

116th Annual Delegates Meeting
New York City



Your Voice Builds Our Power

CSEA
NEW YORK

Delegate Handbook

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Welcome from CSEA President Mary E. Sullivan



Welcome to the 2026 CSEA Annual Delegates Meeting!

This year's theme, "Your Voice Builds Our Power," speaks to the heart of what makes CSEA strong. Every time members speak up, get involved and stand together, we strengthen our union and our ability to make a difference for working people.

This week in New York City, we come together not only to conduct the important business of our union, but to learn from one another, share ideas and build the skills we need to keep CSEA moving forward. Whether this is your first ADM or one of many, your voice and your participation are an important part of that work.

We know the challenges facing working people are significant. But we also know what we can accomplish when CSEA members are informed, involved and engaged. Our collective voice has helped us win better contracts, safer workplaces, stronger retirement security and respect for the essential work our members do every day.

I encourage you to take full advantage of this week. Participate in the discussions, attend workshops, meet new people and share your own experiences and ideas. Then bring that energy and knowledge home to your locals, units and workplaces.

Every member has a voice. When we bring those voices together, we build power.

Thank you for your leadership, your involvement and your commitment to CSEA.

In solidarity,

A handwritten signature in black ink that reads "Mary". The signature is fluid and cursive, with a long, sweeping tail on the "y".

Mary E. Sullivan
President

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 July 1 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.

INTRODUCTION

Over 600 delegates, alternates and guests are expected to take part in CSEA's 116th Annual Delegates Meeting. The program has been planned to provide participants with a full range of opportunities to take part in decision making, to express views, and to learn about leadership issues that impact CSEA's membership.

This booklet has been developed to help you participate fully and effectively in this year's meeting. Please read through it and keep it with you for easy reference.

THE ROLE OF THE DELEGATE

CSEA is a very democratic organization. This delegates meeting is one vehicle through which members have a say in how it is governed. The members can communicate their wishes and needs to the Board of Directors. Delegates take action on amendments to the CSEA Constitution and relevant resolutions that have been pre-filed with the Statewide Secretary.

As you participate in this week's meetings and sessions, remember the members you are here to represent. Read and understand the information provided for you so that you can make informed choices. Your decisions have a significant impact on the membership and the direction taken by our Union.

REGISTRATION PROCEDURE

Registration for all delegates will be held at the Convention Registration Desk. Delegates must be registered and wearing their name badge to attend the general business sessions, workshops and events.

All name badge inserts are color-coded. **White** badges represent individuals who have access to the Delegate floor. **Yellow** badges represent individuals who are to be seated in the Guest Section.

The following reflects those with the status of **Delegate floor access:**

CSEA Officers
Delegates
Non-Voting Delegates
Retiree Delegates
Committee Members
Sergeant-at-Arms
Special Guests
Staff

The following are to be **seated in the Guest Section:**

Guests
Presenters
Exhibitors

Registration Procedure, cont.

CSEA Officers, Delegates, Non-Voting Delegates and Retiree Delegates will receive a ribbon indicating voting and/or speaking privileges.

To register at the Convention, the delegate must present photo ID. The delegate will then be reflected as in attendance on the roll call and will be given their badge, badge holder and delegate packet.

Photo identification is required
to be credentialed and receive your badge

BADGES MUST BE WORN AT ALL TIMES

Scan QR Code on back of badge for schedule.

DELEGATE CERTIFICATION

- Delegates and alternates are based upon the official Local Election Results received by the Statewide Secretary. Any change in delegate or alternate status or address changes for current delegates or alternates must be promptly reported to the Statewide Secretary.
- A list of officer/delegates, delegates and alternates and a separate guest registration form were mailed to each Local President.
- The list must be signed by the Local President, reflect a circle next to each delegate attending the convention and, where applicable, note alternates who are attending in place of a delegate. A separate guest registration must be completed and signed by the Local President for each guest. The lists and forms are then to be forwarded to CSEA Headquarters for purposes of roll call and badge preparation.
- Registered delegates and guests are asked to present a photo ID to the appropriate desk at the convention registration.

Parliamentary Motions

PARLIAMENTARY MOTIONS GUIDE

Based on Robert's Rules of Order Newly Revised (11th Edition)

The motions below are listed in order of precedence. Any motion can be introduced if it is higher on the chart than the pending motion.

Sec.	You want to:	You say:	Interrupt?	2 nd ?	Debate?	Amend?	Vote?
§21	Close meeting	I move to adjourn	No	Yes	No	No	Majority
§20	Take break	I move to recess for	No	Yes	No	Yes	Majority
§19	Register complaint	I rise to a question of privilege	Yes	No	No	No	None
§18	Make follow agenda	I call for the orders of the day	Yes	No	No	No	None
§17	Lay aside temporarily	I move to lay the question on the table	No	Yes	No	No	Majority
§16	Close debate	I move the previous question	No	Yes	No	No	2/3
§15	Limit or extend debate	I move that debate be limited to ...	No	Yes	No	Yes	2/3
§14	Postpone to a certain time	I move to postpone the motion to ...	No	Yes	Yes	Yes	Majority
§13	Refer to committee	I move to refer the motion to ...	No	Yes	Yes	Yes	Majority
§12	Modify wording of motion	I move to amend the motion by ...	No	Yes	Yes	Yes	Majority
§11	Kill main motion	I move that the motion be postponed indefinitely	No	Yes	Yes	No	Majority
§10	Bring business before assembly (a main motion)	I move that [or “to”] ...	No	Yes	Yes	Yes	Majority

INCIDENTAL MOTIONS

No order of precedence. Arise incidentally and decided immediately.

Sec.	You want to:	You say:	Interrupt?	2 nd ?	Debate?	Amend?	Vote?
§23	Enforce rules	Point of order	Yes	No	No	No	None
§24	Submit matter to assembly	I appeal from the decision of the chair	Yes	Yes	Varies	No	Majority
§25	Suspend rules	I move to suspend the rules which ...	No	Yes	No	No	2/3
§25	Avoid main motion altogether	I object to the consideration of the question	Yes	No	No	No	2/3
§27	Divide motion	I move to divide the question	No	Yes	No	Yes	Majority
§29	Demand rising vote	I call for a division	Yes	No	No	No	None
§33	Parliamentary law question	Parliamentary inquiry	Yes (if urgent)	No	No	No	None
§33	Request information	Request for information	Yes (if urgent)	No	No	No	None

MOTIONS THAT BRING A QUESTION AGAIN BEFORE THE ASSEMBLY

No order of precedence. Introduce only when nothing else pending.

