

# *The* Communicator PEF

Volume 41, No. 7 | October 2023



## 45th Annual PEF Convention

Syracuse, New York

PEF's 45th Convention made history with remarks from both our international union presidents, AFT & SEIU, as well as the national and state leaders of the AFL-CIO! Thank you to all the delegates for gathering in Syracuse to conduct the business of the union. This Communicator issue provides full coverage from the event.

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## THE COMMUNICATOR

Volume 41 No.8  
October 2023 (0745-6514)

The Official Publication of the New York State  
Public Employees Federation, AFL-CIO  
1168-70 Troy-Schenectady Rd., Latham, NY  
12110-1006

The Communicator is published monthly,  
except for January and August, for members  
of the New York State Public Employees  
Federation.

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# The President's Message By WAYNE SPENCE

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## Better Together in 2023 and beyond

Another PEF Convention is in the books and this time we truly made history. The presidents of both our international parent unions, [AFT](#) and [SEIU](#), addressed the delegation, as did the president of the [New York State AFL-CIO](#). And that was just before lunch on day one! After lunch, our keynote speaker, [National AFL-CIO President Liz Shuler](#), told delegates "this PEF family is the heart and soul and strength of the labor movement in New York State." I could not agree more!

In addition to recaps of those powerful speeches by labor leaders, this post-Convention issue of The Communicator features a summary of my State of the Union address, as well as snippets from annual Convention events such as the [Health & Safety Breakfast](#), [Nurses' Luncheon](#), and [Indo-American Committee Program](#). I heard from many delegates on the ground in Syracuse this year that the agenda was jam packed, just as it should be when more than 500 of New York's most committed labor activists get together to conduct the business of their union!

At the [President's Reception](#) kicking off Convention, we received some very good news from New York State Comptroller Tom DiNapoli. The \$3,000 bonus earned by members for ratifying the 2023-2026 PS&T Contract will be paid next month. Members on the administrative payroll will receive their bonus on Nov. 8, while members on the institutional payroll will get theirs on Nov. 16. This money is part of your regular paycheck and therefore taxable, so if you want to lower your taxable income by either signing up for or increasing your pre-tax contributions to the New York State Deferred Compensation Plan, please visit [this page](#).

We spoke to more than 50 delegates in our Convention video studio about PEF's ongoing efforts to reform Tier 6 of the New York State pension system. Last year we lowered the vesting period from 10 to 5 years and this year we're pushing to standardize the employee pension contribution rate at 3% after 10 years of service. Those videos will become part of our campaign in the months ahead as we build toward the legislative session. Fixing Tier 6 is one of the best things we can do to make New York State a desirable employer. That's exactly what [Vice President Randi DiAntonio](#) told State leaders earlier this month at a hearing held by the Senate's Civil Service & Pension Committee.

While the planning and execution of PEF's annual Convention is demanding work, I always leave Convention energized and inspired by all the members of this union. This year we had nearly 100 new delegates attending their first Convention, and that is a clear sign of how strong and vital PEF is now and will be in the future. Thank you to all PEF members for the work you do both looking out for one another in this union and serving the citizens of New York.

In Unity,

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

Wayne Spence  
PEF President



# Convention Delegates review the wins of 2023 and chart a course of action for 2024

By KATE STICKLES

The 45th Annual PEF Convention kicked off October 15 with more than 500 delegates gathering in Syracuse to conduct the business of the union, including review of the Secretary-Treasurer's and Trustees' reports; setting the state and federal legislative agendas; debating an amendment to the PEF Constitution; and considering a variety of resolutions impacting PEF policies.

## Constitutional amendment

Delegates approved a Constitutional Amendment that lowers the signature requirement for election petitions to "5% for the membership of the appropriate constituency," a reduction from the previous 10%.

Those in favor of the amendment cited telecommuting as an impediment to petitioning, with some candidates having to travel large distances and to many small offices to fulfill petitioning requirements. Some said it was difficult to gain access to secure facilities and staff in the field.

"We need this for the survival of the union," one said. "We need to improve participation. Modernize or die."

Those in opposition said union leaders should be putting in more effort, going from one end of their constituency to another, and the body shouldn't be decreasing requirements for elected office.

The amendment is effective on Dec. 15, 2023, 60 days after Convention delegates approved it.

## Labor leaders in the house

Four of the top labor leaders in the world addressed the delegates on October 16, a clear recognition of the strength of PEF as a leading public-sector union.



SEIU President Mary Kay Henry, AFT President Randi Weingarten, National AFL-CIO President Liz Schuler, and NYS AFL-CIO President Mario Cilentio applauded PEF members and urged them to continue to advocate for themselves.

"How incredible is it that we had at our Convention three of the most powerful leaders in organized labor in this country, and the fourth highest in New York state, representing 17 million union members,"



said Vice President Randi DiAntonio. "Our power, our visibility, our credibility and what we can accomplish is due to the relationships President Spence has built."

[Click here for the story about their remarks.](#)



### State of the Union

President Wayne Spence took the podium to deliver his State of the Union address October 16, highlighting PEF's successes since last Convention, including membership increases, community activism and engagement, an overwhelmingly ratified contract without givebacks, and more.

"PEF is more than 50,000 strong and we are still growing," he said. "In fact, if we keep adding new members, there may come a time in the not-too-distant future when we call ourselves New York's largest public-sector union."

[Click here to read more about the State of the Union address.](#)

### PEF's financial position

Secretary-Treasurer Joe Donahue reported on the state of the union's finances, addressing delegates' concerns about increased program expenditures and investments.

"It's been a very eventful year," he said. "I can report to you that PEF is in very good financial shape, and I intend to keep it there. My office continues to create, as well as update, policies and procedures as our needs and circumstances require. I meet quarterly with the Budget Advisory and Financial Compliance Committee, and as needed with our PEF Trustees, to find common ground and present any changes to the Executive Board for discussion and, if necessary, action."

Donahue said the union's net assets decreased by approximately \$364,000 in fiscal year 2023, citing increased spending as PEF returns to pre-COVID practices and expenses, such as in-person meetings and the staffing expenses associated with that.

Dues income increased significantly, due in part to the positive trend of increasing membership as PEF Organizing steps up efforts to sign up new members across the state.

"The union's cash and investment positions will be able to support the union in overcoming any outside threats in the years to come," he said. "Membership continues to increase as the union continues to climb back to pre-pandemic levels."



### Legislative agendas

VP DiAntonio, the chair of the Statewide Political Action Committee, shared legislative wins since the last Convention and presented the proposed 2024 federal and state legislative agendas.



"I am beyond thrilled to report that our collective efforts to fund our future in 2023 resulted in many legislative and budgetary wins," DiAntonio said. "Our public service campaign struck a chord with New Yorkers, it struck a chord with the governor, and it resonated with the state legislature."

PEF bills signed into law in 2023 included a bill adding teeth to the nurse mandatory overtime law by requiring penalties for employers who violate it; a bill eliminating "captive audience" meetings when management tries to address topics that may make some employees uncomfortable; and a bill expanding notice for civil service exams. Legislation requiring public inspectors at taxpayer-funded capital project sites awaits signing by the governor.

"Our advocacy in the political arena helps us ensure that vital essential services get the funding needed to serve the people of New York," DiAntonio said. "Through our political action, we fight back against bad budgets and bad policy."

[Click here for the federal agenda and here for the state.](#)

### Deciding on resolutions

Delegates took up nine of the 27 resolutions on the agenda, adopting seven of them and voting down one.

Under Civil Service Issues, delegates adopted resolutions pertaining to the following:

- PEF will work with other organizations to raise awareness of the importance of wage restructuring for public employees and will use its political and legislative influence to advocate for expedited hiring at the Department of Civil Service.
- PEF will address the concerns of workers who serve in 24/7 agencies and often do not have the same rights to use personal time, Employee Organizational Leave time, breaks, weekends off, and accrued time off. This work will be accomplished by, but not limited to, contract bargaining and political action.
- PEF will work to develop legislation to provide appropriate compensation for any employee impacted by the adoption of any future Executive Order or other action that requires them to render services during a public health or other emergency with a direct threat to their health and safety.

Concerning Workplace Issues, the delegates adopted the following:

- PEF will promote work with appropriate departments and state and legislative agendas to protect members and ensure that their rights are protected as artificial intelligence impacts jobs, services, and products across many industries.



- PEF will discuss with the state Department of Labor how to notify PEF members of any process for reconsidering previous unemployment insurance benefit denials and for filing late claims to members who lost their jobs, even temporarily, due to the state not accommodating inability to take the COVID vaccine because of medical concerns or religious beliefs.
- PEF will support and advocate for the recognition of mental health as legitimate and serious work-related injuries and illnesses; include mental health services under Worker's Compensation law; promote education and awareness about mental health; and remove barriers to accessing services.

Regarding Organizing and Divisions, the following resolutions were considered:

- ADOPTED: PEF commits to proactively create flyers with QR codes for Divisions where members are directed to fill out online forms or surveys; register for an event; participate in campaigns, etc.

- ADOPTED: PEF acknowledges the benefit of PEF Retiree time, effort, and experience to the active organization and members and will encourage and welcome their continued participation.
- FAILED: PEF should provide in-person Council Leader training quarterly and provide general information to all Council Leaders. Staff indicated the inefficiency of the proposed schedule, the training already available and being done, and significant costs associated with additional training.

#### Other Convention events

In addition to the main plenary sessions at Convention, there were also a number of special events delegates could attend. Click the links below to read stories about each event.

- [President's Reception](#)
- [Indo-American Committee: Celebrating Diwali](#)
- [Veterans' Committee: A Psychiatrist in the Military](#)
- [The Emerging Leaders Institute: An Introduction](#)
- [Nurses' Luncheon](#)







# State of the Union



## State of the Union: We're Better Together and making a difference for members and New Yorkers

By KATE STICKLES

The theme of the 45th Annual PEF Convention was "Better Together."

During his ninth State of the Union address, President Wayne Spence backed that up with facts from the year since the last Convention, including the negotiation of a strong contract, victories in the legislature, community outreach and union engagement, and PEF's unwavering push to increase membership.

"Someone at our last Executive Board meeting brought up the bundle of pencils metaphor," he said. "Hold one pencil in your hand and you can snap it; hold a dozen, good luck. It's not going to break. PEF is more than 50,000 strong and we are still growing."

### Building our Strength

Spence recognized the Organizing Department for a stellar job in 2023, traveling the state to meet with members and energize them to be part of PEF. Those efforts brought in more than 5,000 new members.

"I can remember standing here in 2018 and 2019, after the Janus decision, talking about emergency plans to keep this union intact if members quit in droves like the Supreme Court gave them the opportunity to do," he said. "We welcomed 5,389 new members from January 1 to September 21. In a union of 50,000, that's 10% growth. Our goal was 2,500 for the whole year: that's 216% better than our forecast."

To support the effort, Spence said the union hired regional staff and purchased and branded vehicles for easier travel. "I'm happy to report that those investments have paid for themselves already with the dues from the new members," he said.



Bu PEF is not only building strength in numbers: it's also building political strength.

In April 2023, the union leveraged its membership numbers and gathered more than 10,000 signatures in support of the Fund Our Future for a Thriving New York campaign.

The magnitude of that was demonstrated during an event in the Legislative Office Building.

"There are a lot of specific demands on there, about reforming the Civil Service system, more beds and staff at mental health facilities, and ending the waste that happens every time the state contracts out projects," Spence said. "Let me tell you, turns out 10,000 signatures look mighty impressive when printed on a 42-foot-long, 4-foot-wide banner and rolled down the steps! It was a great visual to show lawmakers that we are united and to push for salary upgrades across all titles."

### Contract with No Givebacks

Among PEF's accomplishments this past year, the 2023-2026 PS&T Contract tops the list, which delivered 3% annual raises, a \$3,000 signing bonus, a \$600 Higher Education Differential, a \$400 dental stipend, and more.

"This was the fourth contract I negotiated as president and is the best so far," Spence said. "This contract contains more than \$1 billion in what we call 'new money' – those are dollars that weren't in previous contracts and that your Contract Team negotiated on your behalf. A member pulled me aside at a recent event and said this is





the best contract she's had as a state employee – and she's been a public servant for 32 years."

Not all the wins were purely economic.

The contract includes 12 weeks of Fully Paid Parental Leave and ends sunsets on several benefits, including the Productivity Enhancement Program and the Article 15 tuition reimbursement benefit.

"It's clear from this contract that the state finally heard us," Spence said. "The state has more than 15,000 vacant jobs and thousands more state employees are retiring every year. New York needs to offer competitive compensation and benefits to retain and attract public servants."

[Click here for more information on the 2023-2026 PS&T contract.](#)

### The Year in Highlights

From November 2022 to the present, PEF has been throughout the state, and even overseas, advancing the union's issues and goals, growing political power, and cementing itself as a leader in the labor movement.

"SOMOS is where the budget really takes shape, months before the governor even releases her executive budget," Spence said, referring to SOMOS El Futuro in Puerto Rico. "All the decision makers are there. In 2021 and 2022, we handed out materials and talked about the union's priorities in the Fund Our Future campaign. When the governor released her executive budget, Fund Our Future language was included in there. PEF has earned a right to be in 'the room where it happens' and we aren't going to stop now."

This year, PEF leaders will head to SOMOS again and push for a dental plan that works, a two-grade upgrade for all state workers, and the key issues in the 2024 state legislative agenda adopted at Convention.

Last December, PEF secured salary reallocation for members at Roswell Park Comprehensive Cancer Center, a significant win in a member-driven fight; the state welcomed the exit of OCFS Commissioner Sheila Poole, the first step in tearing down the toxic environment at that agency; and PEF mobilized in support of the people of Buffalo when they were hammered by a record-breaking blizzard.

"As the calendar flipped to 2023, PEF kicked off a new initiative with our friends at AFT called First Book: Reading Opens the World," Spence said. "The mission was to give kids at OMH and OCFS facilities access to free books. These kids are all too often forgotten by the system."

PEF visited two campuses of the New York Children's Center in the Bronx and Queens, an OCFS facility in Rochester, Finger Lakes Residential Center, and Elmira Psychiatric Center. Each event was a joint effort between management and the union.

"That kind of labor-management solidarity makes a difference," Spence said. "Management leaves these events with a lot of goodwill toward our union and that only helps us down the line when we have an issue that needs resolving."

The union hosted an International Women's Day event at the New York City office on March 6, 2023, inviting more than 20 members of Public Services International from 10 different countries who were in town for a U.N. conference.

"No matter what language, the message was familiar," Spence said. "Organized labor around the world faces the same threats. Health care providers from different countries said their unions struggle to keep members safe on the job and they shared their practices for holding management accountable. This exchange of information makes us stronger."

Perhaps PEF's biggest community engagement project was the first annual Wellness Fair and AFT Book Giveaway held in Albany in April, where the union brought together more than 40 vendors and gave away 20,000 books to students and teachers.

"This is just another great example of the state, PEF and the community coming together to serve everyone, funding our future so New Yorkers can thrive," the president said.

In the following months, PEF supported a parole officer who was blocked from leaving the home of a parolee by attending the court hearing in Cohoes and speaking out about the pitfalls and failings of the Less is More parole reform. The union made a strong showing at area Labor Day parades in PEF Regions 1, 3, 4, 7, 8, 10, 11 and 12, including the parade in the streets of New York City, where 200 PEF members marched up Fifth Avenue.

"Dozens of PEF members carried signs calling out New York state for workplace bullying and creating toxic work environments," Spence said. "Other union members and labor leaders came up to me and said thank you for carrying that message."

That wasn't the end of that advocacy.

The Executive Board marched to and around the Empire State Plaza in September carrying the same signs, gaining valuable media coverage, and sending a message to the governor and the Office of Employee Relations.

"Some leaders in this room have told me that you've seen changes in your workplaces since that rally," Spence said. "This campaign is just getting started. There are a lot of state workers who would love to shine a light on this, but they're afraid. It's up to us to give them a voice. It's time to tell management 'Enough is Enough. We're in this fight now and we're not backing down.'"



