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Table of Contents

The President's Message	3
Contract negotiations set to resume April 27	4
PEF leaders update members at April Town Hall	6
PEF Board sticks to in-person 2021 convention, if health conditions permit	8
Vaccine POD experience varies for PEF members	11
Parolee assault of elderly woman highlights critical role of services in parole systems	12
Infrastructure improvements badly needed, but contractors soak up funding	14
DFS trending away from competitive titles when filling, creating positions	16
Everyday PEF Heroines Nominated	18
Labor News You Can Use	20
NYS Fund Our Future	21
Americans support pensions for all; union members more likely to have benefits	21
PEF ramps up member appreciation events	24
Women in the workplace ignored no more	26
VP DiAntonio appointed to regional workforce boards	27
PEF members work to raise fish, stock New York waters	28
Son of PEF field rep wins labor history essay contest	30
Letters to the Editor	32
Retirees in Action: Spring ushers in signs of hope	34
Leave Donations: Ailing members need your leave donations	36
2021 PEF Delegate Rules and List	37
Photo Highlights	43

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The President's Message

By WAYNE SPENCE



PEF Members Deserve a Fair Contract!

As spring begins to bloom across our great state and vaccines reach more and more people, I hope members have the opportunity to safely reunite with family and friends.

Your union has a reunion of its own this month, as we return to the bargaining table on April 27 in our effort to secure the fair and just contract you all deserve. We have a story in this issue summarizing our major demands as talks begin: Across-the-board raises with retroactivity, hazard pay, longevity, an improved dental plan and telecommuting. In the weeks and months ahead, we'll be communicating frequently with you to make sure you're up to date on the progress of the negotiations. I know I can count on you to mobilize when required. At this stage, we'd love to hear from you about your job and why it's so vital to your fellow New Yorkers. Nothing will help us secure a great contract more than the collective voices of our members, who the governor has so often hailed as heroes throughout the pandemic. [You can visit this page](#) to update your contact information and record a brief video telling us who you are and what you do for New York. We won't use any of it without your permission, of course, but it will help us identify members who can help us make our case that PEF members truly are the engine that keeps New York running.

I hope you've also seen the video campaign that is underway on [PEF social media](#), in which we use Gov. Cuomo's own words at his public press conferences to support our fight for a contract. Time and time again he hailed the state's essential workers as heroes. Now it's time to recognize and reward you for your heroism. Please like and share and amplify this message so the executive chamber hears us all loud and clear: PEF Members Deserve a Fair Contract!

Finally, I'd like to take a moment to thank you all for your activism during the budget negotiations this year. You sent 22,000 letters to lawmakers about our budget priorities and your actions made a difference. We were able to prevent the closures of Rockland Children's Psychiatric Center, the OCFS youth facilities in Brentwood and Goshen, the privatization of the Office of Information Technology, unilateral cuts to retiree health insurance and the mergers of OASAS and OMH and IBR and the NYS Psychiatric Institute. Despite all that, I am extremely disappointed that lawmakers did not recognize the efforts of state workers with any sort of hazard pay. I've written to both [Senate Majority Leader Stewart-Cousins](#) and [Speaker Carl Heastie](#) to let them know that we won't stop fighting for what you deserve.

Thank you for all that you do and please continue to stay safe.

In Unity,

A handwritten signature in black ink that reads "Wayne Spence". The signature is fluid and cursive, with a long horizontal stroke at the end.

Wayne Spence
PEF President

Contract negotiations set to resume April 27

By KATE MOSTACCIO

The PEF Contract Team and state negotiators will return to the bargaining table April 27. The union is, calling for across-the-board wage increases, much-needed improvements to the dental benefit, improving the longevity and telecommuting programs and seeking retroactivity of raises and longevity payments.

“Formal negotiations were put on hold during the pandemic, but the contract team continued to work behind the scenes to protect our members,” said Contract Chair Darlene Williams. “We negotiated the emergency telecommuting agreement, carryover of accruals due to COVID, and the ability to use leftover DCAA and flexible spending account funds beyond annual deadlines. We negotiated telemedicine services with no co-pays and we engaged daily on health and safety issues.” Throughout the pause on negotiations, the Contract Team met to prepare proposals for returning to the table. Some of that work included delving deeper into the dental benefit. PEF sent out a Request for Proposals in an effort to find a plan that might better meet member needs. The team also learned that the state pays Emblem administrative fees that PEF believes exceed the industry norm.

“The money spent on these fees could be better used to provide an improved benefit for our members,” said Williams. “It makes no sense that the state has not put this contract out to bid and that the state pays such seemingly high administrative fees for a bare-bones benefit.”

The team has had encouraging discussions about expanding the existing non-emergency telecommuting program, including talks of eliminating the four-day-per-pay-period limitation.

“We are optimistic about seeing improvements to the contractual telecommuting program,” Williams said. PEF, as in past contract negotiations, will push for raise and longevity payment retroactivity.

CONTRACT UPDATES

“We are demanding as we always have full retroactivity,” Williams said. “We have also had some promising discussions about eliminating the sunset provision for the longevity program so that members would continue to get the benefit after contract expiration regardless of when they first became eligible.”

Ongoing discussions on the labor-management process and improving Article 15, which deals with professional development, have also been productive.

PEF President Wayne Spence said the lack of hazard pay in the state budget was disappointing and would be a topic at the bargaining table.

“Hazardous duty pay is an authorized use of the federal stimulus money in the American Rescue Plan,” Spence said. “It was disappointing that it wasn’t included in the state budget. We are going to be pushing hard for some COVID-related hazard duty pay in contract negotiations. Our members deserve this after putting their lives on the line every day for the people of New York.”





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PEF leaders update members at April Town Hall

By **SHERRY HALBROOK**

The just-passed state budget, contract negotiations, telecommuting, COVID-19, a retirement incentive, and the announcement of a new multi-year campaign promoting government in the public interest were among the many topics taken up in an April 8 PEF telephone town hall.

What began in January as a nightmare budget proposal filled with cuts and mergers was ultimately avoided thanks to billions of dollars in federal funding and a strong lobbying effort by PEF members and retirees, who sent thousands of letters to legislators.

State budget

Rockland Children's Psychiatric Center was saved, but the proposed closing of a total of 200 psychiatric beds for adult patients will go forward – something that PEF President Wayne Spence said was unwise and frustrating.

"The governor said these mental health beds were under-utilized," Spence said, "but lots of other things were under-utilized during the pandemic and they are not being closed. Bridges and airports were under-utilized, but they're still open."

Proposed agency mergers were defeated, including the combining of the state Office of Mental Health with the state Office of Addiction Services and Support. Two of the four juvenile detention centers slated for closing by the governor were saved (Brentwood and Goshen). Unfortunately, it appears that the Office of Children and Family Services may go forward with closing some of its offices that have yet to be identified.

Proposed cuts to reimbursements and other support to state retirees' Medicare-related expenses were defeated.

One budget battle the union did not win was \$40 million in hazardous duty pay for members working at the three SUNY medical centers, but Spence said the union will continue to press for it during contract negotiations. PEF thinks it should apply to all members who were deemed essential and had to interact with the public during the pandemic.

"We showed up. We deserve it!" Spence said.



Contract negotiations

The state has agreed to return to the bargaining table on April 27 for the first time since the lockdown began over a year ago.

The PEF Contract Team continued its research and readiness throughout the pandemic, including soliciting bids for an improved dental benefit. Emblem Health currently charges the state an extremely high rate to administer that benefit. PEF is committed to negotiating an improved benefit and is exploring bringing the benefit in house through a union-administered plan. Several carriers have submitted bids and PEF is weighing its options.

Telecommuting is another thing PEF wants to change. The current agreement in the contract limits telecommuting to four days per pay period and the union would like to eliminate that. Greenberg said talks with the state have been "productive" on that front. PEF recently persuaded the state to extend the emergency telecommuting program to the close of business on July 2.

PEF Director of Field Services Katie Vorwald asked members to notify their field office if they are called back to work from



telecommuting before that program expires July 2, or if they are being mandated to work overtime or out of title.

Members should also notify their PEF field representative if they are required to quarantine and then told to charge leave accruals for that time.

Retirement incentive

Members submitted questions regarding the possibility of getting a retirement incentive, and the union reported that only New York City will offer such an incentive.

Even if the state had offered an incentive, it would likely not have been available to essential employees and those at agencies with high levels of understaffing, which would include a great many agencies. PEF lobbied for a retirement incentive based on seniority.

Privatization

The shocking news that shoddy bolts may have been used on the Mario Cuomo Bridge over the Hudson River is chilling evidence of why the state's use of design-build for construction projects and other state work is a dangerous idea, Spence said. The union was able to defeat the proposed extension of design-build, which allows private contractors to control the inspection and approval of their own work on state projects, to include work at the state Office of Information Technology Systems.

"Greed and profit can outweigh public safety" when private consultants take over public jobs, Spence said.

PEF Secretary-Treasurer Kay Alison Wilkie reported that PEF is working with other unions, groups and individuals to form a powerful coalition to highlight the importance of public service and fight privatization by educating policy makers and the public about the dangers and high costs to taxpayers that it poses. The campaign will also support PEF's position in contract negotiations.

The multi-year campaign is just getting started, but the first step is asking members to provide essential information about the services they provide to New Yorkers. More information and a campaign sign-up form are available at <https://www.pef.org/fundourfuture>.



COVID-19

PEF Health and Safety Director Geraldine Stella said that preventive measures to lessen the spread of the virus are still recommended, even as more New Yorkers get vaccinated. Since the primary means of transmission is inhalation of respiratory droplets, masking, improved ventilation and social distancing are among the most effective ways to prevent spread as long as proper cleaning is maintained.

She asked members to notify their steward, PEF field office or the PEF Health and Safety Department if they are asked to return to unsafe working conditions or if staffing reaches full capacity.

As for vaccines, all New Yorkers age 16 and up are now eligible for a shot. Members can sign up for an appointment on the [state website](#) or check with their local physician or pharmacy. She also stressed that all the vaccines currently on the market do NOT contain any live virus, so people will not get COVID-19 from a vaccination.

Stella said PEF will host a call in the near future focused on COVID, telecommuting, the vaccine and return-to-work issues.

You can [listen to a recording of the Town Hall here](#).

PEF Board sticks to in-person 2021 convention, if health conditions permit

By **SHERRY HALBROOK**

PEF will hold its 2021 convention as an in-person event October 24-27 in Niagara Falls, unless the pandemic forces it to be held virtually. That was the decision of the PEF Executive Board at its virtual quarterly meeting March 24-25.

Board members agonized over what they should do, because the idea of holding the convention virtually for a second year was unpopular, yet the obstacles to safely holding it in-person during the continuing pandemic pose great challenges for how to manage social distancing, as well as travel, meals and COVID-19 testing. Overcoming such obstacles will likely result in greatly increased costs.

Trying to do a hybrid event combining virtual and in-person was ruled out because it would likely double the cost. Some board members wanted to skip the convention entirely this year, but were reminded that the PEF constitution and bylaws require it to be held annually, and that requirement could not be amended in time to avoid holding the 2021 event. Previous attempts to amend this requirement have failed.

PEF will also hold the 2022 convention in Niagara Falls. If national or state pandemic restrictions force PEF to switch this year's convention to a virtual one, PEF will likely hold the 2023 event in Niagara Falls to fulfill its existing commitment to hold the next two in-person conventions there.



U.S. Senate Majority Leader Chuck Schumer speaks to the Executive Board via Zoom on March 24.

Sen. Schumer speaks to board

U.S. Senate Majority Leader Chuck Schumer, who represents New York, addressed the board and assured them that the



President Spence chairs the virtual PEF Executive Board Meeting on March 24 from Troy, N.Y.

rights and needs of working people are always foremost in his considerations.

Schumer reviewed the \$23 billion dollars that he made sure the state and municipalities will receive in federal COVID relief in addition to \$29 billion for schools and other funding for individuals, small businesses and organizations.

