



# Unit 9200 Bulletin

OCTOBER 2007

## Our Union Represents 4,000 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.'

"I would like to express my sincere appreciation to the staff of CSEA unit for their support during their tenure and would like to offer them my support during the current contract negotiations. Before being hired by the Westchester County I did not have: A contractual right to my job (without a written employment contract, employees in NYS are "employed on demand." That means you can be fired without cause and no legal recourse unless you are a victim of discrimination), or The right of union representation at any questioning by department management (the union, like the County EEO office, can serve as a buffer during employee disputes with management to ensure a minor dispute doesn't escalate to a point where reconciliation isn't possible.) County employees know the importance of good character, honesty and integrity and its role in enabling us to provide the level of service that the residents of Westchester have the right to expect from us. The union protects us so we can do our jobs serving the people of Westchester County."

- Elaine Sheridan

CSEA Unit 9200 Member,  
Department of Solid Waste  
Commission

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## CONTRACT NEGOTIATIONS UPDATE

Don't you want a fair and equitable contract? Don't you think you work hard every day? Are you tired of waiting for a raise that at least matches Westchester County's Inflation Rate? Don't you think that you should also receive higher caps on glasses, dental needs and more? Do you feel hopeless when it comes to your contract? Have you lost faith in your leadership?

### July 12, 2007: Rally held during work hours in the heart of White Plains.

On any given work day in White Plains, there are approximately 1,000 members working within 5 blocks of the Michaelian Office Building at 148 Martine Avenue, including: [112 E. Post Road, County Courthouse](#), [110 MLK Blvd.](#), [140 Grand Street](#), [143 Grand Street](#), [150 Grand Street](#), [85 Court Street](#), [134 Court Street](#), [The County Center](#), [222 Mamaroneck Avenue](#), [Lake Street Road Maintenance](#), [Brockway Garage](#), and other White Plains locations. Yet on July 12th, 2007, at a CSEA Rally, participation was not even 15% of the White Plains membership.

I'm fighting for your contract... are you fighting for mine??

- Jack McPhillips

### Where was the rest of Unit 9200 that day?

Do you feel awkward, self conscious, or out of place participating at a union rally? It's not uncommon at first - so bring a co-worker, a friend, even the whole family!

Do you doubt that your participation will effect a change, or that you alone can make a difference? If you are concerned about receiving a raise that approaches the inflation rate with improvements to other details of our benefits, then you should seriously consider participating with your fellow union members to fight for yourself and your family.

Your participation makes a difference - and your commitment to the union will inspire other members as well.

### August 30, 2007: Rally held in Yorktown in Andy Spano's neighborhood.

This rally was promoted several ways. Two days of Journal News ads were placed at a cost of \$13,000. Fifteen site visits were conducted from Aug. 20th to Aug. 30th by Jack McPhillips, Karen Pecora, Noel De La Cruz, and Kwabena Manu to discuss and urge participation. Two buses were hired at a cost of \$840 to transport members from Yonkers and from White Plains. The Journal News published an article on Aug. 29th regarding our rally. (The article quoted the insulting remarks about our members from the Deputy County Executive). The article is on our web site on the Contract Update page.

It was great to see that we had newly-participating members in attendance at this rally, yet the total turnout was only approximately 150-

200 members. **THIS WAS NOT SUCCESSFUL!** How can we show the administration that our union members stand behind the idea of a fair and equitable contract, if the members do not participate at these events?

Yes - all of us are busy, and have other commitments, but the bottom line is, if we want to increase our quality of life, then **we must consider participation as our responsibility!**

### REMEMBER - YOU ARE THE UNION!

Only stronger showings of support by our members will send a message to the County administration that we are united and willing to fight for what we ALL Deserve.

## What Can You Do To Support Our Contract?

**Future Rallies:** Will we continue to plan and conduct future member rallies? It is NOT likely unless members demonstrate a commitment to participate. It is easy to complain. It is easy to talk amongst ourselves. But it is not an effective way to negotiate what we deserve in a contract.

Share new ideas on tactics, methods, or messages that will inspire greater participation by our members. Submit them to Jack, Karen, Noel, Kwabena or the other officers of our union on our web site home page, or use the [Newsletter@CSEA9200.com](mailto:Newsletter@CSEA9200.com) email address.

"I'm working for your contract, are you working for mine?" Think About It. You are part of a large group that has great potential, and if you get involved, if you motivate both yourself and other co-workers, you will indeed make a positive difference to our membership.



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

**RALLIES FOR A FAIR CONTRACT FOR UNIT 9200**



Members of local unions including Harrison Association of Teachers (HAT), Yonkers Federation of Teachers (YFT), Yonkers Firefighters (YFD), SEIU 1199 and AFLCIO joined CSEA Unit 9200 members and their families to support us in our contract fight at rallies held in White Plains in July, and in Andy Spano's neighborhood in Yorktown in August.

**GET INVOLVED! UPCOMING CSEA UNIT 9200 EVENTS:**

**MAKING STRIDES BREAST CANCER WALK**

**Sunday, October 21<sup>st</sup>**

Join other CSEA members for a 5 mile walk at Manhattanville College for this very worthwhile cause  
Please Register A.S.A.P.

**SHOP STEWARD TRAINING**

**Saturday, October 27<sup>th</sup>**

Open to ALL Local 860 Members  
Registration @ 8:30am  
Training @ 9:00am - 3:00pm  
Deadline to Register: October 20<sup>th</sup>

**GENERAL MEMBERSHIP OPEN MEETING**

**Thursday, November 9<sup>th</sup>**

CSEA Local 860 Office in Hartsdale  
Light dinner is served @ 5:30pm  
Meeting starts @ 6:00pm

**UNIT 9200 HOLIDAY PARTY**

**Friday, December 7<sup>th</sup>**  
Lake Isle Country Club in Eastchester  
\$35 Members/\$65 Non-Members  
Deadline to Purchase Tickets: November 16<sup>th</sup>

- Please R.S.V.P. for ALL EVENTS to the Unit 9200 Office at (914) 995-2151 -

**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 CSEA Scholarship Winners for 2007**

During June 2007, Unit 9200 presented their first annual \$1,000 Scholarships for High School Seniors to 5 children of CSEA Unit 9200 Members for Fall 2007. Children of Unit 9200 members were also awarded 2 out of 13 annual \$1,000 CSEA Local 860 scholarships.



- Joshua Ambrosino**, son of James Ambrosino, from IT, Unit 9200 Scholarship
- Jessica Debellis**, daughter of Michael Debellis from IT, Unit 9200 Scholarship
- James Kelly Jr.**, son of James Kelly Sr. from DEF, Unit 9200 & Local 860 Scholarships
- Dominica Lovallo**, daughter of Linda Lovallo from PRC, Unit 9200 Scholarship
- Asha White**, daughter of Patricia White from CMH, Unit 9200 Scholarship
- Patsi Ali**, daughter of Gina Ali from DSS, Local 860 Scholarship

**Member Achievements >** Congratulations to **Linda Carole Morris**, a former Probation Officer at the Westchester County Department of Probation, on passing the February 2007 New York State Bar Exam. We wish her much success and happiness in her new assignment as an Assistant District Attorney!



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

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**WE'RE FIGHTING FOR YOUR CONTRACT... ARE YOU FIGHTING FOR OURS?**

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