

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 16, 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

[2024-458](#) **ACT - Superior Officers Agreement**

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 Westchester County Corrections Superior Officers Association for the eight (8) year period commencing January 1, 2020 and ending December 31, 2027

Guests:

Law Office of Vince Toomey:
Vince Toomey, Chief Labor Negotiator and Labor Counsel to Westchester County
Jasmine Brown, Associate Attorney

II. OTHER BUSINESS

III. RECEIVE & FILE

ADJOURNMENT

George Latimer
County Executive

August 28, 2024

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 Westchester County
Corrections Superior Officers Association

Dear Members of the Honorable Board of Legislators:

This is to advise you that the Administration and the Westchester County Corrections Superior Officers Association ("SOA") have, subject to the approval of your Honorable Board, reached an Agreement on an eight (8) year contract commencing on January 1, 2020 and ending on December 31, 2027 ("Agreement"). In compliance with the Fair Employment Act (Taylor Law), I am outlining those provisions of the Agreement that require legislative action for your consideration and approval.

Wages are to be changed as follows:

The following wage increases will apply to all members of the bargaining unit, and/or former members of the bargaining unit during the time periods in subparagraphs "a" through "h" and will be applied retroactively.

- a. Effective January 1, 2020, and retroactive to that date, each step of the salary schedule in effect on December 31, 2019 shall be increased by three percent (3.00%).
- b. Effective January 1, 2021, and retroactive to that date, each step of the salary schedule in effect on December 31, 2020 shall be increased by three percent (3.00%).
- c. Effective January 1, 2022, and retroactive to that date, each step of the salary schedule in effect on December 31, 2021 shall be increased by two percent (2.00%).
- d. Effective January 1, 2023, and retroactive to that date, each step of the salary schedule in effect on December 31, 2022 shall be increased by two percent (2.00%).

Office of the County Executive

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

Email: GLatimer@westchestergov.com
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westchestergov.com

- e. Effective January 1, 2024, and retroactive to that date, each step of the salary schedule in effect on December 31, 2023 shall be increased by two and three-quarters percent (2.75%).
- f. Effective January 1, 2025, each step of the salary schedule in effect on December 31, 2024 shall be increased by three percent (3.00%).
- g. Effective January 1, 2026, each step of the salary schedule in effect on December 31, 2025 shall be increased by three percent (3.00%).
- h. Effective January 1, 2027, each step of the salary schedule in effect on December 31, 2026 shall be increased by three percent (3.00%).

Night Shift Differential is to be changed as follows:

- a. Effective January 1, 2025, the shift differential in effect on December 31, 2024 shall be increased by fifty cents (\$0.50).
- b. Effective January 1, 2026, the shift differential in effect on December 31, 2025 shall be increased by fifty cents (\$0.50).
- c. Effective January 1, 2027, the shift differential in effect on December 31, 2026 shall be increased by fifty cents (\$0.50).

Longevity pay is to be changed as follows:

- a. Effective January 1, 2024, each step of the longevity schedule in effect on December 31, 2023 shall be increased by seventy-five dollars (\$75.00).
- b. Effective January 1, 2025, each step of the longevity schedule in effect on December 31, 2024 shall be increased by seventy-five dollars (\$75.00).
- c. Effective January 1, 2026, each step of the longevity schedule in effect on December 31, 2025 shall be increased by seventy-five dollars (\$75.00).
- d. Effective January 1, 2027, each step of the longevity schedule in effect on December 31, 2026 shall be increased by seventy-five dollars (\$75.00).

Payments of Retroactive Money:

The County agrees that any and all retroactive money due and owing, if any, shall be paid as soon as practicable to all unit members employed during the period from January 1, 2020 to the date of the execution of this agreement. The County will use best efforts to pay all retroactive money due and owing no later than the first pay period of November 2024.

Welfare Fund:

Effective January 1, 2025, the County's contribution to the Welfare Fund shall be increased by one hundred dollars (\$100.00).

Equipment Allowance:

Effective January 1, 2025, the equipment allowance shall be increased by one hundred twenty dollars (\$120.00).

Therefore, I recommend approval of the Agreement reached between the Administration and SOA on an eight (8) year contract commencing on January 1, 2020 and ending on December 31, 2027.

Respectfully submitted,

George Latimer
County Executive

GM/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 County Corrections Superior Officers Association (“SOA”) on an eight (8) year contract commencing on January 1, 2020 and ending on December 31, 2027 (“Agreement”). In compliance with the Fair Employment Act (Taylor Law) those provisions of the Agreement that require legislative action are outlined below.

Wages are to be changed as follows:

The following wage increases will apply to all members of the bargaining unit, and/or former members of the bargaining unit during the time periods in subparagraphs “a” through “h” and will be applied retroactively.

1. Effective January 1, 2020, and retroactive to that date, each step of the salary schedule in effect on December 31, 2019 shall be increased by three percent (3.00%).
2. Effective January 1, 2021, and retroactive to that date, each step of the salary schedule in effect on December 31, 2020 shall be increased by three percent (3.00%).
3. Effective January 1, 2022, and retroactive to that date, each step of the salary schedule in effect on December 31, 2021 shall be increased by two percent (2.00%).
4. Effective January 1, 2023, and retroactive to that date, each step of the salary schedule in effect on December 31, 2022 shall be increased by two percent (2.00%).
5. Effective January 1, 2024, and retroactive to that date, each step of the salary schedule in effect on December 31, 2023 shall be increased by two and three-quarters percent (2.75%).
6. Effective January 1, 2025, each step of the salary schedule in effect on December 31, 2024 shall be increased by three percent (3.00%).
7. Effective January 1, 2026, each step of the salary schedule in effect on December 31, 2025 shall be increased by three percent (3.00%).
8. Effective January 1, 2027, each step of the salary schedule in effect on December 31, 2026 shall be increased by three percent (3.00%).

