

Unit 9200

The Civil Service Employees Association, Inc.
Local 1000, American Federation of State, County and Municipal Employees, AFL-CIO

Westchester County Employees - Unit 9200

Jack McPhillips, *President*

Overview of Monthly Meeting held October 2, 2007

Officers in attendance:

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,
Michael Wolf, Sergeant-at Arms

Officers excused:

Joanne Castaldo, Secretary

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.

Pledge of Allegiance

Moment of silence for past members and family members

Topics for Discussion

President McPhillips informed the members that the Defensive Driving Courses held at the Local cost \$19.00 for the member and any of the member's family. The next scheduled dates for October are Saturday, October 13th and Wednesday & Thursday, October 23rd & 24th.

President McPhillips informed the members that there will be Shop Steward Training on Saturday, October 27, 2007 at 9am at the CSEA Local 860 office.

President McPhillips informed the members that there will be a Family Medical Leave Act (FMLA) workshop on Thursday, November 1st, 2007 at 5:30pm at the CSEA Local 860 office.

Negotiations

President McPhillips informed the members that we have declared impasse and we hope to have a mediator assigned to us within the next few weeks. He also stated that if there is no resolution on the mediator level, the next step is fact finding.

President McPhillips stated that the proposal by the Legislators to impose a 1 year 4% raise for us is still in committee (not yet gone to the legislative floor).

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James Kelly, 4th Vice President **Joanne Castaldo, Secretary** **Elio Giuliani, Treasurer** **Michael Wolf, Sergeant At Arms**
112 East Post Road, Room 428, White Plains, New York, 10601- 3311 Phone (914) 995-2151 Fax (914) 995-5629

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Raffle

No raffles this meeting

Old Business

No old business discussed.

New Business

The Sick Bank issue was discussed at length. President McPhillips handing out 2 separate items regarding the rules for calling for emergency days to the sick bank. He went over both hand outs. He then started by stating that there has not been an emergency call for sick days since 1993. He went on to explain that contrary to what was written, CSEA is not the sole determinate of the issuance of the sick bank, and over the last 6 years, when asked, the county repeatedly stated that there was no concern about the days in the sick bank or balance. Jack gave an example of a conversation that he had with the county, and they did not say if there was a balance. President McPhillips explained that ultimately the county distributes the days, the county has to contact the individual department and approve the sick time, and CSEA does not have that authority.

President McPhillips explained how someone qualifies for the sick bank, first by contributing to days to join, and then, when you have exhausted all of your accrued time and go out on Extended Sick Leave (ESL) APPROVED BY THE COUNTY, ESL pays you half your bi-weekly salary, 1 pay period for every year of service. The sick bank will pay the other half for that amount of time. When your ESL runs out, if you are still out, the sick bank will pick up your full pay for the remainder of time you are out (up to one year). All sick bank days require medical documentation from a medical professional.

President McPhillips explained the county's lack of accountability towards this issue; CSEA is to blame for keeping track of the bank's balance, but the county never questioned what the balances were.

Many questions were asked regarding where the 10,000 days went, how could we let this happen, why don't the members that abused the sick bank pay the deficit and especially when is the sick bank going to be "unfrozen". Also asked were what about the members that are already out on sick bank leave or don't have 2 days to donate, and what about the members that already donated 2 days earlier this year.

President McPhillips explained that CSEA would probably disregard the deadline of October 18th, 2007 and that we could have an open enrollment so that new members could join, but because the sick bank is a contractual issue, the county must agree in order for us to do that.

Many suggestions were made about how to run the sick bank moving forward, including replacing the sick bank committee, having an open enrollment; mandatory contributions from new employees, members must have accrued certain # of sick days to qualify for the sick bank, and a yearly contribution from existing members among some of the suggestions.

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Also discussed was the timing that the county released this information (in the middle of contract negotiations and after our rally at Andy Spano's home). Larry Schwartz will try and use this as leverage.

One member asked if we can get an attorney to sue the county

One member suggested we must separate the politics from the necessity of the sick bank to our members. Don't let the county make it a political issue.

One member suggested that the county was using this issue as a "divide and conquer" tactic and it worked.

President McPhillips stated that Legislative Chair Bill Ryan is aware of the issue with the sick bank and he agrees that the county should take some responsibility.

One member asked what they could do and President McPhillips stated that he wasn't sure yet, other than contributing the days.

One member asked what guarantee the members have if they donate their sick days, would the sick bank still be viable and what happens to their days if it dissolves. President McPhillips stated that he could not make any guarantees but it is the intent to keep the sick bank as a benefit.

The meeting ended with the understanding that the union would try to put pressure on the county to meet with us and come up with a resolution, as well as answer the questions that arose at the meeting. As we have answers, we will inform our members. We would also try and negotiate with the county to waive the contract language so we can "revamp" the sick bank criteria and rules for distribution.

Next Meeting Date

The next monthly meeting is scheduled for Thursday, November 8th, 2007 at 5:30 p.m. light dinner/6:00 p.m. meeting

Adjournment

The meeting adjourned at 8:00 p.m.

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