

New York State



Highlights of the Tentative 2023-2026 PEF/State Agreement

Salary Increases

- 3% increase to base salary retroactive to March 30/April 6, 2023*
- 3% increase to base salary increase effective March 28/April 4, 2024*
- 3% increase to base salary increase effective

Dental Stipend

- Employees enrolled in the NYSHIP dental benefit, having completed the 56-day waiting period, will receive a \$400 lump sum dental stipend each year until such time as the State enters into a new dental services contract for NYSHIP members. The April 2023 payment shall be made as soon as

Performance Awards

- Effective in fiscal year 2024, performance award will be based on years at top of salary:
 - o 12-21 years of service
 - o 22 or more years of service
- Employees who receive a performance award in 2024-2025 will be eligible for a performance award in 2025-2026, even if ineligible for a performance award in new years of state service.

Location Pay

- Current Downstate location pay is increased to \$3,400 effective April 1, 2023.
- Current \$1,500 upstate location pay is increased to \$1,700 effective April 1, 2023.

RATIFIED

The Communicator
2023

Higher Education Differential

- \$600 in fiscal year 2024-2025.
- \$600 in fiscal year 2025-2026.
- Proof of college degree (i.e., Associate's, Bachelor's, Master's and/or Doctorate) or professional licensure by SED is required.
- Prorated for part-time employees and those paid on other than an annual salaried basis.

- The benefit of FMLA, provided on or after April 2, 2023, provided the leave was/is within seven months of the qualifying event (birth, adoption or foster care placement of a child).
- FMLA or use of accruals can be taken during this seven-month period in addition to PPL but not at the same time.
- PPL must be taken in a solid block of time, not intermittently.
- Employees must work at least a 50% schedule and must have completed 6 months of state service to be eligible.

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The Communicator Staff

Rob Merrill Managing Editor
Curtis Canham Graphic Artist
Kate Stickle Reporter/Editor
Najee Walker Reporter/Writer
Laury Schrom Junior Graphic Artist
Kristina Willbrant Communications
Coordinator

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PEF Regional Field Offices

Region 1 Buffalo 1-800-462-1462
Region 2 Elmira/Hornell 1-800-724-5001
Region 3 Rochester 1-800-724-5003
Region 4 Syracuse 1-800-724-5004
Region 5 Binghamton 1-800-724-4998
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1-866-897-9775
Region 12 Long Island 1-800-832-5284

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The President's Message

By WAYNE SPENCE



PEF power on display as contract is ratified

Thank you, PEF members, for your resounding vote in support of the 2023-2026 contract! As I traveled around the State talking to members about the agreement, I said that I hoped more than 50% of you would turn out and that more than 70% of those who voted would vote yes. Well, the numbers were even better than I expected: Greater than 50% turnout, and 95% of the returned ballots were marked "YES." Why is that so important? Because as I also said during our [Statewide Officers Tour](#) earlier this month, the next contract negotiation begins with those numbers. They demonstrate our unity and collective strength. They show New York that we are a powerful union that can't be pushed around.

The ratified contract delivers you some well-earned financial gains – including a \$3,000 signing bonus, 3% raises each year, retroactive to April 1, 2023, a \$400 dental stipend while the State works to replace the inferior EmblemHealth plan, and a first-of-its-kind Higher Education Differential, which starting in 2024 will provide a \$600 annual payment to PEF members with college degrees or professional licenses administered by the State Education Department. PEF's Contract Administration Department will keep everyone informed about when all those financial perks will be paid.

This is the July/August double issue of The Communicator, meaning it's even more jam-packed than usual. Some of the stories I hope you'll read: [The State Education Department has finally gone on the record with overtime rules](#) pertaining to PEF members at Adult Career and Continuing Education Services-Vocational Rehabilitation (ACCES-VR) offices, something PEF kept bringing up at Labor-Management meetings and that will hopefully put a stop to anyone working unpaid overtime as ACCES-VR copes with the same staffing shortage impacting just about every State agency. Also in this issue, a recap of a moving ceremony we held earlier this month at union headquarters in Latham, N.Y., to dedicate a Japanese maple tree on the property to former [PEF President James Sheedy](#). James passed away in 2021 and his widow, Molly, worked with us to create the memorial honoring him for his decades of leadership at PEF, including three terms as Secretary-Treasurer and one as President.

There are two more features in this summer issue worth recommending, including a book written by my former New York State parole partner, Tony Johnson, whose first book, a work of fiction rooted in his job as a parole officer, opened the door to a work of non-fiction. ["My Life Was a Sideshow"](#) is the memoir of Wendell Sawyer, an original member of the R&B group Blue Magic. Lastly, a tip of my PEF hat to the individuals at [Dogwood Day Services](#), an OPWDD office in Dansville, N.Y., which found a unique way to honor the past by cleaning up a local cemetery.

I wish you all a restful remainder to your summer and thank you, again, for supporting your PEF Contract Team and ratifying what I truly believe is the strongest contract we've reached in my eight years as president.

In Unity,

A handwritten signature in black ink that reads "Wayne Spence". The signature is fluid and cursive, with a long horizontal line extending from the end of the name.

Wayne Spence
PEF President



PEF members overwhelmingly ratify PS&T contract

By KATE STICKLES

PEF members turned out in force to ratify the 2023-2026 Professional, Scientific, and Technical bargaining unit contract, with more than half of eligible members returning their ballots, and an overwhelming 95% of those members voting “yes.”

“I am so pleased that PEF members showed up in force to ratify this deal,” said PEF President Wayne Spence. “It is the fourth I have negotiated as president, and it is by far the most lucrative, with more than \$1 billion in ‘new money’ for members of the union who do so much to serve the people of New York.”

Ahead of the ratification vote, PEF’s statewide officers hit the road in Regions 4, 6, and 7, meeting with more than 400 members at 10 locations, explaining the highlights of the tentative agreement, and fielding a variety of questions.

To round out the week-long tour, Contract Team Chair Darlene Williams and PEF Director of Contract Administration Debra Greenberg sat down with a group of OPWDD members in Syracuse on July 21 to go down the list of contract gains and answer questions.