Sec.	You want to:	You say:	Interrupt?	2 nd ?	Debate?	Amend?	Vote?
§34	Take matter from table	I move to take from the table ...	No	Yes	No	No	Majority
§35	Cancel or change previous action	I move to rescind/ amend something previously adopted...	No	Yes	Yes	Yes	2/3 or maj. w/ notice
§37	Reconsider motion	I move to reconsider the vote ...	No	Yes	Varies	No	Majority

AGENDA

Sunday, October 4, 2026

2:00 p.m. – 6:00 p.m.

**Certification and
Registration of Delegates**Central Park East & West

Monday, October 5, 2026

8:00 a.m. – 4:00 p.m.

**Certification and
Registration of Delegates**Central Park East & West

Information Tables & Exhibits OpenMetropolitan Ballroom

8:00 a.m. – 8:45 a.m.

**Welcome Orientation for
First Time Delegates** Empire Ballroom West

9:00 a.m. – 10:30 a.m.

**State Division Department, Unified Court System, and
Local Government Committee Meetings**

- OMH/OPWDD & Advisory CommitteeNew York Ballroom West
- Department of Correctional
& Community Supervision Carnegie East
- Unified Court System.....Sugar Hill
- Department of Transportation.....Bowery
- State Police Flatiron
- State Insurance Fund, Workers' Comp
& Gaming Commission..... Columbus Circle
- Local Government: Schools..... Riverside Suite
- Local Government: Social Services Chelsea

10:30 a.m. – 10:45 a.m.

Break

10:45 a.m. – 12:15 p.m.

**State Division Departmental and
Local Government Committee Meetings**

- Department of HealthBowery
- State University of New York.....New York Ballroom West
- Office of Children and Family ServicesSugar Hill
- Department of Tax & Finance Flatiron
- Department of Labor and
Department of Motor Vehicles Columbus Circle
- NYS Parks, Recreation and
Historic Preservation Carnegie East
- Local Government: Probation Services Carnegie West
- Local Government: Health Services Riverside Suite
- Public Authorities Chelsea

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 [Empire Ballroom East](#)

Presenters: Jeannette Garcia, AFSCME

Alex George, Legislative Representative

Moderators: Rachel Sowa, Education Committee

Thomas Robinson, Education Committee

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 [New York Ballroom East](#)

Presenters: Bryan Miller, Director of Communications

Jill Asencio, Deputy Director of Communications

Moderator: Joseph McGahan, Convention Committee

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 [Gramercy](#)

Presenter: Phil Lupe, Deputy Director of Contract Administration, Health Benefits

Moderators: Eric DeCarlo, Labor Education Specialist

Marvina Queenie, CSEA Local 010 2nd Vice President

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 [Riverside Ballroom](#)

Presenters: Brian Pomeroy, Occupational Safety and Health Specialist

Jane Meunier-Gorman, Occupational Safety and Health Specialist

Moderators: Bryan Gorman, Political Action Coordinator

Laura Bryant, Education Committee

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.

Monday, October 5, 2026 cont.

1:15 p.m. – 2:45 p.m.

Workshops

An Overview of CSEA WORK Institute Programs [Chelsea](#)

Presenters: Aminata Stephens, Director of Organizing and Private Sector

Diane Medick, Director, WORK Institute

Trevor Robertson, Program Coordinator, WORK Institute

Moderator: Lee Bechtel, Convention Committee

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..... [Empire Ballroom West](#)

Presenter: Seth Leibson, Labor Education Specialist (E-Learning)

Moderator: Joyce Matthew, Convention Committee

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.

Contract Comprehensive Basics [Bowery](#)

Presenters: Robert Mootry, CSEA Region 6 Director

Steve Klein, Deputy Counsel

Moderator: Jimmy Dilone, Labor Education Specialist

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 [Columbus Circle](#)

Presenters: Bonnie Caldwell, Director of Early Learning and Care Programs

Nikki Johnson, Early Learning Care Representative

Moderator: Cody Scott, Labor Education Specialist

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.

Monday, October 5, 2026 cont.

3:00 p.m.

Committee ForumsNew York Ballroom West
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 Chair will present their reports and be available to answer questions on their reports, other than the Constitution and By-laws and Resolutions Committees.

4:15 p.m.

LGBTQ+ CaucusNew York Ballroom East

Presenters: Chantalse DeMarco, CSEA Central Region Executive Vice President

Ali Cottrell, CSEA Local 615 President

Eric Wilke, Senior Counsel

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.....Central Park Ballroom East and West

8:00 a.m. – 1:00 p.m.

Information Tables & Exhibits Open.....Metropolitan Ballroom

9:00 a.m. – 10:30 a.m.

Political Action WorkshopYour specific room assignment appears on MyCSEA app or by scanning the QR code on the badge

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 Washington 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

Tuesday, October 6, 2026, cont.

10:45 a.m. – 12:15 p.m.

