

HONORABLE BOARD OF LEGISLATORS

WESTCHESTER COUNTY

Your Committee is in receipt of a communication from the County Executive pertaining to approval of the Agreement between the County of Westchester and the Civil Service Employees Association, Inc., Local 1000, American Federation of State, County and Municipal Employees, AFL-CIO, Westchester County Local 860, Unit 9200 ("CSEA" or "the Union") on a one (1) year contract commencing on January 1, 2022 and ending on December 31, 2022 ("Memorandum of Agreement" or "Agreement"). A copy of the Agreement is attached. All provisions of the prior collective bargaining agreement shall remain in full force and effect except as agreed to be modified by the provisions contained in the Memorandum of Agreement.

Upon approval, all terms and conditions of the Agreement shall be implemented as soon as practicable, except those that may have an implementation dates that occurs at a specific period within the Agreement period. All terms and conditions that have no specific implementation date shall become effective on the first day of the Agreement.

The provisions of the Agreement that require this Honorable Board's consideration and approval in compliance with the Public Employees' Fair Employment Act ("Taylor Law") are outlined below:

1. Wages

Effective January 1, 2022, each step in the salary schedule in effect on December 31, 2021 shall be increased by 2.00%.

2. Commemoration of Juneteenth

Effective January 1, 2021, the nineteenth day of June, known as Juneteenth, shall be considered a holiday with pay for all employees regularly scheduled to work on that date. All employees required to work on the nineteenth of June will receive their regular straight time pay for the day and will be granted an additional day off (hour for hour). The additional time off

shall be taken with the approval of the employee's Department, in accordance with the procedures and policies in effect in their respective Departments.

Your committee recommends that in order to clarify the terms of this provision, that the County propose the inclusion of the following language in the collective bargaining agreement:

**Commemoration of Juneteenth**

Effective January 1, 2021, the nineteenth day of June, known as Juneteenth, shall be considered a paid day off for all employees regularly scheduled to work on that date. All employees required to work on the nineteenth of June will receive their regular straight time pay for the day and will be granted an additional day off (hour for hour). The additional time off shall be taken with the approval of the employee's Department, in accordance with the procedures and policies in effect in their respective Departments.  
**Section 4.** This Act shall take effect immediately.

Your Committee has carefully considered the subject matter, the Agreement, and the attached Act and recommends approval of the Agreement. An affirmative vote of a majority of the Board is required to pass this legislation.

Dated: White Plains, New York

June 7, 2021

*Bryan B. Bryant II*  
*Chit*  
*Chit*

*Bryan B. Bryant II*  
*Chit*  
*Chit*  
*Ruth Walker*

*Labor & Housing*

*Budget & Appropriations*

COMMITTEE ON

Dated: June 7, 2021  
White Plains, New York

*The following members attended the meeting remotely, as per Governor Cuomo's Executive Order 202.1 and approved this item out of Committee with an affirmative vote. Their electronic signature was authorized and is below.*

Committee(s) on:

Budget & Appropriations

Vedat Sadin

Margaret A. Cunzio

Nancy E. Dunn

Catherine F. Parker

Alfreda Willis

Doris Q. Jaber

Klamm R. Maher

Labor & Housing

Klamm R. Maher

Catherine F. Parker

Alfreda Willis

Margaret A. Cunzio

# FISCAL IMPACT STATEMENT

SUBJECT: CSEA CBA 2022

☐ NO FISCAL IMPACT PROJECTED

## OPERATING BUDGET IMPACT

To Be Completed by Submitting Department and Reviewed by Budget

### SECTION A - FUND

☒ GENERAL FUND

☐ AIRPORT FUND

☒ SPECIAL DISTRICTS FUND

### SECTION B - EXPENSES AND REVENUES

Total Current Year Expense \$ -

Total Current Year Revenue \$ -

Source of Funds (check one): ☐ Current Appropriations ☐ Transfer of Existing Appropriations

☐ Additional Appropriations

☒ Other (explain)

Identify Accounts: Personal Service, State Aid, & Federal Aid Countywide

Potential Related Operating Budget Expenses: Annual Amount \$ -

Describe: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Potential Related Operating Budget Revenues: Annual Amount \$ -

Describe: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Anticipated Savings to County and/or Impact on Department Operations:

Current Year: \_\_\_\_\_

Next Four Years: All funds expenditure increases of \$5,568,000, and revenue increases of \$2,037,000 starting in 2022.