# 45th Annual PEF Convention



## Convention Keynote: AFL-CIO President Liz Shuler: The labor movement grows thanks to PEF

By NAJEE WALKER

After being treated to remarks from the most powerful leaders in the international and New York labor movements, President Spence welcomed this year's keynote speaker to the stage. National AFL-CIO President Liz Shuler praised the delegates for their show of democracy on the floor.

"You all know Robert's Rules of Order better than anyone I've ever seen!" Shuler said.

Shuler said that PEF is doing the good work of not only making sure PEF members are taken care of, but making sure that the labor movement continues to grow. She was impressed with the number of members around the age of 35 in the delegation.

"I have been clear since day one of becoming president of the AFL-CIO -- we are getting back to our roots. Organizing on the ground, doing the hard work, having conversations with our friends, our coworkers, taking the collective effort that we need to," Shuler said. "That is our No. 1 priority, and it will always be our No. 1 priority: to grow this labor movement. I cannot think of an organization that understands that better than PEF."

Shuler echoed the sentiments of previous speakers: People are fed up. Corporate greed and disrespect for workers have made people look to unions for solutions to improve their lives. According to a poll done by the AFL-CIO, two-thirds of Americans support and agree with unions. Likewise, 88% of young people under the age of 30 are pro-union.

"Finally, they're looking to you and to our movement in this moment," Shuler said. "Because they know that if we stand together, we are more powerful. That's the secret."



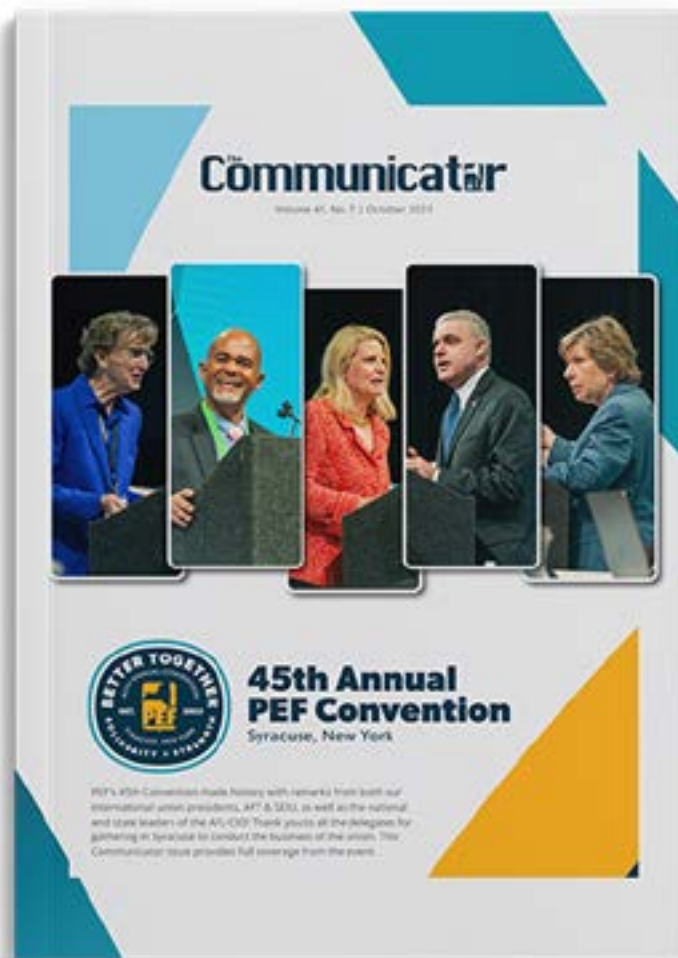
Shuler reflected with the delegates on the days when working for the state was the gold standard. Retirement plans, healthcare and compensation for state workers and PEF members are still some of the biggest issues facing workers today. Although progress has been made, Shuler says, it's time to fix it all.

"Our members love what they do, they're good at their jobs. But love doesn't pay the bills. The days when loving your job is the standard for earning a fair wage — you can't get by on love alone," Shuler said.

Shuler believes that while the politics of this moment are tense and toxic, unions are in a powerful position to change the minds of the state and even have direct influence on how government operates. PEF members hold the power as activists to influence who our state leaders are, she said.

"This is the moment to use our power. This family — this PEF family — is the heart and soul and strength of the labor movement in New York state. You've got a lot of responsibility on your shoulders," Shuler said. "So, let's use that power to elect people who believe in what we're fighting for, who will stand up for us. Let's use that power to fight for safe workplaces, and let's use that power to fight for better pay and dignity and respect for all working people!"





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# PEF Convention brings powerful labor leaders to Syracuse

By NAJEE WALKER

This year's convention brought together some of the most influential and powerful leaders in the labor movement. From the labor houses of AFT, SEIU and the AFL-CIO, PEF delegates were given insight and inspiration as the fight continues to make New York state a better place for all workers. Each of the speakers offered not only their support and solidarity, but a reminder of why PEF fights.



## Randi Weingarten: Better Together is more important than ever

On the first full day of convention, President Spence welcomed an all-star lineup of labor leaders to address the delegation. AFT President Randi Weingarten kicked things off.

"One thing that I know, is that in the absence of having PEF, this state would be in much worse shape. In the absence of PEF, our members would be in much worse shape," Weingarten said. "Just think about some of the states right now who don't have unions."

Weingarten praised the ability of unions like PEF to be able to disagree, but in the end come together when it is most necessary.

"I'm going to beg this convention to use the freedom that you have, the voice that you have, to create the democracy that you want," Weingarten said. "But not just the democracy, the movement that you want, to create what we need to do to make jobs in New York State!"

While support for unions and labor movements across the country is on the rise, Weingarten points out that there are still active smear campaigns against her and other leaders in the movement, as well as the movement as a whole.

"Why do they do that? Why do they smear? Because they don't want a labor movement. They want us to be divided, they want us to be at each other's throats," she said. "They don't want what we're

trying to do. And what are we trying to do? You see it! As part of your convention: Better Together!"

Weingarten asked PEF members to stay as positive as possible as they continue to fight for better working conditions and fair contracts. As the country divides itself on many things, Weingarten said, union strength and solidarity is more important than ever.

"You are members of two amazing international unions. But we are at the center of this race between hope and fear. Fear normally wins. Division normally wins," Weingarten said. "Look at what just happened in Israel and in Palestine. Look at what is happening in Ukraine. But hope and aspiration are what America is about. It's about making sure that the next generation does better than we do."



## Mary Kay Henry: Solidarity across diverse backgrounds is our strength

President Spence then welcomed the leader of PEF's other parent union, Service Employees International Union (SEIU), President Mary Kay Henry to the convention stage.

The leader of more than 2 million SEIU members reminded delegates that despite their varying backgrounds and differences as Americans, the power of unions is rooted in diversity.

"We owe the strength of our union, the breadth of our vision for the future and the energy and richness of our movement for justice to the incredible diversity, tradition, experience and culture that we bring," she said. "Our power comes from this amazing cross-racial intergenerational solidarity that we can only build inside our unions."



Henry praised PEF members for continuing to advocate for criminal justice reform in the state. Led by President Spence, some members are involved in an SEIU initiative called "Criminal Justice and Us," which looks at criminal justice reform in New York state through a racial justice lens.

"Looking ahead to this legislative session, PEF members will be advocating for common sense solutions that allow workers in the criminal justice system to both ensure public safety and to help people who were formerly incarcerated lead productive lives," Henry said.

Henry believes that, with PEF members leading the charge, this project could become a national model for other states in the country.

"Let's give it up for Gabby Franklyn, Dr. Wanda Bates, Rob Hodson, Diane Jaulus, Sharon Lamb and Catherine Adams," Henry said, mentioning the PEF leaders who are part of the initiative. "This is no joke in trying to take leadership in this area, and we want to work with you every step of the way."

Henry also thanked PEF members for their hard work helping each other out in times of need, referencing the terrible Buffalo storm that threatened the lives of many members last December. That work, Henry said, not only helped to inspire hope for members and workers in New York, but also across the country.

"We join your call for adequate funding for public services. For wages and working conditions, that attract and retain staff. For fully resourced state services. And for a secure pension that every state worker deserves," Henry said. "Simply put: Respect us! Protect us! Pay us!"

"Respect us! Protect us! Pay us!" is an SEIU rallying cry that started in California, when fast food workers were organizing their "Fight for \$15" campaign. Henry shared that those workers were inspired by PEF's actions, and over the past five years have finally been able to negotiate an increase in pay and improve their working conditions.

"I want you to imagine with me now the way Randi was envisioning the expansion of worker power in the United States of America," Henry said. "Where we take the amazing public support, that 10% of workers who are lucky enough to have collective bargaining in our union, and throw open the doors of our movement and welcome people in so that we can build the multi-racial power necessary to finally challenge the corporate power hold on our democracy and economy and end and uproot systemic racism once and for all."

#### **Mario Cilento: Make the most of PEF**

As PEF works to fight back against bullying and hostile work environments, President Spence recalled the help he received from New York State AFL-CIO President Mario Cilento. Cilento got on the phone with the governor as soon as he heard PEF was leading the charge to help organize a meeting with the governor's office.

In his remarks, Cilento thanked President Spence for putting PEF in the forefront on much of the state's initiatives in the labor movement, which benefit all 2.5 million AFL-CIO members in New York. Cilento also asked delegates to remember why they are part of the movement.

"Close to 24% of workers in this state are organized, so basically 1 out of every 4 workers in this state is a union member, right? That's twice the national average. One out of every seven union members in the country comes from the state of New York," Cilento said. "As proud of those numbers as we should be, those numbers, in and of themselves, are useless, and meaningless, and they're worthless unless everybody is working off of the same page, everybody is working off the same playbook and everybody is coordinating."

Unions support other unions, Cilento said, which means that when construction unions need help, PEF, the AFL-CIO, AFT and more all show up.



"(President Spence) comes to those meetings and on behalf of everybody here, PEF supports that issue or initiative and the rest of the labor movement, who has no real stake in that particular issue, supports them so they can get that legislation passed," Cilento said. "The same way that private sector unions come through the state AFL-CIO to help us get pension reform."

The track record of success when unions work together, Cilento said, is very high. He shared with delegates that a few private sector unions supported recent changes to Tier 6, \$25 million in funding for the Department of Labor, and climate legislation that protects public sector work from going private.

Cilento promised that the New York State AFL-CIO will continue to have the backs of PEF members to make sure that state workers and PEF members are protected and fully supported.

"I want you to know that your two and a half million brothers and sisters and family members of the New York State AFL-CIO, will never, ever, stand by and let PEF members or any other members of any unions be treated with less than full dignity and respect by any state agency in the state of New York," he said to cheers. "Because that's not who we are, and we will never allow that!"



# President's Reception: Comptroller kicks off Convention

By KATE STICKLES



The President's Reception, held the first night of each annual PEF Convention, is a chance for members to mingle, get excited for convention and, this year, hear some welcome news from the New York State Comptroller.

"We call this the President's reception, but I really think it ought to be called the Comptroller's reception," said PEF President Wayne Spence. "I really think you'll want to hear what he has to say."

New York State Comptroller Tom DiNapoli offered members congratulations on the three-year PS&T contract and praised President Spence for his leadership during the height of the pandemic.

"President Spence must've been on the phone with me two or three times a day asking for protective equipment, and what we can do for PEF members," DiNapoli said. "You know what he did in the contract negotiations this year, right?"

"I've worked with a lot of union presidents across our great state, we're labor strong in New York. But you could not have a better person than Wayne Spence as your president."

DiNapoli also shared important news regarding payment of the ratification bonus PEF members earned for signing the 2023-2026 PS&T contract.

"I am happy to announce that members on the administrative payroll should see payment on November 8," DiNapoli said to cheers. "Members on the institutional payroll should see their payment on November 16!"

DiNapoli made the commitment to PEF members to ensure that their pensions will continue to be the best funded in the country. Despite negative trends in the stock market, the comptroller's office continues to fund the pension at about 90 percent.

"For a publicly funded retirement, that's a very strong funded status," DiNapoli said.

DiNapoli added that it is important to keep the pension fund at or near 100% funded.

"That is how we guarantee your retirement security, that is how we have a safe and secure pension for each and every one of you," he said. "We will not let anybody turn us into a defined contribution state."

DiNapoli also shared his distaste for Tier 6 of the pension plan.

"We lowered the vesting, with PEF's strong advocacy, from 10 years to five years, and have had some relief from the overtime during



PEF President Wayne Spence and New York State Comptroller Tom DiNapoli at the President's Reception.

COVID," DiNapoli said. "Those were good choices. But we have to be mindful of whatever enhancement we're looking at on the Tier 6 front: What will the cost be? What will it do to the pension fund?"

PEF is pushing in the next legislative session to "Fix Tier 6" by standardizing employee contributions at 3% after 10 years of state service, along with other changes.

DiNapoli conceded that while these are difficult and constantly ongoing conversations, making sure the pension plan is fully funded makes those conversations possible.

Following DiNapoli, Senators John Mannion and Rachel May, Assemblymembers Pamela Hunter, John Lesmondos and Al Stirpe, and Western New York Area Labor Federation (WNYALF) President Peter DeJesus Jr. took to the stage to address and congratulate delegates.

They each shared messages of solidarity and accountability, stating that it is important to make sure that they are working hard for the very same public employees who work hard every day for New Yorkers.

"It is always hard to follow the comptroller," said Senator Mannion. "But I want you to know that we will continue to fight for you, the public workers that make up this great state!"

WNYALF President Peter DeJesus Jr., echoed Mannion.

"I cannot promise you any extra money in your paychecks like the comptroller can," DeJesus Jr. said, "However, I want you to be proud of your accomplishments and know that your union brothers and sisters have your back!"





# PEF nurtures emerging leaders

By NAJEE WALKER

The PEF Leadership Institute and the Emerging Leaders Social Committee held a workshop during PEF Convention to introduce members to their work. The Institute is a PEF initiative that operates with support from AFT and seeks to build leadership within the union. The Institute's mission is to build upon the skills of current and new PEF leaders, while also bridging the gap between generations and building a team of leaders across many different demographics. In July 2023, the Institute trained its first set of leaders. Another class will be trained by the Institute in 2024, following a selection process, which includes an essay.

"It is important for PEF to nurture a multigenerational team of leaders at every level of the union," said Falto.

Graduates may become members of the Emerging Leaders Social Committee, which works to further the training, education and support offered to graduates and other PEF leaders. PEF is looking to expand the committee and interested members are encouraged to reach out to chair Vivian Falto at [Vivian.Falto@pef.org](mailto:Vivian.Falto@pef.org).

The committee is modeled after PEF Labor-Management and Health and Safety committees, which start with a Statewide presence focused on broad union issues and goals. From there, regional and local committees can be created as needed.

"The regional committees would be supported by PEF regional coordinators," Falto said. "It would be focused on whatever leadership issues or needs arise in that region and the Statewide Committee will collaborate with them providing further assistance."



PEF Emerging Leaders Social Committee Chair Vivian Falto presents a workshop at PEF Convention 2023.

In addition, the Statewide Committee will provide leadership skill-building opportunities and experiences for all members Statewide.

The Emerging Leaders Social Committee is in the process of finalizing its Bylaws and a Constitution to govern the body.

For more information, email Vivian at the address above or PEF Assistant Director of Organizing Dr. Christine Pluviose at [Christine.Pluviose@pef.org](mailto:Christine.Pluviose@pef.org).



Members of the PEF Veterans Committee at the Veterans Luncheon during the PEF Convention.

# Veterans at Convention learn about challenges of military psychiatry

By KATE STICKLES

Many of the veterans among PEF's Convention delegate ranks gathered for a luncheon and to hear guest speaker James Demer, M.D., a PEF member who works with children at Hutchings Psychiatric Center in Syracuse, but during his tenure as a military psychiatrist deployed in support of Operation Enduring Freedom to Afghanistan.

