



## Leadership Empowerment Zone

Weekly email updates from CSEA President Mary E. Sullivan

Thursday, June 29, 2023

Hello Sisters and Brothers!

### **Reminder to protect yourselves during times of poor air quality conditions**

I urge all members to do what's best for their health such as wearing masks and staying indoors (if possible) during times of poor air quality. You can look up the exact conditions and recommendations where you live/work by searching your zip code here: [www.airnow.gov](http://www.airnow.gov)

### **Important Election Information:**

*TO: PUBLIC AND PRIVATE SECTOR LOCAL PRESIDENTS  
FROM: STATEWIDE ELECTION COMMITTEE*

By now you should have received some information in the mail from the Statewide Election Committee (SEC) regarding the upcoming 2024 Statewide, Region, and Board of Directors Elections. The information should have included the Local Presidents' Handbook, Constitution & By-Laws, and Candidates' Handbook, as well as a Nomination Notice packet containing various postings. It is vital that you provide this election information to your Local membership and Unit membership, if any.

If you did not receive this package of information, or if you have any general questions about the election process, you may contact the SEC staff at 1-800-342-4146, extension 1447 or [sec@cseainc.org](mailto:sec@cseainc.org). Your assistance is greatly appreciated.

*Thank you! Deb Ake, Chair, Statewide Election Committee*

**Civil Service exam fees waived by NYS and some local governments**

After a strong lobbying effort by CSEA, the state Department of Civil Service will begin waiving fees for all state civil service examinations beginning on July 1. The goal of this new law is to increase the number of New Yorkers who take civil service exams and to expand the pool of potential applicants to residents who may not be able to afford the exam fee. These fees will be waived until December 31, 2025. Local governments are also authorized to waive civil service exam fees but are not required to do so. We are aware of the following counties that are currently waiving civil service exam fees:

- Clinton
- Genesee
- Monroe
- Oswego
- Schenectady
- Ulster

**Did you know?**

OSHA reports that most outdoor fatalities, 50% to 70%, occur in the first few days of working in warm or hot environments because the body needs to build a tolerance to the heat gradually over time. The process of building tolerance is called heat acclimatization. Lack of acclimatization represents a major risk factor for fatal outcomes. Employers and workers

can do a lot to prevent heat-related illness. Visit OSHA's heat page: <https://www.osha.gov/heat-exposure>. The OSHA Technical Manual Chapter on Heat Stress establishes that OSHA uses WBGT to determine if a heat hazard was present. To help determine if temperature extremes can be hazardous, use the OSH WBGT Calculator: <https://www.osha.gov/heat-exposure/wbgt-calculator>.

**NYS AFL-CIO rolls out *Hot Union Summer* campaign with survey**

All season long, NYS AFL-CIO members will be knocking on doors to have conversations with union members across New York about what they think the top priorities for our movement, and our state and federal elected officials should be. The survey is also available online - take it now to make your voice heard: <https://tinyurl.com/59frvrtu>

**Membership meetings and other social events**

**For public sector locals and units ONLY:** Reminder that **only members** should be invited to any of your meetings and other social events. If your agency or department has an event that the union helps to subsidize, like an evening social, only members are entitled to that benefit. I encourage you to put language on all your flyers, so everyone is aware. Here is sample of language you could use: “Employees who have chosen to be non-members may not attend or be guests of members.”

**July 7 is deadline for the 2023 Nadra Floyd and Membership Achievement awards**

We have two awards to honor our members who are doing the challenging work of growing CSEA's membership. CSEA is seeking entries for the Nadra Floyd Award and the Membership Achievement Award. If you know a CSEA member, committee, unit or local that has worked to grow CSEA's membership, whether through internal or external organizing, we encourage you to fill out one or both nomination

forms on [cseany.org](http://cseany.org) (see links below). If you have any concerns regarding these awards, please contact the CSEA Membership Committee, c/o the CSEA Organizing Department at 518-257-1400.

[Nomination form for the 2023 Nadra Floyd Award](#)

[Nomination form for the 2023 Membership Achievement Award](#)

**Member Benefit Spotlight: Restore the Sounds of Your Life!**

Your CSEA hearing program through Amplifon includes a free hearing exam, risk-free trial, batteries, a four year warranty and 66% off retail prices of hearing aids. Best of all, this benefit is available to CSEA members and their family members. Call 866-915-2063 or visit [www.amplifonusa.com/cmp/csea](http://www.amplifonusa.com/cmp/csea)

**Required Union Representation **IN-PERSON** Trainings:**

**State Government Grievance Representation – Oneonta (Region 5)**

Tuesday, July 25, and Wednesday, July 26, from 5:30 pm to 9:00 pm.  
Call (315) 433-0050 to register.

**Required Union Representation **VIRTUAL** Trainings:**

**Grievance Representative *Recertification***

Monday, July 17, from 6 pm to 8 pm. Register at <https://memberlink.cseany.org/Event.axd?e=1001>.

**Representing Members in Discipline & Interrogation *Recertification***

Tuesday, July 18, from 6 pm to 8 pm. Register at <https://memberlink.cseany.org/Event.axd?e=1002>.

**Required Officer Trainings:**

***\*\*There are no scheduled officer trainings at this time.***

**What do you want to read about?**

I'm asking for your feedback on any topics you'd like to see covered in future editions of this weekly leadership update. If you have ideas, please take the time to fill out our quick online survey

at: <https://forms.office.com/r/seCVpFhVaG>.

I appreciate your response.

**In Solidarity,**



**Mary E. Sullivan  
President**

Information is **Power!**



Share this information with **all CSEA members** in your Local or Unit!

