

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.

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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.