

Vol. 42

# *The* COMMUNICATOR

No. 5

AUGUST 2024



— New PEF Leadership Team Ready to Work for Members —

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## THE COMMUNICATOR

Volume 42 No.6  
July/August 2024 (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



## Grateful and ready to keep working for you

This is my first President's Message since PEF members overwhelmingly re-elected me to a fourth term. I am humbled by your support and more committed than ever to protecting your rights and safety on the job. Thank you.

I and all the Statewide Officers enjoyed a fantastic [Inauguration](#) on Aug. 3 in Albany. It was a sign of PEF's political strength that Gov. Kathy Hochul, NYS Attorney General Letitia James, Comptroller Tom DiNapoli, and NYS AFL-CIO President Mario Cilento all came out to wish PEF leadership continued success.

Inauguration came after the first [PEF Executive Board meeting](#) of the new three-year term. Congratulations to the 23 new members who won seats on the board and are ready to work on behalf of their constituents.

Spectrum News, the statewide cable news network, talked to me earlier this week about priorities for my fourth term. They couldn't fit everything we spoke about in [their story](#), of course. I shared with the reporter my commitment to cleaning up New York agencies with toxic workplaces by exposing bullying managers, pushing the State to conduct their statewide salary review for all public employees (PEF believes all titles should receive a two-salary grade increase), and holding their feet to the fire when it comes to the new Anthem dental plan.

In other words, there's a lot of work to be done and I am energized to do it – together. Please enjoy this double issue of The Communicator as the union gets ready for the annual Convention, coming up Sept. 15-18 in Syracuse.

Don't miss the selfless work that was done in [Region 6](#) in the wake of last month's tornado, and a tip of my PEF hat to Council Leader Carrie Saunders at the DDSO on Vandalia Street in Brooklyn, who doesn't want to be called a hero, but sure acted like one when a fire broke out at the office.

In Unity,

A handwritten signature in blue ink that reads "Wayne Spence". The signature is fluid and cursive, with a long horizontal stroke at the end.

Wayne Spence  
PEF President



NYS Attorney General Letitia James swears in Regional Coordinators during the Inauguration ceremony August 3.

# State officials, labor leaders help usher in President Spence's unprecedented 4th term

By **KATE STICKLES**

Top state officials, including Gov. Kathy Hochul, Attorney General Letitia James, State Comptroller Thomas DiNapoli, and NYS AFL-CIO President Mario Cilento attended the August 3 inauguration of PEF Statewide Officers, where PEF President Wayne Spence was sworn in for an unprecedented fourth term.

Standing with him and also being sworn in was his leadership team: Secretary-Treasurer Joseph F. Donahue III; Vice Presidents Randi DiAntonio, Bruce Giddings, and Darlene Williams; Trustees Muriel Hardy-Lee, Radhakrishna Mohan, and Kelly Nadeau; and Regional Coordinators Michele Iorfida (R1), Shelby Wisneski (R2), Leisa Abraham (R3), Monica Moore (R4), David Dubofsky (R5), Christopher Dunham (R6), Barbara Stransky (R7), Danielle Bridger (R8), Gabriela Franklyn (R9), Tamara Martin (R10), Bernadette O'Connor (R11), and Corinne Testa (R12).

**NYS AFL-CIO President Mario Cilento**, who emceed the ceremony, praised the elected leaders for their passion and dedication.

"These are 24-hour, seven-days-a week jobs," he said. "If they get a phone call at 10 o'clock on a Wednesday night... they have to take that call."

Cilento highlighted President Spence's influence in the labor movement.

"He's a great man; a great leader," he said. "When Wayne Spence is at a meeting of the state AFL-CIO Executive Board, he has the respect and the attention of everyone who sits around him at that table."





Around that table are some of the most powerful labor leaders in this country, but they listen to him."

Taking time on a Saturday to attend the ceremony in person, **Gov. Kathy Hochul** called President Spence a "tough negotiator" who gets what he needs for his members and credited PEF and its leaders for making a difference.

"I know the work you do," she said. "I know how challenging it is and sometimes you wake up and say, 'Is it really worth it? Am I making a difference?' I'm here as your governor to tell you a resounding, yes, you are. You have enriched our state. Your members have bettered the lives of thousands, if not millions, of New Yorkers every day. That's a big deal. It's not a coincidence that the highest echelons of leadership in New York are here to honor PEF and your leaders."

**Attorney General Letitia James** said President Spence and his team have always stood up for what they believe in and have been outspoken on the need to support workers.

"This is why all of the state elected officials are here, simply to take time out of our busy schedule just to simply say thank you," she said to the assembled leaders. "Thank you for all that you do caring for the people of New York. I believe in the power of people, and I believe in the power of labor unions."

James also had the honor of swearing in President Spence and the leadership team.

**State Comptroller Thomas DiNapoli** commended PEF members and leaders for their professionalism and dedication to public service.

"You've chosen public service as your career," he said. "You deserve that respect in the workplace, you deserve that dignity in retirement. We need to not take any of that for granted."

He went on to thank President Spence for his leadership and drive during the pandemic in defense of his members.

"Wayne really is somebody who stands up for his members," he said. "In the first couple days of the COVID pandemic, he was on the phone. From the very beginning and so many times throughout those very challenging weeks and months, Wayne Spence was always there. He understood the public still needed services, but his members needed to be protected."

President Spence said he was "humbled and honored in this moment and in this space," and expressed his gratitude and thanks to many of the assembled for supporting and guiding him along the way.

He credited former PEF President Roger Benson for giving him invaluable assistance and advice when he took the helm, urging him to create a mission and a vision for the future of PEF.

"He said, 'If you don't have a mission and you don't have a vision, how do you know where you are going? How do the people around you know where you're going?' So, I established a mission and a vision, which we still have today."

In closing, President Spence looked to the future and hoped for renewed unity within PEF as the union moves forward together.

"You've seen the Regional Coordinators and my members, you've seen who they are," he said. "You've seen the diversity of Members'

Voice. I am proud of that diversity. Different ethnic backgrounds, different regions, believe it or not, different political affiliations.

"We are not monolithic in this union," he said. "We have more in common than in our differences and despite the new era of politics and poli-tricks and the vitriol, this caucus, Members' Voice, can have conversations and recognize at the end of the day we are here to do the business of the union."

Some labor leaders were unable to attend but sent along congratulatory messages.

#### **Randi Weingarten, AFT President**

"Wayne, you've led PEF through many, many battles. You're delivering real solutions to our members, our families, and our communities. Since becoming PEF president in 2015, you've negotiated contracts with the state of New York, which is no easy feat. Across-the-board wage increases, no givebacks, and now, parental leave. These wins are really hard-fought."

#### **Sen. Robert Jackson, former PEF member and staff**

"When I looked at your resume, you were a shop steward, you were an Executive Board member, you were a Division Council Leader, you've been on Health and Safety – you've done so many things within your union to gain the type of experience that you have. Please keep up the good work."

#### **April Verrett, SEIU International President**

"Four terms since 2015, your leadership has been transformative for workers and workplaces through this great state of New York. Securing worker raises across the board for every member in your union, locking in stronger benefits, and negotiating contracts with no givebacks. That's the kind of grind we can all appreciate and benefit from. Thank you."

#### **Andrea Stewart-Cousins, New York State Senate Majority Leader**

"During his time as a parole officer, he was very active in PEF, giving him a vital firsthand understanding of the organization's mission and agenda. Thank you so much, Wayne, for your dedication to public service, leadership and friendship, and congratulations once again on your groundbreaking accomplishment."





# New PEF Executive Board meets, selects Convention cities for 2025, 2026, endorses Harris for president

By **NAJEE WALKER**

The PEF Executive Board, with 23 new members following the union's Triennial Election, met for the first time on Aug. 1-2, 2024, in Albany.

PEF President Wayne Spence thanked members for reelecting him to an historic fourth term and thanked PEF staff for ensuring a smooth election process and getting the executive board up and running.

"I look forward to working for the next three years for the union and the members' concerns," said President Spence.

## **President highlights COPE contributions, ongoing campaigns**

The Committee on Political Education (COPE) is PEF's political action fund to lobby for federal issues. Contributions made to COPE are completely voluntary and not part of a PEF members' dues. When President Spence brought up PEF COPE Coordinator Don Morgenstern to deliver an update on the fund, the board was happy to learn that PEF members are more eager this year to get involved.

"We are up over 10 percent since the previous year in contributions," Morgenstern shared. "And up 12 percent in the amount people contribute."

The amount per paycheck or per pension check has also increased about six percent.



President Spence told the board that when COPE contributions are made, it not only helps PEF make inroads on the federal level, it also carries an added benefit with one of PEF's international parent unions, SEIU, which sets goals for its affiliate unions and gives rebates when those goals are met.

"We are about \$2,000 away from getting that SEIU rebate," President Spence said. "When we meet that goal, or go beyond it, we will get a portion of that money back from SEIU. And we are well on our way to doing just that."



President Spence also detailed PEF's campaigns to keep SUNY Downstate open and to stand strong in the face of bullying at Kingsboro Psychiatric Center in Brooklyn.

The SUNY Downstate fight has been ongoing since PEF first learned about the State's plan to transition services from the state hospital to King's County Hospital in January. PEF immediately partnered with United University Professions (UUP) to form a coalition in order to make the case to elected politicians and the public how critical it is to the community that Downstate stay open.

That coalition – Brooklyn Needs Downstate – was able to halt the plan until at least April 1, 2025, when an advisory panel formed by the governor must issue recommendations on how to revitalize and sustain Downstate. Organized labor will have one seat on that panel.

In June, [PEF and UUP traveled with local New York City clergy leaders to Washington, D.C.](#) President Spence showed a video from the trip to the board. The group was able to quickly meet with U.S. Speaker of the House Mike Johnson one morning while having breakfast, and more formally with U.S. Rep. Yvette Clarke, whose 9th House District includes SUNY Downstate.

"Pressure must be kept on Governor Hochul," said President Spence. "But in order for us to keep SUNY Downstate open and not keep doing this fight year after year, there needs to be a significant infusion of cash."

President Spence said that while everyone is cautiously optimistic, federal help is going to be necessary given the hundreds of millions of dollars it will take for Downstate to modernize and continue delivering specialized health care.

President Spence also highlighted moments from the recent AFT and SEIU conventions, held in Houston and Philadelphia, respectively.

And finally, President Spence invited newly elected PEF Trustee Radhakrishna Mohan and PEF Division 357 (Information Technology Services) Leader Christopher Ford on stage to discuss PEF's recent [IT Summit on Artificial Intelligence \(AI\)](#). The summit brought together union leaders, politicians, information technology executives and the commissioner of the Department of Civil Service to talk about how to make sure AI is used responsibly and transparently when it comes to public sector jobs.

"We have a chance to make sure that we do something," said Mohan. "And I thank those of you who were there, President Spence and PEF staff for helping to set this up."

### **Convention 2025 and 2026**

Vice President Darlene Williams and Assistant Director of Special Events Barbara Corse-Johnson next took to the podium to lead a discussion of site options for the PEF Convention in 2025 and 2026. Last year the Convention was held in Syracuse, and it will be held there again next month, Sept. 15-18, 2024.

Corse-Johnson sent Requests for Proposals (RFPs) to areas across the state and five responded: Albany, Buffalo, Lake Placid, Niagara Falls, and Rochester. Albany and Buffalo are unable to accommodate the union either year, leaving Lake Placid, Rochester and Niagara Falls as the options for the board to consider.

Ultimately, citing heavy downtown construction in Rochester, the board voted to hold the 2025 convention in Lake Placid and the 2026 convention in Niagara Falls.

More information will be made available at a later date regarding both conventions.

### **Celebrating an historic fourth term**

As a surprise to the Executive Board and President Spence, staff from the office of Albany County Executive Daniel McCoy presented President Spence with a proclamation. The proclamation celebrates President Spence for "having a lasting impact on our community and encouraging others to do the same."

RELATED: [Political heavyweights attend PEF Inauguration](#)

### **Secretary-Treasurer highlights fiscal strength of the union and growth**

Secretary-Treasurer Joe Donahue's report to the executive board showed an increase in union revenue as more members join PEF.

"We have had an increase of about 2,800 new members since June last year," said Donahue.

Additionally, the Secretary-Treasurer introduced a budget amendment to the executive board. As postage expenses increase across all regions, Donahue requested that the budget amount allocated for mailings be increased by about \$20,000 so that regions can continue to communicate with members. The executive board approved the amendment.

At the previous executive board meeting in late May, Secretary-Treasurer Donahue introduced a policy to help facilitate member access to financial records upon request. It was tabled for further discussion until the August meeting. The policy, said Donahue, is meant to increase transparency and accountability between the Secretary-Treasurer and members of the union. It also seeks to protect the union from anti-union actors.

The policy gives PEF staff and the Secretary-Treasurer a minimum of two weeks to produce the requested records and seeks to provide regular access. Requests for financial records must be in writing and the review must be done in-person at PEF headquarters in Latham, N.Y. No pictures or copies will be allowed.

"I want to make sure that members have the ability to request the records they want to review," said Donahue. "I also want to make sure that the information doesn't get into the wrong hands."

The policy was voted on and approved by the executive board.

### **Political Actions and endorsements**

Vice President Randi DiAntonio next discussed the work of PEF's Statewide Political Action Committee (SWPAC).

Several of PEF's priorities made it into New York State's budget, including another fix to Tier 6 of the pension plan – lowering the final average salary calculation from five years to three – and legislation that addresses artificial intelligence regulation as part





of the “Legislative Oversight of Automated Decision making in Government” — or LOADinG Act.

The executive board then voted to approve both the state and federal legislative agendas for the union in 2025.

The state agenda includes priorities that focus on PEF’s support for legislation to protect employee rights, pass the Equal Rights Amendment, reform labor law, and improve working conditions and retirement. The federal agenda includes similar priorities, but also details support for transportation funding, the expansion of Medicare and national healthcare insurance, and the Protecting the Right to Organize (Pro) Act.

The executive board also approved endorsements of state and federal candidates, as recommended by PEF’s regional PACs and the SWPAC.

“Endorsements are done on four levels,” said Vice President DiAntonio. “Local, State (Assembly and Senate), the United States Congress and for President.”

PEF makes endorsements based on a candidate’s record of service on issues that matter to PEF and organized labor, as well as their answers during interviews with the union’s various PACs.

After approving endorsements for Congress, the State Assembly and the State Senate, debate began about PEF’s presidential endorsement.

