



## Leadership Empowerment Zone

Weekly email updates from CSEA President Mary E. Sullivan

Thursday, March 14, 2024  
Greetings CSEA Family!

### Now Seeking Resolutions and Amendments for consideration

This year at our Annual Delegates Meeting, to be held October 7 – 11 in New York City, we may vote on proposed resolutions and amendments to the CSEA Constitution and By-Laws. Any member or group of members may submit resolutions or amendments to be considered. A webinar on how to write resolutions and amendments can be found at: <https://cseany.org/webinar-resolutions-and-amendments>. I would encourage you to watch this webinar and to submit any proposed resolutions or amendments you and your members believe are important.

#### **Submission deadlines:**

Proposed **amendments to the CSEA Constitution** must be submitted to the Office of the Statewide Secretary by June 15, 2024.

Proposed **amendments to CSEA's By-Laws** must be submitted to the Office of the Statewide Secretary by June 15, 2024.

Proposed **Resolutions to be voted on by the delegate body** must be submitted to the Office of the Statewide Secretary by July 1, 2024.

### Save the Date(s): Statewide OSH Conference May 31-June 2

Our biennial Statewide Occupational Safety & Health Conference will be held May 31-June 2, 2024 in Lake Placid, NY. More information regarding registration, accommodations, workshops, etc. is coming soon!

### Recent email offering members focus group participation with incentive is legitimate

Some members may have received or may receive an email from CSEA inviting them to register for a focus group with an incentive of \$125 if they are selected to participate. These emails are **NOT** a scam. They came from CSEA and were sent to randomly selected members in every region. Any member who registers and is selected to participate in these focus groups will receive \$125 as advertised.

**Reminder for CSEA Retirees**

Please be aware that AFSCME recently mailed a letter to our Retirees along with Member ID cards with both AFSCME & CSEA ID numbers. However, the CSEA ID numbers were **incorrect** on those cards. We recently contacted AFSCME about this and have been told that they will be sending out letters with the corrected CSEA ID numbers on new cards. Please tell our Retirees to be on the lookout for the letters with the newly corrected cards.

**Please follow our established protocol for submitting member applications**

This is a reminder that the following are the proper methods to submit member applications:

Via mail to CSEA Membership Enrollment & Administration, 143 Washington Avenue, Albany, N.Y. 12210

Via Digital Fax to 518-465-2382 (The *MyCSEA* app uses this method)

Via email to [membership@cseainc.org](mailto:membership@cseainc.org)

Should you choose some other method, we cannot guarantee that the membership applications sent by you will be processed in a timely manner or at all. You should not email applications directly to any staff member, or Officer at CSEA either. Please use only the above methods to ensure accurate and timely processing. Additionally, under no circumstances should a membership application be provided to your Payroll Officer directly. The CSEA Membership, Enrollment & Administration department will communicate with your payroll department to begin payroll deductions.

**Recruit union members to enroll as CSEA Retirees when eligible**

CSEA Locals and Units should honor their retiring members by helping them join the CSEA Retiree Division. Across the state and in Florida, CSEA has a network of active and engaged retiree Locals looking for new members. The Financial Standards code permits Locals and Units to use rebated funds to pay the first-year membership dues for retiring members. Please give it your serious consideration. Our Union's power comes from the members, whether employed or retired.

**CBTU International Convention information**

The 53rd International Convention of the Coalition of Black Trade Unionists will be held *May 21-26, 2024* in Houston, Texas at the Marriot Marquis Hotel. The theme for the convention is "*Never Back, Always Forward: Hate Cannot Erase Us*". Please go to the CBTU Convention website, <https://convention.cbtu.info> to view the Convention Call and register online and/or review and print all convention related materials. Please note, while it is appropriate for Region/Local/Unit Executive Boards to authorize the use of rebated funds to participate at

constituency group events, Regions/Locals/Units may not send more representatives to these non-CSEA events than are sent to any CSEA Statewide event.

We would like to meet and greet our CSEA contingency attending, if you are attending the convention, let us know by e-mailing [Sharon.loveladyhall@cseainc.org](mailto:Sharon.loveladyhall@cseainc.org).

**Health & Safety information regarding the upcoming Solar Eclipse**

On Monday, April 8, 2024, the total solar eclipse will cross a large section of New York State. Here are some important safety guidelines to follow during a total solar eclipse. <https://cseany.org/solar-eclipse-safety>.

**Regional News:**

**New contract includes gains for Village of Liberty members**

Members of the Village of Liberty Unit in Sullivan County recently ratified a contract deal that includes raises in all four years of the contract, the implementation of a sick leave buyback program, and a major change in health insurance contributions that brings parity within the bargaining unit and allows employees hired after June 1, 2008 to access a health insurance plan at more reasonable rates. The latter was a major win for CSEA membership in the Village of Liberty and required solidarity amongst the entire membership to secure. The previous insurance contribution rate for the post-June 1, 2008 employees was unaffordable, which was unfair to those employees and impacted worker recruitment and retention.

**Another school district win on Long Island**

The CSEA Massapequa School District Custodial Unit recently negotiated a 5-year contract. The contract calls for salary increases, as well as step increases. According to an online article from the Massapequa Post, this was said about CSEA's negotiating team, "The leaders of the bargaining unit were very strong advocates for their team members. They were not willing to give things up easily, and I respect them for that. They did their job exceptionally well."

