

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 Local 456, International Brotherhood of Teamsters (“Teamsters”) on a five (5) year contract commencing on January 1, 2021 and ending on December 31, 2025 (“Agreement”). In compliance with the Fair Employment Act (Taylor Law) those provisions of the Agreement that require legislative action are outlined below.

Wages

Article IV, Section 4 of the Collective Bargaining Agreement shall be amended to provide the following:

- a. Effective January 1, 2021, each step in the salary schedule in effect on December 31, 2020 shall be increased by 2.00%.
- b. Effective January 1, 2022, each step in the salary schedule in effect on December 31, 2021 shall be increased by 2.00%.
- c. Effective January 1, 2023, each step in the salary schedule in effect on December 31, 2022 shall be increased by 2.50%
- d. Effective January 1, 2024, each step in the salary schedule in effect on December 31, 2023 shall be increased by 2.50%.
- e. e. Effective January 1, 2025, each step in the salary schedule in effect on December 31, 2024 shall be increased by 2.00%.

Holidays With Pay

Effective January 1, 2022, 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.

Health Insurance

Effective September 1, 2021, the sixteen (16) employees who were previously Teamsters Local 456 bargaining unit members and contributed 12.5% of the cost of the premium or premium equivalent for health insurance and were subsequently promoted to the non-bargaining unit position of senior assistant county attorney from 2018 to 2021, shall, in the event they return to a Teamsters Local456 bargaining unit position on or after September 1, 2021, be required to contribute fifteen percent (15%) of the premium or premium equivalent.

ACT NO. 204 - 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 Local 456, International Brotherhood of Teamsters for the five (5) year period commencing January 1, 2021 and ending December 31, 2025.

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

Section 1. Duration: The Collective Bargaining Agreement for those employees of Westchester County represented by the Local 456, International Brotherhood of Teamsters shall commence on January 1, 2021 and end on December 31, 2025.

Section 2. Wages: Article IV, Section 4 of the Collective Bargaining Agreement shall be amended to provide the following:

- a. Effective January 1, 2021, each step in the salary schedule in effect on December 31, 2020 shall be increased by 2.00%.
- b. Effective January 1, 2022, each step in the salary schedule in effect on December 31, 2021 shall be increased by 2.00%.
- c. Effective January 1, 2023, each step in the salary schedule in effect on December 31, 2022 shall be increased by 2.50%
- d. Effective January 1, 2024, each step in the salary schedule in effect on December 31, 2023 shall be increased by 2.50%.
- e. Effective January 1, 2025, each step in the salary schedule in effect on December 31, 2024 shall be increased by 2.00%.

Section 3. Holidays With Pay: Effective January 1, 2022, 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. Effective September 1, 2021, the sixteen (16) employees who were previously Teamsters Local 456 bargaining unit members and contributed 12.5% of the cost of the premium or premium equivalent for health insurance and were subsequently promoted to the non- bargaining unit position of senior assistant county attorney from 2018 to 2021, shall, in the event they return to a Teamsters Local456 bargaining unit position on or after September 1, 2021, be required to contribute fifteen percent (15%) of the premium or premium equivalent.

Section 5. 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.

Dated: White Plains, New York
November 8, 2021

Benjamin Boykoff
Catherine for
W. N. M.

Benjamin Boykoff
David J. Lubin
Vedat Jabri
Catherine for
Rick Walter
W. N. M.

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COMMITTEE ON

Labor & Housing

Budget &
Appropriations

Dated: November 8, 2021
White Plains, New York

The following members attended the meeting remotely, pursuant to Chapter 417 of New York State Laws of 2021, and approved this item out of Committee with an affirmative vote. Their electronic signature was authorized and is below.

Committee(s) on:

Labor & Housing



Catherine F. Parker



Margaret A. Cunzio




Budget & Appropriations

Margaret A. Cunzio



Catherine F. Parker



STATE OF NEW YORK)
)
WESTCHESTER COUNTY) ss.

I HEREBY CERTIFY that I have compared the foregoing Act, Act No. 204 - 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 November 8, 2021, and approved by the County Executive on November 10, 2021.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the Corporate Seal of said County Board of Legislators on this 15th day of November, 2021.

Malika Vanderberg

The Clerk of the Westchester County
Board of Legislators

County of Westchester, New York

