



^{The} Communicat^{PEF}ar

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Table of Contents

The President's Message	3
Unity strong at PEF's 43rd convention	4
PEF fought hard in 2021 – ready to step it up in 2022	8
Attorney General delivers Convention keynote	10
Governor: 'I'm committed to changing the workforce culture'	12
Teamwork, communication help make PEF financially strong	13
Convention delegates adopt 8 of 27 resolutions	14
The fight for the public good needs all hands on deck	15
The power of a COVID worksite assessment	16
Leave Donations: Ailing members need your leave donations	18
Letters to the Editor	20
Saluting members on their retirements	22
Retirees in Action: Dems battling drug makers over high prices	23
2021 PEF Trustees' Report	24
Photo Highlights	33

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The President's Message

By WAYNE SPENCE



Building on the momentum from PEF's 2021 Convention

November is off to a great start here at PEF. [Energized by our first in-person Convention since 2019](#), your union has big plans for the fall. We will be building on the theme of the Convention, "Fund Our Future for a Thriving New York," [by sharing the stories of PEF members](#) who deliver critical public services to New Yorkers despite every obstacle. About 130 delegates stopped by our studio in Niagara Falls to record testimonials and those videos will help us mount a public awareness campaign and make our case directly to State legislators and other leaders as we advocate for a well-funded government that operates in the public interest. You can view the first video, which played on the final day of this year's Convention, [here](#).

This issue of The Communicator contains half a dozen stories focused on the Convention, from the high-profile speakers ([Gov. Kathy Hochul](#) and [Attorney General Letitia James](#)), to the workshops aimed at making delegates better advocates. I urge all members who did not attend to reach out to their [regional coordinator](#) for a thorough summary of what they did at the 43rd Annual Convention and to find out how you can get more involved in PEF. There are always committees to serve on and vacancies in the elected ranks for anyone who is interested.

As the fall gives way to winter, your union is keeping a close eye on the COVID science. Is this another lull between surges or have we moved to a new phase where the vaccines are limiting the spread of the virus and reducing the sickness and death it causes? Please continue to keep us informed about health and safety conditions at your worksites by emailing concerns to HealthandSafety@pef.org and contact your field representative if you observe any shenanigans by managers as they implement vaccine and testing mandates moving forward. (If you don't know your field rep, get to know him/her by calling your [regional office](#).)

In closing, I have three positive developments to share. First, PEF recently came to terms with the State to provide an increase in the overtime rate paid to certain PEF titles at OMH hospitals. The agreement increases the overtime rate for eligible titles to 2.5 times your regular rate of pay through Jan. 12, 2022. Members who think it might apply to them can find [details here](#). Second, just before Convention commenced, PEF negotiated a one-year increase in the vacation accrual cap from 40 to 50 days, effective April 2022. Members also have an extra year, until December 2022, to use those carried-over accruals. I implore everyone to put in for the time off as soon as you can and document every step along the way. If you are denied vacation time, the union can fight that decision and our success rate on that front is quite good. And finally, today was payday for members on the State institutional payroll and your check contained the 2% retroactive raises secured by your 2019-2023 PS&T contract. PEF members on the State administrative payroll will get their retro raises next week, in their Nov. 10 paycheck. Congratulations – there is no doubt you've earned it!

Thanks, as always, for all that you do, and please continue to stay safe and healthy.

In Unity,

A stylized, handwritten signature in black ink that reads "Wayne Spence". The signature is fluid and cursive, with the first name being more prominent.

Wayne Spence
PEF President



Unity strong at PEF's 43rd convention

By **SHERRY HALBROOK**

PEF's 43rd Annual Convention, held October 24-27 in Niagara Falls, was remarkable on several levels. The delegates were largely unified on the issues they debated and voted on. They were glad to be together, to be able to see each other and interact in person, after enduring the 2020 virtual convention necessitated by the COVID-19 pandemic. And delegates completed all of their work, including consideration of 27 resolutions and setting the union's state and federal legislative agendas.

They heard annual reports from the union's leaders, trustees and the comments of guest speakers.

In addition to all of their work in the plenary sessions, delegates also participated in numerous other activities, such as attending workshops on a broad range of topics from division treasurer training to how to avoid being charged by the state Justice Center for the Protection of People with Special Needs, or the work of the Joint Affirmative Action Advisory Committee.

"I am so amazed by your professionalism, by your empathy and by your unity and respect for each other," PEF President Wayne Spence told the delegates as the event ended on Oct. 27. Spence admitted that he originally thought it might be better to forego an in-person convention for one more year,

just to avoid any risk of infection and the divisive effects of the state vaccination mandates.

In fact, the more than 460 delegates chose to linger just a bit longer so the Convention photographer could capture the photo at the top of this story.

President's message

"You are the ones who make this union great," Spence told delegates as he began his annual State of the Union report. "Thank you for your commitment."

No issue dominated PEF in the past year more than COVID and the need to protect members and their jobs, Spence said. The pandemic greatly raised the importance of telecommuting as a way to preserve many state services when non-essential workers need to work from home.

Spence outlined the ways PEF strived to stay in touch and give members timely updates and answer their questions, including holding dozens of telephone town halls and coordinating more than one-thousand Zoom meetings. The union secured COVID benefits for members and four hours of uncharged leave for members to receive vaccinations and boosters. It also saved state facilities threatened with



closing and derailed proposed mergers of state agencies and research institutions. And while all of this was going on, the union completed contract negotiations and members overwhelmingly ratified a successor collective bargaining agreement that provides 2% across-the-board retroactive raises dating back to 2019.

The president also told members they have earned their vacation time and should use it. Vacation and leave time have a monetary value and if members apply to use it and are denied they should notify their PEF field representative. "Because we will fight for that money," he said.

Spence identified underfunding, understaffing and privatization as the biggest threats the union is facing and said that is why it is fully committed to the new Fund Our Future coalition with its parent unions, AFT and SEIU, and community organizations nationwide working to protect and advance public service.

Spence was joined on stage by Vice President Randi DiAntonio, who urged delegates to participate in the Fund Our Future campaign by recording videos about the critical services they provide for New Yorkers. More than 130 members visited the Fund Our Future studio during the Convention and those videos will serve as building blocks for a public awareness campaign. She also told them to spread the word about their work by talking with family, friends and neighbors about it.

"Everything we do was magnified during the pandemic," DiAntonio said. "We worked 19 million hours of overtime! The public will not know what you sacrificed for your fellow citizens, unless you tell them. You are the engine that makes all things go. Everyone should know they need you."

