

**116th Annual Delegates Meeting
New York City**



Your Voice Builds Our Power

CSEA
NEW YORK

Registration Materials

Table of Contents

Invitation to Attend CSEA's Annual Delegates Meeting.....	1
Secretary's Registration Memo.....	2
Treasurer's Reimbursement Policy Memo	3
Local Claim Reimbursement Form.....	6
Proposed Standing Convention Rules 2026	7
Certification/Registration	9
Delegate Registration.....	9
Delegate/Alternate Status.....	9
Program Registration.....	9
Hotel Reservations.....	10
Travel Arrangements	11
Special Requirements	11
Smoking Policy.....	11
Tentative Agenda.....	12-19
Join PEOPLE.....	19
Become a PEOPLE Recruiter	19
PEOPLE Flyer	20
PEOPLE Application.....	21-22

Invitation to Attend CSEA's Annual Delegates Meeting



Our 116th Annual Delegates Meeting will be held this year at the Sheraton Times Square in New York City from October 5-9. Our theme is "Your Voice Builds Our Power."

The strength of CSEA has always come from our members. Every conversation we have, every new member we sign up, every workplace action we take and every time we stand together, we are building the power of our union.

As we continue to face challenges and attacks on working people, we must remain focused on what makes us strong — our collective voice. When CSEA members are informed, involved and engaged, there is no limit to what we can accomplish together.

This constitutional year, we will come together to conduct the important business of our union, participate in valuable workshops and recognize our many accomplishments. ADM also gives us the opportunity to meet and connect with fellow CSEA members from across the state, share experiences and learn from one another. The workshops, training opportunities and discussions throughout the week are designed to give you the skills and resources needed to continue growing our union's strength in your workplace and communities.

We will also honor members who set the standard for leadership and activism through the Danny Donohue Leadership Awards, Nadra Floyd Award and Membership Achievement Award. Their dedication reminds us that every member has the ability to make a difference and help move CSEA forward.

Your voice matters. Your involvement matters. Together, we will continue building a stronger, more powerful CSEA.

Please make your plans to join me and our union family in New York City. I look forward to seeing you all there!

In solidarity,

A handwritten signature in black ink that reads "Mary".

Mary E. Sullivan
President

M E M O R A N D U M

To: Local Presidents

From: Stacey Baldwin Deyo, Statewide Secretary

Date: July 2026

RE: ADM REGISTRATION OF DELEGATES & GUESTS
OCTOBER 5th - OCTOBER 9th, 2026, SHERATON NY TIMES SQUARE HOTEL

I am excited and looking forward to our 116th Annual Delegates Meeting in New York City!

A reminder, the list of Officers, Delegates and Alternates based on our records as of June 1st, 2026, (Voting Strength), was sent to you on June 15, 2026, via the Voting Strength/Delegate form. All forms must be returned by August 19, 2026. This form will identify the delegates you have designated as attendees to the convention.

To report officer and/or delegate changes, please forward a letter with supporting documentation (i.e.: letter of resignation, Executive Board minutes, etc.) to my office on or before August 19, 2026.

Please review the enclosed agenda and go to: <https://cseany.org/ADM> to register for programs. To register you must have a Member Link account and use a personal email address. **(Do not submit employer sponsored email address)**. If you do not have a Member Link account, go to our website at www.cseany.org to create an account or contact Central Files at 1-800-342-4146, ext. 1214 for registration assistance.

All guests and non-delegate member guests attending the convention **must** be registered in advance. **There will be no on-site registration for guests.** When registering for your hotel, please make sure you register your guest as well. You can register for the hotel by going to [116th Annual Delegates Meeting Hotel Registration Form](#). Please note that guests cannot attend sessions, meetings, or the CSEA-AFSCME dinner.

You must register for the meeting programs and your hotel accommodations by August 28th.

Photo identification will be required during registration hours to be credentialed for the meeting.

If you have any questions, please do not hesitate to contact my office or Central Files.

SD/am
cc: CSEA Officers
Local Secretaries

M E M O R A N D U M

To: State, Local Government and Private Sector Treasurers

From: Nicole Meeks, Statewide Treasurer

Date: July 2026

RE: REIMBURSEMENT POLICY - 116th ANNUAL DELEGATES MEETING
OCTOBER 4th - OCTOBER 9th, 2026, SHERATON NY TIMES
SQUARE HOTEL

WHO IS REIMBURSED

The members of the Sergeants-at-Arms, Credentials and Convention Committees are reimbursed directly by CSEA. These individuals should submit their expenses directly to CSEA on a standard green Travel Expense Voucher. The Local Claim Reimbursement form should not be used. These individuals should not seek advances or reimbursement from their Locals.

