



Unit 9200 Newsletter

Civil Service Employees Association

FALL 2011 – Volume 6, Issue 1

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Our Union Represents Over 3200 Employees of Westchester County
We Make Westchester Work!

THIS ELECTION DAY, TUESDAY, NOVEMBER 8, 2011, IS THE MOST IMPORTANT IN DECADES FOR YOU AND YOUR FAMILY.

Think about a co-worker who was on the layoff list last year; or someone laid off on December 28, 2010 by the Astorino administration. Was it you? Even if you escaped last year, you may be on a new list this year. Imagine the embarrassment if you lost your job, and had to get in line for public assistance or food stamps.

Now think about your co-worker friends, who you eat lunch with, probably share similar ideas with. He, she, or you yourself might not be there in 2012 due to the potential loss of the “checks and balances” protection we now have.

What is this protection?

An explanation is given: **IN NOVEMBER 2009 ONLY 30% OF ALL REGISTERED WESTCHESTER COUNTY VOTERS ACTUALLY VOTED FOR THE OFFICE OF COUNTY EXECUTIVE.** Because of this low turnout, in a county where registered Democrats are the majority, we got Robert Astorino as County Executive (a Republican), and County employees’ jobs have been threatened ever since.

CSEA Unit 9200 represents over 3,200 middle class, taxpaying members. If every one of the members spoke to and brought along all eligible family members to vote for the candidates that the CSEA Political Action Committees have endorsed, we can ensure that the Democratic majority in the Board of Legislators is maintained.

Each member potentially could influence 3 or 4 votes, for a total voting power of 10,000 to 12,000 votes. If all of the over 14,000 Members in CSEA Local 860 in all Westchester cities, towns, municipalities and school districts did likewise, we would be talking about 42,000 to 56,000 votes. Now also consider our brothers and sisters in other unions in Westchester County (and their families), such as the Correction Officers Benevolent Association (COBA), Correction Department Superior Officers Association (SOA), and the New York State Nurses Association (NYSNA), just to name a few, who are also taxpayers in Westchester and who support this initiative.

That is our power on Election Day; BUT ONLY IF WE ALL VOTE.

Why is this important?

The fair and balanced functioning of a representative government is based on the “checks and balances” of opposing parties to prevent unilateral and dictatorial rule by one representative or one political party. The Republicans, headed by Astorino, Mooney, McCormack and Plunkett, working with Republicans on the Board of Legislators, and appointees in the departments of Law, Budget, and Finance, have publicly stated they intend to cut as many of the middle class taxpaying jobs of our co-workers as they can. And they use the threat of inflated deficits to attempt to legitimize this agenda.

The “check and balance” is the Democratic majority in the Westchester Board of Legislators. If they do not keep the 12 elected seats they have now, their ability to prevent large scale job loss will be gone. **THAT is our protection. BUT ONLY IF WE ALL VOTE.**

Last year Astorino proposed a 2011 Budget with over 250 layoffs - the final budget approved by the Democratic majority of the Board of Legislators saved over 150 of those jobs. Our voting for the CSEA endorsed candidates will ensure we continue to have the needed “check and balances” in Westchester County government.

IF WE DON'T VOTE WE STAND TO LOSE EVERYTHING.

Member Feedback

When Member Activists were asked by the Unit 9200 Officers to recruit some of their co-workers to come with them to an Open Monthly Member Meeting, one responded to us: **“I keep telling people they need to come and see what we're facing these days.”** This Member brought 5 co-workers to the May meeting!

- Roseann Pericleous

CSEA Unit 9200 Member - Department of Health

YOUR UNION NEEDS YOU!

Vote to Save Your Job November 8!

Most CSEA employees have November 8, 2011 (Election Day) off from work.

GET OUT AND VOTE, bring your family members with you, and vote for the candidates endorsed by CSEA.

Don't be embarrassed: Speak to your co-workers to make certain they vote also.

Imagine the embarrassment if you had to get in line for public assistance or food stamps.

If you don't live in Westchester, make certain to remind those co-workers who do live in Westchester to GET OUT AND VOTE with their family members for the endorsed candidates.

