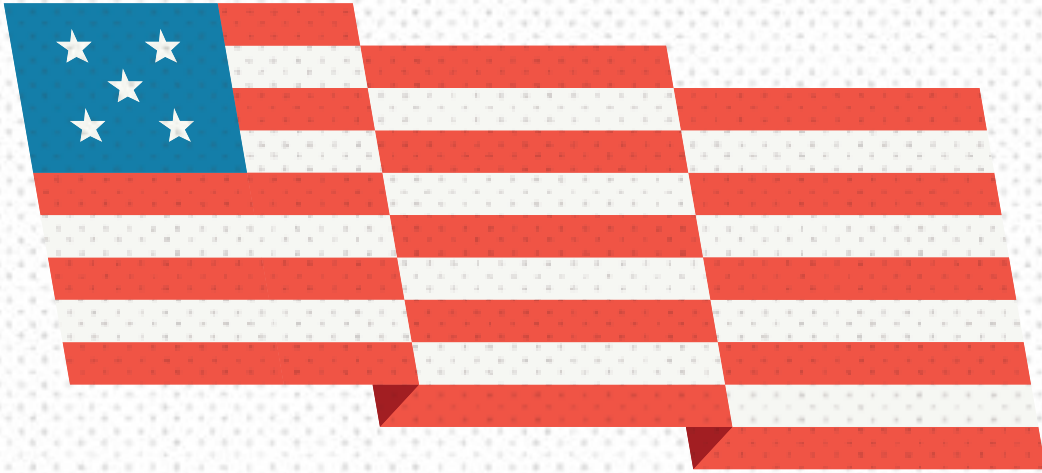




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LABOR DAY

★ COMMUNICATOR ISSUE ★



SEPTEMBER 2021 | VOLUME 39. NO. 7

^{The}
Communicator
PEF

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The Communicator Staff

Rob Merrill Managing Editor
Sherry Halbrook Editor
Curtis Canham Senior Graphic Designer
Kate Mostaccio Reporter/Writer
Lauryl Schrom Junior Graphic Artist
Kristina Willbrant Communications Coordinator

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PEF Regional Field Offices

Region 1 Buffalo 1-800-462-1462
Region 2 Elmira/Hornell 1-800-724-5001
Region 3 Rochester 1-800-724-5003
Region 4 Syracuse 1-800-724-5004
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Region 11 Brooklyn/Queens/Staten Island 1-866-897-9775
Region 12 Long Island 1-800-832-5284

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The President's Message

By WAYNE SPENCE



COVID Concerns Still Top PEF's Agenda

Another Labor Day has come and gone and I hope you were able to enjoy some well-deserved time with your families. [As you'll see in this issue](#), a couple PEF regions were able to get outside and celebrate in the traditional style, with a parade and a picnic in Regions 1 and 7. I think all of us hoped this Labor Day would be much different than last September, but we are facing many of the same challenges today that we faced then.

For our members who are able to successfully work from home, PEF continues to advocate for telecommuting to the greatest extent possible. You have proven that it works and reducing density in offices is crucial to stopping the spread of COVID-19. But we also know that managers across the state are not always willing partners and we've [featured some stories from the New York State Insurance Fund](#) in this issue that show just how unreasonable management can be when it comes to "reasonable accommodations."

Before the holiday, PEF conducted its first in-person Executive Board meeting since the pandemic began, gathering at a conference center in Albany to conduct the business of the union. As you'll read in our [wrap from the meeting](#), the board voted to move forward with the 43rd annual PEF Convention in Niagara Falls from October 24-27. PEF staff is busy organizing and planning the event, which will adhere to CDC, state and county health guidelines in effect at the time. There are currently 48 E-Board seats open that we hope to fill this fall during our special election. There are [details about the vacancies and the petitioning process](#) in this issue and I encourage anyone interested to consider running for elected office. The strength of our union is in its numbers. PEF is at its most vibrant and democratic when members step forward and choose to serve.

The other major issue confronting this union and its statewide workforce is vaccine and testing mandates. Many of you have reached out to me to express your views on the matter and I just want to be clear where PEF stands. As a union, we are encouraging vaccination as it is proven to prevent hospitalization and death. But we understand some members do not want to be vaccinated. At this time, we have no plans to go to court over a vaccine mandate, as long as the State is willing to negotiate an agreement regarding the impact of any vaccine or testing mandates. We deserve a voice in the process. Members shouldn't be charged leave, for example, to get tested. They shouldn't jeopardize their own health in any way. And they certainly shouldn't be retaliated against by management for not getting vaccinated. We should be finding ways to educate and incentivize members to get vaccinated rather than threatening to terminate essential workers. These are the same essential workers who came to work every day during the height of the pandemic when there was no vaccine. They risked their own lives and put their families' health at risk in order to treat the sick and care for New York's most vulnerable citizens.

It's always good to end on a positive note, so for any of you who don't already know, the retroactive raises secured by the 2019-2023 PS&T Contract you ratified in July will be paid in November. Those of you on the institutional payroll will receive payment in your November 4 check and those on the administrative payroll November 10. You deserve it, and so much more. And it's that "more" that PEF fights for every day. Thank you for everything you do. Please stay healthy and safe.

In Unity,

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

Wayne Spence
PEF President



COVID concerns fail to sidetrack PEF plans for October convention in Niagara Falls

By **SHERRY HALBROOK**

If you have been wondering when you will get your retroactive pay, you are not alone. PEF President Wayne Spence told the PEF Executive Board at its August 26-27 meeting in Albany that the Office of the State Comptroller is working to make all of the calculations and prepare the payments.

Since that meeting, the State has notified PEF that members will receive retroactive base salary increases in their November paychecks.

It was the union's first in-person board meeting since the pandemic forced an emergency "pause" in normal government operations in March 2020.

PEF President Wayne Spence highlighted the union's top issues at this time:

1. Telecommuting
2. COVID-19 vaccination and testing

Spence also took time to recognize Contract Administration Director Debra Greenberg and Contract Administration attorney Ed Aluck for their skill negotiating the 2019-2023 PS&T contract.

"The state relentlessly tried to make us give up things we hold dear and repeatedly said that if we didn't give them up, we

would not get a contract," Spence said. "But Debra Greenberg was also relentless in catching the state's many sneaky efforts to get us to agree to time keeping and to de-professionalize us." Spence added that he will recognize the entire PEF bargaining team at the convention.

2021 PEF Convention

Much of the board's time at this meeting was spent debating whether PEF should move forward with its plans to hold its annual convention this October in Niagara Falls, rather than hold it virtually to avoid any COVID-19 risk.

The nationwide surge in COVID infections prompted some board members to say they are too worried about the risk of bringing so many members together. Because the matter had been previously decided by the board in favor of an in-person convention, overturning that decision required two-thirds of the board to support the change. The support for a virtual convention did not reach that standard and, therefore, the plans for the Niagara Falls convention are going forward.

The PEF Convention Committee is looking into whether it can offer a COVID-19 testing site and/or a vaccination site at



the convention.

Some board members asked if delegates could get single rooms, instead of sharing. The Convention Committee said yes, but delegates will have to pay for the additional cost. It will also mean more hotels will be used and commute time between the hotels and the convention center may be longer.

The board debated, amended and approved the union's state and federal legislative agendas for 2022 that will be presented to convention delegates for adoption.

Special elections

Changes to the Rules for Special Elections to fill mid-term vacancies in offices and on the board were also debated and approved by the board. The changes were recommended by the PEF Special Elections Committee and include amendments to the PEF Code of Ethics regarding all election activities. Among numerous other changes, nominating petitions currently will not be available from PEF headquarters or regional offices. The petitions may be found on the PEF website (starting October 13 at 9 a.m. for the first quarterly special election following the triennial election) or you can call the PEF Divisions department at headquarters and request that nominating petitions be mailed to you. Completed petitions must be returned by mail or scanned and emailed to the PEF Special Elections Committee.

Division elections

The board also decided to discontinue an emergency policy that allows members who want to run to fill vacant seats in PEF division elections to nominate themselves. This applies to all division elections started after August 26.

Hazardous duty pay

President Spence stepped away from the meeting briefly to join a conference call with New York Gov. Kathy Hochul and the leaders of nearly 50 labor unions. Spence told Gov. Hochul that hazard pay for PEF members who were deemed essential and who have continued to work on the front lines throughout the pandemic is a major issue for this union.

Fund Our Future

Dan Carpenter, PEF's director of organizing, reported that he and other PEF staff have been holding events all over the state to thank members for their amazing work throughout the pandemic. He said that since June 2021, when the hiring freeze was lifted, 349 of the state's 436 new PS&T unit hires have joined PEF, but even that high level of unity is not good enough. Reaching out to new employees has been much more difficult because of the need for social distancing and with so many state employees working from home, but it must remain a top priority.

Vice President Randi DiAntonio, who chairs PEF's Political Action Committee, said the PS&T unit has been steadily reduced by state budget cuts, staff cuts, hiring freezes, and privatization.



"We have lost more than 5,000 positions in NY state government since Andrew Cuomo took office as governor," DiAntonio said. PEF is now building a coalition called 'Fund Our Future,' in partnership with its parent unions (American Federation of Teachers and the Service Employees International Union).

"This is a multi-year campaign," Carpenter said, "and it's got to be a lot bigger than just PEF."

While the campaign is big, the focus on individual members is critical, DiAntonio said.

"We need to raise the visibility of our members' work and educate the public about what we do," DiAntonio said. "We want to show how our members impart their values in service to their communities, as well as the important things they do on their jobs and the obstacles, such as short staffing, that are in their way."

The public should know that state employees have put in 19 million hours of overtime during the pandemic.

PEF wants you to take an online survey (available [here](#)) to help the union start gathering information and training activists for the campaign. The success of the campaign will hinge on the level of energy and support you provide. As DiAntonio said: "We all have to be in this together and rowing in the same direction!"

"We will offer workshops on this campaign to our convention delegates, and we will be recording testimonials from the delegates. We need all hands on deck! If we don't take on this issue, we cannot win it," DiAntonio added.

PEF finances

PEF Secretary-Treasurer Joe Donahue reported that the union has nearly \$19.8 million in net cash and investments based on the union's unaudited figures. (The PEF audit for the fiscal year 2020-21, is included in this issue of The Communicator, [available here](#).)

"Our investment income is up and expenses are down, mainly because of the pandemic," Donahue said. However, he cautioned that "the stock market can change in a minute and our convention is likely to cost more than we budgeted for it." He added that as the state workforce continues to lose employees, PEF continues to see its membership and dues

income slowly decrease.

Donahue reminded PEF divisions and regions that they must include all items purchased with PEF funds on their inventory and financial reports they submit to his office.

Recruiting new state employees to join the union, and keeping members engaged and participating is extremely important, Donahue stressed.

"We wouldn't have a new contract if it weren't for member engagement," Donahue said.

Other business

The board elected three of its members to serve on the PEF advisory committee to the PEF Political Action Committee. The committee is chaired by Vice President Randi DiAntonio. Elected at the meeting to serve on the committee are Scarlett Ahmed, Conrad Davis and Vincent Ciatello.

Don Morgenstern reported on his efforts to raise member donations to COPE (the Committee on Political Education). Under federal law, voluntary donations to COPE are the only monies PEF may contribute to candidates for federal office.

New York was headed for a dire budget shortfall because of the pandemic that would have necessitated deep budget, program and staffing cuts, but thanks to the strong efforts of New York's representatives in Washington, and especially U.S. Senate Majority Leader Chuck Schumer, the state is receiving enough federal aid to stave off a financial crisis.

While about 50 percent of other unions contribute to their COPE funds, only about 4 percent of PEF's members and retirees donate. PEF Division 407 at Metro Developmental Disabilities Services Office in the Bronx is the only PEF division hitting above the 50 percent donor level.

"We must at least replace the 150 donors that we lost," Morgenstern said. "The campaign depends on local leaders educating their members about why these donations matter so much."

The next meeting of the PEF Executive Board will be at the end of the year, December 9-10.

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Nominees sought for Region 8 coordinator and 48 vacant PEF Executive Board seats

By **SHERRY HALBROOK**

In upcoming PEF special elections this fall, nominees are sought for Region 8 Coordinator and 48 vacant Executive Board seats.

"If you wish to run for a vacant office or seat, please step forward and circulate your nominating petitions," PEF President Wayne Spence said. "Until these vacancies are filled, thousands of PEF members will lack proper representation and the union will be weaker for it. Don't worry if you feel you need help to serve effectively. Help and training are available. You can bring fresh ideas, insights, information and perspectives to make PEF better and stronger than ever."

Nominees for the vacant seats will be sought in October in the first special election following the triennial.

Nominating petitions for these positions will be available starting October 13, and must be submitted by November 3.

You will not be able to pick up blank petitions at PEF headquarters or regional offices. You can download them from the PEF website, or call PEF Divisions to request them and they will be printed and mailed to you.

Completed petitions may not be returned to PEF headquarters or regional offices. Mail them to PEF headquarters or scan and email them to SpecialElections@pef.org. For more information, email questions to that address or call (800) 342-4306, extension 337.

If only one candidate for a seat is certified by the PEF Special

Elections Committee, that person will automatically be seated.

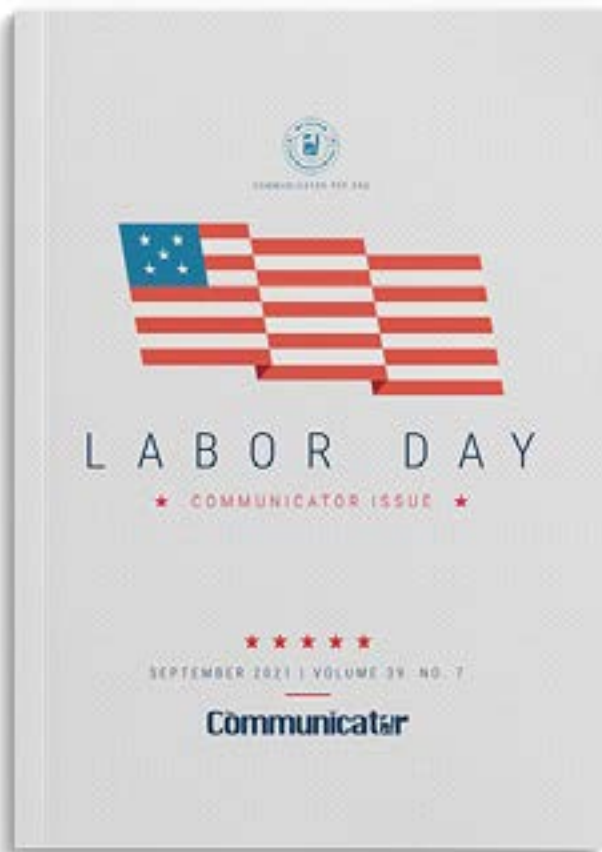
If more than one candidate for a seat is certified, ballots will be mailed November 24 by the American Arbitration Association to the constituents of that seat. The ballots must be returned by December 16 for counting December 17 by the AAA.

Those who are elected will serve the remainder of three-year terms that began August 1, 2021, and expire July 31, 2024.

Board seats to be filled are: Seat 1, 3, 5, 7, 9, 15, 40, 45, 70, 75, 77, 80, 81, 85, 90, 95, 97, 102, 161, 165, 172, 173, 174, 175, 176, 177, 180, 185, 195, 200, 202, 210, 217, 220, 225, 255, 315, 395, 425, 435, 440, 455, 460, 510, 530, 545, 550 and 560.

[Constituency descriptions for Region 8 coordinator and for each of the vacant seats are available here.](#)

"Remember," Spence added, "extraordinary circumstances call for extraordinary effort. We have faith in you and we know you can become a candidate and help ensure that every member's voice is heard."



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Telecommuting issues continue to vex PEF

By **SHERRY HALBROOK**

As the Delta variant of COVID-19 continues to spread nationwide, and after more than 18 months conducting state business remotely, you might expect the state to be working effectively with PEF to continue and expand telecommuting. It's not.

PEF President Wayne Spence vented his frustration to the union's Executive Board at its meeting in late August. Telecommuting is still one of the top issues PEF is trying to resolve with the state, Spence told the board. State agencies were supposed to work with PEF via their joint labor-management committees in August to draft and implement new telecommuting plans that comport with telecommuting provisions in the new PS&T contract. These new plans were to take effect when emergency plans from last year expired, and then continue for the remainder of the current calendar year. At that point, permanent agency telecommuting plans should be adopted in collaboration with PEF.

The degree to which PEF was allowed to influence the interim agency plans varied widely. The agencies submitted these plans to the Governor's Office of Employee Relations (GOER) and in many cases it made significant changes to them. "Not one of them (represents) the agreement with PEF, not one of them!" Spence told the PEF board members. "They are either unilateral or GOER gutted it."

"I've demanded an executive level meeting with GOER" to discuss this, Spence said. "I thought it was supposed to be a locally developed policy, but now it's 'take-it-or-leave-it.'" Meanwhile, GOER sent out a confusing memo September 3 to all agency directors of human resources saying: "COVID-19 specific accommodations were set to expire and agencies were expected to return to pre-pandemic, in-person

workplace presence on September 7, 2021. This date is now extended until October 12, 2021." The governor's office then clarified that memo with another one on September 10 that stated: "The intent of the September 3, 2021 memorandum was not to stop or otherwise deter the implementation of agency-specific approved telecommuting plans. Rather, it was to encourage the continued efforts underway to return State employees to safe working environments while also extending the aforementioned flexibility afford to the agencies and employees through the application of authorized COVID-19 specific accommodations through October 12." [You can read the full memo here.](#)

So, despite assurances at the bargaining table that agencies would have full discretion to develop telecommuting policies with PEF and determine the scope of telecommuting, GOER has unilaterally imposed statewide limitations on telecommuting. PEF believes that agencies and the unions who represent the employees who work there are best positioned to develop a robust, successful telecommuting program consistent with their collective bargaining agreements.

PEF members have proven that in many cases telecommuting works. New York should lead the way with a robust telecommuting program to avoid future public health crises. Members have delivered the critical services New Yorkers need throughout the pandemic, yet some agency leaders continue to make decisions reminiscent of the Cuomo administration's dysfunction.



NYSIF claims requests for reasonable accommodations are ‘hardship’; members in need left hanging

By KATE MOSTACCIO

A mother requested reasonable accommodation to continue telecommuting so she can transport her son with special needs to required summer schooling. Another needs a reasonable accommodation (RA) to care for her son who is fighting a blood disorder.

A pregnant member's doctor recommends she continue telecommuting, but her agency prefers to move her seat to a less trafficked area. Another suffers from severe asthma and hypertension and her doctor's note cannot get her reasonable accommodation to continue working from the safety of her home.

The New York State Insurance Fund (NYSIF) has denied most members' requests for reasonable accommodation to continue telecommuting, which they have successfully done for over a year, under the premise that their accommodation would cause undue hardship for NYSIF. Some weren't outright denied, but were given inadequate alternatives.

The responses make little sense to the members and Council Leader Kathy Czachorowski. Over the last year, NYSIF had nothing but praise for these same workers for telecommuting successfully, saying in internal agency emails:

"I'm proud that we were able to effectively transition from office to remote working during the COVID pandemic, with little or no negative consequences."

"The most important thing we did in response to the COVID threat was to protect our staff. With the help of our ITS team and with your help, we quickly switched to working from home. We were able to reestablish all of our key business functions and we didn't miss a beat."

"We reached new levels of performance in many areas, including achieving a 99% call answer rate in our call center, with average hold times of less than 15 seconds, and achieving a 95% timeliness rate for initial payments to injured workers. Those performance levels are dramatically higher than they were just a few years ago. In DB [Disability Benefits], we reduced the average time to process a claim from 27 days to just 4 days."

Where did all that praise and attention to employee safety go?