PEF President Wayne Spence addressed the group about the loss of many veterans at hospitals across New York and the toll that took on the health care heroes who treated them.

"The people who treated those veterans, sometimes they were their only family, I think that really hit them hard," Spence said. "SUNY hospitals have not addressed that loss. I'm hoping the Veterans Committee takes up that cause. I believe when veterans get behind a cause, politicians get nervous."

Dr. Demer took the podium to share his insight into mental health in a military setting.

"As a psychiatrist, it's kind of a unique situation between military and the outside world," he said. "We're given the privilege of hearing peoples' stories. People come to us for words of wisdom. What it comes down to is you realize you don't have all the answers. You just sit with the person and try to help them sort through their experiences and come up with solutions."

"In my experience in the military and with children, the goal is to make people not dependent on psychiatrists or medications, but to help the person rediscover their own strength so they can move forward," he said.

There is a stark difference in how you handle thoughts of suicide or depression in servicepeople overseas, Demer said.

"In the military, you have to be able to fire a weapon, to carry a weapon, and you have to be alert and able to wake up if something happens," he said. "As a psychiatrist, when someone presents with thoughts of suicide and has access to a weapon, or when someone is having trouble sleeping and you want to give them medicine, those are very different in this setting than statewide."



Veterans Committee Chairperson, retiree David Krobe, welcomes PEF President Wayne Spence to the podium.

One of Demer's first introductions as a military psychiatrist was the Sept. 11, 2001, attack on the Pentagon, where he provided mental health support to recovery teams. He noted a distinct disconnect from the servicepeople he was helping. There have been efforts to remedy that.

"The military has begun to embed mental health services into units so that people who provide mental health services, as much as possible, do the same training and spend time with the servicemembers they are going to be treating so when something happens, they don't feel like an outsider," he said.

Veterans' groups are an important resource for former servicepeople.

"When you serve in the military it gives you a sense of togetherness and shared experience that I think is so unique," Demer said. "Having veterans' organizations that continue like this I think is so important because you start to lose the importance of what it means to serve your country and that's not something we want people to forget."

Demer said he was struck with a new awareness of how people recognize the flag during his deployment.

"I remember, before serving down range, I didn't really have my heart in it. It was something we did since kindergarten," he said. "I remember the first time down range how proud it felt to be an American. After seeing what life is like in Kandahar, I'm grateful for what we have here."



# PEF ‘superheroes’ learn how to seek solutions to health and safety issues in the workplace

By KATE STICKLES

Which are you more likely to look at – the colorful images and action words of a comic strip or a traditional flyer?

Health and Safety Conference LogoThe comic strip, of course.

Using the power of superheroes and comics, [SOMOS and Marvel Entertainment](#) created a special comic book urging New Yorkers to get vaccinated against COVID-19.

PEF’s Health and Safety Department took that approach and ran with it at the PEF Convention, asking attendees of the H&S Breakfast meeting to create their superhero alter-ego, choosing a power, a weakness, and their superhero team name.

As teams, they selected a health and safety issue to solve and brainstormed how to use the team’s superpowers to address the issue and how to overcome the collective weaknesses.

Attendees addressed mold, mental health, parking, falling ceiling tiles, indoor air quality, sanitation, bullying, and short staffing with their superhero comics.

“Superheroes was a really brilliant campaign done by SOMOS when COVID vaccination numbers were very low,” said PEF Director of Health and Safety Geraldine Stella. “We are trying to rebuild our local health and safety committees, many of which have gone by the wayside since COVID, so we can better serve PEF members across the state.”

Article 18 Committee co-chairs Mauren Kozakiewicz and Conrad Davis frequently meet with the Office of Employee Relations. The joint PEF/NYS Article 18 committee studies and reviews matters of mutual concern in areas of health and safety and serves as a forum for PEF to advise the state of potential health or safety problems; to develop and implement state policy in all matters related to health and safety; and undertake initiatives in research, education and support of agency and local level health and safety committees.



“We serve you, the membership,” Kozakiewicz said.

Davis added: “We want you to be as healthy when you go home as you were when you came in to work.”

Participants said the activity wasn’t just fun, but a good way to collaborate on shared issues, and make involvement in health and safety at their workplace more interesting for their co-workers.

The comic strips will be displayed at the New York State and PEF joint labor-management Health and Safety conference on Dec. 11-13, 2023, in Saratoga. Previous conferences have featured national and state experts, and prepared participants to accomplish important safety initiatives for cutting edge health & safety programs. This year the focus will be on rebuilding and fortifying health and safety committees. Workshops include conducting risk assessments, active shooter training, mapping for H&S committees, workers compensation, and workplace violence prevention.



# Nurses' Luncheon offers help to nurses dealing with substance use disorders

By NAJEE WALKER



Nursing has always been one of the largest professions in the world and is often viewed as one of the most important and rewarding. However, nursing can also be a very difficult and straining profession as well.

The PEF Statewide Nurses Committee held its annual luncheon on October 17 at Convention, presented by PEF Nurse Coordinator Nora Higgins, Chair of the Statewide Nurses Committee Amy Lee Pacholk and Committee Co-Chair Vincent Cicatello. The meeting was a chance for PEF nurses to get to know the committee members and other nurses serving as PEF delegates.

It was also a chance to make sure nurses get the resources they need to help themselves in case of addiction.

The committee introduced Janet Price-Kurta and Rob Simpson from the Statewide Peer Assistance for Nurses (SPAN). SPAN's mission is to provide support, advocacy and education to nurses affected by substance use disorders.

SPAN knows that sometimes nurses need help, too, and offers advice and counsel to both nurses affected by alcohol or drug-related issues, and those that may be working with nurses who have a substance use disorder.

"We all know in nursing, wellness is sometimes something we put on the back burner," said Simpson. "We're really good at taking care of others, but we're not good at taking care of ourselves."

Simpson was formerly a PEF member who worked as a Nurse Administrator with the Department of Corrections and Community Supervision. He now works full-time at SPAN.

Simpson shared his own experience as a young nursing student given early access to alcohol.

"I was a typical teenager, and a typical nursing student. If we had good tests, you'd go out and celebrate," he said. "If you had a bad test, you'd go out and commiserate. There was a culture to say that we have to use alcohol and other substances to help us cope with life," he said.

The journey for people like Simpson often comes with not only the stressors of the job, but the stress of life events. Thankfully, Simpson was eventually able to find stable employment at the Clinton Correctional Facility and credits PEF's union activities, with helping him manage his schedule and his substance use.

"Believe it or not, for me at the time, working in corrections gave me more time off than I ever had before. I found that I loved PEF and all the things the union brought and did to help us as correctional nurses," Simpson said.



Chair of the Statewide Nurses Committee Amy Lee Pacholk and Committee Co-Chair Vincent Cicatello.

Simpson began a treatment program soon after beginning his employment at DOCCS and has not had a drink since 2005. A PEF union representative at the time recommended he attend a SPAN meeting and he's been involved with the organization in some capacity ever since.

"SPAN really helped me identify with other nurses to say, 'we're in this together,'" he said.

Nurses have a higher percentage of risk factors for developing substance use. About 15 to 20 percent of nurses have been or will be affected by substance use. SPAN's job is to identify nurses who are using and connect them as soon as possible to the help they need.

SPAN is 100 percent voluntary and nurses do not need to join to use their resources. The services are also free and confidential. They will work with government offices and management to make sure any nurse dealing with substance use disorder has the help they need.

SPAN also advocates for nurses referring other nurses when they believe there is a problem, but offers advice on how to approach those difficult conversations.

"Make sure you understand the policy at your agency," Simpson said. "Going to management is a good idea, they should know the policy and know how to connect with SPAN."

For more information about SPAN, to find a support group, or to become a facilitator, visit their [website](https://www.span-nurses.org/) or call (800) 457-7261.



# Indo-American Committee celebrates Diwali and Indian cultural customs and accomplishment

By KATE STICKLES

Delegates who attended the PEF Indo-American Committee event at Convention came away with a little more knowledge about India's celebrations, both cultural and societal, and a better understanding of their fellow members.

"Diwali is a festival of lights celebrated on a moonless night, when it is dark all around," said Radhakrishna Mohan, chair of the committee and PEF Region 10 coordinator.

Mohan shared a [National Geographic video](#) with attendees, which brought to life Diwali in India. "Diwali is to many Indians what Christmas is to Christians," the narrator said. "In essence, it celebrates the victory of the forces of light over the forces of darkness."

## Special guests

The committee welcomed Hindu Priest Sanjay Mathur from the Rochester Hindu Temple, who recited a Diwali prayer; Tai Shaw, superintendent of the Asian Village during the New York State Fair; and Siby Nair, the deputy director for Asian affairs from the Governor's Office.

Nair, who assumed his deputy director role in 2021, said he is meeting with people across the state and fighting against Asian hate, promoting access to language, and shining a light on the importance of cultural heritage. He also said there were plans in the works for schools to recognize Diwali as a holiday.

## Cultural highlights

The committee also highlighted India's impact on the world stage – from Lunar Mission [Chandrayan-3](#), when India became the fourth



country in the world to soft land a spacecraft on the moon and the first to soft land on the south pole, to the [G20 Summit in India](#), which set a record in September by holding more than 200 meetings in 60 cities, featuring heads of governments from 18 countries.

India also made history this year by winning two Oscars for the first time – one for Best Documentary Film for "[The Elephant Whisperers](#)" and the second for Best Original Song for "[Natu Natu](#)" (meaning Let's Dance, Let's Dance) from the film "RRR." The country made significant achievements in international sports, as well, winning the Asia Cup Championship in cricket and improving its medal tally from 70 last year to 107 this year at the Asian Games.



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# PEF to State Senate: Fix Tier 6 and increase compensation to attract and retain State workers

By KATE STICKLES



PEF Vice President Randi DiAntonio testifying before the Senate's Civil Service and Pension Committee.

Vice President Randi DiAntonio testified before the Senate's Civil Service and Pension Committee on October 11, urging the state to reform pension plans; fix compensation and the lag payroll system; and combat bullying in the workplace to attract much-needed talent.

"Since 2021, the state has lost 16,858 employees due to attrition," she told the committee, chaired by Sen. Robert Jackson, a former PEF member. "This is the highest level of attrition recorded in the decade that the report has been compiled by the Office of the State Comptroller.

"Staff are fleeing state employment," DiAntonio said. "We hear it from our members: they can earn more in the private sector. Our members are frustrated they can't do their jobs effectively or efficiently due to the lack of staff and they are tired of being overworked and undercompensated."

Lack of staffing at New York agencies profoundly inhibits the state's delivery of public services – from public safety, to support programs for the incarcerated, to appropriate care for the most at-risk residents, to the safety of roads and bridges, and so much more.

Using the insight of the employees who are actually delivering these public services, PEF proposes the following solutions to improve recruitment and retention of State workers.

## FIX TIER 6!

### Tier 6

"The state retirement plan was once called the 'career plan,'" DiAntonio said. "That is because defined benefit plans are designed to reward longevity and service. The Tier 6 plan does not provide incentives to remain in state service."

The Tier 6 improvements PEF supports include:

- Reduce the mandatory contribution for Tier 6 members to 3%
- Reinstitute the 2% FAS calculation at 20 years of service (currently it's 1.5%)
- Reduce retirement eligibility from age 62 OR age 55 with 30 years of service

At the New York State Fair this summer, PEF collected more than 5,000 letters calling for New York to "Fix Tier 6!"

"A wise state Senator once famously said, 'Tier 6 sucks,'" she said. "We agree wholeheartedly. It is probably the subject that members bring up most often when discussing their concerns with state service.

"PEF thanks you for successfully reducing the vesting period from 10 to 5 years and temporarily excluding overtime from the calculation of employee contributions," PEF's written testimony to the committee stated. "We implore you to continue correcting the pension problem."

### Compensation

The union continues to advocate for a comprehensive pay grade study to ensure the state increases compensation for all titles to be more competitive with the private sector.

"PEF members are professional, technical, and scientific staff," DiAntonio said. "Most have advanced degrees and are sought after by private industry. PEF is very pleased that the Governor advanced and the Legislature approved a proposal to examine the civil service pay structure. This is long overdue and must be a top priority. PEF believes every state title requires an increase of at least two pay grades to keep pace with inflation and the private sector."



The lag payroll system is also an impediment to recruitment.

Established decades ago, the system requires new State hires to wait two pay periods before they get their first paycheck, plus they are subject to an additional withholding equivalent to one day's pay in each of the first five pay periods.

The fifth pay period after they are hired is the first instance new employees receive a full paycheck.

"There are very few potential new hires, especially those fresh out of college with loan debt, who can afford to wait five weeks before getting their first full paycheck," the union's testimony stated.

### **Bullying**

PEF continues to field concerns from members, especially nurses and health care professionals, about the state's toxic work culture and argues there needs to be further consideration and action.

"PEF has worked with the Legislature to introduce legislation to codify actions in the workplace that constitute 'bullying' and 'abusive conduct,'" PEF's testimony states. "This legislation would require all state employees receive training to identify inappropriate conduct with the hope of preventing it."

# **END BULLYING**

## **EMBRACE RESPECT**

# **CHANGE STARTS AT THE TOP!**

The bill was passed by the Assembly last session and PEF will be lobbying for Senate approval when the new session begins in January.

To read PEF's full testimony, [click here](#).

# **RECOMMIT TODAY!**

## **NEW + EXISTING PEF MEMBERS**

# **SIGN NOW!**

# SEFA campaign promotes community and leadership

By NAJEE WALKER

Over the past few years, between a pandemic and inflation, the number of people in need across the country — and New York State — continues to grow. The rising costs of food, clothes, gas, and housing take a toll.

There is an easy way for PEF members to volunteer and donate to those who need a helping hand.

The New York State Employees Federated Appeal (SEFA) works closely with the United Way to allow PEF members to easily give small donations from their paycheck to support the charity of their choice.

"This is a state employee-based organization," said Bill Ferguson, chairman of the Finance Committee at SEFA and a PEF member. "This is not the governor's program or run by management, this is all run by the employees! By civil servants."

Ferguson works for the Department of Economic Development as a Program Specialist 2. He is also a PEF Division 262 Council Leader and holds a seat on the PEF Executive Board. Ferguson believes in SEFA's work and says that the organization thrives because others do as well.

"It's all the state employees," he said. "Colleague to colleague."

Thomas Wickerham is a retired state employee. He worked with the New York State Department of Environmental Conservation as a Program Specialist 2. He has been a part of SEFA for more than 26 years and was elected to the Statewide SEFA Council in 2015. He also serves as the chair of the Greater Rochester Area SEFA Committee. Like Ferguson, he believes in SEFA's mission.

"We're just two run-of-the mill employees trying to help our community," Wickerham said.

Ferguson and Wickerham want to assure PEF members that none of their donations go anywhere except to the charities members designate.

"The magic of this is that donors can choose even as low as \$1 to be deducted from their paycheck," Wickerham said. "They choose the charity, the Comptroller's Office collects the money, United Way—whom we partner with—collects the money from the Comptroller's Office and distributes the money from there."

The United Way has local agencies across New York State that partner with local SEFA committees. Together, the committees and volunteers review and vet the charities and make sure the money is distributed properly.



Bill Ferguson, chairman of the Finance Committee at SEFA and a PEF member.

The benefits of the SEFA campaign go beyond the local communities. Since state workers at agencies across New York are the ones volunteering and working to make sure the campaign continues, many of those who participate also trained build skills that they then take back to their agencies.

"SEFA trains leaders," said Ferguson. "Organizing, presentation, team building and problem solving — those skills make state workers better, stronger and more efficient."

Ferguson credits PEF and other unions as critical to SEFA's success.