Among the highlights are 3% increases to base salary in each year of the contract; a \$3,000 signing bonus; a \$600 annual Higher Education Differential beginning in 2024; a \$400 dental stipend for NYSHIP dental enrollees until the state enters into a new contract; [12 weeks of fully paid parental leave](#) without charge to accruals; and a change to the performance award system that will now base payments on years of state service, not years at the top of salary grade.

Increases in location pay, hazardous duty pay, and sick leave accumulation are also included. There were no changes in health insurance premium contribution percentages.

Click here for a [FAQ](#); click here for [highlights](#); click here to view changes to [Articles](#) and here to view [salary schedule](#) changes.

“We began the negotiating process last year and we kept a steady pace to reach a tentative agreement when our contract expired,” Spence said. “It’s a testament to the strength of our union that we were able to negotiate things unique to PEF, such as the Higher Education Differential and the dental stipend.”

“We know dental is a big concern to many of our members and we didn’t want to agree to a contract until it was addressed in some fashion,” he said. “This is costing the state more than \$24 million each year they don’t enter into a better plan.”

At a stop in Malone, members shared what they liked most about the contract.

One said the contract was a good steppingstone for future contracts: “The best thing to me about this contract for me and my family is that obviously it takes care of us in the now, but it also sets a foundation for future negotiations. Every contract is a template for the next one. I think they’ve done a wonderful job.”

Another member said the “money increases, the differentials and some of the extra bonuses that we’ve never even heard of before” meant a lot for her family and she appreciates the contract “has put a lot of importance on what we do.”

Members at OPWDD in Syracuse were pleased with the Higher Education Differential, saying all salary grades need to be increased but this was a step in the right direction to recognize the level of education members must obtain. They appreciated the dental stipend and look forward to a new plan.

There was excitement about the changes to longevity, which will make more members eligible, and the new paid parental leave, with one member who recently returned to work after a birth saying she will be eligible for reimbursed accruals.

A member who started in 2006 said she was looking forward to getting longevity under the new agreement: “I’m really looking forward to actually finally being able to get longevity, and the way it turns out, my first longevity payment will be the 17-year payment, so it will be \$3,000, so I’m really grateful for that change.”

The Statewide Officers Tour’s first leg covered PEF Regions 9, 10, 11 and 12 in May 2022, reaching about 700 members at 13 different events; and Regions 1, 2, 3 and 5 in August 2022, stopping at 14 worksites and interacting with more than 800 PEF members.

Photo highlights from the Statewide Officers Leadership Tour







PEF President Wayne Spence thanked PEF retirees and retired PEF staff for coming to honor former President Sheedy. Left to right: President Spence, Molly Sheedy, Linda Rubenstein, Bernie Mulligan, Margaret Wexler, and Sherry Halbrook.

Former PEF President James Sheedy honored after passing

By **NAJEE WALKER**

On July 10, PEF President Wayne Spence, PEF Staff and PEF Retirees gathered with Molly Sheedy to honor her late husband, James (Jim) Sheedy at PEF headquarters in Latham, N.Y. Sheedy was one of the founding members of PEF. He passed away in August 2021.

Molly Sheedy reached out to PEF earlier this year to discuss a way to honor Jim.

“We worked with her to plant one of his favorite trees – a Japanese Maple – and had a plaque created honoring his years of service,” President Spence told attendees at the ceremony.

Sheedy is the longest serving Statewide Officer in PEF history. After being elected to the Executive Board representing the Department of Transportation, he served as a vice president from 1979 to 1982, then secretary-treasurer from 1982-1994, and one term as president, from 1994-1997.

“During his presidency, Jim was laser focused on unifying PEF and working toward better contracts, job improvements and stronger laws to protect members,” President Spence said.

It was Sheedy who worked to structure the union and created the Contract Administration department, which helped PEF negotiate its first contract with the State.

After 18 years of service as an officer of PEF, Sheedy returned to his job as a civil engineer at the NYS Department of Transportation, where he worked until 2000 before retiring to Arizona.

Retirees who worked with Jim Sheedy, like Bill Crotty, the Retirees President from Region 7, described Sheedy as “hard working, kind, decent, smart and honorable.” Others described him as a humble man.

“He was PEF’s North Star,” Molly Sheedy said about her husband. “And it was thanks to PEF that we met.”

Molly and Jim met while she worked as a nurse at Roswell Park Comprehensive Cancer Center. She was an active union member herself, attending conventions each year, including the one in Niagara Falls when she first met Jim. They would have celebrated their 36th anniversary this year. She recounted stories of their time together and his dedication to not only the union, but to charity work.

“I found two full pages, single-spaced, dedicated to every single charity he was involved with or donating to,” Molly said, as she recalled cleaning out his office following his passing.

Although the day started off with a downpour, the sky later cleared, and the sun shined as Molly visited the memorial and spoke about her late husband’s legacy.

“He would have appreciated this,” she said. “But he would also have hated it.”



PEF President Spence and Molly Sheedy gather by the memorial at PEF Headquarters





EMERGING LEADERS INSTITUTE

PEF Emerging Leaders Institute kicks off

By **NAJEE WALKER**

PEF is always working to build leadership within the union, and a new program aims to do just that while also nurturing a multigenerational team to help the union achieve its goals in the years ahead.

The mission of the PEF Emerging Leaders Institute is to not only help build upon the skills of PEF's current leaders, but to develop the skills of new ones. It recognizes the strength that comes from having leaders of all age groups and generations.

Most of PEF's leaders are Baby Boomers or Gen X, with few Millennials in the mix. The Emerging Leaders program hopes to bring in more Millennials and even members of Generation Z so that they can lead the union into the future. One of the institute's core beliefs is that knowledge must be exchanged between generations.

A three-day pilot program is taking place the final weekend of July, after which members who complete the program will work towards completing an "in-service" assignment involving some sort of activism in their specific communities. The 15 members participating in the pilot program will shadow and work alongside an existing union leader to do that work.