"Making sure people have a path forward was our top priority and one of the reasons I did it was PEF," he said. "I love PEF. Call me for whatever you need."

Schumer recalled that when he first ran for the Senate, PEF was the very first major organization to endorse him. PEF held a debate between Schumer and the other two candidates (Geraldine Ferraro and Marc Greene) seeking the Democratic nomination and the Executive Board then voted to endorse Schumer – something that drew the attention of the national press and gave Schumer a big boost early in that race.



PEF President Wayne Spence thanked Schumer for his help, saying, "I called you many times last year" as PEF worked to protect its members from the dangers of the pandemic.

2021-22 PEF Budget

PEF Secretary-Treasurer Kay Wilkie presented her 2021-22 PEF Budget proposal to the board and it was approved without amendment by unanimous consent. The budget, she said, was endorsed by the Budget Advisory & Financial Compliance Committee, following extensive consultations with PEF Finance Director Ray Brown, other PEF Directors, executive staff and elected leaders. It was informed by rigorous analysis of recent trends, and by PEF's strategic goals of membership engagement, recruitment and retention; securing and enforcing a contract members deserve; building political power to advance PEF's agenda; promoting public services and opposing privatization and contracting out, and advocating for just, fair, and equitable career opportunities and healthy and safe workplaces.

The Secretary-Treasurer shared key budget assumptions: a membership level of 50,000; six months of largely virtual operations and six months with primarily in-person operations; revenues with NO dues increase, no settled contract with NYS; and expenses reflecting increased costs from the successfully settled USW agreement with PEF's staff union and MC synopsis. Triennial Election costs are included, as well as lower repair costs, more secure and efficient operations from the nearly complete capital improvements to PEF's HQ and IT systems and equipment; and given agreement on a COPE MOU with SEIU. There are NO penalties and strategic staffing levels are maintained at the same level of per caps, reimbursements and allowances supporting divisional and regional action.

The union saved a lot of money last year by operating virtually, she said, and the savings have been at all levels – statewide, regional and division. PEF policy requires that state-level savings be invested in the union's fight-back and contingency campaigns, for example, to secure a great contract, and to oppose closures and privatizations.

Wilkie also mentioned that PEF has launched a coalition called "NYS Fund our Future- Build a Thriving New York" with In the Public Interest and other union and community leaders, to proactively make the case for expanding government and infrastructure in the public interest.

PEF's internal auditor reported that he has audited 30 PEF divisions since he was hired about six months ago, and he usually works on auditing six divisions at a time. His ambitious target is to audit all of the approximately 220 divisions in a three year cycle.

No dues increase!

In response to board members' questions and false accusations, Wilkie and Spence reiterated that they have NO intention of raising dues, and have repeatedly pledged not to do so, as there is no need given their careful, scrupulous and ethical financial management. They added that PEF has not raised dues since 2001, and has the lowest dues of any union in the state, and likely the entire nation.

"We're in a stronger position now than we have ever been," Wilkie said. "We are vastly under budget in our current expenses. Our cash and investment positions are pretty impressive. The increased cost of resuming contract negotiations, mailing a tentative agreement when one is reached, and holding a ratification vote on it, will be offset by the increased revenues that would result from getting pay raises for members."

Contract update

PEF Contract Chair Darlene Williams said negotiations are set to resume April 27 on a virtual basis. Spence briefly stepped away from the board meeting for a scheduled phone call to speak with the Governor's Office of Employee Relations about how those virtual negotiations will work.

Williams said she expects the state's first priority will be to implement raises agreed to in contracts it previously reached with other unions, and then it will be ready to finish its negotiations with PEF.

Wilkie said PEF knows its members are very frustrated with the dental care they receive through the NYS Health Insurance Program (NYSHIP) under the last contract. Some areas don't have enough participating dentists, and members have higher out-of-pocket costs when they use a non-participating dentist. So, PEF solicited proposals to find out if it could provide better dental coverage to members and received enthusiastic responses from six potential vendors. Contract Administration is currently winnowing them down to the best two.



Virtual tour of PEF HQ

Headquarters' renovations

Wilkie said that PEF is more than 80 percent complete in its renovations to headquarters in Latham, N.Y., and has been paying for those expenses as they are incurred. The union chose not to borrow money to finance the work. The board was shown a virtual tour of the renovated space. The building was fully modernized to improve heating and cooling problems, with new electrical, plumbing and HVAC systems installed. In addition, the conference room is now large enough to accommodate EBoard meetings, meaning the union will save money by not renting space.

Fighting state budget cuts

Wilkie and regional coordinators praised the work of the PEF Organizing Department in helping to get members and retirees to send in 19,000 letters to their state legislators opposing proposed state budget cuts and agency mergers. The organizers and Divisions and Finance teams were also praised for helping divisions reach optimal effectiveness.

Grievance tracking

Protecting member confidentiality has been the major challenge and a top priority in creating a new grievance tracking system. The system is now being made available to PEF field services staff, with the data having been entered for all grievances filed in 2020. The system tracks the status of each grievance and alerts staff as filing deadlines approach.



PEF Triennial Elections

The deadline has passed for members to apply to run for office in the Triennial Election that includes all statewide offices, trustees, regional coordinators, and Executive Board seats.

Board members watched a video explaining how members will be able to sign nominating petitions online this year, or on paper. If someone signs both ways, only their first signature will count. Letters were sent to all members with their new randomly assigned usernames and passwords. This new digital option is being provided through a vendor, Educational Vistas, in Schenectady, N.Y. The petitions will become available starting March 29 at 9 a.m.

If a member finds no petition for the board seat that represents them, it means no one is running for that seat and nominees will be sought to fill it when quarterly special elections resume in October to fill mid-term vacancies. Members will be able to use the online site to identify their PEF region number (based on the county where they work) and the board seat number that represents them.

Candidates will be given updates periodically on how many valid signatures their petitions have received both online and by physical petition submissions, but they will not know which signatures were ruled invalid.

Candidates are encouraged to submit their bio and photo for the Candidate Guide as soon as possible. The deadline is April 28.

A debate for candidates for statewide offices and trustees will be held and streamed live May 19.

The Executive Board will meet again on June 29 and 30.





Vaccine POD experience varies for PEF members

By **SHERRY HALBROOK**

If you have worked for the state for a while you may have noticed that when it comes to rolling out new programs, one size rarely fits all, and the new statewide network of more than 30 PODs (Points of Distribution sites) administering thousands of COVID-19 vaccinations every day is a perfect example of that.

For members of the public receiving their vaccinations, it seems to be a uniformly good experience. For PEF members who work at the PODs, it is a much more varied experience. Some members were assigned by their state agency to drop their regular duties and work at a POD. Others volunteered and were permitted by their agency to work at least some days at a POD.

One member said his agency asked for volunteers, but when two or three dozen employees volunteered, they were all denied.

Another PEF member said she had been happily telecommuting and felt safer doing it, so being told that she had to work full-time at a POD made her feel uneasy about the potential exposure. She had not been able to get vaccinated, so she signed herself up to receive her vaccinations at the POD.

A member from yet another state agency said POD workers in his area are asked every morning when they showed up to work at the POD if they wanted to be vaccinated. He said

his PEF division leaders met with management and insisted that their members have the opportunity, but it was not mandatory.

A council leader at a different agency and in a different part of the state said that her members' jobs often require them to go into locations with potentially high COVID-19 levels, and it took a lot of effort from her and a PEF field representative to persuade management to provide vaccinations.

"They finally agreed to vaccinate field staff, but if you weren't working in the office on the day they offered the vaccinations, you lost out. Nobody can get an appointment for a vaccination at a POD around here. I'm still trying to get an appointment to be vaccinated," the council leader said. "I have so many members calling and asking me how to get an appointment. They (agency management) really failed all of the employees."

Several members did agree on one point. Agencies that assigned their employees work at the PODs are starting to push them harder to also get their regular job duties done as well.



Parolee assault of elderly woman highlights critical role of services in parole systems

By KATE MOSTACCIO

A homeless man on parole for killing his mother nearly two decades ago brutally assaulted a 65-year-old Asian woman in New York City and the attack, caught on surveillance video, is compelling evidence that the parole system needs more support and now is not the time for broad reform.

“Law enforcement is still struggling to get ahold of the consequences of bail reform,” said PEF President Wayne Spence, a New York State parole officer. “Now they want to add to that with ‘Less is More’ parole reform? There are now more parolees on the street than ever before and there are less staff to supervise them. In 1992, we had 1,200 state parole officers – we now have fewer than 700.”

The Less is More parole reform bill would make it virtually impossible to incarcerate anyone for violating one of the few violations deemed significant enough to merit re-incarceration (i.e., testing positive for alcohol or non-prescribed drugs or controlled substances, failing to report, and failing to notify of a change in address).

“Now is not the time to propose major parole reform and let more people out without the resources and the manpower,” Spence said. “The Office of Mental Health (OMH) needs to step up and provide mental health services to parolees. The Office of Temporary and Disability Assistance (OTDA) needs to make sure parolees have services like housing assistance and other benefits. The Office of Addiction Services and Supports (OASAS) needs to provide drug treatment to parolees. If you don’t have these services in place, you are going to have more instances like this man who killed his mother in 2002, was released on parole and now brutally attacks a woman. Parole officers cannot do their work without these services.”

Parole officers need appropriate resources in place to serve parolees and protect communities. Slashing mental health and substance abuse programs and other vital services, while proposing reform that would limit when parole officers can incarcerate individuals is ill advised at this time, said PEF Parole Officer and Council Leader Gina Lopez.



"If you let more people out and you don't have the services for us to utilize, it's a disservice to the community and to the parolee," Lopez said. "You can do all the reform you want, but if you have nothing to help reengage parolees back into the community with employment, and good mental health and substance abuse services, it won't work. Unfortunately, those areas are being cut by the state.

"The goal of parole officers is to do what's best for parolees and the community," she said. "Sometimes it does take us having to put them back in to get them services or into an inpatient program. You have to have avenues to engage that parolee to become a productive citizen. Our mental health caseloads across the state are doubled and we don't have the staffing to be able to do the quality supervision that the community should want."

The role of housing, mental health or substance abuse counselors does not fall on parole officers, Spence and Lopez said. Those tasks belong with the state and local agencies responsible for administering programs.

PEF reached out for comment from those agencies about their plans to help parolees now that the state budget is finalized.

OTDA's Homeless Housing and Assistance Program provides funding to projects that create affordable and supportive housing for populations at risk of housing insecurity, according to an OTDA spokesperson. On-the-ground housing assistance to address homelessness among parolees falls to local social services districts and the Department of Corrections and Community Supervision (DOCCS), he explained.

Substance abuse and alcoholism services are vital to curtailing recidivism and, according to a DOCCS spokesperson, as of April 1, 2020, there were 9,406 parolees enrolled in drug/alcohol treatment programs out of 35,905 parolees. These services are community-based, the spokesperson said.

OASAS does not have specific programs for parolees, however the agency "is well-equipped to meet the needs of these individuals," a spokesperson said.

"OASAS works closely with DOCCS to serve incarcerated individuals while they are in prison, and OASAS-certified providers work closely with the parole system to help engage formerly incarcerated individuals with necessary OASAS services, such as treatment (including medication-assisted treatment), recovery supports, counseling, and more when they are released," he said.

The recently passed state budget provides funding to support all existing OASAS services throughout New York State, the spokesperson said.

The state Office of Mental Health (OMH) says it is ready and able to serve parolees.

"OMH will continue to provide all needed mental health services, including re-entry planning, for persons leaving the prison system, regardless of their parole status," a spokesperson said.

Public employees: Infrastructure improvements badly needed, but contractors soak up funding

By **SHERRY HALBROOK**

When the American Federation of Teachers invited PEF leaders and members from local unions representing public employees throughout the country together in a Zoom meeting April 13 to talk about the federal infrastructure investment bill before Congress, the consensus was strong.

