



UNIT 8950

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SECRETARY

January 11, 2008

To: CSEA Unit #8950 Members
From: Milton T. Gilbert, CSEA Unit #8950 President
Re: Contract and Negotiations

Since January 1, 2008 we have been WORKING WITHOUT A CONTRACT!

What does it mean to be working without a contract and how does it effect us as employees?

All things will remain the same as they were under the expired contract. ALL of our rights and benefits are unchanged. Until a new agreement is reached, you will not see any increase in your earnings, unless you are entitled to a step or longevity increase. Wages are a big part of what we are currently negotiating.

One of the most asked questions is, "Will raises be retroactive when a new contract is signed?"

Although not guaranteed, CSEA is fighting for that very benefit. Our success depends on the County's willingness to be fair and reasonable toward the many valuable and hardworking employees who serve the people and sustain our county government every single day.

That being said, sitting on the County side of the bargaining table is the "Labor Relations and Negotiation Committee". They are responsible for the negotiating of all labor and management contracts between the County and the individual unions. This committee consists of Legislators Philip C. Terpening (Chairman), Joseph P. Stoekeler, Peter G. Kraft, Jon Decker, Richard Gerentine, Wayne Harris, James Maloney, Brenda Bartholomew, Director of Personnel, James Farina, Director of Employee Relations and William Wallens, Attorney for the County

As a reminder, your negotiating team consists of CSEA Labor Relations Specialist Howard Baul, and Ulster County Employees Terry Gilbert, Todd Schmidt, Denise Davis, Diana Shaver, and Jack McGarril. They are working diligently for all of us to negotiate a fair and equitable contract. One that will positively impact everyone's livelihood, well-being and work environment. Everyone, including CSEA represented employees, the citizens who we all serve, and management, wins when a fair contract is agreed upon. That is CSEA's goal in this negotiating process. We, your CSEA Union, will continue to work toward that goal.

When a proposed memorandum of agreement is reached, we will bring that contract proposal to you, the membership, for explanation and discussion. Then, you, the membership, by majority vote, will decide to accept the proposal, or send the committee back to negotiations.

It will be up to you to ratify or reject the proposed contract. You have the final say. The power is yours if you vote.

Our negotiating team needs all the help and support that we can give it! This fight effects us all!

What can you do?

Get involved, join our fight!

Keep informed

Attend the membership meetings that will be held

Ask questions

VOTE! when the proposed contract is presented – make your voice heard. Vote YES or NO! Contact your legislators and voice your opinion, involve your family and friends.

I thank you and have every confidence in our negotiating team and in our membership as a united union team.

Remember: **UNITED WE BARGAIN & DIVIDED WE BEG.**

In Solidarity,

Milton T. Gilbert
CSEA Unit #8950 President