Spence added that "the state can't overtime its way out of a staffing shortage. You were doing things you weren't even hired to do. It seems like a lot of people forgot what you did. You all did the essential work. Let nobody diminish your service!"

Spence also highlighted other work the union continues to do to benefit its members.

"PEF filed more lawsuits against the state than any other union," he said. "I will never stop fighting for you, but we have to do it together."

PEF building assets

Not every effect of the pandemic shutdown was negative. Curtailing union in-person meetings, travel and closing offices helped PEF end its 2020-21 fiscal year with an increase in net assets of \$5.5 million, PEF Secretary-Treasurer Joe Donahue told delegates during his remarks on Oct. 26.

However, Donahue also noted that the state hiring freeze that drove job vacancies to 5,000 had a negative affect on PEF membership that resulted in a 2 percent decline in dues income.

Donahue urged delegates and local PEF officers and stewards to promptly reach out to new state hires and invite them to join the union now that the hiring freeze has been lifted. During discussion of the secretary-treasurer's report, Spence said the union was able to pay for its headquarters renovations with cash, rather than borrowing the money.

Governor calls for change

Gov. Kathy Hochul came to the convention and addressed the delegates at their first plenary session, calling them her "fellow public servants" and praising their commitment.

"You are the face of government. You are an army of people doing good," Hochul said.

The governor commended them for their outstanding dedication and courageous service throughout the pandemic, and she singled out researchers at the state Health Department's Wadsworth Laboratories for their work that led to testing and vaccinations for COVID-19.

READ MORE: [Governor: 'I'm committed to changing the workforce culture'](#)

AG calls for change

State Attorney General Letitia James also addressed the delegates in person, commending them for serving the state so well. "When others were dying, you went to work. And you lost 21 of your members to COVID. You are the best at what you do, but you can't do it alone. For your dedication, brilliance and heroism, you deserve fair wages," she told them. James said she believes "Power should come from the ground up, not the top down. It's time we change how state government is run. You are the professionals, and state policy decisions should be guided by your expertise and your data." Just a few days later, James announced that (like Hochul) she, too, will seek the Democratic nomination for governor in 2024.

READ MORE: [Attorney General Delivers Convention Keynote](#)

Comptroller: economy, pensions strong

State Comptroller Tom DiNapoli kept to his tradition of meeting and speaking to delegates at the President's Reception and was, as always, well received at the heavily attended event. DiNapoli thanked delegates and the members they represent "for being the incredible state workers you are. PEF members have kept the state working throughout the pandemic. You got the job done for the people of New York because of your professionalism and your dedication."

DiNapoli said every part of the Office of the State Comptroller reported “increased worker cooperation” from PEF Division 263, which represents the union’s members there. He thanked his PEF employees and said they proved privatization of state work doesn’t make sense because state employees are more dedicated and you can rely on them when emergencies arise. DiNapoli reported that the state’s economy is recovering from the pandemic and the state pension fund is “still in good shape.” The fund is profiting from a whopping 33 percent return on its investments and the fund is 99.3 percent funded, he said. In fact, the fund is in such good shape that he will allow the state and municipal governments to reduce their contributions to the fund.

The comptroller ended by reminding delegates to sidestep divisive issues because “in unity there is strength.”

Delegates protected

The COVID-19 threat was not ignored. One of the first things Spence told the delegates was that the virus had killed yet another member, this one from Region 7 in the north country, just a few days earlier and the In Memoriam salute to members and retirees who had died since the 2020 convention included a special tribute to those who fell victim to the coronavirus. “It’s tough to watch that,” Spence said. “It’s been a tough year and a half (since the pandemic began).”

In addition to many precautions PEF took at the convention to prevent the spread of infection, such as masking and social distancing, the union also popped up a vaccination clinic on Oct. 26 with the help of the Niagara County Health Department and Wegman’s. More than 150 people participated. Delegates also had the opportunity to attend a Health and Safety Breakfast and a workshop on how to hold your employer accountable for providing a healthy and safe workplace.

Constitutional change rebuffed

Delegates debated and voted on a proposed amendment to the PEF Constitution that would have changed the minimum amount of signatures required for nomination to union office from 10 percent of any given constituency to 5 percent. This was not the first time such a change has been proposed, and like those previous attempts it, too, was defeated. A simple majority of the delegates voted for it, but not enough to meet the two-thirds majority required to amend the PEF Constitution.



Solidarity for striking nurses

During the president’s report on Oct. 25, Spence called a group of healthcare professionals from CWA Local 1133 to the stage and asked them to share their stories. The union members, who work at Mercy Hospital in Buffalo, are fighting for a fair contract and went on strike about a month ago. Spence and other PEF leaders walked the picket line with them the day before the Convention began. After their presentation, delegates “passed the hat” and collected more than \$4,000 to support them during their strike.

Former PEF presidents speak

Former PEF presidents Roger Benson and Ken Brynien addressed the delegates briefly, Benson by pre-recorded video and Brynien in person.

Benson remarked on how a long list of important state elected offices that were filled by men just six years ago are now all filled by women. “Are you seeing a pattern here?” Benson asked rhetorically. “Things will change, and those who fail to plan are planning to fail.” He urged the delegates to be involved in the union and constantly hone their vision of how to shape their future.

Former PEF President Brynien urged delegates to keep fighting bad policies, bad laws and bad managers whenever and wherever they occur.

“If we don’t stand up and fight, nothing will change. When we fight together for the common good, we win,” Brynien said. “For the sake of all of us, we’ve got to win every battle we can.”



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PEF fought hard in 2021 — ready to step it up in 2022

By KATE MOSTACCIO

PEF persevered in 2021 despite a continuing worldwide pandemic, funding cuts across many agencies, and staggering understaffing. The union negotiated a successor contract with across-the-board retroactive raises and fought for a temporary emergency telecommuting agreement to protect members from COVID-19 in the workplace, among myriad other wins.

A Year in Review

In his annual State of the Union address at the 43rd Annual PEF Convention on Oct. 25, President Wayne Spence highlighted the successes and challenges that PEF members faced over the last year.

"This is my seventh Convention as president of PEF and I'm honored by the trust you have placed in me to continue to lead this great union," he said. "What makes PEF great? In a word – you. You the members and you the delegates." Spence looked back to the 2020 Convention, the first PEF held virtually, and how he stood in a ballroom facing monitors surrounded by minimal staff. The 2021 Convention, with nearly 500 delegates, was closer to years past – but COVID still loomed.