Infrastructure of many kinds, such as roads and bridges, water, energy, and broadband communications, needs maintenance, replacement or expansion. The needs are obvious and well documented, according to studies, but far too much funding is usually wasted on for-profit contractors.

“Over the last two decades or more our public infrastructure has been under resourced and starved,” said Jennifer Porcari, assistant director of AFT’s public employees division. “The federal gas tax designed to support our transportation infrastructure has not been increased in 28 years and remains at 18.4 cents per gallon.”

However, the issues, the panelists said, go beyond the basic need for funding. The money to improve infrastructure should be spent on it, not diverted from its intended goals, and it should be invested in infrastructure planning, design, construction, inspection and maintenance by public employees, not the private sector.

PEF member Andrew Puleo warned against allowing foreign countries and companies to own the basic utilities and infrastructure on which the country depends. He cited the example of New York State Electric and Gas, which actually is owned by the Spanish company Iberdrola. “We should buy back our infrastructure,” he said.

“This bill is vitally important. We are billions and billions of dollars behind on infrastructure,” said Jerry Smith, an engineer for the Maryland Department of Transportation. “This work has been needed for decades.”

Antoinette Ryan-Johnson, president of the City Union of Baltimore, said crumbling infrastructure is very dangerous. Water infrastructure in the city has become so deteriorated, she said, that it cost the life of one her members. “Our



member, Trina, was killed on the job when the physical structure of a grate she was walking on collapsed, and a second member, who nearly died, was in the ICU for weeks because of a cave in.”

Matt Emigholz, a state mechanic in Illinois, said highways and other infrastructure in that state were built 70 years ago and never designed to accommodate the vastly increased traffic and wear they experience today. Crumbling road surfaces and other failures end up costing state residents an extra \$610-\$650 every year in damage repair and depreciation to their cars and other vehicles, he said.

When it comes to infrastructure construction and maintenance, Smith said, “Over the years, almost everything has been shifted to private consultants.”

“We are giving away the store! Our funding is going out the door,” said Puleo, a state Transportation Department assistant civil engineer, who coordinates highway work permits for projects in a five-county region of western New York. “Construction contracts are ripe with bloat, they include provisions that guarantee corporate profit,” he said.



Far too much taxpayer funding for public projects gets wasted by hiring private contractors and consultants to do the work for profit, when the state's engineers and architects have already figured out what is needed and how to do it, Puleo told the group. He also said the state makes it possible for private companies to get very low interest loans to finance their work on public projects.

The engineers, mechanics and other frontline public employees from Baltimore, Chicago and Alaska agreed. While specific needs and technical challenges vary by climate and region, the underlying problem of seeing public funding handed off to those who put profit over public good is consistent they said.

They also agreed that the private sector constantly siphons off the most talented public employees. They get trained via public education, take public-sector jobs to gain experience and then leave to work for contractors at higher pay.

"The government provides a way for them to leave with all of the experience and training," Puleo said. "Let's end the practice of using tax dollars to pay consultants more than public employees. The prevailing wage calculation should include private wages. We continue to struggle hiring engineers. The pay disparity is so great the number of engineers applying to work for DOT has dwindled for years. On Long Island it has been so pronounced that professional engineer positions have been filled with technicians."

The problem isn't limited to engineers, Emigholz said. Mechanics working for the state of Illinois earn about \$42/hour, compared to the \$180/hour they can earn in the private sector.

Emigholz said more control is needed over how federal funds are spent, because too often funds that are meant to pay for important infrastructure improvements are actually spent for other things.

"It really gets down to finding a sustainable source for infrastructure," said Chris Runge, AFT's public employee director. She added that corporations, which have "been making a fortune during the pandemic," have been allowed to evade paying their fair share of taxes.

"We have plenty of people, such as Andy Puleo, who are ready to talk to legislators in Washington," Runge said.

AFT's lobbyists said it is important to start early on educating legislators and the public about these infrastructure and contracting issues, because the American Jobs Act will likely come to a vote this summer.

PEF President Wayne Spence said he was impressed by the broad range of important issues and arguments brought forward by the panelists.

"Andrew's comments were very powerful and I would think that elected leaders would be interested in this," said Spence. "How can you achieve equity in school if some students don't have access to broadband? No Internet access means you cannot go remotely to school, college or work. These things will disproportionately affect communities of color and the rural poor."

DFS trending away from competitive titles when filling, creating positions

By KATE MOSTACCIO

Since 2016, the number of non-competitive and exempt appointments at the Department of Financial Services has jumped, according to information in a DFS response to a Freedom of Information Law submitted by PEF.

"We've seen unprecedented numbers of exempt and non-competitive employment," said DFS Division 260 Council Leader and Executive Board member Ade Oluwo. "It's mind-boggling. We do not have any organizational charts despite repeated requests to have one."

Oluwo said there has been a noticeable trend away from competitive hiring.

"We've seen the erosion of Civil Service titles," he said. "We've seen so many positions that traditionally were tested now going into the non-competitive positions. We cannot see how that is benefitting the people that we serve. We are supposed to be a regulatory agency. How can someone honestly do the work they are supposed to do if they are working or if their appointment is at discretion of the appointing authority? If they don't have any kind of protection?"

"How can someone do a good job knowing full well that if you find something or you report something and your boss doesn't like it, you can be fired at will," he said. "These exempt and non-competitive positions have traditionally been in the competitive titles and the duties are similar."

Using waivers, DFS has been able to continue to fill positions with outside candidates despite a statewide hiring freeze during the COVID-19 pandemic. Those already working for the department and seeking promotion have been left in the cold.

"No employee in competitive titles has received any promotions despite the fact we have several promotional lists," Oluwo said. "And some of those lists will be expiring soon. It's a big issue. The department has nearly doubled in the last few years."



Competitive titles have dropped and non-competitive have increased since 2013, according to data obtained by the FOIL request. In 2013, the department filled 165 competitive positions and 34 non-competitive and exempt titles. In 2019 the department filled 119 competitive positions and 82 non-competitive and exempt positions.

"I've never seen so many positions created," Oluwo said. "Stress levels are at an all-time high. Everybody is working out of title and they are not filling positions. There is little opportunity for members to grow and advance and our members are completely stressed."

The shift from competitive to exempt at DFS expanded when DFS received approval for title modernization under the guise of needing to adapt to a "fast-paced changing financial environment," Oluwo said.

However, a fast-paced changing financial services Industry is nothing new to career civil servants, who have dealt with several global issues ranging from collateralized debt obligations, the sub-prime mortgage crisis, lending discrimination, natural disasters like Hurricane Sandy and upstate flooding, to name just a few.

“These professionals are the ones responsible for regulating over 1,500 insurance companies and 1,600 banking and other financial institutions,” Oluwo said. “They are the reason New York State is considered the financial capital of the world. These professionals are also responsible for bringing in billions of dollars in fines and penalties.

“DFS claimed that these positions would benefit employees and expand career opportunities. The truth is quite to the contrary,” Oluwo said. “Placement of positions in the non-competitive or exempt classes did not benefit the vast majority of DFS employees. It actually lengthens their career paths and does not bode well for the preservation of the civil service process of hiring.”

PEF opposes anything that erodes the Civil Service process.

“Appointments and promotions in Civil Service must be made according to merit and fitness and shall be competitive – to end the spoils system and to avoid corruption and fraud,” Oluwo said. “Non-competitive class appointments are only permissible when a competitive exam is not practicable. Exempt class placement must show inability to competitively or non-competitively test for the position.

“To date, the superintendent has appointed about 36 exempt positions, several non-competitive positions, and several non-statutory positions in less than one year despite not filling several open competitive positions throughout DFS,” Oluwo said.

PEF requested DFS organizational charts several times at the labor-management table, Oluwo said.

“As a matter of fact, it was made a permanent agenda item,” he added. “Furthermore, our PEF field rep made multiple FOIL requests and we’ve not received any information.”

Oluwo says he and his fellow civil servants have a passion for customers and efficient regulation.

“I have seen qualified, diligent, competent, and knowledgeable employees perform their tasks with the highest degree of professional standards,” Oluwo said. “DFS has failed to show through analysis and investigation why they are deviating from something that has worked very well over 160 years. Working in public service for most of us is not by accident but rather to make people’s day to day lives better and to make a difference in the society. We have already lost valuable positions, grades, and institutionalized knowledge through title modernization and we certainly do not want that trend to continue.”

Everyday PEF Heroines

PEF Statewide Women's Committee

During Women's History month in March, PEF recognized and celebrated female members who have demonstrated significant accomplishments or leadership. Members were asked to nominate women in the union's ranks who have demonstrated at least one of the following qualities:

- Leadership
- Service and community engagement
- Key characteristics of a leader
- Committed to diversity, equity and inclusion
- Continued support of union values

Women's History Month was established by Congress in 1987 to address the fact that, "the role of American women in history has been consistently overlooked and undervalued in the body of American history" and that to remedy this "the President is requested to issue a proclamation calling upon the people of the United States to observe such month with appropriate ceremonies and activities." (Public Law 110-9) In his 1987 proclamation, President Ronald Reagan stated: "I call upon all Americans to mark this month with appropriate observances to honor the achievements of American women."

The following PEF members were honored and recognized:

Stephanie Belisle
Resources & Reimbursement 4
OPWDD

Rhiannon Boehm
Hab Spec 1
OPWDD Finger Lakes DDSO

Angela Czerkas
Developmental Disabilities Program Specialist
OPWDD Finger Lakes DDSO

Kayle DuPre
Teacher 4
OMH Elmira PC

Meghan Dwyer
Hab Spec 2
OPWDD Finger Lakes DDSO

Malia Fredrickson
Licensed Master Social Worker 1
OCFS

Rebecca Gordon
Nurse 2
OPWDD - Finger Lakes DDSO

Jennifer Kirk
Training Specialist 1
OMH Elmira PC

Dr. Sharon Krinsky-McHale
Research Scientist 5
OPWDD

Michelle Maldonado
Senior UI Hearing Rep
Labor

Stephanie McLean-Beathley
Licensed Master Social Worker 2
OPWDD - Western NY DDSO

Cathy Sawyer
Special Education Assistant
Batavia School for the Blind

Carmen Vianese
Occupational Therapist Assistant 2
OPWDD Finger Lakes DDSO

Shannon Wagner
Nurse 2
OPWDD - Finger Lakes DDSO

Tanya Wells
Nurse 3 Psy
OMH Elmira PC

Shoshana Williams
Hab Spec 1
OPWDD - Western NY DDSO

Shelby Wisneski
Social Worker Assistant 3
OPWDD Finger Lakes DDSO



Labor News You Can Use

By **SHERRY HALBROOK**

Could the Pandemic Prompt an ‘Epidemic of Loss’ of Women in the Sciences?

Even before the pandemic, many female scientists felt unsupported in their fields. Now, some are hitting a breaking point

From Agriculture and Markets, to the Department of Education, to the Department of Health, to the Department of Parks, Recreation and Historic Preservation, to the Department of Law, PEF scientists offer valuable skills to support New York and its residents.

Women in science faced hurdles before COVID-19, but during the pandemic they have been hit with even more, trying to stay afloat through school and child-care closures and facing burnout and stress from working at home amid constant distractions.

The New York Times looked at the potential impact the pandemic has had, and will continue to have, on female scientists. [Click here](#) for the full story (NYTimes.com is a subscription-based service).



Image Source: The New York Times

Companies Can’t Stop Overworking

Excess work isn’t good for anyone, employers included. So why are we still doing it?

The pandemic has blurred work-life balance, blasting away the boundaries between work and home, and leaving many feeling stretched to their breaking point. When offices reopen, workers expect the burnout and overworking to continue. The situation isn’t good for workers’ health and it impacts productivity. Despite this, excessive hours and long work days continue.

The New York Times reports that for the first 49 hours of the week, there was a direct relationship between time and productivity — the more employees worked, the more they got done. Starting at hour 50, employees still produced more the more they worked, but the output for each additional hour started to shrink. And after about 64 hours, productivity collapsed.

