

CSEA UNIT 7400 BIZ

Monthly News & Updates

| Issue December 2024

Department of Labor's 2024 Overtime Rule Overturned

The U.S. District Court for the Eastern District of Texas vacated the Department of Labor's April 2024 rule increasing salary thresholds for the administrative, professional, and executive exemptions under the FLSA.

As described in the **previous advisory**, this means that the salary threshold increases that went into effect in July 2024 and that were intended to go into effect on January 1, 2025 (and thereafter) are invalid and unenforceable.

In-Person New Employee Orientations

In November 2024, the County held their first New Orientation in-person since COVID. It is being held at MCH. Welcome new employees/members.

New DMV Regulations

Earlier this month, regulations from the Department of Motor Vehicles went into effect that increased points for certain violations, including speeding in a work zone and overtaking a stopped school bus. Now, a driver who violates these laws will receive eight points on their license, up from five points. This is an important step in deterring drivers from endangering public employees and school children across the state. CSEA will be continuing to advance measures that improve safety for members in the upcoming legislative session.



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. **DON'T BE SCAMMED**



Liberty Mutual

For those wishing to connect with Liberty Mutual for your auto needs.

Should you have any questions regarding your coverage, please contact 888-398-8924.

Should you wish to contact Liberty through their website, here is the link. <https://www.libertymutual.com/momroeconomy>. You may set up your account in this link as well (click on Customer

Tentative Agreement

The Tentative Agreement (TA) was sent out to all members. The ballots were sent out and are to be post marked by 12/14/24.

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 need to become a member again of CSEA, please call the office at 328-5250 to get a membership card or go online to our 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.

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.



Another Scam.....

An anti-union group based in New Jersey is contacting members and offering them money to participate in focus groups in an effort to convince them to leave the union. These offers are clearly a scam designed to model CSEA's own focus group efforts. **DON'T BE SCAMMED**

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.



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!

With the upcoming negotiations underway - if you moved, you will need to change your address with CSEA. If we send out ballots to your home address and they get returned, there is no guarantee that we can get you a ballot in time to vote for a pending contract. Call (585)328-5250.



Remember.....

December Calendar

- **Dec 2nd** - Do you want to shop from home? **Cyber Monday** is the perfect time to score great deals online. Essentially, it's Black Friday shopping but with the added convenience of online shopping. Besides saving money, you can get your holiday shopping done early to avoid last-minute holiday stress.
- **Dec 11th** - **Holiday Food Drive for Needy Animals Day** Keep your furry friends in mind this holiday season as well. The purpose of this day is to encourage people to donate pet food and supplies to shelters so that animals in need can be cared for during the winter.
- **Dec 13th** Want to embrace the fun of **Friday the 13th**? The safest option would be to heed superstitions, like avoiding risky activities. The other option is to perform lucky rituals, such as carrying a lucky charm, knocking on wood, wearing bright colors, and spreading positivity.
- **Dec 18th** **Answer the Telephone Like Buddy the Elf Day** On this day, everyone should behave like Will Farrell's character in the 2003 holiday classic. Specifically, callers are surprised and delighted whenever Buddy the Elf answers the phone. Say something like "(Insert your name) the Elf, what's your favorite color?" whenever you answer the phone.

- **Dec 20th National Ugly Christmas Sweater Day** Get out your tackiest, most festive sweater and wear it proudly. The day has become a beloved holiday tradition with themed parties and contests. Since it falls on Friday this year, you could even use it as a holiday team-building activity.
- **Dec 25th Christmas Day/Hanukkah** Christmas Day honors the birth of Jesus Christ and is marked by feasts, gifts, and family gatherings. Also, this year, Hanukkah begins at sundown, adding to the festivities with traditional foods, songs, and menorah lightings.
- **Dec 26th Boxing Day & Kwanzaa** Many Commonwealth countries celebrate Boxing Day by shopping and giving donations to the less fortunate. It's also the start of Kwanzaa, a weeklong celebration of African heritage and culture.
- **Dec 28th National Call a Friend Day** Take advantage of National Call a Friend Day to reconnect with loved ones. The power of a simple phone call can brighten someone's day and strengthen relationships.
- **Dec 31st New Year's Eve/Make Up Your Mind Day** Traditionally, the last day of the year celebrates both endings and beginnings. Think back on your choices as you count down to midnight and prepare for a new year full of opportunities.

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
 Ron Briggs, Executive Vice President
 Nicole Meeks, Statewide Treasurer
 Richard Bebo, Statewide Secretary

Western Region 6 Office

Stephen Healy, Region 6 President

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

1903 The Niagara Movement, founded by a group of black intellectuals, among them W.E.B. Dubois, is established to advocate for the full participation of African Americans in the nation's political, civil and social life. The group, under Dubois' leadership, would later become in 1909 the National Association for the Advancement of Colored People (NAACP).

1903 The AFL charts its first firefighters local.

1905 The International Workers of the World (IWW) is formed to create "one big union" for all working people, regardless of sex, race, or skills and employs "direct action" to achieve its agenda.

1910 A group of New York State Employees form the Association of State Civil Service Employees. The new group opens membership to all competitive class state civil services employees and is focused on improving the working lives of all state employees.

1911 146 young immigrant workers, almost all women, die in a fire at the Triangle Shirtwaist Company in lower Manhattan. Many victims jump to their death from ninth floor windows because the factory doors had been locked.

1913 50,000 immigrant mill workers and their families in Lawrence, Massachusetts wage a strike against the American Woolen Company with the help of the IWW. Workers from Portugal, French-Canada, England, Ireland, Russia, Italy, Syria, Lithuania, Germany, Poland, and Belgian joined together to combat pay cuts and won 5 to 11% raises with the largest raises, at the strikers' insistence, going to the lowest-paid workers. The action would become known as the Bread and Roses Strike.

Website:

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

**Visit our
Website**



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