

NASSAU COUNTY LEGISLATURE

HOWARD KOPEL

PRESIDING OFFICER

GOVERNMENT SERVICES & OPERATIONS

COMMITTEE

JOHN FERRETTI

CHAIRMAN

County Executive and Legislative Building

1550 Franklin Avenue

Mineola, New York

Monday, January 8, 2024

4:17 p.m.

TAKEN BY: KAREN LORENZO, OFFICIAL COURT REPORTER

COMMITTEE MEMBERS:

CHAIRMAN JOHN FERRETTI

VICE CHAIRMAN SCOTT STRAUSS

LEGISLATOR MICHAEL GIANGREGORIO

LEGISLATOR JOHN GIUFFRE

LEGISLATOR ARNOLD W. DRUCKER - RANKING

LEGISLATOR CARRIE A. SOLAGES

LEGISLATOR SETH KOSLOW

MICHAEL PULITZER

Clerk of the Legislature

1
2 CHAIRMAN FERRETTI: I'm going to
3 reconvene the meeting of the Government
4 Services and Operations Committee. I'll
5 call the roll.

6 Legislator Strauss?

7 LEGISLATOR STRAUSS: Present.

8 CHAIRMAN FERRETTI: Legislator
9 Giangregorio.

10 LEGISLATOR GIANGREGORIO: Here.

11 CHAIRMAN FERRETTI: Legislator
12 Giuffre.

13 CHAIRMAN FERRETTI: Legislator
14 Drucker?

15 LEGISLATOR DRUCKER: Here.

16 CHAIRMAN FERRETTI: Legislator
17 Solages?

18 CHAIRMAN FERRETTI: Legislator
19 Koslow.

20 LEGISLATOR KOSLOW: Here.

21 CHAIRMAN FERRETTI: And I am here.
22 There is an addendum. May I have a
23 motion to suspend the Rules?

24 Move by Legislator Giangregorio,
25 seconded by Legislator Solages.

1
2 All those in favor of suspending the
3 Rules, please say, "Aye".

4 (Whereupon, all members of
5 the Government Services and
6 Operations Committee respond in
7 favor with, "Aye".)

8 CHAIRMAN FERRETTI: The Rules are
9 suspended.

10 There's one item on the Addendum,
11 which is Clerk Item 12-24.

12 Clerk Item 12-24 is a resolution
13 ratifying a Memorandum of Agreement
14 making certain amendments to the
15 Collective Bargaining Agreement between
16 the County of Nassau and Nassau Community
17 College as joint employers and the Nassau
18 Community College Federation of Teachers.

19 May have a motion? Moved by
20 Legislator Koslow, seconded by Legislator
21 Giuffre.

22 The item is before us. Can I have
23 someone from the administration, please?

24 MR. GROSS: Good afternoon. I'm
25 John Gross, I'm the Labor Counsel to

1
2 Nassau Community College.

3 This was a very long and difficult
4 negotiations. Over a year, 28 bargaining
5 sessions, five mediation sessions. And we
6 ultimately agreed to a deal that has been
7 approved by substantially all -- I should
8 say a substantial majority of the faculty
9 members and unanimously by the Board of
10 Trustees.

11 It's a very complicated settlement,
12 well over 50 pages. We started out with
13 the Union proposing 120 proposals, which
14 certainly lengthened the negotiations.
15 The money aspects include a 3.25,
16 followed by a 2.75, followed by a 2.25
17 increase. Those numbers are offset for
18 the very first time, three quarters of
19 the faculty unit who have never paid any
20 contributions to health insurance will
21 now pay 2.75% at the end of the contract,
22 starting in second year, which we're in
23 now, of their salaries. So, in other
24 words, it's key to salary. Those paid
25 lower amounts of salary paid less in

1
2 contributions.

