



**6 FEET APART**



**3,049 NIGHTS**  
IN HOTEL ROOMS FOR MEMBERS



**4 VIRTUAL TOWNHALLS**

# COVID SCORECARD

**20,000 MASKS MAILED**

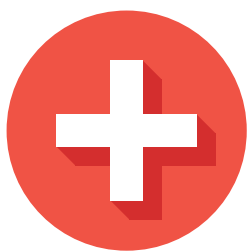
**100,000 FACE MASKS DISTRIBUTED**



**4 5**  
**FACE MASK DISTRIBUTION EVENTS**

PEF.ORG/COVID

**40 MEMBERSHIP APPRECIATION EVENTS**



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

**VIRTUAL CONVENTION ONE**

**13 COVID FAQs SHARED**



**12 LETTERS TO STATE AGENCIES**

**PEF RELIEF FUND RAISED TO DATE**

**\$336,412**

DONATIONS RECEIVED FROM PEF + OUTSIDE SOURCES

**309 MEMBERSHIP MEETINGS**

**WEAR A MASK.**

**The Communicator**

DECEMBER 21, 2020 | VOLUME 38/NO. 10

**2021 ELECTION RULES INSIDE DATES, RULES + REQUIREMENTS PAGE 30**

# Table of Contents

The President's Message	3
Executive Board discusses COVID, nursing issues and union finances	4
State indicates concessions, givebacks and no raises	10
2021 PEF Calendar	11
Union support helped score wins for endorsed candidates	12
PEF committed to keeping members informed during COVID	14
Ag and Markets member walks from N.Y. to Mass. to raise funds for Shriners	16
Watch out for use-it-or-lose-it leave deadlines	18
Parole officers always stuck between rocks and hard places	20
PEF brings DOCCS members info, answers to questions	22
Longtime PEF member at Oxford Veterans' Home named Registered Nurse of the Year	24
PEF Division 236 awards annual 2020 Neil Boyle Scholarships	25
Letters to the Editor	26
Retirees in Action: Retirees contribute to NYS economy...	28
Leave Donations: Ailing members need your leave donations	29
<b>2021 Triennial Election: Dates, Rules and Requirements</b>	<b>30</b>
Photo Highlights	40

## THE COMMUNICATOR

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Metro NY Labor  
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# The President's Message By WAYNE SPENCE

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## We Got Through 2020 Together and That's How We'll Face 2021

This is the final Communicator of 2020, which makes it a perfect time to look back and look ahead.

The cover of this issue graphically summarizes what we as a union accomplished this year. It was certainly a year unlike any other and PEF members demonstrated that their work is critical to keep New York state running. Every day thousands of you risked your health to serve fellow New Yorkers in need.

New York flattened the curve of the pandemic's first wave, but is now in the middle of a second surge. As you heard in this month's Telephone Town Hall, PEF is fighting on many fronts to ensure your health and safety. As management continues to return employees to work despite evidence that thousands of you can effectively telecommute from home, we've put together a toolkit to help you check if the proper [COVID controls are in place at your worksite](#). When you see a lack of compliance in your agency, I implore you to send us photos if you can do so safely. Not enough hand sanitizer for your agency's size? Take a picture. No signs in the elevator indicating maximum occupancy during the pandemic? Take a picture. Inadequate mask supply? Take a picture. Send them all to [healthandsafety@pef.org](mailto:healthandsafety@pef.org) so we can make the case with management and elected officials that not enough is being done to protect state workers.

Forcing government employees back into clustered workspaces demonstrates the disconnect between the governor's public statements and agency management's interpretation of those statements. Their actions have put the workforce and local communities at risk from this unrelenting aggressive virus.

As the calendar turns to 2021, I promise you that we are preparing to increase pressure on the state to live up to its promises. "Follow the Science" is among the governor's most popular phrases. So why are PEF members returning to work in micro-cluster zones that are orange or even red? It is simply not right and enough is enough. If the administration and agency managers do not take immediate action in the new year, we plan to roll out a public awareness campaign on multiple fronts. Look for billboards, digital videos and radio ads aimed at increasing public awareness of the critical work PEF workers do and the utter failure of the state to protect you and your families.

Finally, a word of thanks. In a tragic year beyond belief, I've met so many of you on the front lines who define what it means to be in a union. We are truly all in this together and we will fight unfair treatment, together. From all of us at PEF, please celebrate safely this holiday season.

In Unity,

A handwritten signature in black ink that reads "Wayne Spence". The signature is written in a cursive, flowing style.

Wayne Spence  
PEF President

# Executive Board discusses COVID, nursing issues and union finances; sets hybrid petitioning rules for Triennial Elections

By KATE MOSTACCIO

The PEF Executive Board met December 3 and 4 via Zoom to decide on a process for Triennial Election petitioning, vote on a revised Code of Ethics and receive updates on issues impacting PEF members across the state, including nursing needs, membership engagement issues, and lawsuits filed to protect members during COVID.

## Keeping pressure on the state during COVID

The pandemic is in the midst of a second wave as cases explode throughout New York.

"We are now heading back to where we were in March of this year," said PEF President Wayne Spence. "We are seeing a major uptick in COVID cases. We're seeing a field hospital being put up on Staten Island. We are seeing again, to our dismay, the total lack of concern for our members. Places like OCFS, DOCCS, OMH and OPWDD seem to be very willy nilly when it comes to our members, and the residents and people that we are sworn to serve."

Spence called out the state on ignoring common sense precautions suggested by PEF, such as requiring visitors to facilities be tested for COVID prior to entering a location.

"To this day, many of us cannot visit our loved ones who are in nursing homes," Spence said. "When we asked them if you are going to allow people to visit and enter these congregated facilities why not require the visitor to be tested and have proof of testing before they show up? That fell on deaf ears. We are now seeing the results of that inaction of the state."

The president pledged to continue pressing the state on safety issues, as well as to take the issue to politicians, send letters to the governor and exert public pressure on the state through the media.

Katie Vorwald, PEF Statewide Director of Field Services & Supervisor of Regions 4, 7, 8, 9, reported high numbers of members contacting the Field Services/Organizing Department.



"The amount of concerns, complaints and other inquiries we have been getting continues to be extremely high," she said. "It's just as high now as it was in the spring. We are right back in the thick of it with our concerns for members on emergent life and death health and safety concerns."

Vorwald said her department is in constant contact with members and management, but there are still agencies that are not communicating common-sense health protections to members.

"Outbreaks are rolling through facilities," she said, naming Western New York DOCCS, Greene County OMH, Finger Lakes DDSO and parole offices as just a few areas seeing spikes. "The governor required less than 10 people at Thanksgiving but agencies under his direct control do not do everything they can to protect their members."

Despite evidence that reducing or eliminating office density is the best protection for workers, some state agencies are not taking full advantage of the robust telecommuting policy negotiated between PEF and the state.



"We have been working hard with labor/management and health and safety chairs to advocate for continued telecommuting," she said. "We're seeing agencies saying they can't because of the governor. We keep fighting."

A lot of work is also being done to assist members in accessing leave benefits, child care concerns, elder care concerns, standby on-call pay, overtime and COVID testing.

"The bulk of the work continues to be around people on quarantine and accessing their benefits," she said.

PEF Director of Health and Safety Geraldine Stella advised the Executive Board on COVID rates and New York's micro-cluster zones.

The Micro-Cluster Strategy identifies clusters and the areas around them and categorizes them into one or more color-coded zones with corresponding levels of restrictions based on severity: Red Zones, Orange Zones, and Yellow Zones, according to the [NY Forward website](#). New rules and restrictions directly target areas with the highest transmission of COVID-19 cases and surrounding communities.

"Keeping an eye on those closures is important," Stella said. "If we are saying a 5 percent rate is going to shut down schools, then we need to be coming up with metrics that we need to shut down programs within state agencies using that same formula. It doesn't make sense doing remote learning in public schools but not within the prison population."

Stella said PEF Health and Safety created a checklist and is urging members to start looking at procedures and protocols in place at their worksites.

"Let us know what you're walking into," she said. "We've had surprising responses from the checklist. It appears people are confident about the types of PPE given, but aren't getting fit tested for N95s. If that's the case, contact us. It's not good enough to say we have PPE for our folks, they have to be prepared and trained to wear it."

Members can access the "Are The Proper COVID Controls In Your Workplace?" checklist in two ways — Use [Survey Monkey](#) to fill out and submit the form directly or complete the [fillable pdf form](#) on the PEF website, save it and email it to the PEF Health and Safety Department at [\\*protected email\\*](#).

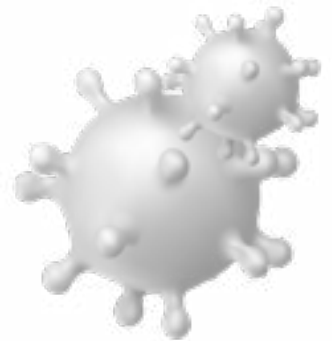
PEF is also pushing to be involved in discussions about vaccine deployment, pandemic planning and testing plans at state agencies. Stella reported that state agencies are now required by law to develop a pandemic plan with input from employee representatives. PEF's Health and Safety Department created a template and is training statewide health and safety representatives and labor/management chairs to advocate for their members.

## COVID lawsuits

So far, PEF has filed three lawsuits to right wrongs against members as they participate in vital COVID response efforts:

- PEF filed an overtime lawsuit on behalf of members who worked COVID hotlines for the Department of Health and unemployment insurance hotlines for the Department of Labor. Members volunteered or were mandated to work extra hours for compensation that was less than their salary grade. The judge has yet to render a decision.
- The union filed suit against eight state agencies that are denying members the right to time off under the Families First Coronavirus Response Act. After an unfavorable decision in November, PEF is appealing the case.
- PEF initiated a lawsuit against the Department of Agriculture and Markets where members who worked overtime had money recouped from their paychecks. PEF believes a settlement can be reached in the case.

In addition to these proceedings, the Legal Department is assisting summer teachers at DOCCS facilities who applied for unemployment insurance and are now receiving letters stating they must pay that money back, sometimes threatening referrals to the Tax Department and IRS for failure to do so. No two teachers have been treated the same and PEF is asking any impacted members who haven't reached out to the union, to do so.



## Triennial election rules

Petitioning for the PEF Triennial Election will begin March 29, 2021, and, anticipating the difficulty interested candidates may face gathering petitions for office, the Triennial Election Committee proposed two petitioning methods to the Executive Board – a hybrid and an electronic-only method.

The hybrid method would allow members to circulate paper petitions and submit those petitions by mail or email to PEF Headquarters. In conjunction with hard copy petitions, this method would also utilize an electronic platform built by a third-party vendor for members to securely log on and electronically sign election petitions for slates/independent candidates.

The electronic-only method would only allow the electronic election platform and would eliminate hard copy petitioning.

Representatives for Educational Vistas, Inc., the vendor tasked with creation of the electronic platform, said members would receive secure login credentials via First Class mail,

all submissions would be time and date stamped for ease of auditing, and election rules would be followed for the verification of all petitions submitted.

The PEF Constitution requires petitions be signed by 10 percent of the membership of the appropriate constituency. After debate, the Executive Board voted to approve the hybrid method for 2021 petitioning.

"I believe we did the right thing on behalf of our members," said President Spence. "With the uncertainty facing all of us due to the pandemic, we want to ensure our constitutional requirements are followed and that we do not violate laws regarding the pandemic restrictions, while also not putting our members at risk."

### **Working for our nurses**

PEF nurses are on the frontlines of the COVID-19 response and the spotlight on health care workers provides an ideal opportunity for the union to push for much-needed changes on their behalf.

"We have 10,000 nurses," President Spence said. "Some make less than \$40 an hour. For the last couple months, they have been working alongside travelers from other parts of the country who are making \$100 or \$150 an hour. PEF nurses are literally some of the lowest paid nurses in New York and they work right down the street or across the street from facilities where nurses are making 30 to 40 percent more than they are. We are working on resolving and narrowing that gap."

Working with the PEF Statewide Nurses Committee (SWNC), the AFL-CIO and other nurses unions, the PEF Legislative Department is drafting a proposal for consideration in the State Legislature — [the Nurse Employment, Enhancement and Dignity Act \(NEED\)](#) – consisting of four components designed to attract and retain nurses.

Included in the proposal would be an income tax credit, a nursing loan forgiveness program, an enhanced hazard pay proposal, and preferential admission to state universities and colleges for licensure requirements.

"The challenge here is the monetary resources needed to appropriately pay for these different proposals during the current fiscal crisis," said PEF Legislative Director Patrick Lyons. "The HEROES Act provides some resources for hazard pay and loan forgiveness for states. These proposals will be contingent on federal aid and increases in state revenue through revenue enhancements."

Susan Billi, chair of the PEF Article 44 Committee, which deals with nursing issues, has been researching pay disparity to strengthen PEF's position at the bargaining table.

"If you work for New York City Health and Hospital Corporation, which includes Kings County Hospital, your starting salary for a brand new RN out of school is about

\$80,000," Billi said. "That is a state grade 21. City RNs get 20 days paid vacation and pay no insurance premiums. If you work right across the street at SUNY Downstate, the base starting salary is \$45,000 a year, or a state grade 14. If you start with the Empire Family Plan, pretax you pay \$6,331 for health insurance premiums annually. You start with 13 vacation days a year.

"We are not going to accept this situation any longer," she said. "The state has failed us."

President Spence said the SWNC approached him about pursuing recruitment and retention in 2021.

"Nurses across the state have made a decision they are going to change the direction the SWNC is going in terms of priority," he said. "For the last 20 years, the priority has been safe staffing and we have united with other nurses unions on Lobby Day to talk about safe staffing.

"The SWNC came back and said to me, 'How can we talk about safe staffing if we can't recruit and retain nurses?' If you are a nurse at Downstate, why would you stay when a person across the street is making double your salary, if you consider their fringe benefits?"

Carolyn Cole, chair of the SWNC, said the pay disparity has been a problem since she joined state service 25 years ago and it hinders recruitment and retention.

"The median age of nurses is close to retirement age," she said. "If we can't do something now to entice nurses to come into work, we're going to be in trouble."

Region 4 Coordinator Bobbi Stafford, a member of the PEF Contract Team and a nurse at SUNY Upstate, says her agency is woefully understaffed despite covering 17 counties.

"I've been trying to champion this for several years," she said. "We are beyond crisis right now. This has been a long, hard fight and I'm glad we're going to strike when the iron is hot. We have had to bring in 30,000 nurses to work for this pandemic."

PEF secured geographic increases for nurses, but implementation was rocky.

"We've made inroads, step by step, since 2015 on nursing issues," Spence said. "They are highlighting nurses all the time during the pandemic. It's an opportunity for the union to use the fact that nurses are in the forefront in the COVID fight and strike while the iron is hot."

### **Audit and financials**

Secretary-Treasurer Kay Alison Wilkie briefed the Executive Board on PEF's second quarter finances from July 2020 to September 2020, and for the cumulative totals for the first six months of the fiscal year.



"We are steadily improving our asset position," Wilkie told the board.

As of September 30, 2020, the total income was \$19.9 million and net income was \$3.3 million. The union's total assets, including property, plant and equipment, totaled \$25.2 million and total liabilities, including post-retirement and long-term liabilities, stood at \$16 million.

Wilkie reported that membership dues were on budget, despite a decline in membership, due to conservative estimates during the budget process.

"Membership counts are in a fairly steady downward trend," she said. At this time last year, total membership in the PS&T Unit was 51,828, and at the end of September 2020, total membership was 51,022. By the end of October, membership fell to 50,900. Membership remains the same percentage of the total number of people in the bargaining unit, at 96 percent.

Wilkie stressed the importance of enrolling and retaining members in the unit.

"Membership numbers are obviously critical to the survival of our union," she said. "We have to do everything we can to get a 100 percent conversion rate."

In Division Finances, PEF is working with Division leadership and Organizing to find ways to effectively spend down accounts, a challenge during COVID-19 when traditional social gatherings and in-person membership meetings are not possible.

"We are being as compassionate and considerate as possible," Wilkie said. "Many Divisions are over the max, but that money is not lost, it is set aside until funds are spent down consistent with plans. We are not taking away money from Divisions because they haven't been able to find a way to spend it."

