



The  
**Communicator** PEF

PEF COUNTERS  
**BAD BUDGET  
PROPOSALS**

New York State Budget: **2020-21**

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## THE COMMUNICATOR

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# The President's Message

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By WAYNE SPENCE



## Contract, state budget top PEF 'to do' list

The PEF Legislative Department with its new director, Patrick Lyons, has been busy since Gov. Andrew Cuomo released his 2020-21 Executive Budget proposal parsing and analyzing the spending plan for its impact on PEF and its members. In fact, Patrick testified earlier this month at a joint [Senate/Assembly Workforce Development hearing](#) where he laid out the budget priorities identified by PEF's Statewide Political Action Committee (SWPAC) and legislative staff.

We have several concerns with the budget as proposed. Not the least of which is the proposed loss of more than 1,000 state jobs, which means we are being asked to do even more with less. And we will again be fighting the expanded use of design-build for state projects. Our other [budget priorities](#) include opposing these proposals:

- Fast track closure of state facilities;
- Continued underutilization of state engineers;
- Continued funding cuts for SUNY's public hospitals and Roswell Park Comprehensive Cancer Center;
- Moving mentally ill and sex offenders into more "cost-effective" settings that do not provide appropriate level of care;
- Harmful proposals that affect retirees; and
- Giving away state jobs.

As president of this union, I will do what I've always done: Advocate for our members at every opportunity. And that brings me to another topic that is of utmost importance to us all – the status of contract negotiations. The PEF Contract Team is working hard to negotiate a contract they can be proud to present to you, our members, for ratification. We all believe the governor and his negotiating team should recognize the value of the work done by you, the professional workers represented by PEF, and we will continue to push for a fair contract that reflects both the monetary gains and respect we all deserve.

We have a lot of work to do. What can you do to help us in our budget fight and to support the PEF Contract Team? It's really quite simple.

- Check the PEF website and PEF social media pages often to make sure you are informed about upcoming meetings, events and issues facing PEF;
- Write a [letter to your legislator](#) about one of our budget priorities;
- Submit a [letter to the editor](#) to your local newspaper; and
- Re-commit to PEF.

PEF members, remember: Working together and speaking with one voice can only lead us to success. [We Are Union Strong!](#)

# PEF countering bad budget proposals

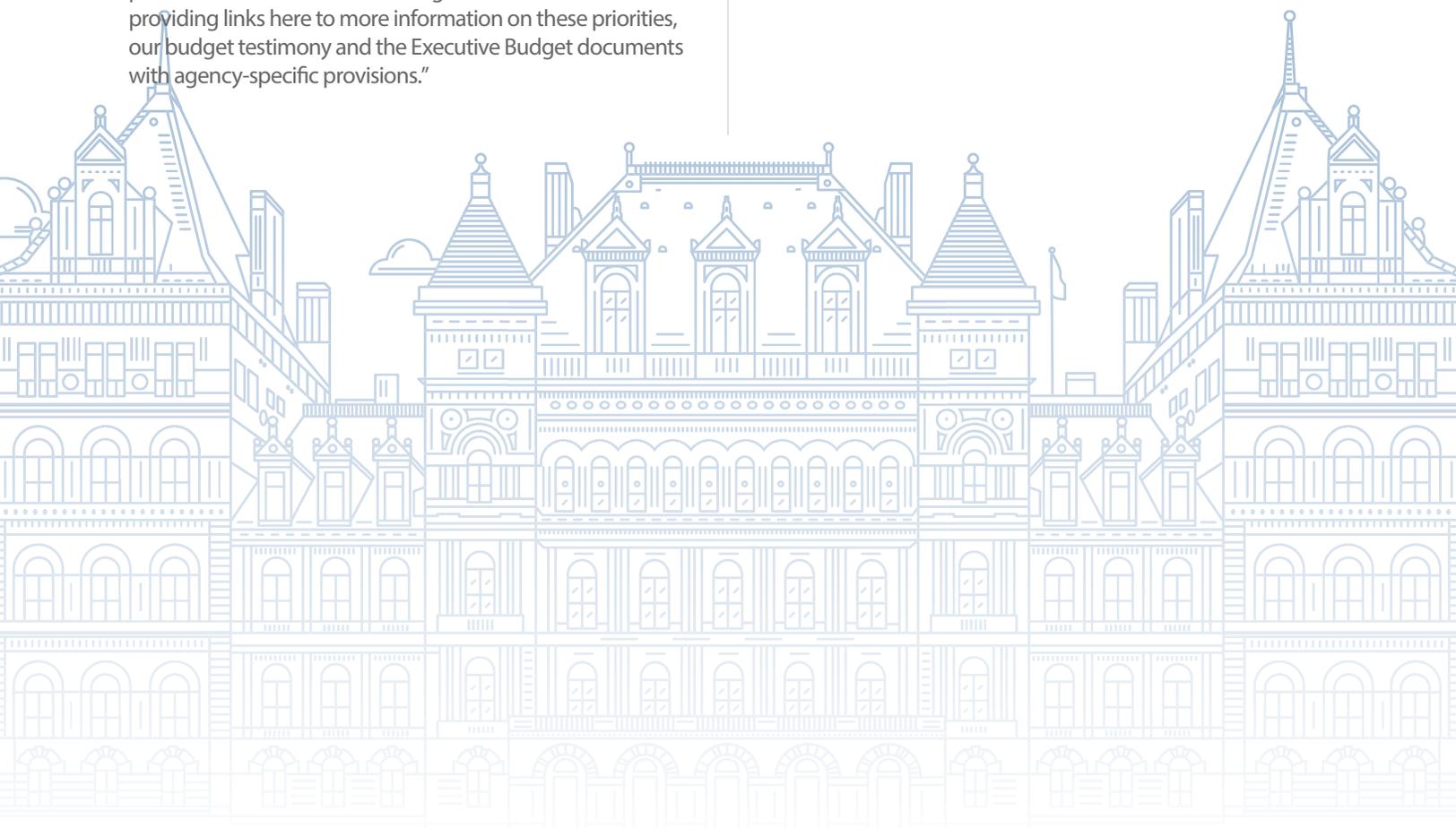
By **SHERRY HALBROOK**

The state of New York is facing a \$6 billion shortfall and the governor's 2020-2021 Executive New York State Budget proposal calls for a net loss of more than 1,000 state positions and authorization for the governor to close state prisons with only 90 days prior notice. The budget also continues to encourage the state's reliance on the private sector to provide public services.

"I want all members to have the information they need to evaluate how these budget proposals might affect their agency and the work they do," said PEF President Wayne Spence. "PEF is advocating for you and the vital state services you provide, and that effort will be more effective when you review that information and join your regional PEF political action committee and our legislative office in speaking out on these issues. That's why we are providing information below on our top budgetary concerns, as identified by our statewide political action committee and legislative staff. We are also providing links here to more information on these priorities, our budget testimony and the Executive Budget documents with agency-specific provisions."

PEF's top state budget priorities;

- Oppose fast track closure of state facilities;
- Oppose continued underutilization of state engineers, and expanded use of design-build for state projects;
- Oppose continued funding cuts for SUNY's three teaching hospitals and Roswell Park Comprehensive Cancer Institute;
- Oppose moving mentally ill and sex offenders into more "cost-effective" settings that do not provide appropriate level of care;
- Oppose harmful proposals that affect retirees; and
- Oppose giving away state jobs.



## Contract team holds the line on key issues

By KATE MOSTACCIO

On December 10, the PEF Contract Team met with the state's negotiators, prepared for meaningful conversation on the issues important to PEF members in a new PS&T contract.

"We attempted to have a productive dialogue on key issues, including across-the-board annual salary increases, longevity, location pay, long-term hourly employees, safe nurse staffing ratios and related issues," Contract Team Chair Darlene Williams said. "Our efforts to engage in fruitful negotiations are too often met with resistance and delays."

The team also sought to follow up on requested information needed to negotiate a better PEF dental benefit.

"We were told we can expect to wait over another month to get the information," Williams said. "We are determined to address long overdue improvements to our dental benefits but apparently the state does not share our sense of urgency in getting us this information, which is necessary for bargaining."

The team has postponed January bargaining to work on proposals and strategy and to await the requested information.

"This planning time is essential," Williams said. "We will conduct our next bargaining session hopefully in February, once the requested data is received."

To achieve a fair contract that respects the work and dedication of members, negotiations take time. Of the large state unit contracts that expired in 2016, it took anywhere from just over a year to just under three years before ratification of new contracts.

"In 2016, PEF was the first large unit to negotiate a 2016-2019 contract — and we did it without givebacks," Williams said. "Other large public-sector units piggybacked on our success and negotiated contracts that stretched beyond 2019, but contained givebacks in later years."

"Now, we are the first large unit to negotiate on a contract that expired in 2019," she continued. "And we are standing firm on the issues you have indicated are important to you and your families."

Williams said the team understands members are anxious for progress.

"We know many of you share our frustration and sense of urgency to get a new contract and wage increases that come with it, but, together, we refuse to negotiate a bad deal and will fight to get you the respect and the contract you deserve," she said.

### Remind the state what we do

In 2020, the PEF Contract Team needs more members to stand up and participate in the PEFDOESIT campaign.

"Unfortunately, the state needs to be reminded of the vital services our members provide all over New York state, every single day," Williams said. "Who protects the state's water and air supply? PEF does it. Who designs safer roads and bridges? PEF does it. Who takes care of our loved ones in our state hospitals? PEF does it. Who keeps our communities safe by supervising parolees in our communities? PEF does it. "Let's remind them. We can spread our message efficiently and effectively by joining our members' 52,000 voices," she said.

[PEFDOESIT signs are available for download on the PEF website.](#)

Choose a premade sign or create one of your own, snap a picture of you and your sign, and share it on your social media accounts with the hashtag #PEFDOESIT. Tag local and state leaders. And, don't forget to [send it to PEF](#) so we can share it on our accounts, too.



# Workplace violence injuries, claims reveal painful truths about state service

By **SHERRY HALBROOK**

New York state knows that a large share of its employees face potential danger of injury on the job every day. And PEF knows that thousands of those state employees are its members. But complete and reliable data on who is being hurt, where, when, how, how seriously and how much it costs the state and affects state services is difficult to get.

The union is not automatically notified when one or more of its members are hurt on the job.

"We know that it is happening, and in many cases the injuries result from deliberate, violent assaults, rather than by accident," said PEF President Wayne Spence. "The state has a duty to keep its employees safe on the job, and we believe it must do a much better job of that, because our members are being beaten and suffering damaging mental and emotional stress day-after-day, year-after-year working in dangerous environments and conditions."

How does PEF know that so many of its members are being injured? One way, is a unique kind of insurance that the union's Membership Benefits Program instituted in PEF's earliest years to help members who have experienced workplace violence.

"We only look at statistical data from these claims," Spence said. "Our members' privacy is always respected and their personal information is always confidential."

Every member is covered and they can file a claim if they are kidnaped, held hostage, or suffer serious injury on the job. However, they must file criminal charges against their assailant in order to qualify, which means that a member who can't identify their assailant can't file charges or an insurance claim. "Even without those members who can't ID their assailants, our MBP received 70 claims from January 2018 through November 2019," Spence said, "and 50 of those claims were paid in amounts ranging from \$1,000 to \$10,000. The members' personal information is confidential, but the stats tell a very stark story.

Of the 50 claims that were paid, 28 of those members work at the state Office of Mental Health, and more than a dozen work for the state Department of Corrections and Community Supervision.

"You might think it is more dangerous to work in a state prison than it is to supervise inmates after they have been released under parole supervision," Spence said. "But this insurance claim data refutes that assumption. Twelve out of the 13 injured members at DOCCS whose claims were paid, are parole officers, and the remaining one is an offender rehabilitation coordinator. That says a lot about who is in harm's way."

By far and away, nurses are the ones getting hurt most often. Twenty-seven nurses filed claims that were paid. Several psychiatrists and psychologists were also among those whose claims were paid, as well as social workers and an education program assistant whose injuries were deemed so severe and totally disabling that the member received \$9,000.

"These numbers tell us a lot about who is getting injured and where it is happening," Spence said, "but you must look a little closer to recognize the pain and misery these members are enduring. For instance, probably the most frequent assault they reflect involves being punched. Fractures, cervical spine injuries, sprains and contusions are among other injuries. And quite a few of the assaults also involved kicking, biting and spitting, with some of those victims developing eye infections. A few members had bodily fluids thrown on them. One member's face was slashed repeatedly."