Local delegates are reimbursed by their Local. The delegates should submit their travel expenses to the Local Treasurer on a Local Travel Voucher. The Local Treasurer can then complete the Local Claim Reimbursement form for submission to CSEA for reimbursement based on the formula outlined in Article IV, Section 3, paragraph (e), sub-paragraph (1) of CSEA's By-Laws, which is as follows:

- (1) ANNUAL DELEGATES MEETING. All Locals shall receive reimbursement for the expenses of one delegate to the annual meeting and Locals having more than 1,000 members shall receive reimbursement for the expenses of one additional delegate for each additional 1,000 members or major fraction thereof. The maximum reimbursement for such delegate shall be for full group rate quotations if appropriate, or full lodging and meal expenses that shall not exceed the rate adopted by the Statewide Board of Directors. Transportation expenses shall also be reimbursed.

DELEGATE REIMBURSEMENT RULES AND LOCAL GUIDELINES

The reimbursement guidelines for Local delegates are listed below. The Local Executive Board should be aware that these rates are **maximums**. The Local Executive Board may set the Local rates at something lower than the established rates, but at no time can the reimbursement rates **exceed** the rates listed. The Local Executive Board is reminded that rebated funds may only be used to pay the expenses of delegates. The Local delegates should submit for reimbursement to their Local using the standard red Local Travel Expense Voucher.

The Local Treasurer should complete the Local Claim Reimbursement form as outlined in CSEA's By-Laws and submit the completed form to CSEA for processing. **CSEA will not reimburse the Local for miscellaneous allowances if the Local has chosen to pay the miscellaneous allowance to its delegates.** The check will be sent to the Local Treasurer or directly deposited into the Local's bank account if your Local has signed up for that option. Forms received after April 9th, 2027, will not be paid.

Transportation

Mileage - 76 cents per mile to the driver, plus tolls when accompanied by receipts. If a toll road was not used, please indicate such on the voucher.

Public Transportation - Air, railroad, bus, with receipts.

Private Car Service - Will be reimbursed at the mileage rate of 76 cents per mile from your home location, plus parking fees, if applicable.

Parking - With receipts.

Meals

Except as indicated below, meals are not included in the room rate. Meals should be paid using CSEA's allowance policy. Breakfast allowance is given if on Union business before 7:00 a.m.; lunch, if on Union business between 12:00 and 2:00 p.m.; and a dinner allowance is given if on Union business after 7:00 p.m. The current CSEA regular daily meal and incidental rate is \$80. New York City is considered a high-cost city for meals, therefore the U.S. General Services Administration (GSA) rate for NYC for 2026 is \$92. Locals have the option to choose to reimburse their members for the ADM at the CSEA regular rate (\$80) or the 2026 GSA rate (\$92).

The cost of the CSEA/AFSCME event scheduled for October 7th is included in the room rate. A dinner allowance must not be given for this event.

Lodging

A maximum of five (5) nights' lodging for delegates will be reimbursed. Single or double accommodation is \$530.79, which includes sales and occupancy taxes. Check-in is at 4:00 PM and check-out is at 12:00 PM. Hotel receipts must be attached to the voucher. Lodging must be secured through the process provided at the CSEA approved hotel that is part of the negotiated package.

Incidental Fee and Credit Card Holds

Delegates do not need to provide a credit card at check-in for incidentals. Any services or food and beverage ordered at the hotel outlets or room charges must be paid by credit card at the time of service. The Sheraton is now a cashless business. Cash is not accepted at the front desk or in the restaurants and bars.

Parking Fees

\$ 85.00/24 hours. There are no in/out privileges. Parking is located at 140-166 W 53rd Street and W 52nd Street, New York, NY 10019.

Miscellaneous Allowance

Up to \$50.00 for each overnight stay may be approved. This is not a reimbursed expense from CSEA but may be approved as a Local expense for the delegates.

Enclosure

cc: Local Presidents (without Local Claim Reimbursement Form)



LOCAL CLAIM REIMBURSEMENT FORM

116th ANNUAL DELEGATES MEETING
NEW YORK CITY

OCTOBER 4 - OCTOBER 9, 2026

TO: CSEA, Local 1000, AFSCME, AFL-CIO, 143 Washington Ave., Albany, NY 12210

DATE: _____

A. **TRANSPORTATION** to New York City and return:

	1099	FUND	DEPT	ACCT	FUNC
Air, Bus, Train.....	N	1100	- 1110	- 53441	- A222
Auto mileage _____ miles 76 ¢ per mile.	N	1100	- 1110	- 53411	- A222

B. **LODGING** — maximum of five nights -
Please refer to reservation information for room rates. \$ _____ N 1100 - 1110 - 53111 - A222
Rates are per room per night.

