



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

Minutes of Shop Steward / Monthly Meeting

TUESDAY, OCTOBER 6, 2009

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Karen Pecora, President

James Kelly, 1<sup>st</sup> Vice President  
Edward J. Magilton, 2<sup>nd</sup> Vice President  
Peter Snyder, 3<sup>rd</sup> Vice President  
Judith Brome, 4<sup>th</sup> Vice President

Michael Wolf, Treasurer  
Kimberly Gotzen, Secretary  
Kwabena Manu, Union Representative  
Junio Ismael Alvarado, Union Representative  
[Vacant], Sergeant-at-Arms

- Officers in Attendance: All officers were in attendance.
- 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 Pecora.
- Pledge of Allegiance
- Moment of silence for departed members and family members and troops serving throughout the world

Agenda Topics for Discussion

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➤ Sick Bank:

The approximate balance of days currently in the Sick Bank is **4933**. The Sick Bank balance will be available on our website [www.CSEA9200.com](http://www.CSEA9200.com) every month by the next monthly meeting.

➤ Probationary Period:

Westchester County held a public hearing to make amendments to the Civil Service Laws in September, and Unit 9200 put in a request to reduce the maximum probationary period from 12 months to 6 months, effective with the next Contract in 2011. We are waiting to see if our request will be granted.

➤ Unit 9200 Holiday Party:

Flyer was distributed with the details for the Unit 9200 Holiday Party on Saturday, December 12, 2009. The details remain the same, and the new announcement is that we will have both a band and a DJ for uninterrupted dance music throughout the event.

➤ GOTV (Get Out The Vote!) – Election Day is November 3, 2009:

We urge you to vote on Election Day, and CSEA will be releasing their candidate endorsements within a week or two, so that members will know which candidates CSEA recommends. **"I'M CSEA AND I VOTE"** patches are available at the Local 860 and the Unit 9200 offices for members to wear on Election Day. We will also be asking our members two days this month to show solidarity and wear the patches at their work locations. Please check for member notifications of the designated days to wear the patches via e-mail and on our website. If anyone would like to request a site visit for officers to come out and talk to the members about voting and bring patches, please contact the Unit office.

➤ **Handout: Grievance Representation Workshops:**

A two-part, six-hour free workshop on Grievance Representation, to educate members on understanding the role and responsibilities of Grievance Representatives in protecting the rights of bargaining Unit members in the workplace, will be held at Aloy's Restaurant in Poughkeepsie on **Monday, November 9, 2009 and Tuesday, November 10, 2009** from **6:00 PM to 9:00 PM** (includes light dinner at 5:30 PM). Call the Region 3 Office at **(845) 831-1000** to register. Unit 9200 will reimburse members for mileage if you would like to take this training, however keep in mind that the second night of training will conflict with our next monthly meeting on **Tuesday, November 10, 2009**.

As an alternative, there will also be a daytime **Grievance Representation Workshop** held at the Local 860 Office on **Thursday, November 5, 2009** from **9:30 AM to 4:00 PM** (includes light breakfast at 9:00 AM and light lunch). Members would need to use their own time to attend this workshop.

Stewards and activists previously certified as Grievance Representatives who have not taken this training since before 2006 are requested to take the training again.

➤ **Handout: Local Government Discipline: Representing Members in Interrogations:**

A two-part, six-hour free workshop on Representing Members in Interrogations, to educate members on understanding Civil Service Law Section 75 and rights of Union Representatives and employees in disciplinary interrogations, will be held at the Local 860 Office on **Wednesday, October 14, 2009 and Thursday, October 15, 2009** from **6:00 PM to 9:00 PM** (includes light dinner at 5:30 PM). Call the Region 3 Office at **(845) 831-1000** to register.

Stewards and activists who wish to represent members for Notices of Questioning must take the **Grievance Representation** training **and** the **Representing Members in Interrogations** training, **and** be certified by the Unit President to do so.

➤ **Changes in Health Coverage:**

November is the month in which you can change your health plan (POMCO, AETNA, OXFORD and HIP are available) and now is the time to investigate the different options available to you. Please contact the County Benefits office at M.O.B.I in White Plains for the current health plan information. Only POMCO members are required to complete the Health Survey, which will need to be completed again this year, most likely in December, and the same penalties will apply for non-compliance for members who have POMCO. Also, AETNA, OXFORD and HIP offer coverage for flu shots as well as discounts for health clubs, which POMCO does not.

➤ **Contract:**

A draft of the Contract has been submitted to the Law Department for review, and President Pecora has a meeting with the Law Department this week to hopefully finalize the Contract, which will enable us to print it and distribute it to the members.

➤ **Shop Steward Training:**

A new list of Shop Stewards was recently distributed, including only Stewards who have taken the Shop Steward training since 2006, which may have caused some confusion. The list has been re-issued, and Stewards who have **not** taken the Shop Steward training since before 2006 are highlighted. Stewards previously certified who have not taken this training since before 2006 may still act as Stewards, however they are requested to take the training again when it becomes available. Shop Steward Training will be scheduled most likely in January.

