

Leadership Update

from President Mary E. Sullivan

Thursday, August 15, 2024

Dear CSEA Family,

Register today for our 114th Annual Delegates Meeting

This year's ADM will be from October 7 – 11 at the Sheraton Times Square in New York City. Please check with your Local President to see if you are attending and then make your plans to join us! **The deadline to register for hotels and workshops is August 26.** More information as well as hotel and workshop registration can be found at <https://cseany.org/ADM>.

SCAM ALERT: Here's a scam we haven't seen before!

I learned this week of a new scam email targeting members. This one contained the CSEA logo and offered an entry into an all inclusive vacation giveaway in an attempt to steal member information. The address it came from was very suspicious and the link was cleverly designed to look like our website. Careful inspection shows it actually linked to csaeny.org, not cseany.org. This is a good reminder that legitimate emails from CSEA will only come from get.active@cseainc.org. We must all remain diligent in protecting ourselves from ALL the scams out there.

Let's show the world our union pride for Labor Day!

We have a chance to show the world how strong and proud we are by attending Labor Day events throughout the state. I would encourage you and your members to participate and show off your CSEA pride!

Here's a list of events we are aware of. If your Local or Unit is planning or participating in an event, please let your region know!

New York City Labor Day Parade – members from Regions 1, 2 and 3 will gather to march in the annual Labor Day parade on Saturday, September 7 at 10:00 am. To register visit <https://tinyurl.com/CSEA-NYCLaborDay-2024>. Those who register will be sent more information about the parade, meeting places and lineup times.

Capital District Labor Day Family Celebration - The Capital District Area Labor Federation will host this on Monday, September 2 from 12:00 – 4:00 pm at the American Legion Mohawk Post 1450, 275 Grooms Road, Clifton Park, NY. There will be hot dogs, hamburgers, sausage and peppers, steamed clams, drinks and more, as well as outdoor games, a rock climbing wall and a bounce house for kids.

Syracuse Labor Day Parade – The New York State Fair culminates in a labor day parade on Monday, September 2 at 10:30 am at the fairgrounds. After stopping by to visit CSEA’s booth, participate in the parade!

Rochester Labor Day Parade – The parade will kick off at 11:00 am on Monday, September 2. The parade will start at the corner of East Avenue and Union Street. Lineup will begin at 10:00 am. For more information or to find forms to register to march visit <https://roclaborfed.org/events/ldp2024>.

Buffalo Labor Day Parade - The parade will start at 11:00 am on Monday, September 2. This year’s parade theme is “Honoring our past, committing to our future.” Lineup will begin at 10am at Dorrance Avenue and McKinley Parkway. The parade route will be McKinley Parkway, Red Jacket Parkway and Warren Spahn Way. A cookout will follow the parade in Cazenovia Park. Registration is required to march in the parade. For more information or to register to participate visit <https://bit.ly/BufaloLaborDay2024>.

New York State designated floating holidays for 2024-2025

The state has designated floating holidays in lieu of fixed holidays for Election Day 2024, and Lincoln’s Birthday 2025 for state government workers in the ASU, ISU, and OSU bargaining units. State offices will be open on these days and members will receive credit for a holiday to be used on a date of their choice. The credit(s) will be carried as separate entries on time records and will not be merged with holiday leave or holiday compensatory time. Each floating holiday must be used by November 4, 2025, and February 11, 2026 respectively.

If you have any questions please contact State Operations at 1-800-342-4146 x1285.

The full advisory memo can be found here: <https://cseany.org/wp-content/uploads/2024/08/Floating-Holidays-Designated-2024-25.pdf>

What's in my Personal History Folder?

CSEA collective bargaining agreements with New York State, Local Government and those in the Private Sector have contract articles in which the employer is allowed to maintain a Personal History Folder (PHF) for each employee. The PHF may contain documents regarding your hiring, emergency contacts for you, payroll information and performance information such as annual and probationary evaluations, counseling memos, and notices of discipline.

In most contracts, the employer must inform the employee when documents are being placed in your PHF and allow employees to review the contents of their PHF with an employee representative and a union representative present. This allows members the opportunity to see what documents might be out of date. In addition, some contracts allow you to seek to have memorandums of counseling removed after a period of time which is important as those can be used against you in the future.

If your contract does not include removal of memorandums of counseling or other notices of discipline, this might be a demand you want the union to make in future contract negotiations and could be included in contract surveys when gearing up for contract negotiations.