C. **MEALS** — B/L/D: CSEA rate \$80 (\$15/\$25/\$40) or GSA rate \$92 (\$23/\$26/\$38 + \$5)
DO NOT CLAIM A DINNER ALLOWANCE FOR 10/7
(meal allowances will not be paid unless "Travel Times" below are filled in) \$ _____ N 1100 - 1110 - 53311 - A222

D. **OTHER TRAVEL** (Tolls, Parking)..... \$ _____ N 1100 - 1110 - 53499 - A222

TOTAL \$ _____

TRAVEL TIMES:

OFFICIAL REPRESENTATIVE: - OCTOBER 4, 2026 - OCTOBER 9, 2026

Name:	TIME DEPARTING HOME	TIME ARRIVING NEW YORK	TIME DEPARTING NEW YORK	TIME ARRIVING HOME

Our Local is not being reimbursed, nor will we seek reimbursement, for any part of this travel expense voucher from any other source. I certify that the above expenses were necessary, just, true and accurate.

SIGNATURE _____ LOCAL Number & Name: _____
LOCAL TREASURER

DATE: _____

SIGNATURE _____
LOCAL PRESIDENT

NOTE: Please attach hotel and transportation quotes to this claim form.

All Expense Vouchers must be submitted to my office by April 9th, 2027
Claims received after April 11th, 2027 will not be paid.

Submit by fax or email:
518-436-0398

Nicole Meeks

Proposed Standing Convention Rules 2026

1. Immediately subsequent to the opening ceremonies of the first business meeting, the presiding officer shall:
 - a. Indicate fire exits and emergency evacuation procedure.
 - b. Announce emergency medical assistance station available to the delegates during the entire convention. This assistance shall be provided by CSEA if it is not available in the convention facility.
2. The Credentials Committee shall report the number of delegates and alternates registered as present with proper credentials at the opening session of each day that business continues. There shall be a final report given at the beginning of business on the last scheduled day of the meeting.
3. A member registered as an alternate can, upon proper clearance by the Credentials Committee, be transferred from alternate to delegate at any time during the continuance of the business meetings.
4. Delegates, alternate delegates, board members, staff and all guests will be required to wear the badge issued by the Credentials Committee for admission to the business meetings.
5. Only delegates and board members may obtain the floor and no one may speak until recognized by the presiding officer. Recognized delegates shall state name and local before addressing the body. Delegates must be confined to the merits of the pending question. Speakers must address their remarks to the Chair; and no speaker may speak longer than three minutes without the permission of the delegate body [granted by a two-thirds {2/3} vote without debate].
6. No member may speak twice addressing the same issue until all others addressing the motion have been recognized. Total discussion on a motion is limited to thirty (30) minutes unless the delegate body permits extension of time [granted by a two-thirds {2/3} vote without debate]. At the end of 30 minutes, or after all speakers have debated, or after a vote to end debate is taken, and before the vote on the issue is called, the author of the amendment or resolution shall have an opportunity to refute any debate on the issue for the period of three [3] minutes.
7. Microphones shall be numbered in order and be controlled by the Sergeants-at-Arms and Assistants, who shall be members in good standing and who shall be in attendance during all business sessions. Microphone 8 may only be used for a request for information.
8. CSEA delegate meetings shall be open to members of the press upon invitation only. Pronouncements of actions pending or taken will be made to all others by official press release of the CSEA Communications Department or in news conferences called by CSEA.
9. A written (printed) agenda shall be provided to all delegates indicating the order of business. The order of business (agenda) may be suspended by a two-thirds (2/3) vote of the delegate body. The written agenda shall be the printed index.

10. The question of the presence of a quorum may be raised by any delegate as a “point of order.” A quorum call cannot interrupt a speaker. The ruling shall be made by the presiding officer, subject to appeal.
11. Motion for a roll-call vote may be made by any delegate and shall be ordered upon approval of one-fourth (1/4) of the delegates present.
12. The voting strength of a delegation shall be split evenly amongst the delegates present for the vote. Any extra votes are to be cast with the majority vote of the delegation on that particular issue. There shall be no fractional voting.
13. To amend or rescind a rule of the convention requires a two-thirds (2/3) vote of all registered delegates.
14. There shall be provided on the dais at least three microphones; one for the use of the presiding officer; one to be used by the other officers on the dais; and one for committee chairpersons to give reports.
15. Any resolutions, which are to be submitted for action by the delegate body concerning any subject matter, must be submitted to the Secretary of the Association by May 15 of the year of the Annual Meeting at which the resolution will be considered.
16. Any resolution which does not comply with this provision can be presented for action to the delegate body only upon the affirmative vote of two-thirds (2/3) of the delegates present at the delegate meeting.
17. Any material distributed to delegates in session must have prior approval of the presiding officer.
18. Notices for announcement in the convention shall be in writing, signed by the person (or a proper representative of the person) under whose authority the announcement is issued, and shall be sent to the desk of the Secretary.
19. If a quorum is present, this body will stay in session until the completion of all new business or until 12:00 noon on Friday, October 9, 2026, whichever comes first.

