



President's Message

Liz Moran

It is with great pleasure that I present to you the new and improved newsletter -- *Local 698 News* -- replacing the quarterly Member Update and the Negotiations Newsletter.

The Executive Board is working to make changes in the way that we communicate to members. We recognize that with a diverse workforce that spans four generations, we need to be diligent about using all communication methods to educate, inform, inspire, and call members to action.

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A New Leadership

I would be remiss if I did not reflect on the past year's election of a new Local 698 Executive Board. The elections took place in June 2013, and 62% of membership participated in the election process. The membership elected the Uniting the Workforce Securing Our Future slate. Your elected Local 698 officers are noted on this page.

I would like to extend my appreciation to Wayne Bates and Adriana Calin who served on the Election Committee. As the Chair, Wayne was responsive to candidates. In addition, he is commended for his professionalism in addressing the myriad of issues that surfaced during the election process. It is also important to acknowledge all candidates. It is impressive to find members who are willing to step forward to take a leadership role. We hope that all members begin to take strides to become active in the Local. After all, this is YOUR union.

Paving the Path

It is evident, and goes without saying, that the culture in DASNY is very different than it was ten years ago. Most members recall a time when community was the thread that kept our DASNY family intact. As DASNY leadership has changed, so has the culture and environment. This change hasn't happened just within the four walls of 515 Broadway, but reaches to every corner of NYS where DASNY staff are located.

We recognize that morale at DASNY has taken a severe downward spiral over the past few years. During our term, we are committed to taking action to help to improve our workplace. But remember...WE includes you! DASNY has just over 500 employees, and Local 698 makes up approximately 400 of the DASNY workforce.

Why is this important? Because WE are our best advocates, and WE can influence the shift and make the change in our culture. Every day you have a decision to work at 100% and positively impact those around you. What will you choose to do today?

I'm not saying that there are not 'things' out there that are beyond your control, that affect your work life. For many of those issues, your Local 698 Executive Board and representatives are dedicated to ensuring that all members work in an environment that is safe, healthy, productive, sustainable, and has long-term viability. Local 698 will continue to advocate for your rights and for the success of our organization, DASNY.

WE pave the path...Union Strong!

Executive Board

- Liz Moran, President
- Bob McRae, 1st Vice President
- Wigens Mathurin, 2nd Vice President
- Jeanne Jones, 3rd Vice President
- Michelle Rigney Secretary
- María Merced, Treasurer

Share – Tweet – Stay informed

By: *Jeanne Jones*



The Local 698 website is THE place for members to get information about Local events, negotiation updates, member notifications, and membership meeting notices.

It also hosts all job descriptions for each title in the collective bargaining unit, provides information pertaining to CSEA benefits, and offers information regarding shop stewards, grievance representatives, committee members, and officer information.

All members should create an account on the website. It's easy and only takes a couple of minutes.

1. Got to <http://csealocal698.com>
2. Select Create New Account (found under the orange Log In button).
3. Complete the required fields (red asterisk). Must use a valid email.
4. Once your account member information is validated, you will receive a confirmation email.

We've entered the age where technology and information are not just interdependent they are co-dependent. Local 698 appreciates that our membership demographic is shifting. We can see that a newsletter or a website cannot be the only methods used to communicate to our members.

Local 698 is now using Facebook and Twitter to communicate, educate and inform. All members are encouraged to 'like' the Local 698 Facebook page, and to connect to the Local 698 Twitter account. More importantly, we strongly encourage you to share and retweet.

Connecting to Local 698 using social media gives you an advantage. Involvement comes in many forms – call to action, joining a committee, participating in an election – but it also means being educated and being 'in the know'.

YOU are under attack. Did you know that? Are you aware of the facility closings happening in your region and in your

neighborhoods? Do you know where your union stands on women's issues? Do you know what actions CSEA is taking to support working men and women?

Local 698 is plugged in to CSEA at the State and regional levels, as well as with AFL-CIO, and AFSCME. By connecting to the Local 698 Facebook and Twitter sites, you will begin to see much of what is going on in the world of labor. Additionally, you will have many opportunities to stand with your union brothers and sisters... TAKE ACTION!