PEF Political Director Leah Gonzalez detailed for the executive board the labor record of both former President Donald Trump and Vice President Kamala Harris. As Vice President, Gonzalez said, Harris cast the tie breaking vote for the American Rescue Plan Act of 2021, which provided more than \$12 billion to New York, helping the state avoid layoffs, funding the Healthcare Workforce Bonus Program, and protecting pensions.

“Former President Trump advocated for eliminating pensions for public employees, who he said were overpaid,” said Gonzalez. “His administration filed a brief to the Supreme Court—a friend of the court brief—in support of the Janus decision.”

The SWPAC recommended Vice President Harris be endorsed by PEF, and after some debate, the executive board voted to approve the endorsement.

The next Executive Board meeting will take place Dec. 5-6 in Albany.



# PEF STATEWIDE ITS SUMMIT ON **AI**

## Tackling AI: PEF, state IT leaders discuss future of AI in state government

By **KATE STICKLES**

"Garbage in, garbage out."

"Algorithms need to be transparent."

"We need human oversight."

Those words were repeated throughout the night at the PEF IT Summit on AI in Albany on July 10, where union leaders, top officials

from the state Office of Information Technology Services, and state legislators involved in technology and civil service issues gathered to discuss the current status of AI, visions for the future of AI in state government and operations, and what New York needs to do to adapt and thrive.

"We are connecting all these people together to start a conversation," said PEF Statewide IT Committee Chair Radhakrishna Mohan. "AI is



already here. How are we going to catch up with that? How are we going to tackle this and how it will affect our jobs?"

PEF President Wayne Spence, who earned a degree in the tech field before becoming a parole officer, recently met with union leaders from across the state to discuss AI and stressed the urgency of getting ahead of change.

"Technology is evolving daily," he said. "It's literally every three months. Some of our skill set is antiquated. The infrastructure in New York is antiquated. How do we get the skill set that New York state needs? How do we do it before New York state sees the union as an impediment?"

Spence said the citizens of New York are going to demand something better from elected leaders if the state workforce doesn't evolve. Existing AI is already showing signs of trouble – the Correctional Offender Management Profiling for Alternative Sanctions (COMPAS) model used in by parole officers has shown bias, as have student loan interest rate predictive algorithms.

"We better start taking a look at some of the unintended bias," he said.

Bringing together a diverse group of stakeholders is unique, said PEF Division 357 (ITS Statewide) Council Leader Christopher Ford.

"We have PEF, legislators, and people on keyboards that do this day to day," he said. "This is rare. This is not happening in many places. It's an incredible part of history."

### **Transparency and human involvement**

As the director of ITS, Chief Information Officer Dru Rai recognized the contributions of PEF members and union leaders.

"PEF members do outstanding work," he said. "I know ITS could not begin to serve the people of New York without the relationship between this union and management and I look forward to improving that."

"Tech has never been as important as today and it is getting more important every day," Rai said. "AI has been here for decades. It can compute at a rate people can't keep up with and do things faster than hundreds of people. The potential of AI, good or bad, is real."

Rai stressed the importance of human involvement when AI is utilized.

"As a human being it is our responsibility to get involved and oversee the direction AI should go in," he said. "We want this technology to be transparent. It cannot be a black box. Algorithms need to be transparent. Human bias can be built into AI and we have to tackle this. That means we get engaged and we cannot back off."

The "garbage in, garbage out" warning applies across the AI field. Rai said it will be key to know what data is being fed to AI and to ensure there is a human in the middle because "the accuracy of AI is still questionable."

Training staff on AI will be crucial to prepare the state workforce to work with evolving tech.

"My commitment: We will be hiring more. We will be training more. That includes all of you," he said. "There are two ways we can go in New York state: You buy it or you build it. At this point, we are buying it. I need more people trained on AI."

State ITS Deputy Chief Data Officer Christopher O'Connor said communication, collaboration, and transparency will be crucial to AI regulation and use in the coming years.

"It takes a village to move forward," he said. "AI is a team sport. Policy, user experience, technology, procurement, we need to look at every aspect of government. Generative AI is important globally. We have been using it for decades, but it has more recently captured the attention of the public."

In January, ITS established an AI working group, which now includes 45 members, many of whom were in the room. There is also an interagency AI working group, established in 2023, that provides input on use cases, checks on policies, and identifies any gaps, O'Connor said.

"Some AI comes with novel risks," he said. "Erroneous information can be used by AI. It's important to move forward in an informed manner. AI solutions need to be explainable and agencies need to understand how AI works, the data it relies on, and understand bias and equity. We need human oversight."

### **Legislators pledge continued work**

Sen. Kristen Gonzalez, chair of the Senate Internet and Technology Committee; Sen. Robert Jackson, chair of the Senate Civil Service and Pensions Committee; and Assemblymember Alex Bores, a member of the Assembly Technology Committee, offered their insight into what elected leaders are working on and what remains to be done.

Gonzalez, a former tech worker, said the committee focused on cybersecurity, data privacy, and AI over the last two years.

"As an elected official, most on my mind is how are we serving New Yorkers," she said. "Our responsibility is to make sure we are protecting New Yorkers. How are we creating a future workforce where we are developing the next generation?"

Gonzalez said partnering with unions makes sense.

"I'm really excited to have PEF be a leader on IT and especially what we do moving forward," she said.

PEF is urging Gov. Kathy Hochul to sign the LOADinG Act, the first bill of its kind in the country that has labor protections. This bill would require continued meaningful human review of AI that impacts public assistance benefits, civil liberties, or Constitutional rights. The LOADinG act would allow for the public to be aware of the extent of AI usage by state agencies and protect and preserve the labor rights of public employees by prohibiting any displacement of workers or reduction in their normal hours.

"[The success of the legislation is] because of the people sitting in this room today," Gonzalez said. "We want to protect the jobs that we already have. Proactive legislation sets a really important standard for New Yorkers. I deeply thank PEF for getting it across the line."

Senator Jackson said we are at a technology crossroads.

"The rapid expansion of AI is in every facet of our lives," he said. "It's hitting us everywhere. AI technology has reshaped industry, enhanced capabilities, offered solutions to some of the most pressing problems.

"We need more safety and security," he stressed. "There is a wave of concern about job displacement. The fear that the irreplaceable elements of human ingenuity will be overshadowed. AI cannot and should not supplant human judgement, creativity and spirit. Our challenge is to integrate AI to support and enhance human work, rather than replace it."

Jackson said he is eager to work and engage with IT professionals like PEF members, state agencies, and legislators to address these issues.

Assemblyman Bores, with an advanced degree in computer science, has been active in AI conversations and participated in an AI-related panel during the 13th annual NewDEAL Leaders Conference in Washington in November 2023.

Bores said leaders must understand the importance of giving the public what they want or risk losing work to those who do it first.

"When people need something from the government, they want to know, 'Can I get that service' and 'does it work?'" he said. That's where PEF's input becomes even more valuable. "We can take it to a bill, but it's really you that do the work that deliver it to New Yorkers. You are true drivers of success."

He echoed the other speakers on the importance of safeguarding the human element when using AI.

"Anytime we are making a decision, we need human context," Bores said. "We need people that know the details on the ground. That is where all of you are so important. I trust all of you in your decision-making far more than I trust an AI algorithm. You have years, even decades, of experience. The use of AI should prop you up, not write you off."

### Civil Service implications

Department of Civil Service Commissioner Timothy Hogues has an eye on the AI issue and is seeking input from PEF as jobs evolve to embrace the new technology.

"I know that we have been throwing this term 'AI' around for quite some time," he said. "I am here to listen and better understand how we can move forward together. AI is not a recent phenomenon; it is in almost every aspect of our lives.

"I know our government is investing in AI," Hogues said. "I am definitely interested and want to be at the table to hear and have conversations about how it impacts the workforce and how we can use it to help do things more efficiently and serve the residents of New York."





# Anthem dental plan won't diminish benefits; more information to come before Oct. 1 effective date



Members made it clear – the EmblemHealth dental plan lacked a robust provider network, costing members too much in out-of-pocket expenses and making it difficult, or sometimes impossible, to find network dentists within a reasonable distance from their home.

PEF led a multi-year, multi-union campaign advocating for the state to change its dental insurer and as a result, the state put the NYSHIP dental contract out to bid for the first time in more than two decades, recently awarding the contract to Anthem Blue Cross (Anthem), effective Oct. 1, 2024. With Anthem's more robust network, many more members will be able to access network dentists.

The process of making the switch can be confusing.

"We want to dispel some misinformation at this point in the implementation process," said PEF President Wayne Spence. "We have heard concerns that with Anthem there will be a lower level of benefit or co-pays where none previously existed. This is absolutely not true. Anthem has many different dental plans. The new NYSHIP dental plan is a unique Anthem plan and details have not yet been published on the Anthem website."

With the transition to a new provider, there have been questions regarding current "treatment in progress" services, such as orthodontia. PEF has requested information from the state on the specifics related to such continuity of care and will pass on that information once it is received.

The level of benefit is governed by the collective bargaining agreement, including enhancements achieved during the negotiation of the 2019-2023 PEF/State Agreement, such as a higher annual maximum allowance of \$3,000 per person, an increase to \$3,000 for the orthodontic lifetime maximum per child, inclusion of a \$600 implant allowance, and long overdue coverage for precious/upgraded metal fillings.

"These previously negotiated enhanced contractual benefits will continue and will certainly not be diminished," said Spence. "As always, we will seek to build on these improvements in the next round of contract negotiations. Most importantly, with Anthem, our members will have access to a more robust dental network."

The Department of Civil Service plans to send out the following mailings to NYSHIP dental plan enrollees:

- **NYS Dental Plan Administrator Change Letter**

In July, the Department of Civil Service will mail this letter to enrollees' homes. This letter will explain the change to Anthem and will highlight how enrollees can access and search the applicable Anthem Blue Cross network of dental providers.

- **Anthem Blue Cross NYS Dental Plan Benefit Documents and Benefit Card**

In September, enrollees will receive a welcome letter from Anthem Blue Cross, which will include their new benefit card along with information on how to access benefit information and documents online through a secure member portal.

Dental providers interested in joining the Anthem NYSHIP network can call 1-866-947-9398 to speak to a designated Anthem representative. Members are encouraged to share this number with their dental provider so they can join the applicable Anthem network if they are not already an Anthem participating provider.

"We will vigorously monitor the changeover to Anthem to make sure it meets all our expectations," Spence said. "If for some reason it does not, we will take immediate action to assure all necessary corrections are made."

# GREAT MEADOW

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# GREAT COMMUNITY

## PEF and community respond to correctional facility closures

By **NAJEE WALKER**

As part of New York State's 2024-25 state budget, up to five state correctional facilities have been authorized for closure with just 90 days notice. Governor Hochul and the Department of Corrections and Community Supervision (DOCCS) announced in July that Great Meadow and Sullivan Correctional Facilities will cease operations on Nov. 6, 2024.

In a statement on July 18, 2024, PEF President Wayne Spence said that the decision by the state will negatively impact the over 100 PEF members who work at these facilities, as well as the additional members who work at Woodbourne and Washington Correctional Facilities who are likely to receive not only the additional staff, but the hundreds of incarcerated individuals from the closing facilities.

"These men and women must now confront the hardships associated with transferring to a new job or possibly losing a job due to lack of seniority, as well as potentially uprooting their families, finding new schools for their kids, and a host of other stressful situations associated with sudden changes to their employment," said President Spence.

PEF members rallied with union siblings from the New York State Correctional Officers & Police Benevolent Association

(NYSOPBA) and members of the Washington County community on August 4 in support of Great Meadow. State Senators Jake Ashby, Dan Stec and James Tedisco, along with Assemblymembers Matt Simpson and Carrie Woerner, as well as U.S. Rep. Elise Stefanik, attended to show their support.

Ashby called the closure an "assault on this community" and said the economy of the area would collapse if the facility closed.

All the speakers, and the community, said that there is still time to compromise, and asked Governor Hochul to reconsider the plan.

A bill introduced by Senator Tedisco would require a majority vote in the Senate and Assembly to close a state prison. Tedisco asked

the community to support the bill and tell the Governor to support it as well.

Throughout the legislative session in 2023, PEF rallied against the plan to close correctional facilities with just 90 days notice. Now, PEF is committing to helping every affected member with transitioning to a new DOCCS position. Meetings are being held this month with all impacted members, giving them a chance to ask questions and understand the process.

"Staff and leaders will be at each closure meeting to help answer questions and guide our members on next steps," said PEF Statewide Director of Field Services Katie Vorwald. "We will be working hard to try to find a position for everyone that they would prefer."

PEF is monitoring Great Meadow carefully, as there is a lack of OMH positions in the area that OMH employees who work at Great Meadow could potentially transfer to. Vorwald said OMH and DOCCS are working out a plan.

"Our Health and Safety Department is also going to work to ensure anyone going into a new work environment is provided training and assistance to work safely in their new location or position," Vorwald said.

While things are moving fast and time is short between the fight to save Great Meadow and the work being done to ensure members have a place to work, Vorwald's advice to everyone is to stay as calm as possible.

"In previous closures, PEF has been able to assist the vast majority of members in finding a new position that they found satisfactory," Vorwald said. "We know the State has no interest in losing good employees and we will fight hard to ensure everyone can be placed in a new position that works for them."





Local legislators and community leaders show up to protest the closure of Great Meadow Correctional Facility on August 4, 2024.



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# PEF helps members in Region 6 impacted by tornado's destruction

**By NAJEE WALKER**

On July 16, New Yorkers across the state braced themselves for heavy rain and high-speed winds as storms ravaged upstate, central and western New York. Several areas, like Rome, N.Y., in PEF Region 6, saw tornadoes tear through trees, down power lines, flip cars, and rip roofs from buildings. According to the National Weather Service, the tornado touched down in the city of Rome at 3:25 p.m. and lasted 10 minutes. It was a high-end EF2 category, causing winds of up to 135 mph.

PEF Region 6 Coordinator Christopher Dunham, a Registered Nurse at Mohawk Correctional Facility, was traveling home from work when the twister hit, but he was thankfully able to avoid the worst of it.

"From what I understand, the tornado just passed over me, but it had not yet touched down," said Dunham. "But I saw a lot of the damage after. It was shocking."

Dunham said the last tornado that Rome experienced, about six years ago, hardly touched the city.

PEF members in the area were not spared from the damage. Several lost power for 48 hours, spoiling their refrigerated and frozen food, and facilities like O'Shea Day Hab (OPWDD) sustained damage. A woman who works at the O'Shea Day Hab told Dunham she hid in a closet as the tornado rocked and damaged part of the building.

"She said she was scared and just didn't know where to go," said Dunham. "She's safe, but displaced, with no workplace to go to while repairs are going on at the building. Parts of the roof were ripped off, windows were blown out."