Certification/Registration

[Photo identification is required to register for the Convention]

Sunday 2:00 p.m. - 6:00 p.m.
Monday 8:00 a.m. - 4:00 p.m.
Tuesday 8:00 a.m. - 2:30 p.m.
Wednesday 8:00 a.m. - 12:00 p.m.

Delegate Registration

Reminder to complete the Voting Strength Form sent on June 15, 2026 to indicate the delegate(s) that will be attending the Annual Delegates Meeting and return completed form by August 19, 2026 to:

CSEA Headquarters
Central Files
143 Washington Avenue
Albany, NY 12210
Fax: 518-434-8225

DO NOT use the Delegate listing to notify CSEA of any change in officers or delegates. To report officer and/or delegate changes, please forward a letter with supporting documentation [i.e., letter of resignation, Executive Board minutes, etc.] to the Office of the Statewide Secretary Stacey Baldwin Deyo. If you have not recieved your Voting Strength information, please contact Central Files at 518-257-1214.

Delegates/Alternates/Guests

Reminder, send only the number of delegates allowed by the Local's Voting Strength as of June 10, 2026. This was listed in the Voting Strength Letter sent to all Local President and Secretaries. Please ensure that only the Members listed as Delegates in the Voting Strength Letter are sent to attend. Delegates are Local Officers first, in descending order, followed by any elected Delegates. Alternate Delegates should only be in attendance if circumstances permit them to be seated as a Delegate. The Local President will make this determination.

Locals may only pay for Delegates to attend the Annual Delegates Meeting. Non-Delegate CSEA member guests and non-member guests must be responsible for their own expenses. Delegates should register their guests using the hotel registration form available here: [116th Annual Delegates Meeting Hotel Registration Form](#). Guests are not permitted to attend sessions, meetings, or the CSEA/AFSCMCE Event.

Program Registration

Program Registration is to be completed by each of your Delegates attending the Annual Delegates Meeting. Please refer each Delegate to the CSEA Website: cseany.org/ADM where they may register for programs, to ensure there is sufficient space and materials/handouts available.

Hotel Reservations

Hotel reservations must be made through CSEA for anyone attending the Annual Delegates Meeting.

Hotel: Sheraton New York Times Square Hotel
Inclusive of Taxes Per Night: \$530.97
Check-in: 4:00 pm | **Check-out:** 12:00 pm
Parking fee: \$85 / 24 hrs, no in/out privileges

Only those delegates chosen to attend the Annual Delegates Meeting by their local president should be reserving a room. If you are unsure, please check with your president before completing the hotel reservation form online.

DO NOT SEND PAYMENT. An invoice will be sent to locals after the conference. Upon receipt of the invoice please make checks payable to CSEA, Inc. and mail to the Finance Department, 143 Washington Avenue, Albany, NY 12210.

Non-member guests or CSEA member guests cannot attend conference sessions, conference meetings or the CSEA/AFSCME Dinner.

Hotel Reservation forms must be completed and submitted by individual members that are planning on attending the conference, even if you are planning on sharing a room with another member.

Both the Conference registration and the Hotel registration (if needed) must be completed to attend the conference. There is no onsite registration, and no hotel rooms will be booked after the Aug. 28, 2026, deadline.

EARLY DEPARTURE FEES:

An early departure fee of one night's room and tax will apply if a guest/attendee checks out prior to the confirmed check out date. The attendee will be responsible for paying this fee.

INCIDENTAL FEE/CREDIT CARD HOLDS:

Sheraton does not pre-charge for incidentals. Delegates do not need to provide a credit card at check-in for incidentals. Any services or food and beverage ordered at the hotel outlets or room charges must be paid by credit card at the time of service. The Sheraton is now a cashless business. Cash is not accepted at the front desk or in the restaurants and bars.

CANCELLATION POLICY:

For guests who change reservation departure date while onsite day of or day before, Sheraton will charge one night's room and tax as a non-refundable deposit at the time of the reservation request is made.

