



Contract Ratification Vote:
Ballots must be received
by July 27, 2023

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The President's Message

By WAYNE SPENCE



A bountiful spring for your union

Happy almost summer, PEF members! This issue of The Communicator is overflowing with news, topped by the Executive Board voting to [pass the PS&T contract to members for ratification](#). I was personally at the negotiating table for the PS&T deal and just want to say that your bargaining team was relentlessly focused on achieving a fair and just contract. All the details, including the timetable for the ratification vote, are in [this story](#), but I'm very proud of what we were able to accomplish on your behalf. This is the fourth contract I've negotiated as PEF president, and it is by far the richest. In addition to a 9% raise over three years (retro to when our last contract expired on April 1, 2023), the 2023-2026 PS&T Tentative Agreement includes a \$3,000 signing bonus, a \$400 annual dental stipend payable until the State secures a new dental services contract, and a first-ever Higher Education Differential of \$600 starting in 2024 for members who hold a college degree or a professional license from the State Education Department. And that's just the economic highlights. This tentative contract is filled with non-economic benefits as well, including [12 weeks of fully paid parental leave](#) for members who have a baby, adopt, or foster. I encourage you to consider the merits of the deal and return your ballot promptly when it arrives in the mail. You will find all the supporting materials on [this page](#), where we will also post updates when regional and telephone town halls are scheduled. I'm looking forward to meeting with many of you around the State to answer questions and discuss the agreement.

In addition to voting 93-1 to pass the PS&T tentative agreement on to members for ratification, the Executive Board conducted the business of the union last week over the course of a three-day meeting. Board members chose to pass a Constitutional Amendment on to Convention delegates for consideration this October that would drop the percentage of signatures required to be a candidate for PEF elections from 10% of a given constituency to 5%. The board also heard updates from PEF Organizing about [anti-union attacks against PEF](#), as well as the required financial report from the Secretary-Treasurer.

In other news, with COVID receding every day from our lives, we thought it was time for [a check-in on what has changed in New York State workplaces](#). Despite mask and vaccine mandates disappearing almost everywhere, the State has not weighed in on whether members who were either terminated or left State service for not complying with various vaccine mandates can return to the workforce. We will continue to press state agencies for clarity and hope to have more answers in the months ahead.

Finally, don't miss [this story on environmental educator and PEF member Marcus Rosten](#), who was featured in the PBS series "Nature" for his expertise about the ecology of the Niagara River. The diversity of titles that make up PEF never fails to amaze me. Congratulations to Marcus on his success.

As always, thank you for being a PEF member and for everything you do for your fellow New Yorkers.

In Unity,

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

Wayne Spence
PEF President



Executive Board overwhelmingly votes to send PS&T, Canal Corp. contracts to members for ratification

By KATE STICKLES

The PEF Executive Board voted to send two tentative agreements to their respective memberships for ratification – the main Professional, Scientific, and Technical (PS&T) unit contract and the Canal Corporation contract.

PS&T tentative agreement

The contract team reached a tentative agreement with New York State that, if ratified by the membership, would increase wages 9% through the end of the contract's term in 2026.

"We started six months early for two reasons," said President Wayne Spence. "I did not want to go into a contract negotiation and talk about retros. I think everybody would agree that your dollar today would not be worth the same a year or more from now. I did not want to drag it out."

Spence said members in the Comptroller's Office warned of rumblings the state could be facing fiscal troubles and the markets were heading south.

"All of those things could have a direct impact on the state's ability to pay us," he said. "I didn't want to gamble going in to 2024."

Vice President Darlene Williams, who chaired PEF's contract team, said the men and women who represented PEF at the bargaining table did an extraordinary job.



"I don't think we could have gotten to the place we're at now without this team," she said. "I have worked for the state of New York for over 40 years. This is the best contract in the shortest period of time that I've ever seen."

Williams acknowledged the concerns of members about the "pattern of threes."

"CSEA started the pattern," she said. "UUP settled this morning, and they have the same. We wanted something different. Under this agreement, we would receive a higher education bonus of \$600 for the second year and \$600 for the third year. That effectively brings your signing bonus to \$4,200."

In addition to the ratification bonus and higher education differential, the contract includes increases to location pay for downstate regions and longevity would now be tied to years of state service, not just years served at top of grade in PEF titles.

"Previously, if you went from CSEA to PEF, CSEA years wouldn't count," Williams said. "Now, it's years of state service. We wanted it to be state service and that's what we got."

Dental ranked high on members' wants for this contract. PEF learned during recent rounds of negotiations that the state sat on the Request for Proposals (RFP) for a new dental provider until May 2023 and the team was determined to see change.

"We really fought for dental," Williams said. "Our dental stinks. This agreement would give an additional \$400 dental stipend starting this year, and every year until such time as the state enters into a new dental service contract." This is, in essence, a penalty of over 20 million a year to the state as an incentive to move more expeditiously on its RFP for a new dental services contract.

To support growing families, PEF's contract team also negotiated Paid Parental Leave – at no cost, and retroactive to leave taken on or after April 2, 2023, as long as leave was within seven months of the qualifying event.

"The state wanted us to take Paid Family Leave which was very divisive because of the cost to members," Williams said. "We advocated for fully paid parental leave at no cost to our members. It was a hard fight, but we got 12 weeks of full paid parental leave available to eligible members without charge to accruals. Have those babies, adopt those babies!"

There is also no change in health care premium contributions and no increase in copays under the agreement.

"Being at that contract table is not easy," Williams said. "OER (Office of Employee Relations) does not want to give you anything. There were not many tradeoffs and so many more gains in this contract."

[2023-2026 PS&T Tentative Agreement Gains & Tradeoffs \(PDF\)](#)

The team put forth a proposal for telecommuting, but the state countered with plans that would lead to tracking and timekeeping, something the team wasn't willing to accept. Agency-level plans remain status quo, Williams said.

PEF's chief negotiator Mark Richard has worked on more than 500 contracts and reminded the board that contracts are stepping stones.

"This contract is worth north of \$5 billion or more," he said, when factoring in the annual raises, signing bonuses and other reimbursements provided in the deal. "That contract book represents decades of every contract building on each other. Every contract is a stair step from the one before it. It's called a union movement. That's what we do. You never address every issue. Did you have goals, and did you meet them, and did you fight to protect that contract, and did you build upon that previous contract? Yes, your team did that."

Ballots will be mailed to PEF members by the American Arbitration Association (AAA) on July 5, 2023. Only state or Roswell Park employees in the PS&T unit who are dues-paying members as of June 21, 2023, are eligible to vote. Ballots must be received by AAA

on or before 5 p.m. July 27, 2023. Received means in hand, not just mailed or postmarked. Any member who has not received a ballot by July 14, 2023, should call AAA at 800-529-5218. Ballots will be counted by AAA on July 28, 2023.

There will be meetings around the state to discuss and answer questions about the tentative agreement. The Statewide Officers Tour will also resume mid-July in Regions 4, 6, and 7.

Canal Corp tentative agreement

The Executive Board also voted to send Division 504 members within the New York State Canal Corporation their tentative agreement for ratification.

Among other things, the tentative agreement includes 3% increases in each year of a five-year contract and a one-time lump sum bonus of \$1,000 for each member upon ratification.

"Our team was focused on the issues raised by our members in the contract survey, such as wages, parental leave, and dental insurance," said Field Representative and Chief Negotiator Caitlin Janiszewski. "This deal makes tangible progress in those areas."

It also includes a significant improvement to the promotional payments system, an increase to navigation season stipend, and the introduction of a water management stipend.

To address the need for better dental coverage, the agreement includes a change from GHI/Emblem dental coverage to Delta Dental, with no premium share. The deal also includes four weeks of Paid Parental Leave and the ability to convert two extra weeks of sick leave into family leave.

The agreement does include increases over time to the healthcare premium contributions resulting in 16% for individual and 31% for family contribution rate by 2026.

The Canal Corporation contract ran from July 1, 2012, to June 30, 2022, and the new one, if ratified, would run through June 30, 2027.

Information about balloting will be communicated to members in the unit when it becomes available.

CONTRACT DOCUMENTS

A Special Communicator Edition containing the documents below is being mailed to all members no later than June 30. Until then, you may access the documents directly via these links:

[Highlights of the 2023-2026 Tentative Agreement](#)

[Gains & Trade-Offs](#)

[Marked-Up Tentative Agreement - Articles](#)

[Marked-Up Tentative Agreement - Salary Schedules and Side Letters](#)



Governor Kathy Hochul poses with statewide officers and contract team during the June Executive Board Meeting.

Executive Board hears from Hochul, Delgado; conducts business of the union

By KATE STICKLES

It was a busy three-day Executive Board meeting June 7, 8, and 9, in Albany, with votes to send the [PS&T and Canal Corporation contracts to memberships for ratification](#), both Gov. Kathy Hochul and Lt. Gov. Antonio Delgado addressing members, and updates on other business of the union.

Hochul addresses board

Following on the heels of the board's June 8 vote to send the PS&T contract to members for a ratification vote (click here to read more), President Wayne Spence welcomed Gov. Hochul to the dais.

PEF lobbied hard for staffing, hazard pay, Civil Service reform, and other initiatives contained in the union's Fund Our Future campaign, Spence said, and seeing the governor's budget came as a welcome surprise.

"I was just blown away that we saw about seven or eight things out of 15 that we said we were going to campaign on for Fund Our Future, and it was right there in her budget," Spence said. "We aren't always going to agree on everything, but if there are 10 things on the table and we can agree on eight, that's progress. Thank you for recognizing our work as part of the state workforce and thank you for getting us to the finish line."

Hochul acknowledged the strength of PEF's bargaining at the table.

"Your members need to know how hard you fought to the bitter end to make sure that they had every dime that they deserved," she said to President Spence. "It's not just about the dollars and cents, it's about the message we're sending to the people we're negotiating with. Their value to us. Their value to the state of New York."



The governor said it was time to honor the work of PEF members, despite budget challenges.

"We found out in March that we lost \$6 billion in tax receipts – that's a big hit," she said. "So going into the budget, we think, 'Hey we're doing pretty good, post-COVID, everything's rocking' and then we realized because of the stock market, because of high net-worth people that are going down to Florida, for a lot of reasons, we don't have what I had hoped we would have."

"That does have an effect on what we're able to do, as much as we want to do even more," she said. "But I also knew that for a decade having 1%, maybe 2% increases for the hardest working men and



women we have in the state of New York was a slap in the face. You deserve more.”

She ended with appreciation.

“I want you to know how much I value you,” she said. “As your governor, I could not be prouder to have the most dedicated public service workforce. Thank you for all that you do.”

Delgado highlights importance of unions

In an appearance before the PEF Executive Board, Lt. Gov. Antonio Delgado said collective bargaining is essential and how power in government is organized and distributed rests upon the labor movement.

“Without labor in the workforce, future generations of kids like myself don’t have the same opportunities, the same pathways,” Delgado said. “We are living in a time right now with so much inequality. The power of labor, the power of collective bargaining, is all the more essential.”

Delgado said the current administration understands there is chronic understaffing in New York State and a lot of people are being stretched thin under a strained economy.

“I do think there is an awareness of chronic understaffing and the need for meaningful support,” he said, pointing to the Executive Budget’s funding for Civil Service reform, a public outreach campaign, and other recruitment and retention initiatives. “At the end of the day, I want you to know that the state doesn’t run without you. All of you provide essential services across New York.”

Providing those services is the “framework of our democracy,” he said.

“Protecting the right to collectively bargain, protecting our labor force, protecting unions is essential to any well-functioning government,” Delgado said. “It’s a big source of pride for me that New York is the most unionized state in America.”

Organizing continues to bolster the ranks

Despite ongoing efforts by large anti-union groups, PEF’s Organizing Department continues to sign up new PEF members and bring back those who dropped the union after misunderstanding deceptive marketing from anti-union groups.

Many of those who opted out by mail thought they were requesting a copy of their membership card – not dropping their union. Follow-up calls from PEF Organizing straightened out the confusion and is saving about 92% of the optouts, Director of Organizing Dan Carpenter reported to the board.

The union is gaining, not losing, membership.

“We brought on three organizers fulltime almost a year ago,” Carpenter said. “This time last year we had signed up 1,714 new members. This year, as of June 6, we have signed up 2,574. That’s an increase of 860 members. If you take the average PS&T employee salary of \$70,000, we brought in \$602,000 more this year. We’re doing an amazing job.”

If the tentative PS&T contract is ratified, language would require the state provide PEF with notice of onboarding sessions involving at least three new PS&T employees and PEF would have a minimum of 30 minutes to present, affording the union a better opportunity to bring on new members.

Some members may be entitled to COVID OT earnings adjustment

Approximately 2,000 current and former members have begun [receiving letters advising them about their potential entitlement](#) to adjusted overtime earnings for specific types of COVID overtime work they performed during the pandemic.

