

Section 3 - Maintenance of Standards

Rates of pay, hours of work, and conditions of employment in effect prior to the Agreement and not covered by the agreement shall not be reduced without good cause during the term of the Agreement. Good Cause should not apply to matters covered by the New York State Niagara Decision. Good Cause may be determined through the grievance procedure herein, including Step 4.

Section 4 - Mandated Provisions of The Law

A. Affirmation of No-Strike

Pursuant to law the "Affirmation of No-Strike" is attached hereto as Appendix B.

B. Legislative Action

"PURSUANT TO LAW IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISIONS OF THE AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL."

ARTICLE XVII

TERMS OF AGREEMENT

Section 1 – Duration

The Agreement shall be effective from January 1, 1996 until December 31, 2001 inclusive, and from year to year thereafter unless either party serves termination notice on the other by certified mail, postmarked by July 15, 2001, or any subsequent July 15, as may correspond to a year of subsequent renewal.

Section 2 – Renegotiation


No later than July 15, 2001, negotiations will be undertaken for an Agreement covering the period subsequent to December 31, 2001. If such an Agreement is not concluded by September 1, 2001, either party may request the Westchester County Public Employment Relations Board to designate a mediator to assist the parties to reach agreement.

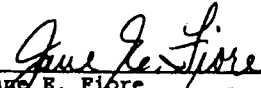
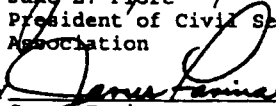
If the parties have not reached an agreement by October 1, 2001, either party may request the Westchester County Public Employment Relations Board to appoint a fact finding board. Said mediation and fact finding will be governed by the provisions of Act Number 84-1967 of the Board of Supervisors of Westchester County as amended.


As per sworn authority in Section 3 below and:

IN WITNESS WHEREOF, the parties hereto have executed the Agreement, in quadruplicate, the day and year first above written: The County of Westchester, pursuant to law by Andrew J. Spano, County Executive, whose seal is affixed hereto and CSEA/AFSCME by James Farina, Regional Director, CSEA.

THE COUNTY OF WESTCHESTER CSEA/AFSCME

By 
Andrew J. Spano
County Executive

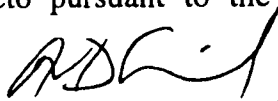
By 
Jane E. Fiore
President of Civil Service Employees
Association
By 
James Farina
Regional Director, CSEA

By 
Alan D. Scheinkman
County Attorney

Section 3 - Principals to the Agreement

A. STATE OF NEW YORK
COUNTY OF WESTCHESTER SS.:

On the 2nd day of MMY, 2000, before me, personally came ANDREW J. SPANO, to me known, who being by me duly sworn, did depose and say he has offices at 148 Martine Avenue, White Plains, Westchester County, New York, that he is the County Executive of the County of Westchester, the municipal corporation described herein, and which executed the foregoing instrument; that he knows the official seal of the County Executive of the County of Westchester; that the seal affixed to said instrument is said official seal and it was so affixed by the order of the Board of Legislators of the County of Westchester; and that he signed his name thereto pursuant to the provisions of the Westchester County Charter.



ALAN D. SCHENCKMAN
Notary Public, State of New York
No. 4941828
Qualified in Westchester County
Commission Expires August 18, 2000

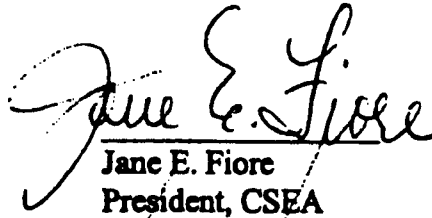
B. STATE OF NEW YORK
COUNTY OF WESTCHESTER SS.:

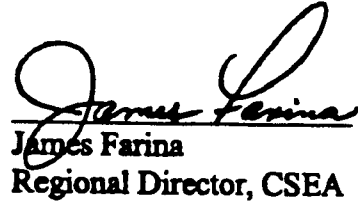
On the 13th day of APRIL, 2000, before me, personally came JAMES FARINA, to me known, and known to me to be a Regional Director employed by the Civil Service Employees Association, Inc./AFSCME, the Union described herein, and who being by me duly sworn, depose and say that his office address is 735 State Route 52, Beacon, New York 12521; that he is Regional Director employed by the Union and is authorized to sign his name to this Agreement as a result of that authorization.



