

A message from CSEA Long Island Region President Jarvis Brown



Late 2024, Region One held its first in-region Fall conference, with about 300 members in attendance. The structure of the workshop was framed around getting back

to the basics of unionism, focusing on responsibility, accountability, and member engagement. The Region One officers and I received a lot of positive feedback from attendees, who told me they were glad that they were able to attend. Among the people that offered kind words are CSEA Statewide President Mary E. Sullivan, CSEA Statewide Treasurer Nicole Meeks and CSEA Statewide Secretary Rich Bebo. I am happy that officers with their wealth of knowledge and experience enjoyed the workshop. I thank them for attending and for their continuous support.

In 2025, the Region One Board and I will be focusing on the existing issues in our region, such as administratorships. Addressing administratorships is the beginning of our region officers identifying and resolving issues in CSEA, which should be happening around the state. Other issues include finding election committee chairs for unit and local elections, and holding unit and local presidents and their election committees accountable for adhering to CSEAs rules and regulations for the electoral process.

Accountability is how we effectively conduct our union's democratic system. I intend to focus a lot on accountability this year. Every year of my presidency, I intend to pick a new focus and build on what we have learned in the previous year. The theme for my presidency in 2024 was Communicate to Educate. The theme for 2025 is Accountability is the New Action.

As CSEA members, we must start prioritizing communication with each other. If we do not start doing so, some members will start listening to internal and external entities like the Freedom Foundation that seek to defame CSEA. It is much easier for members to turn on their union if they are

not being properly educated. As a result, members put the wrong person in office for what they think is the right reason, never realizing they have been misinformed.

No unit, local or region leader should get too comfortable in their position. As easy as it was for one of us to be elected or be appointed it is just as easy for one of us to lose an election or be removed. Every day, we must work to earn the respect and trust of our union members. Members' reaction to our leadership style tells us if we are succeeding or lacking in certain areas.

If we do our jobs and stay in contact with our members, keeping them engaged and informed, members will understand the importance of keeping CSEA in existence.

Organizationally, we are focused on external obstacles like Project 2025 and how they will affect us. I realize that there are differing opinions about the existence of Project 2025. The fact remains, that there is too much discussion about an external document. We need to create and focus on a CSEA Project 2025 - a list of internal issues that we must start working on immediately if we expect our union to survive at least another 20-30 years. The Region One Board and I have discussed many of the issues we are facing, some that I have already mentioned. I would identify and elaborate on what we see as our union's immediate threats as follows:

- Member engagement – We should be talking with members and educating our members, daily. The more they learn, the more they will want to be involved, which essentially fixes present issues with apathy and lack of involvement among the membership.
- Education – Completing the CSEA workshops that officers are required to take, according to CSEA constitution.
- Building trust – Due to lack of education, there are some officers that do not know what their job entails, which has led to a lack of trust.
- Educating members on the

value of union membership.

- Accountability – If you are seated in a position, you need to learn what that job entails and how to apply that information.
- We must hold lesser ranking officers, committee members and board members on the unit, local, region level responsible for their job requirements.
- Succession planning - When unit, local and region leaders are making a plan for their retirement, they should also be putting a succession plan in place for when they step down from their position. In order for there to be a smooth transition, activists have to be properly educated to take over.
- Communication - We should be disseminating information as we learn it. An informed membership is a powerful membership.
- Health and Safety – School districts, private sector, local government, and state agencies all have health and safety issues that are harming our members and need to be neutralized. Our members have the right to work in a safe environment.

What I have identified is no longer a want it is a need, and if we don't focus on resolving the problems they will turn into a collective emergency that will cripple us as an organization. If everyone gets back to these basics, we will have an organization full of leaders, activist and rank and file members who can stand up for themselves and be an organized, cohesive group. This will give us the foundation to stand up against the Freedom Foundation and other obstacles that come against our union.

Sincerely,



Jarvis Brown
CSEA Long Island Region President

The Region Women's Committee makes holidays brighter with outreach

BRENTWOOD — The CSEA Long Island Region One Women's Committee recently delivered holiday donations based on children's wish lists to Outreach - Brentwood.