➤ **Handout: Defensive Driving:**

A six-hour Defensive Driving classroom course at the Local 860 Office, held on one Saturday or two weeknights. The fee is **\$19.00**. Upcoming classes to be held **Saturday, November 14, 2009** from **9:00 AM to 3:00 PM** (includes light breakfast at 8:30 AM and light lunch) or **Wednesday, November 18, 2009 and Thursday, November 19, 2009** from **6:00 PM to 9:00 PM** (includes light dinner at 5:30 PM). Call **(800) 942-6874** to register.

➤ **Change in CSEA Unit 9200 By-Laws (Discussion):**

President Pecora is proposing the following change to the language in Article I – Elected Officers, Section II of the existing CSEA Unit 9200 By-Laws:

Current Language: “The President and 1<sup>st</sup> Vice President shall be two (2) of the full time release positions for the unit”

Proposed Change: “The President shall be one (1) of the four (4) full time release positions for the unit”

No changes in the current release positions will take place as a result of this change. President Pecora stated that this change is not her final decision. The proposed change must be submitted to the CSEA Statewide Secretary, and the final decision is made by CSEA President Danny Donohue. The discussion and responses from the members will be included in the petition to CSEA. By an informal showing of hands, 11 members attending the monthly meeting indicated that they were not in favor of the proposed change to the By-Laws, and approximately twice as many members indicated that they were in favor of the proposed change.

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

➤ **Why are you recommending this change to the Unit 9200 By-Laws?**

President Pecora decided to make this change, to eliminate a redundancy, and followed guidelines of the Unit Constitution and notified the Executive Board and the members. The language is in our Contract, which cannot be changed, and our Contract supersedes our By-Laws, so it is not necessary for it to be part of the By-Laws. The By-Laws dictate how we run our Unit, and the County should have no say in how we run our Unit.

➤ **Which agreement supersedes the other – the Contract or the By-Laws?**

We must abide by both, but the Contract supersedes the By-Laws. Since this provision is a part of our Contract, it does not need to be included in the By-Laws.

➤ **Will this become an issue when negotiating our next Contract?**

Whether this issue is brought up in negotiations by the Union or the County, it will be a non-issue as far as the Contract as a whole is concerned.

➤ **Since the President and 1<sup>st</sup> Vice President are the two most important positions, it makes sense that these two positions would be full-time release. It may be that the language is confusing to the members that this change to the By-Laws will change the full-time release positions which are currently in effect.**

No changes will take effect, and the full-time release positions will continue to be that way since it is in our Contract, at least until 2011 when the Contract comes up for negotiation.

➤ **Was this provision in the Contract before, and why wasn't it brought to the membership if it was an issue?**

Jack McPhillips, Local 860 President and former Unit 9200 President, answered that there was no language in any Contracts previous to the 2005-2009 Contract referencing release time for Union Representatives. It was past-practice before that where there were between 3 and 5 full-time release positions depending on how many members were in the Unit (e.g. when Westchester Medical Center was part of our Unit), and the language was added to the 2005-2009 Contract to memorialize this, and to stipulate that the President and 1<sup>st</sup> Vice President were two of the mandatory full-time release positions which did not require County approval, and that there would be two other full-time release positions which would require County approval. This provision of the Contract was brought to the members as part of the Memorandum of Agreement for the 2005-2009 Contract, which was voted on by the members.

1<sup>st</sup> Vice President Kelly added that nothing will change as a result of this change to the By-Laws. The

President and 1<sup>st</sup> Vice President will continue to be full-time release, as it is a provision of our Contract, as is the procedure of succession of the other Vice Presidents in the event that any officer is unable to perform their duties.

- Member stated that it makes members nervous that this change will lead to a change in the Contract in the future, which will mean that the members will only have the opportunity to vote for one full-time release Union Representative instead of two if the 1<sup>st</sup> Vice President is not a mandatory full-time release position.

President Pecora stated that she selected Jim Kelly as 1<sup>st</sup> Vice President because he is a great advocate for the members with many years of experience, but if the election had gone differently, or if in the next election the same thing occurs where the slates are split, you may have a 1<sup>st</sup> Vice President who may not be the best person to act as a full-time Union Representative, and President Pecora doesn't want the By-Laws to dictate that the 1<sup>st</sup> Vice President have to be a full-time Union Representative, because he or she may not be the best person for it.

- Member stated that this is the language of the current Contract, and if anyone wanted to complain about the Contract, they had the opportunity to do so when they voted on it.
- Will this change give the County the power to negotiate who will be the full-time release positions other than the President?

The members will vote for the President and the 1<sup>st</sup> Vice President, since it is a part of our Contract. The County has nothing to do with our Elections or our By-Laws.

- Member asked if the members have a say or a vote on changes to the By-Laws?

The Unit constitution has a procedure where changes must be brought to the members for discussion, but does not allow for members to vote on changes to Unit By-Laws. The By-Laws dictate how the Unit will operate, as far as how many Vice Presidents there will be, etc. Proposed changes to the Unit Constitution can be brought to a delegate, for example Jack McPhillips, Local 860 President, who would bring it to the CSEA convention and it would be voted on by statewide delegates.