Wilkie introduced PEF's new internal auditor, Mike Fratangelo. Fratangelo has 30 years of experience in the field, including 23 years in government as a forensic accountant for the FBI and a fraud auditor for the Department of Health and Human Services. He gave the Executive Board an overview of his auditing work thus far.

"Some common findings are the lack of money being spent by Divisions and the lack of leadership roles filled," Fratangelo said. "Some of that is due to the pandemic. It's hard to have meetings, picnics or holiday parties when it's really frowned upon or not safe to have gatherings. That's going to be recurring until COVID is set aside and we return to normalcy."

He recommended outreach to membership to fill vacant leadership roles and suggested conferring with PEF to develop plans to spend down Division funds on behalf of members.

Going forward, Fratangelo plans to audit all PEF Divisions over the next three years and continue to provide one-page executive summaries and memos with detailed findings and recommendations to Division leadership, PEF trustees and the executive team.

Wilkie presented a budget amendment to the board for approval, necessitated by COVID pandemic assistance for members and increased scholarship costs. The amendment results in a net zero change to the total overall budget.

"We purchased masks and helped with emergency housing for nurses and health care workers at the height of the pandemic," Wilkie said. "We're starting to get those inquiries again."

Overall, PEF spent \$343,637 during the first COVID surge to meet the needs of members on the frontlines and spent an additional \$9,000 on regional scholarships. To offset these increases, the amendment allocated \$279,537 from the annual Advertising Expense line to cover COVID crisis expenditures and moved \$9,000 for scholarship increases from the annual Membership Meeting Expense line, which includes Regional expenses.

The board approved the amendment.

Construction and information technology upgrades at PEF Headquarters in Latham remain underway, having faced some delays along the way due to COVID, Wilkie reported. The project includes significant building improvements and data security upgrades, such as a new roof, new HVAC systems, scan card access for entry and updated conference room facilities.

### **Contract update**

Health and safety continues to be the focus of PEF negotiations during the pandemic. While formal negotiations remain on hold, the Contract Team hasn't been idle.

"The team met December 1 and December 9," Contract Team Chair Darlene Williams said. "We are committed to meeting once a month moving forward, making sure we are prepared when the state is prepared to return to the table. We are negotiating and advocating for members every day on health and safety, telecommuting, accruals and improvements to the dental plan."

### [READ A FULL UPDATE HERE.](#)

Williams urged Executive Board members to communicate with their members and seek out new members to grow the strength of the union.

### **Member engagement challenges**

With a pandemic hindering or preventing face-to-face new-hire orientations and a semi-full hiring freeze, PEF is determined to innovate and keep the union's ranks strong.

"We've seen a decrease in PS&T members in the last couple years," said Director of Organizing Dan Carpenter. "This year, we have seen 3,395 new hires into the PS&T unit. Out of those, we still have 847 active nonmember hires. That means our conversion rate is about 76 percent."

While not far from last year's conversion rate of 78 percent at this time of year, the goal is to convert all nonmembers into the union. Organizing staff has been working with Vice President Randi DiAntonio, AFT and SEIU to put together a robust virtual orientation program.

"It's going to be very important for us to focus in on those 847 new hires that are fulltime, permanent employees," Carpenter said. "We need to get them signed up. We need to make sure our ranks are strong and full."

In addition to orientations, the Organizing Department has worked tirelessly to provide membership engagement events across the state, bringing food or food trucks to facilities and interacting with members.

"We have been doing the best we can to get out to members to show member appreciation," Carpenter said.

PEF created a new catalog to help Divisions spend down per capita monies, featuring ball caps, T-shirts, sweatshirts, calendars, planners and other union-made items available for customization with PEF and Division logos.

[VIEW THE CATALOG HERE.](#)

### **Updated ethics rules**

During the 2017 PEF Convention, the delegates adopted a resolution providing that changes to the Code of Ethics should be considered to address procedural and substantive matters of the code.

"This work was a major undertaking," said Ethics Committee Chair Janette Clark. The committee met multiple times, consulted with counsel and circulated draft revisions in the years since the 2017 Convention.

The board debated the revisions and ultimately adopted the committee's version.

### **Albany Housing Authority agreement**

The Executive Board voted to send the 2018-2022 Albany Housing Authority Tentative Agreement to members for ratification.

The bulk of the deal includes a restructuring of health care benefits, including a phase-out of the Empire Plan, lower premiums for new hires, negotiating a dependent stipend for employees to buy health insurance to cover college students

and an extension of the health insurance opt out program into retirement.

With the exit of the Empire Plan leaving only CDPHP as the sole health care provider, in which nearly all active members are enrolled, there will no longer be out-of-state coverage, a challenge for retirees looking to move out of state or for members with dependents out of New York. In response to those needs, PEF negotiated for a stipend of \$4,000 per dependent up to an \$8,000 maximum to cover buying additional insurance.

The out-of-state issue also comes to play in retirement, leading PEF to negotiate a deal where retirees on Medicare would be ensured nationwide coverage through a BlueShield Medicare Advantage plan. Non-Medicare eligible retirees who move out of the CDPHP coverage area would receive payments of the same amount Albany Housing would pay for the CDPHP premium, that they could then use to buy a plan from the health care marketplace.

PEF also secured clarity on a sleep time provision allowing members who respond to emergencies during the night to flex their time.

There were two notable tradeoffs: the new employee service requirement requires 20 years of service before an employee is eligible for health care and the probationary period was extended from 90 to 120 days.

The next PEF Executive Board meeting will be held March 24 and 25, 2021.







**Thank you PEF heroes!**

[Watch video](#)

# State indicates concessions, givebacks and no raises if successor contract negotiations resume now

**PEF continues to work on issues impacting members**

By KATE MOSTACCIO

The PEF Contract Team is prepared to return to the bargaining table on a successor contract, but with the status of New York's economy amid the ongoing pandemic, state negotiators say if they came to the table now they could not agree to salary increases and would demand health insurance and other concessions.

"This is unacceptable to us," said Contract Team Chair Darlene Williams at the December Executive Board meeting. "We've offered to talk about noneconomic items, but the state indicated they would look for givebacks. In essence, they want to increase management's ability to have more discretion over our members. While we understand the crisis we are all confronting, this is unacceptable.

"The reality is stark," she said. "CSEA, UUP and other unions that have current contracts have had their 2020 raises withheld several times, with no end in sight. Those raises that have been withheld were in exchange for health insurance concessions which the state is not giving back to the unions." PEF continues to press the state to offer the Productivity Enhancement Program (PEP) and Dependent Care Advantage Account program (DCAA) contributions in 2021.

"We were able to get the state to extend PEP and DCAA contributions for 2020," Williams said. "Unfortunately, despite the sacrifices and hardships our members are experiencing both at work and at home due to the COVID crisis, the state thus far has been unwilling to extend these benefits for 2021.

"The state fails to appreciate the hardships our members are experiencing," she said. "PEP and DCAA contributions are needed for many families that lost income. We have members with spouses laid off or family businesses that have failed. Some members have lost loved ones. These families need their benefits more now than ever."

PEF is standing firm on givebacks.

"The state just last week refused to extend these two items unless PEF would agree to give up certain legal rights and

## STANDING FIRM on Givebacks

litigation," Williams said. "This is not acceptable." Debra Greenberg, PEF Contract Administration associate counsel, updated the Executive Board on the two recent extensions for flex spending accounts.

Money in 2020 DCAA accounts normally forfeited at the end of the calendar year will be eligible for use on new expenses incurred from January 1, 2021 through March 15, 2021. Similarly, members will be able to roll over \$500 of funds remaining in 2020 health care spending accounts for use in 2021. Both options will be available to members even if they do not enroll in DCAA or health care spending accounts for 2021.

Members who may ordinarily use childcare may not be using it during shutdowns or telecommuting. Health expenses may be lower than usual as members may have canceled or been asked to cancel routine medical appointments during the pandemic, Greenberg said.

"At the end of 2020 a lot of people have excess money in these accounts," she said. "The state agreed to allow members to use some of that leftover money from calendar year 2020 for new expenses."

PEF also reached an agreement with the state to extend an earlier Memorandum of Understanding allowing members to carry over annual leave accruals that would have been forfeited April 1, 2020. The original March 2020 MOU required this time be used by December 31, 2020. This extension gives members all of 2021 to utilize the credits. In addition, the agreement states time that would normally be forfeited on April 1, 2021 may now be carried over through December 31, 2021.

“People will be able to roll over annual leave accruals that might otherwise be capped and lost due to the COVID response,” Greenberg said.

In both cases, these extensions are only available to employees involved in COVID response efforts or those unable to use annual leave credits because of the response effort.

In an effort to improve dental benefits, PEF put out a Request for Proposals (RFP) to seven national dental insurance carriers, six of which responded.

“We reviewed the responses with our consultant and had a lot of back-and-forth follow-up conversations,” Greenberg said. “We’re inviting finalists back for one-on-one virtual meetings to engage in more in-depth discussions.”

PEF has and will continue to negotiate and advocate for our members on a daily basis on important issues like health and safety, telecommuting, carry over of accruals, and pursuing improvements to dental insurance. PEF supplied PPE to members and provided temporary housing to health care workers during the spring surge. PEF has also filed lawsuits and grievances on overtime, leave and other issues during the COVID pandemic to protect members and the integrity of the PEF contract.



# 2021 PEF Calendar

[Download Now](#)

# UNION STRONG

## Union support helped score wins for endorsed candidates

By **SHERRY HALBROOK**

In spite of all the strong political crosswinds and pandemic pitfalls, PEF's efforts to support its endorsed candidates and help people become informed and vote were successful again this year.

Many elections were very close and even now, in mid-December, weeks after the polls closed November 3, the congressional race in NY's 22nd District in the Utica area is still being sorted out. Only 12 votes separated candidates Anthony Brindisi and Claudia Tenney more than a month after Election Day.

When elections are so close, the support PEF members provide to a candidate can make a significant difference, something the candidate will likely remember.

PEF Political Director Leah Gonzalez, cited the example of Andrew Gounardes who won a tight race for re-election in the 22nd state Senate District.

"He is the chair of the Senate Civil Service Committee and PEF was the first one he called to thank for their support," Gonzalez said.

"Charles Roland and our members in Region 11 deserve a lot of credit for their work on campaigns there," Gonzales said.

PEF Vice President and Political Action Chair Randi DiAntonio coordinated efforts in central and western New York regions that also were very successful. With three incumbent lawmakers choosing to retire, the battles were intense among the candidates vying to succeed them, and "PEF was all in" on those battles.

DiAntonio got strong efforts led by regional PAC chairs and activists including Joe McCann, Leisa Abraham and many others.

"Our success comes from the fact that our endorsement process begins at the grassroots and works its way to the top," DiAntonio said. "PEF's regional political action committees often spend a lot of time and effort researching the positions of candidates on issues and meeting with them, before the committee members vote to recommend an endorsement. PEF endorses candidates based on their support of our members' issues and our legislative priorities. I would also emphasize that PAC efforts to get out the vote, and for voter protection are bipartisan."

PEF Region 12 Coordinator Nora Higgins said the union's efforts on Long Island and many were keyed to new technology. First, the PAC members spent most of the summer researching and remotely screening candidates.



"It was a lot of work. At some points we were meeting two or three times a week," Higgins said.

After the PEF Executive Board voted in August on the endorsements for hundreds of candidates for state and national offices, Higgins said, "We used templates for Hustle texts that were created by PEF organizing staff to reach out to our members and ask if they were ready to vote and to answer any questions they had about candidates and the election. I really liked using Hustle and I personally used it to support 61 candidates. PEF activists who were not as comfortable using the texting app, phone banked."

Higgins said Region 12 also hosted a "Meet the Senators Night" via Zoom that allowed three endorsed incumbent state senators in Long Island districts to speak to members and answer their questions. Two of the three, Jim Gaughran in the 5th SD and Kevin Thomas in the 6th SD, were re-elected and that helped Democrats gain their first veto-proof majority in that house. Since then, the senators have held a Zoom celebration of their victories and expressed their appreciation for PEF's support.

Seeing what a challenging year 2020 has been, Region 12 has held another Zoom meeting to talk with members about their health and safety concerns. "We really did it to just help members de-stress," Higgins said.

When, this year's very contentious national elections called for new and innovative campaign approaches, PEF members in many regions stepped up. A prime example is Michelle Maldonado, assistant council leader of PEF Division 245 at the state Labor Department. She led activists in the PEF Hispanic Committee to make phone calls to Spanish-speaking voters, informing and encouraging them to vote.

PEF members and staff who are attorneys volunteered to take calls on Election Day from people who encountered problems in being allowed to vote.

"I'm very proud of the way our members and staff showed up to make a difference and support our endorsed candidates in this extremely important election," said PEF President Wayne Spence. "The stress and the challenges this year were unprecedented, but we were up to the challenge, and we will all be better for it."

"Building political power is vital to PEF, both regionally and statewide, as we continue our work advocating and building relationships to help deal with the COVID impact our members face," DiAntonio said.



**Safe staffing could have saved  
so many more lives...  
access to proper PPE still can.**

# PEF committed to keeping members informed during COVID

By KATE MOSTACCIO

With communication made difficult by social distancing and telecommuting, and after several PEF Executive Board members urged the union to share department reports with the full membership, PEF held a telephone town hall the evening of December 17.

President Wayne Spence said the town hall was another way to share the business of the union and get vital information to members. Field Service/Organizing, Health and Safety, Legal and Contract Administration staff reported on work underway and fielded questions submitted in advance from members.

"We got a lot of questions ahead of time," said Geraldine Stella, director of the PEF Health and Safety Department. "A lot were questions about what is happening with COVID around the state. There is a lot of anxiety. PEF staff and leaders are actively fighting daily to increase COVID controls and reduce density in the workplace."

The union will continue to push for health and safety measures as the spike in cases continues. But, they can't fight for change if they don't know an issue exists in a workplace.

"We want to hear from you and we want evidence of what we're hearing," President Spence urged. "We've gotten emails about overcrowding or that an office has been brought back at 100 percent. We need pictures of that, if you can and are allowed."

## [Submit information on workplace issues here.](#)

Spence said the evidence helps PEF make its case for telecommuting and sheds light on inept management. He said, in the new year, PEF will launch a full-scale campaign to call out state leadership for forcing employees back to the workplace when there is a robust plan for telecommuting available to them.

"They are making dangerous decisions while COVID is on the rise," he said. "The governor says one thing in his daily briefings and his managers and commissioners are doing something else. We're going to give the state the opportunity to fix things, but we are not going to wait. Waiting could



cost lives and the health and safety of both yourself and your family.

"We will do whatever we need to and use whatever remedies are available to us to hold managers and the state accountable," President Spence said.

Stella also talked about COVID vaccines, urging members to seek out information from the [FDA website](#); discussed [micro-cluster zones](#) and PEF's work to get agencies to adhere to similar restrictions in workplaces; and reminded members who believe they have a work-related COVID exposure to [report to the union](#) and file a [Worker's Compensation claim](#).

Debra Greenberg, counsel in the Contract Administration Department, and Darlene Williams, PEF Contract Team chair, updated members about changes impacting flex spending accounts, such as Dependent Care Advantage Accounts and Health Savings Accounts; vacation accrual agreements; health insurance and dental plans; and the status of contract negotiations for a successor agreement.



PEF is ready to return to the bargaining table, Williams said, but the state has indicated there would be no money on the table.

"We have reached out multiple times to resume negotiations on a full successor contract," she said. "The state is not prepared to talk about money issues given the economy and the pandemic." Williams directed members with questions to reach out to PEF or the Contract Team for truthful and accurate information.

Spence said the dental plan is in dire need of replacement.

"We are not satisfied with that," he said. "Everybody agrees it is not really a plan, it's more like a coupon. When you ask them how they arrive by their numbers, how they reimburse providers, they say they can't give you information. It's literally like pulling teeth."

PEF staff sent out a Request for Proposals to nationwide dental carriers and received six responses.

"We're not just going to talk about it, we're going to do something about it," Spence said.

He urged members with a lot of vacation time to put in requests to use it now.

"If they turn you down, document it," Spence said. "Your time is money. Two weeks of unused vacation is two weeks pay." He said if the state does not extend the vacation accrual agreement, documenting denials can improve the odds of financial compensation later.