"While this year's gathering looks more like what we're used to, the long shadow of COVID-19 still falls over us," Spence said. "Since last October, we've lost 12 more of our brothers and sisters to this horrible virus. The coronavirus continues to impact our work, and our lives, in every conceivable way. "No single issue has ever consumed this union like COVID has," he said. "While our mission remains the same – to promote the welfare of members with respect to all terms and conditions of employment – COVID has inserted itself into every aspect of that mission."

Despite the challenges, PEF forged ahead.

"We extended the telecommuting agreement twice, held about a dozen telephone town halls, hosted more than a thousand Zoom calls," he said. "Our legal department represented more than 130 members in disciplinary hearings, resulting in almost \$800,000 in restored back pay and accruals."

Strong legislative action led PEF to defeating expedited closure plans for the Goshen and Brentwood Office of Children and Family Services (OCFS) facilities and Rockland



Children's Psychiatric Center. PEF fought and won against proposals that would have merged the Office of Mental Health (OMH) with the Office of Addiction Services and Supports (OASAS), and the New York Psychiatric Institute with the Institute for Basic Research in Developmental Disabilities (IBR).

"We also fought for key COVID benefits," Spence said. "We secured four hours uncharged leave for vaccination, extended COVID death benefits through 2022, and negotiated for the ability to carry over annual leave accruals above the contractual cap for members who couldn't use accruals due to COVID response in April 2020, 2021 and 2022."

The union also revamped the PEF.org website and completed extensive renovations at PEF Headquarters in Latham. "And, let's not forget, we negotiated and ratified a new four-year contract, with across-the-board, retroactive raises," Spence said. "In January, we'll start to prep for the next round of negotiations. We'll see what we can get while the getting is good. PEF is fighting for you and we are winning for you no matter what roadblocks the state or agency management tries to put in the way."

Fund Our Future

The theme of the 2021 Convention – Fund Our Future for a Thriving New York – has significant meaning for the future of PEF and will guide the union's strategies during the next year and beyond. A coalition of unions and community

organizations committed to fighting privatization of public services, the campaign will highlight the work of PEF members and advocate for the essential services they provide.

"We are here to sound the alarm," Spence said. "It feels like we are trying to swim against a flood. We

have been seeing some serious strikes -- Kellogg's, John Deere, CWA. It's Strike-tober and I feel like the tide is turning in favor of the middle class, who have carried way more of the burden and seen too little of the rewards."

Fund Our Future aims to fight back.

"The goal of Fund Our Future is to make the case that privatization and the erosion of government services by means such as short-staffing, works against the public good and degrades the general economic prosperity and well-being of New York State," Spence said. "Most people don't think about state workers as a force for the public good. It starts with you, delegates and members. We want to hear your stories. We want to let New Yorkers know the work you do and how it affects their life."

From teachers to nurses to social workers to public safety officials to tax and finance, and more, every title within PEF is vital to the success and prosperity of New York.

"New York thrives when we invest in public services," Spence said. "Fund Our Future will play a key role in most of our

organizing efforts – from member mobilization and training, to actions and events. It will be integrated into our legislative, contract, health and safety, and labor-management advocacy."

The Tasks Ahead

For the last year, PEF has been lobbying for hazard pay and that fight will continue in 2022.

"It is the height of hypocrisy that COVID heroes have not been compensated," Spence said. "Tons of people did out-of-title work in hazardous conditions, and they were called heroes. All of you do the work to keep New York running. A bill has been written for hazard pay and PEF will do everything in its power to make sure that bill becomes law."

The bill, drafted by New York Sen. Andrew Gounardes, would put \$2,500 in the pockets of those deemed essential during the COVID state of emergency, and would also award them a week's worth of additional vacation time.

Safe and adequate staffing, a problem for many years, will remain at the forefront of PEF's agenda in the coming year. Fair pay and good benefits are vital to recruitment and retention and the fight against short-staffing. Since the pandemic began in March 2020, PEF has lost 5,000 full-time equivalent positions across the state.

"Governor Hochul made headlines when she first took office by lifting the statewide hiring freeze," Spence said. "We'll see what she does. You can't overtime your way out of a staff shortage. State jobs with union benefits and a pension used to be the gold standard. We need to get back to that."

The arbitrary 2 percent funding cap has done immeasurable harm to state services.

"It's time to get rid of the budget cap that makes politicians look frugal at the expense of the critical services PEF members provide," Spence said. "For more than a decade, the cap has hindered the ability of agencies to provide essential services." Criticism of PEF and other labor unions continues, and we need to set the record straight, Spence said.

"It wasn't the union that brought everyone back to work with a haphazard plan," he said. "It wasn't the union that suddenly sprung the need to find day care on parents and caregivers. It wasn't the union that implemented testing or vaccine mandates with no plan on how to do the testing. It was New York State.

"PEF filed more lawsuits than any other union in 2020," he said. "We have advocated for sensible telecommuting and a staggered return-to-work plan. Your union secured COVID testing and quarantine leave and pushed for reasonable accommodations for child care and other family arrangements.

"I'll never stop working for you," he said. "If we are divided, we are weak."





Attorney General delivers Convention keynote

By KATE MOSTACCIO

"I say 'power,' you say 'PEF!'"

That's what New York State Attorney General Letitia James called out as she addressed delegates at PEF's annual Convention in Niagara Falls on Oct. 25.

"New York State is the second most unionized state in the nation and one of just two states with union members in the millions," James said. "PEF has always been a great union. I owe you thanks two ways – as the Attorney General, I have the privilege to have a few hundred PEF members in our offices, and as a New Yorker I am privileged and honored to benefit from the hard work and heroism of more than 50,000 PEF members."

The Attorney General praised PEF members for putting others before themselves during crisis after crisis, from the pandemic, to climate change, to social justice and economic upheaval. "You deserve fair wages, compensation and, most importantly, respect for the work you've done and continue to do," James said. "You are the best at what you do, but you can't do it alone. You need a state government that is mission

driven and fully staffed to support you. We can no longer have total power and decision-making solely in the hands of the executive. Where has that led us?"

James said it took a report from her office to finally hold politicians accountable and unveil the severity of what was going on in New York's nursing homes during the pandemic. "We need a new culture in Albany," she said. "Let's leave policy to the professionals. Let politicians get out of the way."