During the program on July 28-30, participants will navigate and connect with PEF's values, union building, and how to effectively communicate with members and non-members about the union and organized labor in general. The curriculum for the Emerging Leaders Institute is being developed with and facilitated by the American Federation of Teacher's (AFT) Union Leadership Institute.

The institute aims to give its graduates the tools to run their own issue campaigns and navigate the sometimes-murky landscape of social media. The institute also hopes to connect with other union allies in the AFL-CIO and local communities.

After the first pilot program, the plan is to offer new Emerging Leaders Institute sessions three to four times each year. Members who are interested should contact the PEF Organizing Department at Organizing@pef.org.

PEF secures compensation upgrades for Dental, Nurse Practitioners and Physician Assistant titles

By KATE STICKLES

Dentists, Nurse Practitioners and Physician Assistants will receive compensation increases thanks to the efforts of PEF and many of its members.

"Nurse practitioners at PEF have been rallying for improved pay and a career path," said PEF Nurse Organizer Nora Higgins. "They have often been overlooked and deserve a career path and proper pay."

The PEF Organizing and Civil Service Research/Enforcement departments collaborated to secure the upgrade.

"We were shocked to see how underpaid they were in our research," said PEF Research Associate Jean-Rene Shekerjian. "So many nurse practitioners do a lot of the same work as doctors, about 95% of the same duties."

The increases to compensation come in the form of both an Increased Hiring Rate (IHR) and a Statewide Geographic Pay Differential (Geo Pay). Previously, only members employed by DOCCS at Sing Sing and OPWDD at Sunmount benefitted from the IHR.

The IHR will allow Nurse Practitioners and Physician Assistants to start at the job rate, instead of at the starting rate, for their title and salary grade. This means a higher salary that is more competitive with the private sector.

The Geo Pay for Downstate and the Mid-Hudson area increased up to \$40,000. The rest of the state increased up to \$25,000.

This does not mean that Geo Pay will automatically go up to \$40,000 or \$25,000 for all titles at all agencies and institutions. It means that facilities that decide to implement additional Geo Pay have the option to go up to \$40,000.

It also means that Geo Pay implemented for a position at a certain salary grade, applies to that salary grade and those below it. As an example, if a position's hiring rate is \$83,550 and a location implements a \$10,000 Geo Pay, the rate is adjusted to \$93,550. An employee making \$83,550 or less receives the full \$10,000, while an employee making \$90,000 receives only the amount that brings them to the adjusted rate of pay, in this example that would be \$3,550.

It will be up to agencies and specific locations to decide how much Geo Pay is given to which Salary Grades. However, an employee hired at the new IHR may still be eligible for the new Geo Pay as well.

The move to close the wage gap between private and public employees in the medical profession was and still is being fought for by PEF members.

Carl Ankrah, a nurse practitioner at Rockland Psychiatric Center, organized his fellow nurse practitioners under the group "Coalition of Civil Service Nurse Practitioners." The coalition has been working for many years with the goal of recalibrating the salary grade for civil service nurse practitioners and other medical professionals in the sector.

"We have always believed that our salary was not congruent with the market," Ankrah said.

The coalition started taking steps to make their concerns known in 2015. One of the first actions was to lobby the legislature to pass a study bill to authorize the Department of Civil Service to look at the insufficient pay grade of Nurse Practitioners. When that study concluded the pay was sufficient, the coalition kept fighting.

"We did not agree with the study," said Ankrah. "We discovered on our own that Nurse Practitioners are 95 percent female," he said. "We wondered if we were being underpaid because the profession is female-dominated."

It would take a few more years, but after Gov. Kathy Hochul's election in 2021, the coalition saw an opportunity to make their voices heard. By submitting handwritten letters to the governor, the coalition was able to gain a seat at the table to speak directly with Civil Service.

With the implementation of the compensation upgrades, the coalition was successful in securing some benefits for the members in need.

Ankrah says that this is only the beginning.

"This is a step in the right direction," Ankrah said. "Reallocation is the ultimate goal."

Ankrah and the coalition are waiting to hear from Civil Service while they work to collect information from agencies about the need for raising the salary grade.



The Chief

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PEF pushes ACCES-VR to put overtime rules in writing

By **NAJEE WALKER**

For about two years, PEF members at Adult Career and Continuing Education Services-Vocational Rehabilitation (ACCES-VR) offices in the State Education Department (SED) have been compelled to work unpaid overtime in order to meet unreasonable work goals and maintain compliance for the benefit of management.

According to PEF members at ACCES-VR, who work to find suitable employment for people with disabilities, SED management was made aware of the amount of overwork and instead of paying overtime to employees, management instructed employees to change their schedules or intimidated employees into not reporting their time accurately. Management also threatened to reduce or revoke telecommuting from employees.

In response, many workers have resigned, exacerbating the staffing shortage and often making the issue of unpaid overtime worse. Workers feared further retaliation for attempting to speak up about the issue. But PEF vigorously objected at Labor Management Committee meetings, repeatedly asking SED to direct people to not work overtime without compensation.

Thanks to these efforts, in May 2023, the Federal Department of Labor began an investigation to determine if SED is violating the Fair Labor Standards Act. Thereafter, on July 20, 2023, SED Deputy Commissioner Ceylana Meyers-Ruff issued a memo that reads:

“It is the policy of New York State and SED that overtime be held to a minimum. If you are in a position allocated to salary grade 22 or below, you are eligible to earn overtime.”

Overtime is classified as “non-compensatory” or “paid.” Any time recorded between 37.50 hours and 40 hours per week is considered non-compensatory. Time in excess of 40 hours is paid. Non-compensatory time is also recorded as “earned non comp” time, which allows employees to use the time for leave.

“Non-compensatory overtime in ACCES should only be approved in situations where the office staffing level requires additional work to meet defined deadlines such as Federal reporting or other

regulatory or statutory requirements or in situations where specific events requiring this work fall outside of the employee’s regular schedule,” the memo reads.

In addition to eligibility, the guidelines also dictate that any overtime request must be approved by a supervisor and manager. For Paid Overtime, District Offices or ACCES Unit Managers must make the determination and fill out the appropriate forms to ensure that staff eligible for overtime are paid.