**Read about these updates and other Executive Board news here ([Eboard story](#)) and here ([Contract story](#)).**

The president also commented on news of a stimulus package that would not include aid to states and municipalities – something New York desperately needs.

"That is worrisome for New York State given our financial situation," Spence said. "We have committed to work with the governor as best we can, while not giving up health and safety issues, to ensure we stave off furloughs and layoffs."

"Unions are all watching this and in conversations on how we can help to best move New York State along," he said. "Not only are we PEF Strong, but we are New York Strong."

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PEF Member Eric Morabito was greeted upon arrival at the Shriners Hospital for Children in Springfield, Mass., at the conclusion of this year's walk.

# Ag and Markets member walks from N.Y. to Mass. to raise funds for Shriners children's hospitals

By KATE MOSTACCIO

It began in 2008, when PEF Member Eric Morabito was 44 years old and showing several signs of impending heart attack.

To improve his health, Morabito changed his diet and began to walk a little each week. It quickly grew to an obsession, albeit a healthy one.

"I haven't missed a day," said Morabito, a metrologist for New York State Agriculture and Markets' Weights and Measures Department. "On March 15, 2009, I started walking with a goal of at least four miles a day, every day, and I've been doing that every day since."

It was in 2012 that Morabito turned walking for health into walking for a cause. He collected contributions for the miles he logged, bringing in \$1,300 that first year for Shriners Hospitals for Children. Two years later, he had another idea — walk from his home Lodge in Highland, Ulster County, to Shriners in Springfield, Mass.

"I printed out some Google directions, bought a jogging stroller and a tent," Morabito said. "I had no idea how far I could walk, what I was going to do about food, where I was going to stay."

He attempted the first trip to Springfield in 2014, quickly realizing the difficulties of his venture. He traveled north along State Route 9W to Albany, camping out along the way. Then he continued east along State Route 20 into Massachusetts. After eight days, he made it to Springfield, greeted by dozens



PEF member Eric Morabito arrives at the Shriners Hospital for Children in Boston, in 2018.

of Shriners who caught wind of his trip. He raised \$2,600. The walk was supposed to be a "one and done" deal, Morabito said, but one of his Lodge Brothers said they would "do better next year." This inspired Morabito to try again the following year.

"I did the walk again the following May and raised \$5,200," Morabito said. "I then had the idea that I could alter my route a little in New York and save a day and then add three days by continuing on to the Boston Hospital after reaching Springfield."

From 2016 to 2019, Morabito embarked on his walks each spring, traveling 250 miles and raising \$8,300 in 2016, \$7,600 in 2017, \$11,200 in 2018, and \$10,900 in 2019.





*PEF member Eric Morabito is joined by staff and patients outside the Shriners Hospital for Children in Boston, after his 2018 walk.*

Crunching the numbers puts just how much Morabito walks daily and on his trips into perspective.

He's walked 4,260-plus consecutive days, the equivalent of 11  $\frac{3}{4}$  years; 32,500-plus miles, the equivalent of 1.3 times around the globe at the equator; burned 4,550,000 calories or 1,300 pounds, calculated at 140 calories per mile; and walked through about 38 pairs of shoes. He has also found \$6,300 on the ground during his daily walks and his walks for charity, which he donates to Shriners, and found and returned more than 50 wallets. Morabito has walked during four hurricanes, tropical storms and tons of snow.

His walks are so inspiring his story made it into People Magazine's 25 Reasons for Hope feature, a "celebration of creative people, inspiring acts, natural beauty and much-needed good news" in these uncertain times.

"I was totally taken aback by that," Morabito said. "My wife started working on it a year ago. We didn't think it was going to make it in. It's just unbelievable. They had some very well-known people featured and very few were ordinary citizens like myself."

The People feature included Morabito among the likes of Dolly Parton, who came out with her Christmas on the Square holiday movie to raise spirits, and Rick Moranis, who returns to the screen after a two-decade hiatus in a Mint Mobile commercial and who signed on for a reboot of Honey, I Shrunk the Kids.

Morabito, known as the "Walking Man" throughout Shriners communities coast to coast, received a national award from the Shriners and was honored by the Shriners Imperial Potentate in a [Facebook video](#).

This year's walk had unique challenges, taking place in September instead of the spring, amid the COVID-19 pandemic.

"With all that has been going on this year, I didn't think we'd make it over \$8,000," Morabito said on his Facebook page. "A total of \$10,130 was raised, which is incredible."

Morabito uses Facebook, word of mouth, and GoFundMe to gather contributions. The money is divided and donated to Shriners hospitals in Springfield and Boston, Mass., Philadelphia and Erie, Penn., The Ronald McDonald House in Albany and the Cyprus Shriners Transportation Fund. While Morabito's "Walking for Children — Springfield or Bust" has raised an impressive \$55,630 over the last seven years and traversed 1,285 miles, he doesn't do it just to raise money. "It's also about getting the word out about these hospitals," Morabito said. "I have been in contact with four families who have gotten care for their kids after hearing about the hospitals. That's really what it's about. I want to give the kids a chance for a normal life."

The reception he receives at the hospitals when he arrives is always welcoming.

"It's unbelievable," he said. "When I get there, there are generally 20 to 30 people to meet me. Hospital staff, fellow Shriners. This year, they met me outside due to COVID. In Boston, it's not as big a reception because they don't get the Shriners members but they bring out some patients. It's a wonderful reception."

The walks are rewarding for Morabito.

"It's about getting the care for the kids," he said. "It's a feeling of accomplishment for me. I'm doing something that's helping someone else."

If you would like to contribute to next year's walk, visit Morabito's [GoFundMe](#). For photos and information about his walks, visit his [Facebook page](#).



*PEF member Eric Morabito travels with a tent, jogging stroller and some provisions during his walks for Shriners Hospitals for Children.*

# Watch out for use-it-or-lose-it leave deadlines

By **SHERRY HALBROOK**

With time running out in 2020, the state denying PS&T employees access to the Productivity Enhancement Program in 2021, and COVID-19 beginning a resurgence in New York state, PEF is strongly encouraging members at risk of losing vacation or personal leave accruals to request time off as soon as possible.

The extension for using vacation leave that would otherwise have expired March 31, 2020, now ends December 31, 2020.

“We want the state to extend all leave rollover until 2023,” PEF President Wayne Spence said, “but the state has not responded to our request.”

“We are encouraging all members to use their time, instead of losing it. PEF is prepared to take legal action if anyone is denied time off and then lose their time, but you must have asked for the time off in writing and be denied in writing, so there is proof to present to a judge. Accruals have a monetary value and any loss of leave is monetary harm to a member.”

Save your written requests and the written responses you receive regarding use of your vacation and personal leave and then share that information with your PEF division leader and PEF field representative. This is essential, because your union needs to know whether your rights are being respected or not. Your information will be added to that of other members throughout the state so that PEF will have a clear and documented factual base statewide to assess and act upon if necessary.

## PERSONAL LEAVE

“We also are strongly encouraging members at risk of losing personal leave accruals to request time off as soon as possible,” Spence said. “You should save all of your requests to use personal leave, along with the responses you receive. This will enable us to determine whether requests to use personal leave are generally being honored and accommodated and, if not, we can take appropriate action.”

If your personal leave anniversary was after August 31, 2020, you will lose any unused personal leave on your upcoming personal leave anniversary date.

## DECEMBER

SUN	MON	TUE	WED	THU	FRI	SAT
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	<b>31</b>		

While the date for forfeiting personal leave accruals was extended by one year for certain members with anniversary dates between March 9 and August 31 (details below), the state has not expanded this to include members with anniversary dates after August 31.

If your 2020 personal leave anniversary date is or was after August 31, you are not covered by this extension.

In a memorandum of understanding (MOU) dated May 15, 2020, it was agreed that under certain conditions employees would be able to keep their unused personal leave until their next anniversary date. In general terms, the MOU applied to employees who were unable to use their personal leave due to the state’s response to the coronavirus and who had a personal leave anniversary date between March 9 and August 31, 2020. Instead of forfeiting their personal leave on their 2020 personal leave anniversary date, as would normally happen, they would be allowed to carry over their unused personal leave until their next personal leave anniversary date, at which time it would be forfeited if not used.





Here is the pertinent text from the MOU on personal leave:

Employees engaged in the response efforts or who are unable to utilize "Personal Leave" (PL) due to ongoing response efforts who would otherwise forfeit unused PL on their anniversary date shall be allowed to carry such unused PL forward. This shall only apply to unused PL that was or would have been forfeited by bargaining unit members between the dates of 3/9/20 through 8/31/20. (For example, a bargaining unit member has an anniversary date of 3/24/20, they still have 1 remaining day of PL as 3/23/20 and due to the response effort is unable to use the PL day. In this case on 3/24/20 this member would be allowed to have 6 PL days. Five (5) new PL days in addition to the 1 carried forward). All personal leave standing to the employee's credit on their anniversary date falling from 3/9/20 up to and including 8/31/20 (in this example 3/24/20) would expire on the day before their following anniversary date, if unused.

This shall be applicable to all bargaining unit members who earn personal leave.

#### VACATION LEAVE

A memorandum of agreement (MOA) was signed March 11, 2020, that extended the date of the forfeiture of excess vacation leave accruals from close of business (COB) March 31, 2020, to COB December 31, 2020.

The extension applied only to circumstances in which an employee could not use their vacation leave accruals because of the state's response to the coronavirus.

"Despite our repeated attempts to obtain another extension, the state has not taken any action," Spence said.

Here is the pertinent text from the MOA on vacation leave:

*1. Employees engaged in the response efforts or unable to utilize vacation leave due to the ongoing response efforts who would otherwise forfeit accrued vacation leave on April 1, 2020 pursuant to Article 12.4(c) of the 2016-19 State/PEF Agreement will be given until the close of business on December 31, 2020 to use such excess vacation credits. Any such unused excess vacation credits as of the close of business in December 31, 2020 will be forfeited by employees. Thereafter, forfeiture of vacation credits shall be governed by operative language from the applicable collective bargaining agreement between the State and PEF. Nothing herein shall affect vacation credits accrued by eligible employees after April 1, 2020.*

*2. Should the parties mutually agree to further extend the deadline for forfeiture of excess vacation credits beyond December 31, 2020, nothing herein shall prohibit such agreement. Any such agreement must be made in writing and finalized prior to December 31, 2020.*



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# Parole officers always stuck between rocks and hard places

By **SHERRY HALBROOK**

Just a year ago it would have been difficult to come up with a more dangerous, complicated and unappreciated job than being a NYS parole officer. And it would have been unimaginable to think how the work could become massively harder almost overnight. But that is exactly what has happened.

Parole officers have two almost contradictory roles – protecting the public from dangerous criminals, and helping those dangerous criminals re-enter society and become productive, law-abiding citizens.

Very violent crime has skyrocketed in 2020, and parolees have been among both the victims and the perpetrators. The New York Daily News ran a story November 23 with the following harrowing report:

“Police counted 1,667 shooting victims in the city this year as of Nov. 15 — an increase of 101%, or slightly more than double the number reported in 2019 in the same period. The increase in shootings has even outpaced the growth in the homicide rate: NYPD data show 405 murders in the city this year as of Nov. 15, 37% more than were reported in the same period of 2019.

“Fire Department gun-victim statistics — separate from the police department data — show that EMTs and paramedics took 1,304 shooting victims to emergency rooms in 2020 as of Sept. 30, compared with 690 in the same period last year — an 89% increase. The data doesn’t include private hospitals and ambulance companies that also respond to shootings.”

Shootings aren’t the only kinds of violent crimes that are alarming New Yorkers. On November 19, for instance, the Daily News carried a news brief that began this way: “

“An ex-con is suspected in the sexual assault and robbery of a woman in a Manhattan park, police said Wednesday. . . . (The suspect) was paroled in April after serving more than three years in state prison for a Bronx burglary. He previously served time for an attempted robbery in Brooklyn and was paroled in June 2011.”

What’s even more troubling is that this extreme rise in violent crime is not restricted to New York City. It’s up dramatically all over the country and that includes upstate New York. And this unexplained surge in violence has accompanied a new and invisible danger – COVID-19.



The pandemic has pulled the rug out from under the economy. With millions of hard-working, law-abiding citizens laid off from their jobs and competing for the remaining jobs, the chances of getting work that pays enough to support you are much worse for parolees.

Not being able to find a paying job just heightens anxiety for parolees who may have originally landed in prison because they saw crime as the only way to support themselves. That frustration and anxiety leads to panic that can make people more likely to make poor choices that could possibly land them back in prison.

So, the work gets harder and more dangerous for their parole officer, and the newspapers carry these reports nearly every day.

In recent weeks, a parole officer working upstate was struck by a vehicle driven by a parolee trying to flee from arrest for a parole violation. The officer landed on the hood of the vehicle and fired at the parolee, striking the individual three times.

In New York City a warrant officer was struck by a parole violator’s vehicle when he drove up a sidewalk and crashed in an attempt to escape arrest.





Most arrests of violators are not so dramatic, but there is always danger. When people are arrested for crimes, the news reports perfunctorily mention that parole officers participated in the process of finding the suspected perpetrator and arresting him or her. Injuries and COVID-19 exposures to parole officers are rarely mentioned. Danger is simply seen as inherent to the job and not worthy of public appreciation or mention.

That has not stopped or even slowed growing political demand for fewer parole-violation arrests. People who dismiss the need to arrest parolees for violating the terms of their paroles, describe these infractions as “technical” and insignificant. And the state Department of Corrections and Community Services that runs the parole program often blames the parole officer for the misdeeds of the parolee.

It doesn't stop there. Advocates for fewer arrests of parole violators, have also spent this year demanding those who are arrested be released to spare them the heightened risk of becoming infected if they are incarcerated. Combine that with bail reform enacted in 2019 and parole and other law-enforcement officers now experience the frustration of seeing the people they just tracked down and charged let out as fast as they are run in.

Parole, itself, is under attack. The district attorneys of Manhattan, Bronx and Brooklyn co-authored an op-ed in the November 19 edition of The New York Daily News titled ‘The Cruelty of Parole’:

“Nationally, one out of every four people entering America’s prisons in 2017 was incarcerated not for a new crime, but for a technical violation. . . . Those violations quickly add up when you have 4.4 million people currently under supervision in the U.S. — twice as many people as are incarcerated in our nation’s jails and prisons. . . . Gov. Cuomo stated, ‘New York jails and prisons should not be filled with people who may have violated the conditions of their parole, but present no danger to our communities.’ The New York State Bar Association wrote that violating so many people ‘is counterproductive and costly, both in human and financial terms, and should be promptly addressed through remedial legislation.’”

PEF President Wayne Spence, who worked for 28 years in the parole division, has led the union’s vigorous efforts to bring some realism to the debate over these legislative efforts.

“These elected officials are pushing their opinions, but they have never tried to supervise parolees,” Spence said. “They have no real experience in what that involves. And their call to greatly reduce penalties for parole violations are dangerous for both the public and the officers because it sends a loud and clear message to the parolee that it’s OK to break the rules and ignore the law.”

Parole officers are just trying to do their jobs of helping parolees succeed while still putting public safety first. The officers see and may share public outrage over issues of racial injustice or abuse of power by law-enforcement personnel. It is only fair to recognize that NYS parole officers are not the ones you see abusing their power on YouTube or the evening news. That is because they are caring, responsible and highly skilled professionals.

The biggest problem is that parole officers are constantly caught in the middle of these huge social changes and policy battles. Their only true advocate, defender and supporter is their union, PEF.

“I am a parole officer, Spence said. “I understand all too well just how dangerous and difficult this job is under the best of circumstances and how much harder it has become under the powerful strains of the pandemic, sinking economy and the just demands for racial equality. We at PEF are constantly responding to the alerts we receive from our members and the issues they face on their jobs.

“Parole officers have special challenges related to social distancing, masks and the need to frequently share vehicles and meet with other people on the job. We have made finding and advocating for their special health-and-safety concerns a priority during this pandemic. Our nurses aren’t the only ones who must take special care and who need PPE to do their jobs safely.

“Parole is never easy or simple,” Spence said. “It is always challenging and often dangerous. Our members deserve tremendous public appreciation for all of the hard, brave, professional work they do that never makes it into police reports and news stories. We want every New Yorker to know that parole officers are heroes every day they show up and just quietly do their jobs.”

