

PROPOSED LOCAL LAW NO. – 2021

A LOCAL LAW TO REQUIRE THE COUNTY TO ENGAGE IN PROMPT
COLLECTIVE BARGAINING REGARDING ADDITIONS TO THE SCHEDULE OF
COUNTY HOLIDAYS

BE IT ENACTED by the County Legislature of the County of Nassau as follows:

Section 1. Appearance in Miscellaneous Laws. This local law shall appear in the Miscellaneous Laws of the County of Nassau as Title 56A.

§ 2. Legislative Intent.

The Legislature of Nassau County hereby determines that it is in the best interests of the County and its workforce to prescribe the procedure to be followed with regard to collective bargaining arising out of changes to the County’s schedule of holidays. The Legislature notes that due to evolving historical, cultural and social conditions and priorities, the schedule of holidays contained in the County time and leave ordinances may from time to time be revised to recognize additional paid holidays for the non-unionized County workforce. Further, it is the judgment of this Legislature that the County’s collective bargain procedure should be clarified to direct the County to promptly address collectively bargaining issues relating to such holiday changes with the various unions representing County employees. Such negotiations will promote higher workforce morale, a harmonious workplace environment and a positive relationship between labor and management, all of which ultimately benefit the taxpayers by enhancing the quality of public services. In addition, in the judgment of this Legislature, the requirement of prompt negotiation is necessary – as well as clearly reasonable within the meaning of the Taylor Law. It is not the intent of this Legislature to dictate the substantive terms of any collective bargaining agreement but solely to prescribe the procedure by which agreement on the issue of additional holidays may be reached.

§ 3. Definitional Section.

As used in this law, the following terms shall have the following meanings:

1. “Labor Organization” shall mean an organization of any kind, including an “employee organization” as defined in Section 201 of the New York Civil Service Law in which employees participate and which exists for the purpose, in whole or in part, or representing employees concerning wages, rates for pay, benefit, grievances, labor disputes, hours of employment, working conditions or other matters incidental to the employment relationship.

2. “County holidays” shall mean holiday leave days designated in Ordinance No. 543-1995, as amended by Ordinance No. 243-1999, Section 3.18 as such may from time to time be amended, or otherwise declared by provision of law or by lawful declaration of

the County Executive.

§ 4. Prompt Commencement of Collective Bargaining.

In the event additions are made to the schedule of County holidays, the County shall promptly commence the process of negotiating collectively with the labor organizations representing County employees to determine whether or not such holidays shall be recognized as holidays under the terms of such labor organizations' agreements with the County.

§ 5. SEQRA Determination.

It is hereby determined, pursuant to the provisions of the State Environmental Quality Review Act, 8 N.Y.E.C.L, section 0101 et seq. and its implementing regulations, Part 617 of 6 N.Y.C.R.R., and Section 1611 of the County Government Law of Nassau County, that the adoption of this local law is a "Type II" Action within the meaning of Section 617.5(c) of 6 N.Y.C.R.R., and, accordingly, is of a class of actions which do not have a significant effect on the environment, and no further review is required.

§ 6. Effective Date.

This local law shall take effect immediately.