

MEMBER UPDATE

Separation Incentive for CSEA Members in Nassau County

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To ALL CSEA Members working for Nassau County:

With the demand from the control board (NIFA) to reduce spending in all departments by roughly 7% or \$100 million to County Executive Ed Mangano, a serious discussion began between CSEA and the County to offer members a separation incentive. These cuts would have to be reflected in the new 2017-18 year county budget which is due to be passed in the Nassau Legislature by Oct 1 2017. The union thought that offering an incentive to employees who have many years of service with Nassau County would fulfill CSEA's part of NIFA's demands to reduce costs.

This time around however we wanted a guarantee of how many workers would be replaced since in all practicality, there is not a single department that can afford to lose any more employees. NIFA did not reject that proposal but did lower the number a good deal. That is only one of several issues the control board has with the incentive. Simply stated, I am not confident at this time that a early separation agreement can be negotiated today. However, NIFA did not kill the idea completely. The biggest issue that both the County and CSEA Local 830 was concerned about was that it was assumed that if we did get an incentive done it would have to be NOW, before the new budget was passed. According to the control board, that is not necessarily true. So, if we can come to terms with both NIFA and the County, a deal is still possible but I believe unlikely.

One of the biggest issues for CSEA is that NIFA wants to target those departments who can be eligible to be offered the incentive. We have not agreed to a strict target because that would leave a large segment of the union membership unable to receive the benefits of an incentive. We did allow for extensions, which allowed some departments to defer employees separation date for up to 18 months while they tried to hire new employees in order to still provide their services. NIFA will not agree to extensions at this time.

This makes this entire issue very tricky for the union. We certainly do not want somebody to retire only to find out an incentive is available a month later. At this time however, I would say there is **no incentive** since the control board has placed several unacceptable restrictions on it. In fact, you could be one of the targeted group, and I'm sure that would not make you happy. Since we now do not have the time limit of the next budget to worry about there is always the slim possibility that an agreement could be worked out later in the year. So, I wanted to get this out now in case you are a member who wants to leave but are waiting for an incentive.

Sincerely,

Jerry Laricchiuta

President CSEA Nassau Local 830