**CSEA 2024 statewide college scholarship applications available**

Applications for our union's statewide college scholarships are now available! Graduating high school seniors who are eligible dependents of CSEA active members are eligible to apply for and receive a scholarship. CSEA awards 18 \$1,000 scholarships under the Irving Flaumenbaum Memorial Scholarship program, three in each region. Pearl Insurance and MetLife each sponsor a one-time \$2,500 award. Application deadline is May 1, 2024. PLEASE NOTE: Old applications could disqualify potential candidates. Please do not use applications

from previous years – applications were recently revised. To download the application, visit: <https://cseany.org/>. \*You will need your member ID to login.

**Member Benefits Spotlight: Save on your cell phone bill!**

Did you know that CSEA members are eligible to receive 19% off the monthly service charge for most individual and family plans at AT&T? The discount is available by providing FAN#3702323 along with proof of union membership at any AT&T store.

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

**Local Government Grievance Representation – Commack (Region 1)\*\***

Tuesday, March 19, and Wednesday, March 20, from 5:30 pm to 9:00 pm. Call (631) 462-0030 to register.

**State Government Grievance Representation - Headquarters (Region 4)\*\***

Tuesday, March 19, and Wednesday, March 20, from 5:30 pm to 9:00 pm. Call 518-782-4400 to register.

**Local Government and Private Sector Grievance – Carmel (Region 3)\*\***

Wednesday, March 20, and Thursday, March 21, from 5:30 pm to 9:00 pm. Call (845) 831-1000 to register.

**Local Government and Private Sector Grievance – White Plains (Region 3)\*\***

Tuesday, April 2, and Wednesday, April 3, from 5:30 pm to 9:00 pm. Call (845) 831-1000 to register.

**Local Government and Private Sector Grievance – Lower Manhattan (Region 2)\*\***

Monday, April 8, and Tuesday, April 9, from 5:30 pm to 9:00 pm. Call (212) 406-2156 to register.

**Steward Training - Gloversville (Region 4)\*\***

Tuesday, April 9, and Wednesday, April 10, from 5:30 pm to 9:00 pm. Call (518) 782-4400 to register.

**Steward Training - New City (Region 3)\*\***

Wednesday, April 10, and Thursday, April 11, from 5:30 pm to 9:00 pm. Call (845) 831-1000 to register.

**Steward Training - Newburgh (Region 3)\*\***

Tuesday, April 16, and Wednesday, April 17 from 5:30 pm to 9:00 pm. Call (845) 831-1000 to register.

**Steward Training - Watertown (Region 5)\*\***

Tuesday, April 16, and Wednesday, April 17 from 5:30 pm to 9:00 pm. Call (315) 433-0050 to register.

**Private Sector Discipline and Interrogation – Lower Manhattan (Region 2)**

Tuesday, April 16, from 5:30 pm to 9:00 pm. Call (212) 406-2156 to register.

**Local Government Discipline and Interrogation – Fulton (Region 5)\*\***

Tuesday, April 16, and Wednesday, April 17, from 5:30 pm to 9:00 pm. Call (315) 433-0050 to register.

**Steward Training - Geneva (Region 6)**

Saturday, April 20, from 8:30 am to 3:30 pm. Call (716) 691-6555 to register.

**Local Government and Private Sector Grievance – Allegany (Region 6)\*\***

Tuesday, April 30, and Wednesday, May 1, from 5:30 pm to 9:00 pm. Call (716) 691-6555 to register.

***\*\*This is a 2-part training, participants must complete both sessions to receive credit for completion.***

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

**Grievance Recertification**

Thursday, March 21, from 12:00 pm to 2:00 pm.

<https://memberlink.cseany.org/Event.axd?e=1249>

**Discipline & Interrogations Recertification**

Thursday, March 28, from 12:00 pm to 2:00 pm.

<https://memberlink.cseany.org/Event.axd?e=1254>

**Grievance Recertification**

Thursday, April 11, from 6:00 pm to 8:00

pm. <https://memberlink.cseany.org/Event.axd?e=1259>

**Discipline & Interrogations Recertification**

Wednesday, April 24, from 6:00 pm to 8:00

pm. <https://memberlink.cseany.org/Event.axd?e=1262>

For a full list and description of workshops offered by the Education & Training Department go to: <https://cseany.org/training-workshops>

**Required Officer Trainings:**

*Contact your region to register.*

Region 1 – (631) 462-0030    Region 4 – (518) 782-4400

Region 2 – (212) 406-2156    Region 5 – (800) 559-7975

Region 3 – (845) 831-1000    Region 6 – (716) 691-6555

**VIRTUAL Secretary Training for Regions 1-6:**

Tuesday, March 19, from 5:00 pm to 7:00 pm for new and experienced officers in all sectors. Deadline to register is March 14. Call your Region to register.

**VIRTUAL Treasurer Training for Regions 1-6:**

Wednesday, March 27, from 5:00 pm to 8:00 pm. Deadline to register is March 20. Call your Region to register.

**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!



