



Unit 9200 Newsletter

FALL/WINTER 2009

Highlights

- Who is the Union Representative for My Department?
- Retirement System Seminar
- Tuition Reimbursement
- Flexible Spending Plans
- Unit 9200 Holiday Party
- Retiree Health Coverage Incentive
- Free Annual Physical
- AFSCME Family Scholarships
- Optical Discounts
- Shopping Discounts

In Each Issue

FEATURE STORY	1
Your Union	2
Your Benefits	
CSEA Profile	
At Your Service...	3
Get Involved!	
Your Rights	
Member Participation	4
UPCOMING EVENTS	

Communications & Public Relations Committee:

- Kimberly Gotzen (DSS)
- Chair / Designer / Unit Board Liaison
- Teresa Rella (DPW)
- Co-Chair / Contributing Editor
- Gwen Hill (Health)
- Secretary / Contributing Editor
- Kathryn McCoach (DSS)
- Contributing Editor
- Elio Giuliani (Finance)
- Contributing Editor

Our Union Represents Over 3800 Employees of Westchester County Government

*'Our **MISSION** with this Newsletter 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.'*

New Unit 9200 Executive Board

A Message From The President



Hello, my name is Karen Pecora and I am the newly elected president of CSEA Unit 9200, representing the Employees of Westchester County. Along with the Executive Board, 1st VP Jim Kelly, 2nd VP Ed Magilton, 3rd VP Pete Snyder, 4th VP Judi Brome, Secretary Kimberly Gotzen, Treasurer Michael Wolf, CSEA representatives Kwabena Manu and Junio Alvarado, I hope that the next 4 years will be exciting and beneficial for our almost 4,000 members.

We have a long road ahead of us, especially when we go back to the table in 2011 to negotiate a contract. The negotiations may be tougher next time around, but we always appreciate the patience and support we receive from the members. As always, the members will be updated each step we take towards ratification of a new contract.

I hope to meet all of our members, whether it is at our annual Holiday Party (December 12th, 2009), our Playland event (June, 2010), or at your work location. Please contact the CSEA Unit 9200 office at 914-995-2151 or kkp5@westchestergov.com to schedule a visit with me and your union representative.

With the help of the Executive Board, CSEA representatives, Shop Stewards, Grievance Reps and activists, I know that the next 4 years will be advantageous for the members of CSEA Unit 9200.

Since our term started on July 1, 2009, I have made it my priority to keep all the members informed of all upcoming events, trainings, seminars, and anything that will benefit our members at their work site and their quality of life. The CSEA website, www.csea9200.com, is a great avenue to keep you up to date on everything that is happening in your union.

Once again, I am looking forward to meeting with you and discussing everything that will make CSEA 9200 a great success.

In Solidarity,

Karen Pecora
President



James Kelly
1st Vice President



Edward J. Magilton
2nd Vice President



Peter Snyder
3rd Vice President



Judith Brome
4th Vice President



Michael Wolf
Treasurer



Kimberly Gotzen
Secretary

Who is the Union Representative for My Department?



James Kelly
1st VP and Union Representative

Acquisition & Contract
County Executive*

[*Advocacy & Community Services;
Commerce & Economic Development;
Cultural Affairs; Government Operations;
Office for the Disabled; Office for Women;
Public Affairs; Senior Programs & Services;
Tourism; Veteran's Affairs; Youth Bureau]

Environmental Facilities
Information Technology
Law
Probation
Public Works



Kwabena Manu
Union Representative

Board of Elections
Consumer Protection
County Clerk
District Attorney
Emergency/Fire Services
Parks, Recreation &
Conservation
Planning
Public Safety
Tax Commission



Junio Ismael Alvarado
Union Representative

Budget
Bureau of Purchase and
Supplies
Community Mental Health
Corrections
Finance
Health
Human Resources
Labs & Research
Social Services
Transportation

Save on Holiday Shopping!

Working Advantage Employee Discount and Reward Program

Discounts and Free Shipping at
100's of Online Retailers

Please visit the **Benefits**
page of our web

www.CSEA9200.com

for access instructions

www.WORKINGADVANTAGE.com

Your Union Working For You

New York State and Local Retirement System Seminar

Unit 9200 sponsored a seminar on the New York State Retirement System at the County Center on September 14, 2009, with Michaela Perez, a representative from NYSLRS, to answer questions from members regarding retiring from Westchester County.

"Good Morning Karen and Officers,

Thank you for a great CSEA Retirement Program last evening with the States Micki Perez. Micki really knows her stuff as she answered every question that was asked of her. I felt that everyone who attended the program, benefited and walked away with a better understanding of the NYS Retirement System.....I did!!!