Workshops

Union Leadership Responsibilities [New York Ballroom East](#)

Presenters: Daren Rylewicz, General Counsel

Leslie Perrin, Deputy Counsel

Moderators: Brian Pomeroy, Occupational Safety and Health Specialist

Susan Fontana, Convention Committee

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. [Empire Ballroom West](#)

Presenters: Aminata Stephens, Director of Organizing and Private Sector

April Land, Deputy Director of Organizing

Moderator: Phil Lupe, Deputy Director of Contract Administration, Health Benefits

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 [Bowery](#)

Presenters: Stephen Connolly, Deputy Director of State Operations, Research

Cody Scott, Labor Education Specialist

Moderators: Eijah Miller, Education Committee

Valarie Massulik, Education Committee

Bonnie Peters, Convention Committee

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 [Riverside Suite](#)

Presenter: Eric DeCarlo, Labor Education Specialist

Moderator: Thomas Robinson, Education Committee

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 [New York Ballroom West](#)

Presenter: Dawn Hall, Co-Director, The Partnership

Moderator: Nikki Johnson, Early Learning Care Representative

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..... [Sugar Hill](#)

Presenters: Steve Klein, Deputy Counsel

Aaron Kaplan, Senior Counsel

Moderator: Laura Bryant, Education Committee

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..... [Gramercy](#)

Presenters: Charisse Seneres, Director of Membership

Veronica Avila-Valentin, Deputy Director of Membership

Jessica LaFountaine, Field Mobilization Specialist

Moderator: Joseph McGahan, Convention Committee

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 [Riverside Ballroom](#)

Presenters: Nisha Stillwell-Frankson, Labor Education Specialist

Jimmy Dilone, Labor Education Specialist

Moderator: Joyce Matthew, Convention Committee

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 [Empire Ballroom East](#)

Presenters: Jeannette Garcia, AFSCME

Alex George, Legislative Representative

Moderator: Myeashea Alexander, Labor Education Specialist

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.

Tuesday, October 6, 2026 cont.

1:15 p.m. – 2:45 p.m.

Workshops

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

[New York Ballroom East](#)

Presenters: Bryan Miller, Director of Communications

Jill Asencio, Deputy Director of Communications

Moderator: Seth Leibson, Labor Education Specialist (E-Learning)

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

[Gramercy](#)

Presenter: Phil Lupe, Deputy Director of Contract Administration, Health Benefits

Moderators: Eijah Miller, Education Committee

Felicia McCullough, Education Committee

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

[Riverside Ballroom](#)

Presenters: Brian Pomeroy, Occupational Safety and Health Specialist

Jane Meunier-Gorman, Occupational Safety and Health Specialist

Moderator: Rachel Sowa, Education Committee

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

Tech Tools for Officers

[Empire Ballroom West](#)

Presenter: Amrit Singh, Chief Information Officer

Moderators: Thomas Robinson, Education Committee

Lee Bechtel, Convention Committee

Jimmy Dilone, Labor Education Specialist

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.

Tuesday, October 6, 2026 cont.

1:15 p.m. – 2:45 p.m. Workshops

Contract Comprehension Basics[Bowery](#)
Presenters: Robert Mootry, CSEA Region 6 Director
 Steve Klein, Deputy Counsel
Moderators: Laura Bryant, Education Committee
 Cody Scott, Labor Education Specialist

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[New York Ballroom East](#)
Presenter: Valone Brown Jr., NYS AFL-CIO

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**[Central Park East and West](#)

9:00 a.m. – 10:30 a.m. Plenary

Hey Siri? Whose Job is it?[New York Ballroom West](#)
Presenters: Bryan Miller, Director of Communications
 Amrit Singh, Chief Information Officer

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

Wednesday, October 7, 2026 cont.

10:45 a.m. – 12:30 p.m. **Division Meetings**

Local Government Division Meeting **Empire West**
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 **New York Ballroom West**
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 **Riverside Suite**
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** **Metropolitan Ballroom**

6:00 p.m. **CSEA / AFSCME Event** **Metropolitan Ballroom**
Come join your fellow union family for an evening of dinner and dance. **Wristband required.**

Thursday, October 8, 2026

9:30 a.m. **General Business Session** **Metropolitan Ballroom**

Friday, October 9, 2026

9:00 a.m. **General Business Session** **Metropolitan Ballroom**

12:00 p.m. **Motion to Adjourn
116th Annual Delegates Meeting** **Metropolitan Ballroom**

Agenda at a Glance

Sunday, October 4, 2026

2:00 p.m. - 6:00 p.m.	Certification and Registration of Delegates <i>(Central Park West)</i>
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Monday, October 5, 2026

8:00 a.m. - 4:00 p.m.	Certification and Registration of Delegates <i>(Central Park East & West)</i>	
	Information Tables & Exhibits <i>(Metropolitan Ballroom)</i>	
8:00 a.m. - 8:45 a.m.	Welcome Orientation for First Time Delegates <i>(Empire Ballroom West)</i>	
9:00 a.m. - 10:30 a.m.	State Division Departmental Meetings, Unified Court System, Local Government Committee Meetings	
	OMH/OPWDD & Advisory Committee <i>(New York Ballroom West)</i>	Department of Correctional & Community Supervision <i>(Carnegie East)</i>
	Unified Court System <i>(Sugar Hill)</i>	Department of Transportation <i>(Bowery)</i>
	State Police <i>(Flatiron)</i>	State Insurance Fund, Workers' Comp & Gaming Commission <i>(Columbus Circle)</i>
	Local Government: Schools <i>(Riverside Suite)</i>	Local Government: Social Services <i>(Chelsea)</i>
10:30 a.m.- 10:45 a.m.	Break	

Monday, October 5, 2026 cont.

10:45 a.m. - 12:15 p.m.	State Division Departmental Meetings and Local Government Committee Meetings	
	Department of Health <i>(Bowery)</i>	State University of New York <i>(New York Ballroom West)</i>
	Office of Children and Family Services <i>(Sugar Hill)</i>	Department of Tax & Finance <i>(Flatiron)</i>
	Department of Labor and Department of Motor Vehicles <i>(Columbus Circle)</i>	NYS Parks, Recreation and Historic Preservation <i>(Carnegie East)</i>
	Local Government: Probation Services <i>(Carnegie West)</i>	Local Government: Health Services <i>(Riverside Suite)</i>
	Public Authorities <i>(Chelsea)</i>	
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 <i>(Empire Ballroom East)</i>	Learn How to Harness Your Collective Voice to Build Power and Momentum <i>(New York Ballroom East)</i>
	Your Health Benefits, Your Voice, Your Plan <i>(Gramercy)</i>	The Top 10 Signs Your Employer is Failing at Workplace Safety <i>(Riverside Ballroom)</i>
	An Overview of CSEA WORK Institute Programs <i>(Chelsea)</i>	Using Your Member Voice to Build an Activist Network <i>(Empire Ballroom West)</i>
	Contract Comprehensive Basics <i>(Bowery)</i>	Using Your Voice and Power to Support Members Who Need Affordable Stable Child Care <i>(Columbus Circle)</i>
3:00 p.m.	Committee Forums: Bring Your Committee Report Booklets Part 1. Constitution and By-Laws Committee Part 2. Resolutions Part 3. Standing Committees <i>(New York Ballroom West)</i>	
4:15 p.m.	LGBTQ+ Caucus <i>(New York Ballroom East)</i>	