PEF members at ACCES-VR feel that this is a good start; however, they are still concerned about retaliation for being unable to manage high caseloads without adequate staffing and resources. There are reports of office managers checking in with employees at the end of the day to make sure they are shutting their computers off, or sending memos that threaten discipline if computers are not off at the end of a workday. While complying with the directives and the law are important, PEF hopes that management keeps the focus on improving working conditions, not continuing to browbeat and retaliate against employees who are doing much more with much less.

PEF members the union talked to for this story are hopeful that these guidelines will be properly implemented, and that office managers will no longer use this as a means of retaliation against employees who may be working overtime due to the short staffing conditions in order to complete their work.

If an employee is experiencing any threats of discipline, they should reach out to their shop steward or Regional Field Office immediately.

The root issue of recruiting and retaining enough employees to do the critical work of ACCES-VR must still be addressed. PEF continues to advocate and push for SED to quickly fill vacant positions and implement policies such as improved telecommuting as a recruiting and retention tool and to help employees find better work-life balance.

PEF Retiree writes new book based on founding member of Blue Magic R&B group

By NAJEE WALKER

Former New York State Parole Officer and PEF Retiree Anthony Johnson has authored a new book based on the life of Wendell Sawyer, the lead singer of the R&B and Soul music group: Blue Magic.

The book is titled "My Life Was a Sideshow: The Biography of Wendell Sawyer, Original Member of Legendary Vocal Group Blue Magic." The title is a reference to one of the group's most popular songs: "Sideshow."

Johnson published his first book in 2016 called "One Man's Journey: The Experiences of An African American N.Y. State Parole Officer." In that book, he took his own experiences as an officer and made them into a fictional story starring the main character Terrance "End Zone" Jackson.

It was while working on the sequel to "One Man's Journey" that Johnson received a call from Sawyer.

"A mutual friend of my wife reached out and she gave Wendell my book," Johnson said. "He called me up and asked me to help write his story."

Over the course of three-and-a-half years, even throughout the pandemic, Johnson and Sawyer worked closely together to get all the details of Sawyer's life on paper or on tape. The two would meet for roughly three hours a day and work.

Despite the change of genre from fiction to memoir, Johnson felt a personal connection to the book and to Sawyer.

"We both grew up in Philadelphia," he said. "His music, the group, that was my era. I have always been a Blue Magic fan. I love their music."

Johnson describes the book as a "tell all," starting with Wendell Sawyer's upbringing in Philadelphia all the way through his journey as a student exploring music and singing and ultimately forming Blue Magic.

The book also details the group's run-ins with other legendary musicians and entertainers, like The Temptations, Richard Pryor and Ike and Tina Turner.

"There's a very interesting piece of his story where the group ends up opening for and performing much better than Ike and Tina," Johnson said. "When they got on stage the crowd was chanting for Blue Magic instead!"

In addition to the highs of Sawyer's life and the R&B group's success, the book also deals with the lows.

"He was painfully honest with me," Johnson said about Sawyer. "There were times when I even thought he might cry."

Sawyer was only 19 when he signed his first contract. In addition to knowing nothing about money at such a young age, Sawyer struggled with drugs and navigating the harsh music industry without any advice or help.

The book is not just a good read for those interested in Sawyer's life, but anyone who is a big music fan. Johnson writes about Sawyer's journey through the popular music of each decade.

"As a music lover, I was impressed with how Wendell broke down the progression of R&B from the doo-wop time of the 50s, to Motown of the 60s, and to his groups' time of the balladeers

in the 70s. Disco soon followed and hurt the slow love music that his group performed."

"My Life Was a Sideshow: The Biography of Wendell Sawyer, Original Member of Legendary Vocal Group Blue Magic" publishes in September and will be available for sale wherever books are sold or on Amazon. Interested readers can also visit Johnson's website at AnthonyJohnsonBooks.com.



Honoring the past: OPWDD members spearhead cemetery cleanup with day hab participants

By KATE STICKLES

A quiet cemetery in western New York is a little less disheveled after some hard work by volunteers from Dogwood Day Services staff and clients.

Jackie Aftuck, a PEF member for 14 years, works at the Dogwood Day Services as a habilitation specialist, supervising a room of developmentally disabled individuals. She jumped at the chance to do something for the men and women buried in the old Craig Colony cemetery.

"The location is important because it is the resting place of many of our individuals who resided at Craig," Aftuck said. "I feel it's important to preserve the history and final resting place of these individuals, who have no family to maintain their graves."

The Craig Colony for Epileptics was established in 1894 to offer residential, educational, occupational, and medical facilities for epileptics. It eventually expanded to serve the developmentally disabled and became known as the Craig Developmental Center. The center closed in 1967.

Aftuck said this project came about several years ago when another group was cleaning the upright headstones and asked for assistance clearing off the flat stones at the cemetery.

The cemetery is located on Groveland Correctional Facility property and the prison is working to restore the religious monument in the front of the cemetery and a PEF member with masonry skills is working on that project.

"It is quite spectacular, but in need of serious repair," Aftuck said. "The prison is incorporating it into one of their BOCES classes and they are taking on the total cost of this restoration. The prison also mows the property and will be providing us with plants from their horticultural department."

PEF members engaged their program participants in the effort, offering them the chance to volunteer to work with staff to clear the flat stones which were covered with grass and dirt.

"It is very laborious work," Aftuck said.



Preserving the past for those who no longer have a voice, from left to right, Poncho, Mike, Austin and Ed helped clean up the cemetery.



PEF member, 3 others killed in house fire

By KATE STICKLES

A [house fire](#) in Voorheesville, Albany County, on July 8, 2023, took the life of Division 232 member Rebecca Jean “Becky” Monterosso, a vulnerable persons protection specialist in the Call Center at the New York State Justice Center in Delmar.

Monterosso, 40, Arthur Neander, 35, Emily Neander, 5, and Dale Donato, 64, were killed when a farmhouse on Normanskill Road erupted in flames. Neander’s son, Anthony, 15, was able to make it out of the home by jumping out a second-floor window. He was treated for minor cuts and bruises at Albany Medical Center.