CSEA recommends that members check their contracts regarding PHFs and consult your Grievance Rep, Unit or Local President or your CSEA Labor Relations Specialist if you are unsure of your contractual rights.

CSEA at the Yankees and NASCAR

CSEA members can save money on tickets for union weekend with the New York Yankees and support Special Olympics at the same time! The Yankees are offering great seats at even better prices to members for games on Friday, August 30 to Sunday, September 1 using this link: <https://fevo-enterprise.com/group/csea-local-1000-st-louis-cardinals-vs-new-york-yankees-aea1d91>. Each ticket purchased will result in the Yankees making a \$5 donation to the Special Olympics at no extra cost!

In the Western part of the state, CSEA has partnered with NASCAR to offer discounted

tickets to Watkins Glen's Go Bowling at the Glen Race Weekend, September 13-15. Visit <https://www.theglen.com/events/nascar-cup-series-race/> and use code **WGICSEA** to access the discount.

Did You Know Project 2025 doesn't think you pay enough money in taxes! Project 2025 thinks the wealthy pay too much. Should the wealthy pay less in taxes while everyone else pays more? Find out more: <https://cseany.org/wp-content/uploads/2024/08/Project-2025-Economy.pdf>.

Regional News:

Southampton Unit members rally for respect

Members of the CSEA Village of Southampton Unit recently held a rally to demand the respect from their employer that they deserve. Members voiced their displeasure with disrespectful management, who have been practicing blatant union busting tactics. A local news outlet attended the event and interviewed the unit's president and vice president. The article should come out early next week.

Member Benefit Spotlight: Restore the Sounds of Your Life!

CSEA's hearing program with Amplifon saves members and their families an average of 66% off retail hearing aid prices. In addition, this benefit includes a free initial exam, a free supply of batteries (or a battery charger), free follow-up care, a four year warranty and a 60-day money back guarantee. Amplifon will also coordinate any insurance benefit you may have! Visit www.amplifonusa.com/cmp/csea or call 866-915-2063.

A reminder to all officers in accordance with the CSEA Local and Unit Constitutions, Article V, Section 6: "All officers shall attend officers' training sessions, grievance training sessions as well as disciplinary training sessions as provided by the Association."

The following trainings are currently scheduled:

Required Union Representation IN-PERSON Trainings:

Local Government Discipline and Interrogation – Region 5 (Canton)

Saturday, August 17, 8:30 am to 3:30 pm.

Call: (315) 433-0050 to register.

Local Government Discipline and Interrogation- Region 5 (Fulton)**

Wednesday, August 21, and Thursday, August 22, 5:30 pm to 9:00 pm.

Call: (315) 433-0050 to register.

State Government Discipline and Interrogation – Region 3 (Orangeburg)

Saturday, August 24, 8:30 am to 3:30 pm.

Call: (845) 831-1000 to register.

Local Government / Private Sector Grievance Representation- Region 5 (Binghamton)**

Tuesday, August 27, and Wednesday, August 28, 5:30 pm to 9:00 pm.

Call: (607) 772-1750 to register.

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

Required Union Representation VIRTUAL Trainings:

Advanced Grievance: Introduction to Contract Interpretation

Monday, August 26, 6:00 pm to 8:00 pm.

<https://memberlink.cseany.org/Event.axd?e=1459>

Advanced Steward: Building An Activist Network

Tuesday, August 27, 6:00 pm to 8:00 pm.

<https://memberlink.cseany.org/Event.axd?e=1460>

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

Pilot: President and Vice President Training (non-certification) – CSEA Headquarters, Albany

Saturday, September 28, 9:00 am to 12:00 pm.

This training has been revamped. Attendees will be asked to provide feedback on topics covered and suggestions for other topic areas to cover.

Pilot: President and Vice President Training (non-certification) – Region 5 (Syracuse)

Monday, September 30, 6:00 pm to 9:00 pm.

This training has been revamped. Attendees will be asked to provide feedback on topics covered and suggestions for other topic areas to cover.

VIRTUAL Treasurer Training for Regions 1-6:

Wednesday, September 18th, from 5:00 pm to 8:00 pm.

Deadline to register is September 11th. 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,

A handwritten signature in black ink, appearing to read "Mary", with a stylized flourish at the end.

**Mary E. Sullivan
President**