

George Latimer  
County Executive

April 6, 2022

Honorable Westchester County Board of Legislators  
County of Westchester  
800 Michaelian Office Building  
148 Martine Avenue  
White Plains, New York 10601

Re: Approval of Agreement between the County of Westchester and  
the New York State Nurses Association

Dear Members of the Honorable Board of Legislators:

This is to advise you that the Administration and the New York State Nurses Association ("NYSNA") have, subject to the approval of your Honorable Board, reached an Agreement on a five (5) year contract commencing on January 1, 2022 and ending on December 31, 2026 ("Memorandum of Agreement" or "Agreement"). The provisions of the Agreement that require your consideration and approval in compliance with the Public Employees' Fair Employment Act ("Taylor Law"), are outlined below:

**Provisions of Existing Agreement:**

All terms and conditions of employment of the January 1, 2016 - December 31, 2021 agreement not specifically addressed by this Agreement shall remain unchanged.

**Wages:**

The following wage and salary increases shall apply:

Retroactive to 1/1/22 Increase all rates on all salary schedules (including per diem hourly rates) by 2%.

Effective 1/1/23 Increase all rates on all salary schedules (including per diem hourly rates) by 2.5%.

Effective 1/1/24 Increase all rates on all salary schedules (including per diem hourly rates) by 2.5%.

Office of the County Executive

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Effective 1/1/25 Increase all rates on all salary schedules (including per diem hourly rates) by 2%.

Effective 1/1/26 Increase all rates on all salary schedules (including per diem hourly rates) by 2.5%.

**Differentials:**

**Certification Differentials**

Employees who hold a certification that is recognized by the county and the Association will receive a differential of one thousand seven hundred and fifty dollars (\$ 1, 750) per year.

Employees hired after June 30, 2009 will receive the certification differential for the following certifications:

1. Adult Nurse Practitioner
2. Family Nurse Practitioner
3. Adult Health Clinical Nurse Specialist
4. Home Health Clinical Nurse Specialist
5. Pediatric Clinical Health Nurse Specialist
6. Public Health Nursing Advanced
7. Ambulatory Care Nurse
8. Community Health Nurse
9. Home Health Nurse
10. Maternal-Child Nurse
11. Medical-Surgical Nurse
12. Pediatric Nurse
13. Infection Control<sup>1</sup>
14. Gerontology Nurse
15. Breastfeeding Certification
16. Asthma Certification
17. Diabetic Nurse Educator
18. Comprehensive or Certified Nurse Case Manager

**Infection Control:**

Effective as soon as practicable after full ratification of the memorandum of agreement the County of Westchester will contract with NYSNA to co-develop a program on Infection Control specifically tailored for NYSNA bargaining unit members. The County shall have final approval of the program. The County of Westchester will reimburse NYSNA five thousand dollars (\$5,000) to

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<sup>1</sup>. The infection control differential shall be payable on an annual basis, effective upon development of the program or January 1, 2023 at the latest, to any bargaining unit member who completes an initial training program developed jointly by NYSNA and the County and remains current in annual training requirements. This differential shall be in addition to one other differential for bargaining unit members certified in any of the above listed certifications.

co-develop the program and will pay an additional one thousand dollars (\$1,000) per year to offer the program four times per year to NYSNA bargaining unit members. The program will be in an asynchronous web-based format and credentialed to award seven (7) ANCC CHand .7 IACET CEUs. Upon notice by the County to NYSNA of changes in infection control protocols, NYSNA will update the program with those detailed changes enumerated by the County at no additional charge to County. Effective upon development of the program or January 1, 2023 at the latest, full time Employees who complete the NYSNA/COUNTY Infection Control program and complete a minimum of 3.5 hours of continuing education each year thereafter in a County approved nursing professional development training related to infection control or through completion of all or part of this program to equal 3.5 hours of continuing education will receive a differential of one thousand seven hundred fifty dollars (\$1,750) per year. Employees may utilize continuing education time per 4.04 D. Staff Development to participate in this training or may complete the training on their own time without additional compensation for time expended.

**Holidays and Holiday Pay**

Effective January 1, 2022, Juneteenth (June 19<sup>th</sup>) shall be considered a holiday with pay for all employees regularly scheduled to work on that date. All employees required to work will be paid at their regular rate of straight time and will accrue holiday time equal to the number of hours worked on that date. Requests for additional time off will be given with department approval unless operation requirements deem otherwise.