"Last I heard, there were more than 80 requests," said Czachorowski. "We have only heard of one or two of our members being approved for an RA, after members filed an appeal. While some of the requests do not fall under the ADA guidelines, NYSIF has the discretion as an agency to approve these requests for RA. Instead, employees and their families suffer for no good reason, and at the worst possible time, during a pandemic that is not yet under control."

"It is shameful," she said. "NYSIF policyholders should be aware that these decisions directly affect services provided and policyholder premiums. The money NYSIF saved over the last year and a half via telecommuting could be passed on to their policyholders, those New York state businesses they insure. The staff that will be leaving due to NYSIF's unwillingness to be flexible will hinder services to all stakeholders."

Most of the requested RAs are in the interest of health and safety: members with immunocompromised family members, pregnant women and those with comorbidities. There is real fear about going back to the office.



"People are very anxious," Czachorowski said. "People are concerned about bathrooms, public transportation, the uptick in crime surrounding some of our NYSIF offices, and the barrage of health and safety issues that will result in an office setting due to mandated increased capacity, especially in public buildings.

"When you're telecommuting, you have zero safety concerns," she said. "Then all of a sudden you're being thrown back into the office. It's hard. NYSIF advised they feel that as we reintegrate back to a normal work environment and people get used to it, hopefully it will lessen concerns. We disagree."

The alternatives and the hoops members jump through just to get a blanket denial are ridiculous, she said.

"We have a member with a wheelchair on oxygen and they're giving him a hard time," Czachorowski said. "There are people with serious health conditions and they say it's a hardship to let them continue to telecommute. NYSIF's 'hardship' claim is disingenuous. Telecommuting is not a hardship to our agency in any capacity, because if it were, you can bet we'd have heard about it."

The praise throughout the pandemic was glowing. Members spend their days ensuring the health and safety of NYSIF policyholders, but the same agency they work for isn't affording them those protections.

"NYSIF praised PEF members for their productivity, dedication and hard work while telecommuting over the past year and a half," said PEF President Wayne Spence. "So why is it now a hardship? We ask NYSIF to explain how our members diligently and productively working from home is suddenly a hardship to their agency."

Read on for member stories of true hardship compared to the nebulous hardship NYSIF claims.

[Member with special needs son – RA Denied](#)

[Pregnant member with doctor's note – RA Denied](#)

[Member with ill child – RA Denied](#)

[Member with asthma and hypertension – RA Denied](#)

[Work from home – RA Denied](#)

[Reasonable accommodation to continue working at home – RA Denied](#)

Joe Donahue sworn in as new secretary-treasurer

By **SHERRY HALBROOK**

Saving money and cutting costs, compliance with laws and regulations, and accountability – those are fundamental responsibilities for being a good secretary-treasurer says Joe Donahue, who now holds that very important PEF post for the first time.

Donahue is a senior administrative analyst at the NYS Department of Taxation and Finance, where he has worked for more than 20 years. He holds an A.S. degree in accounting from Hudson Valley Community College.

Prior to his election as PEF secretary-treasurer in 2021, Donahue has been a member of the PEF Budget Advisory and Financial Compliance Committee, he chaired the PEF Divisions Committee, and was a trustee of the PEF Membership Benefits Plan.

Donahue also has been council leader of PEF Division 190 for 11 years and a division steward for 18 years. He represented the division members on the PEF Executive Board for 12 years. He was also the PEF labor-management co-chair at the Department of Taxation and Finance, and has been a delegate to PEF conventions for many years.

Donahue said he looks forward to positioning PEF to meet and overcome future challenges through collaborative strategic planning and decision making with PEF's president, vice presidents, Executive Board, trustees and PEF staff, and by implementing PEF convention resolutions.



In addition to keeping a sharp eye on PEF finances, Donahue wants to continue his lifelong commitment to protecting members' rights in the face of an anti-labor environment, building the union's membership and actively communicating and advocating the rights and privileges of union membership to all PEF members.

Donahue's dad was a union member and his mother, a nurse, was not, which gave him an early vantage point to appreciate how much of a difference union representation can make in your life and that of your family. He also worked some non-union jobs before joining state service.

"I learned that unions improve the lives of people," Donahue said, "and if you see things are wrong, they give you a way to try to make it right."

Darlene Williams is PEF's newest Vice President

By KATE MOSTACCIO

Darlene Williams spent the last 30 years serving as a PEF leader, from council leader of Bronx Psychiatric Center, to this year's contract team chair, to Region 10 coordinator.

"My early years as a 'boots on the ground' union activist provided me with a profound understanding of PEF contracts and a vision for developing health and safety and workplace violence programs to keep members safe," Williams said.

Williams is passionate about membership engagement.

"I want every member to share my love for PEF and be inspired to get union work done," she said.

As contract team chair, Williams understands the importance of educating members and seeking diverse viewpoints to enhance the union's bargaining power at the contract table.

"I enjoy sharing my knowledge of the contract, such as grievances, timekeeping, workplace violence and short staffing," she said.

Williams served as chair of the PEF Professional Conduct Committee; as a board member of the New York Council on



Occupational Safety and Health; as chair of the Multi-union Health and Safety Committee; as a member of the OMH Labor/Management Committee; as a Master Trainer for the AFT Health and Safety Committee; and as chair and co-chair of the Article 18 Health and Safety Committee, which is currently engaged in the challenge of mitigating

the ill effects of COVID-19.

"I'm not afraid to work hard," Williams said. "I have held positions of increasing responsibility over the past 30 years and I'm ready to assume the role of PEF vice president."

Bruce Giddings steps up as new PEF Trustee

By KATE MOSTACCIO

Bruce Giddings is well versed in keeping members informed about essential union matters and will continue to do so as PEF trustee.

"I plan to keep the entire membership fully informed about any union activities I perceive are contrary to their best interest," Giddings said. "I will work collaboratively with fellow trustees, the secretary-treasurer, and internal and external auditors to ascertain sound custodial practices, equity, fairness and the implementation of Convention resolutions."

Originally hired as a principle drafting tech, Giddings is now an assistant electrical engineer at the New York State Department of Environmental Conservation. His work has taken him from Port Jefferson, Long Island, to Love Canal in Buffalo, to Plattsburgh and Cape Vincent in the north.

"I have mostly enjoyed designing recreation projects and fish and wildlife projects in the Adirondacks and Catskill parks," Giddings said. "Serving the public with new and renovated facilities motivates me."

Giddings joined PEF in March 1988. Seventeen years ago, he became a Steward in Division 169 and then became Treasurer. He has held an Executive Board seat for three years and served as Civil Service Committee co-chair; on labor/management and health and safety committees; and on the AFT Climate Task Force, AFT Greening Schools, and Workplaces Committee.

During the COVID pandemic, he provided members with information for telecommuting and ensured oversight of agency health and safety mandated guidelines and protocol. As trustee, he intends to maintain trustee independence consistent with his core values of integrity, fairness and the ability to listen.

"It offers me new challenges, which inspires me to better serve the members I have represented and the new members



I have yet to serve," he said. "I feel that my independence can help strengthen the mission and forward direction of our union."

Being a union leader has been rewarding, Giddings said.

"There are many moments I am proud of while working with my agency and union," he said. "I am proud of the continued

years of service I offer to my colleagues and PEF brothers and sisters. I am proud to know that I have helped inform and direct members so they may proceed forward with better and useful knowledge.

"But most of all, I am proud to be an example to my three sons," Giddings said. "Showing them the helpful service I provide to members, I hope they follow in their father's footsteps. Love and support from family and friends feeds my pride."

Giddings is a graduate of Hudson Valley Community College, attended the University of Wisconsin-Madison, and is active in his community, where he is a Deacon in his church. "But most of all, I am proud to be an example to my three sons," Giddings said. "Showing them the helpful service I provide to members, I hope they follow in their father's footsteps. Love and support from family and friends feeds my pride."

Giddings is a graduate of Hudson Valley Community College, attended the University of Wisconsin-Madison, and is active in his community, where he is a Deacon in his church.

Muriel Hardy-Lee takes new role as PEF trustee

By SHERRY HALBROOK

Muriel Hardy-Lee was just elected in June to a first term as a PEF trustee. It's a watchdog role she shares with two other trustees, Chris Buman and Bruce Giddings.

A social work assistant 3 at the New York State Office for People with Developmental Disabilities (OPWDD), Hardy-Lee entered state service in 1988 at Bronx Psychiatric Center, and transferred in 1990 to Bronx Developmental Center. She has a master's degree in disability studies (MDS).

As a PEF trustee, Hardy-Lee said she wants to expand her advocacy for members' rights to fair, equitable treatment under the PEF Constitution, and ensure fiduciary oversight by reviewing fiscal records in collaboration with the PEF secretary-treasurer, her fellow trustees, PEF divisions, and the union's accountants and auditors.

"I love fighting and advocating for members," she said. Hardy-Lee said she expects to report regularly to the Executive Board and members on any matters not conducive to PEF's best interest. She sees listening to members' concerns and suggesting policy changes to the Executive Board when appropriate as her duty as a trustee.

A PEF activist and strong advocate for more than 10 years, Hardy-Lee has held many elected and appointed leadership positions including: Division 407 council leader at the Metro NY Developmental Disabilities Services Office, co-chair of the local labor-management committee; a member of the OPWDD L-M Committee; a member of the local health and



safety/workplace violence committees, and the PEF Women's Committee.

Hardy-Lee said she takes pride in leading Division 407 because, "We are really strong and we are really united."

Her drive to reach out and help other people overcome disabling conditions surfaced in childhood.

"I've been reading to the blind since I was 7 years old," she said.

That impulse has led her to her work at OPWDD and also to take an active role in her community, serving in the Parent Teachers Associations at Yonkers Montessori Elementary, Middle, and High Schools.



PEF's new elected officers begin 3-year term, bracing for challenges

By **SHERRY HALBROOK**

The new enlarged conference room at PEF headquarters in Latham was filled August 2 with well wishers attending the swearing-in ceremony for the union's officers beginning a new three-year term.

President Wayne Spence, Secretary-Treasurer Joe Donahue and Vice Presidents Randi DiAntonio, Sharon DeSilva and Darlene Williams were given the oath of office by Randi Weingarten, who heads the American Federation of Teachers, one of PEF's two international parent unions.

Weingarten graciously agreed to also administer the oaths of office to PEF's three trustees – Chris Buman, Muriel Hardy-Lee and Bruce Giddings — as well as the PEF regional coordinators: Michele Silsby (1), Andrew Puleo (2), Leisa Abraham (3), Gina Corona (4), David Dubofsky (5),

Christopher Dunham (6), Barbara Stransky (7), Diane Jaulus (9), Radhakrishna Mohan (10), Bernadette O'Connor (11) and Nora Higgins (12).

PEF Region 8 advocate Danielle Bridger was emcee of ceremonies. Since no candidate for Region 8 coordinator was certified in the triennial election, nominees for that seat and any unfilled Executive Board seats will be sought when special elections to fill vacancies resume in October.

Members elected to the PEF Executive Board during the triennial election will take their oaths of office at the next board meeting on Aug. 26.

Speakers at the swearing-in ceremony spoke of the many challenges the union has faced in recent years, with the COVID-19 pandemic still disrupting the lives of PEF members and putting some in potentially dangerous situations.

Weingarten praised Spence, who is beginning his third term as president, and PEF members for their dedication and fortitude in facing the pandemic. "You never stopped working. You were on the frontlines. You were there. New York is tough and strong because of who you are and what you do. We have noticed and we want to thank you."

"None of us could have envisioned all of this three years ago," Weingarten said. "It has been an 18 months like no other, and looking forward, the one thing we can be certain of is uncertainty. In a way, that is PEF's story ... the need to be strong in uncertainty."

Weingarten likened the beginning of the three-year term to standing on a precipice. She called on all PEF members to be at the ready to respond when new crises and challenges again take the union by surprise.

"Have their back," she told members. "Your leaders will need your support and they need you to have their back."

In his remarks, Spence looked back six years to when he was elected to his first term. He admitted that he expected to lose that election, and when the ballots were counted he still thought he lost it.

"At that time, 75 percent of PEF members were white," Spence said. "But they saw beyond color. We have more in common than we have in differences – regardless of your politics or where you work."

Spence also noted that he was only the second president in PEF history to be elected to three terms in office, and he thanked retiring Secretary-Treasurer Kay Alison Wilkie and many others for all of their important contributions and support.

"It's not forgotten by me, the shoulders I stand on," Spence said. Together, he said, PEF members will witness profound changes in "the work culture" following the pandemic lockdown and all of the unforeseen changes to priorities, methods, policies and expectations it has triggered.

In leading the benediction, Trustee Bruce Giddings said, "I ask you all to reflect on the journey that got us here and the journey that lies ahead of us." He likened it to a mountain trail, saying "It has a trailhead, where we stand now, and a destination, but we don't know what lies between."

Editor's note: You may watch the ceremony here on PEF's Facebook page. Just click [here](#) to watch. You also can read brief biographies of all PEF's statewide leaders [here](#).

A deadly struggle for workers' rights: the Battle of Blair Mountain remembered 100 years later

By KATE MOSTACCIO

A century ago, more than 10,000 coal miners marched in protest of perilous work conditions, squalid housing, low wages and oppressive company towns in what became the largest labor uprising in U.S. history and the first armed conflict since the Civil War.

At the start of the 20th century, mining companies paid workers in private company currency called scrip, forcing them to live in company-owned encampments and buy groceries at company-owned grocers. Their companies docked workers' pay for the costs housing, medical care and the tools they used in the mines.

The poor conditions and oppressive power of the mining companies fueled numerous uprisings, but the brewing conflict came to a head after a series of deadly gun battles and the murder of union sympathizers.

Coal miners, fed up with the violence and oppression, marched on the mining companies' home base in late August of 1921. They never reached their destination as anti-union deputized townspeople and local law enforcement confronted the miners at Blair Mountain. Led by United Mine Workers organizers Frank Keeney and Fred Mooney the miners engaged in a deadly five days of fighting that stretched over 12 miles.

The 10,000 miners, many of whom were World War I veterans, came armed with military-issue Springfield rifles and shotguns. Their opposition, 3,000 men strong, strafed hillsides with machine-gun fire and dropped homemade bombs from planes.

It took federal troops to finally bring the fighting to an end, with a squadron of Army Air Service reconnaissance planes patrolling the skies on September 1, and the following day 2,100 army troops mobilized on the orders of President Warren G. Harding. The battle left from as few as 20 killed to as many as 100, but the actual number has never been confirmed. The battle still resonates today as an example of working class and impoverished Americans – black, white and immigrants – coming together to fight for their rights.



Striking miners operate a machine gun in a shallow trench during the Battle of Blair Mountain in August of 1921. Wikimedia Commons

Remembering the battle

For the 100th anniversary of the battle, descendants of some of those miners marched on Labor Day in remembrance of their fight and their dedication to achieving better lives for themselves and their families.

"Every step you take, you just think about what kind of courage that took," said United Mine Workers international President Cecil Roberts, whose great-uncle, Bill Blizzard, was a leader of the 1921 march as a union subdistrict state organizer, according to an Associated Press article on the anniversary march. "Those people had a specific purpose in mind. And they were willing to die for that. And because they were willing to die for that, we've all had a good living, a much better life than we would have had had they not gone on that march."

For a selection of period articles chronicling the events at Blair Mountain, visit the Library of Congress website.





Amid a tough year, volunteers make SEFA charitable campaign possible

By KATE MOSTACCIO

You've heard of them before – the Salvation Army, Direct Relief, Feeding America, the United Way. You probably praise the work they do to feed, clothe or house the homeless, disabled or disadvantaged.

Do you want to help make that work possible? There's an easy way you can participate, available through your employment with New York state, either as a donor or a volunteer.

The [New York State Employees Federated Appeal \(SEFA\)](#), in partnership with the United Way, allows PEF members to support hundreds of organizations of their choosing through payroll deductions. Fellow PEF members and coworkers at your jobsite are ready and able to answer questions and help you pledge your support.

"It's a wonderful organization and they do really great work throughout the whole state," said Division 167 Council Leader Patricia Moran, a SEFA volunteer since 1990. "There is a need out there. We're very blessed having jobs. Some people have lost their jobs because of the pandemic and we need to do whatever we can do to help each other."

An internship through United Way 34 years ago exposed Moran to the need for volunteers at organizations that exist to help those in need. As a coordinator for the Jim Kelly End Zone campaign, where Kelly would donate money to kids with every touchdown he scored, Moran saw firsthand the importance of charitable organizations.

"Working there, I saw a lot," Moran said. "I had a comfortable life, but when you worked at the United Way you saw so many vulnerable people. Whether they are individuals with disabilities, the homeless, families, the United Way worked with a range of groups. I saw the difference these funds given through things like SEFA make and how much that money can do."

During these challenging times, Moran said food banks, city missions and charitable organizations are more important than ever. There are charities for nearly every interest, from prison programs where inmates train service dogs to funding for union members who go on strike.

"What I like about SEFA is that you can pick where you want your donations to go," Moran said. "I always stress that to employees here. Maybe you had a child born at a children's hospital who had challenges your family needed help with, so you want to give back to the hospital. You can choose the hospital. You can choose your local girls and boys clubs or help feed families struggling to put food on their tables. Where your heart is, your contributions go toward that."

During the pandemic, reaching out to potential donors is different than past years, where volunteers could approach coworkers at the worksite and where many were in a financial position to help. This year, Moran, whose Division includes members at Western New York DDSO, Western New York DDRO and Western New York Children's Psychiatric Center, says a lot of soliciting of donations happened by email and some people faced hardships preventing them from giving or giving less than in the past.

"People who give really want to give, they will find a way," she said. "Sometimes it might be difficult for some staff. Maybe they're doing OK, but their spouse may have financial issues or lost employment. Donations can be a small amount, even a dollar a paycheck. It's not the amount, but the giving. All of us together makes the difference."

The SEFA campaign kicked off September 1 this year. If you would like to make a pledge, [click here](#).



PEF selects 2021 Joseph Scacalossi scholarship winners for academic excellence

By KATE MOSTACCIO

The statistics are sobering.

[The average cost of college](#) in the United States is \$35,720 per student per year, tripling over the last 20 years, with an annual growth rate of 6.8 percent. The average in-state student attending a public four-year institution spends \$25,615 for one academic year, with the average cost of in-state tuition alone at \$9,580.

For a traditional private university, students can expect to pay an average of \$53,949 per academic year, with \$37,200 of that on tuition and fees.

What does this mean for those pursuing a bachelor's degree? Those students can see costs easily exceeding \$400,000, factoring in student loan interest and loss of income. That is why scholarships are vital for today's college-bound students.

PEF's Joseph Scacalossi Scholarship has helped students since its creation in 1988 as a tribute to a state Department of Labor member who helped form PEF and fought for the rights of his members in Manhattan. Every year, PEF awards 10 students \$1,000 annually for four years. This year, the number of applications received was comparable to 2020.

"It's really important that PEF continue to offer this scholarship," said Scholarship Committee Chair Sheila Ambrose. "With people being out of work and facing financial hardships as a result of COVID, the fact that they can continue to depend on this scholarship was important."

This year, the committee, consisting of Ambrose, Andrew Youngs, Maddie Shannon-Roberts and Joseph Ugino, met at

PEF headquarters to score the applications. Scoring is blind, Ambrose said, putting each student on equal footing. "We are committed to our role as a committee," she said. "We review all applications fairly and equitably." For a list of other PEF and union scholarships, [click here](#).