# PEF brings DOCCS members info, answers to questions

By **SHERRY HALBROOK**

Lots of useful information was shared with PEF members working in the state correctional system at a webinar version of a town hall that PEF provided December 15. State DOCCS Deputy Commissioner Dan Martuscello was invited to update the members on what's happening throughout the system as the agency works to protect the health and safety of both employees and inmates during the COVID-19 pandemic. Later, PEF leaders and staff gave members their own updates and advice on dealing with workplace issues.

It was one of many outreach efforts the union is making to share information and hear from members at various worksites and agencies.

The union invited members to submit their questions and concerns in advance, which were then shared (without the names of the members who submitted them) with Martuscello a few days before the meeting. He said he tried to cover the issues they raised during his remarks.

Martuscello thanked PEF for giving him this opportunity to speak directly to members and he had high praise for the tremendous service they are providing in such challenging times.

"I just can't say enough about the work you are doing. We are able to continue fulfilling our mission because of the dedication you have to your jobs," Martuscello said. He cited the recent example of a vigilant parole officer who spotted an escaped inmate walking down the road, which led to the apprehension and return of that individual.

Martuscello said DOCCS operations look "much different today than 11 months ago, with the inmate population at 34,996, which is down by 9,002 since November 2019, and is now the lowest since 1985. To reduce population density and infection risk, he said the system has released 3,500 inmates.

The deputy commissioner said the department has benefitted from the many lessons it learned from dealing with previous epidemics such as tuberculosis, AIDS and HIV, as well as many others. He also reviewed the way correctional facilities are testing, social distancing and segregating infected inmates, and those who have likely been exposed. The department does its own contact tracing within facilities, and works with county health departments that trace contacts to people outside the facilities.

The department has begun a pilot program for more intensive testing at one facility that it hopes to extend to every facility starting December 21.



*State DOCCS Deputy Commissioner Dan Martuscello*

System wide, the testing is showing an average positivity rate of 2.76 percent, Martuscello reported, but he added that two facilities have had much higher positive rates. Elmira CF has had 605 people test positive for a rate of 39.71 percent, and Greene CF has had 162 people who tested positive, resulting in a rate of 8.57 percent. If you exclude those two facilities from the statewide average positivity rate, he said, it drops from 2.76 percent all the way down to just 0.85 percent.

DOCCS is posting the data online at 3 p.m. every day Tuesdays through Saturdays. The figures given each day are for the previous day. Martuscello said two PEF members are the ones "crunching the data" to provide [these reports](#).

So far, 2,296 DOCCS employees have tested positive, and 1,107 have recovered. Currently 590 staff are sick with COVID-19 and six others have died, including an imam.

Regarding the inmate population, Martuscello said 2,136 have tested positive, 1,781 of them have recovered, 337 are sick and 18 have died. He added that two of those also had cancer and may have signed requests not to be resuscitated.

In addition, 151 parolees have tested positive for the virus and four of them have died.

"As we identify people who were exposed, they are notified and quarantined," Martuscello said, adding that he was possibly exposed and had to isolate for 14 days. DOCCS announced March 11 that employees who test positive for COVID-19 may have 14 calendar days/10 workdays of paid leave to quarantine with no charge to their accrued leave.

Martuscello stressed several times that DOCCS has developed what it calls a "three-legged stool" approach to dealing with the pandemic that involves:

1. Recognizing symptoms and testing;
2. Isolating those who are sick and housing those who are positive but asymptomatic with or near others who are also positive but asymptomatic; and
3. Working out a plan at each facility to allow for showering and eating without mixing those who test positive with other inmates, and finding ways to segregate infected individuals' cells. It may not be an entire cell block or unit.

This approach must be adapted to work well in each facility, Martuscello said. He encouraged staff to watch online programs for information that is regularly updated. He said DOCCS was one of the first state departments or agencies to allow staff to come to work wearing their own masks and it now requires inmates to wear masks in certain areas. Mask wearing is now mandatory for employees, as well as hand washing and other cleaning protocols. The deputy commissioner noted that DOCCS manufactures sanitizer at three facilities and has distributed 6 million bottles of hand sanitizer. The department also provides posters and other materials to encourage best practices for keeping everyone safe.

Martuscello said DOCCS is trying to reduce exposures between employees and inmates, visitors and inmates and staff, and parole officers and parolees by reducing face-to-face meetings. He said DOCCS knows that it's important to help inmates maintain links with their family members, so it is still allowing visits, but reducing them by 50 percent in most areas. And it is keying restrictions on contact between inmates and visitors to the regional COVID-level designations. In red zone areas, no visits are allowed, and it is also suspending visits at facilities with heightened or mounting levels of infection.

"Yesterday, we suspended intakes and we are doing a slow down of programs and reducing their capacity by 50 percent," he said. "We are trying to minimize the need for people to go into the housing units, but we still have to interact with incarcerated people."

DOCCS is stepping up communication between its top and lower level managers and also with the unions and workers.

Martuscello asked PEF members to share the information he was providing, but also to remember that it is fluid and can change very quickly.

"We're giving you the information, and you make suggestions," he said. "Please look out for each other. We can't do it without you."

PEF President Wayne Spence thanked Martuscello, who then left the webinar.

PEF Director of Health and Safety Geraldine Stella told members to use a fillable tracking form to track their potential exposures, which don't have to be 15 continuous minutes with someone who tests positive for the virus. The CDC has decided

it can be a series of briefer exposures that add up to 15 minutes. ([COVID Tracking Form](#))

"Assume everyone is infected and take every precaution," she advised. People who test positive for the virus often can't remember all of the people with whom they have had contact, so having your own record of people you have been near, when and for how long can be very helpful.

"If you become ill, you may be covered by [Workers Compensation](#)," Stella said, and those records would be very helpful in showing that you were likely infected on the job.

Steve Drake, PEF labor-management chair at DOCCS, told members who think they have been overlooked by contact tracers to "Ask your immediate supervisor for help. Notify your unit chief."

PEF Field Services Director Katie Vorwald said members who must isolate or quarantine because of COVID should not have to charge their accruals for the 10 working days they miss. If they find that DOCCS is charging their accruals for that time, they should immediately notify their PEF field representative so they can file a grievance in time.

"We're filing a lot of grievances, but it's a tight timeframe," Vorwald said.

Drake said he is trying to work out an agreement with management to resolve this issue. "We're having a final wrap-up call on that soon."

Vorwald also advised any members who are denied their rights to emergency leave to care for a sick family member under the Family Medical Leave Act to contact their PEF field representative right away so they file a grievance.

The member who chairs an L-M subcommittee on medical issues said he is extremely disappointed that DOCCS nurses are not among the very first to receive COVID-19 vaccinations.

Stella said the priority for vaccinations was set at the federal level and was based on giving the highest priority to hospitals with the greatest levels of COVID patients. Correctional facilities are considered "congregate" populations and are in the next top priority group.

Spence stated, "I'm on record to say we (PEF) are onboard with voluntary vaccinations. We will fight any (unilateral) mandatory vaccination (policy). You need to have a conversation with the union for mandatory vaccinations."

The president added that he has heard a number of concerns from members in PEF Region 6 (Utica area) and he said they may reach out to [PEF Vice President Randi DiAntonio](#) as well as their [field rep](#) for help.

# Longtime PEF member at Oxford Veterans' Home named Registered Nurse of the Year by Health Facilities Association

By KATE MOSTACCIO

Inspired by a long history of military service in her family, PEF Member Teresa Davis has dedicated the last 26 years of her life to serving veterans at the New York State Veterans' Home at Oxford – her way of giving back to these brave men and women.

Davis started at Oxford as a registered nurse, quickly rising to the level of supervisor and taking the helm as day charge nurse in the dementia unit. She moved on to clinical supervision of 120 beds, which paved the way for her rise to nurse administrator. Now also certified in wound care, Davis leads the wound care team daily and provides education to staff, residents and their families.

The New York State Health Facilities Association/New York State Center for Assisted Living (NYSHFA/NYSCAL) honored Davis as the 2020 Registered Nurse of the Year. Her coworkers at Oxford nominated her for the prestigious award.

"It was a big honor to be nominated," Davis said. "I didn't really expect to win. I was just so happy that I was nominated. My whole family is military; it's definitely an honor for not just me, but for my family as well."

Originally, Davis' brother, who she hasn't seen in three years as he currently serves in the military, planned to fly out for the award ceremony. The COVID-19 pandemic derailed those plans and instead NYSHFA/NYSCAL held a virtual Zoom ceremony.

Davis said the recognition is humbling.

"I've met a lot of wonderful veterans and heard a lot of their stories," she said. "It's so hard to believe that they've gone through so much. It's amazing what they've gone through to fight for our freedom."

Davis has come a long way in her field and is proud of her work.

"Working at the Veterans Home in Oxford since 1994, I have had a wonderful growing experience in the field of nursing as I serve those who served us," she said. "As a relatively new

REGISTERED NURSE OF THE YEAR

**Teresa Davis**

Nurse Administrator/Nursing Supervisor  
NYS VETERANS HOME AT OXFORD  
| OXFORD, NY

**NYSHFA**  
NYS HEALTH FACILITIES ASSOCIATION



nurse I had worked in acute care. While I enjoyed acute care and learned a lot, I knew that I wanted to be of service to my country as my father, grandfather, and uncle had been. As a nurse, I knew I could provide compassion, respect, dignity, and comfort to our nation's heroes.

"Twenty-six years later, I have witnessed many changes in the field of nursing," she said. "One thing holds true and that is, making a difference is an honor each and every day."

She received praise from New York State Commissioner of Health Dr. Howard A. Zucker and New York State Veterans' Home at Oxford Administrator Kurt Apthorpe in a NYSHFA/NYSCAL press release posted on the Oxford's Facebook page.

"Having Registered Nurses like Teresa Davis working at the New York State Veterans' Home at Oxford embodies the values and quality of care we provided to the residents at all four of our state's 5-star rated nursing homes. Teresa's dedication to caring for the veterans at Oxford has had a profound impact on the health of those who call this facility home," said Zucker. "Under Teresa's leadership, Oxford's direct care team continues to provide first-class care to its residents."

"Teresa has excellent clinical skills and provides the highest quality of care possible," said Apthorpe. "We are proud that she has been honored with this prestigious award from NYSHFA/NYSCAL."

The New York State Veterans' Home at Oxford has been serving veterans and their families in the Central and Southern Tier regions of New York since 1897.



# PEF Division 236 awards annual 2020 Neil Boyle Scholarships

PEF Division 236 awarded its 2020 annual Neil Boyle Scholarships to 10 college-bound students who are the sons and daughters of Division 236 members at the state Department of Corrections and Community Supervision.

This scholarship program was created more than three decades ago to honor the memory of Neil Boyle, a parole officer in PEF Region 9 who was the key figure in founding and organizing PEF Division 236 and whose organizing efforts also were instrumental in founding PEF in the late 1970s.

Recipients of the \$500 Neil Boyle Scholarship Awards in 2020 are:

- Kaylen DeJesus, daughter of Parole Officer Kisha DeJesus;
- Keith Robinson Edwards, son of Senior Parole Officer Jill Robinson;
- Cameron Hodson, son of Senior Parole Officer Robert Hodson;
- Blake Butler, son of Parole Officer Kori Waller;
- Michaela Joseph, daughter of Parole Officer Carla Andre-Joseph;
- Ethan Adeniran, son of Assistant Reentry Manager Sheryl Brown;
- Ian J. Donlon, son of Parole Services Program Specialist Sarah L. Dublin;
- Lauren Vandenburg, daughter of Deputy Chief of Upstate Parole Violation Megan Hickey;
- Sophie Morgiewicz, daughter of Senior Parole Office Gary Morgiewicz; and
- Lucas Zbytek, son of Parole Officer Scott Zbytek.



## 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/](http://www.pef.org/ecommunicator-signup/)





# Letters to the Editor

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## **Wants cheaper NYSHIP rates for couples**

To the Editor:

Please help married retired PEF members over age 65 with no dependents.

We are getting charged premiums by the NYS Health Insurance Program at family rates, when we are only two senior citizens.

We desperately need a legitimate two-person rate.

**LARRY ECKHAUS**

Delmar

### **Editor's note:**

*While state law does not allow PEF to negotiate benefits for retirees, it has taken this issue of couples paying family rates under consideration in approaching PS&T contract negotiations with the state.*

*Although it seems logical that health coverage for two people should cost less than coverage for larger families, that may not be true because the rates are based on actual costs and usage of the benefit. Larger families tend to be younger and healthier than retired couples, so the issue is more complicated than it appears at first glance.*

*The state has suspended contract negotiations with PEF since the pandemic began last March, but the PEF Contract Team is ready to resume negotiations as soon as the state returns to the bargaining table, and the team will make every effort to get the best health benefits at the least cost that it can secure.*

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## **What happened to PEP?**

To the Editor:

I am new to PEF with one year. I received an email from the Business Service Center about the PEP- 2021 productivity enhancement program where you can cash in accruals to reduce health insurance premiums for the year. I called the BSC and they said that it is not offered to PEF members.

Why not? Is there another similar program for PEF members? Please advise. This is an outstanding benefit.

**JEFFREY STAATS**

Albany

### **Editor's note:**

*The Governor's Office of Employee Relations recently notified PEF that it has chosen not to extend PEP to its PS&T employees (represented by PEF) in 2021. PEF is actively trying to persuade GOER to reverse that decision. For more information see [the article about it that appeared in the November 2020 issue of The Communicator](#).*



## **Was expecting more from PEF**

To the Editor:

I've been a PEF member since December 2017. PEF has done nothing, but disappoint me. I thought I was golden when I became a PEF-represented employee. I thought wrong.

**CATHY MIDDLETON**

West Sand Lake

### **Editor's Note:**

*PEF is very sorry to disappoint any member. If you want help with a workplace issue, please talk to your PEF division steward or your PEF field representative. The union will always advocate for your rights under the contract and under the law.*

*Beyond that kind of personal representation, the entire PEF organization of both elected leaders and union staff work tirelessly to advocate for members workplace needs, including their health and safety during this pandemic.*

*The state has suspended contract negotiations with PEF during the pandemic, but the union is ready to return to the bargaining table at any time. Meanwhile the union is in touch with the Governor's Office of Employee Relations and with commissioners and managers at various state agencies whenever new issues arise.*

*If you have special concerns or ideas for how to improve the union's efforts, please let PEF know.*

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## **Wants better dental insurance**

To the Editor:

Please get us the same dental coverage that CSEA (Civil Service Employees Association) has. Ours is not as good as theirs.

**THOMAS LEID**

Fredonia

### **Editor's note:**

*Currently, PEF, along with several other state-employee unions, receives dental insurance through the state's NYSHIP program. CSEA, however, provides its dental insurance through a union-administered benefit fund.*

*PEF is concerned that many of its members do not have access to network dentists through the state-provided plan and this results in higher out-of-pocket costs for those members.*

*Dental insurance is, indeed, a priority in PEF's negotiations for a successor agreement. To that end, PEF put out a dental insurance RFP (request for proposals) earlier this year. PEF has reviewed the proposals submitted by the carriers and will meet with them individually for one-on-one discussions.*



# Retirees contribute to NYS economy, but pension funds hit by downturns, too

As of March 31, 2019, approximately 380,000 New York State and Local Retirement System (NYSLRS) retirees lived in New York state. The pension money they receive flows directly back into our communities, stimulating and growing our local economies.

During 2018, NYSLRS retirees were responsible for \$12.6 billion in economic activity in New York State. The goods and services retirees use create opportunities for new businesses in New York, help grow existing companies and create jobs. NYSLRS retirees are particularly important to merchants because their retirement income provides a stable foundation of customers for local businesses.

After a career working for the people of New York, NYSLRS retirees continue to contribute — not just as engaged citizens, but as individuals who bring value to the communities where they live. As of March 31, 2019, 73 percent of the cost of pension benefits came from investment income, not taxpayers.

Schools, roads and government services of every sort — they all have something in common: NYSLRS retirees help make them possible with the taxes they pay.