Tuesday, October 6, 2026

8:00 a.m. - 2:30 p.m.	Certification and Registration of Delegates <i>(Central Park East & West)</i>	
8:00 a.m. - 1:00 p.m.	Information Tables & Exhibits <i>(Metropolitan Ballroom)</i>	
9:00 a.m. - 10:30 a.m.	Our Power, Our Voice, Our Future <i>(Your specific room assignment appears on MyCSEA app or by scanning the QR code on the badge)</i>	
10:30 a.m.- 10:45 a.m.	Break	
10:45 a.m. - 12:15 p.m.	Workshops	
	Union Leadership Responsibilities <i>(New York Ballroom East)</i>	Connect. Mobilize. Win. <i>(Empire Ballroom West)</i>
	NY HELPS and the Transformation of Civil Service <i>(Bowery)</i>	Assessing the Leader Within You <i>(Riverside Suite)</i>
	NYS & CSEA Partnership Overview <i>(New York Ballroom West)</i>	I Think I Know What You Mean <i>(Sugar Hill)</i>
	Beyond Attendance: The Engagement Playbook <i>(Gramercy)</i>	All Things Training: Education Department Information Session <i>(Riverside Ballroom)</i>
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 <i>(Empire Ballroom East)</i>	Learn How to Harness Your Collective Voice to Build Power and Momentum <i>(New York Ballroom East)</i>
	Your Health Benefits, Your Voice, Your Plan <i>(Gramercy)</i>	The Top 10 Signs Your Employer is Failing at Workplace Safety <i>(Riverside Ballroom)</i>
3:15 p.m.	Tech Tools for Officers <i>(Empire Ballroom West)</i>	Contract Comprehensive Basics <i>(Bowery)</i>
	Minority Caucus <i>(New York Ballroom East)</i>	

Wednesday, October 7, 2026

8:00 a.m. - 12:00 p.m.	Certification and Registration of Delegates <i>(Central Park East & West)</i>	
9:00 a.m. - 10:30 a.m.	Plenary: Hey Siri? Whose Job Is It? <i>(New York Ballroom West)</i>	
10:30 a.m.- 10:45 a.m.	Break	
10:45 a.m. - 12:30 p.m.	Division Meetings	
	Local Government Division Meeting <i>(Empire West)</i>	State Division and Public Authorities <i>(New York Ballroom West)</i>
	Private Sector Division Meeting <i>(Riverside Suite)</i>	
12:30 p.m. - 1:30 p.m.	Lunch on your own	
1:30 p.m.	Opening Ceremonies and General Business Session <i>(Metropolitan Ballroom)</i>	
6:00 p.m.	CSEA / AFSCME Event (Wristband Required) <i>(Metropolitan Ballroom)</i>	

Thursday, October 8, 2026

9:30 a.m.	General Business Session <i>(Metropolitan Ballroom)</i>
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Friday, October 9, 2026

9:00 a.m.	General Business Session <i>(Metropolitan Ballroom)</i>
12:00 p.m.	Motion to Adjourn 116th Annual Delegates Meeting <i>(Metropolitan Ballroom)</i>

Coffee Break Sponsors

Amplifon
Broadview Federal Credit Union
Buyers Edge
Cambridge Credit Counseling
Excelsior University

Fine, Olin and Anderman
MetLife Legal Services Plan
Purchasing Power
Raymour and Flanigan
Sirva