For a full look at this trend and its impacts, read The New York Times article [here](#). (NYTimes.com is a subscription-based service).

Public Sector Jobs Up in March, But Still Far Below Pre-Covid Levels

Education, leisure and hospitality and construction fields saw the largest gains.

March 2021 was a strong month for state and local public sector employment, but the workforce is still far below pre-pandemic levels, down by around 1.2 million jobs compared to February 2020.

Education topped the list with the most growth. In addition to education, leisure and hospitality and construction saw gains—of 280,000 and 110,000 respectively. About 176,000 of the leisure and hospitality gains were in food services and drinking places, according to the publication Route Fifty.

For a full look at the month’s public sector gains, [click here](#).





NYS Fund Our Future

PEF has partnered with one of its parent unions, AFT, and [In the Public Interest](#), a national research and policy center focused on fighting back against privatization, to create NYS Fund Our Future. The mission of the coalition is to build a thriving New York by making the case for government in the public interest.

Secretary-Treasurer Kay Wilkie was asked by President Wayne Spence to lead the PEF team, which also includes Vice President Randi DiAntonio and includes directors from the communications, legislative, organizing and research departments.

“Government is supposed to be by the people and for the people,” said Spence. “Fund Our Future was created to make sure that people in power won’t get away with reducing the size and strength of the public sector. We look forward to growing the coalition and spreading its message across the Empire State.”

We are in the process of creating a broad campaign to communicate that message. Our first efforts have already yielded some fruit, with a pair of op-eds focused on the mental health crisis in the state and why proposals to further limit and cut services are so misguided. You can read the first op-ed in [The New York Daily News](#) and the second that was written for [The Gotham Gazette](#). Future op-eds are planned about the necessity for investments in public health as well as the importance of public sector involvement in infrastructure reform.

We will reprint all future op-eds here and keep members informed as NYS Fund Our Future evolves.

RECOMMIT TODAY!

NEW + EXISTING PEF MEMBERS

SIGN NOW!



**6 FEET
APART**



**3,056
NIGHTS**
IN HOTEL ROOMS
FOR MEMBERS



**6 VIRTUAL
TOWNHALLS**

COVID SCORECARD

20,000 MASKS MAILED

5 0

**115,000 FACE MASKS
DISTRIBUTED**



**FACE MASK
DISTRIBUTION
EVENTS**

PEF.ORG/COVID

40 MEMBERSHIP APPRECIATION EVENTS



**15,000+
FRONTLINE/
ESSENTIAL
MEMBERS**

**VIRTUAL
CONVENTION
ONE**

20 COVID FAQs SHARED



**12 LETTERS TO
STATE AGENCIES**

**PEF RELIEF FUND
RAISED TO DATE**

\$361,626

DONATIONS RECEIVED FROM PEF + OUTSIDE SOURCES

**350
MEMBERSHIP
MEETINGS**

**WEAR A
MASK.**



6 FEET APART

40 MEMBERSHIP APPRECIATION EVENTS

6 VIRTUAL TOWNHALLS

3,056 NIGHTS
IN HOTEL ROOMS FOR MEMBERS

PEF RELIEF FUND RAISED TO DATE

\$361,626

6 LEGISLATIVE BUDGET TESTIMONIES

YEAR IN REVIEW

350 MEMBERSHIP MEETINGS

ONE PEF

20,000 MASKS MAILED

5 0

PEF.ORG/COVID

5 SOCIAL MEDIA TOOLKITS

115,000 FACE MASKS DISTRIBUTED

FACE MASK DISTRIBUTION EVENTS

9 LETTER CAMPAIGNS

12 LETTERS TO STATE AGENCIES

PEF: A Year in Review

[Watch video](#)

PEF ramps up member appreciation events

By KATE MOSTACCIO

March marks a year since COVID-19 completely changed our way of life. The governor put New York on “pause” and businesses were shutdown. Schools closed and shifted to remote learning. Face masks became the new normal.

Despite the pause and throughout the pandemic, PEF members continued to provide vital services to New Yorkers – from nursing care, to mental health services, to unemployment assistance. Some worked from home, but most continued to report to facilities.

The state has given these dedicated professionals little recognition, but PEF’s Organizing Department mobilized and is hard at work traveling the state and hosting member appreciation events to deliver the message that their work is important and appreciated.

“Membership appreciation events have been well-attended and well-received by our members,” said Director of Organizing Dan Carpenter. “One of the things we hear most from our members is ‘thank you for coming out and doing this.’ We remind them, while we appreciate their thanks, we are here to thank them for their sacrifices and their dedication to keeping New York State going while the governor put the rest of the state on pause.”

Carpenter said PEF has hosted 20 member appreciation events in the last two months – from Elmira out west, to Queens in the southern part of the state, to Albany in the north. There are plans for more events in the coming weeks and leaders are encouraged to reach out to the Organizing Department if they would like an event for their Region or Division. [Click here for the member meeting request form.](#)

In addition to showing PEF’s appreciation for the hard work of members, the Organizing Department teamed up with the Legislative and Political departments to collect budget priority letters. PEF is engaged in a fight-back campaign to oppose legislation that would have a detrimental impact on PEF members and retirees.

“The member appreciation events have given us the opportunity to engage with members on their important role during the budget season to help fight back against proposals that are harmful,” said PEF Vice President and Statewide Political Action Chair Randi DiAntonio. “Their speaking out is pivotal in beating back the budget proposals.



President Wayne Spence speaks to the media in Orangeburg, N.Y., on March 8.

“These events are an opportunity for us to show our appreciation to our members, but also to educate them on their role as union members in helping advance the interests of the union,” she said. “It’s much easier to talk to members face to face, put letters in front of them and explain the importance.”

DiAntonio said as of March 25, PEF had collected 19,157 letters to legislators. Members are encouraged to send pre-written letters available [here](#).

In the Bronx, PEF Contract Team Chair Darlene Williams said the member appreciation event was the best day she had in a long time – a sentiment echoed by a number of members who stopped by the PEF Organizing table.

“It is so important for the members to see how much the union appreciates them for coming into work, doing the job to protect the citizens of the state of New York,” Williams said. “I just had a nurse administrator say this is the best thing that has happened to them in a long time.”





Division 301 membership appreciation event

The members have a chance to sit down with PEF staff to learn about the letters and the issues they are being asked to sign and advocate for and Williams said that has been well-received and appreciated as well.

“They appreciate that we are explaining everything to them,” she said. “It’s all smiles and thank you, we appreciate this. They are thanking us and we are trying to thank them.”

Division 301 Council Leader Gina Corona praised PEF staff for “a wonderful start to spring.”

“It was a little chilly, but we had about 100 members come out, grab some lunch, sign 400 letters to legislators supporting PEF’s agenda, and engage with us,” she said. “The members really expressed much appreciation for the recognition of their commitment to patient care during a very challenging time. It was a very successful event attended and appreciated by many.”

Division 301 is comprised of members at Hutchings Psychiatric Center and many members worked on site through the pandemic, putting their safety on the line for New Yorkers in need.

At Elmira Psychiatric Center, Region 2 Coordinator Andrew Puleo said around 30 members participated, braving the cold and rainy weather. He thanked PEF Executive Board member and Statewide Nursing Committee Chair Carolyn Cole and PEF staff for organizing the event. Attendees received T-shirts and sandwiches.

At the Greater Binghamton Health Center, the pouring rain certainly dampened the event, but couldn’t damper it, as more than 40 members came out.

“It poured rain the whole time,” Regional Coordinator David Dubofsky said. “The facility didn’t let us set up tents anywhere close to the entrance, so we were a hike for people to come out to see us. But the people that did come out really appreciated it.”

The following day at Glendale Technology Building, the weather was sunny and more members interacted with their leaders and PEF staff.

“This event was specifically for Division 399, the disability office, but we also opened it up to the State Insurance Fund and Department of Labor,” Dubofsky said. “We served over 100 lunches and we got a ton of letters signed that day. The members loved it.” Member appreciation event at Elmira PC



Member appreciation event at Elmira PC

Women in the workplace ignored no more

By **SHERRY HALBROOK**

"There were 20 million women office workers, and we didn't exist." That's a comment shared in the documentary "9 to 5, the Story of a Movement," that the PEF Women's Committee brought to union members in March in observance of Women's History Month. It was one of several documentaries screened in March for PEF members by the committee.

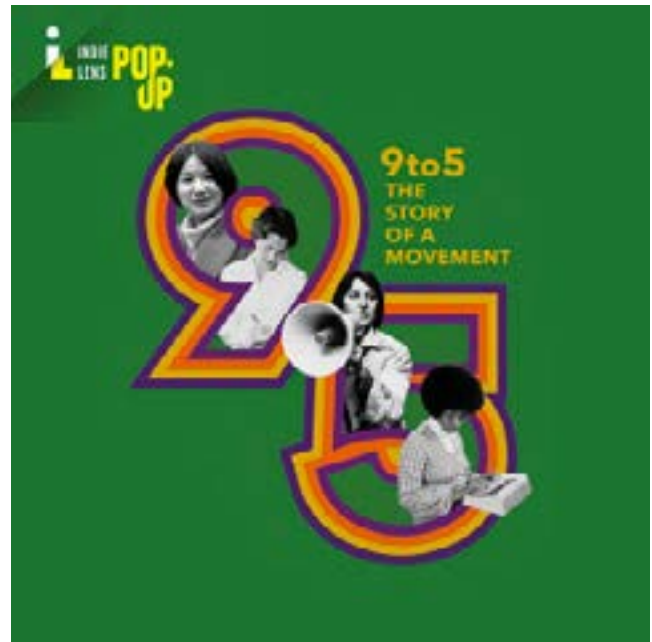
The "9 to 5" documentary was made available to PEF through the Undergraduate Labor Institute at Cornell University. The documentary was featured on the PBS series "Independent Lens" and you can still stream it through March 31. A panel discussion following the screening included the Academy Award-winning filmmaker Julia Reichert, as well as Kim Cook of Cornell, Lane Windham of Georgetown University and PEF leaders including Secretary-Treasurer Kay Alison Wilkie, Tamara Martin and Scarlett Ahmed. PEF staff member Suzanne Zabek also participated, representing USW Local 9265.

Women who entered the national workforce during WWII were kicked to the curb when the country's men returned from military service. Gradually, the women returned as secretaries and clerical workers, for rock-bottom pay and no respect.

The documentary lets the women tell their own story of how they formed the actual 9 to 5 organization in Boston in the 1970s. With the help of actress and activist Jane Fonda, it inspired the popular comedy film "Nine to Five" starring Fonda, Dolly Parton, Lily Tomlin and Dabney Coleman in 1980, as well as a TV series that lasted five seasons, and a Broadway musical in 2009.

Those fed-up women in Boston launched much more than that. They woke America up to the fact that women were sick and tired of being stuck as entry-level office workers, who were exploited, ignored and disrespected by their male-dominated employers. Their 9 to 5 movement in Boston quickly spread to other cities such as Cleveland and Cincinnati, and across the country.

"People didn't realize women had this kind of power. It was shocking," one of the early leaders said.



Another woman recalled a day when she was working alone in an office through lunch, and a man stopped by. He leaned in through the door, looked straight at her and said, "No one's here!"

Just as Black men in the Civil Rights Movement protested being called "boys," and picketed with signs saying, "I am a man," that same demeaning blanket of disrespect and invisibility obscured women in the workforce, and was summed up in a newspaper headline that read: "You're a girl until the day you retire."

When the women at a large company in Boston walked off their jobs, their bosses were stunned. The women demanded a meeting with management, but searched for a common issue on which to focus. The men had recently removed the tampon machines from women's restrooms, so the women finally got the men to agree to reinstall the machines in some of the restrooms.