If there are any questions, please contact Central Files at 518-257-1214 or CSEAADM@cseainc.org.

Travel Arrangements

Call Janet Bradshaw at 1-800-342-4146, ext. 1277, between 10 a.m. and 4 p.m., Monday through Friday for air or train travel assistance.

Special Hotel Requirements

Indicate any special requirements when registering using the hotel registration form that can be found here: [116th Annual Delegates Meeting Hotel Registration Form](#).

Smoking Policy

The Sheraton New York Times Square Hotel is a smoke-free facility. Smoking is prohibited everywhere on the premises.

Tentative Agenda

Sunday, October 4, 2026

2:00 p.m. – 6:00 p.m. **Certification and Registration of Delegates**

Monday, October 5, 2026

8:00 a.m. – 4:00 p.m. **Certification and Registration of Delegates**

Information Tables & Exhibits Open

8:00 a.m. – 8:45 a.m. **Welcome Orientation for First Time Delegates**

9:00 a.m. – 10:30 a.m. **State Division Department, Unified Court System, and Local Government Committee Meetings**

- OMH/OPWDD & Advisory Committee
- Department of Correctional & Community Supervision
- Unified Court System
- Department of Transportation
- State Police
- State Insurance
- Local Government: Schools
- Local Government: Social Services

10:30 a.m. – 10:45 a.m. **Break**

10:45 a.m. – 12:15 p.m. **State Division Department, and Local Government Committee Meetings**

- Department of Health
- State University of New York
- Office of Children and Family Services
- Department of Tax & Finance
- Department of Labor
- NYS Parks, Recreation and Historic Preservation
- Local Government: Probation Services
- Local Government: Health Services
- Public Authorities

12:15 p.m. – 1:15 p.m. **Lunch on your own**

Monday, October 5, 2026 cont.

1:15 p.m. – 2:45 p.m.

Workshops

Immigration Rights: What Everyone Should Know

This interactive workshop will help CSEA members define how immigration enforcement impacts us all and our communities, regardless of our status, learn their rights, recognize immigration enforcement situations, and respond safely in real-life scenarios. Participants will practice what to do at home, at work, and as bystanders, while learning how unions can protect and support workers through preparation and collective action.

Learn How to Harness Your Collective Voice to Build Power and Momentum

This workshop explores how effective messaging and strong branding can move people from awareness to action. Participants will learn how to communicate with purpose, build trust with members and the public, and strengthen their union's identity across digital and traditional platforms. Through real-world examples and practical strategies, participants will discover how consistent messaging can inspire engagement, grow support, and drive meaningful results.

Your Health Benefits, Your Voice, Your Plan

Health insurance has become more complex and costly over the years. Join the Health Benefits Department for an interactive workshop on one of the most important and challenging subjects at the bargaining table. This session will cover health care fundamentals, core negotiation strategies, current market trends, and key cost drivers such as prescription drugs and chronic health conditions. We'll also discuss what to watch next and how emerging changes may affect future negotiations.

The Top 10 Signs Your Employer is Failing at Workplace Safety

Inspired by David Letterman's classic Top 10 lists, this session takes a practical look at the warning signs of a weak safety program. We'll break down where employers fall short on protecting workers-and more importantly, how you can use your union to push for meaningful improvements.

An Overview of CSEA WORK Institute Programs

CSEA WORK Institute has secured grant funds to offer school districts workshops in such topics as Staying Strong and Resilient, Overcoming Burnout and Self-Care Right Now. Local Government and Private Sector members can once again participate fully in a host of SKILLS classes from Trades, Operation and Maintenance to Math, Writing, Language, and Interpersonal communication. Learn about our new Local Government & Private Sector training series. Also, featured is CSEA's WORK Institute's Civil Service Test Prep study material. Come and learn how you can participate in these new and existing opportunities. This workshop is open to Local Government, School District, and Private Sector bargaining members.

Using Your Member Voice to Build an Activist Network

When you say you want members to "get involved," what exactly do you mean? In this interactive workshop, we will discuss activist recruitment and development in your local or unit. We will try to drill down on what exactly you want your members to do, discuss the difference between tasks and roles, and build a leadership ladder together.

Monday, October 5, 2026 cont.

1:15 p.m. – 2:45 p.m.

Workshops

Contract Comprehensive Basics

Your union contract is more than just a document; it's the foundation of members' rights. This workshop will explore understanding the collective bargaining agreement and learn how to confidently navigate it. We'll break down the structure of a typical contract, explain key legal and contractual terms, and walk through how to interpret clauses and apply them to real workplace situations.