This year's winners, in alphabetical order, are as follows:

Shawn Allen



Shawn Allen, the son of Rebecca Allen, graduated fifth in his class from Mayfield Junior-Senior High School. He received numerous scholarships, including the Mayfield Central School Scholar Athlete Award, Mayfield Historical Society Award, Sara B. Close Memorial Scholarship, Mayfield's DAR Good Citizen Scholarship and the Colonial Little Theatre Rainbow Scholarship. Shawn

participated in Mayfield Drama Club, Key Club, Mural Club, National Honor Society and was treasurer of the Class of 2020 and the Yearbook Club. Outside of school, he participated in Boy Scouts and Colonial Little Theatre and was on the varsity track and field team and captain of the Nordic skiing and cross-country running teams. Throughout high school, Shawn volunteered at Mayfield food drives, ran the American Cancer Society Relay for Life and the Mayfield Family 5K Fun Run, participated in Mayfield Highway Cleanup events and took part in Red Cross Blood Drives. He enjoys theater, drawing, cross-country skiing, running and biking. Shawn will attend Castleton University in Vermont to study psychology.

Erika Bopp



Erika Bopp, the daughter of Charity Bopp, graduated sixth in her class from Albany High School. She received the Smith College Book Award, for a female who demonstrates leadership qualities, and the Community Award, the lacrosse coach's award for community outreach. Erika participated in Key Club, CityLax Albany, Flower Ministry, Tri-M Music Honors Society, Société Honoraire de

Français and National Honor Society. She is the 2018 Eastern United States Regional Champion in dance and has been dancing Scottish Highland Dance for 13 years. Erika played varsity soccer and lacrosse and has been a violinist since third grade. Outside of school, she lifeguards and teaches dance at her dance school. Erika will attend the University of Vermont in the fall, majoring in biological sciences.

Grace Dunham



Grace Dunham, the daughter of Jason Dunham, graduated as salutatorian of the class of 2021 at Cobleskill-Richmondville High School. She received the DAR Good Citizen award, the Eleanor Peck Salutatorian Award, the Harry Rubin Award, the Chester A. Gorgon Alumni Farm Award, and the CRTA Student Scholarship, among other scholarships. Grace participated in Odyssey of the Mind, Future Farmers of

America, Youth as Leaders, CRCS Class Office, Spanish Honor Society and National Honor Society throughout high school. She played soccer, ran indoor track and field and ran outdoor track and field, as well as participating in the Governor's Youth Board, the CRCS Reopening Committee and 4-H, including showing cows, public presentations and entering projects to be judged. Grace volunteered in the community by serving as Worship Chair for Conference Council on Youth Ministries and taking an active role in her youth group at Cobleskill United Methodist church. She enjoys working in her garden, going on runs, cooking with fresh ingredients, playing with her Nigerian Dwarf Goats and reading. Grace will be attending Cornell University, majoring in Global and Public Health.

Carter Green



Carter Green, the son of Meaghan Boice-Green, graduated in the top ten of his class this June. He received a New York State Scholarship for Academic Excellence, along with local scholarships including the Corwin Scholarship in Economics, the Elsie and Eugene Oliver Scholarship, and the Senior English Award. Carter was a member of the National Honor Society, Student

of the Month in October 2019, was awarded a chemistry achievement, AP history, Honorati, and Skinner Memorial awards, was a member of All-County band and was a Boy's State nominee for Medina High School. He participated in marching band, concert band, wind ensemble, jazz band, tennis, Scholastic Bowl and Masterminds in high school. He was involved in Mustang Make an Impact Day and the East Shelby Volunteer Fire Community in the community. Carter enjoys watching and critiquing all types of film, including making a podcast about it with two of his friends. He is looking forward to studying the art of film-making and getting involved in Buffalo's growing film production industry. He also enjoys playing piano, chess and tennis. He will attend the University at Buffalo for media studies with a concentration in production.

Chai Kam



Chai Kam, the son of Steven Kam, graduated from Albany High School as salutatorian of the class of 2021. He received the Dr. Alexander Paley Scholarship for passion in running and the Eleanor Koblenz scholarship for theater. Chai participated in school musical theater as a performer and dance captain, school choir, track and cross-country track.

He was a member of the music and French honor societies. Chai volunteered as a lifeguard at the Lincoln Park pool in Albany. He enjoys biking, singing and hiking. Chai will attend the University at Albany, majoring in Biochemistry and Molecular Biology, minoring in Public Health, on the Pre-Medical track.

Jacqueline Kelly



Jacqueline Kelly, the daughter of Suzanne Huber, graduated as salutatorian of Floral Park Memorial High School. She was vice president of her class, as well as the vice president of Model U.N. club. Jacqueline is a member of National Senior Honor Society, Science Olympiads and Students Against Destructive Decisions. She is a National Merit Commended Scholar and recipient of a Girl Scout Gold

Award in 2021 for creating a butterfly habitat at Floral Park Centennial Gardens. Jacqueline has been a member of varsity spring track since eighth grade and varsity winter track since 10th grade. She played JV soccer for her first two years of high school and then played varsity for her junior and senior years. Jacqueline was captain of JV soccer sophomore year. Her volunteer work includes Camp St. Anne's, Camp Anchor and Junior Achievement. Jacqueline works part time as a busgirl in a local restaurant. She will enter the University of Vermont Honors College in January 2022.

Sneha Malneedi



Sneha Malneedi, the daughter of Suresh Malneedi, recently completed her senior year of high school, during which she was a member of the National Honor Society and participated in Robotics Club, Key Club, Coding Club, and Battle of the Books. Sneha volunteered with various associations with Key Club and spent a lot of time at the Food Bank. Outside of school, she loves to work on

her own programming projects, read, and play games with her friends. Sneha will be attending Georgia Tech, majoring in Computer Science.

Annie Patwell



Annie Patwell, the daughter of Patricia Patwell, graduated magna cum laude from high school, where she participated in National Honor Society, Science National Honor Society, Amnesty International, Key Club and Math League. Patwell played soccer and travel soccer and participated in indoor and outdoor track. She volunteered as a coach for a youth soccer team and was a Girl Scout.

Patwell enjoys spending time with friends and family and

staying active. She will attend Quinnipiac University in Connecticut where she will study health sciences.

Emily Wenke



Emily Wenke, the daughter of Joanne Wenke, recently completed her senior year at Saratoga Central Catholic High School. She was valedictorian and received numerous scholarships, including the P.E.O. Star Scholarship; P.E.O. Griswold Scholarship; Youth2-Youth Helping Youth 2021 Community Service Incentive Award; American Red Cross High School Scholarship Program;

SEFCU Roma Intangible Lodge #215 Smart Sense Scholarship; Saratoga Springs Rotary Scholarship; Endowed Scholarship in Honor of Charles V. Wait, Sr.; Saratoga Federal Credit Union Scholarship; Adirondack Chapter of NYCUA Scholarship; SCC Alumni Award, English Award, and Science Award; the Catholic Daughters Award; and the Italian American War Vets Post #35 Award. Emily served as president of the National Honor Society, Student Government and the Community Services Club. She also participated in Girl Scouts, the Saratoga County Fair Junior Board and Junior Culinary Competition; was captain of the varsity soccer team and member of the varsity softball team; participated in peer tutoring; and was a member of the Yearbook Club. Emily volunteered over 700 hours throughout high school with organizations such as the Saratoga Springs Public Library Children's Department, GSNENY Camp Woodhaven, Catholic Charities, Lifeworks Soup Kitchen, Special Olympics Polar Plunge, Adopt-A-Family and more. She enjoys playing soccer, going thrift shopping, going to drive-in and playing with her dog, Walter. She will attend St. John's University, studying Childhood Education.

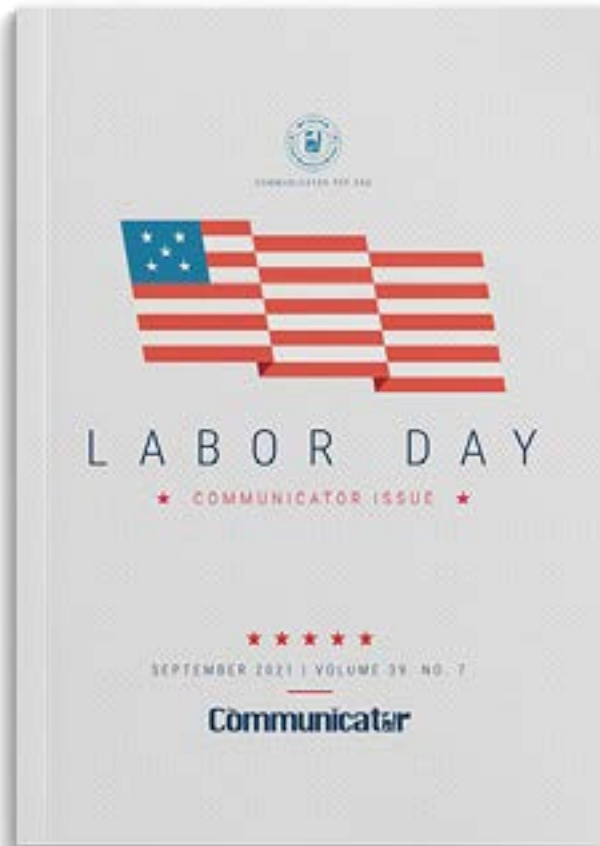
Carley Wood

Carley Wood, the daughter of Maureen Wood, graduated



from Canastota High School. She received numerous scholarships, including the Clarkson Scholarship, Achievement Award II, Alumni Family Scholarship, Dean's Appeal Scholarship, Visit Scholarship, Early Decision Scholarship and Dollars For Scholars, matched by Clarkson. Carley participated in National Honor Society, National Technical Honor Society,

Honors Program and the Science Club. She was a member of the varsity track and field team and worked at area pizzerias and restaurants outside of school. Carley volunteered in elementary school classrooms and at the annual Trick or Treat night. She enjoys running. Carley will attend Clarkson University in fall, majoring in civil engineering.



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Department of
Motor Vehicles

DMV investigators target identity theft, underage drinking

By KATE MOSTACCIO

Teenagers attending concerts across the state could find themselves confronted by state investigators from the Department of Motor Vehicles if they flash fake IDs in hopes of purchasing alcohol.

Operation Prevent puts DMV investigators on the ground to detect fake IDs at CMAC (spell out the acronym?) in Canandaigua, Darien Lake Performing Arts Center, Saratoga Performing Arts Center, Jones Beach, and Lakeview Amphitheater.

"DMV investigators, who are sworn law enforcement officers, have been involved in Operation Prevent for many years," said PEF member and DMV senior investigator, Katie Bender. "The goal is to curb underage drinking, as well as curb the use of fraudulent documents by those individuals. Additionally, we will conduct enforcement details in conjunction with other local and state police agencies, as well as the State Liquor Authority, at bars."

Catching these underage drinkers before they can buy alcohol is key and helps save lives.

"We're trying to reduce and eliminate the chances of a young person driving away from one of these venues intoxicated and then hurting or killing themselves or another person in a crash," Bender said. "I have also witnessed some of these young people having to be treated by emergency medical personnel due to the over consumption of alcohol."

Investigators not only detect and prevent teenagers from drinking by seizing their fake IDs, they also examine the fraudulent documents and can identify trends and test out technology that might assist front-end DMV staff when issuing IDs.

As a senior investigator in the License and Registration Unit, Bender works with people throughout the state who have fallen victim to identity theft.

"The victim may have discovered a vehicle in their name that they did not purchase or some other misuse of their license," Bender said. "We also investigate identity takeover cases, where one person jumps onto another person's record to assume their identity."

Bender worked previously in the DMV's REAL ID Unit, ensuring the accuracy of REAL ID application documents; in the Fraud Unit, investigating cases where an individual holds multiple records or opens cases with fraudulent documents; and at an Auto Theft Site, where she worked to deter the use of stolen parts to repair salvage vehicles.

A PEF member since 2006, Bender took a roundabout way to reach her current position.

"I went to college with the intention of becoming an English teacher or pursuing a career in that field," she said. "I took one criminal justice class as an elective and I was hooked." She went on to earn a bachelor's in criminal justice and worked as a paralegal after graduation. Bender's parents, who were union members and public servants in county and state government service, encouraged her to explore state jobs. That encouragement led her to where she is today and to PEF.

"I do enjoy my job as a public servant," she said. "In my current position, I am able to help someone who may be a victim of identity theft by explaining steps they can take to protect themselves, as well as investigate and pursue the perpetrator."



PEF members resolve tax issues, protect taxpayers' rights

By KATE MOSTACCIO

For most New Yorkers, tax time is a part of life that comes and goes without a hitch – they get their wage statements and assorted paperwork, file their returns and get on with their lives until next year.

For some people, however, problems arise beyond run-of-the-mill return issues and when these taxpayers exhaust all the usual administrative resources looking for a solution, the Office of the Taxpayers Rights Advocate comes in and shines. “We are here to answer peoples’ complaints or work with them on their issues,” said 15-year PEF member Chris Meislahn, director of the Office of the Taxpayers Rights Advocate. “We try to explain the situation in a manner that they can understand. We also work within the department to ensure that taxpayers’ rights are always followed and that everyone adheres to policies and procedures.”

Established in 2009, the Office of the Taxpayers Rights Advocate is “a place for taxpayers to receive an independent review of their tax situation while promoting and upholding the department’s mission of fair and equitable application of the tax laws.”

The PEF members who make up Meislahn’s five-person team have to be well versed in all aspects of tax law, especially the four main categories – personal income tax, corporate tax, withholding tax and sales tax.

“There are numerous other taxes out there that we do handle,” Meislahn said. “We have to know them all or know where to get the answer. We have contacts in the department with people who know every tax type and we can go to them with questions.”

On an average day, PEF members respond to clients who filed a Request for Assistance.

“We get about 1,200 a year,” Meislahn said. “Staff reviews the situation, looks at the taxpayer’s history and considers what help they are requesting. We have had every type of taxpayer request assistance, from a taxpayer who makes very little money, to people who make tens of millions, all the way to Fortune 500 companies. We try to keep them on the same page and make sure everyone is treated equally and fairly.” Sometimes the problems the office fields affect more than just an individual and are a systemic problem.



“If we see it’s not just one taxpayer, we can work with the unit on how we can help all these taxpayers with the same issue,” Meislahn said. “Is it something in the language of our letters? Is there something that we’re missing? There are 26 million returns a year, of course there will be problems.”

With systemic issues, the staff participates on department policy committees, lobbies legislators on taxpayer issues, and proposes legislation to improve the process. They also educate the public on department policies, processes and procedures.

“It’s very rewarding being able to see someone come in with a problem, not know what the issue is, and being able to work to identify the problem and help resolve it,” Meislahn said. “Taxes are not something people like talking about. People get antsy at tax time. It’s something you have to do and there is a big benefit. Governments run on taxes. We need to ensure we’re collecting but we don’t want anyone to overpay either.” Meislahn said the stigma attached to “tax time” is understandable, but the department is dedicated to making the process understandable and fair.

“I think as a whole the tax department is there to try and do the right thing,” he said. “Sometimes people just need a little bit of extra help. That is what we’re trying to do, be an avenue for people to come with odd situations, who don’t fall into the structured world that we have. We are a very automated department with millions of returns and refunds. Sometimes there’s a curveball.”



Leave donations:

By Sherry Halbrook

Ailing members need your leave donations

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

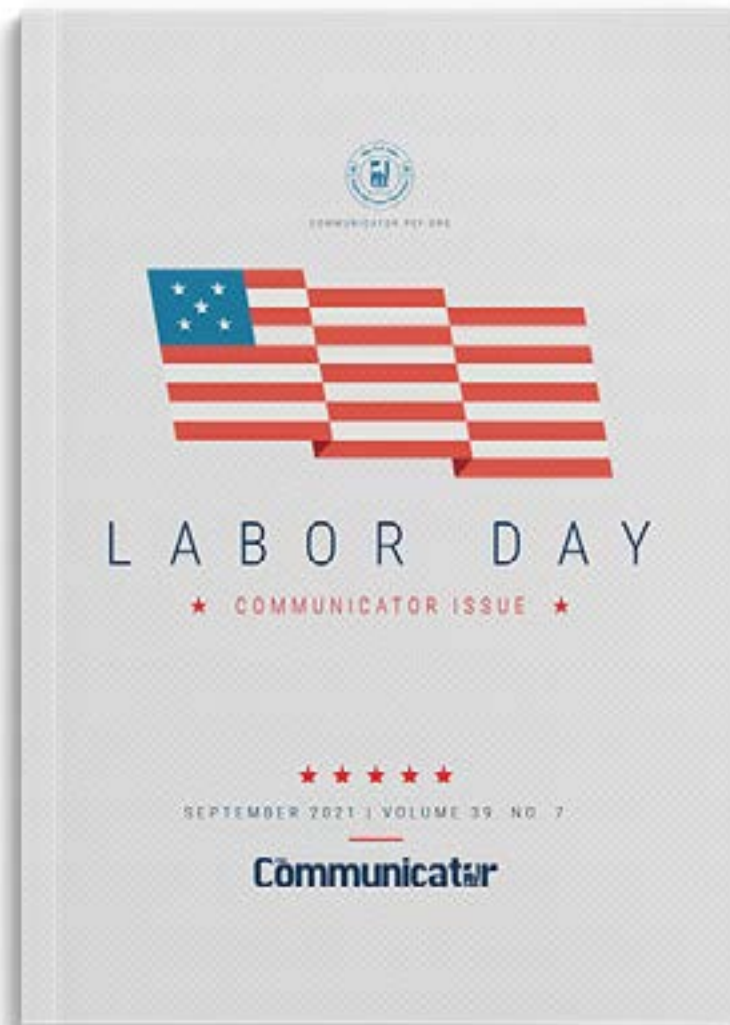
Donations are made from annual leave and donors must retain at least 10 days of annual leave after donating. To donate leave, obtain a leave-donation form from your personnel or human resources office and submit it to that office. You may donate leave to employees at both the agency where you work and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

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

- Edward Carey is a supervising computer operator at the state Office of Information Technology Services in Albany. Call 518-457-4272;
- Lisa Colbert is an infection control nurse at Sunmount Developmental Disabilities Services Office in Tupper Lake. Call 518-359-4158;
- Kendra Delorme is a nurse 2 psychiatric at St. Lawrence Psychiatric Center and assigned to St. Lawrence Alcohol Treatment Center in Ogdensburg. Call 315-541-2001;
- Eric Huntington is a project manager 3 at the state Office of Information Technology Services in Albany. Call 518-457-4272;
- Julie Hutchinson is a nurse 2 at Rochester Psychiatric Center in Rochester. Call 585-241-1900;
- Crystal Perry is a nurse 2 psychiatric at Hutchings Psychiatric Center in Syracuse. Call 315-426-3600;
- Jaquaia Reid is a licensed social worker 2 at Bronx Psychiatric Center in New York City. Call 929-348-4024;
- Lydia Seales-Fuller is a nurse 2 psychiatric at Hutchings Psychiatric Center in Syracuse. Call 315-426-3600;
- Christine Thayer is a manager ITS 1 data at the state Office of Information Technology Services in Albany. Call 518-457-4272; and
- Paula Wilcox is a teaching and research center nurse 2 at SUNY Upstate Medical Center in Syracuse. Call 315-464-4943.

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





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Members catalog State Museum's specimens for research, education

By KATE MOSTACCIO

July 28, 2021 — The New York State Museum, established in 1836, is the oldest and largest state museum in the country. Its collection includes a staggering 16 million scientific specimens and a million cultural objects, only a small percentage of which are on display for viewing.

With so much history and science, researchers frequently request information about the varied collections – from the smallest of insects to pottery to myriad species of birds. An electronic database and digitization project began in 1997 to create a publicly accessible online repository from the museum's catalogs and PEF has led the way.

"Getting our established paper-based catalogs in an electronic format and ultimately online and available to people outside of the State Museum is a relatively new thing," said PEF member and museum scientist, Ryan Whitehouse, whose background in entomology and experience with biological databases positions him perfectly to manage the growing databases at the museum. "There is a big push to share the information about items in our collections with people, including researchers and for education."

Whitehouse said the end goal is a database that includes the entire museum collection – a project that will take years to complete. With some objects too fragile to put on display, collections that contain replicate specimens and specimens that require specialized storage, an online database makes much of the data available without compromising the items.