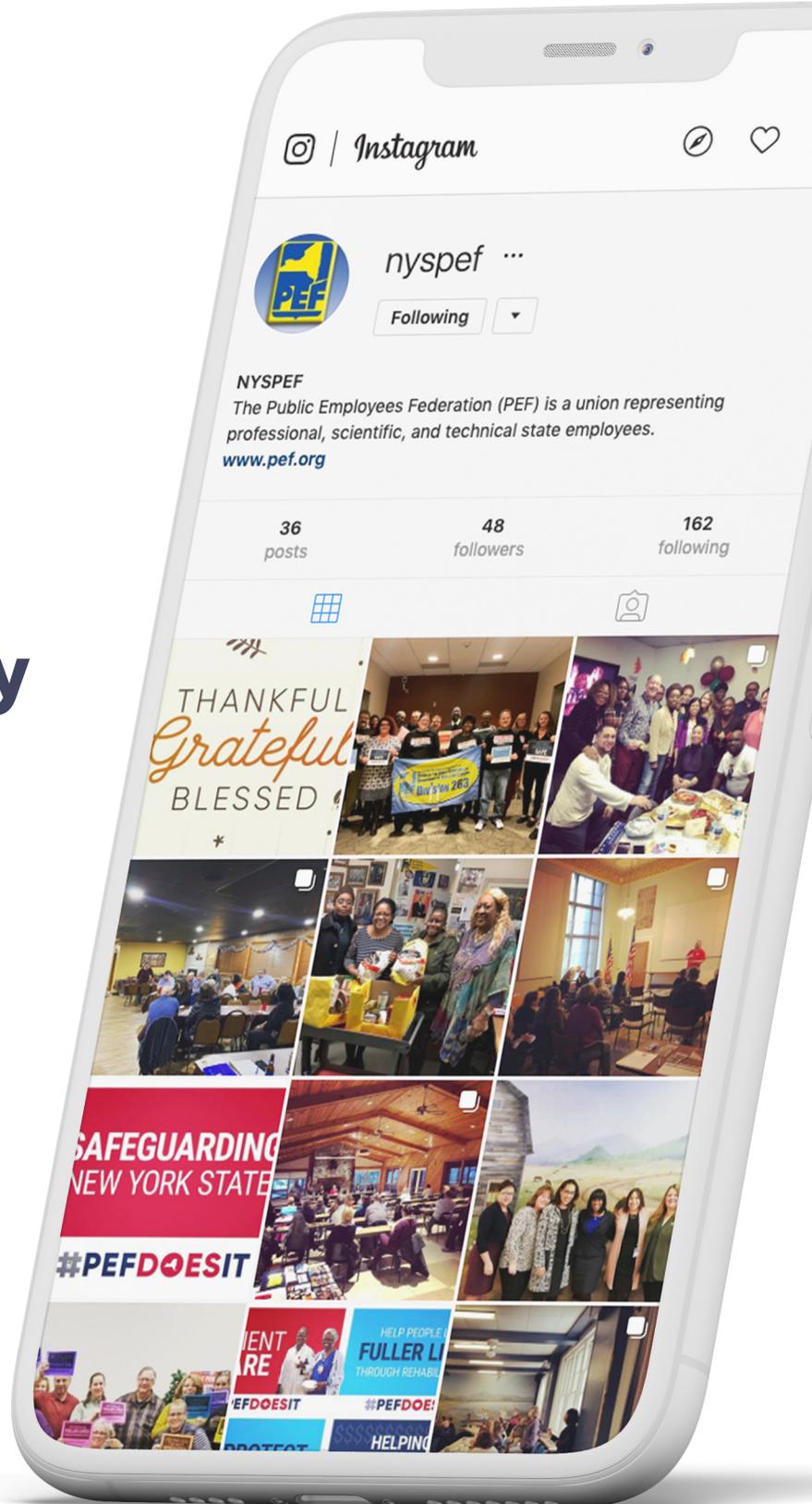
No state employee should have to risk experiencing such attacks, Spence declared.

"This absolutely must stop!" the union leader stated. "We are ready to work with the state to stop this, but it is ultimately the employer's responsibility to make it happen and blaming the victims only makes it worse. What we need is a sincere, all-out commitment to safety and an end to workplace violence."





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# Union prods OMH to make new space safe for forensic patients, staff

By **SHERRY HALBROOK**

PEF members at Kirby Forensic Psychiatric Hospital began raising safety concerns last summer as the state Office of Mental Health began preparing to move them and the more than 200 patients they serve to renovated space in the Dunlap Building, adjoining Kirby on the Manhattan Psychiatric Center Campus on Wards Island in New York City.

PEF Division 267 at Kirby took steps then to get the state to address their concerns, and when PEF President Wayne Spence learned in early December that the move would take place in January and many concerns remained unanswered he pressed the state Office of Mental Health hard to arrange for an immediate “walkthrough” of both the Kirby and the Dunlap space. The union instituted several legal proceedings and made phone calls to top officials at both OMH and the Governor’s Office of Employee Relations.

The effort worked and a joint walkthrough of both buildings was conducted December 20 with numerous state and union representatives from the Civil Service Employees Association (CSEA) and the NYS Correction Officers Police Benevolent Association (NYSCOPBA) as well as PEF.

“I appreciate the prompt response we received from the state and that we could have our representatives tour the buildings with management to discuss the details of the construction and the important concerns our members have about making their workspace as safe from potential attacks and violence as possible,” Spence said. “Our representatives from Division 267 and our key staff members were able to get answers to many questions and suggest ways to make the space in Dunlap safer before the inmates and staff members are transferred.”

The union members were worried the renovated space in Dunlap will not be appropriate for forensic patients who are not voluntary admissions, but are involuntarily sent there under criminal or civil law. Kirby is meant to provide maximum security for the confinement and psychiatric treatment of these individuals, some of whom are sent there until they are deemed competent to stand trial for crimes with which they have been charged, others who have been convicted of crimes but require more psychiatric treatment than is available in state prisons, and others who may not have been charged with a crime but who are deemed a potential danger to themselves and/or others.

Although the Kirby building, which was built in 1962 for use as a civil hospital, closed temporarily in the late 1970s and reopened in 1985 as a forensic psychiatric hospital, has failed to meet various current building codes and has many shortcomings, some PEF members who work there expressed concern that the new space in Dunlap might look nicer but actually pose more hazards, and make it harder to prevent violent attacks by inmates on their fellow inmates and staff.

An officer in PEF Division 267 at Kirby raised her concerns about the move last August and forwarded them to PEF’s members of the joint statewide health and Safety Committee and the union’s health and safety staff. Later, a complaint was filed with the state Labor Department’s Bureau of Public Employee Safety and Health (PESH) and PEF filed an improper practice charge December 3 with the state Public Employment Relations Board, and the union sought a court injunction to prevent OMH from moving the inmates and staff into Dunlap until it could be shown safe to house them.

PEF General Counsel Renee Delgado, who participated in the December 20 walkthrough, said, “In response to PEF’s advocacy, real changes were made at Dunlap to improve

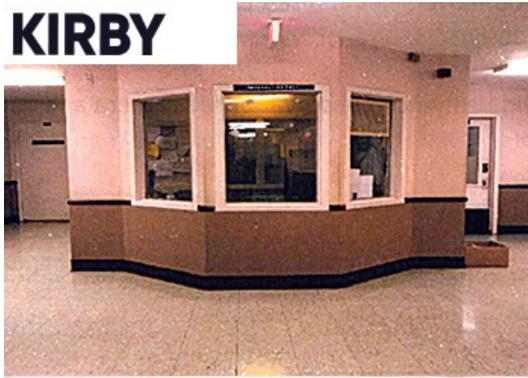
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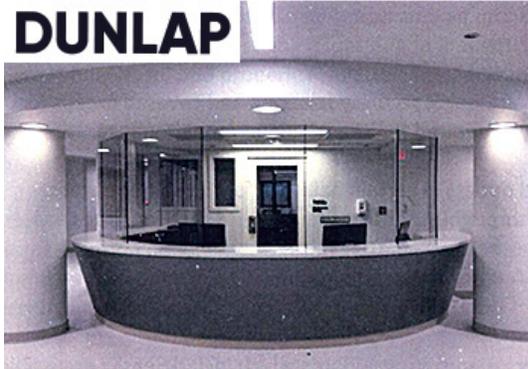
## DUNLAP



## KIRBY



## DUNLAP



working conditions, and PEF's Occupational Health and Safety Department compiled a report detailing follow up items and recommendations to safeguard members' health and safety. PEF will continue to carefully monitor the situation to ensure compliance and PEF will strenuously support measures to improve the health and safety of its members."

Delgado added that, "While PEF will not pursue the matter at PERB in light of the developments since early December, PEF stands ready to enforce its members' rights through all appropriate forums should the need arise."

Among the many kinds of concerns the PEF members have are securing furniture to the floor so it cannot be used as weapons or to barricade entrances and exits to rooms, members are worried that doors to rooms swing inward rather than outward,, Exit signs and other light fixtures could be torn down and used as weapons or the wiring could be used for ligatures, ledges in rooms especially at windows might be used by inmates to launch an attack from above, sight lines for observation and to prevent ambushes of staff or inmates, hallways too narrow to allow inmates to be flanked by staff members escorting them, and many other worries were expressed.

Overall, the union felt management took these concerns about potential workplace violence hazards seriously and already had begun addressing some of them after it received the division's report and list of potential hazards last summer.

"The reports I received from our staff who participated in this walkthrough indicate that many of the potential hazards reported by our members are being addressed," Spence said. "OMH has committed to making more changes to address hazards noted during the walkthrough. Each building has some advantages that the other does not, but it appears that some changes we have requested in the Dunlap space have been made and should continue to be made.

"And, while I also hear that some PEF members at Kirby are still very skeptical of whether they will be more safe in the Dunlap Building, I think the key to achieving optimal safety lies in a sincere, fair and joint effort between management and the union. We have lacked effective joint labor-management and health and safety committees at Kirby. These committees are required under the PS&T contract, and the employer is required by state law to work with the union to assess the potential for workplace violence and to develop plans to prevent it.

"That kind of a consistent, efficient and sincere joint effort would go a long way toward building confidence, decreasing potential dangers and actual attacks and injuries," Spence added. "Ultimately, everyone would benefit. I believe that building that sense of common purpose, respect and mutual trust will be key to making everyone involved feel safer and more confident by next year when January 1, 2021, comes around. Those changes may be the hardest to come by, but the most valuable."

## KIRBY



## DUNLAP



# A win for private-sector employees: Making strides on federal workplace violence legislation

By KATE MOSTACCIO

Private-sector health care and social services workers have cleared one hurdle in the fight for safety on the job.

The Workplace Violence Prevention for Health Care and Social Service Workers Act, which requires the U.S. Department of Labor (USDOL) to address workplace violence in the health care and social service sectors, was passed by the House of Representatives November 21.

Under the legislation, the USDOL “must promulgate an occupational safety and health standard that requires certain employers in the health care and social service sectors ... to develop and implement a comprehensive plan for protecting health care workers, social service workers, and other personnel from workplace violence.”

## New York’s standard

The 2006 New York State Workplace Violence Prevention Law and PESH Standard requires public employers (except K-12 schools) to develop and implement workplace violence prevention programs that cover all employees at each of their worksites. The law was the most comprehensive standard in the country at that time, and was intended to reduce workplace violence for public-sector workers. PEF lobbied New York legislators for years to pass the law.

Workplace violence under New York’s law is defined as an attempt or threat, whether verbal or physical, to inflict physical injury; any intentional display of force which would give an employee reason to fear or expect bodily harm; Intentional and wrongful physical contact with a person without his or her consent that entails some injury; or stalking.

PEF leaders and health and safety staff worked closely with NY agencies to develop robust workplace violence prevention programs; conduct risk evaluations; and review workplace violence incident reports at least annually.

## Joint effort to protect workers

PEF recognizes the need for safe workplaces and works with members across state agencies to ensure the New York standards are being followed. Union leaders and staff strongly advocated for similar protections for private-sector workers.

“Our members are covered by the NYS DOL PESH standard for Workplace Violence Prevention,” said PEF occupational safety and health specialist Geraldine Stella. “The proposed OSHA standard is for private-sector workplaces. But an injury to one is an injury to all, and we will fight for any law or standard that protects workers.”

In 2017, PEF Region 10 Coordinator and Article 18 statewide H&S Co-Chair Darlene Williams and Stella testified at hearings about establishing an OSHA workplace violence standard for health care and social service settings.

“We looked at this as an opportunity to use what we learned from our own PESH standard, and hopefully strengthen the proposed standard, as well as strengthen ours,” Williams said.

During the hearings, Williams relayed a poignant story about a PEF outpatient psychologist who had been brutally assaulted on the job by a patient under the influence of K2, a synthetic drug that causes psychotic and violent behavior.

“She did everything right that day, everything she was taught, and more,” Williams told the panel. “She literally saved someone else’s life while suffering this assault.”

Instances like this continue to occur to this day, years later, and shine a light on the need to hold employers accountable.

Under the federal act, private-sector employers would be required to investigate workplace violence incidents, risks, or hazards as soon as practicable; provide training and education to employees who may be exposed to



workplace-violence hazards and risks; meet record keeping requirements; and prohibit acts of discrimination or retaliation against employees for reporting workplace violence incidents, threats, or concerns.

During the hearings, Stella said PEF urged the use of strong and precise language in the standards.

“The standards must include incidents as a result of violence between patients, clients, or customers,” she told the panel. “Whether intended or not, it is still violence in the workplace. And, age and diminished capacity does not mean it is not a workplace violence incident. We need clear and strong language in the OSHA standard on this. Strong language for enforcement must be included, using shall, must and will, instead of may, could or perhaps.”

One of PEF’s parent unions, AFT, lobbied hard for the legislation.

“This is a historic moment: We believe this is the first time the House has passed a positive worker health and safety bill in nearly 20 years,” said AFT President Randi Weingarten following the vote. “Every single worker in this country should have the right to a safe and welcoming workplace, no matter what job they do. They should know their employers have done everything possible to keep them safe from violence or harm. Yet our nurses, healthcare professionals and social service workers have no specific federal protections at work.

