

CSEA UNIT 7400 BIZ

Monthly News & Updates

| Issue January 2025

New Contract

The new CBA was voted on and approved by the Monroe County Legislature on 1/14/25. The County has been updating the SAP system with all of the changes. Retro should be in the check dated: 1/24/25. The three days is still being added to SAP as I'm told.

I have gone through all of the changes to our last contract and updated our Agreement. I have sent the Agreement to CSEA to review. Once it is reviewed, it will be sent to the County negotiating team to review. The Health Reimbursement Account (HRA) MOA will be added as well as the new salary schedules. After the Agreement comes back from the County, we will review the Table of Contents one last time. We will then have CSEA print them. All members and non-members will receive a copy.

How will we distribute?

- 1-We will add the new CBA to our website under the documents tab.
- 2-We will generate a list of CSEA employees by department and will distribute them
- 3-The County will also upload the new agreement to their Intranet.

Safety Net Winter 2025

The Safety Net is out with a whole bunch of tips for the Winter.

Safety-Net-Winter-2025



Members are being contacted by anti-union organizations. These groups are trying to scam you and your union sisters and brothers by soliciting your personal information.

These groups may mail, email, call or visit you at home. Some have **fraudulently** claimed to be from the CSEA President or CSEA Headquarters – this is NOT the case. These scammers allude to raises and savings and promote divisive issues to get you to click a link in an email, fill out a postcard or scan a QR Code. They also want you to join focus groups by offering you money to convince you to leave the union. **DON'T BE SCAMMED**

Celebrate Martin Luther King Jr.



Polar Plunge

For those wishing to plunge into Lake Ontario to support the Special Olympics, this year this will be: 2/2/2025.

Website

The blog on our Website has a lot of information that is updated every week. All information regarding the vote for our Agreement and the approval from the Monroe County Legislature was on the website. Please use this resource. If you want to see other things on the website blog or in this Newsletter, please email: unit7400@gmail.com

**CSEA Unit 7400
Website**

Health Care

I have added the locations on our website to where the County has put the rates from Excellus for 2025.

Locations:

- 1-On the Intranet in the HR Info/Benefits/Health Insurance/2025 Rates
- 2-On the intranet in the HR Info/Open Enrollment/2025 Open Enrollment

The rates are also at www.monroecounty.gov/hr-openenrollment

Excellus gives the County the cost for healthcare each year. They figure the cost out by the following:

- 1-Utilization (how many times people are going to the doctors, Urgent Care facilities and Emergency Rooms).
- 2-New Healthcare technology is more expensive.
- 3-Hospitals and Providers can demand higher prices
- 4-Prescription costs

The County will be taking the difference from what the cost was in 2024 and what the cost is now for 2025 and you will pay that difference in this paycheck because the County didn't charge employees the updated 2025 rate for PP 1.

Example: If I had \$200 taken out of my paycheck using the 2024 rates for PP 1, and the rate is now \$208 per PP. The County will take an additional \$8 from my

Rochesters 25th Annual Polar Plunge

Where: Ontario Park Beach, Charlotte
Rochester, NY

When: Sunday, February 2nd, 2025
9:00am Registration
12:00pm Plunge



Any questions?

Please contact team captain

Catalina Guzman at

catalina.guzman@local436.org



Documents tab on Website

Documents have been uploaded to the website. The Documents that were added are:

- 1-Current CBA
- 2-Tentative Agreement
- 3-2025 dues
- 4-Salary Schedule 1
- 5-Salary Schedule 2

Memorandum of Agreements that were signed by this office:

- 1-Parental Leave
- 2-Retention Payment Bonus
- 3-Shift Section 42 of CBA
- 4-MCH Shift

Other Documents:

- 1-FMLA Guide
- 2-Civil Service Section 72

There is a password on this tab. The password is:

I+@m+s0me0ne!

I am someone, but in a phrase format.

Other documents will be added as time goes by.

If You Leave the County Workforce

If you are a member of CSEA at the time you left employment with Monroe County and then decide to come back to Monroe County at a later date, and you want to become a member again of CSEA, please call the office at 328-5250 to get a membership card or go online to our

paycheck for the upgraded rate. Then for the next PP, it goes to the 2025 rate.

website www.csea-unit-7400.org, click on the Join CSEA tab at the top. Fill out the application and send it to: CSEA828@rochester.rr.com

Thinking of Retiring

CSEA retiree membership includes access to many CSEA non-contractual benefits. In addition, retiree members have access to exclusive insurance programs through Pearl Insurance as well as access to many AFSCME member benefits. Retiree members who meet eligibility requirements can attend meetings, run for office and vote in elections for their retiree local leadership. All this is available for only \$36 per year. Local 828 will pay the first year when you sign up to become a member.