According to their website, "Outreach inspires adolescents, adults and their families to achieve a life of unlimited potential through our high-quality, evidence-based substance abuse treatment and credentialed alcoholism and substance abuse counselor training programs."

The Outreach staff thanked the Women's Committee members for the donations, noting the children who would be thrilled to receive a gift from "Santa" for the holidays.

— Wendi Bowie



Question

What is a grievance?

A grievance is a formal complaint that highlights a violation of contract terms, workplace conditions, or policy. It could also be a complaint about non-compliance with work policies or similar regulations. Grievances can be filed by an individual or group.

Answer

Where to find us online

Long Island Region Facebook:
facebook.com/csealongisland

CSEA Statewide Facebook:
facebook.com/csealocal1000

Instagram: instagram.com/csealongisland

CSEA Statewide Website: cseany.org

CSEA Work Force online newspaper:
cseany.org/workforce



Celebrating the holidays with Region One

Hundreds of members and guests attended the CSEA Long Island Region One Holiday Party to reflect on a year of union activity.

The annual event attracts leaders, members, and staff from around the state, who gather together to celebrate the holiday season with laughter and fellowship.

This year, Region One sworn in by CSEA Long Island Region President Jarvis Brown.

Brown also took the time to thank the region board, officers activists and staff for their hard work throughout the year, noting that he could not do his job effectively without their involvement.

The CSEA Long Island Region holds several events throughout the year. Currently, we are preparing for Member Appreciation Month and our 2025 Region One Conference.

— Wendi Bowie



Retirees active in region's Festivals of Light

COMMACK — The CSEA Long Island Region Human Rights Committee held its annual Festivals of Light ceremony.

As always, CSEA retiree members were heavily involved in the event, which included readings about the various religious and cultural observances CSEA members participate in during the holiday season, musical performances, and a visit from St. Nick. The evening ended with refreshments and fellowship.

— Wendi Bowie





MLK luncheon honors members, staff

The CSEA Nassau County Local 830 honored at its recent annual Dr. Martin Luther King Jr. (MLK Jr.) Luncheon members of our union family and community.

Nassau County Clerk Unit Treasurer Israel J. Chatman, Nassau County Local activist Garrett Wakefield, the Nassau County Guardians Association, the Coalition of Black Trade Unionists and CSEA Long Island Communications Specialist Wendi Bowie were among the special honorees. A special award was also presented to CSEA Long Island Region President Jarvis Brown.

The luncheon was coordinated by the Nassau County Local MLK Luncheon Committee, Nassau County DEI Committee Long Island Region Human Rights Committee. Nassau County Local activist Audrey L. Hadden chairs all three committees.

The luncheon also featured a musical performance, poetry, clips of Dr. King's speeches and a DJ. It offered everyone an inspirational and festive opportunity to kick off the monthlong celebration of Black history and culture.

— David Galarza



Members honored during Black History Month



With the theme of this year's Black History Month being "African Americans and Labor," it is only fitting that three CSEA activists were honored at The Village of Hempstead's Black History Month celebration, which embraced the same theme.

CSEA Long Island Region President Jarvis Brown, CSEA Nassau Area Retirees Local activist Roger Miller and CSEA Village of Hempstead Unit 1st Vice President Bibi Boucicaut were recognized for their significant contributions to their communities and to labor.

Brown also served as the keynote speaker for the event, delivering an inspirational address on how he has overcome obstacles

throughout his various leadership roles.

Other CSEA members were also honored at recent Black History Month events.

At the Town of Hempstead's Annual Black History Month Celebration, CSEA Nassau County Clerk Unit President Audrey Hadden was honored for her community and union activism. Also honored was the Coalition of Black Trade Unionists (CBTU), an AFL-CIO constituency group that counts many CSEA activists among its members.

Rounding out the events was the Town of Babylon's 37th Annual Black History Month event, at which Brown and CSEA Suffolk Area Retirees Local Executive Board member Marian Hester were honored. Both Brown and Hester expressed their gratitude



to the town dignitaries for the recognition and shared their experiences as labor and community leaders with the crowd.

— Wendi Bowie





2025 POLAR PLUNGE REGION 1, DONATE \$1



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Registration Time: 9:00AM

Plunge Time: 11:00AM

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