Projects include, but are not limited to, assisting the Department of Labor with claims for unemployment insurance and Pandemic Unemployment Assistance, as well as assisting the Department of Health with the COVID hotline.

It is important that impacted members respond immediately.

“Those members are being asked to submit their paperwork if their calculations differ from the data presented,” said PEF General Counsel Edward Greene. “We are asking them to do that before the end of the month.”

Greene said the adjustments are the result of litigation by PEF and recouped wages are expected to exceed \$2 million for PEF members and more than \$3 million when factoring in other eligible unions and M/C employees.

“It’s a real team effort over almost three years,” Greene said.

Board discusses lowering election signature requirements

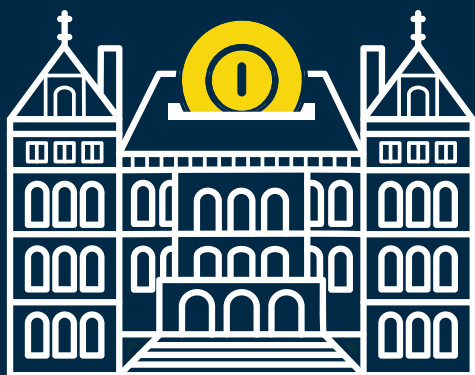
Three Executive Board members brought member items before the body requesting a Constitutional Amendment to reduce the percentage of constituent signatures required to petition for an elected position.

One prevailed and will now be sent to the PEF Convention in October in Syracuse for consideration by that body. The Constitutional amendment would reduce the number of signatures required from 10% of a constituency to 5%.

Proponents of the amendment cited changing dynamics in the workplace, such as telecommuting and the need to draw in younger and more diverse leaders, as indicators that an adjustment is needed. Those opposed said lowering the requirement reduced the need for potential leaders to get out and meet their members face-to-face.

If the amendment is approved by Convention delegates, it will be implemented 60 days later.

The Executive Board meets next on Sept. 21 and 22 in Albany.



PEF notches wins for workers in State Legislative Session

By NAJEE WALKER

The final Legislative Session for both houses in New York State was on June 8, 2023. Many bills were passed by both houses, including several that benefit PEF members.

Most importantly, both houses passed the PEF Contract Pay Bill (S.7576/A.7766). If the contract is ratified by PEF members this summer, the Pay Bill authorizes the financial resources for all the benefits in the contract.

Additional bills PEF lobbied for that passed include:

- **S.5664/A.4720** requires licensed public inspectors to be on site for all design-build projects;
- **S.5486/A.6845** directs the Department of Civil Service to distribute notices of competitive examinations more broadly;
- **S.1039/A.3748-A** provides an impartial arbitrator selected from a list maintained by the Public Employment Relations Board for the disciplinary hearings of State employees. This bill also protects civil service employees from being suspended without pay during such proceedings;
- **S.6402/A.4969** establishes a commission to study and investigate Artificial Intelligence, or AI.

Additionally, PEF's efforts to keep other bills from passing or becoming more negatively impactful to members have been successful. The EMPIRE Act, which would have allowed private associations to pursue labor law violations on behalf of the Department of Labor, did not pass. Likewise, a piece of the "30 by 30" Title Insurance Requirement was kept at bay so far, thanks to PEF. The legislation would have required the Office of the Attorney General to secure private title insurance in order to prevent the need for due diligence before the state's payment for private property regarding the 30 by 30 law.

The New York State Assembly is set to return on June 20 to debate additional legislation. The Senate has neither set a date, nor shown intention, to return for additional legislative sessions, but there is still a possibility that it will.



Gov. Hochul with PEF members, leaders and staff at Paid Parental Leave celebration at the Albany Labor Temple on June 13th.

PEF, Hochul and other unions celebrate Paid Parental Leave

Governor Kathy Hochul invited members of PEF, UUP and CSEA to an event at the Albany Labor Temple to celebrate the expansion of Paid Parental Leave to public sector workers.

The 2023-2026 PS&T Tentative Agreement with New York State contains 12 weeks of leave for new parents who have a baby, adopt or foster a child.

At the event, PEF Region 8 Coordinator Danielle Bridger spoke about the importance of the benefit.

"We just voted to send our contract, 93-1, at Executive Board, out to our membership for ratification," Bridger said. "Once this gets ratified, our members are going to get 12 weeks of fully paid parental leave and they don't have to pay for it."

Bridger put Paid Parental Leave in historical context as one more way in which New York State respects and honors women – from holding the first women's rights convention in Seneca Falls in 1848, to electing Gov. Hochul as the first female governor in State history.

"I really do appreciate everything that Governor Hochul has done and on behalf of the 50,000 members of the Public Employees Federation and the 18,000 members that I represent here in the capital district, we thank you," Bridger said.

Governor Hochul told supporters that the 12 weeks of leave is as much for new mothers as it is for new fathers.

"This leave covers fathers and mothers, and we want to make sure that we break down the stigma or any barriers to men feeling that they cannot take the time to be with their child, because they will never regret a moment of it," Governor Hochul said.

To highlight the importance of fathers getting the support they need, and to bring awareness to Paid Family Leave for state employees, the Department of Labor is launching a Paternity Leave Awareness Campaign.

A video shown to the members of the audience referenced statistics that showed that 72% of fathers take two weeks or fewer of parental leave, highlighting the need for fathers to have more time with their children to bond and help their partner.

The 2023-2026 PEF Tentative Agreement, including Paid Parental Leave, will be considered and voted on by PEF members next month. Ballots will be mailed July 5.



<https://vimeo.com/835944702>

Unions fight back against attacks across the country

By NAJEE WALKER

Workers across the United States are unionizing. Since March 2020 there has been a surge of workplaces that have either unionized or organized for better working conditions. In addition to well-known outfits like Amazon and Starbucks, other businesses, like Ben & Jerry's and even some cannabis companies and grad school students, have unionized or are moving in that direction.

With that surge in labor renewal, however, anti-union forces have ramped up their attacks as well.

At Starbucks, anti-union activists are attempting to get employees to decertify their unions by offering what they call "free legal advice." The so-called advice comes from the National Right to Work Legal Foundation, which as its name states, seeks to advance right-to-work laws in the U.S.

Anti-union forces are not always outside of government. In Florida, a new bill signed into law by Governor Ron DeSantis bans automatic dues deductions from public employees' paychecks. If an employee wants to join a union, they will have to write a check to their union to continue paying any union dues. The bill also requires unions to recertify if the number of dues-paying members drops below 60% of eligible employees. If the employer falls below 60%, they must recertify as "bargaining agents."

While Governor DeSantis is arguing that the bill allows for more freedom for teachers, the Florida Education Association (FEA) thinks otherwise.

"We, as educators in Florida, exercise our constitutional rights, and for doing so we have faced political retribution by the governor of this great state," said FEA President Andrew Spar in a press release on the FEA website. "Gov. DeSantis has made it clear that he is targeting educators because we exercise our constitutional right to speak out against attempts by this governor and others to stymie the freedom to learn and to stifle freedom of thought."

The FEA has sued the state of Florida on the grounds that the law favors unions like law enforcement and firefighters and not teachers' unions and other public employees.

Not all states and companies are blocking efforts by workers.

In March, Michigan became the first state in almost 60 years to repeal an anti-union right-to-work law. The law, like Florida's, affected union dues. It specifically allowed for workers in unionized workplaces to opt out of dues, creating an environment where some were enjoying union benefits without paying any dues. The law dropped union membership by nearly 20%.

Strike actions on the rise, too

This month, Gannett, the largest newspaper chain in the United States, saw its staff walk out from more than 24 newspapers, including the Democrat and Chronicle in Rochester. Gannett laid off about six percent of news division roles in December 2022. Reporters also say that their pay is so low that they are forced to seek public assistance and charity.

The NewsGuild-CWA, the union who represents Gannett journalists, places the blame for the layoffs and the lack of strategic investment in the company and in its journalists with Gannett's CEO Mike Reed. The protest at Gannett looks to influence shareholders into a vote of no-confidence against Reed.

Here in New York, PEF continues to be a target of the Freedom Foundation, a group that is spending tens of millions of dollars to weaken unions. If you are the target of their deceptive marketing campaign, please see [this document](#) for the truth about the group and what they are trying to do.

Anti-union sentiment is not new in the U.S., but thanks to an influx of funding, the opposition has become bolder, which means that workers must fight even harder for their rights. Unions are in a tough, yet historic position to not only support their members, but show them that everything they do is in support of better pay, benefits and working conditions.



WHO IS "OPT OUT TODAY"?

▶ **OPT OUT TODAY IS A DECEPTIVE MARKETING CAMPAIGN** from the Freedom Foundation, a corporate front group that does not have your best interests in mind.

▶ **WHAT DO THEY REALLY CARE ABOUT?**

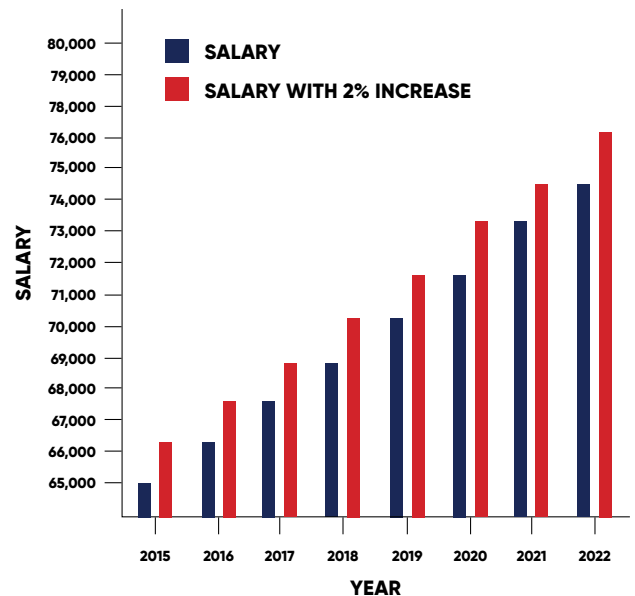
- They call for "reform" that would result in layoffs, hiring freezes, and privatization of your public jobs.
- They support coalitions lobbying to slash your retirement.
- They justify these actions by claiming they only want to "protect" taxpayers from state employees' "handsome salaries and lavish benefits."

Opt Out Today claims leaving PEF will save you money – but what are you trading for that? What does your union membership really mean for you and your family?

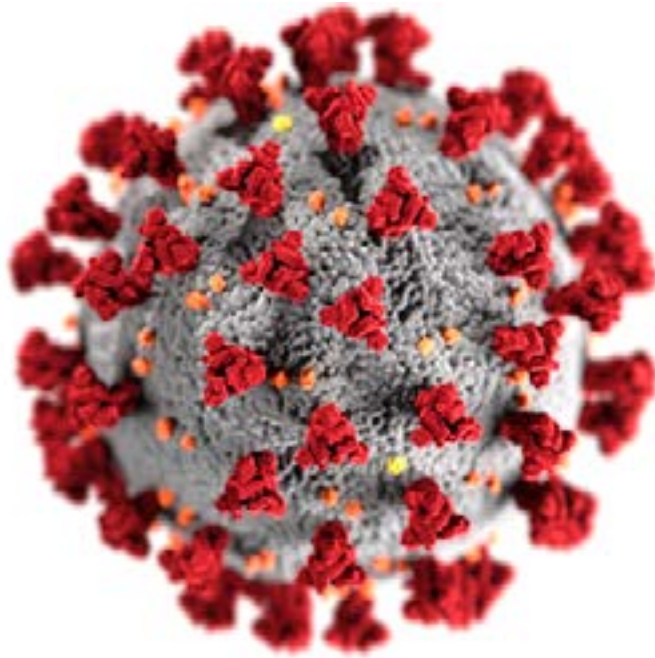
▶ **SALARY BENEFITS OF UNION MEMBERSHIP**

- Thanks to PEF negotiated contracts, a NYS employee making \$65,000 in 2014 saw an annual increase in salary of \$11,158 by 2022. Over eight years, they earned an additional \$49,052.
- In addition, PEF members who work more than 5 years at top of grade earn a longevity payment of \$1,500 annually; 10 years at top of grade earns \$3,000 annually; and 15 years earns \$4,500.

These increases are only possible because PEF members chose to bargain together as a union.



PEF WORKS FOR YOU EVERY DAY. WHAT DOES THE FREEDOM FOUNDATION DO?



COVID no longer an emergency pandemic, what does that mean for PEF members?

By **NAJEE WALKER**

On May 5, 2023, the World Health Organization (WHO) declared that the COVID-19 pandemic is no longer a global health emergency, citing a downward trend in worldwide cases and deaths. The United States followed the WHO announcement by ending its COVID-19 public health emergency on May 11. Both those decisions mean that large scale virus tracking and reporting efforts will slow and that some of the measures in place to mitigate COVID's spread will no longer be enforced.