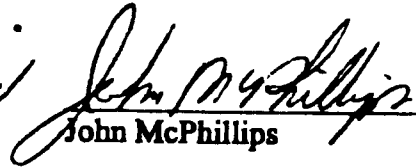
MICHAEL A. HOGG
NOTARY PUBLIC, State of New York
Qualified in Orange County
Commission Expires January 22, 2001

CSEA NEGOTIATING COMMITTEE



Jane E. Fiore
President, CSEA


James Farina
Regional Director, CSEA

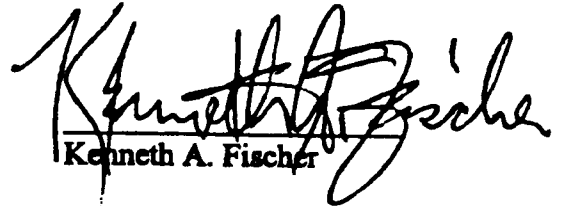

P. Andrew Swain


John McPhillips


Richard Blackburn


Thomas Hansen


Herbert Toone


Kenneth A. Fischer

APPENDIX A
(Article I, Section 2)
MANAGERIAL TITLES EXCLUDED FROM CONTRACT

The attached listing shows those titles that are non-represented managerial titles. This list is effective June 15, 1998. New titles may be added to this listing as needed.

Non-Represented Management Titles

ADM OF GENERAL SERVICES	E19
ASSOC DIR DIV (COMM HLTH SVC)	E18
ASSOC DIR-HOSPITAL	E19
ASST OF DEPUTY COUNTY ATTORNEY	E18
ASST DISTRICT ATTORNEY	E13
ASST TO COUNTY EXEC-HUMAN DEV	E14
ASST TO COUNTY EXECUTIVE IV	E16
BUDGET DIRECTOR	E20
CF DEPUTY COUNTY ATTORNEY	E19
CF DEPUTY PERONNEL OFFICER	E17
CF OF BUREAU-DISTRICT ATTORNEY	E16
CF OF STAFF-COUNTY EXECUTIVE	E18
CLK CTY BD LEG & CF OF STAFF	E18
CMR OF COMMUNITY MENTAL HEALTH	E20
CMR OF CORRECTION	E20
CMR OF ELECTIONS	E15
CMR OF ENVIRONMENTAL FACILITIES	E20
CMR OF FINANCE	E20
CMR OF HEALTH	E99
CMR OF HOSPITALS	E99
CMR OF PARKS RECREATION & CONS	E20

CMR OF PLANNING	E20
CMR OF PUBLIC WORKS	E20
CMR OF SOCIAL SERVICES	E20
CMR OF TRANSPORTATION	E20
CMR-PROBATION	E20
CMR/SHERIFF	E20
CO ATTORNEY	E20
CO CLERK	E99
CO EXECUTIVE	E99
CO LEGISLATOR	E22
DIR CONSUMER PROTECTION	E16
DIR DIV (ANESTHESIOLOGY)	E19
DIR DIV (CARIOPULMONARY)	E19
DIR DIV (COMM SVC OP)	E19
DIR DIV (EMERGENCY SERVICES)	E19
DIR DIV (HEALTH SERVICES)	E19
DIR DIV (HEMOTOLOGY)	E19
DIR DIV (MEDICINE)	E19
DIR DIV (NEUROLOGY)	E19
DIR DIV (OPHTHAMOLOGY)	E19
DIR DIV (PATHOLOGY)	E19
DIR DIV (PEDIATRICS)	E19
DIR DIV (PSYCHIATRY)	E19
DIR DIV (RADIOLOGY)	E19
DIR DIV (RENAL LAB)	E19
DIR DIV (SURGERY)	E19
DIR HOSPITAL ADMINISTRATION	E19
DIR HOSPITAL FISCAL&BUS SUS	E19
DIR INTERGOVERNMENT REL CE	E16
DIR LABOR RELATIONS	E18
DIR OFF CRIMINAL JUSTICE SVCS	E16

DIR OFF EMPLOYMENT&TRAINING	E14
DIR OFF FOR AGING	E16
DIR OFF FOR THE DISABLED	E14
DIR OFF FOR WOMEN	E14
DIR PLAYLAND	E17
DIR PUBLIC AFFAIRS	E16
DIR REAL ESTATE	E16
DIR RUTH TAYLOR INSTITUTE	E18
DIR YOUTH BUREAU	E14
DIR YOUTH BUREAU	E14
DIRECTOR OF CLINICAL SERVICES	E19
DIRECTOR OF DENTISTRY	E19
DISTRICT ATTORNEY	E99
DY ADM-GENERAL SERVICES	E17
DY DUGET DIRECTOR	E17
DY CF BUREAU - DISTRICT ATTORNEY	A15
DY CMR OF ADMIN SERVICES -SS	E17
DY CMR OF COM MENTAL HEALTH	E18
DY CMR OF COMMUNITY SVC -SS	E17
DY CMR OF CORRECTION	E17
DY CMR OF ELECTIONS	E14
DY CMR OF ENGINEER-PW	E17
DY CMR OF ENVIRON FAC	E18
DY CMR OF HEALTH	E17
DY CMR OF PARKS-REC & CON	E17
DY CMR OF PLAN-HOUSING & COM	E17
DY CMR OF PROBATION	E17
DY CMR OF PUBLIC SAFETY	E17
DY CMR OF SOLID WASTE	E18
DY CMR OF SYS & CNTRL SS	E17
DY CMR OF TRANSPORTATION	E17