In 2018, retirees paid \$1.95 billion in real-property taxes — that's 3.1 percent of the total collected in New York. In some areas of the state, this figure is even higher. In the north country, retirees pay 7.6 percent, and in the Capital District, 8.9 percent of the property taxes collected

Spending by NYSLRS retirees and their beneficiaries generated an estimated \$710 million in 2018. Retirees give back in many ways.

Unfortunately the COVID-19 pandemic is driving market volatility for public pension systems.

A recent study by the Center for Retirement Research at Boston College anticipates the COVID-related market volatility will result in significant underperformance of public pension funds in 2020.

However, it also notes that most funds over-performed expectations in 2019. Additionally, the study recognizes that most funds have assets to compensate for shortfalls in the short term.

New York's Public Employee Retirement Systems are among the best funded and managed. Still, there are concerns about long term economic assumptions as the COVID-19 pandemic persists. Concerns have been heightened in recent weeks as virus surges are apparent worldwide, with the U.S. infection spikes and lack of coherent policy driving a market roller-coaster. Read a synopsis of the study here

[https://crr.bc.edu/wp-content/uploads/2020/09/SLP73\\_.pdf](https://crr.bc.edu/wp-content/uploads/2020/09/SLP73_.pdf)

We retirees are engaged in our local community and are affected by the impact of the current pandemic. We need to keep ourselves safe, engaged, healthy, and informed about our earned benefits and the political climate. We need to promote ourselves for the contributions we make to the community we live in and the economy of New York.

The source of this information is the NYS Comptroller's website and the Center for Retirement Research at Boston College.





## 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.

- Lisa Colbert is an infection control nurse at Sunmount Developmental Disabilities Services Office in Tupperlake. Call 518-359-4155;
- Angela Midgley is an associate in special education at the state Education Department in Albany. Call 518-474-5215;
- Linda Deserto is a nurse 2 at Wallkill Correctional Facility in Wallkill. Call 845-895-2021;
- Rebecca Bezon Sando is a nurse 2 at Orleans Correctional Facility in Albion. Call 585-589-6820;
- Barbara Fiore is a teacher 4 at Greene Correctional Facility in Coxsackie. Call 518-731-2741;
- Naomi Van Deirse is an information technology specialist 2 at the state Office of Information Technology Services in Albany. 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;
- Angela Midgley is an associate in special education at the state Education Department in Albany. Call 518-474-5215;
- Gina Hallmark is a nurse 2 at Lakeview Shock Correctional Facility in Brockton. Call 716-792-7115;
- Naomi Van Deirse is an information technology specialist 2 at the state Office of Information Technology Services in Albany. Call 518-457-4272.
- Tracy Jensen is a business services center analyst trainee 1 at the state Office of General Services in Albany. Call 518-457-4272;
- Sara Kneaskern is a teaching and research center nurse 2 at SUNY Upstate University Hospital in Syracuse. Call 315-464-4943;

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](mailto:thecomunicator@pef.org), or call 800-342-4306, ext. 271. Be sure to provide your contact information.



# 2021 ELECTION RULES

## Dates, Rules, Requirements



### I. Positions to be filled

#### Officers: Total of 17

President (1) elected statewide  
 Secretary-Treasurer (1) elected statewide  
 Vice Presidents (3) each elected statewide  
 Regional Coordinators (12) elected by PEF region

**Trustees:** (3) each elected statewide

**Executive Board of Representatives:** Total of **110** each elected by **individual constituencies** within departments or other organizations:

Ag & Markets – 1 seat statewide  
 Audit & Control/SFS – 4 seats  
 Banking/Insurance DFS – 2 seats statewide  
 Civil Service – 1 seat statewide  
 Corrections – 9 seats  
 OCFS/OTDA – 6 seats  
 Economic Development – 1 seat statewide  
 Education – 4 seats  
 ENCON – 3 seats  
 Executive – 12 seats  
 Health – 7 seats  
 HESC – 1 seat  
 Labor – 4 seats  
 Law – 1 seat statewide  
 OMH/OPWDD/OASAS – 22 seats  
 Motor Vehicles – 1 seat statewide  
 Public Service – 1 seat statewide  
 State – 1 seat statewide  
 State Insurance Fund – 3 seats  
 SUNY – 9 seats  
 Tax & Finance – 5 seats  
 Transportation – 7 seats  
 Worker Compensation Board – 1 seat statewide  
 Political Subdivisions of the State of New York – 1 seat statewide  
 Public Benefit Corporations of the State of New York – 3 seats statewide

Apportionment is determined based on payroll information available from the second payroll record transmitted in August containing members on payroll for the previous 90 days, prior to the Convention when apportionment is determined.

### II. Term of Office

Pursuant to the PEF Constitution, the term of office for all Officers, Regional Coordinators, Trustees and Executive Board Representatives is three (3) years.

### III. Election Period

The election period begins Monday, March 1, 2021, and ends Tuesday, June 29, 2021.

### IV. Candidate Eligibility Requirements

1. Candidates for Officer and Trustee positions must have been **active** members of PEF, as defined in Article VI.B. of the Constitution, since **April 28, 2019**. Candidates for Executive Board must have been regular members as of **October 30, 2020** as defined in Article VII.B. 1 of the Constitution. Members may request information from PEF headquarters

regarding the length of their membership in the Union.

2. Candidates must be current dues paying members.
3. A person may seek the nomination for only one office or position.

### V. Definitions

1. A **certified candidate** is any member who meets the eligibility requirements for the position he/she is seeking; who fulfills the requirements for nomination; and who is certified by the PEF Elections Committee.
2. A **slate is a fixed list of a group of candidates** seeking office under the endorsement of any organization, caucus, or other group of PEF members.
3. A **majority** is established at that point which exceeds fifty (50) percent of the valid ballots cast.
4. **Received** means in hand, not mailed date or post-marked date.
5. **Regular membership** shall be open to any person employed by the State of New York in the Professional, Scientific, and Technical Unit, and additionally those in comparable titles employed by New York State Public Authorities, New York State Benefit Corporations, and Political Subdivisions of the State of New York, and not-for-profit/ charitable and for-profit organizations which provide services to New York State citizens by virtue of direct or indirect contractor relationships with NYS, its Public Authorities, Public Benefit Corporations and/or Political Subdivisions, including those laid off, on paid leave or unpaid leave, or any duly elected officer of PEF.
6. An **active member** shall be a regular member who has performed paid services during the preceding two years, plus one day, in a job title represented by PEF, or a duly elected Officer or Trustee of PEF.

### VI. Mailing of Campaign Literature

1. All payments must be received at time of request.
- 2a. PEF will honor any reasonable request by a potential candidate or slate to mail campaign literature to members at the potential candidate's or slate's expense. These requests will be honored from **Friday, March 5, 2021 to Wednesday, April 28, 2021** in the order received. The campaign literature must be provided to the Elections Committee in sealed, stamped (postage paid) envelopes which are ready for mailing. Each potential candidate or slate must check with postal officials to determine the proper postage.
- 2b. Potential candidates or slates must pay for each mailing to cover the cost of address labels. Arrangements will be made for PEF to put address labels on the

envelopes containing campaign literature at a rate of \$14.00 per hour. Potential candidates should contact the Elections Committee at 1-800-342-4306 or email 2021Elections@pef.org.

### VII. Elections Committee

The President shall appoint, and the Executive Board shall approve, a minimum of nine (9) and a maximum of twelve (12) PEF members **who are not seeking an office or position in this election** to serve as the PEF Elections Committee. This Committee will fulfill the duties and responsibilities outlined in these Regular Election and Campaign Rules and the Regular Elections Committee Guidelines. A quorum shall consist of a minimum of five committee members.

### VIII. Campaign Rules

1. The conduct of PEF elections shall be consistent with the standards for such elections developed under the Labor Management Reporting and Disclosure Act (LMRDA).

**NOTE: PEF elections are governed by the requirements of the LMRDA and PEF's internal rules on elections.**

2. Nominating signatures may not be solicited for an individual for more than one office or position.
3. Pursuant to Article IX. B.1 of the PEF Constitution, individuals or slates must obtain the signatures of at least ten percent (10%) of the appropriate constituency on official nominating petitions only, in order to appear on the ballot. A membership list with addresses will be available for review (no photocopies, pictures or digital recording of membership lists) twice within 30 days prior to the election period. No member is entitled to receive a copy of the list. The membership list will be available for review **by appointment only**, 9:00 am - 5:00 pm, Monday through Friday. If you wish to view a list contact the Elections Committee at 1-800-342-4306.
4. Slate nominating petitions may be used only for Officers (President, Secretary-Treasurer, Vice Presidents and Regional Coordinators) and Trustees.
5. The official slate may not be altered on the slate nominating petition. Any additions, deletions or changes to the slate on the hard copy/scanned nominating petition will render the entire petition void.
6. **Slate Candidates:**
  - a. Potential candidates for Officer or Trustee may circulate both slate and individual nominating petitions. **Any individual nominating petition must indicate the slate endorsement, or the petition will be invalidated.**

## Dates, Rules and Requirements (Continued)

- The electronic version of the 2021 individual nominating petitions will be available online on the electronic platform and will be specific to each potential candidate.
- b. Potential slate candidates for Executive Board may obtain petitions signatures using the 2021 individual nominating petition hard copy petition or directing those that wish to electronically sign for them to the election platform where candidate specific electronic petitions will be posted. All hard copy 2021 Individual nominating petitions **must indicate slate affiliation or independent status. Failure to do will invalidate the petition(s).** Candidate slate endorsement (affiliation) will also be designated on the ballot.
7. **Independent Candidates:**  
All independent potential candidates that have a valid Notice of Independent Candidacy form on file for Officer, Trustee or Executive Board Representative, will circulate hard copy **individual nominating petitions. These petitions must indicate independent status, or the petition will be invalidated.** Candidate specific electronic petitions for independent candidates will be available on the electronic election platform.
8. No slate may endorse more than one (1) individual for each elective position. An individual may run on only one (1) slate or as an independent.
9. a. Only official individual and slate nominating petitions may be used to gather signatures. Although reproductions of the official form may be used, the Committee will accept only those hard copy forms containing original nominating and circulator signatures. Reproduced (photocopy, FAX, etc.) signatures will be invalid.  
b. **Correction fluid/correction tape may not be used anywhere on the petition or it will be invalidated.**
10. Potential candidates are solely responsible for ensuring that only acceptable petitions are submitted.
11. Petition Types – There will be 2 types of petitions:  
• Hard copy: paper petitions that potential candidates can circulate to gather in person signatures.  
• Electronic: petitions available on electronic election platform for members to electronically sign for a potential candidate.
12. **Nominating Signatures** - If any of the following conditions and requirements is not fulfilled, the signature will be invalid:  
a. Only **regular** PEF members in good standing, from the appropriate constituency, shall be eligible to sign nominating petitions. **Monday, March 8, 2021** is the cutoff date for membership.
- b. All hard copy nominating petitions will require the signature, printed name, and correct petition ID for each signer. **Petition ID number 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.** The printed name and petition ID number must be legible for the signature to be valid.
- c. All electronic nominating petitions submitted through the electronic election platform will require the name, 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**), and electronic signature check box sign off to be valid.
- d. Members may physically sign or electronically sign petitions only for those individuals for whom they are eligible to vote.
- e. Members may not physically sign or electronically sign more than one nominating petition for any individual elective position. Members may physically or electronically sign petitions for up to three individuals for each office of Vice President and Trustee. **In the case of duplicate signatures, the signatures on the first petition received by date and time shall be valid.** Receipt order shall be determined as follows: electronic signatures shall be the date and time a member submits the nomination on the electronic election platform of the verification company, or for hard copy signatures it shall be the date and time submitted by (1) email when received in the official email address of 2021Elections@pef.org, or (2) US postal mail when opened and stamped in by the PEF Elections Committee sent to the official address of PEF Elections Committee, P. O. Box 12414 Albany, NY 12212-2414.
- f. Consistent with prior practice and the New York State Election Law, the use of titles, initials or customary abbreviations of given names by the signer of a petition shall not invalidate such signature, as long as such name can be specifically matched to a PEF member's petition ID as provided from the payroll file.
12. Hard copy nominating petitions may be circulated only by **regular** PEF members. The circulating member must legibly complete the information on the bottom of each petition submitted; only original circulator's' signatures will be accepted. Failure to do this will render the entire petition invalid. Electronic petitions submitted through the electronic election platform will not require a circulator.
13. The use of union funds or facilities to promote the candidacy of any person is prohibited regardless of whether union officials know about or approve of the use. It is not the intent of this rule to limit candidate forums at which all candidates have equal access.
14. The prohibition against the use of union funds applies to direct expenditures from the union including but not limited to:  
a. use of union owned or leased equipment such as telephones, fax machines, copy machines, etc., or use of conference rooms.  
b. use of union supplies such as stamps, paper, envelopes, etc.  
c. giving free services or special discounts to a candidate customer such as printing, photocopying, etc.
15. No PEF staff, office, equipment, material or electronic media (e.g., e-mail and internet, including websites, blogs and social media sites controlled or sponsored by PEF) may be used for electioneering. No PEF dues money shall be expended for the purpose of electioneering. This applies to all official bodies of PEF, including but not limited to, regional offices, local divisions, councilors committees. For purposes of this election, regular PEF members on union leave working in a non-elected position for PEF or serving in positions funded by joint contract funds shall be considered PEF Staff, unless the position is specifically protected by the PEF Constitution.
16. All funds and resources used by individuals and/or slates in support of their election efforts shall be donations from **regular** PEF members only.
17. No person shall use the PEF logo or letterhead on any written or printed election material or social media in any PEF election process. No person shall use their PEF Division name or number to support or oppose any candidate(s) for PEF office on social media.
18. During the election period, no PEF publications, including websites, blogs and social media sites controlled or sponsored by PEF may endorse, or contain material that appears to endorse, overtly criticize, or overtly praise any potential candidate for PEF offices covered by these election rules. This applies to all official bodies of PEF, including but not limited to, regional offices, local divisions, councils or committees.
19. In accordance with the collective bargaining agreements between PEF and any employer of workers represented by PEF, no material which constitutes election material for or against any person, organization or faction thereof shall be allowed on PEF bulletin



## Dates, Rules and Requirements (Continued)

boards, if such postings are prohibited by the pertinent collective bargaining agreement(s).

20. No PEF member may knowingly misrepresent the candidacy intentions of any other PEF member.
21. In addition to the above rules, the PEF Code of Ethics will apply to all election activities: (Note: Ethics charges arising as a result of this election process will be processed by the Elections Committee). If the charges are against the Elections Committee, then they will be processed by the Ethics Committee.
  - a. No member shall use the PEF name or logo for anything other than official PEF business.
  - b. Only official PEF literature shall be posted on PEF bulletin boards provided under contractual rights by the collective bargaining agreement with the employer.
  - c. Only official PEF business shall be conducted at meetings arranged in the name of PEF. Meeting space at PEF operated properties shall be allocated in a fair and equitable manner.
  - d. No member shall commence litigation concerning a union matter against PEF or any of its officers, Executive Board members, or members without first seeking redress from the Executive Board or its duly appointed committee(s).
  - e. All members shall conduct themselves in a manner that is conducive to fairness and fair play working only for the good and welfare of the membership.
  - f. No official PEF letterhead, PEF publication, PEF Internet website (including but not limited to Divisional and Regional websites, Facebook pages, etc.), or any other PEF electronic media, shall be used to endorse a PEF member for union election.
  - g. No official PEF letterhead, PEF publication, PEF Internet website (including but not limited to Divisional and Regional websites, Facebook pages, etc.), or any other PEF electronic media, shall be used to make an accusation against another PEF member which is defamatory.
  - h. No Steward shall be denied the opportunity to have a PEF meeting convened to deal with issues of interest to that Steward or his/her constituency.
  - i. No member shall bring charges of a malicious or frivolous nature against another member.
  - j. No member shall engage in corrupt or unethical practices by taking money, books, records, or other property belonging to PEF or its Divisions, Committees or Regions. The unauthorized destruction, alteration, or mutilation of records, vouchers, or receipts, will constitute a violation of this Code.
  - k. No member shall abridge the rules

and procedures adopted by the PEF Convention or Executive Board, violate an oath of office, nor disclose information obtained in Executive Session.

