

ACT 189 - 2024

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)
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.

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.

Adjunct faculty who were on the payroll at any time between September 1, 2023 and August 31, 2024, 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.

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

Dated: White Plains, New York
September 30th, 2024

Amey Zuber Johns
[Signature]
David J. Tubal
Nancy Barr
Vedat Jasiri
[Signature]
[Signature]

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[Signature]
David J. Tubal
Vedat Jasiri

COMMITTEE ON

Budget & Appropriations

Labor & Human Rights

Dated: September 30th, 2024
White Plains, New York

The following members attended the meeting remotely and approved this item out of Committee with an affirmative vote. Their electronic signature was authorized and is below.

Budget and Appropriations

A handwritten signature in black ink, appearing to read "Wittli". The signature is written in a cursive style with a long horizontal stroke at the end.

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

CD 9/12/24
Reviewed By: *Laura [Signature]*
Budget Director
Date: 9/12/24

ACT NO. 189 - 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)
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
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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.

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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.

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.

Adjunct faculty who were on the payroll at any time between September 1, 2023 and August 31, 2024, 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.

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.

STATE OF NEW YORK)
WESTCHESTER COUNTY) ss.

I HEREBY CERTIFY that I have compared the foregoing Act, Act No. 189 - 2024, with the original on file in my office, and that the same is a correct transcript therefrom, and of the whole, of the said original Act, which was duly adopted by the County Board of Legislators, of the County of Westchester on September 30, 2024, and approved by the County Executive on October 1, 2024.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the Corporate Seal of said County Board of Legislators on this 2nd day of October, 2024.



Malika Vanderberg

The Clerk of the Westchester County Board of Legislators

County of Westchester, New York