Prepared by: Gideon Grande

Title: Deputy Director

Department: Budget

Date: May 21, 2021

Reviewed By: [Signature]

Budget Director

Date: 5/21/21

## MEMORANDUM OF AGREEMENT

Memorandum of Agreement by and between the County of Westchester (the "County") and Civil Service Employees Association, Inc., Local 860, Local 1000, Unit 9200, AFSCME, AFL-CIO (the "CSEA") dated this 3rd day of March 2021.

WHEREAS, the County and CSEA are parties to a collective bargaining agreement which is scheduled to expire on December 31, 2021; and

WHEREAS, authorized representatives for the County and the CSEA met in good faith to negotiate a successor agreement and have done so in accordance with their statutory obligations; and

WHEREAS, the parties have reached a tentative agreement, which is subject to ratification by the membership of the CSEA and approval by the Westchester County Board of Legislators; it is stipulated and agreed as follows:

1. The duration of the agreement shall be from January 1, 2022 through December 31, 2022.
2. All provisions of the collective bargaining agreement which will expire on December 31, 2021 shall be incorporated into a successor agreement except as modified by this Memorandum of Agreement.

3. Wages

Effective January 1, 2022, each step in the salary schedule in effect on December 31, 2021 shall be increased by 2.00%.

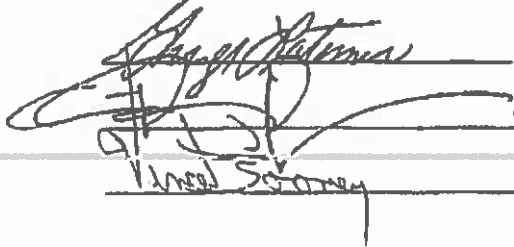
4. Holidays With Pay

Effective January 1, 2021, the nineteenth day of June, known as Juneteenth, shall be considered a holiday with pay for all employees regularly scheduled to work on that date. All employees required to work on the nineteenth of June will receive their regular

straight time pay for the day and will be granted an additional day off (hour for hour).

The additional time off shall be taken with the approval of the employee's Department, in accordance with the procedures and policies in effect in their respective Departments.

For the County

  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
Vincent Scary

For the CSEA

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

ACT NO. 103 -2021

AN ACT approving certain financial terms and conditions of employment requiring legislative approval by law in a Collective Bargaining Agreement for those employees of Westchester County represented by the Civil Service Employees Association, Inc., Local 1000, American Federation of State, County and Municipal Employees, AFL-CIO, Westchester County Local 860, Unit 9200 for a one (1) year period commencing on January 1, 2022 and ending on December 31, 2022.

BE IT ENACTED by the Westchester County Board of Legislators as follows:

**Section 1.** All provisions of the prior collective bargaining agreement shall remain in full force and effect except as agreed to be modified by the provisions contained in the Memorandum of Agreement for the term commencing on January 1, 2012 and ending on December 31, 2021.

**Section 2. Compensation:**

Effective January 1, 2022, each step in the salary schedule in effect on December 31, 2021 shall be increased by 2.00%.

**Section 3. Holidays With Pay:**

Effective January 1, 2021, the nineteenth day of June, known as Juneteenth, shall be considered a holiday with pay for all employees regularly scheduled to work on that date. All employees required to work on the nineteenth of June will receive their regular straight time pay for the day and will be granted an additional day off (hour for hour). The additional time off shall be taken with the approval of the employee's Department, in accordance with the procedures and policies in effect in their respective Departments.

**Section 4.** This Act shall take effect immediately.

STATE OF NEW YORK            )  
  )  
WESTCHESTER COUNTY        )    ss.

**I HEREBY CERTIFY** that I have compared the foregoing Act, Act No. 103 - 2021, with the original on file in my office, and that the same is a correct transcript therefrom, and of the whole, of the said original Act, which was duly adopted by the County Board of Legislators, of the County of Westchester on June 7, 2021, and approved by the County Executive on June 10, 2021.

**IN WITNESS WHEREOF**, I have hereunto set my hand and affixed the Corporate Seal of said County Board of Legislators on this 15<sup>th</sup> day of June, 2021.

*Malika Vanderberg*

Malika Vanderberg

The Clerk of the Westchester County  
Board of Legislators

County of Westchester, New York