"I would love to have everything in the museum catalogued and available online so that besides our museum staff, teachers and researchers, the public could utilize the unprecedented information contained in these items that represent and teach us about the history of New York," he said. "Right now, we are prioritizing items that are frequently accessed by researchers. For example, we have an amazing collection of earthenware jars, but not enough space to put them all on display, but we can digitize all of them for online sharing."

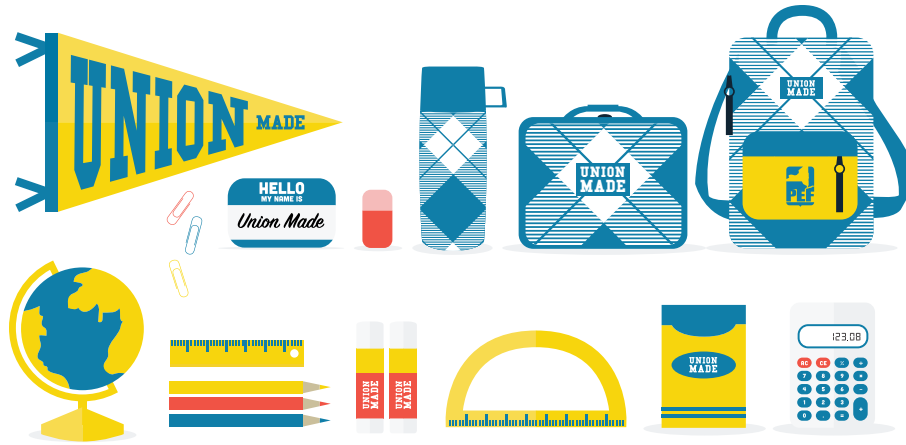
Staff regularly adds information to the database.

"Many departments are entering data, but it takes time," Whitehouse said. "For a department with, say, 500,000 specimens, someone can enter one to two items a minute. Working non-stop, that would still take one person more than four years!"

The database is critical for keeping track of what the museum collection contains, as well as where items are located and it helps curators respond quickly when researchers submit inquiries.

"This makes everything so much easier," Whitehouse said. "It's integral for what we do and it's exciting to have all that data available."





Shop union for back-to-school supplies

By KATE MOSTACCIO

July 28, 2021 — Parents can expect to shell out more for school supplies this year.

The average cost per student could reach as much as \$270, up from the \$250 spent in 2020, according to a KPMG survey of more than 1,000 adults across the United States in May. Parents of preschool-aged children are planning to spend as much as 32 percent more this year and college-aged parents are looking at a 13 percent increase.

"A combination of supply shocks to U.S. manufacturing and abruptly heightened consumer demand for goods, including school supplies, has created the perfect storm for this scenario to play out," according to KPMG economists.

Why not support your union brothers and sisters when you hit the stores for back-to-school shopping this year? Many items on your children's lists are available union made.

Below is a list, compiled by the AFL-CIO, listing products and the unions that produce them:

Paper Products

- Boise Paper: Products: Boise X-9, Business Choice, FasCopy, Flagship, Grand and Toy, Office Depot, USA Xerographics, W.B. Mason and Xerographics (United Steelworkers Local 159).
- International Paper: Full list of products (USW).
- Mead Westvaco/Acco Brands: At-A-Glance, Day Timer planners and organizers, Five Star school supplies and organizational gear, lined paper, Mead school supplies and Really Big Coloring Books (Communications Workers of America, USW).

- Pacon: Products: Art1st drawing/sketch Pads, Array card stock and bond paper, Art Street construction paper, Bordette Decorative Border, Classroom Keepers storage, Colorwave tagboard, Corobuff 3D decorative backgrounds, Decorol Art Roll paper, Ecology recycled paper, Ella Bella photography backdrops, Fadeless Paper, Flameless Paper, GoWrite! dry erase pads, Kaleidoscope colored paper, Little Fingers construction paper, Neon fluorescent-colored paper products, Peacock colored paper products, Plast'r Craft modeling material, Present-It easel pads, Rainbow Colored Kraft duo-finish paper, Riverside construction paper, Spectra ArtKraft duo-finish paper, Spectra Art Tissue tissue paper, Spectra Glitter, Trait-tex yarn and Tru-Ray construction paper (USW Local 2-1822 and Local 2-1822-01).

- Roaring Spring: Products: binders and portfolios, composition notebooks, construction paper, drawing pads, envelopes, folders, index cards, Modern Jen journals and folders, poster board, sketch books and wire-bound notebooks (USW Local 488).

Other School Supplies

- Clauss: Scissors (UAW Local 959)
- Master Lock: Locks, safes, etc. (UAW Local 469)



PEF loses its longest serving statewide officer

By **SHERRY HALBROOK**

Jim Sheedy was a founder of PEF. He served in every statewide office of the union from vice president to secretary-treasurer and president. He died August 14 at his home in Tucson, Arizona. He was 85.

No person has served as an officer of PEF longer than Sheedy. He was a vice president in the first administration of the union from 1979 to 1982. He was elected secretary-treasurer of PEF in 1982 and was repeatedly re-elected to that post, serving from 1982 to 1994, when he was elected president. He was president until 1997. And after 18 years as an officer of PEF, he returned to his job of 25 years as a civil engineer 1 at the state Department of Transportation, where he again worked through 2000.

He served on the NY State Employee Assistance Program Advisory Board and chaired it for several years. He was also active in the Capital District Chapter of the NY State Employees Federated Appeal (SEFA) Committee that he chaired for more than a decade. In addition, he served several years as a trustee of the PEF Membership Benefits Fund.

"Jim set a standard of service to this union and to New Yorkers that should be an inspiration to us all," said PEF President Wayne Spence. "Jim served with four different presidents of PEF and then led his own administration. His record of working with so many different elected leaders is unique."

Sheedy was well known and liked for his quiet honesty and diligence. He didn't speak often, but when he did speak,

people listened because he focused on facts and avoided personal attacks.

Barry Markman, a former PEF vice president and a retired PEF staff member, said he was deeply saddened to learn of Sheedy's death.

"He was a real gentleman," Markman said. "People always respected what he had to say, and you felt that he would listen to you respectfully."

Markman said Sheedy devoted a lot of his efforts toward building PEF divisions. "He always worked with the divisions and made sure they got the resources and support they needed to meet the challenges they were facing."

"Jim was a real unionist."



PEF President Jim Sheedy, right, claps as former AFL-CIO leader Richard Trumka addresses the PEF Convention in 1996.



43RD ANNUAL CONVENTION DELEGATE INFORMATION

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

2021 Convention Delegate List

NAME	REG.	DIV.	TITLE	NAME	REG.	DIV.	TITLE	NAME	REG.	DIV.	TITLE	NAME	REG.	DIV.	TITLE
AUDIT CONTROL				DOCCS COMMUNITY SUPERVISION				JOHN RAZULIS	12	170	B	CHRISTINE R GARRITY	08	169	B
DANIELLE K BRIDGER	08	263	P	CATHERINE ADAMS	11	236	J	JEFFREY SARDEGNA	12	170	B	BRUCE GIDDINGS	08	169	B
ANDRE P BROWN	08	263	K	JERRY M BARANSKA	04	236	J	DOT REGION 11				PRADEEP K JANGBARI	03	169	B
MICHAEL P CRAIG	08	263	P	CHAVELA R BRATTON	11	236	J	MAMADOU S DIALLO	11	214	B	ASEEM KUMAR	08	169	B
TROY DECKER	05	263	P	GABRIELA E FRANKLYN	10	236	J	PANKAJ G PATEL	11	214	B	STEPHANIE M LARKIN	12	385	Q
CATHERINE DELL'ANGELO	08	263	U	JAMES C HARFORD	10	236	J	MONICA C RAMA	11	214	B	SARA H LATESSA	08	169	B
SHARI L HUNZIKER	08	263	P	ROBERT D HODSON	04	236	J	DOT REGION 3				ERIK J LATREMORE	04	169	Q
ALFRED S IVES	08	263	K	GINA LOPEZ	03	236	J	LAUREL L CARPENTER	04	256	B	DOUGLAS MACNEAL	08	169	B
MARK LAMARCHE	08	263	K	YOLANDA PITTMAN	11	236	J	THOMAS LUTZ	04	256	B	ROBERT MCDONOUGH	08	169	B
SARAH K LAUSER	08	263	K	SHARON SEALEY	12	236	J	CHARLES A MCRORIE	04	256	B	ANTOINETTE NORFLEET	08	169	B
DEAN T MCCABE	08	263	K	JOHN SNYDER	04	236	J	RICHARD D STEVENS	04	256	B	SALVATORE F PRIORE	08	169	B
WENDY S MECCARIELLO	08	263	U	WAYNE SPENCE	12	236	J	DOT REGION 4				STEPHEN J REPSHER	08	169	G
RAYMOND M MOROZ	08	263	K	VIKKY M URENA	11	236	J	ROBERT D GORKA II	03	284	B	JAMES A SACCO JR	01	169	B
DESAREA M				CHERYL A WALLACE	09	236	J	COURTNEY L GOULD	03	284	B	JESSIE B SANGSTER	07	169	B
MORRIS-DRUMGO	08	263	K	ANTHONY ZACCONE	10	236	J	MATTHEW C ORAVEC	03	284	B	RYAN J TOMKO	01	169	B
CHARMAIN				DOCCS DWNSTAT COR FAC				DOT REGION 5				TERESA TYOE	06	169	B
PARKER-THOMAS	12	263	P	PETER M HORAN	09	296	H	WENDY L JOHNSTON	01	219	B	BRIAN D WEEKS	09	169	B
ALBERT PASSINEAU	08	263	K	EDWIN QUINONES	09	296	D	THOMAS W LOZINSKY JR	01	219	B	SCOTT M WELLS	05	169	Q
JAMES E RAPPAPORT	08	263	P	DOCCS EASTERN NY COR FAC				JEFFREY A ODOBINA	01	219	B	KALEB N WINTERS	08	169	B
CHERYL L ROBINSON	08	263	K	PATRICIA A GALLIGAN	09	195	H	KERI L OSSONT	01	219	P	EX CORR COMM			
BRIAN SHIELDS	08	263	P	DOCCS FISHKILL COR FAC				JUSTIN J PRZEPASNIAK	01	219	B	MARYSUSAN E TIMPSON	10	204	J
JOSEPH F UGINO	08	263	K	LAURA M CLOIDT	09	310	C	PAUL M UEBELHOER	01	260	B	EX DIV HUMAN RT			
CORRL SRVCS M/O				ASHA SHRAVAH	09	310	A	DOT REGION 6				IRIS N CARRASQUILLO	10	329	S
DOUGLAS A WILBURN	08	229	H	DOCCS FRANKLIN COR FAC				JOHN D EDDY	02	175	B	BELLEW MCMANUS	10	329	G
DEPT OF FINANCIAL SERVICES				CARLY E GAGNON	07	361	C	ANDREW PULEO	02	175	B	JEANNE L ORTIZ	10	329	S
NERISSA P ALVAREZ	10	174	F	SHARON A LAMB	07	361	C	DOT REGION 8				EX HSG&CMTY RNL			
FLETCHER C BARNES	08	268	K	CHRISTOPHER T LANZ	07	361	C	LINU ABRAHAM	09	172	B	GLADYS FRANCO	10	168	S
EDDIE CLEMETSON	10	260	P	DOCCS GREEN HAVEN COR FAC				BRIAN D DUBOIS	09	172	B	EX OFF GEN SERV			
GILBERT W DENTON	10	260	P	SABU CHERIAN	09	184	C	DOT REGION 9				SHOW BAMBA	08	179	B
YASSER M EL SHATSHAT	10	174	P	DOCCS HALE CREEK ASAC				BRIAN A DECKER	05	227	B	OWEN G BYRNE II	01	179	B
STEVEN FORD	08	268	G	MIRANDA C PRIME	06	390	C	PAUL R GENDRON	05	227	B	BE HA	08	179	B
SERGEY K GARANIN	10	174	C	DOCCS LAKEVIEW COR FAC				KIM M NICHOLS	05	227	B	MICHAEL J LEE	08	179	R
SUZETTE GRANT	10	174	P	CYNTHIA L HAHN	01	378	A	ALEXANDER J PRINCE	05	227	B	MIRIAM G MCGIVER	08	179	B
OCTAVIA S JOSEPH	10	260	P	DOCCS MID-STATE COR FAC				ECONOMIC DEVEL				DAVID W MILLER	08	179	B
MAUREEN A KELLMAN	10	260	P	DANIEL P JOAQUIN	06	338	C	CYNTHIA M SHANNON	08	262	O	MARK W MILSTEIN	08	179	S
JEFFREY J LUDWIN	08	268	P	DOCCS MOHAWK COR FAC				ED ROME DEAF				GEORGE W MOREHOUSE	08	179	M
HAROLD MARCELIN	10	260	P	STEVEN DRAKE	06	379	C	WILLIAM E WILEY	06	206	U	AJAI SHANKAR	08	179	B
WENDY P MARSHALL	10	260	F	CHRISTOPHER G DUNHAM	06	379	A	ED SPECIAL				RICHARD E VEHLLOW	08	179	B
JIMMIE NEWSOME	10	260	P	MATTHEW J PRIME	06	379	C	SEAN M DOBBIN	08	194	C	EX STATE POLICE			
ADEMOLA OLUWO	10	260	P	JOHN TAVERNE	06	379	A	AARON J GORE	08	194	C	COREY J HOVAK	08	204	U
ROBERT H OTTAVIANO JR.	10	174	F	DOCCS OTISVILLE COR FAC				EDUC MAIN OFFICE				H HELEN HAYES			
CHERYL A SKINNER	10	260	P	BRYAN S BARBER	09	210	H	DEANNA M AGUILAR	10	349	M	DONNA BOERKE	09	226	A
DOCCS ALTONA COR FAC				DOCCS SING SING COR FAC				CAROL ANSTEY	09	230	N	HEALTH MAIN OFF			
SANDRA M DERR	07	342	C	TAMBOURA LITTLE	09	323	H	MOHAMMED K CHOWDHURY	10	349	M	SHEILA AMBROSE	08	205	D
DOCCS ATTICA COR FAC				DOCCS SOUTHPORT COR FAC				ROBERT L DAVIES JR	04	230	N	CHARLA D ANDERSON	08	205	D
DONALD YATES	01	261	A	MICHELE J DRAKE	02	370	C	STEPHEN T DOMBROSKE JR	08	194	C	MICHELLE J			
DOCCS AUBURN COR FAC				DANIEL LOVEN	02	370	C	BARBARA GAFFNEY	10	376	N	ARROYO-SANTOS	08	205	P
ALI MUHSEN	04	299	F	DOT MAIN OFFICE				KIMBERLY A KAIN	06	230	N	CHRISTOPHER J AUER	08	205	B
DOCCS BARE HILL COR FAC				JOHN J BISHOP	08	177	B	YANDE S MCMILLAN FALODU	11	376	N	LINDA J BAKER	08	205	E
DAVID J MOSIER	07	377	C	MARION BROWN	08	177	B	AUDREY MYERS	12	376	K	SUSAN BILLI	12	317	A
DOCCS BEDFRD HILL COR FAC				GARY W RUTH	08	177	B	ANGELINA RODRIGUEZ	11	376	K	STEVEN M BROOKS	08	205	D
DIANE JAULUS	09	353	E	ABDUS SALAM	10	214	B	MARY K SAPP	08	194	C	CHRISTINA COSTA-DALEY	08	205	A
HAROLD TESENY	09	353	C	GUSTAVO SANTOS	08	177	O	STEPHANIE M SHAW	01	215	N	TONIA D DANDRIDGE	10	199	M
DOCCS CAPE VINCENT COR FAC				STEPHEN J SCADUTO	08	177	B	VED SHRAVAH	08	194	C	ROBIN DEJESUS	03	307	D
LORI A GREENIZEN	04	367	H	LISA A SNYDER	08	177	F	BETH A UGINO	08	194	C	EDWARD F DOMBROSKE	08	205	D
DOCCS CAYUGA COR FAC				DOT REGION 1				ENVR CONS M/O				MICHAEL A DREIBELBIS	08	205	D
JOHN BOWEN	04	371	C	MERCY E SENDER	08	258	B	KEITH A BROWNE	09	169	B	KENNETH FERRO	08	205	P
DOCCS CLINTON COR FAC				DOT REGION 10				TODD M CAFFOE	03	169	B	ERIKA L FLOOD	08	205	D
JERRY KOWALOWSKI	07	239	H	JOSEPH ADDEO	12	170	R	HOLLY CLARK	08	169	B	CHERYL D GEILER	04	312	A
PATRICIA J SCHWARTZ	07	239	C	TAPON K BISWAS	12	170	B	KATHRYN DIECK	12	385	Q	MYRON R GETMAN	08	205	Q
DOCCS COLLINS COR FAC				JOHN E GREENE	12	170	B	ERIN M DONHAUSER	07	169	B	ANTHONY R GIULIANO	08	205	E
SHAUN M WENTLAND	01	340	C	WILLIAM A HOLTHAUSEN	12	170	B	FITZGERALD G DRUMMOND	08	169	Q	MARLENE F GRIMSHAW	08	205	D
THOMAS W YEATES	01	340	C	WILLIAM G PIKE	12	170	B	GINA M FANELLI	12	385	Q	JOHN A INGRAM	01	220	D

