



Leadership Empowerment Zone

Weekly email updates from CSEA President Mary E. Sullivan

Thursday, February 29, 2024

Greetings CSEA Family!

In memory of Stanley Hornak

It is with a heavy heart that I share the sad news of the passing of our longtime friend and colleague, former Deputy Director of Communications Stanley Hornak. He passed away on February 22, 2024, after a brief illness. Stanley had a 33-year career with CSEA, serving first as the Southern Region 3 Communications Specialist and later as Deputy Director of Communications, where he served for most of his years at our union before retiring in 2013. Stanley's dedication to improving the lives of working people was only matched by his kindness, wisdom and loyalty to all in our union family. He was beloved by his CSEA colleagues, particularly in the Communications Department, and he was a mentor and inspiration to many of our union's staff and members. I send my deepest condolences to Stanley's family and loved ones. Read Stanley's obituary, which ran in the Albany Times Union and Poughkeepsie Journal: <https://www.legacy.com/us/obituaries/timesunion-albany/name/stanley-hornak-obituary?id=54461015>

OPWDD Credentialing Program

Pursuant to an agreement between CSEA and the NYS Office for People with Developmental Disabilities (OPWDD), CSEA members employed by OPWDD have an opportunity to enroll in a credentialing program and receive a financial bonus for each level of credentialing achieved. After one week of rolling out this opportunity, I am pleased to report that 866 members have enrolled! This is a great opportunity for our CSEA members at OPWDD.

Call to action for our union members: Join the "Fix Tier 6" campaign

The state's pension system is meant to serve as a recruitment and retention tool. However, since the creation of Tier 6, it no longer does. Under Tier 6, employees are less likely to take a job in the public sector and, if they do, are less likely to stay. Building on the Tier 6 changes that we achieved two years ago through your phone calls, e-mails, and meetings with state legislators, we need to continue fighting to make Tier 6 an equitable and fair pension plan for workers. Please encourage all of your members (regardless of what tier they are in) to [click here](#), where they can send a letter to their State Assemblymember and Senator demanding that Tier 6 reforms be included in this year's state budget. Without changes to

Tier 6, we will continue to have tens of thousands of vacant positions in state agencies and local governments, which will continue to lead to mandated overtime and the burnout of existing staff. Please spread the word on this critical campaign and let's flood legislators' inboxes and let them know that CSEA members demand improvements to Tier 6!

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

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.

Regional News:

New contract for Westchester Medical Center Unit members

Members of the Westchester Medical Center Unit recently ratified a five-year contract. The agreement includes yearly wage increases, enhancements to steps on the salary schedule, the addition of an hourly stipend for employees serving as preceptors (training other employees while performing their own duties), and the addition of Juneteenth as a floating holiday. The new contract, which runs through the end of 2028, incorporates pandemic leave rights language with the goal of providing workers a reasonable opportunity to use their accrued leave time.

Join CSEA at the Binghamton St. Patrick's Day Parade

CSEA Region 5 Community Outreach invites you to join the annual Binghamton St. Patrick's Day Parade on Saturday, March 2. Food and festivities at the Rumble Ponies parking lot starting 10-10:30 a.m. with the parade lineup at 12:45 p.m. Let's show our strength in numbers! For any questions, please contact Andrew Maroney (andrewmaroney5@gmail.com) or Jenna Layton (jma2181@yahoo.com).

Happy Retirement to R6's John Parish

Longtime CSEA member John Parish was recently honored for 62 years of employment at the Buffalo Psychiatric Center. Parish, almost 90, joined CSEA in the early 1960s and has been a faithful union member ever since!

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: Get fit this Spring and save!

Are you looking to improve your overall health? Did you know that many YMCA locations in New York will waive the joiners fee for CSEA members? Check out the list of participating locations at cseany.org/mb and save up to \$100.00!

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.

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.

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.***

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