When voting, wear your CSEA hat, shirt, jacket or other apparel to show WE CARE AND WE VOTE!

YOU Can Help Combat Attacks on Public Employees by Joining the CSEA Blog Brigade and Making YOUR Opinion Known!

Members have been asking what can be done to counter the negative stories in the newspapers about Public Employees and Union Members . . .

We need to be informed and use our individual abilities to fight the false stories being spread to weaken Unions, to undo decades of worker rights gains, and to blame workers for the economic collapse.

For example, these are the facts: The average New York State pension is \$18,000 per year, and the average CSEA member pension is **\$14,000** a year - but those facts are either not mentioned in articles or presented in the 29th paragraph.

CSEA Members are encouraged to join the effort by posting positive comments on websites such as www.LoHud.com, www.USAToday.com, and other sites where you can create a free account to comment. Do this from home only! Don't use your work PC!

How?

Step 1: Start by going to a website such as www.Yahoo.com, www.Hotmail.com, www.AOL.com, or www.Gmail.com, and create a free anonymous E-mail address. In creating your E-mail identity you may be totally anonymous, or create an identity that denotes you are a Public Employee.

Step 2: Then use that anonymous E-mail "identity" to register on news sites to post positive comments about the important work Public Employees do and the services we provide to taxpayers. Write about friends in other county departments if their work is different than yours. For example: If you know workers in DPW, write about the important work they do during storms, repaving roads, or designing improved facilities.

Please refer to the document called "**Blog Brigade**" on the front page of our www.CSEA9200.com website for additional background information (including facts and talking points about important topics which you can use in your blogs) and websites. Our website also has information on signing up for free E-mail alerts from both CSEA and AFSCME (our parent Union).

We can also write letters-to-the-editor to local newspapers for publication (using our real identities) in addition to posting positive comments online when negative remarks or stories appear about Public Employees and Unions.

Your Union Working For You

Successful Union Grievance

Grievance # 11291002: The County has violated the Collective Bargaining Agreement (CBA) between Westchester County and CSEA Unit 9200, by not posting test and exam opportunities conspicuously, to make them available to all CSEA Unit 9200 Members and employees of Westchester County. The examination announcement for the titles "Temporary Assistance" (TA) Manager I, Manager II, Manager III was not posted and therefore the CSEA Members were not able to apply for the exam by the deadline date.

Response from the County Attorney: In accordance with Article IV(1)(F)(2) - all job and promotional opportunities shall be posted conspicuously on designated County bulletin boards readily accessible to all Employees in all Departments.

CSEA provided all Commissioners with a copy of the decision of the County Attorney. One member emailed the Union office to report they were now seeing job postings for the first time in 17 years!

Changes to Unit 9200 Executive Board

During the September 2010 Executive Board Meeting, Teresa Rella from Public Works was appointed to the vacant office of 4th Vice President by unanimous vote. During October 2010, then 1st Vice President Judith Brome resigned from the Unit 9200 Executive Board due to personal reasons. According to the CSEA Unit Constitution, Kwabena Manu succeeded to the office of 1st Vice President, Junio Alvarado succeeded to the office of 2nd Vice President, and Teresa Rella succeeded to the office of 3rd Vice President. During January, the Executive Board unanimously voted to appoint Elio Giuliani, former Unit 9200 Treasurer, to the vacant office of 4th Vice President. The position of Union Representative is currently vacant while candidates are being considered.

CSEA'S 1st 100 YEARS

Important Dates in Our CSEA History

1920

The New York State Public Employee Retirement System

is established.

The Association of State Civil Service Employees' (as CSEA was originally named) first president, **William Thomas**, is instrumental in the commission that helps draft the law establishing the retirement system.

Westchester County Board of Legislators Endorsements

CSEA EMPLOYEES HAVE ELECTION DAY OFF FROM WORK! GET OUT AND VOTE, BRING YOUR VOTING FAMILY MEMBERS WITH YOU, AND VOTE FOR THESE CANDIDATES TO SAVE YOUR JOB!

