

Greetings CSEA Family!

Thursday, April 4th, 2024

Did you know?

Did you know that when you submit a grievance and you have not heard back from the appropriate management representative in a timely manner you have two options:

1. You can reach out to the appropriate management representative and ask if they are in need of an extension of the time to make a decision in the grievance to ensure timeliness, or
2. You can submit that grievance to the next step because the timeline to receive a decision is expiring.

Some contracts don't have specific language that speaks to timeframes for appealing a grievance when management fails to issue a timely decision. Oftentimes there are no penalties for management if they don't respond to a grievance by issuing a decision within the set timeframe, but if you don't act within a timeframe, you can lose your grievance. If you submit the grievance to the next step by the time the decision is due, it should be timely. If you obtain a favorable decision, you can always withdraw the grievance. At least at this point you won't lose the grievance due to untimeliness. Some contracts do provide a system for dealing with this issue so be sure to consult your contract just in case you have language that provides remedies for timeliness.

Registration is still open for Statewide OSH Conference May 31-June 2

Our biennial Statewide Occupational Safety & Health (OSH) Conference will be held May 31-June 2, 2024 in Lake Placid, NY. More information regarding registration, accommodations, workshops, can be found here: <https://cseany.org/OSH-conference>. ***Please be advised that Hotel Room Reservations are closed currently, but additional rooms may become available soon. Send an email to: OSH2024@cseainc.org to let us know that you have registered for the conference (required to attend) and that you require lodging. Once additional rooms become available, we will contact you directly. Thank you for your understanding and patience.*

Viewing the solar eclipse? How to stay safe

On Monday, April 8, the total solar eclipse will cross a large section of New York State. If you plan to be outdoors or view the eclipse, our union's

Occupational Safety and Health (OSH) Department have guidance and resources to help you stay safe.

Did you know that looking directly at the sun during a solar eclipse can be more dangerous than looking at the sun on a regular day? People mistakenly believe that it is safe to look at the sun without proper eye protection because the sunlight appears dimmer. During a solar eclipse, the sun's intense light can still cause significant damage to the eyes if viewed directly.

It is crucial to always use proper eye protection, such as eclipse glasses or solar filters, when viewing a solar eclipse to avoid causing permanent damage to your eyes. Be careful of fake or counterfeit eclipse glasses, as there are numerous reports of counterfeit glasses flooding the U.S. marketplace.

Learn more about counterfeit eclipse glasses: <https://aas.org/press/american-astronomical-society-warns-counterfeit-fake-eclipse-glasses>

Learn more about solar eclipse safety: <https://cseany.org/solar-eclipse-safety>

Why looking directly at the sun during a solar eclipse is dangerous: <https://cseany.org/solar-eclipse-safety#eclipsesunsafety>

The latest information on the NYS budget

A final state budget will not be finished before the State Senate and Assembly leave Albany for the week. To ensure the state Administration payroll is processed on time, the Legislature must pass a budget extender by Monday, April 8. We will be working with the Governor and legislature to ensure this is done on time.

While the Governor and legislative leaders continue to negotiate a final budget, CSEA continues to actively lobby the Governor and lawmakers to include changes to Tier 6 in the final budget.

Please encourage all of your members, regardless of what tier they are in, to send an e-mail (<https://actionnetwork.org/letters/tier-6-reform>) asking their State Legislators to support Tier 6 reforms.

CSEA members ratify historic contract with Health Research Inc.

CSEA members at Health Research Inc. (HRI) overwhelmingly voted to ratify an historic tentative agreement with HRI. This landslide vote demonstrates union strength and commitment to a contract focusing on recruitment and retention through economic gains and noneconomic improvements reflective of their work, dedication, and experience. The new, four-year contract will take effect on April 1, 2024 and will run through March 31, 2028. This landmark agreement includes wage increases totaling 16.5 percent over the four-year span (4%, 4%, 5%, 3.5%), two lump-sum ratification bonuses, long-due improvements to health insurance costs, and much more.

There are more than 1,700 CSEA-represented bargaining unit members working within the New York State Department of Health, Roswell Park Comprehensive Cancer Center and other public health entities across New York State on vital public health projects.

Look for AFSCME communications this April

AFSCME Round Up - this email will highlight five new stories from the AFSCME blog [AFSCMEnow.org](https://www.afscmenow.org).

Never Quit -this email will feature April's Never Quit spotlight award winner and link to a video.

Workers' Memorial Day - Workers' Memorial Day is April 28. President Saunders will send a message recognizing workers who have died from workplace injuries or illnesses, and encourage people to share a social media post that lifts up AFSCME's commitment to build safer workplaces.