With an end to the federal emergency, government-funded hospitals and nursing homes are expected to lift vaccine mandates. Here in New York, the Attorney General's office stated in a court hearing related to the Department of Health's (DOH) vaccination mandate that it will no longer be enforced. In response, DOH issued a statement saying they have "begun the process of repealing the COVID-19 vaccine requirement for workers at regulated health care facilities." While that repeal process plays out, DOH issued a statement saying they will no longer enforce the vaccine requirement. They are; however, giving individual facilities some leeway to "implement their own internal policies regarding COVID-19 vaccination."

PEF has pushed individual agencies to clarify their policies, but, despite assurances from the Office of Employee Relations, we have received unclear and inconsistent responses from the agencies what employed PEF members covered by those mandates. In particular, we are seeking their position on whether members who were terminated or resigned as a result of the vaccine mandate will be rehired. As of this writing, PEF has not received any guidance from the New York State Department of Civil Service about that process.

We do note, however, that the Rules for the Classified Service provide that permanent employees who resigned from State service may be reinstated to their former positions, or to positions to which they were eligible for transfer or reassignment, without examination. Reinstatement within one year of separation requires no outside approval, but the Civil Service Rules provide that, for those separated for more than one year, approval of the reinstatement must be obtained from the State Civil Service Commission.

The State Personnel Management Manual suggests that reinstatement following dismissal resulting from a disciplinary proceeding may not be required but does not appear to be prohibited. Accordingly, for unvaccinated members who left State



service due to dismissal for failure to comply with COVID vaccination mandates, we believe that the State could, if it chose, reinstate such unvaccinated staff. We have contacted Civil Service for confirmation, but have not yet received their position on this issue.

For employees who are reinstated, the reason for the separation and the duration of their separation from service may impact on, among other things: Civil Service seniority rights; contractual seniority rights; and the right to reinstatement of any leave credits. For those reasons, former members who are interested in reinstatement should not delay in applying for reinstatement.

PEF Director of Health and Safety Geraldine Stella warned against agencies going back to pre-pandemic attitudes regarding health, and instead urged continuing the infection control practices that have been developed or modified during the pandemic.

“Just because there has been an official declaration to the Public Health Emergency, doesn’t mean we go back to what it was like before the pandemic hit,” Stella said. “We learned some critical lessons from the pandemic, not the least of which is how unprepared we were to keep workers safe.”

The reporting requirement changes may affect health and safety committees or labor management committees as well, since information on exposure and risks has slowed. According to Stella, this could be especially important for custodial agencies like DOCCS, OMH, OCFS and the SUNY hospitals.

“Health and Safety committees at those agencies and workplaces should work with management to have an agreement on how they will address infection control and exposure issues due to COVID or other infectious diseases, and how that information will be shared with the union,” she said.

Committee members and leaders can contact PEF at HealthAndSafety@pef.org for assistance.

Regardless of how public health recommendations evolve from the State at this point forward, workers should not see their reasonable accommodations terminate, according to the United States Equal Employment Opportunity Commission (EEOC). The Americans with Disabilities Act still covers employees who may be at risk of greater complications from COVID due to their disabilities. Employers may reassess their reasonable accommodation policy on an individual basis, but this should be done in consultation with affected employees.

The EEOC lists some common reasonable accommodations, specifically for employees who have “Long COVID” symptoms, including things like a quiet workspace, use of noise-cancelling devices, rest breaks to address pain or shortness of breath, or flexible schedules and telework access.

PEF members who are faced with any accommodations being terminated or are worried about their accommodations going forward, are encouraged to reach out to their field rep. [Call your regional office](#) if you don’t have their contact information. The [Job Accommodation Network](#) may also help members navigate specific needs.

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NEW + EXISTING PEF MEMBERS

SIGN NOW!



Retired Prison Chief Anthony Annucci. Photo source/credit: New York Focus

Acting Commissioner of DOCCS retiring

By NAJEE WALKER

The acting commissioner of the New York State Department of Corrections and Community Supervision (DOCCS), Anthony Annucci, has retired. His last day in office was June 9 and his retirement officially begins on August 11.

Annucci began his DOCCS career in 1984 as a deputy counsel. He was appointed acting commissioner by former Governor Andrew Cuomo in 2013 but was never formally confirmed by the State Senate. During his 38-year tenure at DOCCS, even before becoming acting commissioner, Annucci helped to implement laws like Shock Incarceration, which allows for a boot camp, military-style obedience regimen that tries to deter offenders from re-entering the incarceration system. He also helped advance Jenna's Law, which established certain sentences for first time violent felony offenders, and mandated they serve at least 86% of their sentence based on the class of their felony conviction.

As acting commissioner, Annucci's administration oversaw a decrease of incarcerated individuals. In 2013, reports showed the New York State incarcerated population was 54,013. Ten years later, the number of incarcerated individuals housed in New York is about 30,500.

Annucci attributes his decision to retire to a recent medical incident. "While I was cleared medically, this event has caused me to rethink my immediate family," he wrote in a memo to prison superintendents.

"It has been an honor and a privilege to oversee the Department for the last 10 years," Annucci told DOCCS staff in a statement. "I believe that we are the best Corrections and Community Supervision agency in the country, and the men and women who work in our prisons and community supervision offices are truly unsung heroes."

As Annucci transitions out of the office, DOCCS Executive Deputy Commissioner Daniel F. Martuscello III will step up to the role until a new commissioner is chosen by Governor Kathy Hochul.

With the commissioner position open, PEF members who work various jobs in Corrections and parole officers in Community Supervision are hopeful that whomever Hochul nominates will always consider the interests of staff and incarcerated individuals when administering DOCCS, as well as the safety of New Yorkers.

"Over the last decade, DOCCS has faced many ups and downs, most recently with Less is More parole legislation. We can see that Less is More does not work and is a disservice to our parole officers, victims, and the community," PEF President Wayne Spence said. "PEF will continue working with the legislature to change the law. We are hopeful the next administration is receptive to that change. We wish Annucci the best in his retirement and look forward to working with the next commissioner on issues important to our DOCCS members."



Educating the public on the Niagara Escarpment: PEF member participates in PBS “Nature” episode

By KATE STICKLES

When the Public Broadcasting Services (PBS) wanted to feature [Niagara Falls](#) as part of its “Nature” series, talking to PEF member Marcus Rosten was a no-brainer. Rosten was approached with the exciting opportunity two years ago, a year before he joined state service and PEF as an environmental educator.

“The PBS producer reached out to me because of my work promoting the nature and ecology of the Niagara River,” said Rosten. “They were doing research into Niagara and were looking for leading voices in the area.”

With his involvement in the [Birds on the Niagara](#) organization and with years of experience in environmental education and interpretation, Rosten shared his knowledge of aquatic biology with viewers of the docuseries. The episode, lasting approximately 53 minutes, took two years to film.

“The goal was to capture the wildlife on the Niagara Escarpment in a year’s time,” Rosten said. “We filmed in each season – from fall on the river looking at the gulls that start migrating in, to the spring when we headed inland to look at the wetland ecosystem at Reinstein Woods Nature Preserve, where I work with DEC.”

“In the summer, we headed out on the river and tried to get a feel for how powerful the river is underneath Niagara Falls on the Maid of the Mist,” he said. “We also talked about how the Niagara River is a nursery for nesting herons, egrets and other colonial nesting birds.”

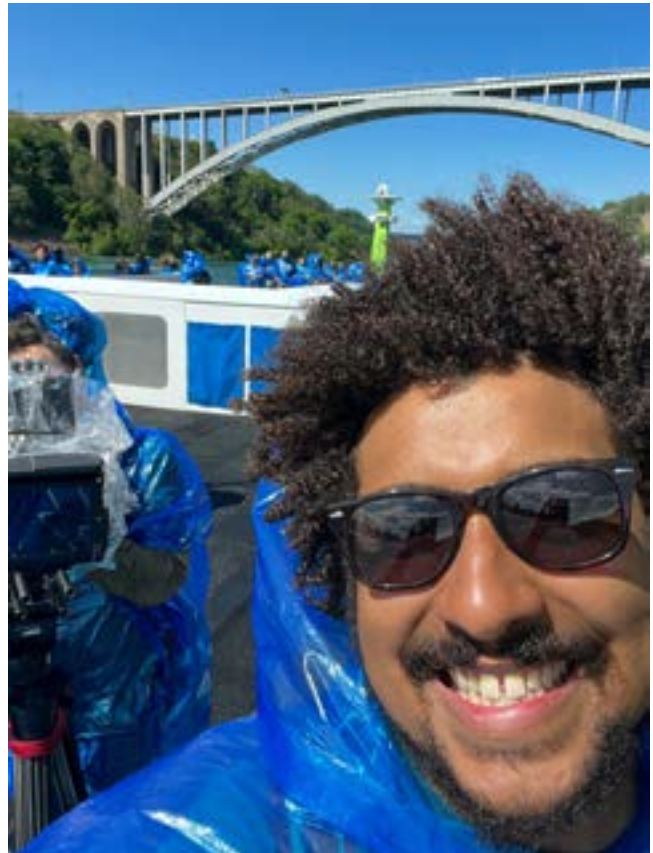
For more than eight years, Rosten has worked to educate the public about the majesty of the Niagara Escarpment and the wildlife it supports.

“This is my biggest project that I’ve been a part of and the one I’m most proud of with the widest reach,” he said. “My life goal is to protect our Niagara River watershed, our Great Lakes watershed, by connecting people to it.”

It was Rosten’s love of the outdoors that led him into environmental studies.

“I always wanted to be outside,” he said. “I always wanted to work with plants and animals and with ecology. As you start getting education in the natural world and natural history, you get to see a lot of large-scale issues in our environment. The more you fall in love, the more you want to protect it.”

“The roots of most of our environmental protection issues come down to people,” he said. “That is where we see environmental education as the key to resolving more of the longer-scale problems.”



“Aquatic Ecologist Marcus Rosten dons the well-known Maid of the Mist poncho as he takes in Niagara Falls.” Credit: Michael Werner / Courtesy of The WNET Group

Rosten encourages everyone, whether they are interested in a career in environmental education or not, to get involved in their community.

“There are countless ways for anybody of any age, ability, capability to get involved,” he said. “You can volunteer at your local nature preserve. You can write down birds you see to contribute to scientific databases. Anybody can get involved. Think local and work on problems and issues in your area and in your community.”

While the episode of PBS Nature featuring Rosten and Niagara Falls is no longer free on the streaming platform, you can subscribe to PBS and access the [episode here](#).



WGA Staff and members unloading picket signs at Netflix on May 2, 2023, the first day of the union's strike. Image via wga.org

Writer's Guild of America is no stranger to strikes

By **NAJEE WALKER**

Right now, members of the Writers Guild of America (WGA) are on strike. The strike was born from poor pay and treatment while writers have been working on “new media” entertainment. New media is centered around streaming services and has changed how writers get paid and how their benefits work.

Whenever the WGA strikes, they do so against the Alliance of Motion Picture and Television Producers (AMPTP). The AMPTP is also responsible for negotiating contracts with the American Federation of Musicians, the Directors Guild of America, the Screen Actors Guild-American Federation of Television and Radio Artists (SAG-AFTRA) and many others who work in the television and film industry.

The WGA's proposals demand better compensation and residual pay for projects, more contributions to their pension and health fund, and more job protections for writers.

This is not the first time the WGA stopped working in order to make sure their demands are met. In fact, this is the seventh WGA strike, and the second strike in 16 years.

The WGA's first strike was in 1960 and lasted 22 weeks. Coming out of that strike, they established the first residual pay standards for movies, and set a residual standard for television shows and reruns both in the United States and other countries. The strike also established pension and health insurance plans for writers.

Over the years, there would be more strikes, most born of the idea that the way writers get paid needs to change as technology changes. The 1973 strike set a standard for residual payments that came from video cassette sales and “pay television,” like HBO and Showtime.

The WGA strikes and negotiations were fundamental in making sure that writers gained pay from anything that ultimately made it

onto television or movies in any capacity, including anything that appeared on basic cable.

The Internet has been something of a struggle for writers. A contract covering writers who work on “made-for-Internet” programs was created in 2000, and residuals for Internet use of films that were originally made for a different medium began in 2001.

Despite there already being residual disbursements for Internet media, the guild still struck for 100 days in 2007 to cover pay and residuals for “new media.” In this case, new media meant digital downloading of shows and movies as well as ad-supported services like YouTube.

Part of the struggle for the WGA in 2023 is not only the introduction of more streaming services and ad-supported services, but the introduction of artificial intelligence (AI). Many executives in technology and entertainment have discussed using AI and automation technology to replace writers, often cited as a way to save companies money.