DY CMR-FINANCE	E17
DY COUNTY ATTORNEY	E17
DY COUNTY EXECUTIVE	E20
DY DIR CONS PROT&SEALER-W&M	E14
DY DISTRICT ATTORNEY	E17
DY PERSONNEL OFFICER	E16
DY PUBLIC ADMINISTRATOR	E12
EEO COORDINATOR	E16
EXEC ASST DISTRICT ATTORNEY	A17
EXEC DEPUTY COUNTY CLERK	E16
EXEC DIR TAX COMMISSION	E16
FIRE COORDINATOR	E16
FIRST DY COMR FINANCE	E17
FIRST DY CMR HEALTH	E19
FIRST DY CMR HOSPITALS	E99
FIRST DY CMR PUBLIC WORKS	E18
FIRST DY CMR SOCIAL SERVICES	E18
FIRST DY COUNTY ATTORNEY	E18
FIRST DY DISTRICT ATTORNEY	A19
JUNIOR ASST DISTRICT ATTORNEY	A11
LEGISLATIVE COUNSEL	E16
MEDICAL DIRECTORS HOSPITAL	E19
PATHOLOGIST DY MEDICAL EXAMINER	E99
PATHOLOGIST MEDICAL EXAMINER	E99
PERSONNEL OFFICER	E20
PUBLIC ADMINISTRATOR	E16
SND DY COMR HEALTH	E17
SND DY DISTRICT ATTORNEY	A18
SR ASST DISTRICT ATTORNEY	A14
WARDEN	E17
E16 ASSOC DEAN-CC (BUS ADM&PU)	EXEC

E16 ASSOC DEAN-CC (CS&CORP ED)	EXEC
E16 ASSOC DEAN-CC (INST & LEAR[sic])	EXEC
E16 ASSOC DEAN-CC (INST & LEAR[sic])	EXEC
E16 ASSOC DEAN-CC (MATH PHYS)	EXEC
E16 ASSOC DEAN-CC (NAT & HELTH)	EXEC
E14 ASST DEAN (WCC)	EXEC
E14 ASST DEAN (WCC)	EXEC
E14 ASST DEAN (WCC)	EXEC
E14 ASST DEAN (WCC)	EXEC
E14 ASST DEAN (WCC)	EXEC
E14 ASST DEAN (WCC)	EXEC
E14 ASST DEAN (WCC)	EXEC
E14 ASST DEAN (WCC)	EXEC
E14 ASST DEAN (WCC)	EXEC
E14 ASST DEAN (WCC)	EXEC
E14 ASST DIR COMPUTER CENTER	EXEC
E14 DIR ADMISSIONS - CC	EXEC
E14 DIR BUSINESS AFFAIRS - C	EXEC
E14 DIR COLLEGE COM RELATION	EXEC
E14 DIR STUDENT AFFAIRS	EXEC
E14 DIRECTOR OF GUIDANCE-CC	EXEC
E12 FUNDING COORDINATOR-CC	EXEC
E22 PRESIDENT-COMMUNITY COLL	EXEC
E14 REGISTRAR CC	EXEC
E18 VICE PRES & DEAN ACA AFF	EXEC
E18 VICE PRES & DEAN ADM SV-	EXEC
E18 VICE PRES & DEAN EOC7 C	EXEC
E18 VICE PRES & DEAN STUDENT PERNL	EXEC
E16 DIR ACCOUNTING & CONTROL	MGMT
E16 DIR COMPUTER CENTER - CC	MGMT
E12 DIV COOR (GENERAL EDUCATION)	MGMT

E12 DIV COOR (HUMAN BEH & SOC)	MGMT
E12 DIV COOR (MATH & SCIENCE)	MGMT
E12 DIV COOR (PERSONNEL)	MGMT
E12 DIV COOR (POLICE ACADEMY)	MGMT
E12 DIV COOR (REGISTRAR)	MGMT
E12 DIV COOR (WCC)	MGMT
E10 SECURITY OFFICER	MGMT

APPENDIX B
(Article II, Section I)
(Article XVI, Section 4)

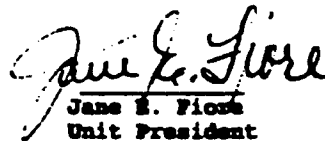
AFFIRMATION OF NO STRIKE

Pursuant to the provisions of Subdivision 3(b) of Section 207 of the Civil Service Law, known as the "Public Employees Fair Employment Act", I, Jane E. Fiore, Unit President, employed by Westchester County, do hereby affirm on behalf of the Civil Service Employees Association, Inc. Local 1000, AFSCME, AFL-CIO, Westchester County Local 860, Unit 9200.