District 1 - TESTA, John (R)
Peekskill, Buchanan, Yorktown

District 2 - HARCKHAM, Peter (D, WF, I)
Somers, Bedford, Mount Kisco, North Salem, Lewisboro, Pound Ridge

District 3 - NONNA, John (D)
Mount Pleasant, Pleasantville, North Castle

District 4 - KAPLOWITZ, Michael (D, WF, I)
Yorktown, New Castle, Somers

District 5 - RYAN, William (D, WF, I)
White Plains, Scarsdale

District 6 - BRAKEWOOD, Dan (D)
Harrison, Rye Brook, Port Chester

District 7 - MYERS, Judy (D, WF, I)
Mamaroneck, Rye, Larchmont

District 8 - WILLIAMS, Alfreda (D)
Sleepy Hollow, Tarrytown, Elmsford, Greenburgh

District 9 - BORGIA, Catherine (D, WF, I)
Cortlandt, Croton-On-Hudson, Ossining, Briarcliff Manor

District 10 - FITZPATRICK, John (D, WF)
Eastchester, Tuckahoe, New Rochelle

District 12 - SHIMSKY, Mary Jane (D, WF, I)
Irvington, Dobbs Ferry, Hastings-On-Hudson, Ardsley, Greenburgh

District 13 - WILLIAMS, Lyndon (D)
Mount Vernon

District 14 - KEVGAS, George (D, WF, I)
Yonkers, Mount Vernon

District 15 - MOUSTAKOPOLOUS, Ted (D, I)
Yonkers, Bronxville

District 16 - JENKINS, Kenneth (D, WF, I)
Yonkers

District 17 - PEREZ, Virginia (D)
Yonkers

If you don't see your Voting District in this list, then CSEA has not made an endorsement in that district. **Don't know your Voting District?** Contact the Westchester County Board of Elections at (914) 995-5700 (hit "0") or visit www.westchestergov.com/boe.

Bring this Unit 9200 Newsletter with you when you go to your polling place!

Get Involved! CSEA Election Phone Banks

What is Phone Banking?

CSEA Political Action Committees (PACs) are composed of dedicated real workers such as you, at every level of the union, and they work hard to interview, select, and endorse Labor Friendly candidates who will work to save our jobs. In addition, they set up Phone Banks at CSEA union halls all over New York State in the weeks leading up to Election Day. **This is where YOU, the CSEA Members, can do your part to participate in political action by joining other Members in Phone Banking activities.**

Activist Members arrive to the CSEA union hall after work, meet other CSEA members, and discuss what to do over a light dinner. If you have never done Phone Banking before, don't be afraid. **It is very easy, and others who have done it before will be there to guide you. You will be calling other CSEA members just like you! You will not be calling total strangers.** You and they have similar concerns regarding issues - such as keeping our jobs intact. After the third call, you will be confident and an expert on the process!

CSEA produces printouts of Members who live in an area where important elections are taking place, which include their phone numbers. The CSEA union hall will have phones available for everyone participating, as well as a pre-printed "short script". It is direct and explains the importance of voting for an endorsed candidate who will be labor friendly and will support CSEA members and their families. You may of course modify what you say to suit your conversational style.

If a member is not at home, the short message is left on their answering machine. It is important that we leave a message as a reminder, stressing the importance of voting for the endorsed candidate.

The CSEA Phone Banks in Westchester County will take place at the **CSEA Local 860 Offices at 595 West Hartsdale Avenue in White Plains** (the former location of the Unit 9200 Membership Meetings). As indicated above, not only will you be provided with a light dinner and beverages, you will also be reimbursed mileage from your office to the union hall and from there to your home for participating. There is also plenty of free, safe parking.

Consider volunteering an hour or two of your time, for your fellow union Members, AND YOUR FAMILY. This is the most important election of your career with Westchester County, and OUR JOBS DEPEND ON THIS ELECTION! Call the Unit Office at (914) 995-2151 for dates and times available.



Your Rights as a Union Member

Union Representation

Why is a Union Contract important anyway? My work is always on time, I don't come in late, and I never engage in activity that is against the rules.