3 The other significant agreement was
4 that this will continue during
5 retirement. As I'm sure the legislators
6 know, family coverage, for example, under
7 the New York State Health Insurance plan
8 is about \$40,000 per year expense to the
9 College. We welcomed this move. It also
10 included -- some of you may remember the
11 controversy regarding Section 36.5, which
12 was an older provision of the contract
13 that allowed the Board of Trustees to
14 impose any increase in health insurance
15 if it occurred after the contract expired
16 and before new one was negotiated. That
17 was implemented by my client and each of
18 the members then had to pay a 12.5% of
19 premium contribution. As part of this
20 deal, where we get where we're getting
21 much more money by annual contributions
22 that has been removed from the contract.

23 The few other minor things -- not
24 minor things, but important things. We
25 reduce the number of sabbatical leaves

1
2 that are granted under the terms of the
3 agreement.

4 We also extirpated from the
5 bargaining unit department chairs. That
6 has been a consistent problem. Department
7 chairs are the first line administrators
8 in the college, and they were part of the
9 same bargaining unit as the faculty that
10 they supervised. They will now have their
11 own separate bargaining unit. They're
12 protected to the extent of whatever
13 benefits they had under the general
14 contract will be applied to them. But we
15 will begin negotiations on a new
16 agreement very shortly.

17 We cleared up some issues regarding
18 merger. I mentioned sabbatical leaves
19 were reduced. There are many other
20 language issues.

21 That's essentially the agreement. We
22 respectfully request positive
23 consideration of this long, difficult,
24 but happily resolved, ultimately,
25 agreement.

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CHAIRMAN FERRETTI: Okay. Thank you.

Any debate or discussion?

Legislator Drucker.

LEGISLATOR DRUCKER: Thank you,
Legislator Ferretti.

John, nice to see you.

MR. GROSS: You, too.

LEGISLATOR DRUCKER: Kudos to you
and your team for making those necessary
amendments to the agreement. I know
personally, full well, how arduous the
task is of hammering out all of these
cbas and the emotions that are played and
involved. On behalf of all of us, were
just grateful that you were able to
accomplish what you did for the benefit
of faculty, for the administration, and
primarily for the students of NCC. I see
you have Jerry Kornbluth here on behalf
of the administration. Thank you, too,
for all of your hard work in getting this
done.

MR. GROSS: Yeah, it involved not
just me, it involved many folks from the

1
2 administration, on the bargaining team,
3 many hours well into the night,
4 particularly when we were mediating the
5 final throes of negotiations. But thank
6 you.

7 CHAIRMAN FERRETTI: Okay. Any
8 further debate and discussion?

9 (Whereupon, no verbal
10 response.)

11 CHAIRMAN FERRETTI: There being
12 none. Any public comment?

13 (Whereupon, no verbal
14 response.)

15 CHAIRMAN FERRETTI: Okay. All those
16 in favor of passing this item, please
17 signify by saying, "Aye".

18 (Whereupon, all members of
19 the Government Services and
20 Operations Committee respond in
21 favor with, "Aye".)

22 CHAIRMAN FERRETTI: Those opposed?

23 (Whereupon, no verbal
24 response.)

25 CHAIRMAN FERRETTI: The item passes

1
2 unanimously. There's no other business in
3 front of this committee.

4 May I have a motion to adjourn?
5 Moved by Legislator Drucker, second by
6 Legislator Giuffre.

7 All those in favor?

8 (Whereupon, all members of
9 the Government Services and
10 Operations Committee respond in
11 favor with, "Aye".)

12 CHAIRMAN FERRETTI: This committee
13 is now adjourned.

14
15 (Whereupon, the Government
16 Services and Operations
17 Committee adjourned, 4:24 p.m.)
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C E R T I F I C A T E

STATE OF NEW YORK)

: SS.:

COUNTY OF NASSAU)

I, KAREN LORENZO, a Notary Public
for and within the State of New York, do
hereby certify:

That the above is a correct
transcription of my stenographic notes.

IN WITNESS WHEREOF, I have hereunto
set my hand this 8th day of January, 2024.

Karen Lorenzo

Karen Lorenzo

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