“Today, the House of Representatives passed a bill to change that. The representatives sent a strong message that violence on the job is not inevitable or acceptable for the millions of healthcare professionals who provide care in our communities but increasingly find themselves subject to workplace attacks,” she said.

The legislation was introduced in the U.S. Senate on March 14 and was sent to the Committee on Health, Education, Labor, and Pensions. It awaits further action.

### **Bill proposes removing the exemption for schools**

The New York State AFL-CIO is also urging Gov. Cuomo to sign legislation that would require schools, currently exempt from the New York State Workplace Violence Prevention Law, to develop and implement programs to prevent workplace violence in public schools.

“Too many tragedies have occurred in schools across the nation to continue the exemption from this important safety law,” said NYS AFL-CIO President Mario Cilento in a letter to the governor. “This bill would simply hold school districts to the same high standard of workplace violence prevention as other public employers.”

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# Series of evacuations at N. Pearl office prompt emergency procedures review

By KATE MOSTACCIO

PEF Health and Safety chairs, local leadership, and staff spent the better part of a recent Friday assisting members from four state agencies after smoke filled a space on the fifth floor of 40 N. Pearl St. in Albany, triggering alarms and forcing their evacuation for the third time in just over a week.

PEF learned a burned out heat pump was the cause for the smoke condition.

By early afternoon, most employees had been sent back into the building, with the exception of those from the fifth floor who remained at 625 Broadway. The Office of Children and Family Services (OCFS) moved employees to its headquarters at 52 Washington Ave. in Rensselaer.

PEF reached out to the state Office of General Services and requested documentation of plans for reoccupancy at the state-owned building. OGS has since provided the information.

PEF also requested an increase in fresh air intake for the building's HVAC system when returning employees complained of lingering smokiness. The indoor air quality was subsequently tested December 21.

This was the third evacuation that month for this location. On December 12, PEF members at 40 N. Pearl were evacuated when a City of Albany water department crew hit an 8-inch gas line, causing a gas leak and rupture, while trying to find a water main and repair a leak.

Not long after, on December 18, the water heater for the cafe on the first floor leaked and jeopardized nearby electrical systems. Employees were initially evacuated to 625 Broadway before being directed to go home for the day.

## Making recommendations for improved response

Region 8 Coordinator Mike Blue, Office of Temporary and Disability Assistance (OTDA) statewide Health and Safety Chair Pam August, OTDA local Health and Safety Chair Lisa DeJesus and PEF Health and Safety staff met with management from OTDA January 6.

"We had a successful meeting," Blue said. "OTDA has dedicated emergency planning staff and they share our concerns and are willing to work with us."

OGS, which manages the 40 N. Pearl office, put out an emergency management plan. OTDA also has a comprehensive plan that piggybacks on the OGS plan. "It's a pretty thorough plan," Blue said.

PEF made a few suggestions for improvement, including planning for rally points farther from the building, creating a phone tree via text to notify staff of emergencies, and giving staff refreshers on emergency procedures periodically.

Management also suggested moving the agency's van to a closer parking lot to accommodate evacuating staff with mobility or medical issues. It is considering having temporary decals to put on the van to make it visible to those in need of assistance.

"Suggestions regarding the van are in the works and we are in agreement with management on that," DeJesus reported. Blue said OTDA does new hire orientations that include what to do in the event of an evacuation, but PEF recommends a refresher either by video or in person.

"We need to change the culture," Blue said. "Things like keeping your necessities with you when you move around the building. There can be no going back to your desk in an evacuation."

DeJesus said management has already begun working toward some of the shared goals.

She also said she discussed a refresher course with her director, who took it to the agency deputy, and all agreed it was a good idea.

"This course will serve as a reminder of what to do and not to do during an emergency," DeJesus said.

PEF also plans to request occupancy levels of state entities in the city of Albany. Blue said this is critical information that will



make planning where to send evacuees a lot easier. “It will be helpful to avoid overloading one building,” he said. In addition, a recommendation was made to look at the reoccupancy process. During recent evacuations, staff were directed to return to 40 N. Pearl by floor – but that’s not how it happened, which left many people standing in the lobby or outside until they could return to their offices.

“This is where a refresher would also be helpful,” Blue said. Reoccupancy must take place through the main entrance, so a floor-by-floor plan is the best way to avoid a bottleneck. OTDA union leaders on the ground said communication among agencies at the location will be key in the coming months.

“PEF agency health and safety representatives work closely with OTDA management,” August said. “We continue to work on communication throughout 40 N. Pearl since we are not the only agency there. Having multiple entities effectively communicate continues to be a challenge.”

PEF plans to have a similar meeting with the Office of Information Technology Services to improve emergency procedures going forward.

### General conditions under review

The building at 40 N. Pearl St. is on the Article 18 Joint Health and Safety Committee’s radar. That committee, which meets quarterly, is PEF co-chaired by Blue and Region 10 Coordinator Darlene Williams.

“We have been working with the Governor’s Office of Employee Relations (GOER) to address ongoing health and safety issues at 40 N. Pearl that include things such as nonoperational elevators, leaky windows, poor sanitation (mice, associated with improper garbage pick-up schedules),

some bedbug incidents, and inconsistent communications between building management and our Health and Safety Chairs,” Blue said. “We have seen much improvement over the last year or so. We are expecting to meet with the state in the near future to discuss the state’s response to the emergencies that have happened over the last week or so.”

Members who want to have meetings on evacuation and emergency procedures are encouraged to reach out to their H&S chairs or the PEF Health and Safety Department at 518-785-1900, ext. 254.



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# Members part of 'invisible' public force for safer, better lives for all New Yorkers

By **SHERRY HALBROOK**

The work PEF members do is mostly invisible to the public it serves, but while the members and their work are unseen the service can make a great difference in the lives of New Yorkers. For instance, a dangerous pedophile in West Seneca was sentenced January 10 in federal District Court in Buffalo to 10 years in prison followed by lifetime parole supervision following his conviction on child pornography. The man, Justin Wheeler, 27, was found with hundreds of the illegal digital images and videos. He had previously been convicted of first degree-attempted rape in his sexual abuse of a 12-year-old girl.

It was two PEF members who caught Wheeler and secured the evidence leading to his conviction on the child porn charges.

"Without the diligence and professional skill of these two sharp-eyed professionals – Parole Officers Shannon Miller and Mindy Rudyk – in Buffalo, this man would still be on the streets and a danger to the children in that community," PEF President Wayne Spence said. "These members knew their jobs and did them well. While they would much rather see the parolees under their supervision succeed in making good choices and becoming productive, law-abiding citizens, they knew their first duty is protect public safety and that means enforcing the terms of parole."

Every year on Halloween, state parole officers who supervise parolees who were convicted of sex crimes involving children fan out to make a special check on each of those parolees to ensure they are staying clear of children and complying with the terms of their parole. For sex offenders, those terms include a prohibition against having any electronic devices such as cell phones, computers, tablets, etc.

On Halloween (October 31) 2017, officers Miller and Rudyk went to Wheeler's residence to speak to him. Then they asked to see his room. That's where they found numerous chargers and electronic devices. They arrested Wheeler for the parole violations and turned over the devices to federal law enforcement.

"It took (federal agents) several months to go through all of the videos and images on those devices," officer Rudyk said.

Wheeler's parole was revoked and he was returned to prison to serve remaining time on the earlier attempted rape conviction while the new federal charges were investigated and he was tried and convicted.

"Most New Yorkers never encounter a parole officer," Spence said. They may never see or know what these brave officers are doing every day to make our communities safer. It's a perfect example of how every New Yorker depends on state employees to do their jobs, but very few New Yorkers understand what those jobs entail and how much skill, education, experience and sometimes downright courage it takes to do them."

Right now, as new criminal justice reforms are taking effect in 2020, parole officers are finding their caseloads increasing. The state Parole Board is under increasing pressure to release more prison inmates to parole, especially older inmates. Rudyk and Parole Officer Keith Healy, who also works in the Buffalo area, say they worry that officers may not have enough time to give every parolee the help, support and close supervision they need to make a successful transition into community life. They also worry about increasing public and legislative pressure to excuse serious violations by parolees of the terms of their paroles.

Not only does this trend toward leniency for parole violations potentially endanger the public, it endangers the parole officers as well. The parolee sees their parole officer and the parole system as toothless and easily dismissed. Meanwhile the state is all too ready to blame the parole officer if the parolee commits a new crime.

"It's already happening," one officer said. "The state is more reluctant to issue warrants to arrest parolees who violate their paroles, and the state is writing more notices of discipline against our officers."

"It's easy to blame the officers," said parole officer Gina Lopez, council leader of PEF Division 236. "We are trying to help parolees reform, but you can't do it without more resources. Although officers who supervise sex offenders are supposed to have caseloads of no more than 25 parolees, their caseloads are all over the place."



Parolees complain about the rules they must follow, but parole officers have rules they must follow, too, and sometimes those rules chafe and seem to waste valuable time. If a parolee moves to a new residence and fails to notify their parole officer, the system sees that as “absconding.” But if the parolee also commits other violations of their parole at the same time, it is all rolled into just one violation. The parole officer then must make more repeated checks on the parolee, even at old addresses where they previously lived.

“Part of making a successful transition from prison to the community is learning how to be responsible and accountable,” said Spence, who also is a parole officer. “The terms of parole are tailored to safeguard the public from the illegal behavior that brought about the parolee’s original conviction and sentence. So, sex offenders are forbidden to have devices where they can store porn and if they have a history of abusing children they must stay away from children. It’s one thing to be five minutes late for an appointment with your parole officer, and it’s another for you to return to the dangerous habits and bad company that led to your original criminal behavior. PEF wants parolees to succeed, but we insist that the state, itself, respect the parole process and not demean or disregard it. The safety of the public and of our members must come first.”

The situation involving Wheeler is by no means unusual. In December, for instance, 11 men were arrested during a sex-offender compliance operation in Sullivan County that involved the joint efforts of state parole officers and local police.

The 11 men who were arrested for parole violations, were among a total of 28 registered sex offenders who were investigated. The compliance operation continues and more charges or additional arrests could be forthcoming. Another example of how parole supervision can make a difference may be seen in the case of a man – Sammy Swift, 62 -- who was arrested in Auburn January 26 and charged with numerous violations including possession of a controlled substance with intent to sell, drinking alcohol in his vehicle, driving with an expired license and not wearing a seatbelt. He had just completed parole January 1 after serving time for beating a man to death in April 1994 during a robbery and home invasion. And previous to that, he had served a prison sentence for first-degree reckless endangerment.

“It’s very difficult to make a successful transition to the community after spending years in a prison environment,” Spence said. “Parole officers work hard to help parolees through that process, but eventually, the parole ends and that individual is on their own. We can only hope that they have acquired enough good judgement, self control and skills during parole supervision to stay out of trouble when it ends. “New Yorkers may not see the thousands of state employees working every day to make their lives safer and better,” Spence concluded, “but those services are there because PEF members and other dedicated public employees are doing them.”

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## How do provisional appointments work?

By **LYDIA BRASSARD**

Generally three types of appointments are authorized by state Civil Service Law:

- 1) Permanent;
- 2) Provisional; and
- 3) Temporary.

In this issue of *The Communicator*, we focus on the **Provisional Appointment**, and common questions associated with this type of appointment.

### **When can a provisional appointment be made?**

A provisional appointment can only be made when there is no valid eligible list in existence for the position, or there are fewer than three persons willing to accept appointment on the Eligible List (CSL Section 65).

### **How long must an employee serve before their provisional appointment becomes permanent?**

A provisional appointment will never ripen into permanent appointment.

It is a mistaken notion that if a provisional appointee serves long enough in a position they will acquire permanency. The provisional appointee may only acquire tenure through the examination procedure, and must be reachable on the resulting eligible list.

The courts have continuously maintained over the years that a provisional appointment is based upon privilege, not rights, and that such an appointment can never ripen into a permanent appointment. In certain circumstances other legal appointment mechanisms may be utilized by the appointing officer.

### **The law states that a provisional appointee shall not serve for more than nine months in the position. How can that be true if my colleague has served three years as a provisional appointee?**

The provisional appointment is intended to be a temporary measure to fill a position only until the next Eligible List is established. NYS Civil Service Law Section 65 addresses time limitations, and states that a provisional appointee shall not serve more than nine months, and that after a month of service, or "as soon as practicable thereafter," a civil service examination should be conducted "in order to prevent the provisional appointment from continuing in excess of nine months."

The state Department of Civil Service (DCS) expends the same amount of resources on an examination that affects one position, as it would for an examination that would affect 40. This is true for written examinations and training & experience (T&E) examinations/questionnaires. T&Es are examinations and, as such, must be cleared, designed and scheduled through DCS as part of yearly examination planning activities.

Since resource availability, in part, dictates whether an exam is conducted, situations occur where provisional appointees can serve for years, without violating Civil Service Law.

### **If a provisional employee sits for a scheduled examination, are they more likely to be chosen for appointment, given their service as a provisional in that title?**

No. A provisional appointee would have to be reachable on the resulting eligible list, and would have no advantages over other reachable candidates in terms of appointment.

### **If a provisional employee is reachable for appointment, must they be appointed?**

No. Even if a provisional is the only person on the list, the appointing officer has several options. They may decide to:

1. leave the position vacant; or
2. select a new person as a new provisional.

As always, if you have any questions about provisional appointments, please contact your PEF field representative, or PEF's Civil Service Enforcement/Research department.



