

**EXECUTIVE ORDER NO. 8 OF 2018**

WHEREAS, in 1911, the Triangle Shirtwaist Factory fire in New York City caused the deaths of 146 garment workers – 123 women and 23 men – who died from the fire, smoke inhalation, or falling or jumping to their deaths because the owners had locked the doors to the stairwells and exits – a then-common practice to prevent workers from taking unauthorized breaks and to reduce theft; and

WHEREAS, this horrific tragedy was the catalyst for the enactment of legislation in New York State requiring improved factory safety standards and helped spur the growth of the International Ladies' Garment Workers' Union (“ILGWU”), which fought for better working conditions for sweatshop workers; and

WHEREAS, the labor movement has continued to thrive in New York State and throughout the country in order to achieve significant health and safety protections in the workplace as well as financial and humanitarian benefits for workers; and

WHEREAS, the labor movement in conjunction with the unified representation of employees provide a formidable force against specific unconscionable employer abuses to ensure the continuation of the protections in the workplace; and

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WHEREAS, throughout the course of history, serious efforts have been made to derail the labor movements' representation of employees and to persuade employees to forego such representation; and

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CLERK  
COUNTY OF WESTCHESTER

WHEREAS, New York State law protects against certain illegal attempts to undermine the integrity of the labor movement and the protections they afford to the employees they represent; and

WHEREAS, in the recent decision *Janus v. AFSCME*, the United States Supreme Court held that workers are not required to finance union activity by the deduction of the payment of dues from their paychecks—an action which the Supreme Court determined to be subsidizing private speech; and

WHEREAS, the United States Supreme Court's decision will negatively impact the bargaining position of labor unions, thereby undermining the protections they afford to worker health and safety; and

WHEREAS, in light of this decision, it is anticipated that there will be attempts to acquire personal information of labor-represented employees with the intent to entice the employees to abandon their support of their labor representatives, in a clear effort to undermine the protections they afford; and

WHEREAS, on June 17, 2018, the Honorable Andrew M. Cuomo, Governor of the State of New York, in light of the *Janus v AFSCME* decision, issued an Executive Order to protect the representation of the public sector workers for State entities and to shield those workers from the foreseeable abuse of personal information to harass and intimidate workers from engaging in union activities or seeking to become unionized; and

WHEREAS, in light of the Supreme Court decision, the action taken by Governor Cuomo to protect State workers is critical and immediately necessary; and

WHEREAS, the need to uphold and protect the integrity of the labor movement in Westchester County as a whole and, in particular, the Westchester County employees who they represent, is of paramount importance to the residents of Westchester County;

NOW THEREFORE, I, George Latimer, County Executive of the County of Westchester, by virtue of the authority vested in me by the Laws of Westchester County, hereby declare that it is

RESOLVED, that in accordance with New York Civil Service Law §208(4)(a), within thirty days of a Westchester County employee first being employed or reemployed by Westchester County, or within thirty days of being promoted or transferred to a position subject to a new bargaining unit, Westchester County “shall notify the employee organization, if any, that represents that bargaining unit of the employee’s name, address, job title, employing agency, department or other operating unit, and work location;” and it is further

RESOLVED, that no Westchester County officer or employee shall disclose the home address(es), personal telephone number(s), personal cell phone number(s), personal e-mail address(es) of a public employee, except to the extent provided for in accordance with New York Civil Service Law; or to the extent compelled to do so by lawful service of process, subpoena, court order, or as otherwise required by law; and it is further

RESOLVED, that this executive order shall not apply to work-related, publicly available information such as title, salary and dates of employment; and it is further

RESOLVED, that this Executive Order shall take effect immediately and shall remain in effect until otherwise superseded or revoked.

A handwritten signature in black ink, appearing to read "George Latimer", is written over a horizontal line.

GEORGE LATIMER

County Executive

Dated: July 2, 2018

White Plains, New York