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:

Metropolitan Region hosts successful Women's Celebration

The CSEA Metropolitan Region 2 Women's Celebration was given the theme "You Don't Have to be a Star to be in our Show" but it was nonetheless a star-studded affair enjoyed by members, officers, activists and staff in our Region 2 office and virtually. Coordinated by the Region 2 Women's and Education Committee's, the celebration highlighted the contributions of women that included Ruby Bridges, Michelle Obama, Shirley Chisholm and Letitia James. Participants also honored homegrown Region 2 "sheroes" past and present. Warm words were shared by Statewide President Mary Sullivan, Statewide Treasurer Nicole Meeks, Region 2 President Lester Crockett and Executive Assistant to the President Sharon Lovelady-Hall. Congratulations to Women's and Education Committees chairwomen, Felicia McCollough and Darcel Johnson, respectively, staff liaisons Adriane Hudson, Jamel Harewood and Neil Kelly, and all the committee members for a successful and inspirational celebration.

Orange County Unit approves contract with significant gains

Congratulations to members of the Orange County Unit, who have overwhelmingly approved a new five-year contract. The agreement is a major win for CSEA members there, as the contract restores all workers in the bargaining unit to 40 hour per week employees; more recent hires had been paid for 35 or 37.5 hours per week depending on their date of hire. That change will mean major financial gains for the members moving up to 40 hour per week status. The deal also includes wage increases in each of the five years, continues a cap on premium contributions for health insurance, and introduces a separation incentive for workers with 25 years or more employment with the county. Additionally, the contract includes Covid-related hazard/retention pay.

Brockport FSA Local 624 out of administratorship

I'm pleased to report that as of January 4, 2024, Brockport FSA Local 624 came out of administratorship after several years! The Local had built up over 30 nonmembers. Carol Beaucaire, the new President there, along with the rest of her team was able to sign up 27 nonmembers in a matter of days. All this is extremely timely as they start negotiations in May. Congratulations to Local 624, Carol and the other new officers and to Lauren Jackson, the CSEA staff person who facilitated all of this.

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.

Apply for the AFL-CIO Union Leadership Institute Scholarship

For more than 20 years, [the Union Leadership Institute \(ULI\)](#) has helped hundreds of union members from every corner of New York State become stronger leaders. Many program graduates have progressed to leadership positions in their union. To help promote diversity in union leadership, the New York State AFL-CIO is offering a full scholarship for ULI: [the LEAD Scholarship](#). If you want to become a leader in your union and in the union movement, [apply for the LEAD scholarship today](#). The deadline to apply for the LEAD Scholarship is May 1, 2024. Any union member in good standing is welcome to apply.

Strategic Corporate Research Summer School, June 23-28, 2024

The AFL-CIO and Cornell University are sponsoring a Strategic Corporate Research Summer School on June 23-28, 2024. ***The application deadline is May 1.*** The course is designed for students and others who want to make corporations accountable by working as researchers in unions and social change organizations. The course offers a regular track and an advanced track with an additional research and writing requirement. It is open to individuals applying on their own and to individuals sponsored by unions and other organizations. Scholarships are available to non-sponsored individuals who qualify. Inquire if interested in obtaining course credit. For more info, email: scrsummer@cornell.edu, call (607) 391-1242, or go to the course website: <https://www.ilr.cornell.edu/scr-summer-school>

Member Benefits Spotlight: New Dell Discount!

Dell is offering CSEA members a 5% stackable discount on items found on their website. The program details are as follows:

5% off stackable coupon - coupon will stack on top of any other discount offers.

Best price guaranteed on consumer PCs from Dell

Free enrollment in Dell Rewards Loyalty Program: up to 3% back + Free Expedited Shipping

Additional active military and veteran's discounts

Visit: cseany.org/mb (click on discount buying programs), to find out more!

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

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.*

Required Union Representation **VIRTUAL Trainings:**

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

IN-PERSON Treasurer Training for Region 6

Region 6 Office - 120 Pine View Drive, Amherst, NY 14228 on Tuesday,
April 30, from 5:00 pm to 8:00 pm. Registration begins at 4:30 pm Please
call 716-691-6555 to register.

Rochester Satellite Office - 3495 Winton Place, Building E, Suite 3,
Rochester, NY 14623 on Wednesday, May 1, from 5:00 pm to 8:00 pm.
Registration begins at 4:30 pm. Please call 585-272-0800 to register.
Deadline to register is Wednesday, April 24.

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,

A handwritten signature in black ink that reads "Mary". The signature is written in a cursive style with a long, sweeping tail on the letter "y".

Mary E. Sullivan
President