The women had big workplace issues such as better pay, a fair chance at promotions, an end to sexual harassment and, most important of all, respect. However, they came to realize they could not make meaningful change until they organized as labor unions. Labor unions,

too, were dominated by men, and it took time for women at various employers to find union homes. The core group evolved into District Council 925 at the Service Employees International Union, where it continues today as Local 925, a sister SEIU affiliate of PEF.

As they organized union locals in the 1950s and early '60s, women in the Midwest found an outspoken, assertive role unfamiliar and disturbing. The organizers had to adapt.

"We couldn't have a 'demonstration' because it was considered too radical, so we had 'actions,' one of the leaders said.

"I'm clear that I stand on the shoulders of these women," said PEF Secretary-Treasurer Wilkie. She explained that early in her career she worked for a global financial institution, and her opportunities were improved by the increased sensitivity triggered by class action lawsuits brought by women and minorities, and increased government regulation and scrutiny of the banking and insurance industries.

Wilkie said the vibrant feminist and labor activism of the 1960s and '70s have not just helped her get traction in her career, they have also made her more conscious of how people are affected by national issues, such as increased privatization of public services.

"Privatization hurts women disproportionately," she said, because it removes jobs from civil service career ladders that help women advance based on merit.

Whether it's gender or race, equal treatment and opportunity tend to break down, Wilkie said, "unless you actively work in the other direction."

VP DiAntonio appointed to regional workforce boards

By KATE MOSTACCIO



PEF Vice President Randi DiAntonio will serve on the Finger Lakes Workforce Development Board and the Finger Lakes Workforce Investment Board, working to improve the economic well being of job seekers and employers in the region.

The boards are a product of the Workforce Innovation and Opportunity Act of 2014 and the Finger Lakes boards represent Ontario, Wayne, Seneca and Yates counties.

"I am thrilled to be appointed to participate on the Workforce Investment Board and represent PEF and the interests of our membership for the Finger Lakes region," DiAntonio said. "Being part of collaborative dialogues with other community stakeholders is vitally important to elevating awareness and visibility of PEF members and the work they do to keep New York State running. This is an opportunity for building partnerships, power and solidarity and I am looking forward to it."

PEF members work to raise fish, stock New York waters

By KATE MOSTACCIO

Did you know New York is in the fish business?

The state Department of Environmental Conservation (DEC) maintains [12 fish hatcheries](#), raising a variety of fish to stock waterways, lakes and ponds statewide.

Ken Osika, a fish culturist, has been a PEF member for 28 years and manager of the Bath Fish Hatchery in Steuben County for 29 years.

"There are two reasons we stock," Osika said, "to enhance recreational fishing and to restore native species to waters they formerly occupied."

At certain points of the year before spring stocking, a DEC hatchery can be home to close to a million fish. In the spring, the hatcheries stock more than 2.3 million catchable-size brook, brown and rainbow trout in more than 300 lakes and ponds and roughly 2,900 miles of streams, according to the DEC website.

Raising a variety of fish

Each hatchery raises the type of fish their water quality can support. Nine of the hatcheries are cold water and can raise species such as trout and salmon. Three others raise warm-water species, such as walleye, muskellunge and tiger muskellunge.

Selected hatcheries also raise specialty species, Osika said.

"Something we have here, it's fairly new, are ciscos, which are a prey fish compared to salmonids, which are predators," Osika said. "They were native to a lot of the Finger Lakes, but were extirpated from much of their range. There is a remnant population in Lake Ontario and this is where we collect the eggs for our program." In an attempt to reestablish a population in Keuka Lake, the state has undertaken an effort to raise and stock them. The U.S. Geological Survey lab in Cortland is also working to restore this native species.

The Oneida hatchery raises sturgeon and in the past they have raised paddlefish. The Adirondack hatchery grows round white fish.



"It's not all sport fish that we raise," Osika said.

A lot of work goes into raising the fish and it is a year-round, full-time job.

"There is a lot going on behind the scenes," Osika said. "We're feeding them, keeping the units clean; if they get sick we have to treat them with medicated food or introduce therapeutic chemicals into the water. There is also a lot of coordination between the hatcheries."

The Bath Hatchery requires 1,400 gallons per minute of cold, clean spring and well water to support its fish population. Droughts can have an impact on the amount of water from year to year.

"It's a balancing act," Osika said. "We rely on Mother Nature, too."

Raising the fish and establishing healthy populations takes time and skill.

"They get a lot of care here," Osika said. "We raise a lot from eggs here because we have high quality water at the Bath Hatchery. We raise eggs until they are four to five inches and





DEC staff Lori Severino and Patty Rixinger during the rainbow trout egg take at the Cayuga Inlet fishway.

then send them off to other hatcheries to finish raising them. But, most of the fish we raise here remain for a year and a half before they are stocked."

In an effort to enhance the quality of fish, since wild fish survive in the wild better than domesticated fish, DEC staff harvest eggs from wild rainbow trout using a fish ladder during spawning at Cayuga Inlet in Ithaca.

"Wild fish will live longer," Osika said. "We can cross the eggs from a wild female rainbow trout with sperm from a domesticated male rainbow trout. You get the best of both worlds. They are considered a hybrid which allows them to survive longer in the wild as compared to domestic fish. They also can adapt to crowded conditions in the hatchery."

Wild rainbow trout will grow slower in the hatchery, achieving six inches in a year versus eight inches for the hybrids.

Behind the scenes of stocking

Stocking is more than just pouring fish into public waters, a lot of planning goes into the process. When it is time to stock, hatchery staff travels to other hatcheries for fish they are unable to raise and return to their region for distribution. Determining what fish go where is a science.

"Biologists go out and survey streams across the state," Osika said. "They determine which species, how many, and if the water is accessible to the public. We're not going to stock anything that isn't accessible to the public. It can't be posted and it can't be a private lake with a private association."

[Fishing license sales](#) in New York help fund the hatchery program and sportsmen should have access to the fish the DEC stocks, Osika said.

Long history

New York was an early pioneer in state-run fish hatcheries and some of the hatcheries date back to the Civil War era.

"The Caledonia Hatchery south of Rochester is the oldest hatchery, built in 1860," Osika said. "The Bath Hatchery was built in 1893. They were built at a time when there was a lot of deforestation and a lot of issues with siltation, erosion and dams being built so fish couldn't get to spawning grounds. There was also overfishing.

"They decided they wanted to replenish the populations that were being overfished," he said. "They wanted to bring in different species. The brown trout is from Europe, brought over in the 1800s. The rainbow trout came from the West Coast. If you look at the old early 1900s books, they tried everything. A lot didn't take, be it water chemistry, temperature or quality."

Where can I fish?

Osika said a new trout stream management plan is available on the DEC website and it explains the stocking process, as well as where fish are stocked. [Access the plan here.](#)

Son of PEF field rep wins labor history essay contest

By KATE MOSTACCIO

Gehrig Synder's essay on the impact of Japanese internment camps on the American labor movement won first place in this year's American Labor Studies Center's Walt Wheeler American Labor History Contest.

Gehrig, a student at Christian Brothers Academy in Syracuse and the son of PEF field representative David Snyder, began researching his topic a few years ago when his father gave him a flyer about the competition.

"I have been working on my essay on and off for the past three years," Gehrig said. "The hardest part was doing all the background research about my topic. Originally, I got interested in this topic when I found Professor Hinnershitz's article online. Later, I learned I could access documents from library archives through inter-library loan, and was able to secure the actual government reports from the Japanese internment camps from the University of Oregon, which was pretty cool."

David said the essay contest is a stepping-stone to larger goals for his son.

"You try to invest in what you see as their strengths, whether its academic, athletics, music," David said. "You try and get them to emphasize those strengths. Our goal is getting into the best college possible and without student loans."

Building a strong resume will help him do that. Gehrig is enrolled in the University of Alabama's early college program. He recently partnered with another student for the 2021 Virtual Central New York Science & Engineering Fair, winning grand prize and a scholarship.

The pandemic has been tough for students across the globe, with remote learning and fewer opportunities for academic and extracurricular activities.

"It's gratifying to see him achieving these things," David said. "Right now, it's so hard to keep our kids on track. When you



have a kid who excels and then all of a sudden their critical years are put in jeopardy because of the pandemic, it's hard for them to distinguish themselves."

The essay contest, named after Walt Wheeler, a longtime Capital Region labor leader, is open to students in grades seven through 12. The American Labor Studies Center creates, collects and disseminates labor history and labor studies curriculum materials and resources to K-12 teachers nationwide through its [website](#) and via conferences, workshops, seminars and exhibits.



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Keeping PEF members current on PEF news, emailed to your mobile device or home computer monthly.

www.pef.org/ecommunicator-signup/



Letters to the Editor

Thank you for your courageous service

To the Editor:

I want to say a special thank you to all of the courageous men and women who have served both on the “frontlines” and as support staff during this pandemic.

PAULINE E. BURNES

Arkport

Ready, waiting for fair contract

To the Editor:

Yes, we are still doing it! No contract. We worked at lower pay rate during overtime, and still no resolution on these matters.

NICOLE SHANTIE

Malone

Editor’s Note: *The state refused to participate in contract negotiations after the pandemic lockdown began in March 2020. It has now agreed to resume negotiations virtually beginning April 27.*

Why don’t DOCCS nurses have a new contract?

To the Editor:

Here is a question: After over more than one year, the nurses of the state Department of Corrections and Community Supervision still don’t have a contract. Why don’t you address that?

DEBRA VOGEL

Latham

Editor’s note: *As has been repeatedly reported in The Communicator, the state refused to negotiate with PEF on a new contract for all PS&T employees after the pandemic lockdown occurred in March 2020. We can now report that the state has agreed to resume negotiations virtually starting this April 27.*



When can we have fun together again?

To the Editor:

I was just wondering if there were any plans for members. No picnic, no Christmas party; there should be loads of money in our account.

ROBIN WALWRATH

Gloversville

Editor's Note: *Sharing good times is important, and the union knows members are starved for the chance to be together again. PEF has focused its resources on protecting members' health and safety throughout the pandemic, on advocating for members' legal and contractual rights, and meeting their needs to function efficiently while protecting their own safety and that of their families. The union has sent masks to members and it provided hotel rooms for nurses and health care workers who were on the job many hours directly caring for the most seriously ill COVID patients. The pandemic is not over yet, but with vaccines now available PEF is reaching out to members both virtually and in person to share information and to hear how their needs and issues have evolved. PEF organizers are traveling to meet with members and division leaders and may bring small gifts for members with them. Meanwhile, talk to your division leaders about activities and events you would like to see the union conduct for you and your fellow members as soon as it is safe to do so. You may also be glad to hear the Membership Benefits Program is eager to resume offering Family Fun Days and recreational program discounts as soon as it is safe for the programs to reopen.*



Spring ushers in signs of hope

New York, like the rest of the world, is still grappling with the crushing consequences of the COVID-19 pandemic. With tens of thousands New Yorkers dead from the virus, and countless more struggling with personal crises, everyone is looking for a ray of hope beyond vaccinations and a new president in the White House.

With more than a \$15 billion projected state budget deficit, state legislators and the governor are facing some difficult choices to protect our economy and public health.

To complicate matters, the governor is operating under a recent cloud of accusations, investigations and calls for him to resign or be impeached.

PEF retirees are fighting the proposed state cuts that were highlighted in the Communicator and on the PEF website in March. I want to thank PEF's statewide and regional Political Action Committees and legislative staff, and all of our retirees who wrote, emailed or called their elected representatives to protect our state benefits, as well as state jobs and services. The budget is due April 1, so if you haven't made your voice heard yet, there is still time! Just click here to visit our letter-writing page.

In March, Congress passed a third round of COVID-19 relief, called the American Rescue Plan, and President Joe Biden signed it into law the next day, which is good for our state budget, our union, small businesses and workers who are struggling because of the economic impact of this pandemic.

What's in the \$1.9 trillion American Rescue Plan?

The legislation contains economic stimulus payments of \$1,400 to individuals or couples based on their income. People receiving Social Security, Supplemental Security Income (SSI), Veterans Administration (VA) and Railroad Retiree benefits would automatically receive the payment, even if they don't normally file tax returns. If you haven't received yours yet, check the IRS's "Get My Payment" page.