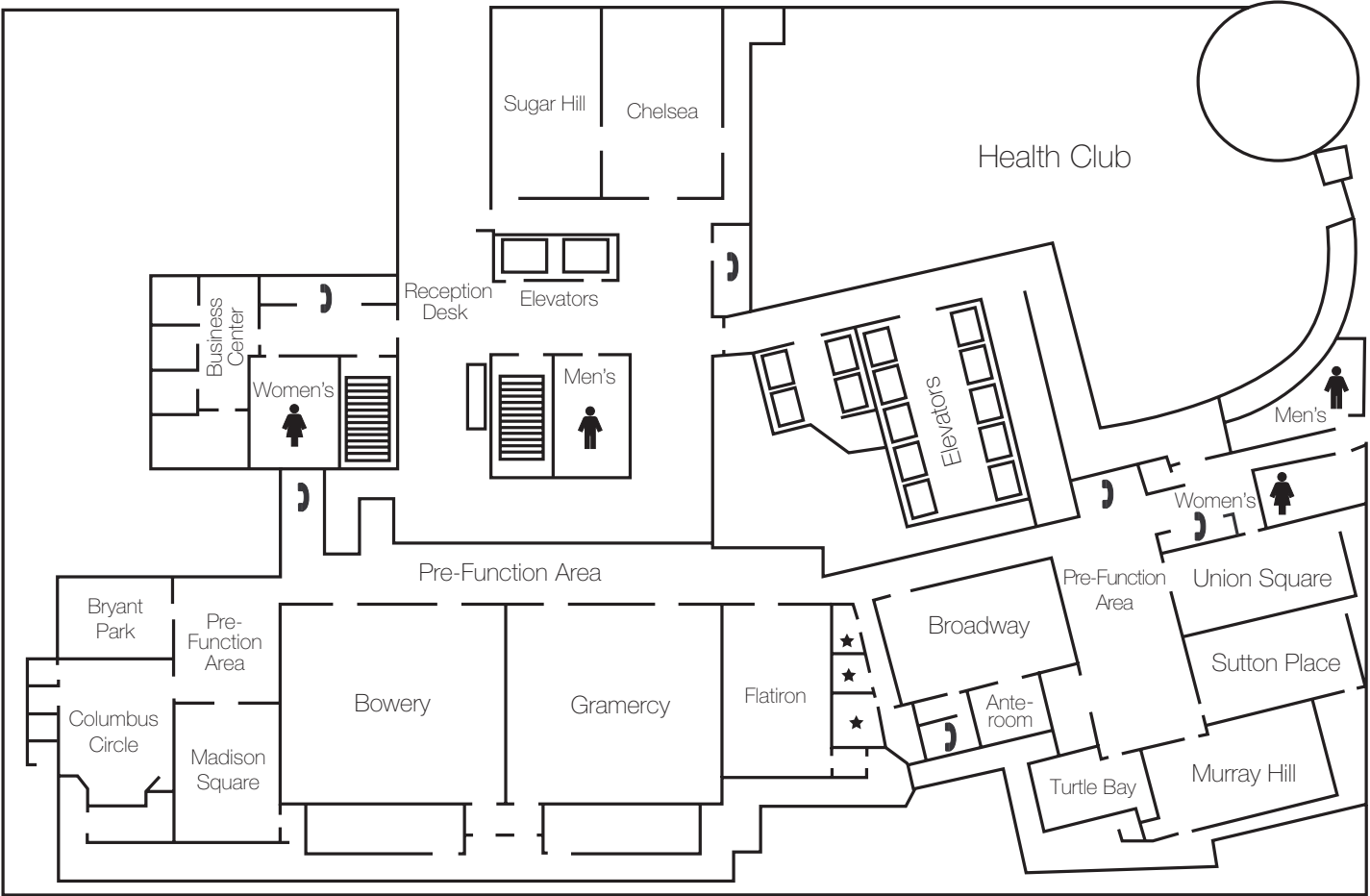
Information Tables and Exhibitors

AFSCME Advantage
Amplifon Hearing Health
Broadview Federal Credit Union
Buyers Edge
Cambridge Credit Counseling
CSEA Communications Department
CSEA Constituency Group
CSEA Early Learning and Care
CSEA Education and Leadership Development
CSEA Employee Benefit Fund
CSEA Field Operations Department
CSEA Health Benefits
CSEA Insurance Department
CSEA Legal Department
CSEA Legislative & Political Action
CSEA Member Benefits Department
CSEA Member Engagement Department
CSEA Occupational Safety and Health
CSEA Organizing Department
CSEA Partnership for Education and Training
CSEA PEOPLE Program

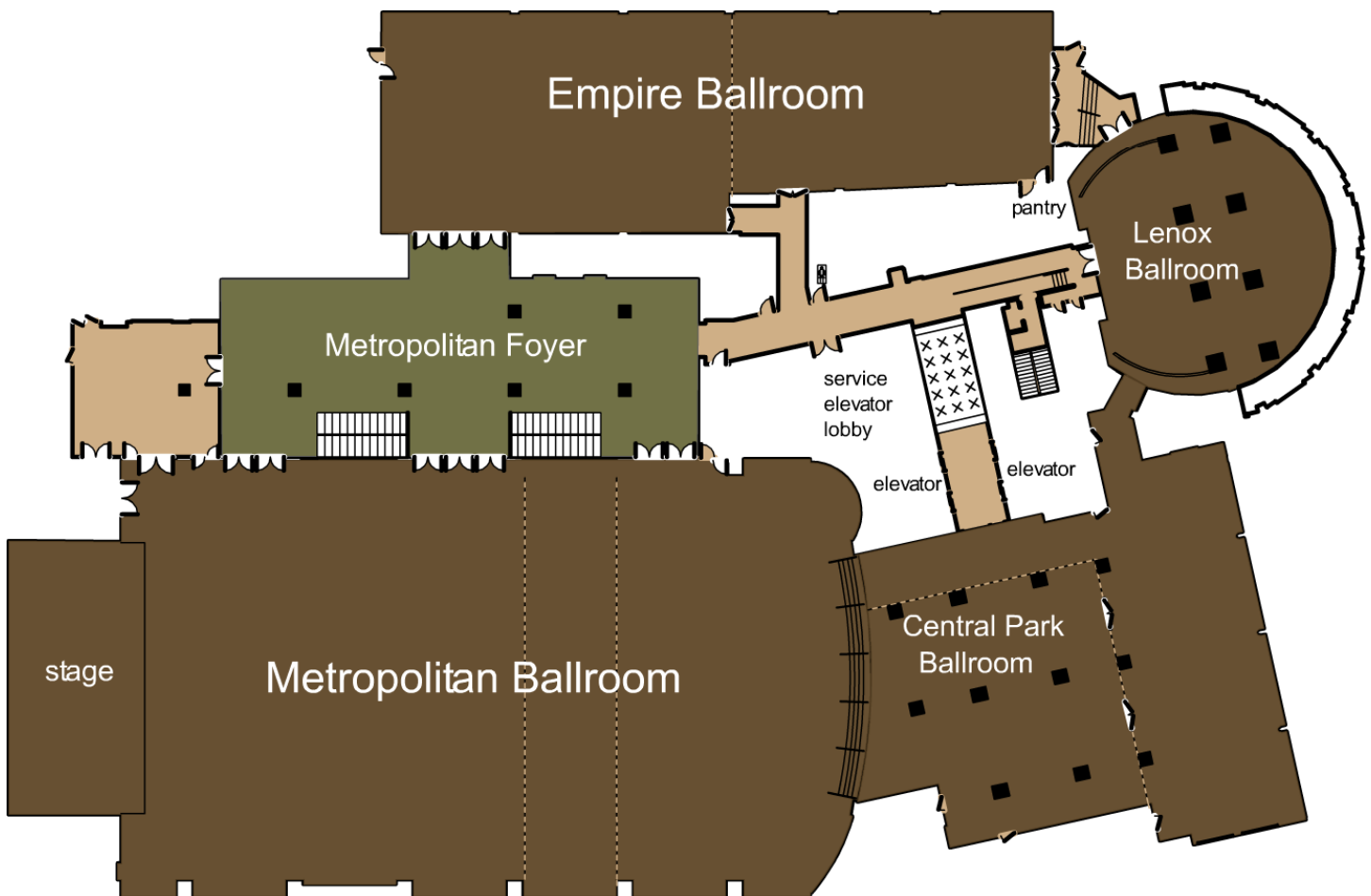
CSEA Private Sector
CSEA Retiree Division
CSEA Veterans Group
CSEA VOICE
CSEA WORK Institute
Deferred Compensation
Excelsior University
Fine, Olin and Anderman
Member Deals
MetLife Legal Services
MY CSEA App
New York Safety Program
NYPIRG
NYS Local Retirement System
NYS Office of Employee Relations
NYSHIP The Empire Plan
Pearl Insurance
Purchasing Power
Raymour and Flanigan
Sirva Home Benefits
Velocity