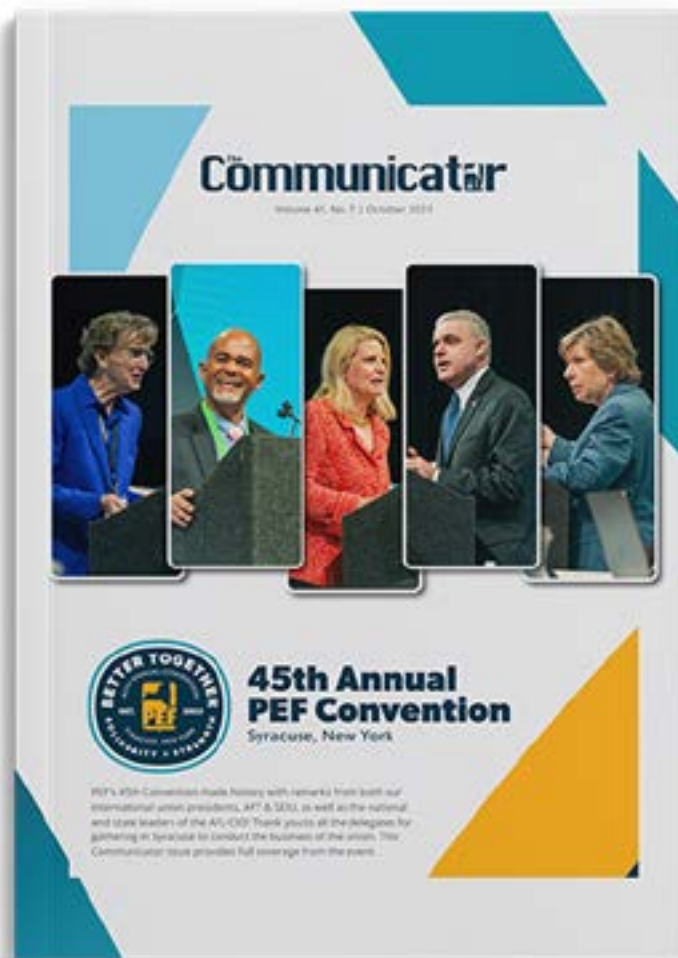
"PEF has always been a pillar of support. Past presidents have worked with us many times," Ferguson said. "PEF are leaders in the state workforce and with SEFA."

While the SEFA campaign has no formal date, it does typically ramp up from September to December with the option for donation and pledges to be given year-round.

Ferguson and Wickerham both recognize that the past few years, and even the past few months, have been a struggle for communities, but say that the show still must go on.

"The needs are great without question," Ferguson said. "But that just reinforces the work and how our campaign plays a role in helping each other and our communities. The SEFA Campaign fills the gaps where government programs cannot."

Pledges can be made by visiting this SEFA pledge page. Likewise, SEFA has a list of all the charities with whom they currently partner on this Charities and Foundations page.



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# PEF members, leaders call for respect at rally against toxic work environments

By KATE STICKLES

During lunch on September 21, the PEF Executive Board, joined by rank-and-file members, marched from the Albany Hilton to Empire State Plaza, loudly and proudly calling for respect in the workplace and denouncing toxic environments.

Members held signs emblazoned with “WORKPLACE RESPECT, NOT BULLYING” and “END BULLYING, EMBRACE RESPECT, CHANGE STARTS AT THE TOP!” Some signs called out Office of Employee Relations (OER) Director Michael Volforte for failing to curb the problem and protecting toxic managers.

The union has heard from many members about bullying, harassment, and discrimination by management against union members in state agencies across New York.

“We can’t allow this behavior to continue,” said President Wayne Spence. “No one should have to go to work and feel unsafe or be harassed. Enough is enough! PEF members are sick and tired of being disrespected and demeaned by bullying managers who aren’t heeding Gov. Hochul’s directive to make New York ‘the most worker-friendly state!’”

Members cited failure to resolve issues at the agency level and called for immediate change.

“At Five Points Correctional Facility, we have used multiple different avenues this past year to address these concerns - beginning with the chain of command, local management and state agencies; we filed complaints and continued to use the union to reach a resolution, all while watching good people continue to be victimized, transferred, or leave DOCCS (Department of Corrections and Community Supervision),” said PEF Member Leslie Crane. “It’s time to prioritize the wellbeing of our workforce and that begins with a culture shift, where every voice is heard and valued, regardless of their rank or position.

At the State Education Department (SED), PEF Executive Board member Mickey Dobbin said a toxic workplace is the number one issue he hears from his members.

“I’m glad PEF is standing up for its members against toxic workplace and bullying,” said Dobbin. “We have brought this issue to labor management time and time again and they don’t care, they just let it go. They say they don’t believe us, despite all our evidence. People should be able to walk into their workplace and know that they are protected, know that they can stay safe, know that they can be respected. It’s ridiculous and it must stop.”

The union successfully drafted legislation last session that was passed by the Assembly Majority to address workplace bullying and abusive conduct through education and training. PEF will continue to push the legislation in 2024 and call on the state to create uniform standards to define bullying and abusive conduct in the workplace.

“The state has regulated sexual harassment, but not other unacceptable activities,” Spence said. “The state needs to set uniform standards on activities that aren’t acceptable in the workplace and educate employees and employers on those standards. We hope the governor will ask somebody independent of OER (the Office of Employee Relations) to look at this issue. Maybe the governor will ask the Inspector General’s Office to create a task force to look at some of these cases.”

[An open letter from PEF President Wayne Spence: It’s time for New York to clean up its toxic workplaces](#)









# Executive Board tackles toxic work environments, hears from key state leaders

By NAJEE WALKER



Toxic workplaces and bullying by New York State agency managers took center stage at the quarterly PEF Executive Board meeting, held September 21 and 22 in Albany.

Board members marched on their lunch break during the first day of the board meeting from the Albany Hilton to the Empire State Plaza, calling out State managers who demean and disrespect their workforce. PEF called upon the governor and members of her executive team, like the Director of the Office of Employee Relations Michael Volforte, to stop ignoring the problem and do something about it.

President Wayne Spence shared his own experiences with workplace discrimination and how the negative environment at his parole office caused health issues.

"Those who are experiencing toxic workplaces, they need voices. They need us to support them," President Spence said.

PEF drafted legislation last year that defines workplace bullying and requires training for employers and employees in an effort to reduce the amount of harassment in workplaces. It was passed by the Assembly Majority but is awaiting consideration in the Senate. The union will continue to advocate for its passage in the 2024 legislative session.

## Guest speakers

President of the State Civil Service Commission Timothy Hogues and Senator Robert Jackson both addressed the board on September 21.

Hogues described a positive working relationship with President Spence and said he is committed to doing everything he can to recruit and retain state workers.

"As you may know, we have roughly 12,500 vacancies throughout state government that we have to fill," Hogues said. "These are awesome opportunities for careers, career advancement and career shifts."

Hogues said that it was thanks to President Spence and PEF that Governor Hochul was able to add money into the budget for Civil





Service to address continuous recruitment, examination fees, and opening up testing centers across the state.

Hogues praised his agency for doing more for the employees to help balance their work and personal lives. He wants Civil Service to be present as much as possible at Department of Labor career centers, as well as in public areas like churches, clubs and non-profit organizations, to help educate people on how to get into state employment.

Civil Service is also working on a full review of salary requirements across all titles for the first time in decades, something PEF advocates for as a key recruitment and retention tool in the union's "Fund Our Future" campaign.

"We haven't done a full-scale review of our salary and payment structure since the 1950s," said Hogues. "I know we have tried to address this regionally, but we need a better solution for each and every one of you."

Hogues ended his address by asking all PEF members to hold him and his agency accountable.

"I need your input, I need your guidance, I need your help to get the word out, and I need your help to provide us with suggestions and input that you're hearing on the local and state level."

#### Senator Robert Jackson

Also invited to speak to the board by President Spence was longtime friend of PEF Senator Robert Jackson. Jackson is one of the founding members of PEF and now serves as senator from the 31st Senate District of New York. He chairs the powerful Civil Service and Pensions committee in the Senate.

Senator Jackson marched with PEF members earlier in the day at the Toxic Workplace Rally and praised them for taking action.

"We're not here to just sit back and watch, we're here to act and be involved in a process for change," he said. "And you heard me say it earlier: Everyone needs to be involved in this process. We need to put pressure on the system to make change."

The senator urged the board to continue their hard work, and reaffirmed his commitment to the members of PEF, and state workers in general, to protect and strengthen their pensions and benefits.

"Protecting the benefits of public employees will always be a top priority for me and I will fight any efforts by whomever or whatever to diminish these essential elements of your livelihood," Jackson said.

The senator mentioned a framed T-shirt hanging on the wall of his conference room that reads: "Tier 6 Sucks!"

Jackson is a key supporter of legislation that PEF supports to change the current tier of the state pension plan to standardize employee contributions at 3% of salary after 10 years of state service, as well as various other bills to improve the Tier 6 plan.

#### PS&T Contract Ratification

President Spence congratulated the Executive Board for voting overwhelmingly to send the contract to the membership at their last meeting in June. The contract was ratified on July 28, 2023, 24,516 members voting yes and just 1,255 voting no. That calculates to an affirmative vote of 95%.

"Everybody saw something in this contract that was worthy, that meant something to them," President Spence said. "I can tell you over and over again, I've never received so much overwhelming response to how great this contract was."

PEF Vice President Darlene Williams and Director of Contract Administration Debra Greenberg were highlighted by Spence as being instrumental in getting the contract ready for the members. Both Williams and Greenberg were gifted copies of the "Pen Certificate", which is an acknowledgment and codification of the contract signed by Governor Hochul.

#### Canal Corporation Ratification and Albany Housing Authority Tentative Agreement

The Executive Board voted to send PEF Division 504 members at the Canal Corp. their contract for ratification at the last Executive Board meeting. Since then, the contract was approved by those members with 76% approval.

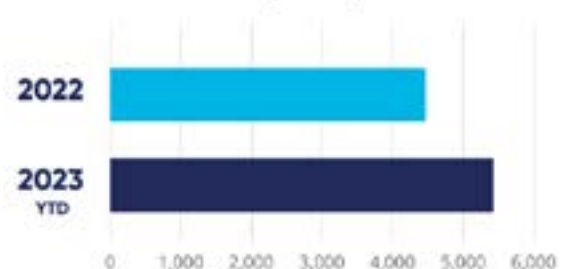
Meanwhile, negotiators presented the tentative agreement reached between the State and the Albany Housing Authority (AHA). The contract is for a three-year term, retroactive to 2022, with a 3% salary increase in 2022 and 2023, followed by a 3.15% increase in 2024.

AHA members also secured a change in their dental plan. The previous administrator, Highmark, canceled its dental plan and the new contract was awarded to Delta Dental. It includes 100% coverage of preventative and routine care, along with 80% coverage on restorative dental procedures and 50% on major procedures. The deductibles are \$25 and \$75 for individuals and families, respectively.

The Executive Board voted to send the tentative agreement to the members of the AHA for ratification.

#### Membership growth

##### New PEF members signed up in 2022 & 2023



PEF Director of Organizing Dan Carpenter reported that despite well-funded and organized attempts to weaken public sector unions, including PEF, more than 5,000 new members have signed membership cards so far in 2023.

"I am proud to report that our union has continued to flourish," said Carpenter. "These achievements are nothing short of spectacular, especially considering the challenging environment we are operating in."

Carpenter reported that in 2022 PEF signed up 4,393 new members. He also reported that as of September 2023, 5,308 new members have joined the union in the current calendar year. This surge in membership also means a surge in dues, resulting in nearly \$7.32 million in additional revenue since 2022 that PEF can use to advocate for the rights of all members.

Members who worry they may have fallen prey to malicious attempts to get them to leave the union are urged to contact PEF Organizing at (518) 785-1900 so staff can assist them and make sure they don't lose any valuable benefits.

Current PEF membership stands at 50,273.

### **A moment of silence**

Executive Board member Brian DuBois, Seat 510 (Department of Transportation) called for a moment of silence for those who lost their lives and were injured in a bus accident on Interstate 84 in XXXX. DuBois pointed out that the DOT is supposed to be inspecting buses like the one involved in the crash. According to DuBois, there are some civil service issues with motor carrier investigators.

Plans are in place for DuBois, President Spence and others—including the Office of Employee Relations—to be present at an executive labor management meeting to further discuss the safety of New Yorkers and PEF members.

### **PEF in good financial health**

PEF Secretary-Treasurer Joe Donahue showed during his financial report that PEF remains in good standing financially. Despite the volatile stock market, PEF's investments are performing well, and dues have increased thanks to all the new members signing their union cards.

Donahue gave a brief presentation on the proper procedures and usage of Employee Organization Leave (EOL), and told the board he has lifted the 2018 suspension of per cap calculations, which will increase funding to PEF divisions.

A new rental car policy is being worked on by the Secretary-Treasurer to be ready to be presented to the Executive Board at their next meeting.

### **Legislative agenda**

PEF Vice President Randi DiAntonio presented PEF's Federal and State Legislative Agendas, which will be formally approved by Convention delegates next month. This included a quick recap of several bills that PEF advocated for and that were recently passed and signed into law by Governor Hochul.

The first new law requires that any time a public employee spends in a provisional title counts toward any required probationary time period that the employee must serve when they become a permanent employee in the same title.

"Another bill signed into law concerns increased notice around civil service exams," said Vice President DiAntonio.

This new law requires that the Department of Civil Service and municipal civil service commissions make exam announcements to the Board of Cooperative Education Services (BOCES), high schools, colleges and universities, and more.

The third bill signed by the governor and highlighted by Vice President DiAntonio increases workers' compensation benefits by setting the minimum weekly benefit for permanent partial disability and temporary partial disability at one-fifth the average wage. If the employee earns less than that, they receive full wages for their injury. Moving forward, this benefit will also be indexed annually to inflation in order to protect the purchasing power of injured workers from rising costs.

And finally, the last new law highlighted was allows workers the ability to refuse showing up at "captive audience" meetings or certain meetings called by their employer where politics or religion or other unwelcome topics are discussed. The law protects workers from retaliation or negative impacts when they refuse to attend such meetings.

### **Union strength and support**



During the meeting, Vice President Darlene Williams shared that Executive Board member Vincent Ciatello, a nurse at Buffalo Psychiatric Center, has a son who will soon undergo bone marrow treatments and chemotherapy in New York City. [A GoFundMe has been set up to help the family.](#) Executive Board members "passed the hat" and collected more than \$1,300 for the Ciatello family.

The next executive board meeting will be held November 30 and December 1 in Albany.





## 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](#).





Photos courtesy of the New York State Office for the Prevention of Domestic Violence.

# Domestic and gender-based violence: It can impact your work life, too

By KATE STICKLES

Did you know that 1 in 3 women, 1 in 4 men and 54% of transgender individuals in the United States report having experienced violence by an intimate partner in their lifetime? On a typical day, domestic violence hotlines across the nation receive more than 19,000 calls, or 13 calls every minute.

PEF members at the Office for the Prevention of Domestic Violence (OPDV), the only executive-level state agency, are doing something about it.

"New York State recognizes that domestic and gender-based violence is a pervasive issue," said Rosemary Pelletier, who has been with OPDV since 2020 and is now the Gender-Based Violence and the Workplace Coordinator. "Domestic violence and its pervasiveness don't just stop when someone leaves their home; it can impact them in their workplace, too."

While OPDV doesn't provide direct services, the agency addresses domestic violence in other ways, including advising the governor and legislature on policies and best practices and training people to serve as advocates and support.

"Survivors around New York state can make direct contact with OPDV as well as get referred through the Governor's office and through external professionals serving survivors," Pelletier said. "NYS employees are also frequently referred through EAP to receive information, support and referrals to gender-based violence services within their local communities."

[Executive Order 17](#), signed by Gov. Kathy Hochul in 2022, required every covered state agency to create and implement their own gender-based violence and the workplace policy, as well as appoint at least one Domestic Violence Agency Liaison (DVAL).