2021 Convention Delegate List

NAME	REG.	DIV.	TITLE	NAME	REG.	DIV.	TITLE	NAME	REG.	DIV.	TITLE	NAME	REG.	DIV.	TITLE
TAMMY L IRIZARRY	08	205	D	SHALENDRA RAMADHIN	10	351	P					RICHARD JONES	08	357	K
RICHARD P KAPPES	08	205	P	MICHAEL L SHAPIRO	08	187	K	MH SAG PC C YTH				ADRIENNE KIRKLAND	10	357	K
TRACY KNOTT	08	205	E	MH BING PSY CT				RACHAEL KIRK	12	178	C	MITHILESH KUMAR	08	357	S
PETER A LAVENIA	08	205	P	ANGELA M REH	05	208	N	MH WASH HTS UN				PRAKASH LAL	08	357	K
ILANYE LONGJOHN	12	317	P	AMANDA M RULAND	05	208	H	DARLENE WILLIAMS	10	254	H	JOHN R LEIMONAS	08	357	K
TRACY L MANN	10	199	E	LYDIA VELEZ	05	208	H	MHK VLY C YTH				WENDY D LUKAS	08	357	K
JOSEPH W MOSSEAU	08	205	P	MH BRONX PSY CT				SHEVAUN E ABBOTT	06	183	H	MARY J LUTZ	04	357	K
SHANEEVA L NORBI	08	205	D	ROBERT LOWINGER	10	213	D	MOTOR VEHICLES				REGINA D McDONALD	11	357	K
YAMIL R SPEIGHT-MILLER	10	199	M	NATALIE MENA	10	213	D	MEGAN S HILL	08	211	F	ANDREW J MICHELA	08	357	K
BRYAN J TARR	08	205	P	VENICIO MOJICA JR	10	213	A	LINDA JOHNSON	09	255	R	GARY W MOORE	08	357	K
COLLEEN E VANPELT	04	312	U	RICHARD RICE	10	213	E	DEBRA L KONSTANTAKIS	12	339	R	RONALD F OBRYAN	08	357	K
TANIA T WHITE	08	205	D	LETICIA RIVERA	10	213	D	MAUREEN A KOZAKIEWICZ	08	211	B	EARL RICKETTS	08	357	K
DENISE E WILLIAMS	01	220	D	MH BUFO PSY CT				CHEVONE T TOSCANO	11	255	G	RICHARD RIDGEWAY	08	357	K
HOMELAND SECURITY				SCOTT A BALSANO	01	180	H	NYC CHILDRENS CENTER				ENGELS ROJAS	08	357	K
LISA M CAPONE	08	179	S	BERNARD L CAREY	01	180	N	CRISTINA A SCAGLIUO	11	188	A	RIPON ROY	08	357	K
BRENDA L GAUSBY	08	179	F	VINCENT A CICALTELLO	01	180	A	DANIELA SCAGLIUO	11	252	A	KELLEY SMITH	08	357	K
ALEXIS M GLINDMYER	08	179	P	ALEXANDRE Z				NYS GAMING COMMISSION				JEFFREY SMITH	08	357	K
JASON GREEN	12	179	M	DONASCIMENTO	01	180	H	JOSEPH M MCCANN	01	332	P	DAVID STERN	08	357	K
JOHN T THOMSEN	08	179	C	MH CAP DST P CT				JOSEPH ZICCARDI	01	332	P	GLORIA THOMAS	03	357	K
REBECCA E WILBURN	08	179	S	FREDERICK R BULMER	08	231	E	OASAS MAIN OFF				DEBRA A VERCROYSSSE	08	357	K
HSC BRKLN P/R				MARY HALTERMANN	08	231	D	ANNA E BRAVOCRUZ	10	314	J	SAM S WIN	08	357	K
ANDREA G HARRY	11	198	A	MH CNTRL NY P C				WILLIAM CRUZ	10	314	J	OPWDD BERN FINE DDSD			
SHERRON HUNTE	11	198	A	WANDA L BATES	09	353	D	BARBARA J FAHEY	08	265	J	GWENDOLYN J CULPEPPER	11	207	H
NOUNCIA C JOCELYN	11	198	A	EDWARD G DUEGAW	04	299	A	OASAS TRMT CTRS				OPWDD BROOKLYN DDSD			
GEORGETTE PERSONNA	11	198	A	JOSEPHINE A SLIFKA	06	344	A	AMY BONNER	03	411	H	CLAUDETTE M NORMAN	11	244	H
DIANA T POTAKY	11	198	A	MH CREEDMR P CT				WILLIAM M BROWN	06	183	J	CARRIE L SAUNDERS	11	244	H
CYNTHIA WALKER	11	198	A	ALBERT FAMULARO	11	241	E	CHRISTINA CERNOS	09	279	J	OPWDD BROOME DDSD			
HSC SYR HOSP PR				SHAKETA MIJANGOS	11	241	H	KENDRA J DELORME	07	249	A	DENISE BAILEY	05	197	H
CHRISTINA L AMODIO	04	320	A	MICHELE ROSELLO	11	241	E	OF CHILF FAM SV				CAROLYN M COLE	05	197	A
RACHEL M AMODIO-KOPP	04	320	A	ELSA TARTT	11	241	D	RICK A CHARBONNEAU	08	234	E	SHERRY L HANSON	05	197	A
JOHN F HORAN	04	320	A	MH ELMIRA PSY C				ROSS M DORSEY	05	391	N	HEATHER M LATHAM	05	197	E
ERIN C KING	04	320	A	DARREN J MACDOUGALL	02	223	F	BARBARA G GREGOREK	08	234	P	SUZANNE F THOMAS	05	403	E
SCOTT MARSLAND	04	320	A	MH HUTCHINGS PC				BARHAM LASHLEY	05	391	C	OPWDD CAP DIST DDSD			
BRENDA L ONDERKO	04	320	A	MARGARET A DOBBINS	04	301	A	LISE K MALONEY	08	234	E	STACY M MOREY	08	251	D
THEA J SIMONET	04	320	A	JEANETTE C TYLER	04	301	H	ROBIN M MATTHEWS	10	191	E	OPWDD CENTRAL NY DDSD			
HUTCHS CHILD SV				MH KNGBR PY CT				RONALD L SIMMONS	08	234	E	HAGGAI I ALI	04	304	C
JESSICA L ANDRIANOS	04	301	H	CINDY A GUADAGNO	11	252	N	DAVID TAKOR	08	234	E	MONICA DESANTO	04	304	N
GINA M CORONA	04	301	E	ROBIN HAMILTON-BROWNE	11	252	D	JENNIFER R VOELKER	01	337	N	SARAH B DIAMOND	04	304	E
MARTHA B MACHIN	04	301	C	ERROL S LONDON	11	252	A	OF TEMP DI ASSI				COURTNEY A FRANEY	06	189	C
DAURYNE M METZ	04	301	C	BERNADETTE OCONNOR	11	252	H	CARL E ANDERSON	10	192	D	JACKLYN HOPKINS	06	189	C
JUSTICE CENTER				MH MAIN OFFICE				PAMELA G AUGUST	08	234	E	BRENDA J JACKSON	06	189	A
KERRY A ELAM	08	232	E	RUDY A ARIAS	08	392	D	CHRISTOPHER H BANACH	08	409	M	MONICA G MOORE	04	304	E
LABOR				KATHRYN PROVENCHER	08	392	D	SARAH I BETANCOURT	08	234	G	MEGAN R OTIS	06	189	H
SCARLETT AHMED	11	245	O	CARMELA M TRIOLO	08	392	P	KATHERINE L BLAKE	08	409	M	KEVIN A ROSENOLT	04	304	C
MOKARRAM AHMED	10	245	M	MH MANHATN P CT				STEPHEN L BOYD	05	399	K	SAMETTA L SHAW-LIPIEC	06	189	H
TRACIE E BASKETT	05	281	O	HAROLD E BREWSTER	10	267	D	MARK CENSOR	10	192	M	OPWDD FINGER LAK DDSD			
KANASHA BLUE	03	278	O	SHARON COLEMAN	10	267	E	LISA R DEJESUS	08	234	C	LEISA ABRAHAM	03	246	D
CARMEN V BOURNE	11	245	O	MH MHWK VAL P C				SHARON V DESILVA	08	234	G	NESTOR N BERNIER	03	246	C
JASON CLARK	07	273	U	MARY M KRUKONIS	06	183	A	ETHAN V FINNERAN	11	373	G	KRISTIE CHATTERTON	02	201	A
WILLIAM H CLINGERSMITH	03	278	S	MH MID HDSN P C				RICHARD A FLETCHER	05	399	M	GWENDOLYN J CLIFTON	03	259	E
MOISES DONATO	05	281	O	MELINDA E DELAZAR	09	274	D	ELLEN J FULLER	05	399	M	RANDI L DIANTONIO	03	259	E
KELLI J EVERETT	02	359	O	MH PILGRIM P CT				GERMAINE GRECO	10	192	M	MEAGHAN D DWYER	03	259	C
BRET W FARRITOR	04	264	O	STACY BRYANT-SIMMONS	12	233	E	MICKEY Z HELLER	11	373	G	GREGORY SALAMIDA	03	246	D
CARYN F FELDMAN	12	200	O	IVAN L GIANNOU	12	233	A	DIANE M HERRMANN	08	234	G	SHELBY A WISNESKI	02	201	E
SUSAN M GARDNER	08	202	M	PRADEEP D JOSEPH	12	233	P	SORAYA T INMAN	08	234	N	OPWDD HDSN VAL DDSD			
BRYAN B GARDNER	08	202	M	JOSEPH A MARSEILLE	12	233	A	TIMOTHY A LANE	08	234	E	TRUNAY N BRUNSON	09	276	D
SCOTT K HEKTOR	05	281	O	JOANE PHANORD	12	233	A	JENNIFER LOPEZ	11	373	G	MICHELE S CARAWAY	09	276	C
MARIA D HERNANDEZ	08	202	S	JOSE L RODRIGUEZ	12	233	A	JENNIFER R MAY	01	369	D	MARISA J MCCLINTON	09	276	C
LAVERNE HILLMAN-ADAMS	01	221	O	MICHAEL A SALZILLO	12	233	A	MARY M MCNAMARA-BLEIR	05	399	M	LUISA A SCOTTCOOPER	09	276	D
BARBARA A HOLTZMAN	09	286	O	SHAKIL ZUBAIR	12	233	D	KATHERINE RICHARDSON	08	409	M	OPWDD L ISLAND DDSD			
GABREDHAN A HUDSON	08	202	K	MH RCK PC C YTH				MARTIN J ROBINSON	08	234	E	LINDA P TORRES	12	209	E
JACQUELINE HUERTAS	08	202	O	ZELMA M DENNIS	09	235	A	MIA R ROBINSON	05	399	M	OPWDD MAIN OFF			
MONICA L JENKINS	05	281	O	TERESA MAYER	09	235	C	MADDIE SHANNONROBERTS	08	409	M	CHAD BURDETTE	08	257	P
KEVIN E JONES	08	202	G	MH ROCH PSY CTR				SCOTT STAUB	05	399	M	MARIE L HENRY	10	292	P
MICHELE E LASSI	11	245	U	LISA L DURKIN	03	283	D	LISA A WINSLOW	08	234	G	DOROTA A KEARNEY	08	257	S
DEBRA P LINDSTADT	12	200	O	JOSHUA REDMAN	03	283	A	OFC MDICAID INSP GEN				ANGEL T WILLIAMS-CAVE	03	257	P
MICHELLE MALDONADO	11	245	G	MOBEEN SHIRAZI	03	283	A	RONNI KENT	08	205	E	OPWDD SUNMOUNT DDSD			
MICHAEL A MARQUEZ	10	245	M	NICOLE C TARSON	03	283	N	COLLEEN C QUACKENBUSH	08	205	P	JOEL W BARTLETT	07	242	N
DANIEL F MCCORMACK	09	286	M	MH ROCKLAND P C				ELENA SCHERMERHORN	08	205	E	STEPHANIE M CHAMPAGNE	07	242	E
JOSE H MEDINA	10	245	M	CARL ANKRAH	09	235	A	OFF OF INFO TECH SRVCS				KAREN HOCKEY	07	242	A
MICHAEL R NASSIOY	01	221	O	WALTER L GEHRING	09	235	E	KEVIN BAYLY	08	357	K	ERICA M LAFLAIR	07	242	D
TANYA M NELSON	11	245	O	JOANNE M SULLIVAN	09	235	E	DAWN BELLAMY	08	357	K	BARBARA E STRANSKY	07	242	C
MARY C OKENICA	05	281	O	VINCENT VIERNES	09	279	E	JAMES CAMPBELL	08	357	K	OPWDD TACONIC DDSD			
ANNMARIE C PFOHL	01	221	R	MH S BEACH CNTR				JOSEPH P DAURIO	08	357	K	JANETTE L CLARK	09	248	E
EDWARD S RANDOLPH	08	202	O	KENNETH DISCHEL	11	253	D	JAMES F DESSO	08	357	K	OPWDD WESTERN NY DDSD			
JESSICA E VERHOFF	08	202	O	MARTIE FINKELSTEIN	11	253	N	CHRISTOPHER J FORD	08	357	K	RENEE D CHEATOM	01	167	C
CHRISTINE WERNS	08	202	O	PETER GORGOGNONE	11	253	A	JOHN W GRIFFIN	08	357	K	SCOTT R DOBE	01	167	H
LAW				THOMAS J MACEDON JR	11	253	A	JOSEPH W HARDY	08	357	K	MALACHY L GATELY	01	243	C
EDWIN E FEBUS	08	187	K	VIVIAN MANCINO	11	253	D	BRANDON L HILL	08	357	K	DONNA S KARCZ	01	243	C
TAMARA C MARTIN	10	351	G	SHAQUANA F PERRY	11	253	H	LUCIA E HOFFMAN	08	357	K	STEPHANIE			
JOHN NICOTINA	08	187	K	MICHAEL PREMUS	11	253	D	GEORGE H HOWARD	11	357	K	MCLEAN-BEATHLEY	01	167	E

2021 Convention Delegate List

NAME	REG.	DIV.	TITLE	NAME	REG.	DIV.	TITLE
GRANT W QUALE	01	167	C	GLADYS M OLEA	12	225	A
SHOSHANA J WILLIAMS	01	167	C	AMY L PACHOLK	12	225	A
OPWDDMETRO NY DDSO				SAMUEL B PEHLING	12	225	A
JOSE ABRAHAM	10	292	D	ANTHONY J TIRELLA	12	225	A
MURIEL HARDY-LEE	10	407	E	PENNY M WHITTAKER	12	225	A
MARK HENRY	10	407	E	CYNTHIA K WIENCEK	12	225	A
CLARA R HENRY	10	292	E	CHAD M WILLIAMS	12	225	A
LISA PESANTE	10	407	D	SU BINGHAMTON			
NOEMI SEABROOK	10	292	C	AMY E COOK	05	208	A
PK&REC MAIN OFF				HEATHER M CRUNDEN	05	208	A
DENISE E MARTIN	08	305	B	CHRISTINA SLATER	05	208	A
RETIREE				SU COL OPTOMTRY			
ROBERT H HARMS	08			DARWIN W RICHMOND	12	225	D
ROSWELL PARK				SU COL WESTBURY			
YATRAM B JAGROOP	01	196	B	ADELE GUTIERREZ	12	225	A
MICHELE L SILSBY	01	196	D	SU STONY BROOK			
SEC TREATMENT AND REHAB CENTER				KAREY A GOSEVSKI	12	225	A
JENNIFER FEHLNER	06	344	A	TAX FINANCE			
SUSAN M PIRIE	07	249	A	WILFRED M AMANFU	11	406	P
KATHRYN L STRONG	06	344	A	SANY S AMBOOKEN	11	290	P
AUDREY SYKES	06	344	A	EDWARD BELLAMY	08	190	P
STATE				CHRISTOPHER BUMAN	03	360	P
KAREN M TULLY	08	295	G	JEFFREY D COZZY	08	190	P
STATE INS FUND				CONRAD DAVIS	11	406	P
JOHN A BABICH	09	240	G	JOSEPH DONAHUE	08	190	P
CHARLES L BROWNING	05	240	G	CHOI Y DOWNES	08	190	P
ROBERT S BUREY	01	240	P	JAMES R FAHRENKOPF	08	190	P
CHERMAYNE B CAMPBELL	10	240	M	EMILY A FINN	08	190	P
CAITLIN A CRUDDEN	12	240	M	TAMMY L FIORILLO	08	190	P
KATHERINE A				ELIZABETH A GARCIA	08	190	P
CZACHOROWSKI	03	240	M	SANDRA L GRADY	08	190	P
DAVID M DUBOFSKY	05	240	M	JOANNE HOGAN	12	186	P
MARY R FALTESS	10	240	P	SHARON HYDE-SCULLY	08	190	P
KIM L HOLSTON	10	240	M	ROSS IZZO	08	190	P
JEFFREY P HUTCHINSON	08	240	P	KYLE M JACOBSON	08	190	P
KENNETH J JOHNSON	10	240	M	MARY L KIERNAN	08	190	P
CLIFVON D JONES	10	240	P	JOSEPH KLEIN	01	224	P
BRANDI L LOVEDAY-CHESLEY	08	240	K	KATRINA LAMPKIN	08	190	P
PATRICIA A MASON	08	240	A	KENNETH D LASKY	08	190	P
TERESA R MCLEOD	10	240	M	THOMAS J LATKO	01	224	P
RADHAKRISHN MOHAN	10	240	K	STUART LEVY	11	406	P
NATALIE MORALES	10	240	M	GEORGE MARRETT	09	182	P
SHENTAH PIZARRO	12	240	G	MICHAEL B MCFERRAN	08	190	P
TAMI J POPIELARZ	08	240	M	MICHAEL A MILLER	08	190	P
CHRISTOPHER J RAMPE	12	240	P	STEVEN C NAWROCKI	01	224	P
EILEEN M RICHARDSON	04	240	A	JOHNNY NEAL	08	190	P
DIANA S ROBERTS	12	240	M	STACEY L PAUL	08	190	P
JOAN M SCHIENER	03	240	P	ANGELO P POLITO	08	190	M
NISHITH SHAH	10	240	M	ELEANOR RYAN	08	190	P
PRASHANT M SINGAPURA	12	240	K	LINDA J SCOTT	08	190	P
ALEXANDER SKINNER	08	240	K	CHRISTINE L SICINA	09	182	M
DONALD J STEPHENS	04	240	P	LEROY SOLIS	12	186	P
CHARLES W TERMINI	09	240	M	KEVIN W TAMOL	01	224	P
AARON D UCHYTIL	08	240	K	STEPHEN C THOMPSON	04	333	P
DANIEL WARREN	01	240	K	ANTHONY VONA	08	190	M
LISA M WELLS	04	240	M	JAKOB WESTMAN	08	190	P
STATEWIDE FINANCIAL SYSTEM				DANIEL ZAGORSKAK	13	341	P
DONNA C SHELTON	08	408	K	VET HM MONTROSE			
STONYBRK HOS PR				LISA AIDUK	09	513	A
NISAA B ABDULLAH	12	225	A	W NY CH PSY CTR			
ROWENA A ABESAMIS	12	225	A	LORI R KLUMPP	01	167	A
NAIKELIN M ALIFF	12	225	A	PATRICIA M MORAN	01	167	F
NATASHA BALASHOVA	12	225	A	WKRS COMP BOARD			
HEIDI CIFELLI	12	225	A	SCOTT T HARMS	08	363	G
BARBARA L CONIGLIO	12	225	A	SEAMUS S MURPHY	12	285	G
MYRIANE P COOPER	12	225	A	WILLIAM G OSTA	08	363	G
EUGENE DEAL	12	225	A	TRACY A PEEL	10	285	G
DEBRA DELGIORNO	12	225	A	REBECCA S SCHWARTZ	10	285	G
CHRISTINE DEMPSEY	12	225	A	VICKI A SWEET	08	363	K
DENISE DIBIASE	12	225	A				
MICHAEL S DOYLE	12	225	A				
DIOSDADO C ESPINOSA	12	225	A				
LORI B FINK	12	225	A				
JAMES R HASSETT	12	225	A				
NORA M HIGGINS	12	225	A				
SHEILA HILL	12	225	A				
CATHERINE A LAFRAMBOISE	12	225	A				
ANGEL A MANGUERA	12	225	A				
CAROLL MARAY	12	225	A				
SHASHI B MUTTREJA	12	225	A				
J C OBRIEN	12	225	A				

**NEW YORK STATE PUBLIC EMPLOYEES FEDERATION
AND SUBSIDIARY**

**Consolidated Financial Statements as of
March 31, 2021 and 2020
Together with
Independent Auditor's Report**

Bonadio & Co., LLP
Certified Public Accountants

INDEPENDENT AUDITOR'S REPORT

August 4, 2021

To the Officers and Trustees of
New York State Public Employees Federation and Subsidiary:

Report on the Consolidated Financial Statements

We have audited the accompanying consolidated financial statements of New York State Public Employees Federation (a nonprofit organization) and Subsidiary, which comprise the consolidated statements of financial position as of March 31, 2021 and 2020, and the related consolidated statements of activities and change in net assets, functional expenses, and cash flows for the years then ended, and the related notes to the consolidated financial statements.

Management's Responsibility for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these consolidated financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the consolidated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

(Continued)

INDEPENDENT AUDITOR'S REPORT

(Continued)

Opinion

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of New York State Public Employees Federation and Subsidiary as of March 31, 2021 and 2020, and the changes in their net assets, and their cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Report on Consolidating and Supplementary Information

Our audits were conducted for the purpose of forming an opinion on the consolidated financial statements as a whole. The consolidating information in Schedules I and II is presented for purposes of additional analysis of the consolidated financial statements rather than to present the financial position and activities of the individual entities and is not a required part of the consolidated financial statements. The supplementary information in Schedules III and IV is presented for purposes of additional analysis and is not a required part of the consolidated financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the consolidated financial statements. The consolidating and supplementary information has been subjected to the auditing procedures applied in the audits of the consolidated financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the consolidated financial statements or to the consolidated financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the consolidated financial statements as a whole.