# Two PEF Executive Board seats filled

By **SHERRY HALBROOK**

Two vacant seats on the PEF Executive Board were filled during the fourth-quarter special elections.

Following the counting of ballots December 13 by the American Arbitration Association, Debra A. Vercruysse was certified to fill Executive Board **Seat 174** that represents certain members at the state Office of Information Technology Services.

Ballots were also counted December 13 to determine who would represent **Seat 435**. Pennie Grinnell was declared the winner of that race to represent certain members at the state Office of Children and Family Services.

The new board members will serve the remainder of three-year terms that expire July 31, 2021.

First quarter special elections in 2020 began with petitioning in January for nominees to fill:

- Board **Seat 85**, which represents members at the state University of NY in agency code 28110 (SUNY Health Science Center at Syracuse) and 28118 (HSC Syracuse Hospital PR) at SUNY Upstate – Community campus and all titles at agency codes 28550 (SU Environmental Science and Forestry, 28350 (SUNY Technical College at Alfred), 28230 (SUNY College at Oswego), and 28170 (SUNY College at Cortland).
- Board **Seat 545**, which represents members working in the following political subdivisions of New York state: Albany Housing Authority; Albany County Probation; and Allegany County.

No nominating petitions were submitted in January for Seat 85 or Seat 545. Those seats will be open again for nominations in the second quarter special elections that begin in April.



# Use your benefits: Apply for union scholarships for college

By KATE MOSTACCIO

It's a well-known fact that college is expensive.

Nationally, about 65 percent of college seniors who graduated from public and private nonprofit colleges in 2018 had student loan debt, according to [The Institute for College Access & Success annual report](#), and borrowers owed an average of \$29,200, a 2 percent increase from the average of \$28,650 in 2017.

That's why PEF, along with some of its individual divisions and regions, offers scholarships to members and retirees, and their families, to help lighten the load.

Union members and their families can also apply for Union Plus scholarships.

## PEF scholarships

The Joseph Scacalossi scholarship program is merit-based and open only to dependents of PEF members and PEF retirees. Applicants must be high school seniors or college freshmen.

Through the program, named after Scacalossi, a leader in organizing PEF and Division 245 at the state Labor Department in New York City, 10 students are awarded \$1,000 annually for up to four years.

The preliminary application is due March 20, 2020. It can be accessed online [here](#). Upon verification, a final application will be mailed to students, which is due back April 24, 2020.

Scholarships are sometimes offered by individual PEF regions and divisions. Contact your regional office or your council leader for information about divisional and/or regional scholarships and deadlines for applying.

Click [here](#) for PEF regional office contact information.

## Union Plus

If you participating in any Union Plus program, you're eligible to apply for a Union Plus scholarship.

PEF families are eligible through PEF's parent unions, the American Federation of Teachers (AFT) and the Service Employees International Union (SEIU). PEF is Local 4053 of both AFT and SEIU.

Union members, their spouses and dependent children can participate and must be accepted into an accredited college or university, community college, or recognized technical or trade school at the time the award is issued.

Since 1991, the Union Plus Scholarship Program has awarded more than \$4.5 million to students from working families.

Offered through the Union Plus Education Foundation, these competitive scholarships look at applicants' academic ability, social awareness, financial need and appreciation of labor, according to the [website](#). A GPA of 3.0 or higher is recommended and required essays can account for up to half of a student's total score.

Applications are due by January 31, 2020.

Awards range from \$500 to \$4,000 for study beginning in the fall of 2020. They are one-time cash awards and students may reapply each year.

Winners will be notified by mail around May 31. See a list of last year's winners [here](#).





# Making a name for himself: PEF leader's son shines in college football's Rose Bowl

By KATE MOSTACCIO

On New Year's Day, college football fans tuned in for the 2020 Rose Bowl to watch the Wisconsin Badgers and the Oregon Ducks face off in a nail-biting championship game that ended with a score of 28-27, the Ducks slipping ahead for the win.

PEF Region 11 Coordinator Bernadette O'Connor was in the stands that day, cheering for and supporting her son, Badgers wide receiver, [Aron Cruickshank](#).

Cruickshank is making a name for himself in college football circles for his incredible speed. Prior to the Rose Bowl, he ran an 85-yard punt return down the field for a touchdown. He pushed past that accomplishment during the Rose Bowl, standing out on special teams as he ran a punt return 95 yards to score.

[Video](#) and talk of the play circulated on social media and in the [news](#) soon afterward.

"I am very proud of him," O'Connor said. On Facebook, she posted a tribute to her son and congratulated his team. "I said in the comment, it gives me joy and inspiration as your mother to see the type of athlete you have become. Over the years, I have watched you persevere and prepare for this historical and outstanding moment in your football career.

"I am overjoyed and filled with happiness with the way you delivered," she wrote. "Your performance was spectacular with the 95-yard punt return touchdown. Your dedication, practice and hard work paid off."

O'Connor said the Rose Bowl was a wonderful experience, a high point in a long football career for her son.

Cruickshank began playing football at age six, O'Connor said. "He also runs track and while we were out in the field one day, one of the football coaches from the Brooklyn Chiefs came over and said he heard he was a very good kid and he was very fast. Would I consider him playing football?" O'Connor recalled. "I wasn't too enthusiastic about it. I know football can be dangerous."

She says she agreed to let him play and he grew to love the game, continuing through high school and excelling in the sport enough that colleges were lining up to recruit him. "He graduated early," O'Connor said. "Almost all the colleges wanted to recruit him and he chose Wisconsin."

Cruickshank, a sophomore, was attending Wisconsin on a football, track and academic scholarship.

After the Rose Bowl, Cruickshank put his name in the NCAA Transfer Portal and has since [transferred to Rutgers University](#) to be closer to home, O'Connor said.





# Americans agree: We want secure retirements

Fellow retirees, and union brothers and sisters, we welcome in 2020 with hope and optimism for continued good health, prosperity and a secure, dignified retirement for all working Americans. As we enter this new year, we need to stay informed about the issues that affect us all the most, and we must remain engaged in the political process to protect what we have earned.

In spite of this polarized political climate, “Americans are divided on many issues, but not when it comes to their economic insecurity in retirement,” according to the National Institute on Retirement Security Research.” Here are some of their key research findings:

- In overwhelming numbers Americans are worried about their ability to attain and sustain financial security in their older years. Three-fourths of Americans say the nation is in a retirement crisis, some 70 % say the average worker cannot save enough money on his or her own to guarantee a secure retirement. Sixty-five percent say it’s likely they will have to work past retirement age to have enough money to retire.
- Even as a nation remains deeply politically paralyzed, Americans are united in their sentiment about retirement issues. Democrats 80%, Republicans 75%, and independents 75% agree that the nation faces a retirement crisis.
- Across party lines, Americans have highly favorable views about pensions — Democrats 80%, Republicans 81%, independents 75%.
- Americans see government playing an important role in helping workers prepare for retirement, but lawmakers in Washington, DC just don’t get it and the new tax law has not helped. Some 84% of Americans say leaders in Washington have no idea how hard it is for American workers to prepare for retirement. More than half of Americans agree the government needs to increase Social Security contributions from both workers and employers. Few Americans, 34%, see the new tax law as improving their retirement aspects.
- In contrast to the sentiment about Washington, DC, efforts by state law makers to expand access to retirement accounts for all workers is widely supported. Americans overwhelmingly agree, 71%, that state-based retirement

plans are a good idea and 74% of all Americans say they would participate in state retirement plans. Americans’ view key issues of state-based retirement plans is highly favorable, especially portability 90%, monthly checks 95%, and higher returns 86%.

- Americans are highly positive on the role of pensions and providing retirement security and see these retirement plans as better than 401k plans. More than 75% of Americans have a favorable view of the defined- benefit pensions. Seventy-seven percent say those with pensions — state and local retirees — likely feel more comfortable than those relying on individual savings.
- There is strong support for pension plans for state and local workers and Americans see these retirement plans as a tool to recruit and retain public workers. Some 82% of Americans say police and firefighters deserve a pension, while 74% say teachers deserve pensions to compensate for low pay. The overwhelming majority, 79%, of Americans say all workers should have pensions.
- Millennials are the most concerned about financial insecurity in retirement and are more willing than other generations to save more. Millennials are the most pessimistic, 72%, generation about achieving financial security and retirement.

If the new Congress is serious about addressing Americans’ retirement anxiety, a bold first step would be to strengthen Social Security and make it easier for companies to offer pensions.

We, state retirees, have pensions; and, in my humble opinion, every American who works most of their adult life should be entitled to a pension.

Fellow retirees and PEF members, stay informed, active and involved with your union and retirees organization. Start by checking out some new state budget proposals PEF has identified that could negatively affect you. The union and PEF Retirees will try to head them off before they can do real damage and you can help.



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# Unique space dedicated in memory of PEF child psychiatrist at WNYCPC

By KATE MOSTACCIO

For 22 years, PEF member Dr. Deborah Pickhardt was committed to helping the children who came through the doors of the Western New York Children's Psychiatric Center (WNYCPC).



Her coworkers and friends say she was a natural caregiver. "She touched everybody," said PEF member Patty Moran, Senior Public Information Specialist and Assistant Council Leader of Division 167. "She made an impression on everyone's lives here. She represents the best of PEF, the best of all our employees, with her kindness, compassion and integrity."

Pickhardt made such an impact on her coworkers that they wanted to do something to memorialize her contributions after her death a year ago.

So, they chose to name a conference room in her memory. The room, where Pickhardt and other staff spent a lot of time, whether in staff meetings or meetings with patient families, was renamed "The Dr. Deborah Pickhardt Mindfulness Room." "She was very modest," Moran said. "She would never believe we would do something like this. She was brilliant but she never tooted her own horn. She always was wondering how you were doing. She looked at you and you knew she was listening to you. That's what made her such a great therapist and doctor."

The room was repurposed, redesigned and redecorated before an unveiling with Pickhardt's family and coworkers on December 23.

"We have hand prints on canvas, we have pictures of Debbie — one with her sons and one of her as a teenager — and we've commissioned a butterfly painting. Debbie had butterfly postcards on her door," said PEF member Dr. Michael DiGiacomo, a child psychiatrist at WNYCPC. "We knew we wanted to do something. Everybody involved with Debbie wanted to do something for her. A lot of us came up with it at the same time, to rename the room and put it in her honor. "It was a room that we all kind of had assigned seats in," he continued. "And it was noticeable that she was absent."

"Dedicating the Mindfulness Room in Debbie's memory is a wonderful way to honor her legacy as an integral part of the WNYCPC family," said Division 167 Council Leader Stephanie McLean-Beathley. "Her kindness, compassion and patience made her stand out as a doctor and she was a shining example of a PEF member who devoted her life to her family and her work."

The room's name was carefully considered and holds special



meaning to her coworkers.

"We wanted to have a reminder of what a great person she was and to help us do the right thing in our practice — something Debbie always did," DiGiacomo said. "We wanted to be mindful of her kindness, her patience and how much she loved other people."

"A lot of us have pictures of her in our offices but this is a bigger memorial of remembrance," he said.



Debbie's insight and her presence is sorely missed.

"A lot of us say, 'What would Debbie do?'" Moran said. "When things get stressful, I do a little prayer to her. I know she would just tell me to sit down, relax. I just know she is around us. She probably didn't really know what a key player she was at CPC." Her young patients also felt her passing.

"When she did pass away, the staff came together to help the kids through it," Moran said. "The kids that knew her adored her. She was a lovely beam of light."

Pickhardt came to psychiatry as a second profession. "She was an ultrasound technician before going to medical school," DiGiacomo said. "She said she had seen a lot of doctors when she was an ultrasound tech and wasn't impressed with their bedside manner."

Inspired, Pickhardt chose to pursue a medical degree and navigated through medical school, which took her to WNYCPC for her fellowship, as well as a training rotation. She joined the staff following graduation.

DiGiacomo said she was unique among doctors. "Humility and doctors aren't often used in the same sentence," he said. "I think sometimes doctors need a certain amount of self confidence but Debbie had a unique humility. She was always patient and listening."

## The PEF Jewish Committee cordially invites YOU to our **PURIM CELEBRATION**

**DATE:** Wednesday, March 11th, 2020

**WHERE:** PEF NYC Office, 100 William St. 17th Floor • New York, NY

**TIME:** 5:30pm – 7:30pm

**PRICE:** YOUR participation

The holiday of Purim commemorates the survival of the Jewish people in Ancient Persia from the threat of annihilation at the hand of the powerful and evil Haman. To celebrate this joyous holiday, it is traditional to read from Megillat Ester (The Book of Esther) which tells the story of the events relating to the holiday, dress in costumes, give gifts to the poor (matanot l'evyonim), give gifts to friends (mishloach manot) and enjoy a Purim feast (seudat purim).

Please join the men and women of the PEF Jewish Committee at our annual Purim program as we celebrate the story of Purim with music and graggers, falafels and hummus, Israeli salads, and of course, many hamentaschen.

Due to space limitations we are limited to the first fifty reservations. The building security is tight and requires all names to be submitted in advance for admission. We must have your RSVP by March 6th. Reservations may be made by e-mail to [pkalka@pef.org](mailto:pkalka@pef.org) or by phone to the PEF Jewish Committee at 516-660-1972.