Using Your Voice and Power to Support Members Who Need Affordable, Stable Child Care

In this session, participants will learn the different modalities of child care providers in New York State. They will learn about a variety of resources available to them when they or another member is searching for child care in their communities. We will also share funding resources and income eligibility levels available to help pay for child care services.

3:15 p.m. – 4:45 p.m.

Forums- *Bring Your Committee Report booklets.*

Part 1 – Constitution and By-Laws Committee

In this forum, the Constitution and By-Laws Committee will provide an overview of its report to the Delegates on the proposed changes to the CSEA Constitution and By-Laws. The Chair and Committee Members will answer questions about the report. This forum provides an excellent opportunity to review and discuss the changes to our Union's Constitution and By-Laws before they are brought to the floor later in the week. *If you are a new Officer/Delegate, you should attend this forum.*

Part 2 – Resolutions

This forum is an opportunity for all delegates to review and discuss the resolutions that the Delegates will be voting on later this week. As resolutions are explained, questions may be addressed to the Chair and Members of the Resolutions Committee for clarification.

Part 3 – Standing Committees

In this forum, Committee Chairs are available to answer questions about the content of any of the committee reports, other than the Constitution and By-laws and Resolutions Committees. These reports are presented to the delegates at the 116th Annual Delegates Meeting later in the week.

4:15 p.m.

LGBTQ+ Caucus

The purpose of the caucus is to provide an opportunity to discuss LGBTQ+ issues and the importance of all of us being allies and a collective voice in addressing issues on behalf of all workers and our communities.

Tuesday, October 6, 2026

8:00 a.m. – 2:30 p.m.

Certification & Registration of Delegates

8:00 a.m. – 1:00 p.m.

Information Tables & Exhibits Open

9:00 a.m. – 10:30 a.m.

Political Action Workshop

Our Power, Our Voice, Our Future

When CSEA members come together, we have the power to move policy, shape priorities, and fight for the future we want. This workshop will examine how CSEA members across all sectors can build a stronger collective voice and use it to influence decisions in Albany and Washinton D.C. Participants will explore the connection between elections and policy making and why member involvement is essential to winning on the issues that matter most to working people.

10:30 a.m. – 10:45 a.m.

Break

10:45 a.m. – 12:15 p.m.

Workshops

Union Leadership Responsibilities

Elected, appointed or self-anointed? Do you find yourself in a leadership position wanting to be more effective, successful and out of trouble? In this session, we will explore duties and responsibilities of union leadership roles to empower you to be effective, respected, and comfortable.

Connect. Mobilize. Win.

Tired of seeing the same few people carry the load? This workshop gives everyday union members the tools to share the work and amplify our collective voice. Our union is only as strong as our membership. When we mobilize and internally organize, we gain real power on the job and at the bargaining table. Join the CSEA Organizing Department for a hands-on internal organizing workshop designed to help us connect with unengaged co-workers, turn workplace frustrations into winning campaigns, and build real power on the floor.

NY HELPS and the transformation of Civil Service

This workshop will provide information on the extension of the NY HELPS Program as well as efforts by the Department of Civil Service to “Transform” Civil Service. The workshop will discuss the Department of Civil Services efforts to modernize the testing and hiring process and move beyond the NY HELPS Program.

Assessing the Leader Within You

In this fun and exciting interactive workshop, you will explore your leadership style, recognize the leadership style of others, and understand how to work with the strength of other union leaders.

NYS & CSEA Partnership Overview

The Partnership’s mission is to promote increased career mobility, workplace safety, and job satisfaction; a highly skilled, motivated, and productive workforce; and effective labor-management relationships between NYS and CSEA representatives through education and training programs. Come find out how you and your members can take advantage of all the programs and services available, such as tuition benefits, skills for success courses, and our grant programs.

Tuesday, October 6, 2026, cont.

10:45 a.m. – 12:15 p.m.

Workshops

I Think I know What You Mean

We often hear a lot of technical terms when representing members, but we may not always know what they mean. In this workshop, we will discuss interrelated topics like exclusivity, contracting out, past practice, reversion and waiver. Come to this session to discuss complicated and interrelated topics like exclusivity and past practice.

Beyond Attendance: The Engagement Playbook

Great unions are built on more than just membership – they're powered by active, engaged voices. This workshop focuses on how to turn member input, energy, and ideas into meaningful action that strengthens CSEA. Participants will explore practical strategies for increasing member engagement, building stronger connections, and creating opportunities for members to stay empowered and involved. Through real-world examples and hands-on discussion, you'll learn how to move beyond passive participation and foster a culture where every voice contributes to collective power. Whether you're looking to energize members, grow participation, or deepen solidarity, this session will prepare you to engage members and turn momentum into results.