Search Facebook for CSEA Local 698. Connect to us on Twitter @CSEALocal698. You can also begin to connect to other organizations that will keep you apprised of labor movement issues. We recommend you follow these organizations on Twitter:

@CSEALocal698
 @AFSCME
 @CSEALocal1000
 @CLUW
 @UnionPlus
 @MakingNYWork

On Facebook, we suggest that you 'like' the following pages:

CSEA Local 698
 CSEA Local 1000
 CSEA Long Island Region 1
 CSEA Metropolitan Region 2
 CSEA Region 3 (Westchester)
 CSEA Capital Region 4
 CSEA Central Region 5
 CSEA Western Region 6
 CSEA NextWave (for members under 35)
 National AFSCME
 UnionPlus
 Coalition of Labor Union Women CLUW

Contract Negotiations

Since Local 698 membership meetings, held in October and November 2013, there was no movement regarding negotiation of the collective bargaining agreement until April 3, 2014. On this date, DASNY and Local 698 attended a pre-hearing conference at PERB to discuss the bad faith bargaining charge. As a result of that conference, there was agreement for the parties to have a negotiation session.

On May 5, 2014 after a day-long negotiation session, no agreement was made between the parties. PERB was contacted to report that Local 698 wished to proceed to a hearing (bad faith bargaining charge) and continue down the path of fact finding.

It is important to reiterate that all areas of the contract stay in effect until a new contract is ratified. Members eligible to receive steps will see movement. Health insurance contributions continue to be same, and longevity payments remain in effect.

Labor Issues at a Glance

By: **Bob McRae**



There are a number of contract grievances and other labor petitions filed by Local 698 against DASNY. A grievance is a dispute concerning the interpretation, application, or claimed violation of a specific term or provision of the collective bargaining agreement {contract}.

The following is a brief summary of outstanding actions.

Contract Grievances

- **Article 15.2 (Out of Title):** Construction Analyst performing duties of a Construction Systems Coordinator
FILED: August 2012
STATUS: Pending arbitrator decision
- **Article 15.2 (Out of Title):** Mail Clerk performing duties of an Administrative Assistant and/or Assistant Office Manager
FILED: September 2013
STATUS: Pending arbitration
- **Article 15.2 (Out of Title):** Code Administrator performing duties of a Senior Code Administrator
FILED: May 2014
STATUS: Pending Step 1 meeting
- **Article 12.13 (Absence Extraordinary Circumstances):** Local 698 filed a grievance in February 2014 when DASNY directed members to charge leave accruals for absences, on a number of days, after a state of emergency was declared by Gov. Cuomo for each of those dates in various NYS regions.
FILED: February 2014
STATUS: Pending DASNY Step 1 decision

Improper Practice Charges

There are other means of action that can be taken against the employer, when a violation of the contract has not taken place but where labor laws have been violated. An improper practice charge can be filed with the Public Employees' Relations Board (PERB) when the union believes that the employer violates its responsibility to bargain with the union in good faith or discriminates against a union activist based on his or her union activity.

- **PERB Case U-32813:** Local 698 filed an improper practice charge when DASNY failed to bargain in good faith. On March 6, 2013, during the parties first

mediation session, DASNY came to the table with significant regressive proposals. This violated Section 209-a1 (d) of the Taylor Law.

FILED: June 2013

STATUS: Pending a hearing date.

NOTE: See page 4 Contract Negotiations

Organizing/Petitions

When the union believes that a specific position should be included in the collective bargaining unit, the union can petition PERB requesting unit clarification and/or unit placement of the position (UC/UP).

- **PERB CP-1367:** Local 698 filed a UC/UP to seek the inclusion of the following titles in the collective bargaining unit.
 - Confidential Legal Assistant
 - Confidential Admin. Assistant
 - Benefit Administrator
 - Chief, Project Controls
 - Chief Professional Services Contracts
 - Chief, Purchasing & Interior Design
 - Chief, Construction Services
 - Chief Project Manager
 - Chief, Architect**FILED:** February 2013
STATUS: Pending
- **PERB CP-1378:** Local 698 filed a UC/UP to seek the inclusion of the following titles in the collective bargaining unit.
 - Janitorial Services Assistant
 - Security Guard**FILED:** July 2013
STATUS: Withdrawn (see below)

Due to Local 698 organizing efforts, the group is being organized as a CSEA Local. DASNY has agreed to allow these employees to organize, and Local 698 has withdrawn its PERB petition.

Local 698 has been attempting to get recognition for this group of employees since contract negotiations began. It was a proposal that was long ago dropped as other priorities took precedence during negotiations. We took several measures in the past twelve months to ensure that this group became protected. At last, these employees will be able to have the same protections as you.

They will not be included in the same bargaining unit (Local 698). In the coming months, they will begin contract negotiations with management. Local 698 will provide administrative support.