All PEF members and their guests are welcome to attend – can you join us? For more information about the PEF Jewish Committee contact [pkalka@pef.org](mailto:pkalka@pef.org).



# 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 to a specific person listed below, call the number after their name.

- **Stephen Bailey** is an information technology specialist 2 at the state Office of Information Technology Services in Albany. Call 518-457-4272;
- **Kimberly Benware** is a teaching and research center specialty nurse at SUNY Upstate University Hospital in Syracuse. Call 315-464-4943;
- **Marco Cardenas** is a parole officer at the state Department of Corrections and Community Supervision parole office in Peekskill. Call 914-654-8690.
- **Brooke Dimare** is a social work supervisor 1 at Mohawk Valley Psychiatric Center in Utica. Call 315-738-4424.
- **Marlene Garrett** is a teaching and research center nurse 2 at SUNY Upstate University Hospital in Syracuse. Call 315-464-4943;
- **Michael Mansky** is an offender rehabilitation coordinator at Greene Correctional Facility in Coxsackie. Call 518-731-2741;
- **Roxeen Mundy** is an information technology specialist 2 at the state Office of Information Technology Services in Albany. Call 518-457-4272;
- **Osayame Osemwegie** is a licensed master social worker 2 at NYC Children's Center's site in Brooklyn. Call 718-221-4500 ext. 3045; and
- **Joseph Ryan** is a senior business management assistant at the state Gaming Commission in Schenectady. Call 518-457-4272;

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



# PEF member honored for 'going the extra mile' at DOT

By KATE MOSTACCIO



The safe use of equipment is a top priority for state Department of Transportation (DOT) highway maintenance workers.

Making sure these men and women have the training they need are PEF equipment operator instructors (EOIs), who work to make sure each worker is properly schooled on policy, safety and use of all equipment used by DOT.

Recently, PEF member Mark Piscitelli, an EOI in Region 6, received recognition for his willingness to go the extra mile on the job.

The agency's Southern Tier Twitter page featured Piscitelli as the January 2020 GEM Award recipient.

"If you're a DOT region in need of a helping hand, Region 6 Equipment Operator Instructor . . . Mark Piscitelli will probably show up," the Tweet stated. "At nearly 100 percent response rate for out-of-region deployments, and as an EOI, he has helped nearly every DOT region!"

Piscitelli has worked for the state for 11 years.

"When asked to do something, I do it," he said. "I think I go a little above and beyond helping people out. I care for other employees. And when I'm asked to go out of town, I say yes. I get to meet new people and it's a really cool experience."

As an EOI, Piscitelli and his fellow PEF members across the state are responsible for training all DOT highway maintenance workers.

"All employees must be certified by us to operate any piece of equipment owned or rented by the department," he said. "We teach at a journeyman's level so that they understand our rules and what we're looking for. Some of these people have never run equipment before."

Training begins during the first few days of employment with a new employee orientation, Piscitelli said. "We go over all the rules and policies of the department and what is required by them during employment," he said.

After orientation, employees can request training for specific pieces of equipment. "Backhoes, excavators, graders, mowers, rollers, chippers, snow plows," Piscitelli said.

Starting in the classroom, EOIs discuss policy and safety. Then, the lessons move to the shop, where EOIs describe equipment from front to back, top to bottom.

"We go around the entire machine, explaining how everything works," Piscitelli said. "We discuss maintenance and more safety." The trainees will then have a chance to use the equipment, either in the yard or at a job site.

The final step, once employees are comfortable with the equipment, is to request certification.

"EOIs will come out to certify the employee by doing a walk-around and then running the machine," Piscitelli said. "Then, it ends with a pass or fail result. Every state highway maintenance worker goes through this process."

During the winter months, DOT EOIs are especially busy. "The state hires temps to plow snow," Piscitelli said. "We have new people that come on and people that come back every year. Some of the other regions, that are much bigger than Region 6, have more people who need training but the same amount of trainers. We get called out to go help."

To put it in perspective, in Region 6 there may be 250 individuals in need of training and the workload is split among the four EOIs and one supervisor EOI (SEOI), giving each 50 employees to train. Region 6 is currently functioning understaffed, down one EOI, Piscitelli said. The situation is even more striking in other regions around the state, where there may be 1,000 or more people to train — and still only five or six EOIs.

Which is why volunteering to go out into other regions is so important.

"We go assist to get people certified," Piscitelli said. "Traveling to other regions is voluntary. It's not an assigned day. It can be bad weather. You are driving during snowstorms. It could be any time of day or night.

"I give the state a lot of credit for the amount of time and money that is put into their employees being safe," he said.



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# Reading is for everyone.

## PEF librarians help blind and readers with disabilities access thousands of books

By KATE MOSTACCIO

In the basement of the Cultural Education Center – where the State Museum, Library and Archives are housed - PEF members work among rows of shelving, filled with easy-to-open cases containing digital “talking” books and shelf after shelf of braille books, serving New Yorkers who otherwise have difficulty reading standard-sized print.

The New York State Talking Book and Braille Library (NYSTBBL), part of the state Education Department, boasts a collection of about 30,000 braille titles and 90,000 digital titles, said PEF member librarian Shawn Lemieux, NYSTBBL’s director.

“We serve around 14,000 patrons,” Lemieux said. From individuals, to schools, to institutions, the library brings the gift of books right to patrons’ doors. “We process about 2,000 items a day.”

Lemieux said patrons must be eligible for services in order to use New York’s two talking book and braille libraries. “Eligible residents who have a visual impairment, are blind, have a physical disability that makes holding books and turning pages difficult, or who have a medically diagnosed reading or learning disability can apply for services,” she said. The library in Albany serves most New York counties north of Westchester, with the New York Public Library’s Andrew Heiskell Braille and Talking Book Library in Manhattan serving the five boroughs of New York City and Long Island.

Borrowers can access the library’s catalog online or request books by phone, email or mail. They can also set up their service to keep sending books from their favorite author or genre whenever they return a book.

The circulation section of the library contains an older model bulk-mail container— something Lemieux said is rare to see these days. It allows the staff to take large bins of returned digital book (DB) cases delivered by the U.S. Postal Service and move them to a sorting table.



“Our staff looks at every book,” Lemieux said. They inspect new books, ensuring digital titles are complete, and check for damage before re-shelving them for the next borrower. PEF member senior Librarian Jane Bentley demonstrated how the DB cases opened and how library patrons would use them.

“They come in cases that are designed to be easily opened,” she said. “Every library patron gets a digital player.” Players come in standard or advanced, depending on the patron’s needs, and are loaned to borrowers. Library users can also purchase a player from commercial retailers.

Mike Whitney, a PEF senior librarian at NYSTBBL, said most of the patrons borrow DBs. “About 1 percent of our patrons use the braille books,” he said. “Someone who is blind from birth is more likely to use the braille.”



Pulling a braille title off a shelf, Whitney showed that some of the braille books have both braille and written words.

"Children's books often have text and braille so parents and children can read together," he said. It could be a blind child and a sighted parent or a sighted child and a blind parent — the dual use allows both to enjoy the story.

Talking book and braille libraries fulfill a service required by federal law, Whitney explained. "Federal law states people who are blind have the right to read," he said. "Publishers are required to make titles available."

Through the National Library Service for the Blind and Print Disabled (NLS), the TBBL can offer its patrons even more books than those physically housed in Albany. The [NLS Braille and Audio Reading Download \(BARD\)](#) is "a free web-based service that provides access to thousands of braille and talking books, magazines, and music scores," a brochure states.



Patrons of this service, who must be eligible members of the library system, can also download the BARD mobile app through the App Store, Google Play, and Amazon Appstore and play titles on their phones, tablets or newer Kindles. Among the library's offerings are fiction, non-fiction, some foreign language, pre-K through young adult books, and new and current titles are frequently added to the collection. Commonly, medal-winning books are translated, Lemieux said. Patrons can also request titles, though there is no guarantee a request will be granted.

"We have reader advisors, CSEA members, who communicate with the patrons," Lemieux said. "They do the intake, answer phone inquiries and emails, process applications. They handle it when people call and ask, 'Where's my book?'"

Teamwork between the PEF members and the CSEA-represented staff is an important part of the NYSTBBL. "We really enjoy being a team," Lemieux said. "And we really enjoy what we do."

Lemieux and her team do outreach to the community whenever possible. "We go to any event that will have us," she said. "Any place that will let us put up a table."

The goal is to get as many eligible New Yorkers enrolled. "Take advantage of the service," Lemieux said. "It's free for the patrons."

# Saluting members on their retirements

By **SHERRY HALBROOK**

PEF's gratitude and best wishes go out to its members who are retiring and moving on to the next chapter of their lives.

The union hopes they will join PEF Retirees and remain active and valued participants in the PEF family.

## **This month, we salute:**

- **William Barthelmas**, PEF Division 213, Bronx Psychiatric Center;
- **Denise Fiddes**, PEF Division 190, state Department of Taxation and Finance;
- **Peter Heuschneider**, PEF Division 170, state Department of Transportation;
- **James Pirozzolo**, PEF Division 236, state Department of Correction and Community Supervision;
- **Lisa Sarnacki**, PEF Division 190, state Department of Taxation and Finance; and
- **Venecia Woods**, PEF Division 407, Metro NY Developmental Disabilities Services Office.

Are you or PEF members you know retiring? Please send information for this column to [thecomunicator@pef.org](mailto:thecomunicator@pef.org).



# PEF members spread holiday cheer to patients in dementia wards in Western NY

By KATE MOSTACCIO

"Adopt a grandparent for Christmas. Go to the nursing home nearest you and find out who does not get visitors or gifts."

Those were the words of a meme on Facebook that caught the attention of PEF Vice President Randi DiAntonio.



"Shannon Wagner posted the meme," DiAntonio said. "I responded that it was a great idea, why don't we do that? Within five minutes, I had Meaghan Dwyer, the treasurer of Division 259, messaging, 'I'm in. Let's do it.'"

Three PEF divisions in the state Office for People With Developmental Disabilities (OPWDD) in Region 3 often work closely with each other on community projects.

"The three PEF councils whose members are employed at Finger Lakes DDSO frequently do joint ventures," Wagner said. "When this came up we jumped on the idea, including giving gifts, caroling and several staff members offering to dress up as Santa and his elves.

"Because it was so close to Christmas, we decided we would choose the Monroe Community Hospital this year and rotate the adoption to other sites in our joint council area over the next several years," Wagner said. "Our members work in 10 counties in the western New York area and there are many agencies that would benefit from our members' generosity."

DiAntonio reached out to Monroe Community Hospital in Rochester and asked to "adopt" residents. "I spoke with the recreation department about what we are allowed to do," she said. Donna Kaplan and Amanda Bishi helped coordinate the gift donation to 85 residents in the hospital's dementia units.

The hospital suggested gifts, including soft blankets and throws, small radios or CD players, and socks with grips. DiAntonio said there was an overwhelming response to the Hustle text campaign the organizers initiated to get the word out.

On December 23, PEF members, including Dwyer, Rhiannon Boehm, Gwen Clifton and Leisa Abraham headed to Hope 2 and Friendship 1 West to sing for residents and pass out the collected gifts.

"It was a wonderful time to show how our fellow union brothers and sisters come together and bring in nearly 100 gifts to two secure units at Monroe Community Hospital," Dwyer said. "I was able to pass out the collected gifts to the residents and it was great to see each and every one of their faces light up with joy when opening up gifts from our members."

Members joining forces to help others this season was rewarding to see and Dwyer hopes they will be able to do it again next year.

"It will truly be something we will continue to do in future years to come," she said. "We are truly blessed with some very dedicated members who are willing to help no matter what and their generosity is humbling to see and experience firsthand."



# The gift of reading for the holidays

By KATE MOSTACCIO

PEF members from Regions 1, 5, and 12 put American Federation of Teachers (AFT) First Book donations to good use, gifting them to children in multiple state facilities, voluntary agencies, libraries, and public schools.

Since 1992, the First Book program has distributed more than 185 million books and educational resources to programs and schools serving children from low-income communities in more than 30 countries, according to the [Firstbook.org](http://Firstbook.org) website.

[RELATED: PEF, AFT deliver the First Book program to young children in Rochester](#)

Division 337 Council Leader Jennifer Voelker and members of her division passed out books and stockings to children who had been court-placed in Division of Juvenile Justice and Opportunities for Youth (DJJOY) treatment programs and facilities in Region 1.

“The youths loved their books and actually asked for more,” Voelker said. “With the school packs, we will be using them to give to youths entering the community and returning to school in the community.”

Region 1 also donated books to youths in Buffalo-area Office of Children and Family Services facilities and to youths at

Western New York Children’s Psychiatric Center (WNYCPC). Division 167 Council Leader Stephanie McLean-Beathley and Assistant Council Leader Patricia Moran presented the book donations to WNYCPC Community Services Chief of Services Frances Patterson.

PEF members went beyond the facilities where they work, bringing gifts to the surrounding community.

PEF Executive Board Member Scott Dobe and Division 332 Council Leader Joe McCann were at Buffalo PS 17 on behalf of PEF and got to see, firsthand, the joy the donated books brought to the children.

“The books were brand new and there was a great selection of titles,” McCann said. “I expected them to be books the publisher couldn’t sell but they were all popular books. Also, the titles were very multi-cultural and that was perfect for the kids at PS 17.”

Region 5 also brought First Book donations to the community, distributing books and supply kits at the George F. Johnson Library in Endicott, Broome County.