The Attorney General wants to see the 5,000 open positions across the state filled so vital services can be properly administered.

"Let's get back to serving the interest of the public, not politicians," she said. "When we have unions, we have a better, more sustainable, economy and a bigger middle class. I see a future where organized labor and the economy can thrive." James said she will fight to make sure New York remains a worker's state, not a right-to-work state, despite decades of systemic attempts to undermine organized labor.

"If we work together, I know we can overcome them," she said. "I am using the full power of my office to support working people and unions."

The Attorney General's Office has recovered \$3 million in stolen wages since 2019. This year, the office sued Amazon for failing to provide adequate health and safety measures for employees at the company's New York facilities and Amazon's retaliatory actions against multiple employees amidst the COVID-19 pandemic. Her office also worked to hold manufacturers of opioids accountable for the devastating impact of addiction and helped secure \$4.5 billion from the Sackler family for their role in fueling the crisis.

"This year, I championed laws to improve workers' lives," James said. "I joined with 16 other Attorneys General to pass the PRO Act. The right to organize is essential to the middle class. We need an FDR moment and movement in this state."

The Attorney General said PEF shares her core values and vision for the future.

"It's been a long time since you heard it from an elected official," James said. "I want to heartily say thank you."





Governor: ‘I’m committed to changing the workforce culture’

By KATE MOSTACCIO

Pledging change, a sitting governor addressed delegates during this year’s PEF Convention.

Gov. Kathy Hochul spoke to delegates on Oct. 25, the first plenary session of the 2021 Convention. She expressed her gratitude and camaraderie with public sector workers. “You’ve never before seen a governor who has worked her way up from local government and had the privilege to represent thousands of public sector workers over my time as a local government official, then as a county clerk,” Hochul said. “I, more than anyone, have seen the kind of individuals who are drawn to this work.

“All of you, you’re professionals; you could have gone anywhere. And the private sector might be dangling more perks and benefits, and even more pay sometimes. Let’s fix that,” she said. “There is something in the heart of a public servant that says, ‘I want to do something for my fellow human beings.’ And that’s why you’re in these rooms.” The governor acknowledged common misconceptions about public workers and the work they do, something PEF’s Fund Our Future campaign seeks to highlight.

“I know how hard it is, because sometimes people on the outside are not exactly complimentary of our public sector workers,” she said. “And I’ve stood up for them. I’ll always stand up for the workers of this state and our local governments, because you deserve respect.”

It’s time to give recognition where it is due, the governor said, highlighting the long hours and tireless work of Wadsworth scientists and nurses in state hospitals on the frontlines of the COVID response.

They “never got a pat on the back” she said. “They didn’t get the gratitude and respect they deserved. It appalls me there has not been that recognition, that simple ‘thank you’ for what you did before and even during the pandemic.” Nurses “never knew what you were facing every day,” Hochul said. “I’m so proud of what you did.”

Hochul told the delegates change is on the way. “I am committed to changing the workforce culture in state government,” she said. “It will be one of respect. It will be one of trust. It will be one of respecting each other’s diversity. It’ll be a place that people want to work again -- a sense of positivity, a sense of a can-do spirit, particularly now, more than ever.”

Since becoming governor, Hochul lifted the state hiring freeze, questioning why there was a freeze during a pandemic when the people needed state services more than ever. She wants to fill vacancies and get Civil Service exams back up and running.

“We are just getting warmed up,” she said. “We’re going to do this together. I am so proud to call you my colleagues.”





Teamwork, communication help make PEF financially strong

By **SHERRY HALBROOK**

PEF Secretary-Treasurer Joe Donahue, in his annual report to PEF convention delegates, said the union is in a strong financial position.

The COVID-19 pandemic shutdown saved the union considerable expense by curtailing in-person meetings and travel and the closing of headquarters and regional offices. PEF ended its 2020-21 fiscal year with an increase in net assets of \$5.5 million.

However, Donahue also noted that the state hiring freeze that drove job vacancies to 5,000 had a negative affect on PEF membership and a 2 percent decline in dues income. Donahue urged delegates and local PEF officers and stewards to promptly reach out to new state hires and invite them to join the union now that the hiring freeze has been lifted by Gov. Kathy Hochul.

During discussion of the secretary-treasurer's report, President Wayne Spence said the union was able to pay for the renovations of its headquarters building with cash, rather than borrowing the money.

The secretary-treasurer provided graphics such as pie charts and graphs to help delegates better understand the union's expenses and revenues for the past fiscal year.

Donahue, who took office August 1 of this year, said he will continue to advocate for financial integrity and responsibility, while also continuing to communicate those efforts to the membership.

"Of course, communication should be a two-way street. I have always believed that open, respectful, communication is a cornerstone in any relationship," he said in his written report. "Building on that, working together is also very important to accomplishing one's goals. Teamwork and cooperation create a synergy, which can exponentially increase the ability to affect a successful outcome of any endeavor. To that end, I would like to thank (former) Secretary-Treasurer (Kay Alison) Wilkie, Director of Finance Ray Brown, MIS Director Joe Cocci, Special Events Director Kim Partridge, and my executive assistant, Janay Anderson, for sharing their insight, knowledge, and camaraderie, during my transition to my new position. They, as well as all the other PEF staff and members of the executive team, have been an invaluable asset as I navigate my new responsibilities. I am confident that going forward we are destined to continue the good works that the Spence Administration has inspired."





Convention delegates adopt 8 of 27 resolutions

By **SHERRY HALBROOK**

The work of PEF conventions is judged by some members based on how many of the resolutions are dealt with by the delegates. By that standard, delegates to the 2021 PEF Convention get an A+ because they dealt with all 27 before them.

They adopted four as submitted; amended and then adopted four more; referred four to the PEF Legislative Department; postponed action indefinitely (tabled) on six; defeated six; and three were withdrawn by their maker.

Resolutions that were adopted include:

- Recognizes the historical PEF logo and colors of blue and yellow as the official PEF logo and colors;
- Endorses the PEF line-item program budget process objectives and oversight policy;
- Celebrates the NYS Fund Our Future campaign, affirms its goals and objectives and commits to ensuring ongoing support; and
- Suggests that the PEF president develop a commission to study the potential solutions for the problems of state Labor Department members who are hourly workers with regard to status, career mobility, raises and Articles 33 and 34 protections in the PS&T contract. This should be done with input and collaboration from members, elected leaders, and the PEF legislative, civil service and contract teams. The commission should report to the president and Executive Board before the 2022 PEF convention.

