pomco.” “The County makes all the decisions on the health insurance carrier for the retirees.

President McPhillips stated that under New York State Law, a retiree cannot be charged more with contributions or co-pays than what is in the current contract.

Can a member increase their deferred comp for the pay period when the retro is paid?

President McPhillips said “Yes”. One member stated he had spoken to the Hartford and was told he could not increase his deferred comp for the retro. President McPhillips stated he would have to find out from the County.

How will the benefit fund breakdown the \$100.00 increase effective January 1, 2010 and January 1, 2011?

President McPhillips stated the increase of \$100.00 for each of those years will go to dental only. The County has a schedule of what is paid for dental benefits. He assumes the County will breakdown the amount evenly.

Do retirees get dental?

President McPhillips said “No”.

Do retirees have to fill out the Survey?

President McPhillips said “No”.

How would the retro check affect your pension?

President McPhillips stated the retro will be received in January 2009. You will be taxed on that money for 2009 income taxes. The New York State Retirement System will breakdown the retro for each year for your calculations for retirement. Your pension is based on your highest (3) consecutive years.

What is considered compliance with the Survey?

President McPhillips stated the employee and covered spouses must fill out the survey. You must fill out the survey for your employer who gives you free health insurance. You must take the call from the coach (having heard out the coach). This will be done no more than once a year.

Is a retiree entitled to the retro?

President McPhillips stated “Yes, any member who retired from 2006 until the present time will be entitled to retro.” “This is the first time that we negotiated for retro for anyone who retired during the time the contract had expired.” “This was actually negotiated with the County and the County had agreed prior to the Fact Finder’s report.”

Is a member who has separated from service entitled to retro?

President McPhillips stated “No, if a member separated from service and did not retire, they are not entitled to the retro.”

Officer’s Reports

Holiday Party

1st Vice President Pecora informed the members that the CSEA Unit 9200 Holiday Party will be held at the Surf Club in New Rochelle on Friday, December 5, 2008. The cost is \$ 35.00 for a CSEA member and \$ 65.00 for a non-member or guest. She will send a flyer out in the next few weeks.

Breast Cancer Walk / Bake Sale

1st Vice President Pecora informed the members that they held the “Breakfast with CSEA” bake sale on Friday, October 3, 2008 in the lobby of MOB 1. They raised \$ 400.00.

1st Vice President Pecora informed the members that the e Breast Cancer Walk will be held at Manhattanville College on Sunday, October 19, 2008. CSEA would like to have a team and have members walk with Unit 9200. If you sign up and walk with CSEA, you will receive a white CSEA shirt. Please contact her in the Union Office at (914) 995-2151 or e-mail her at kkp5@westchestergov.com.

Shop Steward Workshop

The next Shop Steward Workshop will be held on Monday, December 8, 2008 and Tuesday, December 9, 2008 at the Local 860 Office.

Sign In: 5:30 PM
Program: 6:00 PM – 9:00 PM
Light Dinner Served at 5:30 PM

Local 860 Annual Self-Development Conference

President McPhilips informed the members of the second Local 860 Annual Self-Development Conference that will be held at the DoubleTree Hotel in Tarrytown on Saturday, November 1, 2008 from 7:30 a.m. – 3:30 p.m. The information and registration forms were mailed out.

Secretary Position

President McPhillips informed the members that tonight was the last night for Joanne Castaldo as Secretary to Unit 9200. Secretary Castaldo can no longer be the Unit’s secretary since she is an employee of Westchester Community College. Westchester Community College has fragmented from Unit 9200. They will be their own bargaining unit.

President McPhillips stated the Executive Board is looking for a replacement for the Secretary position. The term ends on June 30, 2009. New elections will be next year.

Secretary Castaldo made a statement to the members. I have been a member of Unit 9200 for 27 ½ years. It was a privilege and an honor to work with President McPhillips and the entire Executive Board for the last 7 years and 4 months. It was a privilege and honor working for the members of Unit 9200. Thank you.

Old Business

No old business discussed.

New Business

The next monthly meeting is scheduled for Thursday, November 6, 2008 at 5:30 p.m. light dinner / 6:00 p.m. meeting. Please Note: the day has been changed from Tuesday to Thursday for November only due to Election Day on November 4th.

Adjournment

The meeting adjourned at 7:00 p.m.

Respectfully Submitted,

Joanne Castaldo
Secretary
Unit 9200