Region 5 Coordinator David Dubofsky and Executive Board member Helen Esposito worked with multiple volunteers to ready the books for distribution and to staff the tables at the library.



"The recipients of the books and kits were incredibly appreciative and smiles were abundant," said Dubofsky. His members also contacted the battered women's shelter to let clients know books were being given away at the local library. "The library was the easiest choice as we had time restraints and they have so many different things there for children," Esposito said. "Where better than the library when school and centers are closed due to the holiday?"

She said the gifts were greatly appreciated, both by those having difficulty making ends meet and by those seeking a variety of themes.

"Many children of families who live paycheck-to-paycheck, or who are on some sort of assistance, were very happy for the supplies and books that we gave out," Esposito said. "We also had several who were impressed with the ethnic books geared toward children of color, as this is not something you see on a regular basis."

Region 12 distributed First Book donations December 21 at Wayandanch Public Library in Suffolk County during its holiday event.

"They were kind enough to prepare a table for us in the main area where the children were receiving gifts," said Region 12 Coordinator Nora Higgins. "The children were a bit timid about keeping the book, but left the table with a big smile. The early visitors to the table were thrilled to obtain the school-aged kits as well."

Assisting at the event were retirees Mary Reid and Candyce Falner; active members Barbara Coniglio and Higgins; and three grandchildren as helpers, Julie, Madison and Leigha.



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## **Missing PEF convention delegate allotment data coming soon**

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Please note: The rules for the election of delegates to the 2020 PEF convention that are published in the February issue of *The Communicator* do not include the number of delegates allotted to each constituency. That missing allotment information will be made available in the March issue of the emagazine, when the entire rules are republished. The allotments cannot be determined until the PEF membership database is frozen, and the election rules do not allow the freezing of that database until early March.



# 42<sup>nd</sup> ANNUAL PEF CONVENTION DELEGATE INFORMATION

Niagara Falls, New York • October 18-21, 2020

## RULES FOR DELEGATE NOMINATIONS

1. In order to be nominated, you must be a dues-paying PEF member as of **March 5, 2020**. You must obtain the signatures of five (5) other dues-paying PEF members from the specific constituency. Dues-paying PEF members signing a petition must also be a member as of **March 5, 2020**.
2. All nominating petitions will require the signature, printed name, and correct **Petition ID. The Petition ID consists of up to the first four letters of your first name and up to the first four letters of your last name AS THEY APPEAR ON YOUR PAYCHECK and the five digits of your home zip code.**
3. The accuracy of the information required in the petition is the sole responsibility of the person being nominated.
4. A nominee may not sign his/her own petition.
5. A member may sign only one (1) petition.
6. Nominating petition forms will be available at all Local PEF Offices on **March 18, 2020**, at 9:00 AM. Petitions can be mailed to you or picked up and will be posted on [www.pef.org/elections](http://www.pef.org/elections) at **9:00 AM on March 18, 2020**. Faxing is not allowed. Only members submitting a petition have the right to appeal.
7. Only official nominating petitions may be used to gather signatures. Although reproductions of the official form may be used, the Committee will accept only those forms containing original signatures. Reproduced (photocopy, FAX, etc.) signatures will be deemed invalid.
8. All petitions must be received by 5:00 PM on **April 8, 2020**. Petitions must be returned either by hand delivery or United States Mail as follows:

### Hand delivered:

To the Local PEF Office – During regular business hours 9:00 AM to 5:00 PM Monday through Friday, petitions will be accepted at the Local PEF Offices. The Local PEF Offices cannot receive petitions outside of regular business hours. The deliverer will receive a receipt that is signed, date and time stamped.

To PEF Headquarters – During regular business hours 9:00 AM to 5:00 PM Monday through Friday only the Divisions Department may immediately provide a receipt that is signed, date and time stamped. Otherwise the petitions can be deposited in the secured Drop Box in the lobby of PEF Headquarters. The petitions will be collected on a daily basis and signed, date and

time stamped receipts will be sent to the candidates later.

### OR

Mailed – All mailed petitions must be sent to:

NYS Public Employees Federation

c/o the Divisions Department

P.O. Box 12414, Albany, New York 12212-2414.

Mailed petitions must be received no later than 5:00 pm on April 8, 2020. Received means "in hand, not mailed or postmarked."

Faxed petitions will not be accepted.

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

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

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

Petitioning results will not be given out over the phone. All petitioners will receive a letter by **April 24, 2020** announcing the outcome of the petitioning process.

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

## RULES FOR DELEGATE ELECTIONS

1. No PEF or employer resources (staff, office, equipment, etc.) may be used for electioneering, and no PEF dues money shall be expended for this purpose. This includes PEF Headquarters, Regional Offices and Local Divisions or Councils.
2. No person shall use the PEF logo or letterhead on any written or printed material for campaign or endorsement purposes in any PEF election.
3. Division newsletters may not endorse, or contain material that appears to endorse, any candidate for delegate.
4. In addition to the above rules, the PEF Code of Ethics will apply to all election activities, which is found in the PEF policy manual.
  - A. Appeals to the Delegate Elections Committee
    1. Any current PEF member who believes he/she is aggrieved by anyone's alleged violation of the Delegate

# 2020 Convention Delegate Information

Election rules or any alleged misapplication or misinterpretation of the PEF Constitution or any PEF policy or procedure concerning Delegate Elections and has filed a petition during the regular election period may appeal such to the Delegate Elections Committee.

- a. There shall be a time limit of fifteen (15) calendar days following the close of petitioning or end of balloting for filing appeals to the Delegate Elections Committee.
  2. The appeal shall be submitted on a Delegate Elections Appeal Form and filed with the Delegate Elections Committee in person or by mail at PEF Headquarters. The appeal shall contain a concise, factual statement of the facts of the alleged violation, misinterpretation or misapplication. Upon receipt of the appeal, the Delegate Elections Committee shall notify, in writing, persons as may be deemed appropriate, of the appeal. Such persons shall then have 10 working days from notification of the appeal to make a written response to the Committee.
  3. The Delegate Elections Committee shall conduct an investigation of the appeal, if appropriate, and shall use its best efforts to render a decision in writing within 30 calendar days of receipt of the appeal.
- B. Appeals to the Credentials Committee
1. The Delegate Election Committee's decision may be appealed to the Credentials Committee to be heard on the Sunday evening prior to the start of the Convention except if a petition was not filed during the regular election period. The appeal shall be filed in writing with PEF's Secretary/Treasurer, delivered in person or by mail, within 15 calendar days following the date of the written decision of the committee.
5. For Those Constituencies Requiring Elections:
- a. Ballots will be mailed on **April 24, 2020**.
  - b. Completed ballots must be returned to the PEF post office box in Albany, NY as printed on the nominating petition, by 5:00 p.m. on **May 15, 2020**.

- c. The ballot count will commence on **May 20, 2020** at PEF Headquarters in Albany, NY.
  - d. Those wishing to observe their election count must notify the Delegate Election Committee by **May 15, 2020**.
  - e. Ties will be broken by the following method:  
Each candidate's name will be placed in a container, and a random drawing will take place.
  - f. Ballot results will not be given out over the phone. Candidates will be notified by **June 1, 2020** as to the outcome of the balloting process. A full listing of the convention delegates will be announced on the PEF Website by **June 1, 2020**. Alternate delegates will be identified by rank as established by order of vote tally.
6. If a delegate leaves his or her constituency between the closing date for nominations and the starting date of the convention, the following rules apply:
- a. If the move was due to an involuntary transfer or a layoff within the PS&T unit, the delegate may attend the convention.
  - b. If the move was due to a voluntary transfer or promotion within the PS&T unit, the delegate may not attend the convention. If an elected alternate is available, they will be notified.
  - c. If a delegate leaves his/her constituency due to retirement or resignation, the delegate may not attend the convention.
  - d. If a delegate has been off a current payroll (not paying union dues) for more than three (3) months, the delegate may not attend the convention.
7. If any delegate is unable to attend the convention for any reason, including, but not limited to the above situations, written notification must be received by the Delegate Elections Committee, at PEF Headquarters in Albany, New York, by **September 18, 2020**, in order to allow sufficient time to notify any available alternate there may be, to attend the convention in their place.

## CONVENTION DELEGATE INFORMATION

**The 2020 PEF Convention will be held Sunday, October 18 through Wednesday, October 21, in Niagara Falls, New York.**

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

Apportionment is based on the size and geographic breakdown of the department as described in PEF's Constitution. If there are too few members in an election district, the Committee in consultation with the Executive Board member will combine the district with another district of common interest.

If you are interested in running as a delegate from your

department, review the delegate apportionment list and locate your Agency's Name, Delegate Constituency Number and Agency Code Number. Directly across from the name will be the type of apportionment identified for your work site. Nominating petitions, rules and timetables will be available to each PEF member **March 18, 2020**, and can be obtained by contacting your local PEF Office.