- l. No member shall engage in corrupt practices or racketeering concerning a union matter.
  - m. No elected official shall engage in dual unionism or advocate secession from PEF.
  - n. No member shall harass or assault another PEF member at a union meeting or event; and no member shall engage in discrimination or bigotry toward another PEF member concerning a union matter.
  - o. If a member is convicted in a court of law or enters into a plea bargain agreement for misuse or misappropriation of PEF monies; or if PEF obtains a civil judgment against a member for the misuse or misappropriation of PEF monies; or as part of a settlement agreement between PEF and the member, the member agrees to reimburse PEF for monies improperly obtained or disbursed; or if a court, tribunal, agency, board, administrative or regulatory body, finds that a member engaged in frivolous, malicious, vexatious, defamatory, or abusive conduct towards PEF or any of its members concerning a union matter, and the time to appeal such finding has expired, PEF's Secretary-Treasurer (or President if the Secretary-Treasurer is a party to such conviction, judgment, settlement agreement or finding) shall be informed of the conviction, judgment, settlement agreement or finding. The Secretary-Treasurer (or President as the case may be) may file charges on behalf of PEF against the member with the Ethics Committee. Nothing herein should be construed to discourage legal action taken in good faith. This paragraph shall not preclude other members in good standing from filing charges with the Ethics Committee against a member for the alleged misconduct set forth in this paragraph.
22. Gifts which have monetary value exceeding **\$5.00** may not be given to PEF members during the election period. This is not intended to prohibit distribution of traditional campaign items such as key chains, magnets, pencils, bookmarks, pens, etc.

### IX. Nominating and Campaign Procedures

Potential candidates may obtain all necessary forms by requesting them to be mailed, by sending an email to [2021Elections@pef.org](mailto:2021Elections@pef.org) or calling 800-342-4306 ext. 231 to request. Forms and petitions will also be available from the PEF website at <http://www.pef.org/elections> to download and print for in person signature gathering. Electronic petitions will be handled by a third party vendor. Members

will be mailed secure log on information from the third party vendor prior to petitioning beginning. All subsequent deadlines (dates and times) refer to **received** at PEF headquarters for hard copy/emailed petitions or the electronic election platform for electronic petitions. Postal/email failures or inadequacies are not grievable situations. **Faxed forms will not be accepted.**

**All mail concerning this election MUST be sent to:**

**PEF Elections Committee**

**P. O. Box 12414**

**Albany, NY 12212-2414**

**Monday, March 1, 2021**— The following forms will be available for download from [www.pef.org/elections](http://www.pef.org/elections) at 9:00 AM. Copies of the forms may be requested to be mailed by contacting PEF Divisions Department at 800-342-4306 Ext 231 or email [2021Elections@pef.org](mailto:2021Elections@pef.org).

**“Notice of Slate Submission”**

**“Notice of Slate Acceptance”**

**“Notice of Independent Candidacy”**

**“2021 Candidate Directory and Information Sheet”**

- **“Notice of Slate Submission”** will constitute a notification of an intention to run a slate and will designate the official slate name and any acronym, a list of candidates seeking the nomination for President, Secretary-Treasurer, Vice-President, Regional Coordinator, Trustee and Executive Board. A slate name may not include the word, “independent”. This form must be signed by a representative of the slate organization. It is not necessary for a slate to designate an individual for each position.
- **“Notice of Slate Acceptance”** will include the endorsee’s name, **PETITION IDENTIFICATION NUMBER**, office sought, signature and date. **This form must be received by the Elections Committee for each slate-designated candidate.**
- **“Notice of Independent Candidacy”** will constitute a notification of an intention to run as an independent candidate. This form must be signed by the candidate. Only those independent candidates that submit a “Notice of Independent Candidacy” form will be eligible to petition in this election.
- **“Candidate Directory and Information Sheet”** will give individuals the opportunity to have information about them and their candidacy presented in the **2021** Candidate Directory, which will be mailed to all members prior to balloting at PEF’s expense. This Directory will present candidate information **only** in contested races and will also list the automatically elected candidates. This form will also ensure that the Elections Committee has the potential candidate’s name as it should appear on the ballot, his/her current mailing address (for sending petition receipts and certification notices) and telephone numbers, (should questions or problems arise). In the absence of a “Candidate Directory and Information Sheet” a candidate’s name will appear on all election material and ballots as received by PEF on payroll reports.

## Dates, Rules and Requirements (Continued)

**Monday, March 15, 2021 – DEADLINE** for the following forms which must be received via email to 2021Elections@pef.org or mailed to PEF HQ (PEF Elections Committee, PO Box 12414, Albany, NY 12212, no later than **5:00 PM**:

“Notice of Slate Submission”

“Notice of Slate Acceptance”

“Notice of Independent Candidacy”

**Under no circumstances will additions, deletions or any other changes to a slate be allowed after this date.**

- Each candidate of a submitted slate must submit the Notice of Slate Acceptance Form. If this form is not received by the deadline, the candidate will be removed from the slate.
- If the Notice of Independent Candidacy form is not received by this date, an independent candidate will not be eligible to run in the 2021 Triennial Election.

**Monday, March 29, 2021**– The following forms will be available at 9:00AM on the PEF website <http://www.pef.org/elections> to download and print for in person signature gathering. Electronic petitions will be available to sign starting at 9:00AM on the electronic election platform. Members will use the secure log in information mailed to them by the third party vendor to view and electronically sign petition(s).

“Slate Nominating Petition”

“Individual Nominating Petition”

**Hard copy slate Nominating Petitions** will be preprinted with a listing of each slate’s endorsements for statewide office, trustee and regional coordinator. Order of candidates will be determined by the submitted “Notice of Slate Submission” form. **Any alteration of the official slate of candidates by addition, deletion or any other change on the “Slate Nominating Petition” will render the entire petition invalid.**

Independent candidates wishing to circulate hard copy petitions will utilize the 2021 Individual nominating petition. **Hard copy Individual Nominating Petitions** will require the candidate to complete the sections for name, petition id #, position sought and affiliation (slate or independent). Failure to complete these sections will deem the petition invalid. **Correction fluid/correction tape may not be used anywhere on the petition or it will be invalidated.**

**Electronic Slate Nominating Petition** – will be prefilled with slate name and all potential candidates’ names. Order of candidates will be determined by the submitted “Notice of Slate Submission” form.

**Electronic Individual Nominating Petition** - will be prefilled with candidates name, petition ID number, and affiliation (slate or independent). The electronic petition will also be prefilled with the following information dependent upon the position sought:

Regional Coordinators: Region #  
Executive Board: Executive Board seat #, agency name and description of seat

Electronic petitions will be listed on the election platform in the following manner:

- a) Slates in region order with the counties of each region listed.
- b) Independent SW officers by position (President, Secretary-Treasurer, Vice President, Trustee).
- c) Independent regional coordinators in region order with the counties of each region listed.
- d) Executive Board candidates will be listed by agency/department and seat number within the agency/department. The definition for each seat will be included in the heading.

\*Note: County refers to the County the member works in.\*

Pursuant to the PEF Constitution, individuals or slates must obtain the signatures of at least ten percent (10%) of the appropriate constituency on official nominating petitions only, in order to appear on the ballot.

A complete list of the number of signatures required for each office and Executive Board seat is included in these Election and Campaign Rules. The Elections Committee recommends that nominating petitions be submitted throughout the nominating period. It is the candidate’s responsibility to make sure that nominating petitions are submitted timely. At headquarters, an Elections Committee person will be present with the staff assigned as petitions are filed.

**All persons submitting nominating petitions will be mailed or emailed a receipt showing the date, time of the petition(s) received.**

**Wednesday, April 28, 2021 – DEADLINE** for the following forms which must be received by the **PEF Elections Committee** by mail (not postmark), email or through the electronic election platform for electronic petition signing no later than 5:00 PM:

“Slate Nominating Petition”

“Individual Nominating Petition”

“Candidate Directory and Information Sheet”

**Monday, March 29, 2021, to Thursday, May 13, 2021**– All petitions will be verified and valid signatures tabulated by an independent outside entity chosen by the Elections Committee. The Elections Committee will then certify the signature tally and the validity of each nomination.

Copies of petitions will only be available for review by prior appointment with the Elections Committee. Any regular member can look at any copy of any petition with due notice to the Elections Committee. No electronic recording devices will be permitted when viewing petitions. Petitions will be available for review starting **Monday, May 17, 2021 and ending May 28, 2021**. Any viewing is subject to social distancing, PPE requirements and any other requirement in conjunction with CDC guidelines.

Letters will be sent to all individuals, for whom nominating petitions were submitted, notifying them whether or not they have been certified as candidates to appear on the ballot. Slate representatives also will be notified. All **certified** candidates will receive information on obtaining constituency mailing labels to send out their literature. Labels for election purposes may be

purchased **only** by **certified candidates**, by contacting the Elections Committee. Priority for processing label requests will be given to those in contested elections. Candidates are solely responsible for the content of this material.

### LABEL TYPE

The types of labels available to all certified candidates are as follows:

For individual candidates:

Peel and Stick

For mailing houses:

Data will only be sent to those mail houses who sign a confidentiality agreement with PEF.

### LABEL COST

All labels must be paid for before they are generated. Mailing of labels to certified candidates is by first class. Overnight/express mailing is by prior request and payment only.

0 to 1,000 – \$ 25.00

1,001 to 3,000 – \$ 50.00

3,001 to 10,000 – \$ 75.00

10,001 to 20,000 – \$100.00

20,001 to 55,000 – \$180.00

For additional information, please refer to the Mailing Label Request Form for Certified Candidates.

A list of certified candidates for all positions will be published in the “**2021** PEF Elections Candidate Directory” and sent as a statewide mailing prior to the start of the balloting.

**Friday, May 14, 2021** – Ballot positions will be determined by draw at **12:00** noon handled by the PEF Triennial Elections Committee. Candidates and slate representatives are welcome to view the ballot draw which will be conducted over Zoom. Link will be provided to all certified candidates prior to the date. All candidates/slates must view this Zoom on their own time and at their own expense.

### X. Election Procedures

The PEF Elections Committee will submit lists of certified candidates and eligible voters to the American Arbitration Association (AAA). Balloting will be conducted by AAA based on these lists, using a double envelope system to insure a secret ballot. Unless otherwise specified in these rules, recommendations of AAA shall prevail. In all cases, if a membership card is received at PEF headquarters from any person in a bargaining unit represented by PEF by **Wednesday, April 28, 2021**, he/she may vote in this election.

Members may receive up to two ballots for the **2021** Regular Elections – one listing Statewide Officers, Trustees and their appropriate Regional Coordinator candidates; the other will list their appropriate candidates for Executive Board. No candidate’s professional title will appear on the ballot (i.e. PhD, M.D., etc.). No candidate’s name will appear on any ballot in an **uncontested** election.

In all instances, candidates will be listed by office, in the order drawn on **Friday, May 14, 2021**–Slate voting will be allowed only for statewide Officers, Trustees and Regional Coordinators. Boxes will appear next to each candidate’s name to accommodate individual

## Dates, Rules and Requirements (Continued)

voting. If you vote for a complete slate, no other mark will count. If a certified candidate becomes ineligible to hold that office, his/her name will not be included on the ballot. If ballots have already been printed or mailed, **but before tabulation**, any votes cast for an ineligible candidate shall be void and **shall not** be considered in establishing a majority or determining election results. Any vacancy occurring after the ballot count is certified will be filled by special election, according to PEF's Constitution. In the absence of a slate vote, individual votes for an office will be considered void if the votes cast are for more candidates than authorized for the office. Write-in votes are not allowed.

Members receiving no ballot(s) or a ballot placing them in an incorrect Region or Executive Board constituency will be able to call the AAA hotline, (800) 529-5218, for a ballot or substitute ballot. All such ballots will be held unopened by AAA until just prior to the ballot count, when their validity is determined by the PEF Elections Committee.

**Any significant number of ballot problems in any one constituency should be reported immediately to the Elections Committee at PEF Headquarters.**

**Monday, June 7, 2021**– Ballots will be mailed by AAA to eligible voters.

**Monday, June 14, 2021**– Call AAA at (800) 529-5218 if no ballot(s) or incorrect ballot(s) have been received.

**Monday, June 28, 2021**– Ballots must be received at AAA in New York City no later than 5:00 PM.

**Tuesday, June 29, 2021**– Ballots counted by AAA. All candidates or their representatives are welcome to **observe** the count at their own expense. Call PEF Headquarters for information on the time and place for the ballot count.

**Policy on Ballot Recounts** – Recounts will be held for any individual position only under the following circumstances:

1. **1000 or more total valid votes cast** – Where the difference in the candidates' tallies is less than 2% of the total.
2. **999 or less total valid votes cast** – Where the difference in the candidates' tallies is less than 20 votes. Pursuant to the PEF Constitution elections **shall be won by the candidate(s) with the highest vote total of regular members of PEF voting in any election.**

A complete list of the certified election results will be published in the eCommunicator. At the request of a candidate or slate representative a copy of the scanned ballots (media to be determined by AAA) will be made available. Requests must be made in writing to the PEF Elections Committee within 30 calendar days following the certification of the election.

### XI. Triennial Elections Virtual Debate May 19, 2021 Virtual Debate Rules and Format

The debate will be live streamed and begin at 6:00pm on **Wednesday, May 19, 2021.**

Candidates will be provided with Zoom link and are instructed to log on at 5:00 PM for further instruction and to address any set up issues.

The moderator will be a representative from the NYS League of Women Voters.

#### Rules for the Audience

1. No Zoom observers will be permitted other than PEF staff needed.

#### Ground Rules

1. This is not a campaigning event.
  - a. Candidates cannot wear buttons or shirts, or display banners or Zoom backgrounds, etc., for their slate or candidacy.
2. Candidates should respect the instructions of the Moderator.
  - a. A time keeper will assist the Moderator.
  - b. This person will also be from the League of Women Voters.
3. The Moderator will introduce the candidates by name and by slate. A reference will be made to the Candidate Directory mailed to members in **May 2021.**
4. No derogatory comments.
5. If the Moderator is not able to maintain order, he/she reserves the right to end the debate.
6. The scheduled debate will not be canceled. No open chair debates will take place. Time will be allowed for remarks by the unopposed debater for the President and Secretary-Treasurer offices.

#### Selection of Debate Questions

1. The questions are being solicited from the membership through the PEF website.
2. On the PEF Website there is a link titled, "Triennial Elections Debate".
3. Information requested through this link includes the member's first name, last name, and question. There will be a drop down box for the member to indicate which office position the question should be directed to. None of the fields will be required.
4. This information will be held on a secure server. Access is limited to a third party selected by the Elections Committee such as the League of Women Voters.
5. At the request of the Triennial Elections Committee Chair, these questions are to be downloaded by the third party into an Excel spreadsheet and sent to the Divisions Director. The Divisions Director then forwards this spreadsheet to the Committee Chair via hard copy or email.
6. Questions pertaining to the office position that could be asked to the competing candidates will be used. Questions that are biased toward an individual will be omitted.
7. Questions for the debate are to be reviewed by the Moderator prior to the debate.
8. For each office position the Moderator will draw questions randomly.

#### Debate Format

1. President and Secretary-Treasurer
  - a. Approximately 30 minutes are being planned for both the President and Secretary-

Treasurer debates.

- b. A coin flip will determine the starting order beginning with the opening remarks and alternating for the remainder of the debate. The coin flip will be conducted by the Moderator prior to the debate going live, but in the view of the debate participants.
  - c. These Candidates will each be allowed 2 minutes for opening remarks. This time can be used to introduce themselves or explain the goals of their sought-after position.
  - d. Each Candidate will be allowed up to 2 minutes to answer the debate question.
  - e. Each Candidate will be allowed to answer each debate question asked.
  - f. The number of questions asked will be based on available time allowed.
  - g. Closing remarks will be limited to 2 minute for each candidate.
2. Vice President and Trustee
    - a. Approximately 40 minutes are being planned for both the Vice President and Trustee debates.
    - b. Prior to debate, each slate's Vice President and Trustee candidates will draw by lot a rotation order number e.g., 1,2,3. The numeric order will be followed in answering questions. Each question will be answered by one candidate from each slate by order of lot drawn. Slate starting order will be determined by coin flip and then alternate. Independent candidates, if any, may answer each question.
    - c. Each Candidate will be allowed up to 1 minute to answer the debate question.
    - d. The number of questions asked will be based on available time allowed.
    - e. Closing remarks will be limited to 1 minute for each candidate.
  3. Conclusion  
Closing remarks are by the Moderator and will include:
    - a. Ballots will be mailed by AAA on **June 7, 2021** and are due back on **June 28, 2021.**
    - b. Ballots will be counted in NYC on **June 29, 2021.**
    - c. Debate recording will be available to be viewed from May 20, 2021 through June 28, 2021 on the PEF website.