Thankfully, Dunham said, telecommuting has been an option for members.

Dunham and PEF kicked into recovery mode swiftly after the tornado. While the PEF Disaster Relief Fund worked to collect money to help impacted members, Dunham used Region 6 funds to purchase grocery and gas cards to distribute to members immediately.

The PEF Relief Fund started in 2019 to help members find their footing immediately after experiencing natural disasters. The fund seeks to help members during weather-related emergencies, assist displaced members after tragedies and more. Any PEF member may donate at any time, so that the fund is always ready to help when needed.

"I spent a few days after the tornado just driving around and making sure people had things that they needed," said Dunham. "Members were incredibly taken aback at how quickly we responded and provided relief."

For now, Dunham said that the money from the PEF Relief Fund should be enough to get members back on their feet. On July 31, PEF Region 6-9 Organizing Coordinator Jessica Carpenter and staff from the PEF Membership Benefits Program joined Dunham in Rome to distribute gift cards to additional members in need.

Those who stopped by the PEF table at the American Legion in Oriskany shared stories of the day the tornado touched down and how they handled not only their own security, but the security of their fellow members and their homes.





Amy Palmer, a registered nurse with the Central New York Development Disability Service Office, was visiting her daughter when the tornado hit. Her daughter suggested she head home immediately.

"I thought, 'How bad is it really going to be?'" Palmer said.

It wasn't long before she heard emergency sirens and saw messages warning of 100% hail damage. After pulling into her garage and taking care of some household chores, the storm worsened, and several trees fell onto her house. Thankfully, she sustained no injuries, but the damage done to her home was severe.

"Removing the trees cost \$11,000 alone," Palmer said. "So, I'm grateful for this little bit of assistance. Everything helps."

In another part of town, Kathleen Riley, a psychiatric nurse with the Rome Clinic, said the storm sparked fires inside and outside the clinic. She and her co-workers were forced to shelter across the street in a nearby theatre building, where she immediately began taking care of injured community members. Yet even during the tornado, she wasn't even thinking about her own home. She was thinking more about the people she serves.

"I was thinking about my people, because my people are homeless," she said. "I knew one of the places that was hardest hit is where they set up their tents, their cities."

Riley and some of her co-workers have been working out of a van that she calls a "temporary home."

Betty Parkmond works at Mohawk Correctional Facility as a Nurse Supervisor. She said her home is relatively untouched. However, the damage to the home where she grew up and where her elderly father still lives is severe.

"We've lived there for almost 55 years and never had a claim, never had any damage, and lo and behold here it is and a tornado rips through it," she said.

Estimates to fix the most significant damage are in the six-figure range.

Parkmond said that every little bit helps, especially as she deals with insurance and potential construction.

Overall, more than 30 PEF members picked up gift cards on July 31. Several members said that the most important thing right now was food, and that the money PEF provided will help.

Dunham was touched by how residents, members and co-workers kicked into high gear when their friends and neighbors needed help.

"As fast as the tornado came and went, people were out and looking for one another, conducting search and rescue. Neighbors were helping one another. The response from law enforcement was swift. Even some Canadian folks passed through to help," said Dunham. "It was overwhelming to see such a quick response, almost like people had been through this a thousand times."



Region 6 Coordinator Christopher Dunham quickly distributed gift cards to members in need immediately after the July 16 tornado hit, and PEF Membership Benefits and Organizing handed out more at a July 31 event at the American Legion in Oriskany.



President Wayne Spence (front row, second from left) and Vice President Randi DiAntonio (front row, at left) participated in a study group on public sector employment at the invitation of the International Labour and Employment Relations Association (ILERA) 20th Triennial World Congress in Manhattan.

## PEF invited to participate in prestigious labor relations Triad 2024

President Wayne Spence and Vice President Randi DiAntonio participated in a study group on public sector employment at the invitation of the International Labour and Employment Relations Association (ILERA) 20th Triennial World Congress June 26 to 30 in Manhattan.

The prestigious event is one of three meetings held together and dubbed "Triad 2024" – the Congress, the Federal Mediation and Conciliation Service (FMCS) 2024 National Labor-Management Conference and the Labor and Employment Relations Association (LERA) 76th Annual Meeting.

Participation in the World Congress is a great honor not afforded to many in the labor movement. President Spence and VP DiAntonio participated in Improving Employment Opportunities and Working

Conditions for Vulnerable Groups in Public Sector (Financed) Jobs in New York.

The group took a closer look at public sector employment relations in New York and New York City and included two talks by researchers – Phillip Thompson, Massachusetts Institute of Technology, and Anne Marie Brady, Cornell University – followed by a discussion facilitated by President Spence and VP DiAntonio.

The event was also a chance for PEF to get its issues in front of heavy hitters of the labor movement, advancing the union's Fund Our Future initiatives on a large scale.



# Joint picnic for PEF and CSEA Workers' Compensation members celebrates unity and growth in both unions

By **NAJEE WALKER**

To help celebrate the start of summer, PEF and CSEA members who work in the Capital District at the Workers' Compensation Board came together on June 21 to host a joint picnic and enjoy a bright summer day complete with food, prizes and fun.

For many of the members of both unions, the picnic is a chance to celebrate not only the return of warmer weather to New York, but to celebrate workers both new and old. Hundreds of members from PEF participated in the event, including newly hired Division 363 members, like Chinwe Egboh, an Auditor 1 working for the Board.

"I just joined PEF," Egboh said. "I've been really excited to meet people and have a good time here, and I am glad to be with PEF."

Division 363 members who have been with the Board for a long time were happy to meet colleagues in an informal setting and enjoy the summer weather.

"This is one of the best times for us to get out of the office and get to talk and have a little fun," said Tammy Bullis-Dominy, a principal examiner with the Board. "We should be able to take the chance to enjoy the place we work at outside of the workplace sometimes."

Members at the picnic, including CSEA members, said that they were glad to be part of a union and to finally see the number of employees at the Board steadily rising.

The Workers' Compensation Board, much like many other agencies across the state, has experienced a shortage of workers and increased workloads for years now. Recently, efforts at the Board to hire more workers have seen some success.

PEF Director of Organizing Scott Harms called the picnic a success, especially with so many members coming out to enjoy the festivities. He also said that picnics like this give unions a way to connect with members who are not always active.

"The picnic is a really good tool to talk to members about their issues and about the good PEF does for this division," said Harms. "Likewise, it's a fun time and a good way to celebrate the work being done at the Board."

Harms also said that there appears to be evidence that hiring rates are stabilizing as more new hires enter the agency. Additionally, veteran members are excited to see that many of the new employees are fresh to state service and to the Workers' Compensation Board.

"It is too soon to tell how much the hiring is affecting workloads," said Bullis-Dominy. "But I am very excited and hopeful. I am glad to have newer, fresh faces to the Board, too."







# Daughter of PEF member receives \$2k Union Plus scholarship

By KATE STICKLES

Olivia N. Bernier, the daughter of PEF member Nestor Bernier, a habilitation specialist with the Office for People With Developmental Disabilities, was awarded a \$2,000 scholarship through the [Union Plus Scholarship program](#). She was one of 209 union members and family members awarded a total of \$200,000 in scholarships.

"Ever since I was young, my father has always stressed the importance of education," Olivia said. "For as long as I can remember, I've always pushed myself to excel in academics."

Olivia graduated third in her class from Eastridge High School in Rochester this year. She excelled in both academics and in contributions to school culture, serving as editor of the Writing Club, captain of Girl's Varsity Tennis and Bowling, president of the National Honor Society, planner for the Red Cross Club, head planner for the Hispanic Heritage Committee, sole student ambassador for the Handbook Revision Committee, as well as a member of the Orientation Team.

Throughout her academic career, Olivia has been honored with a handful of awards and recognitions, including the U of R George Eastman Young Leaders Award, a scholarship from the Hispanic Youth Foundation, recognition from the Notre Dame Club of Rochester, as well as the NYS Scholarship through Eastridge High.

"As I now head toward further education, the importance of scholarships and monetary assistance are striking," she said. "Education is incredibly expensive. Thankfully, I have been fortunate enough to have been granted some assistance. This takes some of the financial burden off my father and I. Thank you to Union Plus and PEF for this scholarship!"

The Union Plus Scholarship Program has provided more than 30 years of higher education support for working families. The Union Plus Scholarship awards are presented annually to union members or members of their families who want to begin or continue their post-secondary education. Scholarships range from \$500 to \$4,000.

Each year, the application deadline is January 31. You can apply for a 2025 award [here](#).



Olivia Bernier, the daughter of PEF member Nestor Bernier, was awarded a \$2,000 Union Plus scholarship this year.





## Region 7 announces 2024 scholarship winners

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The Region 7 Scholarship Committee announced the 2024 winners of the Region's two scholarships.

Luke Dalton was awarded the Ellen Mainville Scholarship and Aiden Caron received the Paul Normandeau Scholarship.

The Ellen Mainville Scholarship honors the memory of Ellen Mainville who was employed by the Department of Corrections as a teacher at Barehill Correctional Facility. She was also a published writer, poet, artist, and was an active leader at the New Covenant church in Malone. Mainville tragically lost her battle to COVID.

Dalton, the dependent of Joshua Perkins, a vocational instructor at Franklin Correctional Facility, is furthering his education at Clarkson University, majoring in Chemistry. He aspires to teach the science after graduation. He has been involved in many extracurricular activities including National Honor Society, 4-H, varsity baseball, ski club, youth group, band and LaValley Aviation. Dalton also had a short story published in the *Wild Words: Adirondack Teen Writing Anthology*.

The Paul Normandeau Scholarship honors Mr. Normandeau, who worked for the New York State Department of Transportation as a Traffic Systems Technicians Supervisor. He was also a member of the Sons of Legion Post 219, worked at Titus Mountain Ski Patrol, and was also involved with Boy Scouts Troop 61. Normandeau loved boating, woodworking, carpentry and excavation work. He lost his life to COVID.

Caron, the son of Trudy Boyea and Rick Caron, a plant supervisor at Adirondack Correctional Facility, is furthering his education at SUNY Polytechnic with a major in Mechanical Engineering. He was the lacrosse varsity team captain from 2022-2024 and will be joining the men's lacrosse team at SUNY Polytechnic. Caron is involved in the Epsilon Honor Society and spends his free time refereeing/coaching the local youth lacrosse club in Malone.

This year's Scholarship Committee members were Committee Chair Carly Gagnon, Sharon Lamb, Sedona Runyons, Dave Mosier, Desirae Goodspeed, and Sandy Derr, Region 7 Retiree Representative.



Aiden Caron, recipient of the Paul Normandeau Scholarship, is pictured with Barbara Stransky, the PEF Region 7 Coordinator, and Carly Gagnon, the Region 7 Scholarship Committee Chair.



Luke Dalton, awarded the Ellen Mainville Scholarship, stands with Barbara Stransky, the PEF Region 7 Coordinator.

# Council Leader takes quick action to protect workers during office fire

By **NAJEE WALKER**

June 10, 2024, began as a normal day for OPWDD Occupational Therapist and PEF Council Leader Carrie Saunders. She was on her way to see a client on Cleveland Street, which is about two miles away from the Developmental Disability Service Office (DDSO) on Vandalia Avenue in Brooklyn where she most often works.

It was still early in the morning when she got a call from a colleague alerting her that a fire had broken out back at the office. Saunders, the council leader for Division 244, immediately worried for the safety of her members and rushed to the building. When she arrived, she saw several fire trucks, but only some of her members were safely outside.

The fire, which began at 730 Vandalia Avenue, spread to 750 Vandalia Avenue, where the Brooklyn DDSO is located. Thankfully, no PEF members were in the direct path of the fire, and it did not spread into the offices themselves. However, Saunders, seeing the damage, went into the buildings where she knew PEF members and other OPWDD employees were working to make sure they were safe.

"Thankfully the fire did not get to the union office or anywhere else where the members were," said Saunders. "But the sprinklers were causing a ton of damage. Everything was wet. And there were still members inside, but there was no management telling them to leave."

Saunders has worked for New York State for 46 years. She said that during that time, it has become a little more common to not see management during disasters or when they are needed the most.

Before the fire, there was an earthquake in March, which caused distress and unsafe conditions at the office.

"They told us that we had to shelter in place," recalled Saunders. "There was a member who was having a panic attack. I told her and others to leave the building and get to safety."

During the June fire, Saunders instructed members to leave the building as the sprinkler system saturated everything and debris fell from the ceiling. After checking cubicles and offices to make sure the building was empty, she finally left herself.

"There were so many of our members in there unsure of what to do. No one was there to help them," Saunder said.

There were no injuries and Saunders said that management has told members to telecommute, or temporarily reassigned them to work at other DDSOs in New York City pending repairs to the Vandalia Avenue location.

Saunders is working with the PEF Health & Safety department as well as field representatives and Executive Board member Gwendolyn Culpepper to set up a walkthrough after repairs at the office are completed to ensure the workplace is safe.

Saunders said that she is not a hero and does not want to be painted as one. She just did what she thought was right.

"It's an instinct," Saunders said. "I do and did what I should've done as a PEF member and a division leader."



# HESC now accepting Masters in Education Teaching Incentive Scholarship applications for 2024-25

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If you have a family member who is a full-time student pursuing a master's degree at a SUNY or CUNY college or university that will lead to certification as a public elementary or secondary education teacher, applications are now available for the New York State Higher Education Services Corporation (HESC) [Masters in Education Teaching Incentive Scholarship](#) for the 2024-25 academic year.

The program is aimed at addressing the critical need for qualified teachers in New York State public elementary and secondary schools. Recipients of the scholarship must agree to live in New York and teach for five years at a public elementary or secondary school in the state.

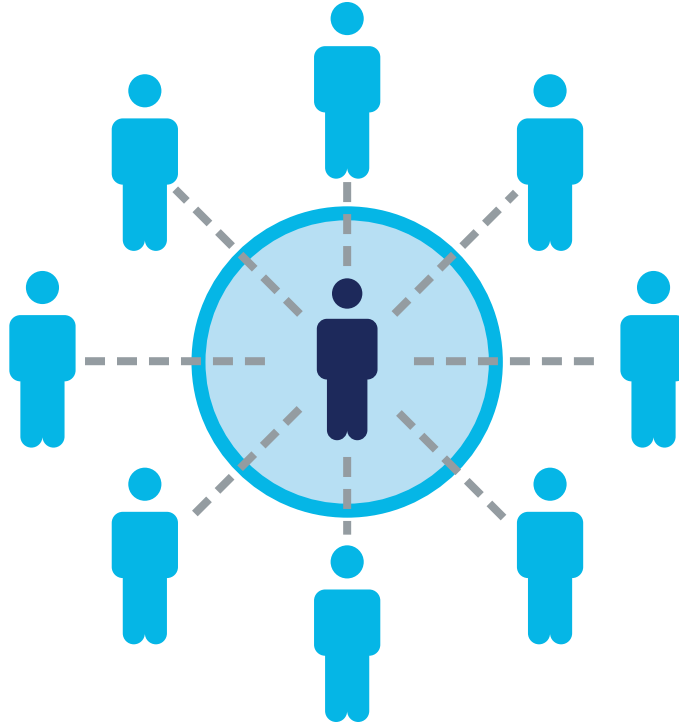
To qualify for the Masters in Education Teacher Incentive Scholarship, applicants must also meet the following criteria:

- Be a resident of New York State.
- Be enrolled full-time in a master's degree program in education at a participating institution.
- Received their undergraduate degree from a college or university in New York State and received a minimum GPA of 3.5 in their undergraduate studies.