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

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



## 42<sup>nd</sup> ANNUAL PEF CONVENTION DELEGATE INFORMATION

Niagara Falls, New York • October 18-21, 2020

# 2020 Convention Delegate Information

| Del Con. No. | Agency Code       | Agency Name                  | Type of Appor-tionment  | # of Deleg. Allotted | Del Con. No. | Agency Code   | Agency Name              | Type of Appor-tionment | # of Deleg. Allotted | Del Con. No. | Agency Code | Agency Name                       | Type of Appor-tionment   | # of Deleg. Allotted |
|--------------|-------------------|------------------------------|-------------------------|----------------------|--------------|---------------|--------------------------|------------------------|----------------------|--------------|-------------|-----------------------------------|--------------------------|----------------------|
| 100          | 00640             | State Ins Fund               | Reg. 1                  |                      |              | 50390         |                          |                        |                      | 230          |             |                                   | Reg. 9                   |                      |
| 101          |                   |                              | Reg. 2 & 3              |                      | 158          | 10060         | Cor Wallkill             |                        |                      | 231          |             |                                   | Reg. 10                  |                      |
| 102          |                   |                              | Reg. 4                  |                      | 159          | 10070         | Cor Sing Sing            |                        |                      | 232          |             |                                   | Reg. 12                  |                      |
| 103          |                   |                              | Reg. 5                  |                      | 160          | 10080         | Cor Green Haven          |                        |                      | 295          | 12000/      | 12200                             | Div. 191G                |                      |
| 104          |                   |                              | Reg. 8                  |                      | 161          | 10090         | Cor Albion               |                        |                      |              |             |                                   |                          |                      |
| 105          |                   |                              | Reg. 9                  |                      | 162          | 10100         | Cor Eastern NY           |                        |                      | 233          | 12010       | Roswell Park                      |                          |                      |
| 106          |                   |                              | Reg. 10                 |                      | 163          | 10110         | Cor Elmira Cntr          |                        |                      | 234          | 12030       | H Helen Hayes                     |                          |                      |
| 107          |                   |                              | Reg. 12                 |                      | 164          | 10120/        | Cor Bedfrd Hill (D.353)  |                        |                      | 235          | 12120/      | H Vet Home Oxford                 |                          |                      |
| 108          | 01890/            | Comm Supervision             | Reg. 1,2,3,&5           |                      |              | 50390         |                          |                        |                      |              | 12180/      | H Vet Home Batavia                |                          |                      |
| 109          | 10870             |                              | Reg. 4,6,7              |                      | 165          | 10130         | Cor Coxsackie            |                        |                      | 385          | 12150/      | H Vet Home St. Albans             |                          |                      |
| 110          |                   |                              | Reg. 8                  |                      | 166          | 10140         | Cor Woodbourne           |                        |                      | 384          | 12190       | H Vet Home Montrose               |                          |                      |
| 382          |                   |                              | Reg. 9                  |                      | 168          | 10160         | Corl Srvc M/O            |                        |                      | 238          | 14010       | Wkrs Comp Board                   | Reg. 8                   |                      |
| 111          |                   |                              | Reg. 10                 |                      | 170          | 10630         | Cor Southport            |                        |                      | 239          |             |                                   | Reg. 1-7, 9-12           |                      |
| 112          |                   |                              | Reg. 11 & 12            |                      | 172          | 10270         | Cor Hudson               |                        |                      | 240          | 14020       | Labor                             | Reg. 1 (D.221)           |                      |
| 114          | 01030             | Ex Alc Bev Con Statewide     | Reg. 1-10               |                      | 174          | 10230         | Cor Adirondack           |                        |                      | 241          |             |                                   | Reg. 2                   |                      |
| 408          | 01110             | Off Info Tech Serv           |                         |                      |              | 10510         | CorMoriah                |                        |                      | 242          |             |                                   | Reg. 3                   |                      |
| 116          | 01050/            | Ex Off Gen Serv              |                         |                      | 175          | 10240/        | Cor Dwnstst (D.296)      |                        |                      | 243          |             |                                   | Reg. 4                   |                      |
|              | 01077             | Homeland Security            | Reg. 1-7                |                      |              | 50390         |                          |                        |                      | 244          |             |                                   | Reg. 5                   |                      |
| 117          | 01050/            | Ex Off Gen Serv              | Reg. 8                  |                      | 176          | 10250         | Cor Taconic              |                        |                      | 245          |             |                                   | Reg. 6 (D.217)           |                      |
|              | 01077             | Homeland Security            | Reg. 8                  |                      | 180          | 10290         | Cor Otisville            |                        |                      | 246          |             |                                   | Reg. 7 (D.273)           |                      |
| 118          | 01050/            | Ex Off Gen Serv              |                         |                      | 182          | 10320/        | Cor Edgecombe            |                        |                      | 247          |             |                                   | Reg. 8                   |                      |
|              | 01077             | Homeland Security            | Reg. 9-12               |                      |              | 10500         | Cor NYC Ctl Adm          |                        |                      | 248          |             |                                   | Reg. 9 (D. 286 & D. 410) |                      |
| 120          | 01080             | Ex Hsg&Cmty Rnl              | Reg. 2-8                |                      |              | 10170         | CorQueensboro            |                        |                      |              |             |                                   | D.245                    |                      |
| 121          |                   |                              | Reg. 1,9-12             |                      | 183          | 10350         | Cor Ogdensburg           |                        |                      | 249          | Labor       |                                   |                          |                      |
| 122          | 01090/            | Ex Div Human Rt              | Reg. 1-12               |                      | 184          | 10370         | Cor Five Points          |                        |                      | 252          | 14020       | Labor                             | Reg. 12 (D.200)          |                      |
|              | 01360/            | Ex Council Arts              |                         |                      | 185          | 10390         | Cor Mohawk               |                        |                      | 253          | 16000       | Public Service                    | Reg. 10                  |                      |
|              | 01370/            | Ex Off of Aging              |                         |                      | 186          | 10430         | Cor Wende                |                        |                      | 254          |             |                                   | Rest of State            |                      |
|              | 01510             | Ex Racng& Wgrg Bd            |                         |                      | 188          | 10450         | Cor Gowanda              |                        |                      | 255          | 17000       | Trans Main Of                     |                          |                      |
|              |                   |                              |                         |                      | 189          | 10460         | Cor Groveland            |                        |                      | 256          | 17010       | Tr Albany Reg 1                   | (D.258)                  |                      |
| 123          | 01120/            | Ex Cons Prot Bd              |                         |                      | 190          | 10470         | Cor Collins              |                        |                      | 257          | 17020       | Tr Utica Reg 2                    |                          |                      |
|              | 01400/            | Ex Crime Victim              |                         |                      | 191          | 10480         | Cor Mid-State            |                        |                      | 258          | 17030       | Tr Syracs Reg 3                   |                          |                      |
|              | 01540/            | Ex Elections Bd              |                         |                      | 192          | 10490         | Cor Marcy                |                        |                      | 259          | 17040       | Tr Roch Reg 4                     |                          |                      |
|              | 21110/            | Off Reg Mgt Ast              |                         |                      | 194          | 10530         | Cor Franklin             |                        |                      | 260          | 17050       | Tr Bufflo Reg 5                   |                          |                      |
| 124          | 01190             | Ex Veterans Aff              |                         |                      | 195          | 10540         | Cor Altona               |                        |                      | 261          | 17060       | Tr Hornel Reg 6                   |                          |                      |
|              | 01131             | Veteran Ed Asst              |                         |                      | 196          | 10550         | Cor Cayuga               |                        |                      | 262          | 17070       | Tr Wtrtn Reg 7                    |                          |                      |
| 125          | 01300             | Ex Adiron Park               |                         |                      | 197          | 10560         | Cor Bare Hill            |                        |                      |              |             | and Div 247 (51420)               |                          |                      |
| 130          | 01490/            | Ex Crmnl Jst Sv              |                         |                      | 198          | 10570         | Cor Riverview            |                        |                      | 263          | 17080       | Tr Pghkps Reg 8                   |                          |                      |
|              | 01530/            | Ex Corr Comm                 |                         |                      | 199          | 10580         | Cor Cape Vincent         |                        |                      | 264          | 17090       | Tr Bing Reg 9                     |                          |                      |
|              | 01060             | Ex State Police              |                         |                      | 200          | 10600         | Cor Lakeview             |                        |                      | 265          | 17100       | Tr Hapaug Reg 10                  |                          |                      |
|              | 01620/            | Off Prev Dom Vi              |                         |                      | 201          | 10610         | Cor Ulster               |                        |                      | 266          | 17110       | Tr Long Isl City Reg 11           |                          |                      |
| 131          | 01570/            | Adv For Disable              |                         |                      | 203          | 10640         | Cor Orleans              |                        |                      | 381          | 17000       | NY Metro Transp Council           | Reg. 10                  |                      |
|              | 01580/            | Council on Chil              |                         |                      | 204          | 10650         | Cor Washington           |                        |                      |              |             |                                   |                          |                      |
|              | 01590/            | Qual Care Ment               |                         |                      | 205          | 10660         | Cor Wyoming              |                        |                      | 267          | 19000/      | State                             | Statewide                |                      |
| 132          | (02000/           | Audit Control                | Reg. 1-7                |                      | 206          | 10670         | Cor Greene               |                        |                      |              | 19010       | State Dept Lag                    |                          |                      |
|              | 00650             | Insur Fund A&C)              | Reg. 3-6                |                      | 207          | 10680         | Cor Shawangunk           |                        |                      | 268          | 20010       | Tax & Finance                     | Reg. 1                   |                      |
| 134          |                   |                              | Reg. 8                  |                      | 208          | 10690         | Cor Sullivan             |                        |                      | 269          |             |                                   | Reg. 2&3                 |                      |
| 135          |                   |                              | Reg. 9-12               |                      | 209          | 10300         | Cor Roch Fac             |                        |                      | 270          |             |                                   | Reg. 4-7                 |                      |
| 373          | 21065             | SW Fin Servs (SFS)           |                         |                      | 210          | 10810         | Cor Gouverneur           |                        |                      | 271          | 20010/      | Tax Finance                       | Reg. 8                   |                      |
| 136          | 03000/            | Law                          | Reg. 1-9                |                      | 211          | 10820         | Cor Willard DTC          |                        |                      |              | 20020/      | Tax & Fin Lag                     |                          |                      |
| 137          | 03000/            | Law                          | Reg. 10-13              |                      | 212          | 10840         | Cor Upstate              |                        |                      |              | 20030       | Div Tax Appeals                   |                          |                      |
| 138          | 06000/06010/06110 |                              |                         |                      | 213          | 10850         | Cor Hale Creek           |                        |                      |              |             | D190 Stwrđ const. A thru G, Q & R |                          |                      |
|              |                   | Agricul Markets              | S/W                     |                      | 216          | 11000/        | Educ Main Off            | Reg.8                  |                      | 391          |             | D190 Stwrđ const H,I,J,K          |                          |                      |
| 139          | 37000             | Div. 268 Insurance Upstate   |                         |                      |              | 11010         | Ed Special               |                        |                      | 392          |             | D190 Stwrđ const L, M, N, O & P   |                          |                      |
| 394          | 37000             | Div. 260 Insurance Downstate |                         |                      | 217          | 11000         | ACCES - Upstate          | (D.230)                |                      | 272          | 20010       | Tax Finance                       | Reg. 9                   |                      |
| 140          | 37000             | Div. 174 Banking Department  |                         |                      |              |               |                          | Reg.2,4-7              |                      | 274          |             |                                   | Reg.11 (D.406)           |                      |
| 141          | 08000             | Civil Service                | Statewide and Div. 250  |                      | 218          |               |                          | (D.230) Reg. 9         |                      | 275          |             |                                   | Reg.11 (D.290)           |                      |
|              |                   |                              | DEC Reg. 0 - D.169A,B,C |                      | 219          | ACCES (VESID) |                          | Dwnst (D.376)          |                      | 276          |             |                                   | Reg.12                   |                      |
| 142          | 09000/            | Envir Cons M/O               |                         |                      |              |               |                          | Reg. 10-12             |                      | 277          |             |                                   | Reg.13 (D.341)           |                      |
|              | 09180             | ENV Cons Lag PR              |                         |                      | 220          | ACCES (VESID) |                          | Buffalo (D.215)        |                      | 278          | 20050       | Gaming Div                        |                          |                      |
| 143          |                   | DEC Reg. 1 - D.385           |                         |                      |              |               |                          | Reg. 1                 |                      | 279          | 22000       | Economic Dev                      | S/W                      |                      |
| 144          |                   | DEC Reg. 2 - D.169D          |                         |                      | 221          | ACCES (VESID) |                          | Rochester (D.372)      |                      |              | 55630       | NYSTAR                            |                          |                      |
| 145          |                   | DEC Reg. 3 - D.169E          |                         |                      |              |               |                          | Reg. 3                 |                      | 280          | 23000       | Motor Vehicles                    | Reg. 1-7                 |                      |
| 146          |                   | DEC Reg. 4 - D.169F          |                         |                      | 222          | SED           |                          | Dwnst &                |                      | 281          |             |                                   | Reg. 8                   |                      |
| 147          |                   | DEC Reg. 5 - D.169G          |                         |                      |              |               |                          | OPD S/W - (D.349)      |                      | 282          |             |                                   | Reg. 9-11                |                      |
| 148          |                   | DEC Reg. 6 - D.169H          |                         |                      | 223          | 11100         | Ed Hgr Ed Srvc           |                        |                      | 283          |             |                                   | Reg. 12                  |                      |
| 149          |                   | DEC Reg. 7 - D.169I          |                         |                      | 224          | 11000/        | Educ Main Off            |                        |                      | 284          | 25000       | Off Child. Fam Sv.                | Reg. 1-4                 |                      |
| 150          |                   | DEC Reg. 8 - D.169J          |                         |                      |              | 11260         | Ed Batavia Blind         | (D.298)                |                      | 285          |             |                                   | Reg. 5, 6, & 7           |                      |
| 151          |                   | DEC Reg. 9 - D.169K          |                         |                      | 225          | 11270         | Ed Rome Deaf             |                        |                      | 288          |             | Goshen Secure                     | (D.193)                  |                      |
| 152          | 10000             | Cor Attica                   |                         |                      | 226          | 12000/        | Health Main Off          | Reg. 1                 |                      | 290          |             | Highland                          | (D.270)                  |                      |
| 153          | 10010             | Cor Auburn                   |                         |                      | 227          | 12200         |                          | Reg. 2&3               |                      | 291          |             | Mid Hudson                        | (D.272)                  |                      |
| 154          | 10020             | Cor Clinton                  |                         |                      | 228          |               |                          | Reg. 4-7, not          |                      | 292          |             |                                   | Reg.10,11,12             |                      |
| 155          | 10030             | Cor Watertown                |                         |                      |              |               | Saranac Lake or Herkimer |                        |                      | 293          | 25000       | OCFS                              | (D.234)                  |                      |
| 156          | 10040             | Cor Great Meadw              |                         |                      | 229          |               | Reg. 8 and Saranac Lake, |                        |                      | 393          | 27000       | OTDA                              |                          |                      |
| 157          | 10050/            | Cor Fishkill (D.310)         |                         |                      |              |               | Herkimer                 |                        |                      | 294          |             |                                   | (D.191C)                 |                      |