The Centers for Disease Control and Prevention (CDC) receives \$7.5 billion to improve the process of distributing and administering the COVID-19 vaccines, including help to state, local and tribal health departments. An additional \$46 billion is provided for testing, contact tracing, diagnosing and monitoring the pandemic, on the federal and state levels.

Funding to support the public health workforce is bolstered with \$7.6 billion, including resources for community health centers for vaccine distribution and testing. The US Department of Health and Human Services and the CDC received \$1.75 billion to improve surveillance of new COVID-19 strains.

Emergency pandemic unemployment assistance is extended until Sept. 6, and more self-employed and part-time individuals could qualify for benefits. Up to \$10,200 in unemployment benefits is exempted from federal income tax in 2020 for households earning less than \$150,000 a year.

The total number of weeks of benefits is extended to 74 for individuals who are not able to return to work safely.

Tax credits to businesses that offer paid leave to their employees are extended to Sept. 30. That includes offering family caregivers the same leave available to parents and workers who need to care for themselves. However, the bill does not require businesses to offer paid leave.

The 15 percent increase in the Supplemental Nutrition Assistance Program (SNAP), also known as food stamps, is extended.

The Community Supplemental Food Program — food packages for seniors — is receiving \$37 million to keep it available until Sept. 30, 2022

Older Americans Act programs, including nutrition services, home- and community-based services, vaccination outreach, social isolation and caregiver support, are receiving \$1.4 billion.

Emergency rental assistance and other relief for the homeless receive \$30 billion. And another \$10 billion is available for mortgage assistance.

Half a billion dollars is provided for the deployment of "strike" teams to nursing homes with diagnosed or suspected COVID-19 resident or staff cases. An additional \$200 million will strengthen infection control and the prevention and mitigation of COVID-19 in skilled nursing facilities.

A two-year increase in Affordable Care Act (ACA) subsidies is provided to help people afford health plans in the ACA marketplaces. People with incomes above 400 percent of the



federal poverty level (\$51,520 for an individual) would qualify for subsidies so they would not have to pay more than 8.5 percent of their annual income in health care premiums.

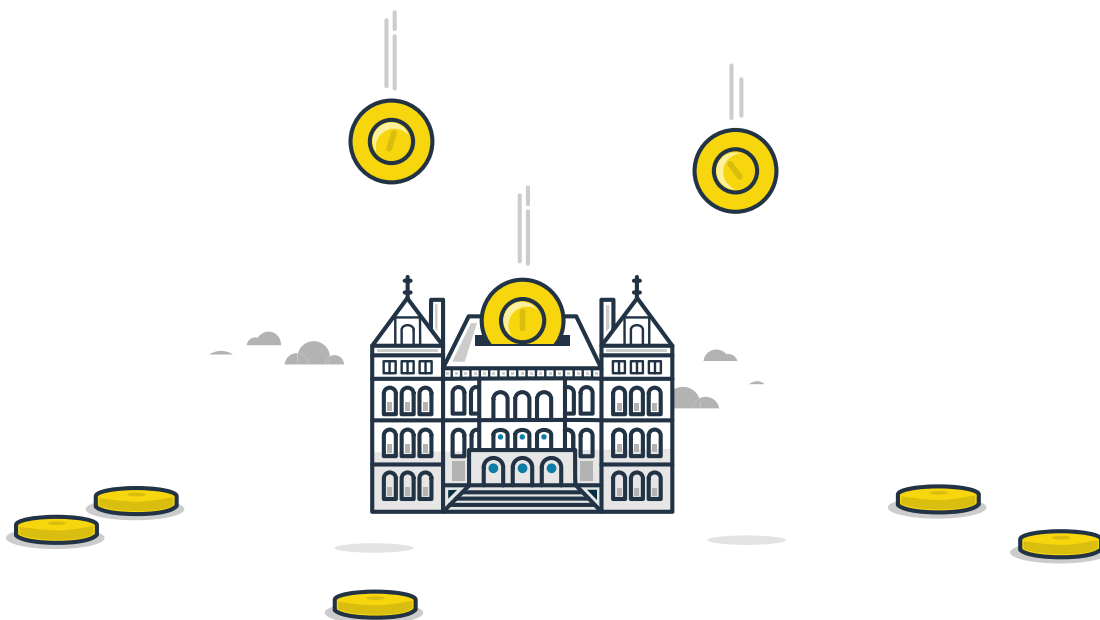
COBRA subsidies would be available through the end of 2021 to help workers who have been laid off or furloughed. Medicare-eligible individuals on COBRA would be reminded to transition to Medicare to avoid Part B late-enrollment penalties.

Severely underfunded multiemployer pension plans can get federal assistance from the Pension Benefit Guaranty Corporation.

The funding is approved for all of these beneficial programs for people and our economy. How wisely and effectively they are used depends at least partly on each of us.

It has been a frustrating time for many of us trying to schedule our COVID-19 vaccinations, but the vaccine's availability and the eligibility to receive it are now being rapidly extended, so get your vaccination and encourage your family, friends and neighbors to get theirs too. Start here to check eligibility and find vaccination sites near you.

Please continue to stay safe, informed, involved and engaged in your PEF Retirees Chapter. We are all looking forward to the days when we can hold in-person meetings and events again, and if we are all very careful, that might happen later this year.



Sign up **TODAY** for the eCommunicator

Keeping PEF members current on PEF news, emailed to your mobile device or home computer monthly.

www.pef.org/ecommunicator-signup/



Ailing members need your leave donations

The following PEF members have reported a need for leave donations due to the need for medical treatment or recuperation from illness or injury.

Donations are made from annual leave and donors must retain at least 10 days of annual leave after donating. To donate leave, obtain a leave-donation form from your personnel or human resources office and submit it to that office. You may donate leave to employees at both the agency where you work and to those working at other state agencies.

To help facilitate donations, we list an HR contact number for each person needing donations on the list below.

- **Heather Crunden** is a nurse practitioner at SUNY Binghamton in Binghamton. Call 518-457-4272;

- **Nora Fulton** is a teaching and research center nurse 2 at SUNY Upstate Medical Center in Syracuse. Call 315-464-4943;

- **Julie Hutchinson** is a nurse 2 at Rochester Psychiatric Center in Rochester. Call 585-241-1900;

- **Tracy Jensen** is a business services center analyst trainee 1 at the state Office of General Services in Albany. Call 518-457-4272;

- **Laura Lama** is a senior photographer at the state School for the Blind in Batavia. Email AWhiteford@nysed.gov;

- **Rebecca Bezon Sando** is a nurse 2 at Orleans Correctional Facility in Albion. Call 585-589-6820;

- **Christine Thayer** is a manager ITS 1 data at the state Office of Information Technology Services in Albany. Call 518-457-4272;

The rules for making and receiving leave donations (such as leave recipients may not have had any disciplinary actions or unsatisfactory performance evaluations within their last three years of state employment) are set forth on pages 181 and 182 of the 2016-19 PS&T Contract. If you, or a PEF member you know, need leave donations because of a medical issue, you may contact The Communicator to request publication of that need. Send requests to thecomunicator@pef.org, or call 800-342-4306, ext. 271. Be sure to provide your contact information.





43RD ANNUAL CONVENTION DELEGATE INFORMATION

Niagara Falls, New York | October 24–27, 2021

Rules for Delegate Nominations

1. In order to be an eligible candidate, you must be a dues-paying PEF member as of **March 4, 2021**.
2. All Delegate Candidate Interest Forms will require the signature, printed name, and correct **Petition ID**. **The Petition ID consists of up to the first four letters of your first name and up to the first four letters of your last name AS THEY APPEAR ON YOUR PAYCHECK and the five digits of your home zip code.**
3. The accuracy of the information required in the Delegate Candidate Interest Form is the sole responsibility of the person being nominated.
4. Delegate Candidate Interest Forms will be available on **www.pef.org/elections** on **May 19, 2021**, at 9:00 AM. Delegate Candidate Interest Forms can be mailed to you by calling **800-342-4306** or emailing **divisions@pef.org** to request. Hard copy Delegate Candidate Interest Forms will **not** be available for pick up at PEF Headquarters or PEF Regional Offices. Faxing is not allowed. Only members submitting a Delegate Candidate Interest Form have the right to appeal.
5. Delegate Candidate Interest Forms may be filled in electronically or handwritten.
6. All Delegate Candidate Interest Forms must be received by 5:00 PM on **June 10, 2021**. Delegate Candidate Interest Forms must be returned either by email or United States Mail as follows:

Email: Divisions@pef.org

OR

Mailed: All mailed Delegate Candidate Interest Forms must be sent to –

NYS Public Employees Federation
c/o the Divisions Department
P.O. Box 12414, Albany, New York 12212-2414.

Mailed Delegate Candidate Interest Forms must be received no later than 5:00 pm on **June 10, 2021**. Received means “in hand, not mailed or postmarked.” Delegate Candidate Interest Forms cannot be hand delivered to PEF Headquarters or Regional Offices. Faxed Delegate Candidate Interest Forms will not be accepted.

If regular mail is used, please allow ample time for mailing.

If certified mail is used, a return receipt may be requested, although this is not required. Please note that certified mail sometimes takes longer than regular mail.

Postal failures or inadequacies are a matter between the individual submitting the Delegate Candidate Interest Form and the post office. Delivery delays and/or failures are not grounds for appeal. Allow five days or more for mailing, to be safe.

Petitioning results will not be given out over the phone. All petitioners will receive a letter by **June 23, 2021** announcing the outcome of the petitioning process.

7. Where the number of valid nominees is equal to or less than the number of authorized constituency delegates, no election will be required. Nominees will be so notified.
8. No PEF or employer resources (staff, office equipment, etc.) may be used for electioneering, and no PEF dues money shall be expended for this purpose. This includes PEF headquarters, regional offices and local divisions or councils.
9. No person shall use the PEF logo or letterhead on any written or printed material for campaign or endorsement purposes in any PEF election.
10. Division newsletters may not endorse or contain material that appears to endorse any candidate for delegate.
11. In addition to the above rules, the PEF Code of Ethics will apply to all election activities, which is found in the PEF policy manual.
12. Failure to meet any of the above requirements or deadlines is not appealable.

Rules for Delegate Elections

1. No PEF or employer resources (staff, office, equipment, etc.) may be used for electioneering, and no PEF dues money shall be expended for this purpose. This includes PEF Headquarters, Regional Offices and Local Divisions or Councils.
2. No person shall use the PEF logo or letterhead on any written or printed material for campaign or endorsement purposes in any PEF election.
3. Division newsletters may not endorse, or contain material that appears to endorse, any candidate for delegate.
4. In addition to the above rules, the PEF Code of Ethics will apply to all election activities, which is found in the PEF policy manual.

A. Appeals to the Delegate Elections Committee

1. Any current PEF member who believes he/she is aggrieved by anyone's alleged violation of the Delegate Election rules or any alleged misapplication or misinterpretation of the PEF Constitution or any PEF policy or procedure concerning Delegate Elections and has filed a Delegate Candidate Interest Form during the regular election period may appeal such to the Delegate Elections Committee.

a. There shall be a time limit of fifteen (15) calendar days following the close of petitioning or end of balloting for filing appeals to the Delegate Elections Committee.

2. The appeal shall be submitted on a Delegate Elections Appeal Form and filed with the Delegate Elections Committee in person or by mail at PEF Headquarters. The appeal shall contain a concise, factual statement of the facts of the alleged violation, misinterpretation or misapplication. Upon receipt of the appeal, the Delegate Elections Committee shall notify, in writing, persons as may be deemed appropriate, of the appeal. Such persons shall then have 10 working days from notification of the appeal to make a written response to the Committee.

3. The Delegate Elections Committee shall conduct an investigation of the appeal, if appropriate, and shall use its best efforts to render a decision in writing within 30 calendar days of receipt of the appeal.

