

October 4, 2011

Dear CSEA P-4 Council Member,

We are writing to you today to make sure you are aware of issues impacting the future of our Union. CSEA members will have important choices to make in the weeks and months ahead, and we want you to be informed and engaged throughout the process.

The SEBAC agreement **preserving our healthcare and pension benefits** and our 5-year bargaining unit contract with **protection from layoffs** are both now in place. Both make significant progress for CSEA state employee members on our top priorities in the recession, including:

- Improving the **quality of our worklives**;
- Maintaining our **fundamental collective bargaining rights**;
- Winning **job security for four years**, through 2015;
- Preserving **active and retiree healthcare benefits** through 2022; &
- Protecting our **defined benefit pension plan** another 11 years, through 2022.

At the same time, UPSEU, a small Long Island-based organization, is trying to take away your representation by decertifying our Union. This group has no experience representing State employees, yet they are attempting to force an election that **risks your contract guarantees and job security**.

In their petition filed with the State Board of Labor Relations on August 26, 2011, UPSEU's lawyer claimed that the P-4 bargaining unit contract expires on June 30, 2012. Less than two weeks earlier, P-4 Council members voted by a two-to-one margin in favor of a **new contract that protects our current rights and benefits through June 30, 2016**. The contract also provides four years of job security and **directly resulted in hundreds of layoff notices for P-4 Council members being rescinded**.


We want to be sure all CSEA members understand what's at stake if they are asked to take their chances on an **organization that has never negotiated a State employee contract**.

As a democratic union, the **choices every one of us makes affect the fates of every one of our futures**. We look forward to talking with you about making the best choice for yourself, your family, and your fellow union members.

In Solidarity,



**Robert D. Rinker**  
CSEA Executive Director



**Patrice Peterson**  
CSEA President