All Things Training: Labor Education Department Information Session

This interactive roundtable session brings union members together to discuss the education and training opportunities that matter most in today's workplace. We will introduce you to the Education and Leadership Development team and hear your ideas for training and answer questions you may have about training requirements and upcoming training opportunities.

12:15 p.m. – 1:15 p.m.

Lunch on your own

1:15 p.m. – 2:45 p.m.

Workshops

Immigration Rights: What Everyone Should Know

This interactive workshop will help CSEA members define how immigration enforcement impacts us all and our communities, regardless of our status, learn their rights, recognize immigration enforcement situations, and respond safely in real-life scenarios. Participants will practice what to do at home, at work, and as bystanders, while learning how unions can protect and support workers through preparation and collective action.

Learn How to Harness Your Collective Voice to Build Power and Momentum

This workshop explores how effective messaging and strong branding can move people from awareness to action. Participants will learn how to communicate with purpose, build trust with members and the public, and strengthen their union's identity across digital and traditional platforms. Through real-world examples and practical strategies. Participants will discover how consistent messaging can inspire engagement, grow support, and drive meaningful results.

Tuesday, October 6, 2026 cont.

1:15 p.m. – 2:45 p.m.

Workshops

Your Health Benefits, Your Voice, Your Plan

Health insurance has become more complex and costly over the years. Join the Health Benefits Department for an interactive workshop on one of the most important and challenging subjects at the bargaining table. This session will cover health care fundamentals, core negotiation strategies, current market trends, and key cost drivers such as prescription drugs and chronic health conditions. We'll also discuss what to watch next and how emerging changes may affect future negotiations.

The Top 10 Signs Your Employer is Failing at Workplace Safety

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An Overview of CSEA WORK Institute Programs

CSEA WORK Institute has secured grant funds to offer school districts workshops in such topics as Staying Strong and Resilient, Overcoming Burnout and Self-Care Right Now. Local Government and Private Sector members can once again participate fully in a host of SKILLS classes from Trades, Operation and Maintenance to Math, Writing, Language, and Interpersonal communication. Learn about our new Local Government & Private Sector training series. Also, featured is CSEA's WORK Institute's Civil Service Test Prep study material. Come and learn how you can participate in these new and existing opportunities. This workshop is open to Local Government, School District, and Private Sector bargaining members.

Tech Tools for Officers

This session will introduce officers to a variety of technology tools, including Election Buddy, Language Translation, and Zoho Survey, that can help simplify and support their work. It will also provide an overview of the MyCSEA app, its key functions, and its continued development. The session will be interactive and will include time for questions, discussion, and feedback.

Contract Comprehension Basics

Your union contract is more than just a document; it's the foundation of members' rights. This workshop we will explore understanding the collective bargaining agreement and learn how to confidently navigate it. We'll break down the structure of a typical contract, explain key legal and contractual terms, and walk through how to interpret clauses and apply them to real workplace situations.

3:15 p.m.

Minority Caucus

The purpose of the caucus is to provide an opportunity to discuss minority issues and the importance of all of us being allies and a collective voice in addressing issues on behalf of all workers and our communities.

Wednesday, October 7, 2026

8:00 a.m. – 12:00 p.m.

Certification & Registration of Delegates

9:00 a.m. – 10:30 a.m.

Plenary

Hey Siri? Whose Job is it?

This session will introduce Artificial Intelligence (AI) and its increasing impact on both the workplace and everyday life. We will discuss practical uses of AI, potential risks and challenges, and key concepts that are helpful to understand as AI continues to develop. The session will also examine how AI is reshaping the workplace, affecting our broader environment, and changing the way we work and access knowledge. This will be an interactive session.

10:30 a.m. – 10:45 a.m.

Break

10:45 a.m. – 12:30 p.m.

Division Meetings

Local Government Division Meeting

Join the delegates who represent those members of CSEA in local government for a discussion of business directly related to the Local Government Division.

State Division and Public Authorities Meeting

Join the delegates who represent those members of CSEA in state government and public authorities for a discussion of business directly related to the State Division and Public Authorities.

Private Sector Division Meeting

Join the delegates who represent those members of CSEA in the private sector for a discussion of business directly related to the Private Sector Division.

12:30 p.m. – 1:30 p.m.

Lunch on your Own

1:30 p.m.

Opening Ceremonies and General Business Session

6:00 p.m.

CSEA / AFSCME Event

Come join your fellow sisters and brothers for an evening of dinner and dance. **Wristband required.**

Thursday, October 8, 2026

9:30 a.m.

