

Labor & Human Rights Meeting Agenda



Committee Chair: Emiljana Ulaj

800 Michaelian Office Bldg.
148 Martine Avenue, 8th Floor
White Plains, NY 10601
www.westchesterlegislators.com

Tuesday, December 2, 2025

12:00 PM

Committee Room

CALL TO ORDER

Please note: Meetings of the Board of Legislators and its committees are held at the Michaelian Office Building, 148 Martine Avenue, White Plains, New York, 10601, and remotely via the WebEx video conferencing system. Legislators may participate in person or via Webex. Members of the public may attend meetings in person at any of its locations, or view it online on the Westchester County Legislature's website:

<https://westchestercountyny.legistar.com/> This website also provides links to materials for all matters to be discussed at a given meeting.

MINUTES APPROVAL

June 2, 2025 - 12PM

June 10, 2025 - 12 PM

June 17, 2025 - 12 PM

June 24, 2025 - 12PM

June 24, 2025 - 1PM

July 1, 2025 - 12PM

July 8, 2025 - 12PM

September 9, 2025 - 12PM

October 7, 2025 - 12 PM

I. ITEMS FOR DISCUSSION

A discussion regarding labor updates

Committee Chair Ulaj opened the meeting by thanking county employees for their hard work and for being good faith partners with the County during this difficult time. Acknowledging that the county is proposing freezing over 400 positions in the proposed 2026 budget and how that will impact the current county workforce who will have to do more with less.

Following up from the last meeting, Committee Chair Ulaj provided an update on an EMS report. Several members had asked when the report would be completed. It was officially released at the end of September, and the committee has since received the full document for review.

The committee discussed the overhaul of the Civil Service testing process and Civil Service fees. It was noted that HR Commissioner Lisa Denig has advised that NYS is overhauling the Civil Service hiring process, including testing. The LHRC Committee will get a briefing once we learn more. A commitment was made to include CSEA in that briefing.

Regarding the apprenticeship bill, Committee Chair Ulaj emphasized that while working through the budget process, the bill remains a priority.

A question was raised about the Amazon apprenticeship partnership with CUNY and SUNY, which has been in place since 2022. Stakeholders wanted to know if it was a DOL certified apprenticeship program. Chair Ulaj said she would find out.

Jim Werner provided updates on behalf of WCCFT regarding Westchester Community College. He reported that the college successfully negotiated a long-expired contract, they are not out of contract again since August, and they are starting negotiations again for a forward-facing contract. He noted that adjunct teaching time is recorded differently, with only contact hours inside the classroom reported to the state pension system and how unfair this was for adjunct who spend a lot more time than that grading papers, coming up with lesson plans, and meeting with students. Only the college has the authority to fix this through an update in the CBA. Chair Ulaj asked Mr. Werner to find out how other colleges in the region report their adjunct teaching time to the state pension system; he said he will have that for the next meeting.

Concerns were raised regarding the college's use of Artificial Intelligence, including monitoring employee behavior and adoption of AI systems. Jim further reported that student enrollment at Westchester Community College has increased to 9,700 students, a 3.7% increase. Legislator Barr inquired about adjunct accessibility, including office hours. Jim noted that there has been a request to shift adjunct pay to a per-course model rather than hourly, and Legislator Clements expressed strong support, emphasizing that meeting with students is essential. The committee also discussed SUNY Reconnect, a statewide initiative introduced by Governor Hochul that provides free tuition, books, and related expenses for adult learners ages 25-55.

Maurice Larry from 1199 congratulated newly elected officials and thanked legislators for their support. He raised concerns about a change from the federal government about who is considered a

"professional" and whether it would impact loan eligibility and reimbursement for healthcare workers. It was explained that the new policy may restrict access to loans for professionals in healthcare, potentially creating challenges. Committee noted that they may want to do a full committee meeting just on this topic.

Committee Chair Ulaj concluded by noting that this was the final committee meeting of the year. She emphasized the importance of regular meetings given the volume of topics discussed and stated that meetings will resume after the reorganization period. She also welcomed Legislator-Elect Jenn Puja, who will be joining the Board of Legislators as a colleague.

II. OTHER BUSINESS

III. RECEIVE & FILE

ADJOURNMENT