I would also like to tell you that our new CSEA administration and your energetic presidency, I feel has rejuvenated a belief that our union will be recognized and no longer as in the past just be taken for granted by our legislators.

Regards,

John Scaramuzzo (Environmental Facilities)

PS. Keep the e-mailing coming!!!"

Your Contract Benefits as a Union Member

Tuition Reimbursement

One of the negotiated benefits in our Union Contract is a yearly Tuition Reimbursement fund for CSEA employees. **For the 2009 calendar year, the County will reimburse up to \$424,100.00 for tuition to CSEA applicants, and the cap on requested reimbursement expenses per member has been raised to \$8,000.00.** Reimbursement above \$5,250.00 in one calendar year is required to be taxed per Federal Law H.R.1836.

Only Tuition for Credit Courses (20 hours or more) is eligible for reimbursement; seminars, workshops, conferences and management development programs, as well as other expenses, such as books, fees, supply costs, etc., are not eligible. Applicants are required to achieve a grade of C or higher (2.0 GPA on a 4.0 scale) for each course.

This is a CSEA negotiated benefit. Your department has no say on which courses you must take. Applicants must be on County payroll continuously while enrolled in the courses, and when the reimbursement checks are issued, usually in June for the previous calendar year.

For courses completed in **2008**, a total of **\$369,465.19** in tuition expenses were approved by the Committee for **91** CSEA applicants, which was below the \$374,100.00 available for reimbursement, and resulted in a **100%** reimbursement rate to each applicant up to the \$7,000.00 limit per member.

The Tuition Reimbursement Committee is comprised of members of the County administration, CSEA Unit 9200 and other unions, and meets several times to review all applications. The application and filing regulation document is available on the **Benefits** page at www.CSEA9200.com.

The filing deadline is January 8, 2010 for courses completed in 2009.

UNION LEADERS

RICHARD TRUMKA

PRESIDENT

AFL-CIO



The American
Federation of
Labor - Congress
of Industrial
Organizations,

is a voluntary federation of 57 national and international labor unions created in 1955, and represents 11.5 million members, including AFSCME and CSEA.

Since its founding, the AFL-CIO and its affiliate unions have been the single most effective force in America for enabling working people to build better lives and futures for our families.

AT YOUR SERVICE...

Flexible Spending Plans

A Message from the Health Benefits Committee:

WOULD YOU WANT TO SAVE 25-40% on Medical Expenses, Day Care, and Transportation costs? HUH?

By enrolling in the Flexible Spending Plans and starting deductions to put away the out-of-pocket money you would spend on medical expenses, day care, and transportation costs, you can save 25-40% of the cost of those expenses!

You save because your taxable income will be reduced by the amount of money you have deducted for your Flexible Spending Plan accounts.

You can save on:

Healthcare

Over-the-Counter Medicines Prescriptions & Co-Pays
Doctors Fees & Co-Pays
Vision Services & Supplies
Dental Services & Supplies
Health Improvement Programs
Health Related Expenses/Equipment

Child Dependent Care
Elder & Adult Dependent Care
Adoption Expenses
Transit & Parking for Work
Transit Passes
Qualified Parking

You must create an estimated yearly "budget" of what you anticipate your "out-of-pocket" expenses to be.

You have a "grace period" to use up the budgeted amount by March 15th of the new year and submit for reimbursement by March 31st or those funds are lost. The deduction amount is set for the year.

Full details are online at www.csea9200.com on the Health Benefits Committee page

You will be amazed and shocked at the items that qualify for this plan!

Enrollment in the Medical and Dependent Care plans is possible through **December 11, 2009**.

Enrollment for the Transportation benefit is possible at any time.

If you have these expenses, you **MUST** consider enrolling in these plans.

Get Involved!

Unit 9200 Holiday Party

The Unit 9200 Holiday Party will be held this year at the Greentree Country Club in New Rochelle on **Saturday, December 12, 2009**.

It will include a Cocktail Hour at 7:00 PM and Dinner and Dancing from 8:00 PM to 12:00 AM, with Open Bar and Dancing to a Band and also a DJ for uninterrupted entertainment throughout the evening.

The cost is **\$35.00** for Unit 9200 members and **\$65.00** for non-members / guests. Reservations and payment must be made by the end of **November**.

Contact the Unit 9200 office at (914) 995-2151 or kkp5@westchester.gov.com.