Eligible students who are enrolled in an approved graduate program can [apply for the scholarship](#). Students who do not meet the program citizenship and residency requirements can apply through the [New York State Dream Act](#).

The application is open through Aug. 26, 2024.

For more information, visit the Masters in Education Teacher Incentive Scholarship [program webpage](#).



## Out-of-network new reimbursement method

As of Jan. 1, 2024, there was a change in how out-of-network (OON) providers are going to be reimbursed by the Empire Plan. Previously, OON providers were paid based on “reasonable and customary charges;” that is, the provider’s actual charge, usual charge, or the usual charges of other providers in the area.

OON providers will now instead be paid based on 275% of the Medicare rate. This change is intended to help contain Empire Plan costs, which is important not only to the state but to PEF members who pay a share of the annual premium through their bi-weekly payroll deductions.

Previously, membership was notified of this change throughout contract negotiations and the ratification process. This change was outlined on the highlights sheet for the new contract as well as spoken about at membership meetings before and after ratification of the new contract. This is a challenging topic that we wish to continue to educate our membership on.

The OON reimbursement change was driven in large part by [the 2020 report, \*An Analysis of Reasonable and Customary Out-of-Network Reimbursement Rates\*, from the Office of the State Comptroller](#), which found that OON costs are often significantly higher than in-network costs for the same exact services.

For example, the report noted that the average reimbursement for a routine office visit in 2016 was \$29 for in-network care and \$147 for OON. The report also noted discrepancies among OON providers across the state, as well as in neighboring areas. For example, a specific spinal procedure in Suffolk County was \$38,000, while the same procedure in the Niagara Falls region was just \$167. And among neighboring areas, the report found that another spinal procedure was \$90,000 in the Far Rockaway/Hempstead region, double the rate for the same procedure in both neighboring regions of Port Washington/Great Neck (\$43,755) and Flushing/Jamaica (\$45,000).

The report also noted the potential for providers in a particular region, knowing that their reimbursement rates are based on area billings, to bill higher than necessary to drive up the reimbursement rates in that region. Those high OON reimbursements contribute to increased premiums which are paid in part by PEF enrollees.

Enrollees who continue to use OON providers may see an increase in out-of-pocket expenses. These increases will depend on how the OON providers balance bill for their services. However, there is a safety net for enrollees who do not have access to certain in-network providers through the medical access program which provides paid-in-full benefits – minus appropriate co-pays – when there are no participating providers available within access standards. (See



[Appendix VII of the Tentative Agreement](#) for information about access standards.)

It is anticipated that the change in the OON reimbursement rate to 275% of the Medicare rate may drive some OON providers to join the Empire network, since they will no longer be reimbursed based on the prior usual and customary model.

This will only effect members utilizing OON providers. This is to steer members and providers to stay in network to keep plan costs down. If you choose to use an OON provider, it is advised to call ahead to Empire (1-877-769-7447), to review your out-of-pocket expenses that may occur.

If you use an **in-network provider this will have no effect to you. This is only a change in how providers are reimbursed and does not affect/change the Empire plan's network.** This is not a change in benefits, this is a change in the reimbursement method between carriers and providers.

Federal and state protections against surprise medical bills limit a covered individual's liability when they are unknowingly treated by OON providers and later billed at the OON rate. This results in what they label "Surprise Medical Bills," for which the patient is responsible, that greatly exceed what they would expect to pay under the insurance policy (for a network provider).

The other side of this is how OON providers will be reimbursed for their services – 275% of Medicare. They want to be paid by someone, and the law prohibits them from collecting from unwitting patients. Both the state and federal laws require the insurer to make up the difference, but they each set the amount the insurers are required to reimburse using different formulas.

The potential impact of this treatment on PEF members is mostly related to the costs to the Empire Plan. If OON providers are reimbursed by the Empire Plan at a higher rate, our experience will result in higher costs and rates in the future. That means members respective share of premiums will increase. This is the natural and unavoidable consequence of rates for OON going up.

If you believe you have received an unexpected bill, from an out-of-network provider, stay tuned for next month's Communicator article, detailing information that could protect you from having to pay back a surprise bill.

# Recommit Today!

## New + Existing PEF Members

### SIGN NOW!





# PEF staff takes AVERT training for a safer workplace for staff and membership

By **NAJEE WALKER**

As active shooter incidents and other forms of violence in the workplace continue to become commonplace across the nation, training to defend against such attacks has also become more frequent.

Last December, PEF's Health and Safety conference introduced the Active Violence Emergency Response Training, or the AVERT module, to educate members at agencies across the state on how best to handle themselves during an active shooter or violent emergency.

PEF staff took the training in June.

The AVERT training uses in-person techniques and video explanation and examples to help arm participating staff with the knowledge to help treat wounds, prioritize safety and defense, and even how to disarm attackers, if necessary. The training focuses on all aspects of a violent attack, including how to deal with injuries. Participants practice using tourniquets and are instructed on how to stop bleeding.

Though the concept and material can be jarring to many, AVERT and the trainers—led by trained PEF Health and Safety staff members—seek to push against the uncomfortable subject by reminding participants that through this training, they will gain the knowledge to act quickly and potentially save many lives, especially their own.

"Consider how many times you've heard about these kinds of things happening on television, on the news," said PEF Health and Safety Specialist Jazmine Nova. "We never expect it to happen here. We don't want it to happen here, but we now must have the difficult conversation and recognize that it could happen here."

AVERT's biggest advantage is its hands-on focus to bring as much physical training as possible to participants. During the three-hour training, participants practiced dressing wounds using foam material to simulate wounds on the body and learned to react quickly to simulated attacks.

A major focus of the training deals with how to react when an intruder may be attacking by defending against and distracting the shooter. AVERT tackles this issue by simulating an attack and asking participants to block doors, confuse the attacker, and be ready to disarm the attacker, as well as treat potential wounded until emergency services arrive.

PEF staff said they found the training to be important and were glad to have had the opportunity to have the difficult conversation. Upon completion, participants get a certificate of completion.





Contributed photo. Mr. Najeed Haider thanked Sunmount DDSO staff who helped save his life, including Joe Bradley, Roger Vaillancourt, Merlin Lewis, Star Farnsworth, Mark Stave, Royce Cole, Wayne Lapierre, Crystal Crosbie, Ashley Larocque, Kim Leach, Nkechinyere (Chi Chi) Sloan, and Nicole White (not pictured).

# Members help save a life at Sunmount DDSO

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**By KATE STICKLES**

On May 21, 2024, Najeed Haider, a contract staff person at Sunmount DDSO, began experiencing a sudden, significant, health emergency and became unresponsive. Several PEF members with medical training quickly came to his aid.

Director of Nursing Mathew Fleming applauded their quick action and expressed gratitude and appreciation for the excellent medical care and professionalism demonstrated during the emergency.

"Several PEF nursing and medical staff responded promptly, along with other members of the medical emergency response team, working diligently to help resuscitate and stabilize the contract staff person," Fleming said. "After resuscitating the contract staff person, the PEF nursing and medical staff helped to facilitate the staff person's transfer to a higher level of care for further evaluation. Their compassion and diligence throughout the medical emergency played an integral role in preserving and maintaining the health, safety, wellness, and ultimately the life of the contract staff person."

Stephanie Champagne, council leader for PEF Division 242 which includes Sunmount, joined the members and the man they helped saved for a recognition event.

"It was an honor to be a part of the recognition event," Champagne said. "To see Mr. Haider smile, thank those involved in his care, and to make him feel truly a part of the Sunmount team, shows that when duty calls everyone rises to the occasion."



# Man enters Albany County Probation office with loaded handgun, highlighting dangers on the job

**By KATE STICKLES**

An 18-year-old Albany man was arrested June 21 after he brought a loaded handgun into the Albany County Probation office.

Shascott Ham entered the office around 2:50 p.m. to meet with his probation officer when security found the gun during a search of his backpack. Albany Police took Ham into custody without incident.

PEF is the exclusive union representative for the Albany County Probation Department Unit. Division 502 Council Leader Tricia Drautz said the situation was handled extremely well and professionally.

"No one was hurt during this incident," she said. "This was a job well done by security and the two probation officers involved. Security did their due diligence in searching this individual, as well as all others who enter the probation department, which helps to keep us all safe."

In the future, she hopes staff notification will happen differently.

"Administration did notify staff of the incident, through their supervisors, and we appreciate the notification," Drautz said. "However, the membership would prefer that administration notify staff directly when issues of great importance such as this occur."

The problem lies in the fact that there are times supervisors are not in and the message doesn't make it to some staff in a timely manner.

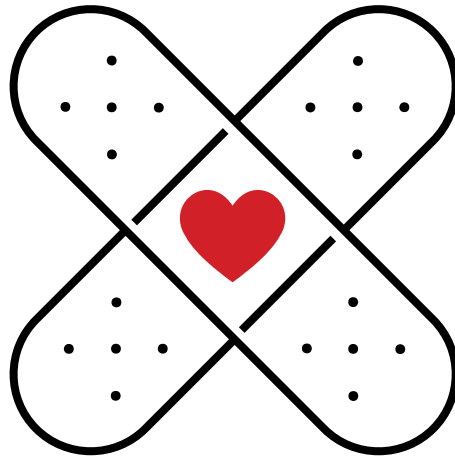
"Union leadership will continue to work with the administration on communication," Drautz said. "This incident reminds us that parts of the population we work with are becoming much more dangerous and our jobs are becoming much more dangerous. We all want the same thing, to go home safely at the end of our workday to our families."

Assistant Council Leader Michelle Driscoll echoed Drautz on the changing dynamics of the population. "I have worked for probation for almost 23 years," she said. "Our jobs have become more dangerous than ever before."

Ham was arraigned in Albany County Criminal Court and remanded to Albany County Jail.







# Region 2, USW Local come together to host their third Red Cross blood drive on July 1 and Aug. 9

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**By KATE STICKLES**

PEF Region 2 is hosting two upcoming American Red Cross blood drives, from 10 a.m. to 4 p.m. July 1 and August 9, in conjunction with USW Local 1000.

The need for blood donations hits close to home for Region 2 Coordinator Shelby Wisneski.

"I started hosting blood drives after my husband passed away. When he was in the hospital, he needed, last count I knew, 22 units of blood over three days. Your body only has 10 units of blood in it, so that was a lot. I wanted to do something to honor him, and I wanted to make sure that there was blood available for people who needed it like he did," she said. "The Red Cross is always in need of people to host blood drives for them, so I spoke to USW Local 1000 about co-hosting a drive so we could encourage members from both unions to come and give."

The first drive was a great success and the Red Cross asked if the unions would continue to host them. The July 1 drive is going to be the third one hosted by the unions since 2022. They have collected 82 units of blood from previous drives.

"There is always a great need for blood," said Wisneski. "If you are able, please consider donating! State employees are granted up to four hours of leave to donate blood during work hours, without charging accruals."

The drives will be held at the USW Local 1000 Union Hall, 100 Nasser Civic Center Plaza, Corning, NY. [Register here](#) by searching for Corning dates. If there are any questions, reach out to Wisneski at [swisneski@pef.org](mailto:swisneski@pef.org) or 607-731-8686.

"We are hosting blood drives this year to help give back to our community by helping save lives for all of our loved ones that may be in need," said USW Local 1000 Recording Secretary Kim Kephart. "You never know when blood donations will help a person of all ages. Those in need range from trauma and burn victims to people battling cancer or undergoing heart surgery or an organ transplant. Blood donation is critical in saving a life."

"Hosting a blood drive brings our membership, community, volunteers, and donors together for a good cause," she said. "This is what makes us proud showing Solidarity and supporting a cause we believe in."

USW Local 1000 represents about 2,100 members and almost 2,000 retirees in the glass industry. It is based in Corning, N.Y.



# Social Worker Town Hall addresses reallocations, title changes, and next steps

By **NAJEE WALKER**

Respect Us, Protect Us, Pay Us! That was the demand of PEF Social Workers as they advocated for better pay, increased staffing, and improved working conditions over the years.

Following a decision by the Division of Budget based on a recommendation from the Department of Civil Service, some changes are coming to the Social Worker title series.

During a Telephone Town Hall held on June 13, President Wayne Spence and Vice President Randi DiAntonio told PEF Social Workers while it was not everything they advocated for, it is an improvement, and something to build upon.

[RELATED: Town Hall audio and key time codes](#)

At the start of the call, President Spence introduced New York State Civil Service Commissioner Timothy R. Hogue, who spoke about his agency's transparent approach to reallocation.

"We have a very open-door policy, and we want individuals to be educated and understand how we do things," Commissioner Hogue told PEF members who were listening. "I am always open to coming to speak and having conversations so that individuals can ask questions and make suggestions. I truly believe people are our greatest resource."

President Spence also introduced VP DiAntonio. She has worked for 28 years as a Licensed Master Social Worker (LMSW) at the Office for People with Developmental Disabilities (OPWDD) and said that this fight has been "very near and dear" to her. DiAntonio thanked everyone who took part in the advocacy that led to the reallocation – from filling out surveys to recording testimonials to lobbying in Albany.

"We really did our best to be methodical and strategic, and our goal was to lift everyone up," DiAntonio said. "We collected data in our surveys, we wrote a whitepaper that really highlighted all the information you gave us — around complex duties, increased caseloads, many leaving the field — we worked with legislators, we met with the National Association of Social Workers, we engaged in discussions with OMH, we engaged in letter-writing campaigns. You guys did a lot of work."

DiAntonio admitted that there are shortcomings in the new reallocation. Specifically, the union proposed an across-the-board salary upgrade for every Social Worker title. The proposal PEF submitted included Social Work Assistants, LMSWs, and the creation of new titles if needed.