Call the office to get an application today!



New Member Benefit

Cambridge Credit Counseling is CSEA's newest endorsed member benefit program. Cambridge is a nonprofit organization offering free unlimited credit counseling to CSEA members and any of their family members. If you or a family member is having difficulty, making ends meet I recommend you give Cambridge a call. In addition, they offer CSEA members and their family members unlimited free student loan counseling. If you or anyone in your family has student loans it is worth a phone call to see if there are forgiveness programs or other opportunities available to reduce the loans. Lastly, if you go through the free credit counseling and are still having difficulty making ends meet, Cambridge Credit can provide a debt management plan at a 10% discount. This plan is designed to get you out of debt and is offered regardless of your ability to pay.

Cambridge-Credit.org/CSEA
888-694-7490

IT'S UP TO YOU TO NOTIFY THE UNION

If you receive a NOTICE OF DISCIPLINE, it's up to you to notify the union.

If you don't, you run the risk of not being able to file a grievance in a timely manner.



Probation period



If you are still on Probation (1 year from the date you started employment), and you get called in for a discipline, advise your supervisor you would like a CSEA representative to attend the discipline and then call the office at 328-5250 for representation.

THIS ONLY APPLIES TO DUES PAYING MEMBERS

Change of Address!

If you moved, you need to change your address with CSEA. Call (585)328-5250 or the 1-800-342-4146.



Remember.....

January Calendar

- **January 1st** - Celebrated worldwide to mark the beginning of the new year.
- **January 4th** - National Spaghetti Day
- **January 9th** - National Law Enforcement Appreciation Day
- **January 15th** - National Bagel Day
- **January 20th** - Celebration of Martin Luther King Jr. Birthday.
- **January 20th** - Inauguration Day
- **January 20th** - National Cheese Day

Concerned about Safety in the Workplace

CSEA has a Safety and Health Department. You can sign up today to get the following:

- Monthly e-newsletter
- Fast and easy access to assistance, resources, plus registration
- Advance notice of safety trainings plus events
- Breaking news plus updates
- Contest plus prizes

Follow by either clicking either Facebook or email link below:



CSEA Statewide Officers

Mary E. Sullivan, President

Western Region 6 Office

Stephen Healy, Region 6 President

Overview of the U.S. Labor History (every 5 years)

1913 Led by organizers with the United Mine Workers (UMW), 11,000 miners in southern Colorado, most of them foreign-born Greeks, Italians, and Serbs, wage a strike against the Rockefeller-owned Colorado Fuel & Iron Corporation to protest low pay, dangerous working conditions, “company stores,” and the murder of one of their organizers. Rockefeller hires private militias and pays the wages of Colorado’s national guard to put down the strike. The ensuing battle becomes known as the “Ludlow Massacre,” after guardsmen stormed a tent city of workers, killing thirteen people by gunfire and burning eleven children and two women in their tents.

1917 The United States enters into World War I, the war “to end all wars” and to “make the world safe for democracy” (according to President Woodrow Wilson). Soon thereafter Congress passes the Sedition Act which later results in the imprisonment of socialist and labor leader Eugene Debs for nearly three years for having publicly opposed the draft, saying “wars throughout history have been waged for conquest and plunder . . . The master class has always declared the wars; the subject class has always fought the battles.” The war ends in 1918. 116,516 American deaths are attributed to military service during the war.

1919 More than 1,100 Boston police officers strike despite the widespread belief that public employees are public servants, not workers. Governor Calvin Coolidge calls in the state guard to restore order to the city, and all of the strikers are fired. For years afterward, opponents of public sector unions would cite the strike as an example of why public workers should not have unions.

1920 19th Amendment guaranteeing women the right to vote is ratified.

1924 Congress passes the Immigration and Naturalization Act imposing the first permanent numeric limits on immigration in order to restrict immigration from Southern and Eastern Europe. This marks the end of mass “legal” immigration to the U.S. Ellis Island ceases to be a port of entry and is instead used largely for the detention and deportation of undocumented immigrants.

Unit 7400 Website:

Please click the link to go directly to our new and improved website.

**Visit our
Website**



CSEA Civil Service Unit 7400 | 585-328-5250 | 1320 Buffalo Road | Local 828



Try email marketing for free today!