If you really want to do something, you'll find a way; if you don't you'll find an excuse.

-Jim Rohn

Bullying in the Workplace

By: *Wigens Mathurin*



It is not the person demanding your lunch money on the playground, or pushing you in the sandbox and calling you a nerd. It's the person in the next cubicle, or on the next floor, or on the other end of a phone call... typically someone you work with.

Technically, bullying is a form of violence -- certainly verbal, but non-physical. A preferred synonym for workplace bullying is "psychological violence." However, violence policies and laws always focus on the acts and threats of physical violence -- striking someone (battery), or threatening someone so that they fear being physically hurt (assault). The one exception is the inclusion of verbal abuse in violence policies. **So bullying that is verbal, but not physical, is completely legal.** In fact, to claim sexual harassment, racial discrimination, or hostile work environment, the **recipient** of the mistreatment **must be a member of a protected status group** (based on gender, race, disability, ethnicity, religion, etc.).

Workplace bullying is repeated, health-harming mistreatment of one or more persons (the targets) by one or more perpetrators that takes one or more of the following forms:

- Verbal abuse.
- Offensive conduct/behaviors (including nonverbal) which are threatening, humiliating or intimidating
- Work interference – sabotage – which prevents work from getting done.

The Healthy Workplace Bill (HWB) has been introduced in a number of states across the U.S. In NYS, the Healthy Workplace Bill A4965 (Assembly), and the Healthy Workplace Bill S3863 (Senate) currently has 19 Senate sponsors and 86 Assembly sponsors. Over twenty unions and professional organizations have issued a Memorandum of Support for the bill including: 1199SEIU– United Healthcare Workers East, DC37, Mental Health Association of New York, NYCOSH, New York State AFL-CIO, NYSUT, PSC-CUNY and PEF. The HWB addresses repeated abusive mistreatment at work and offers recourse to the targets of workplace bullying. HWB allows for action only when mistreatment is so severe that it **impairs a worker's health.**

CSEA, Inc. is not currently a sponsor of this bill. Local 698 delegates, along with a number of other CSEA delegates, are sponsoring a resolution that will be introduced on the delegate floor at the 2014 CSEA Annual Delegates Meeting (September). The proposed resolution calls for CSEA, Inc. to publicly support the bill, and write Memorandums of Support to key political leaders.

We recognize the severity of the issue, and how workplace bullying has a negative impact on the workplace and the lives of our members.

If you believe that you are a victim of workplace bullying, you should contact one of your Local Officers. We will provide support to help get the issue addressed by management.

To learn more about the Healthy Workplace Bill visit <http://www.healthyworkplacebill.org/faq.php>



Work/Life Balance

By: *Michelle Rigney*

The Employee Assistance Program (EAP) is often overlooked and never really understood as a free benefit to DASNY employees. You may see an email from time to time, but nothing jumps out at you to say "HEY READ ME!"

When stress begins when you wake up, and may not leave until you go to bed, knowing the resources available to you may be key to making sense of things. Do you know what employee assistance programs are available to you?

DASNY's contract with Capital EAP allows for up to eight (8) counseling sessions per year per employee. Counseling services offer assistance in areas such as substance abuse and addiction, grief and loss, depression, couples & family, communications & behavior, and so much more. These services are available by skilled professionals all over NYS. So regardless of where you live, you will have access to these types of services.

Capital EAP provides professional development in the Albany region. Classes range from supervisor training, to interpersonal skills, to work/life balance strategies. In addition, Capital EAP is offering online mental health screenings for such things as anxiety, adolescent depression, and post-traumatic stress, just to name a few.

Many employees are also unaware that Capital EAP offers two different crisis lines, Crisis Chat and Suicide Prevention Hotline. Counseling services available over the phone and in a pinch could be the difference between life and death.

Even if it is to get more information, you should learn more about Capital EAP. Utilize the services that are your employee benefit.

Services are confidential. You should learn more about Capital EAP, and don't hesitate to utilize services that are your employee benefit.

Call Capital EAP at (800)777-6531 or visit the website – www.capitaleap.org.



Local 698 Budget

By: *Maria Merced*

Every autumn Local 698 membership meetings are held. A main agenda item each year is a review of the Local 698 approved budget for the fiscal year (October 1st to September 30th). In an effort to ensure that members understand how Local 698 is funded, how the budget is established and what expenses the Local incurs, we offer the following information for educational purposes.