### XII. Election Appeals Procedure

#### A. Appeals to the Elections Committee

1. Any current PEF member who believes he/she is aggrieved by anyone's alleged violation of the Election rules or any alleged misapplication or misinterpretation of the PEF Constitution or any PEF policy or procedure concerning Elections, may appeal such to the PEF Elections Committee.
  - a. There shall be a time limit of thirty (30) calendar days following the ballot count certification by AAA, for filing appeals to the Elections Committee. For nominating petitions the time limit will be thirty (30) calendar days following certification of the nominating petition.
  - b. To appeal the Committee's decision to the Executive Board: There shall be a time limit



## **Dates, Rules and Requirements (Continued)**

of thirty (30) calendar days following the date of the written decision of the Committee.

2. Any ethics complaints arising as a result of the election process will be adjudicated by the Elections Committee.
3. The appeal shall be submitted on an Elections Appeal Form and filed with the 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 Elections Committee shall notify, in writing, persons as may be deemed appropriate, of the appeal. Such persons shall then have fifteen (15) working days from notification of the appeal to make a written response to the Committee. Any responses received will be distributed to all related parties of the original appeal.
4. The Elections Committee shall conduct a review of the appeal, and shall render a decision in writing as soon as possible. The Committee shall use its best efforts to render a decision in writing within 50 calendar days of receipt of the appeal. The Committee's decision shall be mailed to the grievant and to such other persons as may be deemed appropriate.
5. The Elections Committee may award appropriate relief in any appeal, including the following:
  - a. ordering compliance with the Constitution, policy, procedure or Election rule violated;
  - b. ordering, as deemed necessary, the conduct of a new election (petitioning and/or balloting);
  - c. suspending the ballot count until the appeal has been adjudicated;
  - d. referring an appeal to the President for a hearing before the Election Hearing Panel when the Elections Committee's recommendation for relief includes a reprimand, fine, suspension, expulsion or other discipline.
6. The Elections Committee, without ruling on the merits of the appeal may deny any appeal which it deems is frivolous, repetitive or moot. A decision by the Committee to reject an appeal on one of these bases shall be appealable to the Executive Board.
7. In the event that it is necessary, the Elections Committee may refer an appeal to the President for a hearing before an Election Hearing Panel.

### **B. Hearings Before the Election Hearing Panel**

1. Upon receipt by the President of an appeal referred by the Elections Committee for a hearing, the President shall appoint a five-person Hearing Panel, subject to confirmation by the Executive Board, to preside at the hearing. The President shall appoint one Hearing Panel member to serve as Chair. The members of the Hearing Panel shall be members of the Executive Board.

No party to the appeal or potential witness to the events at issue in the appeal, may be a member of the Hearing Panel.
2. The accused may appear before the Hearing Panel in person and with witnesses to answer the appeal. A full and fair hearing will be conducted, with the accused afforded the right to question witnesses and examine any evidence presented by the party filing the appeal. Witnesses must be sworn in and testify under oath. The parties may select another PEF member to represent him or her in the presentation of a defense. The accused may elect to present a defense in writing rather than personally appear. In the absence of a written or personal defense, the hearing shall still proceed.

### **C. Judgment of the Hearing Panel**

1. Upon completion of the hearing, the Election Hearing Panel shall vote on whether to sustain the appeal in whole or in part. A majority vote of the Election Hearing Panel shall be required to sustain the appeal. The Election Hearing Panel shall render a decision in writing within thirty (30) calendar days of the end of the hearing. The Election Hearing Panel's decision shall include a summary of the evidence presented and shall state the basis upon which the decision is made. The Election Hearing Panel's decision shall be mailed to the accused, the party who filed the appeal, and to such other persons as may be deemed appropriate. If the appeal is not sustained, it shall be dismissed.
2. If the appeal, or any portion thereof, is sustained, the Election Hearing Panel shall render judgment and may impose discipline. Discipline may include, but is not limited to:
  - a. Require the guilty party or parties to conform to the Constitution, policy,

- procedure, Election Rules, or Code of Ethics violated.
  - b. Direct a party to perform or restrain from specific acts.
  - c. Censure a party.
  - d. Deprive a party of specified PEF privileges for a specified time period.
  - e. Suspend a party from membership in PEF for a specified period of time.
  - f. Revoke a party permanently from membership in PEF.
  - g. Recommend removal from office in accordance with the PEF Constitution.
3. Judgments of the Election Hearing Panel are final unless a party to the appeal, appeals the decision to the Executive Board.

### **D. Appeals to the Executive Board**

1. The Elections Committee's decision or the Election Hearing Panel's decision may be appealed to the PEF Executive Board. The appeal shall be filed in writing with PEF's Secretary-Treasurer, delivered in person or by mail.
2. The appeal shall be considered at the next scheduled meeting of the Executive Board, provided the appeal is postmarked at least twenty (20) calendar days prior to that meeting. Upon receipt of the appeal, the Secretary-Treasurer shall promptly give written notice of the pendency of the appeal to the Elections Committee or the Election Hearing Panel and to such other persons as may be deemed appropriate. These persons may make written submissions to the Board concerning the appeal.
3. It shall require an affirmative vote of one third (1/3) of Executive Board members present and voting to hear an appeal. If the Executive Board votes not to hear the appeal, the decision of the Elections Committee or the Election Hearing Panel shall be final.
4. If the Executive Board votes to hear the appeal, in considering the appeal, the Executive Board shall allow the Elections Committee or the Election Hearing Panel, the appellant and such other persons as shall be deemed appropriate to present oral arguments. The appellant shall be granted equal time as allotted to the Elections Committee or the Election Hearing Panel, but not less than 10 minutes, for presentation of the appeal. It is the appellant's responsibility at his/her own expense, to be present at this meeting for presentation of any oral argument.
5. The Secretary-Treasurer shall notify the appellant, the Elections Committee, or the Election Hearing Panel and any other parties as may be deemed appropriate, of the Executive Board's decision on an appeal.
6. The Board may affirm, reverse or modify the decision of the Elections Committee or the Election Hearing Panel, including the Election Hearing Panel's award of relief. The decision of the Board shall be final.
7. The Executive Board, without ruling on the merits of the appeal, may deny any appeal which it deems is frivolous, repetitive or moot.

### **E. Representation**

Members shall have the right to present their own case or have another PEF member in good standing present the case. Outside attorneys will not be present during any proceedings.

### **XIII. Miscellaneous**

1. Nothing in the procedure shall in any way impair the authority of any PEF officer, body or committee from fulfilling their PEF obligations during the pendency of an appeal.
2. Any questions related to these rules and procedures should be directed to the Elections Committee (not PEF staff) through PEF headquarters.

# SIGNATURE REQUIREMENTS 2021-2024 ELECTIONS

<i>Office</i>	<i>Signatures Needed</i>	
<b>President</b> (elected statewide).....	5,122	45 Downstate, Fishkill, Ulster, Eastern, Shawangunk, Wallkill, .....49 Woodbourne, Sullivan, Otisville (10240, 10050, 10610, 10100, 10680, 10600, 10140, 10690, 10290)
<b>Secretary-Treasurer</b> (elected statewide).....	5,122	48 Div of Community Supervision - Regions 1-8 including.....34 parole board (10870, 10890)
<b>Vice President</b> (elected statewide).....	5,122	49 Div of Community Supervision - Regions 9-12 including.....47 parole board (10870, 10890)
<b>Vice President</b> (elected statewide).....	5,122	50 Green Haven, Taconic, Bedford Hills, Sing Sing, Edgecombe, .....32 Queensboro, NYC CTL Admin CorFac (10080, 10250, 10120, 10070, 10320, 10170, 10500)
<b>Trustee</b> (elected statewide).....	5,122	51 Gouverneur, Cape Vincent, Watertown, Rochester, Attica, .....47 Wende, Orleans, Albion (10810, 10580, 10030, 10300, 10000, 10430, 10640, 10090)
<b>Trustee</b> (elected statewide).....	5,122	55 <b>ECONOMIC DEVELOPMENT - 1 seat statewide (22000)</b> .....10
<b>Region 1</b> Coordinator (Niagara, Erie, Wyoming, Cattaraugus, Chautauqua) ...	429	<b>EDUCATION - 4 seats</b>
<b>Region 2</b> Coordinator (Allegany, Steuben, Yates, Schuyler, Chemung).....	68	65 Education Department – Regions 1-7 and .....44 9-12 ACCES (11000, 11010, D.215, D.230, D.372, D.376)
<b>Region 3</b> Coordinator (Orleans, Genesee, Monroe, Livingston, .....213 Ontario, Wayne)		70 Education Department Regions 1-7 and .....30 9-12 D. 206, D. 298, D.349 and OPD in Region 8 (11000, 11010, 11260, 11270)
<b>Region 4</b> Coordinator (Seneca, Cayuga, Cortland, .....407 Onondaga, Oswego, Jefferson)		75 Education Department Region 8 Div. 194 ACCES, OCE, OMS, OP..... 59 (11000, 11010)
<b>Region 5</b> Coordinator (Tompkins, Tioga, Broome, .....156 Chenango, Otsego, Delaware)		77 Education Department Region 8 Div 194 OHE,.....40 P-12 (11000, 11010)
<b>Region 6</b> Coordinator (Oneida, Lewis, Herkimer, .....163 Hamilton, Fulton, Montgomery, Madison)		90 <b>HIGHER EDUCATION SERVICES CORPORATION – 1 seat statewide (11100)</b> .....5
<b>Region 7</b> Coordinator (St. Lawrence, Franklin, Clinton, Essex).....	127	<b>SUNY - 9 seats</b>
<b>Region 8</b> Coordinator (Albany, Warren, Washington, .....1,871 Saratoga, Schenectady, Schoharie, Rensselaer, Greene, Columbia)		80 All titles in the following agencies: .....31
<b>Region 9</b> Coordinator (Ulster, Sullivan, Orange, .....396 Rockland, Dutchess, Putnam, Westchester)		ALBANY (28010) PLATSBURG (28240)
<b>Region 10</b> Coordinator (New York, Bronx) .....439		ADMINISTRATION (28650) NEW PALTZ (28210)
<b>Region 11</b> Coordinator (Richmond, Queens, Kings).....387		BINGHAMTON (28020) GENESEO (28190)
<b>Region 12</b> Coordinator (Nassau, Suffolk) .....454		TECH MORSVIL (28400) FREDONIA (28180)

## 2021-2024 EXECUTIVE BOARD APPORTIONMENT

<b>Seat #</b>	<b>Department</b>	<b>Signatures Needed</b>
1	<b>AGRICULTURE &amp; MARKETS - 1 seat statewide</b> .....40 (06000, Ag&Mk Per Diem 06010, Ag&Mk St Fair 06110)	
<b>AUDIT CONTROL with SFS - 4 seats</b>		
3	OSC, 110 State Street Floors 1-7 Albany 12236, .....50 90 State Street Albany, NY 12207, Riverview Center Menands (00650, 02000)	
5	OSC, 110 State Street Albany NY Floor 13,.....39 RTP I & II (Rensselaer Tech Park), SFS (State Financial Systems), 41 State Street Albany 12207, all other Albany locations (00650, 02000, 21065)	
7	OSC, 110 State Street Albany 12236 Floor 12, .....50 OSC Field Staff, OSC NYC Staff, other Outside Albany & NYC (00650, 02000)	
9	OSC, 110 State Street Albany 12236 Floors 8-11,.....44 14, 15 (00650, 02000)	
<b>DEPARTMENT OF FINANCIAL SERVICES - 2 seats</b>		
10	Department of Financial Services.....38 Members representing Upstate and Downstate Banking (37000)	
12	Department of Financial Services.....53 Members representing Upstate and Downstate Insurance (37000)	
15	<b>CIVIL SERVICE - 1 seat statewide (08000)</b> .....2	
<b>DOCCS - 9 seats</b>		
25	Elmira, Southport, Groveland, Wyoming, Collins, .....55 Gowanda, Lakeview(10110, 10630, 10460, 10660, 10470, 10450, 10600)	
30	Mohawk, Mid-State, Marcy, Cayuga, Five Points, Willard,.....60 Auburn(10390, 10480, 10490, 10550, 10370, 10820, 10010)	
35	Ogdensburg, Riverview, Upstate, Bare Hill, Franklin, .....62 Altona, Clinton, Adirondack, Moriah, Washington, Great Meadow(10350, 10570, 10840, 10560, 10530, 10540, 10020, 10230, 10510, 10650, 10040)	
40	Hale Creek, Main Office, Greene, .....52 Coxsackie, Hudson (10850, 10160, 10670, 10130, 10270)	
	and in agency code 28108 (SUNY Downstate HSC) all T&R Nurse III (5506230) and T&R Nurse I (5506210), and T&R Nurse II (5506220) last names beginning with letters A to H	
81	SUNY Downstate - Agency Code 28108 all T&R.....25 Specialty Nurses (5506150) and T&R Nurse II (5506220) last names beginning with letters I to Z	
85	SUNY Upstate - All titles in agency code at SUNY HSC SYR (28110),.....77 HSC SYR HOSP PR (28118) and SUNY Upstate – Community Campus – last names beginning with A-H. All titles at SU ENV SCI&FRST (28550), SUNY TECH ALFRED (28350), SU COL OSWEGO (28230) and SU COL CORTLAND (28170)	
95	SUNY Upstate - All titles in agency code at SUNY HSC SYR (28110),.....57 HSC SYR HOSP PR (28118) and SUNY Upstate – Community Campus – last names beginning with I-Q	
97	SUNY Upstate - All titles in agency code at SUNY HSC SYR (28110),.....45 HSC SYR HOSP PR (28118) and SUNY Upstate – Community Campus – last names beginning with R-Z	
101	SUNY Stonybrook (28058) T&R Nurse 2 (5506220) .....61 with last names beginning with letters A-E, all titles at (West) Campus (28050) and all EMS titles.	