Bonadio & Co., LLP

NEW YORK STATE PUBLIC EMPLOYEES FEDERATION AND SUBSIDIARY

CONSOLIDATED STATEMENTS OF FINANCIAL POSITION

MARCH 31, 2021 and 2020

ASSETS

	2021	2020
CURRENT ASSETS:		
Cash and cash equivalents	\$ 9,354,958	\$ 7,106,364
Investments	12,216,984	10,408,870
Membership dues receivable, net	174,122	1,017,993
Due from related parties and other receivables	1,615,796	1,509,617
Prepaid expenses	438,317	371,848
Total current assets	23,800,177	20,414,692
PROPERTY AND EQUIPMENT, NET	4,684,462	1,971,404
OTHER ASSETS:		
Restricted cash - COPE	101,467	97,461
Deposits	324,892	324,723
Total other assets	426,359	422,184
	<u>\$ 28,910,998</u>	<u>\$ 22,808,280</u>

LIABILITIES AND NET ASSETS (DEFICIT)

CURRENT LIABILITIES:		
Accounts payable	\$ 1,109,699	\$ 1,282,805
Capital lease obligation, current portion	77,533	21,449
Employee organizational leave	1,047,813	794,893
Accrued liabilities	1,672,463	1,479,403
Accrued vacation	909,704	741,368
Total current liabilities	4,817,212	4,319,918
LONG-TERM LIABILITIES		
Capital lease obligation, net of current maturities	312,294	-
Accrued post-retirement benefits	12,292,603	12,529,383
Total long-term liabilities	12,604,897	12,529,383
Total liabilities	17,422,109	16,849,301
NET ASSETS (DEFICIT):		
Net assets (deficit) without donor restrictions:		
Designated by board	6,989,185	6,070,807
Post-retirement costs recognized in net assets	(78,859)	(956,353)
Undesignated	4,477,096	747,064
Total net assets (deficit) without donor restrictions	11,387,422	5,861,518
Net assets with donor restrictions	101,467	97,461
Total net assets (deficit)	11,488,889	5,958,979
	<u>\$ 28,910,998</u>	<u>\$ 22,808,280</u>

The accompanying notes are an integral part of these statements.

NEW YORK STATE PUBLIC EMPLOYEES FEDERATION AND SUBSIDIARY

CONSOLIDATED STATEMENTS OF ACTIVITIES AND CHANGE IN NET ASSETS FOR THE YEARS ENDED MARCH 31, 2021 AND 2020

	<u>2021</u>	<u>2020</u>
CHANGES IN NET ASSETS WITHOUT DONOR RESTRICTIONS:		
REVENUES AND GAINS:		
Membership dues	\$ 35,902,820	\$ 36,242,228
Less:		
Divisional distributions	465,876	1,302,061
Per capita taxes, net	9,419,372	9,714,382
Affiliation dues	299,492	298,012
Net Membership dues	<u>25,718,080</u>	<u>24,927,773</u>
Other support:		
Interest and dividend income	203,020	212,431
Net unrealized and realized gains	1,461,099	146,904
Grant income	531,100	575,338
Advertising income	16,528	32,815
Other income	963,566	1,164,134
Total other support	<u>3,175,313</u>	<u>2,131,622</u>
Net assets released from restrictions:		
Satisfaction of program restrictions	<u>180,795</u>	<u>160,835</u>
Total revenues, gains and other support	<u>29,074,188</u>	<u>27,220,230</u>
EXPENSES:		
Salary and benefit expenses	18,825,042	18,186,307
Staff travel and related expenses	344,091	642,619
Program related expenses	653,494	2,641,272
Operating expenses	4,353,688	4,593,230
Depreciation	249,463	285,375
Total expenses	<u>24,425,778</u>	<u>26,348,803</u>
CHANGE IN NET ASSETS WITHOUT DONOR RESTRICTIONS BEFORE OTHER CHANGES IN NET ASSETS WITHOUT DONOR RESTRICTIONS	4,648,410	871,427
OTHER CHANGES IN NET ASSETS:		
Post-retirement changes other than net periodic benefit costs	<u>877,494</u>	<u>(2,296,333)</u>
TOTAL CHANGE IN NET ASSETS WITHOUT DONOR RESTRICTIONS	<u>5,525,904</u>	<u>(1,424,906)</u>
CHANGES IN NET ASSETS WITH DONOR RESTRICTIONS:		
Contributions	184,801	152,750
Net assets released from restrictions	<u>(180,795)</u>	<u>(160,835)</u>
TOTAL CHANGE IN NET ASSETS WITH DONOR RESTRICTIONS	<u>4,006</u>	<u>(8,085)</u>
TOTAL CHANGE IN NET ASSETS	5,529,910	(1,432,991)
NET ASSETS - beginning of year	<u>5,958,979</u>	<u>7,391,970</u>
NET ASSETS - end of year	<u>\$ 11,488,889</u>	<u>\$ 5,958,979</u>

The accompanying notes are an integral part of these statements.

NEW YORK STATE PUBLIC EMPLOYEES FEDERATION AND SUBSIDIARY

CONSOLIDATED STATEMENTS OF FUNCTIONAL EXPENSES FOR THE YEARS ENDED MARCH 31, 2021 AND 2020

	2021			2020		
	<u>Program Services</u>	<u>Management and General</u>	<u>Total</u>	<u>Program Services</u>	<u>Management and General</u>	<u>Total</u>
Salary	\$ 9,664,381	\$ 1,294,910	\$ 10,959,291	\$ 8,901,823	\$ 1,315,020	\$ 10,216,843
Per capita	9,419,372	-	9,419,372	9,714,382	-	9,714,382
Benefits	5,268,915	1,131,946	6,400,861	5,221,463	1,154,946	6,376,409
Rent	1,077,888	37,556	1,115,444	1,031,958	41,031	1,072,989
Payroll taxes	823,617	133,024	956,641	739,175	201,195	940,370
Professional fees	528,868	125,474	654,342	819,673	141,373	961,046
Employee organizational leave	530,628	-	530,628	766,513	-	766,513
Union leave	508,249	-	508,249	656,384	-	656,384
Advertising	467,654	96	467,750	343,923	-	343,923
Division	465,876	-	465,876	1,302,061	-	1,302,061
Staff transportation	339,350	4,741	344,091	623,747	15,132	638,879
Affiliation	299,492	-	299,492	298,012	-	298,012
Legislative	274,490	-	274,490	170,189	-	170,189
Contributions	250,977	-	250,977	46,990	-	46,990
Depreciation	202,075	47,388	249,463	231,172	54,203	285,375
Telephone	143,376	55,623	198,999	148,623	48,209	196,832
COPE	180,795	-	180,795	160,835	-	160,835
Insurance	84,371	91,091	175,462	47,193	78,294	125,487
Arbitration	140,935	-	140,935	219,580	-	219,580
Maintenance and repair	147	136,301	136,448	573	134,790	135,363
Member meeting expense	122,852	14	122,866	1,868,202	6,546	1,874,748
Books & reference material	106,381	2,900	109,281	80,471	2,568	83,039
Reproduction	87,981	-	87,981	128,941	-	128,941
Office supplies	40,130	46,350	86,480	57,038	11,405	68,443
Utility	48,963	34,662	83,625	51,388	44,601	95,989
Computer fees	9,220	71,961	81,181	33,536	56,211	89,747
Postage	71,777	-	71,777	179,123	98,791	277,914
Scholarships	45,250	-	45,250	43,750	-	43,750
Steno and transcript fees	42,230	-	42,230	40,390	-	40,390
Loss on disposition of property and equipment	35,135	-	35,135	-	-	-
Janitorial & Security	29,387	2,991	32,378	89,583	18,783	108,366
Minor equipment purchases	7,074	15,168	22,242	17,062	9,474	26,536
Taxes	6,506	-	6,506	1,962	-	1,962
Equipment rental	510	-	510	4,369	-	4,369
Temporary hire	-	-	-	116,043	19,289	135,332
Miscellaneous	-	53,470	53,470	-	55,270	55,270
Total	<u>\$ 31,324,852</u>	<u>\$ 3,285,666</u>	<u>\$ 34,610,518</u>	<u>\$ 34,156,127</u>	<u>\$ 3,507,131</u>	<u>\$ 37,663,258</u>

The accompanying notes are an integral part of these statements.

NEW YORK STATE PUBLIC EMPLOYEES FEDERATION AND SUBSIDIARY

CONSOLIDATED STATEMENTS OF CASH FLOWS FOR THE YEAR ENDED MARCH 31, 2021 AND 2020

	<u>2021</u>	<u>2020</u>
CASH FLOWS FROM OPERATING ACTIVITIES:		
Change in net assets	\$ 5,529,910	\$ (1,432,991)
Adjustments to reconcile change in net assets to net cash flow from operating activities:		
Depreciation	249,463	285,375
Loss on disposition of property and equipment	35,135	-
Net unrealized and realized gains	(1,461,099)	(146,904)
Changes in:		
Membership dues receivable	843,871	(163,564)
Due from related parties and other receivables	(106,179)	278,752
Prepaid expenses	(66,469)	163,032
Deposits	(169)	(4,889)
Accounts payable and other accrued liabilities	19,954	(1,042,525)
Employee organizational leave	252,920	(48,191)
Accrued vacation	168,336	33,160
Accrued postretirement benefits	(236,780)	2,876,687
NET CASH FLOW FROM OPERATING ACTIVITIES	<u>5,228,893</u>	<u>797,942</u>
CASH FLOWS FROM INVESTING ACTIVITIES:		
Purchase of investments	(1,885,517)	(2,148,146)
Proceeds from sale of investments	1,538,501	2,059,458
Purchases of property and equipment	(2,997,655)	(1,282,122)
NET CASH FLOW FROM INVESTING ACTIVITIES	<u>(3,344,671)</u>	<u>(1,370,810)</u>
CASH FLOWS FROM FINANCING ACTIVITIES:		
Principal payments on capital lease obligation	(52,617)	(62,555)
Proceeds from purchase of capital lease obligation	420,995	-
NET CASH FLOW FROM FINANCING ACTIVITIES	<u>368,378</u>	<u>(62,555)</u>
CHANGE IN CASH, CASH EQUIVALENTS, AND RESTRICTED CASH	2,252,600	(635,423)
CASH, CASH EQUIVALENTS, AND RESTRICTED CASH - beginning of year	<u>7,203,825</u>	<u>7,839,248</u>
CASH, CASH EQUIVALENTS, AND RESTRICTED CASH - end of year	<u>\$ 9,456,425</u>	<u>\$ 7,203,825</u>
SUPPLEMENTAL DISCLOSURES OF CASH FLOW INFORMATION		
Cash paid during the year for interest	<u>\$ 8,829</u>	<u>\$ 2,361</u>
CASH AND CASH EQUIVALENTS AND RESTRICTED CASH CONSISTS OF THE FOLLOWING:		
Cash and cash equivalents	\$ 9,354,958	\$ 7,106,364
Restricted cash - COPE	<u>101,467</u>	<u>97,461</u>
	<u>\$ 9,456,425</u>	<u>\$ 7,203,825</u>

The accompanying notes are an integral part of these statements.

NEW YORK STATE PUBLIC EMPLOYEES FEDERATION AND SUBSIDIARY

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

MARCH 31, 2021 AND 2020

1. THE ORGANIZATION

The New York State Public Employees Federation (PEF) is affiliated with the American Federation of Teachers (AFT) and the Service Employees International Union (SEIU). PEF is a self-governing unit representing predominantly the professional, scientific and technical employees of the State of New York.

PEF Land Holding Corporation was formed to hold title to the land and office building used to house PEF's headquarters.

The two companies, together, are hereafter referred to as the "Organization."

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The consolidated financial statements have been prepared in accordance with accounting principles generally accepted in the United States of America.

Use of Estimates

The preparation of consolidated financial statements in accordance with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the consolidated financial statements and the reported amounts of revenue and expenses during the reporting period. Actual results could differ from those estimates, particularly given the economic disruptions and uncertainties associated with the ongoing COVID-19 pandemic, and such differences may be significant.

Adoption of New Accounting Standard

In May 2014, the FASB issued guidance (Accounting Standards Codification [ASC] 606, *Revenue from Contracts with Customers*) which provides a five-step analysis of contracts to determine when and how revenue is recognized and replaces most existing revenue recognition guidance in U.S. generally accepted accounting principles. The core principle of the new guidance is that an entity should recognize revenue to reflect the transfer of goods and services to customers in an amount equal to the consideration the entity receives or expects to receive. ASC 606 is effective for annual reporting periods beginning after December 15, 2018, and interim periods within fiscal years beginning after December 15, 2019.

On April 1, 2020, the Organization adopted ASC 606 using the modified retrospective transition method of accounting. There was no effect on the consolidated financial statements as a result of the adoption of ASC 606. As part of the adoption, the Organization elected the transition practical expedients to apply to only those contracts which were not completed as of April 1, 2020 and to evaluate contract modifications in the aggregate on the transition date. Because the standard does not result in a change to the timing of performance obligation satisfaction, there is not a significant impact as a result of electing these practical expedients. Results for reporting periods beginning after April 1, 2020 are presented under ASC 606, while prior period amounts are not adjusted and continue to be reported in accordance with the Organization's historic accounting under ASC 605 "Revenue Recognition".

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Adoption of New Accounting Standard (Continued)

The Organization has determined that the impact of transition to the new standard is not significant to the Organization's revenue recognition model. Accordingly, the Organization has not made an adjustment to opening net assets or other statement of financial position accounts.

Principles of Consolidation

The consolidated financial statements include the accounts of PEF and its subsidiary, PEF Land Holding Corporation. PEF and PEF Land Holding Corporation have been consolidated because they have common control. The Executive Officers of the PEF Board of Directors are also the Officers for the PEF Land Holding Corporation. All significant intercompany transactions and balances have been eliminated.

PEF leases their operating facilities from PEF Land Holding Corporation

Cash and Cash Equivalents

Cash and cash equivalents include cash and money market funds, with an original maturity of less than three months. The Organization's cash balances may at times exceed federally insured limits. The Organization has not experienced any losses in these accounts and believes they are not exposed to any significant risk with respect to cash and cash equivalents.

Restricted Cash

Restricted cash represents COPE contributions received from members. These funds are segregated and forwarded to both AFT COPE and SEIU COPE.

Investments

The Organization invests in various types of investment securities which are stated at fair value based on quoted market prices. Investment securities are exposed to various risks, such as interest rate, market, and credit risk. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the accompanying consolidated financial statements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation (depreciation) includes the Organization's gains and losses on investments bought and sold as well as held during the year.

Receivables

Membership dues receivable, and other receivables are stated at the unpaid balances net of allowances for doubtful accounts. The carrying amount of the receivables is reduced by an allowance for doubtful accounts that reflects management's best estimate of the amounts that will not be collected. Management periodically evaluates uncollected receivables based on aging and balances. The allowance method is used for providing bad debts from receivables. Accounts are written-off when management determines they are uncollectible. Management reviewed the balances and believes an allowance of \$25,000 is reasonable as of March 31, 2021 and 2020.

Due from related parties and other receivables consists of amounts due from entities that share common members or from PEF members themselves.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Property and Equipment

Property and equipment are carried at cost. Depreciation is computed using the straight-line and accelerated methods, which are designed to amortize the cost of various classes of assets over their estimated useful lives. The ranges of estimated useful lives used in computing financial reporting depreciation are as follows:

Building and improvements	31.5 years
Furniture, fixtures and equipment	3-10 years
Automobiles	3-10 years
Computer equipment	3-10 years

Expenditures for maintenance, repairs, and renewals of relatively minor items are generally charged to expense as incurred while replacements of significant items are capitalized. The cost and accumulated depreciation of property items sold or retired are eliminated from the accounts, and the resulting profit or loss is included in income. On an on-going basis, the Organization assesses impairment of its property and records the appropriate adjustments, if necessary.

Revenue Recognition

Membership Dues

The Organization derives its revenue primarily through the collection of dues from members using a standard percentage withheld of a members' annual compensation during each pay period worked and received by PEF each pay cycle. In return for their dues, members receive the following benefits, which are also the Organization's performance obligations: labor representation, meeting and convention education, labor education, monthly publications, and political actions in local, state, and federal governments. In accordance with Topic 606, revenue shall be recognized upon satisfaction of performance obligations. Therefore, revenue from member dues is recognized ratably over the course of the membership period as the related performance obligations are provided consistently throughout the period. The transaction price is the amount of consideration to which the Organization expects to be entitled in exchange for providing the member benefits, which are established in the Organization's policy manual.

The Organization records membership dues as revenue based on the amounts collected from members. The Organization is the primary affiliation for the members. A portion of the dues are payable to parent Organizations, affiliated divisions and regions, and labor councils as follows:

Divisional Distributions: Divisional Distributions represent allocations to local organizations of PEF members. Each division was allocated \$31.39 per member up to 200 members for both the years ended March 31, 2021 and 2020. For larger divisions, the distribution allocated in excess of 200 members was \$25.12 for both the years ended March 31, 2021 and 2020.

Per Capita Taxes: PEF is required to pay per capita taxes on a monthly basis to AFT and SEIU as a result of its affiliation with these organizations. Per capita taxes are presented net of the AFT constitutional rebates of \$146,752 and \$150,544 for the years ended March 31, 2021 and 2020, respectively.

Affiliation Dues: Affiliation dues are amounts paid by PEF to participate with other labor organizations in various labor councils in New York State.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Revenue Recognition (Continued)

Grant Revenue

The Organization completes applications of grants available for funding from New York State (NYS) programs offered through its various departments. In order to receive the funds, the Organization fulfills and maintains certain eligibility requirements listed out within the applicable grant agreements. Documentation detailing the compliance of these stipulations is submitted to the respective NYS departments for specific time periods, typically on a quarterly basis. The Organization recognizes revenue from grants ratably over the course of the relevant grant period, as the conditions are met.

Shared Services Revenue

A related entity, Public Employees Federation Member Benefits Program, utilizes a number of the Organization's employees from multiple departments to aid in the completion of administrative functions. The Organization bills the related entity monthly for a portion of each of the employees' salary, payroll taxes and benefits based on a percentage for each department agreed upon between the parties. Revenue is recognized from shared services over time, as the services are provided on a consistent basis throughout the period. The transaction price is the amount of consideration to which the Organization expects to be entitled in exchange for the services provided. Shared services revenue is included in other income on the consolidated statements of activities and changes in net assets.

Advertising Income

Advertising income is net of provision for doubtful accounts and in-kind charges. The Organization recognizes revenue at a point in time based on advertising provided at published rates.

Timing of Revenue Recognition

Revenue by revenue recognition methodology was as follows for the years ending March 31:

	<u>2021</u>	<u>2020</u>
<u>Contract Revenue Types</u>		
Goods and services transferred over time	\$ 37,397,486	\$ 36,723,938
Goods and services transferred at a point in time	16,528	32,815
Revenue recognized outside the scope of ASC606	<u>1,664,119</u>	<u>1,617,097</u>
	<u>\$ 39,078,133</u>	<u>\$ 38,373,850</u>

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Contract Balances

The timing of revenue recognition may not align with the right to invoice the member. The Organization records accounts receivable when it has the unconditional right to issue an invoice and receive payment, regardless of whether revenue has been recognized. If revenue has not yet been earned, unearned revenue (a contract liability) is recorded. The beginning and ending contract balances were as follows at March 31:

	<u>2021</u>	<u>2020</u>	<u>2019</u>
Membership dues receivable, net	\$ 174,122	\$ 1,017,993	\$ 854,429
Due from related parties and other receivables	\$ 1,615,796	\$ 1,509,617	\$ 1,788,369
Unearned revenue	\$ -	\$ 2,051	\$ 277

Contract with New York State

The majority of PEF's revenue is earned through dues remittances from professional, scientific and technical employees of the State of New York. The Organization's contract with New York State expired on March 31, 2019 and has not been renewed. Subsequent to March 31, 2021, an agreement was reached between the Organization and New York State formalizing a contract renewal from April 2, 2019 through April 1, 2023. The contract was ratified by the membership on July 27, 2021, and the agreement made final.

Statement of Activities

The statement of activities is divided into operating and non-operating components. All revenue and expenses directly associated with the day-to-day operations are included in income or loss from operations.