The four amended resolutions that were adopted direct that:

- PEF's next PS&T contract team shall propose that the state provide a deferred compensation match of PEF members' contributions of up to \$500 per year;
- PEF advocate for the alleviation of prison crowding through the reopening of the state Gowanda, Watertown and Clinton Annex correctional facilities, for an eight-year moratorium on closing state correctional facilities and for a state study on how to handle any future closings;
- PEF leaders at agencies that are not providing the union with its legally and contractually obligated orientation time (for new hires) bring this issue to the joint labor-management process and call for the orientation release time to become an immediate priority. PEF is directed to develop and implement in-person orientation training for local leaders, and a virtual orientation package that local leaders can use to orient members virtually; and
- PEF allow past presidents to address PEF conventions for up to 15 minutes, but bar them from making anti-union, profane or malicious comments attacking current or past PEF presidents, officers, leaders or political figures. If a past president does not comply with this policy, their microphone will be muted.



The fight for the public good needs all hands on deck

By KATE MOSTACCIO

What do you do for the people of New York?

The answers given during the “In the Public Interest” workshop at the 2021 PEF Convention ranged widely, from archaeology to social work to Department of Motor Vehicles staff.

What PEF members do is what PEF wants to know and gather for its Fund Our Future campaign. And not just the basics, like “I’m a teacher” or “I’m a nurse” – details will drive home the message that New York thrives when services provided by PEF members are funded.

“What do you think as a whole New Yorkers think of the New York State workforce?” asked Donald Cohen, co-author of *The Privatization of Everything: How the Plunder of Public Goods Transformed American and How We Can Fight Back*. Answers ran from “lazy” to “fat pensions” to “couldn’t get into a private sector job, so got a public sector job.”

PEF jobs are so much more, Cohen said.

“When I listen to you talk about what you do, I’m inspired by it,” he said. “But everybody hates you. There’s the gap we need to fill.”

PEF Vice President Randi DiAntonio said this misconception needs to change.

“We hear government sucks,” she said. “People think we’re the reason taxes are so high.”

Billionaires are busy funding anti-union campaigns – with more money and, thus far, better messaging.

“The 40- to 50-year attack on government isn’t an accident,” Cohen said. It’s driven, he says, by ideologues, who truly believe small government is best; those who would benefit from a small government, such as large corporations wanting a piece of the government funding pie; and elected officials. To save public services, everyone must unite and promote the public good.

“The only way is together,” Cohen said. “Government is complicated. We have to rebuild trust in government and build support for the idea.”

Cohen said it’s up to the people to decide democratically what constitutes the “public good.”

Is it child care? Health care? Higher education?

“We can decide that and we believe we should be able to,” he said.

The biggest threats to public services include turning them into a commodity, competitors saying they can do the work

cheaper, austerity budgets, and the upstate/downstate divide, according to members attending the workshop.

So what do we do about it?

“Some of it is your fault if all you do is talk in jargon and complain about your job,” Cohen said candidly. “You have to become advocates for the public good.”



This is where Fund Our Future comes in. Drop the jargon and tell the stories.

“We are the faces of public service,” DiAntonio said. “Tell stories that they are going to remember. We need an army of educators.”

About 130 delegates at the Convention stopped by the Fund Our Future room to record their stories. [PEF produced one video](#) that was shown on the last day of Convention and plans to use the additional material to mount a public awareness campaign in the year ahead.

The power of a COVID worksite assessment

By KATE MOSTACCIO

The best way to fight back against health and safety issues in the workplace is to know what is going on at the worksite.

"The first step to making changes is to document," PEF Health and Safety Director Geraldine Stella told members at the annual Health and Safety breakfast at the 2021 PEF Convention. "The workplace assessment is a powerful tool to build a case for change.

"We want to be able to identify hot spots and trouble spots," Stella said. "Be it health screenings, notifications, vaccination, ventilation, face coverings, social distancing, hand hygiene or environmental cleaning and disinfecting."

An attempt to address issues at the local labor/management or health and safety committee level should be the first step. If that's not successful, move on to scheduling an assessment with management and consider involving other unions on site.

Know All Plans

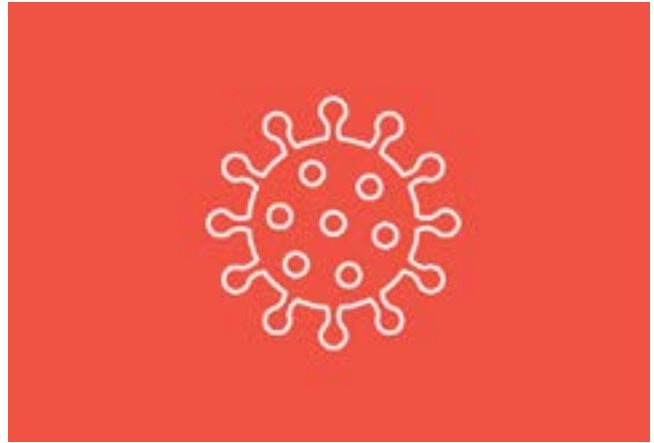
It's important to know all the protocols at your worksite inside and out.

"Know your procedures," Stella said. "Be familiar with them. Talk to members themselves and find out what's happening." Policies and procedures can include return to office/work plans, field staff procedures, face covering policies, cleaning and disinfecting procedures and vehicle maintenance protocols.

A health screening may include confidential disclosure of vaccination status, periodic testing of unvaccinated staff or a daily questionnaire for signs and symptoms of COVID-19. To ascertain safety in your workplace, what are the procedures if a co-worker, visitor or client develops symptoms at work? If you don't know – that's an issue to address.

What about notification? Who is notified when a co-worker is COVID positive?

"You need to know if there is a positive," Stella said. "Agencies are required to notify close contacts, but PEF Divisions have negotiated widespread notifications."



Notifications must not reveal the identity of the positive case, but they should include their last day in the office.

Ventilation

"Places were crowded to begin with," Stella said. "The air quality stinks. It was lousy before and now we have an infectious disease we want to flush from the workplace."

Ventilation is an often-forgotten aspect of worksite health and safety.

"This is something we really need to push for," Stella said.

What information do you need?

"Ask how much outside air is coming in," Stella said. "How many air changes per hour? What is the MERV rating of the HVAC filters? Is demand control ventilation disabled? Is the HVAC system run 24/7? Is the HVAC system properly functioning and maintained? If the location doesn't have an HVAC, consider portable HEPA filter air purifiers.

