

From: Peter Piazza <peterpiazza2001@yahoo.com>

Date: Sat, 20 Oct 2012 10:03:33 -0700 (PDT)

To: Gary Cannonier<gary.cannonier@gmail.com>; John Staino<John.Staino@csea860.org>

ReplyTo: Peter Piazza <peterpiazza2001@yahoo.com>

Cc: Billy Riccaldo<billy.riccaldo@cseainc.org>; nicoc19@gmail.com<nicoc19@gmail.com>; Nephty Cruz<nephty.cruz@cseainc.org>; Thomas Tankachan<tat1956@yahoo.com>;

ferdsr@yahoo.com<ferdsr@yahoo.com>; Roger King<rogerking62@gmail.com>; susan fontana<sue.fontana@aol.com>; abetafeta@verizion.net<abetafeta@verizion.net>;

steven.crain<steven.crain@cseainc.org>; Steven Alviene<steve.alviene@gmail.com>

Subject: Re: Westchester Medical Center Proposals

Gary ,

As the duly elected President of CSEA Unit 9201, currently in the midst of an unexpired term, I have repeatedly expressed my position regarding contract negotiations to you , the other members of the negotiating team, the Unit 9201 Executive Board and the Unit 9201 membership.

My position is that we endeavor to negotiate for the contract proposals and demands that we originally set forth, and deal with whatever counter proposals WCHCC management submit to us, whether those counter proposals are "Alternative A", "Alternative B" or some other set of demands.

My position is that we do so simultaneously, as we continue moving forward with every legal action currently pending and any further 'causes of action' and charges we can prefer against WCHCC.

I have been steadfast in this position since the inception of this process, and I remain unwavering today.

An emergency CSEA Unit 9201 Executive Board Meeting was held Friday evening, October 12th, 2012, only six or seven hours after our negotiating team had its third and most recent negotiation session with WCHCC management. Nephty Cruz, LRS, attended this Executive Board Meeting that Friday evening as a witness and non voting participant.

The issues pertaining to managements proposals as well as our proposals, together with consideration of how to best proceed were discussed and voted upon.

Minutes were taken and are available for review.

All six members of the Executive Board attended and participated. It was only after our discussion and deliberation that the vote was taken. The results of the vote were 5 to 1 that we continue to move forward with our proposals and continue with our Improper Practice Charges in PERB, as well as our class action grievances, arbitrations, Division Of Human Rights complaints, EEOC complaints and Class Action Lawsuits.

During our CSEA Unit 9201 General Membership Meeting held Friday, October 19th, 2012, in the Valhalla Firehouse, these issues were thoroughly discussed with the members. Throughout the course of the five hour (2PM to 7PM) meeting it is estimated that possibly as many as 200 members came and went. (Rosemarie Ferdinand, 2nd VP of Unit 9201, may possess a more accurate count of actual attendees.)

Given that our membership in Unit 9201 is approximately 875, it is conceivably that 20% to 25% of the active membership played some role in this meeting.

Among those that participated there were no less than one dozen members of the "Patient Accounts" department, which is currently listed on WCHCC's website with an RFP.

Not all who attended participated in the vote regarding how we should best proceed, but of those that did cast a vote, the results are as follows:

124 accept "Neither" "Alternative A" or "Alternative B", and therefore wish for us to proceed forward with our list of demands as well as our legal actions.

22 accept "Alternative B", or some version of alternative "B", as best as it can be favorably modified.

4 votes were for "Alternative A", which I presume means they fall into the same category as the 124, but it's open to some interpretation.

4 submitted their tiny ballot but left it completely blank. The original ballot box and the ballots have been retained for inspection.

When I returned to my CSEA office at approximately 7:30PM after the conclusion of the General Membership Meeting, I found 4 voice mails on my answering machine from members that were unable to physically attend the General Membership Meeting. All stated that "Alternative A" as well as "Alternative B" were not acceptable to them. Their voice mails have been saved.

In summation, I have spoken,- my Executive Board has spoken,- and the General Membership has spoken. The consensus of these collective voices is evident.

I fully comprehend that the collective bargaining agreement is, " by and between WCHCC and CSEA, Local 1000 AFSCME, AFL-CIO".

It is not a contract, "by and between WCHCC and CSEA Unit 9201".

As such, there may well be a mechanism by which the organization (CSEA, Inc.) can enter into a successor agreement outside of the will of the incumbent Unit 9201 President, outside of the will of the Unit 9201 Executive Board, outside of the will of all of those serving on the negotiation team and outside of the will of the General Membership, as expressed during the October 19th General Membership Meeting.

If such a mechanism does exist and the organization wishes to exercise such a tool, that will be the likely fashion in which you'd need to proceed.

I will be on Federal Jury Duty beginning this week and have received a letter from the court stating emphatically, "No cell phones."

As best as possible we can try to communicate during the course of the week if you wish to do so.

Have a nice weekend.

Pete

From: Gary Cannonier <gary.cannonier@gmail.com>

To: "peterpiazza2001@yahoo.com" <peterpiazza2001@yahoo.com>; John Staino <John.Staino@csea860.org>

Cc: Billy Riccaldo <billy.riccaldo@cseainc.org>; nicoc19@gmail.com; Nephty Cruz <nephty.cruz@cseainc.org>

Sent: Saturday, October 20, 2012 9:35 AM

Subject: Westchester Medical Center Proposals

Pete/John,

As discussed yesterday, please forward to me the additional proposals we want to submit as counter proposals as soon as possible so I can submit them to the management. I will create a draft copy of the counter proposals and send them out to you for consensus before the proposals are sent to the hospital. Thanks