

# NOTICE TO ALL EMPLOYEES

PURSUANT TO  
THE DECISION AND ORDER OF THE

NEW YORK STATE  
PUBLIC EMPLOYMENT RELATIONS BOARD  
and in order to effectuate the policies of the

NEW YORK STATE  
PUBLIC EMPLOYEES' FAIR EMPLOYMENT ACT

**We hereby notify all employees of the State of New York (Office of Children and Family Services) (OCFS), in the unit represented by the New York State Public Employees Federation at the Sergeant Henry Johnson Youth Leadership Academy, that the OCFS will:**

1. Rescind the Counseling Memo dated March 20, 2018 and remove it from Daniel Manning's personal history file;
2. Stop coercing the Union president with threats of reprisal for the exercise of rights protected under the Act; and
3. Stop interfering with the Union president's rights under § 202 of the Act.

**Dated** . . . . .

**By** . . . . .  
on behalf of the **STATE OF NEW YORK (OFFICE OF  
CHILDREN AND FAMILY SERVICES)**

*This Notice must remain posted for 30 consecutive days from the date of posting, and must not be altered, defaced, or covered by any other material.*