"We oversee this effort," Pelletier said. "We released a model policy last year that those covered agencies were either able to adopt in full or use as a guide to create their own. Right now, out of 71 state agencies, we have more than 280 DVALs throughout the state, with some larger agencies, like DOCCS, having dozens of them. DVALs are trained by us at OPDV on how to recognize domestic and

gender-based violence, how to respond to a survivor-employee who discloses, and how to refer them to applicable local domestic and gender-based violence providers and resources."

Domestic violence can intersect with the workplace in a variety of ways.

Maybe an ex-partner or current partner is excessively texting, making it so an employee can't do their jobs or maybe they are using the employee's state cell phone and sending intimate images without their knowledge or consent. It's also not uncommon for the abusive party to be another state employee, maybe even in the same building.

"Images could go to supervisors and colleagues," King said. "An abusive partner may have access to state-issued resources such as a cell phone or laptop and may threaten to damage them, withhold them, or try to gain access to confidential work information; technology-assisted abuse is a common tactic used by abusive partners. We all depend on access to it for our work and personal lives. For state employees, misuse of state-issued technology is an effective means to try and manipulate a survivor and/or damage their professional reputation and job security."

Facing the myriad ways an abuser can impact their work life, an employee is likely to feel anxious, depressed, unfocused, and struggle to get their work done. Pelletier said survivors of domestic and gender-based violence have certain rights as a protected class in New York state, including workplace accommodations.

"Sometimes victims are stalked or maybe they are not feeling safe working their scheduled 9 to 5 because their abusive partner knows their work schedule and routine," said Pelletier. "A DVAL could help the employee explore a potential workplace accommodation such as adjusting their schedule to be 8:30 to 4:30. DVALs can work with HR without disclosing intimate details of a survivor-employee's situation. A lot of survivors don't want to come forward in the workplace because they are afraid of the stigma."



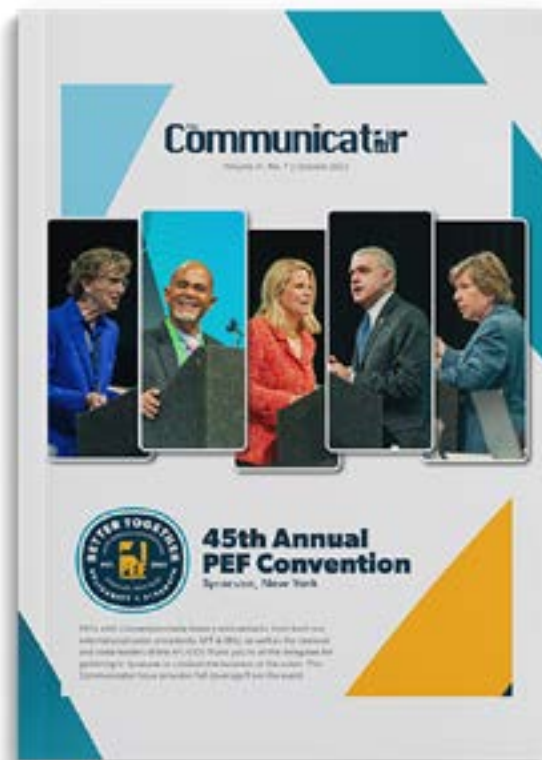


Photos courtesy of the New York State Office for the Prevention of Domestic Violence.

“When we created the model policy for agencies to utilize when creating their own gender-based violence and the workplace policies, we tried to take a holistic approach to provide options to keep survivors safe physically and emotionally at the workplace,” she said. “All of the work we do at OPDV is grounded in our Three Pillars: Survivor-Centered, which focuses on the needs and priorities of survivors; Trauma-Informed, understanding the physical, social and emotional impact of trauma on a survivor; and Culturally Responsive, acknowledging that a survivors’ racial and cultural identities play a role in how they experience domestic violence.”

Pelletier and King hope fellow PEF members in need will take advantage of these services and seek out the DVAL in their agencies to help guide them. DVALs can help with workplace safety planning; confidential support services; workplace accommodations; and referrals to applicable resources.

You can reach out to your supervisor, HR department or by email at [workplace@opdv.ny.gov](mailto:workplace@opdv.ny.gov) to find out who your DVAL is. There should also be posters in restrooms, break areas, kitchens, and other workplace areas.



## Sign up **TODAY** for the Communicator

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/>



From left to right: Volunteer Lynda Ames, Trustee Bruce Giddings, Region 8 Coordinator Danielle Bridger, Volunteer Steve Redler and PEF Secretary-Treasurer Joe Donahue

# PEF officers, volunteers gather petitions to raise support and awareness for unionizing local Starbucks

By KATE STICKLES

"Starbucks claims to be a progressive company, but when it comes to respecting workers' rights, you're anything but progressive. As Starbucks customers, we are calling on you to stop stalling, get to the bargaining table, and negotiate a fair contract. No Contract, No Coffee!"

That's the petition PEF activists and volunteers asked Starbucks customers to sign the morning of Sept. 14 at the 549 Troy-Schenectady Rd, Latham, location as part of SEIU's Starbucks Worker Solidarity Day of Action.

PEF Secretary-Treasurer Joe Donahue manned the drive-thru, while Trustee Bruce Giddings, Region 8 Coordinator Danielle Bridger, and volunteers Lynda Ames and Steve Redler gathered signatures from those going in and out of the building.

They had gathered a good number of signatures by 8 a.m.

"Overall, I think it went well," said Donahue. "There were those that looked right through me as they drove by, but for those that stopped and asked what I was doing, they were overwhelmingly supportive and wished us well in our endeavor."

"It has been better than I anticipated," Giddings said. "This is a busy location and it's sometimes tough to get people to stop since they are in a hurry. Younger people are more likely to sign. But a lot of people have been commenting that the Starbucks workers deserve the support."

Bridger said many people coming in and out of the store have been supportive and are also union members.

"They are very busy here and they deserve to have a fair wage," she said.

Ames and Redler, both longtime union members themselves, know the importance of union membership and said they were there to support the workers who deserve fair wages and a voice at work.

SEIU targeted not-yet unionize Starbucks stores across the country to raise customer awareness about the workers' right to join the union and urge them to exercise their power as consumers to help workers win the union.





# State employees allowed up to 4 hours uncharged leave for COVID vaccine, boosters

By **NAJEE WALKER**

The Food and Drug Administration (FDA) and the Centers for Disease Control (CDC) have both approved and authorized updated COVID-19 booster vaccines from Moderna and Pfizer ahead of the fall and winter virus season.

Additionally, the FDA recently approved preventive care services for Respiratory Syncytial Virus (RSV). PEF members who have The Empire Plan as their health insurance provider, as of August 30, are eligible for both the RSV vaccine and RSV monoclonal antibodies as part of their preventive care service.

The RSV vaccine is recommended for adults ages 60 years or older, and is covered at no cost, when using a participating medical provider or at a vaccination network pharmacy.

For infants and children who are up to 24 months old, monoclonal antibodies are recommended, and covered again at no cost through participating medical providers.

This Empire Plan coverage extends to both the Flu vaccine and the COVID-19 vaccine and boosters. Vaccine recommendations depend on age; however, the CDC recommends the primary COVID-19 vaccine for everyone age six months and older.

More information about preventive care services can be found in The Empire Plan Preventive Care Coverage Guide. For specific questions or concerns, call The Empire Plan at 1-877-7-NYSHIP (1-877-769-7447).

PEF members should be aware that there is a policy in place from the Department of Civil Service that allows time off with no charge to accruals for all COVID shots and boosters.

The legislation was enacted in March 2021. It allows all employees up to four hours of paid leave for receiving the vaccine or any boosters. Travel time, both to and from an employee's worksite, is included in the four-hour allowance. Anything beyond four hours is charged to leave credits.

This rule does not cover any other vaccination type, including the Seasonal Flu Vaccine. It does, however, include multiple boosters for COVID-19 if needed.

Employees looking to use this time off will need to request it from their supervisor and may be requested to provide proof the time was used to receive a COVID shot.

**Note:** [Click here for the full policy bulletin from the Department of Civil Service.](#)



# National Roundabouts Week promotes safe roads for New Yorkers

By **NAJEE WALKER**

National Roundabouts Week is celebrated across the United States every September. This year, Roundabouts Week was Sept. 18-23, and New York's Department of Transportation (NYS DOT) did its part to promote awareness and educate New Yorkers about roundabout safety.

According to the NYS DOT Facebook page, there are 32 potential "conflict points" at traditional four-way intersections and 24 conflict points with pedestrians. With a roundabout, or traffic circle, there are only eight of each.

"While drivers are often skeptical about new roundabouts, most get used to them quickly and appreciate their benefits," said the DOT in a press release.

PEF member Howard McCulloch is a roundabout design specialist at DOT. He cites the Route 67 corridor at Exit 12 in Malta as a successful roundabout project where traditional stop signal intersections were removed. The result is a reduction in travel time from about six-and-a-half minutes to about two minutes.

Malta has one of the highest roundabout-per-population ratios in the U.S., according to the DOT.

"The environmental benefits that roundabouts provide over traditional intersections are reduced emissions about 20 to 30 percent," McCulloch said. "They are also unaffected by power outages."

Keeping traffic moving, the DOT said in a social media post, cuts commute times and reduces congestion, which results in less fuel combustion and a reduced carbon footprint.

Pedestrians are also safer with roundabouts. Since roundabouts typically ask drivers to slow down to about 15 to 20 mph, the potential for accidents decreases, and injuries at those speeds are less likely to be critical or fatal.

DOT admits that not everyone is a fan of roundabouts, but they stand by the data: they are safer for everyone, drivers and pedestrians alike.

For more information about roundabouts, visit the NYS DOT Department of Transportation [website](#) or [Facebook](#) or [X page](#) (formerly known as Twitter).





#### **Artificial intelligence in the workforce**

PEF testified on Oct. 19 before the Assembly Standing Committees on Labor and Science and Technology on the impact of artificial intelligence on the workforce. News10 (ABC affiliate in Albany) and New York State of Politics (Spectrum News) both talked to Division 357 (OITS) Council Leader Christopher Ford and PEF Executive Board member Prakash Lal.

You can read the submitted testimony [here](#). Click [here](#) for the News10 story and [here](#) for the *New York State of Politics* write-up.

#### **Pushing for law to define and educate about workplace bullying**

PEF's rally at Empire State Plaza in Albany on Sept. 21 drew widespread media attention. Union leaders took to the streets with signs calling out the Office of Employee Relations and toxic managers for workplace bullying. PEF is asking the Legislature to codify what qualifies as bullying in the workplace and to train managers and employees on how best to deal with it.

Click [here](#) for an article in the *Albany Times Union* about the rally and [here](#) for a follow-up story in the only newspaper that covers organized labor in New York, *The Chief*.

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

**Consolidated Financial Statements as of  
March 31, 2023 and 2022  
Together with  
Independent Auditor's Report**

**Bonadio & Co., LLP**  
Certified Public Accountants



## **INDEPENDENT AUDITOR'S REPORT**

August 22, 2023

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

### **Opinion**

We have audited the accompanying consolidated financial statements of New York State Public Employees Federation (a nonprofit organization) and Subsidiary, which comprise the consolidated statements of financial position as of March 31, 2023 and 2022, and the related consolidated statements of activities and change in net assets, functional expenses, and cash flows for the years then ended, and the related notes to the consolidated financial statements.

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of New York State Public Employees Federation and Subsidiary as of March 31, 2023 and 2022, and the changes in their net assets and their cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

### **Basis for Opinion**

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of New York State Public Employees Federation and Subsidiary and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### **Change in Accounting Principle**

As discussed in Note 2 to the consolidated financial statements, the New York State Public Employees Federation and Subsidiary adopted Accounting Standards Codification 842, *Leases*, as of April 1, 2022. Our opinion is not modified with respect to this matter.

### **Responsibilities of Management for the Financial Statements**

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

In preparing the consolidated financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about New York State Public Employees Federation and Subsidiary's ability to continue as a going concern within one year after the date that the consolidated financial statements are available to be issued.

(Continued)

## INDEPENDENT AUDITOR'S REPORT

(Continued)

### Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the consolidated financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the consolidated financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of New York State Public Employees Federation and Subsidiary's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the consolidated financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about New York State Public Employees Federation's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

### Report on Supplementary Information

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



# NEW YORK STATE PUBLIC EMPLOYEES FEDERATION AND SUBSIDIARY

## CONSOLIDATED STATEMENTS OF FINANCIAL POSITION

MARCH 31, 2023 AND 2022

	<u>2023</u>	<u>2022</u>
<b>ASSETS</b>		
CURRENT ASSETS:		
Cash and cash equivalents	\$ 8,019,087	\$ 9,307,479
Investments	13,156,148	13,472,996
Membership dues receivable, net	480,171	308,804
Due from related parties and other receivables	4,457,851	2,353,732
Prepaid expenses	388,359	547,881
Total current assets	<u>26,501,616</u>	<u>25,990,892</u>
PROPERTY AND EQUIPMENT, NET	<u>4,476,723</u>	<u>4,905,192</u>
OTHER ASSETS:		
Operating lease right-of-use assets	3,573,609	-
Restricted cash - COPE	93,290	89,636
Deposits	322,457	322,424
Total other assets	<u>3,989,356</u>	<u>412,060</u>
	<u>\$ 34,967,695</u>	<u>\$ 31,308,144</u>
<b>LIABILITIES AND NET ASSETS</b>		
CURRENT LIABILITIES:		
Accounts payable	\$ 1,699,322	\$ 655,531
Current portion of finance lease liability	85,770	81,548
Current portion of operating lease liability	848,305	-
Employee organizational leave	252,397	350,000
Accrued liabilities	1,472,892	1,464,171
Accrued vacation	911,086	1,021,285
Total current liabilities	<u>5,269,772</u>	<u>3,572,535</u>
LONG-TERM LIABILITIES		
Finance lease liabilities, net of current portion	144,976	230,746
Operating lease liabilities, net of current portion	2,975,303	-
Accrued post-retirement benefits	11,730,598	12,293,906
Total long-term liabilities	<u>14,850,877</u>	<u>12,524,652</u>
Total liabilities	<u>20,120,649</u>	<u>16,097,187</u>
NET ASSETS:		
Net assets without donor restrictions:		
Designated by board	7,112,807	7,420,334
Post-retirement costs recognized in net assets	1,397,521	459,354
Undesignated	6,243,428	7,241,633
Total net assets without donor restrictions	<u>14,753,756</u>	<u>15,121,321</u>
Net assets with donor restrictions	<u>93,290</u>	<u>89,636</u>
Total net assets	<u>14,847,046</u>	<u>15,210,957</u>
	<u>\$ 34,967,695</u>	<u>\$ 31,308,144</u>



