



CSEA 9202 Membership meeting – Thursday, October 12, 2017

In attendance:

CSEA 9202 Executive Board: President, Carol Ann Zavarella-Vasta; Vice-President, Suzanne Paribello; Treasurer, Robert Novak; Secretary, Teresa Michaud; President, Region 3, Billy Riccaldo; President, Local 860, John Staino; Labor Relations Specialist, Alisa Cagle; Labor Relations Specialist, Larry Sparber; President, Unit 9169, Lionel Turner; members of CSEA 9202.

Pledge of Allegiance/Moment of Silence

The new Executive Board was sworn in.

President Carol Ann Zavarella-Vasta welcomed new members to the Union.

Francine Regan was recognized for her retirement.

Robert Novak gave a Treasurer's report. It was noted that this was the first report since the Local 860 took over the Union's books. Robert worked with Donna Kerr, Local 860 Office Manager, and Adele Herzenberg, Local 860 Treasurer. They were able to complete the books for years 14-15; 15-16 and 16-17 and are hoping to get reinstated to handle the books on our own. Robert Novak expressed the need for volunteers for the Budget committee as the budget is due on 11/1/17. Ed Tatton asked why the books were taken from the unit and members were told that the proper forms to be filled out previously were either incorrect or not done at all, which warranted Local 860 taking over the books.




Carol Ann Zavarella-Vasta discussed the sick bank.

Currently we have 282 full days. We have 116 Active members. Open enrollment will begin October 20th through December 15th.

An Emergency Sick Leave Bank (hereinafter referred to as "ESLB") has been established to provide paid sick leave to supplement extended sick time for Westchester Community College (hereinafter referred to as "College") CSEA Unit 9202 members and Non-Represented Management who are medically certified as unable to work as a result of illness, injury, accident, disability, medical condition, or quarantine and who have exhausted all of their sick, personal, compensatory and annual leave balances."

The way the bank works is fairly simple – new members make an initial donation of three (3) sick days during the enrollment period. Thereafter, should the need arise, and in accordance with the bank's policies, participating members may request grants of time from the bank to augment their extended sick leave. As extended sick leave is half-pay, grants from the ESLB are also half-pay, the two combining for full pay.

The bank is regularly audited, again in accordance with policy. If, in the estimation of the ESLB Committee, an audit should indicate that the bank is underfunded, the members may be asked to make a subsequent donation.



This is a basic explanation of how the sick bank works. Additional information will be attached in the open enrollment email (ESLB Policy & FAQ).

- 1) Applicants must have a **minimum of thirteen (13) months of continuous service and a minimum of three (3) days of accrued sick leave** at the time of enrollment.
- 2) Once enrolled, **you remain a member unless your membership is terminated via any of the conditions specified in the policy** (attached to the open enrollment email). Therefore, if you've previously enrolled, **you don't have to re-apply every year.**
- 3) If you are unsure whether you've previously joined, contact either Renee Price (ext. 6880) or Roxanne Parks (ext. 7818).

Billy Riccaldo and John Staino spoke about the Constitutional Convention and explained the need for it to be voted down. He explained how it would work if this passes and the effects upon unions. Members were asked to vote NO and to let others within their personal networks know about the vote, specifically that it is on the back of the ballot and not to overlook it when voting.

Larry Sparber discussed Janus vs. AFSCME and the Teachers case where teachers are in the Supreme Court fighting to not pay union dues. He explained that if a union has a membership of 50% or under, it can be decertified by the employer. In the past, the Supreme Court was a 4-4 deadlock, but President Trump has appointed a new Justice and it will be voted on again. If a union is decertified, employees will have no protection and no benefits from the Union.

Lionel Turner discussed the Yonkers Schools new contract and the November 7th elections. He said it was the best contract they have seen in 20 years. He expressed the need for union members to be strong and come together to fight the Constitutional Convention and to work to vote out the current County Executive.

Alisa Cagle discussed the Improper Practice Hearing. It was noted that some cases have taken as long as 5 years, and that she heard the Judge was facing some health issues which may be the hold up. There is no news, and the Union cannot put pressure on the Judge to render a decision.

There was open discussion. It was noted that there is an upcoming event on the WCC campus where Mr. Astorino will be present. Mention of a rally outside of the gates was discussed and members were asked to come out to stand strong and support the Union if there is a rally. The discussion of past rallies, and the lack of member support was discussed and John Staino expressed the need to have strength in numbers.

Meeting adjourned.

Respectfully submitted: Teresa Michaud, Secretary, CSEA 9202

October 13, 2017