B. Appeals to the Credentials Committee

1. The Delegate Election Committee's decision may be appealed to the Credentials Committee to be heard on the Sunday evening prior to the start of the Convention except if a Delegate Candidate Interest Form was not filed during the regular election period. The appeal shall be filed in writing with PEF's Secretary/Treasurer within 15 calendar days following the date of the written decision of the committee.

5. For Those Constituencies Requiring Elections:

a. Ballots will be mailed on **July 2, 2021**.

b. Completed ballots must be returned to the PEF post office box in Albany, NY as printed on the nominating Delegate Candidate Interest Form, by 5:00 p.m. on **July 26, 2021**.

c. The ballot count will commence on **July 28, 2021** at PEF Headquarters in Albany, NY.

d. Those wishing to observe their election count must notify the Delegate Election Committee by **July 21, 2021**.

e. Ties will be broken by the following method:
Each candidate's name will be placed in a container, and a random drawing will take place.

f. Ballot results will not be given out over the phone. Candidates will be notified by **August 6, 2021** as to the outcome of the balloting process. A full listing of the convention delegates will be announced on the PEF Website by **August 6, 2021**. Alternate delegates will be identified by rank as established by order of vote tally.

6. If a delegate leaves his or her constituency between the closing date for nominations and the starting date of the convention, the following rules apply:

a. If the move was due to an involuntary transfer or a layoff within the PS&T unit, the delegate may attend the convention.

b. If the move was due to a voluntary transfer or promotion within the PS&T unit, the delegate may not attend the convention. If an elected alternate is available, they will be notified.

c. If a delegate leaves his/her constituency due to retirement or resignation, the delegate may not attend the convention.

d. If a delegate has been off a current payroll (not paying union dues) for more than three (3) months, the delegate may not attend the convention.

7. If any delegate is unable to attend the convention for any reason, including, but not limited to the above situations, written notification must be received by the Delegate Elections Committee, at PEF Headquarters by, September 24, 2021, in order to allow sufficient time to notify any available alternate there may be, to attend the convention in their place. ■

Convention Delegate Information

The 2021 PEF Convention will be held Sunday, October 24 through Wednesday, October 27, in Niagara Falls, New York.

Delegate representation to the Convention shall be assigned on a one member/one vote basis with one delegate per fifty (50) regular members or major fraction thereof. Representation for the Convention shall be based on the number of regular members paying dues as of the first pay period in March preceding the Convention.

Apportionment is based on the size and geographic breakdown of the department as described in PEF's Constitution. If there

are too few members in an election district, the Committee in consultation with the Executive Board member will combine the district with another district of common interest. If you are interested in running as a delegate from your department, review the delegate apportionment list and locate your Agency's Name, Delegate Constituency Number and Agency Code Number. Directly across from the name will be the type of apportionment identified for your work site.

Division Convention Stipend – Every division that pays a stipend must pay the same stipend to all delegates from their division.

Note: Each "Delegate Constituency #" in the first column, denotes a separate election district. ■

2021 Convention Delegate Information

DEL CON. NO.	AGENCY CODE	AGENCY NAME	TYPE OF APPORTIONMENT	# OF DELEG. ALLOTTED	DEL CON. NO.	AGENCY CODE	AGENCY NAME	TYPE OF APPORTIONMENT	# OF DELEG. ALLOTTED
100	00640	State Ins Fund	Reg. 1	2		01590	Qual Care Ment		
101			Reg. 2 & 3	1	132	02000/	Audit Control	Reg. 1-7	2
102			Reg. 4	3		00650	Insur Fund A&C	Reg. 3-6	
103			Reg. 5	1	134			Reg. 8	27
104			Reg. 8	7	135			Reg. 9-12	4
105			Reg. 9	2	373	21065	SW Fin Servs (SFS)		3
106			Reg. 10	9	136	03000	Law	Reg. 1-9	3
107			Reg. 12	5	137	03000	Law	Reg. 10-13	2
108	01890	Comm Supervision	Reg. 1,2,3,&5	3	138	06000/06010/06110			8
109	10870		Reg. 4,6,7	2			Agricul Markets S/W		
110			Reg. 8	2	139	37000	Div. 268 Insurance Upstate		3
382			Reg. 9	1	394	37000	Div. 260 Insurance Downstate		8
111			Reg. 10	4	140	37000	Div. 174 Banking Department		7
112			Reg. 11 & 12	4	141	08000	Civil Service	Statewide	1
114	01030	Ex Alc Bev Con Statewide	Reg. 1-10	1			and Div. 250		
408	01110/	Off Info Tech Serv		61	142	09000/	Envir Cons M/O	DEC Reg. 0	14
	01113					09180	ENV Cons Lag PR	D.169 A,B,C	
116	10500/	Ex Off Gen Serv		4	143		DEC Reg. 1 - D.385		3
	01077	Homeland Security	Reg. 1-7		144		DEC Reg. 2 - D.169D		2
117	01050/	Ex Off Gen Serv	Reg. 8	18	145		DEC Reg. 3 - D.169E		2
	01077	Homeland Security	Reg. 8		146		DEC Reg. 4 - D.169F		2
118	01050/	Ex Off Gen Serv		2	147		DEC Reg. 5 - D.169G		2
	01077	Homeland Security	Reg. 9-12		148		DEC Reg. 6 - D.169H		2
120	01080	Ex Hsg & Cmty Rnl	Reg. 2-8	2	149		DEC Reg. 7 - D.169I		2
121			Reg. 1,9-12	2	150		DEC Reg. 8 - D.169J		2
122	01090/	Ex Div Human Rt	Reg. 1-12	3	151		DEC Reg. 9 - D.169K		3
	01360/	Ex Council Arts			152	10000	Cor Attica		2
	01370/	Ex Off of Aging			153	10010	Cor Auburn		1
	01510	Ex Racng & Wgrg Bd			154	10020	Cor Clinton		2
123	01120/	Ex Cons Prot Bd		1	156	10040	Cor Great Meadw		1
	01400/	Ex Crime Victim			157	10050/	Cor Fishkill (D.310)		2
	01540/	Ex Elections Bd				50390			
	21110	Off Reg Mgt Ast			158	10060	Cor Wallkill		1
124	01190/	Ex Veterans Aff		1	159	10070	Cor Sing Sing		1
	01131	Veteran Ed Asst			160	10080	Cor Green Haven		2
125	01300	Ex Adiron Park		1	161	10090	Cor Albion		2
130	01490/	Ex Crmnl Jst Sv		10	162	10100	Cor Eastern NY		1
	01530/	Ex Corr Comm			163	10110	Cor Elmira Cntr		2
	01060/	Ex State Police			164	10120/	Cor Bedfrd Hill (D.353)		2
	01620	Off Prev Dom Vi				50390			
131	01570/	Adv For Disable		3	165	10130	Cor Coxsackie		1
	01580/	Council on Chil			166	10140	Cor Woodbourne		1

2021 Convention Delegate Information

DEL CON. NO.	AGENCY CODE	AGENCY NAME	TYPE OF APPORTIONMENT	# OF DELEG. ALLOTTED	DEL CON. NO.	AGENCY CODE	AGENCY NAME	TYPE OF APPORTIONMENT	# OF DELEG. ALLOTTED
168	10160	Corrl Srvc M/O		5	226	12000	Health Main Off	Reg. 1	2
170	10630	Cor Southport		1	227	12200		Reg. 2&3	1
172	10270/	Cor Hudson		1	228			Reg. 4-7, not	2
174	10230/	Cor Adirondack		1				Saranac Lake	
	10510	Cor Moriah						or Herkimer	
175	10240/	Cor Dwnstst (D.296)		2	229			Reg. 8 and	42
	50390							Saranac Lake,	
176	10250	Cor Taconic		1				Herkimer	
180	10290	Cor Otisville		1	230			Reg. 9	1
182	10320/	Cor Edgcombe		1	231			Reg. 10	4
	10500/	Cor NYC Ctl Adm			232			Reg. 12	1
	10170	Cor Queensboro			295	12000/12200		Div. 191G	1
183	10350	Cor Ogdensburg		1	233	12010	Roswell Park		28
184	10370	Cor Five Points		1	234	12030	H Helen Hayes		5
185	10390	Cor Mohawk		3	235	12120/	H Vet Home Oxford		1
186	10430	Cor Wende		2		12180	H Vet Home Batavia		
189	10460	Cor Groveland		2	385	12150/	H Vet Home St. Albans		1
190	10470	Cor Collins		2	384	12190	H Vet Home Montrose		1
191	10480	Cor Mid-State		2	238	14010	Wkrs Comp Board Reg. 8		6
192	10490	Cor Marcy		2	239		Reg 1-7, 9-12		3
194	10530	Cor Franklin		2	240	14020	Labor	Reg. 1 (D.221)	3
195	10540	Cor Altona		1	241			Reg. 2	1
196	10550	Cor Cayuga		1	242			Reg. 3	2
197	10560	Cor Bare Hill		1	243			Reg. 4	2
198	10570	Cor Riverview		1	244			Reg. 5	5
199	10580	Cor Cape Vincent		1	245			Reg. 6 (D.217)	1
200	10600	Cor Lakeview		2	246			Reg. 7 (D.273)	1
201	10610	Cor Ulster		1	247			Reg. 8	15
203	10640	Cor Orleans		1	248			Reg. 9	3
204	10650	Cor Washington		1				(D. 286 & D. 410)	
205	10660	Cor Wyoming		2	249		Labor	D.245	9
206	10670	Cor Greene		2	252	14020	Labor	Reg. 12 (D.200)	3
207	10680	Cor Shawangunk		1	253	16000	Public Service	Reg. 10	1
208	10690	Cor Sullivan		1	254		Rest of State		5
209	10800/	Cor Livingston		1	255	17000	Trans Main Of		14
	10300	Cor Roch Fac			256	17010	Tr Albany	Reg 1 (D.258)	5
210	10810	Cor Gouverneur		1	257	17020	Tr Utica Reg 2		4
211	10820	Cor Willard DTC		1	258	17030	Tr Syracs Reg 3		4
212	10840	Cor Upstate		1	259	17040	Tr Roch Reg 4		4
213	10850	Cor Hale Creek		1	260	17050	Tr Bufflo Reg 5		6
216	11000/	Educ Main Off	Reg.8	21	261	17060	Tr Hornel Reg 6		3
	11010	Ed Special			262	17070	Tr Wtrtn Reg. 7 and Div 247 (51420)		3
217	11000	ACCES - Upstate	(D.230)	2	263	17080	Tr Pghkps	Reg 8	6
			Reg.2, 4-7		264	17090	Tr Bing	Reg 9	4
218			(D.230) Reg. 9	1	265	17100	Tr Hapaug	Reg 10	6
219		ACCES (VESID)	Dwnst (D.376)	4	266	17110	Tr Long Isl City	Reg 11	6
			Reg. 10-12		381	17000	NY Metro Transp Council	Reg. 10	1
220		ACCES (VESID)	Buffalo (D.215)	1	267	19000/	State	Statewide	4
			Reg. 1			19010	State Dept Lag		
221		ACCES (VESID)	Rochester	1	268	20010	Tax & Finance	Reg. 1	3
			(D.372)		269			Reg. 2&3	2
			Reg. 3		270			Reg. 4-7	1
222		SED	Dwnst &	2	271	20010/	Tax Finance	Reg. 8	12
			OPD S/W - (D.349)			20020/	Tax & Fin Lag		
223	11100	Ed Hgr Ed Srvc		1		20030	Div Tax Appeals		
224	11000/	Educ Main Off		1			D190 Stwrd const. A thru G, Q & R		
	11260	Ed Batavia Blind	(D.298)		391		D190 Stwrd const. H,I J,K		10
225	11270	Ed Rome Deaf		1	392		D190 Stwrd const. L, M, N, O & P		12