# SIGNATURE REQUIREMENTS (CONTINUED)

<p>102 SUNY Stonybrook (28058) T&amp;R Nurse 2 (5506220) ..... 62 with last names beginning with letters F-L and all T&amp;R Nurse I (5506210) titles</p> <p>103 SUNY Stonybrook (28058) ..... 38 T&amp;R Nurse 2 (5506220) with last names beginning with letters M-R and all titles at LIVH</p> <p>104 SUNY Stonybrook (28058) T&amp;R Nurse 2 (5506220) ..... 52 with last names beginning with letters S-Z and all T&amp;R Nurse 3 (5506230)</p> <p style="text-align: center;"><b>ENVIRONMENTAL CONSERVATION - 3 seats</b></p> <p>105 Eastern Regional Seat – DEC Regions 1 through 4 ..... 46 (09000, 09180)–Div 385 and Div 169D, 169E, 169F</p> <p>110 Western Regional Seat – DEC Regions 5 through 9 ..... 50 (09000, 09180) – Div 169G, 169H, 169I, 169J, 169K</p> <p>115 Central Office - 625 Broadway and ..... 73 Satellite Offices: (09000, 09180) Members working at Headquarters (Main Office), Troy, SUNY East, Port of Albany and the Delmar Complex. Div 169A, 169B, 169C</p> <p style="text-align: center;"><b>EXECUTIVE - 12 seats</b></p> <p>125 Office General Services (01050) ..... 72</p> <p>127 Homeland Security (01077) ..... 49</p> <p>130 Parks &amp; Rec Agencies – statewide ..... 49 (all agency code #'s beginning 49---), Ex Adirondack Park (01300), Lake George Park Commission (19002)</p> <p>161 Ex State Police (10600), Ex Criminal Justice Sv (01490) ..... 46</p> <p>165 Ex Housing &amp; Community Renewal (01080) ..... 41 Ex Veterans Affairs (01190), Justice Center (01160)</p> <p>169 Ex Alcohol Bev Control (01030), Ex Div Human Rights (01090) ..... 31 Ex Council on Arts (01360), Ex Office of Aging (01370), Ex Crime Victims (01400), Ex Correction Commission (01530) Ex Elections Board (10540), Off Prevention Domestic Violence (01620), Authority Budget Office (19006)</p> <p>172 Off Info Tech Svs (01110, 01113) Titles in salary grades 1 thru 22 ..... 50 EXCEPT Info Tech Spec 2's. Includes – Student Assistant, Admnlv Spec TR 1, Budgeting Analyst T1, Contract Management Spec T1, Admnlv Spec TR 2, Assistant Public Info Officer, Budgeting Analyst T2, Contract Management Spec T2, Graphic Designer 1, Info Tech Spec 1, Legal Assistant 2, Admnlv Spec 1, Assistant Office Services Manager, Auditor 1, Business Sys Analyst 1, Contract Management Spec 1, Senior Accountant, Senior Administrative Analyst, Senior Budgeting Analyst, Supvg Computer Operator, Assnt Engineer (Civil, Admnlv Spec 2, Agency Emergency Management, Assoc Accountant, Assoc Admnlv Analyst, Business Sys Analyst 2, Chief Computer Operator, Contract Management Spec 2, Info Sys Auditor 1 IT, Off Srvs Manager, Project Manager 1, Info Tech Spec 3</p> <p>173 Off Info Tech Svs (01110, 01113) - Info Tech Spec 2 ..... 61</p> <p>174 Off Info Tech Svs (01110, 01113)- Info Tech Spec 2 Info, Info ..... 50 Tech Spec 2 Programming</p> <p>175 Off Info Tech Svs (01110, 01113) – Salary Grade 23's ..... 55 in the following titles: Info Tech Spec 3 D C, Info Tech Spec 3 DB, Info Tech Spec 3 Info, Info Tech Spec 3 Programming, Info Tech Spec 3 SP, Radio Engineer and all salary grade 24 titles</p> <p>176 Off Info Tech Svs (01110, 01113) – Salary grade 25 ..... 57 to include the following titles: Business Sys Analyst 3, Contract Mgt Spec 3, Info Tech Spec 4, Info Tech Spec 4 D C, Info Tech Spec 4 DB, Info Tech Spec 4 Info, Info Tech Spec 4 Op, Info Tech Spec 4 S P, Project Manager 2, Senior Attorney, Supvg Accountant, Supvr Agency Accounts</p> <p>177 Off Info Tech Svs (01110, 01113) – Salary grade 27 ..... 45 and above plus any title not covered by another seat</p> <p style="text-align: center;"><b>HEALTH DEPARTMENT- 7 seats</b></p> <p>180 Health Main Office, PEF Regions 1-7 (12000) ..... 27</p> <p>185 Health Main Office - PEF Region 8, Corning Tower (ESP Floors 8-28) ..... 83 Menands-Riverview Center, 431 Broadway, 800 N. Pearl St. Glens Falls (D205A)</p> <p>190 Corning Tower, ESP ground to Corning Tower Floor 7 ..... 48 Wadsworth Labs, Axelrod, Griffin &amp; all related labs (D205C)</p> <p>195 One Commerce Plaza, 875 Central Avenue, Corporate Woods (D205D) ..... 61</p> <p>197 Health Main Office (12000) Regions 9-12 ..... 33</p>	<p>200 Helen Hayes (12030), Veterans Home Batavia (12180) ..... 38 Veterans Home NYC (12150), Veterans Home Oxford (12120), Veterans Home Montrose (12190)</p> <p>202 OMIG statewide (12200) ..... 31</p> <p style="text-align: center;"><b>NEW YORK STATE INSURANCE FUND - 3 seats</b></p> <p>207 All State Insurance Fund PS&amp;T Members in Regions 1-6 (00640) ..... 36</p> <p>210 All State Insurance Fund PS&amp;T Members in Region 7-9 (00640) ..... 47</p> <p>217 All State Insurance Fund PS&amp;T Members in Regions 10-12 (00640) ..... 70</p> <p style="text-align: center;"><b>WORKERS COMPENSATION BOARD - 1 seat</b></p> <p>220 All workers Compensation Board PS&amp;T Members statewide (14010) ..... 46</p> <p style="text-align: center;"><b>LABOR – 5 seats</b></p> <p>225 All Dept. of Labor PS&amp;T Members in Regions 1-4 and 6-7 (14020) ..... 44</p> <p>230 All Dept. of Labor PS&amp;T Members in Regions 5 ..... 60 and all UI titles in region 8</p> <p>245 All non DEWS Dept. of Labor Members in Regions 9-12 ..... 54 including UI, Worker Protection, Office of Special Investigations, State Nurse, and Property/Admin Finance. All non DEWS, non-UI DOL titles in Region 8, Protection, Legal and Admin Finance</p> <p>250 All Dept. of Labor Members in Regions 9-12 and Region 8 ..... 50 in DEWS/Workforce, training and personnel DOL titles</p> <p>255 <b>LAW - 1 seat statewide (03000)</b> ..... 25</p> <p style="text-align: center;"><b>MENTAL HYGIENE - 22 seats; including OMH, OPWDD, OASAS</b></p> <p style="text-align: center;"><b>PEF Region 1 - 2 seats</b></p> <p>260 Buffalo PC. Region 1 items only, OMH Main Off, ..... 30 Central NY PC Region 1 (50030, 50000, 50390)</p> <p>265 Western NY Children's PC, OPWDD Western NY DDSO/RO ..... 48 Region 1 items: OPWDD Main Office, Finger Lakes DDSO/RO (50810, 51330, 51000, 51780)</p> <p style="text-align: center;"><b>PEF Region 2, 3, 4, 5 &amp; 6 - 5 seats</b></p> <p>280 Rochester PC, Rochester Children Services, ..... 24 Region 3 items only: Central NY PC, OMH Main Office (50110, 50743, 50390, 50000)</p> <p>285 Regions 2, 3 &amp; 4 items: Finger Lakes DDSO/RO ..... 56 Regions 2 &amp; 3 items: Western NY DDSO/RO, OPWDD Main Office (51780, 51330, 51000)</p> <p>290 Binghamton PC, Binghamton C &amp; Y, Elmira PC, Elmira C &amp; Y, ..... 68 Central NY PC Region 2, MH Main in regions 2 &amp; 5, OPWDD Broome DDSO/RO, including Valley Ridge CIT, OPWDD Main Office items in Region 5 only, (50010, 50731, 50920, 50550, 50390, 50000, 51940, 51000)</p> <p>295 Mohawk Valley PC, Mohawk Valley C &amp; Y, 71 ..... Central NY PC Regions 4 &amp; 6, MH Main Office items in regions 4 &amp; 6 only, Hutchings PC, Hutchings C &amp; Y, (50210, 50540, 50390, 50000, 50190, 50738)</p> <p>300 Central NY DDSO/RO titles in Regions 4 &amp; 6 and OPWDD ..... 43 Main Office items in regions 4 &amp; 6 only (51240, 51000)</p> <p style="text-align: center;"><b>PEF Region 7 - 1 seat</b></p> <p>305 St Lawrence PC, St Lawrence Children Service, ..... 50 OPWDD Sunmount DDSO/RO, Region 7 items only: Central NY PC, MH Main Office, OPWDD Main Office, OPWDD Western NY DDSO/RO (50120, 50570, 51420, 50390, 50000, 51000, 51330)</p> <p style="text-align: center;"><b>PEF Region 8 &amp; 9 - 5 seats</b></p> <p>310 OMH Main Office, Capital District Children &amp; Youth, ..... 57 Capital District PC, Region 8 items only: Central NY PC (50000, 50590, 50980, 50390)</p> <p>315 Region 8 items only: OPWDD Main Office, ..... 45 OPWDD Capital District DDSO/RO Regions 8 &amp; 9 (51000, 51290)</p> <p>325 Mid Hudson PC, Region 9 items only: Central NY PC, ..... 36 MH Main office (50440, 50390, 50000)</p> <p>335 Rockland PC/Middletown PC, Nathan Kline Research Institute, ..... 61 Region 9 items only: Rockland PC Children &amp; Youth (50170, 50340, 50860)</p> <p>350 Hudson Valley DDSO/RO, Taconic DDSO/RO in regions 8 &amp; 9, ..... 45 Region 9 items only: OPWDD Main Office (51210, 51250, 51000)</p>
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# SIGNATURE REQUIREMENTS (CONTINUED)

<b>PEF Region 10 - 2 seats</b>		
355	Bronx PC, OPWDD Metro NY DDSO/RO ..... 57 Region 10 items only: OPWDD Main Office, NYC Children’s Center/Bronx site (50310, 50800, 51450, 51000)	
360	MH Psych Institute, MH Washington Heights Unit,..... 58 Manhattan PC, MH Kirby PC, Region 10 items only: MH Central NY PC, MH Main Office (50180, 50510, 50080, 50350, 50390, 50000)	
<b>PEF Region 11 - 4 seats</b>		
370	Brooklyn DDSO/RO, Bernard Fineson DDSO/RO ..... 43 Staten Island DDSO/RO, OPWDD Institute for Basic Research, INS RES DEV DIS. Region 11 items only: OPWDD Main Off (51380, 51470, 51270, 51430, 51000)	
375	MH Kingsboro PC. Region 11 only: NYC Children’s Center:..... 33 Brooklyn Children & Queens Children & Youth) (50020, 50800)	
380	Creedmoor PC. Region 11 items only: MH Main Office, ..... 41 MH Central NY PC (50150, 50000, 50390)	
385	South Beach Children’s Services, South Beach PC (50500, 50790) ..... 37	
<b>PEF Region 12 - 2 seats</b>		
395	Sagamore PC, Children & Youth, Long Island DDSO/RO, ..... 37 Region 12 items only: OPWDD Main Off (50850, 51350, 51000)	
410	Pilgrim PC, Region 12 only: MH Main Office items (50200, 50000)..... 40	
415	<b>OFFICE OF ALCOHOL &amp; SUBSTANCE</b> ..... 51 <b>ABUSE SERVICES - 1 seat statewide-</b> representing all 13 ATC’s and the Administrative Office in both Albany, NYC and Regional localities. (53000, 53500)	
420	<b>MOTOR VEHICLES - 1 seat statewide (23000)</b> ..... 50	
425	<b>PUBLIC SERVICE - 1 seat statewide (16000)</b> ..... 30	
<b>DEPARTMENT OF FAMILY ASSISTANCE</b>		
<b>Office of Children &amp; Family Services (25000) – 3 seats</b>		
430	OCFS members in Regions 1-7 and OCFS members in ..... 40 Div. 337 (25000)	
435	OCFS members in Region 8 and OCFS members in ..... 77 Div. 234 (25000)	
440	OCFS members in Regions 9-12 and OCFS members in..... 39 Div. 272 (25000)	
<b>Office of Temporary &amp; Disability Assistance (27000) – 3 seats</b>		
445	Office of Temporary & Disability Assistance Regions 1-6 (27000)..... 38	
450	Office of Temporary & Disability Assistance Regions 7-8 (27000)..... 66	
455	Office of Temporary & Disability Assistance Regions 9-12 (27000)..... 48	
460	<b>DEPARTMENT OF STATE - 1 seat statewide (19000, 19010)</b> ..... 19	
<b>TAX &amp; FINANCE - 5 seats</b>		
465	All members from Agency Code 20010 (Tax & Finance),..... 34 & 20020 (Tax & Fin Lag) and 20050 (NYS Gaming) in Regions 1-7 and 13.	
470	All members from Agency Code 20010 (Tax & Finance),..... 50 20020 (Tax & Fin Lag) and 20050 (NYS Gaming) in Regions 9-12.	
485	All members from Agency Code 20010 (Tax & Finance)..... 52 from Division 190 Steward constituencies: H (Audit-Technology Assist, Audit/Central Staff), I (Audit – Income/Franchise), J (Capital Region Office), and K (Audit – Transaction Tax – Excise & Sales)	
486	All members from Agency Code 20010 (Tax & Finance)..... 66 from Division 190 Steward constituencies: L (OPTS – Processing and Shared Services Bureau), M (OPTS – Personal Income Tax Bureau), N (OPTS – Taxpayer Contact Center), O (OPTS – Enterprise Services, P (OPTS – Business Tax Bureau) and R (OPTS-Registration and Accounts Services Bureau)	
487	All members from Agency Code 20010 (Tax & Finance)..... 56 from Division 190 Steward constituencies: A (Treasury), B (Office of Counsel), C (FPM, OHRM, OBMA), D (TGD, TFS, RAID, ECO), E (CED), F (BCMS, CID, Risk Management, Taxpayer Rights), G (OSB, TASC, PPMO, Diversity, Division of Tax Appeals), Q (Division of Real Property Services), also includes all members of Tax & Fin Lag (20020) and NYS Gaming Commission in Region 8 (20050).	
<b>TRANSPORTATION - 7 seats</b>		
490	DOT Main Office, Albany - Div. 177 (17000) and DOT Region 1, ..... 104 Albany-Div. 258 (17010)	
505	DOT Region 5, Buffalo Div 219 (17050)..... 29	
510	DOT Region 8, Poughkeepsie Div 172 (17080)..... 27	
520	DOT Region 4 and 6, Rochester and Hornell (17040, 17060) ..... 36 Div 284 & 175	
525	DOT Region 2 and 9, Utica & Binghamton (17020, 17090)..... 38 Div 166 & 227	
530	DOT Region 3 and 7, Syracuse & Watertown (17030, 17070) ..... 35 Div 256 & 247	
535	DOT Region 10 and 11 Hauppauge (17100), NYC (17110) and..... 71 NYMTC (17000), Div170 & 214	
545	<b>Political Subdivisions of NYS - 1 seat statewide</b> ..... 13 (99002)– Albany Housing Authority (99004) – Albany County Probation (99008) – Allegany County Employees	
<b>Public Benefit Corporations of NYS – 3 seats</b>		
550	Roswell Park Cancer Institute –Nurse 1, Nurse 2,..... 66 Nurse Case Manager and Senior Nurse Case Manager titles (12010)	
555	Roswell Park Cancer Institute – Finance, Employee Health, ..... 51 Corporate Coding, HIM, Occupational and Environmental Safety, Research, Lab/Pathology, IT, Lab/Animal Services, Media Relations, Infection Control, Speech Pathology, Purchasing, Materials, Building Manager, Maintenance titles and other Nursing titles including Nurse 2 Specialty titles (12010), also includes all Canal Authority titles (99005)	
560	Roswell Park Cancer Institute –Pharmacy, Dental, Social Work,..... 29 Psychology, Assistant and Associate Members, Clinical Dietitians, Clinic Fellows, Clinical Informatics, Occupational and Physical Therapy, Patient Access Coordinators and Supervisors, Patient Experience, Privacy Officer, Radiation, Staff Physicians, Sterile Processing Coordinator, Volunteer Service Administrator, Laser Engineering Specialists and Medical Dosimetrists titles (12010)	

## 2021 ELECTION COMMITTEE

Anne Friedman, Committee Chair	Ellen Fuller	Chris Lanz
John Ingram	Marc Smith	Michelle Maldonado
Kelli Everett	Fred Bulmer	Debra Konstantakis
Valencia Metcalf	Albert Demarco	Angel Cook
	Kristie Furman, Assistant Director of Division	



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**December 11, 2020**

Member appreciation at Rockland PC with PEF President Spence, Region 9 Coordinator Diane Jaulus and PEF Organizing Director Dan Carpenter. Thank you PEF Heroes, we appreciate your hard work and hope this makes your day a little better.



**November 21, 2020**

FPS Joe Marini delivered the school bus rescue series in Otsego County hosted at the Worcester Volunteer Fire Department. 14 students completed the two courses. The program provides education and training about school bus design, construction, extrication tactics, MCI management and working with the school district.



**November 18, 2020**

PEF leaders at Helen Hayes, joined by Region 9 Coordinator Diane Jaulus and PEF Organizing staff, kicked off their day at 5:30am to greet our PEF members with goodie bags and breakfast as a way to say thank you for keeping NYS running and healthy during this crisis.



**December 17, 2020**

SUNY Downstate member appreciation day AND members getting vaccinated against COVID19.