**Health Insurance:**

Section 10 B & D of the CBA shall be amended as follows:

Replace old rates with rates set by the benefits fund for each year of the agreement.

Therefore, I recommend approval of the Agreement reached between the Administration and the New York State Nurses Association on a five (5) year contract commencing on January 1, 2022 and ending on December 31, 2026.

Respectfully submitted,



George Latimer  
County Executive

GL/fs

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 New York State Nurses Association ("NYSNA") on a five (5) year contract commencing on January 1, 2022 and ending on December 31, 2026 ("Memorandum of Agreement" or "Agreement"). Those 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:

**Provisions of Existing Agreement:**

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**Differentials:**

**Certification Differentials**

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**Infection Control:**

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**Holidays and Holiday Pay**

Effective January 1, 2022, Juneteenth (June 19<sup>th</sup>) shall be considered a holiday with pay for all employees regularly scheduled to work on that date. All employees required to work will be paid at their regular rate of straight time and will accrue holiday time equal to the number of hours worked on that date. Requests for additional time off will be given with department approval unless operation requirements deem otherwise.

**Health Insurance:**

Section 10 B & D of the CBA shall be amended as follows:

Replace old rates with rates set by the benefits fund for each year of the agreement.

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  
April \_\_, 2022





ACT NO. \_\_\_\_\_ 2022

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 New York State Nurses Association for the five (5) year period commencing January 1, 2022 and ending December 31, 2026.

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

§ 1. Duration: The Collective Bargaining Agreement for those employees of Westchester County represented by the New York State Nurses Association (“NYSNA”) shall commence on January 1, 2022 and end on December 31, 2026

§ 2. Provisions of Existing Agreement: All terms and conditions of employment of the January 1, 2016 - December 31, 2021 agreement not specifically addressed by this Agreement shall remain unchanged.

§ 3. Wages: The following wage and salary increases shall apply:

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Effective 1/1/26 Increase all rates on all salary schedules (including per diem hourly rates) by 2.5%.



§ 4. Differentials: Section 7.08 of the CBA shall be amended as follows:

Certification Differentials

Employees who hold a certification that is recognized by the county and the Association will receive a differential of one thousand seven hundred and fifty dollars (\$ 1, 750) per year.

Employees hired after June 30, 2009 will receive the certification differential for the following certifications:

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§ 5 Infection Control.

Effective as soon as practicable after full ratification of the memorandum of agreement the County of Westchester will contract with NYSNA to co-develop a program on Infection Control specifically tailored for NYSNA bargaining unit members. The County shall have final approval of the program. The County of Westchester will reimburse NYSNA five thousand dollars (\$5,000) to co-develop the program and will pay an additional one thousand dollars (\$1,000) per year to offer the program four times per year to NYSNA bargaining unit members. The program will be in an asynchronous web-based format and credentialed to award seven (7) ANCC CHand .7 IACET CEUs. Upon notice by the County to NYSNA of changes in infection control protocols, NYSNA will update the program with those detailed changes enumerated by the County at no additional charge to County. Effective upon development of the program or January 1, 2023 at the latest, full

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time Employees who complete the NYSNA/COUNTY Infection Control program and complete a minimum of 3.5 hours of continuing education each year thereafter in a County approved nursing professional development training related to infection control or through completion of all or part of this program to equal 3.5 hours of continuing education will receive a differential of one thousand seven hundred fifty dollars (\$1,750) per year. Employees may utilize continuing education time per 4.04 D. Staff Development to participate in this training or may complete the training on their own time without additional compensation for time expended.

§ 6. Health Insurance:

Section 10 B & D of the CBA shall be amended as follows:

Replace old rates with rates set by the benefits fund for each year of the agreement.

§ 7. Holidays and Holiday Pay

Effective January 1, 2022, Juneteenth (June 19<sup>th</sup>) shall be considered a holiday with pay for all employees regularly scheduled to work on that date. All employees required to work will be paid at their regular rate of straight time and will accrue holiday time equal to the number of hours worked on that date. Requests for additional time off will be given with department approval unless operation requirements deem otherwise.

§ 8. This Act shall take effect immediately.