General Business Session

Friday, October 9, 2026

9:00 a.m.

General Business Session

12:00 p.m.

Motion to Adjourn 116th Annual Delegates Meeting

Join PEOPLE

Please sign up for PEOPLE. Like all aspects of our union, PEOPLE (Public Employees Organized to Promote Legislative Equality) is nothing without our union members. To provide a strong political voice for our union members, we need your help. You can become an active part of PEOPLE in many ways. The easiest way is by signing a payroll deduction card for PEOPLE*. Other ways that you can join are by making an individual contribution or signing up for electronic funds transfer and have your PEOPLE donation deducted safely and easily from your checking or savings account. Providing regular contributions that we can count on as we work on legislative issues and for candidates throughout the year is important to make sure our members' interests are represented. Politicians will make decisions that have a great impact on your job, health care and pension. Make your voice heard by joining with other CSEA members in PEOPLE. Join the fight by completing the enclosed application and mail it in today.

***Please check with your local/unit to be sure that PEOPLE payroll deduction is available.**

Become a PEOPLE Recruiter

If you and other members in your local are already PEOPLE members, use the forms for others in your local who may not have had the opportunity to join the PEOPLE program. Once you recruit a co-worker, you will begin to earn cash rewards.

Visit cseany.org/people for more information or use the QR code on the next page.

CSEA AFSCME PEOPLE

WHAT IS IT?

The PEOPLE Program is a voluntary contribution fund for CSEA's Legislative and Political Action Department.

WHY JOIN?

The program provides the funds that bring CSEA political clout and give us the ability to influence legislation and political leaders at the federal, state, and local levels.

HOW DOES IT IMPACT ME?

Your donation allows CSEA to fight for strong collective bargaining rights, health care and retirement benefits, safety in the workplace, and much more.



**FOR AS LITTLE AS \$0.27 A DAY, YOU
CAN BECOME AN MVP MEMBER!**

STOP BY THE PEOPLE BOOTH!



SIGN UP



**DISPLAY YOUR
LEADERSHIP**



**GET YOUR
HOODIE**



PEOPLE Application

☐ Active Member ☐ Retiree Member

1 Information

Name: _____

Mailing Address: _____ Apt. # / Floor: _____

City: _____ State: _____ Zip: _____

Home Phone: (_____) _____ Cell Phone: (_____) _____ Region: _____

Local: _____

Email Address: _____ Recruiter: _____

2 Annual Contribution Levels

☐ \$500 ☐ \$250 ☐ \$100 MVP ☐ \$_____ Other

In accordance with federal law, AFSCME PEOPLE will accept contributions only from members of AFSCME and their families. Contributions or gifts to AFSCME PEOPLE are not deductible as charitable contributions for federal income tax purposes.



At MVP level or higher, members will receive a **FREE PEOPLE hoodie** and be enrolled in the PEOPLE Membership Rewards Program.

Check your size:

☐ XS ☐ S ☐ M ☐ L ☐ XL
☐ 2XL ☐ 3XL ☐ 4XL ☐ 5XL

PEOPLE Jacket will be mailed to address provided in application.
Please allow 6 to 8 weeks for delivery.

☐ Credit Card

By selecting *Credit Card Contribution*, I hereby authorize AFSCME PEOPLE to bill my credit card account listed in the amount selected. This authorization will remain in effect until written notice of termination is given to AFSCME PEOPLE.

☐ One-time annual contribution ☐ Annual contribution divided evenly per month

☐ VISA ☐ MasterCard ☐ Discover Card

Name on card: _____

Card number: _____ Expiration Date: _____ 3 digit CVV: _____

Signature: _____ Date: _____

☐ Electronic Funds Transfer

By selecting Electronic Funds Transfer, I hereby authorize AFSCME PEOPLE for withdrawals and adjustments electronically and under the Rules of the National Automated Clearing House Association. This authorization will remain in effect until written notice of termination is given to AFSCME PEOPLE.

☐ One-time annual contribution ☐ Annual contribution divided evenly per month

Name of Financial Institution: _____

Routing or Transit Number: _____

Account Number: _____ ☐ Checking ☐ Savings

Signature: _____ Date: _____

☐ By Check or Money order

Please make payable to AFSCME PEOPLE and mail to CSEA PEOPLE, 143 Washington Ave., Albany NY 12210.

Interested in payroll or pension deduction?

Call 518 436-8622 or email people@cseainc.org



**LOCAL 1000, AFSCME
AFL-CIO**

**MARY E. SULLIVAN
PRESIDENT**

