

27599

DATE: June 20, 2012

TO: Board of Acquisition and Contract

FROM: Robert P. Astorino
County Executive

RE: **Resolution authorizing the County of Westchester to enter into a collective bargaining agreement with those employees of Westchester County represented by the Local 456, International Brotherhood of Teamsters for a seven-year period commencing January 1, 2009 and ending December 31, 2015**

Authority is hereby requested from your Honorable Board for the County of Westchester (the "County") to enter into a collective bargaining agreement with those employees of Westchester County represented by the Local 456, International Brotherhood of Teamsters for a seven-year period commencing January 1, 2009 and ending December 31, 2015 (the "Agreement"). In accordance with §161.11(4)(b) of the Laws of Westchester County, your Honorable Board is required to approve this agreement.

Act No. 62-2012, which authorized the County to enter the Agreement in compliance with the Fair Employment Act (Taylor Law) was adopted by the Westchester County Board of Legislators on May 21, 2012.

Authority for the County to enter into the Agreement with those employees of Westchester County represented by the Local 456 for the purposes as herein described is most respectfully requested.

RPA/mlg
Attachment

RESOLUTION

Upon a communication from the County Executive, be it hereby

RESOLVED, that the County of Westchester (the "County") is hereby authorized to enter into a collective bargaining agreement with those employees of Westchester County represented by the Local 456 for a seven-year period commencing January 1, 2009 and ending December 31, 2015 (the "Agreement"); and be it further

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

- a. Effective January 1, 2009, each step of the salary schedule in effect on December 31, 2008 shall be increased by three percent (3.0%);
- b. Effective January 1, 2010, each step of the salary schedule in effect on December 31, 2009 shall be increased by three percent (3.0%);
- c. Effective January 1, 2011, each step of the salary schedule in effect on December 31, 2010 shall be increased by three and one quarter percent (3.25%);
- d. Effective January 1, 2012, each step of the salary schedule in effect on December 31, 2011 shall remain unchanged (0%);
- e. Effective January 1, 2013, each step of the salary schedule in effect on December 31, 2012 shall remain unchanged (0%);
- f. Effective January 1, 2014, each step of the salary schedule in effect on December 31, 2013 shall remain unchanged (0%);
- g. Effective January 1, 2015, each step of the salary schedule in effect on December 31, 2014 shall be increased by two and three quarter percent (2.75%); and be it further

RESOLVED, that the wage increases set forth above shall be payable to all bargaining unit members who are on the County's payroll on the date of execution of the Agreement or who retired from the County's employ during the term of the Agreement. Non-bargaining unit employees who were promoted out of the unit since December 31, 2008 shall also receive the increases and retroactive payments for the period of time they were bargaining unit members prior to their promotion; and be it further

RESOLVED, that Article X, Section 1 of the Collective Bargaining Agreement shall be amended to provide the following:

a. Effective July 1, 2012, all employees who were members of the bargaining unit represented by IBT, Local 456 on or before the date of ratification of the Memorandum of Agreement shall contribute ten percent (10%) of the cost of the premium or premium equivalent for their health insurance. Contributions shall be based upon a percentage of the premium or premium equivalent for the County's primary plan which is a self insured plan currently administered by POMCO. Employees who elect other health insurance options shall continue to remain responsible for any additional costs attributable to participation in other plans which may be offered by the County. Effective January 1, 2015 all employees who were members of the bargaining unit represented by IBT, Local 456 on or before the date of ratification of the Memorandum of Agreement shall contribute twelve and one-half percent (12.5%) of the cost of the premium or premium equivalent for their health insurance.

b. Effective on the date of ratification of the Memorandum of Agreement, all employees hired after the date of ratification of the Memorandum of Agreement, and all current employees who become members of the bargaining unit represented by IBT, Local 456 after the date of ratification of the Memorandum of Agreement shall contribute twenty percent (20%) of the cost of the premium for their health insurance.