"These systems cost money, but, oh well," Stella said. "It costs more money to have someone out on an injury/illness claim."

Management is able to obtain ventilation information, whether it's a state office building, state facility or leased space.

The logistics can be complicated, so the PEF Health and Safety Department staff is ready to answer questions. They can be reached at healthandsafety@pef.org.

Mask Policies and Social Distancing

State agencies with worksites in Centers for Disease Control (CDC) transmission risk areas must require masking of all individuals regardless of vaccination status, except when alone in an office or room; working at their desk or workstation; or actively drinking or eating.

Health care facilities, nursing homes, public transit and correctional facilities, for example, may have mask mandates above and beyond the CDC requirements.

"It's important to understand the policy," Stella said. "Are adequate supplies maintained? Do staff know how to access them? What is the procedure for reporting staff who do not comply?"

Social distancing can depend heavily on what percentage of the staff is back at the worksite, how many days a week employees are in the office and how cubicles are arranged in the space.

"Are there alternating schedules?" Stella asked. "Can other rooms, like conference rooms, be used as office space to improve social distancing? If it's not happening, we need to know. If you can take pictures, take pictures.

"Lower density is better," she said. "The virus doesn't know six feet."

Hygiene, Cleaning and Signage

Hand sanitizer, handwashing and routine cleaning are simple tools to combat COVID in the workplace.

"Is hand sanitizer available and adequately stocked?" Stella asked. "Are cleaning and disinfecting supplies available and stocked? Are high-touch areas cleaned and disinfected at least daily?"

For members driving state vehicles, find out the maintenance and cleaning routine, such as how often the vehicles are detailed, who is responsible for cleaning them, whether records are kept, and if staff are directed to clean and disinfect commonly touched areas are adequate supplies provided?

Stella said signage is also important, displaying requirements for face coverings, hygiene and social distancing.

After the Assessment

Add the items noted in the assessment to the health and safety or labor/management agenda.

"Follow-up is important so that we can go through it point by point," Stella said. "That's how we make changes. Ultimately, our goal is safety in the workplace. We want to feel OK when we go into that workplace."

COVID Resources

<https://www.pef.org/media-center/covid-19/>
<https://www.cdc.gov/coronavirus/2019-nCoV/index.html>
<https://coronavirus.health.ny.gov/home>
[osha.gov](https://www.osha.gov)
<https://aflcio.org/safe-at-work>



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.





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/



Letters to the Editor

Stop enabling non-vaxers

To the Editor:

Barring a true medical reason (rare), any of the nurses that don't get vaccinated deserve to get fired. Stop enabling them.

DAVID PRATT
Henrietta

Are there exceptions to vaccination mandate?

To the Editor:

I am a bit confused. There is no religious exemption in New York. I did not think there was a medical one either. Are you saying they are being accepted?

MARSHA ORESKY
Brooklyn

Editor's note: Members may apply for Reasonable Accommodations to the vaccine mandates, either religious or medical, via their agency HR or personnel office.

PEF should sue NYS

To the Editor:

This is flipping outrageous! Why isn't PEF suing or getting a restraining order like other unions, instead of patting itself on the back for allowing its members to get disciplined on the path to their termination?

LAURIE WERNEBURG
Ballston Spa

Editor's Note: PEF filed an improper practice charge with the Public Employment Relations Board (PERB) in response to the OMH mandate that was imposed without negotiations with PEF. We also filed an application for injunctive relief, seeking authorization from PERB to proceed to court to seek an injunction that would prohibit OMH from implementing its vaccine mandate until the improper practice charge was resolved by PERB. We submitted an affidavit and exhibits, arguing that PEF was likely to prevail in its improper practice charge and that some members would be irreparably harmed by the vaccine mandate. Unfortunately, PERB's Counsel concluded that OMH's mission and core function of protecting the health of patients would likely render the mandate a "recognized managerial prerogative" and, accordingly, OMH had no duty to negotiate over the decision to mandate vaccination. We are continuing to pursue the improper practice charge and have a pre-hearing conference scheduled before the assigned administrative law judge on November 10, 2021.

Will tuition be reimbursed?

To the Editor:

I know the new contract is supposed to include retroactive tuition reimbursement. If I am fired due to the vaccination mandate am I still able to get my retroactive reimbursement from the 2020/2021 school year leading up to my termination?

ALEXANDRA STANG
Mt. Sinai, NY

Editor's note: Yes. Contractual reimbursement will apply for the period you are or were a member of the PS&T bargaining unit as long as the class started and ended while you were employed in the PS&T unit.

Will promotion cancel retro pay?

To the Editor:

I recently became an M/C employee this year. Prior to that, I have been a PEF member.

Am I still eligible for the retro pay for work prior to my title change?

NAGEEM PERALTO
Jamaica, NY

Editor's Note: Yes. Contractual benefits apply for as long as you are or were a member of the PS&T bargaining unit.

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:

- **Joyce Ernst**, PEF Division 280, Staten Island Developmental Disabilities Services Office;
- **David Graham**, PEF Division 321, state Office of Public Service;
- **Annette Holowka**, PEF Division 275, state Department of Agriculture and Markets;
- **John Munn**, PEF Division 169, state Department of Environmental Conservation;
- **Jane Serritella**, PEF Division 190, state Department of Taxation and Finance; and
- **Annette Wong**, PEF Division 341, state Department of Taxation and Finance.

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





Dems battling drug makers over high prices

The fight over allowing Medicare to negotiate lower drug prices, and use the savings to expand guaranteed dental, hearing and vision benefits, is continuing on Capitol Hill.

Executives from 33 pharmaceutical corporations sent a letter to Congress reiterating their opposition to allowing Medicare to negotiate lower prescription drug prices. The letter contained numerous falsehoods about the potential effect of Medicare drug price negotiations and asked Congress to block any legislation that would weaken the industry's monopoly power to set prices.

In response, Patients for Affordable Drugs Now, a bipartisan organization fighting for lower drug prices, released new data showing that big pharma CEOs were collectively paid \$400 million in 2020. The average compensation for the CEOs was \$12.5 million, 185 times the average American household income -- and 420 times the income of Medicare beneficiaries.

The report also shows that 19 of the 33 companies that wrote to Congress are based in foreign countries, where they charge less than half what they charge Americans for the same drugs.