Hotel Map

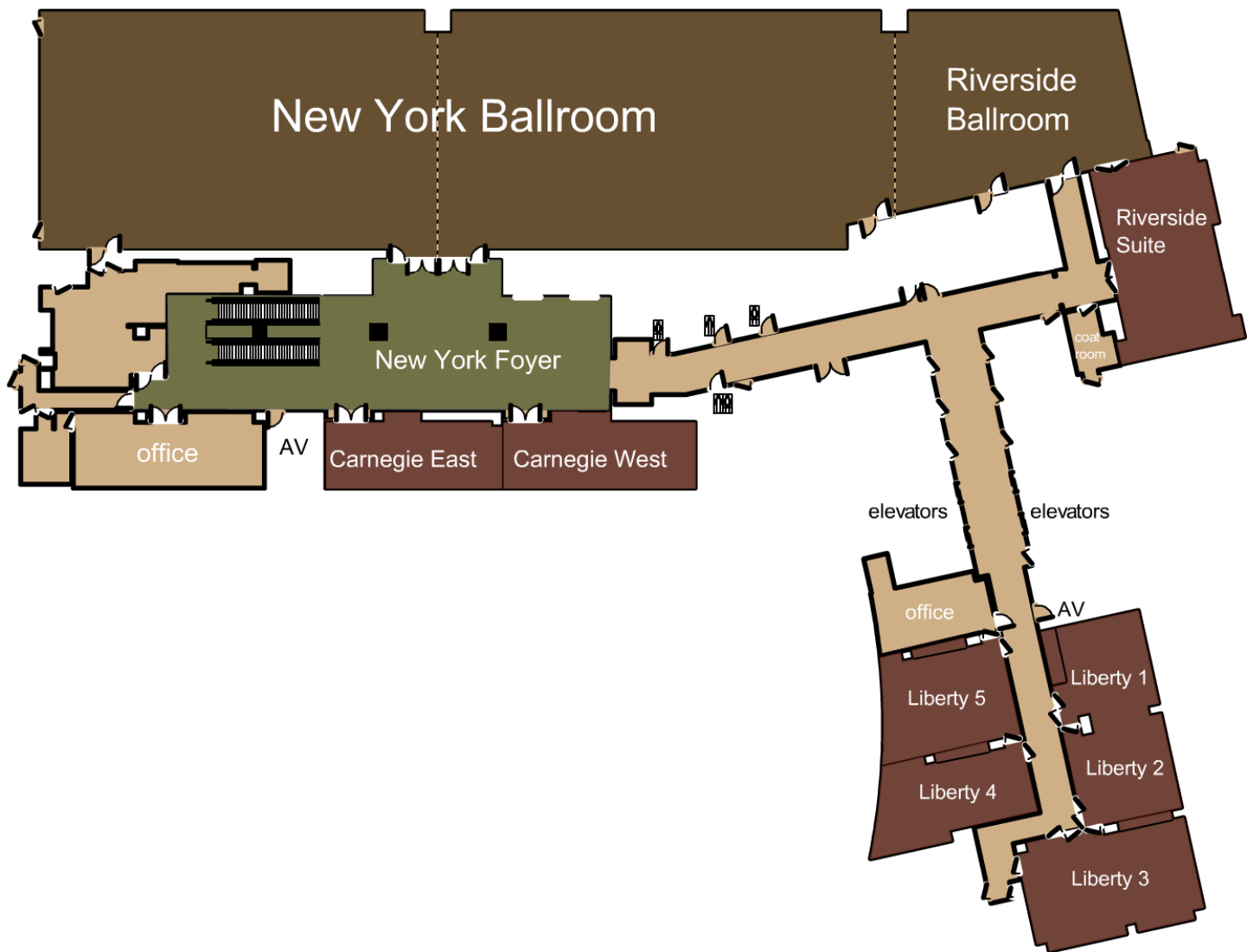
LOWER LEVEL



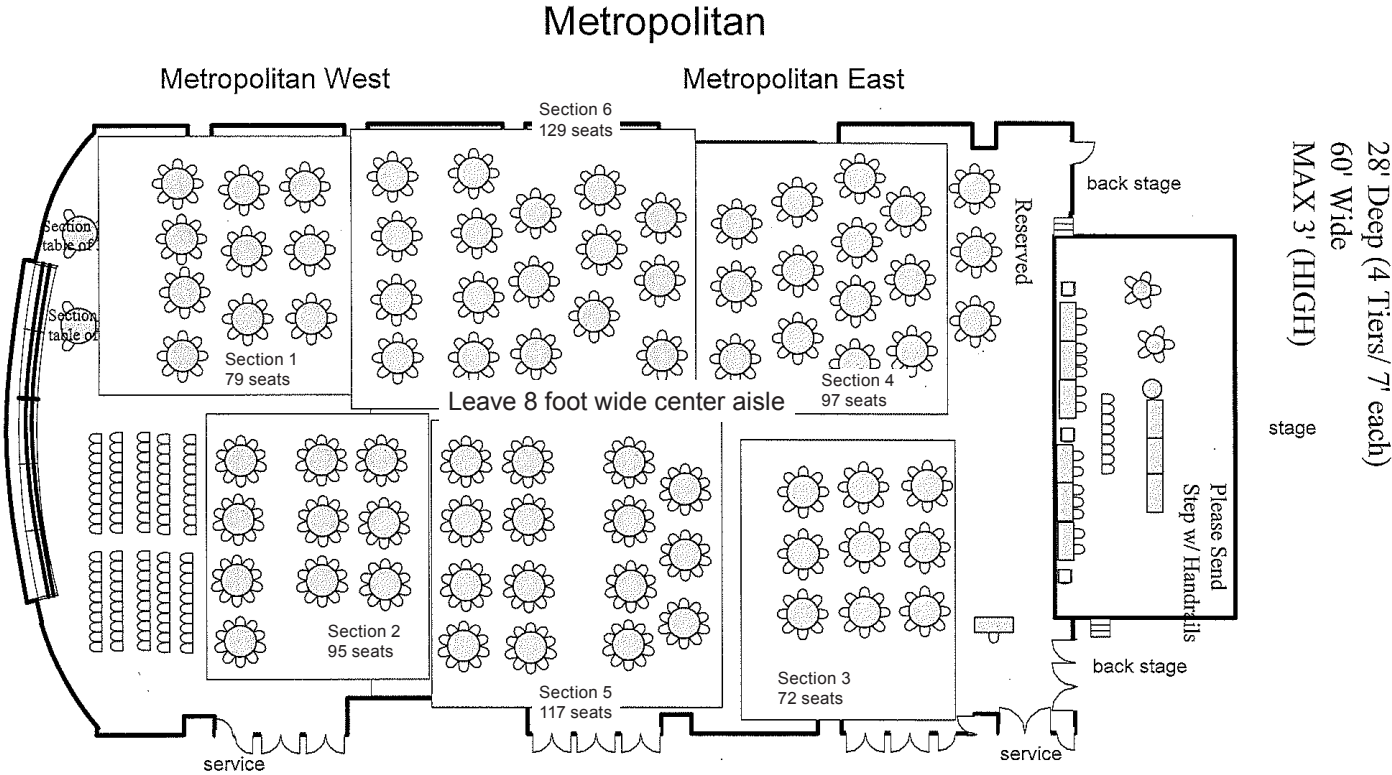
SECOND FLOOR



THIRD FLOOR



GENERAL BUSINESS SESSION SEATING CHART



CSEA Officers

President Mary E. Sullivan
Executive Vice President..... Jarvis T. Brown
Secretary Stacey Baldwin Deyo
Treasurer Nicole Meeks
Region 1 President John Mooney

Region 2 President Lester Crockett
Region 3 President Rosemarie Kukys
Region 4 President Shana Davis
Region 5 President Kenneth Greenleaf
Region 6 President Steve Healy

Board of Directors

Ag. and Markets..... Unfilled
Audit & Control Unfilled
Civil Service Unfilled
Correctional Services..... Unfilled
Economic Development Jamin Clemente
Education Elaine Alston
Environmental Conservation John LeFebvre
Executive Nancy Prevosto
Family Assistance
(OCFS&OTDA) Howard Crawford Jr.
Financial Services Diane Burton
Health Unfilled
Judicial..... Kevin Mahler
Judicial..... Robert Pazik
Labor Unfilled
Law Vacant
Local Gov't Education Reg. 1 Vacant
Local Gov't Education Reg. 1 ... Patricia Davila
Local Gov't Education Reg. 3 ... Debra Speidel
Local Gov't Education Reg. 4 Kelly Powers
Local Gov't Education Reg. 5 John Brown
Local Gov't Education Reg. 6 Unfilled
Mental Hygiene, Reg. 1 ..Abraham Johnson III
Mental Hygiene, Reg. 2 Jackie Evans, Jr.
Mental Hygiene, Reg. 3 Carole Jeannot
Mental Hygiene, Reg. 4 Unfilled
Mental Hygiene, Reg. 5 Barry Richards
Mental Hygiene, Reg. 5 Kimberly Grover
Mental Hygiene, Reg. 6 Lovette Mootry
Motor Vehicle Kimberley Ruso-Driscoll
Private Sector Deborah Hanna
Private Sector Heidi Jo Brandt
Private Sector Nicole Davis
Public Service Unfilled
Retirees Kathleen Zabinski
Sergeant at Arms Susan Watson-Amos
Sergeant at Arms Siyathemba Mapakane