# 2020 Convention Delegate Information

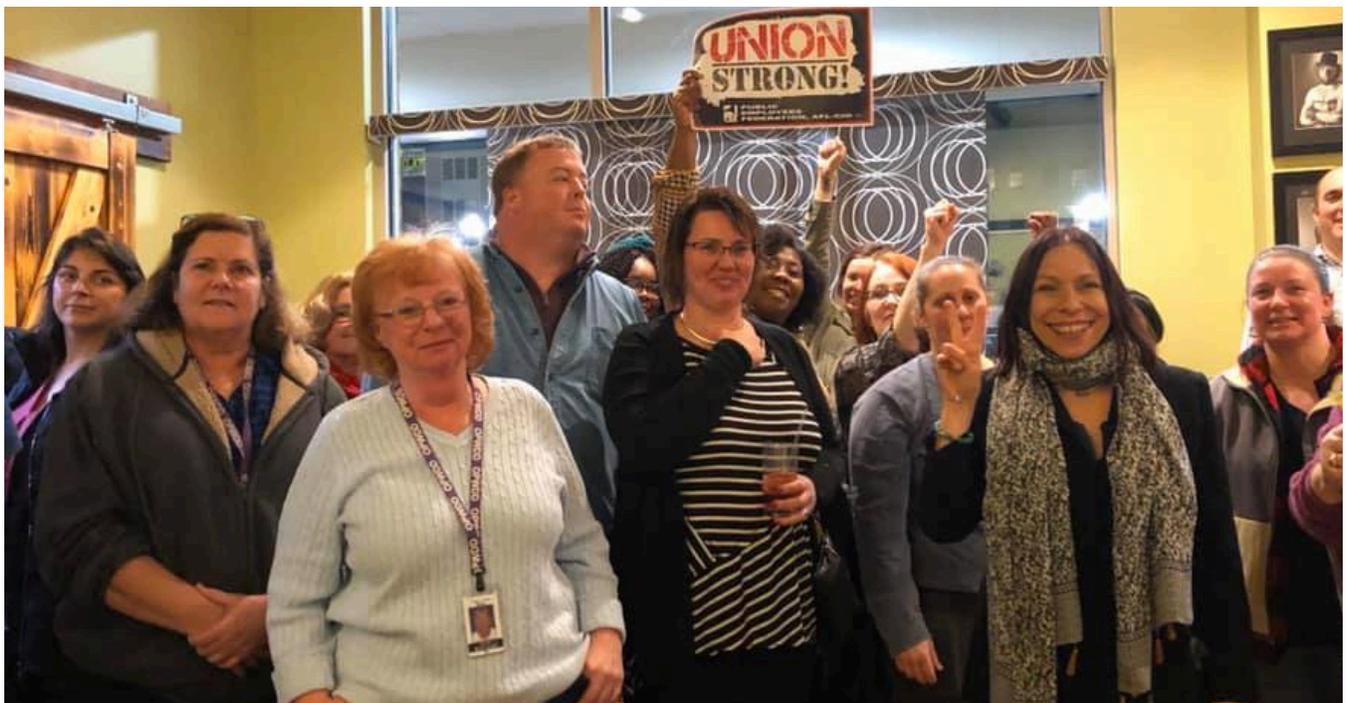
| Del Con. No. | Agency Code | Agency Name         | Type of Appor-tionment | # of Deleg. Allotted | Del Con. No. | Agency Code | Agency Name   | Type of Appor-tionment                   | # of Deleg. Allotted | Del Con. No. | Agency Code       | Agency Name           | Type of Appor-tionment | # of Deleg. Allotted |
|--------------|-------------|---------------------|------------------------|----------------------|--------------|-------------|---|--|----------------------|--------------|-------------------|-----------------------|------------------------|----------------------|
| 296          |             |                     | (D.191 H,I,J,M)        |                      |              | 493--/      |   |  |                      |              | 50920             | MH Elmira Psy C       |                        |                      |
| 298          |             |                     | (D.191W)               |                      |              | 494--/      |   |  |                      | 339          | 50590             | Cap Dst C You         |                        |                      |
| 299          |             |                     | (D.404)                |                      |              | 01510/      | ExRacing&WgrBd  | (D.305)                                  |                      |              | 50980             | MH Cap Dst P Ct       |                        |                      |
| 300          |             |                     | (D.373)                |                      |              | 19002       |   |  |                      | 340          | 50810             | W NY Ch Psy Ctr       |                        |                      |
| 301          |             |                     | (D.337&264)            |                      | 313          | 50000       | MH Main Off   | (D.392A only)                            |                      | 341          | 50850             | MH Sag PC C Yth       |                        |                      |
| 302          | 25000/27000 |                     |                        |                      | 314          | 50000       | MH Main Off   | (all other work sites excluding D. 392A) |                      | 342          | 50860             | MH Rck PC C Yth       |                        |                      |
|              |             | OCFS/OTDA           | (D.369)                |                      |              |             |   |  |                      | 346          | 51000/            | OPWDD Main Off        | (all D.257)            |                      |
| 303          | 27000       | OTDA Albany         | (D.409)                |                      |              |             |   |  |                      | 50390        | MH Central NY     |                       | (D.257)                |                      |
| 304          |             | Manhattan           | (D.192)                |                      | 315          | 50010/      | MH Bing Psy Ctr                                       |  |                      |              |                   | PC Reg                |                        |                      |
| 307          | Glendale    | (D.399)             |                        |                      |              | 50731       | Bington Child S                                       |  |                      | 347          | 51000/            | OPWDD Main Off        | (D.167)                |                      |
| 308          | 28050/      | SU Stony Brook      |                        |                      | 316          | 50020/      | MH Kngbr Py Ct  |  |                      | 51330        | Western NY DDSO   |                       | (D.167)                |                      |
|              | 28058/      | SU Stony Brook PR   |                        |                      |              | 50520       | Bklyn Children  |  |                      | 348          |                   | J. N. Adams           |                        | (D.243)              |
|              | 28200/      | SU Col Westbury     |                        |                      | 317          | 50030       | MH Buflo Psy Ct                                       |  |                      | 349          | 51350             | Long Island DDSO      |                        | (D.209)              |
|              | 28390/      | SU Tech Frmgdal     |                        |                      | 318          | 50390       | MH Cntrl NY P C                                       |  |                      | 350          | 51210             | Hudson Valley DDSO    |                        |                      |
|              | 28570/      | SU Maritime Col     |                        |                      |              |             | Reg. 1-5,8,10-12                                      |  |                      | 351          | 51240             | Central NY DDSO       |                        | (D.304)Reg.4         |
|              | 28580       | SU Col Optomtry     |                        |                      | 377          | 50800       | NYC Childrens Ct                                      |  |                      | 352          |                   | Rome                  |                        | (D.189)Reg.6         |
| 309          | 28100       | SUNY HSC Bklyn      |                        |                      | 320          | 50080       | MH Manhatn P Ct                                       |  |                      | 353          | 51250             | Taconic DDSO          |                        | (D.248)              |
|              | 28108       | HSC Bklyn PR        |                        |                      | 321          | 50100       | MH Midltn Psy C                                       |  |                      | 354          | 51270             | Staten Island DDSO    |                        | (D.280)              |
|              | 28010/      | SU Albany           |                        |                      |              | 50170       | MH Rockland PC items in Sullivan & Orange County      |  |                      | 355          | 51290             | Capital District DDSO |                        |                      |
|              | 28020/      | SU Binghamton       |                        |                      |              |             |   |  |                      | 356          | 51380             | Brooklyn DDSO         |                        | (D.244)              |
|              | 28030/      | SU Buffalo          |                        |                      | 322          | 50110/      | MH Roch Psy Ctr                                       |  |                      | 357          | 51420             | Sunmount DDSO         |                        | (D.242)              |
|              | 28040/      | SU Buffalo Spec     |                        |                      |              | 50743       | MH Roch. Child Serv.                                  |  |                      | 358          | 51430             | Ins Res Dev Dis       |                        | (D.345)              |
|              | 28150/      | SU Col Brockport    |                        |                      | 323          | 50120/      | MH St Law Psy C                                       |  |                      | 359          | 51450             | Metro NY DDSO         |                        | (D.407)              |
|              | 28160/      | SU Col Buffalo      |                        |                      |              | 50570       | St Law Child Sv                                       |  |                      | 360          |                   | Manhattan             |                        | (D.292)              |
|              | 28180/      | SU Col Fredonia     |                        |                      |              | 53500       | OASAS Trmt. Ctrs.                                     | Reg.                                     |                      | 361          | 51470             | Bernard Fineson       |                        | DDSO (D.207)         |
|              | 28190/      | SU Col Geneseo      |                        |                      | 324          | 50150       | MH Creedmr P Ct                                       |  |                      | 362          | 51780             | Monroe                |                        | (D.259)              |
|              | 28210/      | SU Col New Paltz    |                        |                      | 325          | 50390       | MH Cntrl NY P C                                       | Reg. 9                                   |                      | 363          |                   | Craig                 |                        | (D.201)              |
|              | 28220/      | SU Col Oneonta      |                        |                      | 326          | 50170       | MH Rockland P C not items in Sullivan & Orange County |  |                      | 365          |                   | Newark                |                        | (D.246)              |
|              | 28240/      | SU Col Platsbrg     |                        |                      |              |             |   |  |                      | 366          | 51940             | Broome DDSO           |                        | (D.197)              |
|              | 28250/      | SU Col Potsdam      |                        |                      |              |             |   |  |                      | 367          | 53500             | OASAS Trmt Ctrs       |                        | (D.311)              |
|              | 28260/      | SU Purchase         |                        |                      | 327          | 50180       | MH Psych Inst   |  |                      |              | 53500             | OASAS Trmt Ctrs       |                        | (Reg.2-5,8)          |
|              | 28270/      | SUNY Col Techno     |                        |                      | 328          | 50190/      | MH Hutchings PC                                       |  |                      | 369          | 53000             | OASAS Main Off        |                        | (D.265)              |
|              | 28280/      | SU Empire S Col     |                        |                      |              | 50738       | Hutchs Child Sv.                                      |  |                      | 370          | 53000             | OASAS Main Off        |                        | (D.314)              |
|              | 28360/      | SU Tech Canton      |                        |                      | 329          | 50200       | MH Pilgrim P Ct                                       |  |                      | 371          | 53500             | OASAS Trmt Ctrs       |                        | (Reg.9-12)           |
|              | 28370/      | SU Tech Cobskil     |                        |                      | 330          | 50210/      | MH Mhwk Val P C                                       |  |                      | 372          | 51940             | Val Ridge CIT (D.403) |                        |                      |
|              | 28380/      | SU Tech Delhi       |                        |                      |              | 50540       | Mhk Vly C Yth   |  |                      | 400          | 99001             | N.D.R.I.              |                        |                      |
|              | 28400/      | SU Tech Morsvil     |                        |                      |              | 53500       | OASAS   | Reg.                                     |                      | 99003        | NDRI St & Adm Ser |                       |                        |                      |
|              | 28650       | SU Administratn     |                        |                      | 331          | 50310       | MH Bronx Psy Ct                                       |  |                      | 401          | 99002             | Alb Hsng Author       |                        |                      |
| 310          | 28110/      | SUNY HSC Syr        |                        |                      | 332          | 50340       | MH Nat Kln Inst                                       |  |                      | 403          | 99004             | Albany Co Prob        |                        |                      |
|              | 28118/      | HSC Syr Hosp PR     |                        |                      | 333          | 50350       | MH Krby Psy Cnt                                       |  |                      | 404          | 99005             | NYS Canal Corp.       |                        |                      |
|              | 28170/      | SU Col Cortland     |                        |                      | 334          | 50390       | MH Cntrl NY P C (D.344 only)                          |  |                      | 407          | 99008             | Allegany County       |                        |                      |
|              | 28230/      | SU Col Oswego       |                        |                      | 335          | 50440       | MH Mid Hdsn P C                                       |  |                      |              |                   |                       |                        |                      |
|              | 28550       | SU Env Sci&Frst     |                        |                      | 336          | 50500/      | So Beach Child S                                      |  |                      |              |                   |                       |                        |                      |
|              | 28350/      | SU Tech Alfred      |                        |                      |              | 50790       | MH S Beach Cntr                                       |  |                      |              |                   |                       |                        |                      |
| 312          | 490--/      | All Parks and Recs. | S/W                    |                      |              | 50000       | Main Pff Div 253 Only                                 |  |                      |              |                   |                       |                        |                      |
|              | 491--/      |                     |                        |                      | 337          | 50510       | MH Wash Hts Un  |  |                      |              |                   |                       |                        |                      |
|              | 492--/      |                     |                        |                      | 338          | 50550/      | Elmira Child Sv                                       |  |                      |              |                   |                       |                        |                      |

## Resolution / Legislative Agenda Deadline

- The deadline for submitting resolutions and suggested legislative agenda items for presentation to the 2020 PEF Convention is Friday, June 26, 2020, by 5:00 p.m., or if mailed -- postmarked by June 26, 2020, AND received by, July 6, 2020.
- Per convention policy, "No resolution received by PEF will be printed for the consideration of the delegates if it lacks a fiscal impact statement."
- Please send 2020 RESOLUTIONS, typewritten, and in the established format to:
  - NYS Public Employees Federation
  - c/o the Secretary-Treasurer's Office
  - P.O. Box 12414
  - Albany, NY 12212-2414
- Alternatively, you may submit resolutions electronically, as a Microsoft Word document and drafted in the established format, by e-mailing them to kwilkie@pef.org. To confirm receipt, or for assistance regarding resolution format, please contact the Secretary-Treasurer's Office at the previously stated e-mail address or at 800-342-4306 ext. 226.
- Please send suggestions for the 2020 PEF LEGISLATIVE AGENDA to:
  - PEF Legislative Department
  - c/o PEF Statewide PAC Chair
  - 90 State Street, Suite 1029
  - Albany, NY 12207-1811
- Alternatively, you may submit your legislative agenda suggestions electronically in Microsoft Word format by e-mailing them to dthomson@pef.org. To confirm receipt please contact Danielle Thomson at the previously stated e-mail address or at 800-724-4997.



PEF Regions 10 & 11 Women's Committee marching for Justice January 18th in NYC! They were heard loud and clear.



Lots of smiling faces at the #PEF Region 3 Members Night Out! Members show they are #unionstrong and support the PEF contract team.



Fire Protection Specialists recently worked with the Binghamton Professional Firefighter's Association FD Recruit class to provide instruction in vehicle rescue operations. Students are career recruits from Binghamton, Endicott, Johnson City & Norwich FDs



PEF Region 1 Buffalo delivers 5 boxes of hats, gloves and other winter items to Metro CDC Delavan-Grider Community Center. Executive Director Candace Sherrell Moppins was very excited to have her agency be the beneficiary of the 5th Annual Hat & Glove Drive. Thank you to every member donated. Because of each of you, we continue to show our communities that #PEFDOESIT!!!



MARCHING AGAINST HATE — PEF President Wayne Spence, joined by PEF members and flanked by AFT President Randi Weingarten and other union leaders, marched across the Brooklyn Bridge in solidarity with the Jewish community after a series of anti-Semitic attacks. The “Solidarity March,” on January 5, organized by a number of Jewish groups, drew an estimated 25,000 participants calling for “No Hate, No Fear.” The event came on the heels of a machete attack during a Hanukkah gathering at a Hasidic rabbi’s home in Monsey, a New York suburb, which left five people injured. Police agencies say the number of hate crimes reported last year in New York City rose around 20 percent, according to media outlets.



PEF Region 8 bring volunteers together January 15 to review materials and strategies for training members in what to expect and how to take state civil service exams. Leading the meeting are Region 8 Coordinator Michael Blue, retired state training specialist Marie-Carmelle Souffrant and member Kate Richardson of PEF Division 409 at the state Office of Disability Determinations.





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