Authorities believe the cause was a fast-moving electrical fire.

A 2001 graduate of New Lebanon High School in Columbia County, Monterosso is described in her [obituary](#) as having a passion for helping people who might be struggling. She worked as a teaching assistant at Berkshire Farm in Canaan, and for other group homes in New York and Massachusetts, before entering state service five years ago.

Justice Center Executive Director Denise M. Miranda, in an email to staff, stated:

“Becky, as she was known to her colleagues, joined the Justice Center in 2020. She had a wonderful sense of humor and rose to the challenges of the job. Her colleagues tell me she loved to build with Legos and had a beautiful Lego bouquet that she created on her desk in Delmar. She will be missed by many of her colleagues, and we will keep her friends and family in our thoughts.”

Family and friends started a GoFundMe. PEF members can contribute [here](#).

In lieu of flowers, the family suggests that people donate to any mental health organization that assists vulnerable people. You can send condolences at [ParkerBrosMemorial.com](#).





PEF Region 9 family struggling after flood and storms

By NAJEE WALKER

States of emergency were declared across parts of the state on July 9 due to flooding from storms and heavy rain. Orange County in PEF Region 9 was one of the areas hit hardest, receiving up to eight inches of rainfall, and one PEF family was particularly hard hit.

Alan Oligario works as a Developmental Disabilities Program Specialist at the OPWDD Hudson Valley facility. Oligario's home is in the town of Highland Falls. During the flooding, Oligario shared some of the damage on Facebook, showing large amounts of water coming into the house.

"Our basement walls have caved in," Oligario said in a post on July 11. "Our bathroom, laundry room, family and bedrooms are destroyed."

Although FEMA is still assessing the area to assist where necessary, Oligario and his family have yet to receive any aid. His home insurance does not offer flood insurance since Highland Falls is not considered a flood zone.

Governor Kathy Hochul announced on July 18 that New York would be setting aside \$3 million for homeowners affected by the storm and flooding. \$50,000 is available to some homeowners and residents in the area, based on the amount of people in the home and household income. Oligario does not qualify for this grant.

"It's unfortunate, but I am glad that we still have our health," Oligario said. "We're lucky to have food on our plate and be healthy, some people aren't so lucky right now."

The downstairs portion of Oligario's home is without walls, and he lacks a boiler for his home's hot water. He is still able to use the upstairs portion of his home where he sleeps on his couch. Oligario is also taking care of his two daughters and granddaughter. He said he is doing his best to continue going to work, while working on the repairs to the house and making sure they are all safe.

At this point, Oligario believes that the rebuilding efforts will likely spill into the fall.

"I have a few months until I'll need the boiler," he said. "But I'll have to make sure I prioritize what is most important."

Oligario's family has created a GoFundMe to help fund the rebuilding efforts. Right now, he is using his credit card to handle larger expenses and is grateful for those who have given to the fund already.

"Even \$20 is \$20 less than I have to come up with," he said. "I am so grateful to people who are able to help. We're just trying to get back up and running."

If any PEF member would like to contribute to the Oligario's GoFundMe, [visit this link](#).

Past, Present and Future of child labor prevention

By NAJEE WALKER

In 2002, the International Labor Organization (ILO), an arm of the United Nations, sanctioned the “World Day Against Child Labor” to raise awareness and activism to prevent child labor.

In 2015, the UN and ILO introduced Sustainable Development Goals to world leaders and reinforced their commitment to end child labor. One of the major goals introduced was a complete end to child labor in all forms by 2025.

Unfortunately, two years shy of the ILO’s target date, child labor shows no sign of slowing. According to the ILO, there are about 160 million children worldwide involved in some form of child labor. That is about 1 in 10 children. Of that number, about 75 million are 5–11 years-old, 42 million are 12-14 years-old and 37 million are 15-17 years-old.

Although employers hiring children in the workplace has almost always been a part of our history both worldwide and in the United States, the first National Child Labor Committee would not form until 1904 in the U.S. Laws that set federal standards for child labor did not pass until 1938.

The Fair Labor Standards Act (FLSA) dictates that children under 14 may not be employed for non-agricultural jobs. Children up to 16 may be allowed to work during limited hours, and up to 17 may be employed for unlimited hours in non-hazardous occupations.

Each year, the UN and the ILO sets a theme that highlights the reason for fighting for the rights of children and against their exploitation. In 2023 the theme for World Day Against Child Labor was “Social Justice for All.”

This year’s campaign focuses on the sharp increase in child labor. Since 2003, the number of children in hazardous work conditions or exploitative work decreased until 2020, when it began to rise again. Africa ranks highest among regions with children engaged in some form of child labor, with about 72 million children.

In the U.S., some state legislatures are introducing bills that would negate protections for child labor, with some bills reportedly allowing teenagers as young as 14 to work long hours in dangerous, non-agricultural jobs, despite the FLSA setting a standard otherwise.

Additionally, according to reporting from The New York Times and NPR, undocumented migrant children are often some of the children working 12-hour, dangerous shifts in factories. It is estimated that about 250,000 children have made their way into the U.S. without their parents and that most of them are working jobs like these or other full-time jobs.

In a statement on the ILO website, ILO Director-General Gilbert F. Houngbo says that the way to combat child labor is with “decent work for adults.”

“Decent work means ending forced labour, creating safe and healthy workplaces, and letting workers organize and voice their needs,” Houngbo said.



Unaccompanied immigrant minors wait to be processed by Border Patrol agents after they crossed the Rio Grande into south Texas on April 29, 2021. John Moore/Getty Images



Public Service Loan Forgiveness still in effect despite Supreme Court decision

By **NAJEE WALKER**

On June 29, 2023, the Supreme Court found unlawful the Biden Administration's proposed student loan forgiveness program that would have allowed up to \$20,000 of student loan debt to be forgiven for qualified applicants.

Despite the ruling, the Public Service Loan Forgiveness (PSLF) program is still in effect. The Supreme Court decision also does not impact Income-Driven Repayment (IDR) plans.

PEF members are still eligible for both programs.

