

Leadership Update

from President Mary E. Sullivan

Thursday, September 5, 2024

Dear CSEA Family,

We will never forget

Wednesday, September 11 marks the 23rd anniversary of the terrorist attacks on our country that claimed thousands of lives. Five of those were our own CSEA members working at the Tax and Finance building in New York City: Yvette Anderson, Florence Cohen, Harry Goody, Marian “Marty” Hrycak and Dorothy Temple. Please take a moment to remember our fallen brothers and sisters on this solemn day.

CSEA legislative victories help with recruitment and retention

This week, Governor Hochul signed three of CSEA’s priority bills into law. The new laws will help continue our efforts to increase employee recruitment and retention. The bills that were signed will:

- Allow time spent in provisional status to count towards time required for a promotional exam. This legislation will give CSEA members who were provisional the ability to take promotional examinations faster than they currently are able and grow their career in the public sector. (S.8557 / A.9386)
- Encourage more people to take civil service examinations by allowing individuals who are within 12 months of meeting the age or education requirements of a civil service job to take an exam for that position. Current law requires a person to be within 6 months of meeting the age requirement. This legislation will allow prospective employees to get their foot in the door early, reducing the time they need to wait between meeting the job requirements and beginning a career in the public sector. Public employers will better be able to recruit students who are in their final year of a degree or education program and help fill the pipeline for critical public sector jobs. (S.8216 / A.8876)

- Require the Department of Civil Service to review and update civil service exams every five years. This will help ensure that exams remain relevant to the jobs for which they are seeking candidates. (S.8551/A.9349)

We expect action on additional legislation in the coming weeks and will update you at that time.

We recognize and appreciate CSEA members working in school districts

As students return to learning this school year, CSEA has launched an outreach campaign to ensure that CSEA Student Support Staff and Paraprofessionals know they are appreciated and that their work is vital to the health of our school communities. Local and Unit officers of educational workplaces will be receiving posters of appreciation to add to bulletin boards and other areas of information for members to see. This is also a good opportunity to grow our union by meeting with new hires as soon as possible. For more information on new employee orientations, please email Annemarie.raymond@cseainc.org or call (800) 342-4146.

DID YOU KNOW?

Did you know the elimination of federal spending on education would create a huge deficit for school districts everywhere? That is a clearly stated goal of Project 2025 and something to think about as much of the state returns to school this week!

Find out more: <https://tinyurl.com/Project2025Education>.

Support for labor is on the rise!

70% of Americans support labor unions, according to a new Gallup poll. The approval rate is up from 67% last year. Poll results show what CSEA members have known for years – that labor unions help members live better lives, as well as boost the U.S. economy. In recent years, support for unions has been increasing, as workers increasingly realize that unions are the best path for fair pay, benefits and better working conditions. There has been strong public support for labor organizing as well as for recent strikes, including United Auto Workers fighting for fairness.

Last chance to go off to the races with CSEA

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.

Regional News:

New York City Labor Day Parade

Come cheer on CSEA members from Regions 1, 2 and 3 as they march in the annual Labor Day parade on Saturday, September 7 at 10:00 am. The parade will kick off at 44th Street and Fifth Avenue and proceed north on Fifth Avenue up to 64th Street.

Commissioner Reardon visits Storm King Art Center members

In honor of the 130th anniversary of Labor Day, New York State Department of Labor Commissioner Roberta Reardon visited Storm King Art Center in our Southern Region on Monday to meet the workers who recently organized their union with CSEA and ratified their first contracts. A former co-president of SAG-AFTRA, Reardon took an interest in hearing from CSEA members about the workers' organizing journey and the other cultural worker organizing efforts going on across the country through AFSCME's Cultural Workers United initiative. CSEA activists Bam Bowen (a visitor services team lead) and Adela Goldsmith (a curatorial assistant), with assistance from co-workers, took Reardon and her staff on a tour of SKAC and provided her with information about the artists' works that line the 500-acre outdoor sculpture park.

County Executive greets CSEA Labor Day parade participants

Erie County Local members participating in the Buffalo Labor Day parade were greeted by Mark Poloncarz, Erie County Executive. Poloncarz, who has been a supporter of CSEA, also joined members for a post-parade picnic. It's important to keep up good relationships with those who support us!

Member Benefit Spotlight – Get ready for fall!

Back to school means cooler weather is on the way. Did you know you can save on home heating oil with CSEA's NYPIRG member benefit? NYPIRG is a non-profit company that uses

collective buying power to lower energy costs. Find out more and enroll for free at: <https://www.nypirg.org/fbg/csea>.

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:

State Government Discipline & Interrogation- Binghamton (Region 5)

Wednesday, September 18 and Thursday, September 19, 5:30 pm to 9:00 pm.
Call (607) 772-1750 to register.

Local Government Discipline and Interrogation –Yonkers (Region 3)

Saturday, September 21, 8:30 am to 3:30 pm.
Call (845) 831-1000 or (800) 757-CSEA to register.

Local Government / Private Sector Grievance Representation –Bath (Region 6)

Wednesday, September 25 and Thursday, September 26, 5:30 pm to 9:00 pm.
Call (716) 691-6555 to register.

Local Government Discipline and Interrogation –Medford (Region 1)

Wednesday, September 25 and Thursday, September 26, 5:30 pm to 9:00 pm.
Call (631) 462-0030 to register.

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

Required Union Representation VIRTUAL Trainings:

Local Government Discipline & Interrogation Recertification

Tuesday, September 10, 6:00 pm to 8:00 pm.
<https://memberlink.cseany.org/Event.axd?e=1489>

Grievance Representation Recertification

Thursday, September 12, 12:00 pm to 2:00 pm.

<https://memberlink.cseany.org/Event.axd?e=1490>

An Overview of the Family Medical Leave Act

Thursday, September 12, 6:00 pm to 8:00 pm.

<https://memberlink.cseany.org/Event.axd?e=1491>

State Government Discipline & Interrogation Recertification

Monday, September 23, 6:00 pm to 8:00 pm.

<https://memberlink.cseany.org/Event.axd?e=1495>

Private Sector Discipline & Interrogation

Monday, September 30, 6:00 pm to 8:00 pm.

<https://memberlink.cseany.org/Event.axd?e=1499>

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 Secretary Training for Regions 1-6:

Tuesday, October 15th, from 5:00 pm to 7:00 pm.
Deadline to register is October 4th. 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 cursive script that reads "Mary".

Mary E. Sullivan
President