As of May 1, 2023, the WGA included AI in their proposal, asking the AMPTP to regulate the use of AI on projects, not use AI to write or re-write material, and not use it as source material or to train AI. AMPTP rejected the proposal, countering by offering annual meetings to discuss technology advancements.

As union members across the country know, contract negotiations take time. The WGA's history is full of long, arduous strikes and negotiations. With many of the WGA's proposals this time around having already been rejected and not countered with anything the union deems acceptable, many experts predict the strike could last through the summer, forcing networks and movie studios to significantly change their lineups next fall.





Division 179 now accepting applications for annual scholarships

PEF Division 179, representing members at the Office of General Services and Division of Homeland Security & Emergency Services, is now accepting applications for its 2023 scholarship opportunity. The scholarship is available to Division 179 members who have dependents working toward a B.A./B.S. degree starting in Fall 2023.

Applicants must be a Division 179 member in good standing for at least one year. The institution where the scholarship would be applied should be a college or university offering 2- or 4-year degrees. Verification of enrollment must be provided as well.

Ten (10) \$500 scholarships are available. Interested members can [download this application](#) form and email pefdivision179@gmail.com with any questions.

Scholarships are awarded by lottery and the deadline for applications is July 31, 2023. Scholarship awardees will be notified by Division officers during the second week of August.

Division 234 accepting applications for \$500 scholarships, must be postmarked by July 28

Division 234 (OTDA/OCFS) will award eight (8) \$500 college scholarships to students who are undergraduate, graduate, or vocational degree candidates during the fall 2023 semester.

To ensure applicants have an equal opportunity to benefit from the awards program, qualified applicants will participate in a random drawing to receive a scholarship and a dependent can only win this award once. Past awardees are not eligible.

Applications will be reviewed by the Scholarship Committee. All documents submitted are kept confidential. Scholarship award winners will be selected during a random drawing at the Scholarship Committee meeting in August. Winners will be notified by phone and mail.

[Click here to apply.](#)

PEF strongly supports parole officer, demands changes to Less is More

By NAJEE WALKER

PEF President Wayne Spence and more than a dozen PEF parole officers gathered outside the city court in Cohoes, N.Y., on May 4, 2023. Spence delivered remarks regarding the case of parolee Taquan Hassell, who was charged with Unlawful Imprisonment and Assault in the third degree of a parole officer. The officer is a member of PEF.

"This parolee decided that it was okay for him to prevent an officer who stopped by to perform a routine residence verification and curfew check on April 26," Spence said during the press conference. "Literally, he physically prevented this New York State parole officer from leaving the residence."

Hassell appeared in court on May 4. Following the hearing, Spence spoke with parole officers about the incident, the concerns of parole officers and PEF members, and how PEF believes the state should move forward. He praised the officer for not using force to resolve the incident.

"So many things could have gone wrong. But the parole officer kept their composure and was professional," he said. "The officer was eventually able to leave by talking him down. It is a testament to who we are as New York State Parole Officers."

Parole officers are typically armed and are a part of the Department of Corrections and Community Service and in addition to firearms training, they receive training on social worker skills.

"We're hearing about more and more cases of parolees confronting the parole officers in charge of supervising them," Spence said. "Thanks to Less is More parole reform, parolees have no sense of accountability for bad behavior."

Spence specifically cited the "30 for 30" clause as one of the crucial issues for parolees feeling emboldened under Less is More. Parolees currently earn 30 days off their sentence for every 30 days of good behavior while on parole. However, any violations they incur while on parole, such as assault charges or skipping curfew or missing mandatory drug treatment programs, do not stop the 30-day clock until they are convicted of a new offense. PEF believes this takes too much power away from parole officers, who can no longer enforce consequences on their parolees.

So although Hassell has been charged and is working through the court system, "30 for 30" still technically applies until a final hearing.

"This person is still earning good time as though this person is a model parolee," Spence said. "There's nothing model about this."

PEF hopes lawmakers amend Less is More, and Spence is looking for the chance to help facilitate that change.

"I welcome an opportunity for the legislators, the governor's folks, even the advocates to sit and talk to parole officers about what's going on in the community," Spence said. "No one talked to us about what's going on (before Less is More was enacted)."

PEF will continue to advocate on behalf of parole officers to get the support they need to serve their communities.

"This time we were lucky. This time this officer, by the grace of God, came home unscathed," Spence said. "What will happen the next time?"







PEF member receives Red Cross award for providing much-needed mental health support after Buffalo mass shooting

By KATE STICKLES

In the minutes, hours, days, and weeks following the mass shooting at the Tops Friendly Markets in Buffalo, American Red Cross volunteers provided mental health, spiritual, and material support to the victims' families, Tops staff, and the greater community.

Within an hour of the shootings on May 14, 2022, that claimed the lives of 10 and injured three, Red Cross volunteers were on site. The following morning, PEF member Dr. Jennifer May joined them, using her skills as a mental health professional to lead an Individual Disaster Care Team of Red Cross volunteers and staff.

"This was an incident of mass violence in our own community," said May, a psychologist with the Office of Temporary and Disability Assistance. "Some of us had ties to either the neighborhood, the city, or the victims. That made the work more challenging and in a lot of ways more difficult but is also made it more rewarding."

It was that work that earned May and fellow team members the Red Cross Humanitarian Services Presidential Award of Excellence, presented last month in Washington, D.C.

"The award came as such a surprise," she said. "People thank you for what you do, and you do it because it feels necessary and rewarding to do the work, sometimes at great personal cost and strain. You almost never get outside recognition for it. This was incredible."

May was inspired to become a volunteer after the terrorist attacks on Sept. 11, 2001.

"That monumental event happened, and I felt helpless to do anything, but I had the skills to help people," she said. "At the time I was not connected with any agency or organization, and you never want to just show up at a disaster scene."

When she joined state service with the Office of Mental Health a few years later, the agency offered disaster mental health training. That eventually led to deployments for hurricanes, floods, and other natural disasters. She connected with the Red Cross to be able to help outside New York and her service is made possible by the New York Disaster Leave Law.



From left to right: Julianna Stella (Senior Disaster Manager), Dr. Jennifer May (PEF member), Gail McGovern (CEO of American Red Cross), and Ken Turner (WNY Regional Disaster Officer).

"I'm still shocked so few employees know about the law," May said.

[New York law](#) allows public officers and employees of municipal corporations and school districts who are certified by the American Red Cross as disaster volunteers to be granted up to 20 days leave from work with pay to participate in specialized disaster relief operations, with agency/employer approval.

PEF members can learn more about volunteer opportunities on the Red Cross [website](#).



SUNY Downstate members honor nurses

At their Nurse Appreciation Lunch on May 10, PEF members at SUNY Downstate hospital recognized two nurses, Dornalee Walker and Maxine Trowers, for their commitment to the profession.

Walker started at Downstate in 2007 with her bachelor's degree, became a board-certified clinical nurse specialist in 2016 and she received her Doctorate in Nurse Practice in 2020. She is now preparing for certification in diabetic education.

"PEF wants to recognize her for her accomplishments and her inspiration to others," said Division 198 Council Leader Joan Rosegreen. "We thank her for her dedication to the profession and the patients."

Trowers started her Downstate journey 21 years ago in the Medical Surgical unit before transitioning to the Neuro Stroke unit where she has been for the past 18 years.

"Her leadership skills, her professionalism, and her resilience have not gone unnoticed," Rosegreen said. "PEF congratulates Nurse Trowers on receiving her MSN as a Family Nurse Practitioner in December 2022."

She was recently promoted to Nurse Supervisor RN 3 as a part of the leadership team on the Neuro Stepdown/ Stroke unit.



From left to right: Division 198 Council Leader Joan Rosegreen, Maxine Trowers, Dornalee Walker and Region 11 Coordinator Bernadette O'Connor



MEMBERSHIP
BENEFITS PROGRAM

PEF Membership Benefits Program Family Days Tickets are Available for Sale!

By **NAJEE WALKER**

Don't miss out on the opportunity to take your family to a Six Flags theme park this summer at tremendous savings!

The popular, and very well attended PEF MBP Family Day events are back and tickets are going fast! This year's events take place July 8 at Six Flags Great Adventure & Safari in Jackson, N.J., August 12 at Six Flags Darien Lake in Darien Center, N.Y., and for the first time ever, the Six Flags Great Escape event in Queensbury, N.Y., will be a Halloween event on October 21.

"After several years of very successful Family Days in the summer months, the MBP Trustees decided to try something different with Fright Fest at Great Escape," said PEF Membership Benefits Marketing Contract Specialist Annmarie Bikowicz.

So, what can you expect at each event? Family fun, day long smiles, all the food you can eat at the free buffet lunch, vendor tables with information on PEF MBP benefits, special giveaways, raffle prize opportunities for every PEF member and retiree, and much more! The ticket price for the two summer events at Six Flags Great Adventure and Darien Lake include park and water park admission, a buffet lunch, and parking. You have access to all the rides and water fun from the time each park opens until closing.

For the Six Flags Great Escape event in October, enjoy the rides and attractions, trick- or-treating for the kids, discounted tickets for the haunted houses, all you can eat at the free buffet lunch, PEF MBP vendor tables, benefit information, giveaways, and raffle prizes as well. Come in costume and take part in the Fright Fest fun. Although it will be a Halloween-themed day, there will not be anything

particularly "scary" until 4 p.m., when the "haunted" attractions begin. "It is suggested that families with young children leave the park by 4 p.m.," said Bikowicz.

Additional discounts are available at each event, including special pricing on souvenir water bottles that will provide you with free soda and water refills throughout the park for the entire day, and a discounted season pass upgrade promotion only available the day of the event.

Family Day tickets are just \$30 and children under 2 years of age are free. If you visit the parks on your own any day during peak summer months, you will find that a daily admission ticket can be as high as \$44.99 (and this does not include entrance into Hurricane Harbor at Great Adventure as that is a separate park), general admission parking is as much as \$40, and a single meal deal starts at \$21 per person.

Whether you're seeking summer thrills or Halloween chills, PEF MBP's Family Day events supply it all, and at great savings for you and your family.

[Click here to get your tickets now.](#) Watch this video to learn more about Family Fun Days. <https://vimeo.com/827740562>

For more information on all PEF MBP offerings, visit www.pefmbp.org.



Department of
Civil Service

Civil Service exams waived for some State jobs under HELP program

By **NAJEE WALKER**

Governor Kathy Hochul announced on May 10, 2023, that thousands of state jobs are open and available for immediate hiring. Some of the agencies in need include the Department of Corrections and Community Supervision (DOCCS), the NYS Insurance Fund (NYSIF), the Office for People with Developmental Disabilities (OPWDD) and more. Under the Hiring for Emergency Limited Placement Program, or HELP, civil service exams for these titles are temporarily waived.

[An application portal](#) was created to deal with HELP openings and candidates can upload an application and resume right now. Candidates still must meet minimum qualifications and other conditions of employment to be considered for the positions.

"From the medical personnel staffing our hospitals to the social workers connecting families to vital services, the brave New Yorkers who support the health and human services sector are our state's everyday heroes," Governor Hochul said in a press release. "In light of a recent worker shortage, New York State is taking temporary measures to help agencies fill critical roles in health and human services and promote the safety and well-being of all New Yorkers."

The HELP program extends through March 31, 2024. Any new State employees hired under the HELP program will be kept on as employees on a permanent basis.

"The Department of Civil Service is working proactively to help recruit the next generation of the New York State workforce," Department of Civil Service Commissioner and Civil Service Commission President Timothy R. Hogues said. "The HELP program is just one step we are taking to help our partner state agencies attract and retain a diverse and talented workforce that can serve all New Yorkers well into the future. I encourage all individuals to visit the webpage and apply for all positions that you are interested in to begin a rewarding career that offers many benefits with New York State."



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Random Acts of Kindness in Region 7

By NAJEE WALKER

PEF Region 7 Coordinator Barbara Stransky was born and raised in DeKalb Junction. She knows the people and the values of the North Country and believes that Region 7 has some of the kindest members. So, when Random Acts of Kindness Day came up on her calendar on February 17, 2023, she went to work engaging her members.

Random Acts of Kindness Day was established by the [Random Acts of Kindness Foundation](#). The foundation was created in 1995 and its mission is simple: to spread kindness in the world. Stransky has followed the foundation and the efforts to make the world a little kinder for a few years now.

Stransky decided that the best way to show off Region 7's members and give back to the PEF community was to hold a raffle with Random Acts of Kindness as the way to accumulate tickets. On the [Region 7 Facebook page](#), Stransky asked members to do something nice for another person that day and post about it. The tagged post would count as an entry into the raffle to win a Yeti Tundra Cooler.