Night Shift Differential is to be changed as follows:

1. Effective January 1, 2025, the shift differential in effect on December 31, 2024 shall be increased by fifty cents (\$0.50).
2. Effective January 1, 2026, the shift differential in effect on December 31, 2025 shall be increased by fifty cents (\$0.50).
3. Effective January 1, 2027, the shift differential in effect on December 31, 2026 shall be increased by fifty cents (\$0.50).

Longevity pay is to be changed as follows:

1. Effective January 1, 2024, each step of the longevity schedule in effect on December 31, 2023 shall be increased by seventy-five dollars (\$75.00).
2. Effective January 1, 2025, each step of the longevity schedule in effect on December 31, 2024 shall be increased by seventy-five dollars (\$75.00).
3. Effective January 1, 2026, each step of the longevity schedule in effect on December 31, 2025 shall be increased by seventy-five dollars (\$75.00).
4. Effective January 1, 2027, each step of the longevity schedule in effect on December 31, 2026 shall be increased by seventy-five dollars (\$75.00).

Payments of Retroactive Money:

The County agrees that any and all retroactive money due and owing, if any, shall be paid as soon as practicable to all unit members employed during the period from January 1, 2020 to the date of the execution of this agreement. The County will use best efforts to pay all retroactive money due and owing no later than the first pay period of November 2024.

Welfare Fund:

Effective January 1, 2025, the County's contribution to the Welfare Fund shall be increased by one hundred dollars (\$100.00).

Equipment Allowance:

Effective January 1, 2025, the equipment allowance shall be increased by one hundred twenty dollars (\$120.00).

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
September ____, 2024

I:

COMMITTEE ON

ACT NO. _____ 2024

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 Westchester County Corrections Superior Officers Association for the eight (8) year period commencing January 1, 2020 and ending December 31, 2027.

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 Westchester County Corrections Superior Officers Association (“SOA”) shall commence on January 1, 2020 and end on December 31, 2027.

Section 2. Wages are to be changed as follows:

- a. Effective January 1, 2020, and retroactive to that date, each step of the salary schedule in effect on December 31, 2019 shall be increased by three percent (3.00%).
- b. Effective January 1, 2021, and retroactive to that date, each step of the salary schedule in effect on December 31, 2020 shall be increased by three percent (3.00%).
- c. Effective January 1, 2022, and retroactive to that date, each step of the salary schedule in effect on December 31, 2021 shall be increased by two percent (2.00%).
- d. Effective January 1, 2023, and retroactive to that date, each step of the salary schedule in effect on December 31, 2022 shall be increased by two percent (2.00%).
- e. Effective January 1, 2024, and retroactive to that date, each step of the salary schedule in effect on December 31, 2023 shall be increased by two and three-quarters percent (2.75%).
- f. Effective January 1, 2025, each step of the salary schedule in effect on December 31, 2024 shall be increased by three percent (3.00%).

- g. Effective January 1, 2026, each step of the salary schedule in effect on December 31, 2025 shall be increased by three percent (3.00%).
- h. Effective January 1, 2027, each step of the salary schedule in effect on December 31, 2026 shall be increased by three percent (3.00%).

Section 3. Night Shift Differential is to be changed as follows:

- a. Effective January 1, 2025, the shift differential in effect on December 31, 2024 shall be increased by fifty cents (\$0.50).
- b. Effective January 1, 2026, the shift differential in effect on December 31, 2025 shall be increased by fifty cents (\$0.50).
- c. Effective January 1, 2027, the shift differential in effect on December 31, 2026 shall be increased by fifty cents (\$0.50).

Section 4. Longevity pay is to be changed as follows:

- a. Effective January 1, 2024, each step of the longevity schedule in effect on December 31, 2023 shall be increased by seventy-five dollars (\$75.00).
- b. Effective January 1, 2025, each step of the longevity schedule in effect on December 31, 2024 shall be increased by seventy-five dollars (\$75.00).
- c. Effective January 1, 2026, each step of the longevity schedule in effect on December 31, 2025 shall be increased by seventy-five dollars (\$75.00).
- d. Effective January 1, 2027, each step of the longevity schedule in effect on December 31, 2026 shall be increased by seventy-five dollars (\$75.00).

Section 7. K-9 Unit:

Section 5. Welfare Fund

Effective January 1, 2025, the County's contribution to the Welfare Fund shall be increased by one hundred dollars (\$100.00).

Section 6. Equipment Allowance

Effective January 1, 2025, the equipment allowance shall be increased by one hundred twenty dollars (\$120.00).

Section 7. The County agrees that any and all retroactive money due and owing, if any, shall be paid as soon as practicable to all unit members employed during the period from January 1, 2020 to the date of the execution of this agreement. The County will use best efforts to pay all retroactive money due and owing no later than the first pay period of November 2024.

Section 8. This Act shall take effect immediately.

Vedat Gashi

Chairman of the Board
Legislator, 4th District



TO: Hon. Jewel Williams Johnson
Chair, Budget & Appropriations

Hon. Emiljana Ulaj
Chair, Labor & Human Rights

FROM: Hon. Vedat Gashi
Chairman of the Board

DATE: September 3, 2024

RE: Item 2024-458 – ACT-Superior Officers Agreement

As Chairman of the Board of Legislators, I am placing the below item directly into the Committees on Budget & Appropriations and Labor & Human Rights.

Thank you.

(ID: 2024-458) ACT-Superior Officers Agreement

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 Westchester County Corrections Superior Officers Association for the eight (8) year period commencing January 1, 2020 and ending December 31, 2027

CC: Marcello Figueroa
Shatika Parker
James Silverberg
Dylan Traghi
Sunday Vanderberg