Functional Expenses

In the Statement of Functional Expenses, expenses have been reported by their functional classification, a method of grouping expenses according to the purpose for which they were incurred. The primary functional classifications are program services and management and general activities. Program services are the activities that result in services being provided to members that fulfill the purposes or mission for which the organization exists. Management and General activities are all activities of an organization, other than program services. Certain costs have been allocated among the programs and supporting services benefitted. Expenses are allocated to program and management and general based on where time and efforts are made and benefit received. Depreciation and certain building costs were allocated based on departmental square footage. Certain management and communication costs were based on departmental full time equivalent headcount.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Financial Reporting

The Organization reports its net assets and changes therein in the following classifications:

- Net Assets Without Donor Restrictions are net assets that are not subject to donor imposed stipulations and are therefore available for the support of the Organization's operational activities. In addition, net assets without donor restrictions include other resources designated by the Board for specific purposes. Designations include new contract campaigns, member mobilization or political action. Any change in designations requires approval by at least three-quarters of the Executive Board.
- Net Assets With Donor Restrictions are net assets whose use by the Organization is limited by donor imposed stipulations. This category of net assets represents donor-imposed restrictions that permit the Organization to use up or expend the donated assets as specified. These restrictions are satisfied either by the passage of time or by actions of the Organization.

Union Agreements

A majority of the Organization's wages were paid to employees subject to a collective bargaining agreement. The union and expiration date of the collective bargaining agreement that cover applicable employees is as follows:

<u>Union</u>	<u>Expiration Date</u>
United Steelworkers, AFL-CIO, CLC Local 9265	June 30, 2022

Advertising Costs

The Organization expenses advertising costs as incurred. The total advertising expense for the years ended March 31, 2021 and 2020 was \$467,750 and \$343,925, respectively.

Tax Status

PEF is a not-for-profit unincorporated association and is exempt from income taxes as an organization qualified under Section 501(c)(5) of the Internal Revenue Code. The PEF Land Holding Corporation is exempt from federal income taxes under the provisions of Section 501(c)(2) of the Internal Revenue Code.

Reclassifications

Certain reclassifications have been made to the prior year information to conform to the current year presentation.

3. LIQUIDITY

The Organization is substantially supported by membership dues. In addition, some support is received through grants from New York State and other private organizations which do not have donor restrictions. As of March 31, 2021 and 2020, the Organization has the following liquid resources available to meet cash needs for general expenditures within one year of the statement of financial position date:

	<u>2021</u>	<u>2020</u>
Financial assets:		
Cash	\$ 9,354,958	\$ 7,106,364
Investments	12,216,984	10,408,870
Membership dues receivable, net	174,122	1,017,993
Due from related parties and other receivables	1,615,796	1,509,617
Restricted cash	<u>101,467</u>	<u>97,461</u>
Total financial assets	<u>23,463,327</u>	<u>20,140,305</u>
Less: Assets unavailable for general expenditure		
Net assets with donor restrictions	(101,467)	(97,461)
Net assets designated by board	<u>(6,989,185)</u>	<u>(6,070,807)</u>
	<u>(7,090,652)</u>	<u>(6,168,268)</u>
Total financial assets available to meet cash needs for general expenditures within one year	<u>\$ 16,372,675</u>	<u>\$ 13,972,037</u>

The Organization has \$16,372,675 and \$13,972,037 of financial assets available within one year of the date of the statement of financial position to meet cash needs for general expenditures as of March 31, 2021 and 2020, respectively. The membership dues receivable, amounts due from related parties and other receivables, and other assets are subject to implied time restrictions, but are expected to be collected within one year.

4. INVESTMENTS

The Organization's investments are held at a brokerage firm and managed under a separate contract by an investment management company. The following presents the fair values of investments as of March 31:

	<u>2021</u>	<u>2020</u>
U.S Treasury notes and bills	\$ 7,788,869	\$ 7,876,616
GNMA pass-thru securities	55,683	65,102
Equity securities	4,181,231	2,381,069
Corporate bonds	<u>191,201</u>	<u>86,083</u>
Total investments	<u>\$ 12,216,984</u>	<u>\$ 10,408,870</u>

5. PROPERTY AND EQUIPMENT

Property and equipment consists of the following at March 31:

	<u>2021</u>	<u>2020</u>
Land	\$ 165,905	\$ 165,905
Building	1,846,198	1,846,198
Building Improvements	672,544	672,544
Furniture, fixtures and equipment	851,017	653,728
Automobiles	70,715	73,389
Computer equipment	1,093,657	1,079,356
Construction in progress	<u>3,785,452</u>	<u>1,263,060</u>
	8,485,488	5,754,180
Less: Accumulated depreciation and amortization	<u>(3,801,026)</u>	<u>(3,782,776)</u>
Property and equipment, net	<u>\$ 4,684,462</u>	<u>\$ 1,971,404</u>

Depreciation and amortization expense amounted to \$249,463 and \$285,375 for the years ended March 31, 2021 and 2020, respectively.

6. POLITICAL ACTION FUND

PEF maintains a Political Action Fund (the Fund) from which political contributions are disbursed. Contributions are approved by PEF's Executive Board and funded from PEF's net assets without donor restrictions. The Fund is administered within PEF by the Legislative Department, which is also responsible for other lobbying activities.

7. EMPLOYEE BENEFIT PLANS

Pension Plan Summary

Substantially all employees of PEF are eligible to participate in the Affiliates Officers and Employees Pension Plan of SEIU (the Pension Plan). The Pension Plan is a defined benefit multiemployer pension plan. Total pension expense was \$2,150,264 and \$2,252,248 for the years ended March 31, 2021 and 2020, respectively. These amounts are based upon a contribution rate of 21% of total eligible employee compensation. Actuarial and plan asset data relating to employees of PEF is not available.

7. EMPLOYEE BENEFIT PLANS (Continued)

Pension Plan Summary (Continued)

The risks of participating in a multiemployer plan are different from a single-employer plan in the following aspects: (1) assets contributed to the multiemployer plan by one employer may be used to provide benefits to employees of other participating employers; (2) if a participating employer stops contributing to the plan, the unfunded obligations of the plan may be borne by the remaining participating employers; (3) if the Organization chooses to stop participating in the multiemployer plan, they may be required to pay the Pension Plan an amount based on the funded status of the plan, referred to as a withdrawal liability. The Organization currently has no intention of withdrawing from the multiemployer pension plan.

PEF's contributions to the Pension Plan do not represent more than 5% of total contributions to the Pension Plan.

The following table represents information about the Pension Plan as of and for the years ended March 31, 2021 and 2020, which is the most recent date for which the PPA zone status is available. The zone status is based on information received from the plan and is certified by the plan's actuary:

Pension Trust Fund	Employer Identification Number (Plan Number)	Pension Protection Act ("PPA") Certified Zone Status	FIP/RP Status Pending / Implemented	Contributions		Surcharge Imposed	Expiration Date of Collective Bargaining Agreement
				3/31/2021	3/31/2020		
SEIU Affiliates Officers and Employees Pension Plan	52-0812348 (001)	Green 12/31/19	Green 12/31/18 N/A	\$ 2,150,264	\$ 2,252,248	N/A	6/30/2022

Defined Contribution Plans

PEF also has two defined contribution plans covering all full-time employees with three (3) months of eligible service. Under the USWA plan, PEF shall make a 3% safe harbor contribution annually on behalf of each eligible employee. Under the Management Confidential plan, PEF shall make an employee matching contribution annually on behalf of each participant in an amount equal to 2% of the active participant's compensation contributed to the plan. In addition to the 2% matching contribution under the Management Confidential plan, those eligible employees covered under this plan will also receive a 3% safe harbor contribution. These amounts were negotiated in the USWA/PEF Contract and the Management Confidential benefit synopsis and approved by the Executive Board. The total retirement expense for the two defined contribution plans was \$374,290 and \$379,351 for the years ended March 31, 2021 and 2020, respectively.

8. ACCRUED POSTRETIREMENT BENEFITS

Retired PEF employees can convert unused sick leave to cash for the purpose of paying health insurance benefits. To be eligible, retiring employees must meet one of the three following criteria: sixty-five years of age and three years of service; fifty-five years of age and ten years of service; or age fifty and thirty years of service. PEF recognizes the cost of providing postretirement health insurance benefits by estimating the accumulated postretirement benefit. It is at least reasonably possible that this significant estimate will change within the next year.

In 2004, PEF established a Retiree Premium Fund and contributed a percentage of salary to a fund dedicated to assist retirees with payment of their health insurance premiums. PEF contributed into the fund until 2011 when the contractual obligation to contribute ceased. Beginning with the contract year commencing July 1, 2019, PEF is again required contribute a defined contribution of 1.0% of total gross compensation of the entire USWA bargaining unit into the Retiree Premium Fund for the period July 1, 2019 until June 30, 2020, and each year thereafter. The same will be done for the entire Management/Confidential employee unit.

Employees of the Public Employees Federation Membership Benefits Program (the Program) are covered under the postretirement health care benefit. PEF assumes all liability related to this benefit for its employees as well as the Program's employees. For years in which PEF makes benefit payments on behalf of Program employees, PEF will bill the Program for those costs.

The following table sets forth the plan's status reconciled with the amount shown in PEF's statements of financial position at March 31:

	<u>2021</u>	<u>2020</u>
Accumulated postretirement benefit obligation:		
Benefit obligation at beginning of year	\$ 12,529,383	\$ 9,652,696
Service cost	917,714	734,566
Interest cost	351,099	372,343
Medicare Part D Drug Subsidy	(9,633)	(10,597)
Benefits paid	(628,099)	(526,551)
Recognition of actuarial loss (gain)	<u>(867,861)</u>	<u>2,306,926</u>
Benefit obligation at end of year	<u>\$ 12,292,603</u>	<u>\$ 12,529,383</u>
Fair value of plan net assets at end of year	<u>\$ -</u>	<u>\$ -</u>
Accumulated postretirement benefit obligation: in excess of plan assets	<u>\$ 12,292,603</u>	<u>\$ 12,529,383</u>

8. ACCRUED POSTRETIREMENT BENEFITS (Continued)

The net periodic postretirement health care benefit cost for the years ended March 31, 2021 and 2020 consist of the following components:

	<u>2021</u>	<u>2020</u>
Service cost	\$ 917,714	\$ 734,566
Interest cost	<u>351,099</u>	<u>372,343</u>
Net periodic postretirement benefit cost	<u>\$ 1,268,813</u>	<u>\$ 1,106,909</u>

The expected effect of unamortized items in the unrestricted net assets in the next fiscal year is as follows:

Amortization of unrecognized prior service cost (credit)	<u>\$ -</u>
Amortization of unrecognized actuarial loss	<u>\$ -</u>

The assumptions used in the measurement of the Organization's net periodic benefit costs and benefit obligations are shown in the following table for the years ended March 31:

	<u>2021</u>	<u>2020</u>
Net periodic benefit cost for the year:		
Discount rate	3.03%	3.78%
Benefit obligation at year end:		
Discount rate	3.21%	3.03%

Assumed health care cost trend rates have a significant effect on the amounts reported for the health care plans. A one-percentage point change in the health care trend rates would have the following effects on the accrued postretirement benefit:

	<u>One Point Increase</u>	<u>One Point Decrease</u>
Effect on total of service and interest cost components	\$ 205,000	\$ (158,000)
Effect on postretirement benefit obligation	\$ 1,252,000	\$ (1,037,000)

The measurement date used to determine the 2021 amounts was March 31, 2021. The annual healthcare trend rate assumption used for fiscal year end 2021 is 7.0% (6.0% post 65) grading down by .25% each year until the ultimate rate of 4.0% is reached.

8. ACCRUED POSTRETIREMENT BENEFITS (Continued)

The following estimated benefit payments, which reflect expected future service, as appropriate, are expected to be paid:

Years Ending March 31,

2022	\$ 527,000
2023	535,000
2024	547,000
2025	560,000
2026	580,000
2027 to 2031	<u>3,096,000</u>
Total	<u>\$ 5,845,000</u>

The plan is unfunded and therefore, contributions equal benefits paid.

9. BOARD DESIGNATED NET ASSETS WITHOUT DONOR RESTRICTIONS AND NET ASSETS WITH DONOR RESTRICTIONS

Board Designated net assets without donor restrictions have been designated for the following purposes at March 31:

	<u>2021</u>	<u>2020</u>
Divisions	\$ 1,495,818	\$ 1,360,025
Contract fightback	<u>5,493,367</u>	<u>4,710,782</u>
Total board designated net assets	<u>\$ 6,989,185</u>	<u>\$ 6,070,807</u>

Net assets with donor restrictions at March 31, 2021 and 2020 are available for the following purposes:

	<u>2021</u>	<u>2020</u>
COPE:		
Political Contributions	<u>\$ 101,467</u>	<u>\$ 97,461</u>

Changes in net assets with donor restrictions for the years ended March 31, 2021 and 2020 consisted of the following:

	<u>2021</u>	<u>2020</u>
COPE:		
Contributions received with donor restrictions	<u>\$ 184,801</u>	<u>\$ 152,750</u>
Net assets released from donor restrictions by incurring expenses satisfying the restricted purpose	<u>\$ 180,795</u>	<u>\$ 160,835</u>

10. COMMITMENTS AND CONTINGENCIES

Leases

PEF has entered into a variety of leases, primarily for the use of office space and equipment, which are accounted for as operating leases. In addition, PEF has certain office and computer equipment leases that are accounted for as capital leases. Included within "furniture, fixtures and equipment" is equipment held under a capital lease with a cost basis of \$481,031 and \$291,951 and accumulated amortization of \$102,135 and \$262,756, as of March 31, 2021 and 2020, respectively. Future minimum payments under all noncancelable operating leases having initial terms in excess of one year at March 31, 2021 consist of the following:

	Capital <u>Leases</u>	Operating <u>Leases</u>
Year ending March 31:		
2022	\$ 95,473	861,555
2023	95,473	868,902
2024	95,473	899,310
2025	95,473	850,720
2026	55,692	814,916
Thereafter	<u>-</u>	<u>1,195,691</u>
Total	<u>\$ 437,584</u>	<u>\$ 5,491,094</u>
Less amounts representing interest:	<u>(47,757)</u>	
Present Value of Net Minimum Lease Payments	389,827	
Less: Current maturities of capital lease obligations	<u>(77,533)</u>	
Capital Lease Obligations, net of current maturities	<u>\$ 312,294</u>	

Total rental expense related to operating leases for the years ended March 31, 2021 and 2020 was \$1,115,444 and \$1,072,989, respectively. Lease agreements frequently include renewal options and require PEF to pay utilities, taxes, insurance and maintenance.

In accordance with accounting principles generally accepted in the United States of America, the leases have been recognized using the straight-line method resulting in a lease liability of \$257,280 and \$249,492 at March 31, 2021 and 2020, respectively.

On November 1, 2016, PEF entered into a standby letter of credit with a local financial institution in the amount of \$287,790. The letter of credit is to be used as a deposit relating to one of PEF's office leases and lists the landlord as the beneficiary. If an event of default occurs or if PEF fails to vacate the premises and surrender possession thereof in accordance with the terms of the lease upon expiration of the lease, then in either such event the landlord may present letter of credit to the financial institution for payment. In accordance with the terms of the lease, the letter of credit may be reduced at a future point in time. The standby letter of credit is included in Other Assets in the statement of financial position as of March 31, 2021 and 2020.

10. COMMITMENTS AND CONTINGENCIES (Continued)

Litigation

PEF has been named as a defendant in several lawsuits and claims. While the ultimate outcome of these actions cannot be predicted at this time, it is the opinion of management that the disposition of these lawsuits and claims will not have a material adverse effect on the financial position of PEF.

Health Insurance

PEF provides health insurance benefits utilizing a self-funded plan that covers substantially all full-time employees. The liability for claims incurred and claims incurred but not reported was approximately \$75,000 for both the years ended March 31, 2021 and 2020.

PEF has purchased individual risk and excess risk stop-loss insurance to limit its exposure to claims in excess of specified amounts.

Supreme Court Ruling: Janus v. AFSCME

The June 27, 2018 Supreme Court ruling that the application of public sector union fees to non-members is a violation of the First Amendment of the US Constitution, was anticipated by the Organization to pose risks to enrolling and retaining dues-paying members. Proactive membership engagement, budgetary allocations and policy measures undertaken prior to the ruling, and on-going initiatives continued to the present have largely mitigated adverse effects. The Organization remains vigilant to all such threats.

SEIU Obligation

As part of the Organization's agreement with the Service Employees International Union (SEIU), PEF is obligated to contribute an amount equivalent to at least \$6.00 per member per year to support the overall SEIU political education and action program. If the Organization does not meet its annual fundraising obligation, it may be required to fund the deficiency plus an amount determined by the International Executive Board of SEIU. An agreement was reached between PEF and SEIU that removes PEF's obligation and penalty from prior years while PEF commits to reaching its annual COPE obligation by the end of 2022. The Organization does not believe that any financial settlement would be material.

Global Health Emergency

The United States is presently in the midst of a national health emergency related to a virus, commonly known as Novel Coronavirus (COVID-19). The overall consequences of COVID - 19 on a national, regional and local level are unknown, but it has the potential to result in a significant economic impact. The future impact of this situation on the Organization and its results and financial position is not presently determinable.

11. RELATED ORGANIZATIONS

PEF is affiliated with the following:

Public Employees Federation Membership Benefits Program (The Program)

The Program was established to provide PEF members the opportunity to obtain various insurance and other benefits at group rates. The Program is outside the operations of PEF and is not included within the accompanying consolidated financial statements. PEF is not responsible for the debts of the Program and any remaining assets upon termination of the Program revert to the participating members and not to PEF.

11. RELATED ORGANIZATIONS (Continued)

Public Employees Federation Membership Benefits Program (Continued)

PEF incurs costs on behalf of the Program, which are billed to the Program. Included in other, receivables at March 31, 2021 and 2020 are receivables from the Program of \$538,742 and \$734,067, respectively. Included in accounts payable at March 31, 2021 and 2020 are amounts due from PEF to the Program of \$0 and \$6,935, respectively.

PEF Travel

PEF Travel was established by the Public Employees Federation Membership Benefits Program to offer discounted travel for members and staff. PEF Travel is outside the operations of PEF and is not included within the accompanying consolidated financial statements. PEF is not responsible for the debts of PEF Travel. During September 2020, PEF Travel was dissolved.

Included in other receivables at March 31, 2021 and 2020 are receivables from PEF Travel of \$0 and \$25,206, respectively. Included in accounts payable at March 31, 2021 and 2020 are amounts due from PEF to PEF Travel of \$0 and \$786, respectively.

Retirees' Fund

The Retirees' Fund was established to provide various services, such as continuing insurance and seminars, to retired PEF members. This fund is outside the operations and control of PEF and is not included within the accompanying consolidated financial statements. PEF incurs various costs for payroll, benefits and office expenses on behalf of the Retirees' Fund, which it bills to the Retirees' Fund. Included in other receivables at March 31, 2021 and 2020 are receivables from the Retirees' Fund for \$24,175 and \$77,585, respectively.

PEF Relief Fund

The PEF Relief Fund was established to provide contributions to members who are in need of assistance due to the occurrence of natural or manmade disasters. This fund is outside the operations and control of PEF and is not included within the accompanying financial statements. Included in other receivables at March 31, 2021 and 2020 are receivables from the PEF Relief Fund for \$79,956 and \$0, respectively.

12. FAIR VALUE MEASUREMENT

FASB ASC 820, *Fair Value Measurements and Disclosures* establishes a common definition for fair value to be applied to U.S. GAAP requiring use of fair value, establishes a framework for measuring fair value, and requires disclosure about such fair value measurements. FASB ASC 820 defines fair value as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (exit price). FASB ASC 820 classifies the inputs used to measure fair value into the following hierarchy:

Level 1: Unadjusted quoted prices in active markets for identical assets or liabilities;

Level 2: Unadjusted quoted prices in active markets for similar assets or liabilities, or unadjusted quoted prices for identical or similar assets or liabilities in markets that are not active, or inputs that are derived principally from or corroborated by observable market data by correlation or other means, or inputs other than quoted prices that are observable for the asset or liability;

Level 3: Unobservable inputs for the asset or liability based on the Company's own assumptions.

