

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

Monday, September 30, 2024

10:00 AM

Committee Room

Joint w/ B&A

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

I. ITEMS FOR DISCUSSION

1. [2024-491](#) **ACT-Agreement-Co. of West. & WCC Federation of Teachers 9-1-19 through 8-31-25**

AN ACT approving certain financial terms and conditions of employment requiring the Legislative approval by law in a Collective Bargaining Agreement for those employees of Westchester County and the Westchester County Community College represented by the Westchester Community College Federation of Teachers for the six years commencing September 1, 2019 and ending August 31, 2025.

COMMITTEE REFERRAL: COMMITTEE ON BUDGET & APPROPRIATIONS AND LABOR & HUMAN RIGHTS

Joint with B&A.

Guest:

Michael R. Hekle, Attorney at Law-Jackson Lewis P.C.

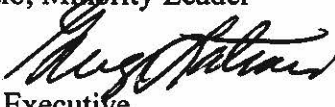
II. OTHER BUSINESS

III. RECEIVE & FILE

ADJOURNMENT

September 12, 2024

TO: Hon. Vedat Gashi, Chair
Hon. Jose Alvarado, Vice Chair
Hon. Tyrae Woodson-Samuels, Majority Leader
Hon. Margaret Cunzio, Minority Leader

FROM: George Latimer 
Westchester County Executive

RE: **Message Requesting Immediate Consideration: Act – Agreement
between the County of Westchester and the WCC Federation of
Teachers.**

This will confirm my request that the Board of Legislators allow submission of the referenced communication to be submitted to the Board of Legislators September 16, 2024 Agenda.

Please see the attached, as referenced above.

Therefore, since this communication is of the utmost importance, it is respectfully submitted that the County Board of Legislators accepts this submission for September 16, 2024 “blue sheet” calendar.

Thank you for your prompt attention to this matter.



George Latimer
County Executive

September 10, 2024

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

Re: Approval of Agreement Between the County of Westchester and the Westchester
Community College Federation of Teachers

Dear Members of the Honorable Board of Legislators:

This is to advise you that the Administration and the Westchester Community College Federation of Teachers have, subject to the approval of your Honorable Board, reached an Agreement on a six-year contract commencing September 1, 2019 through August 31, 2025. In compliance with the Fair Employment Act (Taylor Law), I am outlining for you those provisions of the Agreement that require legislative action for your consideration and approval.

Professional Development Fund:

The Professional Development Fund shall be increased by \$5,000 from \$35,000 to \$40,000 per year.

Compensation:

A. Wages (Base Rate & Longevity)

- Year 1 (2019-20)- 1% (as provided and paid for in the 2019-21 MOA)
- Year 2 (2020-21) - 1% (as provided and paid for in the 2019-21 MOA)
- Year 3 (2021-22)- 3.0%
- Year 4 (2022-23)-3.0%
- Year 5 (2023-24)- 3.5%
- Year 6 (2024-25)- 3.5%

Payment of retroactive wages shall be implemented within a reasonable period of time following full ratification of the Agreement and the College shall commence any work to determine eligibility for retroactive payment upon receiving notice that the union membership has ratified the agreement.

Office of the County Executive

Michaelian Office Building
148 Martine Avenue
White Plains, New York 10601

Email: GLatimer@westchestergov.com
Telephone: (914)995-2900

westchestergov.com

Eligibility for retroactive payments is limited to:

1. Unit members on payroll effective the date of ratification by the Union membership.
 - a. With respect to adjuncts, the phrase "on payroll" above shall be interpreted as those who worked for the Employer during the term of this Agreement
2. Unit members who retired during the term of this Agreement.
 - a. For the purpose of this provision "retired" covers unit members who would have been eligible to receive retirement benefit payments from the New York State Teacher Retirement System ("NYSTRS") on the day after s/he left service from the College. Notwithstanding this definition, retroactivity shall not be limited to unit members enrolled in NYSTRS.

B. Bonuses

1. Fulltime Faculty Bonus: One-time \$2,500 bonus for full-time faculty on payroll at the time of the Union's ratification of this Agreement. Payment shall be made within 60 days of full ratification by the parties.
2. Adjunct Faculty Bonus: Adjunct faculty who were on the payroll at any time between September 1, 2022 and August 31, 2023, shall receive a one-time bonus of \$350, provided the adjunct has earned in excess of \$1,000 pre-tax during the aforementioned period of time.

Other Terms: Except as expressly modified herein, all other terms and conditions of the Parties' collective bargaining agreement and the 2019-2012 Memorandum of Agreement shall continue in full force and effect.

Respectfully submitted,



George Latimer
County Executive
Attach.
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 the Westchester Community College Federation of Teachers. This is a six-year contract commencing September 1, 2019 through August 31, 2025. In accordance with the terms of the Fair Employment Act (Taylor Law) those terms and conditions of employment that require legislation or appropriation are outlined below.

Professional Development Fund:

The Professional Development Fund shall be increased by \$5,000 from \$35,000 to \$40,000 per year.

Compensation:

A. Wages (Base Rate & Longevity)

- Year 1 (2019-20)- 1% (as provided and paid for in the 2019-21 MOA)
- Year 2 (2020-21) - 1% (as provided and paid for in the 2019-21 MOA)
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 - a. With respect to adjuncts, the phrase "on payroll" above shall be interpreted as those who worked for the Employer during the term of this Agreement
- 2 Unit members who retired during the term of this Agreement.

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Other Terms: Except as expressly modified herein, all other terms and conditions of the Parties' collective bargaining agreement and the 2019-2022 Memorandum of Agreement shall continue in full force and effect.

Your Committee has carefully considered the subject matter and the attached Act and recommends approval.

Dated: White Plains, New York
_____, 2024

1:fms

COMMITTEE ON

FISCAL IMPACT STATEMENT

SUBJECT: WCCFT Settlement NO FISCAL IMPACT PROJECTED

COMMUNITY COLLEGE BUDGET IMPACT

To Be Completed by Submitting Department and Reviewed by Budget

SECTION A - FUND - N/A

GENERAL FUND

AIRPORT FUND

SPECIAL DISTRICTS FUND

SECTION B - EXPENSES AND REVENUES

Total Current Year Expense \$ 11,836,121

Total Current Year Revenue _____

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

Additional Appropriations Other (explain)

Identify Accounts: Salary; Longevity; Pension; FICA; MTCD Tax;

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: _____

Prepared by: Michael Dunn

Title: Senior Budget Analyst

Department: Budget

Date: September 12, 2024

CO 9/12/24
Reviewed By: *[Signature]*

Budget Director

Date: 9/12/24

ACT NO. _____ 2024

AN ACT approving certain financial terms and conditions of employment requiring the Legislative approval by law in a Collective Bargaining Agreement for those employees of Westchester County and the Westchester County Community College represented by the Westchester Community College Federation of Teachers for the six years commencing September 1, 2019 and ending August 31, 2025.

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

Section 1. Duration: The Agreement shall commence September 1, 2019 and expire on August 31, 2025.

Section 2. Compensation

A. Wages (Base Rate & Longevity)

Year 1 (2019-20)- 1% (as provided and paid for in the 2019-21 MOA)
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Section 3. Professional Development Fund:

The Professional Development Fund shall be increased by \$5,000 from \$35,000 to \$40,000 per year.

Section 4. Except as expressly modified herein, all other terms and conditions of the Parties' collective bargaining agreement and the 2019-2012 Memorandum of Agreement shall continue in full force and effect.

Section 5. This Act shall take effect immediately.