During the Town Hall, PEF Director of Contract Administration Debra Greenberg went over the four major changes of the reallocation: Title structure changes, creating new titles, upward reallocations and geographic pay differentials.

[RELATED: FAQ on the restructuring](#)

There were several title structure changes across the spectrum of Social Worker titles. None of them, said Greenberg, impact seniority, probation, or transfer opportunities.

Social Worker Assistant 1 and 2 were previously at salary grades 12 and 14, respectively. Both titles were consolidated into one Social Worker Assistant 1 title and made salary grade 14, Social Worker Assistant 3 titles will become Social Worker Assistant 2 but there is no salary grade change.

"This is not a demotion," said Greenberg. "In fact, for grade 12, this is an upward reallocation of two grades. It is just that the positions are being consolidated and the names are changed."

Licensed Master Social Worker (LMSW) 1 (previously SG 18) and 2 (previously SG 20) have been changed and consolidated to a single LMSW title and both titles are now at salary grade 20. Social Work Supervisor 1 (LCSW) (previously SG 23) has no title change but has a salary grade change to grade 25. Social Work Supervisor 2 (LCSW), previously at salary grade 27, is now called Director of Social Work and reallocated to salary grade 29.

PEF successfully fought off the state's initial plan to move incumbents reallocated to the Director of Social Work position to management/confidential. As a result, incumbents in the new Director of Social Work title will remain in the union.

Three new titles were created as part of the reallocation. A Licensed Clinical Social Worker (LCSW) position has been created at SG 23, a Social Worker Assistant Trainee is an entry-level position at SG 12, and a social worker at SG 18 which seeks to employee recent graduates who may not yet have obtained licensure.

All the title changes took effect May 23, 2024, though it will take the Office of the State Comptroller a few pay cycles to catch up everyone's pay checks.

Finally, salary differentials were introduced to certain titles based on shift and location -- a 7% shift differential for evening and weekend day shifts, and 10% for night shifts for all licensed Social Worker titles across all agencies. A geographic pay differential of \$18,000 was introduced in Westchester, Putnam, Ulster, Orange, Sullivan, New York, Suffolk, Nassau, Rockland, Richmond, Kings, Queens, Dutchess counties and the Bronx for Licensed Clinical Social Worker, Director of Social Work, and Social Worker Supervisor 1 titles.

These differentials went into effect May 23 and May 30, 2024, for members on the administrative and institution payrolls, respectively.

Many members had questions about the reallocations and the process Civil Service employs to create new titles and the standards they must now set for the hiring process.

Department of Civil Service Director of Classification and Compensation Abner JeanPierre explained that assigning salary grades focuses on duties, responsibilities, and minimum requirements for the job. This includes looking at whether the title will require a worker to supervise others, the level of education and experience, and how much the work requires the employee to communicate in and out of the agency.

"We also look at the comparison of titles at the grade that we're looking at, below the grade that we're looking at and above the grade that we're looking at," JeanPierre said.

Differentials are determined based on two criteria, according to law. DCS looks at the comparison of state salaries to private sector salaries and if the state is having trouble retaining workers. In both cases, JeanPierre said, DCS looks at trusted sources to decide.

DCS Manager of Classification and Compensation KelliAnn Sardella took part in the call as well, answering members' questions submitted in advance.

Sardella said that many of the changes came after several months of work with agencies to review and establish changes to titles in order to improve retention.

"We found that the old title structure included unnecessary levels which made recruitment and retention more difficult," said Sardella. "We also sought to establish a structure for social work titles that was more in line with that of other professional titles that require a master's degree."

According to Sardella, creation of the new titles, like the Social Worker Assistant Trainee, are intended to allow a flexible entry-level position and streamline workers who complete a year of service at the SG 12 position into the Social Worker Assistant 1 position at SG 14.

Additionally, the creation of the LCSW title seeks to recognize the assessment-based treatment, diagnosis, and other factors those employees perform.

For those worried about their longevity payments, Greenberg said that these reallocations could result in some changes depending on where members fall on the salary schedule.

"What we've negotiated in our collective bargaining agreement requires that both promotions and reallocations be treated the same way," said Greenberg. "There's a 3% increase in salary for a one salary grade promotion or reallocation, a 4.5% increase for two salary grades, and 6% for three salary grades."

What many don't realize is that the PEF/State Collective Bargaining Agreement has a longevity "portability" provision (Article 7.9) which requires that the amount of any longevity payment received in the last year also be added to the employee's base salary before the promotion/reallocation calculation is done. While each calculation may be different, generally, if the employee was receiving a longevity payment and the new salary calculation puts the employee at top of the new salary grade, they would continue to receive longevity payments.

PEF is already focused on the next steps. DiAntonio advised any LMSWs who may be looking to transition to the new LCSW title to investigate funds available through Article 15 of the PEF contract to prepare for the exam to obtain their clinical designation.

PEF will continue advocating for members who did not receive any reallocations and called on the membership to help where they can. Members who feel they are still doing the same or similar work but are not getting paid appropriately should talk to their field representatives and their regional coordinators.

"If you are someone who lives in various parts of the state and you believe that there are private employers that are paying more, we need your help," said DiAntonio. "We also are going to be advocating that every agency looks at these additional titles and broaden when and where they will use them."

DiAntonio promised that the fight is not over, despite the recent gains, and that social workers should support one another as much as possible.

"We believe in fair pay, promotional opportunities and above all respect and dignity," she said.

# Accident, Hospital Indemnity, and Specified Disease supplemental health plans available through MBP

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The PEF Membership Benefits Program now offers Supplemental Health Plans, made available through Sun Life, that you can purchase in addition to your regular health insurance. Three types of supplemental health plans are available: Accident Insurance, Hospital Indemnity Insurance, and Specified Disease Insurance.

"Given rising health care costs, changes in health care benefits, as well as deductible plans, PEF MBP and its trustees felt that supplemental health insurance plans would afford PEF members a way to help protect their finances that could be impacted by unexpected costs associated with injuries from accidents, expensive hospital stays, and treatment for critical illnesses," said Buffy Horan, Insurance Executive for PEF MBP.

Supplemental health policies are different from traditional health plans because they can help cover costs that your health plan may not include. These plans cover gaps and complement regular health insurance plans. The cash benefit you receive from supplemental health plans can mitigate, and in some cases eliminate, costs associated with co-pays, deductibles, and other expenses depending on how you choose to use the cash benefit you receive.

## What are the benefits of buying supplemental insurance?

For many, supplemental health coverage can be a cost-effective way to help with out-of-pocket costs. Some advantages to supplemental health insurance plans include:

- They typically come with affordable monthly premiums because they provide supplemental coverage, not comprehensive coverage.
- They can offer financial support when you experience unexpected medical situations.
- You receive a cash benefit that is paid directly to you that can be used in any way you like (i.e. pay medical costs, household expenses, or travel to and from treatment, childcare, and more).
- You can purchase these insurance policies any time of year. There's no need to wait for open enrollment like you would for a traditional health plan.
- You can buy any one or more of the coverages depending on your needs.
- In an era of rising health care costs, declining health care benefits, and the growing prevalence of high deductible plans, supplemental insurance has become more important.

- Plans can also cover entire families and can more than pay for themselves if you suffer from a serious illness or condition.

Here is a bit more information about each of the three Supplemental Health Plans now available via PEF Membership Benefits.

## Accident

Accident insurance coverage could pay you a cash benefit if you are hurt or injured in an accident requiring medical attention. It typically covers emergency-room care, hospital stays, medical exams, and other costs associated with accidents that are not covered by your major health coverage. Injuries such as broken and sprained limbs, burns, lacerations, and paralysis, among other accidental injuries, are also usually covered. Accident insurance is a good investment for adults and children who play sports and engage in high-risk activities that could lead to injuries. Coverage is also a good investment for firefighters, police officers, and others employed in high-risk professions.

## Hospital Indemnity

Being in the hospital for any length of time due to a sickness or injury can be costly and could lead to additional costs you have to pay, such as follow-up care, physical therapy, loss of wages, rent or mortgage, utilities, and more. Hospital insurance could pay you a cash benefit to help cover household and/or medical expenses not covered by your health plan. This type of insurance is good for people with family histories of cancer, heart disease, or other serious ailments.

## Specified Disease

Specified Disease insurance can offer a cash benefit for a range of critical illnesses such as cancer, major organ failure, end-stage kidney disease, stroke, and coronary artery disease. Your cash benefit can help cover medical and/or household expenses, childcare, lodging for treatment, etc., should you need it.





### Is it worth it to get supplemental insurance?

To understand whether it's worth it to you to get supplemental health insurance, you must assess your health and lifestyle needs. Ask yourself these questions:

- Do I have a chronic illness that could put me in the hospital?
- Am I at risk for accidents and injury? (Consider your lifestyle and leisure activities.)
- Do I have a history of family illness, like cancer or stroke? (If so, what would happen if you were to be diagnosed with a critical illness? Would having the peace of mind of a critical illness policy be helpful?)
- If I died, would my loved ones be left having to deal with my finances? (If so, should you consider purchasing Group Term Life insurance?)

As always, you should evaluate your health history and your family's needs before purchasing insurance. In addition, read all plan and policy details to ensure you are getting the financial protection you may need.

You can purchase any one or all three supplemental insurance plans at any time. To learn more, visit [www.pefmbp.com](http://www.pefmbp.com) or call (518)-85-1900, ext. 243, opt. 2, or 800-767-1940.

To enroll today, scan the QR code below for the insurance(s) you are interested in:

#### Accident Insurance

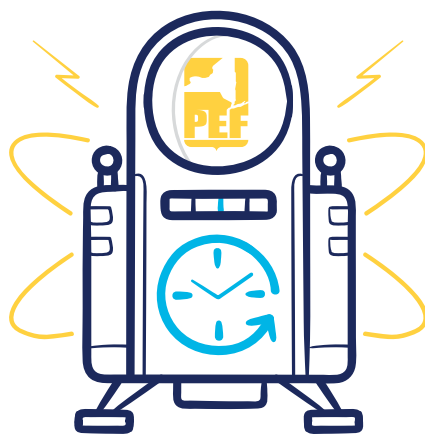


#### Hospital Indemnity



#### Specified Disease





## Blast from the Past: A 48-hour fast

A decade ago, the faith community was just as invested in the fight to save SUNY Downstate Medical Center as they are today. So invested that they held a 48-hour fast to show their commitment!

Multiple unions, including PEF, the American Federation of Teachers (AFT), New York State United Teachers (NYSUT), and United University Professions (UUP), all came out to show strong support for dozens of [religious leaders and Brooklyn residents as they spent 48 hours, beginning March 9, 2014, fasting](#) and praying on behalf of the medical center.

The clergy completed seven circuits around the block as a steady stream of patients entered the hospital. This year, PEF, UUP, other unions and the clergy marched and rallied and [took the fight to Washington, D.C.](#), to secure support from Rep. Yvette Clarke, the member of Congress whose district contains Downstate.

Read the full story below from the pages of the April 2014 *Communicator*.

### Starved for funding, SUNY Downstate's clergy coalition holds a 48-hour fast

By DEBORAH A. MILES

For more than two years, the financial issues lingering over SUNY Downstate Medical Center continue to garner media coverage.

The latest news focused on a 48-hour fast and rally led by Downstate's Coalition of Faith, Labor and Community Leaders. The coalition has been fighting to keep Downstate a full-service hospital and teaching center. The hospital endured cuts in services and more than 1,000 layoffs last year, despite an increase of people who depend on it for their health care needs. The coalition's battle to save Downstate has not diminished over time, but has grown stronger and more determined.

A rally preceded the fast that began March 9, and attracted a couple of hundred people.

Rally speakers called on the state Legislature and governor to increase the funding for Downstate before the new state budget takes effect April 1.

They said funding is available through a multi-billion-dollar Medicaid waiver

package, and is needed to maintain the necessary health care services available to more than 400,000 Brooklyn residents. That funding would also keep Downstate solvent and help it remain the fourth largest employer in the borough.

Several labor leaders such as PEF President Susan M. Kent and American Federation of Teachers President Randi Weingarten spoke to the crowd.

"My call to action is for Gov. Cuomo and the chancellor of SUNY, to come here and tell the people of this community that they have heard our message, and they will do the right thing," Kent said. "We all believe in forgiveness. If they come, we will remember with an open and kind heart. But if they do not, we will remember that as well."

"This fast is significant because it represents the determination of the clergy, supported by labor and the community, to keep the doors of Downstate open. PEF applauds the clergy who are fasting and taking this fight to a higher level."

"This is a fight about reclaiming the promise America made to provide quality

health care to low- and middle-income families, not just the well-to-do."

Weingarten said. "There is going to be a big fight in the coming weeks to get needed funding. There are many people who will tell you the medical school is fine. But medical schools do not work effectively without having a hospital as part of them. When someone tells you otherwise, they do not know medicine or health care."

Other labor leaders including United University Professions President Fred Kowal, who, along with PEF, represents members at Downstate, echoed those sentiments.

Legislators, clergy members and New York City Public Advocate Letitia James called the possible closure of Downstate "devastating."

Kent said the governor is under pressure to release the \$1.5 billion out of the \$8 billion Medicaid waiver needed to save Downstate before the state budget is finalized, and urged him to take action.



[www.pef.org](http://www.pef.org)

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# Convention resolution calls for dues increase

*President Spence and Secretary-Treasurer Donahue oppose an increase given PEF's financial stability*

By KATE STICKLES

Convention delegates had until June 28, 2024, to submit resolutions for presentation to the 2024 PEF Convention. One of the 26 resolutions submitted calls for a dues increase. In view of PEF's sound fiscal position, the PEF Administration opposes any increase.

PEF has not increased its dues in more than two decades. The current payroll deduction amounts to 0.9% of an employee's salary.

## Notice to Membership of Proposed Change in Dues

Under PEF's Constitution, the membership shall be given 60 days written notice of the pending consideration by an upcoming Convention of any change in the dues or dues structure.

Resolution 9 resolves to modify PEF's dues structure as follows:

THEREFORE BE IT RESOLVED, Effective April 1, 2025, the union will modify its dues structure to 1.0 percent of salary with no cap on earnings;

BE IT FURTHER RESOLVED, Effective April 1, 2027, the union will modify its dues structure to 1.1 percent of salary with no cap on earnings.

## Sponsor Cites Staffing, Other Unions, and Inflation in Support of Increase

PEF Region 5 Coordinator David Dubofsky submitted the resolution.

"I think we need extra funding to help the members and for the union to function better," he said. "I think we need more Field staff and another dedicated person in Finance. The dues increase for an average grade 18 would be \$3 a pay period. We haven't had a dues increase since I was hired 23-plus years ago. We have only fallen further behind other unions in our dues structure.