2021 Convention Delegate Information

DEL CON. NO.	AGENCY CODE	AGENCY NAME	TYPE OF APPORTIONMENT	# OF DELEG. ALLOTTED	DEL CON. NO.	AGENCY CODE	AGENCY NAME	TYPE OF APPORTIONMENT	# OF DELEG. ALLOTTED
272	20010	Tax Finance	Reg. 9	2		28650	SU Administratn		
274			Reg.11 (D.406)	5	310	28110/	SUNY HSC Syr		35
275			Reg.11 (D.290)	1		28118/	HSC Syr Hosp PR		
276			Reg.12	2		28170/	SU Col Cortland		
277			Reg.13 (D.341)	1		28230/	SU Col Oswego		
278	20050	Gaming Div		3		28550/	SU Env Sci&Frst		
279	22000/	Economic Dev	S/W	2		28350	SU Tech Alfred		
	55630	NYSTAR			312	490- /	All Parks and Recs.	S/W	9
280	23000	Motor Vehicles	Reg. 1-7	1		491- /			
281			Reg. 8	4		492- /			
282			Reg. 9-11	3		493- /			
283			Reg. 12	1		494- /			
284	25000	Off Child. Fam Sv.	Reg. 1-4	4		01510/	ExRacing&WgrBd	(D.305)	
285			Reg. 5, 6, & 7	2		19002			
288		Goshen Secure	(D.193)	1	313	50000	MH Main Off	(D.392A only)	5
290		Highland	(D.270)	1	314	50000	MH Main Off	(all other work sites excluding D. 392A)	5
291		Mid Hudson	(D.272)	2					
292			Reg.10,11,12	2					
293	25000	OCFS	(D.234)	14	315	50010/	MH Bing Psy Ctr		3
393	27000	OTDA		10		50731	Bington Child S		
294			(D.191C)	3	316	50020/	MH Kngbr Py Ct		4
296			(D.191 H,I,J,M)	2		50520	Bklyn Children		
298			(D.191W)	1	317	50030	MH Buflo Psy Ct		4
299			(D.404)	1	318	50390	MH Cntrl NY P C	Reg. 1-5, 8	6
300			(D.373)	3				10-12	
301			(D.337 & 264)	2	377	50800	NYC Childrens Ct		5
302	25000/	OCFS/OTDA	(D.369)	2	320	50080	MH Manhatn P Ct		4
	27000				321	50100/	MH Midltn Psy C		1
303	27000	OTDA Albany	(D.409)	4		50170	MH Rockland PC items in Sullivan & Orange County		
304		Manhattan	(D.192)	4					
307		Glendale	(D.399)	5	322	50110/	MH Roch Psy Ctr		4
308	28050/	SU Stony Brook		43		50743	MH Roch. Child Serv.		
	28058/	SU Stony Brook PR			323	50120/	MH St Law Psy C		5
	28200/	SU Col Westbury				50570/	St Law Child Sv		
	28390/	SU Tech Frmgdal				53500	OASAS Trmt. Ctrs.	Reg. 7	
	28570/	SU Maritime Col			324	50150	MH Creedmr P Ct		8
	28580	SU Col Optomtry			325	50390	MH Cntrl NY P C	Reg. 9	3
309	28100/	SUNY HSC Bklyn		11	326	50170	MH Rockland P C		8
	28108/	HSC Bklyn PR					not items in Sullivan & Orange County		
	28010/	SU Albany							
	28020/	SU Binghamton			327	50180	MH Psych Inst		3
	28030/	SU Buffalo			328	50190/	MH Hutchings PC		4
	28040/	SU Buffalo Spec				50738	Hutchs Child Sv.		
	28150/	SU Col Brockport			329	50200	MH Pilgrim P Ct		7
	28160/	SU Col Buffalo			330	50210/	MH Mhwk Val P C		3
	28180/	SU Col Fredonia				50540/	Mhk Vly C Yth		
	28190/	SU Col Geneseo				53500	OASAS	Reg. 6	
	28210/	SU Col New Paltz			331	50310	MH Bronx Psy Ct		4
	28220/	SU Col Oneonta			332	50340	MH Nat Kln Inst		2
	28240/	SU Col Platsbrg			333	50350	MH Krby Psy Cnt		3
	28250/	SU Col Potsdam			334	50390	MH Cntrl NY P C	(D.344 only)	6
	28260/	SU Purchase			335	50440	MH Mid Hdsn P C		3
	28270/	SUNY Col Techno			336	50500/	So Beach Chld S		7
	28280/	SU Empire S Col				50790/	MH S Beach Cntr		
	28360/	SU Tech Canton				50000	Main Pff Div. 253 Only		
	28370/	SU Tech Cobskil			337	50510	MH Wash Hts Un		1
	28380/	SU Tech Delhi			338	50550/	Elmira Child Sv		3
	28400/	SU Tech Morsvil				50920	MH Elmira Psy C		

2021 Convention Delegate Information

DEL CON. NO.	AGENCY CODE	AGENCY NAME	TYPE OF APPORTIONMENT	# OF DELEG. ALLOTTED	DEL CON. NO.	AGENCY CODE	AGENCY NAME	TYPE OF APPORTIONMENT	# OF DELEG. ALLOTTED
339	50590/	Cap Dst C You		4	357	51420	Sunmount DDSO	(D.242)	4
	50980	MH Cap Dst P Ct			358	51430	Ins Res Dev Dis	(D.345)	2
340	50810	W NY Ch Psy Ctr		2	359	51450	Metro NY DDSO	(D.407)	2
341	50850	MH Sag PC C Yth		2	360		Manhattan	(D.292)	3
342	50860	MH Rck PC C Yth		2	361	51470	Bernard Fineson	DDSO (D.207)	2
346	51000/	OPWDD Main Off	(all D.257)	7	362	51780	Monroe	(D.259)	4
	50390	MH Central NY PC Reg	(D.257)		363		Craig	(D.201)	2
					365		Newark	(D.246)	4
347	51000/	OPWDD Main Off	(D.167)	5	366	51940	Broome DDSO	(D.197)	5
	51330	Western NY DDSO	(D.167)		367	53500/	OASAS Trmt Ctrs	(D.311)	2
348		J. N. Adams	(D.243)	3		53500	OASAS Trmt Ctrs	(Reg.2-5, 8)	
349	51350	Long Island DDSO	(D.209)	5	369	53000	OASAS Main Off	(D.265)	2
350	51210	Hudson Valley DDSO		5	370	53000	OASAS Main Off	(D.314)	1
351	51240	Central NY DDSO	(D.304) Reg.4	4	371	53500	OASAS Trmt Ctrs	(Reg.9-12)	4
352		Rome	(D.189) Reg.6	5	372	51940	Val Ridge CIT	(D.403)	1
353	51250	Taconic DDSO	(D.248)	4	401	99002	Alb Hsng Author		1
354	51270	Staten Island DDSO	(D.280)	3	403	99004	Albany Co Prob		2
355	51290	Capital District DDSO		4	404	99005	NYS Canal Corp.		1
356	51380	Brooklyn DDSO	(D.244)	2	407	99008	Allegany County		1

Resolution/Legislative Agenda Deadline

The deadline for submitting resolutions and suggested legislative agenda items for presentation to the 2021 PEF Convention is **Friday, June 25, 2021, by 5:00 p.m.**, or if mailed – postmarked by **June 25, 2021, AND received by, July 2, 2021.**

Per convention policy, “No resolution received by PEF will be printed for the consideration of the delegates if it lacks a fiscal impact statement.”

Please send 2021 RESOLUTIONS, typewritten, and in the established format to:

NYS Public Employees Federation
c/o the Secretary-Treasurer's Office
P.O. Box 12414
Albany, NY 12212-2414

Alternatively, you may submit resolutions electronically, as a Microsoft Word document and drafted in the established format, by e-mailing them to **kwilkie@pef.org** and **janderson@pef.org**. To confirm receipt, or for assistance regarding resolution format, please contact the Secretary-Treasurer's Office at the previously stated e-mail addresses or at **800-342-4306 ext. 226**.

Please send suggestions for the 2021 PEF LEGISLATIVE AGENDA to:

NYS Public Employees Federation
c/o PEF LEGISLATIVE DEPARTMENT
P.O. Box 12414
Albany, NY 12212-2414

Alternatively, you may submit your legislative agenda suggestions electronically in Microsoft Word format by e-mailing them to

legresolutions@pef.org. To confirm receipt please contact PEF Legislative Department at the previously stated e-mail address or **800-342-4306**. ■



April 12, 2021

PEF Division 320 SUNY Upstate members join us for an appreciation day!



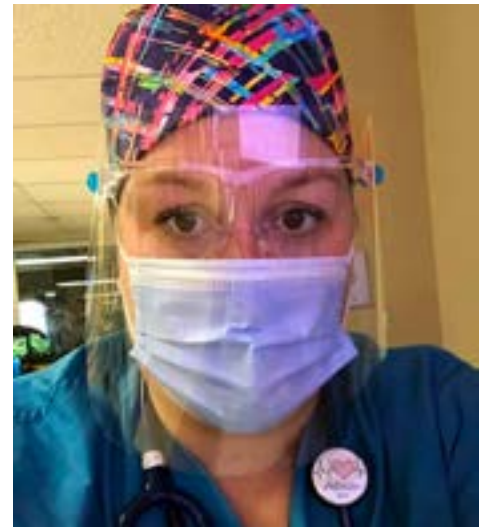
March 31, 2021

Big shoutout to our team in Albany from the Special Operations Branch. Fire Protection Specialists Chris Gould, Kyle Rudolphsen and Ed Heffern assisted a senior who was in need of help. Well done team !

March 29, 2021

PEF ENCON member, Albany steward, and PEF/ENCON secretary Holly Clark helping with the food drive in New Lebanon, NY on her off days from work. Its a small rural town but the need is still great as they serve nearly 250 families.





March 25, 2021
PEF members from Upstate Medical keep New York running - every day.

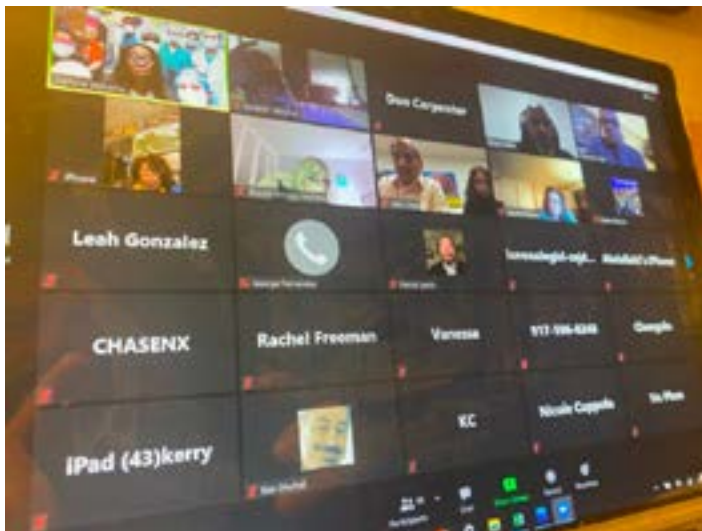


March 19, 2021
PEF Organizing Department finishes up its four day swing with a stop at the state office building in Endicott, NY. Another 400 legislative letters were signed and members appreciated the giveaways and the lunch they received. Special thanks to Region 5 Coordinator Dave Dubofsky & E-Board Reps Scott Staub and Helen Esposito, and the rest of the leaders at the State Office Building for helping to set this up!!



March 18, 2021

Rain or shine PEF will always thank and appreciate their members!! PEF Organizing has joined the leaders at Greater Binghamton Psych Center to recognize the hard work and dedication that our members have put in since the beginning of this pandemic.



March 16, 2021

PEF Region 11 Zoom membership meeting brings important updates regarding the NYS Budget, Contract Negotiations and COVID news to over 100 members, with PEF Legislative Director Pat Lyons reviewing house bills for our members, and Contract Chair Darlene Williams providing an update on our ongoing negotiations.