"I strongly believe that Region 7 has the kindest members," Stransky wrote on Facebook. "I am always so proud when I represent this region."

Her post received more than 50 comments from members of Region 7, each detailing small ways they've helped people in their community. Stransky wasn't surprised that so many members were eager to help each other.

"We still value checking in on our neighbors," she said.

Many of the comments highlighted both the region's willingness to support one another, as well as many of the region's common establishments.

"I left the quarter in my Aldi's cart and gave it to someone else," one post read.

"I sent my sister a Starbucks gift card because it is her favorite and she no longer can fit it into her budget," another read.

"One of my favorites was: 'I laughed at someone's joke even though I heard it many times,'" Stransky shared.

"Paying it forward is very common in Region 7," Stransky said. "It may seem strange in other regions, but in the North Country, we always do that."



Yeti cooler winner Kate Vassar (right) with PEF Region 7 Coordinator Barbara Stransky.

The winner of the Yeti cooler was chosen at random via the spin of a prize wheel. All the names of those who participated in the raffle were added to the wheel. In April, during Region 7's membership meeting, the winner, Kare Vassar, was presented with her new Yeti.

"I called her after I spun the wheel," Stransky said. "She was very happy. She received it on a Friday and said she was taking it camping for the weekend."

Stransky said that members of Region 7 love the contests and that she already has another cooler ready for the next one.

"I have given away five coolers already," she said. "The members said they would rather have one person win a big prize than to give out smaller items."

Stransky is hopeful that Region 7 and all of PEF see the effect that kindness can have.

"In today's world, kindness goes a long way. It affects us all," she said. "If you smile at just one person, you can change their whole day."

SUNY Stony Brook nurse Amy Lee Pacholk is a stalwart advocate for nurses

By **NORA HIGGINS, PEF STATEWIDE NURSE ORGANIZER**

PEF Nurse Coordinator

A mother, a Surgical Trauma Neurosurgical ICU nurse, a college professor in adult health, the PEF Statewide Nurses Committee chair, an Executive Board Member, Council Leader, and Steward, as well as an AFT PICC member, an artist, and a person who likes to travel – Amy Lee Pacholk is dedicated to so many things.

What made you choose nursing?

Pacholk was always interested in health and education and knew she wanted to help people. She earned a dual bachelor's degree from American University in Political Science and International Studies, with a focus in development and environmental studies, and planned on going to Tulane University in New Orleans to further her education and focus on international health.

Then, Hurricane Katrina decimated the city in 1995, shutting everything down.

Instead of waiting, she decided to go to the local community college to focus on expanding her understanding of science and statistics. Many of her fellow students were premed and pre-nursing and she was encouraged to apply to the one-year nursing program, and ironically, was waitlisted in error. She recalls the admissions department called her to ask whether she was going to attend as she hadn't responded to their admission letter – an unusual start to her nursing education!

Pacholk went on to graduate in 2008 with a bachelor's in nursing. She is currently a Registered Nurse at SUNY Stony Brook Hospital and an Adjunct Professor at SUNY Suffolk Community College.

Where would you like to be in the next five years?

"Helping nurses," she said. "I would like to create a National Union for nurses that has an apprenticeship program with mentorship that will help build the foundation of the profession. I want a union that is similar to the trade unions we have in Manhattan: the agencies would come to the union to find skilled nurses."

Pacholk said nurses are often bullied by colleagues, bosses, and patients while dealing with people in crisis and this influences their mental and physical wellbeing. She is in the process of creating something to help her fellow nurses with their mindset and wellness.

How has your role in the union affected your career?

"I became a PEF steward in 2018, an Executive Board member in 2021, and Council Leader of Division 225 in February 2022," she said. "I serve a little over 2,000 members. I represent nurses as the chair of the Statewide Nurses Committee for PEF and also represent PEF at the American Federation of Teachers Healthcare Committees."

During COVID, she became a national advocate and spokesperson highlighting the need for, and lack of, personal protective equipment. She appeared as a guest on New York City and Long Island television stations, as well as MSNBC and several other media outlets. She also advocated for health care professionals and was featured in the Wall Street Journal, The LA Times, the Phoenix Sun, Newsday, and several Japanese newspapers.



Pacholk's advocacy came about through a letter that she wrote about the lack of personal protective equipment, which became national news and kicked off a national advocacy campaign for health care workers.

But her advocacy didn't come without consequences.

Pacholk typically has no issues with time and attendance, but that year was a bit different: she had multiple deaths in the family, her daughter and she (most likely) contracted COVID in January 2020, and management wanted to capitalize on her absences and reprimand her for being featured on the 11th Hour with Brian Williams on MSNBC.

She sought help from her union which resulted in a new whistleblower protection law to protect workers who reported their industries for failing to protect their workers.

What inspiration would you give to those considering the field?

"Get involved with your union!" she said. "You cannot understand what the union means to members when you're sitting on the sidelines."



Stony Brook University



CLRFR pilot program extended to December

PEF was able to negotiate an extension to December 31 of the Certification and License Renewal Fee Reimbursement (CLRFR) Pilot Program, originally set to lapse with the expiration of the 2019-2023 PS&T contract on April 1.

Through the CLRFR, members can apply for reimbursement of up to \$200 per fiscal year for qualifying fees associated with certification and license renewals.

PEF-represented employees will now be able to apply for reimbursement for qualifying expenses incurred from April 1, 2023, through December 31, 2023. Applications for renewals that were paid for on or after April 1, 2023, through May 12, 2023, must be submitted by August 10, 2023.

For more information, contact the [PEF Training and Education Department](#) at 518-785-1900, ext. 254.





Two Executive Board seats filled; more still vacant

Two Executive Board seats were filled in the April 2023 Special Election. Balloting is required for an additional contested seat, and a new election for the remaining seats will be run in July 2023, with a schedule underway.

Barbara Coniglio was elected to Seat 101, representing members at SUNY Stony Brook.

Jeanette Tyler was elected to Seat 295, representing members at the Office of Mental Health.

Matthew Rolley, Joshua Chimene, and Angela Reh were involved in a contested race for Seat 290, which represents members at the Office for People with Developmental Disabilities. Ballots in that race are set to be counted on June 15.

No candidates were certified for the remaining vacancies.

The vacant seats are:

- Seat 1, Agriculture & Markets
- Seat 10, Department of Financial Services
- Seat 15, Civil Service
- Seat 90, Higher Education Services Corporation
- Seat 104, SUNY Stony Brook
- Seat 172, ITS
- Seat 173, ITS
- Seat 395, OMH/OPWDD
- Seat 410, Pilgrim PC
- Seat 545, Political Subdivisions of NYS

Any nominees for those seats and any seats that become vacant will run in July 2023. Petitioning starts July 10 and petitions are due Aug. 1. Complete details can be found at www.PEF.org/Elections and ballots will be mailed to members in the applicable constituencies later this summer.

UNIONS IN THE NEWS



Writers Guild of America on Strike

The Writers Guild of America (WGA) has been on strike for about three weeks. As the strike continues there is an expectation that TV and movie production will slow or even halt entirely. Though most shows have a backlog of episodes to air, all the late-night talk shows have gone completely dark. The costs to production executives could exceed the amount of money the WGA is demanding in pay raises and other benefits.

"Everyone including myself hope both sides reach a deal. But I also think that the writers' demands are not unreasonable," Stephen Colbert said on the May 1 episode of "The Late Show." "I'm a member of the guild. I support collective bargaining. This nation owes so much to unions. Unions are the reason we have weekends, and by extension why we have TGI Fridays."

Read more about what to expect from the strike [here](#), and about the "cost of settling" [here](#).



Union: Investigators 'overwhelmed' by growing firearm seizures

The surging number of cases involving "extreme risk protection orders" requiring State Police investigators to seek court orders to seize firearms has increased enough that investigators are overwhelmed.

The New York State Police Investigators Association said its members are "asking for help" while they await the increased funding to the agency in the recently approved budget, which is not expected to make much of an impact on the streets over the next six months.

[Read more here.](#)



Employees at Blue Bird Corporation Vote in Favor of United Steelworkers Representation

Employees at Blue Bird Corporation, one of the nation's largest school bus manufacturers, voted to unionize with the United Steelworkers on May 11 and 12.

Blue Bird workers are seeking higher pay, better vacation and sick time benefits, and more from the company.

[Read more here.](#)



Oakland teacher's union ends strike, reaching tentative agreement

Teachers in Oakland, Calif., called off their week-long strike on May 15 at 2 a.m. after reaching a tentative agreement with the Oakland Unified School District, ending a strike that started May 4.

Many of the demands made by teachers were coined "common goods" by the union. These common goods included pay raises, but also stipulated that the union and school district will work together to support students who are unhoused and provide free bus passes for students in need.

[Read more here.](#)



United Airlines Pilots Press for Pay Increase

After four years of working without a raise during contract negotiations, United Airlines pilots are pushing for progress on the heels of a recent agreement between Delta Airlines and its pilots for a 34% pay increase over four years.

United pilots are looking to match or go further than Delta's deal in their new contract and plan pickets to highlight their continuing struggle with airline management.

[Read more here.](#)



UMaine considering recognition of grad students' union

University of Maine graduate students are urging the college to recognize their proposed union, which would allow them to forego the election process for forming the union.

It is unclear how many student-workers have gathered in favor of unionizing with United Auto Workers (UAW), but if UMaine voluntarily recognizes the union they could move directly to bargaining with administration.

[Read more here.](#)





Sign up **TODAY** for the eCommunicator

Keeping PEF members current on PEF news, emailed to your monthly. Make sure we have your personal email address.

PEF will never email at your work address.

<https://www.pef.org/emailme/>

What you need to know about service credits to be prepared for your retirement

I have received the following information from Patrick McLaughlin, our Region 9 Retirees President, who approached me recently about this subject and we decided he would put together an article for the Communicator.

The following information from the Office of the State Comptroller is important for your retirement preparation and planning. I thank Chapter 9 Retiree President McLaughlin for his work on our behalf.

Service credit

When you retire, the pension benefit you receive will be directly related to your retirement service credit. As a New York State and Local Retirement System (NYSLRS) member, you earn service credit for your paid public employment with a participating employer.

You may also be able to receive additional service credit for public employment before you became a NYSLRS member or for military service. There is usually a cost for additional service. Purchasing additional service credit is optional, but because service credit is a factor in calculating a NYSLRS pension benefit, purchasing service credit will generally increase your pension benefit.

There are several types of additional service:

- [Previous Service](#) — Service with a participating employer before you joined NYSLRS.
- [Prior Service](#) — Service with a participating employer before the employer elected to participate in NYSLRS.
- [Military Service](#) — Service in the United States Armed Forces; the amount of credit available and the cost vary depending upon which section of the law applies.
- [Transferred Service](#) — Service from an active membership credited in another New York public retirement system.
- [Withdrawn Service](#) — Service from a previously withdrawn membership in NYSLRS or another New York public retirement system.



Prior service credit may come with a cost.

- For Tier 2 and 3 members, there is no cost to obtain credit for this service.
- For Tier 4 and 5 members, the cost is 3% of gross earnings plus interest to the date of payment.
- For Tier 6 members, the cost is 6% of gross earnings plus interest to the date of payment.
- Tier 4, 5 and 6 members can pay for prior service any time, however, you must have earned two years of service credit as a NYSLRS member before your prior service can be credited.

Previous service

Previous service is also optional and there is usually a cost.

An example of previous service would be: You worked at the town library while going to school, and as a part-time employee, you chose not to join NYSLRS. When you graduated and took a full-time job at the Town Supervisor's office, you were required to join. You can request credit for the part-time service at the library.



There may be a cost to obtain credit for your previous service. You can request and pay the cost for the previous service at any time; however, you must earn two years of service credit as an NYSLRS member before your purchased service can be credited.

How to request credit for previous, prior or military service

To request additional service credit for previous, prior or military service, [sign into your Retirement Online account](#), scroll down to the My Account Summary area and click the "Manage my Service Credit Purchases" button. You can also apply by mail by submitting a Request to Purchase Service Credit (Including any Military Service) (RS5042), available on the Forms page.

Include as much information as you can about the period of employment for which you seek credit. If you are applying for military service credit, upload your Certificate of Release or Discharge from Active Duty (DD-214), or enclose a copy with your paper application.

Note that the service credit request must be received before your date of retirement.

Requesting credit for your previous, prior, or military service as early in your career as possible can be advantageous. Records needed to verify service will be more readily available; if there is a cost, it will be less expensive than waiting to purchase credit later; if your tier allows you to discontinue contributions after a defined period, you will stop paying contributions sooner; and your retirement benefit will be processed more quickly if your service credit request has been reviewed or processed before retirement.