The PSLF is available for federal student loan borrowers who work for certain qualifying employers, including public schools, non-profit private schools, local and state governments, and certain non-profit organizations. After 120 payments on direct loans are made through a repayment plan, your entire remaining loan balance can be forgiven.

The IDR payment adjustment program ends on December 31, 2023. This program allows loan holders to receive retroactive credit for payments made on ineligible loans or through an ineligible repayment plan.

PEF's Membership Benefits Program partners with Cambridge Credit Counseling to offer free webinars and counseling for members looking to take advantage of either program.

Check out the PEF MBP website for upcoming webinar dates and times.



Union Spotlight: Angela Reh, recently elected to the PEF Executive Board

By NAJEE WALKER

How long have you been a PEF member?

I am an active PEF member of 24 years.

What position(s) do you hold in PEF?

I have held several positions within the council, currently serving as the Council Leader for PEF Division 208 at the Greater Binghamton Health Center. I am actively involved in the Political Action Committee serving our PEF Union and communities. While employed by Broome DDSO, I held several positions within Division 197: Steward, secretary and Assistant Council Leader. I learned from two of the best, both former council leaders: Tim Nannery and Carolyn Cole.

Why did you choose to run for Executive Board in addition to your current positions?

Quite honestly, I never thought to run for this, let alone win. Several of my constituents kept pushing me and said this was for me, having the experience from both worlds, OPWDD and OMH facilities.

What are some of your proud moments working with PEF?

When I accepted a position at Greater Binghamton Health Center, formerly Binghamton PC, I assisted Sean Cronin in his election to become Council Leader for Division 208 and then became steward. When Sean accepted a position at OTDA, I became Council Leader, and am currently serving a second term.

Tell me how you feel about being a part of PEF for all these years, and now as an elected executive board member.

I enjoy representing my fellow union brothers and sisters, whether it's Labor Management, Safety Committees, PAC meetings, Safe Patient Handling, Environment of Care Committee, Conventions or Conferences. Being employed by the great state of New York for over 25 years, I have gained both valuable experience and a wealth of knowledge. I thank my constituents for "the push," you know who you are.





PEF members in Region 8 enjoyed a picnic and a ValleyCats game at the Joe Bruno Stadium.

Great turnout for picnic, ValleyCats game

Region 8 had 300 members turn out for its first annual Region 8 picnic at Joe Bruno Stadium in Troy, N.Y., on June 23.

Each attendee received a ValleyCat baseball hat and enjoyed hamburgers, hot dogs and barbecue chicken before watching the game.

"It did rain a little but all in all it was a great time had by all," said Region 8 Coordinator Danielle Bridger. "One lucky Region 8 member even caught a game ball that was thrown into the stands!"

Bridger thanked PEF staff Karen Danish and Melissa Gladding, as well as Region 8 members Maureen Kozakiewicz and Alice Wiley for helping to pull the event together and run the table.

"We hope to make this an annual event with the ability to host more members in the future," Bridger said.





Kim Cronin, Sean Cronin, Scott Staub, and Dan Manning participated in the Region 5 golf tournament to support the Southern Tier Veterans Support Group in June.

Golf tournament in Region 5 supports veterans

By KATE STICKLES

Region 5 held its annual charity golf tournament June 16 to benefit the Southern Tier Veterans Support Group (STVSG).

"The tournament was open to the public and we had 12 teams, a total of 44 golfers," said Region 5 Coordinator David Dubofsky. "It's a good cause and everyone had a good time."

STVSG provides a network of resources for local veterans, service members and their families. The organization serves the Southern Tier of New York and the Northern Tier of Pennsylvania.

According to the STVSG website, the group strives "to educate the community on veteran needs and partner with other organizations to offer a broad range of services and assistance to enhance each veteran's physical, emotional and economic well-being."



Division 399 holds membership appreciation, Pride event

By KATE STICKLES

Division 399 in Region 5, which includes members at the Office of Temporary and Disability Assistance/Division of Disability Determinations in Endicott, held a membership appreciation and Pride event on June 13 and 14.

“We did it over two days to catch members who might be telecommuting on one of the days and brought in coffee, tea, juice and donuts in appreciation for all the work they do,” said Council Leader Scott Staub. “Because June is also Pride month, we decided to put a Pride spin on it.”

The Division purchased Pride-themed donuts from a local bakery and decorated a table with both PEF and Pride paraphernalia. With news of the tentative agreement on the PS&T contract coming out shortly before the event, Staub said Division leaders also used the time to field questions about the agreement.

“It was very well received by the members,” Staub said. “We gave out more than 15 dozen donuts.”





Erin Kelly Department of Labor Div. 278 with PEF Vice President Randi DiAntonio and Region 3 Coordinator Leisa Abraham at Rochester Pride Parade

PEF Region 3 members show solidarity at Rochester Pride Parade

By NAJEE WALKER

The Rochester Pride Parade may not have happened during Pride Month in June, but that didn't stop PEF and hundreds of others from taking to the streets on July 15.

Members from PEF Region 3 walked alongside union allies as part of Pride at Work. Pride at Work focuses and organizes around the mutual support between the labor movement and the LGBTQ+ community.

Dozens of PEF members and staff, including Vice President Randi DiAntonio, made it out to the parade.

PEF Region 3 Coordinator Leisa Abraham said that this was her first time attending the parade, and that it was fun, family-friendly and beautiful.

"I think it's important for us to get out and show support for everybody," she said. "Rochester has always had a great history of inclusiveness."

Abraham praised the work being done by Harry Bronson, the Assemblymember from the 138th District in Rochester who often leads the legislative charge for LGBTQ+ people in the labor movement.

Abraham said that PEF members and staff walked with CSEA, NYSUT, Starbucks and other union allies while about 15,000 spectators cheered them on, and that she felt her own sense of pride in seeing that.

"I was so pleased that there were other PEF members who felt that all love is beautiful," she said. "And I was so glad to see us all support our brothers and sisters in the union."



Department of
Civil Service

Exam Fees Waived

July 1, 2023, through December 31, 2025

Civil Service exam fees waived starting July 1

In the recently concluded New York State legislative session, PEF lobbied for, and secured, a waiver of Civil Service examination fees starting July 1 and continuing through the end of 2025.