DASNY is considered a closed shop organization, and therefore agency shop fee dues are collected from each person whose title falls within the collective bargaining unit – CSEA Local 698. Dues withheld from your paycheck go directly to CSEA, Inc. A portion of total dues (18%) comes back to the Local to establish our operating budget.

The budget is broken into three main categories: income, chargeable expenses and non-chargeable expenses. Income are the funds (also known as rebates) that the Local receives from CSEA, Inc., bank interest accrued, refunds, and payments to the Local from outside organizations (events, etc.). Chargeable expenses is essentially our operating budget. Expenses in this area include attendance to CSEA conferences and events, board meetings, member meetings, expenses related to committees, arbitration, and grievances, and other expenses incurred in order to conduct the business of the Local. Non-chargeable expenses include attendance to labor coalition events, scholarships, member aid, social events, and other member benefits. The total amount in the Non-Chargeable Expenses area cannot exceed 20% of the total amount of projected expenses for the fiscal year.

The Local has a Budget Committee whose purpose is to review the previous year's budget, and make recommendations to the Executive Board as to what the coming year fiscal budget should look like. The Executive Board meets in August or September each year where they, among other administrative planning, discuss the recommendations of the Budget Committee. The Executive Board then submits a final budget to the Budget Committee for approval. The Chair of the Budget Committee, along with the Local Secretary, sign the budget and submit to CSEA, Inc.

As noted in the beginning, the Executive Board displays and discusses the adopted fiscal budget with Local 698 members in an open forum membership meeting. Paper copies of the budget are not issued pursuant to advisement of the CSEA Statewide Treasurer. That said, it is important for each member to understand that you have a right to audit Local 698 financial records.

Financial records are available for review by contacting Local 698 Treasurer, Maria Merced. In person, members can review the books and statement of the Local. Not in NYC or Albany? That's ok. With advance planning, Maria is happy to meet with members via webcast. This limits the type of papers available for viewing, but will still allow for members to view the core information pertaining to expenses and income. Appointments are necessary to review the books, and organizational leave is not granted to members for such items.

Each year delegates of the Local attend the CSEA Annual Delegates Meeting (ADM). The ADM is where delegates vote on proposed changes to the CSEA Constitution & By-Laws, resolutions, and discuss matters that impact CSEA at the statewide and regional levels.

CSEA, Inc. – Rebate Changes

In the past year, President Danny Donohue, and other CSEA Statewide Executive Board members, met with Local Presidents and officers to discuss a reduction of rebate proposal being made by President Donohue.

With the shrinking membership statewide and increasing costs, CSEA, Inc. found that they needed to increase their revenue in order to be able to continue to provide the services and resources needed by Locals and their members.

The proposal called for a reduction in rebate at .01% each year for a ten year period effective October 1, 2013.

Local 698 Executive Board took the following actions to ensure that we had all of the information necessary to make an educated vote on the delegate floor. Local 698 had four (4) votes.

1. Publicly asked questions of President Donahue, Executive Vice President, Mary Sullivan, Statewide Secretary, Denise Berkley, Statewide Treasurer, Joe McMullen, and Region 4 President, Kathy Garrison.
2. Reviewed CSEA Statewide budgets (for a four-year period).
3. Discussed the issues with a number of other Local Presidents and Officers across NYS.
4. Verbalized suggestions of cost saving measures to the Statewide Treasurer and staff in the CSEA Treasurer's Office.

The Local Executive Board discussed all relevant information and made a decision as to how the votes would be cast on the floor. During the ADM, we cast three yes votes and one no vote. The proposal passed by an overwhelming yes response from the delegate body.

So what does this mean to Local 698? It means that our dues rebated will be reduced by .01% each year for the next ten years. The actual dollar value ranges between \$525 to \$650 over the course of the ten-year period. This amount changes as our membership increases or decreases.

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LOCAL 698 CONTACT INFO

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CSEA Local 698



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What would you like to see in your newsletter? Please drop a suggestion to Michelle; email or CSEA Website.

Get Involved

There is always an opportunity to get involved. We are looking for team members on the following committees:

By-laws Committee

- Responsible for updating Local 698 By-laws to be presented to membership.

Health & Safety Committee

- Address issues that affect the health & safety of members in the workplace including bullying
- Advocacy

Membership Committee

- REH Educational Award sub-committee
- Social events - planning
- Membership meetings – coordination/planning

Women's Committee

- Mentoring program
- Advocacy

In addition, we welcome members who wish to become Shop Stewards or Grievance Representatives.