Sometimes, because of circumstances that initially are seemingly insignificant, a worker is subject to discipline, and even termination of employment. Because we have our **Collective Bargaining Agreement (CBA)**, a worker is able to request assistance from their Union Representative after being notified of a Notice Of Questioning (NOQ) by management. The NOQ is an interrogatory meeting that is part of the Section 75 Discipline process (the formal process of pursuing charges against a worker by management).

One of the Important Aspects of the Union Contract: Sometimes, because of this representation, as granted in the CBA, and subsequent negotiations by the Union Representative, a lesser penalty can be imposed by management instead of termination of the worker's livelihood, and the well-being of his/her family can also be spared.

Suffice it to say that if there was no CBA, workers could be swiftly terminated from payroll instead of receiving a lesser penalty.

Look for exclusive web content and expanded articles on our website!

Visit us on the web at www.CSEA9200.com

WE NEED YOU!

TO ALL MEMBERS:

Please sign up for **EMAIL NOTIFICATIONS** of the latest **CSEA Unit 9200 Information and Events** so we can keep in contact with you!



Visit the 'Contact Us' page at www.CSEA9200.com

to be added to the list!

Unit 9200 Executive Board:

- Karen Pecora**, *President*
- Kwabena Manu**, *1st VP*
- Junio I. Alvarado**, *2nd VP*
- Teresa Rella**, *3rd VP*
- Elio Giuliani**, *4th VP*
- Michael Wolf**, *Treasurer*
- Kimberly Gotzen**, *Secretary*

Member Recognition

2011 Scholarship Recipients

We are again proud to announce that sixteen (16) \$1,000 Scholarships have been awarded to the children of Unit 9200 Members who are High School Seniors and starting college in the Fall of 2011.

The recipients were honored at a ceremony held at the CSEA Local 860 offices June 21st.

The scholarships were awarded by **President Karen Pecora** along with the **Scholarship Committee: Koshy Prakash**, Chair (Information Technology); **Hattie Adams** (Public Safety); **Esteban Brown** (Social Services); **Zubaidah Jackson** (Probation); and **Michael Wolf** (Parks - Unit Treasurer).



As in past years, the Scholarship Committee had a difficult task in selecting from among the many applicants. Each recipient was selected based on several categories which included excellent school grades, essays and letters of recommendation from school and business references. One other criterion used in selecting the winners was the level of community volunteer service and activism of the applicants.

The winners are not only very smart future leaders but are also civic-minded and understand of the needs of our fellow citizens.

Congratulations and best of luck this fall!

Top Row (Left to Right): **Esteban Brown, Zubaidah Jackson, Koshy Prakash, Hattie Adams, Mike Wolf, President Pecora**
Bottom Row (Left to Right): **Alexander Joseph, Gwenaelle Giffard, Dana Fatterusso, Stephanie N. Okereke, Jaimie M. Parambil, Pheba S Varghese, Ariel Angeline Prowse, Gregory Paul, Sarina C. Poopallil, Dean Jordan Mitchell, Michael Messina, Kimberly J. Puccia, Kent Justin Hoffman, Adria Strudwick (President's Award) and Varun A Soondar**
Not Pictured: **Benedict Pucilowski**

GET INVOLVED! UPCOMING EVENTS:

OPEN MONTHLY MEMBER MEETING

TUESDAY, DECEMBER 6, 2011

White Plains High School - Cafeteria, South House
Light dinner is served @ **5:30PM** / Meeting starts @ **6:00PM**

ELECTION DAY!

TUESDAY, NOVEMBER 8, 2011

6:00 AM TO 9:00 PM - YOU MUST VOTE!

-- Please call the Unit 9200 Office at (914) 995-2151 to **RSVP** and for more information --

Candidates to Continue Job Protections! See Page 1.
Vote TUESDAY, NOVEMBER 8TH for CSEA Endorsed

OUR JOBS ARE IN DANGER!

We Make Westchester Work!

CSEA Unit 9200 - Employees of Westchester County

FIRST CLASS MAIL
U.S. POSTAGE
PAID
Albany, NY
Permit No. 376

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