As a result, the Department of Civil Service (DCS) will not be collecting examination fees for examinations held on or after July 1, 2023, through December 31, 2025.

"New York needs to do everything it can to attract and retain workers in order to address staffing shortages across multiple agencies, and waiving Civil Service exam fees should help," said PEF President Wayne Spence. "PEF was proud to support this legislation from Sen. John Mannion and Assemblymember Stacey Pheffer Amato so that current and future members of our union can more easily seek other job opportunities or begin fulfilling careers delivering the quality public services PEF members provide."

The new law also forgives past fees for any candidates who owe them. Once their fee(s) are forgiven, any candidate eligible to be activated on a current active eligible list, will have their name made active on the list.

In the coming weeks, candidates will be notified if they are activated on a list due to fee forgiveness. Once this action is taken, agencies will be notified, and candidates may check their list status by logging into ELMS Online at: <https://www.cs.ny.gov/elmspublic/index.cfm>.

As a result of the forgiveness of past due fees, agencies may find additional candidates on their lists when ordering new list certifications. Agencies will not be required to close out current certifications and open new ones when the fee due list restrictions are lifted.

Questions regarding fee forgiveness may be directed to FeeUnitMail@cs.ny.gov, and those related to list status may be directed to EmploymentRecords@cs.ny.gov.



Region 1 member wins primary for Tonawanda City Council seat

By **NAJEE WALKER**

For Christopher Fisher the decision to run for city council in the City of Tonawanda was an easy one.

"I was sick of complaining about stuff. So, I'm going to do something about it," Fisher said.

After years of tax increases while watching the roads and sidewalks in his part of Tonawanda get worse and worse, Fisher chose to run for councilmember of the 2nd Ward.

Fisher is a disabled Army veteran and retired officer of the New York Police Department who currently works for the Department of Health as an investigative specialist of narcotics. Before joining PEF's Political Action Committee, he was the acting associate director of the Police Benevolent Association (PBA of NYS) at SUNY University at Buffalo, where he was also involved in the Political Action Committee and lobbying.

As part of his roles on Political Action Committees, Fisher has enjoyed meeting with leaders at all levels of government, including Governor Kathy Hochul, who he supported and volunteered for throughout her campaign.

Fisher is endorsed by PEF and by PBA of NYS. His focus on fiscal responsibility and stability and his commitment to organized labor made him a strong candidate.

The campaigning process for Fisher started a bit rocky. The process for getting endorsed by the Democratic Committee in his area presented a few roadblocks, but eventually he got onto ballots on his own line called "Residents First."

"I had to learn how to create petitions for my run. We ended up getting four times more than the 55 signatures we needed," Fisher said.

On June 28, 2023, Fisher won his primary for the 2nd Ward, earning 58 percent of the vote.

He's now eager to meet voters and make the case why he deserves to win the general election in November.

"We'll be knocking on more doors than before," Fisher said, about himself and his wife. "Not just Democrats, but Republicans and Independents and everyone else in between."

Fisher says if he wins, he will do everything he can to bridge the gap between the needs of his ward and helping the city of Tonawanda.



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Region 7 2023 scholarship winners announced

By **NAJEE WALKER**

PEF Region 7 has announced two winners for their annual Paul R. Normandeau and Ellen L. Mainville Memorial Scholarships.

Paul R. Normandeau was a region 7 member who worked for the New York State Department of Transportation. Ellen L. Mainville worked as a teacher in the Department of Corrections. Both members passed away from COVID-19.

Jonathan Zalewski, the winner of the Paul Normandeau scholarship, will use the \$1,000 award to further his studies at SUNY Potsdam. He plans to pursue a career in dentistry or medicine after completing his

Bachelor of Science in Biology. Jonathan's mother, Heather Zalewski, is a part of the Office of Information Technology Services as an Information Technology Specialist.

Caramia Carista, the winner of the Ellen Mainville scholarship, will use the \$1,000 award to attend SUNY Brockport in the fall. Caramia plans to become a physical education teacher and dreams of becoming a professional sports coach. Caramia's mother, Courtney Streeter, works as a Rehab Counselor.

RECOMMIT TODAY!

NEW + EXISTING PEF MEMBERS

SIGN NOW!



What you need to know when you are over 50

I recently attended the New York State Alliance for Retired Americans (NYSARA) Board Meeting and Biennial Election Convention alongside Director of Retiree Services Karen Danish and retiree representatives from PEF Regions 8 and 12. The NYSARA, the New York chapter of the National Alliance for Retired Americans, advocates for seniors and to maintain the Social Safety Net.

Some Facts About Those Over 50 Years Old, Nationally and in New York

At the meeting, the night before our biennial election convention, Greg Olsen, Acting Director of the NYS Office for the Aging, made a presentation on the true worth of seniors in New York state and across the nation. He made many factual points about our contributions to society and the economy, as referenced below.

Adults over the age of 50 make a significant contribution to our economy and to our national and state survival. Eighty-three percent of U.S. household wealth is held by people over the age of 50. Seniors should be strongly considered as politicians make decisions on budget and programs.

Access to credit and assets allows the group to spend more on goods, services and investments than their younger counterparts. When added together, approximately \$1.8 trillion in federal, state and local taxes were attributable to the longevity economy in 2018 and that is expected to quadruple by 2050.

About 43% of federal tax revenue (\$1.4 trillion) and 37% of state and local tax revenue collected in the U.S. (\$650 billion) is raised from people older than 50. Americans over the age of 50 also spend more overall than under 50-year-old Americans. This accounts for a majority of the spending in several categories of goods and services, including;



- Health care
- Nondurable goods
- Durable goods, utilities
- Motor vehicles and parts
- Financial services
- Household goods

The 50-plus group also accounts for the majority of:

- Volunteering
- Philanthropy
- Entrepreneurs
- Charitable donations
- Tourism



Seniors facing medical bills

The article "[Fact: Many Older Adults Face Unpaid Medical Bills Despite Insurance Coverage](#)," by Julie Carter and our friends at Medicare Rights is worth a read. If you can't access the link, I've copied the article below:

This week, the Consumer Financial Protection Bureau (CFPB) Office for Older Americans released an issue spotlight on medical billing and collections showing that many older adults have unpaid medical bills and are in collections. This is despite most older adults having health insurance coverage, including Medicare and Medicaid. The findings reveal that these bills are often the result of improper and inaccurate billing.