Suppose you request previous, prior, or military service credit to establish eligibility for a vested retirement benefit. In that case, you must request this credit while you are on the payroll of a participating employer. If you receive a statement of the cost after you leave the payroll, you must make payment within 30 days of notification.

If your purchased service brings your total credited service to 10 or more years, you will no longer be eligible to withdraw your contributions and end your membership.

Verifying your service

When your request for additional service credit is received, the state must first verify your earnings and service dates. They will ask your employer for your monthly earnings and hourly pay rates to determine the amount of credit you can receive and the cost (if any) to purchase it.

In most instances, your employer can supply this information. However, if records are unavailable, documents such as W-2 forms from your tax returns or Social Security earnings records can be accepted.

Applicants may be asked for a "non-certified detailed (itemized) earnings statement" directly from the Social Security Administration (SSA) by completing form SSA-7050-F4. This form is available from your local SSA office, on the SSA website or by calling 1-800-772-1213.

Your detailed (itemized) earnings statement includes the names of your employers and your quarterly earnings for each year requested. We can usually get your pay rates from the State or the appropriate local civil service commission.

You can be credited only for employment with an employer participating in one of the retirement systems listed in the Withdrawn Service section or from military service. You cannot receive credit for service with a nonparticipating employer or service performed while not on the payroll, such as independent contractor service.

Should You Purchase Additional Service Credit?

Purchasing additional service credit is optional. Before you pay for additional service credit, you should know there are some situations where additional service credit may not benefit you. For example, your pension will not increase if:

- You are covered by a retirement plan that provides for a fixed retirement benefit after 20 or 25 years of service, and you are already eligible to retire.
- You are a Tier 2 member employed by New York State, covered by the New Career Plan (Section 75-h of the Retirement and Social Security Law), and have 37½ or more years of service credit.
- You are approved for a disability retirement where service credit is not used to calculate the benefit.

Withdrawn Service

You are eligible for a change in your date of NYSLRS membership and perhaps a change in your tier if you withdrew your membership in one of the following public retirement systems in New York State before your current membership:

- New York State and Local Employees Retirement System (ERS);
- New York State and Local Police and Fire Retirement System (PFRS);
- New York State Teachers' Retirement System;
- New York City Employees' Retirement System;
- New York City Teachers' Retirement System;
- New York City Police Pension Fund;
- New York City Fire Department Pension Fund; and
- New York City Board of Education Retirement System.

To return to an earlier tier or an earlier date of membership in your current tier, you must request a tier reinstatement by logging into your online account or by mail by submitting an Application to Reinstatement a Former Membership (RS5506) available on the Forms page.

It is important to note that an earlier membership tier does not always result in a better benefit. You can review detailed information about the benefits provided by the different tiers in your online account.



Letters to the Editor

Sending letters to the editor is a powerful way for members to get answers to their questions, express their opinions, and contribute to public discourse. They can raise awareness, spark dialogue, and influence public opinion on various issues.

We want to hear from you!

Send your letters to to thecommunicator@pef.org. Please include your name and location. Letters may be published in upcoming issues of *the Communicator*.



Leave donations:

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.

- LaShon Boyd is an habilitation specialist 1 at the Metro Developmental Disabilities Services Office in Manhattan.
- Gloria Broadbent is an instructor at the School for the Deaf in Rome.
- Brian Cellery is an information technology specialist 3 at the Office of Information Technology Services in Albany.
- Megan Dolan is a vulnerable persons protection specialist 2 at the Justice Center in Delmar.
- Kimberly Ernst-Harris is a supervising offender rehabilitation coordinator at the state Department of Corrections and Community Supervision central office in Albany.
- Heather Farthing is a registered nurse 2 at Capital District Psychiatric Center in Albany.
- Sally Fontana is social work supervisor 1, LCSW at Mohawk Valley Psychiatric Center in Utica.
- Cherie Griffin is a taxpayer services specialist 2 at the state Department of Taxation and Finance in Albany.
- Drina Holden is a senior certification analyst at the state Department of Economic Development in Manhattan.
- Tammi Holtslander-Camp Sr. is an occupational therapist at Greater Binghamton Health Center in Binghamton.
- Joann Loeber is a financial services examiner 4 at the state Department of Financial Services in New York City.
- Cassandra Mascaró is a gender violence prevention specialist 1 at the state Office for the Prevention of Domestic Violence in Albany.
- Roxeen Mundy is an information technology specialist 2 at the state Office of Information Technology Services in Albany.
- Melissa Pine is an underwriter 1 at the state Insurance Fund in White Plains.
- John Reed is licensed master social worker 2 at Rockland Children's Psychiatric Center in Saugerties.
- Darlene (Gemma) Rose is an employment counselor for the state Labor Department in Amsterdam.
- Kevin Valazza is a teacher 4 at Wende Correctional Facility in Alden.
- Laquita White is a real estate specialist 1 at the state Transportation Department in Buffalo.
- Caitlin Wilkens is a research scientist 2 at the state Department of Corrections and Community Supervision main office in Albany.

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 189 and 190 of the 2019-23 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 518 396-8201. Be sure to provide your contact information.



The 45th annual PEF convention will be held October 15-18, 2023, in Syracuse. The following members have been elected delegates and will be seated:



45th Annual Convention Delegate Information

SYRACUSE, NEW YORK | OCTOBER 15–18, 2023

2023 Convention Delegate List

NAME	REG.	DIV.	TITLE	NAME	REG.	DIV.	TITLE	NAME	REG.	DIV.	TITLE	NAME	REG.	DIV.	TITLE
RETIREE REP				VIKKY M URENA	11	236	J	DOT REGION 11				STEPHANIE M SHAW	01	215	N
ROBERT H HARMS	08			ANTHONY ZACCONE	10	236	J	MAMADOU S DIALLO	11	214	B	VED SHRAVAH	08	194	C
AGRICUL MARKETS				DOCCS EASTERN NY COR FAC				GEORGE E KAUFER	11	214	B	BETH A UGINO	08	194	C
GREGORY DEIULIO	08	275	F	PATRICIA A GALLIGAN	09	195	H	AZMAL A KHAN	11	214	B	SURYA N VEMPARALLA	08	194	S
KAREN J TAYLOR	08	275	F	DOCCS ELMIRA CNTR COR FAC				MONICA C RAMA	11	214	B	RACHEL A YUSKO	08	194	C
AUDIT CONTROL				MICHAEL L CRIPPEN	02	222	C	ATCHARA R RATANABURI	11	214	B	ELMIRA CHILD SV			
DANIELLE K BRIDGER	08	263	P	TANYA OLIVER	02	222	C	DOT REGION 3				KAYLEE E COMFORT	02	223	C
ANDRE P BROWN	08	263	K	DOCCS FISHKILL COR FAC				LAUREL L CARPENTER	04	256	B	ENVIR CONS M/O			
MICHAEL P CRAIG	08	263	P	LAURA M CLOIDT	09	310	C	DAVID C FREDENBURG	04	256	B	KEITH A BROWNE	09	169	B
TROY DECKER	05	263	P	GEORGE R GILLO	09	310	C	RICHARD D STEVENS	04	256	B	TODD M CAFFOE	03	169	B
CATHERINE DELLANGELO	08	263	P	BEVERLY Y LOCKWOOD	09	310	H	SCOTT A WENDT	04	256	B	PAUL J FRACZEK	08	169	B
ROBERT N HORN	08	263	P	DOCCS FRANKLIN COR FAC				DOT REGION 4				BRUCE C GIDDINGS	08	169	B
SHARI L HUNZIKER	08	263	P	CARLY E GAGNON	07	361	C	ROBERT D GORKA II	03	284	B	ABIGAIL B JOHNSON	02	169	B
THERESA A LENT	08	263	K	SHARON A LAMB	07	361	C	COURTNEY L GOULD	03	284	B	ASEEM KUMAR	08	169	B
WENDY S MECCARIELLO	08	263	P	CHRISTOPHER T LANZ	07	361	C	LAURA K RICHERT	03	284	P	ERIK J LATREMORE	04	169	Q
RAYMOND M MOROZ	08	263	K	DOCCS GREEN HAVEN COR FAC				CLINT A RULLO	03	284	B	ANTOINETTE NORFLEET	08	169	B
DESAREA M				SABU CHERIAN	09	184	C	DOT REGION 5				RYAN J TOMKO	01	169	B
MORRIS-DRUMGO	08	263	K	DOCCS GROVELAND COR FAC				HARIS ISMAIL	01	219	B	BRIAN D WEEKS	09	169	B
KELLY A NADEAU	08	263	P	ANNE K JORDAN	03	324	H	WENDY L JOHNSTON	01	219	B	JOHN M WEIDMAN	08	169	B
ALBERT PASSINEAU	08	263	K	DAVID P DOWNING	06	390	N	THOMAS W LOZINSKY JR	01	219	B	SCOTT M WELLS	05	169	Q
JAMES E RAPPAPORT	08	263	P	MIRANDA C PRIME	06	390	C	KERI L OSSONT	01	219	P	KALEB N WINTERS	08	169	B
JOSEPH F UGINO	08	263	K	DOCCS LAKEVIEW COR FAC				JUSTIN J PRZEPASNAK	01	219	B	EX CRMNL JST SV			
KEVIN WHITEHEAD	08	263	K	AMY HADLEY	01	378	C	SHARON J ROBINSON	01	219	B	MARIEA V YOUNG	08	204	C
DANIELLE M WILLIAMS	08	263	K	RANDY E TRICANO	01	378	C	PAUL M UEBELHOER	01	219	B	EX DIV HUMAN RT			
DANIEL J WINKLER	03	263	P	DOCCS MARCY COR FAC				DOT REGION 6				IRIS N CARRASQUILLO	10	329	S
DEPT OF FINANCIAL SERVICES				DANIEL C WHEELER	06	375	P	KATHLEEN BAILEY	02	175	P	BELLEW MCMANUS	10	329	G
EDDIE CLEMETSON	10	260	P	DOCCS MID-STATE COR FAC				SHAWNA L HICKS	02	175	P	JEANNE L ORTIZ	10	329	S
GILBERT W DENTON	10	260	P	DAVID R LOOMIS	06	338	H	CHRISTOPHER J JORDAN	02	175	B	EX HSG&CMTY RNL			
HESHAM M EL MELIGY	10	260	P	DOCCS MOHAWK COR FAC				JOHN L WALMSLEY	02	175	B	GLADYS FRANCO	10	168	S
SERGEY K GARANIN	10	174	C	LINDSAY M BONANZA	06	379	C	DOT REGION 7				EX OFF GEN SERV			
SUZETTE GRANT	10	174	P	STEVEN DRAKE	06	379	C	DERRICK J KEHOE	04	247	B	GEORGE T BALINDA	08	179	B
DOROTHY M HERNANDEZ	08	268	F	CHRISTOPHER G DUNHAM	06	379	A	DOT REGION 8				SHOW BAMBA	08	179	B
OCTAVIA S JOSEPH	10	260	P	MATTHEW J PRIME	06	379	C	LINU ABRAHAM	09	172	B	OWEN G BYRNE II	01	179	B
JEFFREY J LUDWIN	08	268	P	JOHN TAVERNE	06	379	A	BRIAN D DUBOIS	09	172	B	GLORIA FUNG	08	179	B
JIMMIE NEWSOME	10	260	P	DOCCS OTISVILLE COR FAC				CARLY FITZ-HENLEY	09	172	P	BE HA	08	179	B
ADEMOLA OLUWO	10	260	P	ALICE A SMITH	09	210	H	DOT REGION 9				RYAN P HAO	08	179	B
DOCCS ALBION COR FAC				DOCCS SING SING COR FAC				BRIAN A DECKER	05	227	B	MOHAMMAD E HAQUE	08	179	B
DAVID G SCHULTZ	03	289	C	MICHELLE MIMMS	09	323	H	PAUL R GENDRON	05	227	B	JOHN H HUSTEDT	12	179	B
DOCCS ALTONA COR FAC				DOCCS TACONIC COR FAC				ECONOMIC DEVEL				DEVAN JACKSON-MULE	08	179	B
JULIE A BANKER	07	342	H	KIM R WATSON	09	271	J	WILLIAM D FERGUSON	07	262	O	MIRIAM G MCGIVER	08	179	B
DOCCS AUBURN COR FAC				DOCCS ULSTER COR FAC				SHERI SMITH	08	262	P	DAVID W MILLER	08	179	B
DONNA E DITULLIO	04	299	C	ELIZABETH S MARTINEZ	09	386	H	EDUC MAIN OFFCE				MARK W MILSTEIN	08	179	S
DOCCS BARE HILL COR FAC				DOCCS UPSTATE COR FAC				JANICE R				GEORGE W MOREHOUSE	08	179	M
DAVID J MOSIER	07	377	C	JESSICA L GILMORE	07	400	C	ANDERSON-SMALL	11	376	N	RICHARD E VEHLOW	08	179	B
DOCCS BEDFRD HILL COR FAC				TRACY L NELSON	07	400	H	JAMES G BRANDOW	08	194	C	H HELEN HAYES			
DIANE JAULUS	09	353	E	DOT MAIN OFFICE				LAUREN CARNAHAN	08	194	C	PATRICIA OTOOLE	09	226	H
HAROLD TESENY	09	353	C	RUFUS S BANKS	08	177	B	MOHAMMED K				HEALTH MAIN OFF			
DOCCS CAPE VINCENT COR FAC				DUANE D CARPENTER	08	177	B	CHOWDHURY	10	349	M	MARIE C AFFRIANY	10	199	A
LORI A GREENIZEN	04	367	H	ERIC L OPHARDT	08	177	B	ROBERT L DAVIES JR	04	230	N	SHEILA AMBROSE	08	205	D
DOCCS COLLINS COR FAC				ABDUS SALAM	10	214	B	SEAN M DOBBIN	08	194	Q	CHARLA D ANDERSON	08	205	D
SHAUN M WENTLAND	01	340	C	GUSTAVO SANTOS	08	177	O	FALIN N EPPS	12	194	M	CHRISTOPHER J AUER	08	205	B
THOMAS W YEATES	01	340	C	BINOD P SHAH	08	177	B	CARLOS J GARCIA	08	194	C	LINDA J BAKER	08	205	E
DOCCS COMMUNITY SUPERVISION				MAUREEN P SHIELDS	08	177	B	ELIZABETH M KARALAK	09	194	C	ERIKA L BAKER	08	205	D
CATHERINE ADAMS	11	236	J	DOT REGION 10				TOR J LONEY	08	194	C	SUSAN BILLI	12	317	A
JERRY M BARANSKA	04	236	J	TAPON K BISWAS	12	170	B	MAURA E LYNCH	08	194	C	IDELE BISSERETH	10	199	A
GABRIELA E FRANKLYN	09	236	J	JOHN E GREENE	12	170	B	LAWRENCE J MAGARAM	10	349	M	CHERYL D BROWN	01	220	D
ROBERT D HODSON	04	236	J	WILLIAM A HOLTHAUSEN	12	170	B	YANDE S				SEFIKA DIMAGGIO	12	317	A
NAJIEB ISAAC	10	236	J	WILLIAM G PIKE	12	170	B	MCMILLAN FALODU	11	376	N	MARGARET A DOBBINS	04	312	A
DANIEL KRESS	02	236	J	JOHN RAZULIS	12	170	B	AUDREY MYERS	12	376	K	MICHAEL A DREIBELBIS	08	205	D
GINA LOPEZ	03	236	J	CORINNE TESTA	12	170	B	CAITLIN M OHLSON	08	194	P	KENNETH FERRO	08	205	P
MARIE M MANGINO	05	236	J					AISHA M PETERSON	12	194	M	SHANA M FLOW	03	307	A
WAYNE SPENCE	12	236	J					JOHN M QUAIN	05	230	F	ANNE C FRIEDMAN	09	291	D
LATONIA TAYLOR	10	236	J					ANGELINA RODRIGUEZ	11	376	K	MYRON R GETMAN	08	205	Q

