



**AGREEMENT BETWEEN CSEA, AFSCME LOCAL 1000, WESTCHESTER COUNTY LOCAL 860, UNIT
9202 AND WESTCHESTER COMMUNITY COLLEGE:**

- 1. Duration: January 1, 2012 – August 31, 2018**
- 2. Salary:**

i. Effective:

01/01/2012	1%
09/01/2013	2%
09/01/2014	2%
09/01/2015	2%

- ii. Effective 09/01/2016 all steps shall be increased by \$625 and the college shall pay a \$1,000 pensionable lump sum payment on the first payday following 09/01/2016 to all full-time employees. Part-time employees shall receive a pro-rated amount of said lump sum.**
- iii. Effective 09/01/2017 – same language as stated for 09/01/2016.**

3. Retroactivity: To qualify for retroactivity, an employee must be on the payroll as of August 6, 2015 or must have retired on or after January 1, 2012. Retirement means eligible to receive a payment from their pension provider on the day after they leave college employment.

4. Tuition Waiver: Tuition Waivers shall be granted for courses taken at the college effective with the Fall semester of 2015, to employees, their spouses, domestic partners, and their immediate family. Immediate family shall include children under 24 years of age, based on the age at the beginning of the semester. The waiver shall not include fees and other costs.

5. Health Insurance:

- A. Effective January 1, 2016, employees shall contribute to the cost of health insurance in the following manner;**

Grade levels 1-6	4% of the premium/premium equivalent
Grade levels 7-10	6% of the premium/premium equivalent
Grade levels 11-15	8% of the premium/premium equivalent

New employees shall contribute to the cost of health insurance in the following

Grade levels 1-11	10% of the premium/premium equivalent
Grade levels 12-15	15% of the premium/premium equivalent

New employees shall be defined as employees hired in CSEA represented titles on or after legislative approval by the County.

Co-pays for vision, dental and health shall be increased to \$20 per visit upon legislative approval.

B. Effective January 1, 2017, the College may, at its discretion, transfer all employee health insurance from POMCO to the NYSHIP plan;

All percentages paid by employees as part of the health insurance contributions shall be based on rates for whatever plan is currently being utilized.

C. A committee shall be established of an equal number of CSEA and College representatives to study the issue of a health insurance buyout option. The committee shall report back to the college and union no later than September 1, 2016.

6. Longevity:

Effective September 1, 2015, longevity shall be paid as follows:

After 5 years	\$1,250
After 10 years	\$1,450
After 15 years	\$1,750
After 20 years	\$2,250
After 25 years	\$3,150

7. Retiree Health Insurance:

Effective upon legislative approval of this contract, all current terms regarding retiree contributions shall remain in effect, except those retirees with 20 or more years of service who elect single coverage shall pay the same percentage of premium that they contributed as an active employee effective with their retirement date.