Your Rights as a Union Member

Retiree Health Coverage Contract Provision

Contract Incentive: You May Be Able to Get Out Now!
Gate Opened on Retiring after 15 years if age eligible per NYS Retirement System

Be aware of the new retirement incentive in our 2006-2011 contract:

If you have 15 years of employment service with Westchester County, and are eligible to retire per NYS Retirement System rules with a non-reduced pension, **you can retire before December 31, 2010 and receive retiree health insurance from the County as if you had worked the 20 full years.**

The "gate" for this 15 year incentive plan slams shut on **December 31, 2010**.

The 20 year Westchester retiree plan pays 100% of the coverage for the County worker and 80% of the coverage for the worker's dependents.

This is a new clause in the current 2006-2011 contract.

Free Annual Physical Contract Provision

Effective in 2009, 2010, and 2011, but not thereafter, all employees participating in the POMCO Health Plan shall be eligible for an Annual Physical without paying any Co-Pays related to the physical.

AFSCME Union Benefit

AFSCME FAMILY SCHOLARSHIPS

Looking for financial support for college? Each year the AFSCME Family Scholarship Program provides at least 10 \$2,000 scholarships to high school seniors that will be renewed for \$2,000 each year for a maximum of four years, provided the student remains enrolled in a full-time course of study. The scholarship may be used for any field of study.

To be eligible for this scholarship you must:

- Be a graduating High School Senior in 2010
- Be the daughter, son or financially dependent grandchild of an AFSCME member
- Be accepted as a full-time student in a four year degree program at an accredited college or university

To apply you must meet all eligibility requirements as listed above, and submit an application, providing all documentation (essay, transcripts, letters of recommendation, SAT / ACT scores, proof of AFSCME membership, etc.), mailed together in one envelope, and **POSTMARKED NO LATER THAN DECEMBER 31, 2009** to:

AFSCME Family Scholarship Program

Attention: AFSCME Advantage, 1625 L Street, N.W., Washington, DC 20036

For more information call (202) 429-5066 or go to: www.afscme.org/members/880.cfm

DID YOU KNOW?

Raymond Opticians

Offers CSEA members a **FREE SPARE PAIR** of single-vision glasses or sunglasses with your POMCO Vision Voucher at 17 locations across Westchester in addition to discounts for all eyeglasses and contacts

Please visit the **Benefits** page of our web www.CSEA9200.com for more information

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!

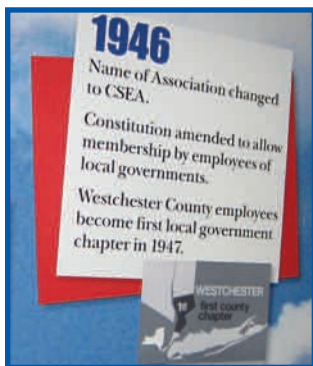
CSEA 100 Year Anniversary

CSEA will be celebrating it's 100 Year Anniversary in 2010

Our union has had a great impact on New Yorkers' lives since a group of State Employees formed the Association of State Civil Service Employees on Oct. 24, 1910. Almost 100 years later, the Civil Service Employees Association (as the association was renamed in 1946), is one of the largest, most influential unions in the United States.

To honor this occasion, CSEA has created a large display with a timeline of the last 100 years of history and achievements of "New York's LEADING Union". The display was temporarily installed at both the County Center and the Main Office Building in White Plains during July and August, and will be shown in CSEA locations throughout the State.

Westchester CSEA Unit 9200 is mentioned on the display in the center panel as the FIRST to join the new CSEA organization when "other than state worker" units could join (that happened way back in 1947). Visit www.csealocal1000.org for a timeline of CSEA's history.



GET INVOLVED! UPCOMING EVENTS:

GENERAL MEMBERSHIP OPEN MEETINGS - TUESDAYS

December 1st, 2009

January 5th, February 2nd and March 2nd, 2010

Light dinner is served @ 5:30PM / Meeting starts @ 6:00PM
Meeting Location Subject to Change

Unit 9200 Holiday Party

Saturday, December 12th

The Greentree, Davenport Avenue, New Rochelle
Cocktails at 7:00PM / Dinner and Dancing 8:00PM to 12:00AM

Members \$35 / Non-Members \$65
Reservations must be made by the end of **November**

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

WHO IS THE UNION REPRESENTATIVE FOR MY DEPARTMENT?

Civil Service Employees Association
Local 860
UNIT 9200
Westchester Employees
112 East Post Road
Suite 428, 4th Floor
White Plains, NY 10601-3311
PHONE: (914) 995-2151
FAX: (914) 995-5629
E-MAIL: newsletter@csea9200.com
We're on the Web!
www.CSEA9200.com