"Americans pay the highest prices in the world for prescription drugs and these CEOs are fighting tooth and nail to keep it that way," said Richard Fiesta, executive director of the Alliance for Retired Americans. "We are doing everything we can to defeat these corporations and get this common sense solution into law. President Biden has made this a priority, and Congress needs to deliver this for the American people."

Extreme wealth inequality at all ages is tied to retirement struggles for many Americans. Researchers with the National Institute on Retirement Security have found stark wealth inequality among members of the Baby Boom generation, which they defined as Americans aged 55-73.

The entire bottom half of Baby Boomers held only 2 percent of their generation's wealth in 2019, threatening the retirement security of millions of Americans who are at or close to retirement age. Comparable levels of inequality were found among younger demographics, including "Gen X," aged 39-54, and Millennials, aged 23-38.

When broken down by racial and ethnic groups, white Baby Boomers held 91 percent of the financial assets for their age group, with Blacks and Hispanics owning only a sliver of the total.

Financial asset ownership, including 401(k) plans, individual retirement accounts and other forms of investment, is especially important to retirement security because so many workers are expected to generate their own personal retirement savings as pensions become less common.

"Wealth inequality hurts Americans of all ages, and is particularly dangerous for older people," said Joseph Peters Jr., secretary-



treasurer of the Alliance. "We need to expand Social Security and increase benefits, since it is clear that more and more Americans will need to rely on it for the majority of their retirement income."

Kaiser Health News reports: An ad's charge that price haggling would 'swipe \$500 billion from Medicare' is incorrect. The advertisement opens with a doctor sitting across from his patient and holding a prescription drug pill bottle. "You want to continue with this medication?" the doctor asks while an older patient nods. The doctor then explains that he can no longer provide the medicine to her because insurance companies and Washington bureaucrats "are working together to swipe \$500 billion from Medicare. "They're calling it Medicare negotiation, but, really, it's just a way to cut your benefits and no longer pay for lifesaving medicines," the doctor says.

Medicare negotiation refers to the federal government bargaining directly with pharmaceutical companies on the price of prescription drugs. Currently, Medicare is prohibited from using its vast market-share muscle to set prices. But supporters of Medicare drug negotiations eye the Democratic-backed budget reconciliation bill now being discussed in Congress as a means to reverse the policy.

The ad, seen on television and online, is part of a multiplatform campaign by the 60 Plus American Association of Senior Citizens, a conservative group that lobbies on senior issues, and brands itself as the "right alternative to AARP." It's one example of a swath of ads that have popped up in the past month about Medicare drug-price negotiations.

Since drug pricing is a hot topic and a critical piece of the broad, politically charged debate in Congress. The ad's message is misleading and designed to maintain high drug prices and pharmaceutical profits.

The part D Medicare legislation which prohibits Medicare from negotiating the price they pay for prescription drugs was written by pharmaceutical industry lobbyists and signed into law by former President George W. Bush.

PEF Trustees' Report to the 2021 Convention Delegates



Presented at the
43rd Annual Convention
Niagara Falls, NY

October 24th - 27st, 2021

Submitted by Christopher Buman, Bruce Giddings,
and Muriel Hardy-Lee

Mission

The Trustees are charged by PEF's Constitution to periodically review PEF's financial records, to report to the membership any activities not in their best interest, and to attend Executive Board meetings. We meet periodically and review Division Audits, Regional Budgets, expense vouchers, and other issues, both at random and based on member's concerns. After these reviews, the Trustees make appropriate recommendations of action in keeping with PEF policies. Per PEF policy, the Trustees also report on the implementation of resolutions that were passed by the previous year's convention body.

The goal of the Convention is to conduct the union's business with the support and at the will of the body. In this forum, the Convention delegates have the final authority in the organization. In this manner PEF will be able to promote and fulfill its mission and objectives, while concurrently addressing the present-day issues which influence PEF insofar as terms and conditions of employment. This is genuinely the work of the union body.

For said reason, it is the responsibility of the delegates to voice their wants, needs and desires for the union. It is not the venue for their independent opinions, as the decisions made will apply to everyone, as an organization. Therefore, to politicize the Convention, or any other union forum is barring the delegates/membership from working collectively and collaboratively towards the union's purpose. While we may agree to disagree, the ultimate purpose is to make decisions in which the terms and conditions of employment are met for every member, with no exclusion.

The intent is not to persuade, but to present information in its unrefined state so the delegates are better equipped in formulating educated decisions which can better serve the organizational needs and goals!

Helps us reclaim and retain the focus of PEF's 1979 mission and vision for terms and conditions of employment, as initiated at the first Convention in 1979.

The Bonadio Group (CPA) Auditor's Report

On August 4, 2021, the Budget Advisory and Financial Compliance Committee met with the Bonadio Group. The Bonadio Group presented a draft overview of their findings regarding PEF's 2020-21 financial statements. The Bonadio Group's goal is to determine whether the consolidated financial statements are reasonably free from material misstatements.

The Trustee's review of the Bonadio's Required Communications letter and draft audit noted the following:

- The financial statements are free from material misstatements.
- The most sensitive estimates affecting the financial statements were:
 - Fair market value of investments
 - Calculation of post retirement health care costs
- PEF is continuing to improve our headquarters, which has been reflected under Property and Equipment. The 2019 value was \$974,658, increasing to \$1,971,404 in 2020, and \$4,684,462 in 2021. It should be noted that these figures are based on Generally Accepted Auditing Standards. PEF Trustees are in support of the improvement and maintenance of our property.
- Cash and Cash equivalents increased from \$7,106,364 in 2020 to \$9,354,958. Due to Covid-19 PEF has had limited in-person meetings, thus a savings in the past year. Trustees expect that as in-person meetings expand our cash balance will return to a pre-Covid-19 level.

As noted above, the auditors highlighted that management used estimates in the financial statements. These estimates are as follows:

- **Fair market value of investments:** PEF has invested in various types of investment securities stated at fair value which is based on the quoted market prices. Investment securities are exposed to various risks. Due to the level of risk associated with certain investment securities, it is possible that changes in the value of investment securities could materially impact the amounts in the financial statements.
 - PEF Investments were valued at \$10,408,870 as of 2020. Due to favorable market conditions assets are valued at \$12,216,984 as of 2021.