12. FAIR VALUE MEASUREMENT (Continued)

The methods described above may produce a fair value estimate that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while PEF believes its valuation methodologies are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date. During the years ended March 31, 2021 and 2020, there were no changes in the valuation methodologies used to determine fair value.

Fair values of assets measured on a recurring basis at March 31, 2021 are as follows:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
U.S Treasury notes and bills	\$ -	\$ 7,788,869	\$ -	\$ 7,788,869
GNMA pass-thru securities	-	55,683	-	55,683
Equity securities	4,181,231	-	-	4,181,231
Corporate bonds	-	191,201	-	191,201
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Total assets at fair value	<u>\$ 4,181,231</u>	<u>\$ 8,035,753</u>	<u>\$ -</u>	<u>\$ 12,216,984</u>

Fair values of assets measured on a recurring basis at March 31, 2020 are as follows:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
U.S Treasury notes and bills	\$ -	\$ 7,876,616	\$ -	\$ 7,876,616
GNMA pass-thru securities	-	65,102	-	65,102
Equity securities	2,381,069	-	-	2,381,069
Corporate Bonds	-	86,083	-	86,083
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Total assets at fair value	<u>\$ 2,381,069</u>	<u>\$ 8,027,801</u>	<u>\$ -</u>	<u>\$ 10,408,870</u>

13. SUBSEQUENT EVENTS

Subsequent events have been evaluated through August 4, 2021, which is the date these consolidated financial statements were available to be issued.

NEW YORK STATE PUBLIC EMPLOYEES FEDERATION AND SUBSIDIARY

Schedule I

CONSOLIDATING STATEMENT OF FINANCIAL POSITION
MARCH 31, 2021

	2021			
	New York State Public Employees Federation	PEF Land Holding Corporation	Eliminations	Consolidated
ASSETS				
CURRENT ASSETS:				
Cash and cash equivalents	\$ 9,354,958	\$ -	\$ -	\$ 9,354,958
Investments	12,216,984	-	-	12,216,984
Membership dues receivable, net	174,122	-	-	174,122
Due from related parties and other receivables	1,615,796	-	-	1,615,796
Prepaid expenses	438,317	-	-	438,317
Total current assets	23,800,177	-	-	23,800,177
PROPERTY AND EQUIPMENT, NET	4,517,619	166,843	-	4,684,462
OTHER ASSETS:				
Investment in PEF Land Holding Corporation	166,843	-	(166,843)	-
Restricted cash	101,467	-	-	101,467
Deposits	324,892	-	-	324,892
Total other assets	593,202	-	(166,843)	426,359
Total assets	\$ 28,910,998	\$ 166,843	\$ (166,843)	\$ 28,910,998
LIABILITIES AND NET ASSETS (DEFICIT)				
CURRENT LIABILITIES:				
Accounts payable	1,109,699	-	-	1,109,699
Capital lease obligation, current portion	77,533	-	-	77,533
Employee organizational leave	1,047,813	-	-	1,047,813
Other accrued liabilities	1,672,463	-	-	1,672,463
Accrued vacation	909,704	-	-	909,704
Total current liabilities	4,817,212	-	-	4,817,212
LONG-TERM LIABILITIES:				
Capital lease obligation, net of current maturities	312,294	-	-	312,294
Accrued post-retirement benefits	12,292,603	-	-	12,292,603
Total long-term liabilities	12,604,897	-	-	12,604,897
Total liabilities	17,422,109	-	-	17,422,109
NET ASSETS (DEFICIT) WITHOUT DONOR RESTRICTIONS:				
Designated by board	6,989,185	-	-	6,989,185
Post-retirement costs recognized in net assets	(78,859)	-	-	(78,859)
Undesignated	4,477,096	166,843	(166,843)	4,477,096
Total net assets (deficit) without donor restrictions	11,387,422	166,843	(166,843)	11,387,422
NET ASSETS WITH DONOR RESTRICTIONS	101,467	-	-	101,467
TOTAL NET ASSETS (DEFICIT)	11,488,889	166,843	(166,843)	11,488,889
TOTAL LIABILITIES AND NET ASSETS (DEFICIT)	\$ 28,910,998	\$ 166,843	\$ (166,843)	\$ 28,910,998

The accompanying notes are an integral part of these schedules.

NEW YORK STATE PUBLIC EMPLOYEES FEDERATION AND SUBSIDIARY

Schedule II

**CONSOLIDATING STATEMENT OF ACTIVITIES
FOR THE YEAR ENDED MARCH 31, 2021**

	2021			
	<u>New York State Public Employees Federation</u>	<u>PEF Land Holding Corporation</u>	<u>Eliminations</u>	<u>Consolidated</u>
CHANGES IN NET ASSETS WITHOUT DONOR RESTRICTIONS:				
REVENUE AND GAINS:				
Membership dues	\$ 35,902,820	\$ -	\$ -	\$ 35,902,820
Less:				
Divisional distributions	465,876	-	-	465,876
Per capita taxes, net	9,419,372	-	-	9,419,372
Affiliation dues	299,492	-	-	299,492
Net membership dues	25,718,080	-	-	25,718,080
OTHER SUPPORT:				
Interest and dividend income	203,020	-	-	203,020
Net unrealized and realized gains (losses)	1,461,099	-	-	1,461,099
Grant income	531,100	-	-	531,100
Advertising income, net	16,528	-	-	16,528
Rental income	-	131,613	(131,613)	-
Other income	963,566	-	-	963,566
Net income (loss) of subsidiary	(54)	-	54	-
Total other support	3,175,259	131,613	(131,559)	3,175,313
NET ASSETS RELEASED FROM RESTRICTIONS:				
Satisfaction of program restrictions	180,795	-	-	180,795
Total revenues, gains and other support	29,074,134	131,613	(131,559)	29,074,188
EXPENSES:				
Salary and benefit expenses	18,825,042	-	-	18,825,042
Staff travel and related expenses	344,091	-	-	344,091
Program related expenses	653,494	-	-	653,494
Operating expenses	4,353,688	122,781	(122,781)	4,353,688
Depreciation	249,409	54	-	249,463
Interest expense	-	8,830	(8,830)	-
Total expenses	24,425,724	131,665	(131,611)	24,425,778
CHANGE IN NET ASSETS WITHOUT DONOR RESTRICTIONS BEFORE OTHER CHANGES IN NET ASSETS WITHOUT DONOR RESTRICTIONS	4,648,410	(52)	52	4,648,410
OTHER CHANGES IN NET ASSETS:				
Post-retirement charges other than net periodic benefit costs	877,494	-	-	877,494
TOTAL CHANGE IN NET ASSETS WITHOUT DONOR RESTRICTIONS	5,525,904	(52)	52	5,525,904
CHANGES IN NET ASSETS WITH DONOR RESTRICTIONS				
Contributions	184,801	-	-	184,801
Net assets released from restrictions	(180,795)	-	-	(180,795)
TOTAL CHANGES IN NET ASSETS WITH DONOR RESTRICTIONS	4,006	-	-	4,006
TOTAL CHANGE IN NET ASSETS	5,529,910	(52)	52	5,529,910
NET ASSETS (DEFICIT) - beginning of year	5,958,979	166,895	(166,895)	5,958,979
NET ASSETS (DEFICIT) - end of year	\$ 11,488,889	\$ 166,843	\$ (166,843)	\$ 11,488,889

The accompanying notes are an integral part of these schedules.

**CONSOLIDATED SCHEDULE OF EXPENSES
FOR THE YEARS ENDED MARCH 31, 2021 AND 2020**

	<u>2021</u>	<u>2020</u>
SALARY AND BENEFIT EXPENSES:		
Salaries	\$ 10,959,291	\$ 10,216,843
Health insurance	3,663,525	3,565,010
Pension expense	2,150,264	2,252,248
Payroll taxes	956,641	940,412
Union leave	508,249	656,384
401(k) plan	374,290	379,351
Term life insurance	114,904	119,171
Long-term disability	47,374	46,589
Dependent care	43,989	1,300
Tuition reimbursement	<u>6,515</u>	<u>8,999</u>
Total salary and benefit expenses	<u>\$ 18,825,042</u>	<u>\$ 18,186,307</u>
STAFF TRAVEL AND RELATED BENEFITS:		
Automobile expense	\$ 250,588	\$ 271,404
Staff travel	<u>93,503</u>	<u>371,215</u>
Total staff travel and related benefits	<u>\$ 344,091</u>	<u>\$ 642,619</u>
PROGRAM RELATED EXPENSES:		
Employee organizational leave	\$ 530,628	\$ 766,519
Program related travel	<u>122,866</u>	<u>1,874,753</u>
Total program related expenses	<u><u>\$ 653,494</u></u>	<u><u>\$ 2,641,272</u></u>

NEW YORK STATE PUBLIC EMPLOYEES FEDERATION AND SUBSIDIARY

Schedule IV

**CONSOLIDATED STATEMENTS OF OPERATING EXPENSES
FOR THE YEARS ENDED MARCH 31, 2021 AND 2020**

	<u>2021</u>	<u>2020</u>
OPERATING EXPENSES:		
Office rent and parking	\$ 1,115,444	\$ 1,072,989
Professional and consultant fees	654,309	961,046
Advertising	467,750	343,925
Political and associated contributions	274,490	170,189
Charitable and other contributions	250,974	46,992
Telephone and communications	198,999	196,834
COPE expense	180,795	160,835
Insurance	175,462	125,489
Arbitration	140,935	219,580
Maintenance and repairs	136,448	135,362
Books and reference material	109,283	82,423
Office supplies	86,482	68,441
Utilities	83,625	95,991
Computer fees	81,182	89,748
Postage	71,780	277,909
Minor equipment purchases	57,378	26,538
Printing	53,375	99,797
Scholarships	45,250	43,750
Steno and transcript fees	42,230	40,391
Reproduction	34,610	29,147
Janitorial	32,378	108,366
Real estate taxes	6,506	1,962
Equipment rental	510	4,369
Outside temporary hires	-	135,330
Photographic supplies	-	619
Miscellaneous	53,493	55,208
	<hr/>	<hr/>
Total operating expenses	\$ 4,353,688	\$ 4,593,230
	<hr/>	<hr/>

The accompanying notes are an integral part of these schedules.

Proposed Constitutional Amendment 2021

The following proposed amendment to Article IX, B, 1 of the PEF Constitution will be presented for ratification to delegates at the 2021 PEF Convention. The amendment was approved by the PEF Executive Board at its August 26 and 27, 2021, meeting for presentation to the Delegates. The amendment would change the required signatures on a petition from 10% of the membership to 5% of the membership of the appropriate constituency.

(Underlined text would be added and text in brackets would be deleted):

Article IX NOMINATIONS

B. Subsequent Nominations

1. Nominations for all subsequent elections shall require a petition signed by 5% [10%] of the membership of the appropriate constituency. Regular nominations shall begin on the last Monday in March and continue for thirty (30) days in each election year.



Letters to the Editor

Praises PEF's efforts to protect members

Amen (to unfair state treatment of PEF members during the pandemic).
(President) Wayne (Spence), you and the PEF staff have done a great job!

JOHN TIERNAN
Staten Island

Looking for retroactive pay

How long will it be until we receive our retro wages?

JETTA INTELISANO
Waterford

When are we getting retro money?

TINA PETERSON
Bronx

Editor's Note: The Office of the State Comptroller recently informed PEF that retroactive base-salary-increase pay will be included in the November 4 paycheck for employees on the institutional payroll, and in the November 10 paycheck for those on the administrative payroll.

Fix benefit snag in next contract

For the next set of contract negotiations we need to have our dental and vision benefits mirror our health benefits for our dependents, in that coverage should be automatic until they reach the end of age 25 as is with other state union workers.

We should not have to file a college attendance as a full-time student certification form each and every semester to keep their benefit current. Even when we do file the certification, it never gets updated timely and dependents tend to have lapses in coverage. Poll union members and they will tell you horror stories concerning such situations.

NIKITA ATHERTON
Brooklyn



Delighted with contract, leadership votes

Congratulations, Wayne Spence.

I'm so happy the contract has been ratified and that you will be leading us for another three years!

ANN BENTZEN

Melrose

Disgusted by tentative pact

Your tremendous team got us nothing, and now you are pushing for a yes vote, which is crap. I know, why doesn't PEF go buy some more masks made in China, as this is the quality of your work?

I'm a disgusted-beyond-words member.

DENISE BROWN

Herkimer

May retirees vote on PEF contracts?

Do retirees vote on the contract?

PAULINE BURNES

Arkport

Editor's note: No.

Move fast to resolve telecommuting

PEF might want to get moving on extending the existing (emergency) telecommuting arrangement quickly. Between the Delta (COVID-19) variant and Gov. Cuomo's situation, things are going to get ugly.

JOSEPH CALANDRA

Saratoga Springs

May members just work from home now?

May we work from home (full-time, five days a week), like every other company?

MELISSA CARRIERO

East Greenbush

Editor's Note: The new PS&T contract eliminates the four-day per pay period limitation. However, it's up to each state agency to decide how much work an employee may do from home, based on a reasonable accommodation. Currently most agencies are allowing telecommuting a maximum of 50 percent of the time. PEF strongly advocates for a robust state telecommuting policy.

Retro pay eligibility questioned

I was a member of PEF from January 2019 until February 2021. I am still employed at Roswell Park, however I'm now a member of CSEA-HRI. Would I be eligible for the retroactive pay from April 1, 2019, until February 10, 2021, the timeframe I was a PEF member working without a contract?

JANINE MILLER
Buffalo

Editor's Note: Yes, you are eligible to receive retroactive pay if you worked as a member of the state's PS&T bargaining unit after the 2016-19 contract expired, even if you are now no longer a state employee or in that bargaining unit.

Wants Family Fun Day in NYS

Is there no place in this state for the family day? Holding it out-of-state ranks with getting masks from China.

FAYE REES
Malta

Editor's Note: Because of the COVID-19 pandemic restrictions transitioning, the Membership Benefits Program had very little time to plan for a Family Fun Day for this summer, and went with its event in New Jersey because it had been extremely popular in 2019 and because Six Flags announced it was reopening in time for the July 2021 event. MBP may offer more family events in New York state in the future.

New York state was one of the first and hardest hit areas of the US affected by the pandemic, and masks were extremely difficult to obtain. China was the major supplier of masks at that time, and PEF moved as quickly as possible to obtain masks for members who were not being supplied by the state with enough masks to protect them. PEF always prefers to purchase products that are union made in the USA, but quickly protecting members from potentially deadly infection was a higher priority.

Pre-screening fight was his idea

The COVID pre-screening fight was my idea that we fleshed out in one day with various emails among our PEF Division 240 steward council members (at the state Insurance Fund).

CHARLES TERMINI
Buffalo

No hazardous-duty pay for heroes

So what happened to the hazard duty payment for the heroes in the contract?
It's so sad that we're worth zeroes!

JANICE THOMAS
Valley Stream

Editor's Note: PEF continues to fight for hazard pay for essential workers. We are pushing for it again with the new administration and legislature.



**PEF is now
on Instagram!
Follow us today
[@nyspef](https://www.instagram.com/nyspef)**



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:

- **Raynald Asselin**, PEF Division 190, state Department of Taxation and Finance;
- **Joel Berkowitz**, PEF Division 244, Brooklyn Developmental Disabilities Services Office;
- **Michael Blue**, PEF Division 263, Office of the State Comptroller;
- **Bernard Carey**, PEF Division 180, Buffalo Psychiatric Center;
- **Helen Esposito**, PEF Division 281, state Department of Labor;
- **Matthew Merchant**, PEF Division 169, state Department of Environmental Conservation; and
- **Lawrence Ricci**, PEF Division 169, state Department of Environmental Conservation.

Are you or PEF members you know retiring? Please send information for this column to thecomunicator@pef.org.

RECOMMIT TODAY!

NEW + EXISTING PEF MEMBERS

SIGN NOW!





Labor Day celebrates you, your work, your union's fight for rights

September brings us to the end of summer and a transition to fall. Last year, because of COVID-19, Labor Day was unlike ever before. I hope you were able to celebrate Labor Day this year in some fashion. This country has a great tradition of parades, picnics and gatherings honoring the history and contributions of organized labor.

I believe an historical perspective is in order because we need to appreciate the meaning of this important holiday. When America was founded, most people were either farmers, men of the sea, or involved in some related fields. As people moved inland, people became more aware of how enormous America really was, and it was natural for people to choose other professions. As the world developed, mining of the many natural resources of our country became a way of life, which helped build the country. As technology was refined, labor took on a new face. The more traditional modes of work remained, but the American thirst for innovation became prominent.

Labor became organized; unions found their niche in society; and there was a greater emphasis on the dignity of the working person. Labor Day developed as a way to showcase the backbreaking labor that made America strong, independent, self-sufficient, and the provider for the world.

The early Labor Day parades were made up of common Joes who went to work, took pride in what they did, were paid a fair wage, and reminded the country of her pride in her citizens.

Today, there is a tendency to forget about these basic qualities of our everyday lives. If this COVID-19 pandemic has taught us anything, it is that workers are "essential." Doctors, nurses, teachers, police, firefighters, grocery store workers, and all the dedicated public servants who work for the good of the public are indispensable and many have little latitude in where and how they do their jobs. Many have risked and continue to risk their lives to help us live ours safely and to preserve our health.

I hope you find this article informative. We all should know our history, especially the history of organized labor fighting for worker rights with a guarantee of due process.

PEF Retirees is not a union, but we are still affiliated with our PEF union. I am asking all our union brothers and sisters to join us when you retire.

Your membership is not automatic. You need to sign up and pay monthly dues of \$3 through pension deduction. You can call our office at (800) 342-4306, ext. 288 or go on our website www.pefretirees.org to request a membership kit. Current retirees should provide us with a valid email address so we can better keep you informed. Send your current email address to our staff at rmango@pef.org.

Please stay safe, be well, stay informed and engaged!



Sign up **TODAY** for the eCommunicator

Keeping PEF members current on PEF news, emailed to your mobile device or home computer monthly.
www.pef.org/ecommunicator-signup/



August, 2021

Division 208 Region 5 Clambake 2021

August 21, 2021

On August 21, Region 2 members from the Department of Transportation and the Department of Corrections and Community Supervision attended a Republican Assembly Campaign Committee event at Watkins Glen Racetrack, invited by Assemblyman Phil Palmesano. PEF members were treated to a lap around the track in a pace car. Pictured, from left to right, are PEF members Michele Drake, Apryl Clary, Butch Pierson and Ruth Hart, with Assemblyman Palmesano.



Pictured Left to Right: Members Michele Drake, Apryl Clary, Butch Pierson, Ruth Hart, & Assemblyman Palmesano.



August 21, 2021

Approximately 70 Division 175 members from the Department of Transportation in Region 2 gathered August 21 for social leave at Shawmut Park in Hornell. Attendees broke in the new Region 2 griddle, which is available for use by all Region 2 Divisions.





September 6, 2021

Region 7 participates in the Massena Solidarity parade and picnic honoring front line workers and essential workers. Most Region 7 PEF members were essential employees during the last 18 months. PEF members came together from multiple agencies such as OPWDD, OMH, DOCCS and Department of Labor.



September 6, 2021

Region 1 Labor Day parade



August 10, 2021

Region 2 Convention Delegates collectively representing OPWDD, DOL, DOCCS, OMH, & DOT are busy preparing for the upcoming PEF Convention.



July 21, 2021

Region 1 Women's Committee .
Cheers to Shoshana for becoming our new R1
Women's Committee chair!

