



Andrew J. Spano
County Executive

Lawrence S. Schwartz
Deputy County Executive

August 27, 2003

Dear CSEA representative employee:

During the week of August 18th, 2003, Jack Mc Phillips, the CSEA President posted on bulletin boards, a County proposal that misrepresented what was offered to him. Mike Wittenberg, the County negotiator proposed to the Union, the following for current CSEA employees:

In 2002 - 2% lump sum payment
January 1, 2003 - a 4% across the board increase
January 1, 2004 - a 4% across the board increase

He also proposed a substantial increase in longevity for 2004.

Concerning health insurance, the County is willing to continue providing its employees this benefit at no cost. The County is proposing changes in deductibles and co pays, and procedural changes in the drug plan, which are consistent with those provided to other municipal employees.

The County also indicated that changes in tuition reimbursement, shift differential and hazard differential were available.

It is our belief that in a fair election, this proposal would be acceptable to our employees.

If you have any questions about the County proposal, you can reach our negotiator Mike Wittenberg at (914) 747-7740.

Sincerely,

A handwritten signature in cursive script that reads "Larry Schwartz".
Larry Schwartz

Office of the County Executive

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