- **Calculation of post retirement health care costs:** The Bonadio Group states that the accumulated post-retirement healthcare (benefit) obligations on the balance is \$12,292,630. The amounts are determined by generally accepted actuarial methods. Bonadio reviewed the key factors and assumptions used in determining these obligations and considered them to be reasonable in relation to the financial statements.
 - Beginning with the contract year commencing July 1, 2019, PEF is required to contribute a defined contribution of 1.0% of total gross compensation of the entire USW 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.
 - Trustees would note that the Bonadio Group estimated these expenses as on-going and recurring, however they are the subject of future bargaining.

Health Insurance Costs

- PEF provides health insurance benefits utilizing a self-funded plan, therefore actual costs are paid by PEF. Excess risk is mitigated through stop loss insurance to limit the exposure of claims. Over the last four years healthcare costs at PEF have been trending down. This has been due to management seeking better pricing from its healthcare vendors and updating premium equivalents. The Trustees recommend PEF continues to seek ways to minimize healthcare costs.
- 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 Employees' - Post Retirement Benefits

According to the most recent PEF audit conducted by The Bonadio Group, the post retirement benefits provided to PEF's employees continue to be one of our largest liabilities. This liability remains a concern for PEF since it affects our credit limits, financial stability and ultimately the financial solvency of PEF.

The chart below shows the change in Current Assets and Post Retirement Benefits for the fiscal years ending 3/31/13 to 3/31/2021. This liability can fluctuate year to year due to actuarial, mortality rates, and discount rate changes.

Date	Current Assets	Post Retirement Benefits
3/31/2013	\$ 14,881,993	\$ 7,803,226
3/31/2014	\$ 17,035,472	\$ 7,977,358
3/31/2015	\$ 17,437,375	\$ 10,782,086
3/31/2016	\$ 16,093,214	\$ 11,203,532
3/31/2017	\$ 16,392,283	\$ 10,355,613
3/31/2018	\$ 18,685,258	\$ 9,340,668
3/31/2019	\$ 21,190,203	\$ 9,652,696
3/31/2020	\$ 20,414,692	\$ 12,529,383
3/31/2021	\$ 23,800,177	\$ 12,292,603

Internal Audits

Trustees continue to work with the Internal Auditor, by advising PEF's policies, reviewing prioritized work, and approval of completed work in a timely manner. A top priority of the Internal Auditor is to help divisions within PEF, and its members, along with Regional Coordinators to manage resources effectively and efficiently, in keeping with PEF's policy. The audited work provides accountability for the use of union funds. The Internal Auditor oversees fiscal compliance with relevant statutes and observance of good business practices.

PEF acquired a new Internal Auditor just prior to the last PEF Convention which was virtual. Mr. Michael Fratangelo was tasked to review Division finances and report as best as possible with obvious time limits. Since then, Mr. Fratangelo has been systematically auditing many internal Divisional finances. Mr. Fratangelo has been and continues to perform auditing to all Divisions finances within the Public Employees Federation to ensure fiscal policy compliance. Once Divisional audits are completed a brief summary of financial findings is reported and shared with Division Leadership. Recommendations are made and included within each summary report to the Division Leadership as necessary.

- 36 divisions have been audited and summary reports submitted to Divisions Department and Division Leadership.
- 11 divisions are being audited and once summary reports are made, an audit report will be released to Divisions Department and Division Leadership.
- All Division audits are planned to be performed on a 3 year systematic rotation.

Summary of offered solutions by the Internal Auditor for financially stressed Divisions stress the need for more added Divisional leadership for the Divisions. Many Divisions struggling require upper level leaders to provide the necessary services for the targeted Divisional members they serve.

PEF Trustees, the Secretary Treasurer's office, and the President continue to provide oversight and feedback to Internal Auditor Michael Fratangelo. Continued Gratitude for his committed efforts thru these continued Covid times.

Divisional Finances

The Trustees are pleased to report continued substantial improvement with Divisions overall, despite the pandemic. This is due, in large part, to PEF's proactive engagement of the Membership. While some training had been curtailed due to the Pandemic, PEF continued its efforts to provide training by utilizing online networking. Trustees recommend continuing the training and educating of Council Leaders, Treasurers, and involved Members.

The Trustees note that 96 (44%) of the Divisions are in Good Standing. Of these, 41 (19%) are Over Max. It is within reason, due to many Divisions curtailing activities during the Pandemic Emergency. Encouraging signs are seen in the number of Divisions whose status is improving. There are 72 Divisions in this category (33% of all Divisions).

Recommendations:

- Convention delegates return to your division and ask if the annual divisional report (budget) was submitted to PEF. If not, ask how you can help to keep your division in compliance.

Note: The finance department is available to offer beneficial assistance to divisions

- Trustees recommend every committee, council leader, division and Regional Coordinator review their trial balances to make sure expenses are being applied to the correct account.
- Adhere to Policies and Guidance for PEF Regional Coordinators (2020), Deadlines.

2020 RESOLUTIONS AND CONSTITUTIONAL AMENDMENTS

Status of 2020 Convention Resolutions

Each year the Trustees report on the implementation of Resolutions that were passed by the previous year's convention body, and are now found in policy manuals. Delegates, we commend you on your due diligence and remind you that you are the highest governing body of this union.

The 2020 Convention, held virtually due to the COVID-19 pandemic, considered 8 of the 18 proposed Resolutions. There were no Constitutional Amendments submitted.

- 5 Resolutions were defeated
- 3 Resolutions were ruled out of order

While no Resolutions were adopted and there is no update required, for the new Delegates and those who may not remember from one year to the next, the Trustees are presenting a brief summary of the Resolutions that were presented to the delegate body.

The defeated Resolutions:

Resolution 1 sought to revise the definition of a PEF member in Good Standing beyond "timely payment of member dues".

Resolution 5 sought to have PEF propose in State Contract negotiations that the State provide a deferred compensation match of PEF member contributions.

Resolution 11 proposed that PEF post its federal reporting documents to the PEF website for easy viewing by the members.

Resolution 16 wanted to have an increase in small divisions Per Capita payments.

Resolution 17 dealt with software for holding virtual meetings.

The Resolutions that were ruled Out of Order:

Resolution 4 recommended that all new PEF staff contracts should be ratified by Convention delegates.

Resolution 7 sought to limit PEF staff comments on proposed Convention Resolutions

Resolution 10 dealt with salaries of PEF Officers no longer on Union Leave

CONTACT YOUR TRUSTEES @ (518) 785-1900 X 411, TRUSTEES@PEF.ORG



October 2021

Div 352 appreciation day at Brentwood Residential Center



October 27, 2021

DIV 240 Convention Delegate dinner at the Hard Rock Cafe, Niagara Falls.

















