

George Latimer
County Executive

May 18, 2021

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 Civil Service Employees Association, Inc., Local 1000, American Federation of State, County and Municipal Employees, AFL-CIO, Westchester County Local 860, Unit 9200

Dear Members of the Honorable Board of Legislators:

This is to advise you that the Administration and the Civil Service Employees Association, Inc., Local 1000, American Federation of State, County and Municipal Employees, AFL-CIO, Westchester County Local 860, Unit 9200 ("CSEA" or "the Union") have, subject to the approval of your Honorable Board, reached an agreement on a one (1) year contract commencing on January 1, 2022 and ending on December 31, 2022 ("Agreement"). A copy of the Agreement is attached. All other provisions of the prior collective bargaining agreement shall remain in full force and effect except as agreed to be modified by the provisions contained in the Agreement.

In accordance with the Agreement, I request that this matter be placed on the Board's agenda for a regularly scheduled meeting, as soon as practicable. Upon approval, all terms and conditions of the Agreement shall be implemented as soon as practicable, except those that may have an implementation dates that occurs at a specific period within the Agreement period. All terms and conditions that have no specific implementation date shall become effective on the first day of the 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:

1. Wages

Effective January 1, 2022, each step in the salary schedule in effect on December 31, 2021 shall be increased by 2.00%.

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2. Holidays With Pay

Effective January 1, 2021, 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.

I recommend approval of the Agreement reached between the Administration and the CSEA, for the period commencing on January 1, 2022 and ending on December 31, 2022.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "George Latimer", written in a cursive style.

George Latimer
County Executive

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 Civil Service Employees Association, Inc., Local 1000, American Federation of State, County and Municipal Employees, AFL-CIO, Westchester County Local 860, Unit 9200 ("CSEA" or "the Union") on a one (1) year contract commencing on January 1, 2022 and ending on December 31, 2022 ("Memorandum of Agreement" or "Agreement"). A copy of the Agreement is attached. All provisions of the prior collective bargaining agreement shall remain in full force and effect except as agreed to be modified by the provisions contained in the Memorandum of Agreement.

Upon approval, all terms and conditions of the Agreement shall be implemented as soon as practicable, except those that may have an implementation dates that occurs at a specific period within the Agreement period. All terms and conditions that have no specific implementation date shall become effective on the first day of the Agreement.

The 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:

1. Wages

Effective January 1, 2022, each step in the salary schedule in effect on December 31, 2021 shall be increased by 2.00%.

2. Holidays With Pay

Effective January 1, 2021, 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.

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
_____, 2021

COMMITTEE ON

MEMORANDUM OF AGREEMENT

Memorandum of Agreement by and between the County of Westchester (the "County") and Civil Service Employees Association, Inc., Local 860, Local 1000, Unit 9200, AFSCME, AFL-CIO (the "CSEA") dated this 3rd day of March 2021.

WHEREAS, the County and CSEA are parties to a collective bargaining agreement which is scheduled to expire on December 31, 2021; and

WHEREAS, authorized representatives for the County and the CSEA met in good faith to negotiate a successor agreement and have done so in accordance with their statutory obligations; and

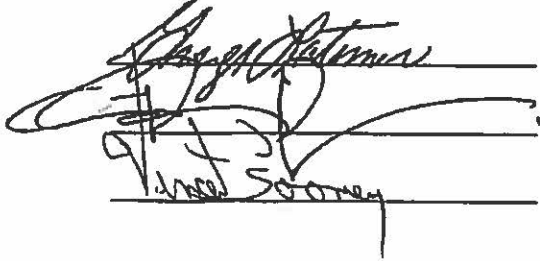
WHEREAS, the parties have reached a tentative agreement, which is subject to ratification by the membership of the CSEA and approval by the Westchester County Board of Legislators; it is stipulated and agreed as follows:

1. The duration of the agreement shall be from January 1, 2022 through December 31, 2022.
2. All provisions of the collective bargaining agreement which will expire on December 31, 2021 shall be incorporated into a successor agreement except as modified by this Memorandum of Agreement.
3. Wages
Effective January 1, 2022, each step in the salary schedule in effect on December 31, 2021 shall be increased by 2.00%.
4. Holidays With Pay
Effective January 1, 2021, 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.

For the County



For the CSEA

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 Civil Service Employees Association, Inc., Local 1000, American Federation of State, County and Municipal Employees, AFL-CIO, Westchester County Local 860, Unit 9200 for a one (1) year period commencing on January 1, 2022 and ending on December 31, 2022.

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

Section 1. All provisions of the prior collective bargaining agreement shall remain in full force and effect except as agreed to be modified by the provisions contained in the Memorandum of Agreement for the term commencing on January 1, 2012 and ending on December 31, 2021.

Section 2. Compensation:

Effective January 1, 2022, each step in the salary schedule in effect on December 31, 2021 shall be increased by 2.00%.

Section 3. Holidays With Pay:

Effective January 1, 2021, 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. This Act shall take effect immediately.