

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

**Minutes of Shop Steward / Monthly Meeting  
September 9, 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**

**Defensive Driving Course**

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

Saturday, September 13, 2008

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

Light Breakfast and Lunch

Tuesday, September 16, 2008 and Wednesday, September 17, 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

**Shop Stewards**

President McPhillips informed the members of the newest certified Shop Stewards who had taken the course in May.

1<sup>st</sup> Vice President Pecora reminded the members of the incentive for certified Shop Stewards. In order to receive the \$ 100.00 incentive each December; you must be a certified Shop Steward by the President (must take course) and attend (10) monthly meetings a year.

## **Fact Finding / Negotiations**

President McPhillips informed the members that the Negotiations Committee met with the Fact Finder on Wednesday, September 3, 2008. The Fact Finder is 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 made up of the Executive Board and Representative Manu and Mike Wittenberg from the County met with Mr. Scheinman. Both sides presented their proposals to Mr. Scheinman. Mr. Scheinman informed the group that he will get back to us within one month or sooner. There is only one meeting with the Fact Finder unlike three meetings with the Mediator.

The Fact Finder usually submits a report that is very lengthy. We asked to shorten it and just give us the findings. We wanted the short version since it takes much more time to receive the lengthy report. If we need the lengthy report, we can request it at a later date.

The Fact Finder gives his report to the Union and the County at the same time. The Union and the County have (10) days to accept or reject in whole or in part. Ten days after the report is given to both parties, the report goes public to the newspaper and media. If both parties reject the Fact Finder's report then the Westchester County Board of Legislators 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 also stated that the Union did address other ways to save money for the County; ex. Canadian Drug plan as a pilot program to try and offset the high cost of drugs.

At the present time employees of White Plains Schools, Yonkers, Town of Greenburgh and Westchester Medical Center do not pay into their health insurance. Contributions are usually higher than co-pay increases.

Some members with families who have POMCO coverage were complaining about the high cost of co-pays since it went from \$ 8.00 to \$ 16.00 in the last contract. President McPhillips stated the co-pays seem to have gone up dramatically in the last contract but there were no changes in (15) years. The maximum co-pays for a doctor's visit is (2).

One member informed the group that she has one of the other health plans as her coverage and does not pay for co-pays. She has very good doctors and medical coverage. There are other options to the health plans. You have to become more aware as a consumer. The month of November is the month that the County gives you the option to change your health plans. The members should look at the coverage given for each plan.

President McPhillips stated that from 2001 – 2005; salary/wages went up 15% and health costs went up 85%.

## **September 16, 2008 March / Rally**

President McPhillips informed the members that post cards were being mailed out to all our members today from Albany. The post card is a reminder of the "1,000 Days Without a Contract" march / rally which is scheduled for Tuesday, September 16, 2008.

1<sup>st</sup> Rally is outside MOB I on Martine Avenue from 11:30 am – 1:30 pm

2<sup>nd</sup> March & Rally at the Westchester County Courthouse meeting at 5:00 pm and the march will begin at 5:30 pm. We will march up Quarropos Street to Mamaroneck Avenue. We will walk one block on Mamaroneck Avenue to Martine Avenue and finish at MOB 1 with a rally and demonstration.

1<sup>st</sup> Vice President Pecora stated one of our employees came up with the idea. President McPhillips informed the members that there were a number of site visits planned by the President, 1<sup>st</sup> & 2<sup>nd</sup> Vice President and Representative Manu that were cancelled. The site visits were to inform the members of the status of the contract, Fact Finder and inform the members of the 1,000 Days Without a Contract March / Rally. Apparently, Deputy County Executive Schwartz denied the site visits and informed the Commissioners to cancel the site visits with the Union officials. They want to deter the amount of members at this rally.

President McPhillips stated there are (2) rallies planned, lunch hours and after work for members who cannot get to White Plains on their lunch hours. There are approximately 1,000 CSEA members in White Plains who can come out on their lunch hours between 11:30 am – 1:30 pm.

President McPhillips stated our biggest strength is in numbers.

**“YOUR UNION NEEDS YOU” “THE TIME IS NOW”**

We all need to show the County how much we need a fair and equitable settlement NOW!!!

It is time for the members to show support and solidarity. This is not just our contract,

**THIS IS YOUR CONTRACT.**

One member suggested wearing black that day to show solidarity.

## **Open Forum**

Questions from the members:

What is the status of Westchester Community College fragmentation?

President McPhillips stated the fragmentation has been signed. There were no other details regarding the matter.

Can we use interoffice mail to send the flyer regarding the march / rally?

Yes

Will the Fact Finder's report be on the CSEA website?

President McPhillips stated the report will go public to the newspapers and it will be on the CSEA website.

Have you heard anything on the (4) Day Work Week?

President McPhillips stated we have not heard anything yet. We had presented the petitions to the County Executive and the Board of Legislators on Monday, July 21, 2008.

How do members know what was offered in negotiations?

President McPhillips stated the Negotiations Committee will not inform the members of any details regarding negotiations. We will bring back a package to our members, not any individual items. We are negotiating for 4,000 members.

What do we do about the new “Code of Conduct” e-mailed the employees today?

President McPhillips stated this was the first he heard about this today. He has not seen it yet. He will have to review it and ask CSEA legal for advice and we will get back to the members.

## **Officer’s Reports**

### **Fundraiser**

3<sup>rd</sup> Vice President Magilton informed the members that a member from DSS is very ill and just recently had a baby. His wife is a member of CSEA also. There will be a fundraiser on Thursday, September 18, 2008 at Tighes Tavern on Martine Avenue in White Plains beginning at 5:15 – 5:30 pm. The tickets are \$ 30.00 for beer, wine and finger food. If you cannot attend and would like to donate, call Ed Magilton at 995-3905.

### **Breast Cancer Walk / Bake Sale**

1<sup>st</sup> Vice President Pecora informed the members of our “Breakfast with CSEA” bake sale on Thursday, September 18, 2008 at 8:30 am in the lobby of MOB 1. If you have any items to offer for the raffle or any bake goods to donate, please contact the Union Office at 995-2151.

The 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. We are asking our members to make a commitment to walk with CSEA and help raise money to assist all Breast Cancer victims. Please contact the Union Office at 995-2151.

### **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

### **Old Business**

No old business discussed.

### **New Business**

The next monthly meeting is scheduled for Tuesday, October 7, 2008 at 5:30 p.m. light dinner / 6:00 p.m. meeting.

### **Adjournment**

The meeting adjourned at 7:10 p.m.

Respectfully Submitted,

Joanne Castaldo  
Secretary  
Unit 9200