According to the CFPB data, most people aged 65 and older have health insurance (98%). But nearly four million had medical bills that they were unable to pay in full in 2020. The highest incidence (13%) was among those without insurance, and the lowest was for those with Medicare plus employer-sponsored coverage (4%). Over two-thirds of those with unpaid bills (70%) had coverage from more than one source such as Medicare, Medicaid, Medigap, employer-based coverage, or Tricare.

While the incidence of unpaid bills is lower for older adults (7%) than younger ones (11%), probably due to near-universal Medicare coverage, the dollar amount unpaid is increasing. In 2019, older adults reported \$44.8 billion in debt; in 2020, that number rose to \$53.8 billion. Those with unpaid bills were more likely to be older adults of color, to be in poor health, to have other debts, or to have incomes between 100 and 200% of the federal poverty level.

The CFPB flags inaccurate billing as one of the main drivers of unpaid bills, showing that older adults are more likely to have numerous chronic health needs, conditions that are billed at a higher intensity which require greater documentation, and to rely on coverage from multiple sources. This combination can lead to delays in payment, errors in who is billed for what services, and providers seeking inappropriate reimbursement from patients.

People who are dually eligible for Medicare and Medicaid see disturbingly high levels of unpaid medical bills. Most dually eligible individuals should have little out-of-pocket exposure to medical costs, but they report both higher incidence of unpaid bills and higher dollar figures for the bills than their non-dual counterparts. CFPB notes that this suggests providers are billing beneficiaries for amounts they do not owe.

Unpaid medical bills cause personal and financial stress, landing people in collections and having negative effects on credit ratings. Recently, the three major credit bureaus stopped reporting cleared medical debt, medical debt in collection below \$500, or medical debt in collections for under one year. But this does not alleviate the stress of unpaid bills or eliminate collections activities.

At Medicare Rights, we urge CFPB, Medicare, and policymakers to do more to protect everyone, including older adults and people with disabilities, from high out-of-pocket costs and inaccurate billing. We support limiting Medicare beneficiary spending, expanding financial assistance, educating providers about billing rules, and improving oversight of providers and insurance payers. Stronger guardrails are needed system-wide.

Access to Health Care Improvements in the 2024 NYS Budget that Positively Impact Seniors

There were a number of improvements to health care access in the state budget. Some highlights include:

- \$419 million to improve Medicare beneficiaries' access to preventive and primary care.
- \$8 million to strengthen the EMS first responder system and \$26 million to increase Medicaid reimbursement rates for medical transportation.
- \$1 billion to create a stronger health care system for the future.
- \$890 million for mental health housing expansion.

Retirees should have received a mailing titled, "The Empire Plan Special Report" in May explaining the July 1 changes in their health insurance coverage. You should've also received a new insurance card in advance of July 1, 2023. Please take the time to read the May 2023 Special Report. It explains important changes in your plan.



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.
- Rishona Haynes is a registered nurse 1 at SUNY Stony Brook on Long Island.
- 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 Mascaro 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.
- Marcus Smith is a health program administrator at the Department of Health in Albany.
- 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.



Are you interested in a career with PEF?

The New York State Public Employees Federation (PEF) is a diverse and powerful labor union committed to creating a better working life for its members. PEF staff work in various departments in collaboration with PEF's elected union leadership to serve 50,000 members employed in professional, scientific, and technical titles across the State. Some of PEF's departments include: Communications, Contract Administration, Field Services, Finance, Health & Safety, Legal, Legislative and Organizing. If you believe in workers' rights, justice and equality, then a career in the labor movement may be right for you. To see what opportunities are available at PEF, please visit our [Careers Page](#).



Proposed Constitutional Amendment 2023

The following proposed amendment to Article IX, B, 1 of the PEF Constitution will be presented for ratification to delegates at the 2023 Convention. The amendment was approved by the PEF Executive Board at its June 7-9, 2023, meeting for presentation to the delegates. The amendment would change the required signatures on a petition from 10% of the membership to 5% of the membership of the appropriate constituency. If the amendment is approved by the delegates, it will take effect 60 days after adoption.

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

Article IX NOMINATIONS

B. Subsequent Nominations

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



June 27, 2023

PEF Division 197 OPWDD members joined PEF leaders in Region 5 for a Membership Meeting. Council Leader Josh Chimene and Region 5 Coordinator David Dubofsky presented on tentative agreement gains & trade-offs, plus lots of PEF give-aways!





June 28, 2023

PEF Division 247 (DOT) enjoyed a half-day celebration at Watertown's Thompson Park, where they also had their questions answered about the 2023-2026 PEF/State Tentative Agreement.



June 28, 2023

The PEF Tentative Agreement Tour rolls on, and it was standing room only in Region 4, as Vice President Randi DiAntonio, Regional Coordinator Gina Corona, PEF Contract Team member Chris Ford and PEF staff answered member questions about the 2023-2026 Tentative Agreement.



July 25, 2023

Team PEF joined Senate Majority Leader Andrea Stewart-Cousins and Senators Zellnor Myrie, Neil Breslin and Peter Harckham at a New York State Democratic Senate Campaign Committee event in Saratoga Springs.



July 14, 2023

The Labor Management Advisory Council, member leaders and PEF Field Representatives met for a full day of training at PEF headquarters. The group practiced their skills at a mock labor management meeting, participated in a training with the AFL-CIO Technology Institute, and discussed issues and concerns happening at LM tables across the state.





July 12, 2023

President Wayne Spence participated in the Department of Labor first-of-its-kind Worker Protection enforcement staff shield ceremony. More than 300 Worker Protection staff took oath to serve and protect all working New Yorkers.



July 13, 2023

New Employee Orientation at Roswell Park, PEF gains 9 new proud members!! Welcome aboard Nurses!!