"Our parent unions, SEIU and AFT, have increased dues to us 21 times and we have not passed that along to the members at all," Dubofsky noted. "Our dues structure has not kept up with inflation. When we established that dues structure, we were living in a different world where most of our Council Leaders and Regional Coordinators were on full union leave granted by our facilities. Since then, OER (NYS



Office of Employee Relations) and the state have not been as lenient with union leave and everything, for the most part, has to be paid with EOL (Employee Organization Leave)."

PEF administration opposes the proposed change as unnecessary given the union's financial stability

"We are in a fiscally sound position," said Secretary-Treasurer Joseph Donahue. "Because PEF dues are calculated as a percent of salary, not a set dollar value, PEF has been able to keep up with the dues increases of our parent unions throughout the years with just the salary increases built into the New York state contracts. PEF essentially gets a dues increase every time our members get a raise."

President Spence also underscored the union's financial stability.

"Despite the Janus decision and anti-union forces that seek to attack our union values, I am very proud of PEF's fiscal position," he said. "Since my election in 2015, my administration has not proposed a dues increase and the increase presented in the Convention resolution is unwarranted."

The PEF Constitution provides that dues shall be set by a sixty percent (60%) vote of the Convention. The Convention will be held September 15-18 in Syracuse.



## 2024 Convention Delegate List

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The 46th annual PEF Convention will take place Sept. 15-18, 2024, in Syracuse. The Convention is the highest decision-making body in the union. 586 delegates are credentialed to attend, and they will set PEF's agenda for the coming year, including legislative and lobbying efforts, addressing vital issues, and moving the union forward. Below is a complete list of delegates and which constituencies they represent.







# 46th Annual Convention Delegate Information

SYRACUSE, NEW YORK | SEPTEMBER 15–18, 2024

## 2024 Convention Delegate List

NAME	REG.	DIV.	TITLE	NAME	REG.	DIV.	TITLE	NAME	REG.	DIV.	TITLE	NAME	REG.	DIV.	TITLE
<b>RETIREE REP</b>				SHANA M KOCH	02	222	C	MONICA C RAMA	11	214	B	<b>ENVIR CONS M/O</b>			
ROBERT H HARMS	08			TANYA OLIVER	02	222	C	ATCHARA R RATANABURI	11	214	B	WALTER W BELL	08	169	Q
<b>AGRICUL MARKETS</b>				<b>DOCCS FISHKILL COR FAC</b>				<b>DOT REGION 3</b>				KEITH A BROWNE	09	169	B
GREGORY DEIULIO	08	275	F	LAURA M CLOIDT	09	310	C	RICHARD D STEVENS	04	256	B	TODD M CAFFOE	03	169	B
MATTHEW G KARP	08	275	F	GEORGE R GILLES	09	310	C	<b>DOT REGION 4</b>				ERIN M DONHAUSER	07	169	B
KAREN J TAYLOR	08	275	F	<b>DOCCS FRANKLIN COR FAC</b>				ROBERT D GORKA II	03	284	B	BRUCE C GIDDINGS	08	169	B
<b>AUDIT CONTROL</b>				CARLY E GAGNON	07	361	C	COURTNEY L GOULD	03	284	B	JOSHUA			
PRISCILLA A AMROCK	08	263	P	SHARON A LAMB	07	361	C	LAURA K RICHERT	03	284	P	L HEUVEL HORWITZ	12	385	B
DANIELLE K BRIDGER	08	263	P	CHRISTOPHER T LANZ	07	361	C	CLINT A RULLO	03	284	B	ABIGAIL B JOHNSON	02	169	B
ANDRE P BROWN	08	263	K	<b>DOCCS GREAT MEADOW COR FAC</b>				<b>DOT REGION 5</b>				WALTER KNALL	01	169	B
KELLIE L BURKE	08	263	P	JASON T RABIDEAU	08	181	C	HARIS ISMAIL	01	219	B	ASEEM KUMAR	08	169	B
TROY DECKER	05	263	P	<b>DOCCS GREEN HAVEN COR FAC</b>				WENDY L JOHNSTON	01	219	B	MICHAEL KUZIA-CARMEL	08	169	B
CATHERINE DELL'ANGELO	08	263	K	SABU CHERIAN	09	184	C	THOMAS W LOZINSKY JR	01	219	B	ERIK J LATREMORE	04	169	Q
TAIMA N GIVENS	08	263	P	EILEEN M PUCCI	09	184	C	MICHAEL NIGRO JR	01	219	B	ASLAM MIRZA	08	169	B
SHARI L HUNZIKER	08	263	P	YANIEKA J YENO	09	184	C	KERI L OSSONT	01	219	P	ANTOINETTE NORFLEET	08	169	B
THERESA A LENT	08	263	K	<b>DOCCS GROVELAND COR FAC</b>				SHARON J ROBINSON	01	219	B	JESSIE B SANGSTER	07	169	B
RAYMOND M MOROZ	08	263	K	ANNE K JORDAN	03	324	H	PAUL M UEBELHOER	01	219	B	RYAN J TOMKO	01	169	B
KELLY A NADEAU	08	263	P	VERONICA L SNYDER	03	324	H	<b>DOT REGION 6</b>				BRIAN D WEEKS	09	169	B
ALBERT PASSINEAU	08	263	K	<b>DOCCS HALE CREEK ASAC</b>				KATHLEEN BAILEY	02	175	P	SCOTT M WELLS	05	169	Q
JAMES E RAPPAPORT	08	263	P	DAVID P DOWNING	06	390	N	SHAWNA L HICKS	02	175	P	KALEB N WINTERS	08	169	B
NICOLE A TOMSEN	01	263	P	<b>DOCCS LAKEVIEW COR FAC</b>				MARTY JACKSON	02	175	B	<b>EX ALCO BEV CON</b>			
JAVONI L WILLIAMS	08	263	K	AMY HADLEY	01	378	C	CHRISTOPHER J JORDAN	02	175	B	JUAN C HERRERA	10	171	P
DANIELLE M WILLIAMS	08	263	K	RANDY E TRICANO	01	378	C	<b>DOT REGION 7</b>				<b>EX DIV HUMAN RT</b>			
DANIEL J WINKLER	03	263	P	<b>DOCCS MARCY COR FAC</b>				DERRICK J KEHOE	04	247	B	IRIS N CARRASQUILLO	10	329	S
<b>CORRL SRVCS M/O</b>				DANIEL C WHEELER	06	375	P	<b>DOT REGION 8</b>				BELLEW MCMANUS	10	329	G
YOLANDA PITTMAN	08	236	J	<b>DOCCS MID-STATE COR FAC</b>				LINU ABRAHAM	09	172	B	JEANNE L ORTIZ	10	329	S
<b>DEPT OF FINANCIAL SERVICES</b>				JONATHAN M BROWN	06	338	H	BRIAN D DUBOIS	09	172	B	<b>EX OFF GEN SERV</b>			
EDDIE CLEMETSON	10	260	P	DAVID R LOOMIS	06	338	H	CARLY FITZ-HENLEY	09	172	P	GEORGE T BALINDA	08	179	B
GILBERT W DENTON	10	260	P	<b>DOCCS MOHAWK COR FAC</b>				JESSICA SCHRUFER	09	172	P	SHOW BAMBA	08	179	B
HESHAM M EL MELIGY	10	260	P	STEVEN DRAKE	06	379	C	<b>DOT REGION 9</b>				GLORIA FUNG	08	179	B
SERGEY K GARANIN	10	174	C	CHRISTOPHER G DUNHAM	06	379	A	BRIAN A DECKER	05	227	B	BE HA	08	179	P
AUDREY HALL	10	260	G	BRIAN J MATT	06	379	A	PAUL R GENDRON	05	227	B	RYAN P HAO	08	179	U
OCTAVIA S JOSEPH	10	260	P	SANDRA L ONUFER	06	379	C	<b>ECONOMIC DEVEL</b>				MOHAMMAD E HAQUE	08	179	B
HAROLD MARCELIN	10	260	P	MATTHEW J PRIME	06	379	C	WILLIAM D FERGUSON	07	262	O	ERIC R HASKINS	08	179	B
JIMMIE NEWSOME	10	260	P	<b>DOCCS SING SING COR FAC</b>				<b>EDUC MAIN OFFCE</b>				DEVAN JACKSON-MULE	08	179	B
<b>DOCCS AUBURN COR FAC</b>				TAMBOURA LITTLE	09	323	H	JANICE				DAVID W MILLER	08	179	U
SARA MOON	04	299	C	<b>DOCCS TACONIC COR FAC</b>				R ANDERSON-SMALL	11	376	N	MARK W MILSTEIN	08	179	S
<b>DOCCS BARE HILL COR FAC</b>				ANDREW J SVRCEK	09	271	C	JAMES G BRANDOW	08	194	C	BRANDON P STANFIELD	08	179	B
DAVID J MOSIER	07	377	C	<b>DOCCS WYOMING COR FAC</b>				JACOB DALY-ENGEL	08	194	C	RICHARD E VEHLW	08	179	B
<b>DOCCS BEDFRD HILL COR FAC</b>				RICKY C ALLEN	01	356	C	SEAN M DOBBIN	08	194	Q	<b>HEALTH MAIN OFF</b>			
HAROLD TESENY	09	353	C	JENNIFER				VIVIAN FALTO	11	349	C	SHEILA AMBROSE	08	205	D
<b>DOCCS CAPE VINCENT COR FAC</b>				L WOLCOTT-DEAN	01	356	C	ASHLEIGH A FRALEY	08	194	C	CHARLA D ANDERSON	08	205	D
LORI A GREENIZEN	04	367	H	<b>DOT MAIN OFFICE</b>				CARLOS J GARCIA	08	194	C	RAIF R BADR	12	317	A
<b>DOCCS COLLINS COR FAC</b>				ERIC L OPHARDT	08	177	B	GINA M HANDY	08	194	C	ERIKA L BAKER	08	205	D
SHAUN M WENTLAND	01	340	C	ABDUS SALAM	10	214	B	ELIZABETH M KARALAK	09	194	C	LINDA J BAKER	08	205	E
<b>DOCCS COMMUNITY SUPERVISION</b>				GUSTAVO SANTOS	08	177	O	TOR J LONEY	08	194	C	SUSAN BILLI	12	317	A
CATHERINE ADAMS	11	236	J	BINOD P SHAH	08	177	B	ELYSE A LOUGHLIN	08	194	C	STEVEN M BROOKS	08	205	D
JERRY M BARANSKA	04	236	J	<b>DOT REGION 1</b>				LAWRENCE J MAGARAM	10	349	N	MICHELLE J CAMPBELL	08	205	P
FAITH COCHRAN	09	236	J	EDWARD N DERGURAHIAN	08	258	P	KELLEY H MATHIESON	01	215	N	MARGARET A DOBBINS	04	312	A
GABRIELA E FRANKLYN	09	236	J	<b>DOT REGION 10</b>				AUDREY MYERS	12	376	K	MICHAEL A DREIBELBIS	08	205	D
ROBERT D HODSON	04	236	J	JOSEPH T AUFIERO	12	170	B	AARON NOBLE	08	194	Q	KENNETH FERRO	08	205	P
NAJIEB ISAAC	10	236	J	TAPON K BISWAS	12	170	B	CAITLIN M OHLSON	08	194	P	SHANA M FLOW	03	307	A
DANIEL KRESS	02	236	J	JOHN E GREENE	12	170	B	JOHN M QUAIN	05	230	F	MYRON R GETMAN	08	205	Q
GINA LOPEZ	03	236	J	WILLIAM A HOLTHAUSEN	12	170	B	ANGELINA RODRIGUEZ	11	376	K	MARLENE F GRIMSHAW	08	205	D
MARIE M MANGINO	05	236	J	GREGORY E JO	12	170	B	AUBREY				JOHN A INGRAM	01	220	D
KATHLEEN M PETGRAVE	11	236	J	WILLIAM G PIKE	12	170	B	M SEPPA-HODGKINS	08	194	C	KIMBERLY A JENSEN	08	205	E
RENEE L REID	11	236	J	CORINNE TESTA	12	170	B	VED SHRAVAH	08	194	C	ROBERT A JORDAN	08	205	Q
JOHN SNYDER	04	236	J	<b>DOT REGION 11</b>				BETH A UGINO	08	194	C	ANDREW S KALTER	09	291	B
WAYNE SPENCE	12	236	J	NICHOLAS P BAUDOIN	11	214	B	SURYA N VEMPARALLA	08	194	S	TRACY KNOTT	08	205	E
VIKKY M URENA	11	236	J	MAMADOU S DIALLO	11	214	B	CANDYCE R YOUNG	02	230	N	JESSICA A KUMAR	08	205	D
ANTHONY ZACCONE	10	236	J	GEORGE E KAUFER	11	214	B	<b>ELMIRA CHILD SV</b>				CRYSTAL LIDDLE	08	205	E
<b>DOCCS ELMIRA CNTR COR FAC</b>				AZMAL A KHAN	11	214	B	KAYLEE E COMFORT	02	223	C	TRACY L MANN	10	199	E
MICHAEL L CRIPPEN	02	222	C	WIENER NIVOSE	11	214	B					ADRIENNE V NICHOLSON	08	205	P

