

Effective February 27, 2020 the following has been agreed to by CSEA 9202, Westchester Community College and Westchester County. The terms are subject to ratification by CSEA 9202 and approval of WCC Board of Trustees and Westchester County Board of Legislators

- 1. Duration:** Three year agreement effective September 1, 2019 expiring August 31, 2022
- 2. Wages:**
 - Effective 9/1/2019 2% increase to all steps of the pay scale.
 - Effective 9/1/2020 2.25% increase to all steps of the pay scale.
 - Effective 9/1/2021 2.25% increase to all steps of the pay scale.

To receive retroactive pay for the 9/1/2019 wage increase, employee must be on the payroll effective at the date of ratification by CSEA 9202 or the employee has retired between the dates of 9/1/19 and the date of ratification. Retirement shall mean that an employee is eligible to receive a payment for the New York State Retirement System on the day following the employee's resignation from the College.

- 3. Longevity:**
 - Effective 9/1/2019 all longevity steps shall be increased by \$75
 - Effective 9/1/21 all longevity steps shall be increased by \$75

Employees are entitled to retroactivity for the 9/1/2019 longevity increase subject to the same limitations that apply to the salary increase.

- 4. Health Care:** No increase for current employees. New hires as of the date the County Executive signs the legislation approving this contract by the Board of Legislators will pay:
 - Grades 1 – 6 10%
 - Grades 7 – 10 15%
 - Grades 11 – 14 20%

- 5. Call In:** At least 2 hours of minimum pay per event if you are required to work at home. If there is a different event and you are called again (even within the first 2 hour window) you will get paid another 2 hours for the second event. If you are required to come into work, you are guaranteed at least 4 hours of pay. Rates of pay as defined in this provision shall be at the straight time rate.

- 6. Meal Allowance:** To be bound to the County Finance Department numbers.

- 7. Professional Development Day:** If the college determines to have a Professional Development Day, it will be held on the Thursday of Spring Break week.

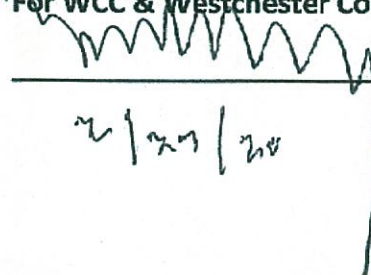
8. **Effective January 1, 2020**, December 24 shall be treated as a holiday. Employees who work on that day will receive an alternate day off, hour for hour. In addition, employees who work on December 24 shall be paid at straight time.

9. **Insurance & Retirement:** The College will pay as follows:

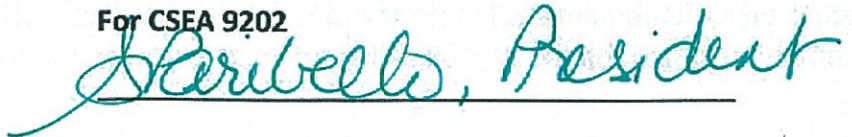
For employees who retire with 20 years or more of service to the College, the College shall pay the complete cost of individual health care.


If the employee elects family coverage, the employee will pay the difference between the individual and family plan at their current contribution percentage upon retirement.

For WCC & Westchester County

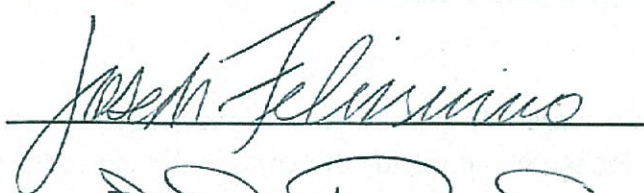

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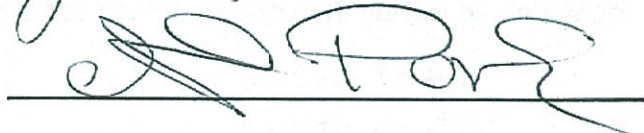
For CSEA 9202


President

 VICE PRESIDENT

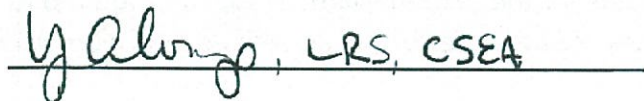

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