

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.

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
December __, 2017

l:fms

COMMITTEE ON

ACT NO. _____ 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.

FISCAL IMPACT STATEMENT

SUBJECT: Teamsters 2021-25 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 \$ 878,000

Total Current Year Revenue \$ 114,000

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

Additional Appropriations Other (explain)

Identify Accounts: Personal service, state aid, and federal aid accounts county-wide

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: 2023: Expenditures of \$1,444,000 and revenues of \$188,000

2024: Expenditures of \$2,024,000 and revenues of \$264,000

2025: Expenditures of \$2,499,000 and revenues of \$325,000

Prepared by: Gideon Grande

Title: Deputy Director

Department: Budget

Date: November 5, 2021

Reviewed By: 

Budget Director

Date: 11/5/21