It does not assert the right to strike against any government, to assist or participate in any such strike or to impose an obligation to conduct, assist or participate in such a strike.

This affirmation has been duly authorized by the Board of Directors and my authority to make such affirmation has been formally authorized by said Board.

The above affirmation is given for the purpose of establishing the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, Westchester County Local 860, Unit 9200, as the sole and exclusive bargaining agent for all employees of the County of Westchester as defined in Appendix D.


Jane E. Fiore
Unit President

APPENDIX C
(Article III, Section 1C)

DEPARTMENTAL WORK SCHEDULE
(All employees have a 35 hour workweek)

I. Departments adhering to a Monday through Friday work schedule

1. Board of Acquisition and Contract
2. Board of Elections
3. Board of Legislators
4. Budget Office
5. Community Mental Health
6. Consumer Protection
7. County Clerk
8. Office of the County Executive
 - a. Youth Bureau
 - b. Office for the Aging
 - c. Office for the Disabled
 - d. Press and Public Affairs
 - e. Inter-Governmental Relations
 - f. Office for Economic Development
 - g. Office for Affirmative Action
 - h. Office for Women
 - i. Office of Fire Services
 - j. Information Center
9. County Executive-Personnel Office
10. County Executive-Real Estate
11. Department of Finance
12. Department of Health

13. Department of Law
14. Department of Planning
15. Department of Social Services
16. District Attorney
17. Office of Disaster & Emergency Services
18. Public Administrator
19. Tax Commission
20. Veterans' Service Agency

II Departments which have varied workweeks and shifts

Public Works	Administration Engineering (1) M-F Building Div. (1) M-F Heating Plant (3) M-S Security (3) M-S Road Maintenance (1) M-F Bridge (3) M-S F & S Roads and Grounds (1) M-F Garage & Laundry (1) M-F F & S Maintenance (Supervisory) (1) M-S F & S Maintenance (Non-supervisory) (1) M-F F&S Administration (1) M-F F&S Chaplains (1) M-S
Environmental Facilities	Administration Engineering (1) M-F Water Agency (1) M-F New Rochelle (3) M-S

	Mamaroneck Valley	(3)	M-S
	Joint Treatment Plant		
	(Yonkers)	(3)	M-S
	No. Yonkers	(3)	M-S
	Saw Mill Valley	(3)	M-S
	So. Yonkers	(3)	M-S
	No. Yonkers Pump		
	Station	(3)	M-S
Data Processing			
	Computer Room	(3)	M-S
	Data Entry	(3)	M-S
Purchase and Supply			
	Office	(1)	M-F
	Warehouse	(1)	M-F
Public Safety Services			
	Services Div.		
	Administration	(1)	M-F
	Civil	(1)	M-F
	Police Div.		
	Communications (Deputy)		
	Sheriff(s)	(3)	M-S
	Communications (Civilian/		
	Non-rotating)	(3)	M-F
West. Community College			
	President's Office	(1)	M-F
	Administrative Services	(1)	M-F
	Student's Services	(1)	M-F
	Library	(1)	M-F
	Instructional Services	(1)	M-F
	E.O.C.	(1)	M-F
	Maintenance	(3)	M-F

	Computer Center	(3)	M-F	
Labs & Research	Administration	(1)	M-F	
	Laboratory	(1)	M-Sat.	
*Parks, Recreation & Conservation	Administration	(1)	M-F	
	Golf course	(1)	M-S	
	Performing Arts	(1)	M-F	
	Arts & Crafts	(1)	M-F	
	Athletics	(1)	M-F	
	Real Estate	(1)	M-F	
	County Center	(1)	M-S	
	Camps	(1)	M-S	
	General Maintenance	(1)	M-F	
	Bronx River Parkway	(1)	M-F	
	Washington's Headquarters	(1)	T-S	
	Pound Ridge	(1)	M-F	
	Tibbetts Brook Park	(1)	M-F	
	Lifeguards(Hourly)	(1)	M-S	
	VE Macy Park	(1)	M-F	
	Sprain Ridge Park	(1)	M-F	
	Kingsland Point Park	(1)	M-F	
	George's Park	(1)	M-F	
	Willson's Woods	(1)	M-F	
	Glen Island Park	(1)	M-Sat	
	Croton	(1)	M-S	
	Sportsmans Center	(1)	M-Sat	
	*Playland	Administration	(1)	M-F
		Maintenance Oper.	(1)	M-S

Probation	Administration	(1)	M-F
Social Services	Emergency Service	(3)	M-S
	Woodfield	(3)	M-S

***Parks, Golf Courses and Playland are open from dawn to dusk during season. Work hours are staggered.**