2024 Convention Delegate List

NAME	REG.	DIV.	TITLE	NAME	REG.	DIV.	TITLE	NAME	REG.	DIV.	TITLE	NAME	REG.	DIV.	TITLE
SHANEEOVA L NORBI	08	205	P	MICHAEL K GALLIVAN	01	180	H	NYS GAMING COMMISSION				REGINA D MCDONALD	11	357	K
TANIA R TINLEY	08	205	D	KRISTA A HOGG	01	180	A	RANBIR KUMAR	11	332	P	ANDREW J MICHELA	08	357	K
MICHELLE WEBB	03	307	A	MH CNTRL NY P C				OASAS MAIN OFF				GARY W MOORE	08	357	K
HOMELAND SECURITY				WANDA L BATES	09	310	D	MELANY R BRADSHAW	08	265	J	RONALD F OBRYAN	08	357	K
BENJAMIN T GILES	08	179	M	TIMOTHY LEBLANC	06	344	E	WILLIAM CRUZ	10	314	J	RAJIB PAUL	08	357	K
JOHN T THOMSEN	08	179	S	CHICQUITA MCCOVERY	09	310	E	BARBARA J FAHEY	08	265	J	ELAINE PETERS-GUTHRIE	10	357	K
HSC BRKLN P/R				PATRICIA K SESSIONS	09	310	E	OASAS TRMT CTRS				ALEC J PRICE	08	357	K
ABDALLAHI DIOP	11	198	A	JOSEPHINE A SLIFKA	06	344	A	LAKISHA C ALVEREST	09	279	A	JEAN A SALERNO	11	357	K
JOAN P ROSEGREEN	11	198	A	STEFANIE L WARNER	09	184	N	GREGORY J CARMAN	06	183	J	KRISTINA TEREBURKE	08	357	K
CYNTHIA WALKER	11	198	A	MH CREEDMR P CT				JOE KASZOVITZ	09	279	J	JHONATHAN D TERRERO	08	357	K
HSC SYR HOSP PR				ALBERT FAMULARO	11	241	E	KELLY M LAME	03	411	J	ION TIMOTIN	08	357	S
RACHEL M AMODIO-KOPP	04	320	A	DARLYNE RICHARDSON	11	241	D	OF CHILD FAM SV				L M TRACY IRELAND	08	357	S
MICHAEL H CZERNIAK	04	320	A	MICHELE ROSELLO	11	241	E	DIANA L BARRINGTON	09	404	E	JOSEPH F UGINO	08	357	K
JUANITA S HICKS	04	320	A	ELSA TARTT	11	241	D	DEBORA				SAM S WIN	08	357	K
BRITTANY M LACIK	04	320	A	ELAINE S VASILOPOULOS	11	241	E	DEBELL-DONOHUE	08	234	E	OFFICE OF CANNABIS MANAGEMENT			
ANITA B MCCONNELL	04	320	A	MH ELMIRA PSY C				ROSS M DORSEY	05	391	U	ALFONSO D RODRIGUEZ	10	413	J
TANYA M MERCURIO	04	320	A	JACK W KELLOGG JR	02	223	D	SANDRA M GREENE	08	234	E	OPWDD BERN FINE DDSO			
BRENDA L ONDERKO	04	320	A	RITNER J PAGE	02	223	A	FATMATA P HILTON	08	234	E	ANITA BOSUMTWI	11	207	U
DAVID J PUTERBAUGH	04	320	A	MH HUTCHINGS PC				LISE K MALONEY	08	234	E	GWENDOLYN J CULPEPPER	11	207	H
HUTCHS CHILD SV				JESSICA L ANDRIANOS	04	301	H	ROBIN M MATTHEWS	10	191	E	NOEMI SEABROOK	11	207	C
TERRI L BUSBY	04	301	C	JEANETTE C TYLER	04	301	H	REBECCA OLIVER	04	401	E	OPWDD BROOKLYN DDSO			
GINA M CORONA	04	301	E	MH KNGBR PY CT				DEBORAH				CLAUDETTE M NORMAN	11	244	H
DAURYNNE M METZ	04	301	C	COLLEEN GALY	11	252	H	A POYDOCK-WHIPPLE	01	337	E	CARRIE L SAUNDERS	11	244	H
LABOR				BERNADETTE OCONNOR	11	252	H	SHARON P SAMUELS	11	352	U	OPWDD BROOME DDSO			
SCARLETT AHMED	11	245	O	IRSHAD A SUMAR	11	252	D	RONALD L SIMMONS	08	234	E	DENISE BAILEY	05	197	H
BERNADETTE D ALTON	05	281	O	MH MAIN OFFICE				ALTHEA A SOLOMON	11	352	P	JOSHUA B CHIMENE	05	197	D
SANDRA M ARANIVA	08	202	M	RUDY A ARIAS	08	392	D	ZACHARY J SWIFT	08	234	E	SHERRY L HANSON	05	197	A
DEBRA BESSON	08	202	O	PAUL J CARVER	01	180	D	DAVID TAKOR	08	234	E	BRIAN M HEANEY	05	197	H
WILLIAM H CLINGERSMITH	03	278	S	DOROTA A KEARNEY	08	392	D	VERONICA V WARREN	08	234	E	MATTHEW P KATTELL	05	197	H
MOISES DONATO	05	281	O	CARMELA M TRIOLO	08	392	P	OF TEMP DI ASSI				MATTHEW F NORTHRUP	05	197	A
CARYN F FELDMAN	12	200	O	MH MANHATN P CT				CHUKWUDUZIE AJOKU	10	191	S	MATTHEW S ROLLEY	05	403	N
MARLA FISCHL	12	200	M	HAROLD E BREWSTER	10	267	D	CARL E ANDERSON	10	192	D	OPWDD CAP DIST DDSO			
LISA A FITZPATRICK	05	281	O	MH MHWK VAL P C				LESLIE APACIBLE	05	399	M	ANNETTE M ABARE	08	251	C
DARREL FLANDERS	08	202	O	MARY M KRUKONIS	06	183	A	DAMIAN AROCHUKWU	10	191	S	JENNIFER M ANTAL	08	251	H
MATTHEW FLYNN	07	273	O	MH MID HDSN P C				PAMELA G AUGUST	08	234	E	STACY M MOREY	08	251	D
CINDY FRANQUI	11	245	P	MELINDA E DELAZAR	09	274	D	SARAH I BETANCOHURT	08	234	G	OPWDD CENTRAL NY DDSO			
SCOTT K HEKTOR	05	281	O	JODIE A GEWING	09	274	D	KRYSTLE CALLARI	01	369	M	HAGGAI I ALI	04	304	C
KEVIN E JONES	08	202	G	MH NAT KLN INST				MARK CENSOR	10	192	M	JACKLYN HOPKINS	06	189	C
ERIN L KELLY	03	278	O	PHILIP H STAVRIDES	09	235	Q	DEBI E CHOWDHURY	08	409	M	MONICA G MOORE	04	304	E
MICHAEL LASCH	08	202	O	MH PILGRIM P CT				SHARON V DESILVA	08	234	G	MEGAN R OTIS	06	189	H
MICHELE E LASSI	11	245	O	BRENDAN J BURNS	12	233	A	TIFFANY FERRELL	05	399	M	KEVIN A ROBENOLT	04	304	C
DEBRA P LINDSTADT	12	200	O	DEXTER DELROSARIO	12	233	A	GERMAINE GRECO	10	192	M	SAMETTA L SHAW-LIPIEC	06	189	H
CYNTHIA L MCAULIFFE	08	202	O	IVAN L GIANNOU	12	233	A	SORAYA T INMAN	08	234	N	NICOLE J STURTEVANT	06	189	N
DANIEL F MCCORMACK	09	286	M	PRADEEP D JOSEPH	12	233	P	NYSSA J KREPLIN	08	234	G	OPWDD FINGER LAK DDSO			
TRACEY A MURPHY	08	202	O	JOSEPH A MARSEILLE	12	233	A	OMOTAYO O KUKU	11	373	U	LEISA ABRAHAM	03	246	D
TANYA M NELSON	11	245	O	JOANE PHANORD	12	233	A	KEITH A MCCABE	05	399	M	JENNIFER BRADT	02	201	A
ANNMARIE C PFOHL	01	221	R	SHAKIL ZUBAIR	12	233	D	MATTHEW L NIRELLI	01	369	M	KRISTIE CHATTERTON	03	259	A
AMBAR QUELIS PEREYRA	08	202	E	MH RCK PC C YTH				JILL E POELLER	01	369	M	RANDI L DIANTONIO	03	259	E
JESSICA L RAMSEY	05	281	O	ZELMA M DENNIS	09	235	A	MARTIN J ROBINSON	08	234	E	DANIEL J LIBUTTI	03	259	D
TINA L RINGO	03	278	M	GEETA TRIPATHI	09	235	A	SCOTT STAUB	05	399	M	ELIZABETH H MURRAY	02	201	A
ERIK RUIZ	10	245	O	MH ROCH PSY CTR				NATHAN TUCKER	08	234	E	ANNE M PARRY	03	259	E
BRIAN SILVA	08	202	M	NICOLE C TARSON	03	283	N	LISA A WINSLOW	08	234	G	GREGORY SALAMIDA	03	246	D
MEIGHAN A SMITH	08	202	O	KIMBERLY WINKELMAN	03	283	E	OF MDICADA INSP GEN				CHERIE J STEVENS	03	259	A
MARK E SNYDER	08	202	O	MH ROCKLAND P C				MATTHEW S MYERS	08	205	D	JEREMY C WHITE	03	246	C
GAIL M STEWART	09	286	O	CARL ANKRAH	09	235	A	CANTAVE PAUL	09	191	P	SHELBY A WISNESKI	02	201	E
JESSICA E VERHOFF	08	202	O	VIJU T CHACKO	09	235	A	OFF OF INFO TECH SRVCS				OPWDD HDSN VAL DDSO			
JACOB H WEINTRAUB	11	245	G	WALTER L GEHRING	09	235	A	REISSA ALDERMAN	08	357	K	MICHELE S CARAWAY	09	276	C
CHRISTINE WERNS	08	202	O	MICHELLE L GOSCINSKY	09	235	E	MAMADOU A BALDE	08	357	K	CRYSTAL A COOK	09	276	D
SARUDZAI ZVOMA	08	202	O	CHRISTINA HAGGARTY	09	235	A	NUDSARA BELL	08	357	K	MARISA J MC CLINTON	09	276	C
LAW				MINI T JOSEPH	09	235	E	HIMABINDU BHASHYAM	08	357	K	AMA SAKYI	09	276	A
TIMOTHY J BOPP	08	187	K	EVE MCCORMICK-MILLARD	09	235	E	MARIO CHIARELLO	08	357	K	LUISA A SCOTTCOOPER	09	276	D
ALAN FISH	08	187	K	CARMELINE J TORCHON	09	235	A	HEATHER L CRAVEN	08	357	K	OPWDD INS RES DEV DIS			
TAMARA C MARTIN	10	351	G	BEATRICE YONLY	09	235	E	BISWAJIT DATTA	08	357	K	MOHAMMED JUNAID	11	345	Q
JOHN NICOTINA	08	187	K	MH S BEACH CNTR				JOSEPH P DAURIO	08	357	K	OPWDD L. ISLAND DDSO			
CHAD SHELMDINE	04	187	J	PETER GORGOGNONE	11	253	A	JAMES F DESSO	08	357	K	KEHINDE M AJIKOBI	12	209	A
MH BING PSY CTR				MH ST LAW PSY C				ADITYA K DHAR	08	357	S	IDOWU M DADA	12	209	A
AUTUMN S HADLICK	05	208	D	LESLIE A MILLS	07	249	D	CHRISTOPHER J FORD	08	357	K	OPWDD MAIN OFF			
ANGELA M REH	05	208	N	JENNIFER A SHAVER	07	249	A	NOUR GHANEM	08	357	K	CHAD BURDETTE	08	257	P
AMANDA M RULAND	05	208	H	MH WASH HTS UN				TERRY M GUTHRIE	11	357	K	CASEY L CONLEY DOWNEY	08	257	S
LYDIA VELEZ	05	208	H	DARLENE WILLIAMS	10	254	H	BRANDON L HILL	08	357	S	MILLAH N MUSUNGU	08	257	Q
MH BRONX PSY CT				MHK VLY C YTH				LUCIA E HOFFMAN	08	357	K	MARIE L ROMAIN-HENRY	10	292	P
CLEOPATRA GERARDINO	10	213	D	SHEVAUN E ABBOTT	06	183	H	GEORGE H HOWARD	11	357	K	NYAH A SMITH	10	257	A
CYNTHIA R RAMOS	10	213	C	MOTOR VEHICLES				CAMILLE S ISSARDIN	11	357	K	OPWDD STATEN ISL DDSO			
LETICIA RIVERA	10	213	D	HEIDI A BAZICKI	08	211	G	ALHAJI JAWNEH	11	357	K	CANDACE L DOTTS	11	280	D
CLARA SHAMATANGA	10	213	A	LINDA JOHNSON	09	255	R	RICHARD JONES	08	357	K	OPWDD SUNMOUNT DDSO			
CHRISTINE A SMITH	10	213	D	MAUREEN A KOZAKIEWICZ	08	211	J	RITA C JORDAN	08	357	K	JOEL W BARTLETT	07	242	N
MH BUFLO PSY CT				MICHAEL LENT	10	255	R	ADRIENNE KIRKLAND	10	357	K	STEPHANIE			
SCOTT A BALSANO	01	180	H	NYC CHILDRENS CENTER				MITHILESH KUMAR	08	357	S	M CHAMPAGNE	07	242	E
VINCENT A CICALTELLO	01	180	A	INDERMATTIE BALKARAN	11	188	C	PRAKASH LAL	08	357	K	BRANDEN M FOOTE	07	242	C
ALEXANDRE				SOL COLON	10	213	D	ANTHONY J LAPOINTE	08	357	K	VICKI A HUBBARD	07	242	C
Z DONASCIMENTO	01	180	H	MARIA ORTEGA-CORTES	10	213	D	HENRY K MATALA	08	357	K	ERICA M LAFLAIR	07	242	D