State Department Estela Urbaez

State Public Authorities..... Elizabeth Moran
Tax & Finance Karen Taylor
Teachers Retirement System Paul Mahar
Transportation Vacant
Universities..... Timothy Finnigan
Universities Thomas Hingher
Universities..... Deborah Staulters
Albany County Bill Alund
Allegany County Unfilled
Broome County..... Erine Weiskopff
Cattaraugus County..... Daniel Deyo
Cayuga County..... Unfilled
Chautauqua County Bonnie Peters
Chemung County..... Lori Beard
Chenango County..... Brenda Thall
Clinton County..... Heather Christensen
Columbia County..... Samantha Oliver
Cortland County Melissa Norton
Delaware County..... Richard Cooke
Dutchess County Vacant
Erie County..... William Wilkinson
Essex County..... Unfilled
Franklin County Unfilled
Fulton County Vincent DePalma
Genesee County..... William Bogan II
Greene County Vacant
Herkimer County..... Diana Toher
Jefferson County..... Allen Thompson
Lewis County Unfilled
Livingston County..... Jeanette Patrick
Madison County Christopher Wajda
Monroe County..... Carrie Asenato
Montgomery County..... Unfilled
Nassau County..... Kris Kalender
Nassau County..... John Shepherd
Niagara County..... Tammy Lawson
Oneida County Unfilled
Onondaga County Vacant

Ontario County John Onorato
 Orange County..... Joyce Howard-Crockett
 Orleans County..... Unfilled
 Oswego County..... Valerie Williams
 Otsego County..... Laura Bryant
 Putnam County..... Craig Cotone
 Rensselaer County Marnie Rounds
 Rockland County..... Christopher Vogel
 St. Lawrence County..... Casey Shantie
 Saratoga County John Phillips
 Schenectady County..... Derek Sinnenberg
 Schoharie County..... Vacant
 Schuyler County Unfilled
 Seneca County Donald Black

