



# Unit 9200 Bulletin

SUMMER 2008

## CSEA UNIT 9200 MEMBERS SPEAK OUT...

**“Why no raises for county workers?”**

“Legislator Bill Ryan indicated that he would gladly explain to the residents of Westchester County the need for the raises they proposed to give themselves, how hard they work, and that a part-time job has become a full-time one. Why would he not then also explain to the residents of the county how hard the county CSEA employees also work - yet without a contract for two years and without any cost of living adjustment? Our salaries have stayed the same since our contract ended in December 2005, yet the cost of everything else has gone up. How can that be justified? It can't be.”

- Alison Pinsley  
CSEA Unit 9200  
Union Member  
Department of Health

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## Our Union Currently Represents 4,152 Employees of Westchester County Government and Westchester Community College

‘Our **MISSION** with this Bulletin is to reach out to Unit 9200 members to provide union-related information, updates and resources to empower us to make informed decisions that strengthen the membership as a whole.’

## CONTRACT NEGOTIATIONS UPDATE

Since our last newsletter much has happened except - *getting a settlement!*

To quickly sum up the happenings to date is to say we are going into Fact Finding because the Mediation portion of Negotiations failed to reach a settlement.

We had many of our issues addressed to our liking in the Mediator's recommendation but the trade-offs were too great to agree to the total package. The Negotiation Team (Executive Board) reached that decision based on the member survey results conducted prior to starting negotiations with the County. Also, it was based on the fact that we made 3 promises to the members:

1. No Zero's
2. No Bonuses
3. No Health Insurance Contributions

*Acceptance of the mediator's recommendation would have violated those promises.*

Many have said it should have been brought to the members to decide and many said it should not, for fear of a quick settlement for less than we deserve and can get from the County. We have not asked for any benefits another Union has, or has better than CSEA. We are NOT looking to "break the bank"! We are looking to obtain a fair and reasonable settlement for the 4,000 workers who make this County so great, as our County Executive loves to say!

Unfortunately, there is no set timetable for this procedure, as it depends upon the availability of the Fact Finder. At this writing, we have agreed (with the County) on a Fact Finder and are awaiting a date to meet in August.

As always, we will keep the members informed of the proceedings as they happen, by releases through e-mail and flyers. If you are currently not receiving e-mails from the CSEA office, please e-mail your address to the 'Contact Us' portion of the website ([www.CSEA9200.com](http://www.CSEA9200.com)) or to [nad1@westchestergov.com](mailto:nad1@westchestergov.com) or [kkp5@westchestergov.com](mailto:kkp5@westchestergov.com).

On behalf of the entire Executive Board..... Thank you for your continued support and enjoy the rest of your summer!

- Jack McPhillips, President

## CSEA UNIT 9200 MEMBERS SPEAK OUT...

### Why aren't more details of Contract Negotiations released to the membership?

*[Excerpt of a response from one of the members of Unit 9200 about our current contract situation that aptly explains it:]*

“What must be kept in mind is that the County has been using the same game plan for many years. Since the Union membership has no heavy artillery, (i.e.: no ability to strike under the NYS Taylor Law without incurring crushing financial penalties and the imprisonment of union officers) at its disposal, the County just submits a low-ball offer and stalls waiting for more and more members to get desperate and willing to accept a poor offer. **Divide and conquer.** At some point, if the Union Negotiation Team caved and brought a mediocre offer to the membership, it would pass.

### Do we really want that? Do we wish to hurt ourselves further by caving to negative offers?

Some members are asking what were the details of the June 4, 2008 Mediator's Recommendation that the Negotiation Team rejected. Why keep it a secret? ...Some feel that to release the details would cause an uproar from some who will settle for anything as opposed to those who want to stand firm for a decent contract. Again, the divide and conquer tactic at work.

And as a reminder, any Union member can attend the monthly meetings (first Tuesdays each month) and ask questions directly to the Unit 9200 Union leadership. We will take your question and will give you an answer, follow-up questions are allowed as well.”

Go to the CONTRACT UPDATES page at [www.CSEA9200.com](http://www.CSEA9200.com), “July 1, 2008 Update to Union Members”, for the full text of this article.  
- Thanks to **Steve Carlsen**, CSEA Unit 9200 Union Member, Department of IT, for submitting the basis for this article -

**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](http://www.CSEA9200.com) to be added to the list!

**Member Recognition**

**Congratulations to the Unit 9200 Children of CSEA Scholarship Winners for 2008**

Five High School Seniors, children of Unit 9200 Members, were each awarded \$1,000.00 college scholarships by the Unit 9200 Children of CSEA Scholarship Committee for Fall 2008.

Scholarships were awarded by Committee Co-Chairs [Mike Wolf](#) and [Hattie Adams](#), on June 3, 2008 at the start of our June Open Monthly Unit Meeting. Also pictured is [Azim Zubaidah](#) from the Scholarship Committee. [Esteban Brown](#), committee member, could not attend.

- Jaclyn Capone**, Daughter of [Cynthia Capone](#) from Social Services
- Shani Cassells**, Daughter of [Melonie Cassells](#) from Westchester Community College
- Kelly Hepburn**, Daughter of [Christine Hepburn](#) from Social Services
- Elana Hoffman**, Daughter of [Dale Hoffman](#) from Emergency Services
- Jenny Prakash**, Daughter of [Koshy Prakash](#) from IT and [Lee Prakash](#) from Public Works



Unit 9200 Children of CSEA Scholarship 2008 Winners with Committee Members (Top Left to Right): [Jaclyn Capone](#), [Shani Cassells](#), [Kelly Hepburn](#), [Elana Hoffman](#) and [Jenny Prakash](#)

**GET INVOLVED! UPCOMING EVENTS:**

**GENERAL MEMBERSHIP OPEN MEETINGS**

**Tues., SEPT. 2<sup>nd</sup> / Tues., OCT. 7<sup>th</sup> / Thur., NOV. 6<sup>th</sup>**

CSEA Local 860 Office  
 595 West Hartsdale Avenue (Route 100A near intersection with Route 100B)  
 White Plains (across from Mighty Joe Young's Restaurant)  
 Light dinner is served @ 5:30pm / Meeting starts @ 6:00pm

**MARY LOU SEAMAN COUNTY EMPLOYEE BLOOD DRIVE**

**Thursday, September 11<sup>th</sup>**

Westchester County Center  
 9:00AM - 4:30PM  
 Free Transportation Available  
 Call 995-2127 for an appointment

**SAVE THE DATE! Unit 9200 Holiday Party - December 5th, 2008** – Please call the Unit 9200 Office at (914) 995-2151 for more information

Visit us on the web at [www.CSEA9200.com](http://www.CSEA9200.com)

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**“We Want the County to Practice What They Preach!”**  
 Ed Magilton, 3<sup>rd</sup> Vice President, on News 12 Westchester Telecast

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