# NEW YORK STATE PUBLIC EMPLOYEES FEDERATION AND SUBSIDIARY

## CONSOLIDATED STATEMENTS OF ACTIVITIES AND CHANGE IN NET ASSETS FOR THE YEARS ENDED MARCH 31, 2023 AND 2022

	<u>2023</u>	<u>2022</u>
<b>CHANGES IN NET ASSETS WITHOUT DONOR RESTRICTIONS:</b>		
REVENUES, GAINS, AND OTHER SUPPORT:		
Membership dues	\$ 37,825,805	\$ 38,609,753
Less:		
Divisional distributions	1,269,256	913,682
Per capita taxes, net	9,097,582	9,108,154
Affiliation dues	295,348	293,910
Net membership dues	<u>27,163,619</u>	<u>28,294,007</u>
Other support:		
Interest and dividend income	240,891	210,167
Grant income	593,139	521,174
Advertising income	15,170	31,039
Other income	1,396,900	1,050,922
Total other support	<u>2,246,100</u>	<u>1,813,302</u>
Net assets released from restrictions:		
Satisfaction of program restrictions	<u>208,497</u>	<u>194,701</u>
Total revenues, gains, and other support	<u>29,618,216</u>	<u>30,302,010</u>
EXPENSES:		
Salary and benefit expenses	20,195,006	19,749,626
Staff travel and related expenses	778,848	530,040
Program related expenses	2,182,244	787,683
Operating expenses	5,788,258	5,058,089
Depreciation	630,036	472,048
Total expenses	<u>29,574,392</u>	<u>26,597,486</u>
CHANGES IN NET ASSETS FROM OPERATIONS	43,824	3,704,524
NON-OPERATING EXPENSES:		
Other components of net periodic post-retirement expense	(485,183)	(419,509)
Investment losses, net	<u>(864,373)</u>	<u>(89,329)</u>
CHANGE IN NET ASSETS BEFORE OTHER CHANGES IN NET ASSETS	(1,305,732)	3,195,686
OTHER CHANGES IN NET ASSETS:		
Post-retirement changes other than net periodic benefit costs	<u>938,167</u>	<u>538,213</u>
TOTAL CHANGE IN NET ASSETS WITHOUT DONOR RESTRICTIONS	<u>(367,565)</u>	<u>3,733,899</u>
<b>CHANGES IN NET ASSETS WITH DONOR RESTRICTIONS:</b>		
Contributions	212,151	182,870
Net assets released from restrictions	<u>(208,497)</u>	<u>(194,701)</u>
TOTAL CHANGE IN NET ASSETS WITH DONOR RESTRICTIONS	<u>3,654</u>	<u>(11,831)</u>
TOTAL CHANGE IN NET ASSETS	(363,911)	3,722,068
NET ASSETS - beginning of year	<u>15,210,957</u>	<u>11,488,889</u>
NET ASSETS - end of year	<u>\$ 14,847,046</u>	<u>\$ 15,210,957</u>

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

**CONSOLIDATED STATEMENTS OF FUNCTIONAL EXPENSES  
FOR THE YEARS ENDED MARCH 31, 2023 AND 2022**

	2023			2022		
	<u>Program Services</u>	<u>Management and General</u>	<u>Total</u>	<u>Program Services</u>	<u>Management and General</u>	<u>Total</u>
Salaries	\$ 10,447,052	\$ 1,061,815	\$ 11,508,867	\$ 10,292,646	\$ 1,166,852	\$ 11,459,498
Per capita	9,097,537	-	9,097,537	9,108,156	-	9,108,156
Benefits	5,398,447	1,706,898	7,105,345	5,737,350	1,581,675	7,319,025
Member meetings expense	2,285,765	-	2,285,765	1,219,736	-	1,219,736
Divisional distributions	1,269,256	-	1,269,256	913,682	-	913,682
Professional fees	1,040,950	123,248	1,164,198	951,169	124,490	1,075,659
Rent	1,046,285	32,278	1,078,563	1,078,655	27,676	1,106,331
Payroll taxes	866,168	170,410	1,036,578	870,120	85,282	955,402
Staff transportation	752,636	24,417	777,053	515,461	13,014	528,475
Depreciation	510,421	119,614	630,035	359,161	112,885	472,046
Union leave	546,443	-	546,443	555,466	-	555,466
Advertising	515,308	21,777	537,085	546,994	17,422	564,416
Legislative	444,400	-	444,400	122,535	-	122,535
Computer fees	26,499	347,591	374,090	9,097	306,615	315,712
Arbitration	372,983	-	372,983	212,941	-	212,941
Affiliation dues	295,348	-	295,348	293,910	-	293,910
Insurance	141,111	89,589	230,700	84,970	69,661	154,631
COPE	208,497	-	208,497	194,701	-	194,701
Telephone	100,018	102,504	202,522	110,323	97,824	208,147
Postage	114,638	70,181	184,819	150,324	18,967	169,291
Temporary hires	139,617	1,041	140,658	58,954	-	58,954
Office supplies	67,901	62,649	130,550	58,638	77,741	136,379
Utility	50,856	72,523	123,379	28,185	64,499	92,684
Janitorial and security	100,836	18,455	119,291	77,981	13,070	91,051
Books and reference material	96,169	2,550	98,719	98,888	942	99,830
Reproduction	116,595	(27,667)	88,928	198,040	(32,229)	165,811
Maintenance and repair	2,452	68,774	71,226	4,005	64,161	68,166
Contributions	62,480	-	62,480	10,883	-	10,883
Scholarships	46,500	-	46,500	45,200	-	45,200
Steno and transcript fees	40,657	-	40,657	31,077	-	31,077
Minor equipment purchases	10,895	8,385	19,280	17,381	45,764	63,145
Equipment rental	1,133	-	1,133	375	-	375
Taxes	1,120	-	1,120	7,806	-	7,806
Employee organizational leave	(97,603)	-	(97,603)	(427,674)	-	(427,674)
Miscellaneous	5,908	34,268	40,176	2,468	55,530	57,998
<b>Total</b>	<b>\$ 36,125,278</b>	<b>\$ 4,111,300</b>	<b>\$ 40,236,578</b>	<b>\$ 33,539,604</b>	<b>\$ 3,911,841</b>	<b>\$ 37,451,445</b>

# NEW YORK STATE PUBLIC EMPLOYEES FEDERATION AND SUBSIDIARY

## CONSOLIDATED STATEMENTS OF CASH FLOWS FOR THE YEARS ENDED MARCH 31, 2023 AND 2022

	<u>2023</u>	<u>2022</u>
<b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>		
Change in net assets	\$ (363,911)	\$ 3,722,068
Adjustments to reconcile change in net assets to net cash flow from operating activities:		
Depreciation and amortization	630,036	472,048
Gain on disposition of property and equipment	(8,813)	-
Net depreciation (appreciation) of investments	864,373	89,329
Changes in operating assets and liabilities:		
Membership dues receivable	(171,367)	(134,682)
Due from related parties and other receivables	(2,104,119)	(737,936)
Prepaid expenses	159,522	(109,564)
Operating lease expense	249,999	-
Deposits	(33)	2,468
Accounts payable and other accrued liabilities	1,052,512	(662,460)
Employee organizational leave	(97,603)	(697,813)
Accrued vacation	(110,199)	111,581
Accrued postretirement benefits	(563,308)	1,303
	<u>(462,911)</u>	<u>2,056,342</u>
Net cash flow from operating activities		
<b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>		
Purchase of investments	(4,293,195)	(4,504,842)
Proceeds from sale of investments	3,745,668	3,159,501
Proceeds from sale of property and equipment	17,086	-
Purchases of property and equipment	(209,838)	(692,778)
	<u>(740,279)</u>	<u>(2,038,119)</u>
Net cash flow from investing activities		
<b>CASH FLOWS FROM FINANCING ACTIVITIES:</b>		
Principal payments on finance lease obligation	(81,548)	(77,533)
	<u>(81,548)</u>	<u>(77,533)</u>
Net cash flow from financing activities		
<b>CHANGE IN CASH, CASH EQUIVALENTS, AND RESTRICTED CASH</b>	<b>(1,284,738)</b>	<b>(59,310)</b>
<b>CASH, CASH EQUIVALENTS, AND RESTRICTED CASH - beginning of year</b>	<b><u>9,397,115</u></b>	<b><u>9,456,425</u></b>
<b>CASH, CASH EQUIVALENTS, AND RESTRICTED CASH - end of year</b>	<b><u>\$ 8,112,377</u></b>	<b><u>\$ 9,397,115</u></b>
<b>SUPPLEMENTAL DISCLOSURES OF CASH FLOW INFORMATION</b>		
Cash paid during the year for interest	<u>\$ 13,925</u>	<u>\$ 17,939</u>
<b>CASH AND CASH EQUIVALENTS AND RESTRICTED CASH CONSIST OF THE FOLLOWING:</b>		
Cash and cash equivalents	\$ 8,019,087	\$ 9,307,479
Restricted cash - COPE	<u>93,290</u>	<u>89,636</u>
	<u>\$ 8,112,377</u>	<u>\$ 9,397,115</u>



# NEW YORK STATE PUBLIC EMPLOYEES FEDERATION AND SUBSIDIARY

## NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

MARCH 31, 2023 AND 2022

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### 1. THE ORGANIZATION

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

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

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

### 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

#### **Basis of Accounting**

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

#### **Use of Estimates**

The preparation of consolidated financial statements in accordance with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the consolidated financial statements and the reported amounts of revenue and expenses during the reporting period. Actual results could differ from those estimates.

#### **Principles of Consolidation**

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

PEF leases their operating facilities from PEF Land Holding Corporation.

#### **Recently Adopted Accounting Guidance – Leases**

In February 2016, the Financial Accounting Standards Board (FASB) issued Accounting Standards Codification (ASC) 842, *Leases* to increase transparency and comparability among organizations by requiring the recognition of right-of-use (ROU) assets and lease liabilities on the statement of financial position. Most prominent among the changes in the standard is the recognition of ROU assets and lease liabilities by lessees for those leases classified as operating leases. Under the standard, disclosures are required to meet the objective of enabling users of financial statements to assess the amount, timing, and uncertainty of cash flows arising from leases.

## 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

### **Recently Adopted Accounting Guidance - Leases (Continued)**

The Organization adopted the standard effective April 1, 2022 using the modified retrospective approach and comparative financial information has not been restated. In addition, lease disclosures for the year ended March 31, 2022 are made under prior lease guidance in FASB ASC 840.

The Organization elected the available practical expedients to account for the existing capital leases and operating leases as finance leases and operating leases, respectively, under the new guidance, without reassessing (a) whether the contracts contain leases under the new standard, (b) whether classification of capital leases or operating leases would be different in accordance with the new guidance, or (c) whether the unamortized initial direct costs before transition adjustments would have met the definition of initial direct costs in the new guidance at lease commencement.

As a result of the adoption of the new lease accounting guidance, the Organization recognized on April 1, 2022 operating lease liabilities of \$4,447,431 and operating ROU assets of \$4,447,431. The standard did not have an impact on the statements of activities and change in net assets or cash flows.

### **Cash and Cash Equivalents**

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

### **Restricted Cash**

Restricted cash represents Committee of Political Education (COPE) contributions received from members. These funds are segregated and forwarded to both American Federation of Teachers (AFT) COPE and Service Employees International Union (SEIU) COPE.

### **Investments**

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

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

### **Receivables**

Membership dues receivable and other receivables are stated at the unpaid balances net of allowances for doubtful accounts. The carrying amount of the receivables is reduced by an allowance for doubtful accounts that reflects management's best estimate of the amounts that will not be collected. Management periodically evaluates uncollected receivables based on aging and balances. The allowance method is used for providing bad debts from receivables. Accounts are written-off when management determines they are uncollectible. Management reviewed the balances and believes an allowance of \$25,000 was reasonable as of March 31, 2023 and 2022.

## 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

### Receivables (Continued)

Due from related parties consist of amount due from entities that share common members or from PEF members themselves, see Note 11 for additional information regarding related party receivables.

Other receivables consist of amounts due from the Organization's insurance carrier for claims incurred and paid and reimbursable under a self-funded plan.

### Property and Equipment

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

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

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

### Revenue Recognition

#### *Membership Dues*

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

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

Divisional Distributions: Divisional Distributions represent allocations to local organizations of PEF members. Each division was allocated \$31.39 per member up to 200 members for both the years ended March 31, 2023 and 2022. For larger divisions, the distribution allocated in excess of 200 members was \$25.12 for both the years ended March 31, 2023 and 2022.

Per Capita Taxes: PEF is required to pay per capita taxes on a monthly basis to AFT and SEIU as a result of its affiliation with these organizations. Per capita taxes are presented net of the AFT constitutional rebates of \$138,311 and \$142,454 for the years ended March 31, 2023 and 2022, respectively.

## 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

### Revenue Recognition (Continued)

#### *Membership Dues (Continued)*

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

#### *Grant Revenue*

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

#### *Shared Services Revenue*

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

#### *Advertising Income*

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

### Timing of Revenue Recognition

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

	<u>2023</u>	<u>2022</u>
<u>Contract Revenue Types</u>		
Goods and services transferred over time	\$ 39,222,705	\$ 39,660,675
Goods and services transferred at a point in time	15,170	31,039
Revenue recognized outside the scope of ASC 606	<u>(30,343)</u>	<u>642,012</u>
	<u>\$ 39,207,532</u>	<u>\$ 40,333,726</u>



## 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

### Contract Balances

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

	<u>2023</u>	<u>2022</u>	<u>2021</u>
Membership dues receivable, net	<u>\$ 480,171</u>	<u>\$ 308,804</u>	<u>\$ 174,122</u>
Due from related parties and other receivables	<u>\$4,457,851</u>	<u>\$2,353,732</u>	<u>\$1,615,796</u>

### Leases

The Organization determines if an arrangement is a lease at inception. ROU assets represent the Organization's right to use an underlying asset for the lease term and lease liabilities represent an obligation to make lease payments arising from the lease. Lease ROU assets and liabilities are recognized at commencement date based on the present value of lease payments over the lease term. The lease may include renewal and termination options, which are included in the lease term when the Organization is reasonably certain to exercise these options.

For all underlying classes of assets, the Organization has elected to not recognize ROU assets and lease liabilities for short-term leases that have a lease term of 12 months or less at lease commencement and do not include an option to purchase the underlying asset that the Organization is reasonably certain to exercise. The Organization recognizes fixed short-term lease cost on a straight-line basis over the lease term and variable lease cost in the period in which the obligation is incurred.

The Organization elected for all classes of underlying assets, to use the risk-free rate as the discount rate if the implicit rate in the lease contract is not readily determinable. Variable lease costs paid to or on behalf of the lessor, consisting mainly of property taxes, maintenance expense and insurance, are excluded from the measurement of the ROU asset and lease liability and are expensed in the period incurred.

The Organization elected for all classes of underlying assets to not separate the lease and non-lease components of a contract and to account for as a single lease component.

In evaluating contracts to determine if they qualify as a lease, the Organization considers factors such as if the Organization obtained substantially all of the rights to the underlying asset through exclusivity, if it can direct the use of the asset by making decisions about how and for what purpose the asset will be used, and if the lessor has substantive substitution rights. This evaluation may require significant judgment.

## 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

### Contract with New York State

The majority of PEF's revenue is earned through dues remittances from professional, scientific and technical employees of the State of New York. An agreement was reached between the Organization and New York State formalizing a contract renewal from April 2, 2019 through April 1, 2023. Subsequent to April 1, 2023, the Organization reached agreement on a new contract expiring March 31, 2026. The contract was ratified during July 2023.

### Statement of Activities and Change in Net Assets

The statement of activities is divided into operating and non-operating components. All revenue and expenses directly associated with the day-to-day operations are included in change in net assets from operating activities. Revenues associated with realized and unrealized gains and losses on investments and charges related to other components of net periodic post-retirement costs are reported on the statements of activities and change in net assets as non-operating.

### Functional Expenses

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

### Financial Reporting

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

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

### Union Agreements

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

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

## **2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)**

### **Union Agreements (Continued)**

Although the expiration date has passed, negotiations continue between United Steelworkers, AFL-CIO, CLC Local 9265 and PEF. United Steelworkers, AFL-CIO, CLC Local 9265 and PEF are committed to complying with the terms of the expired collective bargaining agreement until a new agreement is reached.

### **Advertising Costs**

The Organization expenses advertising costs as incurred. The total advertising expense for the years ended March 31, 2023 and 2022 was \$543,472 and \$568,807, respectively.

### **Tax Status**

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

### **Financial Instruments Measured at Fair Value**

The Organization uses various valuation techniques in determining fair value and classifies into a three-level hierarchy based on the nature of the inputs. Level 1 valuations are based on quoted prices in active markets for identical assets or liabilities that the Company has the ability to access. Level 2 valuations are based on inputs, other than quoted prices included within Level 1 that are observable either directly or indirectly. Level 3 valuations are based on inputs that are unobservable and significant to the overall fair value measurement. The asset's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement.