2023 Convention Delegate List

NAME	REG.	DIV.	TITLE	NAME	REG.	DIV.	TITLE	NAME	REG.	DIV.	TITLE	NAME	REG.	DIV.	TITLE
MARLENE F GRIMSHAW	08	205	D	MH BING PSY CTR				MH ROCKLAND P C				LISA A WINSLOW	08	234	G
SHARON J HAMMOND	04	312	D	ANGELA M REH	05	208	N	CARL ANKRAH	09	235	A	OFCD MDICAD INSP GEN			
JOHN A INGRAM	01	220	D	AMANDA M RULAND	05	208	H	VIJU T CHACKO	09	235	A	ROBERT G DORAN	10	191	M
ANDREW S KALTER	09	291	B	LYDIA VELEZ	05	208	H	CHRISTINA HAGGARTY	09	235	A	MATTHEW S MYERS	08	205	D
RICHARD P KAPPES	08	205	P	MH BRONX PSY CT				MINI T JOSEPH	09	235	E	CANTAVE PAUL	09	191	P
TRACY KNOTT	08	205	E	JOHN F BROWN	10	213	D	SUSAN P KOSHY	09	235	A	OFF OF INFO TECH SRVCS			
CRYSTAL LIDDLE	08	205	E	EMMELINE S GORGONE	10	213	D	EVE MCCORMICK-MILLA	09	235	E	MAMADOU A BALDE	08	357	K
TRACY L MANN	10	199	E	REGINA A HUGHES	10	213	D	JOSE V TOM	09	235	E	MARIO CHIARELLO	08	357	K
ADRIENNE V NICHOLSON	08	205	P	LETICIA RIVERA	10	213	D	CARMELINE J TORCHON	09	235	A	HEATHER L CRAVEN	08	357	K
SHANEEVA L NORBI	08	205	F	CHRISTINE A SMITH	10	213	D	BEATRICE YONLY	09	235	E	JOSEPH P DAURIO	08	357	K
ELIZABETH ODONDI	08	205	P	MH BUFLO PSY CT				MH S BEACH CNTR				JAMES F DESSO	08	357	K
JEANETTE SANTOS	08	205	E	SCOTT A BALSANO	01	180	H	KENNETH DISCHEL	11	253	D	SHAUN DIAZ	08	357	K
TANIA R TINLEY	08	205	D	VINCENT A CICATELLO	01	180	A	MARTIE FINKELSTEIN	11	253	N	CHRISTOPHER J FORD	08	357	K
SARAH S WILFRED	04	312	D	ALEXANDRE Z DONASCIMENTO	01	180	H	PETER GORGOGNONE	11	253	A	BRANDON L HILL	08	357	S
HOMELAND SECURITY				MICHAEL K GALLIVAN	01	180	H	MH WASH HTS UN				GEORGE H HOWARD	11	357	K
LISA M CAPONE	08	179	S	KRISTA A HOGG	01	180	A	DARLENE WILLIAMS	10	254	H	ALHAJI JAWNEH	11	357	K
KEVIN D CLAPP	08	179	F	NICOLE D MORLEY	01	180	E	MHK VLY C YTH				RICHARD JONES	08	357	K
JOHN T THOMSEN	08	179	C	MH CAP DST P CT				SHEVAUN E ABBOTT	06	183	H	ADRIENNE KIRKLAND	10	357	K
HSC BRKLN P/R				KESHABANAND ACHARJEE	08	231	D	MOTOR VEHICLES				MITHILESH KUMAR	08	357	S
ABDALLAHI DIOP	11	198	A	FREDERICK R BULMER	08	231	E	HEIDI A BAZICKI	08	211	G	PRAKASH LAL	08	357	K
JOAN P ROSEGREEN	11	198	A	DONNA C SHERRYCERVANTES	08	231	D	MEGAN S HILL	08	211	F	HENRY K MATALA	08	357	K
HSC SYR HOSP PR				DIANA TERLIK	08	231	A	LINDA JOHNSON	09	255	R	REGINA D MCDONALD	11	357	K
RACHEL M AMODIO-KOPP	04	320	A	MH CNTRL NY PC				MAUREEN A KOZAKIEWICZ	08	211	B	MEGAN MCLEAN	10	357	K
HANNAH T CLARKE	04	320	A	WANDA L BATES	09	310	D	RALPH A MABB III	08	211	P	ANDREW J MICHELA	08	357	K
MICHAEL H CZERNIAK	04	320	A	TIMOTHY LEBLANC	06	344	E	VALERIE J RYAN	08	211	P	RONALD F O'BRYAN	08	357	K
JUANITA S HICKS	04	320	A	GRACE SAXE	06	344	E	NYC CHILDRENS CENTER				ELAINE PETERS-GUTHRIE	10	357	K
JOHN F HORAN	04	320	A	PATRICIA K SESSIONS	09	310	E	INDERMATTIE BALKARAN	11	188	C	ALEC J PRICE	08	357	C
BRITTANY M LACIK	04	320	A	JOSEPHINE A SLIFKA	06	344	A	NYS GAMING COMMISSION				EARL RICKETTS	08	357	K
ANITA B MCCONNELL	04	320	A	MH CREEDMR P CT				RANBIR KUMAR	11	332	P	ENGELS ROJAS	08	357	K
TANYA M MERCURIO	04	320	A	ALBERT FAMULARO	11	241	E	OASAS MAIN OFF				RIPON ROY	08	357	K
TERESA A MOORE	04	320	A	YUCHUN POON	11	241	E	MELANY R BRADSHAW	08	265	J	DAVID STERN	08	357	K
BRENDA L ONDERKO	04	320	A	DARLYNE RICHARDSON	11	241	D	WILLIAM CRUZ	10	314	J	L M TRACY IRELAND	08	357	S
DAVID J PUTERBAUGH	04	320	A	MICHELE ROSELLO	11	241	E	BARBARA J FAHEY	08	265	J	SAM S WIN	08	357	K
MATTHEW J WISNOWSKI	04	320	A	ELSA TARTT	11	241	D	LYNN ROTHSCHILD	10	314	J	OPWDD BERN FINE DDSO			
HUTCHS CHILD SV				ELAINE S VASILOPOULOS	11	241	E	OASAS TRMT CTRS				GWENDOLYN J CULPEPPER	11	207	H
TERRI L BUSBY	04	301	C	MH ELMIRA PSY C				AMY BONNER	03	411	H	TIMOTHY GRAHAM	11	207	C
GINA M CORONA	04	301	E	DARREN J MACDOUGALL	02	223	F	GREGORY J CARMAN	06	183	J	NOEMI SEABROOK	11	207	C
DAURYN E METZ	04	301	C	RITNER J PAGE	02	223	A	KELLY M LAME	03	411	J	OPWDD BROOKLYN DDSO			
JUSTICE CENTER				MH HUTCHINGS P C				OF CHILD FAM SV				CLAUDETTE M NORMAN	11	244	H
KATHERINE RICHARDSON	08	232	P	JESSICA L ANDRIANOS	04	301	H	DIANA L BARRINGTON	09	404	E	CARRIE L SAUNDERS	11	244	H
LABOR				JEANETTE C TYLER	04	301	H	JANICE E BAYLOR	05	391	D	DENISE BAILEY	05	197	H
SCARLETT AHMED	11	245	O	MH KNGBR PY CT				RICK A CHARBONNEAU	08	234	E	OPWDD BROOME DDSO			
TRACIE E BASKETT	05	281	O	CINDY A GUADAGNO	11	252	N	DEBORA DEBELL-DONOHUE	08	234	E	DENISE BAILEY	05	197	H
NUDSARA BELL	08	202	P	BERNADETTE OCONNOR	11	252	H	ROSS M DORSEY	05	391	N	JOSHUA B CHIMENE	05	197	D
DEBRA BESSON	08	202	O	MH KRBY PSY CNT				SANDRA M GREENE	08	234	E	SHERRY L HANSON	05	197	A
WILLIAM H CLINGERSMITH	03	278	S	SIMONE M TALTON	10	267	E	CAREN J MAHAR	08	234	E	BRIAN M HEANEY	05	197	H
JAMIYLA CODY	09	286	O	MH MAIN OFFICE				LISE K MALONEY	08	234	E	HEATHER M LATHAM	05	197	E
MOISES DONATO	05	281	O	RUDY A ARIAS	08	392	D	ROBIN M MATTHEWS	10	191	E	MATTHEW S ROLLEY	05	403	N
ANGELICA ESPIRITUSANTO	08	202	O	PAUL J CARVER	01	180	D	SHARON P SAMUELS	11	352	N	OPWDD CAP DIST DDSO			
CARYN F FELDMAN	12	200	O	DOROTA A KEARNEY	08	392	D	RONALD L SIMMONS	08	234	E	ANNETTE M ABARE	08	251	C
SCOTT K HEKTOR	05	281	O	CARMELA M TRIOLO	08	392	P	ALTHEA A SOLOMON	11	352	P	JENNIFER M ANTAL	08	251	H
MARIA D HERNANDEZ	08	202	S	MH MANHATN P CT				DAVID TAKOR	08	234	E	STACY M MOREY	08	251	D
MONICA L JENKINS	05	281	O	HAROLD E BREWSTER	10	267	D	JENNIFER R VOELKER	01	337	N	OPWDD CENTRAL NY DDSO			
KEVIN E JONES	08	202	G	MARY M KRUKONIS	06	183	A	VERONICA V WARREN	08	234	E	HAGGAI I ALI	04	304	C
JONATHAN P JONES	08	202	J	MH MID HDSN P C				OF TEMP DI ASSI				MONICA DESANTO	04	304	N
LAURIE A KAIL	08	202	O	SHELLI CARR-JOYNER	09	274	A	CHUKWUDUZIE AJOKU	10	191	S	JACKLYN HOPKINS	06	189	C
ERIN L KELLY	03	278	O	MELINDA E DELAZAR	09	274	D	CARL E ANDERSON	10	192	D	BRENDA J JACKSON	06	189	A
MICHELE E LASSI	11	245	O	ELEANOR R PERRY	09	274	A	LESLIE APACIBLE	05	399	M	MONICA G MOORE	04	304	E
DEBRA P LINDSTADT	12	200	O	MH NAT KLN INST				DAMIAN AROCHKUKWU	10	191	S	MEGAN R OTIS	06	189	H
MICHELLE MALDONADO	11	245	G	SATISH K RANA	09	235	Q	PAMELA G AUGUST	08	234	E	KEVIN A ROBENOLT	04	304	C
MICHAEL A MARQUEZ	10	245	M	PHILIP H STAVRIDES	09	235	Q	SARAH I BETANCOHURT	08	234	G	SAMETTA L SHAW-LIPIEC	06	189	H
SCOTT MATTIMORE	08	202	M	MH PILGRIM P CT				MARK CENSOR	10	192	M	NICOLE J STURTEVANT	06	189	C
CYNTHIA L MCAULIFFE	08	202	O	STACY BRYANT-SIMMONS	12	233	E	DEBI E CHOWDHURY	08	409	M	OPWDD FINGER LAK DDSO			
DANIEL F MCCORMACK	09	286	M	IVAN L GIANNOU	12	233	A	SEAN M CRONIN	05	399	M	LEISA ABRAHAM	03	246	D
TRACEY A MURPHY	08	202	O	PRADEEP D JOSEPH	12	233	P	LISA R DEJESUS	08	234	C	JENNIFER BRADT	02	201	A
TANYA M NELSON	11	245	O	JOSEPH A MARSEILLE	12	233	A	SHARON V DESILVA	08	234	G	KRISTIE CHATTERTON	03	259	A
MARY C OKENICA	05	281	O	JOANE PHANORD	12	233	A	RACHEL GAFFEY	08	234	E	RANDI L DIANTONIO	03	259	E
ANNMARIE C PFOHL	01	221	R	JOSE L RODRIGUEZ	12	233	A	GERMAINE GRECO	10	192	M	MEAGHAN D DWYER	03	259	C
KEVIN J POPPLETON	08	202	R	SHANTHI	12	233	A	MICKEY Z HELLER	11	373	G	DERMISE V MADDIE	03	259	C
RENEE PRINGLE	08	202	O	VENKATACHALAM	12	233	A	DIANE M HERRMANN	08	234	G	VALENCIA S METCALF	03	259	P
TINA L RINGO	03	278	M	SHAKIL ZUBAIR	12	233	D	SORAYA T INMAN	08	234	N	JOSE A MORALES	03	246	C
MICHAEL R SINGLETON	02	359	O	MH RCK PC C YTH				NYSSA J KREPLIN	08	234	G	ELIZABETH H MURRAY	02	201	A
GAIL M STEWART	09	286	O	ZELMA M DENNIS	09	235	A	JENNIFER H LANDERS	05	399	M	GREGORY SALAMIDA	03	246	D
JESSICA E VERHOFF	08	202	O	GEETA TRIPATHI	09	235	A	JENNIFER R MAY	01	369	D	SHELBY A WISNESKI	02	201	E
JACOB H WEINTRAUB	11	245	G	MH ROCH PSY CTR				MATTHEW L NIRELLI	01	369	M	OPWDD HDSN VAL DDSO			
CHRISTINE WERNS	08	202	O	LISA L DURKIN	03	283	D	JENNIFER J NYE	08	234	E	STEPHANIE A BENSON	09	276	D
LAW				NICOLE C TARSON	03	283	N	JILL E POELLER	01	369	M	MICHELE S CARAWAY	09	276	C
EDWIN E FEBUS	08	187	K					MARTIN J ROBINSON	08	234	E	CRYSTAL A COOK	09	276	D
TAMARA C MARTIN	10	351	G					SCOTT STAUB	05	399	M	LUISA A SCOTTCOOPER	09	276	D
JOHN NICOTINA	08	187	K					NICOLE E THOMAS	05	399	M	JOVAN STAPLETON	09	276	C
SHALENDRA RAMADHIN	10	351	P					NATHAN TUCKER	08	234	E	OPWDD MAIN OFF			