2024 Convention Delegate List

NAME	REG.	DIV.	TITLE	NAME	REG.	DIV.	TITLE	NAME	REG.	DIV.	TITLE	NAME	REG.	DIV.	TITLE
BARBARA E STRANSKY	07	242	D	<b>STATE</b>				EUGENE DEAL	12	225	A	JOHN MCDONALD	08	190	P
<b>OPWDD TACONIC DDSO</b>				THOMAS DITULLIO	04	295	U	DEBRA DELGIORNO	12	225	A	ANNE C MEMOLI	08	190	P
SAMARA S WHEELER	09	248	H	KAREN M TULLY	08	295	G	DANIELLE G DELIO	12	225	A	MICHAEL A MILLER	08	190	P
<b>OPWDD WESTERN NY DDSO</b>				BHARATI VERMA	08	295	E	YOUNG H DESAW	12	225	A	INGYIN MON	08	190	P
THOMAS R CIEZKI	01	167	C	<b>STATE INS FUND</b>				MICHAEL S DOYLE	12	225	A	PATRICK M MOYLAN	04	333	P
SCOTT R DOBE	01	167	H	CHARLES L BROWNING	05	240	G	LAURA A FLERX	12	225	A	ANGELO P POLITO	08	190	M
SHAUNA				ROBERT S BUREY	01	240	O	HEATHER J KAMMERER	12	225	A	NAZMUL QUAYYUM	11	406	P
L EVANCIK-OLROGG	01	167	D	CHERMAYNE B CAMPBELL	10	240	M	J C OBRIEN	12	225	A	BRITTNEY A RENAUD	08	190	P
MALACHY L GATELY	01	243	C	KEVIN J DOBIES	08	240	G	AMY L PACHOLK	12	225	A	LINDA J SCOTT	08	190	P
DONNA S KARCZ	01	243	C	DAVID M DUBOFSKY	05	240	M	KATHRYN S ROSA	12	225	A	JACQUELINE B SHEA	08	190	P
<b>OPWDD METRO NY DDSO</b>				MARY R FALTESS	10	240	P	PENNY M WHITTAKER	12	225	A	CHRISTINE L SICINA	09	182	M
MARCELLUS BENNETT	10	407	C	KIM L HOLSTON	10	240	M	<b>SU COL CORTLAND</b>				ANTHONY E SMITH III	01	224	P
PATRICIA CHERY- SIMON	10	292	E	JEFFREY P HUNT	08	240	K	JESSICA J BERGERON	04	320	A	CORDELL A THOMPSON	01	224	P
MURIEL T HARDY	10	407	E	KENNETH J JOHNSON	10	240	M	<b>TAX FINANCE</b>				JAKOB WESTMAN	08	190	P
CLARA R HENRY	10	292	E	CLIFVON D JONES	10	240	P	WILFRED M AMANFU	11	406	P	CAMILLA Q ZHEN	08	190	P
<b>PK&amp;REC FINGER L</b>				DIANN JONES	03	240	K	SCOTT P BAXLEY	08	190	P	<b>W NY CH PSY CTR</b>			
VICTORIA L SRNKA	02	305	C	MELISSA A KING	10	240	P	CHRISTOPHER G BUMAN	03	360	P	PATRICIA M MORAN	01	167	F
<b>PK&amp;REC MAIN OFF</b>				PATRICIA A MASON	08	240	A	ROCCO CITENO	12	186	P	DEANNA M SCIBILIA	01	167	D
DENISE E MARTIN	08	305	U	TERESA R MCLEOD	10	240	M	JEFFREY D COZZY	08	190	P	<b>WKRS COMP BOARD</b>			
<b>ROSWELL PARK</b>				RADHAKRISHN MOHAN	10	240	K	CONRAD DAVIS	11	406	P	MARY E DUNCAN	08	363	M
JORDAN M BLATZ	01	196	A	CHRISTOPHER J RAMPE	12	240	P	JOSEPH DONAHUE	08	190	P	MEGAN S HILL	08	363	P
THERESA A BURKE	01	196	U	EILEEN M RICHARDSON	04	240	A	BERNICE B EDWARDS	08	190	P	TAMMI L LUCKHURST	08	363	M
MICHELE L IORFIDA	01	196	D	DIANA S ROBERTS	12	240	M	STACEY L FINN	08	190	P	MARY G PARISH	08	363	M
YATRAM B JAGROOP	01	196	B	NISHITH SHAH	10	240	M	SABRINA FURMAN	08	190	P	TRACY A PEEL	10	285	G
MARY T MILLER-KOTRYS	01	196	B	HEATHER V SPENCER	10	240	P	ROBERT J GORDON	11	406	P	REBECCA S SCHWARTZ	11	285	G
KATHRYN J SCHULTZ	01	196	A	AARON D UCHYTIL	08	240	K	SARDHAWATIE				VERONICA J SPRINGER	11	285	G
JAMES SZTABA	01	196	A	SAMUEL F WAGNER	04	240	M	M HARDUAR	08	190	P	VICKI A SWEET	08	363	K
REBEKAH E TRANCHELL	01	196	U	DANIEL WARREN	01	240	K	KYLE M JACOBSON	08	190	P				
<b>SEC TREATMENT AND REHAB CENTER</b>				LISA M WELLS	04	240	M	JOSEPH KLEIN	01	224	P				
AUDREY C COLEMAN	06	344	A	<b>STONYBRK HOS PR</b>				KENNETH D LASKY	08	190	P				
DOUGLAS J MCCARNEY	07	249	A	ROWENA A ABESAMIS	12	225	A	JIA LI	08	190	P				
<b>ST LAW CHILD SV</b>				DOUGLAS BEGENT	12	225	A	RAJENDRA MANGROO	08	190	P				
KAREN MARTIN	07	249	E	JIWON CHOI	12	225	A	GEORGE MARRETT	09	182	P				
SARA E OLIN	07	249	E	BARBARA L CONIGLIO	12	225	A	EVERTON MAXWELL	08	190	P				



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## PEF in the News

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### PEF president on historic fourth term: 'It's a bit surreal'

he president of New York's state workers' union made history over the weekend — becoming the first person to be elected to a fourth consecutive, three-year term to lead the Public Employees Federation.

PEF President Wayne Spence will lead the union for another three years, fighting for roughly 56,000 workers across all state agencies. About two-thirds of the roughly 10,000 PEF members who submitted a ballot voted for Spence, who worked as a parole officer for nearly 30 years.

"It was a bit surreal," Spence told Spectrum News 1 on Monday. "Considering when I was first elected in 2015, it was by a very narrow margin. This time around, it was almost by 70%."

[Click here to read the story.](#)



### PEF comments on pension fund boost

President Wayne Spence is quoted in this article about the remarkable increase in the New York State Common Retirement Fund. According to State Comptroller Thomas DiNapoli, the fund has now reached a total of nearly \$268 billion, showcasing an impressive 11.5 percent return on investment. This performance is nearly double the long-term expected rate of return of 5.9 percent, as per the report from the office of State Comptroller Thomas DiNapoli.

[Click here to read the story. Region 8 RC speaks at press conference](#)



### Media covers historic fourth term win

The Albany Times Union reported on President Spence's historic election to a fourth term as the union's top officer.

[Click here to read the story.](#)



### Leading the AI discussion

President Spence and Vice President Randi DiAntonio spoke on the impact of artificial intelligence (AI) on public service jobs during the AFT Public Employees divisional meeting at the AFT convention in Houston on July 22, 2024.

[Click here to read the story on AFT's website.](#)



### PEF voices concern with prison closures

President Spence was interviewed over the phone for a News10 story on the announced November 6, 2024, closures of Great Meadow and Sullivan correctional facilities, which will impact more than 100 PEF members at those facilities.

[Click here to watch the video.](#)

# What you should know about the inflation reduction act

*Editor's note: Due to unforeseen circumstances, the June and July/August Retiree columns are here combined.*

In my May column, I wrote about issues-based support and doing our research on candidates before we blindly cast our vote. In this month's article, I've focused on a piece of legislation that many of you may not be familiar with, the Inflation Reduction Act (IRA), which will have a tremendous influence on our economy and quality of life. As you already know, what happens in Washington and Albany has a major impact on our lives!

The IRA creates millions of new clean energy jobs, makes prescription drugs more affordable, and asks the ultra-wealthy and large corporations to pay their fair share in taxes. Signed into law by President Joe Biden on Aug. 16, 2022, the bill is a \$500 billion investment that includes benefits for everyday Americans.

Below is information I've found helpful in understanding the IRA and its impact:

## Clean energy and climate

The IRA fights the climate crisis through historic investments in clean energy, energy efficient buildings, and resilient communities. The almost [\\$400 billion in funding](#) is administered through a mix of tax incentives, grants, and loan guarantees meant to lower carbon emissions 40% by 2030.

The majority of the IRA's funding is intended to transform the economy and communities by [bolstering the clean energy sector](#) and creating more than six million new jobs. This funding includes \$216 billion in tax credits to incentivize investment in clean energy, including in wind and solar power, electric vehicles, clean energy supply chains, and transmission infrastructure.

To take full advantage of the tax credit, businesses and other eligible entities must meet [labor and equity standards](#), as well as requirements that most of the labor and materials used are from the United States. There are additional benefits for investing in communities that have been disproportionately impacted by pollution and unlike other existing tax credits, states, local governments, and nonprofits can take advantage of these clean energy programs.

There are also tax credits for individuals for the purchase of electric vehicles, providing up to \$7,500 for new vehicles and up to \$4,000 for used vehicles. These credits are payable at the time of purchase and aimed at making electric vehicles more affordable.



## Energy Efficient Buildings

The IRA offers a combination of grants and tax credits aimed at constructing new buildings and retrofitting existing ones to be energy efficient and climate resilient. [Various initiatives](#) to address the energy efficiency of residential, commercial, and public buildings, would create 900,000 new jobs.

These initiatives include:

- Tax credits for residential homeowners and tenants to be reimbursed up to 30% of the cost of eligible home improvement investments like energy efficient appliances, rooftop solar panels, geothermal heating, and home batteries.
- Tax credits for commercial building owners who install systems in their buildings that reduce energy usage by 25%.
- \$1 billion available in loans and grants to improve the energy efficiency and climate resiliency of affordable housing.
- \$250 million in grants to upgrade federal buildings into green buildings.



## Resilient Communities

The IRA also makes a [\\$120 billion investment](#) in grants for communities, while creating another half a million new jobs. These investments include:

- Conservation programs like restoring coastal habitats and supporting forests;
- Resilience programs that reduce pollution in schools and support local governments in climate change planning and response;
- Environmental justice programs that ensure as we invest in all communities, those that have been historically marginalized and disproportionately impacted by climate change are not left behind.

## Affordable Health Care

The IRA addresses the sky-rocketing cost of health care, ensuring that families and seniors pay less. It is estimated that these provisions will save the federal government \$173 billion through 2031.

### Medicare Takes on Big Pharma

The majority of the IRA's healthcare provisions are drug price reforms that [reduce costs for millions of Medicare beneficiaries](#), including:

- Requiring Medicare to negotiate with pharma companies on the prices of certain high-cost drugs to use its purchasing power to bring down the cost of prescription drugs.
- Preventing drug companies from price gouging by penalizing them for raising drug prices faster than the rate of inflation. This resulted in individuals saving on the cost of 43 different prescription drugs, just in the third quarter of last year, from July 1-Sept. 30, 2023.
- Establishing a \$35 co-pay cap on insulin.
- Capping out-of-pocket expenses for Medicare Part D prescription drugs at \$2,000 annually, starting in 2025.
- Offering free vaccines as of January 2023.

## Expanding the Affordable Care Act

The law also makes health insurance more affordable, so that millions more Americans will be able to get coverage. By extending Affordable Care Act subsidies through the end of 2025, not only will millions of families save money when buying insurance through the marketplace, but families who buy their insurance on their own will have their insurance premiums reduced by up to \$800.

## Tax Fairness

The IRA enacts [new taxes](#) to fund the investments made, while ensuring that the ultra-wealthy and large corporations pay their fair share. It increases the minimum tax on large corporations to 15% and limits the deductions that wealthy business owners are able to use to avoid paying taxes on their full income.

The IRA originally increased funding for the IRS by \$80 billion over the next 10 years so the agency is equipped to go after wealthy tax cheats, but the recently passed debt ceiling bill rescinded \$1.4 billion in funding and diverted an additional \$20 billion to other programs. Despite this, we already saw the IRS improve customer service and step up enforcement on the ultra-wealthy during the 2023 tax season.

To provide you with this updated information I've researched the IRA and presented you with these highlights, with links to supporting information. I hope you take time to educate yourself about issues important to all of us as Americans, union members and retirees!



## 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](#).

[www.pef.org/careers-at-pef](http://www.pef.org/careers-at-pef)







# 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.

Barbara Bertucio is a curatorial visitor services specialist 1 at the Office of General Services in Albany.

Cassandra Bradford is a registered nurse 2 at SUNY Upstate Medical Center in Syracuse.

Kevin Bromley is a registered nurse 1 with the Office of People with Developmental Disabilities in Norwood.

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.

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.

Ann Krenn is an Offender Rehabilitation Coordinator at Groveland Correctional Facility in Sonyea.

Roxeen Mundy is an information technology specialist 2 at the state Office of Information Technology Services in Albany.

Rose Niang is an investigative specialist 1 at the Department of Education in Manhattan.

Darlene (Gemma) Rose is an employment counselor for the state Labor Department in Amsterdam.,

Vexilla Quinlan is a registered nurse 1 at Bronx Psychiatric Center in the Bronx.

Vicki Sweet is a business systems analyst at the Worker's Compensation Board in Menands.

Christine Ward is a senior Worker's Compensation Examiner at the Worker's Compensation Board in Menands.

Jennifer Wells is a registered nurse 2 at SUNY Upstate in Syracuse.

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 174 and 175 of the [2023-26 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 [communicator@pef.org](mailto:communicator@pef.org), or call 518-785-1900.



## 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*.



Sign up **TODAY** for the Communicator

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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.

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**June 26, 2024**

President Wayne Spence and Vice President Randi DiAntonio jumped into action for their fourth term when they were invited to participate in a public sector employment relations study group session at the prestigious ILERA 20th Triennial World Congress at the Hilton Midtown in Manhattan, June 26 to 30. Participation in the Congress is offered to a select few labor leaders. It is part of the "2024 Triad" joint event that also included the FMCS 2024 National Labor-Management Conference and the LERA 76th Annual Meeting.



**June 26, 2024**

Barbara Stransky presented the Solidarity Parade Committee with a donation on behalf of PEF Region 7. The Committee has agreed to make "Fix Tier 6" this year's theme!

Mark your calendar: The Solidarity Parade and picnic is Monday, September 2nd in Massena. All PEF members and their family members are welcome to attend this free event.

**June 12, 2024**

PEF Division 180 leaders and members from Buffalo Psychiatric Center welcomed VP Randi DiAntonio, Article 18 Health & Safety Chair Leisa Abraham, and Erie County District Attorney Michael J. Keane to an event this evening to talk about how PEF is working to combat workplace violence!







**June 12, 2024**

PEF VP Darlene Williams met with PEF Division 213 members at the Bronx Children's Psychiatric Center, sharing the latest PEF legislative accomplishments and updating members on the contract and other benefits of union membership!



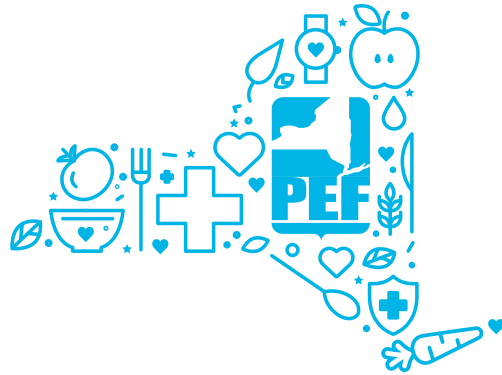
**July 30, 2024**

Region 12's new regional coordinator Corinne Teste hosted a successful Marcum Challenge at Jones Beach.



**July 20, 2024**

PEF leaders and members were in Houston for the AFT Convention, where Secretary Treasurer Joe Donahue met up with President Randi Weingarten and First Book CEO Kyle Zimmer to thank them for helping PEF distribute tens of thousands of free books to New York children.



# Recommit Today!

New + Existing PEF Members

**SIGN NOW!**





**July 13, 2024**

PEF MBP thanks all the PEF members, retirees, and their families and/or friends who attended Great Adventure's Family & Friends Day Event! We hope you all had a great day.