- CSEA Unit 9200 Administration – First 100 Days:

The new Unit 9200 Executive Board is coming up on our first 100 days in office, and President Pecora requested feedback from members.

- Member stated that she thinks it's good to be open to changes, and that because of the times the union can make accomplishments for the members and still have change.
- Member stated that she likes that the union distributes e-mail communications and flyers to keep the members informed.
- Member stated that they would like for their Union Representative to visit their work location.
- Member stated that she likes getting the agenda for the monthly member meetings beforehand, to know what will be discussed, and also likes being able to access the full minutes from the meetings on the website.
- Finance Department 50/50 raffle for the American Heart Association and the American Cancer Society:

The Finance Department is holding a 50/50 raffle for the American Heart Association and the American Cancer Society, and will be selling raffle tickets in the lobby of M.O.B.I on October 15<sup>th</sup>, 16<sup>th</sup>, 29<sup>th</sup> and 30<sup>th</sup> from 10:00 A.M. to 12:00 P.M., and the drawing will be held on **Friday, October 30, 2009** at **3:00 P.M.** Contact Mary Fitzgerald in the Finance Department or Barbara Theik in the Bureau of Purchase and Supply for information.

## Open Forum

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

- Member Issue: Member spoke about another member that was demoted due to a mistake on a medical form.

This is a personal member issue, and cannot be resolved in this forum. Members must contact the Unit Office and speak to the Union Representative for their department directly to resolve personal issues in their work location.

- Union Representative Manu stated that members had complained about receiving duplicate memos by e-mail from the Unit Office.
- What are the hours of the Union Representatives in the Unit Office?

The Unit Office is open from 7:00 A.M. to about 6:30 – 7:00 P.M.

- What changes to the Civil Service Laws were proposed by the County?

The changes requested by the County had to do with the Board of Legislators and their staff, which are not CSEA members. No changes were requested by the County that would affect Unit 9200 members.

- What is the status of the 4-day Workweek Petition?

President Pecora met with the Democratic Caucus of the Board of Legislators this week, and brought to their attention that our petition is still pending, while two departments are rescinding 4-day workweek schedules which had been working successfully since 1998, and members in those departments were told that it was because 'CSEA should have kept their mouths shut and not brought it to anyone's attention'. The members of the Democratic Caucus expressed their displeasure with this, and they are working on it.

- What is the status of the Grievance about the dress code policy in DSS?

President Pecora was not aware of the existence of this Grievance, but will check on pending Grievances for DSS.

- A Shop Steward from the Corrections Department asked if there is a way to track Grievances filed.

Grievances are confidential to each member and cannot be released to the general membership. Members can contact their Union Representative at any time to check on the status of their Grievance.

- What was the outcome of the Alzheimer's Association Walk?

The Alzheimer's Association Walk took place on **Sunday, October 4, 2009**, and Unit 9200 members raised \$655.00 to be donated to the Alzheimer's Association.

- Member announced the Health Department is sponsoring the Diabetes Walk this year. Members can check the Health Department website for more information.

## Officer's Reports

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3rd Vice President Snyder would like to encourage members to participate in the **Labor Day Parade** next September in New York City. He participated with other CSEA members on **September 12, 2009**, and it was a lot of fun.

## Old Business

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No old business discussed.

## New Business

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- The next monthly meeting is scheduled for: [TUESDAY, NOVEMBER 10, 2009](#) (5:30 P.M. Light Dinner / 6:00 P.M. Meeting)

## Adjournment

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- Raffle for CSEA Unit 9200 Jacket was won by **Anthony Savastano** from DEF.
- Meeting was adjourned at 7:00 P.M.

Respectfully Submitted,

**Kimberly Gotzen**

Kimberly Gotzen  
Secretary / Chair, Communications and Public Relations Committee / Shop Steward & Grievance Rep., Unit 9200

## Handouts / Attachments

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- AGENDA - OPEN MONTHLY MEETING
- Unit 9200 – Change in Unit 9200 CSEA By-Laws
- Unit 9200 – Holiday Party
- Local 860 – Local Government Discipline: Representing Members in Interrogations Workshop [October 14&15, 2009]
- Local 860 – Grievance Representation DAY TIME Workshop [November 5, 2009]
- Local 860 – Defensive Driving Courses [July through November 2009]
- Region 3 – Grievance Representation Workshop [November 9&10, 2009]
- CSEA – Our Unions Take on the New Health Care Proposals
- CSEA – Health Insurance Reform Myth Buster

## Unit 9200 Office

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- The Unit 9200 Office is located at [112 East Post Road, 4<sup>th</sup> Floor, Room 428, in White Plains.](#) Contact us by Telephone at [\(914\) 995-2151](tel:(914)995-2151), by Fax at [\(914\) 995-5629](tel:(914)995-5629), by E-mail at [csea9200@westchestergov.com](mailto:csea9200@westchestergov.com), or visit our Website at [www.CSEA9200.com](http://www.CSEA9200.com).