### **Reclassifications**

Certain reclassifications have been made to the prior year statements to conform to the current year presentation:

## **3. LIQUIDITY**

The Organization is substantially supported by membership dues. In addition, some support is received through grants from New York State and other private organizations which do not have donor restrictions. As of March 31, 2023 and 2022, the Organization has the following financial assets available to meet cash needs for general expenditures within one year of the statement of financial position date:

### 3. LIQUIDITY (Continued)

	<u>2023</u>	<u>2022</u>
Financial assets:		
Cash and cash equivalents	\$ 8,019,087	\$ 9,307,479
Investments	13,156,148	13,472,996
Membership dues receivable, net	480,171	308,804
Due from related parties and other receivables	4,457,851	2,353,732
Restricted cash	<u>93,290</u>	<u>89,636</u>
Total financial assets	<u>26,206,547</u>	<u>25,532,647</u>
Less: Assets unavailable for general expenditure		
Net assets with donor restrictions	(93,290)	(89,636)
Net assets designated by board	<u>(7,112,807)</u>	<u>(7,420,334)</u>
Total financial assets available to meet cash needs for general expenditures within one year	<u>\$ 19,000,450</u>	<u>\$ 18,022,677</u>

The Organization has \$18,907,160 and \$18,022,677 of financial assets available within one year of the date of the statement of financial position to meet cash needs for general expenditures as of March 31, 2023 and 2022, respectively. The membership dues receivable amounts due from related parties and other receivables, and other assets are subject to implied time restrictions, but are expected to be collected within one year.

### 4. INVESTMENTS

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

	<u>2023</u>	<u>2022</u>
U.S Treasury notes and bills	\$ 9,131,264	\$ 8,982,694
GNMA pass-thru securities	33,908	42,251
Equity securities	3,818,249	4,313,609
Corporate bonds	<u>172,727</u>	<u>134,442</u>
	<u>\$ 13,156,148</u>	<u>\$ 13,472,996</u>



## 5. PROPERTY AND EQUIPMENT

Property and equipment consisted of the following at March 31:

	<u>2023</u>	<u>2022</u>
Land	\$ 165,905	\$ 165,905
Building	1,846,198	1,846,198
Building improvements	3,634,832	3,626,332
Furniture, fixtures, and equipment	912,425	868,458
Automobiles	172,272	70,715
Computer equipment	<u>2,643,343</u>	<u>2,600,656</u>
	9,374,975	9,178,264
Less: Accumulated depreciation and amortization	<u>(4,898,252)</u>	<u>(4,273,072)</u>
Property and equipment, net	<u>\$ 4,476,723</u>	<u>\$ 4,905,192</u>

Depreciation and amortization expense amounted to \$630,036 and \$472,048 for the years ended March 31, 2023 and 2022, respectively.

## 6. LEASES

The Organization leases certain office spaces under operating leases that expire between June 2025 and June 2030, however the Organization has an option to extend the leases for up to 5 years.

The Organization has a finance lease for various copy, print and fax equipment through October 2025, at which time title will transfer to the Organization.

The components of total lease cost for the year ended March 31, 2023 are as follows:

Operating lease expense	\$ 693,610
Variable lease expense	1,120
Finance lease cost:	
Amortization of the right-of-use-asset	<u>84,199</u>
	<u>\$ 778,929</u>

## 6. LEASES (Continued)

Supplemental cash flow information related to leases for the year ended March 31, 2023 are as follows:

Cash paid for amounts included in the measurement of leases liabilities

Operating cash flows from operating leases	\$ 693,610
Financing cash flows from finance leases	<u>95,473</u>
Total	<u>\$ 789,083</u>

ROU assets obtained in exchange for lease obligations:

Operating leases	<u>\$ 4,447,431</u>
Total	<u>\$ 4,447,431</u>

Other information related to leases as of March 31, 2023 is as follows:

Finance leases	2.58 years
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Weighted-average discount rate - operating leases

Operating leases	2.51%
Finance leases	5.06%

The following summarizes the lease line items in the consolidated statement of financial position as of March 31, 2023:

Finance leases:

Property and equipment	\$ 420,995
Accumulated depreciation and amortization	<u>(210,498)</u>

Right-of-use asset - finance, net	<u>\$ 210,497</u>
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Current portion of finance lease liabilities	\$ 85,770
Finance lease liabilities, net of current portion	<u>144,976</u>

Total finance lease liabilities	<u>\$ 230,746</u>
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## 6. LEASES (Continued)

Maturities of lease liabilities are as follows for the years ending March 31:

	<u>Operating</u>	<u>Finance</u>
2024	\$ 935,280	\$ 95,473
2025	943,300	95,473
2026	872,071	55,692
2027	752,001	-
2028	409,263	-
Thereafter	<u>223,053</u>	<u>-</u>
Total undiscounted cash flows	4,134,968	246,638
Less: Present value discount	<u>(311,360)</u>	<u>(15,892)</u>
Total lease liabilities	<u>\$ 3,823,608</u>	<u>\$ 230,746</u>

Maturities of lease liabilities as of March 31, 2022 were as follows:

	<u>Operating</u>	<u>Finance</u>
For the years ending March 31,:		
2023	\$ 902,980	\$ 95,473
2024	934,229	95,473
2025	941,401	95,473
2026	852,091	55,692
2027	695,207	-
Thereafter	<u>500,484</u>	<u>-</u>
Total	<u>\$ 4,826,392</u>	342,111
Less: Amounts representing interest		<u>(29,817)</u>
Present value of net minimum lease payments		312,294
Less: Current portion of capital lease obligations		<u>(81,548)</u>
Capital lease obligations, net of current portion		<u>\$ 230,746</u>

## 7. POLITICAL ACTION FUND

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

## 8. EMPLOYEE BENEFIT PLANS

### Pension Plan Summary

Substantially all employees of PEF are eligible to participate in the Affiliates Officers and Employees Pension Plan of SEIU (the Pension Plan). The Pension Plan is a defined benefit multiemployer pension plan. Total pension expense was \$2,327,330 and \$2,266,121 for the years ended March 31, 2023 and 2022, respectively. These amounts are based upon a contribution rate of 21% of total eligible employee compensation. Actuarial and plan asset data relating to employees of PEF is not available.

## 8. EMPLOYEE BENEFIT PLANS (Continued)

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

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

The following table represents information about the Pension Plan as of and for the years ended March 31, 2023 and 2022, which is the most recent date for which the PPA zone status is available. The zone status is based on information received from the plan and is certified by the plan's actuary:

Pension Trust Fund	Employer Identification Number (Plan Number)	Pension Protection Act ("PPA") Certified Zone Status	FIP/RP Status Pending / Implemented	Contributions 3/31/2023	Contributions 3/31/2022	Surcharge Imposed	Expiration Date of Collective Bargaining Agreement
SEIU Affiliates Officers and Employees Pension Plan	52-0812348 (001)	Green 12/31/21	Green 12/31/20 N/A	\$ 2,327,330	\$ 2,266,121	N/A	6/30/2022

### Defined Contribution Plans

PEF also has two defined contribution plans covering all full-time employees with 3 months of eligible service. Under the USWA plan, PEF shall make a 3% safe harbor contribution annually on behalf of each eligible employee. Under the Management Confidential plan, PEF shall make an employee matching contribution annually on behalf of each participant in an amount equal to 2% of the active participant's compensation contributed to the plan. In addition to the 2% matching contribution under the Management Confidential plan, those eligible employees covered under this plan will also receive a 3% safe harbor contribution. These amounts were negotiated in the USWA/PEF Contract and the Management Confidential benefit synopsis and approved by the Executive Board. The total retirement expense for the two defined contribution plans was \$415,069 and \$393,767 for the years ended March 31, 2023 and 2022, respectively.

## 9. ACCRUED POSTRETIREMENT BENEFITS

Retired PEF employees can convert unused sick leave to cash for the purpose of paying health insurance benefits. To be eligible, retiring employees must meet one of the three following criteria: 65 years of age and three years of service; 55 years of age and ten years of service; or age 50 and 30 years of service. PEF recognizes the cost of providing postretirement health insurance benefits by estimating the accumulated postretirement benefit. It is at least reasonably possible that this significant estimate will change within the next year.



## 9. ACCRUED POSTRETIREMENT BENEFITS (Continued)

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

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

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

	<u>2023</u>	<u>2022</u>
Accumulated postretirement benefit obligation:		
Benefit obligation at beginning of year	\$ 12,293,906	\$ 12,292,602
Service cost	660,294	823,766
Interest cost	485,183	419,509
Medicare Part D Drug Subsidy	(7,680)	(7,981)
Benefits paid	(770,622)	(703,758)
Recognition of actuarial gain	<u>(930,483)</u>	<u>(530,232)</u>
Benefit obligation at end of year	<u>11,730,598</u>	<u>12,293,906</u>
Fair value of plan net assets at end of year	<u>-</u>	<u>-</u>
Accumulated postretirement benefit obligation: in excess of plan assets	<u>\$ 11,730,598</u>	<u>\$ 12,293,906</u>

The net periodic postretirement health care benefit cost for the years ended March 31, 2023 and 2022 consist of the following components:

	<u>2023</u>	<u>2022</u>
Service cost	\$ 660,294	\$ 823,766
Interest cost	<u>485,183</u>	<u>419,509</u>
Net periodic postretirement benefit cost	<u>\$ 1,145,477</u>	<u>\$ 1,243,275</u>

## 9. ACCRUED POSTRETIREMENT BENEFITS (Continued)

The amounts not yet recognized as components of net periodic benefit costs are as follows:

Amounts not yet recognized as components of  
net periodic post-retirement cost:

Prior service cost	\$ -	\$ -
Actuarial gain	<u>(1,397,521)</u>	<u>(459,354)</u>
Total unrecognized amounts	<u>\$ (1,397,521)</u>	<u>\$ (459,354)</u>

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

Amortization of unrecognized prior service cost	<u>\$ -</u>
Amortization of unrecognized actuarial gain	<u>\$ (14,000)</u>

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

	<u>2023</u>	<u>2022</u>
Net periodic benefit cost for the year:		
Discount rate	4.20%	3.21%
Benefit obligation at year end:		
Discount rate	4.71%	4.20%

The service cost component of net periodic post-retirement benefit costs are included in operating expenses as part of administrative costs within other employee compensation costs. The other components of the net periodic post-retirement benefit costs are classified as non-operating expenses on the face of the statement of activities and changes in net assets.

### Changes in Actuarial Assumptions

The following changes in actuarial assumptions have been implemented for the year ended March 31, 2023:

- The mortality assumption was revised to the sex-distinct Pri.H-2012 Mortality Tables for employees, healthy retirees, and contingent survivors, adjusted for mortality improvements with the MP-2021 mortality improvement scale on a generational basis. This change was made based on a review of recently published studies and the demographics of the plan. The revised assumption resulted in an increase in liabilities.
- The discount rate was changed from 4.20% to 4.70%. The change in the discount rate resulted in a decrease in liabilities of approximately \$824,000.
- The annual rate of increase in healthcare costs was revised to better reflect future expectations, including updating long-term rates based on the SOA Long Term Healthcare Cost Trends Model v2022\_fa (the Getzen model). A review of published Nation trend survey data in relation to the retiree health plan offerings was the basis for this change. The revised assumption resulted in an increase in liabilities of approximately \$106,000.

## 9. ACCRUED POSTRETIREMENT BENEFITS (Continued)

### Changes in Actuarial Assumptions (Continued)

All other methods and assumptions used in the actuarial valuation of the Organization's postretirement benefit plan as of March 31, 2023 are the same as those used during the prior period.

The following estimated benefit payments, which reflect expected future service, as appropriate, are expected to be paid during the years ended March 31:

2024	537,000
2025	605,000
2026	617,000
2027	682,000
2028	715,000
2029 to 2033	<u>3,543,000</u>
Total	<u>\$ 6,699,000</u>

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

## 10. BOARD DESIGNATED NET ASSETS WITHOUT DONOR RESTRICTIONS AND NET WITH DONOR RESTRICTIONS

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

	<u>2023</u>	<u>2022</u>
Divisions	\$ 1,197,145	\$ 1,362,201
Contract fightback	<u>5,915,662</u>	<u>6,058,133</u>
Total board designated net assets	<u>\$ 7,112,807</u>	<u>\$ 7,420,334</u>

Net assets with donor restrictions at March 31, 2023 and 2022 are available for the following purposes:

	<u>2023</u>	<u>2022</u>
COPE:		
Political Contributions	<u>\$ 93,290</u>	<u>\$ 89,636</u>

## 10. BOARD DESIGNATED NET ASSETS WITHOUT DONOR RESTRICTIONS AND NET WITH DONOR RESTRICTIONS (Continued)

Changes in net assets with donor restrictions for the years ended March 31, 2023 and 2022 consisted of the following:

	<u>2023</u>	<u>2022</u>
COPE:		
Contributions received with donor restrictions	\$ 212,151	\$ 182,870
Net assets released from donor restrictions by incurring expenses satisfying the restricted purpose	\$ 208,497	\$ 194,701

## 11. COMMITMENTS AND CONTINGENCIES

### Litigation

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

### Health Insurance

PEF provides health insurance benefits utilizing a self-funded plan that covers substantially all full-time employees. The liability for claims incurred and claims incurred but not reported was approximately \$200,000 and \$75,000 for the years ended March 31, 2023 and 2022, respectively.

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

### Supreme Court Ruling: Janus v. AFSCME

During 2018, the U.S. Supreme Court ruled that the collection of financial core fees from nonmembers in the public sector is a violation of the First Amendment of the United States Constitution. At this time, the Organization is not aware of any lawsuits regarding the *Janus* decision that directly impact PEF.

### SEIU Obligation

As part of the Organization's agreement with the Service Employees International Union (SEIU), PEF is obligated to contribute an amount equivalent to at least \$6.00 per member per year to support the overall SEIU political education and action program. If the Organization does not meet its annual fundraising obligation, it may be required to fund the deficiency plus an amount determined by the International Executive Board of SEIU. An agreement was reached between PEF and SEIU that removes PEF's obligation and penalty from prior years while PEF commits to reaching its annual COPE obligation by the end of 2023. The Organization does not believe that any financial settlement would be material.



## 12. RELATED ORGANIZATIONS

### **Public Employees Federation Membership Benefits Program (The Program)**

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

PEF incurs costs on behalf of the Program, which are billed to the Program. Included in other receivables at March 31, 2023 and 2022, are receivables from the Program of \$881,191 and \$912,660, respectively. Included in accounts payable at March 31, 2023 and 2022 are amounts due from PEF to the Program of \$400 and \$17,393, respectively.

### **Retirees' Fund**

The Retirees' Fund was established to provide various services, such as continuing insurance and seminars, to retired PEF members. This fund is outside the operations and control of PEF and is not included within the accompanying consolidated financial statements. PEF incurs various costs for payroll, benefits and office expenses on behalf of the Retirees' Fund, which it bills to the Retirees' Fund. Included in other receivables at March 31, 2023 and 2022 are receivables from the Retirees' Fund for \$91,381 and \$71,404, respectively. Included in accounts payable at March 31, 2023 and 2022 are amounts due from PEF to the Retirees' Fund of \$4,356 and \$4,230, respectively.

### **PEF Relief Fund**

The PEF Relief Fund was established to provide contributions to members who are in need of assistance due to the occurrence of natural or manmade disasters. This fund is outside the operations and control of PEF and is not included within the accompanying financial statements. Included in other receivables at March 31, 2023 and 2022 are receivables from the PEF Relief Fund for \$77,700 and \$81,956, respectively.

## 13. FAIR VALUE MEASUREMENT

The following is a description of the valuation methodologies used for assets measured at fair value.

*U.S. Government Treasury notes and bills* – Fair value is based on the present value of the bond's or fund's future interest payments and the final value upon maturity.