Steuben County Adam Buck
 Suffolk County Barbara Homburger
 Sullivan County John Wagner Jr.
 Tioga County Unfilled
 Tompkins County Chantalise DeMarco
 Ulster County Sheri Farrell
 Warren County Marla Norton
 Washington County Vacant
 Wayne County Heather Graves Markham
 Westchester County Robert Schweit
 Westchester County Hattie Adams
 Wyoming County..... Justin Kent
 Yates County..... Chris Kerrick

Local Government Educational Reps

Region 1..... Patricia Davila
 Region 1..... Unfilled
 Region 3..... Debra Speidel

Region 4..... Kelly Powers
 Region 5..... John Brown
 Region 6..... Unfilled

State Executive Committee Chair

Tim Finnigan

Local Government Committee Chair

Bonnie Peters

Private Sector Committee Chair

Deborah Hanna

Retiree Executive Committee Chair

Kathleen Zabinski

Standing Committee Chairs

Constitution & By-Laws Ian Spencer
 Convention Kathryn Rodríguez
 Education Valarie Massulik
 Election Procedures..... Debra Ake
 Insurance..... Michael Irving

Legislative & Political Action Cindy Stiles
 Membership Lanielle Roach
 Safety & Health..... Thomas Skabry
 Veterans Lois Mueller
 Women's Kerry Mincher

Standing Convention Committee

Kathryn Rodríguez	Chair, Region 3	Siyathemba Mapakane.....	Region 4
Joseph McGahan	Region 1	Lee Bechtel	Region 5
Joyce Matthew.....	Region 2	Bonnie Peters	Region 6
Susan Fontana	Region 3	Nicole Meeks	Officer Liaison

Standing Education Committee

Valarie Massulik.....	Chair, Region 5	Laura Bryant	Region 5
Thomas Robinson	Region 1	Rachael Sowa.....	Region 6
Felicia McCullough	Region 2	Mary E. Sullivan.....	Officer Liaison
Joyce Howard-Crockett.....	Region 3		
Eijah Miller	Region 4		

Credentials Committee

Deborah Hanna	Chair, Region 2	Deb Staulters.....	Region 4
Thomas Robinson	Co-Chair, Region 1	Melissa Norton.....	Region 5
Angelo Aloise.....	Region 1	Donna Diver	Region 6
Theresa Johnson.....	Region 3	Stacey Baldwin Deyo.....	Officer Liaison

Board of Directors Sergeant-at-Arms

Susan Watson-Amos

Siyathemba Mapakane

ADM Sergeant-at-Arms

Alejandro Beasley	Holly Kusalonis	Nicole Hinnant	Susan Watson-Amos
Amy Klenovic	Jamie (James) Fisher	Patricia Davila	Trevor McCoy
Bob Pazik	Janie Jarrett	Quianna Gatewood	Vincent Martinez
Charlesetta Coleman	Jeffrey Johnson	Reggie Jackson	Zaykia Rhymer
Chris (Christopher)	Joseph Regg	Rigoberto King	
Gillespie	Kim Grover	Ruben Bastell	Officer Liaison –
Daryl North	Kristen Maloney	Shalanda Gordon	Jarvis T. Brown
Earle Russell	Marcia Parker	Shawn Volland	Staff Advisor –
Eileen Casanova	Maureen Walsh	Stephen Rice	Bryan Miller

Medical Information

The closest medical care to the Sheraton NY Times Square Hotel is Mount Sinai West, 1000 Tenth Avenue N, New York, New York 10019, 212-523-4000.

Smokers, Please Note

Smoking is prohibited in all areas.

Cell Phone Usage

All meetings and sessions are cell phone free zones.
Please make sure your phones are off or set to vibrate.

A donation to PEOPLE in the amount of \$10 will be collected by the Sergeants-at-Arms for any phone with an audible ring, a donation of \$15 will be collected for calls answered and a donation of \$25 will be collected should a conversation commence during the meeting and sessions.



CSEA Mastercard® Credit Card as low as 8.90% APR¹



Created exclusively for CSEA members and their families, the CSEA Mastercard® credit card² features:

- Low fixed rate with no annual fee
- No balance transfer fee
- 24/7 online account/mobile app
- Cash-back rewards for platinum cardholders
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(844) 622-CSEA (2732)

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CSEA member number, Social Security number,
State-issued driver's license, or non-driver ID.

1. Annual Percentage Rate. When you apply, an application review determines which type of card you may be eligible to receive. No cash advance fee or foreign transaction fee.

2. Before card is issued, applicant must become a Broadview member. Mastercard and the Mastercard Brand Mark are registered trademarks of Mastercard International Incorporated.

3. Certain restrictions apply. See mastercard.us/zero-liability for details.



LOCAL 1000, AFSCME, AFL-CIO

Insured by NCUA

CSEA-04 1/2026



CSEA Heroes Home Solutions Mortgage options

Turn to our team for personalized guidance and a loan that matches your needs and budget.

Traditional mortgages

- Fixed- or adjustable-rate
- Multi-family, investment property
- Low down payment options

Specialty mortgages

- Construction end loan
- Jumbo loan

Cash-back mortgage benefit

- \$500¹ cash back for home purchases for CSEA members and immediate family

Learn more and apply

844-622-CSEA (2732)
broadviewfcu.com/cseahomes

1. Full disclosures and terms will be provided during the Mortgage Program consultation. The following summary is not all-inclusive: Mortgage is restricted to the primary residence (purchase only) located in New York State and a Broadview checking account with payroll direct deposit and automatic payments is required. The \$500 deposit will be made within 30 days of the closing, upon verification of all eligibility requirements. This program cannot be combined with any other offers, including the Community Heroes Mortgage Program.

Mortgage products are offered by our Mortgage Team, Homeowners Advantage (HOA), which is a subsidiary of Broadview FCU. HOA is a Licensed Mortgage Banker - NYS Dept. of Financial Services. HOA NMLS Identifier: 309847. Principal Address: 4 Winners Circle, Albany NY 12205.

Broadview membership is required.



A Subsidiary of Broadview





**LOCAL 1000, AFSCME
AFL-CIO**

**MARY E. SULLIVAN
PRESIDENT**