2023 Convention Delegate List

NAME	REG.	DIV.	TITLE	NAME	REG.	DIV.	TITLE	NAME	REG.	DIV.	TITLE	NAME	REG.	DIV.	TITLE
CHAD BURDETTE	08	257	P	GIRMA AGONAFER	01	196	D	HEATHER V SPENCER	10	240	P	SABRINA FURMAN	08	190	P
MILLAH N MUSUNGU	08	257	Q	JORDAN M BLATZ	01	196	A	CHARLES W TERMINI	09	240	M	ROBERT J GORDON	11	406	P
MARIE L ROMAIN-HENRY	10	292	P	THERESA A BURKE	01	196	U	AARON D UCHYTL	08	240	K	SARDHAWATIE M			
DEBORAH J WAYMER	08	257	F	MICHELE L IORFIDA	01	196	D	DANIEL WARREN	01	240	K	HARDUAR	08	190	P
ANGEL T WILLIAMS-CAVE	03	257	P	YATRAM B JAGROOP	01	196	B	LISA M WELLS	04	240	M	KYLE M JACOBSON	08	190	P
OPWDD STATEN ISL DDSO				JAMES SZTABA	01	196	A	STONYBRK HOS PR				MARY L KIERNAN	08	190	P
LEONIDAS LEE	11	280	E	SEC TREATMENT AND REHAB CENTER				NISAA B ABDULLAH	12	225	A	JOSEPH KLEIN	01	224	P
OPWDD SUNMOUNT DDSO				AUDREY C COLEMAN	06	344	A	ROWENA A ABESAMIS	12	225	A	KENNETH D LASKY	08	190	P
JOEL W BARTLETT	07	242	N	SUSAN M PIRIE	07	249	A	DOUGLAS BEGENT	12	225	A	STUART LEVY	11	406	G
STEPHANIE M				ST LAW CHILD SV				BARBARA L CONIGLIO	12	225	A	GEORGE MARRETT	09	182	P
CHAMPAGNE	07	242	E	JAMIE A FRIOT	07	249	C	MYRIANE P COOPER	12	225	A	MICHAEL B MCFERRAN	08	190	P
BRANDEN M FOOTE	07	242	C	KAREN MARTIN	07	249	E	EUGENE DEAL	12	225	A	MICHAEL A MILLER	08	190	P
KAREN HOCKEY	07	242	A	STATE				DEBRA DELGIORNO	12	225	A	PATRICK M MOYLAN	04	333	P
ERICA M LAFLAIR	07	242	D	PATRICIA A BURKE	08	295	F	YOUNG H DESAW	12	225	A	STEVEN E MURPHY	08	190	P
BARBARA E STRANSKY	07	242	C	THOMAS DITULLIO	04	295	B	MICHAEL S DOYLE	12	225	A	JONATHAN J OLIVERI	12	186	P
OPWDD TACONIC DDSO				JAMES A REPPERT	08	295	B	DIOSDADO C ESPINOSA	12	225	A	ANGELO P POLITO	08	190	M
JANETTE L CLARK	09	248	E	KAREN M TULLY	08	295	G	LAURA A FLERX	12	225	A	NAZMUL QUAYYUM	11	406	P
SAMARA S WHEELER	09	248	H	STATE INS FUND				ALISON N HARRIS	12	225	A	BRITTNEY A RENAUD	08	190	P
OPWDD WESTERN NY DDSO				CHARLES L BROWNING	05	240	G	HEATHER J KAMMERER	12	225	A	LINDA J SCOTT	08	190	P
THOMAS R CIEZKI	01	167	C	ROBERT S BUREY	01	240	P	CATHERINE A				JACQUELINE B SHEA	08	190	P
SCOTT R DOBE	01	167	H	CHERMAYNE B CAMPBELL	10	240	M	LAFRAMBOISE	12	225	A	CHRISTINE L SICINA	09	182	M
SHAUNA L				KEVIN J DOBIES	08	240	G	JARED W MAJEED	12	225	A	KEVIN W TAMOL	01	224	P
EVANCZIK-OLROGG	01	167	D	DAVID M DUBOFSKY	05	240	M	ANGEL A MANGUERA	12	225	A	CORDELL A THOMPSON	01	224	P
MALACHY L GATELY	01	243	C	MARY R FALTESS	10	240	P	CAROLL MARAY	12	225	A	JAKOB WESTMAN	08	190	P
DONNA S KARCCZ	01	243	C	LAUREN M GROSS	12	240	A	J C OBRIEN	12	225	A	W NY CH PSY CTR			
GRANT W QUALE	01	167	C	KIM L HOLSTON	10	240	M	AMY L PACHOLK	12	225	A	KRISTY A			
OPWDD METRO NY DDSO				JEFFREY P HUTCHINSON	08	240	K	SU COL CORTLAND				MANGIONE BARBER	01	167	E
JOSE ABRAHAM	10	292	D	KENNETH J JOHNSON	10	240	M	JESSICA J BERGERON	04	320	A	PATRICIA M MORAN	01	167	F
MARCELLUS BENNETT	10	407	C	DIANN JONES	03	240	K	TAX FINANCE				WKRS COMP BOARD			
MURIEL T HARDY	10	407	E	CLIFVON D JONES	10	240	P	WILFRED M AMANFU	11	406	P	MARY E DUNCAN	08	363	M
CLARA R HENRY	10	292	E	MELISSA A KING	10	240	P	CHRISTOPHER G BUMAN	03	360	P	SCOTT T HARMS	08	363	G
MARK HENRY	10	407	E	PATRICIA A MASON	08	240	A	JEFFREY D COZZY	08	190	P	TAMMI L LUCKHURST	08	363	M
PK&REC MAIN OFF				TERESA R MCLEOD	10	240	M	CONRAD DAVIS	11	406	P	MARY G PARISH	08	363	M
DENISE E MARTIN	08	305	B	RADHAKRISHN MOHAN	10	240	K	JOSEPH DONAHUE	08	190	P	REBECCA S SCHWARTZ	11	285	G
PUBLIC SERVICE				CHRISTOPHER J RAMPE	12	240	P	CHOI Y DOWNES	08	190	P	VICKI A SWEET	08	363	K
STEPHEN POWERS	08	203	B	EILEEN M RICHARDSON	04	240	A	BERNICE B EDWARDS	08	190	P	D M THOMSEN	08	363	A
				DIANA S ROBERTS	12	240	M	STACEY L FINN	08	190	P				
ROSWELL PARK				PRASHANT M SINGAPURA	12	240	K	TAMMY L FIORILLO	08	190	P				



June 8, 2023

The PEF Executive Board voted overwhelmingly Thursday to send the tentative 2023-2026 contract to the full membership for ratification. Gov. Kathy Hochul addressed the board in Albany -- and posed for a photo with Statewide Officers and the PEF Contract Team -- after the vote.



Retired Article 18 (Health & Safety) Committee Co-Chair Maddie Shannon-Roberts, center, poses with the new co-chairs of the committee at this month's Executive Board meeting. Left to right: Article 18 Committee Co-Chair Conrad Davis, committee member Leticia Rivera, Maddie Shannon-Roberts, PEF President Wayne Spence, and Co-Chair Maureen Kozakiewicz.



May 12, 2023

PEF Region 7 Coordinator Barb Stransky presented Tom Lacey with a donation to the Adirondack Coast basketball camp, which will be held again this summer at Beekmantown High School in West Chazy, NY. The camp is free for kids grades 3-12 thanks to sponsors like PEF.



PEF parole officers, left to right: Jerry Baranska, Gina Lopez, Yolanda Pittman and Robert Hodson attended the annual June 8 ceremony at the Law Enforcement Memorial in Albany to honor DOCCS employees who lost their lives in the line of duty. PEF laid a wreath at the New York State Parole Officers Memorial.



May 2023: Scenes from PEF celebrations during Nurses Appreciation Month.



Brian Dubois, right, from the NYS Dept. of Transportation, represented PEF at the National Association of State Highway Transportation Unions (NASHTU) annual assembly in Washington, D.C., this month. Dubois spoke to attendees about New York's continued use of outside consultants to perform work public employees can do better and more efficiently.





May 23, 2023

PEF Division 295 (Region 1, Department of State) held a lunchtime meeting, getting updates from Steward Charles Crane, fourth from right, and welcoming new members.



May 19, 2023

PEF power at work! New members at Roswell Park Comprehensive Cancer Center -- PEF Division 196 -- received an orientation yesterday and signed their union cards.

