

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 Local 456, International Brotherhood of Teamsters ("Teamsters") on a five (5) year contract commencing on January 1, 2021 and ending on December 31, 2025 ("Agreement"). In compliance with the Fair Employment Act (Taylor Law) those provisions of the Agreement that require legislative action are outlined below.

Wages

Article IV, Section 4 of the Collective Bargaining Agreement shall be amended to provide the following:

- a. Effective January 1, 2021, each step in the salary schedule in effect on December 31, 2020 shall be increased by 2.00%.
- b. Effective January 1, 2022, each step in the salary schedule in effect on December 31, 2021 shall be increased by 2.00%.
- c. Effective January 1, 2023, each step in the salary schedule in effect on December 31, 2022 shall be increased by 2.50%
- d. Effective January 1, 2024, each step in the salary schedule in effect on December 31, 2023 shall be increased by 2.50%.
- e. Effective January 1, 2025, each step in the salary schedule in effect on December 31, 2024 shall be increased by 2.00%.

### **Holidays With Pay**

Effective January 1, 2022, 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.

### **Health Insurance**

Effective September 1, 2021, the sixteen (16) employees who were previously Teamsters Local 456 bargaining unit members and contributed 12.5% of the cost of the premium or premium equivalent for health insurance and were subsequently promoted to the non-bargaining unit position of senior assistant county attorney from 2018 to 2021, shall, in the event they return to a Teamsters Local456 bargaining unit position on or after September 1, 2021, be required to contribute fifteen percent (15%) of the premium or premium equivalent.

Your Committee has carefully considered the subject matter, the Agreement, and the attached act and recommends approval of the Agreement.

Dated: White Plains, New York  
November 8, 2021

Benjamin Boykoff  
Catherine for  
W.D. Mey

Benjamin Boykoff  
David J. Lubick  
Vedat Jabri  
Catherine for  
Ruth Walter  
W.D. Mey

l:fms

COMMITTEE ON

Labor & Housing

Budget &  
Appropriations

Dated: November 8, 2021  
White Plains, New York

**The following members attended the meeting remotely, pursuant to Chapter 417 of New York State Laws of 2021, and approved this item out of Committee with an affirmative vote. Their electronic signature was authorized and is below.**

Committee(s) on:

**Labor & Housing**

  
Catherine F. Parker  
  
Margaret A. Cunzio  


**Budget & Appropriations**

Margaret A. Cunzio  
Nancy E. [unclear]  
  
Catherine F. Parker  
  


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 Local 456, International Brotherhood of Teamsters for the five (5) year period commencing January 1, 2021 and ending December 31, 2025.

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 Local 456, International Brotherhood of Teamsters shall commence on January 1, 2021 and end on December 31, 2025.

Section 2. Wages: Article IV, Section 4 of the Collective Bargaining Agreement shall be amended to provide the following:

- a. Effective January 1, 2021, each step in the salary schedule in effect on December 31, 2020 shall be increased by 2.00%.
- b. Effective January 1, 2022, each step in the salary schedule in effect on December 31, 2021 shall be increased by 2.00%.
- c. Effective January 1, 2023, each step in the salary schedule in effect on December 31, 2022 shall be increased by 2.50%
- d. Effective January 1, 2024, each step in the salary schedule in effect on December 31, 2023 shall be increased by 2.50%.
- e. Effective January 1, 2025, each step in the salary schedule in effect on December 31, 2024 shall be increased by 2.00%.

Section 3. Holidays With Pay: Effective January 1, 2022, 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. Effective September 1, 2021, the sixteen (16) employees who were previously Teamsters Local 456 bargaining unit members and contributed 12.5% of the cost of the premium or premium equivalent for health insurance and were subsequently promoted to the non-bargaining unit position of senior assistant county attorney from 2018 to 2021, shall, in the event they return to a Teamsters Local456 bargaining unit position on or after September 1, 2021, be required to contribute fifteen percent (15%) of the premium or premium equivalent.

Section 5. This Act shall take effect immediately.

# FISCAL IMPACT STATEMENT

SUBJECT: Teamsters 2021-25

NO FISCAL IMPACT PROJECTED

## OPERATING BUDGET IMPACT

To Be Completed by Submitting Department and Reviewed by Budget

### SECTION A - FUND

GENERAL FUND

AIRPORT FUND

SPECIAL DISTRICTS FUND

### SECTION B - EXPENSES AND REVENUES

Total Current Year Expense \$ 878,000

Total Current Year Revenue \$ 114,000

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

Additional Appropriations

Other (explain)

Identify Accounts: Personal service, state aid, and federal aid accounts county-wide

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: 2023: Expenditures of \$1,444,000 and revenues of \$188,000

2024: Expenditures of \$2,024,000 and revenues of \$264,000

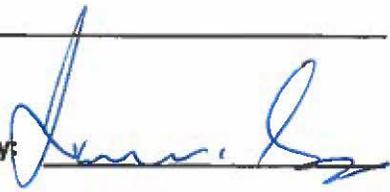
2025: Expenditures of \$2,499,000 and revenues of \$325,000

Prepared by: Gideon Grande

Title: Deputy Director

Department: Budget

Date: November 5, 2021

Reviewed By: 

Budget Director

Date: 11/5/21