c. Effective July 1, 2012, the following changes shall be made to the County's health insurance plan:

i. Co-Payment Increase - PPO. For all employees who were members of the bargaining unit represented by IBT, Local 456 on or before the date of ratification of the Memorandum of Agreement, the applicable PPO co-payment shall increase from \$16.00 to \$20.00. For all employees hired after the date of ratification of the Memorandum of Agreement, and for all current employees who become members of the bargaining unit represented by IBT, Local 456 after the date of ratification of the Memorandum of Agreement, the applicable PPO co-payment shall be \$30.00.

ii. Co-Payment Increase - ER. For all employees who were members of the bargaining unit represented by IBT, Local 456 on or before the date of ratification of the Memorandum of Agreement, the applicable Emergency Room co-payment shall increase from \$35.00 to \$45.00. For all employees hired after the date of ratification of the Memorandum of Agreement, and for all current employees who become members of the bargaining unit represented by IBT, Local 456 after the date of ratification of the Memorandum of Agreement, the applicable Emergency Room co-payment shall be \$60.00.

iii. Co-Payment Increase - Prescription Drugs. For all employees who were members of the bargaining unit represented by IBT, Local 456 on or before the date of ratification of the Memorandum of Agreement, the co-payment for prescription drugs shall be \$0.00 for generic drugs, \$20 for brand name drugs, and \$40.00 for non-preferred brand name drugs. For all employees hired after the date of ratification of the Memorandum of Agreement, and for all current employees who become members of the bargaining unit represented by IBT, Local 456 after the date of ratification of the Memorandum of Agreement, the co-payment for prescription drugs shall be \$5.00 for generic drugs, \$30.00 for brand name drugs, and \$60.00 for non-preferred brand name drugs.

iv. Effective July 1, 2012, all employees must order all drugs used on a continuing or regular basis, e.g., maintenance drugs, by mail starting with the third refill and each refill thereafter.

v. Preferred Drug Step Therapy Program (PDST). Effective upon ratification of the Memorandum of Agreement, there shall be a preferred drug step therapy program ("PDST"). The PDST shall be voluntary for all employees who were members of the bargaining unit represented by IBT, Local 456 on or before the date of ratification of the Memorandum of Agreement. The PDST shall be mandatory for all employees hired after the ratification of the Memorandum of Agreement, and for all current employees who become members of the bargaining unit represented by IBT, Local 456 after the date of ratification of the Memorandum of Agreement.

vi. Effective upon ratification of the Agreement, there shall be a health insurance committee established to discuss and make recommendations to the County and Union on implementation of a health reimbursement account (HRA) and or health savings account (HAS). The Committee shall submit its recommendation to the County and Union by December 31, 2012. The Committee shall be comprised of six individuals, with three members appointed by the County Executive and three members appointed by the Union. The Committee shall have no authority to implement changes. Participation in any HRA or HAS program which may be established shall be voluntary; and be it further

RESOLVED, that all provisions of the prior Agreement for the term of January 1, 2006 through December 31, 2008 shall continue in full force and effect unless altered by the provisions contained in this resolution or the Memorandum of Agreement executed by the parties with respect to the term commencing on January 1, 2009 and ending on December 31, 2015.

RESOLVED, that the County Executive or his duly authorized designee is authorized to execute said agreement and all documents necessary to effectuate the purposes hereof.

Account to be
Charged/Credited

FY	Fund	Dept	Major Program, Program & Phase Or Unit	Object/ Sub- Object	Trust Account	Dollars
2009-2011	various	various	various	various		\$2,775,000
2012	various	various	various	various		\$1,286,000
2013	various	various	various	various		\$1,031,000
2014	various	various	various	various		\$1,017,000
2015	various	various	various	various		\$1,386,000

Budget Funding Year(s) 2009-2015 Start Date 01-01-2009 End Date 12-31-2015

(must match resolution)

Funding Source

Tax Dollars \$7,495,000

State Aid _____

\$7,495,000

Federal Aid _____

(must match resolution)

Other _____

APPROVED BOARD OF ACQUISITION & CONTRACT - 07/12/2012 - JOMAS VIEIRA, SECRETARY