*Government National Mortgage Association (GNMA) pass-thru securities* – Fair value is based on inputs corroborated from and benchmarked to observed prices of recent securitization transactions of similar securities with adjustments incorporating an evaluation of various factors, including prepayment speeds, default rates and cash flow structures. GNMA project loan bonds and mortgage-backed securities are categorized within Level 2 of the fair value hierarchy.

*Equity Securities* – Fair value is determined by discounting the related cash flows based on effective annual yields as outlined in the funding agreement with the custodian.

*Corporate Bonds* – Valued using Level 2 inputs based on yields currently available on comparable securities of issuers with similar credit ratings. When quoted prices are not available for identical or similar bonds, the bond is valued under a discounted cash flows approach that maximizes observable inputs, such as current yields of similar instruments, but includes adjustments for certain risks that may not be observable, such as credit and liquidity risks.

### 13. FAIR VALUE MEASUREMENT (Continued)

Fair values of assets measured on a recurring basis at March 31, 2023 are as follows:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
U.S Treasury notes and bills	\$ -	\$ 9,131,264	\$ -	\$ 9,131,264
GNMA pass-thru securities	-	33,908	-	33,908
Equity securities	3,818,249	-	-	3,818,249
Corporate bonds	<u>-</u>	<u>172,727</u>	<u>-</u>	<u>172,727</u>
	<u>\$ 3,818,249</u>	<u>\$ 9,337,899</u>	<u>\$ -</u>	<u>\$13,156,148</u>

Fair values of assets measured on a recurring basis at March 31, 2022 are as follows:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
U.S Treasury notes and bills	\$ -	\$ 8,982,694	\$ -	\$ 8,982,694
GNMA pass-thru securities	-	42,251	-	42,251
Equity securities	4,313,609	-	-	4,313,609
Corporate Bonds	<u>-</u>	<u>134,442</u>	<u>-</u>	<u>134,442</u>
	<u>\$ 4,313,609</u>	<u>\$ 9,159,387</u>	<u>\$ -</u>	<u>\$13,472,996</u>

Fair value of the Organization's U.S. Treasury notes and bills, GNMA pass-thru securities, equity securities, and corporate bonds are derived using the market approach and relevant market-driven data, which includes using market price quotes corroborated by recently executed transactions observable in the market. In addition, the valuation of bonds is calculated at the present value of the bond's future interest payments and the bond's value upon maturity.

### 14. SUBSEQUENT EVENTS

Subsequent events have been evaluated through August 22, 2023, which is the date these consolidated financial statements were available to be issued.

## NEW YORK STATE PUBLIC EMPLOYEES FEDERATION AND SUBSIDIARY

Schedule I

**CONSOLIDATING STATEMENT OF FINANCIAL POSITION**  
**MARCH 31, 2023**

	New York State Public Employees Federation	PEF Land Holding Corporation	Eliminations	Consolidated
<b>ASSETS</b>				
CURRENT ASSETS:				
Cash and cash equivalents	\$ 8,019,087	\$ -	\$ -	\$ 8,019,087
Investments	13,156,148	-	-	13,156,148
Membership dues receivable, net	480,171	-	-	480,171
Due from related parties and other receivables	4,457,851	-	-	4,457,851
Prepaid expenses	388,359	-	-	388,359
Total current assets	26,501,616	-	-	26,501,616
PROPERTY AND EQUIPMENT, NET	4,309,988	166,735	-	4,476,723
OTHER ASSETS:				
Operating lease right-of-use assets	3,573,609	-	-	3,573,609
Investment in PEF Land Holding Corporation	166,735	-	(166,735)	-
Restricted cash	93,290	-	-	93,290
Deposits	322,457	-	-	322,457
Total other assets	4,156,091	-	(166,735)	3,989,356
Total assets	\$ 34,967,695	\$ 166,735	\$ (166,735)	\$ 34,967,695
<b>LIABILITIES AND NET ASSETS</b>				
CURRENT LIABILITIES:				
Accounts payable	\$ 1,699,322	\$ -	\$ -	\$ 1,699,322
Current portion of finance lease liability	85,770	-	-	85,770
Current portion of operating lease liability	848,305	-	-	848,305
Employee organizational leave	252,397	-	-	252,397
Other accrued liabilities	1,472,892	-	-	1,472,892
Accrued vacation	911,086	-	-	911,086
Total current liabilities	5,269,772	-	-	5,269,772
LONG-TERM LIABILITIES:				
Finance lease liabilities, net of current portion	144,976	-	-	144,976
Operating lease liabilities, net of current portion	2,975,303	-	-	2,975,303
Accrued post-retirement benefits	11,730,598	-	-	11,730,598
Total long-term liabilities	14,850,877	-	-	14,850,877
Total liabilities	20,120,649	-	-	20,120,649
NET ASSETS WITHOUT DONOR RESTRICTIONS:				
Designated by board	7,112,807	-	-	7,112,807
Post-retirement costs recognized in net assets	1,397,521	-	-	1,397,521
Undesignated	6,243,428	166,735	(166,735)	6,243,428
Total net assets without donor restrictions	14,753,756	166,735	(166,735)	14,753,756
NET ASSETS WITH DONOR RESTRICTIONS	93,290	-	-	93,290
TOTAL NET ASSETS	14,847,046	166,735	(166,735)	14,847,046
Total liabilities and net assets	\$ 34,967,695	\$ 166,735	\$ (166,735)	\$ 34,967,695

**CONSOLIDATING STATEMENT OF ACTIVITIES AND CHANGE IN NET ASSETS  
FOR THE YEAR ENDED MARCH 31, 2023**

	New York State Public Employees Federation	PEF Land Holding Corporation	Eliminations	Consolidated
<b>CHANGES IN NET ASSETS WITHOUT DONOR RESTRICTIONS:</b>				
REVENUE, GAINS, AND OTHER SUPPORT:				
Membership dues	\$ 37,825,805	\$ -	\$ -	\$ 37,825,805
Less:				
Divisional distributions	1,269,256	-	-	1,269,256
Per capita taxes, net	9,097,582	-	-	9,097,582
Affiliation dues	295,348	-	-	295,348
Net membership dues	27,163,619	-	-	27,163,619
OTHER SUPPORT:				
Interest and dividend income	240,891	-	-	240,891
Grant income	593,139	-	-	593,139
Advertising income, net	15,170	-	-	15,170
Rental income	-	137,680	(137,680)	-
Other income	1,396,900	-	-	1,396,900
Net loss of subsidiary	(54)	-	54	-
Total other support	2,246,046	137,680	(137,626)	2,246,100
NET ASSETS RELEASED FROM RESTRICTIONS:				
Satisfaction of program restrictions	208,497	-	-	208,497
Total revenues, gains, and other support	29,618,162	137,680	(137,626)	29,618,216
EXPENSES:				
Salary and benefit expenses	20,195,006	-	-	20,195,006
Staff travel and related expenses	778,848	-	-	778,848
Program related expenses	2,182,244	-	-	2,182,244
Operating expenses	5,788,258	123,754	(123,754)	5,788,258
Depreciation	629,982	54	-	630,036
Interest expense	-	13,926	(13,926)	-
Total expenses	29,574,338	137,734	(137,680)	29,574,392
CHANGES IN NET ASSETS FROM OPERATIONS	43,824	(54)	54	43,824
NON-OPERATING EXPENSES:				
Other components of net periodic post-retirement expense	(485,183)	-	-	(485,183)
Investment losses, net	(864,373)	-	-	(864,373)
CHANGES IN NET ASSETS BEFORE OTHER CHANGES IN NET ASSETS	(1,305,732)	(54)	54	(1,305,732)
OTHER CHANGES IN NET ASSETS:				
Post-retirement charges other than net periodic benefit costs	938,167	-	-	938,167
TOTAL CHANGE IN NET ASSETS WITHOUT DONOR RESTRICTIONS	(367,565)	(54)	54	(367,565)
CHANGES IN NET ASSETS WITH DONOR RESTRICTIONS				
Contributions	212,151	-	-	212,151
Net assets released from restrictions	(208,497)	-	-	(208,497)
TOTAL CHANGES IN NET ASSETS WITH DONOR RESTRICTIONS	3,654	-	-	3,654
TOTAL CHANGE IN NET ASSETS	(363,911)	(54)	54	(363,911)
NET ASSETS - beginning of year	15,210,957	166,789	(166,789)	15,210,957
NET ASSETS - end of year	\$ 14,847,046	\$ 166,735	\$ (166,735)	\$ 14,847,046





**CONSOLIDATED SCHEDULE OF EXPENSES  
FOR THE YEARS ENDED MARCH 31, 2023 AND 2022**

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	<u>2023</u>	<u>2022</u>
<b>SALARY AND BENEFIT EXPENSES:</b>		
Salaries	\$ 11,508,851	\$ 11,459,500
Health insurance	4,137,664	3,900,141
Pension expense	2,327,330	2,266,121
Payroll taxes	1,036,590	955,407
Union leave	546,445	555,465
401(k) plan	415,069	393,767
Term life insurance	124,341	118,227
Long-term disability	51,221	49,062
Dependent care	<u>47,495</u>	<u>51,936</u>
Total salary and benefit expenses	<u>\$ 20,195,006</u>	<u>\$ 19,749,626</u>
<b>STAFF TRAVEL AND RELATED BENEFITS:</b>		
Automobile expense	\$ 239,042	\$ 272,920
Staff travel	<u>539,806</u>	<u>257,120</u>
Total staff travel and related benefits	<u>\$ 778,848</u>	<u>\$ 530,040</u>
<b>PROGRAM RELATED EXPENSES:</b>		
Employee organizational leave	\$ (97,603)	\$ (427,667)
Program related travel	<u>2,279,847</u>	<u>1,215,350</u>
Total program related expenses	<u>\$ 2,182,244</u>	<u>\$ 787,683</u>

**CONSOLIDATED STATEMENTS OF OPERATING EXPENSES  
FOR THE YEARS ENDED MARCH 31, 2023 AND 2022**

	<u>2023</u>	<u>2022</u>
OPERATING EXPENSES:		
Professional and consultant fees	\$ 1,164,200	\$ 1,075,663
Office rent and parking	1,078,562	1,106,332
Advertising	543,472	568,807
Political and associated contributions	444,400	122,535
Computer fees	374,090	315,714
Arbitration	372,983	212,941
Insurance	230,699	154,632
COPE expense	208,497	194,701
Telephone and communications	202,519	208,149
Postage	184,820	169,294
Outside temporary hires	140,656	58,955
Office supplies	130,549	136,379
Utilities	123,379	92,684
Janitorial	119,291	91,051
Books and reference material	95,411	99,004
Maintenance and repairs	71,226	68,167
Printing	70,137	151,999
Charitable and other contributions	62,480	10,883
Scholarships	46,500	45,200
Steno and transcript fees	40,657	31,078
Minor equipment purchases	20,411	63,522
Reproduction	18,793	13,810
Photographic supplies	3,307	825
Real estate taxes	1,120	7,807
Miscellaneous	40,099	57,957
	<u>          </u>	<u>          </u>
Total operating expenses	<u>\$ 5,788,258</u>	<u>\$ 5,058,089</u>



## A message from PEF Retirees President Jim Carr

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We worked hard for our earned benefits! Now we must educate ourselves about which politicians support us and which politicians don't. Which candidates support a well-funded pension system? Who will keep Social Security, Medicare, and Medicaid secure rather than proposing cuts under the pretext of saving it? The social safety net is important to seniors and workers. These earned benefits are the economic pillars of a well-deserved retirement.

We have a right and a responsibility as Americans to vote. When we vote for the candidates who align with our values, we win. When we vote for the wrong candidates, we'll eventually be sorry that we did.

The National AFL-CIO endorsed Biden-Harris early for reelection. Our parent unions AFT and SEIU have also endorsed them early. As former union members and public retirees, we need to vote.

I have included below a few excerpts from the AFT Endorsement of Biden-Harris. These are concrete examples of what a pro-union, pro-retirees administration does. I hope every retiree in New York and across this great country votes their union values -- values like collective bargaining, fair wages, safe working conditions, quality affordable health insurance, a guaranteed pension. The current administration in Washington gets it! Please vote no matter what state you're in!

### Backing Workers' Voices

*Collective Bargaining:* Signed an executive order enabling federal workers to collectively bargain and called for passage of the Protecting the Right to Organize (PRO) Act to make it easier to join a union.

*Contract negotiation:* The Office of Personnel Management directed federal agencies to engage with unions and reopen Trump-administration contracts that include anti-worker provisions for renegotiation.

*National Labor Relations Board:* Established a pro-worker majority on the National Labor Relations Board and created the White House Task Force on Worker Organizing and Empowerment.

### Standing Up For Retirees

*Pensions:* Provided funding to the Central States Pension Fund, securing the pensions of more than 350,000 workers, and protecting retirees from 60% cuts.

*Quality of life:* Signed the American Rescue Plan's Older Americans Act to release more than \$1 billion in funding to expand access to home-delivery meal systems and home- and community-based services.



*Retirement care:* Expanded access to technical assistance and training services offered to staff in nursing home facilities to improve both quality of life and safety for residents.

### Assisting Working Families

*Childcare:* Secured \$24 billion in financial relief to childcare providers to defray unexpected business costs associated with the pandemic and to help childcare providers stay open and continue to provide care so essential employees could continue to work.

*Economic stimulus:* Issued 171 million stimulus checks to help working families put food on the table, keep a roof over their heads, and afford their prescriptions, and delivered a middle-class tax cut to working families—35 million households received child tax credits, which led to what experts estimate was the lowest child-poverty rate on record.

*Premium pay:* Signed the American Rescue Plan, which provided \$350 billion in additional funding for state and local governments to replace lost revenue, offset pandemic expenditures, and provide up to \$25,000 in premium pay to eligible workers.

Let's support an administration who has supported us!

# Letters to the Editor

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## Emerging leaders' initiative long overdue

**To the Editor:**

It seems that it took a while – over a decade, at least – but the idea for an “Emerging Leaders Institute” originated with me via a Convention resolution at least that many years ago. I don’t recall if it passed or not (most of mine didn’t, but that’s beside the point), but I’m grateful to see that, belatedly, PEF realized what a great idea it was, even if it took over a decade to realize it. If you don’t fertilize and water your garden, it will never bear fruit. In this case, it’s the younger members whose understanding of the importance of the labor movement is way down on their list of priorities – to their own peril.

**James E. Close**  
**PEF Retiree**  
**Mechanicville**



## Letters to the Editor

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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](mailto: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

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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.

Rhonda Carroll-Eldridge is a dairy products specialist 1 at the Department of Agriculture and Markets in Steuben County.

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.

Roslyn Williams is an economic development program specialist 2 at the Department of Agriculture and Markets 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](mailto:thecomunicator@pef.org), or call 518 396-8201. Be sure to provide your contact information.





**October 5, 2023**

PEF members engaged in a 5-day OSHA training in NYC, along with an Active Shooter Response training course. Congratulations on completing these important classes!



**September 30, 2023**

Region 7 delegates gathered in Malone to get ready for the upcoming PEF Convention.



**October 17, 2023**

Great morning at the President's Breakfast with preferred vendors and providers JCB Specialties, Inc., Cambridge Credit Counseling Corp. EmblemHealth Sun Life U.S. and our fabulous staff Annmarie Bikowicz Buffy Riordan Horan Brian Rubin Stephanie McLean-Beathley Chris Allen and Wayne Spence



**October 16, 2023**

International and national labor leaders, left to right, AFT - American Federation of Teachers President Randi Weingarten, SEIU President Mary Kay Henry, and AFL-CIO National President Liz Shuler.





**September 29, 2023**

PEF leaders in NYC attended a Solidarity Dinner for United Farm Workers.

# RECOMMIT TODAY!

**NEW + EXISTING PEF MEMBERS**

**SIGN NOW!**





**October 1, 2023**

Region 4 & 6 fall family day at Critz Farms in Cazenovia! Thanks to all the members who came out!

